

VISA SPONSORSHIP
FOREIGN NATIONAL EMPLOYEES

DEEE
(REGULAITON)

VISA SPONSORSHIP
OF FOREIGN
NATIONAL
EMPLOYEES

This regulation refers to the District practice of sponsorship of immigration visas and permanent residency permits for current District employees in areas of high need.

The District will consider immigration sponsorship only for employees already employed by the District.

- For both the permanent residency permit and H-1B visas, the District will pay no more than the minimum amount the federal government requires to be paid by the sponsoring employer.
- All attorney and other fees above and beyond the minimum amount the federal government requires to be paid by the sponsoring employer are the sole responsibility of the employee.
- Employee must be in good standing with the District.
- Current principal written recommendation is required for all immigration sponsorships.
- Employees working in special programs such as CTE, Bilingual/ESL or Special Education, must also have the written recommendation of the appropriate central office administrator.
- Employees seeking permanent residency will be required to agree, in writing, to remain in the District for a period of two school years after the sponsorship process is complete.