



Craig City School District

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Memorandum Item 10f

TO: CCSD School Board Members
FROM: Jackie Hanson, Superintendent
DATE: October 16, 2025
SUBJECT: CEA Certified Negotiated Agreement (FY26 - FY28)

The Craig Education Association (CEA) has ratified Certified Negotiated Agreement for fiscal years 2026 - 2028 following the completion of this year's negotiation process. The Agreement is now presented to the CCSD School Board for formal approval.

All revisions to the prior Agreement are shown in *red font* for ease of reference. Once approved by the Board, the new Agreement will take effect July 1, 2025, and remain in place through June 30, 2028.

I believe it is fair to say that this negotiation cycle was challenging. While the District remains committed to maintaining a competitive salary schedule for certified staff, the financial impact of the new Agreement will require careful and strategic fiscal management moving forward.

I have been working closely with CCSD's Business Manager, Melinda Bass, on CCSD's General Operating Budget to determine how best to absorb the overall cost increases associated with the new Agreement. The package includes a 12% salary increase for certified staff over three years (5% in the current year), recognition of up to nine (9) years of prior teaching experience, and the addition of a new MA+36 column. These enhancements provide meaningful support for our certified instructional staff and will hopefully strengthen our ability to attract and retain quality educators; however, they also represent a significant financial commitment for the District.

At the same time, it is also important to acknowledge that for the 2024–2025 school year, the CEA membership accepted a 0% salary increase. This new Agreement helps make up some of that ground.

With that said, it is unlikely that CCSD will be able to restore previously reduced positions. In addition, there is a solid chance the District will need to absorb at least one (1) more certified position. While competitive compensation is important, we recognize that pay alone cannot fully offset the challenges of increased workloads. The CCSD administrative team will continue to monitor workloads closely, and provide needed support from within our current, existing resources.

Suggested Motion(s): Move to approve the CEA Certified Negotiated Agreement for FY26 - FY28, as presented.