

Military Leave

The district shall grant military leave as provided by law to each staff member 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 fifteen days during each calendar year, provided such reservist has been called to, or volunteered for, active duty or active duty training. Such military leave of absence shall be in addition to any vacation or sick leave to which the staff member may be entitled and shall not result in any loss of rating, privileges, or pay. During the period of military leave, the staff member shall receive his/her normal pay from the district.

Employees whose school district employment is interrupted by up to five years of service in a uniformed service are entitled to re-employment by the district following their discharge. The superintendent shall adopt procedures to implement these re-employment rights consistent with state and federal law.

Legal References:

RCW 38.40.060 Military leaves for public employees

RCW 73.16 Employment and Re-employment

AGO 61-62 No. 081 Public Employees – State and Municipal employees – Military leave
– Reserve meetings

38 USC 2021–2024 Uniformed Services Employment and Reemployment Rights Act

Management Resources:

Policy news, June 2001 State Updates Military Leave Rights

Classification:

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Revised by the Board of Directors: N/A