

Support Alberta Teachers & Public Education

Facts, talking points, and templates to contact your MLA about the current ATA–Alberta Government negotiations

Purpose: Help Albertans write respectful, effective letters (and make calls) that advocate for a fair agreement for teachers and strong, well-funded public education.

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*Tip: Use the **Document Tabs** in the side menu to jump between sections.*

How to Use This Document

Who this is for: Albertans who want to write respectful, effective letters (or make calls) to their MLA in support of a fair ATA–Government agreement and a strong public education system.

What this is: A practical toolkit with **facts (with sources)**, **talking points**, and **ready-to-edit letter templates**.

Before you start: This file is **view-only**. Please ***Make a Copy*** to edit your own version.

[Click here to make your own editable copy](#)

Respect, Privacy, and Accessibility

- **Respectful tone:** Be factual, values-led, and civil; avoid partisan language.
- **Protect privacy:** Do not include identifying details about students or staff.
- **Plain language:** We've used short sentences and headings; translations are welcome—please **make a copy** to translate and share the link back.
- **Accessibility:** Minimum 12-pt font, strong contrast, left-aligned paragraphs.

Negotiations at a Glance

(As of October 16, 2025)

Who's at the table

- **ATA** (represents ~51,000 Alberta teachers) and the **Teachers' Employer Bargaining Association (TEBA)**, which represents government and school boards. Central (province-wide) items are bargained at TEBA; local items are bargained by each division later. [Alberta.ca](#) [Alberta Teachers' Association](#)

Where things stand right now

- **Talks reached an impasse on Aug 28, 2025** after two days of mediated bargaining. [Alberta Teachers' Association](#)
- **Government/TEBA position (public statements):** most recently referenced **12% wage increases over four years** and **hiring 3,000 teachers over three years**; government claims the ATA “walked away.”
- **ATA position:** offer doesn't catch up to inflation or address classroom conditions; hiring 3000 teachers over 3 years does not keep up with current growth; mediator's earlier terms (3%/yr × 4 yrs + unified grid) were already rejected by teachers. [Alberta Teachers' Association](#)
- **ATA Sets October 6 Strike Date:** As of September 10, 2025, the Alberta Teachers' Association (ATA) has announced that 51,000 teachers will begin a province-wide strike on October 6 if no agreement is reached with the government by then. ATA President Jason Schilling emphasized that teachers seek properly funded classrooms and wages that reflect their professional value:

“What teachers want is simple: classrooms that are properly funded and wages that reflect their value to Alberta's future... October 6 is coming quickly. The choice is theirs: solve this dispute now or face a provincewide teachers' strike.”
[Global News](#)

- **Government files Labour Relations Board complaint; talks stall**
On Sept 15, 2025, the Government of Alberta announced it had **filed a complaint with the Alberta Labour Relations Board (ALRB)** regarding ATA “Talking Points,” alleging false and misleading claims about bargaining and TEBA's mandate. In the same statement, the Minister indicated the government has **launched a legal challenge**. [Alberta.ca](#) On Sept 15 and 16, 2025, the **Alberta Teachers' Association** responded that the complaint is **without merit**

and that the government has **declined to return to bargaining until the ALRB matter is resolved**, which the ATA says **delays settlement efforts** ahead of the Oct 6 strike deadline. [Alberta Teachers' Association](#) [Alberta Teachers' Association](#)

- **Update (Sept 24): Tentative Memorandum of Agreement (MOA) Reached; Vote Set for Sept 27–29**

ATA and TEBA announced a tentative MOA. Teachers were scheduled to vote online Sept 27–29; ATA reiterated that strike action would proceed Oct 6 if the deal wasn't ratified. [Alberta Teachers' Association](#)

- **Update (Sept 27–29) Teachers vote on MOA; overwhelming rejection; strike warning:** Between **Sept 27–29, 2025**, teachers voted on the MOA. Results released Sept 29 showed **89.5% rejected** (38,113) and **10.5% accepted** (4,479), with 770 abstentions (total 43,362). The ATA said a **province-wide strike would begin Oct 6** absent a new settlement. ults showed **89.5% rejected** (38,113 “reject”; 4,479 “accept”; 770 abstained). [Alberta Teachers' Association](#)

- **Update (Sept 29): “Teacher strike imminent” (ATA statement)**

Following the vote, ATA said teachers **will go on strike Oct 6** absent a negotiated settlement. [Alberta Teachers' Association](#)

- **Update (Sept 30): Government outlines contingency supports for parents/students:** On **Sept 30, 2025**, the Government of Alberta announced **financial assistance and educational resources** to support families if a teachers' strike proceeded. [Alberta.ca](#)

- **Update (Oct 5): Rallies across Alberta on eve of strike**

On **Oct 5, 2025**, thousands of teachers and supporters rallied (e.g., at the Legislature in Edmonton and in Calgary), with the ATA reiterating “teachers want a deal, not a strike.” [Global News](#)

- **Update (Oct 5): Province-wide teachers' strike set to begin**

On the morning of **Oct 6, 2025**, news outlets reported classes suspended across Alberta as **~51,000 ATA members** were set to begin a legal, province-wide strike. [Alberta Teachers' Association](#)

- **Update (Oct 6): Government issues lockout notice – effective Oct 9:** On **Oct 6, 2025**, the Alberta government (via TEBA) announced it has served a **72-hour lockout notice** to Alberta teachers. This means that, unless a settlement is reached, **teachers will be officially locked out as of 12:01 a.m. on Wednesday, October 9**. The Alberta Teachers' Association (ATA) responded that the move was not unexpected, and confirmed that conversations between

the parties are continuing. President Jason Schilling stated that the ATA remains open to negotiating a settlement. [Alberta Teachers' Association](#)

- **Update (Oct 14): Talks resume; ATA tables new proposal; parent payments open:** ATA presented what it called a “serious, balanced and realistic” proposal, including: a phased plan to improve student–teacher ratios, a counter to the government’s 3%/year salary offer, and language addressing classroom complexity. No agreement reached. [Alberta Teachers' Association](#) The Government opened applications for the **Parent Payment Program**: \$30/day per child (typically \$150/week) during school closures. [Alberta.ca](#)
- **Update (Oct 15): Talks stall; no further meetings scheduled:** After the Oct 14 meeting, Finance Minister Nate Horner said there remains a “major divide,” and **no additional sessions were scheduled**. Minister Horner also stated he was considering legislating teachers back to work on October 27. [CBC News](#) The ATA said it isn’t “asking for the world” and urged the government to close the gap. [Alberta Teachers' Association](#)
- **Update (Oct 15–16): Parents program + toolkit reactions:** Media reported parents struggling to secure childcare despite the \$30/day support. [Global News](#) Academics and parents criticized the government’s new **At-Home Learning Tool Kit**, saying it is incoherent and **poorly aligned with Alberta’s curriculum**. (Examples cited include grade-level mismatches and off-curriculum content.) [CBC News](#)

Key issues on the table (publicly stated)

- **Wages & salary grid** (including timing of a unified grid**), **class size/complexity**, and **resources/staffing to support students**. [Alberta Teachers' Association](#)

***A “unified grid” refers to a standardized salary schedule that aligns pay across different divisions or contracts. For teachers, this typically means harmonizing how years of experience and education are recognized, so that compensation is consistent across the province)*

Timeline (Quick Hits)

- **Aug 31, 2024:** Previous collective agreement expired.
- **Mar 2025:** Mediator issued recommended terms (3%/yr × 4 yrs + unified grid); later **not ratified** by teachers.
- **June 5–8, 2025: Strike vote passed (94.5% “yes”)**, creating a legal option for strike with 72-hour notice.
- **Aug 28–29, 2025: Impasse announced;** both sides held press conferences outlining positions.
- **Sept 10, 2025:** ATA issues strike notice—teachers will walk out on October 6 if no agreement is reached.
- **Sept 15, 2025:** Government files a “bad faith bargaining” complaint with the Alberta Labour Relations Board (ALRB) against the ATA; ATA says the complaint stalls negotiations and is without merit.
- **Sept 24, 2025:** ATA and TEBA announce a **tentative Memorandum of Agreement**; teachers to vote online Sept 27–29. Strike notice for Oct 6 remains in place pending ratification.
- **Sept 27–29, 2025:** Teachers vote on the MOA. Results released Sept 29: **89.5% reject** (38,113 “reject,” 4,479 “accept,” 770 abstain; 43,362 total ballots). ATA states strike will proceed Oct 6 absent a settlement.
- **Sept 30, 2025:** Province outlines **contingency supports** for a strike (parent payment program and at-home learning resources).
- **Oct 5, 2025: Large rallies** in Edmonton and Calgary on the eve of the strike; ATA reiterates “teachers want a deal, not a strike.”
- **Oct 6, 2025: Province-wide teachers’ strike begins; classes suspended** across Alberta (confirmed by divisions and multiple outlets).
- **Oct 6, 2025:** Government announces a **72-hour lockout notice**. Teachers will be locked out as of **Oct 9** if no deal is reached. ATA confirms talks are ongoing.
- **Oct 9, 2025: TEBA lockout takes effect** at 12:01 a.m., concurrent with the ongoing legal strike. (Division letters confirmed 72-hr notice issued Oct 6; lockout effective Oct 9.)

- **Oct 14, 2025: Talks resume; ATA tables new proposal** (student-teacher ratios, salary counter to 3%/yr, classroom complexity language). **Government opens Parent Payment Program** (\$30/day per child; extra support for some complex needs).
- **Oct 15, 2025: No further meetings scheduled** following Oct 14 session; government cites a “major divide.”
- **Oct 16, 2025: Strike and lockout continue;** no next bargaining date publicly posted as of this morning.

What could happen next (Procedural)

- **Active strike + employer lockout.** Teachers remain on strike (since Oct 6) and are also under a **TEBA lockout (effective Oct 9)**. This dual work stoppage continues while both sides issue public updates and consider further talks.
- **Renewed bargaining / mediation could resume.** The parties **met Oct 14 with a mediator**; they can reconvene at any time. Any tentative agreement must be ratified by **ATA members** and by **TEBA** to take effect; if either side rejects it, the file returns to bargaining/mediation.
- **Possible back-to-work legislation (as early as Mon, Oct 27).** Finance Minister **Nate Horner** told media the province is likely to **table back-to-work legislation when the legislature returns Oct 27** if no deal is reached. **K-12 teaching is not designated an “essential service” in Alberta’s framework** (which focuses on services where interruption endangers life, health or safety), so any back-to-work move would be a **political/legal flashpoint** rather than a routine essential-services measure. If passed, the law could compel a return with terms (often paired with **binding arbitration**). On the ground, outcomes could include teachers returning while observing strict contract-only duties (“**work to rule**”) or, if rejected, the risk of actions deemed **illegal strike activity**—which carry legal/financial penalties under the Code.
- **Arbitration (only if mutually agreed or legislated).** The parties could **agree to arbitration** to settle outstanding items, or government could legislate arbitration. This is **not automatic** and requires consent or legislation.

What this means for families & communities (Near Term)

- **Classes are suspended as of Oct 6.** Divisions have confirmed cancellations while the strike is underway. Check your division's labour page for specifics on transportation, extracurriculars, and staffing.

If the legislature compels a return (as early as Mon, Oct 27):

- **School reopening:** Divisions could move quickly to resume classes (often with 24–48 hours' notice). Expect staggered restarts by grade/school if needed.
- **Parent payments end when labour action ends.** The \$30/day **continues only "for the duration of the labour disruption."** If classes resume, payments stop; October amounts already accrued are still payable on **Oct 31** via e-transfer.
- **Child-care subsidy (temporary increase):** The boosted **October** out-of-school-care subsidy (up to **\$644**) remains an October measure; it won't extend automatically into November once classes resume.
- **"Work to rule" possibility:** Even with classes back, teachers could limit extracurriculars, field trips, lunch supervision, and after-hours communications to contract-required duties only. Plan for fewer clubs/teams and slower email turnaround.

If strike + lockout continue past Oct 27:

- **Classes remain suspended** until a settlement or legislation takes effect; keep checking your division's labour page for transportation, extracurriculars, and staffing specifics.
- **Parent Payment Program stays active** at **\$30/day per child** (retroactive to Oct 6) and is **not income-tested**; first payout **Oct 31**, then monthly while the disruption lasts. **FSCD** top-ups: **\$30/day (≤12)** and **\$60/day (13+)**.
- **At-home learning toolkit** remains optional; many families are finding division-provided materials more tailored—use what fits.
- **High-school credits:** The **10-credit cap lift** on non-primary distance education applies **for the rest of the fall term** so Grade 10–12 students can keep earning credits during the disruption and stay enrolled in those courses even after it ends.
- **Stay tuned.** Watch daily updates from your **school division**, the **ATA**, and the **Government of Alberta**, especially if bargaining resumes or the ALRB issues directions.

Notes for readers

- This section summarizes **publicly reported** positions; detailed proposals are confidential.
- For how bargaining works (central vs. local) see the **TEBA overview** and **ATA bargaining basics**. [Alberta.ca Alberta Teachers' Association](#)

Facts & Sources

Each of the facts below is backed by publicly available, verifiable sources. Use them to inform yourself, strengthen your letter, ground your story in data, and counter misinformation.

Whether you're talking with community members, sharing information on social media, writing a quick email or a detailed message to your MLA, these facts can help make your case clear, credible, and compelling.

Public Opinion & Research (New- October 16)

- **Angus Reid Institute (Oct 14, 2025): “Teachers’ Strike: Most Albertans side with teachers...”** Province-wide poll finds **58%** of Albertans side with teachers vs **21%** with government; **84%** say class sizes are too big; **56%** disagree teachers are paid enough; **61%** say the UCP has done a “poor job” on education. [Angus Reid Institute](#)
- **OECD TALIS 2024 (released Oct 7, 2025):** Alberta teachers report the highest stress among systems (**42% “a lot”**), average 47 hours/week (**~5 above global average**), and only **13%** feel policymakers value teachers’ views. [OECD](#); [Alberta Teachers’ Association](#)

Enrolment & Growth

- Alberta’s K–12 student count keeps rising fast: **825,817 students in 2024/25**. That’s **+23,481 (+2.9%)** from 2023/24 and **+91,023 (+12.4%)** since 2020/21. <https://www.alberta.ca/student-population-statistics>

Funding & Staffing Realities

- **Per-student funding is the lowest in Canada.** In 2022/23, Alberta spent **\$11,464 per student vs. \$13,692** national average (**~16% lower**) [Alberta Teachers' Association](#) [Statistics Canada](#)
- **Classrooms are crowded.** Alberta has **about 17 students per educator** vs. **~12 nationally** (includes classroom teachers and instructional staff). Based on StatsCan tables summarized by ATA. [Alberta Teachers' Association](#)

- **Out-of-school care (school-aged) in Alberta** typically uses **1 staff for 15 children, max group size 30**, under provincial regulation updates. This shows why expecting one teacher to manage a class of 30 or more students with diverse and complex needs is not just unfair—it can create real safety concerns for students. [Open Alberta Updated 2025 Alberta](#)
- Fraser Institute, *Education Spending in Public Schools in Canada, 2025 Edition* — Alberta saw a **17.5% decrease** in inflation-adjusted per-student spending from **2013/14 to 2022/23**; Alberta now ranks **10th (last)** for per-student spending. [Fraser Institute](#)
- **“3,000 teachers over 3 years” in context.** Alberta has **~2,000 schools**. Spread evenly, that’s about **1.5 additional teachers per school after 3 years** (and **~0.5 per school per year**)—unlikely to offset today’s enrollment growth and classroom complexity.

Classroom Complexity & Rising Assessment Demands

- A province-funded scan of Alberta schools found **9 in 10 teachers and leaders** said classroom complexity **increased in 2023/24** versus 2022/23 (more social-emotional, behavioural and cognitive needs). Source: College of Alberta School Superintendents (CASS) research scan. [CASS](#)
- **K–3 screening is now mandatory twice yearly**, with a **June follow-up** for students needing support; **Kindergarten screening becomes mandatory each January starting 2025**. Several tasks are **one-on-one**, which pulls teachers from whole-class teaching. [Alberta.ca](#)

Public vs. Private School Funding

- **Charter schools:** Alberta is **the only province** with publicly funded charter schools. [Alberta.ca Public Schools AB](#)
- **Private/independent schools:** Alberta provides **up to 70%** of the public base instruction grant to accredited private schools—**the highest level in Canada** (for comparison: BC 35–50%; SK 50%; MB 50%; QC ≈60%; ON 0%). [CDN Contenu Fédération des Établissements Privés](#) [Ministère de l'Éducation du Québec](#) [EST MÉDIA](#) [Montréalbibliotheque.assnat.qc.ca](#)
- **Capital priorities:** Budget 2024 set aside \$123 million over three years for charter/collegiate school capital. [Open Alberta](#)

Board Administration

- **Administration spending is capped by design.** Alberta’s funding rules cap “system administration” for school divisions, typically **~3.15% to 4.95%** of operating costs (varies by division size). This is funded through a targeted grant. [Open Alberta](#) [Edmonton Catholic Schools](#) [ngps.ca](#) [epsb.ca+1](#)
- **Comparable to other provinces.** National school-board finance tables show administration is a small slice of total spending across provinces (i.e., not a major cost driver). [Statistics Canada+1](#)

Class Sizes

- **Class size reporting stopped in 2019.** Alberta ended public class-size reporting after reviewing the old Class Size Initiative; a 2023 bill to restore public reporting **was defeated**. [Open Alberta](#) [Assembly of Alberta](#) [Legislative Assembly of Alberta](#)
- **Why public reporting matters:** When class sizes are measured and published, parents and MLAs can see where crowding is worst and target funding. (This is the purpose of Bill 202’s proposed “Class Size and Composition Reporting”.) [Assembly of Alberta](#)
- **Child-care ratios for school-aged kids (for context):** Licensed out-of-school care in Alberta requires **1 staff for every 15 school-aged children (max group size 30)**. It is reasonable for families to expect school classrooms—where learning needs are higher—to be staffed to meet student needs. [CanLII](#) [Open Alberta](#) [Updated 2025 Alberta](#)

New Alberta Book Policy & Workload impact

- **Province-wide removal order: Ministerial Order 030/2025** requires K–12 boards to **remove “sexually explicit” materials** by **Oct 1, 2025**, with **religious texts explicitly exempted** in the definitions. [Open Alberta](#)
- **Public engagement results:** On the government’s own engagement page, the survey **results** and **data** are posted; the majority of respondents **did not want the province** deciding school library standards. [Alberta.ca](#) [Open Alberta](#)
- **Local implementation: Edmonton Public Schools (EPSB)** published a statement explaining its **compliance work** with the Order and concerns raised

by families. (Some describe this kind of literal, by-the-book compliance—done to show the rule’s real-world impact—as “*malicious compliance*”.) [Edmonton Public Schools](#)

- While the correct term is **malicious compliance**—a phrase used to describe strictly following directives in a way that exposes flaws or leads to absurd outcomes—Premier Danielle Smith referred to Edmonton Public School Board’s response to the government mandate as “**vicious compliance**” during a public statement this week. [CBC](#)
- **Very few teacher-librarians remain in Alberta.** The ATA wound down its Alberta School Learning Commons (teacher-librarian) council in 2024 due to a sharp decline in members—evidence of how rare these roles have become. Independent sector analyses estimate **fewer than ~30** teacher-librarians province-wide. [Alberta Teachers' Association](#)
- **Update: Government Pauses Ministerial Order 030/2025:** On September 2, the UCP Government announced a pause on Ministerial Order 030/2025 to **allow for revisions**. The revised direction will reportedly focus only on the removal of books containing pornographic images from school libraries, rather than broader content restrictions. **This shift comes in response to significant public outcry**, both within Alberta and across the country. National media coverage, widespread criticism, and public pressure—including a **widely shared satirical article by award-winning Canadian author Margaret Atwood**—have drawn attention to the implications of the original mandate, which critics referred to as a “book ban.” [CBC](#) [CBC](#)
- **Update: Revision of Ministerial Order 030/2025:** On September 2, 2025, the UCP Government announced a pause on Ministerial Order 030/2025 to allow for revisions. The revised direction narrows the policy to target only **books containing explicit sexual images**, rather than broader written or descriptive content. The government also extended the deadline for compliance to **January 2026**, requiring school boards to submit their removal lists for ministerial review before enforcement. [Ministerial Order 030/2025 \(Government of Alberta PDF\)](#).

New Funding Model and Growth Challenges

- Starting **2025/26**, Alberta moved from a 3-year to a **2-year average** enrolment model: **30% current-year count + 70% projections**. This improves responsiveness but still **lags with sudden surges**, especially mid-year. [Alberta.ca](#)

Teacher Salaries & Cost of Living

- **Prices are about 30% higher than in 2013.** Alberta's all-items Consumer Price Index (CPI) rose roughly ~30% between the 2013 annual average and recent years (StatCan CPI). In simple terms: **what cost \$100 in 2013 costs about \$130 today.** [Statistics Canada](#)
- **Current pace:** Alberta inflation was about **1.3% year-over-year in July 2025** (context after the 2021–2023 spike). [Alberta Economic Dashboard Alberta Central](#)
- **Teacher wages haven't kept up:** Over the past decade, **teacher salaries rose ~5.75% in total**, far below inflation—leaving a **~24% purchasing-power gap** versus 2013. (5.75% wage growth vs ~30% CPI increase.) [Alberta Teachers' Association](#)
- **Updated September 18: CBC Edmonton recently published a comparison showing that Alberta's teacher salaries are among the lowest in Western Canada** when comparing maximum pay scales and recent increases. The article highlights that other provinces have offered much larger raises since 2019, while Alberta's gains have lagged. [CBC Edmonton](#)
- **Updated September 18: Premier's salary comparison claim (Sept 15 press conference)** During a Sept 15, 2025 press conference, Premier Danielle Smith compared Alberta teachers' salaries to those in BC, Saskatchewan, and Manitoba. **However, the figures she used came from outdated contracts and pay grids that are no longer in place.** She later posted the same claims to her Facebook page. Despite numerous public comments pointing out the inaccuracies, no correction or retraction has been issued. [Facebook](#)
 - Current Manitoba Collective Agreement & Pay Grid:
https://www.mbteach.org/mtscms/wp-content/uploads/2025/07/ProvincialAgreement-MSBA-MTS_2025_04_08.pdf
 - Current BC Pay Grid:
<https://www.bctf.ca/docs/default-source/services-guidance/salary-grids/2024/39-Salary-Grid-2024.pdf>
 - Current Saskatchewan Pay Grid:
<https://www.stf.sk.ca/teaching-saskatchewan/collective-bargaining/teachers-salaries/>

- Current Alberta Pay Grid (Edmonton Public):
<https://teachers.ab.ca/sites/default/files/2022-09/EdmontonSD-ChangeInCompensationData-2022.pdf>
- **Government spending growth since 2022–23:** Total expense rises from **\$64.5B (2022–23 actual)** to **\$79.4B (2025–26 forecast)** — an increase of **~23%**. (Sources: Government of Alberta **2022–23 Year-End Report**; **Expense** page with 2025–26 forecast.) [Open Alberta](#) [Open Alberta](#) [Alberta.ca](#)

Fairness & Safety in School Sports (Female-only teams, ages 12+)

- **Law in force (Sept 1, 2025):** Alberta's *Fairness and Safety in Sport Act* (Bill 29) and its Regulation are now in effect. The Act requires school authorities and other in-scope organizations to adopt **eligibility policies that limit participation in female-only divisions to athletes who were female at birth**. [Alberta.ca](#)
- **Age scope and what's covered.** The rules **apply to athletes ages 12 and older** and to **amateur competitive sport**(school teams/leagues). They **do not apply to intramurals or physical education classes**. [Alberta.ca](#)
- **Trans girls excluded from female-only teams. The Act and regulations restrict female-only divisions** to those assigned female at birth—excluding trans girls, even if they live and identify as female. **No similar restrictions apply to boys' teams, creating a clear inequity.** Trans athletes may only participate in mixed or male divisions.. [Alberta.ca](#)
- **More Barriers for Female Athletes.** More broadly, women's sports continue to face [systemic inequities](#) that affect all athletes regardless of gender identity. [The Sports Journal](#)
- **Written confirmation required for adjudicating eligibility.** Parents of female-aged (12+) athletes must confirm their child's assigned sex at birth in writing during registration. [Alberta.ca](#)
- **Challenges allowed.** A third party (such as another parent, coach, or referee) may challenge a player's eligibility (their . If challenged, the athlete must provide proof (e.g., birth certificate), and decisions may be appealed—adding complexity, risk of forced disclosure, or unwanted scrutiny. [Alberta.ca](#)
- **No evidence of unfairness among trans girls.** Despite the exclusion, the government has not presented any evidence showing that trans girls hold an unfair advantage in school athletics. [Policy Options](#) [CCES.ca](#) [NLM](#)
- **Approximately 0.37% of Albertans age 15+.** In 2021, about 0.37% (1 in 270)

Albertans aged 15 and older identified as transgender or non-binary—slightly higher than the national average. businesscouncilab.com

- **Suicidality rates are higher.** Transgender adolescents are approximately **five times more likely to experience suicidal thoughts** compared to their cisgender peers—and these statistics are a national survey–based summary. cmaj.ca
- **Trans youth vulnerability.** Trans youth in Alberta face elevated risks of homelessness, mental health issues, and suicidality, particularly when policies marginalize or stigmatize them. cba-alberta.org

Pronoun & Preferred Name Reporting (2025 changes)

- Parental notification & consent (in force Sept 1, 2025): Alberta amended the Education Act and policy to require that schools **notify parents** when a student asks staff to use a **new preferred name or pronouns related to gender identity**—and for students **under 16**, schools **must obtain parental consent before use**. [Alberta.ca](https://alberta.ca)
- 16–17 year-olds: For students aged **16 or 17**, schools **must notify parents** before staff use the new gender-related name or pronouns (student consent is not required for notification). [ATA summary](#); [Parent Guide \(Education Amendment Act, 2024\)](#).
- What this means in practice: Teachers and school staff **cannot use** a new gender-related name or pronouns **until** (a) parents are notified, and (b) for students **under 16**, parental **consent** is on file. [Alberta.ca](https://alberta.ca)
- **Professional consensus: affirmed names/pronouns are protective.** The Canadian Psychological Association supports allowing children and youth to use names/pronouns that affirm their gender in safe, supportive school settings, warning against policies that increase stigma or harm. [CPA](https://cpa.ca)
- **Student experience evidence (Alberta).** Recent Alberta-based research documents trans and non-binary students' negative schooling experiences when identity is not respected (e.g., deadnaming, disclosure without consent), underscoring the need for privacy-respecting practices. [Canadian Journal of Educational Administration and Policy, 206, 185-201](#)
- **National education context.** Canadian education groups warn that parent-consent/notification regimes tied to gender identity can effectively “out” students and undermine children’s rights to privacy and security at school. [People for Education](https://peopleforeducation.ca)

- **Court action filed. Egale Canada and Skipping Stone** have launched a legal challenge to Alberta's name/pronoun rules under the **Education Amendment Act (Bill 27)**, arguing the policy violates students' Charter rights. [Egale](#)

Myth vs Fact

Misinformation about public education—and about teachers themselves—is spreading fast. Whether it's about how schools are funded, how teachers are paid, or what's really happening in classrooms, these myths can shape public opinion and influence political decisions.

This section is here to help set the record straight.

Each myth is paired with a clear, factual response rooted in data, legislation, or policy. These aren't opinions—they're truths backed by provincial standards, funding rules, and real-world conditions in Alberta schools.

Use this section to inform your conversations, letters, social media posts, or community advocacy. When we push back against misinformation with facts, we help protect Alberta's public education system for everyone.

Enrolment & Growth

Myth: *Student numbers haven't really changed.*

Fact: Alberta's student population has grown by over 90,000 in just five years. That's the size of an entire major school division added to the system—without equivalent investment in staffing or supports.

Funding & Staffing Realities

Myth: *Alberta funds students at about the same level as other provinces.*

Fact: Alberta has the **lowest per-student funding in Canada**—about 16% below the national average. That means fewer resources per child, and it shows.

Myth: *Our class sizes are normal.*

Fact: Alberta has the **highest student-to-educator ratio in the country**. There are fewer adults in classrooms supporting more students than almost anywhere else in Canada.

Myth: *One teacher can handle a big class—it's fine.*

Fact: In child care, one adult supervises 15 school-aged children. Classrooms often exceed 30 students, many with complex needs. That's not just unrealistic—it's unsafe and unsustainable.

Classroom Complexity

Myth: *Classroom needs haven't changed much.*

Fact: Teachers and school leaders overwhelmingly report that complexity is rising every year—more learning needs, more behavioural challenges, and more emotional support required. But the number of adults in classrooms hasn't kept up.

Public vs. Private School Funding

Myth: *All provinces fund charter schools like Alberta does.*

Fact: Alberta is **the only province** with fully funded charter schools. No other province treats them as public.

Myth: *Private schools get very little public funding.*

Fact: Alberta gives **up to 70%** of the public per-student funding rate to accredited private schools—**more than any other province**. That means public dollars are leaving the public system.

Board Administration

Myth: *The problem is bloated school administration.*

Fact: Alberta **caps administrative spending** for school boards at about 3–5%, and boards are required to report compliance. Administration is not the reason classrooms are under-resourced.

Class Sizes

Myth: *We still track class sizes.*

Fact: Alberta **stopped public class-size reporting in 2019**. A bill to reinstate it was defeated in 2023. Without public reporting, there's no way for parents or MLAs to see where crowding is worst—or whether funding is helping.

Myth: *Large classes aren't that big of a deal.*

Fact: They are. Especially for younger students and for learners with additional needs. Smaller class sizes mean more connection, more support, and better outcomes.

Alberta's Book Policy

Myth: *The province isn't banning books.*

Fact: A province-wide **Ministerial Order** requires schools to remove any books deemed “sexually explicit” by a vague and inconsistent standard. This has forced boards to audit and remove hundreds of titles.

Myth: *Albertans asked for this policy.*

Fact: In the government's own survey, **most Albertans did not support** the province deciding what books should be allowed in schools. The policy went ahead anyway.

Myth: *Edmonton Public decided to remove books on their own.*

Fact: Edmonton Public School Board was required to comply with the government's mandate. They raised concerns earlier in the year but followed the directive publicly and precisely—some describe this as “malicious compliance,” done to show how unreasonable the policy truly is. *Please note: Premier Smith was recently quoted in the media calling Edmonton Public School Board's adherence to the policy “vicious compliance”.*

UPDATE 03/09: Myth: *The government has reversed its book policy.*

Fact: On September 2, 2025, the UCP Government announced a pause on Ministerial Order 030/2025 to allow for revisions. The new direction, according to the Minister, is to focus only on books containing “pornographic images.” However, to date, no evidence has been provided that such materials were ever found in Alberta school libraries. Meanwhile, the original directive—based on vague and inconsistently applied criteria—prompted the removal of hundreds of books, many with 2SLGBTQ+ themes. Until a clear, evidence-based, and transparent framework is released, concerns about censorship and political interference remain unresolved.

UPDATE 09/09: Myth: *The book ban is over and the issue is resolved.*

Fact: While the UCP has revised Ministerial Order 030/2025 to focus only on “books with pornographic images,” The original directive already led to the removal of hundreds of books—many with 2SLGBTQ+ themes—and the revised policy still creates workload for schools and uncertainty for families. Until transparent, evidence-based standards are in place, concerns about censorship and political interference remain unresolved.

Funding Model & Growth Pressures

Myth: *The new funding model keeps up with growth.*

Fact: Alberta's updated enrolment model (based on projections and partial current-year

counts) still lags behind actual student surges. Growing divisions often wait months—or longer—for the funding to catch up to the students already in desks.

Teaching Work & Compensation

Myth: *Teachers get paid for taking the summer off.*

Fact: Teachers are paid for 10 months of work. Some school boards simply spread that salary over 12 months for ease of budgeting. They are not paid for July and August.

Myth: *Teachers work short days and get tons of vacation.*

Fact: Teachers work long beyond the bell—planning lessons, marking, writing report cards, creating resources, and communicating with families. They also work through holidays to prepare for the return of students.

Myth: *Teachers are paid for extracurriculars.*

Fact: Most teachers **volunteer** to coach teams, direct plays, supervise clubs, or organize school events. These unpaid hours are a gift to school culture and student life—not part of their contracts.

Myth: *Schools pay for all classroom materials.*

Fact: Many teachers spend hundreds of dollars of their own money each year on books, supplies, and classroom resources—especially in underfunded schools.

Myth: *Anyone can be a teacher.*

Fact: Teaching is a profession. Alberta teachers are required to hold a recognized post-secondary degree (usually 4–5 years) and a provincial teaching certificate. They must meet strict professional standards and are evaluated throughout their careers.

Fairness & Safety in School Sports

Myth: *The new rules just make sports safer and fairer.*

Fact: The UCP's *Fairness and Safety in Sport Act* (Bill 29) bars trans girls from participating on female-only teams, even if they live and identify as female. No evidence has been presented that trans girls create an unfair advantage in school athletics.

Myth: *All athletes are treated equally under the new law.*

Fact: Only girls' teams face eligibility checks and written confirmation of sex at birth. No equivalent rules apply to boys' teams, creating a clear inequity.

Myth: *The rule is simple paperwork and won't hurt anyone.*

Fact: Parents must confirm their daughter's assigned sex at birth, and any parent, coach, or referee can challenge a girl's eligibility. If challenged, she may be required to

produce a birth certificate. This process risks stigma, forced disclosure, and harassment.

Myth: *The rule only impacts a very small number of students.*

Fact: In Alberta, about 0.37% of people aged 15+ (roughly 1 in 270) identify as transgender or non-binary. Even though that percentage may seem small, these students are part of every community and already face elevated risks. Policies like this increase exclusion and harm.

Myth: *Trans youth are resilient enough to handle new rules.*

Fact: Research shows transgender adolescents are five times more likely to think about suicide and 7.6 times more likely to attempt compared to cisgender peers. Policies that isolate or exclude them increase these risks.

Pronoun & Preferred Name Reporting

Myth: *This policy protects parental rights without harming students.*

Fact: Forcing schools to report a child's pronoun use to parents—without the student's consent—can “out” LGBTQ+ youth to unsupportive families, putting them at risk of rejection, abuse, or homelessness. Research shows that LGBTQ+ youth are already more likely to face family rejection, and policies like this increase those risks.

Myth: *The policy is just about paperwork and has no real impact.*

Fact: The Education Amendment Act, 2024 requires written parental consent for students under 16 to use their chosen pronouns at school. This removes a safe space for many youth to express their identity and places schools in the role of surveillance rather than support.

Myth: *Alberta is simply aligning with other provinces.*

Fact: While Saskatchewan and New Brunswick have passed similar laws, both have been legally challenged for violating students' rights. In Alberta, advocacy groups like **Eagle Women's Health Centre** and **Stepping Stone Support Centre** are preparing Charter challenges, arguing the policy breaches students' rights to privacy, equality, and security of the person.

Myth: *The policy has no connection to student well-being.*

Fact: Studies consistently show that affirming environments (including being able to safely use chosen names and pronouns) reduce depression and suicide risk among LGBTQ+ youth. By restricting this, the policy creates real harm.

Negotiations & The Strike

Myth: *The ATA misled teachers and parents with false claims.*

Fact: The ATA's Aug 29 talking points reflected what was actually said at the bargaining table and highlighted real conditions in Alberta classrooms. The government has not demonstrated that the document contained false information.

Myth: *Filing a Labour Relations Board complaint shows the government is protecting students.*

Fact: The government waited over two weeks after the talking points were released to file its complaint — and did so only after the ATA brought a new proposal to the table. Instead of negotiating, the government chose a legal tactic that stalls progress toward a fair settlement.

Myth: *Teachers are hiding the truth about their demands.*

Fact: The ATA has been clear: teachers want fair wages that keep pace with inflation, manageable class sizes, and the supports (like education assistants) needed to meet growing classroom complexity. These priorities are public and well-documented.

Myth: *The government's position on teacher salaries is based on current facts.*

Fact: Premier Smith has compared Alberta teachers' pay to outdated data from other provinces. Current figures show Alberta teachers rank near the bottom in maximum salary and have had the lowest wage growth since 2019 (just 3.8%, compared to over 25% in BC).

Myth: *Alberta can't afford to meet teachers' demands.*

Fact: Alberta reported more than \$23 billion in surpluses between 2021 and 2024 and increased overall spending by 23% under Premier Smith. The issue is not affordability — it's priorities.

Myth: *Alberta teachers are the highest paid in Canada.*

Fact: This claim is false and based on outdated information. Current data shows Alberta teachers rank near the bottom in maximum salary compared to Ontario, Manitoba, Saskatchewan, and BC. Since 2019, Alberta teachers have had the lowest wage growth in the country at just 3.8%, while provinces like BC have seen increases of over 25%. When combined with Alberta's higher instructional minutes, lack of paid prep time, and no class size caps, Alberta teachers are not "the best paid" — they are among the most stretched and undervalued.

Updated Oct 6:

Myth: *The ATA leadership is the problem—teachers themselves don't agree.*

Fact: Teachers are the ATA. On Sept 27–29, **89.5%** of voting teachers rejected the

tentative agreement, sending a unified message to return with a better offer addressing classrooms and wages.

Myth: *A back-to-work law could happen immediately.*

Fact: An **employer lockout** requires **72-hour notice**, and the Premier said on **Sept 30** she **wouldn't recall** the Legislature early. Without recall, **Oct 27** is the earliest practical date for any back-to-work bill.

Myth: *The \$30/day payment solves the childcare problem and shows the government is putting more money into education.*

Fact: The \$30/day program (for children 12 and under) was announced Sept 30 to offset childcare costs during the strike, but eligibility details are still unclear. The Premier also said it would be funded from **teachers' forgone wages** during the strike—not new education funding. For most families, \$30/day won't cover childcare or babysitting, centres have limited short-term capacity, and Alberta has not adopted the federal **\$10/day childcare** program.

Myth: *The at-home learning toolkit means learning can carry on at home just fine.*

Fact: Launched within 24 hours of the Sept 29 vote, the toolkit may help as **supplemental** material, but it is **not a replacement** for teachers or classroom instruction. It's not designed for full-time home delivery, is difficult for many parents (especially with younger grades and complex needs) to implement, and may leave behind families for whom **English is not the primary language**.

Cut-and-Paste Statements

Want to speak up but not sure what to say? We've made it easy. This section includes short, clear statements you can copy and paste into an email, social media post, or message to your MLA.

Choose one that resonates with you — or use them as inspiration to write your own. Every voice matters, and even a few lines can make a powerful impact.

Ready to go? Just copy, paste, and hit send.

Enrolment and Class Size

- Enrollment has surged. Alberta schools serve 825,817 students this year—91,000 more than in 2020/21. Please fund classrooms for the students we actually have.
- Classrooms are more complex. Nine in ten Alberta teachers and school leaders report higher classroom complexity year-over-year. We need the adults and supports to match today's realities.
- Bring back class-size reporting. Alberta stopped public class-size reporting in 2019 and a 2023 bill to restore it failed. We can't fix what we can't see. Please legislate transparent class-size reporting.
- Class size isn't just a talking point—it affects student safety, attention, and support.
- Smaller classes are not about making teachers' jobs easier—they're about giving students the learning environment they deserve.

Safety, Support, and Complexity

- Alberta classrooms now include students with complex needs, English-language learners, and trauma-affected youth. We need the staff and training to support them well.
- A child struggling with learning, behaviour, or regulation can't succeed without support. Teachers can't provide that when they're stretched too thin.
- One teacher with 35 students can't give every child the attention they need. That's not a failing of teachers—it's a systems issue.

- In a typical Grade 1 class, one-on-one screening can add hours of testing per student each year. Young learners feel that pressure. Let's resource assessment time properly so teachers can teach and kids can learn.
- Alberta now requires K–3 literacy and numeracy screening twice a year (plus a June follow-up), and Kindergarten each January starting 2025. Many tasks are one-on-one, pulling teachers from instruction. Please fund release time and staffing so screening doesn't come at the cost of learning
- Simple safety comparison: Licensed out-of-school care uses 1 adult for 15 school-aged children (max group 30). Teachers are routinely responsible for similar or larger groups with far greater academic and behavioural demands. Class size matters.

Staffing and Teacher Retention

- Alberta is facing a real teacher shortage. Job postings have nearly doubled since 2019, and many go unfilled. It is estimated that roughly 2 in 5 new teachers leave the profession within five years (~40%).
- This isn't about "greed"—it's about keeping experienced teachers in Alberta classrooms so kids get the support they need.
- Alberta has very few teacher-librarians left, and fewer adults per student than any other province. Tasks that specialists used to do now fall back on classroom teachers—or students go without. Please fund the roles that support teachers and kids.
- This is a staffing problem, not a effort problem. With the highest students-per-educator ratio in Canada, teachers can't do it all. We need counsellors, librarians, and learning-support staff back in schools.
- Inflation since 2013 is ~30%; teacher pay rose only ~5.75%. To retain teachers, we need a settlement that catches up and then keeps up with inflation.
- Alberta teachers are paid less than many of their Canadian counterparts, even as our class sizes grow and our needs increase.
- When we fail to retain teachers, students pay the price in lost experience and support.

Funding and Spending

- School board administration is legally capped between 3% and 5% of the total budget—one of the lowest caps in Canada. This is not where the money is going. The pressure on classrooms comes from rising enrolment and chronic underfunding, not admin costs.
- School boards are managing enrollment surges, staffing shortages, and complex student needs with limited resources. They're not mismanaging funds—they're making hard choices every day to keep classrooms afloat.
- Please prioritize a deal that restores classroom funding. According to the Fraser Institute's 2025 study, Alberta now spends the least per K-12 student in Canada—\$13,494 in 2022/23.
- Over the last decade, Alberta's inflation-adjusted per-student spending fell 17.5%—the biggest drop in the country. That's why classrooms are overcrowded and under-resourced. It's time to fund a fair deal now that starts to close that gap—so teachers can get back to work and students can get the support they need.

Public vs. Charter and Private Schools

- Alberta is the only province with public charters and gives accredited private schools up to 70% of base operating grants—the highest in Canada. Please prioritize public classrooms that serve all students.
- Budget 2024 added \$123 million for charter/collegiate schools. Please balance this with urgent public classroom needs in fast-growing communities.
- Public schools are open to every child, regardless of ability, behaviour, or need. That deserves full, fair funding.
- Charter and private schools serve fewer students and often do not reflect the full diversity of our communities.

Books, Curriculum, and Politics in Education

- Ministerial Order 030/2025 mandates removing “sexually explicit” books by Oct 1, 2025. Boards like EPSB are complying and explaining the impact. Please fund the staff time this work requires and avoid politicizing school libraries.

- The government's own survey results show most Albertans do not want politicians deciding which books belong in school libraries. Please respect that input.
- School boards are following the law. They deserve support, not blame.
- Let educators do their jobs. Political interference in classrooms only distracts from teaching and learning.
- **UPDATE 03/09:** Ministerial Order 030/2025 has been “paused”—but the damage is already done. School boards were legally required to remove books under vague and inconsistent criteria. The government's delayed course correction does not reverse the workload, cost, or stress placed on educators and students
- **UPDATE 03/09:** Please fund the staffing and time required to audit collections and communicate with families. These tasks were mandated by the province. Boards like EPSB have done their due diligence. They now face misplaced political blame for following government orders.

Pronoun & Preferred Name Reporting

- Alberta's new pronoun reporting policy forces schools to notify parents if a child under 16 asks to use a different name or pronouns. This strips away safe spaces for LGBTQ+ youth and risks outing them against their will.
- Being able to use chosen names and pronouns is not political—it's about safety and dignity. Research shows it reduces depression and suicide risk for LGBTQ+ youth. Policies that block this cause real harm.
- Advocacy groups like Eagle and Stepping Stone are challenging Alberta's pronoun policy under the Charter of Rights and Freedoms, arguing it violates students' rights to privacy and equality. I support their efforts.
- This policy unfairly targets LGBTQ+ students while ignoring the actual challenges in our schools—overcrowding, underfunding, and lack of support for teachers. It's a distraction from the real issues in education.
- Every student deserves to feel safe and affirmed at school. Alberta's pronoun policy sends the opposite message. It tells LGBTQ+ kids that their identity is something to be monitored and reported, not respected.

- Parental rights do not trump children's rights. Students in Alberta deserve safety, dignity, and privacy at school. Policies that force schools to "out" LGBTQ+ youth strip away those rights and put young people at risk of harm.

Fairness & Safety in School Sports

- Girls face new barriers. As of September 1, parents of girls age 12+ must sign forms confirming their child was female at birth to play on female-only teams. Please remove this invasive rule.
- Trans girls are excluded. Alberta's Fairness and Safety in Sport Act bars trans girls from playing on girls' teams, even if they live and identify as female. That is not fairness—it is exclusion.
- No equivalent rule for boys. Only girls' teams face eligibility checks. This double standard is sexist, inequitable, and harmful.
- The challenge process is unsafe. Parents, coaches, or referees can "challenge" a girl's eligibility, forcing her to provide proof of sex at birth. This risks harassment, bullying, and forced disclosure of private information.
- No evidence, only harm. The government has not provided evidence that trans girls create an unfair advantage in school sports. What is clear is the harm—stigmatization, exclusion, and increased mental health risks for trans youth.
- Protect girls' privacy and dignity. Girls deserve safe, supportive sports environments—not paperwork, challenges, and suspicion.
- Trans youth are vulnerable. Research shows transgender adolescents are five times more likely to think about suicide and 7.6 times more likely to attempt. Policies that exclude and stigmatize them make those risks worse.
- The government is targeting trans youth, who make up about 1 in 270 students, while ignoring the reality that 1 in 7 students has a coded learning or medical need. Please focus on real classroom challenges like complexity, supports, and staffing—instead of creating harmful policies that stigmatize girls and trans youth.

Negotiations & Strike Action

- On September 15, the Alberta government filed a complaint against the ATA with the Labour Relations Board — not because teachers did anything wrong, but

because they shared factual talking points about the negotiations and the realities in our classrooms. That complaint came *after* the ATA brought a new proposal to the table. Instead of negotiating in good faith, the government chose to escalate. That's not leadership. It's a stall tactic.

- Filing complaints against teachers is not negotiation. To me, it looks like a tactic to delay progress and make a strike more likely. Families like mine need stability, not political games.
- The government accuses teachers of misleading Albertans, yet they've made repeated inaccurate claims about class sizes, funding, and even teacher salaries. I expect evidence-based bargaining and honesty from both sides.
- The government is targeting trans youth, who make up about 1 in 270 students, while ignoring the reality that 1 in 7 students has a coded learning or medical need. Please focus on real classroom challenges like complexity, supports, and staffing—instead of creating harmful policies that stigmatize girls and trans youth.
- Since 2019, Alberta teachers have received only 3.8% in wage increases, while provinces like BC have seen increases of over 25%. Alberta now has the second-lowest maximum teacher salary compared to Ontario, Manitoba, Saskatchewan, and BC. I want to keep experienced teachers in Alberta classrooms, and that means offering fair wages and proper supports.
- Alberta reported \$23 billion in budget surpluses between 2021 and 2024 and increased overall government spending by 23%. The issue isn't affordability—it's priorities. I want my government to make students and classrooms the priority.
- As a parent, I want the government to stop playing politics with my child's education. Our kids need classrooms that are properly funded and teachers who feel supported — not more distractions and delay tactics.
- This strike isn't about greed—it's about classrooms. Teachers are demanding the resources and supports their students need. A fair deal today avoids a strike tomorrow.
- Parents and communities want stability, not strikes. A fair settlement now keeps kids in school and ensures teachers can stay in the profession.
- Please don't frame the \$30/day program as a solution to childcare. It's short-term and won't cover most real costs or capacity limits. The durable fix is funding classrooms and staffing so kids stay in school.

- If the province can set up strike funding and learning resources in a few days, it can set up classroom supports just as fast. Please prioritize investments that keep teachers teaching and students learning.
- Families with younger grades, complex needs, or multilingual homes will struggle with DIY learning over the strike. Fund educators and EAs so students get professional support in classrooms where they belong.
- The fastest, least disruptive path for families is simple: return to bargaining with urgency and fund a fair agreement so kids can be back in class.
- It's deeply disappointing that instead of using this moment to come back to the table, the government has chosen to lock teachers out starting Oct 9. A lockout doesn't help families—it just hardens positions. Please tell the Premier and Minister Horner to get back to the table and settle this.
- Teachers already voted overwhelmingly to strike. Adding a lockout on top of that sends the message that the government is more interested in power plays than solutions. We need leadership that puts students first—not escalation.

Letter Templates

Write Your Letter: Templates for Every Voice

Choose the letter that best reflects your role and your message.

As Alberta faces the possibility of a teachers' strike, now is the time to speak up. These letter templates are designed to help you show your support for teachers and public education — whether you're a parent, educator, student, or concerned community member.

Each group has two options:

1. **Done For You:** A ready-to-send letter with 2–3 key points related to your role. Just personalize with your name and MLA — and send.
2. **Make It Your Own:** A fill-in-the-blanks version to help you share your own story. You can write in your own words or copy/paste from the Cut & Paste Statements section to customize it.

Ways to Send your Letter:

- **Email:** [Find your MLA's email here](#). It is recommended to CC the [Minister of Education](#) and your School Board Trustee.
- **Mail:** Physical letters also matter. MLAs are required to read and respond to postal mail. If you are not getting a response to your emails, send a letter. Find your [MLA's mailing address here](#).

Parents & Guardians

Done for You Letter

Subject: I stand with Alberta teachers — support a fair deal now

Dear [MLA Name],

As a parent, I am deeply concerned about the state of public education in Alberta. Our classrooms are overcrowded, our teachers are overwhelmed, and our children are being left behind. While the cost of living has soared, wages for teachers have stagnated. It's unacceptable that Alberta ranks last in per-student funding across Canada.

I want my child to be welcomed into a classroom where their teacher is supported, respected, and resourced, not burnt out and pushed to the brink. And I want my child in a classroom where the class size supports meaningful learning, where educational assistants are present to meet diverse needs, and where learning materials are fully resourced.

I am asking three things of you:

1. **Prevent a teacher lockout or strike by returning to negotiations with honesty and urgency.**
2. **Increase classroom funding — especially for additional learning support, education assistants, and infrastructure.**
3. **Commit to a public education system that is built with, not against, teachers, students, and families.**

I stand with Alberta teachers. I stand for public education.

Sincerely,
[Your Name]
[Your Address]
[Your Constituency]

Parents & Guardians

Make it Your Own Template

Subject: [Write your own subject, or use: “Parents support teachers – fund education now”]

Dear [MLA Name],

My name is [Your Name], and I am a parent of a child/children in [School Name or School District] in [City/Town].

I’m writing to express my deep concern about the current state of public education in Alberta. I care about my child’s learning and wellbeing. And I see how underfunding and overcrowding are affecting both students and teachers.

Here’s what I’ve seen or experienced:

- [Briefly describe an issue — e.g., “My child is in a class of 35, and their teacher is doing everything they can, but it’s too much.”]
- [Optional: Add a personal note — e.g., “My child has learning needs, and we’ve seen how much of a difference support staff and smaller classes make.”]
- [Optional: Share gratitude — e.g., “We are so grateful for the hard work of teachers and staff who go above and beyond every day.”]

This is not just about one classroom — it’s about the future of public education in our province.

As a parent, I’m asking you to:

1. [Add your own asks here or use examples from the Cut and Paste Statements section]
- 2.

We want safe, well-resourced schools. We want our children to be taught by educators who are respected and supported.

Please act now.

Sincerely,
[Your Name]
[Your Address]
[Your Constituency]

Community Members

Done for You Letter

Subject: I stand with Alberta teachers — support a fair deal now

Dear [MLA Name],

As a community member, I am deeply concerned about the state of public education in Alberta. The strength of our public education system directly impacts the health, safety, and prosperity of our communities. When classrooms are overcrowded and under-resourced, it's not just students and teachers who suffer—it's all of us.

While the cost of living has risen sharply, teachers' wages have failed to keep up. Alberta now also ranks last in per-student funding across Canada. This is unacceptable for a province that prides itself on opportunity and growth.

I want our schools to be places where every student can thrive, where teachers are respected and supported, and where learning environments are well-resourced and inclusive. Investing in public education is one of the most powerful ways to build a stronger, safer, and more equitable future for all Albertans.

I am asking three things of you:

1. **Prevent a teacher lockout or strike by returning to negotiations with honesty and urgency.**
2. **Increase classroom funding — especially for additional learning support, education assistants, and infrastructure.**
3. **Commit to a public education system that is built with, not against, teachers, students, and families.**

I stand with Alberta teachers. I stand for public education.

Sincerely,
[Your Name]
[Your Address]
[Your Constituency]

Community Members

Make it Your Own Template

Subject: [Write your own subject, or use: “Communities need teachers – fund education now”]

Dear [MLA Name],

As a [community member / grandparent / small business owner / retired teacher / neighbor / concerned citizen], I’m writing to express my deep concern about the current state of public education in Alberta.

[In 1–2 sentences, share your connection to public education.

Example: “My grandchildren attend public school in Edmonton, and I’ve seen how hard their teachers work with limited support.”

Or: “As a former educator, I understand the toll underfunding takes on both staff and students.”]

Alberta now ranks last in per-student education funding across the country. Meanwhile, teachers’ wages have not kept pace with the cost of living, and many classrooms are struggling with overcrowding, insufficient supports, and a lack of resources.

I want to see classrooms where students can thrive, where teachers are respected and supported, and where education is treated as a vital investment in Alberta’s future — not a line item to cut.

I’m asking you to:

- [Add your own asks here or use examples from the Cut and Paste Statements section]
-

Sincerely,

[Your Name]

[Your Address]

[Your Constituency]

Teachers/Educators

Done for You Letter

Subject: I stand for public education — support a fair deal now

Dear [MLA Name],

As an educator in Alberta, I am writing to express my deep concern for the state of our public education system — and to call on you to support a fair, timely resolution to the ongoing contract negotiations with the Alberta Teachers' Association.

Every day, I show up for my students. I bring my passion, my professional training, and my commitment to help them learn, grow, and thrive. But the system is under immense strain. Overcrowded classrooms, limited supports, and a decade of stagnant wages are taking their toll. Not just on educators, but on our students and their learning.

Alberta now ranks last in per-student funding in Canada. While the cost of living has surged, educator wages have not kept up. Many teachers and school staff are burning out under the pressure. We didn't enter this profession for the money. But respect, fairness, and support matter.

I want to work in a classroom where:

- Students get the individual attention they need to succeed.
- Educational assistants and specialists are available to support diverse learners.
- Teachers are respected as professionals and fairly compensated for their work.

I am asking you to:

1. **Prevent a lockout or strike by returning to negotiations with honesty and urgency.**
2. **Increase classroom funding and invest in supports that help students learn.**
3. **Commit to building a strong, sustainable public education system for the future — not dismantling the one we have.**

I stand for public education. I stand with my students, my colleagues, and my community.

Sincerely,

[Your Name]

[Your Position / School / Constituency]

Teachers/Educators

Make it Your Own Template

Subject: [Write your own subject, or use: “Educators deserve respect – fund education now”]

Dear [MLA Name],

My name is [Your Name], and I am a [teacher/educator/role] at [School/Division] in [Town/City/Constituency]. I’m writing to express my concern about the current state of public education in Alberta and the urgent need for a fair deal for teachers.

Every day, I see the impact of [brief example: growing class sizes, fewer supports, under-resourced classrooms, etc.]. It is increasingly difficult to give students the time, attention, and care they deserve under these conditions.

I entered this profession because I believe in the power of education to change lives — but I need your support to continue doing this work well. Alberta now ranks last in per-student funding across Canada, and teacher wages have not kept pace with inflation or the demands of the role.

As an educator, I am asking you to:

- [Add your own asks here or use examples from the Cut and Paste Statements section]
-

I stand with my colleagues. I stand with my students. I stand for public education.

Sincerely,

[Your Name]

[Your Position]

[Your School or Division (optional)]

[Your Constituency]

Students

Done for You Letter

Subject: I stand for my education — support Alberta teachers now

Dear [MLA Name],

My name is [Your Name], and I'm a student at [School Name] in [Town/City]. I'm writing because I care deeply about my education and the people who make it possible: my teachers, educational assistants, and all the staff who support me and my classmates every day.

Right now, I'm seeing how hard it is for teachers to do their jobs with the resources they have. Our classes are too big. Teachers and support staff are stretched thin. We don't always have the help or materials we need to learn well.

Students like me want classrooms where:

- Teachers aren't burned out or overwhelmed
- Class sizes allow us to ask questions and get help when we need it
- There are enough supports for students with diverse needs
- Learning materials and technology are up-to-date and available

Please do the right thing. I'm asking you to:

1. **Go back to the table and work toward a fair deal with teachers.**
2. **Increase funding for public education so every student can succeed.**
3. **Show that you value education and those who provide it.**

We are the future of Alberta. We deserve to be invested in.

Sincerely,

[Your Name]

[Grade or School (optional)]

[Your Address]

[Your Constituency]

Students

Make Your Own Letter

Subject: I stand for my education — support Alberta teachers now

Dear [MLA Name],

My name is [Your Name], and I am a student at [School Name] in [City/Town]. I'm writing to share how the current state of education is affecting me and my classmates.

Here's what I see in my school/classroom:

- [Describe a challenge — e.g., "My class has over 35 students, and it's hard to get one-on-one help when I need it."]
- [Share a personal impact — e.g., "We don't have enough educational assistants, and some of my friends with learning needs are struggling."]
- [Mention a positive — e.g., "My teacher works so hard to support us, even though they don't always have the resources they need."]

Students like me want classrooms that are:

- ✓ Safe
- ✓ Supportive
- ✓ Fully funded
- ✓ Led by teachers who are respected and fairly paid

As a student, I'm asking you to:

1. [Add your own asks here or use examples from the Cut and Paste Statements section]
- 2.

I care about my future. I care about my school. I stand with Alberta teachers.

Sincerely,

[Your Name]

[Grade or School (optional)]

[Your Address]

[Your Constituency]

One & Done for Public Education

One email. One call. One clear message—every day until a fair deal is done.

Alberta's teachers and students deserve better than overcrowded classrooms, under-resourced schools, and wages that haven't kept up in over a decade. We're asking Albertans to take **one simple action each day**—an email or a phone call to your MLA—to demand a fair, fully funded public education system.

Because for a province this wealthy, **being last in per-student funding isn't just embarrassing—it's unacceptable.**

Do one thing today. Let them know we're **done** with underfunding.

How to Participate in One & Done for Public Education

Getting involved is easy—and powerful. Here's how to join the campaign and make your voice heard:

Step 1: Find Your MLA

Use this tool to find your MLA's name, party, and contact info:

👉 www.assembly.ab.ca/members

Step 2: Choose Your Daily Message

Each day, pick one message from our **One & Done** script toolkit—email or phone. Each message covers a different issue in the strike (class size, wages, complexity, etc.).

Step 3: Call or Email Your MLA

- **Email:** Copy and paste the script into an email. Add your name and your school community (or town/city).
- **Call:** Use the matching phone script to leave a voicemail or speak with their office.

You don't have to be an expert—just speak up. One message at a time.

Step 4: Repeat Tomorrow

Do one thing every day until the government funds a fair deal for teachers and students.

Bonus: Share the Campaign

Help others join the movement:

- Share this doc or campaign name: **One & Done for Public Education**
- Use the hashtag **#OneAndDoneForPublicEd**
- Post a photo or video of yourself making your daily call or sending an email

Day 1 – Class Size

Email Script

Subject: Fund a Fair Deal that Addresses Class Size

Dear [MLA Name],

Alberta hasn't had **class size caps in over a decade**, and it shows. Many elementary classrooms now have **30+ students**, and high school classes are even larger. Teachers cannot give students the attention they deserve in these conditions.

I'm asking you to push for a deal that includes **class size limits** and realistic staffing to support them. Class size isn't just a teacher issue—it's a student learning issue.

Alberta is one of the wealthiest provinces in the country, yet we fund our students at the lowest rate in Canada. It's unacceptable. Please support a deal that shows Alberta is ready to lead—not lag—on public education.

Sincerely,

[Your Name]

[Your City or School Community]

Phone Script

Hi, this is [Your Name]. I'm calling because class sizes in Alberta schools are out of control. Some classrooms have over 30 students, and teachers can't meet their needs without limits and support.

Alberta spends the least per student in the country. That's not leadership—it's neglect. I'm asking you to fund a deal that brings class sizes down and invests in students.

Day 2 – Classroom Complexity & Per-Student Funding

Email Script

Subject: Alberta Ranks Last in Per-Student Funding—That Needs to Change

Dear [MLA Name],

According to the Fraser Institute, Alberta has seen a **17.5% drop in inflation-adjusted per-student funding** since 2013—the largest decline in Canada. Alberta now ranks **last** in per-student funding.

At the same time, classroom complexity has skyrocketed. Teachers are being asked to support students with learning disabilities, trauma, language barriers, and behavioural challenges—**without adequate supports**.

Please support a deal that gives teachers the resources they need to support **all students**.

Alberta is an economic driver of this country. It's time we acted like it and started leading again—starting with how we fund our schools.

Sincerely,

[Your Name]

[Your City or School Community]

Phone Script

Hi, I'm [Your Name], and I'm calling because Alberta now ranks **last in Canada** for per-student funding. That's unacceptable—especially when classroom complexity is rising fast.

Teachers need resources to support students with diverse needs. **It's time for Alberta to stop falling behind and start funding public education like we mean it.**

Day 3 – Teacher Wages

Email Script

Subject: It's Time to Respect Teachers with Fair Wages

Dear [MLA Name],

Alberta teachers have had **no meaningful wage increases for over a decade**, even as the cost of living and classroom demands have surged. The latest offer still doesn't catch up to inflation or reflect the value teachers bring to Alberta students.

We are already seeing teacher shortages and burnout. If we want to attract and retain great teachers, we need to treat them with respect—and that includes fair compensation.

Alberta cannot afford to be last in per-student funding and expect world-class education outcomes. Fund a fair deal and show teachers they matter.

Sincerely,

[Your Name]

[Your City or School Community]

Phone Script

Hi, I'm [Your Name]. I'm calling because Alberta teachers haven't had real wage increases in over a decade. That's not sustainable.

If we want to keep great teachers in this province, we need to pay them fairly—**especially when we're already last in Canada for per-student spending.**

Day 4 – EAs & Classroom Supports

Email Script

Subject: Strengthen Supports for Students with Complex Needs

Dear [MLA Name],

The government's plan to hire **1,500 Educational Assistants over 3 years** sounds helpful—but that only adds up to **0.75 of an EA per school**. That's not nearly enough to meet the growing needs in our classrooms.

Teachers are supporting students with disabilities, learning challenges, and trauma—often alone. Students with complex needs deserve more than the bare minimum.

Alberta is one of the wealthiest provinces in Canada, yet we fund education like we're broke. Support a deal that strengthens classroom supports and invests in every student's success.

Sincerely,

[Your Name]

[Your City or School Community]

Phone Script

Hi, this is [Your Name]. I'm calling because Alberta classrooms need more Educational Assistants. The government's current plan won't even give every school one full-time EA.

Alberta has the resources. What we need is the will to fund public education properly. Please support a deal that includes real support for students with complex needs.

Day 5 – Myth: “Teachers are being let down by the ATA”

Email Script

Subject: Listen to What Teachers Are Actually Saying

Dear [MLA Name],
I’ve heard politicians say that teachers are being let down by the ATA. That’s simply false. **Teachers are the ATA.**

Over **43,000 teachers voted on the last agreement—and 89.5% said no.** That’s a powerful, democratic message that the offer did not meet the needs of Alberta’s classrooms.

Instead of dismissing teachers’ voices, we need to listen to them. Fund a deal that respects the profession and starts to fix what’s broken in our education system.

Sincerely,
[Your Name]
[Your City or School Community]

Phone Script

Hi, I’m [Your Name], and I’m calling because I’ve heard the government say that teachers are being misled by the ATA.

That’s not true—**89.5% of teachers voted to reject the last agreement.** They’re speaking for themselves.

Let’s stop blaming teachers and start funding a solution that actually works.

Day 6 – Myth: “\$30/day solves the childcare issue”

Email Script

Subject: Short-Term Payments Aren’t a Solution

Dear [MLA Name],

The \$30/day payment being offered to families during the strike is being framed as a solution—but it’s not. That amount doesn’t come close to covering actual childcare costs, and most centres can’t add spots overnight.

What’s more, Alberta still hasn’t signed on to the **\$10/day federal childcare program**, making us one of the only provinces without it.

Launching contingency programs is not the same as investing in public education. Use that same urgency to return to the table and settle a fair deal.

Sincerely,

[Your Name]

[Your City or School Community]

Phone Script

Hi, I’m [Your Name], and I’m calling because the \$30/day strike payment is not a real solution for families.

Most can’t find childcare on short notice, and that money won’t go far. **We need long-term investment in schools, not quick payouts.**

Please support a fair deal that brings teachers back and puts students first.

Day 7 – Why I’m Still Writing

Email Script

Subject: I'm Still Writing Because Our Kids Deserve Better

Dear [MLA Name],

I've written to you throughout this strike because I care deeply about public education in Alberta.

This isn't just about one issue. It's about **overcrowded classrooms, complex student needs without support, and teachers who haven't had a meaningful raise in over a decade**. It's about students falling through the cracks while our government stalls.

Alberta now spends the **least per student in the country**. For a province with our resources, that's an embarrassment. We should be leading the country in education—not scraping the bottom.

I'm asking you again: **return to the table. Settle a fair deal. Fund public education like it matters.**

Because it does.

Sincerely,

[Your Name]

[Your City or School Community]

Phone Script

Hi, this is [Your Name]. I've been calling all week because public education in Alberta is in crisis.

This strike isn't just about wages—it's about class size, student complexity, and underfunding. **Alberta now spends the least per student in Canada. That's not leadership.**

Please do your part to push for a fair deal and proper investment in our schools.