

The Policy Committee is recommending the elimination of human resources policy #4045 Job Sharing for the following reasons:

- We have had no true job shares for over seven years.
- Benefits are no longer available to those who work half-time (must work a minimum of 30 hours per week to be benefit eligible).
- When one half of the partnership dissolves it can be difficult to recruit half-time positions without offering benefits.
- Administration believes accommodating part-time positions can be accomplished without this policy, as we presently do so with certain positions shared with curriculum.

## ~~4045 Job Sharing~~

~~Campbell County School District will consider job sharing proposals from teachers who desire such an opportunity. Only the teachers involved may initiate such proposals. All tenured District employees with appropriate teaching certification may apply to job share. Applications are to be submitted to the Director of Human Resources.~~

~~The principal of the building in which the job sharing would take place must provide a recommendation for or against the job sharing proposal to the Director of Human Resources.~~

~~Job sharing partnerships are subject to the following guidelines:~~

~~Each partner will be, as much as possible, responsible for an equal portion of the total assignment. The specifics of each assignment will be determined by the building principal.~~

~~Both partners are to attend all pre-service workshops and all in-service programs scheduled during the year.~~

~~All duty assignments are to be covered.~~

~~Both job sharing partners are to be present at all scheduled faculty meetings.~~

~~The salary for each job sharing partner will be 50% of the salary that person would earn if he/she were employed in that position full-time.~~

~~The building principal has the right to recommend termination of a job sharing partnership if in his/her judgment the partners are not compatible or the partnership is not functioning as a benefit to the students. Such recommendation is to be made to the Associate Superintendent for Instruction who will make a recommendation to the Shared Governance Council. The Superintendent will make a final recommendation to the Board of Trustees.~~

~~Although the job sharing partners have the right to recommend the termination of a partnership, such termination must have the approval of the building principal and the Associate Superintendent for Instruction. The Associate Superintendent for Instruction will make a recommendation to the Shared Governance Council. The Superintendent will make a final recommendation to the Board of Trustees.~~

~~If a job-sharing partnership is ended, each tenured partner will continue to be eligible for a half-time position, provided a vacancy exists for which he/she is qualified.~~

~~Teachers who enter into job-sharing partnerships will accrue seniority during such partnerships at one-half the rate of a full-time staff member.~~

~~ADOPTION DATE: August 20, 1968; Editorial Revision August 14, 1984; August 13, 1991; Revised June 14, 1993 (formerly 4111.2); Reviewed March 24, 1997; Reviewed January 10, 2006~~ **Rescinded February 22, 2022**

~~LEGAL REFERENCE(S):-~~

~~CROSS REFERENCE(S):-~~

~~ADMINISTRATIVE REGULATION:-~~