

OUR MISSION

*The Toronto Catholic District School Board is an inclusive learning community uniting home, parish and school and rooted in the love of Christ.
We educate students to grow in grace and knowledge to lead lives of faith, hope and charity.*

OUR VISION

*At Toronto Catholic we transform the world
through witness, faith, innovation and action.*



AGENDA ADDENDUM THE REGULAR MEETING OF THE GOVERNANCE AND POLICY COMMITTEE

PUBLIC SESSION

Markus de Domenico, Chair

Norman Di Pasquale, Vice Chair

Tuesday, June 1, 2021

7:00 P.M.

Pages

14. Staff Reports

14.a. *REVISED: Trustee Pregnancy and Parental Leave Policy (T.21)*
(New)

1 - 7



REPORT TO

DIRECTOR'S COUNCIL

TRUSTEE PREGNANCY AND PARENTAL LEAVE POLICY T.21 (NEW)

Bible Verse

Created, Draft	First Tabling	Review
March 30, 2021	May 25, 2021	

P. Matthews, General Counsel

C. Fernandes, Superintendent of Education, Area 4 and Policy Development

RECOMMENDATION REPORT

Vision:

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Brendan Browne PhD.
Director of Education

D. Koenig
Associate Director
of Academic Affairs

D. Boyce
Associate Director of Facilities,
Business and Community
Development

A. EXECUTIVE SUMMARY

This report recommends implementation of the new policy on Trustee Pregnancy and Parental Leave of Absence Policy T.21 to address leave of absence due to pregnancy and/or adoption.

The cumulative staff time required to prepare this report was 3 hours.

B. PURPOSE

This Recommendation Report is on the Order Paper of the Governance and Policy Committee to address leaves of absence by trustees for the reason of pregnancy or adoption of child.

C. BACKGROUND

1. The Education Act mandates that every district school board shall adopt and maintain policies with respect to pregnancy leaves and parental leaves of Trustees of Board.
2. The legislative right of a Trustee to take a pregnancy or parental leave originates in the Education Act and does not require the approval by the Board of Trustees.
3. This policy would permit a trustee to take a leave of absence from their duties for 20 consecutive weeks. This period time is in alignment with our co-terminus board, Toronto District School Board.
4. The trustee seeking a leave of absence must provide the necessary notification.

D. EVIDENCE/RESEARCH/ANALYSIS

This policy has been amended in consultation with staff from Legal Services.

E. METRICS AND ACCOUNTABILITY

1. Recommendations in this report will be monitored by policy development staff

2. Further reports will be brought to Board in accordance with the policy review schedule.

F. IMPLEMENTATION

The updated policy as approved will be posted on the TCDSB policy register.

G. STAFF RECOMMENDATION

Staff recommends that the Policy on Trustee Pregnancy and Parental Leave of Absence T.21 provided in Report Appendix A, be adopted.



POLICY SECTION: TRUSTEES
SUB-SECTION:
POLICY NAME: TRUSTEE PREGNANCY AND PARENTAL LEAVE OF ABSENCE
POLICY NO: T. 21

Date Approved: April 2021	Date of Next Review: April 2026	Dates of Amendments:
Cross References: Education Act Section 170 (1) 17.3 T.05 Trustee Honourarium T.17 Trustee Services and Expenditures TCDSB By-law 175		
Appendix:		

Purpose:

The Education Act of Ontario mandates that every district school board shall adopt and maintain policies with respect to pregnancy leaves and parental leaves of Trustees of the Board. The Toronto Catholic District School Board (TCDSB) recognizes the importance of embedding these rights in a policy so that the rights of Trustees of the Board can continue throughout any pregnancy or parental leave.

Scope and Responsibility

This policy applies to all Trustees of the Toronto Catholic District School Board. The Chair of the Board is responsible for bringing relevant information to the Board of Trustees. Human Resource Services will process the requests and facilitate the leaves.

Alignment with MYSP:

Living Our Catholic Values
Ensuring Public Confidence



POLICY SECTION: TRUSTEES
SUB-SECTION:
POLICY NAME: TRUSTEE PREGNANCY AND PARENTAL LEAVE OF ABSENCE
POLICY NO: T. 21

Policy:

TCDSB Trustees are eligible to take a leave of absence from their duties for twenty (20) consecutive weeks or less resulting from the Trustee becoming pregnant, the birth of a Trustee's child, or the adoption of a child by a Trustee. The legislative right of a Trustee to take a pregnancy or parental leave originates in the Education Act and does not require the approval by the Board of Trustees. Trustees maintain control over the extent to which they remain involved in their Board duties.

Regulations:

1. A Trustee will inform the Chair of the Board and the Director of Education of the intention to commence a pregnancy or parental leave in a timely manner. The leave may commence up to twenty (20) weeks before a Trustee's expected date of delivery, or before the date when a child has come into the care, custody, or control of a parent.
2. Trustees on a pregnancy or parental leave are not required to vacate their position. Further, Trustees are exempt from TCDSB By-law 175 Section 4.2.1, mandating attendance at meetings of the Board.
3. Included in the Trustee's notification are:
 - i. applicable Human Resource Department documentation;
 - ii. anticipated start date and end date of the leave;
 - iii. intention to participate in board-related meetings;
 - iv. any other information related to specific duties of the Trustee.
4. The pregnancy or parental leave notification will be officially submitted to the Board for receipt.



POLICY SECTION: TRUSTEES

SUB-SECTION:

**POLICY NAME: TRUSTEE PREGNANCY AND
PARENTAL LEAVE OF ABSENCE**

POLICY NO: T. 21

5. Trustees on pregnancy or parental leave are permitted to participate in Board and Standing Committee meetings, or other committees where the trustee is a member.
6. In the event that the Trustee requesting the leave is the Chair or Vice Chair of the Board and does not intend to fulfill those duties while on the leave, he/she may request the Trustees to conduct an election for an Interim replacement for the duration of the leave.
7. In the event the Trustee requesting the leave is the Chair of a Committee of the Board, then the Vice Chair of the Committee will become the Interim Chair, and the Trustees will conduct an election for an Interim Vice Chair of the Committee.
8. Trustees on a pregnancy or parental leave will continue to receive their trustee honourarium and attendance payments, as well as reimbursement for relevant Trustee expenses.

Definitions:

1. Adoption Leave

A leave of absence for the adoption of a child for twenty (20) consecutive weeks or less.

2. Child Care Leave

A leave of absence that directly follows an adoption/parental leave for twenty (20) consecutive weeks or less.



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SUB-SECTION:
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POLICY NO: T. 21

3. Parental Leave

A leave of absence taken by either parent following the birth of a child for 20 consecutive weeks or less.

4. Pregnancy Leave

A leave of absence taken by the mother for the birth of her child for 20 consecutive weeks or less.

Evaluation and Metrics:

This policy will be reviewed consistent with the TCDSB 5 year policy review cycle. In the event the legislation regarding pregnancy and parental leave is altered, the policy will be reviewed and amended accordingly.