

**Memorandum of Understanding regarding  
Maternity/Paternity Leaves  
From the Sweetwater Union High School District to  
Sweetwater Education Association**

**April 3, 2024**

On January 29, 2024, the District approved maternity and paternity leave with another association. The Sweetwater Education Association (SEA) has asked to extend these benefits to their members as well. The parties agree access to this leave for SEA bargaining unit members will be retroactive to January 29, 2024. The parties have agreed that the following language will be incorporated in the SEA collective bargaining agreement upon its the next opening (July 1, 2024). The following will be presented at the table.

22.7 Maternity Leave:

- A. After the birth of a biological child or permanent placement of an adoptive child, unit members shall have two (2) weeks, (10 duty days) of paid Maternity Leave. These Maternity Leave days will not be deducted from any leave balance.

After using two (2) weeks of paid Maternity Leave, unit members may take other leave benefits as identified in 22.2 or 22.12.

22.8 Paternity Leave:

- A. After the birth of a biological child, non-birthing unit members shall have one (1) week, (5 duty days) of paid Paternity Leave. These Paternity Leave days will not be deducted from any leave balance.

After using one (1) week of paid Paternity Leave, unit members may take other leave benefits as identified in 22.12.

*Remember as needed; no further changes through the end of article.*

*Lucy Ugarte*

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Lucy Ugarte, SEA President



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Chad Cooper, SCTU Executive Director,  
CTA/NEA

*Gustavo Padilla*

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Gustavo Padilla, Director, Labor Relations



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Jennifer Carbuccia, General Counsel