

**JOB SHARING**

The Board of Directors determines that job-sharing is an appropriate personnel practice and directs that President to establish procedures for job-sharing as an employment option, subject to the following guidelines:

1. Responsibility for determining whether or not a job is to be shared will rest with the President or his/her designee;
2. The program's effectiveness and efficiency must be the primary consideration in determining whether a job is to be shared;
3. The results of job-sharing will not be detrimental to the College's goals and philosophy;
4. The College's overall cost of a job-share shall not exceed that of one full-time equivalency (1.0). Any additional costs (e.g., extra benefit costs) shall be borne by the employee(s) on a pro-rata share.

END OF POLICY

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Legal Reference:

ORS Chapter 341