

UNIONIZED CHARTER SCHOOLS, 2016-17

In 2010, the National Alliance for Public Charter Schools (National Alliance) collected data to determine the teachers' union status of every charter school nationwide. Prior to the release of the 2010 report, the number of unionized charter schools was largely unknown. In 2009-10, the National Alliance reported that roughly 12 percent of charter schools participated in collective bargaining agreements with teachers' unions. In the years since the 2010 report, union votes at several charter schools in Illinois, Louisiana, and Washington, DC received significant media attention, raising questions about whether a growing number of charter schools were unionizing.

To examine whether there has been a growth in unionized charter schools, the National Alliance collected data from the 2016-17 school year. The national data from 2009-10 and 2016-17 are presented in Table 1. The state data from 2009-10 and 2016-17 are presented in Table 2. Data from 2016-17 for select cities are presented in Table 3. From this data collection, we found the following:

- ▶ In 2016-17, there were 781 charter schools that participated in collective bargaining agreements with teachers' unions. While there were more unionized charter schools in 2016-17 compared with 2009-10 (781 versus 604), unionized charter schools, as a percent of the total number of charter schools, was lower in 2016-17 compared with 2009-10 (11.3 percent versus 12.3 percent).
- ▶ Roughly two percent of the charter schools that opened in 2016-17, only seven schools, were affiliated with a teachers' union and three of the new charter schools were required to participate in collective bargaining by state law.
- ▶ A majority of the unionized charter schools nationwide in 2016-17 (415 out of 781, or 53.1 percent) were bound by state law or district policy to existing collective bargaining agreements with the local traditional public school district.
- ▶ The majority of unionized charter schools continue to be affiliated with the National Education Association (NEA), the largest teachers' union in the country. However, a growing number and percent of unionized charter schools were affiliated with the American Federation of Teachers (AFT) in 2016-17. 529 charter schools (67.9 percent of unionized charters) were affiliated with NEA, 151 charter schools (19.4 percent of unionized charters) were affiliated with AFT, 98 charter schools (12.6 percent of unionized charters) were affiliated with both NEA and AFT, and one school (0.1 percent of unionized charters) was affiliated with the American Federation of State, County and Municipal Employees (AFSCME).
- ▶ Conversion charter schools account for 30.9 percent of unionized charter schools in 2016-17, compared with 6.4 percent of non-unionized charter schools.
- ▶ In 2009-10, less than 10 percent of unionized charter schools were managed by an education management organization (EMO) or charter management organization (CMO). In 2016-17, 18.8 percent of unionized charter schools were managed by an EMO or CMO. Overall, the percent of charter schools managed by an EMO or CMO has increased (from 28.7 percent in 2009-10 to 39.6 percent in 2016-17).

UNIONIZED CHARTER SCHOOLS

- ▶ 64.6 percent of all unionized charter schools opened before 2010-11. 22.2 percent of all unionized charter schools operating in 2016-17 (173 out of 781) opened in the last five years.
- ▶ In five states – Alaska, Hawaii, Iowa, Kansas, and Maryland – all of the charter schools were unionized in 2016-17, either because they were required by state law or because no charter schools have requested waivers, as permitted by state law.
- ▶ In 2016-17, the states with the largest number of unionized charter schools were California, Wisconsin, Maryland, and Ohio (215, 178, 48, and 46, respectively), accounting for 62.4 percent of all unionized charter schools across the country. In Wisconsin and Maryland, all of the unionized charter schools were bound by state laws. In Ohio, 78.3 percent of the unionized charters were bound by state laws.
- ▶ Between 2009-10 and 2016-17, the number of unionized charter schools increased by 10 or more in four states: California (122 to 245), Illinois (9 to 32), Maryland (36 to 48) and Pennsylvania (4 to 14).
- ▶ In 2016-17, the cities with the largest number of unionized charter schools were Los Angeles (92), Chicago (31), and New York City (21). In Los Angeles, 30.9 percent of charter schools were unionized and roughly half of the 92 unionized schools were required by district policy to be a part of the district's collective bargaining agreement. In Chicago, 23.8 percent of charter schools were unionized and none of the 31 unionized charters were required by state law to be part of a collective bargaining agreement. In New York City, 9.9 percent of charter schools were unionized and 19.0 percent of the 21 unionized charter schools were required to be part of the district's collective bargaining agreement by state law.

**TABLE 1:
CHARTER SCHOOLS WITH AND WITHOUT COLLECTIVE BARGAINING AGREEMENTS WITH
TEACHERS' UNIONS, 2009-10 COMPARED WITH 2016-17**

STUDENTS (2015-16 SCHOOL YEAR)	2009-2010		2016-2017	
	CHARTER SCHOOLS WITH COLLECTIVE BARGAINING	CHARTER SCHOOLS WITHOUT COLLECTIVE BARGAINING	CHARTER SCHOOLS WITH COLLECTIVE BARGAINING	CHARTER SCHOOLS WITHOUT COLLECTIVE BARGAINING
Total number of charter schools	604 (12.3%)	4,315 (87.7%)	781 (11.3%)	6,158 (88.7%)
Charter schools bound by state law (or district policy) to collective bargaining agreements or personnel policies	388 (64.2%)		415 (53.1%)	
New charter schools	32 (7.2%)	411 (92.8%)	7 (2.1%)	320 (97.9%)
New charter schools bound by state law to collective bargaining agreements	18 (56.3%)		3 (42.9%)	
National union affiliation				
National Education Association (NEA)	458 (75.8%)		529 (67.9%)	
American Federation of Teachers (AFT)	68 (11.3%)		151 (19.4%)	
Both NEA and AFT affiliated	76 (12.6%)		98 (12.6%)	
American Federation of State, County and Municipal Employees (AFSCME)	2 (0.3%)		1 (0.1%)	
Charter school status				
Start-up	420 (69.5%)	4,076 (94.5%)	521 (66.7%)	5,123 (83.2%)
Conversion	184 (30.5%)	237 (5.5%)	241 (30.9%)	396 (6.4%)
Unknown <i>i</i>			19 (2.4%)	639 (10.4%)
Management organization				
Freestanding	553 (91.6%)	2,952 (68.4%)	634 (81.2%)	3,559 (57.8%)
CMO	37 (6.1%)	740 (17.2%)	104 (13.3%)	1,690 (27.4%)
EMO	14 (2.3%)	623 (14.4%)	43 (5.5%)	906 (14.7%)
Unknown <i>ii</i>			0 (0.0%)	3 (0.1%)
Year opened				
1992-93 – 1999-00	111 (18.4%)	972 (22.5%)	106 (13.6%)	797 (12.9%)
2000-01 – 2009-10	493 (81.6%)	3,343 (77.5%)	398 (51.0%)	2,566 (41.7%)
2010-11 – 2016-17			277 (35.5%)	2,776 (45.1%)
Unknown <i>iv</i>			0 (0.0%)	19 (0.3%)

TABLE 2 (AL-KS): CHARTER SCHOOLS WITH COLLECTIVE BARGAINING AGREEMENTS WITH TEACHERS' UNIONS, BY STATE, 2009-10 COMPARED WITH 2016-17

STATE	LEGAL CONTEXT	2009-2010			2016-2017		
		TOTAL # OF CHARTER SCHOOLS	CHARTERS WITH COLLECTIVE BARGAINING	CHARTERS WITH COLLECTIVE BARGAINING BOUND BY LAW	TOTAL # OF CHARTER SCHOOLS	CHARTERS WITH COLLECTIVE BARGAINING	CHARTERS WITH COLLECTIVE BARGAINING BOUND BY LAW
AL	Alabama law provides that charter schools are exempt from participation in any school district personnel policies.	n.a.	n.a.	n.a.	0	0 (0%)	0 (0%)
AK	Alaska law requires all charter schools to be part of existing collective bargaining agreements, but schools can apply for exemptions.	26	26 (100%)	26 (100%)	29	29 (100%)	29 (100%)
AR	Arkansas law provides that open enrollment charter schools are exempt from participation in school district personnel policies, but that conversion charter schools are bound by school district personnel policies.	29	1 (3.4%)	1 (100%)	73	0 (0%)	0 (0%)
AZ	Arizona law provides that all charter schools are their own legal entity and thus do not have to abide by any outside agreements.	508	0 (0.0%)	0 (0.0%)	546	0 (0%)	0 (0%)
CA	California law provides that charter schools are exempt from district collective bargaining agreements.	807	122 (15.1%)	0 (0.0%)	1,254	245 (19.5%)	48 (19.6%)
CO	Colorado law doesn't explicitly address this issue, but has been consistently interpreted to exempt charter schools from district collective bargaining agreements.	158	0 (0.0%)	0 (0.0%)	237	0 (0%)	0 (0%)
CT	Connecticut law allows a state charter school's teachers to negotiate as a separate unit within the charter school governing council or work independently. It requires a local charter school's teachers to be covered by the school district collective bargaining agreement, but such agreement may be modified by a majority of a charter school's teachers and the charter school's governing council.	18	3 (16.7%)	0 (0.0%)	24	5 (20.8%)	0 (0%)
DC	The law exempts charter schools from district collective bargaining agreements.	96	0 (0.0%)	0 (0.0%)	119	1 (0.1%)	0 (0%)
DE	Delaware law provides that charter schools are exempt from participation in any district collective bargaining agreements.	18	0 (0.0%)	0 (0.0%)	25	0 (0%)	0 (0%)
FL	Florida law provides that charter schools are exempt from participation in any district collective bargaining agreements.	411	16 (3.9%)	0 (0.0%)	656	15 (2.3%)	0 (0%)
GA	Georgia law provides that charter schools are exempt from participation in any district personnel policies.	89	0 (0.0%)	0 (0.0%)	83	0 (0%)	0 (0%)
HI	Hawaii law provides that the negotiated master agreements apply to charter school employees unless the exclusive union representatives and the local school board of a charter school enter into supplemental agreements that contain cost and non-cost items to facilitate decentralized decision-making. In addition, any person with civil service status in a conversion school retains that status and all privileges and benefits as other civil servants.	31	31 (100%)	31 (100%)	34	34 (100%)	34 (100%)
IA	Iowa law requires charter schools to be part of their district's collective bargaining agreements.	8	8 (100%)	8 (100%)	3	3 (100%)	3 (100%)
ID	Idaho law provides that charter schools are exempt from district collective bargaining agreements.	36	0 (0.0%)	0 (0.0%)	52	0 (0%)	0 (0%)
IL	Illinois law provides that charter schools are exempt from district collective bargaining agreements. It also specifies that any bargaining unit of charter school employees that is formed must be separate and distinct from any bargaining units formed from employees of a school district in which the charter school is located.	102	9 (8.5%)	0 (0.0%)	144	32 (22.2%)	0 (0%)
IN	Indiana law provides that charter schools are exempt from district collective bargaining agreements.	54	1 (1.9%)	1 (100%)	95	0 (0%)	0 (0%)
KS	Kansas law provides that a charter school's teachers remain covered by the school district collective bargaining agreement, although waivers may be granted if specified in the charter.	36	35 (97.2%)	35 (100%)	10	10 (100%)	10 (100%)

TABLE 2 (LA-NM): CHARTER SCHOOLS WITH COLLECTIVE BARGAINING AGREEMENTS WITH TEACHERS' UNIONS, BY STATE, 2009-10 COMPARED WITH 2016-17

STATE	LEGAL CONTEXT	2009-2010			2016-2017		
		TOTAL # OF CHARTER SCHOOLS	CHARTERS WITH COLLECTIVE BARGAINING	CHARTERS WITH COLLECTIVE BARGAINING BY LAW ⁷	TOTAL # OF CHARTER SCHOOLS	CHARTERS WITH COLLECTIVE BARGAINING	CHARTERS WITH COLLECTIVE BARGAINING BY LAW
LA	Louisiana law requires the provisions of any collective bargaining agreement entered into by the local school board in whose jurisdiction the charter school is located to apply to such charter schools, unless its approved charter provides otherwise. A charter operator may select to not be subject to such a collective bargaining agreement in its charter. This provision does not apply to Type 5 charter schools, which are exempt from participation in any district collective bargaining agreement.	77	0 (0.0%)	0 (0.0%)	146	4 (2.7%)	0 (0%)
MA	Commonwealth charter teachers may work independently or bargain collectively. Horace Mann charter teachers remain bound by school district collective bargaining agreements to the extent provided by the terms of their charters.	62	8 (12.9%)	7 (87.5%)	82	12 (14.6%)	10 (83.3%)
MD	Maryland law provides that a charter school's teachers remain covered by the school district collective bargaining agreement, although a charter school and a local teachers' union may mutually agree to negotiate amendments to the existing agreement to address the needs of the particular charter school, including amendments to work days, work hours, school year, procedures for transfers that are consistent with the instructional mission of the school and extra duty assignments.	36	36 (100%)	36 (100%)	48	48 (100%)	48 (100%)
ME	Maine law provides that teachers in new start-up schools have the right to bargain collectively, but it must be separate from other bargaining units such as the district bargaining unit. The law also provides that these teachers cannot be required to be members of any existing agreement. Maine law provides that teachers in conversion schools have a right to benefits as stated in applicable collective bargaining agreements or they may vote to be represented in alternative ways.	n.a.	n.a.	n.a.	9	0 (0%)	0 (0%)
MI	Michigan law provides that charter schools are exempted from required participation in the collective bargaining agreement of the district in which they reside.	240	6 (2.5%)	0 (0.0%)	302	9 (3.0%)	0 (0%)
MN	Minnesota law provides that a charter school's teachers are at will employees and may organize for collective bargaining similar to teachers in other districts. It also provides that a bargaining unit at a school authorized by a traditional school district must negotiate as a separate unit with the charter school governing body or remain part of the school district unit if certain conditions and approvals are agreed upon.	153	0 (0.0%)	0 (0.0%)	166	2 (1.2%)	0 (0%)
MO	Missouri law provides that charter schools are exempt from participation in any district collective bargaining agreements.	33	1 (3.0%)	0 (0.0%)	61	1 (1.6%)	0 (0%)
MS	State law provides that charter schools are exempt from participation in state and school district personnel policies.	n.a.	n.a.	n.a.	3	0 (0%)	0 (0%)
NC	The law provides that charter school teachers are not subject to school district work rules.	96	0 (0.0%)	0 (0.0%)	168	0 (0%)	0 (0%)
NH	New Hampshire law does not require charter schools to participate in existing district bargaining agreements. Statute also specifies that any bargaining units at a charter school must be separate from other bargaining units.	11	0 (0.0%)	0 (0.0%)	25	0 (0%)	0 (0%)
NJ	New Jersey law provides that start-up schools are exempt from district collective bargaining agreements, but also provides that conversion schools are not exempt from district collective bargaining agreements.	68	9 (13.2%)	0 (0.0%)	88	16 (18.2%)	0 (0%)
NM	New Mexico law does not require any charter schools to be part of existing collective bargaining agreements.	72	1 (1.3%)	0 (0.0%)	99	2 (2.0%)	0 (0%)

TABLE 2 (NV-TN): CHARTER SCHOOLS WITH COLLECTIVE BARGAINING AGREEMENTS WITH TEACHERS' UNIONS, BY STATE, 2009-10 COMPARED WITH 2016-17

STATE	LEGAL CONTEXT	2009-2010			2016-2017		
		TOTAL # OF CHARTER SCHOOLS	CHARTERS WITH COLLECTIVE BARGAINING	CHARTERS WITH COLLECTIVE BARGAINING BOUND BY LAW ⁷	TOTAL # OF CHARTER SCHOOLS	CHARTERS WITH COLLECTIVE BARGAINING	CHARTERS WITH COLLECTIVE BARGAINING BOUND BY LAW
NV	Nevada law provides that charter schools are exempt from district collective bargaining agreements.	28	0 (0.0%)	0 (0.0%)	39	0 (0%)	0 (0%)
NY	New York law exempts most charter schools from existing collective bargaining agreements. However, the law requires that conversion schools are part of district collective bargaining agreements, but it allows such agreements to be modified. The law also provides that if enrollment at a new charter school exceeds 250 students within the first two years of operation, all employees of the school will be considered members of the same union or employee organization that represents like-employees in the school district. Such schools may still apply for one of a limited number of waivers under the law.	140	24 (17.1%)	19 (79.2%)	268	26 (9.7%)	5 (19.2%)
OH	For start-ups, Ohio law exempts charter schools from mandatory participation in any outside collective bargaining agreements. The law subjects conversions to a school district's collective bargaining agreement, unless a majority of the charter school's teachers petition to work independently or form their own unit. Ohio law provides that employees of a conversion charter school sponsored by the board of education of a municipal school district are no longer subject to any future collective bargaining agreement if the mayor submits to the board of education sponsoring the school and to the state employment relations board a statement requesting that all employees of the conversion charter school be removed from a collective bargaining unit.	322	42 (13.0%)	32 (76.2%)	362	46 (12.7%)	36 (78.3%)
OK	Oklahoma law exempts charter schools from participation in district collective bargaining agreements.	18	0 (0.0%)	0 (0.0%)	37	0 (0%)	0 (0%)
OR	Oregon law provides that charter schools are exempt from district collective bargaining agreements and personnel policies, though they may participate in a district bargaining unit by choice or organize separately.	102	29 (28.4%)	0 (0.0%)	126	34 (27.0%)	0 (0%)
PA	Pennsylvania law provides that a charter school's teachers may work independently or bargain collectively (but not as part of the school district's collective bargaining unit).	135	4 (3.0%)	0 (0.0%)	183	14 (7.7%)	0 (0%)
RI	Rhode Island law exempts independent and mayoral academies from district collective bargaining agreements, although they must identify the sending school district(s) rules from which they are seeking variances within the application. The law also provides that district charter schools are bound by the district collective bargaining agreement unless the parties to the collective bargaining agreement approve variances requested by the school.	13	3 (23.1%)	3 (100%)	30	3 (10.0%)	3 (100%)
SC	South Carolina law provides that charter schools are exempt from participation in any district personnel policies, except that the provisions of state law concerning employment and dismissal of teachers apply to staff at conversion charter schools that were there at the time of conversion.	38	0 (0.0%)	0 (0.0%)	66	0 (0%)	0 (0%)
TN	The law does not require a charter school to participate in a collective bargaining agreement. However, a charter school's employees may form a bargaining unit, which may elect to represent themselves in negotiations with the charter school's governing body or they may elect to be represented by any qualified person or organization, including the local bargaining unit within the school district. A charter school's bargaining unit can bargain only with the governing board of the charter school, and not with the local school board.	22	0 (0.0%)	0 (0.0%)	107	0 (0%)	0 (0%)

TABLE 2 (TX-WY): CHARTER SCHOOLS WITH COLLECTIVE BARGAINING AGREEMENTS WITH TEACHERS' UNIONS, BY STATE, 2009-10 COMPARED WITH 2016-17

STATE	LEGAL CONTEXT	2009-2010			2016-2017		
		TOTAL # OF CHARTER SCHOOLS	CHARTERS WITH COLLECTIVE BARGAINING	CHARTERS WITH COLLECTIVE BARGAINING BOUND BY LAW ⁷	TOTAL # OF CHARTER SCHOOLS	CHARTERS WITH COLLECTIVE BARGAINING	CHARTERS WITH COLLECTIVE BARGAINING BOUND BY LAW
TX	Texas is an at-will state. With limited exceptions, it does not permit collective bargaining agreements. Consequently, neither open-enrollment charter schools nor district-authorized charter schools participate in outside collective bargaining agreements. However, Texas law provides that open-enrollment charter schools are exempt from participation in school district personnel policies, but that district-authorized charter schools are not exempt from participation in school district personnel policies.	542	15 (2.8%)	15 (100.0%)	761	12 (1.6%)	12 (100.0%)
UT	Utah law provides that charter schools are exempt from district collective bargaining agreements.	72	0 (0.0%)	0 (0.0%)	125	0 (0%)	0 (0%)
VA	According to the law, charter school personnel are considered employees of the local school board granting the charter and are granted the same employment benefits in accordance with the district's personnel policies (unless the local school board allows charter school personnel to be employees of the charter school governing board).	3	3 (100.0%)	3 (100.0%)	9	0 (0%)	0 (0%)
WA	State law provides that charter schools are exempt from participation in any outside collective bargaining agreements. Statute indicates that any bargaining units established at a charter school must be limited to employees working in the school and must be separate from other bargaining units in school districts, educational service districts, or institutions of higher education.	n.a.	n.a.	n.a.	8	0 (0%)	0 (0%)
WI	Under Wisconsin law, charter schools authorized by non-local board authorizers and charter schools authorized by local board authorizers that employ their own staff are exempt from participation in any outside collective bargaining agreements, while those authorized by local school boards that don't employ their own staff are not exempt from participation in any district collective bargaining agreements.	206	171 (83.0%)	171 (100%)	233	178 (76.4%)	178 (100%)
WY	Wyoming law provides that charter schools are exempt from district collective bargaining agreements.	3	0 (0.0%)	0 (0.0%)	4	0 (0%)	0 (0%)

TABLE 3: CHARTER SCHOOLS WITH COLLECTIVE BARGAINING AGREEMENTS WITH TEACHERS' UNIONS, BY SELECT CITIES

CITY	STATE	2009-2010			2016-2017		
		TOTAL # OF CHARTER SCHOOLS	CHARTERS WITH COLLECTIVE BARGAINING	CHARTERS WITH COLLECTIVE BARGAINING BOUND BY LAW	TOTAL # OF CHARTER SCHOOLS	CHARTERS WITH COLLECTIVE BARGAINING	CHARTERS WITH COLLECTIVE BARGAINING BOUND BY LAW
Little Rock	AR	9	1 (11.1%)	1 (100%)	15	0 (0%)	0 (0%)
Phoenix	AZ	51	0 (0%)	0 (0%)	151	0 (0%)	0 (0%)
Los Angeles	CA	163	43 (26.4%)	0 (0%)	298	92 (30.9%)	48 (52.2%)
Oakland	CA	32	1 (3.1%)	0 (0%)	46	2 (4.3%)	0 (0%)
Denver	CO	24	0 (0%)	0 (0%)	56	0 (0%)	0 (0%)
Washington	DC	96	0 (0%)	0 (0%)	119	1 (0.8%)	0 (0%)
Miami	FL	85	0 (0%)	0 (0%)	127	0 (0%)	0 (0%)
Atlanta	GA	9	0 (0%)	0 (0%)	29	0 (0%)	0 (0%)
Chicago	IL	92	7 (7.6%)	0 (0%)	130	31 (23.8%)	0 (0%)
Indianapolis	IN	18	0 (0%)	0 (0%)	48	0 (0%)	0 (0%)
Baton Rouge	LA	13	0 (0%)	0 (0%)	23	0 (0%)	0 (0%)
New Orleans	LA	50	0 (0%)	0 (0%)	77	4 (5.2%)	0 (0%)
Boston	MA	15	3 (20.0%)	2 (66.7%)	26	6 (23.1%)	6 (100%)
Springfield	MA	4	1 (25.0%)	1 (100%)	6	0 (0%)	0 (0%)
Detroit	MI	47	1 (2.1%)	0 (0%)	43	2 (4.7%)	0 (0%)
Minneapolis	MN	35	0 (0%)	0 (0%)	31	0 (0%)	0 (0%)
Kansas City	MO	20	0 (0%)	0 (0%)	30	0 (0%)	0 (0%)
St. Louis	MO	13	1 (7.7%)	0 (0%)	28	1 (3.6%)	0 (0%)
Charlotte	NC	11	0 (0%)	0 (0%)	24	0 (0%)	0 (0%)
Camden	NJ	7	1 (14.3%)	0 (0%)	6	1 (16.7%)	0 (0%)
Newark	NJ	13	1 (7.7%)	0 (0%)	19	2 (10.5%)	0 (0%)
New York City	NY	99	13 (13.1%)	9 (69.2%)	212	21 (9.9%)	4 (19.0%)
Cincinnati	OH	22	0 (0%)	0 (0%)	21	1 (4.8%)	1 (100%)
Cleveland	OH	47	1 (2.1%)	0 (0%)	67	5 (7.5%)	0 (0%)
Oklahoma City	OK	14	0 (0%)	0 (0%)	20	0 (0%)	0 (0%)
Tulsa	OK	4	0 (0%)	0 (0%)	11	0 (0%)	0 (0%)
Philadelphia	PA	66	3 (4.5%)	0 (0%)	92	8 (8.7%)	0 (0%)
Columbia	SC	8	0 (0%)	0 (0%)	9	0 (0%)	0 (0%)
Memphis	TN	15	0 (0%)	0 (0%)	72	0 (0%)	0 (0%)
Nashville	TN	5	0 (0%)	0 (0%)	29	0 (0%)	0 (0%)
El Paso	TX	6	0 (0%)	0 (0%)	15	0 (0%)	0 (0%)
Fort Worth	TX	11	0 (0%)	0 (0%)	19	0 (0%)	0 (0%)
Houston	TX	105	0 (0%)	0 (0%)	165	0 (0%)	0 (0%)
San Antonio	TX	34	13 (38.2%)	13 (100%)	89	10 (11.2%)	10 (100%)
Milwaukee	WI	51	26 (51.0%)	26 (100%)	41	5 (12.2%)	5 (100%)



METHODOLOGICAL NOTES

For this report, we defined a charter school as unionized if the school participated in a collective bargaining agreement with a teachers' union or association. There were additional charter schools without collective bargaining agreements that hired teachers who were members of a teachers' union. These schools were not counted as being unionized.

We collected union data for every charter school nationwide by contacting a variety of sources within each state. The sources included state departments of education, school districts, charter school support organizations and resource centers, charter school authorizers, state employee relations boards, national union organizations, and local affiliates of the national union organizations. In several states, we supplemented with information from internet searches about union votes.

i National Alliance for Public Charter Schools. (2010). *Unionized charter schools: Data from 2009-10*. Washington, DC: Author.

ii NAPCS Public Charter School database missing the conversion/start-up data for 658 charter schools in 2016-17.

iii NAPCS Public Charter School database missing the charter management organization data for 3 charter schools in 2016-17.

iv NAPCS Public Charter School database missing the year open data for 19 charter schools in 2016-17.

v National Alliance for Public Charter Schools. (2017). *Measuring up to the model: A ranking of state charter public school laws (eighth edition)*. Washington, DC: Author.

vi The Los Angeles Unified School District authorizes a set of charter schools referred to as "conversion affiliated." These charter schools are required to participate in the district's collective bargaining agreement.

vii In Virginia, the change in schools coded as unionized between 2009-10 and 2016-17 reflects a different interpretation of the state's charter school law.