

Policy GCPA: REDUCTION IN PROFESSIONAL STAFF WORK FORCE

Status: ADOPTED

Original Adopted Date: 04/01/1989 | **Last Revised Date:** 09/01/2025 | **Last Reviewed Date:** December 18, 2025
09/01/2025

The board of education is charged with governing an efficient, financially stable district that maintains adequate staffing to meet the district's long-term goals. If the district needs to reduce staffing, care will be taken to follow the law and provide notice to impacted employees. The district will consider all options, including not renewing employee contracts and not filling vacant positions, but depending on the district's needs, the board may take additional steps to reduce the district's work force.

Teachers

In accordance with law, and after considering the superintendent's recommendations, the board may place as many teachers on unrequested, unpaid leaves of absence as may be necessary due to school district reorganization, the financial condition of the school district, or a decrease in student enrollment. The board shall be the sole judge that one or more of the above conditions exist.

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Dent-Phelps R-III School District, Salem, Missouri

Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State

§ 168.124, RSMo.

Description

[State Statute](#)

MO COURT

[Dwyer v. Kansas City Missouri Sch. Dist., 451 S.W.3d 704 \(Mo. Ct. App. 2014\)](#)

Mo. Atty. Gen. Op. 101-83

[Mo. Atty. Gen. Op. 101-83](#)

Federal

FEDERAL COURT

Description

[Boner v. Eminence R-1 Sch. Dist., 55 F.3d 1339 \(8th Cir. 1995\)](#)

FEDERAL COURT

[Fast v. Sch. Dist. of Ladue, et. al., 728 F.2d 1030 \(8th Cir. 1984\)](#)

Cross References

Code

Description

