



Board Policy Equity Lens Tool

Title of board policy being reviewed:

GCBDE/GDBDE-Military Leave of Absence

Describe the purpose of this policy:

This policy ensures that employees who serve in the military are supported and protected. It provides job security, continued benefits, and reemployment rights while meeting state and federal requirements.

What is your experience with this policy:

This is a new policy. This policy ensures employees serving in the military are granted leave, retain benefits, and have reemployment rights under state and federal law.



What is the plan to communicate this policy to staff, students, and/or families?

What is the plan to communicate this policy to linguistically diverse students and their families? Is this policy:

Easy to locate for staff?

This policy and a summary of this policy will be available on the MESD web page. The summary of this policy is also available on the MESD website in Spanish, Chinese, Russian, Somali, and Vietnamese and, upon request the summary and/or policy may be translated into other languages.

Accessible to students and families?

This policy and a summary of this policy will be available on the MESD web page. The summary of this policy is also available on the MESD website in Spanish, Chinese, Russian, Somali, and Vietnamese and, upon request the summary and/or policy may be translated into other languages.

Included in onboarding, intake, or other training?

Yes. This policy should be included in onboarding and training so employees know their rights and obligations regarding military leave.



Clear and easy to understand?

Yes, this policy is clear and straightforward. It explains eligibility, leave duration, benefits, and reemployment rights in line with state and federal law.

People

How are people affected positively or negatively by the policy? What potential barriers might people encounter? What barriers might be reduced by this policy?

Positive effects: Protects jobs, benefits, and retirement for employees serving in the military.

Negative effects: Employees may face financial strain if leave extends beyond paid/vacation days.

Potential barriers: Complex rules, required notices, and deadlines.

Barriers reduced: Provides clear protections for reemployment and benefit continuation.

Can you identify the racial or ethnic groups affected by this policy, program, practice, or decision? Do you know the potential impacts to these populations? If you don't know, how will you find out?

The policy applies equally to all employees, without reference to racial or ethnic groups. Potential impacts on specific populations are not identified.



Were these populations involved in any way, at any point in the development, implementation, and evaluation of this policy? If so, when and how?

This policy was created by OSBA from statute and their Legislative Policy Committee.

What priorities and commitments are communicated by this policy?

This policy shows a commitment to supporting employees in military service, protecting their jobs and benefits, and complying with state and federal laws.

Place

What kind of positive or negative environment are we creating?

What are the barriers to more equitable outcomes? (e.g. mandated, political, emotional, financial, programmatic or managerial)

Environment: A positive environment of respect and support for military service.

Barriers: Financial strain from limited paid leave, mandated timelines for notice and return, and complexity of benefit rules may limit equitable access.

Power

How is the power of decision-making shared with those it affects?



How have you intentionally involved the communities affected by this policy, program, practice, or decision?

Employees choose when to request leave and whether to use accrued vacation or continue benefits.

This policy was created by OSBA from statute and their Legislative Policy Committee.

Process

Does the policy, program, or decision improve, worsen, or make no change to existing disparities?

Does it create other unintended consequences?

The policy improves equity by protecting military employees' jobs and benefits. It may create unintended financial strain for long absences when pay or contributions are required.

Plan

How will you reduce the negative impacts and address the barriers?

Provide clear guidance on rights and timelines, offer HR support for navigating benefits, and ensure notices are given in plain language with flexibility where possible.