

1 ARTICLE XV
2 PART TIME ASSIGNMENTS AND JOB SHARE PARTNERSHIPS
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4 A. DEFINITIONS:
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6 Definition: A part-time assignment is defined as one in which a unit member
7 works less than full-time, 183 days. Participants may be a full-time unit member or a newly
8 hired unit member in a part-time assignment.
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10 B. ASSIGNMENT:
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12 1. Part-time assignment of a full time unit member:
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14 a. Unit members who choose to participate in a part-time
15 assignment shall submit a written proposal to their supervisor requesting a part-time
16 assignment at their current site(s). To apply for a part-time assignment at another site, see
17 Article VII – Transfer. Transfer interviews for part-time assignments will be held, but may
18 be scheduled prior to the normal transfer timeline. The District reserves the right to honor or
19 reject the request and to limit the number of part-time assignments at each site.
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21 b. Full-time unit members may voluntarily accept a part-time
22 assignment when the District offers such an assignment. The assignment shall be for a
23 specified period of time.
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25 c. Part-time assignments shall be reviewed on an annual basis.
26 The District or the unit member may cancel the part-time assignment, effective at the end of
27 the current school year. Notice to end part-time assignments for the ensuing year (s) shall be
28 made by April 15 of the current year by either party.
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30 d. The unit member shall return to a full-time assignment at the
31 conclusion of the part-time assignment. If there is not an opening at the unit member's site,
32 the transfer process based upon District seniority is applicable. (See Article VII – Transfer)
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34 2. Part-time assignment of newly hired unit members:
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36 a. The District may place newly hired unit members in a part-
37 time assignment applied for as such. The assignment shall be for a specified period of time.
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39 b. The District may place the unit member in a full-time
40 assignment when the part-time assignment has concluded.
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42 c. Probationary unit members placed in a part-time assignment
43 who work less than seventy-five percent (75%) of the contract days in a year shall not receive
44 credit in that year towards permanent status.
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b. If only one partner needs medical insurance:
Providing he/she can provide proof of current medical insurance from another source, one partner may relinquish all insurance coverage to the other partner or may choose to retain vision, dental, and life insurance. The High Desert Employee/Employer Trust has the right to limit the number of job share partners who decline coverage. Existing partnerships will have priority to decline coverage followed by new partnerships in the order in which their paperwork is submitted to the District.

c. If neither partner needs medical insurance:
Job share partners who both decide to opt-out of the health insurance benefit, will each receive a prorated share of the stipend given for opting out as defined in Article XII.

3. All teachers in a part time assignment and/or job share partnership may choose to maintain vision, dental or life insurance at their own expense.

4. The above arrangements will be terminated if our insurance provider will no longer allow it.

F. COMPENSATION

1. Unit members serving in a part-time assignment shall be paid a pro rata amount of their annual salary based on the percent of the service day/year employed.

2. Unit members employed for 75% or more of a full time assignment, based on a percent of the service day/year shall advance one step on the salary schedule for each year so employed.

3. Unit members employed for less than 75% of a full time assignment shall advance one step on the salary schedule the year after the equivalent of 75% or more of a service year has been accumulated.

