

AMBROSE RECREATION AND PARK DISTRICT (ARPD)

FREQUENTLY ASKED QUESTIONS

REGARDING THE AFTER SCHOOL CARES PROGRAM

- 1. What action was recently taken by the Ambrose Recreation and Park District regarding the After School Cares Program?** On June 9, 2011, the Ambrose Recreation and Park District Board of Directors voted 4 to 0 to transfer the management of the after school program to the Mt. Diablo Unified School District. A decision was made to not renew the contract that the Ambrose District previously had with the Mt. Diablo Unified School District to manage the program but instead to let our school district partner assume these management responsibilities. This action was taken after a report from the Ambrose District staff and a full public discussion with extensive public comment.
- 2. Has there been any interruption of the after school services to the students since the Ambrose District Board action?** No.
- 3. Why was the management of the after school program transferred to the Mt. Diablo Unified School District?**

The management contract with the Mt. Diablo Unified School District was not in the best financial interests of the Ambrose District. The Ambrose District budget was at risk for increased costs under the contract with Mt. Diablo Unified School District that would require Ambrose funds which are needed for other Ambrose District services to the community. The after school program was run under Mt. Diablo Unified School District guidelines with a large amount of school direction. However, since all of the after school program staff was employees of the Ambrose District, this situation rendered almost all insurance and worker's compensation liability to be the responsibility of the Ambrose District. There was almost no liability responsibility to the Mt. Diablo Unified School District.

- 4. What is the Workers Comp issue?**

Workers Compensation is an insurance program which is paid for by employers for both part time and full time staff to cover work related injuries. In the case of the after school program under the old contract, employees in the after school program were employees of the Ambrose District and therefore covered by the Ambrose District workers comp plan.

Under the old contract, the Ambrose District was responsible for all incidents, not the Mt. Diablo Unified School District. The underlying problem here was that any workers comp claims by any after school program employee of the Ambrose District would have effected future insurance rates of all of the Ambrose District employees; not just the after school program staff.

With 65 employees mostly under Mt. Diablo Unified School District direction, this was a large potential burden to continue. For example, over the last five years, 60% of all workers comp claims have come from the after school program.

The Ambrose District Board voted 4 to 0 to have the after school program management contract transfer to Mt. Diablo Unified School District while directing the General Manager to help the after school program going forward with collaboration between the two districts' programs and facilities.

5. What is the Liability issue with ARPD operating the After School Contract?

ARPD liability insurance includes autos, errors and omissions, employment liability, liability coverage and Directors and Officers coverage. By turning the after school program over to the School District, ARPD will greatly reduce liability exposure associated with the program and will save a minimum of \$12,000 on liability coverage rates and possibly more in the near future. This reduction in rates will be a result of reducing staffing numbers and auto coverage of the district.

6. Why is ARPD "getting rid of" the after school program?

ARPD is not getting rid of the After School Program. The program is not going away. The District has decided not to manage the contract for the Mount Diablo School District. The ARPD Board of Directors would only support the transfer of the program to the School District under certain conditions. The program has to continue and serve the same population and hopefully will even be expanded as the program was not full. The Board looked for assurance that the current staff (to the extent possible) would be re-hired and continues to work. The program would be fully funded in the future as it had been in the past. In meeting with the school district all of these requirements were willingly agreed to by school district staff. The ARPD Board and staff have established a good working relationship with the School District staff and have agreed to cooperate in all future programs where possible. Based on the meetings and assurances of the School District staff, the ARPD Board decided on a 4-0 vote that the transfer of management of the program to the MDUSD was in the best long term financial and educational interest of the students and their families, as well as the community and ARPD.

7. Will the number of students served decrease?

It is hoped that the current number of students (approximately 680) will increase as the current number being served was below capacity of the program.

8. Will all employees be laid off?

The school district staff assured the ARPD that they would re-hire as many staff as possible or practical under their hiring policies and procedures. In fact approximately 93% of previous employees have been re-hired. Five employees under age 18 and without valid work permits were not re-hired as they are under age according to the school district and after school program policy.

9. What is the number of employees hired to fill new positions in the after school program?

None, no new positions were created.

10. What are the salary and wage differences between the ARPD program and MDUSD programs?

All pay scales have stayed the same, no change.

11. Will Ambrose Recreation and Park District continue to support the After School Program?

The ARPD has emphasized its willingness to help the MDUSD after school program in any way possible and encourage staff to make available the use of the Community Center and parks as resource's to the after school program. The Board also directed the General Manager to work with and help the MDUSD staff in future collaborations with both programs and facilities.