

CHAPTER 6.00 – HUMAN RESOURCES

MILITARY LEAVE

6.70.6

Military Leave shall be granted to employees of the Henry County Board of Education in compliance with state laws, federal laws, and applicable court rulings. All employees are entitled to military leave when ordered to active duty for training as members of the Alabama National Guard or any component of the US Armed Forces. Employees who are required to attend annual training or special active duty for training shall not suffer any loss of salary during the first twenty (21) days of such absence in any calendar year. Employees who are ordered for such duty shall provide a copy of their orders to the Superintendent. Leave will be without loss of benefits.

In compliance with Act 92-430 that deals with the activation of service members of the Alabama National Guard and other military reserve units, employees of the Henry County Board of Education will be compensated for the difference in pay from active duty and their position with the system under Act 92-430 if the following occurs:

- 1) Activated employees requesting the difference in pay restoration of leave or continuation of health coverage on active duty are required to have the length of their Active duty determined by the Adjutant General.

- 2) Activated employees must provide the Superintendent of Education with a set of Mobilization / Homeland Security orders or Military Records of Service (DD214) that reflects the length of duty. Copies of these orders and/or military records should be transmitted to headquarters as follows:
The Office of the Adjutant General
ATTN: ALSPDO
PO Box 3711
Montgomery, AL 36109-3711

- 3) The Adjutant General will determine the validity of the orders and certify to the Superintendent of Education that pay, leave or insurance is proper in accordance with Legislative Act 92-430.

REFERENCE(S):

CODE OF ALABAMA
[16-24-13](#), [31-2-13](#), LEGISLATIVE ACT 92-430

HISTORY:

ADOPTED: JULY 18, 2013
REVISED: _____
FORMERLY: NEW