

SPECIAL LEAVES AND LEAVES FOR FAMILY RESPONSIBILITIES

The board shall grant each full-time teacher a maximum of eight noncumulative nonredeemable working days each year without loss of salary, supplements or premiums for regional disparities.

- In the event of the death of his or her spouse, child or spouse's child if the child is living under the same roof: a maximum of seven consecutive days, working days or not, commencing on the date of death¹. The teacher may keep only one of these days for the funeral² or burial;
- In the event of the death of his or her spouse's minor child not living under the same roof: a maximum of three consecutive days, working days or not, commencing on the date of death¹. The teacher may keep only one of these days for the funeral² or burial;
- in the event of the death of the teacher's father, mother, brother or sister: a maximum of five consecutive days, working days or not, commencing on the date of death¹. The teacher may keep only one of these days for the funeral² or burial;
- in the event of the death of the teacher's parents-in-law, grandfather, grandmother, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandson or granddaughter: three consecutive days, working days or not, commencing on the date of death¹. The teacher may keep only one of these days for the funeral² or burial.

The granting of this leave is conditional upon whether marriage or family ties still exist. For this reason, the leave shall be refused in the event of the dissolution of the marriage by divorce or annulment, the dissolution of the civil union by court judgement or notarized joint declaration or in the case where the definition of spouse no longer applies, except if the dissolution of one of the relationships (marriage, civil union or definition of spouse) is due to the death of the teacher's spouse;

1 The obligation to take the leave commencing on the date of death does not apply to the teacher who has ended his or her workday. In such a case, the leave commences on the day following the date of death.

2 The term "funeral" includes any commemorative ceremony or ritual.

- the wedding or civil union of the teacher's father, mother, brother, sister, child or the spouse's child living under the same roof: the day of the wedding or civil union;
- the taking of the habit, the ordination, the taking of perpetual vows by the teacher's child, brother, sister: the day of the event;

- the baptism of the teacher's child: the day of the event;
- the teacher's wedding or civil union: a maximum of seven consecutive days, working days or not, including the day of the wedding or civil union. In this case, the absence must not immediately precede or prolong the Christmas, Easter or summer vacation periods;
- an annual maximum of three working days to cover any other event considered as an act of God (disaster, fire, flood, etc.) which obliges a teacher to be absent from work.

Furthermore, the board shall, upon request, allow a teacher to be absent without loss of salary, supplements or premiums for regional disparities during the time when:

- the teacher must sit for official entrance or achievement examinations in an educational institution recognized by the Ministère;
- the teacher must serve in a court of law as a juror or a witness in a case in which he or she is not a party;
- the teacher, by order of the community health department, is placed under quarantine in his or her dwelling because of a contagious disease affecting a person living in the same dwelling;
- the teacher, at the specific request of the board, undergoes a medical examination.

The board may also allow a teacher to be absent without loss of salary, supplements or premiums for regional disparities for any other reason not mentioned that it deems valid.

In addition to those reasons provided for in the entente, the following reasons shall also apply:

- the birth of a grandchild: the day of the event;
- the post-secondary graduation of the teacher's child: day of the event;
- serious illness or accident, either of which requires immediate medical intervention, of the teacher's spouse, child, or parent: a maximum of three working days. The board may request an explanation for the absence.
- for the moving of one's place of residence: the day of the event;
- for the purpose of attending to legal matters which cannot be done at another time, one day;
- for optical, dental and those medical and paramedical appointments which are not the result of the application of clause 5-10.24 of the Entente, which cannot be arranged at another time, a maximum of two days;
- a teacher may request to take a greater number of days than those stipulated for any of the occasions described in this clause providing that the total number of days of special leave actually taken does not exceed eight working days per

year, and that the teacher has sought and received prior approval from the Board;

- the Principal may grant, at his/her discretion, a maximum of two of the eight allowable days of special leave for absences due to driving hazards caused by road conditions;
- the Principal may grant, at his/her discretion, a special leave in order to allow a teacher to attend the funeral of a student or colleague. It is understood that the granting of a special leave under this clause shall not result in a marked disruption to the operations of any school(s) in the Board.

LEAVES FOR FAMILY RESPONSIBILITIES

A teacher may be absent from work, without salary, for 10 days per year to carry out obligations relating to the care, health or education of his or her child or of his or her spouse's child or because of the state of health of his or her spouse, father, mother, brother, sister or one of his or her grandparents.

The leave may be divided into days. A day may also be divided if the board consents thereto.

The teacher must advise the board of his or her absence as soon as possible and take the reasonable steps within his or her power to limit the leave and the duration of the leave.

The days thus used for absences shall be deducted from a teacher's annual bank of sick-leave days prescribed in clause up to a maximum of six days.

LEAVES OF ABSENCE FOR MATTERS RELATED TO EDUCATION

The teacher who is invited to give lectures on educational matters or to take part in activities (seminars, pedagogical committees, conventions, symposiums, pedagogical study sessions) dealing with education may, after having obtained the prior approval of the board, benefit from a leave of absence without loss of salary, with the rights and benefits the teacher would have received under this agreement had he or she actually been in the service of the board.

A teacher called upon to participate in an exchange program with other school boards in Quebec, Canadian provinces or foreign countries within the scope of an agreement concluded between the board, the Government of Canada or the Government of Quebec and another school board, a foreign government or another provincial government shall, for the duration of the exchange, obtain a leave of absence without loss of salary, with the rights and benefits that the teacher would have received under this agreement had he or she actually been in the service of the board. Also applies to the preparation and evaluation meetings required for the exchange program.