

INDEPENDENT SCHOOL DISTRICT 199
Inver Grove Heights Community Schools
2990 80th Street East
Inver Grove Heights, Minnesota 55076

Veteran's Preference - Hiring

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 district's 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. Eligibility for and application of veteran's preference and the definition of a veteran for purpose of preference will be pursuant to applicable law.
- C. When notifying applicants that they have been accepted into the selection process, the school district shall notify applicants that they may elect to use veteran's preference.
- D. If the school district rejects a member of the finalist pool who has claimed veteran's preference, the school district shall notify the finalist in writing of the reasons for the rejection and file the notice with the school district's personnel officer.

Legal References: Minn. Stat. § 43A.11 (Veteran's Preference)
Minn. Stat. § 197.455 (Veteran's Preference Applied)
Minn. Stat. § 197.46 *et. seq.* (Veteran's Preference Act)
Hall v. City of Champlin, 463 N.W.2d 502 (1990)

Cross References: Policy 401 - Equal Employment Opportunity
MSBA Research Bulletin 91-6