

TENTATIVE AGREEMENT

7.16 Shared Assignments

- a. Employees who are regular employees may volunteer for shared-time assignments by making application to the District Human Resources Department on or before April 1 for the ensuing fiscal year. The employees' application will indicate which employee's assignment is proposed to be shared.
- b. All shared-time assignments shall be for one (1) fiscal year, commencing at the beginning of the fiscal year. All shared-time assignments shall be subject to the discretionary approval of the Superintendent. Once approved by the Superintendent, a shared-time assignment shall not terminate during the school year without the approval of the Superintendent, except in case of resignation or termination or commencement of a leave of absence of one or both of the employees sharing the assignment. In case of such resignation or termination, or leave of absence, the Superintendent shall have the right, in his/her discretion, to continue the shared-time assignment by hiring a replacement or to terminate the shared-time arrangement and require the remaining shared-time partner to return to full-time status.
- c. A shared-time assignment may be continued for an additional fiscal year with the discretionary approval of the Superintendent.
- d. No grievance or arbitration shall arise from the Superintendent's granting or not granting or refusing to continue any shared-time assignments, nor from any other aspect of this article, except a matter concerning a direct question of the appropriate pay or benefit to which an employee may be entitled may be grieved and arbitrated by the same procedure set forth in Article 5 of this Agreement.
- e. The termination of shared-time assignments by the Superintendent shall not be considered an involuntary transfer.
- f. Compensation
 1. Shared-time employees shall be compensated at the appropriate contractual hourly rate. Paid winter vacation hours will be allocated in accordance with the shared-time division.
 2. Shared-time employees shall have the same insurance benefits as part-time employees. In no case shall the total cost of the fringe benefits between employees sharing a position exceed the total cost of the benefits paid to a full-time employee for the same position.

IMC

3/30/22

Ivory McDaniel-Ilgenfritz Date
District Chief Spokesperson

MW

3/30/22

Mary Ward Date
ESSA Spokesperson

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g. Seniority

Each employee participating in shared-time shall receive full seniority credit.

h. Sick Leave Days

1. Employees in a shared-time position shall receive prorated sick leave days.

2. Absences shall be deducted

on a prorated basis. ~~i. Inservice~~

~~Days~~

~~Shared time employees are required to attend full days of district wide and building inservices and they shall be compensated at their hourly rate.~~

(IMU) 3/30/22
Ivory McDaniel-Ilgenfritz Date
District Chief Spokesperson

MW 3/30/22
Mary Ward Date
ESSA Spokesperson