



PERSONNEL – MANAGEMENT AND SUPERVISORY EMPLOYEES

BOARD POLICY – LEGAL STATUS REQUIREMENTS

BP 4311.2

The County Board of Education and the County Superintendent of Schools shall ensure that the SBCEO employs only those individuals who are lawfully authorized to work in the United States.

The County Superintendent of Schools or designee shall verify the employment eligibility of all persons hired by completing the U.S. Citizenship and Immigration Services Form I-9, Employment Eligibility Verification, for each individual hired and ensure that the SBCEO does not knowingly hire or continue to employ any person not authorized to work in the United States. (8 USC 1324a)

In accordance with law, the County Superintendent of Schools or designee shall ensure that SBCEO employment practices do not unlawfully discriminate on the basis of citizenship status or national origin, including, but not limited to, discrimination against any refugees, grantees of asylum, or persons qualified for permanent or temporary residency.

Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the County Superintendent of Schools or designee to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

Federal

8 CFR 274a.1-274a.14
8 USC 1324a
8 USC 1324b

Description

Control of Employment of Aliens
Unlawful employment of aliens
Unfair immigration related employment practices

Management Resources

USCIS Publication

Website

Description

Handbook for Employers: Instructions for Completing Form I-9,
April 2009
[U.S. Citizenship and Immigration Services](#)

ADOPTED BY COUNTY BOARD: November 3, 2022
REVISED: