

5-14.00 SPECIAL LEAVES

In accordance with clause 10-10.01, the board and the union agree that clause 5-14.02 shall be replaced, for all legal purposes, by the following clause so that the annual maximum of eight (8) days may be utilized as follows:

- 5-14.02
- a) A maximum of five (5) workdays in not more than two blocks, including the day of the funeral or memorial service such as, cremation, interment of ashes, etc. shall be granted in the event of a death in the teacher's immediate family (spouse, child, spouse's child, parent, legal guardian, grandparent, parent-in-law, son/daughter-in-law, sibling, brother/sister-in-law, grand-child, or any person permanently domiciled in the home of the teacher at the time of death) and one workday to attend the funeral of a member of the teacher's extended family (aunt, uncle, niece, nephew, godparent or godchild, first cousin).
 - b) A delegation of teachers, the maximum number to be determined by the principal, to attend the funeral or memorial service in accordance with paragraph (a), in the event of the death of a staff member or student.
 - c) In the event of a serious illness of the teacher's spouse, child, parent, or spouse's child - three (3) days. When days are consecutive, the teacher must support her or his absence with the appropriate documentation. The cost of the documentation, if any, shall be borne by the board. Additional days shall be granted following the exhaustion of benefits foreseen in clause 5-13.30 in which case, sub-paragraph (e) below shall not apply.
 - d) In the event of the hospitalization, surgery, or medical intervention performed on a teacher's spouse, child, parent or spouse's child - one (1) day for each child or parent. The teacher must support her or his absence with the appropriate documentation. The cost of the documentation, if any, shall be borne by the board.
 - e) The maximum number of days that may be granted under c) and (d) shall not exceed four (4) days per year.
 - f) In the event of a medical emergency requiring a visit to a health professional - one (1) day. The teacher must support her or his absence with the appropriate documentation. The cost of the documentation, if any, shall be borne by the board.
 - g) To cover any event considered as an Act of God (unavoidable circumstances such as fire, flood, disaster) which obliges the teacher to be absent from work - three (3) days which may be taken in half days in the event of impassable roads, mechanical failure, collision, or transit system delays.
 - h) The day of the baptism, birth, or adoption by the teacher of a child.
 - i) The day of the wedding of the teacher's parent, sibling, child, spouse's child, or grandchild.
 - j) A maximum of seven (7) consecutive days, workdays or not, including the day of the wedding for the marriage of the teacher.
 - k) The day of taking the habit, ordination, taking of the perpetual vows of the teacher's child or sibling.
 - l) A maximum of three (3) days for the teacher's professed religion provided these days fall on a workday and that the board is notified in advance. At the start of each school year, or at a later date in the case of the teacher whose contract takes effect after the start of the work year, the board shall provide each teacher a form, which the teacher who wishes to avail

herself or himself of this sub-clause must complete and return by the date indicated therein.

If the board does not recognize a specific holy day according to the Interfaith Calendar, it shall so inform the teacher within ten (10) days of the submission of the form.

- m) For the moving of one's domicile: the date of the move- one (1) day.
- n) The day of the university graduation of the teacher, the teacher's spouse, or the teacher's child – one (1) day.
- o) For appointments with a medical or dental specialist, or at a specialized facility for medical tests, when these appointments cannot be held outside the teacher's work day - one (1) day. The teacher must support her or his absence with the appropriate documentation. The cost of the documentation, if any, shall be borne by the board.
- p) For appointments to meet the requirements of obtaining Canadian citizenship, when these appointments cannot be held outside the teacher's work day - one (1) day. The teacher must support her or his absence with the appropriate documentation. The cost of the documentation, if any, shall be borne by the board.
- q) One (1) day per year to assume a non-medical responsibility related to the security or physical wellbeing of the teacher's aging or infirm parent. The teacher must support her or his absence with the appropriate documentation. The cost of the documentation, if any, shall be borne by the board.
- r) For circumstances not covered in the above sections, a teacher may choose to take the days remaining to her or his credit under the present clause in accordance with the following conditions:
 - i) The teacher advises the principal of her/his intention to benefit from this provision at least forty-eight (48) hours in advance.
 - ii) The leave is taken in full days.
 - iii) The teacher agrees to reimburse the board by way of a payroll deduction at the rate provided in clause 6-6.03 (a) of the provincial agreement, to which is added the cost of fringe benefits.
 - iv) If a pedagogical day is included in the leave of absence taken in accordance with this clause, permission of the principal is required.