

RULE 10.8 - MILITARY LEAVE.

Section 1. **PURPOSE.** Military leaves are available to employees who enter, voluntarily or involuntarily, the Uniformed Services of the United States or the State Militia, or the reserve components of the same, to participate in active or inactive duty or training. Employees are required to provide advance notice of the need for military leave, to the extent such advance notice is available. Such leave shall be granted in accordance with state and federal law provided all legal requirements are satisfied and application for reemployment, if required, is made within the time prescribed by law. Pay for military leave is available to permanent employees for up to 176 hours (22 work days) per salary year, subject to certain restrictions. For purposes of military leave pay, "permanent" shall mean employees in active status for not less than one full year of service, including both District service and recognized military service from date of hire. Further information is contained in the District Policy on Military Leave.