

# Emery County School District



## Policy DKAB—Hiring Preference of Veterans and Veterans' Spouses

Date Adopted: 12 March 2025

Current Review / Revision: **First Reading for Consent 11 February 2026**

### Definitions—

For purposes of this Policy, “veteran” has the same meaning as defined in Utah Code § 68-3-12.5. “Service member” means a currently serving member of the armed forces. An “individual with a disability” means 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.

[Utah Code § 68-3-12.5\(42\)\(a\)](#)

[Utah Code § 71A-1-101\(7\) \(9\), \(10\) \(2023\)](#) [Utah Code § 71A-1-101\(8\), \(10\), \(11\) \(2025\)](#)

[Utah Code § 71A-2-101\(1\)\(b\)](#)

For purposes of this policy “preference eligible” means 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.

[Utah Code § 71A-2-101\(1\)\(c\)](#)

### 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.

[Utah Code § 71A-2-102](#)

