



Book	Policy Manual
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3430.07 - MILITARY LEAVE

The School Board supports individuals willing to serve in the armed forces of the United States or the State of Florida to protect our country and State. In accordance with State and Federal laws, instructional staff members who must be absent from work for military service are entitled to take a military leave of absence in accordance with this policy and the terms of the collective bargaining agreement.

Instructional staff members called to duty are required to notify their supervisor immediately unless notice is impossible or prevented by military necessity or, under all of the relevant circumstances, the giving of such notice is otherwise impossible or unreasonable.

Military Leave Provision

Military leave will be granted to an employee pursuant to provisions outlined in F.S. 1012.66, as well as F.S. 115.07, 115.09, and 115.14, that allow the protection of civilian pay, benefits, and position during the time that the employee is called to active service of the Armed Forces.

Any employee who is a member of the National Guard or any reserve component of the Armed Forces of the United States who is ordered by appropriate authorities to attend a prescribed training program shall be granted leave and shall be paid the first seventeen (17) working days of such training in accordance with F.S. 115.07. Leave with pay shall not be granted to an employee who voluntarily extends his or her training time or who is required to serve additional training time due to excessive absences from prior training periods.

Reservists or National Guard Members called for active duty will be granted leave in accordance with F.S. 115.14, and will be reinstated in accordance with the requirements of the Uniformed Services Employment and Reemployment Rights Act (USERRA).

In accordance with F.S. 115.14, the first thirty (30) days of active duty service will be with full pay.

Application for reemployment shall be filed with the School Board within six (6) months following the date of discharge of release from active military duty, and the School Board shall have a reasonable time not to exceed three (3) months, to reassign the employee to the same or similar position in the school system.

During the leave, the employee will accrue leave benefits, experience credit and will be considered an active employee for purpose of all benefits including group health insurance.

When an instructional staff member's assigned employment duty conflicts with ordered active or inactive duty training, it is the responsibility of the School Board to provide a substitute employee, if necessary, for the assumption of such employment duty while the employee is on assignment for the training.

Instructional staff members should refer to the collective bargaining agreement for more information pertaining to leaves of absence. In the event of any irreconcilable conflict between the terms of the collective bargaining agreement and this policy, state law and/or federal regulation cited within the policy shall control over the collective bargaining agreement and the collective bargaining agreement shall control over any other policy provisions.

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