

*Military Leaves of Absence*

Military leaves of absence, to which District employees are entitled, are those defined in Sections 1176 through 1181 of the Pennsylvania Public School Code of 1949, as amended. No salary is paid to the employee who has volunteered for or been inducted into active military service. However, the District pays the employee's contribution to the Pennsylvania Public School Employees' Retirement System (PSERS) in addition to its own share. These contributions are based upon the salary which the employee would have received if not in military service. The employee's retirement rights are therefore guaranteed to cover the length of time in military service, provided the employee returns to the District for a period of not less than one year following discharge. Per [24 P.S. § 1178](#), if an employee fails to return to the District within one year from discharge, the amount contributed to PSERS by the District during the employee's leave of absence will be refunded to the District (and be deducted from the refund available to the employee).

Employees who are Pennsylvania National Guard members or members of any other reserve component of the military are entitled to fifteen (15) days paid leave per calendar year for active/inactive duty, and may be entitled to an additional fifteen (15) days of paid leave per calendar year if called to active duty under circumstances set forth in 51 Pa. C.S. § 4102. Employees who are members of the Pennsylvania National Guard and are ordered to active state duty by the Governor during an emergency shall have unlimited paid days for the duration of the emergency.

Permanent employees who are Pennsylvania National Guard members or members of any other reserve component of the military are entitled to an additional fifteen (15) days of paid leave while on active duty. These fifteen days may be applied over the course of an employee's career; they do not reset annually.

To the extent that the terms set forth in this regulation conflict with any state or federal law regarding military leaves of absence, that state or federal law shall control.