

EMPLOYEE MILITARY SERVICE LEAVE

The Board recognizes 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, up to five years, or until the military service is completed, whichever is less.

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. The employee's seniority will continue to accumulate during military leave.

The District will continue to provide family health coverage for the employee and dependents for a period of 18 months, after the employee is activated, to the extent that the employee qualified for family health coverage at the time of activation.

If the employee does not elect continuation of coverage, the employee's spouse and/or dependents would be eligible to elect COBRA coverage for a maximum period of 18 months, unless a secondary COBRA qualifying event occurs.

This provides additional benefits other than what is required by the Uniformed Services Employment and Reemployment Rights Act of 1974, commonly known as "USERRA" at 38 U.S. Code section 4301-4333, et.seg.

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

Cross Reference: 401.15 Employee Political Activity  
409 Licensed Employee Vacations and Leaves of Absence

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