



# **TREASURY BOARD NEGOTIATIONS 2021**

---

**Pay Proposal for the  
Education and Library Science  
(EB Group)**

**January 11<sup>th</sup>, 2022**

This document represents the pay proposal of the Public Service Alliance of Canada (the “Union”) for this round of negotiations for the 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 new proposals, amend, or withdraw its proposals or to introduce counter proposals to the Employer's proposals.

**PSAC PAY PROPOSAL  
EB GROUP – TREASURY BOARD NEGOTIATIONS  
JANUARY 2022**

- 1) Wage Adjustments
- 2) Allowance
- 3) New Sub-group – EU-ECE (Early Childhood Educators)
- 4) Other pay notes

## WAGE ADJUSTMENTS

Unless otherwise specified, all adjustments occur July 1, 2021, prior to application of the annual economic increase.

### **Annex “A1” Elementary and Secondary Teaching Sub-Group (ED-EST) annual rates of pay – National rates of pay, 12-month pay plan**

#### **ED-EST (12 month) Wage Grid**

- Market adjustment: a 7% market adjustment across all levels and teacher experiences.

#### **Fixing the transitional provision:**

The Union proposes a MOU to address the inequities of the transitional provision for the restructure of regional ED-EST 10-month annual rates of pay to national ED-EST 12-month rates of pay for teachers in Correctional Service of Canada, the Department of National Defence or the Department of Fisheries and Oceans. This MOU shall ensure that 12-month teachers will be placed in the wage grid as per past practice and in line with the pay notes found in Annex “A1”, in accordance with their experience and seniority.

#### **\*\*ED-EST Sub-Group pay notes**

#### **6. ~~Transitional provision~~**

~~The restructure of regional ED-EST 10-month annual rates of pay to national ED-EST 12-month rates of pay for teachers in Correctional Service of Canada, the Department of National Defence Canada or the Department of Fisheries and Oceans, will be effective according to the dates determined by clause 2a)(ii) of the new appendix “K” – Memorandum of Understanding with respect to Implementation of the Collective Agreement. Notwithstanding years of experience, eligible employees are to be paid at the rate in the new pay grid that is closest to without a reduction of pay to the salary they were paid on the day prior to the effective date. After this initial movement to the new pay rates, an employee will continue their progression through teaching experience levels as per Pay Note 19.~~

**Annex “A1-2” ED-EST Elementary and Secondary Teaching Sub-Group (ED-EST)**

**Elementary and Secondary Teaching Sub-Group (ED-EST) annual rates of pay, 10-month pay plan**

- All Ontario rates shall receive a market increase of 4.3%
- All Alberta rates shall receive a market increase of 5.2%

**ED-EST Vice-Principal and Principal pay plan**

- Deletion of Level 1 rates for both VP and Principals;
- Deletion of pay note language around qualifications (see below);
  - Incumbents who do not have a provincial principal qualification where now required shall be grandfathered;
- Level 2 wage grid will form new VP and Principal wage grid;
- All Ontario 10-month rates shall receive a market increase of 4.3%;
- All Alberta 10-month rates shall receive a market increase of 5.2%.

**Amended pay plan:**

July 1st 2021

Principal	Step			
Ontario (4.3%)	1	2	3	4
Level I	delete	delete	delete	delete
Level II	114,750	119,338	124,112	129,076

Alberta (5.2%)				
Level I	delete	delete	delete	delete
Level II	105,971	110,206	114,614	119,201

Vice-Principal	Step			
Ontario (4.3%)	1	2	3	4
Level I	delete	delete	delete	delete
Level II	106,551	110,812	115,247	119,857

Alberta (5.2%)				
Level I	delete	delete	delete	delete
Level II	101,459	105,519	109,736	114,129



## **Pay note:**

- 1) Deletion of pay note language concerning qualifications:

### **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.~~

## **Harmonization:**

Following the market adjustments, the Union proposes to harmonize upwards the provincial grids for teachers, principals and vice principals into national grids for teachers, principals and vice principals.

**Annex “A2” Language Teaching Sub-Group (ED-LAT) annual rates of pay**

**ED-LAT 1**

- Increase of 2.8 % across all steps excluding final step on each level where the Union instead proposes the following increases:
  - Level 1, Step 12: 5.9%
  - Level 2, Step 13: 5.7%
  - Level 3, Step 13: 5.6%
  - Level 4, Step 13: 5.6%

Yielding the amended table as follows:

ED-LAT 1	July 1 2021				
	Teaching Experience	Level 1	Level 2	Level 3	Level 4
	1	48,859	55,236	58,351	62,208
	2	51,020	57,580	60,688	64,671
	3	53,195	59,917	63,027	67,149
	4	55,377	62,263	65,374	69,611
	5	57,542	64,606	67,709	72,078
	6	59,718	66,941	70,055	74,545
	7	61,892	69,288	72,397	77,017
	8	64,073	71,623	74,736	79,483
	9	66,233	73,965	77,079	81,949
	10	68,411	76,307	79,419	84,420
	11	70,581	78,646	81,760	86,891
	12	74,961	80,991	84,099	89,359
	13	N.A.	85,679	88,795	94,326

**ED-LAT 2**

- Increase of 2.8 % across all steps excluding final step on each level, where the Union instead proposes the following increases:
  - Level 1, Step 12: 5.9%
  - Level 2, Step 13: 5.7%
  - Level 3, Step 13: 5.6%



- Level 4, Step 13: 5.6%

Yielding the amended table as follows:

ED-LAT 2	July 1 2021			
Teaching Experience	Level 1	Level 2	Level 3	Level 4
1	54,705	61,082	64,198	68,055
2	56,871	63,426	66,536	70,521
3	59,039	65,763	68,874	72,996
4	61,220	68,107	71,220	75,459
5	63,389	70,453	73,558	77,930
6	65,564	72,791	75,900	80,392
7	67,740	75,137	78,243	82,862
8	69,919	77,470	80,583	85,333
9	72,082	79,812	82,924	87,797
10	74,259	82,153	85,266	90,269
11	76,428	84,495	87,608	92,738
12	80,986	86,838	89,943	95,205
13	N.A.	91,689	94,803	100,331

## Annex "A3" Education Services Sub-Group (ED-EDS) annual rates of pay

### ED-EDS

- At each level: new top step
- All existing steps at all levels adjusted (approx.) 2.8%, yielding the below:

July 1st 2021

EDS 1		EDS 2		
		1	72,933	1 87,386
		2	76,737	2 90,121
		3	79,497	3 92,845
		4	82,250	4 (New)95,569
5	84,998			
6 (New)	87,754			

EDS 3		EDS 4		
		1	93,257.00	1 99,997
		2	96,202.00	2 103,023
		3	99,130.00	3 106,050
		4 (New)	102,062.00	4 (New)109,071

EDS 5	
1	107,786
2	111,097
3	114,371
4 (New)	117,644

## Annex "A4" Library Science Group (LS) annual rates of pay

### LS

- Delete bottom step for LS-1 to LS-5
- New top step: LS-1 (2.9%)
- New top step: LS-2 (3.1%)
- New top step: LS-3 (3.2%)
- 10.0% market adjust following restructuring, yielding the following chart:

July 1st 2021

#### LS-1

1	<del>delete</del>
2	\$ 73,609
3	\$ 75,822
4	\$ 78,034
5	\$ 80,242
6	\$ 82,455
7	\$ 84,667
8	\$ 86,880
9 (New)	\$ 89,400

#### LS-2

1	<del>delete</del>
2	\$ 81,556
3	\$ 84,162
4	\$ 86,757
5	\$ 89,524
6 (New)	\$ 92,299

#### LS-3

1	<del>delete</del>
2	\$ 95,327
3	\$ 98,287
4	\$ 101,256
5	\$ 104,221
6 (New)	\$ 107,556

#### LS-4

1	<del>delete</del>
2	\$ 99,068
3	\$ 102,505
4	\$ 105,961
5	\$ 109,409
6	\$ 112,858

#### LS-5

1	<del>delete</del>
2	\$ 119,062
3	\$ 122,828

4	\$	126,597
5	\$	130,369
6	\$	134,142

## **Annex “A5” Education Support Group (EU) annual rates of pay**

### **EU**

- New sub-group: “EU-ECE – Early Childhood Educator” (see section #3)
- EU-TEA market adjustment of 4.3% for all regions, except Alberta (5.2%)
- EU-TEA: Following the market adjustments, the Union also wishes to harmonize, upwards, the provincial grids into a national grid
- For other EU sub-groups, a market adjustment of 4.3%

## **INDIGENOUS LANGUAGES ALLOWANCES**

**RESERVE**

**NEW SUB-GROUP – EU-ECE (EARLY CHILDHOOD EDUCATORS)**

- New Sub-Group – EU-ECE (Early Childhood Educators)
- Reflects a 9% premium above the Ontario EU-TEA grid
- Grid as follows:

A national EU-ECE grid

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
July 1	\$	\$	\$	\$	\$	\$	\$
2021	43,012	44,746	46,501	48,250	50,004	51,742	53,498





## **OTHER PAY NOTES**

- 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)