



WELCOME BACK!!!

We hope you had a restful and enjoyable summer!

We would like to extend a warm welcome back for the 2025/2026 school year. There's something truly special about the start of a new school year. The energy in our schools, the excitement of students returning and the sense of possibility that fills our hallways is incredibly energizing. We are grateful you are part of the Lethbridge School Division community and look forward to working together to support students.

We would like to share some important information with you as the school year begins. We recognize many in our community have questions about what may unfold in the coming weeks and months related to the provincial bargaining process with teachers. We do not have all the answers, but we do have some information to share. Please know, moving forward we are committed to providing information as it becomes available. We are also committed to supporting our school communities as we navigate this period of uncertainty together.

LABOUR RELATIONS UPDATE

All schools in Lethbridge School Division are preparing to be open and operating for the start of the school year. At this time, we are not aware of any action that will impact our operations, and we are excited to welcome students back. If this changes, we will inform you as soon as possible.

Negotiations have been ongoing, and our understanding is progress has been made recently. However, even with this progress, bargaining has stalled. Again, we are preparing to open and start the school year even with bargaining at an impasse. Both sides have indicated they remain committed to working towards an agreement and we remain hopeful they will be successful in the near future. As well, recently the Teachers' Employer Bargaining Association (TEBA - which represents government and school authorities) asked school boards across the province to provide TEBA with authority to engage in a lockout if necessary. Please be assured that lockouts are a legislated part of the bargaining process and are a common response to a strike vote. If TEBA is granted lockout authority through a vote and subsequent certification by the Alberta Labour Relations Board, it will not have an immediate impact on school operations. Schools will continue to operate as usual. TEBA has indicated a lockout would only be used if work stoppages compromise school division's ability to effectively and safely operate schools. We will let you know if TEBA was granted the authority for a lockout when that information becomes available.

To provide some background, the collective agreement with teachers expired in August 2024. Since then, negotiations at the provincial level have been ongoing between the Alberta Teachers' Association (ATA) and the Teachers' Employer Bargaining Association (TEBA), which represents government and school authorities. Lethbridge School Division and the local ATA are not directly involved in those negotiations. In late March, a mediator recommended a settlement. However, the proposed agreement was not ratified provincially by teachers.

In June, approximately 94.5 % of participating teachers across the province voted yes to potential job action in an official strike vote. This means the provincial ATA has 120 days from the date of the strike vote to initiate job action, unless a resolution is reached. Per the Alberta Labour Relations Board, the ATA must provide 72 hours notice before taking job action. Job action could include work to rule (which means withdrawal of voluntary services outside of regular duties), rotating strikes or a full strike.



As mentioned above, we do not have all the answers, and the situation will change over time. To keep you updated we will do the following:

- Update our ATA labour relations website. It is live now, you can access it by going to the following link: [LABOUR RELATIONS](#)
- When appropriate emailing you directly with new information
- Updating social media when necessary.

We understand this uncertainty is challenging. Please know we are excited to welcome your children back to school and will update you if the situation changes and operations may be impacted.

ADMINISTRATIVE PROCEDURES UPDATE

As a reminder, the Personal Mobile Device Administrative Procedure was enacted last year and remains in place. A summary of key information related to the procedure can be found here: [MOBILE DEVICE](#).

You can go to our website and find [Administrative Procedure 607.4.2](#) Personal Mobile Device and Social Media Use in Schools to view the full procedure.

As well, the government made changes to the Education Act and introduced the Fairness and Safety in Sport Act and Fairness and Safety in Sport Regulation. These changes require the Division to create new Administrative Procedures to align with the legislation. To view the Administrative Procedures, you can go to the following links (some procedures are being finalized and will be posted when completed):

- Administrative Procedure 601.2.1 In-Person Learning and At-Home Learning: [601.2.1](#)
- Administrative Procedure 602.7 Parent/Guardian Notification and Consent: Human Sexuality, Gender Identity, Sexual Orientation Instruction: [602.7](#)
- Administrative Procedure 607.3 Instructional Resources and External Third Party Presentation Authorization and Approval: [607.3](#)
- Administrative Procedure 502.2.1 Notification and Consent for Gender Identity Related Names and Pronouns: [502.2.1](#)
- Administrative Procedure 503.5 Fairness and Safety in School Sport: [503.5](#)

If you have any questions about how these procedures may impact your child, we are here to support you. Please do not hesitate to contact your school — they are best equipped to explain what these changes mean for your child and how they can assist you throughout the implementation process.

In closing, we are excited to welcome everyone back for the 2025/2026 school year and are thrilled you are part of the Lethbridge School Division community!