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PINELANDS REGIONAL SCHOOL DISTRICT

Maternity/Paternity/Child Rearing Request

This form must be completed at least three (3) months in advance and must be accompanied by a physician's certification which includes expected birth date. Please complete all requested information and submit to the Superintendent's office.

Employee Name	Application Date
Position	Bldg.
Supervisor's Name	□ JHS □ HS □ ALT
Date leave is anticipated to begin	Actual due date:
Anticipated return to work date (maximum of six months from the date of birth, excluding summer months - see Article 17 in PEA contract):	
Do you wish to utilize accrued sick time*?	# Sick days to apply
□ Yes □ No	
Additional Comments: FMLA/FLA Maternity Leave	
ATTACH DOCTOR'S NOTE* TO THIS FORM *Must include your due date	
	Employee Signature

* Maternity Leave and Use of Sick Days

Based on an Appellate Court decision (February 2000), sick leave is allowable to a pregnant teacher based upon presumptive periods of disability before the expected date of childbirth, and ending one month (20 working days) after child birth. The Appellate Division found this to be reasonable and acceptable use of sick days for maternity leave. Specifically, sick leave may not be used for child rearing purposes by a teacher who is not disabled.

We will require a medical certification of the pregnancy establishing an expected date of birth, and require a certification for the actual date of birth. If a teacher wants to work during the four-week period before or after birth, she may do so. However, any teacher who applies for a longer period of sick leave will be required to provide medical certification of her disability.