



San José  
Unified  
School District

## SCHOOLS OF TOMORROW: OUR COMMITMENTS

Preparing  
today's students  
to be the  
thinkers,  
leaders,  
and creators  
of tomorrow.

The San José Unified community has changed substantially within the past decade. Like many places in the Bay Area, the high cost of living has meant that many families have moved away, and fewer babies are being born. As a result, our enrollment has declined by over 6,000 students, or 20%, since the 2017-2018 school year. The number of elementary schools with fewer than 350 students has doubled during that time, rising from six to twelve. Our smallest elementary school now has fewer than 200 students, while our largest has more than 800.

The number of students at a school directly impacts how many teachers and support staff – counselors, nurses, campus supervisors, etc. – can be assigned there. The number of staff, in turn, affects which programs schools can offer, such as science, arts, and music. Staffing numbers also affect whether we need to create “combo classes” in which two grade levels are taught by one teacher in the same classroom. The Schools of Tomorrow process is a response to these challenges that will enable us to address declining enrollment in a positive, student-centered way.

We are not merely reacting to a changing landscape; we are proactively designing a future where every student continues to have access to the resources and supports they need to succeed. Schools of Tomorrow is an opportunity for us to ask, “What if?”—to move beyond the status quo and ensure our elementary schools are sustainable, thriving, and equitable. As we move forward, San José Unified makes the following commitments to demonstrate our respect for the people who make this district great and our relentless focus on the students of today and tomorrow.

[sjusd.org](http://sjusd.org)  
408-535-6000  
855 Lenzen Avenue  
San José, CA 95126

## COMMITMENTS TO STUDENTS, FAMILIES, AND SCHOOL COMMUNITIES

- *Priority for intradistrict transfer requests:* Students assigned to a new elementary school due to a school closure will have the option to request an intradistrict transfer to another San José Unified elementary school and will be given priority in the 2026-2027 assignment process.<sup>1</sup> While space constraints may apply and priority transfers are not guaranteed, we will make every effort to accommodate requests.
- *9-hour program for affected students:* Students from closed schools will be provided no-cost access to the Expanded Learning Opportunities Program (ELO-P), which provides three hours of afterschool extracurricular activities, at their new elementary school during the 2026-2027 school year. Information on how to enroll will be sent once a final decision has been made by the Board of Education.
- *Bus option from closed school to new school:* For the 2026-2027 school year, bus service will be provided for students from closed schools who attend their new assigned elementary school and who live more than 1.5 miles from their new campus. At least one bus stop will be located within the original boundaries of the closed school. Information on how to sign up will be sent once a final decision has been made by the Board of Education.
- *Tours at receiving schools:* Elementary schools that will be receiving students in the 2026-2027 school year from closed schools will host tours for their new assigned students in May of 2026.
- *Increased 2025-2026 funding for closing schools:* Elementary schools that will be closing at the end of the 2025-2026 school year will receive twice their usual flexible funding per pupil to support transition and/or remembrance events during the remainder of the 2025-2026 school year.
- *Increased 2026-2027 funding for receiving schools:* Elementary schools that will be receiving students in the 2026-2027 school year from closed schools will receive twice their usual flexible funding per pupil to support integration, culture, and climate activities and events during the 2026-2027 school year.
- *Priority for facility projects:* Elementary schools that will be receiving students in the 2026-2027 school year from closed schools will receive priority for facility improvement investments, including with Measure R funds, through San José Unified’s Facilities Master Plan process.

## WHAT STUDENTS AND FAMILIES CAN EXPECT

Date	Item
March 26, 2026	Board of Education meeting to vote on school consolidations, boundary re-alignments, and/or special program moves.

Date	Item (subject to Board action on March 26)
March 27, 2026	Families notified of school consolidations, boundary re-alignments, and/or special program moves via Parentsquare.
April 17, 2026	Deadline for families to request intradistrict transfers for their students for the 2026-2027 school year.
May 1, 2026	Families notified of their students’ final assignments for the 2026-2027 school year.
June 1, 2026	Updated start and end times published for all elementary schools.

<sup>1</sup> Does not apply to students in Special Day Classes given the specialized nature of their programs.



## COMMITMENTS TO EMPLOYEES

- *Job guarantee:* Affected employees are guaranteed employment with San José Unified for the 2026-2027 school year.
- *New position is permanent position:* Affected employees may be required to change job classifications, but those who are will be placed in a permanent position that allows them to remain with San José Unified beyond the 2026-2027 school year if they so choose.
- *Annual pay guarantee:* Affected employees will maintain their annual pay. There will be no loss of annual pay in 2026-2027 or in future school years if the employee remains in good standing (unless the employee voluntarily takes a different position with lower pay). Employees who change job classifications will be placed at a step on the new salary schedule that ensures no loss in annual pay.
- *One-time payment:* Affected employees who are still employed with San José Unified on the first day of instruction of the 2026-2027 school year will receive a one-time payment of \$1,500 to facilitate the transition process to a new work location.

## WHAT EMPLOYEES CAN EXPECT

Employees will receive additional information specific to their employee group via ParentSquare.

