

SHARED-TIME TEACHING POSITIONS

The Board of Trustees believes that a significant contribution can be made by teachers wishing to job-share, on a part-time basis. To this end, the Board authorizes the creation of shared-time teaching positions if such meet the needs of the District. The authorization of shared-time teaching positions shall not negatively impact the learning environment. Contracts shall only be written on a one-year basis with no explicit or implicit offer for continued shared-time employment. Therefore, all shared-time teaching positions shall be reviewed and approved or denied on an annual basis.

Guidelines

Approval of Shared-Time Teaching Positions

1. The building principal and the Superintendent/designee shall approve all shared-time teaching positions prior to their creation and annually thereafter.
2. The impact on the student learning environment shall be carefully considered prior to approving any shared-time teaching position.

Impact on Student Learning

1. The continuity of teaching philosophy, instructional practice, and student discipline shall remain intact throughout the daily and weekly schedule for elementary students.
2. Shared-time teaching positions for secondary students shall only be created when there is a natural break in student schedules and they are normally assigned to different teachers for instruction in content areas.

Attendance at Meetings

Teachers who are employed in a shared-time position shall attend all conferences, meetings, and in-service activities as if they were full-time employees.

Salary and Benefits

1. Each shared-time teacher's salary and benefits shall be prorated in relation to a full-time equivalent position.
2. In the event a shared-time teacher works less than thirty (30) hours a week, no medical benefits shall be offered.
3. Sick leave and personal leave shall accrue and accumulate on a prorated basis for shared-time teachers.

Experience for Salary Schedule Placement

Each employee working .5 FTE or less in an approved shared-time teaching position shall accrue one-half (1/2) year credit towards advancement on the District's salary schedule.

DEFINITION:

Shared-time Teaching Position: an established teaching position that may be filled by two (2) or more employees certified to hold the position.

Adopted 10-14-1998 Reviewed _____ Revised 12-12-2007
04-12-2017
09-13-2017