MILITARY LEAVE

The district shall grant military leave as provided by law to each staff member who is a member of a United States Military Reserve Unit or a member of the Washington National Guard for a period not to exceed 21 days during each calendar year, provided such reservist has been called to, or volunteered for, active duty or active duty training. Such military leave of absence shall be in addition to any vacation or sick leave to which the staff member may be entitled and shall not result in any loss of rating, privileges, or pay. During the period of military leave, the staff member shall receive his/her normal pay from the district.

Employees whose school district employment is interrupted by up to five years of service in a uniformed service are entitled to re-employment by the district following their discharge. The superintendent shall adopt procedures to implement these re-employment rights consistent with state and federal law.

Military Leave -Spouse

The district will allow an employee who is the spouse of a military member of the U.S. Armed Forces, National Guard, or Reserves to take up to twenty-one (21) days of unpaid leave during a period of military conflict when: A. The military spouse is on leave from a deployment; or B. Prior to deployment once the military spouse receives official notification of an impending call or order to active duty. The employee must work an average of twenty hours or more each week for the district. The employee is entitled to fifteen days of unpaid leave for each deployment. The employee must provide the district notice of intent to take leave within five business days of the call to active duty or notice of leave from deployment.

Legal References:	RCW 38.40.060	Military leaves for public employees
	RCW 49.77	Military Family Leave Act
	Ch. 73.16 RCW	Employment and Re-employment
	AGO 1961 No. 81	Public Employees-State & Municipal Employees-Military Leave-Reserve meetings.
	AGO 61-62 No. 081	Public Employees — State and Municipal employees — Military leave — Reserve meetings
	38 USC 2021 – 2024	Uniformed Services Employment and Reemployment Rights Act

Management Resources:	*Policy and Legal News*	April 2009
		February 2009

Grand Coulee Dam School District
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