

GCEC/GDEC Job Sharing

LINCOLN COUNTY SCHOOL
DISTRICT

Code: **GCEC/GDEC**
Adopted: 8/25/81
Revised/Readopted: 7/9/02
Orig. Code(s): 4151

Job Sharing

The Board determines that job sharing, which is defined as two persons within the licensed or classified bargaining units sharing a position, is an appropriate personnel practice and directs the superintendent to establish procedures for job sharing as an employment option in certain situations, subject to the following guidelines:

1. Responsibility for determining whether or not a job is to be shared shall rest with the superintendent;
2. Effectiveness and efficiency of the program must be the primary consideration in determining whether a job is to be shared;
3. The results of job sharing shall not be detrimental to the district's goals and philosophy;
4. The approved job sharing will not exceed the allocated FTE or alter the table of organization.

END OF POLICY

Legal Reference(s):

ORS 332.107

Eugene Education Association v. Eugene School District 4J, Case Nos. UP-8-87 and UP-18-87, 9 PECBR 9391 (1987); rev'd, 91 Or. App. 78 (1988); vacated and remanded, 306 Or. 659 (1988).