

## IMPORTANT INFORMATION

“Teacher” refers to any teacher, nurse, librarian, school guidance counselor, school psychologist, occupational therapist, speech pathologist, physical therapist, social worker, or other position title which holds a one year limited or continuing contract and is a member of the CEA bargaining unit. Requests must be for a full contract year and must be for two teachers to do one full-time job. Teachers interested in job sharing must complete a proposal form describing their job-sharing activities plan for the 2025-2026 school year to the building principal or program supervisor for approval and to Human Resources no later than **Tuesday, January 14, 2025.**

**A SEPARATE PROPOSAL FOR EACH JOB SHARE TEACHER** must include a calendar marking the **proposed** workdays for the job share teacher during the 2025-2026 school year. By mid-May 2026 each job share teacher must submit a second (Verification) calendar showing the **actual days worked** which must be signed by the job share teacher and the principal or department supervisor to be considered for a salary step. To qualify for a year of experience for salary credit, each teacher must work 120 or more school days each of the two school years, for a total no less than 240 days in two school years. Verification Calendars for salary credit are available on the CCS Intranet under the Human Resources link.

- Each year, a proposal must be submitted by a *current employee who is a CEA bargaining unit member and who holds a one year limited or continuing contract and wishes to job share.* **Job sharing cannot be proposed by a person who is not currently working under a teacher contract for the district.**
- Please complete your proposal and calendar and submit one proposal and calendar for each job share partner.
- **PLEASE NOTIFY HUMAN RESOURCES USING THE ATTACHED FORM IF YOU INTEND TO DISSOLVE YOUR JOB SHARE PARTNERSHIP AND RETURN TO FULL TIME STATUS.** If you plan to return to full time status and were not “selected” at your current building assignment through the Article 211 transfer process (prior to job sharing), you will be considered “staff reduced” and must be interviewed and selected for a full-time position; otherwise, you will be required to attend the Job Fair or be assigned by Human Resources.
- DO NOT SUBMIT A PROPOSAL FOR A SUBJECT OR GRADE LEVEL OUTSIDE OF YOUR CERTIFICATION OR LICENSE AREA.

Final approval of a job-sharing request will be made by the Superintendent or his/her designee. Any teacher who accepts a job-sharing arrangement does so with full understanding of the following stipulations:

### **Contract Status**

When two teachers request to job share, they are requesting that one job share partnership be divided into two half-time jobs that equate to one full-time job.

The two employees agreeing to a job-sharing arrangement must accept a change in contract status. A change in contract status could have serious ramifications for future employment as delineated below and deserves careful consideration by both parties involved prior to entering into a job-sharing arrangement.

- Job sharing partners shall have their contracts reduced by 50%. The status of a limited contract or a continuing contract for teachers is not affected by this reduction.
- If either one of the job-sharing partners becomes unavailable to cover their share of the job for any reason, including jury duty, reassignment, resignation, retirement, lay-off, termination, non-renewal, or

paid or unpaid leave, the remaining job-sharing partner may be required to cover full time or be subject to the forfeiture of his/her contract.

- Job sharing teachers who have accepted half-time contracts have no guarantee that they can return to full-time contract status at the time of their choosing. While the district will attempt to honor such requests to return to full-time status, the availability of jobs, lay-offs, and other contractual or legal requirements may prohibit the return to full-time status at the time of their request.
- Job sharing teachers shall forfeit their rights to apply for transfers during the Article 211 process each spring; however, if a teacher will be returning to full time (see notification form attached), they may participate in the Article 211 transfer process.

### **Professional Development Attendance Requirement**

You must attend half of the Professional Development days.

### **Salary**

The salary for each job-sharing partner will be 50% of his/her full-time salary.

### **Credit on the Salary Schedule**

A teacher must work 120 or more school days each of the two school years, for a total no less than 240 days in two school years. The 120 days may be full or half school days within each of two school years to qualify for one year on the salary schedule.

**Winter break days are not counted. Count all wellness and spring break days.**

### **Calamity Days**

If a calamity day occurs during your scheduled days to work, you may count that day as a service day. Any "make-up" days may not be counted if you were already paid for a calamity day that occurred during your work schedule.

You may count make up days if you were not scheduled to work during the calamity day and you did not count that calamity day toward your 120 days total for that year.

### **Medical, Dental, Vision and Term Life Insurance**

**Each job share partner will be expected to pay a Job Share Percentage of 50% towards their benefits if they elect to obtain them. The job share teacher rates are attached to this packet for your review. PLEASE CONTACT THE BENEFITS OFFICE at [benefitquestions@columbus.k12.oh.us](mailto:benefitquestions@columbus.k12.oh.us) IF YOU HAVE ANY QUESTIONS ABOUT YOUR CONTRIBUTION AMOUNT.**

### **Article 213 - Job Sharing**

**213.01** Teachers may be granted job sharing opportunities annually subject to approval of the building principal, Superintendent/designee, and the Board. The salary and Board cost for insurance fringe benefits (Articles 806, 807, 808 and 809) will be prorated for job sharers based on their share of 1.0 FTE, effective at the beginning of the 2010–11 school year.

**806.04** The Board shall contribute the amounts derived from the following percentages toward the monthly funding ("premium") cost for health benefits for one-half time or more teachers and for full-time hourly professional employees based on the "benchmark plan." **The "benchmark plan" is the PPO** unless and until the plans are changed by the Joint CEA/Board of Education Insurance Committee. If the Joint CEA/Board of Education Insurance Committee offers three or more plans, the "benchmark plan" will be the second to lowest cost plan.

### **Sick Leave**

Job sharing teachers shall accrue half of sick leave per contract year per the CEA contract. Sick leave use will be charged based on the time absent from work.

### **Absences**

If a job share partner needs to be off for short term (less than 16 days) sick leave or personal leave, the cooperating job share partner is expected to cover for the absent partner. If job share partners “pay back” each other for days they covered for time off, they will not be charged for an absence. If the job share teacher is **unable** to cover the absence of their job share partner, a substitute teacher may be requested to cover for a **full** day. If a substitute teacher cannot be scheduled to cover the class, it must be divided among the classroom teachers (article 209.04).

### **Personal Leave**

Job sharing teachers shall accrue personal leave at one day per contract year.

### **Severance Pay**

All severance pay formulas for teachers (Collective Bargaining Agreement) are based on the **daily rate of pay at the time of retirement**. The daily rate of pay is determined by dividing your contract salary (1/2 for job share teachers) at the time of retirement by 195.

### **Seniority**

Teacher seniority is based on uninterrupted service and most recent hire date and will not be affected by accepting a half-time contract.

### **Retirement Credit**

Working less than full time may negatively impact your retirement income and eligibility. For additional information regarding this matter, please contact the State Teachers Retirement System of Ohio (STRS) at 1-888-227-7877.

### **Schedule**

**Please note:** you must serve 120 or more school days each of the two school years in order to receive a year of salary credit.

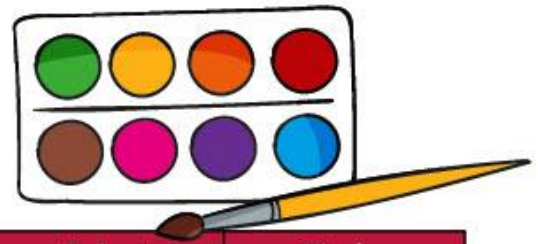
**There are many ways to obtain 120 or more school days served within a year. Additionally, there are many ways Job Share Partners can split their schedules. Please be sure to work with your principal to identify a schedule which will best meet the needs of your classroom.**

*This document represents an attempt to clarify the key issues in a job-sharing arrangement. The job-sharing program and any item not addressed in this document, shall be processed according to Board policy, the Collective Bargaining Agreement, prevailing law, and/or the school system's practices.*

# Job Share Teachers

## 2025 Contributions Per Pay

### MEDICAL



21 PAY PLAN	Select	Choice
<b>Job Share Percentage</b>	<b>50%</b>	<b>50%</b>
Employee Only	\$305.69	\$316.54
Employee + Child	\$610.62	\$631.16
Employee + Spouse (Grandfathered Rates)**	\$610.62	\$631.16
Employee + Spouse*	\$719.45	\$739.99
Employee + Children	\$900.94	\$931.25
Family (Employee + Spouse & Child(ren)) (Grandfathered)**	\$900.94	\$931.25
Family (Employee + Spouse & Child(ren))*	\$1,061.49	\$1,091.81

26 PAY PLAN	Select	Choice
<b>Job Share Percentage</b>	<b>50%</b>	<b>50%</b>
Employee Only	\$246.90	\$255.66
Employee + Child	\$493.19	\$509.78
Employee + Spouse (Grandfathered Rates)**	\$493.19	\$509.78
Employee + Spouse*	\$581.09	\$597.69
Employee + Children	\$727.69	\$752.16
Family (Employee + Spouse & Child(ren)) (Grandfathered)**	\$727.69	\$752.16
Family (Employee + Spouse & Child(ren))*	\$857.36	\$881.84

\*CEA bargaining unit members or Administrators who add their spouse after May 31, 2009 will pay a higher contribution rate to include their spouse for medical coverage.

\*\*CEA bargaining unit members or Administrators as of May 31, 2009, so long as they are continuously employed by the Board, shall be entitled to enroll a spouse for primary coverage at these rates if a qualifying event occurs. CEA bargaining unit members or Administrators as of May 31, 2009, who have continuously covered their spouse on their medical coverage since May 31, 2009, shall be allowed to continue spousal coverage of these lower rates during their continuous employment with the district.

## DENTAL 50%

	21 Pay Plan	26 Pay Plan
Employee Only	\$24.32	\$19.65
Family	\$24.32	\$19.65

## VISION BASE 50%

	21 Pay Plan	26 Pay Plan
Employee Only	\$1.03	\$0.84
Employee + 1	\$2.08	\$1.67
Employee + Family	\$3.33	\$2.69

## LIFE INSURANCE

	21 Pay Plan	26 Pay Plan
Basic Life \$25,000	\$0.00	\$0.00
Supp Life \$25,000	\$2.77	\$2.24

## VISION BUY-UP

	21 Pay Plan	26 Pay Plan
Employee Only	\$3.81	\$3.08
Employee + 1	\$7.63	\$6.16
Employee + Family	\$12.29	\$9.92