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**Education and Library Science (EB) group:**

**PAY PROPOSAL**

**October 17, 2018**

This document represents the pay proposal of the Public Service Alliance of Canada (the “Union”) for this round of negotiations for the Education and Library Science (EB) group. This proposal is being submitted to the Treasury Board of Canada (the “Employer”) without prejudice to any future proposed amendments and/or additions, and subject to any errors and/or omissions.

The Union reserves the right to introduce, amend, and/or withdraw its proposal and/or to introduce counter proposals to the Employer's proposals.

**PSAC PAY PROPOSAL  
EB GROUP – TREASURY BOARD NEGOTIATIONS  
OCTOBER 2018**

- 1) Annual Economic Increase
- 2) Wage Adjustments
- 3) 12 Month Teachers – New National Rate of Pay
- 4) Pay Note Changes
- 5) Duration

## ANNUAL ECONOMIC INCREASE

July 1, 2018

- 3.75% economic increase

July 1, 2019

- 3.75% economic increase

July 1, 2020

- 3.75% economic increase

## WAGE ADJUSTMENTS

Unless otherwise specified, all adjustments occur July 1, 2018, prior to application of the annual economic increase.

### ED-EST (10 month) INAC Wage Grid

- All Ontario 10 month rates shall receive a market increase of 10%;
- All Alberta 10 month rates shall receive a market increase of 20%;

### ED-EST Vice-Principal and Principal Wage Grid

- Deletion of Level 1 rates for both VP and Principals;
- Deletion of pay note language around qualifications;
- Level 2 wage grid will form new VP and Principal wage grid;
- Ontario wage grid will receive market increase of 10%;
- Alberta wage grid will receive market increase of 20%.

### EU Wage Grid

- Same provincial market adjustment as 10 month teachers (if not in Ontario or Alberta, adjustment is 10%).

### ED-EST (12 month) Wage Grid<sup>1</sup>

- See section on 12 Month Teachers.

### ED-LAT

- Increase of 10% added to all rates in grid.

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<sup>1</sup> Teachers that work a 12-month year for CSC, National Defence and DFO are currently paid a salary equal to 20% of the 10-month grid in their region. We propose to move these 12-month teachers to a new, separate pay grid.

## ED-EDS

- Increase of 10% added to all rates in grid.

## LS Wage Grid

- The following adjustments made to wage grids:
  - LS-01 – drop bottom step, add 1 step to top (2.8% step);
  - LS-02 – drop bottom step, add 2 steps to top (3.2% step);
  - LS-03 – drop bottom step, add 2 steps to top (3.2% step);
  - LS-04 – drop bottom 2 steps, add 2 steps to top (3.4% step);
  - LS-05 – drop bottom steps, add 1 step to top (3.4% step);
- Add market adjustment of 12% to all rates of pay.

## 12 MONTH TEACHERS – NEW NATIONAL RATE OF PAY

On the basis of the work of the parties in the sub-committee under Appendix N of the collective agreement, the Union proposes a new, national rate of pay for 12 month teachers.

Teaching Experience	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
1	\$ 48,552	\$53,326	\$58,079	\$65,206	\$ 68,298	\$ 72,781
2	\$ 50,494	\$55,459	\$60,402	\$67,814	\$ 71,030	\$ 75,692
3	\$ 52,513	\$57,678	\$62,818	\$70,526	\$ 73,872	\$ 78,720
4	\$ 54,613	\$59,986	\$65,330	\$73,348	\$ 76,826	\$ 81,869
5	\$ 56,797	\$62,386	\$67,944	\$76,282	\$ 79,900	\$ 85,144
6	\$ 59,069	\$64,882	\$70,662	\$79,333	\$ 83,095	\$ 88,549
7	\$ 61,432	\$67,477	\$73,488	\$82,506	\$ 86,419	\$ 92,092
8	\$ 63,889	\$70,176	\$76,428	\$85,806	\$ 89,876	\$ 95,776
9	\$ 66,445	\$72,983	\$79,486	\$89,238	\$ 93,472	\$ 99,607
10	\$ 69,103	\$75,902	\$82,666	\$92,808	\$ 97,211	\$103,591
11				\$96,521	\$101,099	\$107,735
12					\$105,143	\$112,044

Notes on construction steps:

- 1) Examine current 10 month rates from each province;
- 2) Select highest starting provincial rate, and establish as starting rate in new grid;
- 3) Construct grid for each level based on adding 4% steps, beginning with the starting rate;
- 4) Establish years of teaching experience (10 to 12) based on current grids and need to minimize salary protection;
- 5) Increase rates by 20% to make 12 month rate.

Process for moving employees from current grids to new grid to be negotiated.

## PAY NOTE CHANGES

- Editorial changes to pay notes;
- Any required pay note changes to reflect new pay scales and allowances (e.g. moving employees on to new grids);
- New pay notes for 12 month teachers, along with their new grid;
- Pay note change for definition of teacher education affecting ED-EST teachers in Quebec;
- Change to pay notes for vice-principals and principals:

### **Vice-principal and principal professional certification**

Employees appointed to school leadership positions must hold current teacher certification issued by the Ministry of Education, Department of Education or the College of Teachers of the province in which the school is located and ~~should~~ **must** have a provincial principal qualification in province, territory, or provincial school unit within the geographic area where such is a requirement for vice-principals and principals employed by public school boards in elementary and secondary schools.

### **~~Vice-principal and principal academic qualifications~~**

~~a. Level one: for placement at this level, an employee must have:~~

~~i. at a minimum, a Bachelor's degree in Education and current teacher certification issued by the Ministry of Education or College of Teachers of the province in which the school is located.~~

~~b. Level two: for placement at this level, an employee must have:~~

~~i. Master's degree in Education and current teacher certification issued by the Ministry of Education or College of Teachers of the province in which the school is located that included a principal qualification on the teaching certificate where such is required by provincial regulation.~~



## **DURATION**

July 1, 2018 to June 30, 2021.