



## POLICY #4.40

# BIRTHING/PARENTAL/ADOPTION/PARENTHOOD LEAVE

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### PREAMBLE

The Board recognizes that some staff may desire a leave of absence for the purpose of prenatal and postnatal care. Such absence shall be provided.

5. The duration of the leave, including birthing/parental/adoption parenthood, shall be as follows:  
a. Pursuant to the various provisions of the collective agreement, the leave shall be provided for a period of up to 17 weeks of leave per year.

semester preceding or coincidental with three calendar years.

6. Notification of intent to return shall be as follows:

Principals, Vice-Principals and B.T.A. members:

Leave granted pursuant to this policy shall be contingent upon the person on leave reaffirming during each year of leave prior to the date of May 15 if date of return is September 1, or prior to October 15 if the date of return is to be January 1st, their intention to return.

C.U.P.E. members and other staff:

Leave granted pursuant to this policy shall be contingent upon the person on leave reaffirming not less than three months prior to the date of return originally specified their intention to return. This notification is to take place each year of the leave.

NOTE:

If notification is not received on or before the dates specified, the right to return is forfeited.

- 7. Employees shall not accept full time employment elsewhere during the period of leave without the permission of the Board.
- 8. Employees may not return prior to the expiration of the requested leave without the permission of the Board.

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Date Adopted:

1988-06

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