



ALBERTA

EDUCATION
Office of the Minister

GOVERNMENT OF ALBERTA
DEPARTMENT OF EDUCATION
MINISTERIAL ORDER (#018/2025)
In-person Learning Regulation

The Board of Trustees of Foothills School Division Exemption Order

WHEREAS the preamble of the *Education Act* acknowledges that education is a shared responsibility and requires collaboration, engagement and empowerment of all partners in the education system to ensure that all students achieve their potential;

WHEREAS the preamble of the *Education Act* acknowledges in-person learning opportunities are important for students' well-being and success and the Government of Alberta is committed to preserving access to in-person learning;

WHEREAS the *Education Act* provides that a board, as a partner in education, has certain responsibilities, including the responsibility to deliver appropriate education programming to meet the needs of all students and to enable their success, and the responsibility to ensure that each student and staff member is provided with a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging;

WHEREAS the *Education Act* provides that a parent, as a partner in education, has certain responsibilities, including the responsibility to take an active role in their child's educational success and ensure their child attends school regularly, to collaborate with school staff to support the delivery of supports and services to their child, and to engage in the school community;

WHEREAS the *In-person Learning Regulation* provides that, in fulfilling its responsibility to deliver appropriate education programming, a board offering or providing in-person learning for some or all of grades 1 to 12 may offer or provide at-home learning only if the board provides or continues to provide an option for in-person learning for each student at the student's regularly attended school for all grades for which that board offers or provides at-home learning;



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WHEREAS the *In-person Learning Regulation* permits the Minister to exempt a board from the requirement to provide an option for in-person learning for each student, subject to any terms and conditions the Minister considers appropriate;

WHEREAS certain members of CUPE 5040, employed by The Board of Trustees of Foothills School Division (the “Board”), are engaged in a labour strike (the “Strike”); AND

WHEREAS the Board has requested an exemption to section 2 of the *In-person Learning Regulation* for the duration of the Strike, in order to meet its obligations to provide and deliver education programming while also fulfilling its responsibility to ensure each student and staff member is provided with a welcoming, caring, respectful and safe learning environment;

THEREFORE:

- 1 I, Demetrios Nicolaides, Minister of Education, pursuant to section 4 of the *In-person Learning Regulation*, exempt The Board of Trustees of Foothills School Division from the application of section 2 of the regulation to provide an in-person learning option, at the schools under its authority, subject to the terms and conditions in the attached Appendix.
- 2 The Minister may amend or revoke this Order at any time.



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- 3 This Order commences upon signing and expires the day after the termination of the CUPE 5040 labour strike or upon revocation by the Minister.

- 4 This Order shall be in effect upon signing.

DATED at _____, Alberta _____, 2025.

MINISTER OF EDUCATION

APPENDIX

MINISTERIAL ORDER (#018/2025)

EDUCATION ACT

The Board of Trustees of Foothills School Division Exemption Order

The exemption order respecting section 2 of the *In-person Learning Regulation* (the “Order”) is subject to the following terms and conditions:

1. The Order does not authorize The Board of Trustees of Foothills School Division (the “Board”) to provide at-home learning on a full-time basis to:
 - a. all students;
 - b. all students enrolled in a school operated by the Board; or
 - c. all students enrolled in a single grade in a school operated by the Board.
2. In accordance with clause 3, the Board shall make reasonable efforts to offer or provide an in-person learning option to all students.
3. When determining whether to provide at-home learning to any student, the Board shall assess and deploy all resources considering all students in an inclusive, equitable and fair manner.
4. The Board shall communicate with parents and students as appropriate, respecting its implementation of the Order on a regular basis.
5. Where the Board provides at-home learning without an in-person learning option, the Board must make reasonable efforts to enable a student to continue with the same courses and education program that the student is enrolled in as of the date at-home learning begins.
6. Where the Board provides at-home learning to a student, where possible, the Board shall make reasonable efforts to provide synchronous instruction or engagement to the student.
7. Where the Board provides at-home learning to a student and the student is scheduled or intended to be scheduled to write a diploma examination, the Board shall make reasonable efforts to collaborate with the student and the student’s parent to complete a plan for the student to write the diploma examination or for any alternative option available to the student.
8. The Board shall provide updates to the Minister, or department staff, as requested, regarding the implementation of the Order.