

Ms. Ortiz Franklin, Ms. Gonez, Ms. Griego – Parental Package: LAUSD as an Equitable Employer of Choice for Thriving Families (Res-068-24/25) (Noticed April 8, 2025)

**VERSION 3**

Whereas, The Los Angeles Unified School District prepares all students to thrive in college, career and beyond with the core beliefs of equity, collaboration and excellence being applied to students, staff, and all families;

Whereas, The LAUSD Strategic Plan Pillar 5 Investing in Staff sets a vision to recognize, empower, and support our staff and a clear focus to recruit, develop and retain our talented and dedicated staff, along with sustaining staff wellness;

Whereas, The LAUSD Strategic Plan Pillar 3 Engagement and Collaboration propels us towards being a model district for authentic family engagement which begins in the earliest years setting a foundation for and honoring that the first and most important teacher for each child is their parent/caregiver;

Whereas, Becoming an employer of choice requires providing comprehensive and competitive compensation and support including benefits that promote the holistic wellness of our employees during all stages of their life;

Whereas, In 2024, Under Pressure: The U. S. Surgeon General's Advisory on the Mental Health and Well-Being of Parents elevated the importance of parental stress, mental health and well-being, stressors unique to parenting, and the bidirectional relationship between parental mental health and child outcomes; recommending employers take action by expanding policies and programs that support the well-being of parents and caregivers in the workplace such as: offering paid parental, medical and sick leave; flexible and fair work schedules; access to child care; and implementing training for managers on work-life harmony and a family-friendly culture;

Whereas, Research documents that the postpartum period is a critical time for the health, development and well-being of both the mother and baby and paid parental leave policies bolster the maternal mental and physical health, and leaves of shorter than 12 weeks are associated with higher rates of maternal depression, stress and anxiety, increased work stress and overload, and reduced understanding of infant development and bonding;

Whereas, Employers that have extended their paid parental leaves saw higher rates of retention, for example when Google extended its paid leave from 12 to 18 weeks, attrition dropped by 50% and when Aetna extended its maternity leave the share of women returning to work increased from 77 to 91%;

Whereas, Research documents that women who receive paid maternity leave are significantly more likely to return to work and employee stability is unquestionably critical for supporting academic achievement;

Whereas, In 2024 the Learning Policy Institute's updated their research-based teacher turnover calculator, which estimates the cost of recruiting, hiring, and training a new teacher in large, public school districts such as Boston Public Schools and Chicago Public Schools can cost

\$29,650 and \$29,762 respectively and that the cost of losing teachers also negatively impacts student achievement and instructional quality, resulting in greater potential costs in tutoring and professional development;

Whereas, After California passed its paid family leave policy, research found long-term child physical health improvements lasting through elementary school, and poverty risk among mothers of infants decreased by more than 10%, among other positive effects;

Whereas, California became the first state to provide paid family leave in 2004, which gives a portion of an employees' salary to take leave to care for a seriously ill family member, bond with a new child, or participate in a qualifying event because of a family member's military deployment for those that pay into state disability, yet the majority of public employees including LAUSD employees do not have access to this benefit and they must use vacation or illness time to receive pay during their leave, receiving half-pay or no pay when earned illness depletes;

~~Whereas, Recognizing the importance of this benefit in January 2025, California increased leave payments for paid family leave to 90% of income for workers making up to \$60,000 a year and 70% for workers that make more than that;~~

Whereas, AB65 (Aguiar-Currie), currently in committee, is a statewide effort supported by educators to provide 14 weeks of fully paid pregnancy leave to school employees who currently must take their earned illness, partial pay and unpaid time for pregnancy, childbirth, miscarriage and recovery from such experiences;

~~Whereas, District employees whose bargaining unit has not chosen to bargain to participate in state disability, must use vacation or sick time in order to receive compensation during their Family and Medical Leave, Pregnancy Disability Leave, and when they run out of full time pay receive half time pay or unpaid leave;~~

Whereas, Inequitable access to paid parental leave places an inequitable burden on employees, often times resulting in employees being forced to make impossible choices to return before it is optimal for their own and their family's wellness or face financial hardship; this burden is most heavily felt by women and employees who are single parents, who do not earn vacation, without access to child care support and those historically under-resourced;

Whereas, California passed SB 729, which requires large and small group health care service plan contracts and disability insurance policies issued, amended, or renewed on or after July 1, 2025, to provide coverage for the diagnosis and treatment of infertility and fertility services;

Whereas, In Vitro Fertilization (IVF) is the leading use of Assistive Reproductive Technology (ART); the use of home births and doulas are on the rise; and none of these supports are currently covered by any health care plan offered to LAUSD employees;

Whereas, Research documents the critical role early learning and care programs play in the cognitive, socioemotional learning, school readiness, and health and well-being of our earliest

learners and provides essential resources and supports to parents and caregivers; and as an education institution it is our responsibility to ensure our employees have equitable access to high quality, affordable early learning and care; and

Whereas, the Economic Policy Institute reported in February 2025 the average cost of infant-care in California is \$21,945, more than twice the cost of in-state tuition for California public universities and roughly 18.4% of the median family income when the Department of Health and Human Services deems childcare “affordable” at no more than 7% of family income;

Whereas, In June 2021 the Governing Board of the Los Angeles Unified School District unanimously passed “Mommy, Daddy and Me,” a student-board member authored resolution calling for a plan, informed by student-parents, that creates a more robust and comprehensive student maternity support system, and an ideal school setting for student-parents; now, therefore it be,

Resolved, That the Governing Board of the Los Angeles Unified School District values all families and is committed to being an employer of choice as a critical component of being a premier school district, including for parent-employees and employees planning to become parents; respecting the full scope of family building and thriving, including:

- Family planning, becoming pregnant (inclusive of fertility treatment like that of Assisted Reproductive Technology (ART) such as in vitro fertilization (IVF) or intrauterine insemination (IUI)), adoption and fostering, [surrogacy](#), physical and mental health from miscarriage and loss;
- Pregnancy, parental and family leave, including prenatal and postpartum care and education, adequate time and support for preparation, recovery and returning to work, access to high quality lactation spaces and necessary accommodations;
- Early learning and care from 0-5 years old, including seeking partnerships with family childcare and non-profit providers and cost-savings for affordable care, and placement in and strategic growth of LAUSD infant centers and Early Education Centers (EECs); and
- Education from preschool through college, encouraging and supporting employees to enroll their children in LA Unified Early Education Centers and UTK-12 programs, offering employees priority where possible.

Resolved further, That the Los Angeles Unified School District, consistent with and subject to [Equal Employment Opportunity \(EEO\)](#) and privacy laws, will evaluate the following data, where available, in preparation for a written report and public presentation to the Board:

- General employee demographics for context such as age, gender, race/ethnicity, location, parental status, marital status, labor union representation, and retention;
- Average and range of time actually taken off by staff for all leave types related to reasons of pregnancy, family bonding, kin care for a child’s illness, prenatal care including but not limited to whether the days were paid or unpaid and by position type;

- Potential budgetary implications for offering paid family leave programs for at least 12 weeks, given historical data of the number of employees that take such leave in LAUSD and Los Angeles more broadly;
- Percentage of employee-parents with children enrolled in LAUSD EECs and UTK-12 schools; and
- Health care plan coverage and cost for prenatal, postnatal and family planning including but not limited to assisted reproductive technology, delivery, doula, home birth, midwife support, and lactation support.

Resolved further, That the District, consistent with and subject to EEO and privacy laws, will conduct or procure a study on the needs, concerns, and experiences for LA Unified employees and/or employees in Los Angeles related to reproductive health and parenting support in preparation for a written report and public presentation to the Board of information, as it relates to improving the experience of employees, such as:

- Interest in becoming a parent or caregiver;
- Fertility and Family Planning Needs including interest and awareness of access to ART;
- Impact of access or lack thereof to District-provided reproductive supports on an employee's satisfaction, retention and ability to work;
- Health care benefits; Desired time and actual time taken for pre- and postpartum care and child bonding;
- Barriers to why individuals do not take more time for all stages of their child's life from birth through college;
- Average and range of costs of child care;
- Age of children when childcare started; ~~and~~
- If children are are not enrolled in LAUSD schools, why, what school level(s), distance from home; ~~and~~
- Disaggregation of the data, where legally permissible, to identify employees who are parents or caregivers of children with disabilities, to assess whether they face disproportionate barriers or unmet needs related to leave, benefits, or childcare access.

Resolved further, That the District shall take immediate steps to support growing families, by (1) confirming provisions of adequate, accessible, and welcoming lactation spaces and training around such spaces for all staff at school sites, regions, and central offices, (2) identifying a dedicated liaison within the relevant departments and sites to support employee-parents in understanding and utilizing benefits, completing leave forms, understanding service credit and impacts to retirement, confirming appropriate payroll adjustments, planning returns to work – including part-time and adjusted schedules, and enrolling in an LAUSD early education program in a friendly, clear, and streamlined manner, and (3) identifying childcare provider partners who can provide affordable and backup childcare on an as-needed basis to employees; and, be it finally

Resolved, That in response to the quantitative and qualitative data and employee/labor engagement, disaggregated by age, gender, race/ethnicity, location, parental status, and labor union representation, where possible and legally permissible, as well as available research, best

practices, and any requirements for bargaining, the District will prepare a plan and present it at a Board Meeting or Committee of the Whole no later than ~~November 2025~~ February 2026.

- The plan shall include:
  - Specific, measurable outcomes to becoming an employer of choice, including for employee-parents;
  - Feedback from labor and employee-parents on the plan;
  - Legislative advocacy, including but not limited to legislation for longer-term substitute teachers and staff (beyond 60 days), state-supported family leave, and more state-subsidized infant and toddler programs;
  - The ability to donate to colleagues' illness days for prenatal doctor appointments and child sickness, as offered for catastrophic illness
  - Personalized projected cost of health care and impacts to retirement savings associated with family planning (i.e. personalized calculator);
  - Improved practices and professional development on appropriate accommodations for lactating employees, including but not limited to a dedicated space at all district sites; ~~and~~
  - Improved practices and professional development on sensitivity for parent-employees, inclusive of consideration of disproportionate impact on parent-employees of absences due to child illness, parental leave, and the like; ~~and~~
  - Improved practices and professional development on assisting employees in enrolling their children into LAUSD schools, including but not limited to inter/intra District transfers to LAUSD schools in close proximity to the employee's worksite and
  - A focused needs assessment and corresponding supports for employee-parents and caregivers of children with disabilities, including but not limited to:
  - Flexible and adjusted work schedules to accommodate therapies and medical appointments;
    - Access to specialized or inclusive early childhood and school-age care programs equipped to serve children with disabilities;
    - Guidance and advocacy support in navigating IEP and special education processes;
    - Increased paid leave options to attend to disability-related care; and
    - Collaboration with the Division of Special Education and relevant stakeholders to identify policy, training, or benefit changes that promote equity and inclusion.
- The plan may include:
  - Specific timeframes for implementation, feasibility and cost of components;
  - A pilot program, similar to the pilots organized by LA County and LA City;
  - Planning days for substitute teachers and teachers when a teacher goes on leave, exploration of job sharing and clear communication on what exists already;
  - Back up daycare coverage to affordable, available providers;
  - Recommendations to the Health Benefits Committee on potential health care plan design offerings to provide fertility and family planning in alignment with all

relevant legislation including but not limited to those provided through SB 729, full coverage of doulas, midwives, home births, contraception, lactation visits at home or District Wellness Centers, and/or other supports;

- Recommendations on where to open Infant and Early Education Centers to meet the needs of employees and the community, guided by data on access to programs and partnering with family childcare and non-profit providers;
- Option for remote work or flexible scheduling for childcare accommodations where possible;
- Additional compensated days/time for pregnancy appointments and child sickness;
- Leveraging bond dollars or other resources for lactation spaces for employees and students;
- Partnering/researching cost-sharing models with labor, such as New York Department of Education and American Federation of Teachers; and
- Professional development and coaching on policies, supports, sensitivity and cultural competency in supporting family building, including how employee attendance is incentivized and acknowledged.