

The California School Employees Association  
And its  
Lancaster Chapter #297  
To  
Lancaster School District  
Successor Initial Proposal 2025-2028  
September 04, 2025

Article 1—Recognition Clause

CSEA proposes to enhance, modify, and/or eliminate language in Recognition Clause, which shall include but not be limited to adding classifications.

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 employee benefits provision for all eligible unit members which shall include, but not be limited to increasing the District's contribution.

Article 6- Hours of Employment

CSEA proposes to enhance, modify, and/or eliminate language regarding hours of employment, which shall include but not be limited to work schedule language.

Article 7—Employee Rights

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

Article 10—Transfers

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

Article 11—Promotions

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

Article 14 – Safety Conditions

CSEA proposes to enhance, modify, and/or eliminate language regarding employee rights, which shall include but not be limited to District Safety/Health Committee.

Article 18 – Definitions

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

Article 21 – Term

CSEA proposes to modify language regarding the term, which shall include but not be limited to term ending date.

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 us with any questions or concerns via telephone to Labor Relations Representative, Chris Fujioka at (559) 244-5319 or email at [cfujioka@csea.com](mailto:cfujioka@csea.com)

Respectfully,

Kristina Riley  
Chapter President, Chapter 297