

Salinas Union High School District

All Personnel

Regulation #4011.2

LEGAL

STATUS

REQUIREMENT

Within three business days of hire, the Superintendent or designee shall physically examine the documentation presented by the employee establishing his/her identity and employment eligibility as set forth in INS Form I-9. The employee may present either an original document that establishes both employment authorization and identity or two separate original documents that establish authorization and identity. Only unexpired documents are acceptable. (8 CFR [274a.2](#))

(cf. [4030](#) - Nondiscrimination in Employment)
(cf. [4032](#) - Reasonable Accommodation)

The Superintendent or designee shall:

1. Ensure that the documents presented appear to be genuine and relate to the individual
2. Complete the "Employer Review and Verification" section of the Form I-9. (8 CFR [274a.2](#))

Persons employed for three days or less must provide such documentation on their first day. (8 CFR [274a.2](#))

If unable to provide satisfactory documentation because the document was lost, stolen, or damaged, the employee shall furnish a receipt indicating that a replacement document has been requested. This receipt must be presented within three days of the hire, and the replacement document must be provided within 90 days of the hire. (8 CFR [274a.2](#))

If an individual's employment authorization expires, the Superintendent or designee must re-verify the I-9 form, by noting the document's identification number and expiration date on the form, no later than the date the work authorization expires. The employee shall present a document that either shows continuing employment eligibility or a new grant of work authorization. (8 CFR [274a.2](#))

After examining the documents presented, the Superintendent or designee shall copy them. Such copies shall be retained with the individual's I-9 form. The documents shall be kept confidential and used only as needed to help justify the District's past decision to accept the documents as valid.

(cf. [4112.6/4212.6/4312.6](#) - Personnel Files)

The District shall retain an individual's Form I-9 forms for three years after the date of the hire or for one year after the date the individual's employment is terminated, whichever is later. (8 CFR [274a.2](#))

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