

Disability Preference, Veteran's Preference and Re-Employment Rights

The Board of Regents extends special rights or privileges in the Civil Service recruitment process to individuals with disabilities and state employees who have been laid off. In addition, preference is provided to veteran's who apply for any BOR position.

The electronic application form includes a section for indicating if one of these rights or preferences is being claimed. Applicants must click the appropriate box when completing the application form.

The following provides more information on each of these particular areas. For additional information, contact any of the Human Resource offices listed in the "Contact Us" section of this webpage.

Disability Preference

All announcements for Civil Service positions extend preference to individuals with severe disabilities unless otherwise noted. Individuals seeking preference for a disability must contact a state rehabilitation counselor for certification.

Veteran's Preference

Pursuant to SDCL 33A-2-1, a Veteran is defined as any person who:

- (1) Has served the full obligation for active duty, reserve, or National Guard service in the military, or received an early discharge for a medical condition, hardship, reduction in force, or at the convenience of the military; and
- (2) Has been separated or discharged from such service honorably or under honorable conditions.

South Dakota provides veteran's preference in employment based on the criteria below:

- 1) Honorably discharged.
- 2) A citizen of the United States.
- 3) Having served under qualifying conditions (see [South Dakota Codified Law \(SDCL\) 33A-2](#)).
- 4) Meets the minimum qualifications for the position.

If you meet these eligibility requirements, you should provide a copy of your DD-214 (member's copy 4 which identifies your character of service) or NGB 22 form when you first apply for a job within the South Dakota Board of Regents.

Once eligibility is established, you do not need to resubmit your DD-214 or NGB 22 with your application for future openings. Applicants eligible for veteran's preference will receive an interview if they meet the minimum qualifications for the position.

Unmarried Spouse of Deceased Veteran

The unmarried spouse of an eligible veteran who died while in service, or died later from a service-connected cause, is entitled to the same preference as an eligible veteran, provided the spouse has the qualifications to do the job in question.

Spouse of Disabled Veteran

If a disabled eligible veteran is unable to exercise his or her right to a veteran employment preference due to the disability, the veteran's spouse is entitled to the same preference, provided the spouse has the qualifications to do the job in question.

If you qualify under this eligibility criterion, please provide a copy of the DD-214 in order to establish eligibility

Re-Employment Rights

Status employees who have been laid off in accordance with the provisions of the layoff plan, or who have accepted demotions in lieu of a lay off shall be entitled to have their names placed on a state-wide re-employment register for any Civil Service openings for which they meet minimum qualifications. An employee who is eligible for reemployment with one institution is eligible for re-employment with any South Dakota Board of Regents institution and any other agency in state government.