
LONG-TERM PERSONAL LEAVES FOR TEACHERS

Background

The District recognizes that long-term personal leaves, extended parental leaves and educational leaves of absence can be of benefit to teachers. Therefore, the District will consider teacher requests for such leaves according to the provisions of this Administrative Procedure.

Definition

Leave means, "long-term leave, personal leave, extended parental leave and educational leave" of absence for teachers.

Procedure

1. The Director of Human Resources, in consultation with the Superintendent, will approve teacher requests for a leave where:
 - 1.1. Director of Human Resources approval or rejection of requests for leaves under this Administrative Procedure does not contravene provisions of the contractual agreement between the Powell River and District Teachers' Association and the Board nor any Provincial agreement or contract binding upon the B.C.T.F. and school boards.
 - 1.2. A teacher with twenty months continuous service with the District requests up to two year's leave (further leaves will not be granted without exceptional circumstances).
 - 1.3. Teacher applicants have continuing appointments, have temporary status or are Teachers Teaching on Call (TTOC).
 - 1.4. The Director of Human Resources is satisfied that suitable replacements can be found for teacher applicants and that the provision of services to students will not be diminished because of the leaves.
 - 1.5. Unless there are compassionate grounds, the leave is requested no later than two months before the end of a school term.
 - 1.6. Unless there are compassionate grounds, the duration of the leaves are not to be less than "school term" nor more than twenty months.
 - 1.6.1. Unless there are compassionate grounds, teachers who do not return from leave after twenty months will be deemed to have severed their employment with the District.
 - 1.7. Continuing teacher applicants accept that their employment status with the District for the duration of the leave will be that of teachers:

- 1.7.1. Entitled to return from leave to a continuing appointment at the same F.T.E. status.
 - 1.7.2. On leave without pay.
 - 1.7.3. On leave without benefits unless paid one hundred percent by the teacher.
 - 1.8. Teachers Teaching on Call (TTOC) accept that they are entitled to return to the on-call list providing they are reasonably available for calls and their leave does not exceed twenty months.
 - 1.9. Teachers with temporary status accept that they are entitled to retain their temporary days accrued and return to the on-call list or accept a posting, providing they are reasonably available for calls and their leave does not exceed twenty months.
 - 1.10. Teacher applicants agree to notify the Superintendent of their intention to return from leave, at least two months before the beginning of the school term when they wish to return.
 - 1.11. Leaves commence and end at the beginning of a school term.
 - 1.12. Temporary teachers or TTOC's who do not accept a posting or make themselves reasonably available on the TTOC list will be deemed to be on leave and subject to the provisions of this Administrative Procedure.
2. The Director of Human Resources Will Not Approve Teacher Requests For Leave Where:
 - 2.1. Unless there are extenuating circumstances the total number of consecutive months of all leaves for any individual exceeds or will exceed twenty months.
 3. The Director of Human Resources May Approve Teacher Requests For Leave Where:
 - 3.1. The teacher applicants seek to downsize temporarily their F.T.E. status and seek to teach part-time in the District during their leave.
 - 3.2. In the opinion of the Director of Human Resources, teachers' applications have merit and can be accommodated.
 4. If after 20 consecutive months of leave, a teacher does not provide notice of return, they will be considered to have resigned from their employment with the School District.

Reference: Sections 17, 20, 22, 65, 85 *School Act*
Teachers' Act
School Regulation 265/89
Collective Agreement

Adopted: May 10, 1994
Reviewed: October 10, 2017
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