

## **Supplemental Material S5. Full survey.**

Q1

### **Thank you for participating in our research study on the role of teachers' unions for speech-language pathologists in the public schools.**

We seek to investigate engagement in and perceptions of teachers' unions among speech-language pathologists currently employed in public schools.

First, you will be asked to answer questions to collect demographic information. Then, you will be asked to answer questions regarding various aspects of teachers' unions, including your perceptions of benefits and barriers to teachers' union membership. We expect that this survey will take you approximately **10 minutes** to complete.

Your participation in this research is voluntary. You have the right to withdraw at any point during the study. In appreciation for your participation, following the completion of this survey, **you are invited to enter a raffle to win one of 10 (10) \$25 Amazon gift cards.**

**Your responses will be kept completely confidential.** There is no requirement to provide identifying information as part of this research, so there is very little risk to you. If you do opt to provide your email address, know that we will store it on a password-protected University server. However, there is always a possibility of a loss in confidentiality.

Individuals and organizations responsible for conducting or monitoring this research may be permitted access to and inspect the research records. This includes the Florida State University Institutional Review Board (FSU IRB), which reviewed this study.

If you have questions about this study, please contact Victor A. Lugo, M.S. CF-SLP at [val20q@my.fsu.edu](mailto:val20q@my.fsu.edu) or Carla Wood, Ph.D. CCC-SLP at [Carla.wood@cci.fsu.edu](mailto:Carla.wood@cci.fsu.edu). If you have any questions about your rights in this research, or if you feel you have been placed at risk, you may contact the FSU Institutional Review Board (IRB) at 850-644-7900 or by email at [humansubjects@fsu.edu](mailto:humansubjects@fsu.edu).

By clicking the button below, you acknowledge:

Your participation in the study is voluntary. You are a speech-language pathologist currently employed in a Florida public school (Pre-K - 12). You are aware that you may choose to terminate your participation at any time for any reason.

---

- ☐ I consent, begin the study (1)
- ☐ I do not consent, I do not wish to participate (2)

*Skip To: End of Survey If Thank you for participating in our research study on the role of teachers unions for speech-langu... = I do not consent, I do not wish to participate*

---

Page Break

---

**End of Block: Informed Consent**

---

**Start of Block: Demographic Data**

Q3 What is your gender identity? Please select all that apply.

- ☐ Man (1)
  - ☐ Woman (2)
  - ☐ Agender (3)
  - ☐ Transgender (10)
  - ☐ Genderqueer or genderfluid (4)
  - ☐ Māhū (5)
  - ☐ Muxe (6)
  - ☐ Non-binary (7)
  - ☐ Questioning or unsure (8)
  - ☐ Two-spirit (9)
  - ☐ Prefer not to disclose (11)
  - ☐ Additional gender category/identity not listed (please specify below) (12)
- 

Page Break

Q4 What is your age?

---

---

Page Break

Q7 Are you Hispanic or Latino?

☐ Yes (1)

☐ No (2)

---

Q5 Which of the following best describes you?

☐ White (1)

☐ Black or African American (2)

☐ Native American or Alaska Native (3)

☐ Asian (4)

☐ Native Hawaiian or Pacific Islander (5)

☐ Multiracial or Biracial (6)

☐ A race or ethnicity not listed here (please specify) (7)

---

---

Page Break

Page Break

---

Q9 Please select your current school district:

▼ Alachua (1) ... Other (69)

---

Page Break

---

Q10 In your current position, what grade level(s) do you serve? Please select all that apply:

- ☐ Pre-K (1)
- ☐ Kindergarten (2)
- ☐ 1st Grade (3)
- ☐ 2nd Grade (4)
- ☐ 3rd Grade (5)
- ☐ 4th Grade (6)
- ☐ 5th Grade (7)
- ☐ 6th Grade (8)
- ☐ 7th Grade (9)
- ☐ 8th Grade (10)
- ☐ 9th Grade (11)
- ☐ 10th Grade (12)
- ☐ 11th Grade (13)
- ☐ 12th Grade (14)

---

Page Break

Q8 How many years have you been a speech-language pathologist in the public schools?

---

Q11 How many years have you served in your current position?

---

Page Break

---

End of Block: Demographic Data

Start of Block: Union Engagement

Q104 Check the statement that best describes your current status. Please select all that apply:

☐

I am a member of a teachers union or association that engages in collective bargaining (e.g., district union, Florida Education Association, National Education Association) (1)

☐

I am a member of a state professional association (e.g., Florida Association of Speech-Language Pathologists & Audiologists) (2)

☐

I am a member of a national professional association (e.g., American Speech-Language-Hearing Association) (6)

☐

I am not a member of a teachers union or association (3)

☐

There is no teachers union or association to join in my district (4)

☐

I am not sure (5)

*Display This Question:*

*If Check the statement that best describes your current status. Please select all that apply:  
= I am a member of a teachers union or association that engages in collective bargaining (e.g., district union, Florida Education Association, National Education Association)*

Q153 Which of these best describes what it means to you personally to be a member of a teachers union or association:

- ☐ It provides feelings of pride and solidarity, in addition to the practical benefits (1)
  - ☐ It brings practical benefits, not really any more than that (2)
  - ☐ It is something that makes you feel uncomfortable (3)
  - ☐ I am not sure (4)
- 

*Display This Question:*

*If Check the statement that best describes your current status. Please select all that apply:  
= I am a member of a teachers union or association that engages in collective bargaining (e.g., district union, Florida Education Association, National Education Association)*

Q154 Other than receiving mailings and notices, how involved and engaged are you in the local union?

- ☐ Very involved (1)
  - ☐ Somewhat involved (2)
  - ☐ Not too involved (3)
  - ☐ Not at all involved (4)
  - ☐ I am not sure (5)
- 

Page Break



Q105 Whether or not you are currently a member of a teacher union or association, or whether collective bargaining exists in your district, please answer the remaining questions to the best of your knowledge. As a public school speech-language pathologist, your opinion counts. If you feel a particular item is not applicable to you, please skip it and move on to the next one.

---

Q106 Do you think of teachers unions or associations as:

- ☐ Absolutely essential (1)
  - ☐ Important but not essential (2)
  - ☐ Something you could do without (3)
  - ☐ I am not sure (4)
- 

Q107 Generally speaking, do you think that teachers unions or associations should:

- ☐ Put more focus than they currently do on issues such as improving teacher quality and student achievement (1)
  - ☐ Mostly stick to traditional union issues such as protecting teachers' salaries, benefits, and jobs (2)
  - ☐ I am not sure (3)
- 

Q108 Today in your district, how would you describe the relationship between the teachers union or association and the district leadership? Is it mostly about:

- ☐ Conflict and distrust (1)
- ☐ Cooperation and trust (2)
- ☐ There is no union or association (3)
- ☐ I am not sure (4)

---

Page Break

Q109 How much do you agree or disagree with the following statements?

Q110 Teachers and speech-language pathologists would have more prestige if collective bargaining were eliminated.

*Note.* Collective bargaining is the process in which working people, through their unions, negotiate contracts with their employers to determine their terms of employment, including pay, benefits, hours, leave, job health and safety policies, ways to balance work and family, and more.

- ☐ Strongly agree (65)
- ☐ Somewhat agree (66)
- ☐ Neither agree nor disagree (67)
- ☐ Somewhat disagree (68)
- ☐ Strongly disagree (69)

Q111 Despite having the strength of their unions behind them, teachers and speech-language pathologists usually have very little control over what goes on in their own schools.

- ☐ Strongly agree (11)
- ☐ Somewhat agree (12)
- ☐ Neither agree nor disagree (13)
- ☐ Somewhat disagree (14)
- ☐ Strongly disagree (15)

Q112 The union charges far higher dues than are warranted by what it does for teachers and speech-language pathologists.

- ☐ Strongly agree (11)
  - ☐ Somewhat agree (12)
  - ☐ Neither agree nor disagree (13)
  - ☐ Somewhat disagree (14)
  - ☐ Strongly disagree (15)
- 

Q113 The union regularly provides information and opportunities to help me be a better speech-language pathologist.

- ☐ Strongly agree (11)
  - ☐ Somewhat agree (12)
  - ☐ Neither agree nor disagree (13)
  - ☐ Somewhat disagree (14)
  - ☐ Strongly disagree (15)
-

Q114 The union sometimes fights to protect teachers and speech-language pathologists who really should be out of the classroom.

- ☐ Strongly agree (23)
  - ☐ Somewhat agree (24)
  - ☐ Neither agree nor disagree (25)
  - ☐ Somewhat disagree (26)
  - ☐ Strongly disagree (27)
- 

Q115 Teachers and speech-language pathologists facing unfair charges from parents or students would have nowhere to turn without the union.

- ☐ Strongly agree (11)
  - ☐ Somewhat agree (12)
  - ☐ Neither agree nor disagree (13)
  - ☐ Somewhat disagree (14)
  - ☐ Strongly disagree (15)
-

Q116 Without collective bargaining, the working conditions and salaries of teachers and speech-language pathologists would be much worse.

*Note.* Collective bargaining is the process in which working people, through their unions, negotiate contracts with their employers to determine their terms of employment, including pay, benefits, hours, leave, job health and safety policies, ways to balance work and family, and more.

- ☐ Strongly agree (11)
  - ☐ Somewhat agree (12)
  - ☐ Neither agree nor disagree (13)
  - ☐ Somewhat disagree (14)
  - ☐ Strongly disagree (15)
- 

Q117 Without a union, teachers and speech-language pathologists would be vulnerable to school politics or administrators who abuse their power.

- ☐ Strongly agree (11)
  - ☐ Somewhat agree (12)
  - ☐ Neither agree nor disagree (13)
  - ☐ Somewhat disagree (14)
  - ☐ Strongly disagree (15)
- 

Page Break

Q120 Whether or not you are currently a member of a teacher union or association, or whether collective bargaining exists in your district, please answer the remaining questions to the best of your knowledge. As a public school speech-language pathologist, your opinion counts.

---

Q118 In your opinion, what is the **most significant benefit** of teacher union or association membership?

---

Q119 In your opinion, what is the **most significant barrier** to teacher union or association membership?

---

Page Break

---

Q121 The next questions are about responsibilities that teachers unions or associations might take on. For each, please indicate whether the union or association in your district currently does it or not. Then, answer the corresponding "If Yes" or "If No" questions.

---

Q122

Please indicate whether the union or association in your district currently does this or not.

Effectively negotiate contracts, salary, and benefits on behalf of speech-language pathologists.

- ☐ Yes (1)
- ☐ No (2)
- ☐ I am not sure (3)
-

*Display This Question:*

*If Please indicate whether the union or association in your district currently does this or not.*  
*Eff... = Yes*

Q123

Effectively negotiate contracts, salary, and benefits on behalf of speech-language pathologists.

How good a job is it doing?

- ☐ Excellent (60)
- ☐ Good (61)
- ☐ Average (62)
- ☐ Poor (63)
- ☐ Terrible (64)

---

*Display This Question:*

*If Please indicate whether the union or association in your district currently does this or not.*  
*Eff... != Yes*

Q124

Effectively negotiate contracts, salary, and benefits on behalf of speech-language pathologists.

Would you favor or oppose the union taking on this function?

- ☐ Strongly favor (1)
  - ☐ Somewhat favor (2)
  - ☐ Somewhat oppose (3)
  - ☐ Strongly oppose (4)
  - ☐ I am not sure (5)
-

Page Break

---

Q125

Please indicate whether the union or association in your district currently does this or not.

Keep speech-language pathologists updated on new evidence-based practices.

- ☐ Yes (1)
- ☐ No (2)
- ☐ I am not sure (3)

---

*Display This Question:*

*If Please indicate whether the union or association in your district currently does this or not.  
Kee... = Yes*

Q126

Keep speech-language pathologists updated on new evidence-based practices.

How good a job is it doing?

- ☐ Excellent (16)
- ☐ Good (17)
- ☐ Average (18)
- ☐ Poor (19)
- ☐ Terrible (20)

---

*Display This Question:*

*If Please indicate whether the union or association in your district currently does this or not.  
Kee... != Yes*



Q127

Keep speech-language pathologists updated on new evidence-based practices.

Would you favor or oppose the union taking on this function?

- ☐ Strongly favor (1)
- ☐ Somewhat favor (2)
- ☐ Somewhat oppose (3)
- ☐ Strongly oppose (4)
- ☐ I am not sure (5)

---

Page Break

Q128 Please indicate whether the union or association in your district currently does this or not.

Negotiate to keep caseload size down in the district.

- ☐ Yes (1)
- ☐ No (2)
- ☐ I am not sure (3)

---

*Display This Question:*

*If Please indicate whether the union or association in your district currently does this or not.*  
Neg... = Yes

Q129

Negotiate to keep caseload size down in the district.

How good a job is it doing?

- ☐ Excellent (16)
- ☐ Good (17)
- ☐ Average (18)
- ☐ Poor (19)
- ☐ Terrible (20)

---

*Display This Question:*

*If Please indicate whether the union or association in your district currently does this or not.  
Neg... != Yes*

Q130

Negotiate to keep caseload size down in the district.

Would you favor or oppose the union taking on this function?

- ☐ Strongly favor (1)
- ☐ Somewhat favor (2)
- ☐ Somewhat oppose (3)
- ☐ Strongly oppose (4)
- ☐ I am not sure (5)

---

Page Break

Q131

Please indicate whether the union or association in your district currently does this or not.

Protect speech-language pathologists through due process and grievance procedures.

- ☐ Yes (1)
- ☐ No (2)
- ☐ I am not sure (3)

---

*Display This Question:*

*If Please indicate whether the union or association in your district currently does this or not.  
Pro... = Yes*

Q132

Protect speech-language pathologists through due process and grievance procedures.

How good a job is it doing?

- ☐ Excellent (16)
- ☐ Good (17)
- ☐ Average (18)
- ☐ Poor (19)
- ☐ Terrible (20)

---

*Display This Question:*

*If Please indicate whether the union or association in your district currently does this or not.  
Pro... != Yes*

Q133

Protect speech-language pathologists through due process and grievance procedures.

Would you favor or oppose the union taking on this function?

- ☐ Strongly favor (1)
- ☐ Somewhat favor (2)
- ☐ Somewhat oppose (3)
- ☐ Strongly oppose (4)
- ☐ I am not sure (5)

---

Page Break

Q134

Please indicate whether the union or association in your district currently does this or not.

Provide support and mentoring to new speech-language pathologists.

- ☐ Yes (1)
- ☐ No (2)
- ☐ I am not sure (3)

---

*Display This Question:*

*If Please indicate whether the union or association in your district currently does this or not.  
Pro... = Yes*

Q135

Provide support and mentoring to new speech-language pathologists.

How good a job is it doing?

- ☐ Excellent (16)
- ☐ Good (17)
- ☐ Average (18)
- ☐ Poor (19)
- ☐ Terrible (20)

---

*Display This Question:*

*If Please indicate whether the union or association in your district currently does this or not.  
Pro... != Yes*

Q136

Provide support and mentoring to new speech-language pathologists.

Would you favor or oppose the union taking on this function?

- ☐ Strongly favor (1)
- ☐ Somewhat favor (2)
- ☐ Somewhat oppose (3)
- ☐ Strongly oppose (4)
- ☐ I am not sure (5)

---

Page Break

Q137

Please indicate whether the union or association in your district currently does this or not.

Provide speech-language pathologists with high-quality training and professional development.

- ☐ Yes (1)
- ☐ No (2)
- ☐ I am not sure (3)

---

*Display This Question:*

*If Please indicate whether the union or association in your district currently does this or not.  
Pro... = Yes*

Q138

Provide speech-language pathologists with high-quality training and professional development.

How good a job is it doing?

- ☐ Excellent (16)
- ☐ Good (17)
- ☐ Average (18)
- ☐ Poor (19)
- ☐ Terrible (20)

---

*Display This Question:*

*If Please indicate whether the union or association in your district currently does this or not.  
Pro... != Yes*

Q139

Provide speech-language pathologists with high-quality training and professional development.

Would you favor or oppose the union taking on this function?

- ☐ Strongly favor (1)
- ☐ Somewhat favor (2)
- ☐ Somewhat oppose (3)
- ☐ Strongly oppose (4)
- ☐ I am not sure (5)

---

Page Break

Q140

Please indicate whether the union or association in your district currently does this or not.

Expand the career ladder for speech-language pathologists by negotiating new and differentiated roles and responsibilities.

- ☐ Yes (1)
- ☐ No (2)
- ☐ I am not sure (3)

---

*Display This Question:*

*If Please indicate whether the union or association in your district currently does this or not.*  
*Exp... = Yes*

Q141

Expand the career ladder for speech-language pathologists by negotiating new and differentiated roles and responsibilities.

How good a job is it doing?

- ☐ Excellent (16)
- ☐ Good (17)
- ☐ Average (18)
- ☐ Poor (19)
- ☐ Terrible (20)

---

*Display This Question:*

*If Please indicate whether the union or association in your district currently does this or not.  
Exp... != Yes*

Q142 Expand the career ladder for speech-language pathologists by negotiating new and differentiated roles and responsibilities.

Would you favor or oppose the union taking on this function?

- ☐ Strongly favor (1)
- ☐ Somewhat favor (2)
- ☐ Somewhat oppose (3)
- ☐ Strongly oppose (4)
- ☐ I am not sure (5)

---

Page Break



Q143

Please indicate whether the union or association in your district currently does this or not.

Guide ineffective teachers and speech-language pathologists out of the profession.

- ☐ Yes (1)
- ☐ No (2)
- ☐ I am not sure (3)

---

*Display This Question:*

*If Please indicate whether the union or association in your district currently does this or not.*  
*Gui... = Yes*

Q144 Guide ineffective teachers and speech-language pathologists out of the profession.

How good a job is it doing?

- ☐ Excellent (16)
- ☐ Good (17)
- ☐ Average (18)
- ☐ Poor (19)
- ☐ Terrible (20)

---

*Display This Question:*

*If Please indicate whether the union or association in your district currently does this or not.*  
*Gui... != Yes*

Q145 Guide ineffective teachers and speech-language pathologists out of the profession.

Would you favor or oppose the union taking on this function?

- ☐ Strongly favor (1)
- ☐ Somewhat favor (2)
- ☐ Somewhat oppose (3)
- ☐ Strongly oppose (4)
- ☐ I am not sure (5)

---

Page Break

Q146

Please indicate whether the union or association in your district currently does this or not.

Lead efforts to identify ineffective teachers and speech-language pathologists and retrain them.

- ☐ Yes (1)
- ☐ No (2)
- ☐ I am not sure (3)

---

*Display This Question:*

*If Please indicate whether the union or association in your district currently does this or not.  
Lea... = Yes*

Q147 Lead efforts to identify ineffective teachers and speech-language pathologists and retrain them.

How good a job is it doing?

- ☐ Excellent (16)
- ☐ Good (17)
- ☐ Average (18)
- ☐ Poor (19)
- ☐ Terrible (20)

---

*Display This Question:*

*If Please indicate whether the union or association in your district currently does this or not.  
Lea... != Yes*

Q148 Lead efforts to identify ineffective teachers and speech-language pathologists and retrain them.

Would you favor or oppose the union taking on this function?

- ☐ Strongly favor (1)
- ☐ Somewhat favor (2)
- ☐ Somewhat oppose (3)
- ☐ Strongly oppose (4)
- ☐ I am not sure (5)

---

Page Break

Q149

Please indicate whether the union or association in your district currently does this or not.

Negotiate new ways to more meaningfully and effectively evaluate speech-language pathologists.

- ☐ Yes (1)
- ☐ No (2)
- ☐ I am not sure (3)

---

*Display This Question:*

*If Please indicate whether the union or association in your district currently does this or not.*  
Neg... = Yes

Q150 Negotiate new ways to more meaningfully and effectively evaluate speech-language pathologists.

How good a job is it doing?

- ☐ Excellent (16)
- ☐ Good (17)
- ☐ Average (18)
- ☐ Poor (19)
- ☐ Terrible (20)

---

*Display This Question:*

*If Please indicate whether the union or association in your district currently does this or not.*  
Neg... != Yes

Q151 Negotiate new ways to more meaningfully and effectively evaluate speech-language pathologists.

Would you favor or oppose the union taking on this function?

- ☐ Strongly favor (1)
- ☐ Somewhat favor (2)
- ☐ Somewhat oppose (3)
- ☐ Strongly oppose (4)
- ☐ I am not sure (5)

---

Page Break

End of Block: Union Engagement

---