

**North Santiam  
School District**

Code: **GCBDB**  
Adopted: 9/17/98

**Military Leave**

Any employee of the district, for all periods of annual active duty for training as a member of the National Guard Reserve or any reserve component of the Armed Forces of the United States or of the United States Public Health Service, shall be granted a leave of absence from their duties for a period not to exceed 15 calendar days in any one training year. A "training year" is defined as the federal fiscal year for any particular unit of the National Guard or a reserve component. To be entitled, the employee must be employed with the district for at least six months prior to the request for leave.

Leave shall be granted without loss of time, pay or regular leave and without impairment of other rights or benefits to which the employee is entitled.

The employee shall request a leave of absence at least two (2) weeks prior to the leave being taken. A copy of the active duty orders shall be submitted with the request.

END OF POLICY

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**Legal Reference(s):**

[ORS 332.505](#)  
[ORS 408.290](#)

Consolidated Omnibus Budget Reconciliation Act of 1985, 42 U.S.C. §§ 300bb-1 - 300bb-8 (2006).

I.R.C. § 4980B(f)(4) (2006).

Employment and Reemployment Rights of Members of the Uniformed Services, 38 U.S.C. §§ 4301-4334 (2006).