

4053

Veteran Preference in Employment

The District will grant preference in employment to veterans in accordance with SDCL 3-3-1. A veteran applicant is any applicant who:

- Has served the full obligation for active duty, reserve, or National Guard service in the military, or received an early discharge for a medical condition, hardship, reduction in force, or at the convenience of the military; and
- Has been separated or discharged from such service honorably or under honorable conditions.

A veteran applicant who has a service-connected disability will receive preference over nondisabled veteran applicants. If a veteran applicant possesses at least the minimum qualifications necessary to fill the position, the District will interview the veteran applicant for the position, but the District does not guarantee a position due to veteran status.

The District will provide any veteran employee all due process entitled to them under law upon termination of their employment, and will not remove a veteran from their position unless the employee can be replaced with another veteran. Veteran employees may be terminated for incompetency or misconduct after a hearing and upon due notice.

This policy does not apply to any District employee with policy-forming authority. Spouses of disabled or deceased veterans may also qualify for preference under this policy.

Adopted on: 8/15/2023

Revised on:

Reviewed on: