

Policy

MILITARY LEAVE

The Mount Laurel Township School District Board of Education recognizes that military service rendered by any district employee in the defense of the country or in maintaining preparedness for conflict, foreign or domestic, is a service benefiting all citizens. In accordance with law any newly employed teaching staff member placed on the salary guide shall be credited with one year of district service for each year of military service to a maximum of four.

The board reserves the right to specify certain conditions for the granting of military leave or training leaves of absence.

Requests for military leave shall be made to the chief school administrator at least six weeks in advance of impending military service.

While on military leave the tenured employee shall not receive compensation nor can tenure rights be accrued; however seniority rights shall accrue for such times. The position of a tenured employee shall be reserved for his/her return.

A non-tenured employee shall receive no compensation while on military leave, but shall be entitled to resume employment to fulfill the unexpired term of his/her contract and to such additional employment as to provide him/her with a full year of employment upon his/her return to the district.

Each employee must notify the board of his/her intention to resume employment no less than 3 months before the end of leave and shall present to the board evidence of an honorable discharge or a discharge under honorable conditions.

Request for training leave of absence shall be made to the chief school administrator at least six weeks in advance of absence for field training.

Requests may be made by those employees who are members of the State Guard, National Guard, Naval Militia, U.S. Army Reserve, U.S. Naval Reserve, U.S. Air Force Reserve, U.S. Marine Corp. Reserve, other organizations affiliated with the reserves or on an order by the Governor of New Jersey. Any employee on such leave shall receive no compensation during the period of leave, and shall accrue no seniority status during the period of his/her leave.

All employees shall make every effort to schedule his/her period of training during summer months or when school is not in session. If period of training occurs during a school session, the employee shall provide the chief school administrator with the name of his/her supervisor in the reserves or the militia so that arrangements may be discussed to alter such service date.

Adopted:	October 12, 1977
Revised:	October 28, 1997, May 24, 2005
NJSBA Review/Update:	June 2013
Readopted:	January 28, 2014

Key Words

Military, Military Leave, Leave of Absence

Legal References: N.J.S.A. 18A:6-33 Tenure, pension and other employment rights in

MILITARY LEAVE (continued)

<u>N.J.S.A.</u> 18A:29-11	military and naval service saved
<u>N.J.S.A.</u> 38:23-1 <u>et seq.</u>	Credit for military service
<u>N.J.S.A.</u> 38A:4-4	Leave of absence for public officers, employees
	Leave of absence without loss of pay, exceptions

Possible

Cross References:

*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.