

**Policy**

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**MILITARY LEAVE**

The Egg harbor City Board of Education recognizes that military service in the defense of the country or in maintaining preparedness for conflict, foreign or domestic, is an essential community service. The military service of district employees shall 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 chief school administrator 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 (New Jersey National Guard, New Jersey Naval Militia Joint Command). 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.

Adopted: April 28, 2004, July 14, 2004  
NJSBA Review/Update: June 2015  
Readopted: August 12, 2015

**Key Words**

Military, Military Leave, Leave of Absence

<u><b>Legal References:</b></u>	<u>N.J.S.A. 18A:6-33</u>	Tenure, pension and other employment rights in military and naval service saved
	<u>N.J.S.A. 18A:29-11</u>	Credit for military service
	<u>N.J.S.A. 38:23-1 et seq.</u>	Leave of absence for public officers, employees
	<u>N.J.S.A. 38A:4-4</u>	Leave of absence without loss of pay, exceptions

**Possible**

<u><b>Cross References:</b></u>	*2131	Chief school administrator
	*4111	Recruitment, selection and hiring
	*4115	Supervision
	*4116	Evaluation
	*4111.1/4211.1	Nondiscrimination/affirmative action
	*4112.6/4212.6	Personnel records
	*4211	Recruitment, selection and hiring
	*4215	Supervision
	*4216	Evaluation

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