

Personnel

Series 400

Policy Title:                     Military Service                    

Code No.   414.7  

Leaves of absence are granted to classified employees who may be called to participate in the armed forces including the national guard but not to exceed the military period. On completion of the military service, the individual is entitled to reinstatement at the same salary the employee would have received had the employee not taken such leave. The employee is not guaranteed to return to the exact position unless the position is available. The employee must submit an application for reemployment within 90 days after completion of the military service, also be physically and mentally capable of performing the job and submit proof of an honorable discharge from the military service or release from active duty.

A leave of absence will be granted for paid reservists or National Guard member for training purposes. The first 30 days of such leave are granted without loss of pay, but if employees have an option, the District would prefer they take such training during times when the schools are not in session.

Adopted: Fall, 1969

Legal Reference:

Reviewed: September 8, 2008  
              September 9, 2013

Code of Iowa Chapter 29.28 (1995) Bewley vs.  
Villiscca Comm. School Dist., 299 N.W. 2d 904  
Iowa (1980)

Amended: February 26, 1996  
              October 6, 2008  
              October 16, 2017

Cross Reference: 409.7 Licensed Employee Military Service