

## JOB SHARE FAQ's and CONSIDERATIONS

### Frequently asked questions:

1. **If my job share partner and I do not apply to continue the job share next year or our application for next year is not approved, who owns the job?**

No one. Whenever a job-sharing partnership is dissolved, the full-time position is posted. One of the job share partners may be successful. Another teacher may be successful. (Article C.22.d.vii)

2. **I am returning from maternity leave in January, can I apply in a job share?**

Yes. This application is, as always, subject to Principal approval. Consideration may be more positive if your partner is willing to work full-time until your return. Thus there are only 2 teachers in the class, not 3, over the year.

3. **Neither my potential partner nor I have a continuing position for September, is it still possible to apply for a job share?**

Yes. You may apply as a partnership. You should have your proposal complete and ready **by March 31<sup>st</sup>**, therefore prepared for the first round of postings. At that point, please send copy of your proposal to Human Resources. It is also suggested you both apply on-line for postings and refer to your job share proposal/partnership in your comments.

Some Principals have in the past expressed concern about signing the "approval" section of the Job Share Proposal because they didn't want to be seen as binding other Principals. You can present an unsigned Job Share Proposal at your interview.

### CONSIDERATIONS FOR PARTNERSHIP DISCUSSIONS

1. Discuss whether either or both of you are planning an addition to your family?
  - will you or your partner go full time if one has to leave mid-year?
  - if the position is posted, the amount of influence you have in selecting your new partner may be limited. Are you comfortable with this uncertainty?
2. Job shares are often sought for lifestyle reasons. However, a job share is a professional collaboration and requires effort and commitment to work effectively. Are you ready and able to make the commitment to your partner and your students?