

**BOARD POLICY: MILITARY LEAVES**

**6190**

**Section A**

It is the policy of the Board of Education to grant leaves and reemployment rights to its employees consistent with Section 24-13 of The School Code of Illinois.

**Section B**

The Board grants reemployment rights to reservists who are required to perform active duty whether for training or deployment provided they report for reemployment at the next regularly scheduled working period after they return from training or within a reasonable time thereafter if they are delayed because of factors beyond their control. The board may, in its sole discretion, defer the report date for returning reservist who has been deployed overseas or injured in the line of duty.

**Section C**

Employees called to active duty under Section B above, must request, in writing, a leave of absence within five (5) school days of receipt of notification of being called to active duty. Copies of orders or notifications received by the employee must be provided along with the written request for leave of absence.

**Section D**

Compensation and benefits will be provided to employees for periods of active duty in the reserves or National Guard in accordance with the Military Leave of Absence Act (5 ILCS 325/1), Illinois School Code (105 ILCS 5/10-20.7b) Active Military Service, Code of Federal Regulations Uniformed Services Employment and Reemployment Rights Act of 1994 Section 1002.166 and the Public Employee Armed Services Rights Act (5 ILCS 330). Based upon the active duty orders or notification provided by the employee, the assistant superintendent for human resources will verify the manner in which the employee's salary and benefits will continue during his/her leave. Employees may, however, schedule their training periods to coincide with any earned vacation they have accrued. In this instance, the employee will receive payment for vacation days used during military leave.

**Section E**

Certificated personnel on contractual continued service will retain their contractual continued status while on military leave. However, no experience credit on the salary schedule will be granted to certificated personnel while on military leave.

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