

Presbytery of Blackhawk
Graduated Minimum Sick Day Policy

Adopted in June, 2023 this graduated minimum sick day policy is for pastors serving in Blackhawk Presbytery, based on full-time employment. For those serving under 4 years at a location, 5-days (including one Sunday, if needed). For those serving over 4 years at a location, 10 days (including two Sundays, if needed). For part time pastors, the sick days may be pro-rated by number of hours on contract based on a 40-hour work week. Policy to begin January 1, 2024.

****Please note:** The sick days stated in this policy are a minimum, per year. If a church's personnel policy currently states a higher number, please keep the current policy – and if a church wishes to grant more than the minimum number of days, please do so. COM's intent is to address those churches who do not have a policy in place. In addition, COM recommends each congregation decide if and how many days a pastor can accumulate over a period of years and to state your decision in your church's personnel policy. COM's intent is expectation management and some pastors have had to use vacation days when they (or a family member) have been ill or hurt.