

Table 2: Teacher labor agreements of the nation’s fifty largest districts, from first to worst

RATING	DISTRICT	STATE	GPA
FLEXIBLE	Guilford County Schools (Greensboro)	North Carolina*	2.62
FLEXIBLE	Austin Independent School District	Texas*	2.57
FLEXIBLE	Northside Independent School District (San Antonio)	Texas*	2.54
FLEXIBLE	Dallas Independent School District	Texas*	2.50
FLEXIBLE	Fairfax County Public Schools (suburban Washington, DC)	Virginia*	2.50
SOMEWHAT FLEXIBLE	Hillsborough County School District (Tampa)	Florida	2.31
SOMEWHAT FLEXIBLE	Anne Arundel County Public Schools (Annapolis)	Maryland	2.28
SOMEWHAT FLEXIBLE	Baltimore City Public School System	Maryland	2.18
SOMEWHAT FLEXIBLE	Charlotte-Mecklenburg Schools	North Carolina*	2.14
SOMEWHAT FLEXIBLE	Cobb County School District (suburban Atlanta)	Georgia*	2.11
SOMEWHAT FLEXIBLE	Montgomery County Public Schools (suburban Washington, DC)	Maryland	2.11
SOMEWHAT FLEXIBLE	Houston Independent School District	Texas*	2.06
SOMEWHAT FLEXIBLE	Clark County School District (Las Vegas)	Nevada	2.04
SOMEWHAT RESTRICTIVE	Cypress-Fairbanks Independent School District (Houston)	Texas*	1.99
SOMEWHAT RESTRICTIVE	Wake County Schools (Raleigh)	North Carolina*	1.98
SOMEWHAT RESTRICTIVE	Long Beach Unified School District	California	1.93
SOMEWHAT RESTRICTIVE	Palm Beach County School District	Florida	1.93
SOMEWHAT RESTRICTIVE	Pinellas County School District (St. Petersburg)	Florida	1.93
SOMEWHAT RESTRICTIVE	Duval County School District (Jacksonville)	Florida	1.92
SOMEWHAT RESTRICTIVE	Gwinnett County Public Schools (suburban Atlanta)	Georgia*	1.91
SOMEWHAT RESTRICTIVE	Broward County School District (Ft. Lauderdale)	Florida	1.87
SOMEWHAT RESTRICTIVE	Baltimore County Public Schools	Maryland	1.86
SOMEWHAT RESTRICTIVE	City of Chicago School District	Illinois	1.86
SOMEWHAT RESTRICTIVE	Fulton County Schools (suburban Atlanta)	Georgia*	1.83
MEAN SCORE FOR ALL FIFTY DISTRICTS			1.80
SOMEWHAT RESTRICTIVE	Granite School District (suburban Salt Lake City)	Utah	1.78
SOMEWHAT RESTRICTIVE	Denver Public Schools	Colorado	1.77
SOMEWHAT RESTRICTIVE	Fort Worth Independent School District	Texas*	1.77
SOMEWHAT RESTRICTIVE	Mesa Public Schools	Arizona	1.75
SOMEWHAT RESTRICTIVE	Polk County School District (central Florida)	Florida	1.73
SOMEWHAT RESTRICTIVE	Virginia Beach City Public Schools	Virginia*	1.73
SOMEWHAT RESTRICTIVE	Dekalb County School System (suburban Atlanta)	Georgia*	1.71
SOMEWHAT RESTRICTIVE	Milwaukee Public Schools	Wisconsin	1.71
SOMEWHAT RESTRICTIVE	School District of Philadelphia	Pennsylvania	1.71
SOMEWHAT RESTRICTIVE	Detroit Public Schools	Michigan	1.68
SOMEWHAT RESTRICTIVE	Los Angeles Unified School District	California	1.68
RESTRICTIVE	Jefferson County Public Schools (Denver)	Colorado	1.63
RESTRICTIVE	New York City Public Schools	New York	1.63
RESTRICTIVE	Miami-Dade County Public Schools (Miami)	Florida	1.58
RESTRICTIVE	Brevard County School District (Cape Canaveral area)	Florida	1.54
RESTRICTIVE	Orange County School District (Orlando)	Florida	1.52
RESTRICTIVE	Albuquerque Public Schools	New Mexico	1.44
RESTRICTIVE	Metropolitan Nashville Public Schools	Tennessee	1.43
HIGHLY RESTRICTIVE	Hawaii Department of Education (statewide district)	Hawaii	1.28
HIGHLY RESTRICTIVE	Jefferson County Public Schools (Louisville)	Kentucky	1.25
HIGHLY RESTRICTIVE	Jordan School District (suburban Salt Lake City)	Utah	1.25
HIGHLY RESTRICTIVE	Memphis City Schools	Tennessee	1.23
HIGHLY RESTRICTIVE	Prince George’s County Public Schools (suburban Washington, DC)	Maryland	1.18
HIGHLY RESTRICTIVE	San Diego Unified School District	California	1.11
HIGHLY RESTRICTIVE	Cleveland Metropolitan City School District	Ohio	1.06
HIGHLY RESTRICTIVE	Fresno Unified School District	California	1.04

* Denotes non-collective-bargaining states—i.e., those where collective bargaining is either illegal or nonmandatory and not practiced. (See sidebar on page 8.)