

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 7 February 2025

DOCKET NUMBER: AR20230012036

APPLICANT REQUESTS: reinstatement of her Student Loan Repayment Program (SLRP).

APPLICANT'S SUPPORTING DOCUMENT(S) CONSIDERED BY THE BOARD:  
DD Form 149 (Application for Correction of Military Record)

FACTS:

1. The applicant states, while she was undergoing her medical evaluation board, her command notified her that her SLRP would not be paid; the stated reason was that she had been flagged due to an Army Physical Fitness Test (APFT) failure. She argues that she could not have failed the APFT because she was pregnant at the time; she notes both of her children were born at Fort Stewart, GA and are registered in DEERS (Defense Enrollment Eligibility Reporting System). The applicant adds that she bases her request on the fact that she fulfilled her Army National Guard (ARNG) commitment and SLRP was a part of her original contract.

2. A review of the applicant's service record shows the following:

a. On 29 January 2016, the applicant enlisted into the Georgia ARNG (GAARNG) for 8 years. As part of her enlistment, she signed a National Guard Bureau (NGB) Form 600-7-5-R-E (Annex L to DD Form 4 (Enlistment/Reenlistment Document – Armed Forces of the United States) Student Loan Repayment Program (SLRP) Addendum – ARNG of the United States).

(1) Section IV (Suspension/Reinstatement). A non-prior service enlistee could have the SLRP suspended if he/she received a flagging action due to APFT failure. Reinstatement was not guaranteed, and in order to request reinstatement, the service member had to comply with APFT requirements.

(2) Section VI (Termination). The SLRP could be terminated if the service member failed two consecutive APFTs.

b. On 16 August 2016, she entered initial active duty for training, and after the award of military occupational specialty 42A (Human Resources Specialist), the Army honorably released her from active duty and returned her to the GAARNG.

c. On 21 October 2017, the applicant failed a record APFT. On 24 January 2022, the applicant extended her enlistment by one year; on 28 November 2022, she extended her enlistment an additional year.

d. On 3 July 2023, a physical evaluation board (PEB) found the applicant to be unfit for continued military service; the PEB recommended the applicant's placement on the Permanent Disability Retired List (PDRL) with a combined disability rating of 70 percent. On 20 July 2023, the applicant concurred with the PEB's findings and recommendations and waived her right to a formal hearing.

e. On 24 July 2023, U.S. Army Physical Disability Agency Orders announced the applicant's retirement, effective 23 August 2023, and stated she would be placed on the PDRL, effective 24 August 2023. On 23 August 2023, the GAARNG honorably retired the applicant and transferred her to the U.S. Army Control Group (PDRL). Her NGB Form 22 (Report of Separation and Record of Service) shows she completed 7 years, 6 months, and 25 days of GAARNG service.

3. On 26 November 2024, the NGB provided an advisory opinion and recommended approval of the applicant's request.

a. The applicant signed an 8-year enlistment contract with the GAARNG and, in conjunction with her enlistment, she completed a \$50,000 SLRP addendum. The applicant had three qualifying education loans, totaling \$29,278, and was eligible to receive the incentive, based on the Fiscal Year 2016 (FY16) Selected Reserve Incentive Program (SRIP).

b. The applicant states the command terminated her SLRP after she failed an APFT. A review of the applicant's training records found no evidence of consecutive APFT failures; as such, the data in ARNG GIMS (Guard Incentives Management System), which indicated the applicant's SLRP should be terminated, was erroneous.

c. Army Regulation (AR) 350-1 (Army Training and Leader Development) states Soldiers who are pregnant or who are recovering from a pregnancy are exempted from regular unit physical training and testing until 180 days after pregnancy termination.

d. Based on the foregoing, the NGB recommends reinstatement of the applicant's SLRP.

4. On 5 December 2024, the Army Review Boards Agency (ARBA) provided the applicant a copy of NGB's advisory opinion for her review and the opportunity to submit matters in rebuttal; on 6 December 2024, the applicant responded by thanking ARBA for the advisory.

BOARD DISCUSSION:

1. After reviewing the application, all supporting documents, and the evidence found within the military record, the Board found that relief was warranted. The Board carefully considered the applicant's record of service, documents submitted in support of the petition and executed a comprehensive and standard review based on law, policy and regulation. Upon review of the applicant's request, supporting military records, and the advisory opinion provided by the National Guard Bureau – Special Actions Branch, the Board concurred with the recommendation to approve reinstatement of the applicant's Student Loan Repayment Program (SLRP) incentive. Although the applicant failed a record Army Physical Fitness Test (APFT) on 21 October 2017, her training records do not reflect two consecutive APFT failures the threshold required for termination under Section VI of the SLRP addendum. The Board found that the termination of her SLRP incentive was based on erroneous data in the Guard Incentives Management System (GIMS), which inaccurately indicated multiple APFT failures.

2. Additionally, the Board considered Army Regulation 350-1, which exempts Soldiers who are pregnant or recovering from pregnancy from physical training and testing for 180 days following pregnancy termination—a provision relevant to the applicant's service timeline. Based on the totality of evidence, including verified qualifying service, the absence of disqualifying APFT failures, and the favorable advisory opinion, the Board determined that reinstatement of the applicant's SLRP incentive is warranted. As such, the Board granted relief.

BOARD VOTE:

<u>Mbr 1</u>	<u>Mbr 2</u>	<u>Mbr 3</u>	
XXX	XXX	XXX	GRANT FULL RELIEF
:	:	:	GRANT PARTIAL RELIEF
:	:	:	GRANT FORMAL HEARING
:	:	:	DENY APPLICATION

BOARD DETERMINATION/RECOMMENDATION:

The Board determined the evidence presented is sufficient to warrant a recommendation for relief. As a result, the Board recommends that all records of the individual concerned be corrected to show the applicant is authorized reinstatement of her Student Loan Repayment Program (SLRP).

X //SIGNED//

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CHAIRPERSON

I certify that herein is recorded the true and complete record of the proceedings of the Army Board for Correction of Military Records in this case.

REFERENCES:

1. Army National Guard Fiscal Year 2016 Selected Reserve Incentive Programs Policy Memorandum 16-01, effective 16 November 2015, stated the following in paragraph 9 (Student Loan Repayment Program (SLRP)):

a. SLRP contracts issued per this policy memorandum were not to exceed \$50,000, and anniversary payments were not to exceed 15 percent of the loan(s) or \$500 (whichever was greater).

b. For non-prior enlistees, the minimum term was 6 years.

2. Army Regulation (AR) 350-1 (Army Training and Leader Development), Appendix F (Mandatory Training and Other Requirements), currently in effect, states in paragraph F-5 (Physical Readiness Training Program):

a. The Pregnancy/Postpartum Physical Training (PPPT) Program is designed to maintain health and fitness levels of pregnant Soldiers and to assist them in returning to pre-pregnancy fitness levels. After the pregnancy has terminated and the Soldier is successfully integrate back into unit, their periodized training program must be reset with an emphasis on exercise regularity with minimal progressive overload.

b. Soldiers who are pregnant or who are recovering from a pregnancy are exempt from regular unit physical readiness training and testing for the duration of the pregnancy and 180 days past pregnancy termination.

//NOTHING FOLLOWS//