



Craig City School District

P.O. Box 800, Craig, Alaska 99921
www.craigschools.com
Phone (907) 826.3274
FAX (907) 826.3322

Chris Reitan, Superintendent
Jackie Hanson, Elem./MS Principal
Kim Brand, HS Principal
Mollie Harings, PACE Principal

Memorandum Item 9i

FOR: School Board Members
FROM: Chris Reitan
DATE: May 26 2021
SUBJECT: CCSD Classified Employees Group Negotiated Agreement July 1, 2020 – June 30, 2023

CCSD has been in negotiations with the CEA Classified Hourly Group during the 2020-2021 school year. The CEA Classified Hourly Group has been working from an expired contract that expired on July 1, 2020.

Included for the Board's review is the tentative agreement the CCSD Board Negotiations Committee and the CEA Classified Hourly Negotiations Committee agreed to during the May 12, 2021 negotiations meeting.

Significant aspects of the agreement are outlined below:

- Provides increased wages of 2.5% for FY 21, 2.% for FY 22, and 2% for FY 23
- Adjusts medical and dental insurance contributions to 1% of the premium for FY 21, 2% of the premium for FY 22, and 2% of the premium for FY 23. Also provides classified hourly employees a choice between Public Health Trust Plan A or Public Health Trust Plan C.
- Adjusts the schedule for mid shift breaks based on the following language, "Each **full-time** employee will be granted **two fifteen (15) minute breaks mid shift prior to lunch and mid-shift after a 30 minute unpaid lunch break. Each part time employee will be granted** a fifteen (15) minute break mid-shift prior to lunch and/or mid-shift after 30 minute unpaid lunch break, providing that the shift is at least 3.5 hours in length. The employee's supervisor must approve the scheduling of breaks.
- Adjusts the language about Personal Leave to include the following two provisions:
 - Each classified employee shall receive four (4) personal leave days annually, accruable to ~~five (6)~~ **seven (7)** days.
 - **Each year an employee may use up to five (5) sick leave days as personal days as defined under this section. These days do not accumulate and cannot be carried over into the next year.**

The CEA Classified Hourly Union members met on Wednesday, May 19, 2021 and ratified the agreement.

Suggested Motion: Move to approve the CCSD Classified Employees Group Negotiated Agreement July 2, 2020 – June 30, 2023 as presented.