

Policy 405 VETERAN'S PREFERENCE; HIRING

Adopted: 4/15/2004

Revised: _____

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 districts 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. Veteran preference points will be applied pursuant to applicable law as follows:
 - 1. There shall be added to the competitive open examination rating of a non disabled veteran, who so elects, a credit of five 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 the competitive open examination rating of a 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.
 - 3. There shall be added to the competitive promotional examination rating of a disabled veteran, who so elects, a credit of five 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 veterans preference and definition of veteran will be pursuant to applicable law.
- D. It is the school districts policy to use a 100-point hiring system to enable allocation of veteran preference points.