

PERSONNEL

Legal Status Requirement

The Governing Board shall ensure that the district employs only those individuals who are lawfully authorized to work in the United States.

The Superintendent 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 district does not knowingly hire or continue to employ any person not authorized to work in the United States. (8 USC 1324a)

*(cf. 0410 - Nondiscrimination in District Programs and Activities)*  
*(cf. 4030 - Nondiscrimination in Employment)*  
*(cf. 4111 - Recruitment and Selection)*  
*(cf. 4211 - Recruitment and Selection)*  
*(cf. 4311 - Recruitment and Selection)*

*Legal Reference:*

*UNITED STATES CODE, TITLE 8*  
*1324a Unlawful employment of aliens*  
*1324b Unfair immigrant-related employment practices*  
*CODE OF FEDERAL REGULATIONS, TITLE 8*  
*274a.1-274a.14 Control of Employment of Aliens*

*Management Resources:*

*U.S. CITIZENSHIP AND IMMIGRATION SERVICES PUBLICATIONS*  
*Handbook for Employers: Instructions for Completing Form I-9, April 2009*  
*WEB SITES*  
*U.S. Citizenship and Immigration Services: <http://www.uscis.gov>*

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