

TULARE/KINGS COUNTIES PERSONNEL COMMITTEE

Tulare County Office of Education

Redwood Room A, B, G, H

Friday, September 18, 2026

9:00 a.m. - 11:00 a.m.

- ❖ **Welcome & Introductions**
- ❖ **Hot Topics – open discussion**
- ❖ **Legal Topics – Eleanor M. Welke and Sumeet Kaur, Lozano Smith** **9:30**
 - Paid Pregnancy Disability Leave
 - CalSTRS & CalPERS Hot Topics
- ❖ **Credentials – Sara Marvin** **10:15**
 - Credentials updates
- ❖ **New Teacher & Leadership Development updates** **10:30**
- ❖ **Open Forum: recap, questions, future topics...**

Upcoming Events

Negotiations in Practice – part 1	Tuesday, October 20, 2026	8:30-11:30
Personnel Committee Mtg	Friday, October 23, 2026	9:00-11:00am
Law Seminar – Prior Written Notice	Tuesday, December 1, 2026	8:30-10:30am
Negotiations in Practice – part 2	Thursday, January 21, 2027	8:30-11:30
Law Seminar – CalSTRS & CalPERS	Wednesday, February 3, 2027	8:30-10:30am



Navigating New Pregnancy Leave Requirements

Preview - CalSTRS / CalPERS Hot Topics Law Seminar (February 3, 2027)

Presented by: Eleanor Welke and Sumeet Kaur

Tulare County Office of Education | September 18, 2026

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Topics



Overview of Existing Pregnancy and Parental Leaves

Overview of New Paid Pregnancy Disability Leave: AB 126 & SB 135

Preview of February 3, 2026, Law Seminar:

- CalSTRS Hot Topics
- CalPERS Hot Topics



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Overview – Current Pregnancy and Parental Leaves

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Current Pregnancy and Parental Leaves (Existing before January 1, 2027)

Unpaid Pregnancy Disability Leave

(up to 4 months) Gov. Code § 12945; Cal. Code Regs., tit. 2, § 11035, et. seq.

Family Medical Leave Act (“FMLA”)

(up to 12 weeks) 29 U.S.C. § 2601 et seq.
29 C.F.R. § 825.100 et seq.

Ed. Code Full Pay Sick Leave

Ed. Code, §§ 44978, 45191;
Lab. Code 245 et seq.

Ed. Code Extended Illness (Differential or Sub Deduct) Leave

(5 months or 100 days) Ed. Code, §§ 44977, 44977.5, 45196, 45196.1;

California Family Rights Act (“CFRA”) Leave

Gov. Code § 12945.2
Cal. Code Regs., tit. 2, § 11087, et. seq.

Ed. Code Parental Leave

(up to 12 weeks) Ed. Code, §§ 44977.5, 45196.1,



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Current Pregnancy and Parental Leaves cont.

Pregnant Workers Fairness Act

42 U.S.C. § 2000gg

Reproductive Loss Leave

Gov. Code § 12945.6

Vacation Time

Ed. Code § 45197



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Overview – New Paid Pregnancy Disability Leave Law

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New Pregnancy Disability Leave Law (Effective January 1, 2027)

Under Education Code:

- Applies to **disability** due to “pregnancy, miscarriage, childbirth, termination of pregnancy, or recovery from a related condition.”
- Up to **14 weeks of leave with full pay and can begin before childbirth.**
- *Current interpretation is that AB 126 & SB 135 **DOES** run concurrently with **unpaid, job protected leaves** like FMLA and PDL.
- Does **NOT** run concurrently with **available paid leaves (i.e. sick leave, extended illness, etc.)**
- Can be used intermittently.
- **Physician and employee determine start date and end** of placement of disability when the employee is cleared by physician as no longer disabled (often 6-8 weeks post birth).
- No minimum hours or length-of-service requirement applies.



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New Pregnancy Disability Leave Law cont.

- Does not apply to **substitute** and **temporary** employees.
- Applies to school districts, county offices of education, charter schools, educational joint powers authorities, and community college districts.
- Employees continue to receive **full pay, benefits, service credit, and contributions towards retirement.**
- Employer **must maintain** the group health coverage of the employee.
- Part Time Employees: Pay is **pro-rated** based on hours and schedule.
 - Fixed number of hours per week = weekly pay for hours normally scheduled to work.
 - No fixed number of hours per week =
 - Weekly pay equal to average weekly pay of preceding 6-month period.
 - If less than 6-months average weekly pay for term of employment.



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Relationship to Unpaid Leaves

- *Current interpretation is that it runs **concurrently** with unpaid, job protected leaves: FMLA and unpaid PDL.
- Does **NOT run concurrently** with CFRA since CFRA excludes pregnancy disability as a qualifying reason.



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Relationship to Paid Leaves

- **Does NOT run concurrently** with paid leaves such as Sick Leave and Extended Illness Leave. An employer **cannot** use sick leave or extended illness leave to supplement the 14 weeks of Paid PDL.
- Can coordinate with State Disability, if applicable and use State Disability funds to partially satisfy Paid PDL requirements. **Must ensure employee receives full pay.**
- Because the 14 weeks can be used **intermittently**, any disability stemming from the same event will be a leave with full pay up to 14 weeks of Paid PDL.
- Once the 14 weeks of Paid PDL is exhausted, if the employee **remains disabled**, they can utilize Sick Leave and Extended Illness Leave at that time.
- Employers have **fully complied** when the employee receives the **full amount of pay** without use of vacation, sick leave or other compensated leave time balances of the employee.



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Preview of Upcoming CalSTRS and CalPERS Hot Topics

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CalSTRS Hot Topics

- Assembly Bill 1997 – Effective July 1, 2027
- Goal is to simplify requirements for credible compensation and credible service
- Changes to Creditable Compensation Rules
 - Base Pay
 - Special Pay
 - Supplemental Pay
- Changes to Creditable Service Determination



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Takeaways: AB 1997

- **Adopt resolution** to identify positions in STRS for those not a superintendent or in a bargaining unit
- **Amend salary schedules** to become publicly available pay schedules for bargaining units to contain “annualized pay rate” and other regulatory requirements
- **Amend contracts** for “class of one” to be publicly available agreements, OR adopt pay schedule
- **Review compensation** to ensure treatment as base pay or supplemental pay



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CalPERS Hot Topics

- Hiring Retirees:
 - Caution Re: Independent Contractors / Cannot hire retirees for Interim Positions.
 - Exceptions for **Extra Help** Work.
- Changes in Reporting Vacation Pay
 - Reportable only when used as time excused from work.
 - When an employee is paid out for their accrued vacation time, this should be reported as **special pay** and not as service credit (whether paid out in lump sum or over the course of the school year).
- Special Pay requirements (e.g. Longevity)



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Questions?

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Thank you from Lozano Smith!

Together with you, we are impacting communities and lives through:

- Professional development
- Volunteer projects
- Sponsorships and award programs
- Scholarships

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#LozanoSmithFoundation



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Transform Your Training With LSI

Designed to meet the growing list of mandatory employee trainings, **Lozano Smith Illuminate** simplifies the process with on-demand access to essential legal curriculum and compliance reporting.

Featured Courses:

- Ethics Training for School Board Members
- Sexual Harassment Prevention Training
- Special Education IEP & Planning Training Series
- Title IX Training Series
- Workplace Violence Prevention Program



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Negotiations in Practice: Advanced Training for School Administrators

In Partnership With
Tulare County
Office of Education
Tim A. Hire, County Superintendent of Schools

Training Overview

School district negotiations are increasingly complex, with tightening budgets, rising costs, competing priorities, and evolving labor laws shaping the bargaining table. This **two-part** training helps your team work through these issues, weigh options, and respond strategically as negotiations unfold. Through interactive scenarios and exercises reflecting real bargaining situations, participants will build practical skills for navigating negotiations and working effectively with labor partners.

The training will be presented by **Lozano Smith attorneys** as well as **Nathan Hernandez**, Chief Business Officer at Visalia Unified, and **Dedi Somavia**, Assistant Superintendent, Human Resources at Tulare COE.

Dates & Times

Session 1:

Tuesday, October 20, 2026

8:30 AM - 11:30 AM

Focus: Interactive Learning

Session 2:

Thursday, January 21, 2027

8:30 AM - 11:30 AM

Focus: Bargaining Simulation

Location

Tulare County Office of Education

6200 S. Mooney Blvd.

Visalia, CA 93277

Redwood Conference Rooms

Cost (Registration Includes Both Sessions)

Tulare Consortium Members

- Individual: \$150 per person
- Group: \$300 total for up to three people

Out of County Participants

- Individual: \$350 per person
- Group: \$700 total for up to three people

Registration

lozanosmith.com/TCOE-NegotiationsTraining.php

Questions?

Please contact Lozano Smith's Client Services team at ClientServices@LozanoSmith.com.

This training is reserved for school district employees.

CTE Program Redesign

For existing credential holders

NO CTE TEACHING POSITION REQUIRED



15 industry sectors
58 pathways within those sectors



**Scan the QR code to register for
an online Information Meeting**



Online Format

Only one course required

CURR185, 10 sessions, 2 units



\$350 Application Fee

This fee is for completion of the advisement review



\$800 tuition

The tuition is for the CURR185 course

Questions? Contact us at 559-624-1035

Course held every spring

Classes are a combination of
virtual and asynchronous

Instructor office hours
every 3 sessions

Requirements for Preliminary CTE Credential

Attend CTE Information
Meeting

Submit CTE
Intent form

Advisement Review

Official Transcripts

Active CTC Document

CPR Card

Work Experience Letters

15 INDUSTRY SECTORS

58 PATHWAYS WITHIN THOSE SECTORS



Agriculture
and Natural
Resources



Arts, Media
and
Entertainment



Building and
Construction
Trades



Business
and
Finance



Education,
Child
Development,
and Family
Services



Energy,
Environment,
and Utilities



Engineering
and
Architecture



Fashion
and Interior
Design



Health
Science and
Medical
Technology



Hospitality,
Tourism, and
Recreation



Information and
Communication
Technologies



Manufacturing
and Product
Development



Marketing,
Sales, and
Service



Public
Services



Transportation

2024 CALIFORNIA STANDARDS FOR THE TEACHING PROFESSION: DISTRICT & SITE ADMINISTRATORS

OCTOBER 12, 2026

PURPOSE FOR WORKSHOP

The 2024 CSTP Workshop for District and Site Administrators is designed to provide administrators with an overview of the refreshed standards and prepare them to support teacher induction candidates as they work to clear their preliminary credential.

MEETING DETAILS

Date: Monday, October 12, 2026

Times: Please view the times below.

Select either option.

- 9:00 a.m. - 12:00 p.m.
- 1:00 - 4:00 p.m.

Location: TCOE Office

- 6200 S. Mooney Blvd.
Visalia, CA

REGISTER HERE

9:00 a.m. - 12:00 p.m.

Click [HERE](#) to
register for this time
or scan the QR code.



1:00 - 4:00 p.m.

Click [HERE](#) to
register for this time
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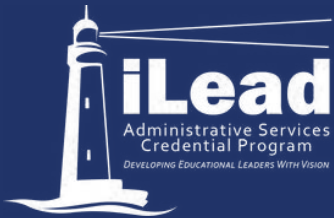
For more information, please contact:



Michelle French,
Program Manager



induction@tcoe.org



iLead Preliminary Administrative Services Credential Program

The mission of the iLead Administrative Services Credential Program is to develop educational leaders with vision.

PASC Program Info

The iLead Preliminary Administrative Services Credential Program is an innovative program that integrates a blend of theoretical practice conjoined with an authentic 10-day fieldwork assignment, which fosters a practical learning experience for candidates wanting to become an education leader.

Opportunity

Candidates engage in rich conversations and rigorous learning through coursework aligned to the California Administrator Performance Expectations (CAPEs).

Structure

Through a cohort structure over the course of 12 months, assigned groups will learn together and support each other through content-based experiences, project-based activities, and ongoing reflective leadership goal setting. Classes are held two or three nights per week via in-person or online.

Experience

Ten-day authentic fieldwork component (two of which are non-student attendance days). Candidates develop and refine leadership skills by working hands-on with local site administrators who will guide and mentor leadership development across the administrative leadership standards.

Program Eligibility Requirements

- Bachelor's degree (official transcripts)
- Possess a valid clear/life California designated subjects teaching credential or valid clear/life California services credential
- Five years of successful, full-time certificated experience in a school setting
- Program application
- Letter of introduction
- Resume
- Recommendation of current site administrator
- Recommendation of other administrator
- Two letters of recommendation
- District approval for fieldwork component

Tuition & Fees

Application Fee: \$350
Tuition: \$10,000

Program Completion/Exit Criteria

- Five years of successful, full-time experience in a school setting
- All program requirements met



Register for an information Meeting



tcoe.org/NTLD/iLead/Prelim

CONTACT:



Courtney Kirchman
Program Manager
courtney.kirchman@tcoe.org



Perla Arredondo
Recruitment Analyst
perla.arredondo@tcoe.org



(559) 624-1035



Tulare County
Office of Education
Tim A. Hire, County Superintendent of Schools