

Absences, Leaves and Vacations**MILITARY LEAVE**

- A. All regular full-time employees who are members of the reserve in the United States Armed Services or members of the National Guard of the United States shall, to the extent permitted by law, receive remuneration up to a maximum of 30 days absence from their regular work (contractual period) during any calendar year, if they are ordered by the Armed Services or National Guard to report for temporary active duty provided that:

Full-time regular employees should plan to render their temporary military service during the time school is not in session. If this is impossible, requests for leaves for temporary military service with military orders must be submitted to Personnel Management and Services at least four weeks prior to the beginning of the leave.

- B. A full-time regular employee of The School Board of Miami-Dade County, Florida may be granted a military leave of absence without pay provided that:

1. The employee is inducted into the Armed Services via Selective Service Act;
2. The employee enlists in the Armed Services;
3. The employee is recalled to active service from a reserve status.

- C. The conditions and benefits of a military leave of absence for a full-time regular employee are as follows:

The employee is to be considered as being in continuous employment of the Board during this period of service and shall receive all benefits of employment, upon return, that would normally accrue if the employee had been actually filling his/her position, except that time in military service does not count for credit toward professional services contract eligibility.

- D. The employee is to return to the employ of the Board within six months after receiving the final discharge.

- E. Any regular full-time employee of the Board who enters the Armed Services at any time is to receive full pay for the first 30 days of military service; except that no compensation is to be paid to such a person for any time for which he/she would not normally be drawing pay during the first 30 days of such military service. This is not to be confused with temporary military leave which grants up to 30

days compensation under certain conditions.

The compensation described in the foregoing paragraph is to be paid only when the individual submits to the Superintendent of Schools or designee an affidavit proving that he/she has been in the Armed Services at least 30 days.

- F. An employee who is a member of the Florida National Guard, and is ordered to active state duty as a result of a state of emergency being declared by the Governor, is entitled to a leave of absence without loss of pay, not to exceed 30 days at any one time.
- G. Any employee involuntarily called to active duty following the terrorist acts on September 11, 2001, shall be entitled to a military pay supplement as provided in Section 115.14, Florida Statutes. The first 30 calendar days of military service by full-time employees are compensable at full pay in accordance with Section E of this rule, upon verification that the employee has completed 30 days of service. Subsequent to the first 30 days of service, the Board will provide military pay supplements to full-time employees who are reservists or members of the National Guard, involuntarily called to active duty after September 11, 2001.

Specific Authority: 1001.41(1)(2); 1001.42(23); 1001.43(10) F.S.

Law Implemented, Interpreted, or Made Specific: 115.01; 115.07; 115.09; 115.14; 250.48; 1012.66 F.S.

History: THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA

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