

## STAFF PERSONNEL

Code No. 409.7

Policy Title: **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.

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

Cross Reference: 409 Licensed Employee Vacations and Leaves of Absence

Approved: September 23, 1998

Reviewed: January 16, 2002

Reviewed: December 21, 2011

Reviewed: January 20, 2016