

Veterans' Preference

Oregon's Veterans' Preference Law requires the district to grant a preference to qualified and eligible veterans and disabled veterans at each stage in the hiring and promotion process. To be **qualified** for veterans' preference, a veteran or disabled veteran must meet the minimum and any other special qualifications required for the position sought. To be **eligible** for veterans' preference a veteran or disabled veteran must provide certification they are a veteran or disabled veteran as defined by Oregon law¹.

The district is not obligated to hire or promote a qualified and eligible veteran or disabled veteran. The district is obligated to interview all minimally qualified veterans or disabled veterans and to hire or promote a qualified or eligible veteran or disabled veteran if he or she is equal to or better than the top candidate after the veterans' preference has been applied.

A veteran may request a written explanation of the reasons why they were not selected for the position.² Upon written request, the district shall provide the reasons for not selecting the candidate.

Recruitment Procedures

All job postings or announcements will include a concise list of minimum and any special qualifications required for the position. Job postings will include a statement that the district's policy is to provide veterans and disabled veterans with preference as required by law and the job posting will require applicants to provide certification of eligibility for preference, in addition to other requested materials.³

Selection Procedures⁴

Step 1: Before the review of any applications the administration will establish an evaluation scoring guide based on the minimum and any special qualifications listed in the job posting.

¹Oregon Revised Statute (ORS) 408.225: definition of veteran.

² Oregon Revised Statute (ORS) 408.230(5)

³Verification of Veteran's Preference

A veteran will submit: (a) a copy of their Certificate of Release or Discharge from Active Duty (DD Form 214 or 215); or (b) proof of receiving a nonservice connected pension from the U.S. Department of Veterans Affairs. A disabled veteran will submit a copy of their letter from the Department of Veterans Affairs verifying disabled veteran status.

⁴OSBA recommends use of a scored system. If the district chooses not to use a scored system the law requires that the district give special consideration in the district's hiring decision to veterans and disabled veterans and the district will need to be able to demonstrate the method used for providing special consideration." ORS 408.230(2)(c).

- Step 2: The administrator will review the application materials using the above evaluation scoring guide to determine which applicants meet the minimum and any special qualifications listed in the job posting. In assessing the applicant materials of a veteran or disabled veteran the administrator shall evaluate whether the skill experience obtained in the military are transferable to the posted position. In this step the district **does not** apply a veterans' preference. Any applicants that do not meet the minimum and any special qualifications shall be removed from the applicant pool.
- Step 3: Based on Step 2, the administrator determines who will be interviewed. All qualified and eligible veterans or disabled veterans shall be given an opportunity to interview.
- Step 4: Interview questions and scoring sheets will be developed and each scoring sheet must be completed after each interview by the interviewers.
- Step 5: Following completion of the interviews, the administrator shall complete the selection matrix and score the applicants based on the scoring sheets completed during interviews. Veterans' preference points must be applied by adding 5 points to an eligible veteran and 10 points to an eligible disabled veteran.⁵
- Step 6: The administrator makes the offer to the applicant with the highest final score. The district is not obligated to hire or promote a qualified and eligible veteran or disabled veteran.

The district is obligated to hire or promote a qualified or eligible veteran or disabled veteran if they are equal or better than the top candidate after the veterans' preference has been applied.

A veteran may request a written explanation of the reasons why they were not selected for the position. Upon written request, the district shall provide the reasons for not selecting the candidate.

Filing a Complaint

A veteran or disabled veteran is encouraged to contact the administrator if they have any concerns or questions concerning the application of or the process used for veterans' preference.

A veteran or disabled veteran claiming to be aggrieved by a violation of Board policy GBA - Equal Employment Opportunity or this administrative regulation, may file a written complaint with the Civil Rights Division of the Bureau of Labor and Industries (BOLI) in accordance with Oregon Revised Statute (ORS) 659A.820.

⁵The points are based on a 100 point scoring matrix. If a 100 point scoring matrix is not used, the district must use a multiplier equivalent to 5 percent for a veteran and 10 percent for a disabled veteran, or the equivalent.

Certified Rating Form

Applicant: _____

Interviewer: _____

Score Sheet (Record overall score at the bottom.):

Rating Table - Characteristics Ranked

	High				Low	
	5	4	3	2	1	_____
Life Long Learner	5	4	3	2	1	_____
Collaborator	5	4	3	2	1	_____
Strong Instructional Practice	5	4	3	2	1	_____
Moral Commitment Towards Success For All Students	5	4	3	2	1	_____

Score from rating table: _____

Score from questions: _____

Subtotal: _____

Add 5% of the total points possible for veterans' Preference: _____

OR

Add 10% of the total points possible for disabled veterans' preference: _____

Total overall score: _____

Classified Rating Form

Applicant: _____

Interviewer: _____

Score Sheet (Record overall score at the bottom.):

Rating Table - Characteristics Ranked

	High				Low		
	5	4	3	2	1	_____	
Attitude	5	4	3	2	1	_____	
Personality	5	4	3	2	1	_____	
Adaptability/Compatibility	5	4	3	2	1	_____	
Skills	5	4	3	2	1	_____	
Seniority/Experience (Job Related)	5	4	3	2	1	_____	
Training (Job Related)	5	4	3	2	1	_____	
Professionalism	5	4	3	2	1	_____	
Response (To Interview Questions)	5	4	3	2	1	_____	

Score from rating table: _____

Score from questions: _____

Subtotal: _____

Add 5% of the total points possible for veterans' Preference: _____

OR

Add 10% of the total points possible for disabled veterans' preference: _____

Total overall score: _____