



PARENTAL LEAVE - TRUSTEES

Legal References: *Employment Standards Act*

Related References: *Education Act*

Effective Date: *November 19, 2018*

Revisions:

Reviewed: *November 15, 2021*

1. Notwithstanding the Education Act, section 228(1), 229(1) and 229(2), an office is not vacated by a Trustee who is absent for 20 consecutive weeks or less if the absence is as a result of the Trustee's pregnancy, the birth of the Trustee's child or the adoption of a child by the Trustee in accordance with Subsection 259(1.1) of the Municipal Act, 2001 as amended by Bill 68.
2. The Trustee shall provide the Chairperson and Director of Education with written notice of an absence of 20 consecutive weeks or less as a result of the Trustee's pregnancy, the birth of the Trustee's child or the adoption of a child by the Trustee. The Trustee will continue to receive all board and committee meeting reports, notices and minutes.
3. When such notice is provided, the following plans shall be discussed with the Board Chairperson and the result brought forward to the Board for information:
 - 3.1 A plan of how the Trustee chooses to remain engaged in the business of the Board. This includes the forwarding of all Board and committee materials but may also include participation in all, some, or no Committee and Board meetings by phone or other mediums;
 - 3.2 A plan of how the work of any Committee commitments will be completed;
 - 3.3 A plan of how parent and constituent communication will be handled during the Trustee leave.