By KIMBERLY WARD
Editor-in-Chief

Negotiations between the Kern chapter of the California Teachers Association (CTA) and the Kern Community College District (KCCD) will be frozen and when CTA enforces ratification of the proposed contract at the weekly meeting of the KCCD Board of Trustees Thursday afternoon.

"We're at a standstill as good as ratified," says Jacques Thibout, president and chief negotiator for CTA. "We have 368,000 member votes out of about 300,000 total, and I think the public would think that the faculty has ratified it."

When CTA enforces ratification Thursday, they will formally agree to a four percent pay raise retroactive to July 1, 1984, among other items.

Earlier in negotiations, which have been going on since Aug. 1, 1983, CTA members were asking for a change in the health plan they were insured under. Their current plan provides them with 80/20 coverage and a limited "out-of-pocket" expense of $1,000 each year. The plan they wanted to be insured under virtually 100 percent coverage.

"We had to give in on that one," comments Thibout. "But we feel we did the right thing. If we had changed for Flores for a quality position would have increased in premiums until Dec. 31, 1985. They would have to pay, and any increase after that date would have to pay for.

Dr. Jack Henderson, vice- chancellor of the KCCD, explains that he feels there was some misunderstanding as to what exactly the 'cap' stood for. "This 'cap' applies only to premiums, they commented, "and not to benefits." He goes on to explain that if such a 'cap' were negotiated into effect, it would be to nothing to stop from being renegotiated to a higher limit or being reinserted altogether if another alternative is presented. Henderson says it's not in his capacity that 'that's all the District would contribute.'

CTA, however, chose to stay with their current plan. According to Henderson, this means that rather than pay little 'out-of-pocket' expense and no 'cap' on premiums.

Producing a newsletter from SISK County, the health insurance firm that CTA wanted to join, Thibout explains that one of the reasons the CTA chose not to change health plans this year was because plans for that purpose are not expected to "take a huge jump next year.

"We didn't want anything for a direct short-range advantage of joining SISK," comments Thibout. "One of the other aspects of the plan commits the District and CTA to pursuing a "just tweet agreement" that would change the amount of health benefits.

"An agreement like this means that the district, faculty, classified and retirement offices will retain their own trust and self-insurance programs," he said. "This plan would allow us to have our own reserve, keep our own interest and set our own premiums," says Thibout. Thibout would be accepted from different insurance companies, and the lowest bid would implement the spring adadministration only.

A self-insurance plan would be administered by a group of doctors, which would represent all those approached to the present SISK system, in which the govern- ment would only be up of school ad-

ministrations.

"With the self-insurance plan, the district assures the “that claims in any given year will not exceed premiums paid by us,” according to Henderson. "If all goes well, both Henderson and Thibout look for a self-insurance plan to be seen."

They could do it tomorrow if they wanted to," claims Thibout. Also included in the proposed contract is a clause that states CTA may re-open negotiations with the administration if any additional money becomes available.

Thibout has good reason to believe that additional money will be available in the near future. Thibout indicates that these increased funding may be available to increase the faculty.

Henderson claims that there will be an additional $1 million dollar reduction in the state, however the district may have funding available which is currently being imposed due to pending court cases. He did not elaborate, except to say the costs involved "all movement."