

MIL – MILITARY SERVICE LEAVE

ELIGIBILITY:

1. An employee must have an obligation to perform military service during a calendar year that will extend beyond the 15 days allowed per the employee's current bargaining unit and NRS 281.145 to be eligible for a Military Leave of Absence.
 - a. Per NRS 281.145, an employee must be relieved from his/her duties, upon the employee's request to serve under orders without loss of the employee's regular compensation for a period of not more than 15 workdays in any one calendar year.
 - b. An employee at his/her request must be permitted to use accrued vacation instead of unpaid leave. However, employees cannot be forced to use vacation time for military service.

SUPPORTING DOCUMENTATION:

1. Must submit a copy of the order, annual drill schedule, or other documentation outlining the expected duration of the military service.

REINSTATEMENT REQUIREMENTS:

1. The employee must submit a copy of the orders releasing the employee from military service.
 - a. If the Military release contains permanent restrictions that prevent the employee from performing the essential tasks of his/her position, the employee shall be directed to the Diversity and Affirmative Action Programs Office for consideration of reasonable accommodations.

NEGOTIATED AGREEMENT(S) / CCSD REGULATION / NRS:

- ❖ CCSD Regulation 4352
- ❖ CCEA Articles 17-1-4 & 16-4
- ❖ ESEA Article 14-2
- ❖ NRS 281.145