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**FOR IMMEDIATE RELEASE**  
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## MEDIA RELEASE

### **Fresno Unified and Fresno Teachers Association Begin Training in Interest-Based Bargaining**

On Friday, the bargaining teams from the Fresno Teachers Association and Fresno Unified School District met during their eighth bargaining session, where they received training on Interest-Based Bargaining (IBB) facilitated by Deborah Garabedian, California State Mediation and Conciliation Service. A copy of the training presentation is attached.

Friday's training objectives were geared to help participants understand the following:

- Importance of collaborative, empathetic, and effective communication,
- Fundamental differences between traditional (or position-based bargaining) and interest-based bargaining,
- Principles and process of IBB, and
- Successful IBB depends on developing a positive, ongoing relationship between the parties.

Following the half-day training, the parties began practicing IBB in breakout sessions and discussed three key areas of interest, including:

- Fringe benefits,
- Special education, and
- Evaluations.

The next bargaining session is scheduled for February 27, 2023, and will be similar in structure, including a half-day training followed by negotiations between the parties.