

Board Policy

Code No. 414.7

CLASSIFIED EMPLOYEE MILITARY SERVICE LEAVE

The Board recognizes classified employees may be called to participate in the armed forces, including the National Guard. If a classified 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 leaves of absence, an employee's seniority credit will be frozen.

Legal Reference: *Bewley v. Villisca Community School District*, 299 N.W. 2d 904 (Iowa 1980).
Iowa Code §§ 20; 29A.28 (2013).

Cross Reference: 414 *Classified Employee Vacations and Leaves of Absence*

Approved: February 2, 1998

Reapproved: February 20, 2001
February 17, 2004
December 4, 2006
April 18, 2011

Revised: October 2, 2017