Monograph

Inclement Weather

Issued: November 2026

Teachers with entitlement and Teachers in long-term occasional assignments

When buses are cancelled to your school due to adverse weather conditions, or you can't travel from your residence because of road conditions or severe weather, it is an "Inclement Weather Day". Your safety is important. Do not feel pressured to travel if you do not feel safe. We believe that the Board also wants you to be safe. Unfortunately, tragic events have occurred when members travel in unsafe conditions.

Our Collective Agreement states for Inclement Weather in Article L25.5:

"In the event of extremely severe weather, (e.g. cancellation of bus transportation) or if a public road is not ploughed for the day, the Teacher, after consultation with their administrator, may be directed to report to an alternate Secondary school, or report late to their school when road conditions permit. There shall be no loss of pay for the Teacher. Such leave is not deducted from accumulated sick leave."

What to do if Inclement Weather impacts you

Here is the expected sequence of events on a severe weather day:

- Principal communicates to teachers that the buses are cancelled.
- You report to work if travel conditions permit you to do so.
- If you don't feel it is safe to travel, keep your administrator informed by regular calls (or texts or emails, if permitted) to the office/administrator, stating that you still feel it is unsafe to travel; continue to monitor the weather and go to school when/if conditions allow.

Reporting to another worksite

If you are directed to report to an alternate secondary school, please inform the President or the Chief Negotiator. Article L25.5 states "may be directed to report to an alternate Secondary school," but it also says "report late to their school. . ." Members should not direct themselves to another secondary school. Instead, they should communicate with their school administration and try to get to school when it is safe.

Inclement Weather leave and pay

If you don't report to work at all on the inclement weather day because you don't feel safe to travel, and after "direct contact with [your] principal . . . to discuss [your] specific circumstances" (as stated in this year's Board memo), you are granted leave, you should code your absence as "Inclement Weather" in

Apply to Education *Easy Connect*. You will be paid for the day. You will also need to confirm with your principal if coverage is required when you are recording your absence. This is NOT to be deducted from your Personal Leave days nor from Sick Leave. Please inform the President or the Chief Negotiator if you are told otherwise or if ATE shows it coded incorrectly.

The Board continues to indicate that Teachers may lose a personal day if they cannot report to work because travel conditions are unsafe. To clarify, you may need a Personal Day (or a Family Day) on an inclement weather day. For example, you may need to take a Family Day if you can't report to work because you need to stay home with your children, even if you could otherwise get to work. But if you can't go to work because it is unsafe for you to do so, it shouldn't be deducted as a Personal Day.

Lesson delivery

Despite what some Principals tell teachers, the Board does not expect that teachers provide digital lessons on a single inclement weather day, and there is no expectation to provide hybrid lessons. This year's Board memo states:

"Learning expectations during inclement weather. *All teachers (elementary and secondary) are asked to have plans to be able to post work accessible to students asynchronously on inclement weather days and be available to support students, as needed. If inclement weather extends beyond one day, a decision may be made to pivot classes to synchronous, remote learning."*

This does not mean you must post your in-person lessons online for one inclement weather day! This simply means doing what teachers have done in the past. For example, you might tell your class, "If buses are cancelled tomorrow and you can't get to school, please read the next chapter in your textbook and do the questions at the end of the chapter." Or, "Study for your test on Friday if tomorrow is a snow day." DONE. When you are digging out from twenty centimetres of snow, you don't need to do extra work for students who can't access or complete it.

If inclement weather extends beyond one day, teachers don't have online classrooms set up as they did a few years ago. Students are no longer trained on online learning platforms, and any Board initiative to "pivot classes to synchronous, remote learning" is unrealistic unless teachers are given time to prepare for such a monumental change in lesson delivery.

Daily Occasional Teachers (Long-term OTs are covered in previous sections)

Often on Inclement Weather days, some office managers or administrators will cancel all daily Occasional Teachers, in which case you will not be paid for the day. We have asked the Board to stop doing this because some schools and classes may still require OTs if they are still running.

It is our advice that, unless you receive information that the job is cancelled, you should proceed to the assignment ONLY IF SAFE to do so, as explained previously in this memo. If you arrive at a school and you are not needed for the class(es) assigned, the Board must pay you for the day, and you may be redeployed to another assignment within the school. An OT may also contact the Principal/administrator/office before travelling to see whether you are needed. If you are told you are not needed, you would not have to report to work and would not be paid.