Memorandum of Understanding between the Rancho Santiago Community College District and the Faculty Association of Rancho Santiago Community College District CCA/CTA/NEA

Paid Pregnancy Disability Leave

August 5, 2026

This Memorandum of Understanding ("MOU") is entered into by and between the Rancho Santiago Community College District ("District") and the Faculty Association of Rancho Santiago Community College District CCA/CTA/NEA ("FARSCCD"), and collectively "the Parties") and is expressly made pursuant to the Educational Employment Relation Act and the current Collective Bargaining Agreement ("CBA"). This MOU represents a one-time, non-precedent setting agreement between FARSSCD and the District.

Purpose

The purpose of this MOU is to implement the paid pregnancy disability leave requirements established by Senate Bill 135, Chapter 79, which amended California Education Code section §87766 for academic employees.

The Parties acknowledge that these statutory provisions originated from the paid pregnancy disability leave proposal commonly referred to as Assembly Bill 65 and become operative on January 1, 2027 pursuant to the FARSCCD CBA 4.17.

Implementation

Beginning January 1, 2027, eligible full-time and part-time employees shall be entitled to up to 14 weeks of paid pregnancy disability leave. Paid pregnancy disability leave shall apply when an employee is unable to perform the essential functions of the employee's position because of a qualifying pregnancy-related disability, including pregnancy, miscarriage, childbirth, termination of pregnancy, recovery from those conditions, or a related medical condition, as provided by the law.

The leave shall be administered in accordance with applicable statutory requirements, including requirements relating to eligibility, duration, compensation, medical certification, benefits and coordination with other protected leave rights.

Changes in Law

The parties acknowledge that subsequent legislation, regulations, administrative guidance, court decisions, or other legal developments may affect the implementation of paid pregnancy disability leave. If subsequent legislation or binding legal guidance affects the implementation of this MOU, the Parties shall comply with the applicable legal requirements.

This MOU shall become effective January 1, 2027, and will remain in effect unless modified or terminated by mutual agreement of the parties or superseded by applicable law.

For the District:

Kristin Olson (Aug 6, 2026 09:23:12 PDT) Aug 6, 2026

Kristin Olson, Esq. Date
Vice Chancellor, Human Resources

For FARSCCD:

Madeline Grant Aug 6, 2026

Madeline A. Grant Date
President, FARSCCD

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Final Audit Report 2026-08-06

Created:	2026-08-05 (Pacific Daylight Time)
By:	Aida Guadarrama (Guadarrama_Aida@rsccd.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAAm_L3vVTDBWjq2jMCHphIn_TiO267VKil

"MOU_FARSCCD - Paid Pregnancy Disability Leave" History

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