

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.

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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 5:02 p.m.

B. Adoption of Closed Session Agenda

Superintendent Nancy Albarrán 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: Jose Magana

Motion seconded by: Nicole Gribstad

Voting:

Teresa Castellanos - Yes

Carla Collins - Not Present

Jose Magana - Yes

Brian Wheatley - Not Present

Nicole Gribstad - Yes

The closed session agenda was adopted by a vote of 3-0 with Trustees Carla Collins and Brian Wheatley not present.

Adoption of the closed session agenda is located at 0:39-0:59 on the 11.20.2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>

C. Public Comments Regarding Closed Session Agenda Items

Board President Teresa Castellanos opened public comments regarding closed session agenda items at 5:02 p.m. Speakers were allowed two (2) minutes each to address the Board.

Trustee Carla Collins arrived at the meeting at 5:03 p.m.

Speaker: Stephanie Jayne

Topic: For Item E.2.E. Complaint Against Employee (Green speaker card submitted)

Speaker: Evelyn Cervantes

Topic: For Item E.2.E. Complaint Against Employee (Green speaker card submitted)

Public comments closed at 5:08 p.m.

Public comments regarding closed session agenda items are located at 1:00-6:08 on the 11.20.2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>

D. Adjourn to Closed Session

The Board adjourned to closed session at 5:08 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 Legal Counsel - Existing Litigation [Pursuant to Government Code Section 54956.9(d)(1)]
5. Liability Claims [Pursuant to Government Code Section 54956.95]
6. Conference with Labor Negotiator [Pursuant to Government Code Section 54957.6 (a)]
7. Conference with Real Property Negotiators [Pursuant to Government Code Section 54956.8]
8. Public Employee Performance Evaluation

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

Board President Teresa Castellanos reconvened the meeting in open session at 6:09 p.m. She announced that equipment for Spanish interpretation was available on the table by the entrance doors. She also announced that Trustee Brian Wheatley was not present due to a family situation. 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.

Reconvene in open session is located at 7:36-9:02 on the 11:20:2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>

G. Pledge of Allegiance

Student Board Member Sophie Santos led the Pledge of Allegiance.

H. Adoption of Open Session Agenda

Superintendent Nancy Albarrán announced one change to the open session agenda. Amend Item I.3. Schools of Tomorrow Implementation Committee to update the backup documents.

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

Board Vice President José Magaña moved to approve the open session agenda with said changes.

Trustee Nicole Gribstad seconded the motion.

Motion made by: Jose Magana

Motion seconded by: Nicole Gribstad

Voting:

Teresa Castellanos - Yes

Carla Collins - Yes

Jose Magana - Yes

Brian Wheatley - Not Present

Nicole Gribstad - Yes

The open session agenda was adopted as amended by a vote of 4-0 with Trustee Brian Wheatley not present.

Adoption of the open session agenda is located at 9:41-10:44 on the 11.20.2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>

I. Special Order of Business

1. Presentation: Elevating Opportunities Site Implementation Update (INFORMATIONAL)

Associate Superintendent Jodi Lax made opening remarks providing information about the site implementation of school plans focused on the use of data to support students. Superintendent Nancy Albarrán provided information about the meetings held with the senior team, the school principal, supervisors, the data director, and some of the curriculum and instruction staff members to discuss the action plans and strategies being used at the school site, and to provide support for the work that is being done. Superintendent Nancy Albarrán extended thanks to the three school principals for coming and sharing the work that they are doing.

Associate Superintendent Jodi Lax introduced Grant Elementary School Principal Jessica Sun-Gonzalez, Muwekma Ohlone Middle School Principal Vanessa Dean and Willow Glen High School Principal Ryan Jahrman, who presented information about their school plans and the implementation at their schools. Following the presentation, they responded to questions from the Board members.

The presentation and discussion are located at 10:50-39:53 on the 11.20.2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>

2. Schools of Tomorrow Advisory Committee November 12, 2025 Minutes and Recommendation (ACTION)

Recommendation: That the Board of Education approve the minutes from the November 12, 2025 Schools of Tomorrow Advisory Committee meeting and accept the recommendation from the Schools of Tomorrow Advisory Committee on the characteristics of the ideal elementary school in San José Unified.

Public comments opened at 6:42 p.m. The speaker was allowed two (2) minutes to address the Board.

Speaker: Chris Webb

Topic: For Item I.2. Schools of Tomorrow Advisory Committee November 12, 2025, Minutes and Recommendation (Green speaker card submitted)

Public comments closed at 6:45 p.m.

Trustee Nicole Grisbstad left the room at 6:48 p.m. and returned to the room at 6:48 p.m.

Chief Business Officer Seth Reddy made opening remarks announcing that he and Manager of Strategic Projects, Ben Spielberg, would present information on both items: I.2. Schools of Tomorrow Advisory Committee November 12, 2025, Minutes and Recommendation and I.3. Schools of Tomorrow

Implementation Committee. He provided information about the action to be taken on both items. Manager of Strategic Projects, Ben Spielberg, presented information about the charge of the committee and the recommendation. Chief Business Officer Seth Reddy presented information about the Schools of Tomorrow Implementation Committee, including the proposed next steps and timeline. After concluding their comprehensive presentation, Chief Business Officer Seth Reddy and Manager of Strategic Projects Ben Spielberg responded to questions from the Board members.

Superintendent Nancy Albarrán reminded the Board and the public about the district's commitment to communicate to employees first and to communicate to the whole community shortly thereafter.

Board President Teresa Castellanos left the room at 8:01 p.m. and returned to the room at 8:02 p.m.

Trustee Nicole Gribstad left the room at 8:09 p.m. and returned to the room at 8:11 p.m.

Motion made by: Carla Collins

Motion seconded by: Jose Magana

Voting:

Teresa Castellanos - Yes

Carla Collins - Yes

Jose Magana - Yes

Brian Wheatley - Not Present

Nicole Gribstad - Yes

The recommendation was approved by a vote of 4-0 with Trustee Brian Wheatley not present.

Public comment, discussion and Board action are located at 40:03-2:22:45 on the 11.20.2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>

3. Schools of Tomorrow Implementation Committee (ACTION)

Recommendation: That the Board of Education: (1) establish an advisory committee in accordance with Board Policy 1220 as follows: (a) the charge of the advisory committee shall be to develop a recommendation for the Board of Education on how to implement the Schools of Tomorrow Advisory Committee's recommendation for the ideal elementary school that is consistent with San José Unified's commitments to equity as defined in Board Policy 0415 and Administrative Regulation 0415, its strategic plan, and fiscal responsibility as defined in Board Policy 3460 and Administrative Regulation 3460 and limited to: consolidating existing elementary schools, re-drawing attendance boundaries, and/or relocating special programs, (b) the Superintendent or her designee shall appoint committee members and schedule committee meetings consistent with the attached recommendations, and (c) the Superintendent or her designee shall appoint staff members to ensure that the advisory committee functions in accordance with Board Policy 1220 and Administrative Regulation 1220; and (2) authorize moving forward with the actions, agreements, and partnerships necessary to support the Schools of Tomorrow Implementation Committee with meeting facilitation and/or analysis of potential school consolidation, attendance boundary, and/or program relocation options.

Item I.3 was amended during the adoption of the open session agenda to update the backup documents.

Following the presentation and discussion of both items I.2 and I.3, there was no further discussion.

Motion made by: Jose Magana

Motion seconded by: Carla Collins

Voting:

Teresa Castellanos - Yes

Carla Collins - Yes

Jose Magana - Yes


Brian Wheatley - Not Present

Nicole Gribstad - No

The recommendation was approved by a vote of 3 yes and 1 no with Trustee Brian Wheatley not present.

Board action is located at 2:22:47-2:23:20 on the 11.20.2025 Regular Session Board Meeting Recording.
<https://sjusd.app.box.com/v/boardmeeting> audio

 2025.11.20 Schools of Tomorrow Implementation Committee Membership Composition, Selection Cr..

 2025.11.20 Schools of Tomorrow Implementation Committee Meeting Plan - as updated

J. Public Comments

Board President Teresa Castellanos opened public comments at 8:25 p.m. Speakers were allowed two (2) minutes to address the Board.

Speaker: Chris Webb speaking for Melissa Webb

Topic: Not noted on card, support for arts education (yellow card submitted)

Speaker: Chris Webb

Topic: SJUSD's culture of repressive control (yellow card submitted)

Speaker: Kitty Maldonado

Topic: The impact that Prop 28 has had on Habla Friends of River Glen (yellow speaker card submitted)

Public comments closed at 8:33 p.m.

Public comments are located at 2:23:27-2:31:19 on the 11.20.2025 Regular Session Board Meeting Recording.
<https://sjusd.app.box.com/v/boardmeetingaudio>

K. Action, Information, and Discussion Items

1. Amendment to Board Policy 0410: Nondiscrimination in District Programs and Activities (1st Reading) (INFORMATIONAL)

This item is informational. Associate Superintendent Jodi Lax provided information about the changes to the policy which are required by Federal Program Monitoring (FPM). For clarification, she shared that the recommendations that had been submitted by Trustee Nicole Gribstad could not be considered because they did not meet the requirements for Federal Program Monitoring. She also provided information about the California School Boards Association's recommendations for updating Board policies and responded to Board member questions. Superintendent Nancy Albarrán reminded the Board and the public that Trustee Brian Wheatley and Vice President José Magaña work with staff to review policies and the recommendations that are submitted by any Board member.

Discussion is located at 2:31:24-2:35:25 on the 11.20.2025 Regular Session Board Meeting Recording.
<https://sjusd.app.box.com/v/boardmeetingaudio>

2. Amendment to Board Policy and Regulation 5145.13: Response to Immigration Enforcement (1st Reading) (INFORMATIONAL)

This item is informational. Associate Superintendent Jodi Lax provided information about the changes to the policy and regulation. Board Vice President José Magaña made remarks regarding the policy and regulation.

Discussion is located at 2:35:29-2:38:07 on the 11.20.2025 Regular Session Board Meeting Recording.
<https://sjusd.app.box.com/v/boardmeetingaudio>

3. 2026 Comprehensive School safety Plan (CSSP) (ACTION)

Recommendation: That the Board of Education approve the Comprehensive School Safety Plans for elementary and secondary schools.

Public comments opened at 8:40 p.m. The speaker was allowed two (2) minutes to address the Board.

Speaker: Chris Webb

Topic: Against Item K.3. 2026 Comprehensive School Safety Plan (Red speaker card submitted)

Public comments closed at 8:42 p.m.

Assistant Superintendent J. Dominic Bejarano provided information about the Comprehensive School Safety Plans for elementary and secondary schools and answered a Board member question.

Motion made by: Jose Magana

Motion seconded by: Teresa Castellanos

Voting:

Teresa Castellanos - Yes

Carla Collins - Yes

Jose Magana - Yes

Brian Wheatley - Not Present

Nicole Gribstad - Yes

The recommendation was approved by a vote of 4-0 with Trustee Brian Wheatley not present.

Public comment, discussion and Board action are located at 2:38:09-2:42:22 on the 11.20.2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>

4. Metropolitan Education District Amended and Restated Solar Site Easement Agreement with Solar DG CA Metro Ed, LLC (ACTION)

Recommendation: That the Board of Education approve the Solar Energy Power Purchase Agreement and Solar Easement Agreement between Solar DG CA Metro Ed LLC (Luminace) and Metropolitan Education District to be constructed on the Hillsdale site.

In the absence of Chief Business Officer Seth Reddy, who had momentarily stepped out of the room, Superintendent Nancy Albarrán provided information about the agreement. Chief Business Officer Seth Reddy returned to the room and expressed thanks to MetroED for being flexible in working with San José Unified as well as Director of Procurement Tracy Morrison for her work on the agreement.

Motion made by: Jose Magana

Motion seconded by: Carla Collins

Voting:

Teresa Castellanos - Yes

Carla Collins - Yes

Jose Magana - Yes

Brian Wheatley - Not Present

Nicole Gribstad - Yes

The recommendation was approved by a vote of 4-0 with Trustee Brian Wheatley not present.

Discussion and Board action are located at 2:42:25-2:43:57 on the 11.20.2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>

5. Student Expulsion Case 2025-2026-004 (ACTION)

Motion to approve Student Expulsion Case 2025-2026-004 made by José Magaña.

Motion seconded by Carla Collins.

Roll call vote:

Nicole Gribstad - Yes

Carla Collins - Yes

José Magaña - Yes

Teresa Castellanos - Yes

The motion was approved by a vote of 4-0 with Trustee Brian Wheatley not present.

Board action is located at 2:44:00-2:44:37 on the 11.20.2025 Regular Session Board Meeting Recording.
<https://sjusd.app.box.com/v/boardmeetingaudio>

6. Student Expulsion Case 2025-2026-005 (ACTION)

Motion to approve Student Expulsion Case 2025-2026-005 made by José Magaña.

Motion seconded by Nicole Gribstad.

Roll call vote:

Nicole Gribstad - Yes

Carla Collins - Yes

José Magaña - Yes

Teresa Castellanos - Yes

The motion was approved by a vote of 4-0 with Trustee Brian Wheatley not present.

Board action is located at 2:44:38-2:45:06 on the 11.20.2025 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 opened public comments at 8:47 p.m. The speaker was allowed two (2) minutes to address the Board.

Speaker: Chris Webb

Topic: Against Item L.1. Announcements and Reports by Board of Education and Student Board Member (Red speaker card submitted)

Public comments closed at 8:49 p.m.

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.

Trustee Nicole Gribstad shared her reflection on gratitude ahead of Thanksgiving. She encouraged commitment from teachers, administrators, parents, students and community members. She spoke about governance and encouraged taxpayers to stay engaged and vote. She reported that she had submitted recommendations to the Schools of Tomorrow Committee and offered copies for review. She thanked the community for their collaboration in strengthening consistency, safety, health and mental wellness for all students. She urged continued dedication to children's futures. Noting that she is inspired by the song, "America the Beautiful", she played the song on her phone.

Student Board Member Sophie Santos announced that high school students have been busy during the past months with college applications and college workshops. She gave an update on sports activities, reporting that four out of the six high schools had qualified for the CCS playoffs. She announced that Lincoln and

Willow Glen would be competing against each other tomorrow. She reported that the leadership students would be attending a leadership conference at De Anza College tomorrow.

Trustee Carla Collins extended congratulations to Chief Business Officer Seth Reddy on his bigger family. She reported on the meetings and events in which she participated or attended, including the meetings of the Schools of Tomorrow Advisory Committee, coffees with parents to address concerns around immigration and cuts to SNAP, the October Voluntary Integration Plan meeting and the San José Teachers Association's Latino Caucus. She extended congratulations to the Willow Glen High School water polo team for their incredible sports season. She announced that she was looking forward to attending the football game tomorrow night with two San José Unified Schools competing in the CCS finals. She wished everyone a wonderful break.

Board Vice President José Magaña referenced tomorrow night's football game and shared his excitement about the upcoming district recognition of sports and other activities. He reported that he would be attending an AI learning conference at Stanford. He acknowledged Trace Elementary School Principal Karina Alvarez for participating in the AI catalyst fellowship, which provided an opportunity for three San José Unified staff members to attend a fully paid AI conference in January. He reported on the meetings and events in which he recently participated, including his work on the Latino Advisory Committee for San José State, a meeting with Councilmember Mulcahey's office to discuss street safety and planning an educator appreciation event in the spring. He acknowledged the work of the Schools of Tomorrow Advisory Committee and said that he was honored to have been able to chair the committee. He announced that he was honored to have been chosen by NALEO, the National Association of Latino Elected and Appointed Officials, to moderate a national conversation on the cuts to Medicaid and SNAP. He reported that before the Board Meeting this evening, he and Board President Teresa Castellanos had gone to Anne Darling Elementary School where 149 young girls from seven different schools had come to play soccer with organizations from across the Bay Area. In reference to Thanksgiving, he recognized the privileges we have and noted the cuts to food and health care by the current administration.

Board President Teresa Castellanos gave a brief update on the events in which she recently attended or participated, including the National Women's Soccer League event that was held today at Anne Darling Elementary School, cafecitos at Empire Gardens and Anne Darling Elementary Schools, the Santa Clara County School Boards (SCCSBA) fall dinner, an event at Hoover Middle School sponsored by the Latino parents and a symposium on unhoused students at the Santa Clara County Office of Education. She requested that the Board receive an update on McKinney Vento in the next six months. She expressed gratitude to all staff for the work that is done to provide support for the community.

Public comments and Announcements and Reports by the Board of Education and Student Board Member are located at 2:45:09-3:00:31 on the 11.20.2025 Regular Session Board Meeting Recording.
<https://sjusd.app.box.com/v/boardmeetingaudio>

2. Superintendent and Executive Staff

Public comments opened at 9:03 p.m. The speaker was allowed two (2) minutes to address the Board.

Speaker: Chris Webb

Topic: Against Item L.2. Announcements and Reports by Superintendent and Executive Staff (Red speaker card submitted)

Public comments closed at 9:05 p.m.

Chief Business Officer Seth Reddy had no report.

Associate Superintendent Jodi Lax reported on her visits today to five schools where she participated in conversations about data and the implementation of school plans. She thanked the three principals that came to the meeting this evening to present their plans.

Assistant Superintendent J. Dominic Bejarano gave an update on the CSTAG (Comprehensive School Threat Assessment Guidelines) trainings. He reported that the school teams had completed the trainings the last week of October. He announced that the school teams are expected to meet at least twice a month and that they had provided the dates and times they would be meeting. He reported that he would be taking a team to attend the International Summit on Threat Assessment in January.

Trustee Brian Wheatley joined the meeting at 9:07 p.m.

Superintendent Nancy Albarrán congratulated Chief Business Officer Seth Reddy on becoming a dad and acknowledged his team for working collaboratively to move the work forward during his absence. She also acknowledged all the members of the Schools of Tomorrow Advisory Committee, the staff members who prepared the videos and the materials, the staff members who facilitated and guided the conversations as well as the staff members who managed the communications and logistics.

Trustee Brian Wheatley gave a brief report on his volunteer work with Project Cornerstone at Terrell Elementary School this morning.

Public comments and Announcements and Reports by the Superintendent and Executive Staff are located at 3:00:32-3:08:59 on the 11.20.2025 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 October 16, 2025

Public comments opened at 9:11 p.m. The speaker was allowed two minutes to address the Board.

Speaker: Chris Webb

Topic: For Item M.1. Minutes of the Regular Session Meeting held October 16, 2025 (Green speaker card submitted)

Public comments closed at 9:13 p.m.

Board President Teresa Castellanos entertained a motion to approve the minutes of the Regular Session Meeting held October 16, 2025.

The motion to approve the minutes was made by Brian Wheatley. The motion was seconded by Carla Collins.

Discussion: Trustee Nicole Gribstad announced that she would like to share her findings from her research on absenteeism.

Board Vice President José Magaña called a point of order to redirect the discussion back to the approval of the minutes.

Board President Teresa Castellanos clarified that the proper place to share her findings would be during her Board report.

Motion made by: Brian Wheatley

Motion seconded by: Carla Collins

Voting:

Teresa Castellanos - Yes

Carla Collins - Yes

Jose Magana - Yes

Brian Wheatley - Yes

Nicole Gribstad - Yes

The minutes of the Regular Session Meeting held October 16, 2025, were approved by a vote of 5-0.

Approval of the minutes is located at 3:09:00-3:11:49 on the 11.20.2025 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.9, N.11, and N.14 were pulled from the consent calendar.

The motion to approve the consent calendar, except for items N.9, N.11 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

The consent calendar, except for items N.9, N.11, and N.14, was approved by a vote of 5-0.

Approval of the consent calendar is located at 3:11:50-3:12:49 on the 11.20.2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>

1. Acceptance of Gifts (ACTION)

Recommendation: That the Board of Education accept, with thanks, the gifts to the District as specified.

2. Management Personnel Actions (ACTION)

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

3. Certificated Personnel Actions (ACTION)

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

4. Classified Personnel Actions (ACTION)

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

5. Short-term Limited Services Agreements (ACTION)

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

6. Amendment 1 to Two-Year Service Agreement with Health Advocate Solutions, Inc. (ACTION)

Recommendation: That the Board of Education approve Amendment 1 to the Two-Year Service Agreement with Health Advocate Solutions, Inc. in an amount not to exceed \$175,000 to provide the Employee Assistance Program to employees and their dependents from July 1, 2025, to June 30, 2027.

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

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

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

8. 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.

9. Amendment to Board Policy and Administrative Regulation 5125: Student Records (2nd Reading) (ACTION)

Recommendation: That the Board of Education review and consider the proposed amendment to Board Policy and Administrative Regulation 5125: Student Records and vote to approve the revised policy and regulation.

The motion to approve the recommendation was made by Carla Collins. The motion was seconded by José Magaña.

Responding to a Board member's reference to recommended revisions that had been submitted and distributed to members of the audience, Associate Superintendent Jodi Lax confirmed that the revisions that had been submitted had been reviewed and were found to be missing required information.

Superintendent Nancy Albarrán also responded to provide clarification about policy development by the Board and the process that is in place, which provides for direction from the full Board. She requested direction from the Board regarding the current process. A majority of the Board members were in agreement to continue to follow the current process which provides for collective decision-making.

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 - No

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

Discussion and Board action are located at 3:12:50-3:22:07 on the 11.20.2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>

10. Santa Clara North West Special Education Local Plan Area (SELPA) Community Advisory Committee (CAC) Membership Nominations and Appointments (ACTION)

Recommendation: That the Board of Education accept the membership nominations as specified by the Santa Clara North West Special Education Local Plan Area (SELPA) Community Advisory Committee (CAC) and appoint the following individuals to serve as voting members of the CAC during the 2025-2026 and 2026-2027 school year:

- Viviana Barnwell (parent of student with exceptional needs and general education teacher) Trustee Area 3
- David Guerrero (parent of student with exceptional needs) Trustee Area 3

11. After School Education and Safety Plan (ASES) (ACTION)

Recommendation: That the Board of Education approve the After School Education and Safety Plan (ASES).

Responding to a Board member question, Associate Superintendent Jodi Lax provided information about the After School Education and Safety Plan.

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.

Discussion and Board action are located at 3:22:08-3:23:24 on the 11.20.2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>

12. Provider Participation Agreement (PPA) for California Department of Health Care Services (DHCS) LEA Billing Option Program (BOP) (ACTION)

Recommendation: That the Board of Education approve the Local Educational Agency Medi-Cal Billing Option Program (LEA BOP) Provider Participation Agreement (PPA).

13. Service Agreement with LDP dba Leader Services for CYBHI Billing Program Administrator Services (CYBHI) (ACTION)

Recommendation: That the Board of Education approve a Service Agreement with LDP doing business as (DBA) Leader Services, at 4 percent of amounts received through claims adjudication with managed and commercial insurance plans in an amount not to exceed \$300,000, to provide LEA Children and Youth Behavioral Health Initiative (CYBHI) Billing Program Administrator Services as described in Exhibit A from October 2, 2025, to June 30, 2028.

14. Agreement with College Board for Springboard Program English Language Arts (ELA) Print and Digital Access (ACTION)

Recommendation: That the Board of Education approve an Agreement with College Board in an amount not to exceed \$236,574.87 to provide secondary students access to the printed and digital student editions of the SpringBoard Program English Language Arts California Edition textbooks during the 2026-2027 school year.

Responding to a Board member question, Associate Superintendent Jodi Lax provided information about providing secondary students with printed and digital access to the College Board Springboard Program for English Language Arts (ELA).

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 - No

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

Discussion and Board action are located at 3:23:25-3:24:51 on the 11.20.2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>

15. Supplemental Contract Incorporating Sourcewell Contract #063022-COK ("Sourcewell Contract") to Cook's Direct, Inc. for Procurement of Kitchen Equipment and Delivery (ACTION)

Recommendation: That the Board of Education approve the Supplemental Contract Incorporating Sourcewell Contract #063022-COK ("Sourcewell Contract") to Cook's Direct, Inc. for Procurement of Kitchen Equipment and Delivery in an amount not to exceed \$76,807.01 effective until August 3, 2026.

16. Independent Contractor Agreement with Dasher Technologies dba Peller Technologies (ACTION)

Recommendation: That the Board of Education approve an Independent Contractor Agreement with Dasher Technologies dba Peller Technologies in an amount not to exceed \$168,436.14 to provide technical support services for the District's Wi-Fi hardware and software from November 1, 2025, to October 31, 2030.

17. Construction Management Services Agreement with AECOM, Technical Services Inc. (ACTION)

Recommendation: That the Board of Education approve an Agreement for Construction Management Services with AECOM Technical Services, Inc. in an amount not to exceed \$756,760 to provide construction management services as required for the 2026 Allen at Steinbeck Modernization at Allen at Steinbeck (Project Z0541).

18. Third Amendment to the Lease Agreement with Children's Health Council (ACTION)

Recommendation: That the Board of Education approve the Third Amendment to the Lease Agreement with Children's Health Council extending the terms of the agreement for an additional six month term for the period of July 1, 2025, through December 31, 2025.

19. First Amendment to the Facilities Use Agreement with Discovery Charter (ACTION)

Recommendation: That the Board of Education ratify the First Amendment to the Facilities Use Agreement with Discovery Charter School Inc. amending the rent and utility pro-rata rates for July 1, 2024, to June 30, 2025 ("Term Year 2") to \$69,105.41 and July 1, 2025, to June 20, 2026 ("Term Year 3") to \$72,986.33.

20. Joint Use Agreement with Go Kids, Inc. (ACTION)

Recommendation: That the Board of Education approve the Joint Use Agreement with Go Kids, Inc. for use of Premises at Galarza Elementary School located at 1610 Bird Avenue, San José and Gardner Elementary School located at 502 Illinois Avenue, San José for the period of October 1, 2025, through June 30, 2027.

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

Recommendation: 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

Superintendent Nancy Albarrán gave the closed session report. She announced that the closed session record should reflect that Trustee Wheatley was not present for closed session. The Board held a hearing for Student Expulsion Case Number 2025-2026-004 and Case Number 2025-2026-005 with no reportable action. The Board discussed personnel items, including a request to appeal a complaint concerning a district employee, and voted four to zero to uphold the superintendent's designee's report as final. The Board held a conference with legal counsel on anticipated litigation cases and approved a settlement in the amount of \$60,720 and the second case in an amount not to exceed \$209,000 by a vote of four to zero. The Board also discussed existing litigation, OAH Case Number 2025090209 and OAH Case Number 2025090211, and approved settlements in

the amounts of \$13,000 and \$26,000 by a vote of four to zero. The Board also discussed four separate liability claims filed by the following individuals or entities: Anna Villa, Laura Trujillo, Subroclaims Inc. and Anuradha Mani and denied the claims by a vote of four to zero. The Board held a conference with designated representatives regarding negotiations with no reportable action. The Board held a conference with real property negotiators regarding the property located at 1402 Monterey Rd. with no reportable action. The Board also discussed the property at 188 W Saint James St. San José with no reportable action, and the Board also discussed the superintendent's evaluation.

The closed session report is located at 3:24:53-3:26:44 on the 11.20.2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>

P. Adjourn

Board Vice President José Magaña acknowledged Board President Teresa Castellanos, thanking her for her leadership during the past year.

Board President Teresa Castellanos announced the date of the next meeting. She acknowledged the work of staff and wished everyone an enjoyable time off next week. She 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 9:29 p.m. by a vote of 5-0.

1. Next Board Meeting - December 11, 2025

Supporting Documents

The following PDFs were attached to the minutes:

I. 3. Schools of Tomorrow Implementation Committee (ACTION)

-  2025.11.20 Schools of Tomorrow Implementation Committee Membership Composition, Selection Criteria, and Selection Process - as updated
-  2025.11.20 Schools of Tomorrow Implementation Committee Meeting Plan - as updated

**November 20, 2025 Board of Education meeting
SCHOOLS OF TOMORROW IMPLEMENTATION COMMITTEE (STIC)**

Charge and Scope: To develop a recommendation for the Board of Education on how to implement the Schools of Tomorrow Advisory Committee's recommendation for the ideal elementary school that is consistent with San José Unified's commitments to equity as defined in Board Policy 0415 and Administrative Regulation 0415, its strategic plan, and fiscal responsibility as defined in Board Policy 3460 and Administrative Regulation 3460 and limited to: consolidating existing elementary schools, re-drawing attendance boundaries, and relocating special programs.

Deadline for Recommendation to Board of Education: March 12, 2026

Committee Composition

The membership of the STIC shall consist of:

- the President or their designee from the San José Teachers Association;
- the President or their designee from California School Employees Association, Chapter 4;
- the President or their designee from American Federation of State, County, and Municipal Employees, Local 101;
- the President or their designee from the San José Administrators Association;
- four (4) elementary employees represented by the San José Teachers Association (SJTA);
- three (3) elementary employees represented by either California School Employees Association, Chapter 4 or American Federation of State, County, and Municipal Employees, Local 101;
- three (3) elementary employees represented by the San José Administrators Association;
- one (1) staff member; and
- eight (8) elementary parents or guardians, of which:
 - o at least four (4) are from schools with fewer than 3 classes per grade level;
 - o at least one (1) has a student in a Special Day Class (SDC) program;
 - o at least one (1) has a student in a bilingual program;
 - o at least one (1) has a student who is an English Learner (EL); and
 - o at least one (1) is from each geographic region of the District as defined by 2024-2025 middle school attendance boundaries:
 - north (Herbert Hoover Middle and Muwekma Ohlone Middle);
 - central (John Muir Middle and Willow Glen Middle); and
 - south (Bret Harte Middle and Castillero Middle).

Committee Member Selection Criteria

Ideal STIC members will demonstrate:

- familiarity with the Schools of Tomorrow Advisory Committee discussions;
- an understanding of the STIC's charge and scope;
- a commitment to fulfilling the STIC's charge;
- a commitment to evaluate all options through a student-centered lens, placing the district's vision for all current and future students above individual or short-term preferences;

- attention to the needs of students from racial, ethnic and indigent communities and the inequities that such communities experienced in the context of a history of exclusion, discrimination and segregation;
- consideration of the impact of school consolidation, attendance boundaries, and special programs on San José Unified students, families, staff, and community members; and
- the ability to engage in focused, rational, fact-based, and nuanced dialogue, even with people with whom they disagree.

Using the composition requirements and selection criteria, the committee shall be constructed to:

- reflect the diverse experiences, backgrounds, and perspectives that exist among the San José Unified School District community; and
- offer experience-based insight and expertise relevant to the charge of the committee to the greatest extent possible.

Appointment of Members

The Superintendent or her designee will appoint members to the Schools of Tomorrow Advisory Committee. Applications will be made available through the district's communication channels.

SCHOOLS OF TOMORROW IMPLEMENTATION COMMITTEE (STIC) MEETING PLAN

Charge and Scope: To develop a recommendation for the Board of Education on how to implement the Schools of Tomorrow Advisory Committee's recommendation for the ideal elementary school that is consistent with San José Unified's commitments to equity as defined in Board Policy 0415 and Administrative Regulation 0415, its strategic plan, and fiscal responsibility as defined in Board Policy 3460 and Administrative Regulation 3460 and limited to: consolidating existing elementary schools, re-drawing attendance boundaries, and relocating special programs.

Deadline for Recommendation to Board of Education: March 12, 2026

Criteria to Evaluate Potential Options

- the recommendation of the Schools of Tomorrow Advisory Committee regarding the ideal elementary school consistent with state-mandated and negotiated staffing ratios, existing job descriptions, and San José Unified's commitment to fiscal responsibility;
- the condition of school facilities;
- financial impacts;
- facility capacity and utilization;
- impacts on special programs such as bilingual programs and/or Special Day Classes;
- environmental factors including but not limited to traffic and proximity to freeway access;
- the balance of pupil demographics and whether there might be disproportionate impacts on particular demographic groups;
- transportation needs of pupils;
- aesthetics and impact on the surrounding community;
- enrollment and attendance patterns (including feeder school attendance patterns); and
- potential transitions and processes for affected pupils and families.

Meeting Plan

The committee shall meet in each of the following weeks (dates listed are Monday of the week):

- December 15, 2025
- January 12, 2026
- January 26, 2026
- February 2, 2026
- February 9, 2026
- February 23, 2026
- March 2, 2026

In accordance with the [Brown Act](#), meetings shall be open to the public. All agendas, minutes, and supporting documents will be posted on the San José Unified website.

The tentative content for each week is on page 2.

Tentative Meeting Content

Meeting Week	Content
December 15, 2025	<ul style="list-style-type: none"> - Introductions - Public meeting process basics - Bylaw approval - Officer selection - Committee overview - Meeting plan review - STAC recommendation review - Current elementary school context - Criteria overview - Review potential metrics related to criteria - Criteria discussion and prioritization
January 12, 2026	<ul style="list-style-type: none"> - Criteria discussion and prioritization - Selection of metrics related to criteria
January 26, 2026	<ul style="list-style-type: none"> - Review 3-5 potential staff-developed options based on criteria discussion, prioritization, and metrics - Review sample recommendation - Suggest potential changes and/or additions to options
February 2, 2026	<ul style="list-style-type: none"> - Review and discuss options - Suggest potential changes and/or additions to options
February 9, 2026	<ul style="list-style-type: none"> - Review and discuss options - Suggest potential changes and/or additions to options
February 23, 2026	<ul style="list-style-type: none"> - Review and discuss options - Draft recommendation
March 2, 2026	<ul style="list-style-type: none"> - Discuss and finalize recommendation

