



"Together We Learn"

Section Three: Staff

315 – JOB SHARING

Introduction

The Board of Education recognizes the value of job share opportunities for teachers and it supports this concept. Teachers will therefore be given the opportunity to apply for job sharing positions in accordance with this policy.

Policy

The Board believes that:

1. Job sharing situations can be beneficial to the teachers and the district. The intention is to provide temporary support for full-time continuing teachers.
2. The educational interests of students must determine whether a job sharing situation should be approved.
3. The school principal will determine what effect a proposed job sharing plan will have on students in their school.
4. Disruptions to students must be minimized when a teacher leaves a position partway through the year.
5. Communication with staff and parents is an essential factor in determining the greatest benefit to students.
6. The full range of duties and activities performed by one person in a full-time position should be the responsibility of a job sharing team.
7. Teachers considering a job share position should have the opportunity to study the implications before applying.
8. Provisions of the job share policy, guidelines, or practices will be subject to other staffing policies and the collective agreement.

The Superintendent of Schools will establish the job share program so that it will operate at a minimal additional cost to the Board.

Date Agreed: November 13, 1991

Date Amended: September 25, 2002

Date Reviewed/Amended: November 13, 2002

Date Amended: April 27, 2011; January 27, 2021

Date Reviewed: November 26, 2014

Related Documents: 315R, Teachers' Collective Agreement