

Presbytery of San Fernando

Recommended Maternity Leave Policy for Teaching Elders

ADOPTED APRIL 18, 2017

Summary: 6 weeks paid

The Presbytery of San Fernando recommends that congregations provide for a total of eight weeks of leave surrounding the birth of the baby. The eight weeks include six weeks paid maternity leave and two weeks of the teaching elder's regular yearly vacation. The eight weeks be taken after the baby is born or a combination of before and after birth. If additional time is required, the teaching elder, in consultation with the Head of Staff and/or the Personnel Committee of the congregation, can use an additional vacation week. It is understood that Study Leave shall be used separately from the eight weeks maternity leave. Arrangements for baby care should be in place so that the baby will not be cared for in the office after the fourth month following the pastor's return to regular office hours. Maternity leave like vacation is not accruable.