

MEETING MINUTES

All meetings of the Governing Board are open to the general public with the exception of closed session items which are discussed confidentially in accordance with the law.

To allow for an orderly meeting, members of the public wishing to comment on matters on the closed or open session agenda or matters not on the agenda but within the Board's jurisdiction, must submit the appropriate color REQUEST TO SPEAK card and indicate, for matters on the agenda, the agenda item number to be addressed. REQUEST TO SPEAK cards must be submitted to the designated District staff by the cutoff.

<u>For Comment On</u>	<u>Card Color</u>	<u>Cutoff To Submit Card</u>
Closed Session Agenda Items	Green - In Favor Red - In Opposition	Prior to Adoption of Closed Session Agenda
Open Session Agenda Items	Green - In Favor Red - In Opposition Yellow - Matters Not On The Agenda	Prior to Adoption of Open Session Agenda

Late submitted REQUEST TO SPEAK cards cannot be honored.

The Governing Board convenes in locations accessible in accordance with the Americans with Disabilities Act. Anyone planning to attend a meeting who has a disability and needs special assistance should call 408-535-6078 at least 24 hours in advance of the meeting to make special arrangements.

Spanish interpretation is available during meetings of the Governing Board. Anyone needing to arrange for interpretation services or to request a translated version of the agenda should call 408-535-6078 at least 24 hours in advance of the meeting to make special arrangements.

Members of the public seeking to watch this meeting may join the live webinar using this link:

<https://sjusd.webex.com/sjUSD/j.php?MTID=m204679d9eae9742e35078512426ac5dc>

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Audio during the meeting will be available in English and Spanish.

Ms. Teresa Castellanos, President

Mr. José Magaña, Vice President

Ms. Carla Collins, Member

Ms. Nicole Gribstad, Member

Mr. Brian Wheatley, Member

Ms. Nancy Albarrán, Superintendent

Sophie Santos, Student Board Member [San José High School]

Diana Loveland Lemasa, Alternate Student Board Member [Gunderson High School]

The Regular Session Meeting of the Board of Education will be called to order no earlier than 5:00 p.m. in the Board Room. The Board President will adjourn the Regular Session Meeting to a Closed Session to consider those items that are specifically exempt under the provisions of the Ralph M. Brown Act. Closed Sessions are not open to the general public.

The Closed Session will adjourn, and the Regular Session Meeting will be reconvened no earlier than 6:00 p.m. in the Board Room. The Superintendent will report all actions taken by the Board of Education in Closed Session prior to the conclusion of the Regular Session Meeting [Pursuant to Government Code 54957.1].

Current Board of Education information can be found at sjusd.org.

Attendance

Voting Members

Teresa Castellanos, Board President

Carla Collins, Board Member

Jose Magana, Board Vice President

Brian Wheatley, Board Member

Nicole Gribstad, Board Member

A. Call to Order in Open Session - no earlier than 5:00 PM

Board President Teresa Castellanos called the meeting to order in open session at 5:00 p.m.

B. Adoption of Closed Session Agenda

Board President Teresa Castellanos announced that Superintendent Nancy Albarrán would not be participating in the meeting today and that Assistant Superintendent J. Dominic Bejarano would be sitting in for her.

Assistant Superintendent J. Dominic Bejarano confirmed that there were no changes to the closed session agenda.

Board President Teresa Castellanos entertained a motion to adopt the closed session agenda.

Motion made by: Brian Wheatley

Motion seconded by: Jose Magana

Voting:

Teresa Castellanos - Yes

Carla Collins - Yes

Jose Magana - Yes

Brian Wheatley - Yes

Nicole Gribstad - Yes

The closed session agenda was adopted by a vote of 5-0.

Adoption of the closed session agenda is located at 0:19-0:54 on the 10.16.2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>

C. Public Comments Regarding Closed Session Agenda Items

There were no public comments regarding closed session agenda items.

D. Adjourn to Closed Session

The Board adjourned to closed session at 5:01 p.m.

E. Closed Session Agenda

- 1. Student Discipline - Student Expulsion Hearings [Pursuant to Education Codes 35146 and 48918]**
- 2. Personnel [Pursuant To Government Code Section 54957 (b) (1)]**
- 3. Conference with Legal Counsel - Anticipated Litigation [Pursuant to Government Code Section 54956.9(d) (2) or (3) or (4)]**
- 4. Conference with Labor Negotiator [Pursuant to Government Code Section 54957.6 (a)]**
- 5. Conference with Real Property Negotiators [Pursuant to Government Code Section 54956.8]**

F. Reconvene in Open Session - no earlier than 6:00 PM

Board President Teresa Castellanos reconvened the meeting in open session at 6:00 p.m. She announced that equipment for Spanish interpretation was available on the table by the entrance doors. She also announced that Assistant Superintendent J. Dominic Bejarano was sitting in for Superintendent Nancy Albarrán who was away attending a statewide meeting. She reminded the public that the meetings are live-streamed and that, per Board Bylaw 9323, a designated area had been set up at the back of the room for video recording and photography during the meeting. She also reminded the public of the process for requesting to make public comments.

Trustee Nicole Gribstad entered the room at 6:00 p.m. after Board President Teresa Castellanos reconvened the meeting in open session.

Reconvene in open session is located at 2:18-3:50 on the 10.16.2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>

G. Pledge of Allegiance

Alternate Student Board Member Diana Loveland Lemasa led the Pledge of Allegiance.

H. Adoption of Open Session Agenda

Assistant Superintendent J. Dominic Bejarano confirmed that there were no changes to the open session agenda.

Board President Teresa Castellanos entertained a motion to adopt the open session agenda.

Motion made by: Jose Magana

Motion seconded by: Brian Wheatley

Voting:

Teresa Castellanos - Yes

Carla Collins - Yes

Jose Magana - Yes

Brian Wheatley - Yes

Nicole Gribstad - Yes

The open session agenda was adopted by a vote of 5-0.

Adoption of the open session agenda is located at 4:28-4:52 on the 10.16.2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>

I. Special Order of Business

1. Elevating Opportunities Data Dialogues (INFORMATIONAL)

Associate Superintendent Jodi Lax presented information about school and district level data dialogues and the plans developed to advance student achievement.

Following the presentation, Associate Superintendent Jodi Lax responded to comments and questions from the Board Members.

The presentation and discussion are located at 4:54-17:39 on the 10.16.2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>

J. Public Comments

Board President Teresa Castellanos opened public comments at 6:15 p.m. Speakers were allowed two (2) minutes each to address the Board.

Speaker: Eva

Topic: Costs related to school sports and dance

Speaker: Roumen Boyadjiev

Topic: Swimming pool water quality

Public comments closed at 6:21 p.m.

Public comments are located at 17:41-23:40 on the 10.16.2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>

K. Action, Information, and Discussion Items

1. Amendment to Board Policy and Administrative Regulation 5125: Student Records (1st Reading) (INFORMATIONAL)

This item is informational. Associate Superintendent Jodi Lax provided information about the updates to the policy and regulation and responded to comments and questions from the Board members.

Discussion is located at 23:47-28:01 on the 10.16.2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>

2. Student Expulsion Case 2025-2026-003 (ACTION)

Motion to approve Student Expulsion Case 2025-2026-003 made by José Magaña
Motion seconded by Brian Wheatley

Roll Call Vote:

José Magaña - Yes

Carla Collins - Yes

Brian Wheatley - Yes

Nicole Gribstad - Yes

Teresa Castellanos - Yes

Board action is located at 28:05-28:49 on the 10.16.2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>

L. Announcements and Reports

1. Board of Education and Student Board Member

Board President Teresa Castellanos reminded the Board members to keep their reports focused on their work as trustees and that they would have three (3) minutes for their reports.

Student Board Member Diana Loveland Lemasa gave an update on discussions that had been held at the recent ILC meeting about drinking water, selling boxed water instead of bottled water, and various systems for bathroom passes. She announced that the leadership students from Gunderson High School had attended the California Association of Directors of Activities (CADA) Area B Student Conference at El Camino High School on Monday, October 13.

Trustee Carla Collins gave an update on the meetings and events in which she participated since the last meeting, including two meetings of the Schools of Tomorrow Advisory Committee, the Willow Glen Education Foundation meeting and the Willow Glen High School Homecoming Parade. She reported that she had met with a few sophomore student athletes at Willow Glen High School to talk about concerns neighbors had raised about safety issues related to vendors near the school. She announced that she was looking forward to attending the Willow Glen Education Foundation's tasting and auction fundraiser on Sunday, November 16th, from 3:00 to 7:00 at the Willow Glen Branch Library. She extended congratulations to all the sophomores and juniors who took the PSAT. She also extended congratulations to students that had participated in Club Rush. She announced that she had been invited to attend the Dia de los Muertos event at Hoover Middle School on Thursday, October 30th and that she looked forward to attending.

Trustee Nicole Gribstad gave an update on the work she has been doing since the last meeting, including researching causes of chronic absenteeism and drafting updates to the board policies for fire drills and earthquake preparedness. She reported that she had joined the livestream of the recent Schools of Tomorrow Advisory Committee meeting and that she plans to continue engaging in those meetings. She announced that she is scheduled for the Master's in Governance training series and is looking forward to the Spring Boot Camp training for board members. She raised a concern about the cutoff time for submitting Request to Speak cards, urged the Board to begin video recording all Board meetings and to restore virtual public comment. She referenced past climate survey results raising concerns about safety and trust in district leadership.

Trustee Brian Wheatley remarked on his attempts to correct misinformation. He reported on the meetings and events in which he recently participated or attended, including an education town hall hosted by United States Representative Ro Khanna, lunch with former Area 5 trustee Wendi Mahaney-Gurahoo, the MetroED Governing Board Meeting, a project cornerstone meeting at Terrell, the Bay Area Municipal Elections Committee (BAYMEC) Progress Never Stops Brunch, the PACT 40th Annual Leadership Luncheon, a MetroED Executive Council Meeting, and a Superintendent's Policy Committee meeting. He gave a brief update on the topic of discussion at the meeting of the Coordinated School Health (CSH) Collaborative, which was held earlier this afternoon. He shared that he had completed his first Project Cornerstone volunteer session with a class of 4th and 5th graders and reported on his visit to a Kindergarten class. He announced that he has continued to enjoy riding his E-Trike everywhere and that it gives him step credit in the HWBB Wellness Challenge.

Board Vice President José Magaña announced that he was looking forward to attending the Dia de los Muertos event at Hoover Middle School on the 30th. He reported on the meetings and events in which he has participated or attended since the last meeting, including the recent DELAC meeting, the Lincoln Foundation's Brats and Brews fundraiser, the meeting of the Santa Clara County School Boards Association's Legislative Action Committee, and the Schools of Tomorrow Advisory Committee meeting that was held on Tuesday. He announced that next week he would be speaking to Lincoln High School students at lunchtime about his education journey as part of the Lincoln Foundation's Speaker Series. He extended a thank you to staff, sharing that he had received a text message from a Santa Clara County Office of Education Board Member acknowledging San José Unified staff for their empathy and professionalism. He also extended a thank you to the members of the Schools of Tomorrow Advisory Committee, acknowledging each of them by first name for being "phenomenal committee members". Referring to public comment at a previous meeting about a study on vaccinations conducted by researchers at the Henry Ford Health Foundation, he

reported that he had researched the study that was referred to and found that the study was not published because, as stated by the Henry Ford Health Foundation, "it did not meet the rigorous scientific standards demanded by Henry Ford Health and data consistently shows that vaccinations are a safe and effective way to protect children against potentially life altering diseases". He urged everyone to "trust the science and the experts, not people that are shilling fake science and are benefiting and getting wealthy off frankly fake news."

Board President Teresa Castellanos gave a brief report on the meetings and events in which she recently participated or attended, including the Advisory Committee on Use of SJPD Officers meeting and the Schools of Tomorrow Advisory Committee meeting. She shared the experience she had this week serving as a crossing guard at Lowell Elementary School and called attention to the need for crossing guards at more district schools. She expressed gratitude to all staff members for their commitment to students.

Announcements and Reports by the Board of Education and Student Board Member are located at 28:51-45:29 on the 10.16.2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>

2. Superintendent and Executive Staff

Chief Business Officer Seth Reddy acknowledged the staff members that manage the logistics, operations and communications to make the Schools of Tomorrow meetings possible and accessible.

Associate Superintendent Jodi Lax provided correct information about the most recent climate survey results from last fall that indicate that 82% of employees feel safe either always or most of the time and that 76% of staff learn from administrative feedback. She clarified that the climate survey results referred to by Trustee Gribstad were from several years ago and that the most recent climate survey did not include a question about trusting leadership. She acknowledged the Special Education, Student Services and Elementary Curriculum and Instruction departments for providing training for Kindergarten teachers at Title I schools on responding to student behaviors and the BCBA's (Board Certified Behavior Analysts) who presented the training. She extended thanks to the staff for their hard work and for supporting the teachers who support the neediest students.

Director of Management Performance and Accountability Loretta Gustafson gave a brief update on the work of principals to complete their Comprehensive School Safety Plans and to finalize the first round of evaluations for probationary 2 teachers. She announced that the Elevating Opportunities meetings would be held next week with site administrators to discuss and strategize on how to continue to elevate student outcomes.

Assistant Superintendent J. Dominic Bejarano gave a brief update on the priority of safety. He reported that the counselors and Licensed Health Technicians who will be serving on their site's Behavioral Threat Assessment Teams had completed part 1 of the asynchronous training module last week. Those that have completed part 1 of the training will participate in the in-person training, which is scheduled for October 28th and 30th. He also reported that the school sites are working on getting their Comprehensive School Safety Plan approved by their Schoolsite Council by the end of October. He announced that all except three district locations participated in the Great ShakeOut Earthquake Drills today, with two of them planning to participate in the drill tomorrow and the other has scheduled the drill for next week.

Referring to the gratitude she expressed to staff members, Board President Teresa Castellanos added to her report an acknowledgment of the Student Nutrition staff who had received a commendation for their work providing nutrition at San José Unified. She said that she was reminded of their heroism during the pandemic when they provided two meals a day to make sure that families had food to eat.

Announcements and Reports by the Superintendent and Executive Staff are located at 45:33-51:40 on the 10.16.2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>

M. Minutes

1. Approval of the Minutes of the Regular Session Meeting held September 25, 2025

Board President Teresa Castellanos entertained a motion to approve the minutes of the Regular Session Meeting held September 25, 2025.

The motion to approve the minutes was made by José Magaña. The motion was seconded by Brian Wheatley.

Trustee Nicole Gribstad responded to comments Trustee Brian Wheatley made during his report and remarked on another topic not related to the approval of the minutes.

Board President Teresa Castellanos redirected the discussion back to the approval of the minutes.

Motion made by: Jose Magana

Motion seconded by: Brian Wheatley

Voting:

Teresa Castellanos - Yes

Carla Collins - Yes

Jose Magana - Yes

Brian Wheatley - Yes

Nicole Gribstad - Yes

The minutes of the Regular Session Meeting held September 25, 2025, were approved by a vote of 5-0.

Approval of the minutes is located at 51:43-54:10 on the 10.16.2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>

N. Approval of Consent Calendar

All Agenda items listed under the Consent Calendar will be enacted in one motion. There will be no discussion of these items prior to consideration of the motion, unless a member of the Board of Education or the Superintendent request that an item be removed from the Consent Calendar.

Items N.2, N.3, N.4, N.5, N.6 and N.13 were pulled from the consent calendar.

The motion to approve consent calendar items N.1, N.7 through N.12 and N.14 was made by Carla Collins. The motion was seconded by Brian Wheatley.

Motion made by: Carla Collins

Motion seconded by: Brian Wheatley

Voting:

Teresa Castellanos - Yes

Carla Collins - Yes

Jose Magana - Yes

Brian Wheatley - Yes

Nicole Gribstad - Yes

Consent calendar items N.1, N.7 to N.12 and N.14 were approved by a vote of 5-0.

Approval of the consent calendar is located at 54:12-55:38 on the 10.16.2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>

1. Management Personnel Actions (ACTION)

Recommendation: That the Board of Education approve the Management Personnel Actions as specified.

2. Certificated Personnel Actions (ACTION)

Recommendation: That the Board of Education approve the Certificated Personnel Actions as specified.

Assistant Superintendent J. Dominic Bejarano responded to a Board member's questions related to service continuity.

Board Vice President José Magaña reminded the questioning Board member about the topic of the pending motion and brought the discussion back to the pending motion.

Motion made by: Jose Magana

Motion seconded by: Brian Wheatley

Voting:

Teresa Castellanos - Yes

Carla Collins - Yes

Jose Magana - Yes

Brian Wheatley - Yes

Nicole Gribstad - Yes

The recommendation was approved by a vote of 5-0.

Discussion and Board action are located at 55:40-59:24 on the 10.16.2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>

3. Classified Personnel Actions (ACTION)

Recommendation: That the Board of Education approve the Classified Personnel Actions as specified.

There was no discussion.

Motion made by: Carla Collins

Motion seconded by: Jose Magana

Voting:

Teresa Castellanos - Yes

Carla Collins - Yes

Jose Magana - Yes

Brian Wheatley - Yes

Nicole Gribstad - Yes

The recommendation was approved by a vote of 5-0.

Board action is located at 59:25-1:00:00 on the 10.16.2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>

4. Short-term Limited Services Agreements (ACTION)

Recommendation: That the Board of Education approve the Short-term Limited Services Agreements as specified.

There was no discussion.

Motion made by: Brian Wheatley

Motion seconded by: Jose Magana

Voting:

Teresa Castellanos - Yes

Carla Collins - Yes

Jose Magana - Yes

Brian Wheatley - Yes

Nicole Gribstad - Yes

The recommendation was approved by a vote of 5-0.

Board action is located at 1:00:02-1:00:23 on the 10.16.2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>

5. Amendment to Administrative Regulation 3516.1: Fire Drills and Fires (2nd Reading) (ACTION)

Recommendation: That the Board of Education review and approve the proposed amendment to Administrative Regulation 3516.1: Fire Drills and Fires.

Board member discussion included the process for submitting recommendations or suggestions for revisions to Board policies and regulations.

Board Vice President José Magaña called the question. Board President Teresa Castellanos called for the vote.

Motion made by: Carla Collins

Motion seconded by: Brian Wheatley

Voting:

Teresa Castellanos - Yes

Carla Collins - Yes

Jose Magana - Yes

Brian Wheatley - Yes

Nicole Gribstad - No

The recommendation was approved by a vote of 4 yes and 1 no.

Associate Superintendent Jodi Lax clarified that staff cannot make changes to any of the policies that have been brought forward as informational without direction from the full Board and that she is not able to act on individual Board member recommendations.

Discussion, Board action and post-vote discussion are located at 1:00:26-1:05:27 on the 10.16.2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>

6. Amendment to Administrative Regulation 3616.3: Earthquake Emergency Procedure System (2nd Reading) (ACTION)

Recommendation: That the Board of Education review and approve the proposed amendment to Administrative Regulation 3616.3: Earthquake Emergency Procedure System.

There was no discussion.

Motion made by: Jose Magana

Motion seconded by: Brian Wheatley

Voting:

Teresa Castellanos - Yes

Carla Collins - Yes

Jose Magana - Yes

Brian Wheatley - Yes

Nicole Gribstad - No

The recommendation was approved by a vote of 4 yes and 1 no.

Board action is located at 1:05:29-1:05:53 on the 10.16.2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>

7. Monthly Reports for the Month of September 2025 (ACTION)

That the Board of Education, based upon review of the monthly reports for September 2025, accept the following reports:

Approved Purchase Order Report
Accounts Payable Warrant Report
Payroll Warrant Report
Cash Flow

8. Quarterly Report on Williams Uniform Complaints (ACTION)

That the Board of Education certify that San José Unified School District had no Williams Uniform Complaints filed during the period July 1 to September 30, 2025.

9. Approval of School-Sponsored Field Trips (ACTION)

Recommendation:

That the Board of Education approve the school-sponsored field trips for elementary and secondary students as specified.

10. Architectural Services Agreement with Arcadis, Inc. for Architectural Services (ACTION)

That the Board of Education approve an Agreement for Architectural Services with Arcadis, Inc. in an amount not to exceed \$687,715 to provide architectural services as required for the 2026 Allen at Steinbeck Modernization at Allen at Steinbeck (Project Z0541).

11. Architectural Services Agreement with JK Architecture Engineering for Facilities Master Plan Supplemental Services (ACTION)

That the Board of Education approve an Agreement for Architectural Services with Jordan Knighton Architects, Inc. dba JK Architecture Engineering in an amount not to exceed \$145,000 to provide supplemental facility master planning services district wide from October 17, 2025, to June 30, 2026.

12. First Amendment to the Joint Use Agreement with Montessori Way, Inc. (ACTION)

That the Board of Education approve the First Amendment to the Joint Use Agreement with Montessori Way, Inc. extending the terms of the agreement for an additional one-year and amending the total rental rate to \$7,627.40 per month for the period of July 1, 2025, through June 30, 2026.

13. First Amendment to the Revocable Use Agreement with Pangea Legal Services (ACTION)

Recommendation: That the Board of Education approve the First Amendment to the Revocable Use Agreement with Pangea Legal Services extending the terms of the agreement for an additional two-year term for the period of July 1, 2025, through June 30, 2027.

There was no discussion.

Motion made by: Jose Magana

Motion seconded by: Brian Wheatley

Voting:

Teresa Castellanos - Abstain

Carla Collins - Yes

Jose Magana - Yes

Brian Wheatley - Yes

Nicole Gribstad - Yes

The recommendation was approved by a vote of 4 yes and 1 abstention.

Board action is located at 1:05:54-1:06:10 on the 10.16.2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>

14. Ratification of Construction and Purchasing Related Contracts and Items (ACTION)

That the Board of Education ratify District staff's approval of Contracts, Change Orders, and Amendments referenced in the attached list.

O. Closed Session Report

Assistant Superintendent J. Dominic Bejarano gave the closed session report. In closed session, the Board held an expulsion hearing with no reportable action for case 2025-2026-003. The Board discussed personnel items and approved the recommendations by a vote of five to zero. The Board held a conference with legal counsel on anticipated litigation with no reportable action. The Board held a conference with labor negotiators with no reportable action. And the Board held a conference with real property negotiators regarding properties located at 1402 Monterey Rd. and 188 W Saint James Street with no reportable action.

The closed session report is located at 1:06:15-1:07:10 on the 10.16.2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>

P. Adjourn

Board President Teresa Castellanos announced the date of the next meeting and entertained a motion to adjourn.

Motion made by: Jose Magana

Motion seconded by: Brian Wheatley

Voting:

Teresa Castellanos - Yes

Carla Collins - Yes

Jose Magana - Yes

Brian Wheatley - Yes

Nicole Gribstad - Yes

The meeting adjourned at 7:05 p.m. by a vote of 5-0.

1. Next Board Meeting - November 20, 2025