



Department: Human Resources  
Policy Number: HUM-A024  
Effective Date: 1/17/05

ADMINISTRATIVE POLICY

The online version of this policy is official.  
Therefore, all printed versions of this  
document are unofficial copies.

**MILITARY SERVICE LEAVE**

The Clarksville-Montgomery County School System (CMCSS) complies with the provisions of the Uniformed Services Employment and Reemployment Rights Act (USERRA), Title 38, United States Code, Sections 4301-4333 and T.C.A. Section 8-33-109 when an employee leaves employment for voluntary or involuntary “service in the uniformed services”. Provided he or she meets the eligibility criteria as defined under USERRA, the employee will be entitled to reemployment upon return to the system, with assignment to a position with full privileges and without loss of professional or financial status. Employees who are called for duty in the uniformed services (state or federal service) are entitled to twenty (20) days paid leave of absence per calendar year, with copy of official orders, if active duty occurs during the employee’s normally scheduled work period.

Implementing Procedures: None

Associated Documents: Uniformed Services Employment and Reemployment Rights Act  
Tennessee Code Annotated

**Revision History:**

<u>Date:</u>	<u>Rev.</u>	<u>Description of Revision:</u>
1/17/05		Initial Release
7/01/07	A	Increase number of paid leave days from 15 to 20 re T.C.A. Section 8-33-109
4/13/09		Reviewed, no revisions
4/6/10	B	Change title to “Military Service Leave”
4/8/13	C	Update logo and Effective Date

**\*\*\* End of Policy \*\*\***