ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

BOARD OF TRUSTEES



Special Board Meeting

February 26, 2026

NOTICE OF SPECIAL MEETING AND SPECIAL MEETING AGENDA
02/26/2026 - 10:45 PM
2930 Gay Avenue, San Jose, CA 95127
District Board Room

AGENDA

Code: Special #22-25/26

In compliance with the Americans with Disabilities Act, if you need special assistance in order to participate in the public meeting of the Board of Trustees, please contact the Office of the Superintendent at (408) 928-6822. Notification 72 hours prior to the meeting will enable the District to make reasonable arrangements.

THE MEETING WILL BE AVAILABLE FOR VIEWING LIVE VIA ZOOM WEBINAR MODE AND CAN BE ACCESSED AS FOLLOWS:
Join the Webinar from PC, MAC, iPad or Android:

https://arusd-org.zoom.us/j/89694341709
Webinar ID: 896 9434 1709
Or One tap mobile:
+6699006833, 89694341709# US (San Jose)

THE MEETING MAY ALSO BE VIEWED THROUGH LIVE STREAM AS FOLLOWS:
1. Live stream Youtube English Channel "AlumRock TV"
https://www.arusd.org/@alumrocktv5143

LAND ACKNOWLEDGMENT - The Board of Trustees of the Alum Rock Union Elementary School District does hereby acknowledge that the District schools and facilities sit on the traditional lands of the Muwekma Ohlone people, and the Board of Trustees further acknowledges with respect and reverence the Muwekma Ohlone People Tribe of the San Francisco Bay Area for their stewardship of these lands.

Members of the public shall have an opportunity to address the Board of Trustees on the agenda items identified below. (Goverment Code Section 54954.3)

1. OPEN SESSION - CALL TO ORDER AND ROLL CALL

1. CALL TO ORDER/ ROLL CALL/PLEDGE OF ALLEGIANCE - PRESIDENT LINDA CHAVEZ

2. SUPERINTENDENT/ BOARD BUSINESS - BOARD DISCUSSION AND/OR ACTION (The Board may take action on any item in this section, unless it is designated for information only.)

1. Approve Resolution No. 50 25/26 Relative to the Organization of District Administrators through June 30, 2028.

2. Approve Resolution No. 60-25/26 Reducing/Laying Off Classified Employees Services.

   If the Board adopts Resolution #50-25/26 (Supplemental Resolution of the Board of Trustees Of the Alum Rock Union Elementary School District Relative to the Organization of District Administrators through June 30th, 2028) in item 2.1 above, then it is recommended that the Board adopt this Resolution #60-25/26 in accordance with Education Code Sections 45114, 45115, 45117, 45298, and 45308 which set forth the process and procedure that school districts must follow in order to layoff or reduce classified employees for lack of work and/or lack of funds, including directing the Administration to provide the affected employees with notice no later than March 15, 2026.

3. Amend Resolution No. 33-25/26 Prohibiting Political Contributions by Contracted Firms.

3. ADJOURNMENT

President adjourns the meeting.

2.1

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: February 25, 2026

Subject: **Approve Resolution No. 50-25/26 Relative to the Organization of District Administrators through June 30, 2028.**

Recommend Approval

Submitted by: Sandra Garcia Title: Interim Superintendent

To the Board of Trustees: Meeting: February 26, 2026
Special Board Meeting

2.1
Agenda Placement

Cesar Torrico, Assistant Superintendent of Human Resources

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

ALUM ROCK
UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San José, CA 95127 · Phone: 408-928-6800 · Fax: 408-928-6416 · www.arusd.org

RESOLUTION NO. 50-25/26

RELATIVE TO THE ORGANIZATION OF DISTRICT ADMINISTRATORS THROUGH JUNE 30TH, 2028

WHEREAS, declining enrollment reduces the revenue of the District, and

WHEREAS, the Alum Rock Union Elementary School District faces a level of uncertainty in state funding due to its status as a state-funded school district; and

WHEREAS, the District is committed to fiscal solvency and finds it prudent to further prepare for continued unforeseen budgetary adjustments from the Governor of California and the California State Legislature; and

WHEREAS, the District is committed to providing a quality educational program and the support & resources to students and families to ensure academic success; and

WHEREAS, the Board of Trustees desires to protect students and families from financial disruptions, and maintain its commitments to the certificated and classified staff to the extent possible; and

WHEREAS, The Board of Trustees desires to ensure that the District has sufficient school sites to provide a classroom education accessible to the entirety of the Alum Rock community, and

WHEREAS, the Board of Trustees reaffirms its commitment to fiscal responsibility as set out under Board Resolution #33/20/21.

NOW THEREFORE BE IT RESOLVED THAT:

A. The Board of Trustees of the Alum Rock Union Elementary School District, in recognition of the current revenue situation, eliminates the position of Executive Assistant in the division of Business Services, and the Executive Assistant(CSEA) effective July 1, 2026; and

Sandra Garcia, Interim Superintendent

Board of Trustees: Linda Chavez, President , Andrés Quintero, Vice-President
Minh Pham, Clerk · Minh Nguyen, Member · Corina Herrera-Loera, Member

B. This Resolution modifies the existing number of confidential employee and administrators under Board Resolution 67-24/25 at the new level of 41 full-time equivalents (FTE) and the number of classified administrators at the new level of 4__ Full-time equivalents (FTE), effective July 1, 2026, through June 30, 2028; and

C. There will be no further appointment or employment of managers and supervisors in the District beyond the limits enumerated above from the date of passage of this Resolution through June 30, 2028; and

D. No further administrators, managerial, supervisorial, or confidential position may be created in the District from the date of passage of this Resolution through June 30, 2028; and

E. In the event the District receives additional unrestricted general fund revenue by June 30, 2026, the Board of Trustees will reconsider the restoration of the cut positions; and

F. The Superintendent shall take all such administrative actions necessary to implement the terms of this Resolution for full implementation by not later than July1, 2026.

PASSED AND ADOPTED by the Alum Rock Union Elementary School District Board of Trustees on February 26, 2026. By the following vote:

AYES:
NOES:
ABSENT:
ABSTENTIONS:

Alum Rock Union Elementary School District
Dated: February 26, 2026

CERTIFIED AS A TRUE AND CORRECT COPY:

Minh Pham, Clerk of the Board

2.2

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: February 25, 2026

Subject: **Approve Resolution No. 60-25/26 Reducing/Laying Off Classified Employee Services.**

Support Information: If the Board adopts Resolution #50-25/26 (Supplemental Resolution of the Board of Trustees Of the Alum Rock Union Elementary School District Relative to the Organization of District Administrators through June 30th, 2028) in item 2.1 above, then it is recommended that the Board adopt this Resolution #60-25/26 in accordance with Education Code Sections 45114, 45115, 45117, 45298, and 45308 which set forth the process and procedure that school districts must follow in order to layoff or reduce classified employees for lack of work and/or lack of funds, including directing the Administration to provide the affected employees with notice no later than March 15, 2026.

Recommend Approval

Submitted by: Sandra Garcia Title: Interim Superintendent

To the Board of Trustees: Meeting: February 26, 2026
Special Board Meeting

2.2
Agenda Placement

Cesar Torrico, Assistant Superintendent of Human Resources

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

ALUM ROCK
UNION ELEMENTARY SCHOOL DISTRICT
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RESOLUTION NO. 60-25/26

NOTICE REGARDING REDUCTION OR ELIMINATION OF SERVICES
AND REDUCTION OF CLASSIFIED SERVICE

WHEREAS, the Superintendent of the Alum Rock Union Elementary School District ("District") has recommended to the District's Governing Board ("Board") that the District eliminate the following classified positions no later than the beginning of the 2026-27 school year due to lack of work and/or lack of funds;

WHEREAS, Sections 45114, 45115, 45117, 45298, and 45308 of the California Education Code authorize the Board to eliminate the service of classified positions due to lack of work and/or lack of funds;

WHEREAS, the Board has determined that as a result of lack of funds and/or lack of work, and under the authority of Sections 45114, 45115, 45117, 45298, and 45308 of the California Education Code, it is in the best interests of the District to reduce the following full-time equivalent (FTE) classified services no later than the beginning of the 2026-27 school year.

CLASSIFICATION	NO. OF FULL-TIME Equivalent Positions FTE
EXECUTIVE ASSISTANT- CSEA	1.0000
EXECUTIVE ASSISTANT-CONFIDENTIAL BUSINESS SERVICES	1.0000

WHEREAS, the Board is required by law to give notice, no later than March 15, 2026, to all classified employees affected by any decision to reduce or eliminate the above-listed classified services;

NOW THEREFORE BE IT RESOLVED THAT:

A. The Board hereby determines to reduce classified services as specified in the recommendation set forth in the recitals above, no later than the beginning of the 2026-2027 school year.

B. The Board hereby determines that, as a result of the above-stated reduction of classified services, (the "Reduction in Force"), it will be necessary to terminate

Sandra Garcia, Interim Superintendent

Board of Trustees: Linda Chavez, President , Andrés Quintero, Vice-President
Minh Pham, Clerk ·Minh Nguyen, Member·Corina Herrera-Loera, Member

at the end of the 2025-2026 school year the employment of classified employees in a quantity and kind equal to the FTEs specified in the recommendation set forth in the recitals above.

C. No later than March 15, 2026, pursuant to Education Code section 45117, the Board and all affected permanent classified employees shall be given written notice by the Superintendent or the Superintendent's designee that it has been recommended that the notice be given to the permanent employee, stating the reasons that the employee's services will not be required for the 2026-2027 school year, and informing the employee of the employee's displacement rights, if any, and reemployment rights.

D. Nothing herein shall be deemed to confer any rights upon probationary classified employees, short-term employees as defined section 45103, or any other employees not specifically granted such rights by statute.

E. The District Superintendent or her designee is directed to send appropriate notices to all employees affected by the above-listed reduction and elimination of classified services in accordance with the provisions of the California Education Code, and to take all necessary action to to implement this Resolution, and to afford the employees all rights to which they are entitled under the law and the applicable Collective Bargaining Agreement.

ADOPTED by the Alum Rock Union Elementary School District Board of Trustees on February 26, 2026. By the following vote:

AYES:
NOES:
ABSENT:
ABSTENTIONS:

Alum Rock Union Elementary School District
Dated: February 26, 2026

CERTIFIED AS A TRUE AND CORRECT COPY:

_____
Minh Pham, Clerk of the Board

2.3

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: February 25, 2026

Subject: **Amend Resolution No. 33-25/26 Prohibiting Political Contributions by Contracted Firms.**

Recommend Approval

Submitted by: Sandra Garcia Title: Interim Superintendent

To the Board of Trustees: Meeting: February 26, 2026
Special Board Meeting

2.3
Agenda Placement

Cesar Torrico, Assistant Superintendent of Human Resources

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

Alum Rock Union School District

RESOLUTION NO. 61-25/26

RESOLUTION AMENDING RESOLUTION NO. 33-25/26

(POLITICAL CONTRIBUTIONS BY CONTRACTED FIRMS)

Adopted: February 26, 2026

WHEREAS, on December 18, 2025, the Board of Trustees adopted Resolution No. 33-25/26 entitled *"Resolution Adopting a Policy Prohibiting Political Contributions by Contracted Firms"*; and

WHEREAS, the Board desires to clarify the scope of that Resolution by expressly exempting Public Agencies acting in their governmental capacity; and

WHEREAS, the Board finds that adding a Public Agency exemption promotes clarity in application of the Resolution while preserving its intent to regulate political contributions by private contractors;

NOW, THEREFORE, BE IT RESOLVED

That the Board of Trustees hereby amends Resolution No. 33-25/26 as follows:

1. **Addition of Section 5**

A new Section 5, titled "Public Agency Exemption," is hereby added to the Contractor Political Contribution Prohibition policy to read in full as follows:

5. **Public Agency Exemption**

Notwithstanding any provision of this Resolution to the contrary, the political contribution prohibitions, certification requirements, and post-contract restrictions set forth herein shall not apply to any Public Agency.

For purposes of this Resolution, "Public Agency" means:

- The United States, any federal agency or instrumentality thereof;
- Any state of the United States, the District of Columbia, or any U.S. territory or possession, and any department, agency, or political subdivision thereof;
- Any city, county, school district, special district, joint powers authority, public authority, public corporation, or other governmental entity organized under the laws of any state or territory of the United States; and

- Any foreign national, regional, provincial, or local government, or any department, ministry, agency, instrumentality, or political subdivision thereof.

This exemption shall apply only to the Public Agency acting in its governmental capacity and shall not extend to any private entity contracting with the District through or on behalf of a Public Agency, except where such entity independently qualifies as a Public Agency under this Section.

2. **Continuation of All Other Provisions**

Except as expressly amended herein, Resolution No. 33-25/26 shall remain in full force and effect.

BE IT FURTHER RESOLVED

That this amendment shall take effect immediately upon adoption and shall apply to all contracts entered into on or after the effective date of this amendment.

PASSED AND ADOPTED by the Board of Trustees of the Alum Rock Union School District on this 26 day of February, 2026, by the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:

_____

Clerk of the Governing Board