

ARTICLE 18: SHARED TEACHING

18.1 Definition

Job sharing is a plan whereby two (2) unit members voluntarily share the teaching responsibilities of one full-time position.

18.2 Eligibility

A unit member covered by this Agreement

18.3 Responsibilities

18.3.1 The unit member shall have been in a permanent, probationary or temporary status with the District. The unit member shall sign a one-year job-sharing agreement in conformance with this program, and agrees to return to full-time status. Job-sharing plans may vary from school to school, but the opportunity for shared teaching should be equally available at all school sites.

18.3.2 A unit member may participate in this program on year-to-year basis, with approval by the District. The District shall inform the unit member of the rationale for granting or denying the additional year.

18.3.3 The exact percentage of student contact time each unit member shall work shall be agreed upon by the unit members involved and the principal. Both unit members shall be responsible for cooperative planning time to maintain consistency in curriculum and discipline.

18.4 Length of Job-Sharing Contract

The program shall be one (1) year duration.

18.5 Compensation

18.5.1 Any reduction in unit member status from full-time will result in a proportionate reduction in his/her salary, benefits, State Teachers Retirement System, and movement on salary schedule. Service rendered under the shared teaching portion of this Article shall accumulate towards credit for one (1) year service and movement on the salary schedule. That is, if a unit member serves fifty (50) percent the second year, the unit member will make one (1) step advancement on the salary schedule the beginning of the third school year.

18.5.2 The total fringe benefit cost to the District when two (2) unit members are employed in a shared teaching assignment, shall not be greater than if no job sharing existed. The unit members shall be entitled to receive prorated District fringe benefit coverage contributions in the same ratio as his/her service bears to full-time employment, and may purchase remaining insurance at the District group rate.

18.6 Request Procedures

18.6.1 Request(s) must be initiated by the unit member(s) to enter shared teaching.

18.6.2 Job-sharing unit members shall submit a work plan that meets with the approval of the Superintendent or his/her designee, no later than April 1 of the preceding year.

18.6.3 Applications are subject to final approval by the District.

18.7 Conformance to Agreement

The plan submitted by the unit members and approved by the District shall be in conformance with all Articles and provisions of this Agreement.