

## **Presbytery of Northern New York Disability Policy**

Full Time Presbytery Office Staff Covered Under the Benefits Plan of the PC(USA)  
by the Presbytery of Northern New York

The Presbytery of Northern New York shall provide disability benefits to its staff members who are covered under the Benefits Plan of the of the Presbyterian Church (USA), supplemental to the coverage provided by the Board of Pensions, on the following basis:

1. Any illness, other than minor illnesses that are of a few days duration, shall be deemed a disability illness only after documented by a physician. Disability is the inability to perform the duties that the position description requires because of illness, accident or infirmity unrelated to any Workers Compensation claim. The disability contract would begin the day the disability is documented by a physician.
2. In case of a disability, the staff member shall use accumulated sick leave. In the event that sufficient sick leave has not accumulated to cover the 90 day period between the documentation of the disability and the beginning of the Board of Pensions' compensation, the Presbytery shall extend a monthly disability grant in order to compensate the staff member at 100% of salary.
3. Beginning the 91<sup>st</sup> day of the period during which the staff person is disabled, a disability monthly grant equal to a percentage of the monthly Effective Salary that makes the salary whole, but is in no case greater than 40% of Effective Salary, shall be paid to the staff member by the presbytery in order to bridge the gap between employment salary and disability remuneration by the Board of Pensions. This grant, intended to fill the gap between the Board of Pensions' grant and the employee's Effective Salary at the time of the disability, shall continue until the documented disability ends, or for a total of twelve months from the date of the continuing disability, which ever comes first.
4. Before twelve months of disability payments have been completed, if it is anticipated that the staff member will continue further on disability, the Personnel Committee of the Presbytery shall review the circumstances with the employee. At the end of twelve months the presbytery may, at the Personnel Committee's recommendation, continue the disability grant for a specific period of convalescent time; or, if a full disability is declared by the Board of Pensions, the Presbytery may sever its fiduciary relationship with the employee, so that he/she may go on full disability through the auspices of the Board of Pensions, but without any additional grant from the Presbytery.
5. Only presbytery office staff are covered by this disability policy.
6. Proceeds from any disability insurance policy purchased by the presbytery, auxiliary to the Board of Pensions' disability grant, and remitted directly to the employee by the insurance company, shall be used by the employee to reimburse the presbytery any expense incurred by the presbytery in order to maintain the employee's salary at 100% and to help cover

substitute costs during the disability period.

Adopted April 24, 2007 [202<sup>nd</sup> Stated Meeting, PNNY]