



County Technical Assistance Service
INSTITUTE *for* PUBLIC SERVICE

March 31, 2025

Paid Leave for Childbirth and Adoption

Dear Reader:

The following document was created from the CTAS website (ctas.tennessee.edu). This website is maintained by CTAS staff and seeks to represent the most current information regarding issues relative to Tennessee county government.

We hope this information will be useful to you; reference to it will assist you with many of the questions that will arise in your tenure with county government. However, the *Tennessee Code Annotated* and other relevant laws or regulations should always be consulted before any action is taken based upon the contents of this document.

Please feel free to contact us if you have questions or comments regarding this information or any other CTAS website material.

Sincerely,

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Reference Number: CTAS-2485

T. C. A. § 8-50-814 allows a teacher, principal, supervisor, or other individual required to hold a license in a local education agency (LEA) who has been employed by the LEA for at least 12 months, to take up to six weeks of paid leave after the birth, stillbirth, or adoption of a child. The employee must give at least 30 days advance notice to the LEA. Employees using leave pursuant to T. C. A. § 8-50-814 are not required to use sick, annual, or similar leave, but this leave will be counted against the employee's Family and Medical Leave. The leave does not have to be taken consecutively as long as it is used in a 12-month period. The state will reimburse an LEA in amount equal to leave paid by the LEA to the employee.

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