

SECTION: ADMINISTRATIVE EMPLOYEES

TITLE: VETERANS PREFERENCE

ADOPTED: June 28, 2010

REVISED:

REVIEWED: May 9, 2016

SOUTHERN LEHIGH SCHOOL DISTRICT

303.1 VETERANS PREFERENCE	
1. Purpose	It is the Board's requirement that each applicant for employment with the District who qualifies for Veteran's status under the Pennsylvania Veteran's Preference Act, and those spouses of deceased or disabled Veterans, be granted all the advantages and protections of that legislation.
2. Definition	Veteran: a person discharged under honorable conditions who has served in the Armed Forces of the United States during any war or armed conflict as certified by the Pennsylvania Department of Military and Veterans Affairs.
3. Authority	This policy shall apply to all hiring and reduction in force processes of the District.
51 Pa. C.S.A. 7101	Upon reaching the final level of consideration for any position, all other factors being equal, a qualified veteran candidate shall be given preference in hiring over a non-veteran candidate at that level.
51 Pa. C.S.A. 7107	When a reduction in force occurs in an employee group that involve discharge in order of seniority, the District shall add the number of years of military service of a Veteran to his years of service of the District in order to determine seniority for purposes of reduction in force.
51 Pa. C.S.A. 7108	Spouses of deceased or disabled Veterans are to be given the same considerations.
Delegation of Responsibility	The Superintendent or designee shall be responsible for the oversight of the Veteran's preference in all hiring and reduction in force activities.