

**PATTONVILLE SCHOOL DISTRICT**

**EPS Code: GCPA**

**District Code:**

**REDUCTION IN FORCE**

When it becomes necessary to reduce the number of certified staff members in the district, the following philosophy will govern their release:

"Because the school exists for the child and the main obligation of the Board of Education is to provide the best education possible and only incidentally to provide employment to carry out this main obligation, the Board of Education will, through procedures carried out by the administration, determine which teachers can best serve the needs of the student."

The spirit of this philosophy provides the district with the following policy:

The Board of Education of the Pattonville School District shall exercise the responsibility of reducing the certified staff in accordance with Missouri Statutes and the procedures/guidelines described herein. Specifically, permanent teachers shall be retained on the basis of performance-based evaluations and seniority (however, seniority shall not be controlling) within the field of specialization.

Adopted: November 10, 1981

Revised: April 28, 1992

Revised: February 25, 2003

Legal Refs.: §168.102-130