



Monograph

Inclement Weather

Issued: November 2024

Teachers with entitlement and Teachers in long-term occasional assignments

If the weather forecast is such that busses to your school are cancelled or you cannot 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 to do so. We believe that the Board also wants you to be safe. Unfortunately, we have had tragic events occur due to members travelling during unsafe conditions.

Our Collective Agreement states for Inclement Weather in **Article 25.5**:

“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 his/her administrator, may be directed to report to an alternate Secondary school, or report late to his/her 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 you are impacted by Inclement Weather

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

- Principal initiates the communications/phone tree to inform 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 to the office/administrator stating 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 of this. The language in Article 25.5 states “may be directed to report to an alternate Secondary school”, but it also says “report late to his/her 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 to do so.

Inclement Weather leave and pay

If you do not report to work at all on the inclement weather day, because you do not feel safe to travel, your absence should be coded as “Inclement Weather Leave” and you will be paid for the day. 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.

The Board persists in indicating that Teachers may lose a personal day if they cannot report to work due to travel conditions being unsafe. To clarify, a Personal Day (or a Family Day) may be needed on an inclement weather day. For example, you may need to take a Family Day if you are unable to report to work due to having to stay home with your kids, assuming you could otherwise get to work. But if you can't go to work because it is unsafe for you to do so, it is not to be deducted as a Personal Day.

Lesson delivery

Despite what some Principals tell teachers, there are no Board-directed expectations to 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 the same thing teachers have done in the past. For example, you might tell your class, "If busses 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 everyone is digging out from twenty centimetres of snow, they do not need to do extra work for students who will not be able to access or complete the work.

Regarding the possibility that inclement weather extends beyond one day, the reality is that Teachers do not have online classrooms set up as they did a few years ago. Students are no longer trained on learning online platforms and any such initiative of the Board to "pivot classes to synchronous, remote learning" is unrealistic unless time is given to Teachers to prepare for such a monumental change in delivery of lessons.

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

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

It is our advice that, unless they receive information that the job is cancelled, an OT should proceed to their assignment ONLY IF SAFE to do so as explained previously in this memo. If an OT arrives at a school and they are not needed for the class(es) they were assigned, the Board must pay them for the day and they may be re-deployed in another assignment. An OT may also choose to reach out to the Principal/administrator prior to travelling to work to see if they are needed or not. If they are told they are not needed, an OT would not have to report to work and would not be paid.