



REPORT TO

REGULAR BOARD

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

*For I have chosen him, so that he will direct his children and his household after him to keep the way of the Lord by doing what is right and just, so that the Lord will bring about for Abraham what he has promised him.” Genesis 18:19*

### Created, Draft

March 30, 2021

### First Tabling

April 6, 2021

### Review

P. Matthews, General Counsel

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

## RECOMMENDATION REPORT

### Vision:

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

### 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.*



Brendan Browne PhD.  
Director of Education

D. Koenig  
Associate Director  
of Academic Affairs

S. Camacho  
Acting Associate Director of  
Facilities, Business and  
Community Development, and  
Chief Financial Officer

## **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 a 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 for Trustees of the 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 TCDSB staffing groups.
4. The trustee seeking a leave of absence must provide the necessary notification.
5. Subject to input received at the June 1, 2021 Governance and Policy Meeting, the policy has been amended to clarify that a trustee in an acting position as Chair or Vice Chair of the Board or a Committee is entitled to receive an honorarium in an amount attached to that office.

## **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. COMMITTEE RECOMMENDATION**

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