

## MILITARY LEAVES

The Board of Education recognizes the extensive reemployment rights and protections that federal and state law provide for an employee on a military leave of absence. The Board's objective is to guarantee that an employee who leaves the security of his/her job and family be restored to the status and position he/she would have enjoyed had he/she worked continuously in such employment. Pursuant to this goal, military leaves shall incorporate the following requirements:

1. a district employee shall be granted a military leave of absence for obligatory military service, including fulfillment of annual National Guard training commitments;
2. an employee who is engaged in military service and who leaves a position, other than a temporary position, shall be entitled to be restored to such position or to a position of like seniority, status and pay when that individual returns from military service;
3. an employee who is engaged in military service shall be entitled to participate at his/her own expense in insurance or other benefits offered by the district for an employee on a leave of absence in effect at the time the employee is called to military service;
4. an employee called to active duty for more than ninety (90) days cannot be discharged without just cause for one year after their reemployment;
5. an employee shall be paid his/her salary while absent due to an order of active duty of military service for a maximum period of thirty (30) calendar days or twenty-two (22) working days, whichever is greater in any calendar year; and
6. time absent beyond the twenty-two (22) or thirty (30) day period shall not be counted or included in the public pension or retirement system unless the employee contributes to the system the amount the employee would have been required to contribute if he/she had been continuously employed during the period.

Reemployment rights attach to the returning employee provided the individual receives a certificate of satisfactory completion of military service and makes an application for reemployment within ninety (90) calendar days after being relieved from such service or at any time during the term of military leave.

A copy of this policy will be distributed to all supervisory and non-supervisory personnel and posted in appropriate places.

Ref: Military Law §§242; 243; 244