

# Board Policy

Code No. 409.7

## LICENSED EMPLOYEE MILITARY SERVICE LEAVE

The Board recognizes licensed employees may be called to participate in the armed forces, including the National Guard. If a licensed employee is called to serve in the armed forces, the employee shall have a leave of absence for military service until the military service is completed.

The leave shall be without loss of status or efficiency rating, and without loss of pay during the first thirty calendar days of the leave.

While on military leaves of absence, an employee's seniority will continue to accrue.

*Legal Reference:*            *Bewley v. Villisca Community School District*, 299 N.W. 2d 904 (Iowa 1980).  
*Iowa Code §§ 20; 29A.28 (2009).*

*Cross Reference:*        409        *Licensed Employee Vacations and Leaves of Absence*

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