



The Honorable Gavin Newsom
Governor, State of California
1021 O Street, Suite 9000
Sacramento, CA 95814

The Honorable Robert Rivas
Speaker of the Assembly
State Capitol, Room 3164
Sacramento, CA 95814

The Honorable Monique Limón
President pro Tempore,
California State Senate
1021 O Street, Suite 8518
Sacramento, CA 95814

June 3, 2026

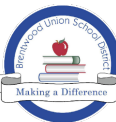
Dear Governor Newsom, Speaker Rivas, and President pro Tempore Limón:

On behalf of the undersigned statewide educational organizations and local educational agencies, we believe in providing all public school employees up to 14 weeks of paid pregnancy disability leave. The Governor's proposed policy is essential to supporting and retaining our workforce of dedicated educators and staff. **We urge two amendments** to ensure this paid pregnancy disability leave is equitable and accessible to all school employees and employees.

1. **The Governor has committed to reimbursing the costs of paid pregnancy disability leave. We recommend that reimbursements occur for all school employees.**

The May Revision proposes to reimburse school employers for the costs of paid pregnancy disability leave, such as paying for substitute teachers through a blanket increase to the Local Control Funding Formula ("LCFF"). The LCFF is the way core instruction is funded for school districts, charter schools, and county offices of education.

Reimbursing exclusively through the LCFF, however, leaves significant gaps for employees and programs supported by non-LCFF programs. These include, but are not limited to, the State Preschool Program, Head Start, Migrant Education, the Necessary Small Schools Program, regional occupational programs, community-funded districts, and career technical education programs. In most county offices of education, for example, only 20 to 30 percent of an office's educational workforce is supported by the LCFF. Other employees are funded through a mix of other state, federal, and grant sources.



In the Budget Act, we recommend a claims-based reimbursement structure to ensure employees have equitable access to paid pregnancy disability leave regardless of their employing agency or program funding source. This amendment will more accurately reflect actual costs and provide the Legislature with transparent statewide cost data for ongoing implementation.

2. Extended leave for teachers must be paired with greater instructional continuity for students and families. We urge support for AB 2490 (Valencia).

The Governor's proposal authorizes up to 14 weeks—70 days—of paid leave. However, state law requires substitute teachers to rotate out of a general education classroom every 30 days and rotate out of a special education classroom every 20 days. These two laws are not aligned and will create unnecessary disruption to students and families when a teacher is on leave.

During a 14-week leave period, students would see three substitute teachers cycle through their classroom and four substitute teachers in a special education classroom.

While the Teaching Permit for Statutory Leave ("TPSL") exists for vacancies like pregnancy-related leave, the vacancies have vastly outpaced the availability of TPSL-holders given the overall workforce shortage and significant qualifications required to receive a TPSL authorization.

We recommend the Legislature support the expedient passage of Assembly Bill 2490 (Valencia) to pair stronger training and mentoring for substitute teachers with an extended authorization period to remain in a single classroom. Aligning substitute assignment policies with the proposed paid pregnancy disability leave structure is critical to successful implementation, particularly for small, rural, and specialized educational programs that face persistent workforce shortages.

* * *

Paid pregnancy disability leave is an important investment in California's educational workforce. With a dedicated reimbursement structure and practical implementation supports, the Legislature can ensure this policy works effectively for employees, students, and educational agencies across the state. Thank you for your consideration. We look forward to working with you on these recommendations.

Sincerely,

(alphabetized by organization)

Statewide Organizations

Kordell Hampton, Legislative Advocate, Association of California School Administrators

Sara E. Pietrowski, Chief Governmental Relations Officer, California Association of School Business Officials

Deborah Bautista Zavala, Legislative Advocate, California Association of Suburban School Districts

Derick Lennox, Senior Director, Governmental Relations and Legal Affairs, California County Superintendents

Chris Reeve, Legislative Director, California School Boards Association

Michelle McKay Underwood, Legislative Advocate, California School Funding Coalition

Leilani Aguinaldo, Legislative Advocate, Career Technical Education Joint Powers Authority

Jeff Frost, Legislative Advocate, Central Valley Education Coalition

Anthony Rebelo, PhD, Chair, Coalition for Adequate Funding for Special Education (CAFSE)

Anthony Ranii, President, Schools for Sound Finance



Local Education Agencies and Leaders

Lucy Salcido Carter, MA, JD, Director of Policy and Governance, Office of the Superintendent, Alameda County Office of Education



William Roderick, Alpine County Superintendent of Schools

Jaron Fried, Superintendent, Anaheim Union High School District

Dana Eaton, Ed.D., Superintendent, Brentwood Union School District

Julienne Lee, Ed.D., Superintendent, Buena Park School District

Jared Hungerford, Calaveras County Superintendent of Schools



Dr. Amy Peterman, Superintendent, Ceres Unified School District

Danny Kim, Ed.D., Superintendent, Charter Oak Unified School District

Corrine Flomer, Ed.D., Superintendent, Clovis Unified School District

Dr. Brian Dozer, Superintendent, Coastline ROP

Dr. David Moore, Superintendent, Coalinga Huron Unified School District



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Kevin Hatch, Superintendent, Golden Valley Unified School District

Joy C. Gabler, Superintendent, Hanford Elementary School District

Michael Davies-Hughes, Humboldt County Superintendent of Schools

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Brock Falkenberg, Lake County Superintendent of Schools

Patricia A. Gunderson, Lassen County Superintendent of Schools

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Howard Ho, Assistant Superintendent of Business Services, Lawndale Elementary School District

Cheryl Hunt, Superintendent, Lemoore Union Elementary School District

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Tricia Protzman, Madera County Superintendent of Schools

Dr. John Bowes and Dawnalyn Murakawa-Leopard, Ed.D., Superintendent and Deputy Superintendent, Manhattan Beach Unified School District



Jeff Aranguena, Mariposa County Superintendent of Schools

Nicole H. Glentzer, Mendocino County Superintendent of Schools

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Tammy Bennett Nguyen, Mono County Superintendent of Schools

Dr. Vanessa Buitrago, Superintendent, Modesto City Schools

Carmen Garcia, Superintendent, Morgan Hill Unified School District

Joshua Schultz, Napa County Superintendent of Schools

Scott W. Lay, Nevada County Superintendent of Schools

Dana N. Lynch, Superintendent, North Orange County ROP

Julianne Hoefer, Ph.D., Superintendent, Ocean View School District

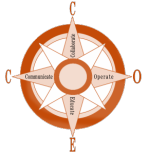
Stefan Bean, Ed.D., Orange County Superintendent of Schools

Rachel H. Monárrez, Superintendent of Schools, Orange Unified School District

Andrea White, Plumas County Superintendent of Schools

Jeff Percell, Superintendent, Riverdale Joint Unified School District





Leticia Garcia, Chief Governmental Relations Officer, Office of the Riverside County Superintendent of Schools

Roger Stock, Superintendent, Rocklin Unified School District

David W. Gordon, Sacramento County Superintendent of Schools

Krystal Lomanto, San Benito County Superintendent of Schools

Dr. Gloria E. Ciriza, San Diego County Superintendent of Schools

Troy A. Brown, San Joaquin County Superintendent of Schools

Marco A. Chávez, San Mateo County Superintendent of Schools

Melissa Bassanelli, Superintendent of Schools, San Juan Unified School District

Dr. Susan Salcido, Santa Barbara County Superintendent of Schools

Dr. David Toston, Sr., Santa Clara County Superintendent of Schools

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Victor Hopper, Superintendent, Shasta-Trinity ROP

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Matt Doyle, Dr., Superintendent, Vista Unified School District

Randy Morris, Superintendent, Washington Unified School District

Dr. Garth Lewis, Yolo County Superintendent of Schools

Brian Beck, Superintendent, Yosemite Unified School District

Rob Gregor, Yuba County Superintendent of Schools

