

MILITARY LEAVE

The Board provides military leave, reemployment, and other rights as established by the Uniformed Services Employment and Reemployment Rights Act (USERRA). To the extent there is any conflict with this policy, the USERRA and its regulations prevail. To qualify:

- A. the employee (or an appropriate officer in the uniformed service in which the employee's military service is performed) gave advance written or verbal notice of his/her military duty unless excused;
- B. the cumulative length of all periods of military service with the employer do not exceed five (5) years;
- C. the employee timely reports to work after the period of military service ends;
- D. the employee has not separated from service with a disqualifying or other than honorable conditions.

The Superintendent, or his/her designee, shall post notices of employees' right under USERRA at conspicuous locations within the District.

Employees may contact the U.S. Department of Labor to obtain more information regarding their rights under this act.

38 U.S.C. 4301-4333

*Adopted March 2, 2009*