

**GCCD
PROFESSIONAL STAFF
MILITARY / LEGAL LEAVE**

The Board recognizes the fact that its employees have citizenship responsibilities, and, in order to make it possible for said employees to carry out their responsibilities to the city, county, state, or nation, the Board will grant leaves, in addition to jury duty, when an employee is called to attend field training services for the Military Reserve or National Guard and when an employee is a victim of a juvenile or adult crime exercising a right to be present at a proceeding as defined in statute.

Such leave will not count as experience to advance on the salary schedule.

When an employee receives notice that requires leave as delineated above, it is the responsibility of the employee to notify the Superintendent or principal.

Jury Duty

It is recognized by the Board that no employee is exempt from jury duty and that leaves of absence for such duty must be granted.

Only the regular salary may be received by an employee on jury duty. It is the responsibility of the employee to provide the District with documentation of jury duty. The failure to provide the required documentation may result in a dock of pay.

An employee excused from jury duty after being summoned shall report for regular duty as soon as possible. Failure to report for duty will result in a deduction equal to that portion of a contract day missed [A.R.S. 21-236].

Victim Leave

Statute provides that an employer who has fifty (50) or more employees shall permit an employee leave if the employee is the victim of juvenile or adult crime and is exercising a right to be present at a proceeding as defined in A.R.S. 8-420 or 13-4439. Compensation may be provided if the employee has available vacation or to the extent other leave may be available by policy.

A. An employee's accrued vacation, personal, sick or other applicable leave shall be used to the extent available by policy.

- B. If paid leave is unavailable, the employee must request an unpaid leave of absence in accord with policy.
- C. Before an employee may leave work for this purpose, the employee shall provide the employer with a copy of the form provided by law enforcement and if applicable a copy of the information the law enforcement agency provides the employee pursuant to either A.R.S. 8-386 or 13-4405.
- D. Leave for this purpose may be limited if the leave creates an undue hardship to the employer's business.

Military Leave:

- A. An employee who is a member of the Military Reserve or National Guard shall be entitled to leave of absence without loss of pay, time, or efficiency rating when engaged in field training [A.R.S. 26-168 and 38-610].
- B. An employee who is a member of the uniformed service may use any vacation leave or other accumulated paid time off during their service, or may take unpaid leave of absence.
- C. The District must reemploy uniformed service members, as defined in 38 U.S.C. 4303, returning from a period of service, if the service member:
 - 1. Was employed by the District.
 - 2. Gave the District notice that he or she was leaving the job for service in the uniformed services, unless giving notice was precluded by military necessity or otherwise impossible or unreasonable.
 - 3. Has a cumulative period of service in the uniformed services not exceeding five (5) years.
 - 4. Was not released from service under dishonorable or other punitive conditions.
 - 5. Has reported back to the District in a timely manner or has submitted a timely application for reemployment in accordance with the Uniformed Services Employment and Reemployment Rights Act.

Adopted: April 9, 2024

LEGAL REF.:

A.R.S.

8-386

8-420

13-4405

15-502

16-402

21-236

26-168

38-610

A.G.O.

I80-177

38 U.S.C. 4301 *et seq.*, Uniformed Services Employment and Reemployment Rights Act