



**Center Area  
School District**

SECTION: CLASSIFIED EMPLOYEES  
 TITLE: MILITARY LEAVE OF ABSENCE  
 ADOPTED: MARCH 16, 2006  
 REVISED:

536.1 MILITARY LEAVE OF ABSENCE	
<p>1. Purpose</p>	<p>Pursuant to federal law, state law, and School Code, the District shall provide eligible employees with leaves of absence for military training or active duty in the military service.</p>
<p>2. Authority                      SC 1176                      38 U.S.C.                      Sec. 4301 et seq                      51 Pa. C.S.A.                      Sec. 4102</p> <p>SC 1176</p>	<p>Leaves of absence for military or reserve duty shall be granted to full-time regular and part-time regular employees in accordance with prevailing federal and state laws. Employees called to active military service or to reserve or National Guard training, or employees volunteering for the same, must notify as soon as is practicable of such military duty or training and must submit to the District copies of all accompanying military orders.</p> <p>All rights and privileges regarding salary, benefits, status, and seniority shall be reserved to such employee as required by law.</p>
<p>3. Guidelines                      38 U.S.C.                      Sec. 4312</p> <p>SC 1178                      38 U.S.C.                      Sec. 4313                      51 Pa. C.S.A.                      Sec. 4102, 7309</p>	<p>Employees shall report back to work in a timely manner following his/her period of military service.</p> <p>The District shall promptly reinstate the employee upon return from duty to a job with pay, status, and seniority equivalent, as required by law.</p>