

Title: Military Service of Employees

Leave of absence for military purposes, not to exceed the period of service, will be granted. Employees (other than employees employed temporarily for six months or less) ordered into active service shall receive a leave of absence without loss of pay during the first thirty (30) days of such leave of absence. The District may make a temporary appointment to fill any vacancy created by any such military leave of absence. On completion of the military service, the employee is entitled to reinstatement with the District in accordance with applicable law.

A leave of absence will be granted for military training. Employees will not be required to use vacation time for attending military training. Training leaves are granted without loss of pay (but for no more than a total of thirty (30) days in any calendar year), but employees are expected whenever possible to take their training at times when the schools are not in session or when the employee's absence would not otherwise disrupt District operation.

Cross References:

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Legal References:

Iowa Code, Chapters 29A.28,  
38 U.S.C. Section 4311 et seq

Approved: Nov. 17, 1987

Reviewed: March 22, 2005

Revised: April 27, 2000

June 23, 2020

March 30, 2010

April 28, 2015