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*To inspire each student to
extraordinary achievement
every day*

April 17, 2017

Dear Twin Rivers Employees:

Following 11 months of negotiations, the District and Twin Rivers Teacher's Union have been certified to fact-finding. As Chair of the District negotiations team, I believe our teams worked in earnest to help reach a resolution, but ultimately we were not able to reach agreement on salary and benefits increases, and several other articles. Details of the District's offer can be found on the district's website <http://www.twinriversusd.org/misc/negotiations-updates/>. The fact-finding process involves a panel who conduct a closed hearing during which both parties are given an opportunity to present written and oral arguments. The panel also has a responsibility to make inquiries and investigations into the parties' proposals, positions and rationale. Fact-finding panel selection has begun and the hearing should begin in approximately 20-30 days. We hope the process will be concluded by mid-July.

Once certified to fact-finding much of the work we do is under cover of the mediation process and must remain private. We are limited in our ability to provide communication related to discussions held during the impasse proceedings. Fact based information will remain available on the District website (link above). Please do not interpret this temporary void of information for lack of action or sincere desire to resolve this situation. It is, and has been, our intention to make sure our hard working teachers get a pay increase.

Respectfully,

A handwritten signature in blue ink that reads "Gina Carreón".

Gina Carreón
Assistant Superintendent Human Resources
Twin Rivers Unified School District