

Under unique circumstances, the Richmond School District will consider job shares. In implementing job sharing, both administration and employees recognize that the accomplishment of the mission, goals, and tasks of the District cannot be compromised, nor can the level of service to faculty, administration, parents, and students be reduced as a result of job sharing. It is also recognized that the success of job sharing depends entirely upon the cooperation and good faith efforts of all parties involved, and upon a mutual understanding and acceptance of the benefits and limitations of job sharing.

**Eligibility:**

Some positions are more suited to job sharing than others. Specific positions will be evaluated individually by the District Administrator in consultation with the Personnel Committee to determine whether an acceptable level of service can be provided, and the position's tasks and responsibilities can be fully accomplished under job sharing. Job sharing agreements must be approved annually by the Board of Education prior to the timelines for the renewal of individual teacher contracts as set forth in Wis. Stats. 118.22. The length of the term of individual job shares will not exceed 3 consecutive years in duration.

The District will not exceed two job shares in operation at any one time.

Legal Reference:

Section 118.21 Wis. Statutes  
Section 118.22 Wis. Statutes

Cross Reference: Employee Handbook

Adopted: 7/9/2012  
Reviewed: 5/14/2018