

EDMONTON PUBLIC SCHOOLS

January 13, 2009

TO: Board of Trustees

FROM: Trustee D. Fleming, Planning and Policy Committee  
Trustee G. Gibeault, Chair Planning and Policy Committee  
Trustee K. Shipka, Planning and Policy Committee

SUBJECT: Board Policy Review - GJ.BP Staff Leaves of Absence

ORIGINATOR: B. Tams, Assistant Superintendent

RESOURCE  
STAFF: Diane Chimich, David Fraser, Mark Liguori, Ellen Ogilvy

RECOMMENDATION

1. That the reaffirmation of Board Policy GJ.BP Staff Leaves of Absence (Appendix I) be introduced.
2. That the reaffirmation of Board Policy GJ.BP Staff Leaves of Absence be considered for the first time.
3. That the reaffirmation of Board Policy GJ.BP Staff Leaves of Absence be considered for the second time.

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Background

The existing policy has been in place since June 2001. The policy was reviewed by staff in Personnel Support Services in March 2008. The policy supports the granting of leaves to staff while ensuring that the continuity of instruction and district services are maintained. It supports the granting of professional improvement leaves within the policies, regulations, and staff collective agreements.

Rationale

The authority to approve leaves for staff in accordance with the criteria of this policy is delegated by the Board to the Superintendent. Eight of the 37 respondents raised concerns or made suggestions about this policy. These suggestions included conditions which would typically be negotiated by the employer and respective staff groups.

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APPENDIX I – Board Policy GJ.BP Staff Leaves of Absence (Page 2)

# Edmonton Public Schools Board Policies and Regulations

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CODE: GJ.BP  
TOPIC: Staff Leaves of Absence

EFFECTIVE DATE: 08-05-2001  
ISSUE DATE: 01-06-2001  
REVIEW DATE: 05-2006

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The board supports the granting of exchanges, secondments, and leave to staff for professional improvement, community services, and personal reasons provided that continuity of instruction and district services are maintained.

The board shall approve the criteria for the granting of professional improvement leaves.

The board delegates authority to the superintendent of schools to approve leaves for staff members in accordance with the policies, regulations, and practices of the board, and staff collective agreements.

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Reference(s):

[GJ.AR](#) - Staff Leaves of Absence

Collective Agreement with Edmonton Public Teachers, Local 37 of the Alberta Teachers Association

Collective Agreements with the Canadian Union of Public Employees Local 474, Local 784 and Local 3550

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