

### **Job Sharing**

The District supports the concept of job sharing defined as two half-time staff members being hired to fill one personnel unit.

The principal or department head will have the option of recommending the dividing of one personnel unit into two half-time units after conferring with the assistant superintendent for human resources.

Personnel used to fill the half-time position will hold the appropriate credentials of the position.

The assignment and contract will be for the current year only, with no guarantee of continued employment after the term of the contract.

A staff member hired for a half-time position will sign a statement in which he or she recognizes the following:

1. Future contracts will be offered for only a half-time position as follows:
  - a. Provided the position is available;
  - b. Provided the principal or department head chooses to continue to fill the position as a half-time position; and
  - c. Unless there is a full-time position available that the principal or department head chooses to offer to the half-time staff member.
2. The half-time staff member is eligible for one-half of allocated sick and local leave days.
3. The principal or department head will have the flexibility to schedule the work hours as necessary in the schoolmaster schedule/workday.
4. The half-time staff member is eligible for District benefits. The District pays one-half of the District's contribution towards the premiums; the staff member pays the balance.
5. The half-time staff member may be eligible for one-half the Teacher Compensation Allotment (formerly Career Ladder), if eligible, prorated over the number of days worked provided he or she works a total of 90 full days (180 half days).
6. The half-time staff member is not guaranteed a lunch period nor, in the case of teachers, a conference period.
7. The half-time staff member may be required to attend after-hours meetings at the discretion of the principal or department head.

8. The half-time staff member may be asked to perform extra-duty assignments at the discretion of the principal or department head.
9. The half-time staff member will be required to attend team/faculty/department meetings.
10. The half-time staff member will be required to attend half-time day(s) of all staff development/preparation activities. Attendance beyond the half-time day will be optional with no additional compensation.