

4105 JOB SHARING

Tandem teaching is defined as the practice of assigning two (2) teachers to fill one (1) full time position, each working one (1) semester. As an alternate, each teacher could work four (4) hours per day for thirty-eight (38) weeks. Other reasonable plans may also be considered. Applications for tandem teaching must be made by May 15.

The following conditions shall be reviewed by the School Board prior to approving tandem teaching assignments:

1. The instructional program is not adversely affected.
2. That a qualified and properly licensed replacement can be employed to fill the vacancy created by the tandem teaching assignment.
3. A teacher on probation or substitute status shall not be eligible for a job sharing position.
4. Selection of teachers to fill the vacancy created by the tandem arrangement shall be made pursuant to terms of the bargaining agreement between the School Board and the Duluth Federation of Teachers.
5. A teacher who is on layoff status or is subject to layoff will not be eligible to assume a job sharing arrangement unless the School Board can be assured that the job sharing relationship will remain intact for the entire school year.
6. Participating teachers will receive one-half (½) of the contract salary he/she would receive for a thirty-eight (38) week period. In addition, all monetary and non-monetary fringe benefits shall be provided consistent with the terms of the collective bargaining agreement except:
 - a. life and long term disability coverage shall be discontinued during any semester in which the teacher does not work;
 - b. salary shall not be paid in advance of work performed;
 - c. health insurance shall be paid for both participants for a full year provided the total salary paid both teachers working on a half (½) time basis will be the same or less than employing one of the teachers on a full time basis. Alternatively, where insufficient savings exists in one (1) tandem teaching arrangement, health insurance may still be provided if the savings of the group (all approved tandem teaching arrangements) is sufficient to provide coverage of individual arrangements. Should the savings not exist, the least senior teacher may, if he/she so elects, remain in the School District's hospitalization group provided he/she pays all quarterly premiums in advance to the school district.

Teachers accepting a tandem teaching assignment may not discontinue the assignment during the school year unless the School Board approves such discontinuance. In accepting and agreeing to a tandem teaching assignment, the teacher does not relinquish his/her tenure right to reinstatement to a full position or the extent of contract he/she worked prior to the tandem teaching assignment.

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