



STATE OF CONNECTICUT
STATE TEACHERS' RETIREMENT BOARD
21 GRAND ST HARTFORD, CT 06106

TO: Superintendents of Schools

FROM: William J. Sudol, Administrator

DATE: March 16, 1999

SUBJECT: Purchase of Retirement Credit For
Absences Due to Maternity

In a time when public attitudes were quite different than today, many school districts felt the need to remove pregnant teachers from the classroom during the later terms of their pregnancy. In some situations, no opportunity existed for the teacher to take a maternity leave during the term of her pregnancy and she was required to resign her position.

Fortunately, society's views have changed dramatically in this respect and provisions now exist within collective bargaining agreements and by law that allow a teacher to take a maternity leave of absence.

Those teachers who did not have the opportunity to take a maternity leave of absence and were forced to resign their positions because of pregnancy will have the opportunity to purchase retirement credit under special rules adopted by the Teachers' Retirement Board. Under these rules, a teacher who was forced to resign her position due to pregnancy may purchase up to ten months (1 year) of additional credited service at the time of retirement. TRB Form 53M Special Rules For Absences Due to Maternity must be completed by the Board of Education which employed the teacher at the time of her pregnancy. The member will also be required to submit a copy of the birth certificate of the child resulting from this pregnancy.

We would ask that you make your teachers aware of any past practice or policy that required teachers to resign their positions due to pregnancy in order that they may have the opportunity to purchase this credit at the time of their retirement.

Your cooperation in this matter is most appreciated.