



RESOLUTION #25-47

Resolution in Support of AB 65: The Pregnancy Leave for Educators Act

WHEREAS, the Oxnard Union High School District is committed to fostering an equitable, supportive, and respectful working environment for all its employees; and

WHEREAS, a substantial majority of the school district's educators and staff are women, and the current state policy requiring employees to use their personal sick leave for pregnancy and childbirth recovery creates a significant and disparate financial burden on female employees and their families; and

WHEREAS, Assembly Bill 65 (Aguiar-Curry), known as the *Pregnancy Leave for Educators Act*, addresses this inequity by mandating up to 14 weeks of fully paid pregnancy leave for certificated and classified school and community college employees; and

WHEREAS, this legislation would help close the gender wage gap and address the gender retirement disparity for educators by ensuring that paid leave is not deducted from their accumulated sick leave, which is converted into service credit at retirement; and

WHEREAS, adopting AB 65 would improve the retention and recruitment of high-quality educators, particularly women, thereby addressing California's ongoing educator shortage; and

WHEREAS, providing fully paid pregnancy leave supports the health and well-being of school employees and their families, leading to a more positive and stable school community; and

WHEREAS, a policy of fully paid pregnancy leave aligns with the best practices of many private sector companies and other states;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of the Oxnard Union High School District hereby expresses its strong support for AB 65, the *Pregnancy Leave for Educators Act*; and

BE IT FURTHER RESOLVED, that the Board of Trustees and Superintendent will continue to advocate for policies that create a fair and equitable workplace for all employees.

BE IT FINALLY RESOLVED, that the Board of Trustees of the Oxnard Union High School District hereby expresses its strong support for California Assembly Bill 65 (AB 65).

PASSED AND ADOPTED this 17th day of September, 2025 by the Board of Trustees of the Oxnard Union High School District.



AYES: 5
NOES: 0
ABSENT:
ABSTAIN:

State of California
County of Ventura

Genevieve Flores-Haro
President, Board of Trustees
Oxnard Union High School District

Dr. Tom McCoy
Superintendent
Oxnard Union High School District