



Seth Bramble, Legislative Advocate  
CTA Governmental Relations  
1118 10th Street  
Sacramento, CA 94814-3504  
sbramble@cta.org

**SUBJECT: Paid Pregnancy Leave for Educators**

**POSITION: Support**

Dear Seth Bramble,

**The San Diego Education Association** supports efforts by Assemblymember Cecilia Aguiar-Curry in the 2025- 26 legislative session to establish pregnancy leave for California’s educators. We know that a CTA-sponsored bill will be introduced to grant public school employees up to 14 weeks of leave with full pay when an employee is experiencing pregnancy, miscarriage, childbirth, termination of pregnancy, or recovery from those conditions. In California – the fifth largest economy worldwide – one of the largest and predominantly female workforces in the state are excluded from pregnancy disability leave – a fundamental standard for reproductive rights in most countries across the globe.

Additionally, we acknowledge that the language of the bill may change during the legislative process, but we wish to remain in a public and supportive position based on any efforts you or CTA Legislative Relations leads to advance this important issue. Without paid pregnancy leave, mothers may not feel ready to return to work and may drop out of the workforce. More than three-quarters of educators are female, making the proposed policy especially impactful for those who choose public education for their career. Establishing pregnancy disability leave will help retain educators during a historic educator shortage.

Under current state law, educators cannot earn any paid pregnancy leave. Only after they have used all their sick leave are educators eligible to receive differential pay for up to five months when they cannot work due to pregnancy-related disabilities. Differential pay is the educator’s regular salary minus the cost of their substitute. School employees are left with the decision to either “schedule” pregnancies based on the school calendar or try to get by with less pay. This current practice disproportionately discriminates against women as they are required to deplete their leave balances to bear children.

This bill will finally end the discriminatory practice of giving employees who are pregnant no choice but to deplete their sick leave. When an educator is forced to use up their sick leave for pregnancy leave, they return to the classroom with no leave to care for sick family members or themselves. The current policy encourages sick educators to come to school endangering other educators, parents, and students. When an educator retires, CalSTRS converts unused sick leave to additional service credit. But school employees who have exhausted their sick leave due to pregnancy, miscarriage, childbirth, termination of pregnancy or recovery from those conditions are penalized.

By requiring school and community college districts to provide fully paid pregnancy disability leave, this CTA sponsored bill will help employees working in public schools and community colleges to take necessary time off without sacrificing their financial security, the health of their families or the health of their school communities. ***For these reasons, we look forward to working with you to establish paid pregnancy leave for California's educators.***

Please include my name, our organization's name, and our logo on any coalition efforts to advance this CTA-sponsored legislation.

Signature:

Kyle Weinberg  
President, San Diego Education Association