According to Texas Government Code, Section 657.003, an individual who qualifies for a veteran’s employment preference is entitled to a preference in employment with or appointment to a state agency over the other applicants for the same position who do not have a greater qualification.

Who qualifies for a veteran’s employment preference?
Texas Government Code, Section 657.002 states the following individuals qualify for a veteran’s employment preference:

1. A veteran, including a veteran with a disability;
2. A veteran’s surviving spouse who has not remarried; and
3. An orphan of a veteran if the veteran was killed while on active duty.

How do you request veteran’s employment preference?
When completing a Lee College application, on the Voluntary Self-Identification of Veteran Status page, select the “Yes” option in the question asking if you are claiming veteran’s employment preference in accordance with Texas Government Code, Section 657.003.

If you are requesting veteran’s employment preference you must submit a copy of the service discharge form DD 214 and, if applicable, form DD 1300, death, birth and/or marriage certificates to the Lee College Human Resources Office. To qualify for veteran’s preference, verifying documentation must be submitted to the Human Resources Office prior to an offer of employment.

Frequently Asked Questions:
How do I know if I am eligible for a veteran’s employment preference?
You are eligible for veteran’s employment preference if you meet all of the following qualifications:

- Served in: The Army, Navy, Air Force, Marine Corps or Coast Guard of the United States or the United States Public Health Service under Title 42, United States Code Section 201 et seq; as amended or the Texas Military Forces as defined by Texas Government Code, Section 437.001; or an auxiliary service of one of the branches of the armed forces; and
- Was honorably discharged from the military service.

If you meet all of these qualifications, you should respond “Yes” to the veteran’s employment preference question on the application.

Is a surviving spouse or orphan eligible for veteran’s employment preference?
A veteran’s surviving spouse that has not remarried or an orphan of a veteran qualifies for veteran’s employment preference if the veteran was killed while on active duty.

If you meet these qualifications, you should respond “Yes” to the veteran’s employment preference question on the application.

What if I do NOT meet these requirements?
If you do not meet these requirements, you are NOT eligible for veteran’s employment preference. Therefore, you should respond “No” to the veteran’s employment preference question on the application.

Veteran’s Employment Liaison
For information regarding veteran’s employment preference, contact Amanda Summers, Director of Human Resources, by email (hr@lee.edu) or phone (281-425-6875).