

## PERSONNEL

### National Guard or Military Reserve Services

The D.C. Everest Area Board of Education recognizes that many employees of the district may choose to belong to the Wisconsin National Guard or United States Military Reserve Unit. As our country no longer experiences a universal draft, it is commendable for these people to volunteer their services in the National Guard or Military Reserve.

The Board of Education recognizes that those employees in the National Guard or Military Reserve may be required to serve two or more weeks during the year for additional training. All reasonable attempts will be made to accommodate an employee's request for a leave of absence to perform his/her training duty. It is the desire of the district, that, if at all possible, the military training sessions be attended during the summer vacation months. However, if attendance at training camp must be taken during the school year, it is the Board's request that it be advised of the request for a leave of absence as soon as is possible.

The Board of Education recognizes that an employee in the National Guard or United States Military Reserve may be required, on short notice, to report for active duty. Upon such notice, the School Board shall release the employee from his/her School District responsibilities.

In accordance with this understanding, the following policies shall be in effect unless the Board of Education should decide to adopt a different policy:

1. Military Training Encampments

An employee who has official orders directing him/her to attend a training encampment of the Armed Forces of the United States, shall upon request, be granted a leave of absence without pay. Such request for leave of absence shall be made to the School Board as soon as possible after receiving such orders.

2. Call to Active Duty

There may be times when the school district's employee is called to active duty in our state during the course of the school year. This would be because of an emergency situation and not the regular two-weeks training. In that event the following should be determined.

The district would release the employee from his/her district's responsibilities. The district would make up the loss of salary incurred while on active duty to a maximum of ten (10) working days per call up. In other words, the employee would not lose salary on a daily basis.

An example to illustrate this policy is as follows:

An employee is called to serve on active duty in our State. He/she is paid \$50.00 per day plus living expenses. The district would make up the difference in his or her salary.

\$101.00	In salary
<u>50.00</u>	Wages for National Guard per day
\$ 51.00	

In addition, the district will pick up the fringe benefits for the employee as is normally contracted.

3. Call to Active Duty (National Emergency)

An employee who is called to active duty for a national emergency will receive payments of salary/wages up to an amount equal to the savings created by the vacated position, but no more than the amount of the individual's salary/wages during active duty for the balance of the contracted year or fiscal year depending upon whether the employee is a contracted employee or an hourly employee.

In addition the district will pay for the fringe benefits during active duty as had been paid prior to active duty.

Policy Adopted: February 11, 1975  
 Policy Revised: May 23, 1995  
 GDM:mja

BOARD OF EDUCATION  
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