

Presbytery of Eastern Virginia Parental Leave Policy for Teaching Elders, Commissioned Ruling Elders, and Certified Christian Educators

As Presbyterians, we are called to support the health and well-being of families. Few periods are more critical in the life of a person or family than the time immediately before and after the arrival of a child. On the occasion of the adoption or birth of a child, the church shall provide full salary and benefits to the teaching elder, commissioned ruling elder, or certified Christian educator who is the primary caregiver for a period of not fewer than eight weeks and for the secondary caregiver not fewer than four weeks. This does not affect normal vacation or continuing education leave.

Taking into consideration the special needs of each PEVA member and family regarding parental leave, and the unique circumstances of each birth or adoption, it should be understood that this policy cites only a MINIMUM requirement. The following items may be considered:

- Churches and PEVA members could negotiate extending paid leave for an additional two to four week term.
- Churches and PEVA members could negotiate an initial return to a part-time schedule for a period to be agreed upon by the Session and the PEVA member.
- Vacation time may be added to the minimum period of paid parental leave.
- Leave without pay may be added to the minimum period of paid parental leave for up to twelve weeks with job security. In the event of unpaid leaves, we encourage sessions to consider continuing or sharing the cost of benefits so they remain consistent during this time.

COM is available to advise the church and member on a case-by-case basis in support of the member's needs.

No adoption or birth is the same. Churches, elders, and educators prayerfully guided by the Holy Spirit, are to be creative, flexible, and gracious in arranging schedules to accommodate the needs of both church and family.

(Original Policy Adopted by the Presbytery of Eastern Virginia on July 28, 2009)
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