

ABCE Proposal #31  
June 21, 2022

T.A. [initials]  
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6/22/22

8.7 Job-Sharing - A teacher on tenure (continuing contract or professional service contract) may, at the discretion of the Board, participate in a district job-sharing arrangement. Teachers wishing to job share must find another teacher who also wishes to job share. Both teachers must be certified for the job they are sharing, they must be "Highly Qualified" and both must have received ~~a satisfactory~~ **an effective or highly effective** evaluation for the previous year. Job-sharing arrangements may continue from year to year provided that the teachers request and the Board approves an annual extension and further provided that a job share is not split between two (2) school years.

The application and proposed plan for job-sharing must be approved and acted upon by the immediate supervisor, and submitted to the Superintendent by March 15, preceding the school year for which the job sharing arrangement is requested.

The responsibilities of an assignment by two (2) job-sharing teachers may be divided according to a plan designed by the job-sharing teachers, with the concurrence of the receiving principal or, if there is none, the appropriate administrator. This plan will include but not be limited to, teaching responsibilities, substitution procedures, schedule of work hours and/or days, and attendance at staff meetings, district meetings, parent conferences and field trips.

Participation in job-sharing positions will be placed appropriately on the teacher's salary schedule, and salaries will be prorated according to the time worked. Teachers in job-sharing positions will be eligible for raises or bonuses following the accumulation of more than one-half equivalency of one (1) year of full-time service. Such financial increases will be proportionate to the time worked.

Participants in job-sharing positions will receive a prorated amount of insurance and leave benefits. Contributions to the Teacher's Retirement System will be proportionate to the time worked.

Deleted language is identified with a ~~strikethrough~~.  
New language is identified in **boldface and is underlined**.