

Policy

Egg Harbor Township Board of Education

4000 Support Staff Members

4435 Anticipated Maternity Leave

Employees requesting a pregnancy related disability will be granted the "presumption of disability" for a period of twenty days before and twenty days following the expected birth. The following requirements shall exist.

A. The employee requesting a maternity disability leave shall request in writing to the Superintendent no later than three months prior to its effective date. The request shall include the following information:

1. The intention to return to work after the disability period, or a request for a child rearing leave following the disability period of time as prescribed in Article XVI of the negotiated agreement;

2. A statement as to the expected due date and the final date of work.

B. A doctor's note indicating the existence of a maternity disability and the projected due date;

C. The employee shall be entitled to apply sick days during the period of presumed disability provided sufficient accumulated sick days exist;

D. Extensions to the presumed period of disability (20/20) will be granted only under the following conditions:

1. Additional documentation by a physician indicating that such extensions are necessary along with the duration of the extension;

2. That the employee has accumulated sufficient sick time to be applied.

E. When applied sick days run into a scheduled day off (NJEA, snow days, holidays and vacation periods) the day(s) will be counted as part of the disability period but will not be deducted from accumulated sick time.

Adopted: 10/22/2002

Revised: 05/8/2012