

Personnel**General Personnel Policies****National Guard and Reserve**

The Board recognized the National Guard and Reserve as essential to the strength of our nation and the maintenance of world peace. The Board further recognizes that the Guard and Reserve require and deserve the interest and support of the American business community, as well as every segment of our society.

In the highest American tradition, the Guard and Reserve forces are manned by civilians. Their voluntary service takes them from their homes, their families and their occupations. On weekends, and at other times, they train to prepare themselves to answer their country's call to active service in the United States armed forces.

If these volunteer forces are to continue to serve our nation, a broader public understanding is required of the total force policy of nation security – and the essential role of the Guard and Reserve within it.

The Guard and Reserve need the patriotic cooperation of American employers in facilitating the participation of their eligible employees in Guard and Reserve programs, without impediment or penalty.

The Watertown Unified School District, therefore, joins members of the American business community in agreement that:

1. Our employees' job and career opportunities will not be limited or reduced because of their service in the Guard or Reserve.
2. Our employees will be granted leaves of absence for military training in the Guard or Reserve without sacrifice of vacation time.
3. This policy will be made known throughout the school district and announced in publications and through other existing means of communication.

Employees performing duty, whether on a voluntary or involuntary basis, in a uniformed service shall be granted an unpaid leave of absence in accordance with the provisions of federal law, state law, and the employee handbook.

Policy Approved: August 19, 1987

Policy Revised: September 22, 2014