

Job-Sharing in Professional Staff Positions

For the purposes of this policy, job-sharing shall mean the occupation of a single, full-time staff position by two probationary or nonprobationary teachers with each assignment being half-time each day or full-time for one semester for the entire contractual year. Both teachers of a job-sharing team shall be certified and qualified for the shared job position.

Elementary teachers may job share on a half-time daily basis only.

In the case of secondary school assignments where sharing a teaching position in the same manner each day would lead to an unbalanced work load, teaching schedules shall be arranged in a manner to provide for an equal workload between the participants during the course of the school year.

All agreements for job-sharing and/or renewal for the next school year shall require the approval of the principal and the superintendent prior to the regular May meeting of the Board of Education. In order for a shared position to be approved, the two teachers shall complete an application form mutually agreed upon by the district.

Teachers who so choose may agree to share one job position for a period of time of not less than one year. Job-sharing agreements may be renewed for succeeding years.

Participants in job-sharing shall agree to half-time teacher status at half their annual salary as determined by their positions on the adopted salary schedule as a full-time teacher at the time they begin the job-sharing assignment. Special assignments shall continue to be paid at their full rate as listed on the interscholastic activities salary schedule.

Continuous full-time service shall accrue for a teacher in a shared time position. In other words, teachers shall move one vertical step on the certificated salary schedule for each contract year completed in a job-sharing arrangement.

A nonprobationary teacher returning from a job-sharing team after two or more consecutive years shall be assigned to an available position in the district for which the teacher is qualified.

Vacancies created by teachers forming a job-sharing team shall be filled on a one-year terminal contract for the first year of job-sharing.

Adopted April 16, 1991

Dolores School District Re-4A, Dolores, Colorado