

Policy Title:	Military Leave	<u>Number</u> 6Hx20-4.015
Legal Authority:	s. 1001.64, s. 1012.855, Fla. Stat.	<u>Page</u>
Law Implemented:	Rule 6A-4.0432, F.A.C.	Page 1 of 2

I. ~~Military Reserve or Guard Training~~

~~A full time employee occupying a regularly established position who by reason of membership in the United States military reserve or National Guard is ordered by the appropriate authority to attend a training period shall, upon presentation of his or her official orders, be granted a leave of absence with pay. Such leave with pay shall not exceed seventeen (17) days in any calendar year.~~

~~Extended military leave without pay may be granted to employees who are assigned to duty functions of a military character during training for additional or longer periods of time than seventeen (17) days in a calendar year. An employee granted military leave for extended training shall, upon completion of the training, be returned to employment without prejudice provided an application for reemployment is filed within six (6) months following the date that such employee completes his or her extended training. Following the receipt of the application for reemployment, the Board has a reasonable time, not to exceed six (6) months, to reassign the employee to duty at the College.~~

~~Military leave without pay shall not be counted as years of work experience or as years of service toward a continuing contract.~~

II. ~~Active Military Service (Involuntary)~~

~~A full time employee occupying a regularly established position who by reason of membership in the United States military reserve or National Guard is called to involuntary military service shall be granted a leave of absence for the period of time that such employee is required to remain on involuntary active military duty, the College shall supplement the military pay of such employee in an amount necessary to bring such employee's total salary, inclusive of base military pay, to the level such employee earned at the time he or she was called to involuntary active military duty. While the employee is on involuntary active military duty, the College shall continue to provide fringe benefits appropriate to the employment status of such employee at the time he or she was called to involuntary active military duty. Upon such employee's discharge or release from involuntary active military duty, he or she shall be returned to employment without prejudice provided an application for reemployment is filed within six (6) months following the date of discharge or release from involuntary active military duty. Following the receipt of the application for reemployment, the Board has a reasonable time, not to exceed six (6) months, to reassign the employee to duty at the College. The College shall review the continuation of this supplemental pay annually, and may extend this supplemental pay for the subsequent fiscal year.~~

III. Construction

~~This policy shall be construed in accordance with the intent of the Florida legislature as expressed in Chapter 115, Fla. Stat.~~

History:	Adopted 6/18/74 as 6A-8.7253; repromulgated 4/2/75 as 6Hx20-14.432, amended 11/18/80, 4/29/86; repromulgated 3/20/91; amended 6/16/92; amended 2/21/06.
President's Signature:	Date: 02/21/2017 