

## EQUIVALENCE IN STAFFING

In order to preserve the concept of equity for each student, regardless of grade or attendance are, it is the policy of the Monroe County Board of Education to make a concerted effort to comply with state mandated pupil-teacher ratios in each classroom in the county.

At the same time, all efforts will be made to insure that the most competent, qualified teachers, principals and service personnel available will be employed to staff all schools in the county. Because the quality of the staff hired by the board is essential to an effective, productive educational program, the board and the administration will make every effort possible to attract and retain the best qualified personnel. The finest eligible applicants will be sought for each position without regard to race, ethnicity, creed, national origin, gender, age marital status, or place of residence. The laws governing hiring will be used as the final mode of selecting the prospective employee.

Likewise, every attempt will be made to insure that all schools are comparably staffed, not only with regard to qualification of personnel, but also with regard to numbers of staff compared to numbers of students. Class sizes will be in accordance with the school laws of West Virginia. The effects of new positions in relation to pupil-teacher ratios will be considered for any school in the system. Each school's enrollment and staffing needs will be considered annually to insure that such equivalence in staff patterns is maintained.

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Amended: Board of Education Minutes - 6/1/98