



**Inclement Weather  
December 3, 2024**

The new Provincial Teachers' Collective Agreement has the following article on inclement weather:

**5.04 INCLEMENT WEATHER**

- 1. Each School Division will have an Inclement Weather Procedure that outlines divisional work expectations for Teachers during inclement weather.*
- 2. Where a School Division closes a school(s) due to inclement weather, a Teacher shall not be required to report to the worksite and not suffer a reduction in salary.*

Sunrise's current procedure *Closure Due to Weather EBCE-R* conflicts with the PTCA regarding expectations for cold weather days. Currently Sunrise closes schools to students on cold weather days but expects staff to report to their respective worksites.

There are three options to align Sunrise procedure EBCE-R with the PTCA:

Option 1

Treat cold weather days in the same manner as closures for adverse weather conditions – schools and all sites are closed, and all staff remain home.

Additional Considerations:

- All staff remaining at home would be expected to work from home to the best of their ability.
- On cold weather days when staff were in schools there was an expectation of remote teaching or being available for students. If staff are working from home this may no longer be a reasonable expectation.
- Language around temperature thresholds could be modified. This may include a change of the temperature thresholds or indicating that the temperature thresholds are not an absolute determinant for closure - i.e. leaving buses in operation and schools and sites remain open if thresholds are reached but the forecast is for warming throughout the day.

Option 2

Leave current temperature related restrictions on bus travel in place, but have schools remain open for students who are able to arrive on their own. All staff in the division would be expected to report to their work sites.

Option 3

Leave the existing procedure in place and have schools remain closed with a modification identifying that teaching staff who are covered by the PTCA do not need to report to work. All other staff would report to their schools or work sites.

Two other divisions in the Southeast-Interlake region have similar procedures to Sunrise's current procedure. As of the most recent conversations between Superintendents, both school divisions will likely be revising their procedures to reflect something similar to Option 1.

Recommendation

The Board direct the Superintendent to revise procedure EBCE-R to have cold weather days treated the same as adverse weather conditions days (Option 1).