

1 Joint School District No. 2, Meridian

2
3 STAFF PERSONNEL

4
5 Series 400

6
7 Policy Title Military Preference

Policy No. 403.90

8
9 Veteran's preference is intended to honor those citizens who have served their country
10 in active duty by providing veterans a more favorable competitive position for
11 government employment. Veteran's preference requires public employers to provide
12 additional consideration for eligible veterans, disabled veterans, Purple Heart recipients
13 or the widow or widower of such individuals who have not remarried. This law does not
14 guarantee the veteran a job.

15
16 Notice will be provided on all school district applications and job announcements that
17 Veteran's Preference will be given to eligible veterans. An eligible veteran is entitled to
18 preference over other applicants who are *equally* qualified on an *initial* appointment or
19 hiring with an individual school district. "Eligible veterans are provided advantages in
20 public employment in Idaho, including preference for initial employment and retention in
21 the event of layoffs...in all public employment, excluding key employee positions..."
22 (Idaho Code 65-501).

23
24 Applicants for the preference are responsible to provide verification and documentation
25 of their eligibility by providing form DD214 from the Department of Defense.

26
27 A school district may refuse acceptance of an application for an otherwise qualified
28 veteran if the veteran is deemed to be unqualified through his duties or actions.
29 Examples of such actions include dismissal for cause from a public entity, a felony
30 conviction, or conduct unbecoming a public employee. Such refusal must be supported
31 by good cause and it can be appealed pursuant to Idaho Code Section 65-506.

32
33 A veteran who believes he or she is denied a right or benefit under these provisions may
34 file an appeal with the board of trustees within thirty-five (35) days of the alleged denial
35 of preference.

36
37
38
39
40
41
42
43
44
45
46
47 Date Approved:
48 2/26/2008

Legal Reference:
Idaho Code 65-501; 65-506