

SUBJECT: MILITARY LEAVES OF ABSENCE

The Board of Education recognizes the importance of the military and veterans being able to return to civilian employment.

The District shall afford members of the military and veterans all rights, benefits and protections afforded by federal, state and local laws (including but not limited to, the rights to reemployment and healthcare continuation, as limited by such provisions). To the extent that an applicable collective bargaining agreement affords greater protection, the collective bargaining agreement shall control.

The District shall also afford military spouses all rights provided for them under federal, state and local laws.

The District shall not discriminate or retaliate against a member of the military, spouse or veteran due to protected status or leave. Individuals who believe the District has not complied with this policy should report concerns in accordance with the District's Non-Discrimination Grievance/Complaint Procedures, available at the District website under related files, at <https://www.cccsd.org/HumanResources.aspx>.

38 U.S.C. §§4301-4334 (USERRA)
Labor Law §202-j
Military Law §§242-243

Adopted: 7/10/2001

Revised: 10/23/2001, 09/23/2003, 10/24/2006, 5/28/2019

Reviewed by Superintendent & Assistant Superintendent for Human Resources on 5/11/2023 with no recommended changes; reviewed & approved by BOE on 6/27/2023