

Presbytery of the Peaks Family Leave Guidelines

The following guidelines are recommended to the Presbytery of the Peaks by the Committee on Ministry to aid in negotiation between sessions and pastors and church professionals when a leave is necessary. Family leave is suggested in times of death in the immediate family of the pastor, of serious illness of the pastor, or of a child, spouse, parent or parent-in-law of the pastor, or in the event of the birth or adoption of a child or foster child. The negotiated leave should be incorporated into the terms of the call.

TIME AND DURATION OF FAMILY LEAVE:

1. The duration and time of the family leave should be mutually agreed upon between the pastor and the session.
2. Suggested duration:
 - Death leave to be agreed upon between the pastor and session
 - Birth or adoption of a child--8 weeks paid maternity leave (for birth or adoption of a child) and 2 weeks paid paternity leave (for birth or adoption of a child)
 - Serious illness--8-12 weeks
 - Sick leave—12-14 days paid sick leave per year, cumulative 2-3 years
(If a pastor needs more or less time, the session is encouraged to be flexible.)

COMPENSATION DURING LEAVE:

1. Sessions are urged to grant full salary and benefits for the entire leave. If a leave extends beyond 12 weeks, then other salary options can be negotiated as well (e.g. 50%, 60% or 75% for 90-180 days, dissolution of the pastoral relationship if pastoral illness or disability goes beyond 180 days).
2. The pastor should be relieved of all pastoral duties during the duration of the leave.
3. If a leave extends beyond the recommended time frame due to medical complications, application can be made to the Board of Pensions for disability income. Churches are encouraged to be supportive in every way when such a situation arises.
4. The Committee on Ministry shall be informed when the family leave option is exercised by a pastor.