

# Provo City School District

## Policy Series: 5000 Personnel



5020 P8

## Hiring Preference of Veterans and Veterans' Spouses

### Definitions:

1. Veteran: same meaning as defined in [Utah Code § 68-3-12.5 \(42\)\(a\)](#)
2. Service member: a currently serving member of the armed forces
3. Individual with a disability: a veteran or service member who has established the existence of a service-connected disability or is receiving compensation, disability retirement benefits, or a pension because of a public statute administered by the United States Department of Veterans affairs or a military department.
4. Preference eligible: any individual who is a veteran or service member, an individual with a disability, the spouse or surviving spouse of a veteran or service member, a purple heart recipient, or a retired member of the armed forces.

### Veterans Preference

When considering candidates for employment in the District, the District shall grant a veteran's preference to each preference eligible individual as defined in this Policy. The personnel or human resource officer of the District shall add to the score of a preference eligible individual who receives a passing score on an examination, or any rating or ranking mechanism used in selecting individuals for employment in the District the following:

1. Five percent (5%) of the total possible score if the individual is a veteran or service member;
2. Ten percent (10%) of the total possible score if the individual is a veteran or service member with a disability or a purple heart recipient; or,
3. If the individual is a spouse or surviving spouse, the same percentage increase that the qualifying veteran or service member is, or would have been, entitled to.

Preference eligibility shall be added to a minimum of one step in the process. A preference eligible person who applies for a position that does not require an examination shall be given preference in interviewing for the position. If all other circumstances relevant to employment are equal among candidates, then a preference shall be given to the veteran applying for a position with the District.

### Legal References

[Utah Code § 68-3-12.5\(42\)\(a\) \(2024\)](#)

*Utah Code § 71A-1-101(7), (9), (10) (2023)*  
*Utah Code § 71A-2-101(1)(b) (2024)*  
*Utah Code § 71A-2-101(1)(c) (2024)*

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