



REPORT TO

GOVERNANCE AND POLICY COMMITTEE

RECOMMENDATION TO RESCIND SABBATICAL LEAVE POLICY FOR POSTGRADUATE STUDY H.M.04

*There is a time for everything, and a season for every activity under the heavens.
Ecclesiastes 3:1*

Created, Draft	First Tabling	Review
January 8, 2018	January 16, 2018	
Peter Aguiar, Superintendent of Education and Student Well-Being, Area 4 Caitlin Kavanagh, Coordinator, Employee Relations & 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.

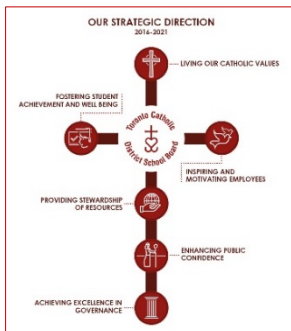
We educate students to grow in grace and knowledge to lead lives of faith, hope and charity.

Rory McGuckin
Director of Education

D. Koenig
Associate Director
of Academic Affairs

A. Sangiorgio
Associate Director
of Planning and Facilities

T.B.D.
Executive Superintendent
of Business Services and
Chief Financial Officer



A. EXECUTIVE SUMMARY

This report recommends rescinding the Sabbatical Leave for Postgraduate Study policy because the TCDSB is no longer in the practice of granting this sabbatical.

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This Recommendation Report is on the Order Paper of the Governance Policy Committee as it recommends policy rescinded.

C. BACKGROUND

1. The Sabbatical Leave for Postgraduate Study Policy (H.M.04) was approved at the June 1973 Board and amended at the October 1986 Board. It was last reviewed on October 2006.
2. The policy allows for the Director of Education to yearly recommend two paid sabbatical leaves with full benefits for postgraduate study to employees who are not provided for one within a collective agreement.
3. Since the policy was last reviewed in 2006 the Board is no longer in the practice of providing a sabbatical leave for a postgraduate study.

D. STAFF RECOMMENDATION

Staff recommends that the Sabbatical Leave for Postgraduate Study Policy (H.M.04) attached in Appendix A be rescinded.

TCDSB Policy Register

Sabbatical Leave For Postgraduate Study H.M.04

Date Approved: June 73	Date of Review: 2 Oct 06	Dates of Amendment: 16 Oct 86
Cross Reference:		

Policy:

A sabbatical leave may be granted by the TCDSB upon the recommendation of the Director of Education for approved postgraduate study to an employee who is not provided for within a collective agreement.

Regulations:

1. (a) Employees with seven (7) years of successful experience with the TCDSB may apply for a sabbatical to undertake an approved postgraduate program of studies and will be paid 80% of their regular salary plus benefits.

(b) Employees who undertake any program of studies at the request of the TCDSB shall be paid 100% of salary plus benefits and reimbursed for tuition fees.

2. The sabbatical study leave shall not exceed one year.

3. (a) The salary paid during a sabbatical leave shall be considered as a loan.

(b) One third of the loan will be considered repaid for each year of employment after reassignment.

4. Applications for a sabbatical leave shall be made on or before the 31 December of the year preceding the special leave.

5. The TCDSB may grant up to two (2) sabbatical leaves per year.