

## Policy Information

### Series 5000 - Personnel

#### Leave of Absence for Military Reservists

Policy # 5380, 3.8

## POLICY

1995 5380

Personnel

### SUBJECT: LEAVE OF ABSENCE FOR MILITARY RESERVISTS

Military leave shall be granted to all District employees who are also members of the Armed Forces Reserves in the event of their activation. Such leave shall be for the duration of ordered military duty and shall carry the same benefits as other unpaid leaves of absence granted by the District.

The Board of Cooperative Educational Services will continue to pay an employee's salary while on military duty for a period of 30 calendar days or 22 working days, whichever is greater within each fiscal year. Additionally, employees on military leave may use, at their option, any unused, accrued paid time off (except sick days) while on leave. Contributions to the retirement system will be deducted during this period; however, it remains the employee's responsibility thereafter, to continue making pension contributions if he/she chooses to earn credit within the retirement system while on active duty.

Absence for military duty shall not constitute an interruption of employment; therefore, an employee shall be entitled to the rate of compensation he/she would have received had the employee remained in his/her position continuously during the period of military duty and shall not be subjected, directly or indirectly, to any loss of time service, increment or any other right or privilege. Moreover, an employee shall not be prejudiced in any way because of such absence with reference to promotion, transfer, reinstatement or continuance in employment.

If a probationary employee enters military duty before the expiration of the probationary period, the appointment to tenure shall be in accordance with Section 243 of Military Law.

Military Law Sections 242-243  
Veterans Reemployment Rights Law

Board Approved  
2/2/94  
7/18/95  
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