

AP 416 – School Board Employees Seeking Election To and Serving Public Office

Purpose

It is the intent of the Board to enable its employees to participate in public affairs which benefit society at large, while at the same time protect the interest of the staff it employees and the public it serves.

Procedure

Part I: Leave Without Pay - To Campaign for Election to Public Office

1. Where an employee wishes leave without pay to campaign for election to public office, the employee must request such leave in writing at least one (1) week prior to the requested leave date.
2. The Superintendent/CEO or the Secretary-Treasurer may grant a maximum of:
 - a. fifteen (15) days leave without pay in the case of municipal, regional or school district elections;
 - b. sixty (60) days in the case of provincial or federal elections.

Part II: Leave Without Pay (Short-term) - Employees Holding Public Office

The Superintendent/CEO or the Secretary-Treasurer may grant leave without pay, upon written request, to those employees holding municipal, regional or school district offices to permit them to carry out the duties of their offices.

Part III: Leave Without Pay (Long-term) - Employees Holding Public Office

1. The Board shall, if requested in writing, grant leave of absence without pay for employees who are elected as:
 - a. a member of a municipal council, regional district board or school board;
 - b. a member of the Legislative Assembly of the Province of British Columbia; or
 - c. a member of Parliament.
2. The Board may grant leaves of this type (Part III) to an employee for a period of up to six (6) cumulative years or two (2) consecutive terms of office, whichever is shorter.

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3. In instances where an employee remains in elected office in excess of the six (6) cumulative year period without resigning from his position his leave without pay is deemed to be complete at the end of the six (6) cumulative year period and the employee is to report back from leave for assignment.
4. If an employee does not report back for assignment after expiration of his leave the employee will be terminated from his position on the grounds of abandonment.
5. If an employee voluntarily terminates his position with the Board while holding public office the employee shall receive priority for re-employment with the School District on termination of the holding of office, without prejudice to any employee covered under either the existing Teachers' Agreement or existing C.U.P.E. Collective Agreement.
6. Leaves granted under this section must be taken unless written application to cancel the leave has been received and ratified by the Board.

Adopted: April 16, 1986