

SECTION: PROFESSIONAL EMPLOYEES

TITLE: MILITARY LEAVE

ADOPTED: April 22, 2003

REVISED: June 13, 2011

MOON AREA SCHOOL DISTRICT

436.1. MILITARY LEAVE	
1. Authority	Pursuant to Section 1154(e) of the Public School Code of 1949 as amended, the Board may adopt rules pertaining to the payment of salaries of employees when absent from duty. The Board believes that service in the military reserve should be promoted. The Board further believes that a school district employee and the employee's family should not suffer economic hardship as a result of the employee being called-up for active military service for the purposes of serving our country.
2. Definition	Reservist means a full-time or regular part-time school district employee who is a member of any armed services reserve of the United States or the National Guard.
3. Guidelines	<p>Any reservist who is "called-up" for active military service, on a nonvoluntary basis, during any war, during any armed conflict, or for required military duty or training, or in response to a terroristic attack, in which the United States is engaged, shall be entitled to paid leave as follows:</p> <ol style="list-style-type: none"> 1. The differential between the military pay received and the net pay from the school district that would have been paid. 2. The reservist shall be entitled to all healthcare coverages and benefits, in effect when military leave commences, for thirty (30) days at no cost to the reservist. Thereafter such coverages and benefits shall continue under the same terms and conditions (including any co-pay) as any other school district employee in the reservist's classification for the remainder of the "call-up" to active military service. <p>To be eligible for military leave wages and healthcare coverages, the reservist must execute an affidavit stating that the reservist's "call-up" was not voluntary.</p> <p>This policy does not apply to day-to-day substitutes, permanent substitutes or long-term substitutes.</p>