

**GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2003**

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HOUSE DRH70278-LE-161 (04/02)

Short Title: Local Flex. Regarding Job Sharing in Schools. (Public)

Sponsors: Representatives Bordsen and Nesbitt (Primary Sponsors).

Referred to:

A BILL TO BE ENTITLED

AN ACT TO FACILITATE JOB SHARING BY PUBLIC SCHOOL EMPLOYEES.

The General Assembly of North Carolina enacts:

SECTION 1. G.S. 115C-302.2 is repealed.

SECTION 2. Article 22 of Chapter 115C of the General Statutes is amended by adding a new Part to read:

"Part 3A. Job Sharing by School Employees.

"§ 115C-326.5. Job sharing by school employees.

(a) The General Assembly finds that there is a shortage of qualified public school employees available in certain geographical areas of the State. The elimination of administrative and fiscal limitations on job-sharing arrangements would make employment in a public school an attractive option for well-qualified persons who do not wish to work full time.

(b) A "school employee in a job-sharing position" is a person who (i) is employed by a local board of education as a public school employee for fifty percent (50%) of the applicable workweek, as defined by that local board of education, and (ii) is sharing a position with one other employee of that local board of education who works the remainder of the applicable workweek.

(c) The State Board of Education shall adopt rules to facilitate job sharing by public school employees. These rules shall provide that an employee in a job-sharing position shall receive paid legal holidays, annual vacation leave, sick leave, and personal leave on a pro rata basis. Such an employee shall also receive service credit under the Teachers' and State Employees' Retirement System as provided in G.S. 135-4(b) and insurance benefits as provided in Article 3 of Chapter 135 of the General Statutes."

SECTION 3. G.S. 135-4(b) reads as rewritten:

1 "(b) The Board of Trustees shall fix and determine by appropriate rules and
2 regulations how much service in any year is equivalent to one year of service, but in no
3 case shall more than one year of service be creditable for all services in one year.
4 Service rendered for the regular school year in any district shall be equivalent to one
5 year's service. Service rendered by a ~~classroom teacher~~ school employee in a
6 job-sharing position shall be credited at the rate of one-half year for each regular school
7 year of employment."

8 **SECTION 4.** G.S. 135-40.2(a2) reads as rewritten:

9 "(a2) A ~~classroom teachers~~ school employee in a job-sharing position as defined in
10 G.S. 115C-302.2(b) shall be eligible for coverage under the Plan, on a partially
11 contributory basis, subject to the provisions of G.S. 135-40.3. If these employees elect
12 to participate in the Plan, the employing unit shall pay fifty percent (50%) of the Plan's
13 total noncontributory premiums. Individual employees shall pay the balance of the total
14 noncontributory premiums not paid by the employing unit."

15 **SECTION 5.** Nothing in this act shall be construed to require local school
16 administrative units to place part-time employees in job-sharing positions or to hire
17 employees in job-sharing positions.

18 **SECTION 6.** Sections 1 through 3 of this act become effective January 1,
19 2004. The remainder of this act is effective when it becomes law.