

Impasse Timeline



Step
01

MEDIATOR

Within 15 days after a mediator is appointed, the mediator can decide to move the process to fact-finding. Either side can also ask for fact-finding in writing during that time.

Step
02

FACT-FINDING PANEL MEMBERS

Within 5 days of request for fact-finding, each party selects one member to serve on three-member fact-finding panel

Step
03

NEUTRAL SELECTED

Within the next 5 days, chairperson of fact-finding panel is selected.

Step
04

FACT-FINDING HEARING

Within 10 days of the panel's appointment, fact-finding panel holds hearing.

Step
05

FACT-FINDING REPORT

"If the parties haven't reached an agreement within 30 days after the panel is appointed, or within a longer time if both sides agree, then the panel will share its findings in writing with everyone involved."

Step
06

REPORT MADE PUBLIC

Findings must be made public within 10 days after receipt of fact-finding report.

Step
07

POSSIBLE MEDIATION

Mediator may conduct post-fact-finding mediation.

Step
07

IMPLEMENTATION OF LBFO/STRIKE POSSIBLE

- If no agreement is reached, then the school district implements the Last Best Final Offer (LBFO) possible.
- Union may strike.

