

TAKE YOUR ROLE IN SCHOOLS TO THE NEXT LEVEL

INTEREST-BASED BARGAINING (IBB) FACILITATION **NEW AND IMPROVED**

The Power of Interest-Based Bargaining in Schools

WHY IBB?

Interest-Based Bargaining (IBB) helps school leaders and labor partners work through complex issues by focusing on shared interests and collaborative solutions. In times of financial pressure, staffing challenges, or leadership transitions, effective facilitation helps teams stay focused, productive, and student-centered.

WHY CEC?

CEC equips education leaders with proven, interest-based facilitation skills to guide collaborative decision-making in bargaining, negotiations, and problem-solving. Whether virtual or in-person, our approach helps teams navigate complex issues, reduce conflict, and build consensus while maintaining trust and focus on student-centered outcomes.



SEE THE SECOND PAGE FOR
REGISTRATION AND COURSE DATES

Course Access, Resources, and Outcomes

Participants will gain practical experience with the tools and strategies used in effective IBB facilitation, including:

Core IBB practices

- Identifying interests and shared goals
- Generating options and evaluating solutions
- Using objective criteria to guide decision-making

Facilitating productive negotiations

- Supporting collaborative problem-solving
- Navigating challenging conversations and impasse
- Maintaining neutrality and trust during negotiations

Preparing bargaining teams

- Structuring meetings and discussions
- Using practical facilitation tools and workflows
- Supporting effective team collaboration



Extended learning and resources

Participants receive 12 months of access to on-demand learning modules, facilitation tools, guides, and a collaborative peer network to support continued practice and learning.

“

I found the IBB training to be exemplary. The facilitator was knowledgeable, professional, and insightful. I left the training with skills that will benefit me in my personal work and in future negotiations. I highly recommend CEC's IBB training program.

BILL BURKHEAD, SUPERINTENDENT- SCITUATE PUBLIC SCHOOLS, MA

"This was such a valuable way to approach bargaining. For the first time, it felt like a truly collaborative process rather than an adversarial one. I especially appreciated the transparency and the opportunity for honest, joint conversations. Being part of a group approach made a meaningful difference. It actually felt good to come to the table and work together."

LAURIE TAYLOR, UNION REP AND TEACHER, VASSAR PUBLIC SCHOOLS, MI

”

**Self-paced online modules paired
with live virtual sessions**

Dates

October 19 | 9:00 - 11:00 AM CST

October 26 | 9:00 - 11:00 AM CST

November 2 | 9:00 AM - 12:00 PM CST

Cost \$600 per person

REGISTER NOW

Contact

Tiffany Layton

tiffany.layton@cecweb.or