

PERSONNEL

Military Leave

The district shall grant military leave as provided by law to each employee who is a member of a United States Military Reserve Unit or a member of the Washington National Guard for a period not to exceed twenty-one (21) days during each year beginning October 1 and ending September 30, provided such reservist has been called to active duty or active duty training. Such military leave of absence shall be in addition to any accrued vacation or sick leave and shall not result in any loss of rating, privileges, or pay. During the period of military leave, the employee shall receive his or her normal pay from the district.

Under state and federal law, employees whose school district employment is interrupted by up to five years of active duty military service have certain re-employment rights following their discharge from military duty. The superintendent shall adopt procedures to implement these re-employment rights consistent with applicable laws.

Legal References:	RCW 38.40.060	Military leaves for public employees
	73.16	Employment and Re-employment
	AGO 61-62 No. 81	Public employment – State and Municipal employees – Military Leave – Reserve meetings
	38 U.S.C. Sec. 4301, <i>et seq.</i>	Uniformed Services Employment and Re- Employment Rights Act

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