

Lakeland Board of Education

Monitoring: Review: Annually, in February	Descriptor Term: Military Leave	Descriptor Code: 5.306	Issued Date: 04/14/14
		Rescinds:	Issued:

1 Employees who are members of any reserve component of the Armed Forces of the United States shall
2 be granted leave of absence for all periods of military service during which they are engaged in the
3 performance of duty or training in the service of the state or the United States. Reservists who
4 anticipate military duty during the school year must give written notice to the superintendent of the
5 dates of the anticipated duty. When reservists anticipate military duty during the school year, written
6 notice must be given during the first thirty (30) days of the school year. While performing such duty
7 or training, the employee shall be paid his/her regular salary up to a maximum of twenty (20) working
8 days in any one (1) calendar year, plus such additional days as may result from any call to active state
9 duty.¹ An employee called to active duty by the governor to enforce the laws of the state shall be paid
10 his/her regular salary for such time as he/she is engaged in the performance of his/her duty, and any
11 time spent in active state duty shall not count against the twenty-day period of leave allowed for
12 military service.²

13 Request for leaves and extension of leaves shall conform to state law and board policy governing all
14 leaves of absence. Failure to comply with applicable laws and policies shall constitute grounds for
15 dismissal.

16 The employee shall supply a copy of the orders for duty, including the dates of departure and return it
17 to the superintendent prior to, or simultaneous with, requesting leave.

Legal References

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