

Paid Pregnancy Leave FAQ

When does paid pregnancy leave go into effect?	January 1, 2027
How much leave can I take?	The length of the leave for full pay shall be determined by the employee and the employee's doctor, but may be up to 14 weeks.
Will PPL be deducted from my sick leave?	No, this is separate from sick leave.
What does this leave cover?	PPL covers periods when an employee is unable to work because they are experiencing or recovering from pregnancy, miscarriage, childbirth, termination of pregnancy, or related medical conditions. The leave may begin before childbirth and continue afterward, as long as the employee is actually disabled by one of these conditions. The length of the leave is determined by the employee and their doctor, up to a maximum of 14 weeks of paid leave.
Do I need a Doctor's note?	Yes, you will need to provide a doctor's note to your district.
Is this separate from child bonding leave?	Yes, PPL is a separate benefit that provides paid leave when an employee is disabled due to pregnancy, miscarriage, childbirth, termination of pregnancy, or related medical conditions. It is not a baby-bonding or parental leave benefit. PPL is available only to the employee experiencing the pregnancy-related disability. If an employee is eligible for both types of leave, PPL may be taken for the period of pregnancy-related disability, and parental or babybonding leave may be available separately under a collective bargaining agreement or other applicable law.
How is STRS impacted?	Because PPL is provided with full pay, employees should continue to earn full CalSTRS service credit while on leave. In addition, because PPL may not be deducted from an employee's accrued sick leave, employees may preserve more unused sick leave. Under existing CalSTRS rules, eligible unused sick leave may be converted to additional service credit at retirement. This will help address the long-standing inequity where women make an average of \$100,000 less in retirement, due in part to reduced sick leave banks as a result of childbirth.
How is my step/column impacted?	You have to work 75% of your contract in order to move to the next step. (For a 186 day contract, you can miss 46 days).

*** For more information go to cta.org/document/pregnancy-leave-faqs ***