

GUIDELINES FOR MATERNITY/PATERNITY LEAVE

Rationale:

When Christian parents give birth to a child, the celebration is shared by the whole family of faith. This is particularly true when one or both parents is employed by a particular church. The celebration, nurture, and encouragement of the family ought to take place in many ways and on many levels in the life of a particular church.

Therefore, maternity/paternity leave policies should support the parents' need for celebration, nurture, rest, and recovery upon the birth or adoption of a child.

Guidelines:

The following guidelines are recommended by the Presbytery of Long Island to aid in negotiation between session and pastor for Maternity and Paternity Leave. The negotiated leave shall be incorporated into the Terms of Call.

Time and Duration of Maternity Leave

1. Timing and duration of a maternity leave shall be mutually agreed upon between pastor and session.
2. The suggested duration of maternity leave is eight weeks. If a pastor desires more or less time, the session ought to be flexible.
3. The timing of leave is the pastor's choice. She may begin her leave before childbirth or take the entire time after the child is born.

Compensation During Maternity Leave

1. It is recommended that full salary and benefits be granted for at least eight weeks. (If a longer leave has been agreed upon, other options may be considered, e.g. full salary for three months, half salary for six months, etc.). Further leave can be negotiated without full salary.
2. If the maternity leave should extend beyond the intended time due to medical complications, application to the Board of Pensions for disability can be considered. In such case the church ought to be supportive in every way possible in order that the pastor not feel pressure to return to work too soon.

Compensation During Maternity Leave (continued)

3. A session ought not to feel "trapped" by monetary considerations in negotiating leave. If a church desires to be supportive and generous, the Presbytery shall seek to assist the congregation financially when necessary to provide pulpit supply and pastoral services.

Paternity Leave

1. Timing, duration, and compensation for paternity leave shall be mutually agreed upon between pastor and session.
2. The suggested duration of paternity leave is two weeks. The pastor should be compensated at full salary and benefits.
3. The timing of paternity leave normally commences with the birth of the child, or the adoption of the child.

Approved by Presbytery

June 1986

Reviewed by Committee on Ministry

March 1992