

School District Hearing Overview

- I. Open the record—establish spokespersons and identify witnesses.
- II. Union spokespersons open with overview of case (opening statement).
- III. District spokesperson often opens, but can reserve opening until union concludes its case.
- IV. Union presents its evidence.
 - A. Call witnesses (witness sworn in)
 - 1. Direct examination
 - 2. Cross-examination
 - 3. Redirect
 - 4. Recross
 - B. Introduce documents and other exhibits
 - C. Union “rests.”
- V. District spokesperson opening statement (if reserved in Item III, above.)
- VI. District puts on its case
 - A. Call witnesses (witness sworn in)
 - 1. Direct examination
 - 2. Cross-examination
 - 3. Redirect
 - 4. Recross

B. Introduce documents and other exhibits

C. District “rests.”

VII. Union “rebuttal”—counter District's case with further witnesses and/or evidence.

VIII District “rebuttal”—counter union’s rebuttal.

IX. Union’s closing argument

XI. District’s closing argument

****NOTE:** When employer carries burden of proof (e.g., just cause grievances) it must go first and the process is reversed.