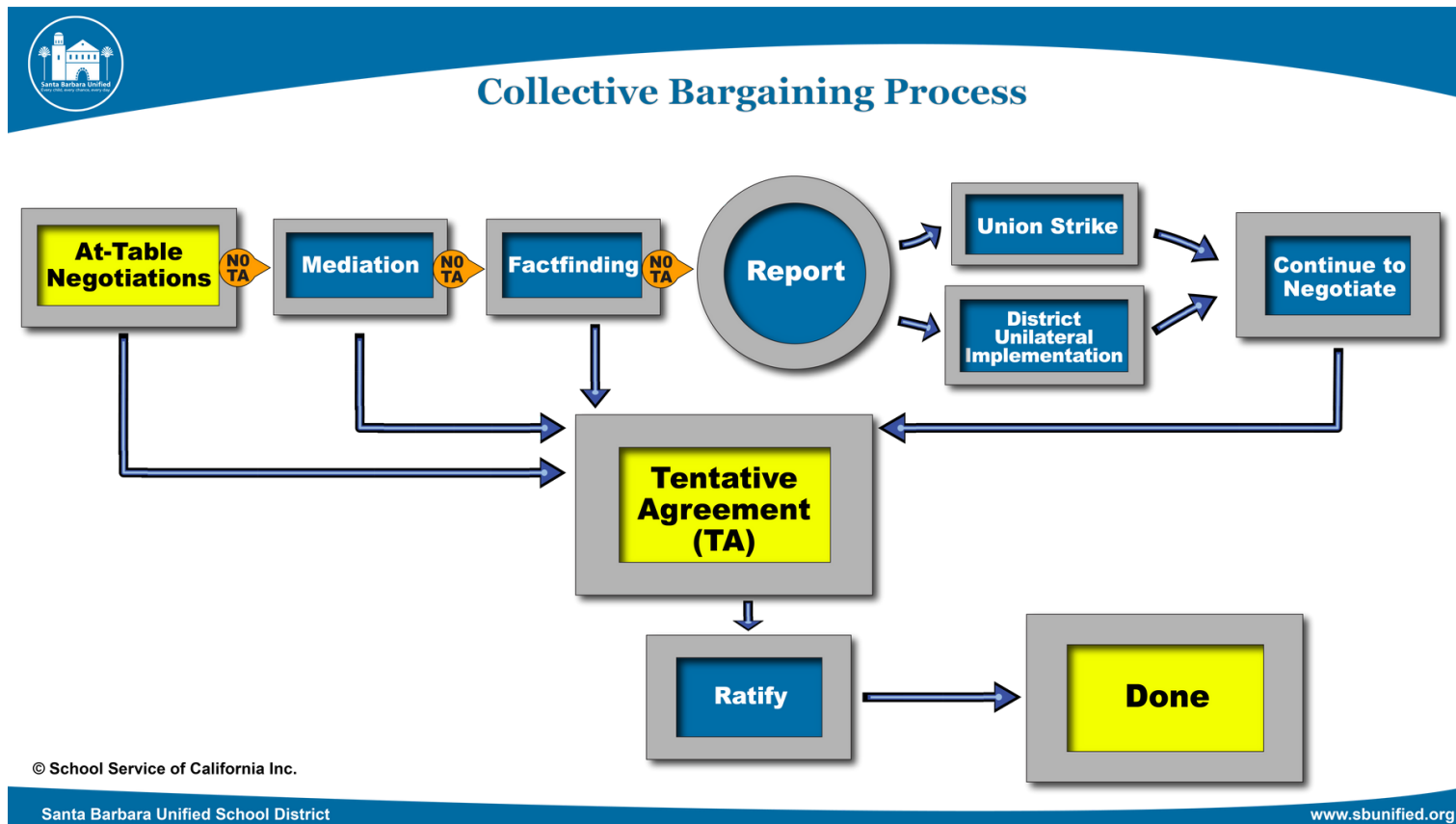




DID YOU KNOW?

Post Fact Finding Process

Santa Barbara Unified and Santa Barbara Teacher's Association (SBTA) were released from the first part of the impasse process, mediation, last week. The next step is Fact Finding, which typically takes three to six months as explained in last week's Did You Know.



Once the advisory report is provided to the parties but before it becomes public, the parties must determine if recommendations in the report “break the impasse” and can serve as the basis for a settlement. This determination may involve further face-to-face negotiations or other means of communication.

If the parties cannot reach an agreement, a “second impasse” is reached, and the parties have completed their legal duty to negotiate. Each party now has the lawful right to take unilateral action. This means SBUSD has the legal right to unilaterally impose terms and conditions within the scope of its last, best offer to SBTA, and SBTA may engage in a lawful strike.

It is important for students and families to know that a legal strike typically cannot occur before the parties have gone through the entire impasse process.

The District will continue to participate in the impasse process in good faith in order to reach a fair and sustainable agreement for students, staff and the District community.