

## **Dissolving Job Shares: Frequently Asked Questions**

- **How long will I be in my job share if I want to dissolve?**

Partners who wish to dissolve will have to remain in the job share until there is an available position in the District. This could be at the beginning of the year, or it could be several years later. Due to the ramifications of the recent state budget cuts (higher class sizes) and declining student enrollment, fewer teachers have been needed in GGUSD. The number of open positions is also dependent on the number of resignations and retirements, which fluctuates each year.

- **How do I get out of my job share?**

Annually, the District Personnel Department will notify teachers to submit names in writing to be put on the Job Share Dissolution list. If you wish to get out of your job share, submit your name in writing at this time.

- **How do I put my name on the list of job shares to be dissolved?**

To get on the dissolution list, submit your name and request to dissolve to the District Personnel Department during the notification period.

- **If I put my name on the dissolution list, can I change my mind?**

If you put your name on the dissolution list, you will not be able to change your mind until the District Personnel Department goes through the annual notification process in January. Only submit your name for the dissolution list if you are absolutely certain you want to dissolve. No exceptions will be made.

- **In what order will job shares be dissolved?**

Job Shares will be dissolved in the order the requests are received by the District Personnel Department. The District Personnel Department will time and date stamp each request upon receipt. Requests submitted from prior years will be carried over, unless the request is withdrawn in writing during the notification period.

- **When will my job share be dissolved?**

Job Shares may be dissolved at any time starting during the summer through the entire following school year. Optimally, job shares will be dissolved during the summer. As noted above, this is contingent upon a position being available in the District. As teachers retire or resign during the year, further Job Shares will be dissolved. A likely time will be the beginning of October, as student attendance is settled across the District. Yet, it may be at anytime throughout the year.

- **What happens if my Job Share is dissolved during the middle of the year?**

This is a very distinct possibility, and partners need to have plans in place should this happen. The District Personnel Department will notify partners as soon as possible, but there will be situations where not much advanced notice will be given. Both partners will be required to return to work full-time, not just the partner requesting the dissolution. Plans should already be developed for childcare and other similar factors to deal with this possibility.

- **Will I have to transfer to a different school if my job share is dissolved?**

It is very possible that one of the job share partners will have to transfer schools. If the Job Share is dissolved before the first teacher contractual day of the school year, both Job Share partners will remain at the school. The teacher on staff with the lowest District seniority will be involuntarily transferred. After the start of the contractual work year, one of the Job Share teachers will be transferred. If one partner is requesting to dissolve, the partner making the request will be transferred. If both partners are requesting to dissolve, the partner with the lowest District seniority will be transferred. If both partners are requesting to dissolve and have the same District seniority, principal decision will determine the partner to be transferred.

- **Do both partners need to agree to dissolve?**

Only one partner needs to put in a request to dissolve. The Job Share partners do not need to be in agreement for the dissolution to take place. It only takes one partner to dissolve a job share. Please keep in mind that this might affect the transfer procedure as noted above.

- **What if my partner wants to dissolve our Job Share but I want to continue?**

For the current year, you will be required to work full-time until the end of the school year. During the spring, you may participate in the Job Share application process in hopes of finding another Job Share partner. If another partner is found, and a principal approves your Job Share plan, you will begin your new Job Share at the beginning of the following school year.