

Interest-Based Bargaining (IBB): Shared Interests

Identifying Shared Benefits between School Districts and Speech-Language Pathologists/Educational Audiologists

When looking for shared interests between teacher unions, school districts, and speech-language pathologists (SLPs), the key is to focus on common goals that support both the educators' work environment and student success.

Here are some strong shared interests that can be highlighted:



Student Success & Educational Outcomes

■ SHARED INTEREST:

Ensuring that all students, especially those with communication challenges, have the support they need to thrive.

■ WHY IT MATTERS:

Ed AuDs and SLPs help close achievement gaps, especially for students with IEPs, which aligns with the district's academic goals and the union's focus on student-centered teaching.



Workload and Caseload Management

■ SHARED INTEREST:

Advocating for reasonable caseloads to prevent burnout and ensure quality service delivery.

■ WHY IT MATTERS:

Overloaded Ed AuDs and SLPs can't provide effective therapy, and burnout affects everyone. Unions and districts both benefit from retaining skilled professionals.



Funding and Resource Allocation

■ SHARED INTEREST:

Securing funding for special education services, materials, and assistive technologies.

■ WHY IT MATTERS:

Adequate funding supports better outcomes and working conditions, something both districts and unions can advocate for at the state/federal level.



Interdisciplinary Collaboration

■ SHARED INTEREST:

Promoting strong collaboration between SLPs, Ed AuDs, teachers, and other specialists.

■ WHY IT MATTERS:

Enhances inclusive practices and team-based interventions, which are key to both educational success and a positive working culture.



Professional Development

■ SHARED INTEREST:

Providing high-quality training opportunities for Ed AuDs, SLPs, and teachers.

■ WHY IT MATTERS:

Ongoing development improves student support and empowers staff—something unions often negotiate, and districts want to promote.



Compliance and Legal Mandates

■ SHARED INTEREST:

Meeting IDEA, ADA, and other federal/state mandates related to special education.

■ WHY IT MATTERS:

Reduces legal risk for districts and ensures Ed AuDs/SLPs and teachers are supported in meeting their responsibilities.



Recruitment and Retention

■ SHARED INTEREST:

Attracting and keeping highly qualified Ed AuDs and SLPs in schools.

■ WHY IT MATTERS:

Nationwide shortages affect everyone. Fair pay, support, and recognition benefit both district performance and union priorities.