

POSD Parental Leave Policy

Adopted June 26, 2015

As of January 1, 2016, all terms of call will include a statement of Parental Leave Policy. POSD offers this sample policy that may be adopted or altered to suit the needs of the congregation:

Maternity leave for teaching elders and CREs should be eight (8) weeks with full pay and benefits upon birth or adoption of a child. During that time, in churches with multiple TEs and/or CREs, the teaching elder or CRE on maternity leave shall be freed of all pastoral duties, including funerals, weddings, moderating session, and congregational meetings. In churches with a solo pastor, the teaching elder or CRE still may be called upon for funerals, weddings, and meetings. However, the session will provide suitable child care during those times.

Paternity leave for teaching elders and CREs whose spouse gives birth, or upon adoption of a child, should be four (4) weeks with full pay and benefits. During that time, in churches with multiple TEs and/or CREs, the teaching elder or CRE whose spouse is on maternity leave shall be freed of all pastoral duties, including funerals, weddings, moderating session, and congregational meetings. In churches with a solo pastor, the teaching elder or CRE still may be called upon for funerals, weddings, and meetings.

During parental leave, session shall be responsible for providing pulpit supply.

Additional parental leave may be negotiated as unpaid leave or vacation time, but study leave will not be reduced for this purpose.