



FAMILY RESOURCES FOR DISTRICT EMPLOYEES

Human Resources
Early Childhood Education
Government Relations

May 21, 2024



OVERVIEW

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WHAT IS A LEAVE OF ABSENCE?

A leave is an authorized absence from a job classification granted to probationary or permanent employees, for a specified purpose and period of time, with the right to return to active service unless the employee's service would otherwise have been terminated. Leaves are either formal or informal.

Formal Leave

Leave that is taken for **more than** 20 consecutive workdays. Formal leaves require submission of leave of absence documentation to the applicable District's Personnel office.

Informal Leave

Leave that is taken for twenty (20) consecutive workdays **or less**

NOTE: Leaves (formal/informal) are either paid or unpaid based upon an employee's collective bargaining agreement (CBA), the authorized reason for leave, duration, and benefits allowance/availability.



PROTECTED LEAVE BENEFITS

Protected leaves provide the following benefits to employees:

- Maintenance of health benefits, if enrolled, for the entire duration of the protected leave with or without pay
- Protected leave does not constitute a break in service
- Reinstatement to the same or equivalent position upon return (subject to seniority rules)
- Absences do not negatively impact performance evaluations
- **Paid Parental Leave Only** - 50% salary compensation after exhausting full and half-pay illness



UNPROTECTED LEAVES

District employees may also take the following unprotected leaves for purposes related to pregnancy, childbirth, childcare, and/or corresponding illnesses as allowed per their collective bargaining agreement.

PREGNANCY

A pregnant employee in active status is entitled to take an unpaid pregnancy leave. A pregnant employee may also take a paid pregnancy disability leave if a need surfaces while on an unpaid pregnancy leave

CHILD CARE

An unpaid leave is available to a permanent or probationary employee to care for the employee's own (including adopted) child (under three or five years of age) based upon their collective bargaining agreement



ABSENCE OPTIONS

The District offers an array of leave options to employees for purposes related to pregnancy, childbirth, childcare, and/or illnesses

LEGEND*

IL	Illness
VA	Vacation
KC	Kin Care
PN	Personal Necessity
(Perm)	Permanent
(Prob)	Probationary
CFRA	California Family Rights Act
FMLA	Family Medical Leave Act

<u>LEAVE TYPE</u>	<u>STATUS</u>	<u>PAY</u>	<u>CBA</u>	<u>ALLOWANCE</u>
PREGNANCY DISABILITY	Protected	IL, VA	All	Up to 18 weeks
PREGNANCY	Unprotected	Unpaid	All	Per request
UNPAID CHILD BONDING	Protected	PN, VA, or KC	All	Up to 12 weeks
PAID PARENTAL BONDING	Protected	IL	All	Up to 12 weeks
CHILD CARE (Prob)	Unprotected	Unpaid	AALA & UTLA	2 Semesters
CHILD CARE (Perm)	Unprotected	Unpaid	AALA & UTLA	4 Semesters
CHILD CARE (Perm)	Unprotected	Unpaid	All	Up to 39 months
PERSONAL LEAVE (Self)	Unprotected	Unpaid	All	Up to 52 weeks
PERSONAL LEAVE (Family)	Unprotected	Unpaid	All	Up to 52 weeks
FMLA/CFRA (Self)	Protected	IL, VA	All	Up to 12 weeks
FMLA/CFRA (Family)	Protected	PN, VA, or KC	All	Up to 12 weeks
KIN CARE	Protected	KC	All	6 Days
PERSONAL NECESSITY	Protected	PN	All	6 or 7 Days

Pregnancy leave is separate from Pregnancy Disability leave and does not require medical documentation

Paid Parental Leave is paid by the District upon an employee exhausting their full and half-pay illness bank during the 12 weeks of protection Protected PN varies by employees' CBA and only includes leave taken for a school activity, court appearance, and religious holiday purposes



EARLY EDUCATION RESOURCES

EARLY EDUCATION CENTERS

Early Education Centers are high-quality developmentally appropriate preschool programs that address the social-emotional, physical, and cognitive needs of the population served.

Who Qualifies

Families at or below 75% of state median income; family must have a qualifying need such as employment, training, seeking employment, etc. Fees may be required, based on gross family income. District employees that meet income qualifications can enroll in the program.

Eligibility

Children ages two through four are served at most centers.



EARLY EDUCATION RESOURCES

INFANT CENTERS

Infant Centers are high-quality developmentally appropriate programs that address the social-emotional, physical, and cognitive needs of infants and toddlers ages 6 weeks to 30 months.

Who Qualifies

Families at or below 75% of state median income; family must have a qualifying need such as employment, training, seeking employment, etc. Fees may be required, based on gross family income. Priority for enrollment is given to teen parents so they can attain their high school diploma. District employees that meet income qualifications can enroll if there is space available.

Infant Centers

Ramona IC – A Basis

Roosevelt IC – A Basis beginning 24-25 school year

Locke IC – C Basis (August – June)

Cleveland IC – A Basis beginning 24-25 school year



EARLY EDUCATION RESOURCES (CONT.)

CALIFORNIA STATE PRESCHOOL PROGRAM (CSPP)

The California State Preschool Program Full-Day (CSPP Full-Day) is a 6 1/2-hour (per day) educational program for children ages three and four years old, with priority given to four-year-olds. These programs are located at elementary schools. The CSPP Full-Day Program provides personalized learning experiences before children enter kindergarten.

Who qualifies

Families at or below 75% of the state's median income. Fees may be required depending on family income. District employees that meet income qualifications can enroll in programs.

Eligibility

Children ages three and four as of September 1 of the school year, with priority given to four-year-olds.

[Family Fee Schedule CSPP](#)



EARLY EDUCATION RESOURCES (CONT.)

UNIVERSAL TRANSITIONAL KINDERGARTEN (UTK)

Universal Transitional Kindergarten, or UTK, is year one of a two-year Kindergarten program. UTK provides an early childhood education program that builds a bridge between preschool years and traditional Kindergarten. Beginning in 2023-2024, all District schools that offer kindergarten will have UTK programs for children.

Eligibility

Universal Transitional Kindergarten is designed for students with birthdates 9/2/19 – 9/1/20 of the current school year. Priority is given to resident students.



PENDING STATE LEGISLATION (2024)

AB 2123 (Papan) – Deletes the authorization for an employer to require an employee to take two weeks of vacation leave before accessing benefits under the state Paid Family Leave (PFL) program.

AB 2167 (Cervantes) – Makes changes to the state PFL program to make the program more accessible by extending the timeline to file for paid family leave from 41 days to 60 days following the first day of leave and permitting an individual to file a claim for paid family leave up to 60 days before the first day of leave. It also would permit an individual to apply for PFL with an online form using a Individual Taxpayer Identification Number (ITIN).

AB 2901 (Aguiar-Curry) – Would require education employers to provide employees with fourteen weeks of leave at full pay for an employee who is absent due to pregnancy, miscarriage, childbirth, termination of a pregnancy or recovery from any of these conditions. This leave could not be deducted from any other leave banks.



RECENT STATE BUDGET ACTIONS

RECENT EFFORTS TO INCREASE ACCESS TO SUBSIDIZED CHILD CARE

- **Expand access to TK** to all 4-year-olds by 2025-26.
- **Expanded Learning Opportunities Program (ELOP)** provides before-school, after-school and intercession learning enrichment opportunities for eligible students in grades TK-6. The program is free to families.
- The 2022-23 budget **expanded eligibility** for California State Preschool Program from 85% of State Median Income to 100% of State Median Income.



STATE ADVOCACY

- **Fully fund the TK expansion for all four-year-olds**, fund the lower adult to child ratios and do not impose TK penalties on school districts until after full implementation.
- **Support ongoing funding for the ELOP program** and advocate for flexibilities in the program to allow schools to better serve additional students.
- **Support the expansion of child care slots** and improved child care reimbursement rates.



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