

TA

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TUTA Counterproposal
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13.6 JOB SHARING

13.6.1. Members of the unit, subject to the approval of Administration, shall be permitted to job share. Job sharing shall refer to two (2) unit members sharing one (1) full-time position.

13.6.2. For members of the unit wishing to participate in job sharing, the following conditions shall apply:

- (a) Any assignment/opening may be made available to job sharing for certificated staff who have obtained tenure, and who have not had an unsatisfactory evaluation in their last evaluation cycle, and who indicate by ~~April 15~~ March 1 annually, in writing, to the Human Resources Office their desire to job share. The unit member's site principal or program manager must approve the job share and its division of responsibilities. The final decision shall be made by the district chief personnel officer.
- (b) Job sharing assignments shall be filled only by teachers who have agreed to work together. Responsibilities of the assignment by two (2) job sharers may be divided and/or allocated according to the plan designed by the job sharers with the approval of their immediate supervisor.
- (c) Each job sharer shall be responsible for participating in and/or being informed about faculty meetings, district meetings, parent conferences and extra duties required of full-time staff.
- (d) ~~The language in this section shall become effective for all job shares, including on-going job shares, at the start of the 2006-07 school year.~~

Job shares shall retain their place on the certificated salary schedule. For purposes of calculating career increments, during the duration of a job share, each party shall continue to accrue years of service on a year-for-year basis.

For purposes of salary schedule advancement, in order to advance one step on the salary schedule, each member of the job share must separately contract for more than 75% full time equivalent (FTE) and must work 75% or more of the number of days in a contracted year.

However, each individual may accrue those percentages over two consecutive work years with no year counting more than one time.

The employees will also be given the appropriate added increments for honoraria proportional to their percentage of employment.

- (e) Unit members working in job sharing positions shall receive prorated amounts of health, welfare and leave benefits. Contributions to STRS shall be proportionate to the time served and the salary earned.
- (f) Job sharers will substitute for each other whenever possible and shall receive the daily substitute rate of pay for that time served as a substitute.
- (g) Job sharers who were previously full-time staff members and who wish to return to full-time assignments in the subsequent year must inform the Human Resources Office of their intent by March 1 of the year prior to their intended return. They shall be allowed to return to full-time status when vacancies exist for which they are qualified.
- (h) Unit members exercising the option to job share shall take an unpaid leave of absence for the portions of their contract shared. Unit members participating in job sharing shall retain their original hire date within the district.
- (i) If one of the job share partners leaves the position during a school year, the remaining unit member shall do one of the following:
 1. Assume the vacant part of the position,
 2. Find a new approved job share partner within thirty duty days from the date of the original partner's last day of service (the District shall provide a substitute teacher for the absent partner during this period, if requested), or
 3. Accept the job share partner assigned by the District for the remainder of the current school year.
- (j) ~~Unit members exercising the option to job share shall take an unpaid leave of absence for the portions of their contract that are shared.~~ Job shares shall be approved one year at a time. Extensions may be granted by the District's chief personnel officer. Denials for renewal shall not be arbitrary, capricious, or without basis in fact. After five (5) years, unit members must either return to full time status or resign the rights to that portion of their job shared by their partner.