

Article 10 - Job Shares

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- 2 10.1 Job sharing shall refer to two (2) permanent status unit members on regular contracts sharing one (1)
- 3 teaching assignment. Two unit members may share an assignment for a minimum of one (1) year. Job
- 4 applications for a job-sharing assignment for the following school year shall be filed with the District no later
- 5 than March 1. The Assistant Superintendent of Human Resources through consultation with the members'
- 6 immediate supervisor(s) shall approve or deny requests and notify, in writing, the applicants of his/her
- 7 decision by May 1. If a request is denied, the applicants shall be notified, in writing, of the rationale for the
- 8 denial. Notwithstanding other provisions of this Agreement, job-sharing unit members' wages, benefits,
- 9 and paid leaves shall be prorated relative to the actual time worked. In no event shall the total number of
- 10 health and welfare benefits for the job-sharers exceed the amount the District would have paid if the
- 11 position had not been shared. While it is expected that the number of duty days for each member will be
- 12 proportionate to the percentage of the job each occupies, in order for the program to work effectively, it is
- 13 expected that both participants will be responsible for presenting a plan to their supervisor for approval in
- 14 which these activities are covered in order to insure consistency and maintain the integrity of the program:
- 15 staff development days, parent conferences, staff meetings.
- 16 10.2 Teachers entering a job-share shall be considered to be full-time teachers entering into a partial leave of
- 17 absence. As a result, they retain all the rights to regain full-time employment the following school year
- 18 enjoyed by an employee on a leave of absence.
- 19 10.3 Each job-sharing unit member shall accumulate time from year to year for the purpose of a salary schedule
- 20 experience increment until completion of an equivalent of at least 75% of a one-year full-time assignment.
- 21 10.4 Upon request of the two unit members, a job-sharing assignment may be renewed provided the two unit
- 22 members notify the District prior to March 1. Qualified unit members must submit a complete application
- 23 each year they wish to be considered for a renewal. In the event the two unit members fail to notify the
- 24 District of their desire to continue the job-sharing assignment, or in the event the District does not approve
- 25 the continuance of the assignment, the unit members shall be returned to full-time assignments.

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10.5 If a unit member on a regular contract is in a job-sharing assignment and elects to return after the first year to full-time teaching, the unit member will be returned to his/her original school. If a unit member on a regular contract is in a job-sharing assignment for more than one (1) year and elects to return to full-time teaching, the unit member will be assigned to the first available full-time teaching position for which he/she is certificated and in conformance with the provisions of this Agreement.