

CAYUGA-SYRACUSE PRESBYTERY FAMILY LEAVE POLICY

GUIDELINES:

The following guidelines are recommended by the Presbytery of Cayuga-Syracuse to aid in negotiation between sessions and pastors when a leave is necessary due to the serious illness of the pastor, in the case of a serious illness of a child, spouse, or parent of the pastor, or in the event of the birth or adoption of a child. The negotiated leave shall be incorporated into the terms of call.

TIME AND DURATION OF FAMILY LEAVE:

1. The duration and time of the family leave shall be mutually agreed upon between the pastor and the session.
2. The suggested duration of the leave is 12 weeks. If a pastor desires more or less time, the session is encouraged to be flexible.
3. The timing of the leave is up to the pastor.

COMPENSATION DURING LEAVE:

1. Sessions are urged to grant full salary and benefits for the entire leave. If a leave that extends beyond 12 weeks is negotiated, then other salary options can be negotiated as well. (For example, a 6 month leave at half-salary; up to one year of unpaid leave.)
2. 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. The church is encouraged to be supportive in every way when such a situation arises.
3. Sessions do not need to feel "trapped" by monetary considerations when negotiating a leave. When a church desires to be supportive and generous, the Presbytery, through its Committee on Ministry, shall seek to assist the congregation in whatever ways are necessary to make a full leave available.
4. The Committee on Ministry shall be informed when the family leave option is exercised by a pastor.

Adopted 5/28/91