

The district will not hire or recruit a person for employment if it knows the person is not a citizen of the United States and is not authorized to be employed in the United States.

Reliable documentation of eligibility is required for employment from all persons hired. "Reliable documentation" as set out in federal law includes one or more of the following:

A. A United States passport or U.S. passport card or a resident alien card or alien registration receipt card containing a photograph of the prospective employee that indicates the person is authorized to work in the United States

OR

B. A Social Security card or other documentation issued by the United States Government showing authorization to work in the United States and a driver license or similar identification document containing a photograph of the prospective employee.

Within three business days of hire, the district will complete for each new employee the verification form or forms required by the United States Government. The district will retain such forms for at least three years for persons not hired. For persons hired, the district will retain such forms for at least three years or until one year after the person leaves the district's employment, whichever is later.

The district will protect the privacy of the information collected pursuant to this procedure.