


AUSTIN PEAY STATE UNIVERSITY
POLICIES AND PROCEDURES MANUAL

Policy Number: 5:043	Supersedes Policy Number: 5:023
Date: May 16, 1988	Dated: August 1, 1986
Subject: Maternity Leave	
Initiating Authority: Vice President for Finance and Administration	SBR Policy/Guideline Reference: 5:01:01:08
Approved:  President	

It is the policy of Austin Peay State University to provide time off to regular female employees due to the birth of children in accordance with T.C.A. 50-1-501 through 503. Leave for maternity purposes shall be granted for a period of up to four (4) months upon request of the female employee.

Sick leave shall be used for the period of medical disability only, and all provisions of the sick leave policy shall apply to this period of absence. After the employee's physician determines that she is no longer disabled, the employee may use any or all accrued annual leave or leave without pay for the remainder of the absence for maternity purposes.

Employees returning from maternity leave are subject to reinstatement as outlined in T.C.A. 50-1-502.