

Concord School District Policy #424.1

Military Leave

An employee will be eligible for all considerations of military leave in accordance with applicable state statutes and the federal Uniformed Services Employment and Reemployment Rights Act (USERRA).

Uniformed Services consists of Army, Navy, Air Force, Coast Guard, Army Reserve, Navy Reserve, Marine Corps Reserve, Air Force Reserve, Coast Guard Reserve, Army National Guard, Air National Guard, State National Guard, and any other category of persons designated by the President of the United States in time of war or emergency.

The employee must provide to the Superintendent advance written notice, except in cases of emergency assignment or other conditions that make notice impossible or unreasonable. The employee must provide either written documentation evidencing performance of military duty or identify the military command in order for the school to verify the request.

Any employee who is a member of a reserve component of the United States armed forces or a member of the National Guard shall be entitled to a leave of absence without loss of pay or time.

Applicable state law and applicable provisions of the USERRA will govern any employee's re-employment with the District. Notwithstanding those provisions, the District may still exercise its rights under RSA 189:14-a.

Legal References:

38 U.S.C. §4301 et seq., Uniformed Services Employment and Reemployment Rights Act
RSA 110-C, National Guard; Rights and Protections
RSA 112, Public Officers or Employees; Military Leave

Adopted June 4, 2018

Corresponds to NHSBA policy GCCAD