Policy Manual – Trustees

T09 - Parental Leave – Trustees

The mission of Catholic Education in Hamilton-Wentworth, in union with our Bishop, is to enable all learners to realize the fullness of humanity of which Our Lord Jesus Christ is the mode

POLICY STATEMENT

It is the policy of the Hamilton-Wentworth Catholic District School Board (HWCDSB), and consistent with Section 228 (2.1) of the Ontario Education Act, a member of the board who is absent for 20 consecutive weeks or less does not vacate his or her seat if the absence is a result of the member's pregnancy, the birth of the member's child or the adoption of a child by the member.

The Trustee shall provide the Chairperson of the Board 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. During this absence, the Trustee will continue to receive all notices, reports, minutes and communications.

Once the Trustee has provided this information a discussion will be had with the Chairperson of the Board regarding a plan of how:

- **the Trustee chooses to remain engaged in the business of the Board. In addition to receiving all appropriate communications and materials, the Trustee may choose to participate, virtually or by phone, in committee and/or Board meetings;**
- **the work of any committee commitments will be completed; and,**
- **parent/guardian and ratepayer communication will be handled during the leave.**

Purpose
Ensuring a trustee is given appropriate consideration during the time of the birth or adoption of a child is essential to support the fundamental dignity of the family and is consistent with the Mission and Vision of the HWCDSB.

Responsibility:
Chairperson of the Board

Regulations
Ontario Education Act Section 228

Related Policies:
T.03 Trustee Code of Conduct

Related Board Committee
Committee of the Whole

Policy Review Date:
BM Original Policy Approved 01 February 2022
Revisions:
To be reviewed every three years