

# Germantown Municipal School District

Monitoring:  <b>Review: Annually, in February</b>	Descriptor Term:  <h2 style="margin: 0;">Military Leave</h2>	Descriptor Code: <b>5.306</b>	Issued Date: <b>03/19/18</b>
		Rescinds: <b>5.306</b>	Issued: <b>03/29/16</b>

1 Employees who are National Guard members or any other reserve component of the United States  
 2 Armed Services shall be granted a military leave of absence with a regular pay period not to exceed a  
 3 total of twenty (20) days in any calendar year plus such additional days as a may result from any call to  
 4 active State duty.<sup>1</sup>

5 Employees who enlist, are inducted to or called into active duty shall be granted a military leave of  
 6 absence. Such leave shall be without pay unless otherwise provided by law. The rights of employees to  
 7 reemployment and benefits such as health insurance or pension plans shall be governed by applicable  
 8 federal and state law.<sup>2</sup> Employees shall follow applicable District Office Procedures to apply for Military  
 9 Leave.

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Legal References

1. TCA 8-33-109; TCA 49-5-702(a)
2. TCA 58-1-106(d); TCA 58-1-109

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Cross References

Long Term Leaves of Absence 5.304