

Rock Valley College

RVC Board Policy 3:30.100 Military Leave

Rock Valley College employees who are members of any reserve component of the United States Armed Services should advise the College of their military status and training schedule/obligations in advance of pending military service.

Military leave will be administered pursuant to applicable State and Federal law, including the Uniformed Services Employment and Reemployment Rights Act ("USERRA"), the Illinois Service Member Employment and Reemployment Rights Act ("IERRA"), and the Illinois Public Community College Act ("IPCCA"). The College will process and administer compensation and benefits during military leave in accordance with applicable law and administrative guidelines. To the extent the language in this Policy conflicts with USERRA, IERRA, and/or the IPCCA, the College will apply the requirements of USERRA, IERRA, and/or the IPCCA.

The College will establish procedures implementing this Policy.

This Policy will be administered consistent with the College's collective bargaining agreement obligations where applicable.

Reference: Board Report 6331, 7619, 8377

Implemented: March 24, 2009

Revised: June 25, 2019, April 28, 2026