



Cupertino Union School District

STATE OF THE DISTRICT

FEBRUARY 5, 2026



Board of Education



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HR



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Officer



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Senior Director
Communication



Nicole Meschi

Senior Director
Nutrition Services

This is CUSD



13,500 STUDENTS

approximate



1,800 EMPLOYEES

approximate



SERVING 6 CITIES

- Cupertino
- Sunnyvale
- San Jose
- Saratoga
- Los Altos
- Santa Clara



23 SCHOOLS

- 14 Elementary Schools
- Five Middle Schools
- One TK - 8th Grade Alternative School
- Three Alternative Elementary Schools



DIVERSE

- 15+ nationalities
- 45+ languages



3,800 VOLUNTEERS

approximate



Eight CUSD Elementary Schools Listed in the Top 100 Best CA Elementary Schools by U.S. News & World Report (Two CUSD Schools Tied for #1)

Published 2025



All five CUSD Middle Schools Listed in the Top 100 Best CA Middle Schools by U.S. News & World Report

Published 2025



Students Meet or Exceed Standard in ELA & Math

based on 2024-25 Smarter Balanced summative assessments for English language arts/literacy (ELA) and mathematics: 82.73% of CUSD students Met or Exceeded Standard for ELA & 84.47% of CUSD students Met or Exceeded Standard for Math

Cupertino Union School District Priorities

01

FUTURE-READY LEARNING

Support each child in developing the skills and characteristics of our CUSD Portrait of a Learner, including academic content skills and our seven (7) learner competencies.

02

COMMUNITY-WIDE ENGAGEMENT

Actively engage educational partners (students, staff, parents, and community members) and build strong relationships to support the implementation of the CUSD Strategic Plan, including the Portrait of a Learner.

03

FISCAL RESPONSIBILITY

Effectively and efficiently utilize District resources, operations, and processes to maximize each student's learning.

04

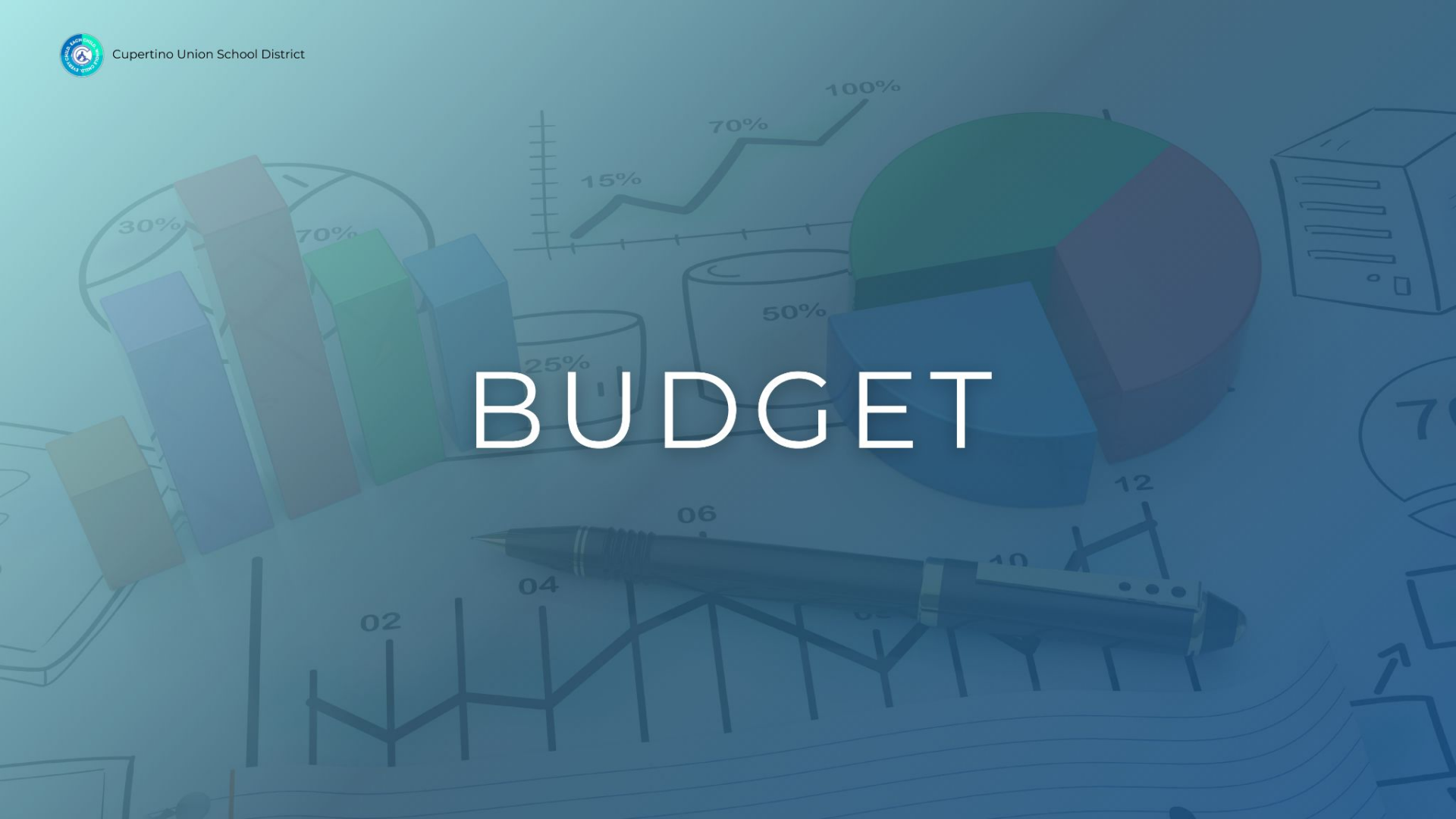
SENSE OF BELONGING

Create a sense of belonging in the workplace so every employee feels valued, validated and supported to actively engage in their work, fully contribute, and confidently practice well-being activities that promote connectedness and work-life harmony.



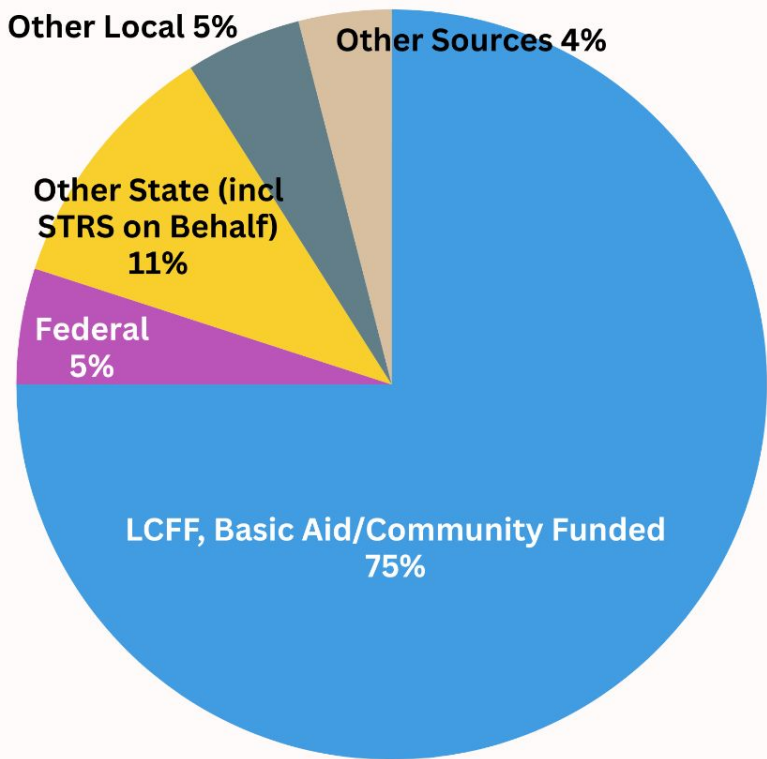


BUDGET



Cupertino Union School District 2025-2026 First Interim

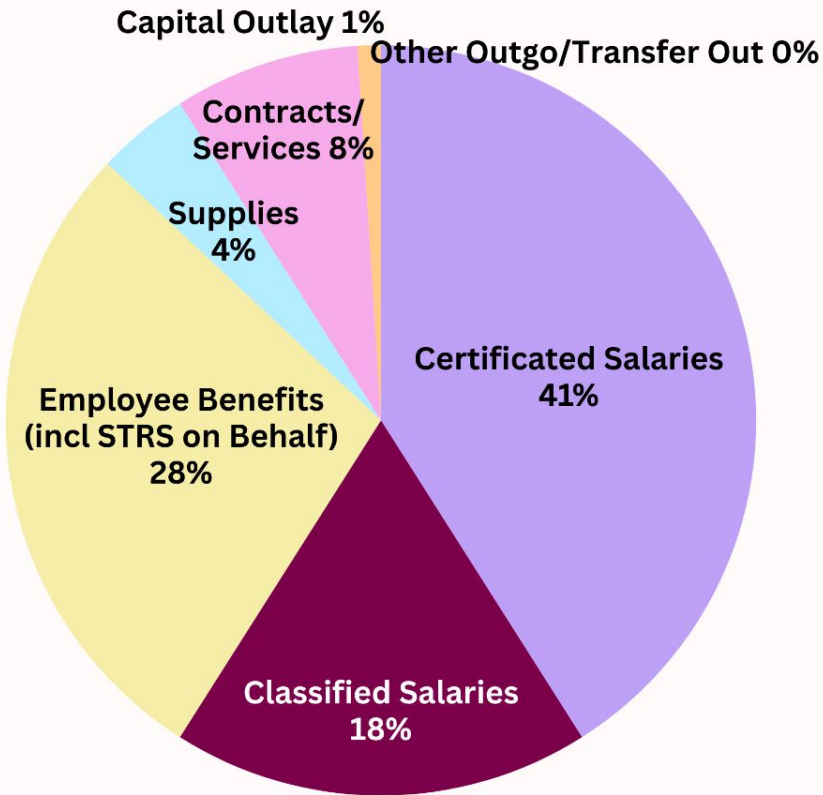
General Fund Projected Revenue



General Fund Sources	In Millions
LCFF/Property Taxes	\$190.5
Federal	\$13.0
State	\$27.3
Other Local	\$13.2
Other Sources	\$9.7
Total Revenue	\$253.7

Cupertino Union School District 2025-2026 First Interim

General Fund Projected Expenditures

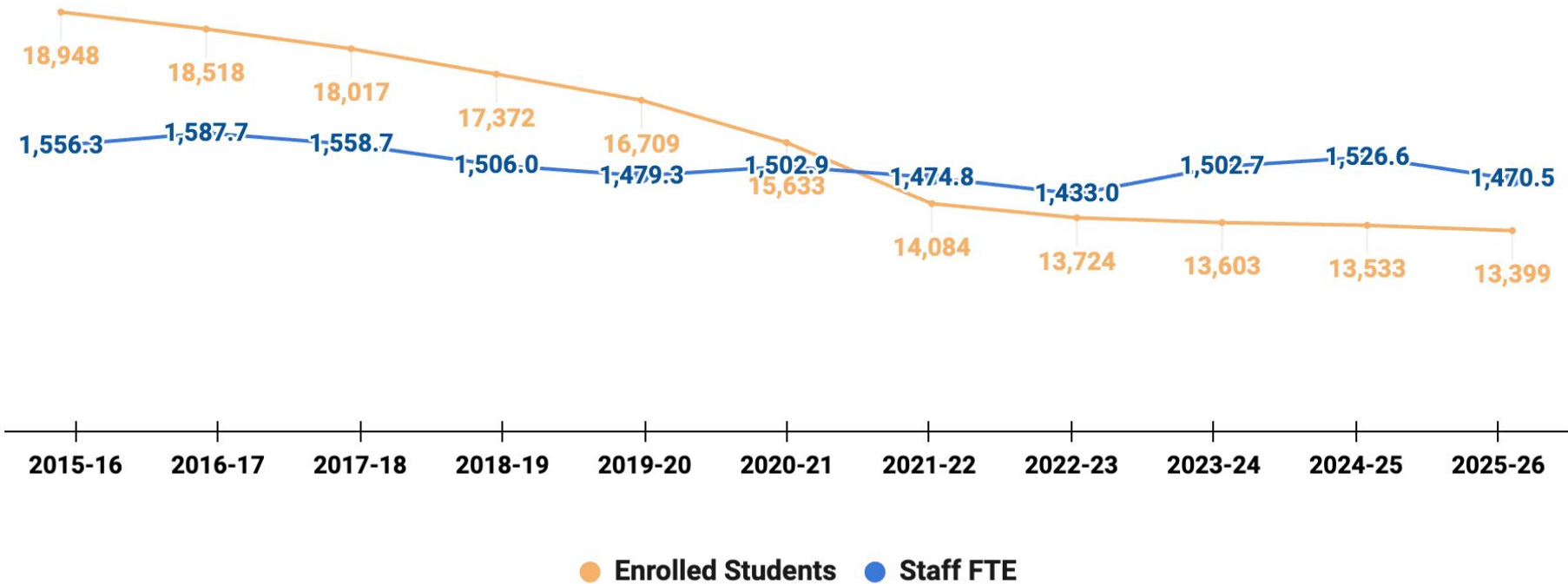


General Fund Sources	In Millions
Certificated Salary	\$110.9
Classified Salary	\$48.5
Employee Benefits	\$73.7
Books and Supplies	\$10.2
Services and Other Operations	\$21.8
Capital Outlay	\$1.7
Other Outgo	\$1.0
Total Expenditure Budget	\$267.8

HISTORICAL POSITION DATA

FTE	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26
CEA	897.4	880.8	865.5	832.4	806.4	823.1	790.3	731.2	757.0	761.8	764.1
CSEA	397.1	426.3	422.0	411.8	415.4	420.0	423.0	437.4	473.9	489.7	448.7
SEIU	159.1	177.4	176.0	170.5	168.1	171.9	169.5	172.4	177.8	181.1	168.7
Management	102.6	103.1	95.1	91.4	89.4	88.0	92.0	92.0	94.0	94.0	89.0
Total FTE	1,556.3	1,587.7	1,558.7	1,506.0	1,479.3	1,502.9	1,474.8	1,433.0	1,502.7	1,526.6	1,470.5

% of Total FTE	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26
CEA	57.7%	55.5%	55.5%	55.3%	54.5%	54.8%	53.6%	51.0%	50.4%	49.9%	52.0%
CSEA	25.5%	26.8%	27.1%	27.3%	28.1%	27.9%	28.7%	30.5%	31.5%	32.1%	30.5%
SEIU	10.2%	11.2%	11.3%	11.3%	11.4%	11.4%	11.5%	12.0%	11.8%	11.9%	11.5%
Management	6.6%	6.5%	6.1%	6.1%	6.0%	5.9%	6.2%	6.4%	6.3%	6.2%	6.1%





Cupertino Union School District

MEASURE Z BOND

\$347M GENERAL OBLIGATION BOND

SCOPE OF WORK PRIORITIES

Gathered from students, teachers, staff, families, and community during the Facilities Master Plan process.

01

**Site Repair,
Reconfigure,
Modernization**

04

**Building
Systems**

02

Safety & Security

05

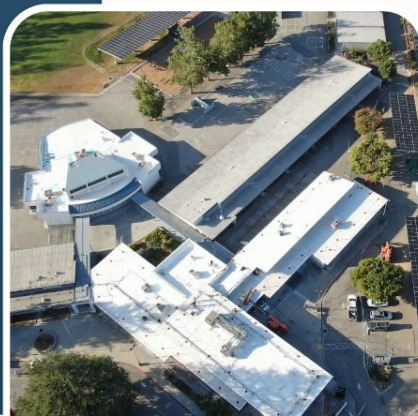
Classrooms

03

**Play Spaces,
Fields &
Hardcourts**

06

Food Service



Phase I

Projects nearing completion

- Enhancing Safety and Play Areas
TK/K Playground Upgrades for Younger Students
- Ensuring Structural Integrity
School Roof Replacement and Repairs
- Improving Campus Safety
Perimeter Security Fencing

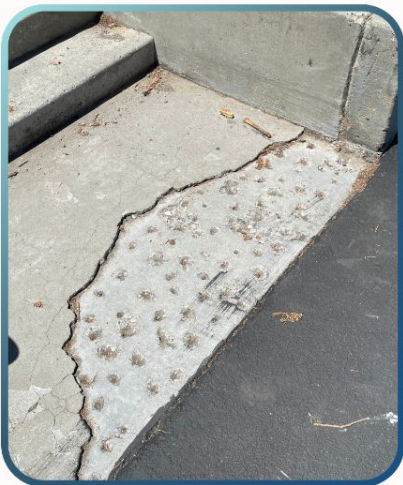


Phase II

Approved Projects

Improving School Grounds

Paving Replacement
and Repairs



Hydration Stations

Drinking fountain with
water bottle filler



New Central Kitchen Planning

at Operations Center



New Gymnasium Planning

at Hyde, Kennedy and Miller





Cupertino Union School District

ACADEMICS

California Assessment of Student Performance and Progress (CAASPP)

Participants

All **students in 3rd - 8th grades** are required to participate with the following exceptions:

- Students who participate in the alternate assessments.
- ELA only—English learners who are in their first 12 months of attending a school in the United States.

Subjects

Common Core State Standards (CCSS) for:

- **English Language Arts/Literacy (ELA)** and
- **Mathematics**

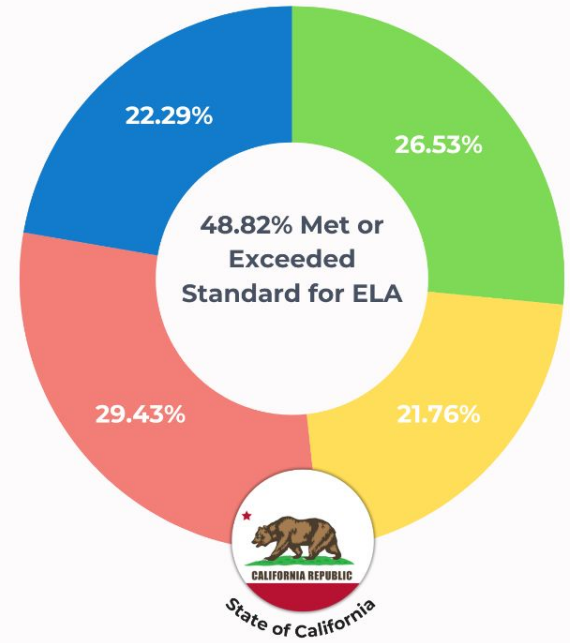
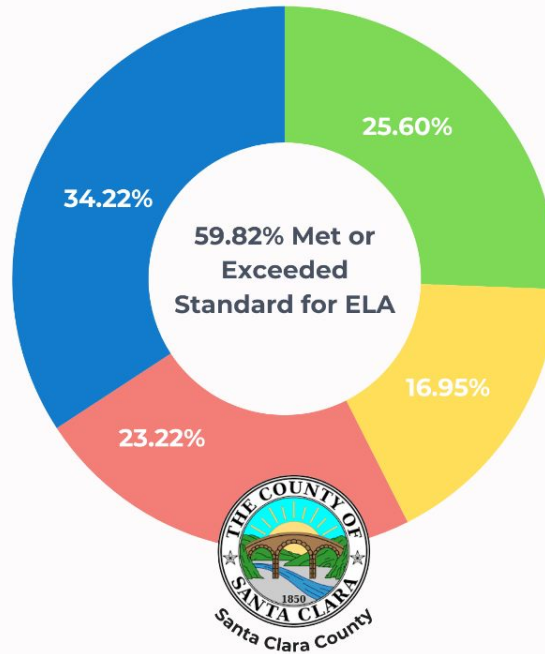
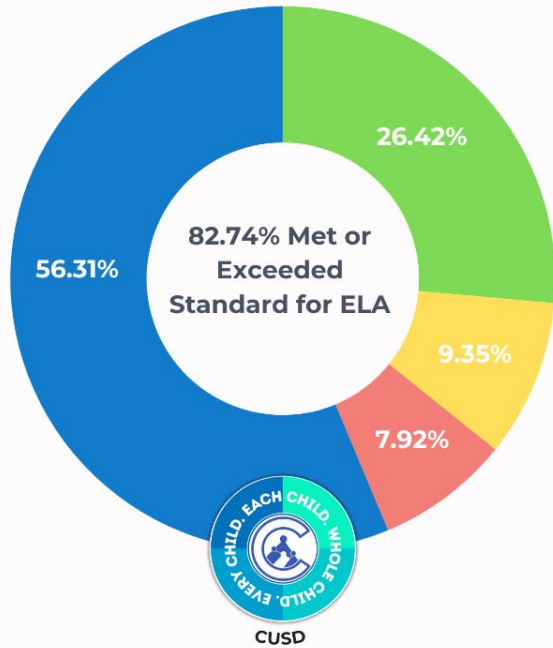
Content & Format

Two sections:

- **Computer adaptive test** (selected response, constructed response, table, fill-in, graphing) and
- **Performance tasks** (extended activities that measure a student's ability to integrate knowledge and skills across multiple standards)

2024-2025 CAASPP RESULTS

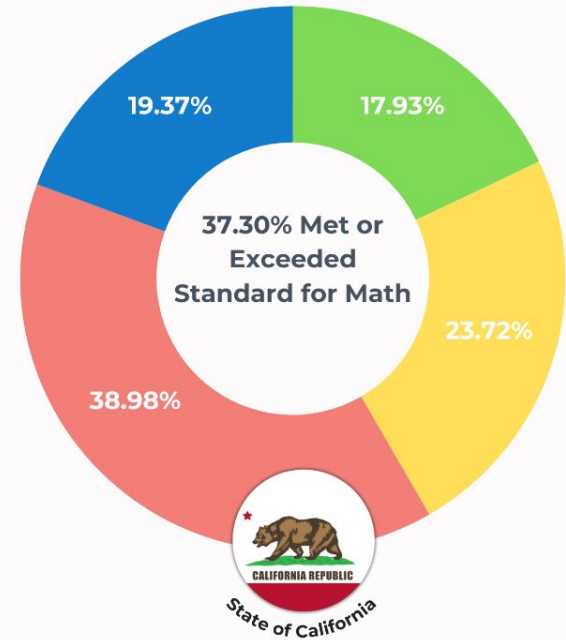
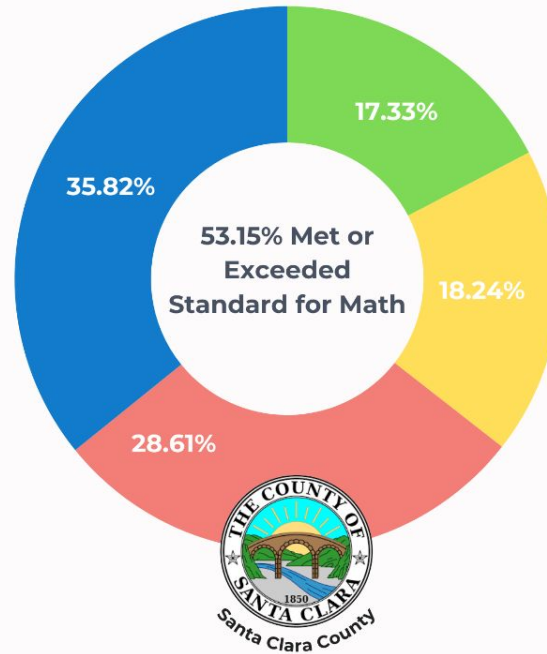
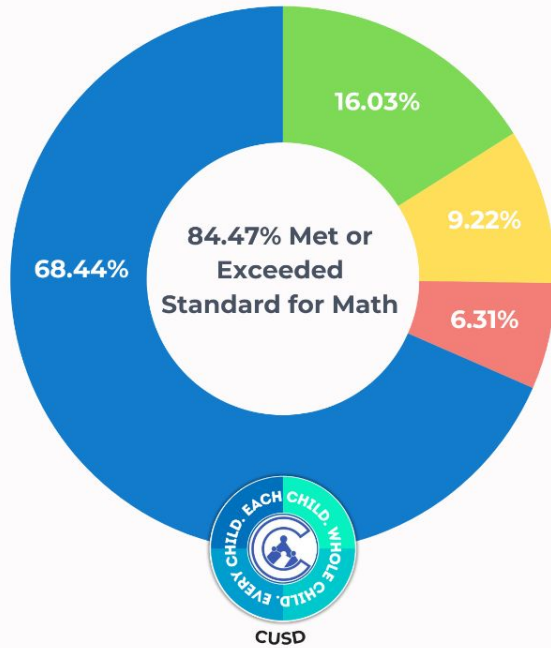
English Language Arts



■ Exceeding Standard (Level 4) ■ Standard Nearly Met (Level 2)
■ Standard Met (Level 3) ■ Standard Not Met (Level 1)

2024-2025 CAASPP RESULTS

Mathematics

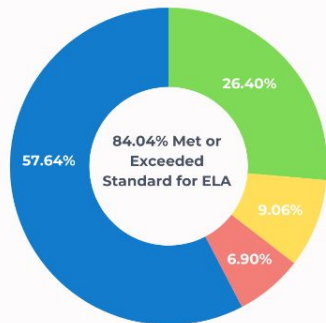


■ Exceeding Standard (Level 4) ■ Standard Nearly Met (Level 2)
■ Standard Met (Level 3) ■ Standard Not Met (Level 1)

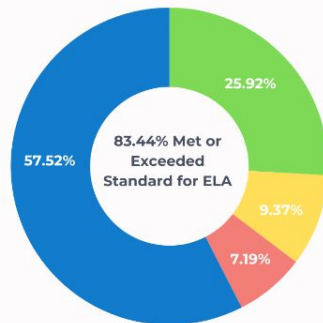
2024-2025 CAASPP RESULTS

ELA and Mathematics Comparison

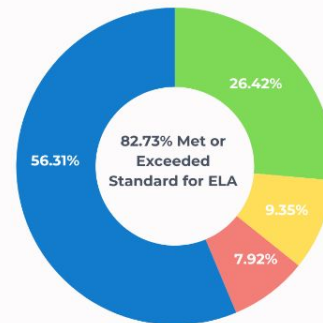
ELA



2022-23

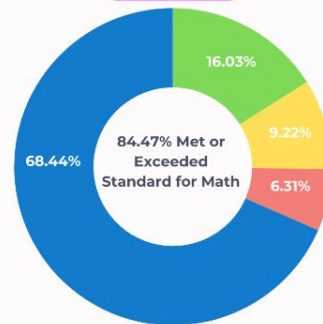
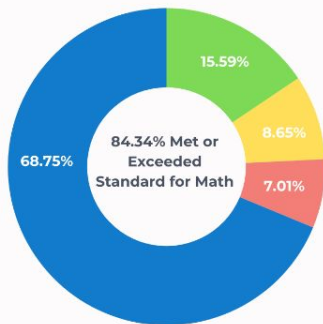
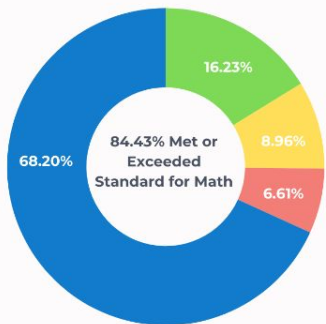


2023-24

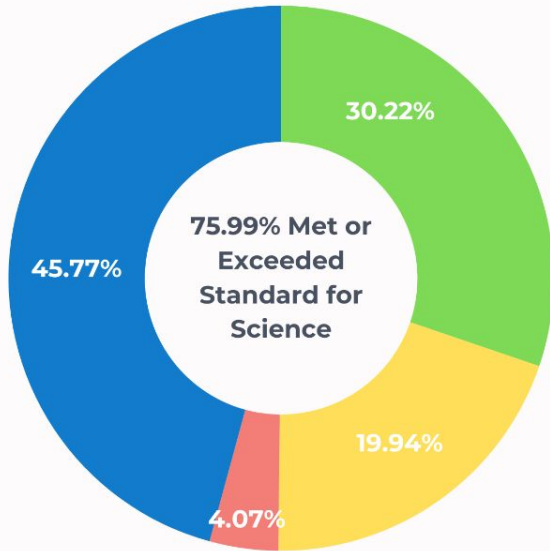


2024-25

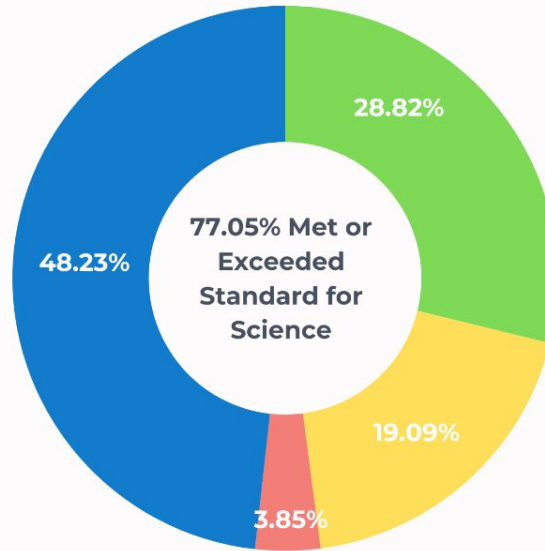
Math



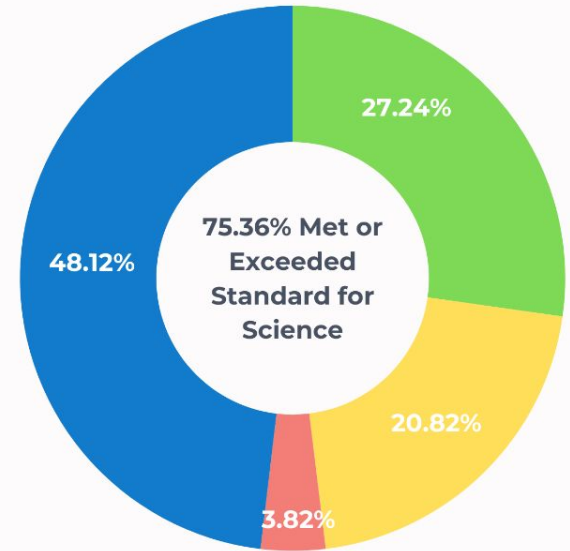
CA SCIENCE TEST Comparison



2022-23



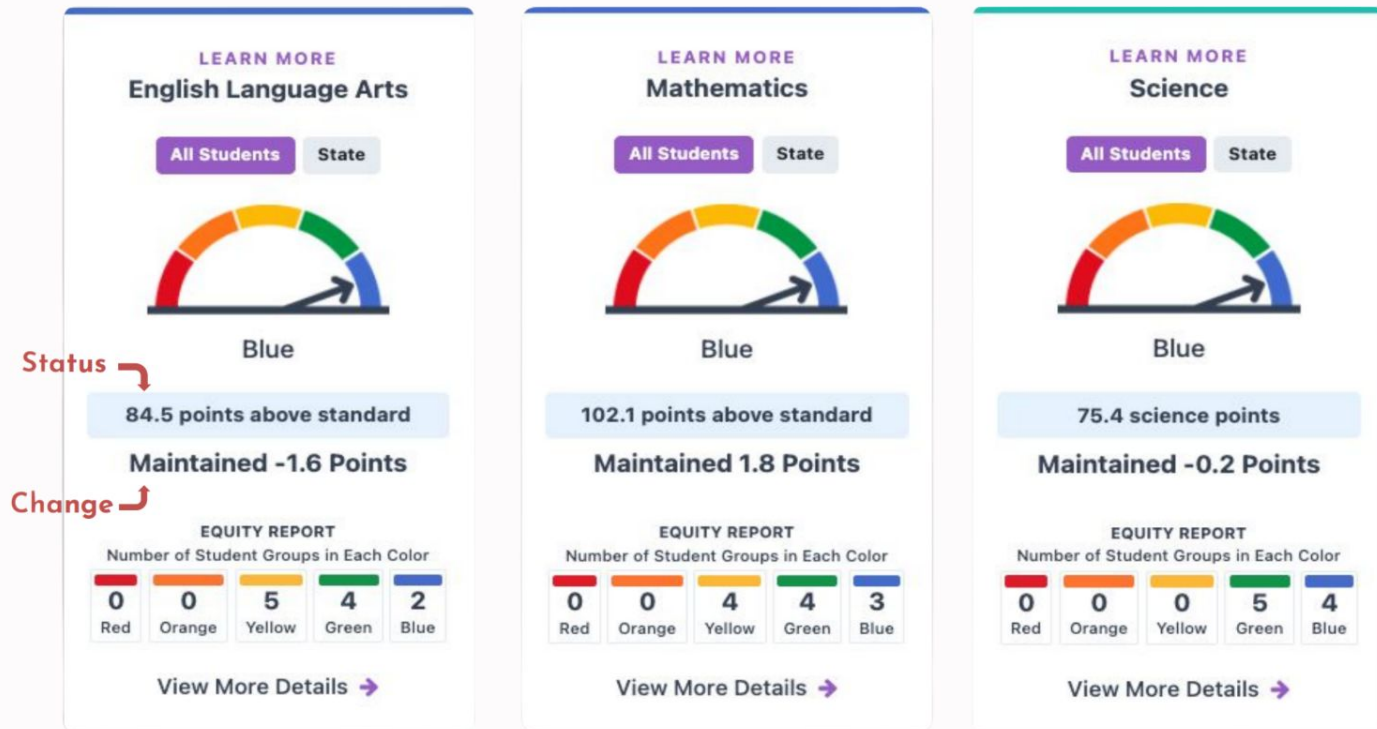
2023-24



2024-25

CA SCHOOL DASHBOARD

Academic Indicators





ELA Student Groups

LEARN MORE

English Language Arts

All Students

State



Blue

84.5 points above standard

Maintained -1.6 Points

EQUITY REPORT

Number of Student Groups in Each Color



View More Details →



Red

No Student Groups



Orange

No Student Groups



Yellow

African American

Hispanic

Homeless

Long-Term English Learners

Students with Disabilities



Green

English Learners

Filipino

Two or More Races

Socioeconomically Disadvantaged



Blue

Asian

White



No Performance Color

American Indian

Foster Youth

Pacific Islander



Math Student Groups

LEARN MORE Mathematics

All Students

State



Blue

102.1 points above standard

Maintained 1.8 Points

EQUITY REPORT

Number of Student Groups in Each Color



[View More Details](#) →



Red

No Student Groups



Orange

No Student Groups



Yellow

African American

Hispanic

Homeless

Long-Term English Learners



Green

Filipino

Two or More Races

Socioeconomically Disadvantaged

Students with Disabilities



Blue

Asian

English Learners

White



No Performance Color

American Indian

Foster Youth

Pacific Islander



Science Student Groups

LEARN MORE Science

All Students

State



Blue

75.4 science points

Maintained -0.2 Points

EQUITY REPORT

Number of Student Groups in Each Color



View More Details →

English Learners

Student Group

State



Green

Filipino

Student Group

State



Green

Long-Term English Learners

Student Group

State



Green

Socioeconomically Disadvantaged

Student Group

State



Green

Students with Disabilities

Student Group

State



Green

White

Student Group

State



Blue

Asian

Student Group

State



Blue

Hispanic

Student Group

State



Blue

Two or More Races

Student Group

State



Blue

PORTRAIT OF A CUSD LEARNER



**Critical
Thinker**



**Inspired
Creator**



**Effective
Communicator**



**Resilient
Learner**



**Global
Contributor**



Wellness



**Inclusive
Collaborator**





Pathways to the Portrait

1

Project Based Learning (PBL)

Implement the Gold Standard model, with support from PBL Trainers

2

Curriculum Infused Deeper Learning

Connect POL and core curriculum, with support from Ed. Services (Math, Science, or Social Studies)

3

Flex Choice

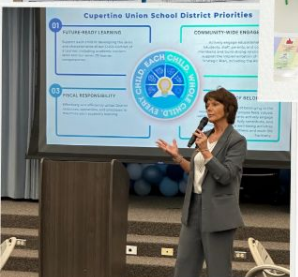
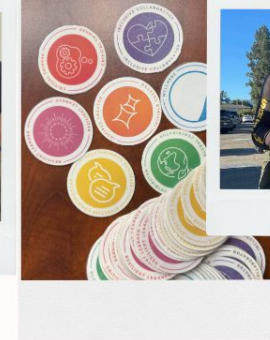
Collaborate with colleagues to develop own path to deeper learning, with support from Principals and Ed. Services

4

Designing for Deeper Learning Network

Focus on the WHY and HOW of future-ready, deeper learning, connecting to POL with instructional practices





PORTRAIT OF A LEARNER IN ACTION



Student Panel

Middle School Representatives



Beckett Sun

6th Grade

Tennis player that hopes to go pro one day.



Xavier Predium

7th Grade

Plays basketball for Hyde and on competitive league.



Yiming Fang

6th Grade

Loves expressing self in the form of writing, art, or public speaking.



Vihaan Shah

8th Grade

Competitive swimmer who enjoys speech and debate.



Juliana Blitzer

8th Grade

Loves cinema, Formula 1 racing, and art history.

Thank you!

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