



Lancaster School District

Human Resources Services

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The Lancaster School District's Initial Proposal to The California School Employees Association And Its Chapter #297 2026-27 School Year

The Lancaster School District is interested in engaging in meaningful dialogue with CSEA Chapter #297 to improve the function and clarity of our collective bargaining agreement. We look forward to sharing information openly and discussing a range of options with the understanding that these collaborative conversations will lead to a mutually agreeable resolution.

District and CSEA have an ongoing interest in opening the following articles for review:

- Article XX - Basic Salary
- Article XXI - Employee Benefits

District and CSEA have mutually agreed to open Article XV – Specifically, Leave Provisions for the limited purpose of updating the contract language to reflect the new requirement of up to fourteen (14) weeks of paid pregnancy leave.

District has an interest in opening the following article for review:

- Article IX – Performance Evaluations

The Lancaster School District is committed to the following:

- Financial stability of the District
- Equitable salary and benefits
- Association/Management partnership
- Commitment of the District
- Attract and retain highly qualified staff
- Providing safe working conditions