

Job Sharing Staff Members

A job-sharing assignment is the shared performance of the duties of one full-time, regular position by two (2) employees, at the request of the employee. This policy does not impose any limitation on the district to hire part-time employees or to split positions as necessary for efficient operation of the district.

The superintendent is responsible for recommending to the board when the best interests of students and the district would be served by permitting job-sharing of a particular position.

The district reserves the authority to:

- A. Determine the number of job-sharing positions, if any, within the district;
- B. Require and develop with the employees a written and signed plan for sharing the performance of the position and to secure the written approval of the superintendent;
- C. Dissolve any job-sharing assignment, or change a job-sharing position to a full time position held by one employee, at the sole discretion of the district in accordance with applicable provisions of collective bargaining agreements;
- D. Consider any request to create a job-sharing position in a position currently held by one employee, or vice versa;
- E. Require job-sharing staff members to work full-time in the event of the termination or resignation of one of the job-sharing staff members, at the sole discretion of the district.

Employees sharing a position will sign a job-sharing agreement annually, subject to the approval of the superintendent. The agreement will identify contingencies which may arise during the course of employment including, but not limited to, responsibility for participation in staff meetings and committees of the position to be shared.

Cross References:

5005 - Employment Disclosures, Certification Requirements, Assurances and Approval
5000 - Recruitment and Selection of Staff

Legal References:

RCW 28A.400.300 Hiring and discharging of employees — Written leave policies — Seniority and leave benefits of employees transferring between school districts and other educational employers
RCW 28A.405.070 Job sharing

Management Resources:

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Classification: Essential

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