



*Adopted: 4/15/15\_\_\_\_\_*

*Revised: \_Nov. 15, 2017\_\_\_\_\_*

**405 VETERAN’S PREFERENCE**

**I. PURPOSE**

The purpose of this policy is to comply with the Minnesota Veterans Preference Act (VPA) which provides preference points for veterans applying for employment with political subdivisions, including school districts, as well as additional rights for veterans in the discharge process.

**II. GENERAL STATEMENT OF POLICY**

- A. EMID’s policy is to comply with the VPA regarding veteran’s preference rights and mandated preference points to veterans and spouses of deceased veterans or disabled veterans.
- B. EMID’s policy is also to comply with the VPA requirement that no covered veteran may be removed from public employment except for incompetency or misconduct shown after a hearing upon due notice, upon stated charges, and in writing.
- C. Eligibility for and application of veteran’s preference, the definition of a veteran, and the definition of a disabled veteran for purposes of this policy will be pursuant to the VPA.
- D. When notifying applicants that they have been accepted into the selection process, EMID shall notify applicants that they may elect to use veteran’s preference.
- E. If EMID rejects a member of the finalist pool who has claimed veteran’s preference, EMID shall notify the finalist in writing of the reasons for the rejection and file the notice with the Executive Director.
- F. In accordance with the VPA, no honorably discharged veteran shall be removed from a position of employment except for incompetency, misconduct, or good faith abolishment of position. Incompetency or misconduct must be shown after a hearing, upon due notice, upon stated charges, in writing.
- G. The VPA and the provisions of this policy do not apply to the position of Office Manager, Executive Director, or any person holding a strictly confidential relation to the EMID Board or district.



- Legal References:*** Minn. Stat. § 43A.11 (Veteran’s Preference)  
Minn. Stat. § 197.455 (Veteran’s Preference Applied)  
Minn. Stat. § 197.46 (Veteran’s Preference Act)  
*Hall v. City of Champlin*, 463 N.W.2d 502 (Minn. 1990)  
*Young v. City of Duluth*, 410 N.W. 2d 27 (Minn. Ct. App. 1987)
- Cross References:*** EMID Policy 401 (Equal Employment Opportunity)