

PARENTAL LEAVE POLICY

Presbytery of Northern Kansas

As part of the minimum compensation requirements of the Presbytery of Northern Kansas, every call to a Presbyterian minister, a Commissioned Ruling Elder, or a Certified Christian Educator in the Presbytery of Northern Kansas shall provide for the following Parental Leave provisions as a minimum.

Maternity Leave

1. Two (2) months of maternity leave with full pay and benefits, excluding travel expenses or allowances, shall be included in the terms of each call.
2. A Minister, Commissioned Ruling Elder, or Certified Christian Educator, desiring maternity leave, must submit a written request to her Session, ordinarily thirty (30) days prior to the start of the leave.
3. Maternity leave ordinarily begins at the time of delivery or when appropriate in the adoption procedure. Complications related to a pregnancy will be considered medical leave.

Paternity Leave

1. Three (3) weeks of paternity leave with full pay and benefits, excluding travel expenses or allowances, shall be included in the terms of each call.
2. A Minister, Commissioned Ruling Elder, or Certified Christian Educator, desiring paternity leave, must submit a written request to his Session, ordinarily thirty (30) days prior to the start of the leave.
3. Paternity leave ordinarily begins at the time of delivery or when appropriate in the adoption procedure.

Vacation time may be added to Maternity or Paternity Leave Time with full pay and benefits.

Requests for additional Maternity or Paternity Leave Time due to the individual circumstances of each birth or adoption may be negotiated with the Session of the Minister's, Commissioned Ruling Elder's, or Certified Christian Educator's congregation and with the assistance of the Committee on Ministry.