

SECTION: PROFESSIONAL EMPLOYEE

TITLE MILITARY LEAVE

ADOPTED: JANUARY 25, 1991

REVISED: MARCH 11, 2002  
FORMERLY 3810 AR

# TURKEYFOOT VALLEY AREA SCHOOL DISTRICT

## 437 AR MILITARY LEAVE

In the event of a staff member being called to active military duty, the following process shall be followed. The following is a summation of the most relevant items in the Public School Code, "Sections 1176, 1177, 1178, 1180, 1181" and Employee Relations Guidelines "Vol. 21, No. 4, 1991 & Vol. 21, No.5," (Act 174 of 1990);

**PSC, Sec. 1176**

- (a) The staff member needs to send a copy of the orders to the board secretary within thirty days of receipt.
- (b) The secretary will verify orders, record them in the school board records, and send the staff member a written notice.
- (c) The leave will be automatic without further Board action if the staff member provides in writing an agreement to return to employment for not less than one year.

**PSC, Sec. 1177**

The staff member will be returned to their position immediately upon termination of military service.

**PSC, Sec. 1178**

- (a) The teaching contract will remain in force during leave.
- (b) Salary increases will not be interrupted.
- (c) The district shall pay full amount, including the staff member's share, into the retirement fund.
- (d) Leave shall be counted as service to the Board and shall not interrupt seniority.

**PSC, Sec. 1181**

The staff member will retain all rights and privileges accorded you during your leave.

**Act 174 of 1990**

- (a) The staff member will be paid for 15 days of leave and granted unpaid leave for all days beyond the fifteen days per year.
- (b) The staff member will be provided with a maximum of 30 days medical and dental coverage.
- (c) The Board may choose at their discretion to grant additional compensation beyond the fifteen days salary and 30 days of medical and dental benefits upon request.