

RECOMMENDED

### **DDBD - MILITARY LEAVE**

Military leave shall be granted pursuant to current state (NDCC § 37-01-25 and NDCC § 37-01-25.1) and federal law (38 U.S.C. 43).

A District employee who serves in the military shall retain their employment status within the District during periods of active service. The employee is entitled to a leave of absence within the District for the period of active service or military duty, including traveling to and from a duty station. If the employee has been employed with the District immediately preceding the leave of absence, the employee is entitled to twenty working days each calendar year without loss of pay.

If leave is required for any military duty or travel to and from a duty station on a day in which the employee is scheduled to work at the district, the District must give the employee the option of:

- a. Time off with a concurrent loss of pay for the period missed;
- b. Use of leave of absence without loss of pay for the period missed; or
- c. Opportunity to reschedule the work period so the reserve or national guard military duty or travel to and from a duty station occurs during time off work without loss of employment status.

Following a discharge under honorable conditions, service members have 90 days to apply for reinstatement to their former position or a comparable one within the District.

**End of Hope-Page School Policy**

**DDBD.....Adopted: 07/2025**