

## 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=m2cb2da479e5876ef97bd6b5f1ea8b540>

A live stream of Board of Education meetings is available to members of the public. The live stream is accessible using the Webex application or a web browser on a computer. Members of the public using a mobile device will need to download the Webex app on their phone:

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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 6:00 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](http://sjusd.org).

## **Attendance**

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### **Voting Members**

Teresa Castellanos, Board Member

Carla Collins, Board Member

Jose Magana, Board President

Brian Wheatley, Board Vice President

Nicole Gribstad, Board Member

### **A. Call to Order in Open Session - no earlier than 6:00 PM**

Board President José Magaña called the meeting to order in open session at 6:01 p.m.

### **B. Adoption of Closed Session Agenda**

Superintendent Nancy Albarrán confirmed that there were no changes to the closed session agenda.

Board President José Magaña entertained a motion to adopt the closed session agenda.

Motion made by: Teresa Castellanos

Motion seconded by: Brian Wheatley

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 0:26-0:45 on the 12.11.2025 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 6:02 p.m.

### **E. Closed Session Agenda**

1. Student Discipline - Student Expulsion Hearings [Pursuant to Education Codes 35146 and 48918]
2. Student Discipline - Readmission [Pursuant to Education Codes 35146, 48912 and 48916]
3. Personnel [Pursuant To Government Code Section 54957 (b) (1)]
4. Conference with Legal Counsel - Anticipated Litigation [Pursuant to Government Code Section 54956.9(d) (2) or (3) or (4)]
5. Conference with Legal Counsel - Existing Litigation [Pursuant to Government Code Section 54956.9(d)(1)]
6. Liability Claims [Pursuant to Government Code Section 54956.95]
7. Conference with Labor Negotiator [Pursuant to Government Code Section 54957.6 (a)]
8. Conference with Real Property Negotiators [Pursuant to Government Code Section 54956.8]
9. Public Employee Performance Evaluation

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

Board President José Magaña reconvened the meeting in open session at 6:22 p.m. He announced that equipment for Spanish interpretation was available on the tables by the entrance. He also announced that the Board would be going back to closed session and that there was a change to the closed session agenda. Superintendent Nancy Albarrán announced an amendment to closed session agenda item E.2 Student Discipline – Readmission to remove Readmission for Student Expulsion Case Number 2024-2025-015.

Board President José Magaña entertained a motion to update the closed session agenda with the proposed change.

Motion made by: Teresa Castellanos

Motion seconded by: Brian Wheatley

Voting:

Teresa Castellanos - Yes

Carla Collins - Yes

Jose Magana - Yes

Brian Wheatley - Yes

Nicole Gribstad - Yes

The motion to update the closed session agenda was approved by a vote of 5-0.

Board President José Magaña provided a reminder about the livestream of the meeting and the area at the back of the room designated for recording and photography per Board Bylaw 9323.

Reconvene in open session and approval of the updated closed session agenda are located at 1:17-2:45 on the 12.11.2025 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 confirmed that there were no changes to the open session agenda.

Board President José Magaña entertained a motion to adopt the open session agenda.

Motion made by: Teresa Castellanos

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 3:17-3:42 on the 12.11.2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>

## **I. Special Order of Business**

### **1. Schools of Tomorrow Implementation Committee Update (INFORMATIONAL)**

Chief Business Officer Seth Reddy provided an update on the members appointed to the Schools of Tomorrow Implementation Committee by the Superintendent. He explained that one parent/guardian role had not been filled prior to the publishing of the agenda and that the position had since been filled. He stated that an updated list of committee members would be attached with the minutes.

Chief Business Officer, Seth Reddy, responded to a Board member's question about communication to the community about the process.

The update and discussion are located at 3:44-8:36 on the 12.11.2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>



2025.12.11 Member Appointments and Meeting Schedule - updated

### **2. School Security and Emergency Preparedness Assessment (INFORMATIONAL)**

This item is informational. Board President José Magaña announced that a request to speak card had been submitted regarding the School Security and Emergency Preparedness Assessment. He opened for public comments at 6:30 p.m. The speaker was allowed two (2) minutes to address the Board.

Speaker: Lenka Wright

Topic: For Item I.2 – School Security & Emergency Preparedness Assessment (Green speaker card submitted)

Public comments closed at 6:31 p.m.

Chief Business Officer Seth Reddy made opening remarks and introduced Dr. Kenneth Trump and Chuck Hibbert, who joined the meeting virtually over the phone to present the report on the completed school security and emergency preparedness assessment by National School Safety and Security Services.

Dr. Ken Trump presented an overview of the process, the areas of recommendation, specific district level recommendations and an overview of the report. Following the presentation, Assistant Superintendent J. Dominic Bejarano gave an update on safety, which highlighted the district's holistic approach to safety, continuous improvement, policy and protocol, technology, training and support, and leadership and organizational capacity. Superintendent Nancy Albarrán made remarks about the "What Would You Do (WWYD)" scenarios presented during the weekly management meetings and extended thanks to Dr. Trump and his team for suggesting the five-minute safety updates. Following the safety update, Chief Business Officer Seth Reddy facilitated the discussion and responded to questions from the Board members along

with Dr. Trump and Superintendent Nancy Albarrán. Confirming action items, Superintendent Nancy Albarrán responded to a Board member question related to the recommendation that the Advisory Committee on Use of SJPD Officers has been assigned to bring to the Board. Following up on Superintendent Nancy Albarrán's remarks, Chief Business Officer Seth Reddy added that staff needs guidance from the Board from a policy perspective on how to move forward. He provided additional information about incorporating the facility recommendations for the schools into the Facilities Master Plan while also considering trade-offs due to budget constraints.

Trustee Teresa Castellanos left the room at 7:33 p.m. and returned to the room at 7:35 p.m. Trustee Brian Wheatley left the room at 7:36 p.m. and returned to the room at 7:39 p.m.

Public comments, the presentation and discussion are located at 8:39-1:31:47 on the 12.11.2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>

## **J. Public Comments**

Board President José Magaña opened public comments at 7:53 p.m. Speakers were allowed two (2) minutes to address the Board.

Speaker: Tami  
Topic: School Safety

Speaker: Erika Murphy  
Topic: School Safety

Speaker: Kenneth Do, Field Representative for the Carpenters Union and the Drywall Union Local 9144  
Topic: NorCal Carpenters Union, Measure R and the Project Labor Agreement

Public comments closed at 8:00 p.m.

Public comments are located at 1:31:49-1:38:52 on the 12.11.2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>

## **K. Action, Information, and Discussion Items**

### **1. 2025-2026 First Interim Report and Positive Certification (ACTION)**

Recommendation: That the Board of Education accept the first interim report for the 2025-2026 fiscal year and determine to file a positive certification with the Santa Clara County Superintendent of Schools.

Board President José Magaña entertained a motion to approve item K.1.

Chief Business Officer Seth Reddy gave a presentation on items K.1 and K.2, the 2025-2026 First Interim Report and Positive Certification and the Annual Student Body Funds Report for 2024-2025. He noted some minor corrections to the presentation and announced that an updated copy of the presentation would be attached with the minutes.

Motion made by: Brian Wheatley

Motion seconded by: Nicole Gribstad

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.

The presentation, discussion and Board action are located at 1:38:57-1:56:58 on the 12.11.2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>



K.1., K.2. 2025-2026 First Interim and ASB Funds Report - updated

## 2. Annual Student Body Funds Report for 2024-2025 (ACTION)

Recommendation: That the Board of Education accept the Annual Student Body Funds Report for 2024-2025 Fiscal Year.

Board President José Magaña entertained a motion to approve item K.2.

Motion made by: Brian Wheatley

Motion seconded by: Teresa Castellanos

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 1:57:00-1:57:15 on the 12.11.2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>

## 3. Presentation: Report on the Mid-Year Implementation of the 2024-2025 Local Control and Accountability Plan (INFORMATIONAL)

Associate Superintendent Jodi Lax made opening remarks about the Mid-Year Report. Superintendent Nancy Albarrán reminded the Board members of the presentations on the work that had been shared. Director of Data Strategy and Analytics Matt Hewitson presented information about the California School Dashboard and the 2024-2025 Student Performance Data. Associate Superintendent Jodi Lax gave a brief overview of the work being done in response to the data. Following the presentation, Director Matt Hewitson, Associate Superintendent Jodi Lax and Superintendent Nancy Albarrán responded to questions from the Board members.

Trustee Brian Wheatley left the room at 8:59 p.m. Trustee Nicole Gribstad left the room at 9:00 p.m. Trustees Brian Wheatley and Nicole Gribstad returned to the room at 9:02 p.m.

The presentation and discussion are located at 1:57:17-2:44:34 on the 12.11.2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>

## 4. 2027-2028 Student Calendar (ACTION)

Recommendation: That the Board of Education adopt the 2027-2028 Student Calendar.

Chief Business Officer Seth Reddy provided information about the 2027-2028 Student Calendar.

Board President José Magaña entertained a motion to approve item K.4.

Chief Business Officer Seth Reddy provided information about the 2027-2028 Student Calendar.

Motion made by: Brian Wheatley

Motion seconded by: Teresa Castellanos

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 2:44:37-2:46:59 on the 12.11.2025 Regular Session Board Meeting Recording.  
<https://sjusd.app.box.com/v/boardmeetingaudio>

**5. Resolution 2026-12-11-02 - Approving, Authorizing and Directing Execution and Delivery of a Termination Agreement (2015 CREBs Lease Financing) and Authorizing Certain Additional Actions (ACTION)**

Recommendation: That the Board of Education approve and adopt Resolution 2026-12-11-02 authorizing and directing execution and delivery of a termination agreement (2015 CREBs Lease Financing) and authorizing certain additional actions.

Chief Business Officer Seth Reddy provided information about the Resolution.

Board President José Magaña entertained a motion to approve item K.5.

Motion made by: Teresa Castellanos

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.

Board action is located at 2:47:00-2:47:47 on the 12.11.2025 Regular Session Board Meeting Recording.  
<https://sjusd.app.box.com/v/boardmeetingaudio>

**6. Extension for 2024-2025 Audited Financial Statements (ACTION)**

RECOMMENDATION: That the Board of Education accept the need for San José Unified to extend the completion of its audit and the filing of its audited financial statements to January 16, 2026.

Chief Business Officer Seth Reddy provided information about the Extension for 2024-2025 Audited Financial Statements.

Board President José Magaña entertained a motion to approve item K.6.

Motion made by: Brian Wheatley

Motion seconded by: Teresa Castellanos

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 2:47:48-2:48:40 on the 12.11.2025 Regular Session Board Meeting Recording.  
<https://sjusd.app.box.com/v/boardmeetingaudio>

**7. Amendment to Administrative Regulation 4122.22: Staff Teaching English Learners (1st Reading) (INFORMATIONAL)**

This item is informational. Associate Superintendent Jodi Lax announced a correction to the regulation number in the title of the item. The correct regulation number is 4112.22. She provided information about the updates to the regulation, confirmed that they are in alignment with the requirements of the California Commission on Teacher Credentialing and clarified that the correct rules have been followed.

Discussion is located at 2:48:42-2:52:05 on the 12.11.2025 Regular Session Board Meeting Recording.  
<https://sjusd.app.box.com/v/boardmeetingaudio>

**8. Amendment to Board Policy and Administrative Regulation 6159: Individualized Education Program (1st Reading) (INFORMATIONAL)**

This item is informational. Associate Superintendent Jodi Lax provided information about the updates to the policy and regulation.

Discussion is located at 2:52:07-2:54:44 on the 12.11.2025 Regular Session Board Meeting Recording.  
<https://sjusd.app.box.com/v/boardmeetingaudio>

**9. Student Expulsion Case 2025-2026-006 (ACTION)**

Board President José Magaña entertained a motion to approve Student Expulsion Case 2025-2026-006.

Motion to approve made by Brian Wheatley  
Motion seconded by Nicole Gribstad

Roll Call Vote:  
Carla Collins - Yes  
Teresa Castellanos - Yes  
Nicole Gribstad - Yes  
Brian Wheatley - Yes  
José Magaña - Yes

Board action is located at 2:54:51-2:55:16 on the 12.11.2025 Regular Session Board Meeting Recording.  
<https://sjusd.app.box.com/v/boardmeetingaudio>

**10. Readmission for Student Expulsion Case 2024-2025-015 (ACTION)**

Item pulled from agenda. No Board action taken.

**11. Readmission for Student Expulsion Case 2024-2025-018 (ACTION)**

Board President José Magaña entertained a motion to approve readmission for Student Expulsion Case 2024-2025-018.

Motion to approve made by Nicole Gribstad  
Motion seconded by Brian Wheatley

Roll Call Vote:  
Carla Collins - Yes  
Teresa Castellanos - Yes  
Nicole Gribstad - Yes  
Brian Wheatley - Yes

José Magaña - Yes

Board action is located at 2:55:19-2:55:51 on the 12.11.2025 Regular Session Board Meeting Recording.  
<https://sjusd.app.box.com/v/boardmeetingaudio>

## **12. Readmission for Student Expulsion Case 2024-2025-019 (ACTION)**

Board President José Magaña entertained a motion to approve the Readmission for Student Expulsion Case 2024-2025-019.

Motion made by Nicole Gribstad  
Motion seconded by Brian Wheatley

Roll Call Vote:  
Carla Collins - Yes  
Teresa Castellanos - Yes  
Nicole Gribstad - Yes  
Brian Wheatley - Yes  
José Magaña - Yes

Board action is located at 2:55:56-2:56:16 on the 12.11.2025 Regular Session Board Meeting Recording.  
<https://sjusd.app.box.com/v/boardmeetingaudio>

## **13. Readmission for Student Expulsion Case 2024-2025-022 (ACTION)**

Board President José Magaña entertained a motion to approve the Readmission for Student Expulsion Case 2024-2025-022.

Motion made by Nicole Gribstad  
Motion seconded by Brian Wheatley

Roll Call Vote:  
Carla Collins - Yes  
Teresa Castellanos - Yes  
Nicole Gribstad - Yes  
Brian Wheatley - Yes  
José Magaña - Yes

Board action is located at 2:56:21-2:56:42 on the 12.11.2025 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 José Magaña 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 gave an update on her activities since the last meeting reporting that she had connected with stakeholders and had participated in and learned about the superintendent's evaluation process. She also reported on her research on declining enrollment, chronic absenteeism and ways to inspire and prepare students for their future.

Board Vice President Brian Wheatley reported on his attendance at the California School Boards Association's Annual Conference which was recently held in Sacramento and shared information about the workshops in which he participated. He also reported that he had flown to Long Beach following the CSBA

Conference to participate in and learn about the California Academic Partnership Program (CAPP). He gave a shout-out to the Lincoln Lions.

Student Board Member Sophie Santos gave an update on student academics and activities. She announced that schools have been focusing on the mental health of students with finals week approaching. She also reported on the spirit weeks being held during the last weeks of the semester. She congratulated the Lincoln High School Lions, wishing them luck in their pursuit of the state championship and extended congratulations to the San José High School Bulldogs for their outstanding efforts.

Trustee Carla Collins gave an update on the CSBA Annual Conference, including the workshops in which she participated, the governor's forum, and the CLSBA Luncheon. She announced that she was excited to hear that the 2026 CLSBA Conference would be held in San José in late August and acknowledged Board President Magaña for his service on the CLSBA Board. She reported on the meetings and events in which she recently participated, including the Budget Advisory Committee that was held earlier in the week and several coffees with parents from Gardner and River Glen. She announced that she was looking forward to attending the VIP meeting on Monday and meeting with Willow Glen High School parents tomorrow. She wished the best of luck to students taking their final exams and wished everyone a restful, peaceful, and joyous end to 2025. She also gave a shout-out to the Lincoln Lions.

Trustee Teresa Castellanos reported on her attendance at the CSBA Annual Conference and gave an update on her participation in the Delegate Assembly Meeting where the delegates received legislative updates. She also reported on her site visit to San José High School, where she visited AP classes, a Spanish for Native Speakers class, an art class, an engineering class, and their Wellness Center. She extended congratulations to the McKinney Vento staff for hosting the special holiday resource fair for program participants.

Board President José Magaña briefly reported on his attendance at the CSBA Annual Conference. He shared that his term as secretary on the CLSBA Board had ended but that he would continue to be involved as a Board director. He gave an update on his activities since the last meeting, including attending the Lincoln Mariachi Program. He reported that his weeks have been filled with Lincoln football and their pursuit of the CCS Championship. He announced that he was going to Fullerton tomorrow to watch Lincoln compete for the state championship. He acknowledged Mayor Mahan and Congressman Liccardo for holding a town hall in Willow Glen. He remarked on Trustee Gribstad's comments on chronic absenteeism and enrollment decline and encouraged the public to follow the data and the research on those topics. He encouraged Trustee Gribstad to review the information presented about PBIS. He acknowledged the work of staff in supporting students and wished everyone a restful break.

Announcements and Reports by the Board of Education and Student Board Member are located at 2:56:51 –3:10:38 on the 12.11.2025 Regular Session Board Meeting Recording.  
<https://sjusd.app.box.com/v/boardmeetingaudio>

## **2. Superintendent and Executive Staff**

Chief Business Officer Seth Reddy had no report.

Assistant Superintendent J. Dominic Bejarano had no report.

Associate Superintendent Jodi Lax gave an update on the McKinney Vento foster youth event that was held on Friday and thanked the team for going above and beyond to make it a special event for families.

Trustee Teresa Castellanos requested an update on McKinney Vento.

Superintendent Nancy Albarrán reported that she had also attended the CSBA Annual Conference with four of the Board members as well as staff members. She extended appreciation for the time that they had taken away from their families, their jobs, and other responsibilities to attend the conference to spend time learning as a team and to receive state updates. She shared that she participated in the WestEd presentation on school finance, specifically ADA funding and enrollment-based funding. She also reported that she had

attended some of the football games with the Board members and had remained neutral and had cheered for both sides. She announced that she and some of the staff and Board members would be traveling to Southern California for the state football finals and that she would be wearing Lincoln gear to show her support for San José Unified. She acknowledged Coach Collins for his 35 years of greatness. She explained that because of the long-standing tradition of when the Big Bone game between San José High and Lincoln High School has been played, they have never been eligible for playoffs and that the recent change to that game made them both eligible. She extended congratulations to them and said, "It's a great way to finish up an incredible career and the team worked really hard and had some real nail-biters at the end." She wished everyone happy holidays and a safe and restful break.

Announcements and Reports by the Superintendent and Executive Staff are located at 3:10:41-3:16:34 on the 12.11.2025 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 November 20, 2025**

Board President José Magaña entertained a motion to approve the minutes of the Regular Session Meeting held November 20, 2025.

Motion made by: Nicole Gribstad

Motion seconded by: Teresa Castellanos

Voting:

Teresa Castellanos - Yes

Carla Collins - Yes

Jose Magana - Yes

Brian Wheatley - Yes

Nicole Gribstad - Yes

The minutes of the Regular Session Meeting held November 20, 2025 were approved as submitted by a vote of 5-0.

Approval of the minutes is located at 3:16:38-3:17:10 on the 12.11.2025 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.10 and N.11 were pulled from the consent calendar.

Board President José Magaña entertained a motion to approve the consent calendar except for items N.10 and N.11.

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.10 and N.11, was approved by a vote of 5-0.

Approval of the consent calendar is located at 3:17:14-3:18:00 on the 12.11.2025 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. Monthly Reports for the Month of November 2025 (ACTION)**

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

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

**7. Santa Clara County Treasury Investment Portfolio Status Report for September 2025 (ACTION)**

Recommendation: That the Board of Education receive and file the September 2025 Detailed Investment Portfolio Listing as submitted by Margaret Olaiya, Director of Finance, County of Santa Clara.

**8. 2024-2025 SJUSD Annual and Five-Year Developer Fee Reports (ACTION)**

Recommendation: That the Board of Education accept the annual report and the five-year report on San José Unified's developer fees fund.

**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. Amendment to Board Policy 0410: Nondiscrimination in District Programs and Activities (2nd Reading) (ACTION)**

Recommendation: That the Board of Education review and consider the proposed amendment to Board Policy 0410: Nondiscrimination in District Programs and Activities and vote to approve the revised policy.

Public Comments opened at 9:39 p.m. The speaker was allowed two (2) minutes to address the Board.

Speaker: Erika Murphy

Topic: For Item N.10. Amendment to Board Policy 0410: Nondiscrimination in District Programs and Activities (Green speaker card submitted)

Public comments closed at 9:41 p.m.

Board President José Magaña entertained a motion to approve item N.10.

Responding to a Board member question, Associate Superintendent Jodi Lax explained that the change to the policy reflects San José Unified's implementation of the Education Code as it was meant to be implemented.

Responding to a Board member's comment about an email that was sent, Superintendent Nancy Albarrán provided information about the Board's decision-making process.

Associate Superintendent Jodi Lax explained that the recommendations that were sent by email were not legally compliant. She also provided information about the process for making recommended revisions to the Board policies.

Motion made by: Teresa Castellanos

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.

Public comment, discussion and Board action are located at 3:18:01-3:31:51 on the 12.11.2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>

#### **11. Amendment to Board Policy and Regulation 5145.13: Response to Immigration Enforcement (2nd Reading) (ACTION)**

Recommendation: That the Board of Education review and consider the proposed amendment to Board Policy and Regulation 5145.13: Response to Immigration Enforcement and vote to approve the revised policy and regulation.

Board President José Magaña entertained a motion to approve item N.11.

Associate Superintendent Jodi Lax and Superintendent Nancy Albarrán responded to information provided by a Board member about new recommendations that were issued by the Attorney General on December 8. The Board agreed to move forward with the current recommendation and bring it back with the new recommendations.

There was further discussion not related to the recommendation under consideration.

Motion made by: Teresa Castellanos

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.

Public comment, discussion and Board action are located at 3:31:51-3:36:47 on the 12.11.2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>

**12. Delegation of Authority to Declare Items Surplus and to Sell or Dispose of Surplus Items (ACTION)**

Recommendation: That the Board of Education grant to the Superintendent or her designee authority to declare older district-owned devices as surplus or obsolete and to utilize optimal means to sell or dispose of such items in accordance with California Law, Board Policies and Administrative Regulations during the 2024-2025 school year.

**13. Award of the Supplemental Contract Incorporating PCA Contract #OD-414-24 to All Things Contracted, LLC (ACTION)**

Recommendation: That the Board of Education award the Supplemental Contract Incorporating Purchasing Cooperative of America (PCA) Contract #OD-414-24 for the purchase of janitorial supplies and equipment to All Things Contracted, LLC with Tahoe Supply Company, LLC being a local authorized dealer in the amount not to exceed \$2,450,000 from December 12, 2025, until December 10, 2029.

**14. Agreement for Construction Management Services with Cumming Management Group, Inc. (ACTION)**

Recommendation: That the Board of Education approve an Agreement for Construction Services with Cumming Management Group, Inc. in an amount not to exceed \$117,000 to provide construction services as required for the 2026 Paving Maintenance Project at Pioneer Tennis Courts and Hacienda Elementary School (Project Z0545).

**15. Agreement for Engineering Services with Pavement Engineering, Inc. (ACTION)**

Recommendation: That the Board of Education approve an Agreement for Engineering Services with Pavement Engineering, Inc. in an amount not to exceed \$192,000 to provide engineering services as required for the 2026 Paving Maintenance Project at Pioneer High School and Hacienda Elementary School (Project Z0545).

**16. 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**

At 9:59 p.m. Board President José Magaña announced that the Board would be going back to closed session. He entertained a motion to extend the meeting to 11:15 p.m.

Motion was approved by a vote of 5-0.

The Board returned to closed session at 10:00 p.m.

The Board reconvened in open session at 10:47 p.m.

Superintendent Nancy Albarrán gave the closed session report. In closed session, the Board held a student expulsion hearing for case number 2025-2026-006. The Board also considered the readmission for student expulsion case number 2024-2025-018, case number 2024-2025-019, and case number 2024 -2025-022. The Board discussed personnel and approved the appointments of Leticia Fregoso Manager of Transportation and Jonathan Guzzo Manager of Technology. The Board discussed one case of anticipated litigation with no reportable action. The Board discussed existing litigation, OAH Case Number 2025080483 and approved the settlement of \$111,590.50 by a vote of five to zero. The Board discussed liability claims by Darren Acosta and

BA refrigeration doing business as Rogers Refrigeration and denied the liability claims by a vote of five to zero. The Board held a conference with designated representatives regarding negotiations with employee organizations with no reportable action. The Board held a conference with real property negotiators and discussed the property at 1402 Monterey Road and the property at 188 W Saint James Street. The Board also discussed the superintendent's evaluation.

The closed session report is located at 3:38:00-3:39:35 on the 12.11.2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>

Motion made by: Teresa Castellanos

Motion seconded by: Brian Wheatley

Voting:

Teresa Castellanos - Yes

Carla Collins - Yes

Jose Magana - Yes

Brian Wheatley - Yes

Nicole Gribstad - Yes

Motion was approved by a vote of 5-0. The Board returned to closed session at 10:00 p.m. The Board reconvened in open session at 10:47 p.m.

Superintendent Nancy Albarrán gave the closed session report. In closed session, the Board held a student expulsion hearing for case number 2025-2026-006. The Board also considered the readmission for student expulsion case number 2024-2025-018, case number 2024-2025-019, and case number 2024 -2025-022. The Board discussed personnel and approved the appointments of Leticia Fregoso Manager of Transportation and Jonathan Guzzo Manager of Technology. The Board discussed one case of anticipated litigation with no reportable action. The Board discussed existing litigation, OAH Case Number 2025080483 and approved the settlement of \$111,590.50 by a vote of five to zero. The Board discussed liability claims by Darren Acosta and BA refrigeration doing business as Rogers Refrigeration and denied the liability claims by a vote of five to zero. The Board held a conference with designated representatives regarding negotiations with employee organizations with no reportable action. The Board held a conference with real property negotiators and discussed the property at 1402 Monterey Road and the property at 188 W Saint James Street. The Board also discussed the superintendent's evaluation.

The closed session report is located at 3:38:00-3:39:35 on the 12.11.2025 Regular Session Board Meeting Recording. <https://sjusd.app.box.com/v/boardmeetingaudio>

## **P. Adjourn**

Board President José Magaña announced the date of the next meeting and entertained a motion to adjourn the meeting.

Motion made by: Teresa Castellanos

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 10:49 p.m. by a vote of 5-0.


## **1. Next Board Meeting - January 15, 2026**

## Supporting Documents

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The following PDFs were attached to the minutes:

### **I. 1. Schools of Tomorrow Implementation Committee Update (INFORMATIONAL)**

 2025.12.11 Member Appointments and Meeting Schedule - updated

### **K. 1. 2025-2026 First Interim Report and Positive Certification (ACTION)**

 K.1., K.2. 2025-2026 First Interim and ASB Funds Report - updated

## December 11, 2025 Board of Education meeting SCHOOLS OF TOMORROW ADVISORY COMMITTEE

**Context:** The Board of Education approved the establishment of the Schools of Tomorrow Implementation Committee in accordance with Board Policy 1220 at the November 20, 2025 regular session meeting.

### Committee Composition

The membership of the committee 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 Castellero 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 Schools of Tomorrow Implementation Committee application was sent to all employees and families on November 21, 2025. Consistent with the Board-of-Education-approved membership composition and appointment process, the Superintendent has appointed the following members to the Schools of Tomorrow Implementation Committee.

<b>Name</b>	<b>Membership Category</b>
Renata Sanchez	president, San José Teachers Association
Sharon Calhoun	president, California School Employees Association, Chapter 4
Sammy Coppola	president, American Federation of State, County, and Municipal Employees, Local 101
Stephanie Acosta	vice president, San José Administrators Association
Danielle Homand	school psychologist, Allen at Steinbeck Elementary elementary employee represented by the San José Teachers Association
Latasha Coleman	teacher, Rachel Carson Elementary elementary employee represented by the San José Teachers Association
Karen Sauer	instructional coach, Elementary Curriculum and Instruction elementary employee represented by the San José Teachers Association
Kate Gansle	teacher, Anne Darling Elementary elementary employee represented by the San José Teachers Association
Ana Palacios	office manager, Grant Elementary elementary employee represented by either California School Employees Association, Chapter 4 or American Federation of State, County, and Municipal Employees, Local 101
Damaris Cuffy	senior program analyst, State and Federal Programs elementary employee represented by either California School Employees Association, Chapter 4 or American Federation of State, County, and Municipal Employees, Local 101
Noemi Rogers	instructional associate, Terrell Elementary elementary employee represented by either California School Employees Association, Chapter 4 or American Federation of State, County, and Municipal Employees, Local 101
Allison Pruitt	principal, Canos Elementary elementary employee represented by the San José Administrators Association
Maricela Alcalá Franco	principal, Washington Elementary elementary employee represented by the San José Administrators Association
Ramón Sanchez	manager, Elementary Curriculum and Instruction

	elementary employee represented by the San José Administrators Association
Jodi Lax	associate superintendent, Division of Instruction staff member
Jenna Minter	parent/guardian, Terrell Elementary student
Jennifer Lam	parent/guardian, Empire Gardens Elementary student
Lenia Melendrez	parent/guardian, Merrit Trace Elementary student
Lorena Gaeta-Rodriguez	parent/guardian, River Glen student
Manjusha Gangadharan	parent/guardian, Simonds Elementary student
Patrick Bernhardt	parent/guardian, Reed Elementary student
Taylor Swenson	parent/guardian, Gardner Elementary student
Arash Hazeghi	parent/guardian, Allen at Steinbeck Elementary

**Meeting Dates**

The committee shall meet on the following days at 6pm at 855 Lenzen Avenue, San José, CA 95126:

- December 16, 2025
- January 13, 2026
- January 27, 2026
- February 3, 2026
- February 10, 2026
- February 24, 2026
- March 3, 2026

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



# First Interim and ASB Reports

San José Unified School District

Board of Education

December 11, 2025



A group of graduates in red caps and gowns, with text overlaid. The graduates are wearing red caps and gowns with white stoles. Some are wearing sashes with various logos and text. The background is a blurred outdoor setting.

# Funding our Future

An efficient system that asks and answers the questions, “Why? And “What if?”





**WARNING**  
Do not look  
at the sun.  
Loss of eyesight  
can occur.



# 45-Day Revision

property tax revenue, ELOP, one-time funding





# Fiscal Stabilization Plan

reduce, right-size, review

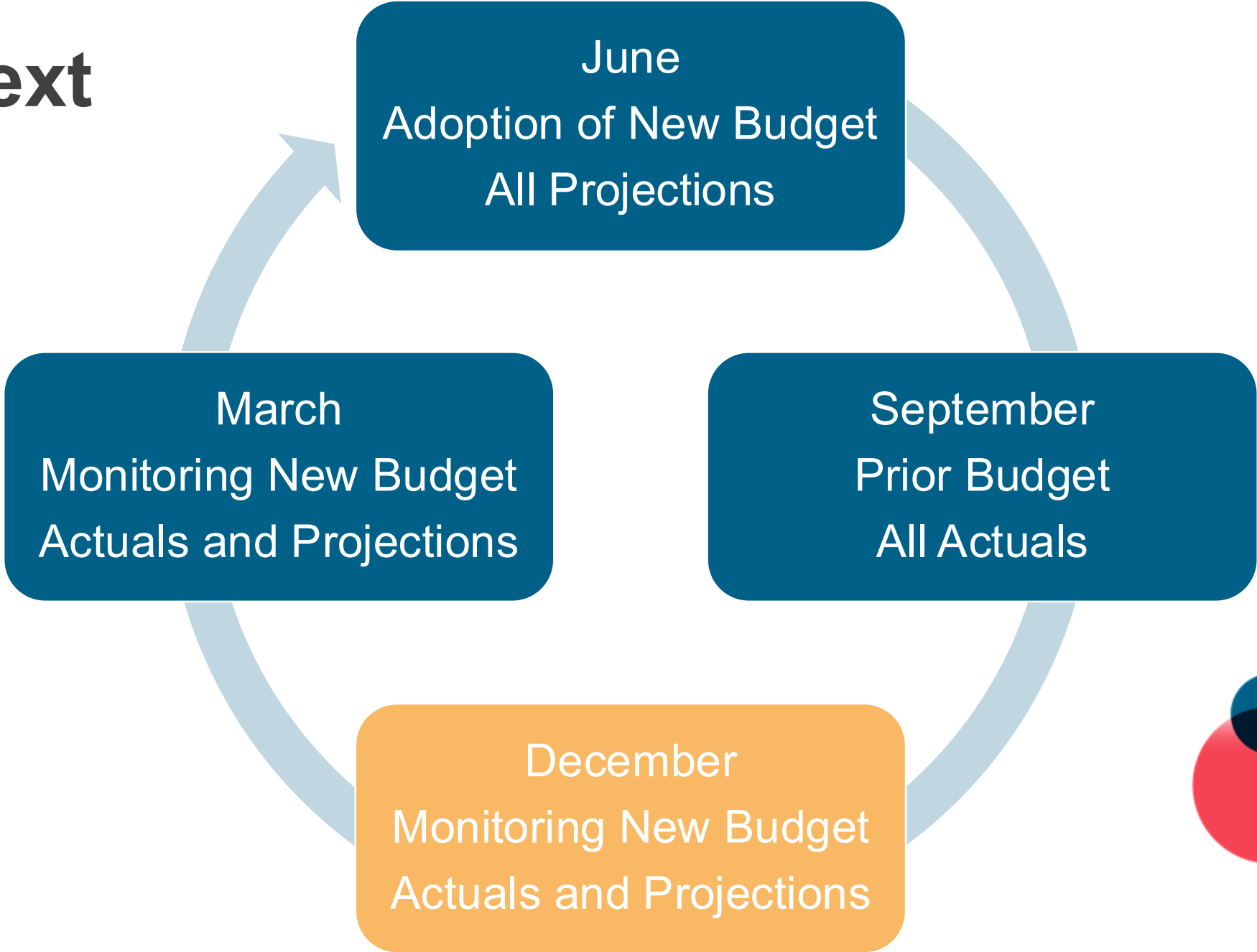


# Next Steps

priorities, first interim, balance budget



# Context



# First Interim Report

- Actuals from July 1 through October 31
- Updated projections through June 30, 2028



<b><i>Gen. Fund</i></b>	<b><i>Adopted</i></b>	<b><i>First Interim</i></b>	<b><i>Change</i></b>	<b><i>Change</i></b>
Students	22,123	22,181	58	0.3%
Positions	2,970	3,006	36	1.2%
Revenue	\$483m	\$491m	\$7.7m	1.6%



# Revenue

state grants

interest

leases and rentals



<b><i>Gen. Fund</i></b>	<b><i>Adopted</i></b>	<b><i>First Interim</i></b>	<b><i>Change</i></b>	<b><i>Change</i></b>
Students	22,505	22,394	-111	-0.5%
Positions	2,635	2,774	139	5.3%
Revenue	\$462m	\$470m	\$8.0m	1.7%
Expense	\$529m	\$535m	\$6m	1.1%



<b><i>Gen. Fund</i></b>	<b><i>Adopted</i></b>	<b><i>First Interim</i></b>	<b><i>Change</i></b>	<b><i>Change</i></b>
Salaries	\$267m	\$267m	\$390k	0.1%
Retirement	\$72m	\$72m	\$175k	0.2%
Health Benefits	\$67m	\$67m	\$17k	0.0%
Other Benefits	\$12m	\$12m	\$29k	0.3%



# Expense

curriculum adoption

non-capitalized equipment

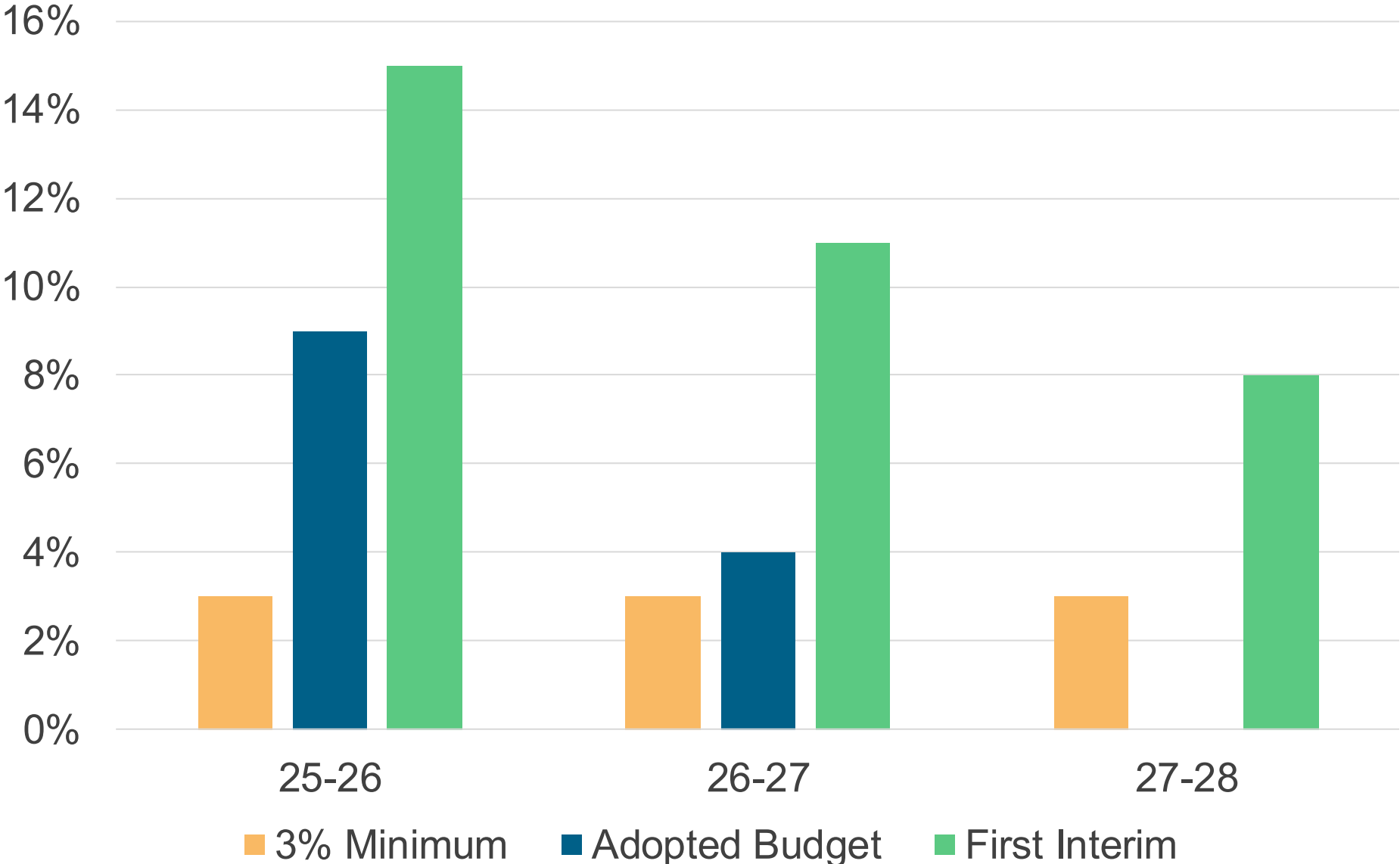
fundraiser, ASB, AMS



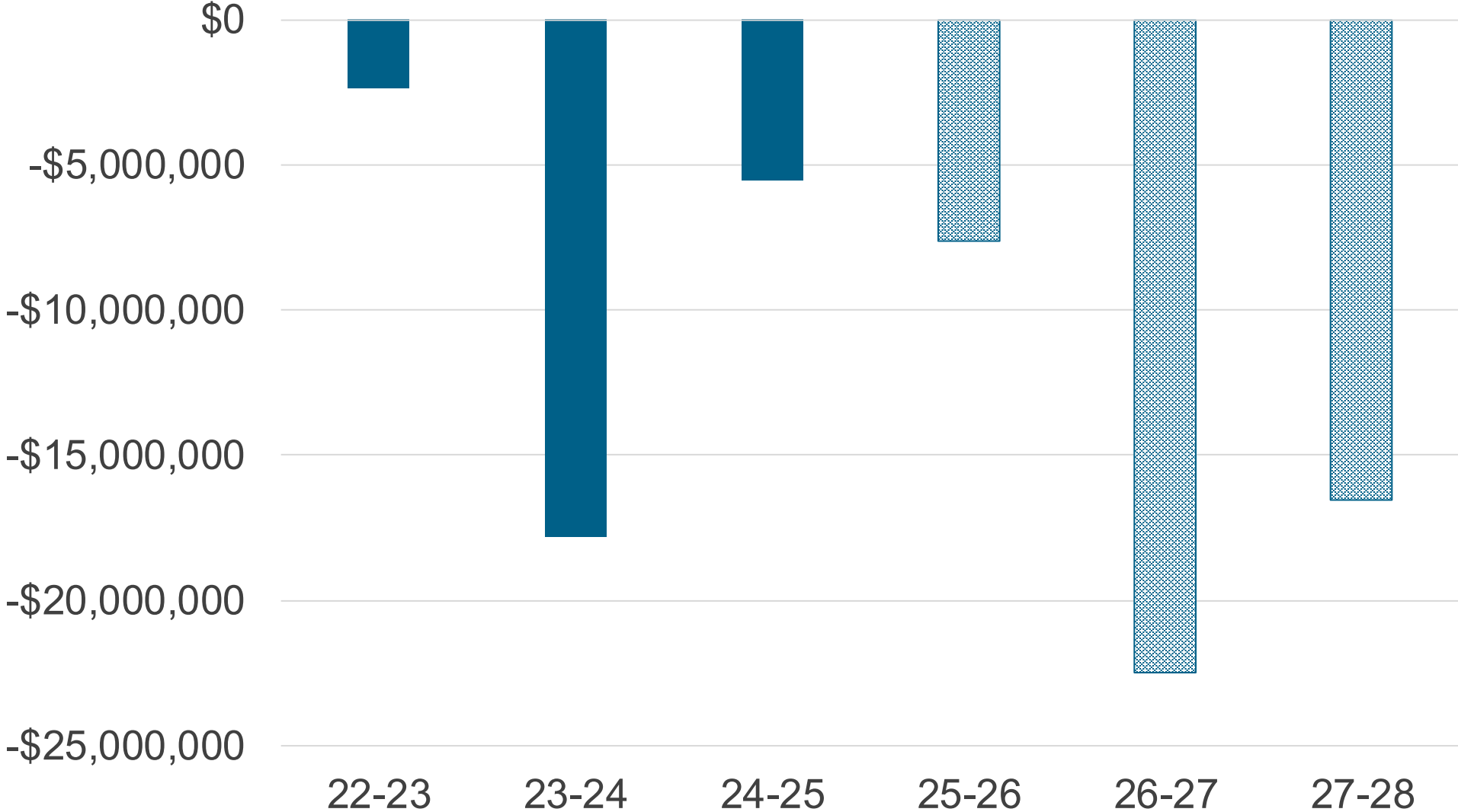
<b><i>Gen. Fund</i></b>	<b><i>Adopted</i></b>	<b><i>First Interim</i></b>	<b><i>Change</i></b>	<b><i>Change</i></b>
Per ADA	\$21,849	\$22,139	\$290	1.3%
Per position	\$140,411	\$138,933	-\$1,478	-1.1%
Total Comp	78.8%	78.1%	-0.8%	—
Compensation	\$417m	\$418m	\$613k	0.1%



# Reserves for Economic Uncertainty



# Reserves Ending Fund Balance Net Increase



# Next Steps

priorities, second interim, balance budget



A unified community that elevates opportunities for all



# ASB = Associated Study Body

Student organizations may raise and spend money in order to promote the general welfare, morale and educational experiences of the students.

*–Board Policy 3452*



# First Interim and ASB Reports

San José Unified School District

Board of Education

December 11, 2025

