


Windsor-Essex Catholic District School Board



Section: Trustees

POLICY:
T:09 Trustee Parental Leave

NUMBER:	T:09
EFFECTIVE:	Oct. 23, 2019
AMENDED:	
RELATED POLICIES:	See References
REPEALS:	
REVIEW DATE:	2024-2025

1.0 OBJECTIVE:

- 1.1 To establish a policy for a school board trustee to take a pregnancy and/or parental leave.

2.0 GUIDING PRINCIPLES

- 2.1 The Windsor-Essex Catholic District School Board (WECDSB) addresses a Trustee’s pregnancy and/or parental leave in a manner that respects a Trustee’s statutory role as an elected representative.
- 2.2 It is the policy of the WECDSB that all Trustees shall have the right to take a leave of absence for 20 consecutive weeks or less for the Trustee’s pregnancy, birth of the Trustee’s child, or adoption of the Trustee’s child, in accordance with the *Education Act*.
- 2.3 The Windsor-Essex Catholic District School Board is committed to the principles of equity and inclusive education, consistent with our Catholic teachings, which value and promote human rights and social justice in all Board policies, programs, guidelines, operations and practices.

3.0 RESPONSIBILITY:

- 3.1 The Director of Education shall ensure that administrative procedures are developed that are in compliance with the principles and directives of this policy, and with the *Education Act*.
- 3.2 It is the responsibility of all Trustees of the Board to adhere to the process outlined in the administrative procedure when deciding to exercise a pregnancy and/or parental leave under this policy.

4.0 REVIEW AND EVALUATION:

- 4.1 The effectiveness of this policy shall be assessed through Trustee, staff and community satisfaction measures.
- 4.2 This policy will be reviewed prior to the 2024-2025 policy review.

5.0 REFERENCES:

Municipal Elections Act
Education Act

T:02 Trustee Expenses and Board Services
T:04 Electronic Participation in Board Meetings
T:06 Trustee Honoraria
T:07 Trustee Code of Conduct
PR T:09 Trustee Parental Leave