



TREASURY BOARD NEGOTIATIONS 2025

**Economic Package
Education and Library Science
(EB Group)**

December 4th, 2025

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 subject to the employer providing recruitment and retention data as well as the additional disaggregated data requested.

PSAC ECONOMIC PACKAGE

EB GROUP

- 1) General Economic Increases**
- 2) Pay notes**
- 3) Fair Pension Plan Provisions**
- 4) Pay System Penalty Payments and Overpayment Recovery**
- 5) Procurements**
- 6) Service Levels**
- 7) Market Adjustments**
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GENERAL ECONOMIC INCREASES

The Union proposes the following economic increases to all rates of pay for every bargaining unit employee:

Effective July 1st, 2025: 4.75%

Effective July 1st, 2026: 4.75%

Effective July 1st, 2027: 4.75%

PAY NOTES

RESERVE on editorial changes to pay notes including but not limited to required pay note changes to reflect new pay scales and allowances (e.g. adjustments to wage grids)

FAIR PENSION PLAN PROVISIONS

The government must ensure fairness in the pension plan for federal public service employees. To this end, the parties agree to:

- 1) Amend the pension plan to repeal the changes to the *Public Service Superannuation Act* that raised the minimum, unreduced retirement age to sixty years old with thirty years of service for anyone hired into the federal public service after January 1, 2013.
- 2) Amend the pension plan to ensure all contributions remain in the plan.

PAY SYSTEM PENALTY PAYMENTS AND OVERPAYMENT RECOVERY

Penalty Payments

The Employer shall continue to provide a pay system penalty payment to employees until the pay system meets reasonable service standards and the backlog is resolved.

Overpayment Recovery

The parties agree that when an overpayment is more than six years old, any recovery attempt by the Employer is statute-barred as per the limitation period found in the Crown Liability and Proceedings Act. In such cases, the Employer or any third-party will make no attempt whatsoever to collect, recover, or offset the overpayment.

PROCUREMENTS

The parties agree that the Government of Canada should require local content in federal procurements to support Canadian jobs and industries first.

For government procurements under the Directive on the Management of Procurement, organizations must prioritize Canadian suppliers and, at a minimum, ensure that **XX%** of the total annual value of the contracts they award are held by Canadian suppliers as defined in the *Interim Policy on Reciprocal Procurement*.

Notwithstanding the above, procurement contracts shall prioritize First Nation, Inuit, or Metis-made and/or union-made where possible.

The Treasury Board of Canada Secretariat is responsible for publishing information on government-wide performance on prioritizing Canadian suppliers against the mandatory minimum target within six (6) months after fiscal year-end.

SERVICE LEVELS

The parties agree that there shall be no further reduction in resources for services unless jointly agreed independent assessments are completed that ensure that budget and program cuts and changes will not compromise the quality, accessibility, or timeliness of services provided to the public.

MARKET ADJUSTMENTS

Unless otherwise specified, all adjustments occur July 1, 2025, 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

- Market adjustment: +6.25% +1.0% market adjustment across all levels and teacher experiences.

Elementary and Secondary Teaching Sub-Group (ED-EST) Guidance and Vocational Counsellor

The Union proposes to harmonize upwards the provincial grids for Guidance and Vocation Counsellors into national grids. The Union understands this proposal to be more “housekeeping” in nature as it understands (from the employer’s data) that there are no incumbent employees.

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, National rates of pay, 10-month pay plan

- Market adjustment: +6.25% market adjustment across all levels and teacher experiences.

ED-EST Vice-Principal and Principal pay plan

- Market adjustment: +6.25% market adjustment across all levels and steps.
- Delete Level 1 for Vice Principals and Principals. Incumbents reclassified to Level 2. Pay notes amended as follows:

Pay note:

9. This applies to teachers in the Department of Indigenous Services. The following professional certification and academic qualifications are required for placement of an employee at the various levels of the ~~for~~ principals and vice-principals education-experience grid:

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.~~

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

ED-LAT 1 and LAT-2

- Increase of +2.8% to all Levels and years of teaching experience, except maximum year of teacher experience, where the increase would be +3.0% and then +2.8%

Annex “A3” Education Services Sub-Group (ED-EDS) annual rates of pay

ED-EDS

- New top step: +3.0% above existing top step.
- All steps are then adjusted +2.8%.

Annex “A4” Library Science Group (LS) annual rates of pay

LS

- New top step LS-2: +3.1%
- New top step LS-3: +2.9%
- All steps are then adjusted +6.25%.

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

EU

- Market adjustment: +6.25% market adjustment across all steps.
- Increase Appendix “P” Allowance for Early Childhood Educators (ECE) to \$4,000 annually (as noted in allowances Section #2 Allowances)

ALLOWANCES

The Union proposes two elements for allowances. They are:

1. The following allowances are adjusted as follows:

Allowance description	Current amount	Amount adjusted to	Article where allowances is found
Principals allowance (basic)	\$2,080	\$2,950	49.01
Each additional teacher and aide supervised (1-12)	\$565	\$800	49.01
Each additional teacher and aide supervised (13+)	\$310	\$450	49.01
Department head's allowance	\$2,245	\$3,175	49.03
Teacher's specialist allowance	\$1,015	\$1,450	49.05
One-room school allowance	\$1,240	\$1,750	49.07
Specialist Indigenous Languages	\$1,015	\$6,000	49.09

Indigenous Language Allowance	NA	\$6,000	
ECE Allowance	\$3,500	\$4,000	Appendix "P"
CSSDA	\$2,140	\$3,000	25.02

2. Allowances: new language to age allowances (by GEI) going forward.

Article 49: allowances

This article applies to employees certified in the Elementary and Secondary Teaching (ED-EST) Sub-Group.

Where the employee is entitled to an allowance provided in clauses 49.01, 49.02, 49.03, 49.05, 49.07 and 49.09 for less than a full work year, the amount of the allowance will be pro-rated on the basis of the percentage of the work year he or she was so employed.

Paragraphs 49.01 and 49.02 apply only to ED-EST employees whose work year is twelve (12) months.

All allowances in this article shall, effective July 1st 2025 and every July 1st thereafter, be adjusted upwards by 4.75% for the duration of the agreement and are to be paid out with full retroactivity.

OTHER PAY NOTES (RESERVE)

- 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)

