

## **Cache County School District**

### **Policy Series 5000: Personnel**

**Policy No. 5115**

### **Proposed Job Sharing**

#### **I. Proposed Job-Sharing Policy**

- A. The Cache County School District will allow contract sharing.
  - 1. This is defined as two educators equally sharing the salary, benefits and responsibilities of a full-time equivalency. The actual configuration of the shared contract will be determined by the educators, principal, and District supervisor. In every case, the two sharing educators will understand clearly and agree to their role and responsibilities in the shared contract. The educators and District will follow the approved guidelines in establishing the shared unit. Under no circumstances will the district's cost of a shared contract exceed that of a normal contract on the same pay level.
- B. If and when either or both educators desire to return to full employment, they will be given an opportunity to do so subject to available full-time vacancies, i.e., openings that occur within the school through transfers, retirement, growth, and natural attrition in the subject areas or grade levels for which they are qualified. If a full-time position is desired in another school, the normal application procedure will be followed.
- C. Under a shared contract the participants will be offered health insurance coverage based upon a .50 FTE. If additional coverage is wanted, the job share employee will pay the difference between the cost of the health insurance coverage offered and that desired.

#### **Legal References:**

#### **Synopsis:**

Approved by the Board of Education: November 1, 1987. Last Revised: October 1, 2005. Prior Revised Dates: 7/1/1988; 06/01/1989