

EXCEPT FOR A TEMPORARY OR EMERGENCY EMPLOYEE, ANY TEACHER OR CLASSIFIED EMPLOYEE OF A COUNTY BOARD WHO BECAUSE OF HIS ENTRY INTO THE ARMED FORCES OF THE UNITED STATES HAS LEFT HIS POSITION WITH THE COUNTY BOARD SHALL BE REINSTATED TO THE CLASSIFICATION THAT HE HELD BEFORE ENTERING THE ARMED FORCES, OR TO A POSITION OF EQUAL RESPONSIBILITY, QUALIFICATIONS, AND PAY IF THE EMPLOYEE:

(1) HAS COMPLETED ANY REQUIRED PERIOD OF PROBATION BEFORE ENTERING THE ARMED FORCES AND HIS SEPARATION FROM THE ARMED FORCES WAS WITH OTHER THAN A DISHONORABLE DISCHARGE;

(2) APPLIES FOR REINSTATEMENT TO THE COUNTY BOARD WITHIN 90 DAYS:

(I) FROM THE DATE OF HIS SEPARATION FROM THE ARMED FORCES IF HE ENTERED INVOLUNTARILY; OR

(II) AFTER THE END OF HIS FIRST PERIOD OF ENLISTMENT IF HE ENTERED VOLUNTARILY; AND

(3) APPLIES FOR REINSTATEMENT WITHIN 90 DAYS FROM THE DATE OF SEPARATION FROM THE SERVICE OR WITHIN 90 DAYS AFTER DISCHARGE FROM A HOSPITAL IF THE HOSPITALIZATION IS CONNECTED DIRECTLY WITH, RELATED TO, AND IMMEDIATELY FOLLOWS HIS SEPARATION FROM THE ARMED FORCES AND THE PERIOD OF HOSPITALIZATION IS NOT GREATER THAN 1 YEAR FROM THE DATE OF THE SEPARATION.

(C) SALARY.

ANY EMPLOYEE WHO QUALIFIES FOR REINSTATEMENT UNDER THIS SECTION IS ENTITLED TO START AT THE SALARY AND RATE OF EARNINGS FOR LEAVE THAT HE WOULD HAVE RECEIVED IF HE HAD REMAINED CONTINUOUSLY IN THE SERVICE OF THE COUNTY BOARD.

(D) DISABILITY PREVENTING PERFORMANCE OF PREVIOUS DUTIES.

IF AN EMPLOYEE IS NOT QUALIFIED TO PERFORM THE DUTIES OF HIS PREVIOUS POSITION BECAUSE OF A DISABILITY SUSTAINED DURING MILITARY SERVICE, BUT IS QUALIFIED TO PERFORM THE DUTIES OF ANOTHER POSITION IN THE EMPLOY OF THE COUNTY BOARD, HE SHALL BE REEMPLOYED IN A COMPARABLE POSITION THAT WILL PROVIDE HIM WITH THE SAME SENIORITY, STATUS, AND PAY RATE OR AS NEARLY THE SAME AS IS CONSISTENT WITH THE CIRCUMSTANCES OF HIS CASE.

(E) SENIORITY, BENEFITS, AND RETIREMENT RIGHTS.

(1) A REEMPLOYEE SHALL BE CONSIDERED AS HAVING BEEN ON FURLOUGH AND THE TIME BETWEEN THE DATE OF HIS ENTRY INTO THE ARMED SERVICES AND THE DATE OF HIS REINSTATEMENT OR REEMPLOYMENT SHALL BE ADDED TO THE TIME HE HAD BEEN EMPLOYED BY THE COUNTY BOARD BEFORE HE ENTERED THE ARMED SERVICES TO DETERMINE: