Parental Options to Extend the 21 weeks of Maternity Leave

A teacher who wishes to extend the maternity leave, may avail herself of one of the four options listed hereinafter under the conditions stipulated therein (**options a, b, c, d**):

a) a full-time leave without salary:

i) until the **end of the current school year**;

ii) for the following **complete school year** if the teacher took the leave prescribed in the preceding subparagraph i);

iii) for a **second complete school year** if the teacher took the leave prescribed in the preceding subparagraph ii);

Or

b) a full-time leave of absence without salary up to a maximum of 65 continuous weeks, beginning on the date chosen by the teacher and ending not later than 78 weeks after the birth.

Or

c) a leave of absence without salary for part of a year for a maximum period of two years (4 blocks); the teacher shall, during this leave, have the choice of working or not working:

i) a block may be the beginning of the work year (August) to the last workday in December;

ii) a block may be the first workday in January to the last workday in June;

iii) your first of **four blocks** begins on the first day of the 22nd week (after maternity leave).

A leave of absence without salary which includes four blocks as defined in subparagraph i), ii) or iii) is considered a 2-year leave;

Or

d) a part-time (50%) leave without salary; the following terms and conditions apply:

i) the 22nd week begins between December 31 and July 1:

- until the end of the current work year, the teacher shall either **work on a full-time** basis or take a **full-time leave** without salary;

- for the following complete work year, the teacher is entitled, during the entire year, to a leave without salary for **part-time (50%)** determined by the board;

- for a second complete work year, the teacher is entitled to a **part-time (50%) leave** without salary under the same conditions as for the first complete work year;

The LBPSB generally accommodates requests to have 50% of the workload scheduled as specific days off, provided that the administration confirms that this arrangement can be accommodated within the school's schedule. Please discuss this option with your administration before making your decision.

For Continuing Education, it is possible to request a half of the school year, subject to confirmation and approval by the Centre Director.

The obligation is:
1) for the secondary-level teacher and the preschool and elementary-level specialist: a fixed period of time in her timetable equal to approximately 50% of the workload;
2) for the preschool teacher: mornings or afternoons;
3) for every other teacher: five half-days per week;

ii) the 22nd week begins between June 30 and the first workday of the school year:

- for the following complete work year, the teacher is entitled, during the entire year, to a leave without salary for **part-time (50%)** determined by the board;

- for a second complete work year, the teacher is entitled to a **part-time (50%)** leave without salary under the same conditions as for the first complete work year;

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iii) the leave begins between the first workday of the school year and January 1:

- until the end of the current work year, the teacher shall either **work on a full-time** basis or take a **full-time leave** without salary;

- for the following complete work year, the teacher is entitled, during the entire year, to a leave without salary for **part-time (50%)** determined by the board;

- for a second complete work year, the teacher is entitled to a **full-time leave** without salary;

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Please note:

Options a), c) and d) must be taken **immediately** after the maternity leave, ie. at week 22.

Options a), c) or d) may be changed for another one of these three options **only once** under the following conditions:

i) the change shall **take effect as of the beginning of a school year** and must be **requested in writing before the preceding June 1**;

ii) it **may not extend** beyond the period originally foreseen for the leave.

Disclaimer: *This document has been prepared as a resource to assist teachers on Maternity Leave. It is intended for informational purposes only and does not supersede, replace, or alter the provisions of the Collective Agreement.*
