



# Leaves of Absence 2005-2010 (Last update: April 2007)

	<b>Full-Time Personal (Unpaid leave)</b> <b>Clause 5-14.00</b>	<b>Half-Time Personal (Half-Time Leave)</b> <b>Clause 5-15.00</b>	<b>Full-Time / Part-Time Professional Development</b> <b>Clause 7-3.00</b>	<b>Sabbatical (Anticipated or Deferred Salary)</b> <b>Clause 5-12.00</b>	<b>Voluntary Workload Reduction</b> <b>Appendix V-2</b>
<b>Eligibility</b>	Full-time workload on year of leave + 3 years seniority OR 2 full annual contracts	Full-time workload on year of leave + 3 years seniority OR 2 full annual contracts	No prerequisite	Permanent teacher	Full-time workload on year of leave + 3 years seniority
<b>Duration</b>	Minimum: 1 year Maximum: 2 years	1 semester OR 50% of an annual load (CI)	Minimum: 1 semester Maximum: 2 years (or equivalent)	1 semester (2 to 5 year plan) OR 1 year (4 to 5 year plan)	Min: 10% reduction (8 CI)* Max: 60% reduction (48 CI)
<b>Seniority</b>	Year 1: YES Year 2: NO	Year 1 and 2: YES Year 3+: Prorated to CI	YES	YES	YES
<b>Experience</b>	NO (unless working elsewhere)	50% (unless working elsewhere)	YES	YES	YES
<b>Pension Service</b>	NO †	50% †	Full-time leave: NO † Part-time leave: Prorated †	YES (full year's credit / you assume your normal costs)	YES (full year's credit / you assume your normal costs)
<b>Insurance—Basic Health</b>	YES (mandatory) —Teacher must assume full cost	YES (mandatory) —Teacher must assume full cost	YES (mandatory if eligible) —Teacher must assume full cost	YES (mandatory) —Teacher must assume full cost	YES (mandatory) —Teacher must assume full cost
<b>Insurance—Other (Life, dental, etc.)</b>	YES, if teacher continues to assume full cost	YES, if teacher continues to assume full cost	YES, if teacher continues to assume full cost	YES, if teacher continues to assume full cost	YES, if teacher continues to assume full cost
<b>Annual Salary</b>	NONE	50% of annual salary	Full-time leave: NONE Part-time leave: Prorated to CI <u>or</u> 50% of salary for term	As per agreement (see clause 5-12.09)	One term leave: 50% of annual salary. Else: Prorated to CI worked, on 80.
<b>Deadline to Apply</b>	April 15 (for next academic year)	April 15: for fall term October 15: for winter term	Must provide College with adequate notice. College request is: April 15: for fall/year term October 15: for winter term	No specifications in collective agreement. College request is April 15 if leave takes place first; no deadline otherwise.	May 15: for fall term November 15: for winter term
<b>Notes</b>	<ul style="list-style-type: none"> <li>▪ CRT approval required if employed elsewhere during leave.</li> </ul>	<ul style="list-style-type: none"> <li>▪ College must accept unless “motif raisonnable” (5-15.04).</li> <li>▪ No restrictions regarding employment.</li> </ul>		<ul style="list-style-type: none"> <li>▪ Subject to difficulties of a pedagogical nature (5-12.07)</li> <li>▪ May be cancelled with relevant reimbursement.</li> </ul>	<ul style="list-style-type: none"> <li>▪ College approves the requests unless a restriction applies (see 1.07 of appendix V-2).</li> </ul>

\* The eligibility is based on the planned CI, not the actual CI.

† YES if teacher assumes full cost