

Board Approved 3-15-11

Plan

Lamar School District will use their job funding allocation for compensation and benefits to retain instructional, technology and other staff not used for the purposes of meeting ADE minimum requirements for staffing. These employees are locally funded and meet the requirements for use of the Education Jobs Fund Program and will not create any new recurring financial obligations for the district.

Goal Justification

Paying compensation and benefits of local funded employees not needed to meet ADE minimum staffing requirements will alleviate local funding allowing for equitable bonuses and/or salary increases as the Lamar School Board finds appropriate. Lamar School District's plan will also eliminate the potential loss of jobs in the near future should the economy begin to create unanticipated fiscal problems within the district. The loss of jobs would have a direct and immediate negative impact on our students; therefore the plan meets the goal of student achievement by continuing to provide the high quality student direct services necessary for academic success.