



Craig City School District

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Jackie Hanson, Superintendent
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Memorandum Item 10c

TO: CCSD School Board Members
FROM: Jackie Hanson, Superintendent
DATE: April 23, 2026
SUBJECT: CEA Classified Negotiated Agreement FY27 – FY29

Under Alaska law, a Tentative Agreement between a public employer and a bargaining unit is not final until it has been ratified by both parties - the union membership and the governing body. While there is no statutory requirement that one party must ratify before the other, the Agreement is not fully executed or implemented until both approvals occur.

Consistent with CCSD past practice, the District has traditionally followed a sequence in which the Craig Education Association (CEA) ratifies first, followed by formal CCSD School Board approval. However, given the timing of the current negotiations and the anticipated start of Public Education Health Trust's (PEHT's) Open Enrollment around May 1, 2026, flexibility in sequencing may be necessary.

The Classified Negotiations Team has indicated that CEA members were notified of a ratification meeting scheduled for Tuesday, April 28th at 4PM, with the intent to secure a quorum and complete membership voting prior to the April 29, 2026 Board meeting. If a quorum is not achieved, additional attempts to ratify may occur later in the week, ideally prior to PEHT's Open Enrollment period. Please note, in the event a quorum is not achieved at the ratification meeting (4/28), any Board action at the CCSD School Board Meeting on April 29th would be contingent upon subsequent ratification by the CEA membership.

Summary of Tentative Agreement Provisions

In addition to language changes, key provisions of the FY27-FY29 CEA Classified Tentative Agreement include:

- **Insurance Alignment:** Insurance options and employee premium contributions for Classified employees align with Certified employee options and employee premium contributions.
- **Part-Time Employee Insurance Option:** Part-time Classified employees may elect Employee-Only coverage by paying 50% of the plan premium or up to a \$750 cap, whichever is less.
- **Wage Classification Adjustments:** Special Education Paraprofessionals are moved to the Library Services column and that column is inclusive of Migrant Tutor and Tech I positions as well.
- **General Wage Increases:**
 - FY27: 4% increase plus a \$0.50 step increase
 - FY28: 2% increase plus a \$0.50 step increase
 - FY29: 2% increase plus a \$0.50 step increase

Suggested Motion (if ratified by CEA): Move to approve the tentative Classified Employees Association (CEA) Negotiated Agreement for Fiscal Years 2027 - 2029, as presented.

Suggested Motion (if not ratified by CEA): Move to approve the tentative Classified Employees Association (CEA) Negotiated Agreement for Fiscal Years 2027 - 2029, as presented, contingent upon ratification by the CEA membership.

Our students will be lifelong learners who will be resilient, compassionate, self-sufficient members of society.
CCSD will provide an environment that empowers every student, every day to transfer their learning to life.