



HURON-PERTH CATHOLIC

District School Board

Deferred Salary Leave Plan

Adopted:	February 23, 1998	Policy #:	P 3.4.2.
Revised:	September 28, 2026	Policy Category:	3.4. Human Resources

BELIEF STATEMENT:

The Huron-Perth Catholic District School Board provides a high quality Catholic education to the community of Huron-Perth. The Board believes that all students deserve the best learning opportunities each and every day, so our students can reach their full potential and be healthy, successful learners. The Board supports employee wellbeing and retention with the ability to be on leave from work through a self-funded plan.

POLICY STATEMENT:

A deferred salary leave plan allows an employee to have their salary spread out over a given period of time in order to benefit from a leave of absence from the Board utilizing the deferred salary. The Board's deferred salary leave plan shall be administered in accordance with the *Canada Revenue Agency (CRA)* regulations and requirements for [Salary deferral arrangements](#).

PROCEDURES:

Employees who are represented by a union or association will have access to a deferred salary leave in accordance with the terms and conditions of the applicable collective agreement and/or employment terms and conditions.

Non-union employees will have access to a deferred salary leave in accordance with Administrative Procedure 3.4.3.

DEFINITIONS:

- N/A

REFERENCES:

- N/A

RESOURCES, APPENDICES AND FORMS:

- Administrative Procedure: AP 3.4.3. Deferred Salary Leave Plan