

DEFINITIONS

“Active duty” means, for purposes of veterans’ preference, full-time duty in the Armed Forces, other than active duty for training, to include:

- service on active duty at any time from December 7, 1941, and ending July 1, 1955.
- service on active duty for 180 consecutive days, any part of which occurred after January 31, 1955, and before October 15, 1976.
- service on active duty at any time from August 2, 1990, and ending on January 2, 1992.
- service on active duty for a period of more than 180 consecutive days, any part of which occurred during the period beginning on September 11, 2001, and ending when prescribed by Presidential proclamation or by law as the last date of Operation Iraqi Freedom.
- award of an Armed Forces Expeditionary Medal (AFEM). All AFEM’s whether listed here or not, are qualifying for veterans’ preference and as shown on the veteran’s DD Form 214. Examples of some of the most common campaign medals are: Vietnam (Service Medal), El Salvador, Lebanon, Granada, Panama, Bosnia, Kosovo, Afghanistan, Southwest Asia (Persian Gulf), Somalia, and Haiti. (Award of the National Defense Service medal alone does NOT qualify).

For a listing of Wars, Campaigns, and Expeditions of the Armed Forces that qualify for veterans’ preference, go to <http://www.opm.gov/veterans/html/vgmedal2.htm>.

“Disabled veteran” means those honorably discharged veterans who a) have served on active duty in the Armed Forces and have a current service-connected disability of ten percent (10%) or more or are receiving compensation related to a service-connected disability including retirement benefits or pension from the military or the department of veteran affairs; or b) are purple heart recipients.

“Initial hire” means the first time an eligible veteran is hired by the district; provided however, subsequent separation from the district for any reason will not result in the award of new preference with the district. Temporary or casual employment does not qualify as an “initial hire.”

“Key employee” means an individual specifically hired for an “at-will” or nonclassified position for which there is no selection process, such as a position as a private secretary or deputy of an

official or department who holds a confidential relationship to the appointing or employing officer or body.

“Service-connected disability” means that the veteran is disabled due to injury or illness that was incurred in or aggravated by military service as certified by the federal Veterans Administration or an agency of the department of defense.

“Veterans’ preference” shall apply to veterans, or their spouse, widow, or widower, who have been:

- In active service in the Armed Forces of the United States during one or more of the times periods described therein or have been awarded an AFEM, or
- Are disabled veterans who served on active duty in the Armed Forces at any time, or
- Are Purple Heart recipients, or
- Are the widow or widower of such individuals and who have not remarried, or
- Are the qualifying spouses or eligible disabled veterans who cannot qualify for any public employment because of a service-connected disability.

NOTICE OF PREFERENCE

The district’s employment application forms, announcements, and postings for positions will state that preference will be given to eligible veterans. The application form will inquire as to whether the applicant is claiming eligibility for such preference and state that the applicant is required to provide proof of such eligibility. The applicant is responsible for providing all necessary documentation of his/her eligibility as a veteran at the time of making application.

APPLICANTS ELIGIBLE FOR VETERANS’ PREFERENCE

In all employment of any kind (excluding “key employees”), this district shall give preference to eligible veterans as follows:

1. **PREFERENCE OVER NON-VETERANS.** An applicant who qualifies for a veterans’ preference is entitled to a preference in initial application for hiring with the district over other applicants for the same position who are not more qualified.
2. **COMPETITIVE EXAMINATIONS.** If applicants are required to take competitive examinations, five (5) percentage points shall be added to the earned rating of any applicant who is eligible for veterans’ preference points. The enhanced score shall be used in establishing a rating.
3. **COMPETITIVE EXAMINATIONS—DISABLED VETERANS.** If applicants are required to take competitive examinations, ten (10) percentage points shall be added to

the earned rating of any applicant who is eligible for veterans' preference points as a disabled veteran.

4. **INTERVIEW REQUIREMENTS.** Disabled veterans who have a current service-connected disability of thirty percent (30%) or more must be offered an interview if they are one of the top ten (10) qualified applicants. If applicants are not ranked, the district must offer to interview such veterans who fully meet all qualifications for the position. Notwithstanding this subsection, the district is not be required to interview more than a total of ten (10) applicants regardless of the number of such qualified veteran applicants.

EMERGENCY HIRING

In the event of an emergency which may endanger the health, safety, and public welfare, these provisions may be dispensed with temporarily, but persons so employed may not be allowed to work for a time period of more than ninety (90) days, except as employees who meet all the requirements of the veterans' preference provisions stated above.

PROMOTION, TRANSFER, OR REASSIGNMENT

This policy applies only for the purpose of an initial hire by the district. Veterans' preference, and any benefits set forth in this policy for eligible veterans, is not relevant to and will not be considered whenever personnel decisions are made relative to an employee's promotion, transfer, or reassignment within the district.



LEGAL REFERENCE:

Idaho Code Section 65-501, *et seq.*

ADOPTED: December 11, 2007

AMENDED: