

MILITARY LEAVE

ACTIVE DUTY

Any regular employee who is serving in the military service or in the armed forces of the United States shall be granted a leave of absence, without pay, for the period dating from his/her induction, enlistment, enrollment, or call to service. Such leave shall not affect tenure rights acquired prior thereto.

In times of military crisis, and when approved by the School Board, the School Board shall pay to employees who have been called up and deployed to active military duty the difference in the employee's regular salary and the military pay received during active duty only. If a reduction in pay occurs while serving on active duty, the difference in earning between military pay received while on active duty and the salary the employee would have received in their regular position, then the School Board shall provide such difference in pay. It is the responsibility of the employee's to provide the School Board with proper documentation attesting to military orders and the military pay to be received.

The employee also has the option of continuing his/her dependent health insurance coverage by paying the regular monthly dependent coverage provisions.

An individual whose employment as a teacher is interrupted by induction into military service shall be placed, upon return to employment as a teacher, on the step of the salary schedule that he would have been on if his/her employment had not been interrupted.

Military service means service as a member of the United States Armed Forces during a war declared by the United States Congress or in a peacetime campaign or expedition for which campaign badges are authorized.

RESERVE, NATIONAL GUARD, OR SIMILAR DUTY

All employees of the School Board who are members of the Officers' Reserve Corps of the Army of the United States, the National Guard of the United States, the Naval Reserve Corps, the Marine Corps Reserve, the Air Force Reserve, the Citizens' Military Training Corps, or the Civil Air Patrol, either as officers or enlisted persons, are entitled to a leave of absence without loss of pay, time, annual leave, or efficiency rating, on all days which they are ordered to duty with troops, or at field experiences, or for instruction, not to exceed fifteen (15) days in any one calendar year, and when relieved from duty, are to be restored to the positions held by them when ordered to duty.

As professional educators interested in maintaining excellence in the educational system, it is expected that all teachers shall make every possible effort to schedule such military leaves during vacation periods. This effort shall be considered as one of the specified duties of all teachers.

Such leave in excess of fifteen (15) days in any one calendar year shall be leave without pay, unless the employee or teacher affected applies for, qualifies for, and is granted one of the other forms of leave provided by the Board.

Revised: August, 2022

Ref: 38 USC §4301-4333 (*Employment and Re-employment Rights of Members of the Uniformed Services*); La. Rev. Stat. Ann §§[17:423.1](#), 17:1215, 29:401, 29:402, 29:403, 29:404, 29:405, 29:406, 29:407, 29:410, 42:394, 42:401, 42:402, 42:403; Board minutes, 10-4-05.