

ATWATER ELEMENTARY SCHOOL DISTRICT

**CLASSIFIED NEGOTIATIONS REPORT
AESD and CSEA Chapter #846**

In the interest of good communication, the District is providing information to address questions regarding the status of bargaining between the District and CSEA.

CSEA and the District are in the final stages of negotiating a new contract. Both parties have successfully resolved issues with tentative agreements on almost all items. The main unresolved items are health benefits and one reclassification issue. On September 17, 2008 the California State Mediation Service formally certified that the unresolved negotiations issues may be submitted to fact-finding. The following responds to some questions received about this process.

WHAT IS THE MAIN ISSUE NOT RESOLVED? The District proposes to pay health benefit premiums for employees that work seven or more hours per day and 35 hours per week. The District currently pays premiums for part-time employees working as few as 4.25 hours per day.

WHAT IS THE DISTRICT CURRENTLY PAYING FOR HEALTH BENEFITS? The District pays \$11,106 annually toward health premiums for employees who work 4 or more hours per day.

HOW DOES THE COST OF PREMIUMS FOR PART-TIME EMPLOYEES COMPARE TO THE PREMIUM CONTRIBUTIONS FOR FULL-TIME EMPLOYEES? The District is currently paying as much as \$13.40 per hour for health benefits for these part-time employees as compared to \$5.34 per hour for full-time employees.

WHAT IS THE STATUS OF COUNTER PROPOSALS? The District has shown flexibility by modifying its initial proposal. The Association has not made any counter proposals on this issue.

WHAT DO OTHER DISTRICT'S PAY FOR HEALTH BENEFITS FOR PART-TIME EMPLOYEES? Please refer to the chart on the other side of this report.

HOW DOES FACT-FINDING WORK? Once the parties have completed the mediation/impasse process, the mediator may certify the negotiations for fact-finding. In fact-finding the unresolved issues will be submitted to a three-member panel: one appointed by the Association, one appointed by the District and one neutral member. Following a hearing, the panel will provide a recommended resolution to the parties. It is the District's hope that this recommendation will provide the basis for reaching agreement. If no agreement is reached, the Board is free to take action on the issue.

The District will continue to work in good faith through the fact-finding process to reach an agreement.

**Merced County District Comparison
Health Benefits for Part-Time Classified**
September 2008

DISTRICT	NUMBER OF HOURS REQUIRED FOR BENEFITS	INSURANCE CAP
Atwater Elementary	4 hours	\$11,106.00
Ballico-Cressey	4 hours	\$8,313.00
Delhi Unified	5 hours	\$5,450.00
Dos Palos-Oro Loma Unified	7 hours	\$8,800.00
El Nido	8 hours	\$10,500.00
Gustine Unified	8 hours	\$13,178.00
Hilmar Unified	8 hours	\$9,200.00
Le Grand Elementary	8 hours	\$10,153.10
Le Grand High	8 hours	\$12,499.20
Livingston Union	8 hours	\$11,779.17
Los Banos Unified	6 hours	\$11,279.04
McSwain	6 hours	\$10,000.00
Merced City	4 hours	\$10,415.00
Merced River	7 hours	\$10,000.00
Merced Union High	4 hours	\$10,209.00
Plainsburg	5.5 hours	\$10,000.00
Planada	6 hours	\$11,272.00
Snelling-Merced Falls	7 hours	\$10,500.00
Weaver	8 hours	\$8,310.56
Winton	7 hours	\$9,500.00