
POLICY: No. 3437
Newburgh Board of Education PROFESSIONAL EMPLOYEES
Temporary Military Leave

Military employees performing reserve following requirements militia of New York State or reserve forces or components of the armed forces of the United States shall be paid their salary while absent due to any ordered military service for a period of 30 calendar days or 22 work days, whichever is longer, in any calendar year, upon presentation of the official orders, so long as such military service occurs during normally scheduled workdays.

2. The Board of Education may, thereafter, provide salary payments to employees on extended involuntarily ordered active military duty for one or more additional periods of 60 days, upon consideration of the following factors:

- xthe District's financial circumstances;
- xthe District's ability to maintain the educational program;
- xthe District's ability to provide supplemental educational experiences to students; and
- the number of employees on a voluntarily ordered active military duty.

Upon receipt of the employee's monthly statement of military pay received, District will pay the employee the net difference between the gross (or base) military pay and the employee's gross salary.

3. An employee who is engaged in military service and who leaves a position, either temporary position, shall be entitled to be restored to such position or to a position of like seniority, status and pay when that individual returns from military service.

4. - employment with the District

make an application for reemployment within 90 days after being relieved from military service. and

If a teacher is called to active duty, the position vacated will be considered encumbered and will not be filled by a substitute appointed by the Board of Education. Such substitute employee shall not receive any appointment shall terminate upon the death of the former incumbent, or upon failure of the former incumbent to return to the position.

For employees whose positions are covered by collectively negotiated agreements, this policy shall not be implemented unless the unit representatives in writing.