# VETERAN'S PREFERENCE

If at the time a veteran submits an application for employment or employment promotion in the District the veteran possesses the qualifications and business capacity necessary to discharge the duties of the position involved, and is a citizen and resident of the state, the veteran shall receive preference for appointment, employment, and promotion. For the purposes of this policy, the term "veteran" means any person who

(1) has served on continuous federalized active military duty for a period of at least ninety days for reasons other than training 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

(2) has been separated or discharged from such service honorably or under honorable conditions.

An applicant wishing to be given veteran's preference must submit written verification from the military that the applicant satisfies the definition of veteran as set forth above.

Age, loss of limb, or other physical impairment which does not in fact incapacitate does not disqualify the veteran. A veteran who has a service-connected disability shall be given a preference over a nondisabled veteran.

If a veteran applies for appointment for employment under this policy, the District shall, before employing anyone to fill the position, investigate the qualifications of the applicant. If the applicant is of good moral character and can perform the duties of the position, the applicant shall be employed in the position.

All applicants for employment, including veterans, are subject to criminal background check requirements as set forth in state law.

| **Legal References:** | SDCL 13-10-12 (Criminal background investigation of prospective employees and student teachers) |
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| | SDCL 3-3-1 (Veterans preferred in public employment) |
| | SDCL 33A-2-1 (Veteran defined) |

Adopted:

Revised: