

**REDUCTION IN PROFESSIONAL STAFF WORK FORCE**  
***(Instructional Personnel)***

The Board of Education may place as many teachers on unrequested leave of absence as may be necessary due to a decrease in student enrollment, school district reorganization or the financial condition of the school district. The Board of Education shall be the sole judge that one or more of the above conditions exist.

If it becomes necessary to reduce the number of certificated, professional staff members in the district through unrequested leaves of absence, the following philosophy will govern the reduction:

*Because the school district exists for the students, and the main obligation of the Board of Education is to provide an education for the district's students, and not to provide employment, the Board will, through procedures carried out by the administration, determine which employees can best serve the needs of the students.*

\* \* \* \* \*

***Note: The reader is encouraged to check the index located at the beginning of this section for other pertinent policies and to review administrative procedures and/or forms for related information.***

Tentatively Approved: 03/19/09

Adopted: 5/21/09

Revised:

Cross Refs: FC, School Closings, Consolidations and Reorganizations

Legal Refs: § 168.124, RSMo,  
Mo. Atty. Gen. Op., 101 - 83  
*Fast v. School District of Ladue, et. al.*, 728 F.2d 1030 (8th Cir. 1984)

East Carter County R-II School District, Ellsinore, Missouri