

MUTUAL PROPOSAL
ARTICLE VII – WORKING CONDITIONS
September 23, 2025

SECTIONS A-W - Same

SECTION X - Job Sharing

Job sharing is the employment of two (2) teachers performing the duties and responsibilities of one (1) classroom teaching position. Job sharing is not designed to be permanent part-time employment or to provide opportunity for teachers to work for another employer.

Two (2) teachers who wish to share one (1) position must first request and obtain the approval of their principal. Upon approval of the principal, the request for job sharing must be sent to the Director of Employee Relations and the president of USEP for approval. If approved, two (2) teachers may participate in the job-sharing program for the next school year. Upon approval of the principal, the two (2) teachers may request to extend job sharing ~~for additional years to a maximum of five (5) years.~~ Job sharing will be approved in one-year periods.

Reasons for a teacher requesting to job share may include the following:

- a. Child care.
- b. Medical condition of the teacher or immediate family member. Immediate family shall mean husband, wife, child, father, mother, brother, sister, or other close relative or member of his/her household.
- c. Advanced study leading toward a higher degree.
- d. College work leading toward certification in a critical shortage area.
- e. Special circumstances and/or conditions as approved by the Director of Employee Relations and the president of USEP.

Reasons for a teacher requesting to job share may include the following:

- f. Child care.
- g. Medical condition of the teacher or immediate family member. Immediate family shall mean husband, wife, child, father, mother, brother, sister, or other close relative or member of his/her household.
- h. Advanced study leading toward a higher degree.
- i. College work leading toward certification in a critical shortage area.
- j. Special circumstances and/or conditions as approved by the Director of Employee Relations and the president of USEP.

Teachers approved for job sharing must agree to the following conditions of employment:

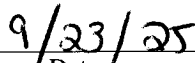
- a. Each teacher must work four (4) hours per day. The schedule of duties and assignments shall be made by the principal. Any changes must be approved by the principal.
- b. Each teacher shall be entitled to four (4) one-half (1/2) days of sick leave as of the first day of the school year and thereafter earn one-half (1/2) day of sick leave for each month of employment for a total of five (5) days during the 196-day contract. Each teacher shall be allowed up to six (6) one-half (1/2) days of personal leave each year.
- c. Each teacher shall receive the appropriate contributions for the Florida Retirement System and social security.
- d. Each teacher's salary will be one-half (1/2) of his/her salary based upon degree and experience.
- e. For the purposes of seniority and credit on the salary schedule, assignments for each teacher will constitute more than one-half (1/2) of the school year thus entitling each teacher to one (1) year of service.
- f. One (1) teacher will receive full benefits, health and flexible benefits, as provided by the district. The other teacher will sign a waiver of such benefits.
- g. Should one (1) of the two (2) teachers job sharing have to vacate his/her position during the year due to unavoidable circumstances, the remaining teacher will assume that position. However, in cases where a replacement for the vacating job sharing teacher can be found who is approved by the principal, the Director of Employee Relations and the president of USEP, the teaching position may continue as a job sharing position.

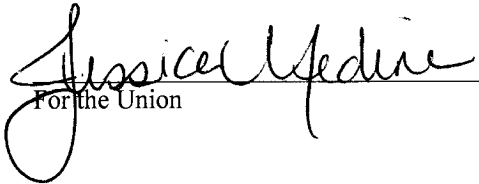
- h. Upon return from an approved job sharing position of no more than one (1) year, a teacher shall be placed in the same instructional position held upon applying for said job sharing position if such position exists. Any teacher who is hired for the purpose of replacing a teacher who is job sharing will be notified upon employment that he/she will not be reappointed at the expiration of his/her contract.
- i. Other working conditions and benefits as stipulated in the Instructional Master Contract may not be applicable and subject to waiver based upon the needs of the students and school. Such waivers shall be agreed to by the Director of Employee Relations and the President of USEP.

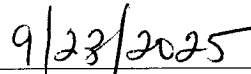
SECTION Y-Z - Same

END OF ARTICLE VII


For the Board


Date


For the Union


Date