



STATE OF CONNECTICUT  
TEACHERS' RETIREMENT BOARD  
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To: School Business Officials  
From: Darlene Perez, Administrator  
Date: May 7, 2004  
Subject: Special Board Policy Effective March 1, 2004 Regarding Child Rearing Leaves

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**CHILD REARING LEAVE OF ABSENCE - SPECIAL BOARD POLICY**

Prior to the enactment of the Family Medical Leave Act, certain Connecticut Local School Districts did not grant child rearing leaves to teachers following the birth of a child.

In recognition of this fact, the Teachers' Retirement Board at its March 2004 meeting voted to permit a member to purchase up to ten months (1 year) of additional credit for such service provided both of the following conditions were met:

1. The teacher applied for a child rearing leave from his/her employing Connecticut Local School District.
2. The employing Connecticut Local School District did not grant the member's request for a formal leave of absence.

**This policy is not applicable if it was the practice of the employer to grant leaves for child rearing purposes and the member failed to apply for such leave.**

The denial of a Connecticut Local School District to grant a formal leave of absence for child rearing purposes must be documented by contemporary evidence that the teacher requested such leave and that such leave was denied. Acceptable evidence shall include either of the following:

- A. A letter from the member's employer denying the member's leave request.
- B. A copy of the Board of Education minutes indicating the denial of the member's leave request.

This policy is effective for members retiring on or after March 1, 2004 and is not retroactive for members already in retirement status.

Please feel free to contact this office if you have any questions.