

Personnel – Certified / Non-Certified

4151.9

ABSENCES AND LEAVES - MILITARY

4251.9

It is the Policy of the Fairfield Board of Education that every employee eligible under the Uniformed Services Employment and Reemployment Rights Act of 1994 who serves in a reserve or other capacity with any branch of the military use all leaves to which they are entitled to receive by law. This shall include, but not be limited to, all rights that may entitle such employees to return to their position or an equivalent position upon return from service. Upon their return such reinstatement shall be at a salary level to which they would have been entitled had their employment by the District not been interrupted by the period of military service. Nothing in this Policy shall in any way diminish or eliminate any rights held by any military employee under State or Federal law.

Legal References:

38 U.S.C. 4301-4334 Uniformed Services Employment and Reemployment Rights Act of 1994 (“USERRA” or “the Act”).

Connecticut General Statutes:

27-33a. - Leave from employment to perform military duty.

7-461-Leaves of absence for reserve corps field training.

Adopted 8/27/2004

Revised and Adopted 10/22/2024

Revised and Adopted 8/25/2026