

MILITARY LEAVE (continued)

Passaic Public Schools
Passaic, New Jersey

FILE CODE: 4151.9/4251.9
 Monitored
 Mandated
 Other Reasons

Policy

MILITARY LEAVE

The Passaic Board of Education recognizes that military service rendered by any district employee in the defense of the country or in maintaining preparedness for conflict, foreign or domestic, is a service benefiting all citizens. Such service should not operate to deprive any district employee of benefits that would have been received had the period of military service been spent in district employment.

The board will approve requests for military leave of absence without pay for active duty in the armed forces. Leave will not be granted for volunteer peacetime service beyond the period of training. Any employee granted military leave will be reemployed by this district upon honorable discharge from military service. The employee shall be required to give the superintendent adequate notice before the end of the military leave of their intention to return to district employment. Nontenured employees reemployed after military service leave shall be permitted to perform the unexpired portion of his or her contract.

The board will approve the request for a leave of absence with pay for duty in training or at the order of the Governor, for any employee who is a member of a United States Reserve Force or a member of the Organized Militia in accordance with law. The board may verify the necessity for any military leave requested by an employee and to request a schedule that least interferes with the employee's duties.

First Reading: November 3, 2016
 Second Reading: November 21, 2016
 Adopted: November 21, 2016

Key Words

Military, Military Leave, Leave of Absence

Legal References: N.J.S.A. 18A:6-33 Tenure, pension and other employment rights in military and naval service saved
N.J.S.A. 38:23-1 et seq. Leave of absence for public officers, employees
N.J.S.A. 38A:4-4 Leave of absence without loss of pay, exceptions

MILITARY LEAVE (continued)**Possible**

<u>Cross References:</u>	2130	Administrative staff
	*2131	Superintendent of schools
	4000	Concepts and roles in personnel
	*4111/4211	Recruitment, selection and hiring
	*4115/4215	Supervision
	*4116	Evaluation
	*4216	Evaluation
	*4111.1/4211.1	Nondiscrimination/affirmative action
	*4112.6/4212.6	Personnel records

*Indicates policy is included in the Critical Policy Reference Manual.