



SCHOOL BOARD OF POLK COUNTY

P.O. BOX 391
BARTOW, FLORIDA 33831

(863) 534-0500

1915 SOUTH FLORAL AVENUE
BARTOW, FLORIDA 33830

NAME:		
DATE OF APPLICATION:		
POSITION APPLIED FOR:		
Are you a veteran?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Are you requesting veteran's preference?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
If requesting veteran's preference, please indicate (X) the appropriate category in #2 below.		
Have you ever been employed by any governmental entity within the State of Florida or any political subdivision of the state to include public school districts?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Are you a resident of Florida?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Do you have the required documents to support your request for veteran's preference?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Copies of document(s) are supplied as attachments to this form.	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Proof of any Armed Forces of the United States Expeditionary Medal or the Global War on Terrorism Expeditionary Medal must be provided. (Military Discharge or DD Form 214 when claiming the appropriate category.)		

1. GENERAL

Chapter 295, Florida Statutes, sets forth certain requirements for public employers to accord preferences, in appointment, retention and promotion, to certain veterans and spouses of veterans who are Florida residents. The relevant portions of the law apply to the state and its political subdivisions including school districts.

2. CATEGORIES OF PROTECTED INDIVIDUALS

Section 295.07, Florida Statutes, extends veterans' preference to:

- A veteran with a service-connected disability who is eligible for or receiving compensation, disability retirement, or pension under public laws administered by the U.S. Department of Veterans Affairs and the Department of Defense.
- The spouse of a veteran who cannot qualify for employment because of a total and permanent service-connected disability, or the spouse of a veteran missing in action, captured, or forcibly detained by a foreign power.
- A veteran of any war who has served on active duty for one day or more during a wartime period, excluding active duty for training, and who was discharged under honorable conditions from the Armed Forces of the United States of America. A veteran who served honorably but who has not met the criteria for the award of a campaign or expeditionary medal for service in Operation Enduring Freedom or Operation Iraqi Freedom, qualifies for preference in appointment, effective July 1, 2007. The service dates are defined as follows:
 - Operation Enduring Freedom – October 7, 2001 to date to be determined.
 - Operation Iraqi Freedom – March 19, 2003 to date to be determined.
- The unmarried widow or widower of a veteran who died of a service-connected disability.
- Any Armed Forces Expeditionary Medal, as well as the Global War on Terrorism Expeditionary Medal are qualifying for Veterans' Preference.

3. REQUIRED NOTICE BY EMPLOYERS

- Public employers must give notice in all announcements and advertisements of vacancies, that preference in appointment will be given to eligible veterans and spouses, and application forms must inquire whether the applicant is claiming veterans' preference, and whether the applicant has claimed such a preference.
- The regulations provide that an applicant claiming preference is responsible for providing required documentation at the time of making application, but also state that the covered employer must inform applicants of the requirements for documentation.

4. PREFERENCE REQUIRED AT EACH STEP

An eligible veteran is entitled to preference at each stage of the hiring process; however, the preference is not absolute.

5. EMPLOYMENT PREFERENCE WHEN A NUMERICALLY BASED SELECTION PROCESS IS USED

The School District of Polk County does not use a numerically based selection process.

6. PREFERENCE WHEN A NUMERICALLY BASED SELECTION PROCESS IS NOT USED

- Preference must be given to protected individuals provided such persons possess the minimum qualifications necessary to the discharge of the duties involved.
- The rule defines "minimum qualifications" to mean a "specification" of the kinds of experience, training, education and/or licensure or certification that provides "appropriate job-related evidence that an applicant possesses the minimum required knowledge, skills, and abilities necessary to the discharge of the duties involved."

7. OTHER PROVISIONS REGARDING PREFERENCE

- Veterans' preference in perpetuity: A person eligible for veterans' preference in appointment (defined by s. 295.07, FS) does **not** forfeit employment preference eligibility once that veteran or eligible spouse of the veteran has been employed by a state agency or any political subdivision of this state. Effective July 1, 2007, Florida law restores veterans' preference in employment for all categories of protected individuals previously employed by a state agency or any political subdivision of this state.
- Preference in layoffs: Where a layoff is necessitated in a covered position, similar preferences must be given to the covered employee in the retention process.
- Preference in reinstatement or reemployment: When an employee in a covered position leaves employment for the purpose of serving in the armed forces, he or she is entitled to reinstatement or reemployment upon release or discharge from active military service.
- Promotion preference: Promotion preference applies only to a veteran's first promotion after reinstatement or reemployment, without exception.

For additional information: <http://www.floridavets.org/benefits/veteranspref.asp>