

High Prairie School Division

Labour Disruption Questions & Answers

1. Why were support staff laid off?

Ensures resources are in place for when students return. Schools are funded for 200 days. The longer support staff work, but not in front of students, the longer students may not have School Support Staff when the students return. This could mean extended school day hours without School Support Staff, or additional days to the calendar with no School Support Staff.

As per Alberta Education direction (Education Act) if the strike lasts longer than six (6) days we will have to modify our calendar in order to meet the required hours of instruction as outlined in the *Education Act*. This means lengthening the day, adding days to our calendar or holding classes during Fall break or Spring break.

If School Support Staff work while students are not in school, this would count against the total hours of work as is written in their contracts.

Therefore, if we have to add to the length of our day or to the number of days in order to accommodate a lengthy strike, the School Support Staff will have worked that time during the strike and any additional days/hours added to the calendar would not be funded.

2. Were School Support Staff given paid notice?

As per government Labour Law, two weeks paid notice was given to all School Support Staff who were laid off. Every employee in the Province is entitled to this length of notice or pay in lieu of notice.

3. How is the government funding the School Board during the strike?

The Fall Update to the [Alberta School Funding Manual](#), released on Friday, October 3, 2025, states that funding for all operations will continue and only teacher pay will be deducted in our funding.

Therefore, if our calendar changes, and we have to add days already worked, funding would have

to come from reserves (which needs Board & Ministerial approval) or simply not exist.

This decision was made to ensure that there are adequate supports available to students when they return after the labour disruption secured with adequate and appropriate funding.

4. Were School Support Staff allowed to keep their benefits?

School Support Staff will keep their benefits until midnight on October 31, 2025.

5. What would calendar changes look like?

Parents will be consulted via simple survey of proposed changes:

1. Professional development days may be removed. Consultation with ATA may be needed.
2. School Day may be lengthened
3. Calendar adjustments such as removal of Fall Break, Spring Break all pending Board approval
4. Combination of 1 to 3.

6. What if the labour action disruption does not last long?

It is our hope the labour disruption does not last long. If the labour disruption is under two (2) weeks, personnel can be called back on short notice.

7. What if the labour disruption last longer than a week?

Our school support staff are eligible for Employment Insurance Benefits as soon as a layoff notice is given. This should make for a smoother transition to EI.

8. What can students do to find support?

The Government of Alberta has announced supports for families in the event that a solution to the situation is not found before the strike deadline of October 6. Those supports are:

- [Payment Program](#) - to ease extra costs for families. This program would be available to parents and guardians of students aged

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12 and under who attend a public, separate or francophone school and are affected by teacher strikes. To get ready, parents can set up an Alberta.ca verified account at alberta.ca/alberta-ca-account.

- Learning Supports - Alberta Education and Childcare created a free [toolkit for parents](#) to support their child's learning in the event that schools are closed. The toolkit provides resources that follow the grades K-12 curriculum. The resources are available in English, French and French immersion and focus on the core subjects of language arts, social studies, math and sciences.

Central Services is still open. If there are questions/ concerns regarding child family safety, food insecurity, or potential access to mental health services, please call 1-780-523-3337. Your call will be directed accordingly.