

Lutheran Church of Australia

**SCHOOL PASTORS  
AND RECUPERATIVE LEAVE**

- 1 Full-time school pastors are now employed by the LCA districts and paid according to church worker conditions. This establishes the principle for dealing with Recuperative Leave (RL). Thus school pastors accrue and take RL as any other pastor of the LCA.
- 2 All RL records of school pastors are to be maintained by the LCA Administrator as is the case for any other pastor.
- 3 An annual school pastor Provident Fund levy is to be paid by the District to the LCA Provident Fund. It is collected from schools as part of the district's levy on schools for chaplaincy services. The levy will be calculated to ensure that sufficient income is generated to enable the Fund to provide schools with reimbursement of replacement costs for pastors on RL. It is suggested that it initially be the equivalent of a week's salary (basic pastor's salary without housing, excluding all allowances). It needs to be reviewed regularly to ensure that it is neither inadequate nor in excess of need.
- 4 It is the LCA Provident Fund which provides for reimbursement of expenses when a school pastor takes RL. The Fund will pay Districts' reimbursement costs of up to a full-time church worker position.
- 5 Districts should note when they took over responsibility for payment and employment of school pastors and ensure that the Provident Fund Levy has been paid pro rata since that time.
- 6 In respect of leave accrued by pastors in the period before districts took over responsibility for employment of school pastors:
  - a) where the pastor is still in the same school where leave was accrued — the school will be responsible for salary replacement costs
  - b) where the pastor has moved to another school — the school from which the pastor has come is responsible for salary replacement costs. It is noted that some schools may have already paid over full entitlement. In this case there is no issue.
  - c) where the pastor has moved back into the parish or a non-school setting — the school from which the pastor has come will pay the Provident Fund an amount equal to the Parish Provident Fund levy applicable at that time for the relevant time of service.