Sideletter Between
San Diego Community College District and
Police Officers Association (POA) Bargaining Unit

The parties agree to the following terms effective January 1, 2027.

1) Covered Medical Insurance Premiums

Effective January 1, 2027, the District shall contribute up to the following contributions toward the cost of the premium for the Kaiser HMO and the United Health Care medical insurance plan options offered by the District, based on twelve (12) monthly payments:

- Individual coverage: $1,143 per month
- Individual plus one coverage: $2,232 per month
- Individual plus family coverage: $3,128 per month

2) Extended Paid Parental Leave –All Changes in this section Effective January 1, 2027:

Duration

FMLA/CFRA leave credit can be used up to a maximum of twelve (12) weeks per entitlement year. Leaves of absence taken in accordance with this Agreement may exceed twelve (12) weeks; however; nothing in this Agreement is intended to extend the provisions of the FMLA/CFRA. An employee's entitlement to FMLA/CFRA leave for the birth or placement of a child for adoption or foster care expires twelve (12) months after the birth or placement.

FMLA/PDL

Conditions

A unit member affected or disabled by pregnancy-related conditions is eligible for either four months of an unpaid Pregnancy Disability Leave under Government Code §12945 or 14 weeks of paid Pregnancy Disability Leave under Education Code §88193. All District-approved leaves of absence taken in accordance with this Agreement, paid or unpaid, that are FMLA/PDL qualifying shall run concurrent with the leave provided for under the FMLA/PDL. All other conditions noted in Police Officers Association agreement and or sideletters shall apply.

Eligibility

Pregnancy Disability Leave is available to all unit members upon the date of hire and will run concurrently with FMLA, if the unit member is eligible for FMLA.

Parental Leave

As provided for under Education Code §88196.1, unit members will be provided Parental Leave after delivery of a baby or placement of an adopted or foster child.

Extended Paid Parental Leave

Definition

Extended Paid Parental Leave will provide for a maximum of 52 weeks of fully paid leave for unit members in connection with childbirth, adoption, or foster placement, including leave related to pregnancy disability and bonding. For adoption or foster placement, "child" is defined as a child under the age of 5 years old at the time of placement. This leave will run concurrently with and include all time taken under CFRA, FMLA/PDL, and Parental Leave. This leave applies to both parents.

Conditions

This Article provides extended paid leave for unit members who are disabled due to pregnancy or to bond with the baby or placement of the adopted or foster child. Leave under Extended Paid Parental Leave must conclude within the first year of the baby's birth or placement.

Eligibility

Unit members must have worked for the District for a minimum of twelve (12) months prior to the beginning of leave. No other requirements need to be met.

Notice

Unit members wishing to take Extended Paid Parental Leave must provide the District with at least thirty (30) calendar days advance notice before the leave is to begin if the need for the leave is foreseeable. If thirty (30) calendar days advance notice is not practicable, the unit member must give the District notice as soon as practicable. The notice to the District shall include the anticipated start and end dates of the leave.

Duration

The duration of Extended Paid Parental Leave shall not exceed fifty-two (52) calendar weeks and must conclude within the first year of the baby's birth or placement. Leave may be taken in separate two-week blocks, intermittently, as long as it is taken within one year of the birth or adoption or start of foster care. Leave may also be taken intermittently in blocks of less than two weeks, subject to supervisor approval. Extended Paid Parental Leave may only be utilized a maximum of three times throughout the unit member's classified professional or academic service time in the District (i.e., a lifetime maximum of three 52-week allotments will be provided).

Medical Certification

The District may require reasonable documentation or verification establishing the occurrence and date of the birth, adoption, or foster placement giving rise to Extended Paid Parental Leave. Acceptable documentation may include a birth certificate; medical

certification; adoption, foster placement, or other reasonable documentation sufficient to establish eligibility. The District may request such documentation from either parent seeking Extended Paid Parental Leave.

Jared Burns, Vice Chancellor
People, Culture, and Technology Services
San Diego Community College District

Date: 10/19/26

Stephen Rubio, President
Police Officers Association

Date: 10-19-26

Bradley M. Fields, Esquire
Labor Relations Representative
Police Officers Association

Date: 10/19/2026