

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2003

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HOUSE BILL 1166

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

Sponsors: Representatives Bordsen, Nesbitt (Primary Sponsors); and Insko.

Referred to: Education.

April 10, 2003

1 A BILL TO BE ENTITLED
2 AN ACT TO FACILITATE JOB SHARING BY PUBLIC SCHOOL EMPLOYEES.
3 The General Assembly of North Carolina enacts:

4 **SECTION 1.** G.S. 115C-302.2 is repealed.

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

7 "Part 3A. Job Sharing by School Employees.

8 **"§ 115C-326.5. Job sharing by school employees.**

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

14 (b) A "school employee in a job-sharing position" is a person who (i) is
15 employed by a local board of education as a public school employee for fifty percent
16 (50%) of the applicable workweek, as defined by that local board of education, and (ii)
17 is sharing a position with one other employee of that local board of education who
18 works the remainder of the applicable workweek.

19 (c) The State Board of Education shall adopt rules to facilitate job sharing by
20 public school employees. These rules shall provide that an employee in a job-sharing
21 position shall receive paid legal holidays, annual vacation leave, sick leave, and
22 personal leave on a pro rata basis. Such an employee shall also receive service credit
23 under the Teachers' and State Employees' Retirement System as provided in G.S.
24 135-4(b) and insurance benefits as provided in Article 3 of Chapter 135 of the General
25 Statutes."

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

27 "(b) The Board of Trustees shall fix and determine by appropriate rules and
28 regulations how much service in any year is equivalent to one year of service, but in no
29 case shall more than one year of service be creditable for all services in one year.

1 Service rendered for the regular school year in any district shall be equivalent to one
2 year's service. Service rendered by a ~~classroom teacher~~ school employee in a
3 job-sharing position shall be credited at the rate of one-half year for each regular school
4 year of employment."

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

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

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

15 **SECTION 6.** Sections 1 through 3 of this act become effective January 1,
16 2004. The remainder of this act is effective when it becomes law.