

## Policy 7.3

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### TRUSTEE REMUNERATION AND PARENTAL LEAVES

#### 1. Trustee Remuneration and Expenses

##### 1.1 Annual Remuneration

- 1.1.1 Under Section 71 of the *School Act*, a Board may authorize the payment of remuneration to be paid to trustees by annual resolution of the Board of Education. In January, the Secretary-Treasurer will inform the Board of Education of the most recent five-year rolling average of Vancouver's Consumer Price Index.
- 1.1.2 Trustee stipend increases, if approved, will come into effect on July 1 of each year.
- 1.1.3 Trustees do not have access to any other benefits other than the ability to access the District's Employee and Family Assistance Program (EFAP).

##### 1.2 Expenses

- 1.2.1 Trustees are expected to exercise discretion in incurring expenses within the limit of the annual budget appropriation, and expected to follow any and all relevant administrative procedures regarding travel and expenses.

#### 2. Board Parental Leave

The New Westminster Board of Education recognizes the importance of supporting Trustees who may wish to become parents during their term of office. This policy is in support of Trustees in their decision to become parents while balancing their work as elected officials.

##### 2.1 Eligibility

- 2.1.1 Trustees who give birth or adopt a child are eligible for the maternity and/or parental leave benefits under this policy. Trustees who are the co-parent/spouse of a person giving birth or adopting a child are eligible for parental leave benefits under this policy, regardless of family status or gender.

##### 2.2 Leave Provisions

###### 2.2.1 Maternity Leave

Paid maternity leave up to six months is available to Trustees who are pregnant or have given birth. Trustees on maternity leave will continue to receive their full remuneration.

###### 2.2.2 Parental Leave

Paid parental leave up to six months following the birth or adoption of a child is available to Trustees regardless of family status or gender. Trustees on parental leave will continue to receive their full remuneration.

Maternity leave and parental leave entitlements may not be combined, shall not exceed a total of 6 months per leave and will not extend beyond the end of the Trustees' term of office, unless re-elected.

### 2.3 Official Roles and Responsibilities

2.3.1 Trustees on maternity/parental leave will continue to have access to information through official Board communications (i.e., email, MS Teams), unless the Trustee on leave chooses to opt-out.

2.3.2 Trustees will be exempt, without consequence, from attending meetings of the Board and any committee of which the Trustee is a member. All appointments will be re-assigned temporarily until the Trustee's return.

2.3.3 A Trustee on leave reserves the right to participate as an active member of the Board at any time during their leave. This refers to attending committee, Board and in-service meetings only. The Trustee on leave must notify the Board Chair and Superintendent in writing at least 48 hours before on their intention to attend one of the above listed meetings.

2.3.4 A Trustee on leave shall utilize an out-of-office email feature to identify they are on leave and offer an alternate contact.

### 2.4 Notice

2.4.1 Trustees who wish to take maternity/parental leave must notify the Board Chair and Superintendent in writing at least four weeks prior, if possible, to the anticipated commencement of the leave indicating the expected start and end dates of the leave. No Board motion is required for approval of maternity/parental leave.

#### 2.4.2 Return to Duties

Following a Trustee's return from leave, they will work with the Board Chair and/or Superintendent to get up to speed on any relevant information/issues.

*SD No. 40 (New Westminster)*

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*Adopted: January 28, 2025*