



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 (<i>maximum of six months from the date of birth, excluding summer months - see Article 17 in PEA contract</i>):	
Do you wish to utilize accrued sick time*? ☐ Yes ☐ No	# Sick days to apply
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.