

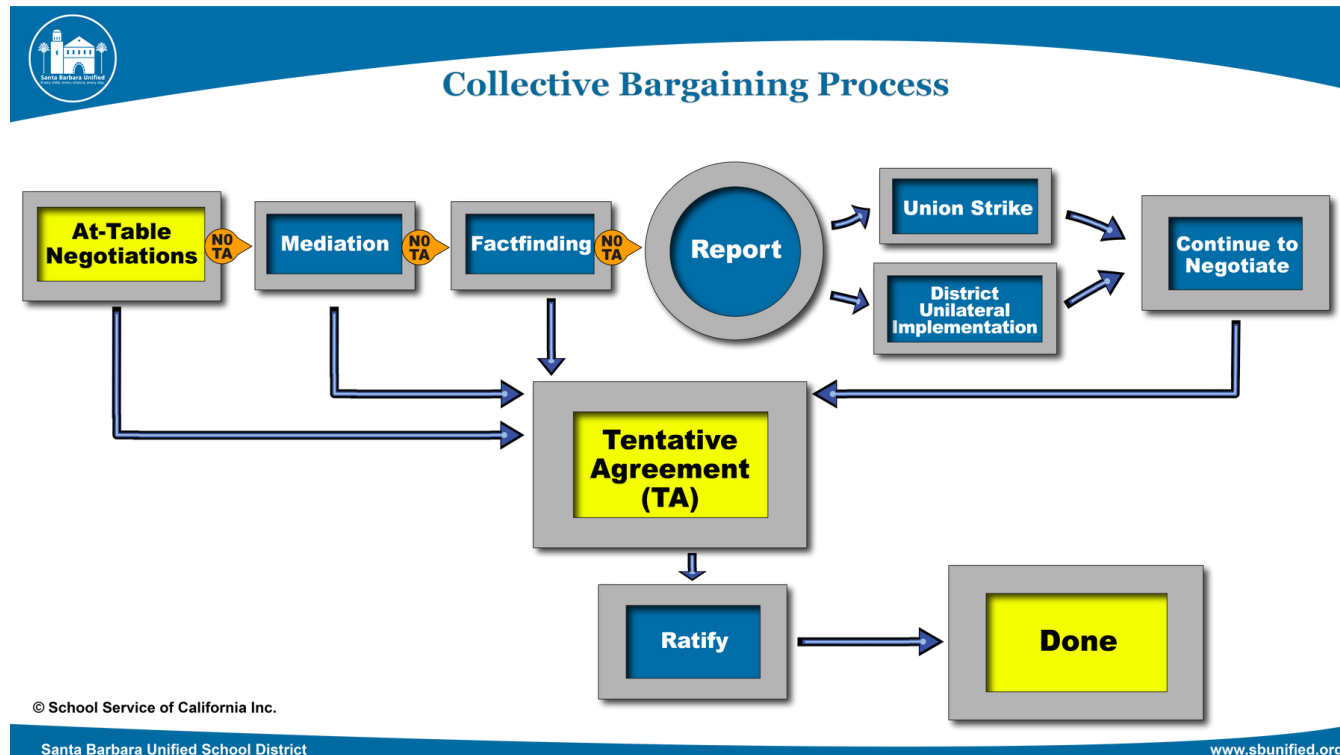


DID YOU KNOW?

Fact Finding Process

Santa Barbara Unified and Santa Barbara Teacher's Association (SBTA) were released from mediation, the first part of the impasse process.

All-day mediation sessions were held in March and April in hopes of finding an agreement in negotiations. Wednesday, the mediator released both sides from this process. As a reminder, the next step in the impasse process is "Fact Finding":



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THE FACT FINDING PROCESS

Once mediation ends, one or both parties can request to proceed to fact finding where they both submit factual evidence to a panel that will make recommendations for a settlement. The panel consists of three people: a neutral (either appointed by the Public Employment Relations Board [PERB] or selected by the parties) and one person selected by each party.

Unless the parties agree to extend legal timelines, the panel must meet within 10 days of appointment and must hold a hearing and issue a fact finding report within 30 days of appointment. The panel must consider a list of factors set forth by law. When the impasse is primarily over compensation, the major factors are usually the fiscal impact of the parties' proposals and comparability with similar public school employers in similar communities.

The length of the fact finding process depends on many factors, such as the timing and length of the fact finding hearing, whether the parties agree to extend timelines, and whether the parties engage in post-fact finding negotiations. Typically, the process can take anywhere from three to six months, depending on these variables.

The fact finding report is advisory only and provides recommended terms of settlement for consideration by the parties. SBUSD must make the fact finding report public within 10 days of receipt.

Updates on labor negotiations can be [found here](#).