

The California School Employees Association
And its
Lancaster Chapter #297
To
Lancaster School District
Reopener Initial Proposal 2026-2027

July 9, 2026

The California School Employees Association and its Lancaster Chapter #297 (CSEA) present their initial successor proposal under the provisions of the current bargaining agreement. It is CSEA's intent to alter or amend the following articles as indicated and present our proposals for public discussion in accordance with Government Code 3547:

ARTICLE 4—Salary

CSEA proposes to enhance the Salary provision, which shall include but not be limited to stipends, job descriptions and an equitable wage increase to help maintain the integrity of the salary schedule and an acceptable standard of living for all employees.

ARTICLE 5—Health and Welfare

CSEA proposes to enhance the Unit Member Benefits provision, which shall include but not be limited to health and welfare benefits language.

Article 6—Hours of Employment

CSEA proposes to enhance, modify, eliminate language regarding hours of employment, which shall include but not be limited to holiday language.

Article 07 – Employee Rights

CSEA proposes to enhance, modify, and/or eliminate language regarding employee rights, which shall include but not be limited to pregnancy disability leave.

Article 15 – Leave Provisions

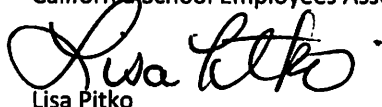
CSEA proposes to enhance, modify, and/or eliminate language regarding employee rights, which shall include but not be limited to personnel files.

CSEA reserves the right to withdraw, amend or add to this proposal as necessary, in accordance with applicable laws.

In the spirit of collaboration, additional articles may be re-opened when mutually agreed upon by both parties. As we respectfully await your response, please feel free to contact me with any questions or concerns via telephone to Labor Relations Representative, Chris Fujioka at (559) 244-5319 or email at cfujioka@csea.com

Respectfully,

California School Employees Association



Lisa Pitko

Chapter President