



PERSONNEL

4212.6

Job-Sharing

The Board of Education approves in principle the concept of job-sharing in certificated positions in this school system.

The Board of Education recognizes that maximum benefits from job-sharing will require care in detailed arrangements to be made by the administration with the cooperation of staff members and the MEA.

Among the elements of job-sharing to be considered by the administration in setting up needed arrangements will be:

- sharing of responsibilities
- time division
- salary and fringe benefits splits
- cost effectiveness
- flexibility of arrangements
- effects upon the school's budget
- team compatibility
- intra-team communication
- intra-team coordination
- relations with other staff
- supplementing team talents
- personality conflict

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Job-Sharing

Job-sharing in this school system is approved in principle by the Board of Education.

Job-sharing shall refer to two unit members sharing one full-time position. It is distinct from team teaching which requires both teachers to be on the job full time. Job-sharing is also distinct from part-time teaching where the position itself calls for less than a full-time teacher.

Each situation will be considered on its own merit - without setting precedent for future decisions on job-sharing.

The administration reserves the right to deny job sharing requests when the administration determines that it is not in the best interest of the school system.

Application

In applying for a job-sharing position, the applicants will submit to the superintendent and the MEA a proposal which must include precise statements concerning the following:

- The prior relationship of the partners
- The division of tasks between partners
- Time scheduling
- Provisions for communication between the partners
- Provisions for communication between the partners and the rest of the staff
- Benefits to students
- Benefits to the partners
- Benefits to the school system

The superintendent of schools will make the final decision on whether the application for job-sharing will be approved.

Salary and Fringe Benefits

The staff members participating in a job-sharing program shall be governed by the salary and fringe benefit terms of the existing MEA contract pro-rated to time employed.

Job Coverage

In the event either teacher is unable to fulfill the responsibilities of the assignment due to illness, disability or termination, the remaining job-sharing teacher agrees, when possible, to assume the entire teaching responsibility until a replacement teacher can be found. The job-sharing partners also agree to substitute, when possible, for one another on a daily basis when necessary.

Formal Agreement

Each member of the job-sharing team and the MEA will be required to sign a "job-sharing agreement" the duration of which shall be for one school year. Renewal of the job-sharing commitment is necessary at the beginning of each school year.

Termination

The superintendent may terminate the job sharing arrangement if he or she determines it is in the best interest of the school district.