

Date of Hearing: May 6, 2026

ASSEMBLY COMMITTEE ON APPROPRIATIONS

Buffy Wicks, Chair

AB 1750 (Caloza) – As Amended April 13, 2026

| | | |
|-------------------|----------------------------------|-------------|
| Policy Committee: | Public Employment and Retirement | Vote: 5 - 0 |
| | Education | 6 - 0 |

Urgency: No State Mandated Local Program: No Reimbursable: No

SUMMARY:

This bill repeals existing requirements for K-12 public school employees to pay for the cost of their substitutes while on extended illness leave and provides that an employee who exhausts all available sick leave may continue to miss work due to illness or injury and receive their full salary up to an additional five months.

FISCAL EFFECT:

Ongoing Proposition 98 General Fund costs, potentially totaling in the hundreds of millions of dollars annually, to school districts and charter schools to provide maternity leave for up to five months at full pay and to provide substitute employees for that period, if needed. The cost would depend on the number of employees using the benefit and their salary. To the extent school districts already pay into State Disability Insurance (SDI) or private disability insurance, costs would be lower.

According to Kern County office of education, if just 1% of roughly 7,900 total school district certificated employees used the expanded paid leave provisions of this bill, costs would be \$4.4 million annually. California has about 300,000 public school teachers. New costs would be in excess of whatever amount of differential pay schools already pay for teachers on maternity leave under existing law, typically at least 50% of a teacher’s salary. However, the bill creates additional costs by providing this benefit to all certificated, classified, and academic employees at schools.

The Legislative Analyst’s Office recently warned of General Fund structural deficits of around \$35 billion per year in the 2027-28 fiscal year and ongoing.

COMMENTS:

1) **Purpose.** According to the author:

Our teachers dedicate their lives to supporting our students. When they are sick or recovering, their focus should be on their health—not on how they’ll afford to pay for a substitute. AB 1750 puts our teachers first, ensuring full pay during extended absences. Teachers should not have to pay the price for circumstances beyond their control. Standing by those who teach our children is not just good policy—it’s just the right thing to do.

- 2) **Background.** During pregnancy disability leave, school employees may use any sick leave they have accrued and they are entitled to receive differential pay for the remainder of the six to eight weeks of leave, often instituted as a minimum of 50% of the employee's regular salary, pursuant to statute. Differential pay is calculated by subtracting the cost of a substitute employee from the certificated employee's salary. Some employers participate in the SDI program or another private disability insurance program. In these cases, employees generally must pay into the program, which provides paid leave to the employee during the six-week to eight-week period. It is unclear to the committee how many school districts participate in SDI or have private disability insurance. After the first six to eight weeks of leave, these employees may access Family Medical Leave Act leave for 12 weeks during any time in the year following the birth of their child. Generally, employees must first use any sick leave they have accrued and then receive differential pay for the duration of the 12 weeks. This bill allows a public school employee to continue receiving 100% of their salary for up to five months of leave after exhausting sick leave credits.
- 3) **Prior Legislation.** SB 205 (Leyva), of the 2021-22 Legislative Session, was substantially similar to this bill and included leave benefits for community college employees. SB 205 was held on the Senate Floor.

Analysis Prepared by: Aaron Heredia / APPR. / (916) 319-2081