

**Diocesan Synod Resolution Regarding Study Leave
For Clergy And Other Full - Time Staff**

“That this Synod (1992) adopt the Statement of Policy * governing study leave for clergy and other full - time staff.”

CARRIED

*STATEMENT OF POLICY

Each salary source provide up to three weeks annually for continuing education and that study leave could be accumulated up to two weeks per year to a ceiling of 14 weeks. A record of study leave used be kept (including in-service days, live-in and other workshops), and reported annually with the year-end report to the Diocesan office. The accumulated study leave would not be portable to subsequent appointments unless it was specifically negotiated at the time of the new appointment. Accumulated study leave would not be added to the compensation at the termination of employment unless in the pastoral discretion of the Diocesan it would be seen as conducive in finding employment in another field of endeavour. During the study leave, full salary and interim replacement would be paid by the salary source. In special circumstances, the salary source could request assistance in addressing these additional costs.

The principle guiding the benefit of study leave is that sustaining the vocational, spiritual and emotional vitality, competence and growth of clergy and staff would be of equal benefit to the church and its personnel. Any interpretation of this policy should be guided by this principle.

Background

Within the Diocese of Rupert’s Land the need for continuing education for clergy and staff has been recognized for over two decades. The financial resources for this are provided from a number of sources- the monthly contributions of the individual and his or her salary source to the National Continuing Education Plan (\$450 per annum as of January 1, 2007), bonuses of 8% on each application for usage, and special grants for longer term courses of study.

Although the General Synod Canon governing continuing education stipulates that time is to be made available by the salary source for continuing education, it does not specify the length of time allowable nor how the parish or salary source is to provide for replacements during study leaves.

Please Note

Limitations on the use of the Continuing Education Plan for computer hardware and software will come into effect on January 1st, 2004. From that date, computer purchases under the plan will be restricted to \$1,000 every three years.