

PERSONNEL

Military Leave

The district shall grant military leave as provided by law to each staff member who is a member of the United States Military Reserve Unit or a member of the Washington National Guard for a period not to exceed 21 days beginning October 1 and ending the following September 30 provided such reservist has been called to active duty for training and/or service. 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. The superintendent or designee may grant additional military leave in unusual situations.

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.

Military Leave - Spouse

The district will allow an employee who is the spouse of a military member of the U.S. Armed Forces, National Guard, or Reserves to take up to fifteen (15) days of unpaid leave during a period of military conflict when:

- A. The military spouse is on leave from a deployment; or
- B. Prior to deployment, once the military spouse receives official notification of an impending call or order to active duty.

Legal Reference:	RCW 38.40.060	Military Leaves for Public Employees
	Chapter 49.77	Military Family Leave Act
	Chapter 73.16	RCW Employment and Reemployment
	38 USC 4301-4335	Uniformed Services Rights Act

Adopted: June 10, 1992
 Revised: February 9, 2022