

**SCHOOL POLICIES
INDEPENDENT SCHOOL DISTRICT 16**

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SERIES	400	Personnel
SUBJECT	405	Veteran's Preference Hiring
Adopted		January 9, 2001
Revised		January 10, 2006; March 7, 2017

I. PURPOSE

The purpose of this policy is to comply with Minnesota law mandating preference points for veterans applying for employment with political subdivisions.

II. GENERAL STATEMENT OF POLICY

- A. It is the school district's policy to comply with Minnesota law regarding veteran's preference rights and the mandating of preference points to veterans and spouses of deceased veterans or disabled veterans.
- B. If the school district employs a 100-point hiring system, veteran preference points will be applied pursuant to applicable law as follows:
 - 1. There shall be added to any competitive open examination rating of a non-disabled veteran, who so elects, a credit of ten points provided that the veteran obtained a passing rating on the examination without the addition of the credit points.
 - 2. There shall be added to any competitive open examination rating of a disabled veteran, who so elects, a credit of fifteen points provided that the veteran obtained a passing rating on the examination without the addition of the credit points.
 - 3. There shall be added to any competitive promotional examination rating of a disabled veteran, who so elects, a credit of fifteen points provided that (a) the veteran obtained a passing rating on the examination without the addition of the credit points and (b) the veteran is applying for a first promotion after securing public employment.
- C. Eligibility for and application of veteran's preference and the definition of a veteran for purpose of preference will be pursuant to applicable law,

including the surviving spouse of a deceased veteran and a spouse of a disabled veteran who because of a disability is unable to qualify.

- D When notifying applicants that they have been accepted into the selection process, the school district shall notify applicants that they may elect to use veteran's preference. If the school district rejects a member of the finalist pool who has claimed veteran's preference, the school district shall notify the finalist in writing of the reasons for the rejection and file the notice with the school district's personnel officer.
- E. If the school district does not utilize a 100-point hiring system to evaluate applicants for teaching positions, any properly licensed veteran who applies for a teaching position will be granted an interview.

Legal References: Minn. Stat. 43A.11 (Veteran's Preference)
Minn. Stat. § 197.455 (Veteran's Preference Applied)
Minn. Stat. 197.46 et. seq. (Veteran's Preference Act)