

EMPLOYEES - Series 400

414 Support Employee - Vacation/Leave of Absence

414.11 Military Leave

Leaves of absence for military purposes-not to exceed the enlistment or draft period will be granted. On completion of the military service, the individual is entitled to reinstatement at the same salary he or she would have received had he or she not taken such leave; provided, however: that the position was not abolished; that the individual is physically and mentally capable of performing the duties of the position; that the individual applies for reinstatement, in writing to the superintendent, within 90 days after termination of military service; and that the individual submits proof of an honorable discharge from the military service.

A leave of absence will be granted for reservist training, but not for more than a total of 30 days in any calendar year. Regular full-time employees shall be paid a full basic workday's pay for each such day, less any remuneration received by the employee for such service. Employees are expected, whenever possible, to take their training at times when the schools are not in session.

Adoption Date: November 13, 1989

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Revision Date:

Legal Reference: Iowa Code Sections 29A.28; 70.1

Note: School districts cannot require that employees use paid vacation time to attend training camp. (Bewley v. Villisa Comm. Sch. Dist., Iowa Supreme Court decision, 1981)