

**The Lancaster School District's**  
**Initial Proposal to the CSEA and its Chapter #297**  
**2020-2021 School Year**

The Lancaster School District and CSEA and its Chapter #297 will negotiate the collective bargaining agreement between CSEA and its Chapter #297 and the Lancaster School District. The District will share information openly and discuss a range of options with the understanding that these collaborative discussions will lead to a mutually agreeable resolution. The entire agreement will be open for review.

The Lancaster School District is committed to the following:

- Financial stability of the District
- Equitable salary and benefits
- Association/Management partnership
- Vision and Mission of the District