



Board of Directors Meeting

AGENDA

September 15, 2023
8:30 AM

Place: Zoom

<https://us02web.zoom.us/j/9124257384>

Call to Order
Roll Call

Approval of Agenda

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PUBLIC COMMENTS

Members of the public are welcome to address the board of directors on any item listed on the agenda or any other item of specific concern. Speakers are requested to limit their comments to four minutes unless the time is waived by a majority of the board members present. If a member of the public requests a response from the board, the chair of the board may ask the executive director to respond to them personally after the meeting or in writing or may direct the executive director to provide the board with additional information on a future agenda.

BOARD OF DIRECTOR MEMBER REPORTS

Members of the board of directors may make reports and communicate information to the entire board, staff, and public.

INFORMATIONAL REPORTS AND PRESENTATIONS

The staff and invited guests may present informational reports and presentations requiring no action by the board of directors on this agenda.

1. Activity Reports

The Executive Director and Assistant Executive Director provide reports of their activities since the last Board Meeting.

Recommendation

Receive for information and comment.

2. Membership Report

The Executive Director provides a current Membership Report

Recommendation

Receive for information and comment.

3. Financial Reports

The Board is provided with the 2023 Financial Reports to date.

Recommendation

Receive for information and comment.

4. Professional Development, Special Projects, and Services Report

The Board is provided with a report of Professional Development Report from Assistant Executive Director Louise Taylor and SEAC Independent Contractors

Recommendation

Receive for information and comment.

5. Legislative Update from Capitol Advisors

The Board is provided with an update of the current budget and legislative activities by Capitol Advisors

Recommendation

Receive for information and comment.

LEGISLATIVE SESSION: *For Items Requiring Board Action*

The Board of Directors is in legislative session to act on items that are on the agenda. No action may be taken on any other items at this meeting. The chair presides, and Robert’s Rules of Order are in effect.

6. 2023 Election

Two Board Members’ terms expire this year. Paul Johnson and Catherine Kawaguchi have both completed one full three-year term; therefore, they may serve an additional three-year term and wish to do so.

Recommendation

Place both Paul Johnson and Catherine Kawaguchi on the ballot for the fall 2023 election

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7. Discuss Legislative Action Day for 2023

The Board will discuss possible dates for Legislative Action Day in April 2024 in Sacramento:

- April 8 and 9
- April 15 and 16

Recommendation

Approve dates for Legislative Action Day.

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8. Consent Agenda and Routine Items of Business

All items below are considered by the Board of Directors to be routine and can be approved by one action. There will be no discussion of these items prior to board action unless members of the board, staff, or public request specific items to be removed from the Consent Calendar for discussion and individual action.

8A Minutes of June 23, 2023 Board Meeting

8B Next Board Meetings Date and Locations

Friday, December 1, 2023, San Francisco (CSBA)

Recommendation

Receive for information and comment.

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9. Adjournment

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School Employers Association of California

BR-1

To: Board of Directors
From: John Roach
Subject: Activity Reports
Date: September 15, 2023

Background Information:

The Executive Director and the Assistant Executive Director provide an activity report at each board meeting. This report covers the period April 17, 2023 - June 23, 2023.

From the Executive Director

Since the June Board meeting , I have remained busy leading SEAC.

I continue to work from my home. I communicate by text, Zoom and telephone with our Administrative Assistant Arline Breslin. Arline supports the consultants as needed and handles the QuickBooks Account. Her work in QuickBooks alerts me when I need to pay bills through our account with Wells Fargo. I regularly visit the UPS store to check our mailbox for checks, bills and correspondence.

I have been working with Roger to provide him some assistance with the classification and compensation studies he is performing in several Districts. We have asked Adela Droe to assist with data gathering.

I have connected Steve Burrell Newark Unified so that he can assist the District while they search for a new Assistant Superintendent.

I am pleased with Gabe Soumakian's work in Lynwood. He is a Clifton Strengths Certified trainer. He set up a training with Lynwood Unified for a large training in late summer that will continue through the 23-24 school year.

I have worked with both Louise and Emily at ACSA to advertise for this year's School District Negotiators Certification Program. Enrollment continues to surge.

I am delaying the start of a team to consider whether we should be doing searches for Assistant Superintendents of HR and what our process might look like until Joe Condon returns from Hawaii. His experience with searches will be invaluable to our consultants.

Arline and I continue to work with Brett to get our books reviewed and his comments sent out to the Board. That has been a bit of a struggle since his father's passing.

I have arranged for Kelli Moors to serve as a guest author for my weekly emails when Jo and I travel to Europe from October 18 through November 5.
I am arranging a meeting room in the Marriott in San Francisco for our in-person Board meeting in December at CSBA.

From the Assistant Executive Director

Background Information:

The Assistant Executive Director provides an activity report at each board meeting. This report covers the period June 23, 2023 – September 15, 2023.

June

General Activity

- 2023-24 Negotiators Certification Program Advertising and monitoring registrations
- Best Practices SEAC workshops development

June 23: SEAC Board Meeting
June 27: Best Practices Team Meeting

July

General Activity

- 2023-24 Negotiators Certification Program Advertising and monitoring registrations
- Best Practices SEAC workshops development
- Confirm negotiations facilitation calendar for 2023-24

August

General Activity

- 2023-24 Negotiators Certification Program Advertising and monitoring registrations
- Best Practices SEAC workshops development
- Red Bluff Best Practices Workshop scheduling and preparations
- Confirm negotiations facilitation calendar for 2023-24
- School district negotiations facilitation (Interest-Based Bargaining - IBB)

August 28: Planning for Red Bluff Best Practices Workshop – Steve Burrell
August 30: IBB Review Workshop and Facilitation of Negotiations,
Fontana Unified School District (IBB)

September

General Activity

- 2023-24 Negotiators Certification Program registration monitoring and participant communications
- Red Bluff Elementary Union School District Bargaining Best Practices Workshop preparations
- School district negotiations facilitation (Interest-Based Bargaining - IBB)

September 5: Best Practices Team Meeting
September 5: Planning for Red Bluff Best Practices Workshop – Steve Burrell
September 14: Facilitation of Negotiations, Victor Elementary School District (IBB)
September 15: SEAC Board Meeting

Recommendation

Receive for information and comment.

School Employers Association of California

BR-2

To: Board of Directors
From: John Roach
Subject: 2023-2024 Membership Report
Date: September 15, 2023

Background Information:

The Membership Report is updated as districts submit dues payments. This report was last updated on Sept 6, 2023.

| Member Districts 2023-24 (143 Paid or Pending) | |
|--|---|
| ABC Unified School District | Milpitas Unified |
| Acton-Agua Dulce Unified School District | Monterey County Office of Education |
| Alum Rock Union Elementary | Monterey Peninsula USD |
| Antelope Valley Union High School District | Moreland |
| Apple Valley Unified School District | Morgan Hill Unified |
| Arcadia Unified School District | Mount Pleasant |
| Armona Union Elementary School District | Mountain View Los Altos Union High |
| Atwater Elementary School District | Mountain View School District - El Monte |
| Azusa Unified School District | Mountain View-Whisman |
| Baker Valley School District | Mt. Diablo Unified School District |
| Baldwin Park Unified School District | Natomas Unified School District |
| Barstow Unified School District | Nevada Joint Union High SD |
| Bear Valley Unified School District | Newark Unified School District |
| Bellflower Unified School District | Newhall School District |
| Berryessa Union | Newport-Mesa Unified School District |
| Beverly Hills Unified School District | Norwalk-La Mirada Unified School District |
| Burbank Unified School District | Oak Grove |
| Butte County Office of Education | Ocean View School District |
| Calaveras Unified School District | Ojai Unified School District |
| Cambrian | Orchard |
| Campbell Union | Pacific Grove Unified School District |
| Campbell Union High. | Pajaro Valley Unified School District |
| Castaic Union School District | Palo Alto Unified |
| Centinela Valley Union High School District | Paradise Unified School District |
| Coalinga Huron Unified School District | Paramount Unified School District |
| Compton Unified School District | Planada School District |
| Corona-Norco Unified School District | Pomona Unified School District |
| Culver City Unified School District | Redondo Beach City Unified School Dist. |
| Cupertino Union | Richfield Elementary School District |

Del Norte County Schools
Dos Palos Oro Loma JUSD
Duarte Unified School District
East Side Union High.
El Monte City Elementary School District
El Segundo Unified School District
Enterprise Elementary School District
Evergreen
Fairfield-Suisun Unified School District
Fallbrook Union High School District
Fillmore Unified School District
Fontana Unified School District
Franklin-McKinley
Fremont Union High
Gilroy Unified
Glendale Unified School District
Glendora Unified School District
Glenn County Office of Education
Guadalupe Union School District
Hawthorne School District
Hilmar Unified School District
Keppel Union School District
Kernville Union School District
Kings County Office of Education
Lake County Office of Education
Lakeside Joint
Lancaster School District
Lawndale Elementary School District
Le Grand Union High School District
Lennox School District
Loma Prieta Joint Union
Long Beach Unified School District
Los Altos
Los Gatos Union
Los Gatos-Saratoga Union High
Lost Hills Union School District
Luther Burbank
Luther Burbank School District
Lynwood Unified School District
Madera County Office of Education
Marysville Joint Unified School District
McFarland Unified School District
Merced City School District

Ripon Unified School District
Riverside County Office of Education
Rosemead School District
Rowland Unified School District
Sacramento City Unified School District
Saddleback Valley Unified School District
Salinas City School District
San Benito High School District
San Bernardino Community College
San Joaquin County Office of Education
San Jose Unified
San Marcos Unified School District
San Marino Unified School District
San Rafael City Schools
Santa Ana Unified School District
Santa Clara County Office of Education
Santa Clara Unified
Santa Clarita Valley School Food Services
Santa Monica-Malibu Unified School Dist.
Saratoga Union
Saugus Union School District
Selma Unified School District
Simi Valley Unified School District
South Pasadena Unified School District
South Whittier School District
Sulphur Springs School District
Sunnyvale.
Sweetwater Union High School District
Temple City Unified School District
Tustin Unified School District
Union
Valle Lindo School District
Ventura County Office of Education
Victor Elementary School District
Victor Valley Union High School District
Vineland School District
Walnut Valley Unified School District
West Contra Costa Unified School District
West Covina Unified School District
Whittier Union High School District
Wilsona School District
Wiseburn School District

Recommendation: Receive for information and comment.

School Employers Association of California

BR-3

To: Board of Directors
From: John Roach
Subject: 2023-2024 Financial Report
Date: September 15, 2023

Background Information

The Board is provided with periodic Financial Reports. This report represents this year from July 1, 2023, through August 31, 2023.

Because we are a Joint Powers Agency, we feel it prudent to have our Financials reviewed by a third party. Brett McFadden continues to review our financial reports each month. Following is a copy of part of each of his reports.

I have reviewed SEAC's bank statement and reconciliation report for July, 2023. Revenues and expenditures appear to be in alignment and properly accounted. Financial activity for the month is in alignment with SEAC's mission and functions. Brett

We are scheduled for a review of July and August on Thursday, September 14, 2023 and will update the report information after that meeting .

School Employers Association of California (SEAC)
Profit and Loss
July 1 - September 8, 2023

| | Total |
|---------------------------------------|----------------------|
| Income | |
| Conferences_Workshops | |
| Other SEAC | 13,250.00 |
| Total Conferences_Workshops | \$ 13,250.00 |
| Corporate Reimbursements | 3,500.00 |
| Direct Services | 87,959.79 |
| JPA Membership | 93,026.00 |
| Membership Revenue | |
| District Membership Dues | |
| 2022-23 Dues | 0.00 |
| Total District Membership Dues | \$ 0.00 |
| Total Membership Revenue | \$ 0.00 |
| Services | 46,933.26 |
| Total Income | \$ 244,669.05 |
| Gross Profit | \$ 244,669.05 |
| Expenses | |
| Advertising | 307.80 |
| Direct Services Exp | 70,467.50 |
| Consulting Svs | 11,000.00 |
| Total Direct Services Exp | \$ 81,467.50 |
| Insurance | 125.25 |
| Marketing | 950.00 |
| Mileage | 922.85 |
| Miscellaneous Expense | |
| Licenses/Permits | 249.42 |
| Total Miscellaneous Expense | \$ 249.42 |
| Payroll Expenses | |
| Taxes | 1,893.68 |
| Wages | 24,754.00 |
| Total Payroll Expenses | \$ 26,647.68 |
| Professional Services | |
| Accounting | 923.00 |
| Total Professional Services | \$ 923.00 |
| Staff Travel Expense | 11,071.84 |
| Staffing | |
| Expense Reimbursement | 276.67 |
| Total Staffing | \$ 276.67 |
| Telecommunications | 662.36 |
| Telephone Service | 179.02 |
| Web Site | 350.00 |
| Total Telecommunications | \$ 1,191.38 |
| Unapplied Cash Bill Payment Expense | 3,000.00 |
| Total Expenses | \$ 127,133.39 |
| Net Operating Income | \$ 117,535.66 |
| Net Income | \$ 117,535.66 |

QuickBooks Cash Flow Planner

This planner helps to identify the cash flow discrepancies month over month.

Cash flow planner

Today's cash balance

\$313,515

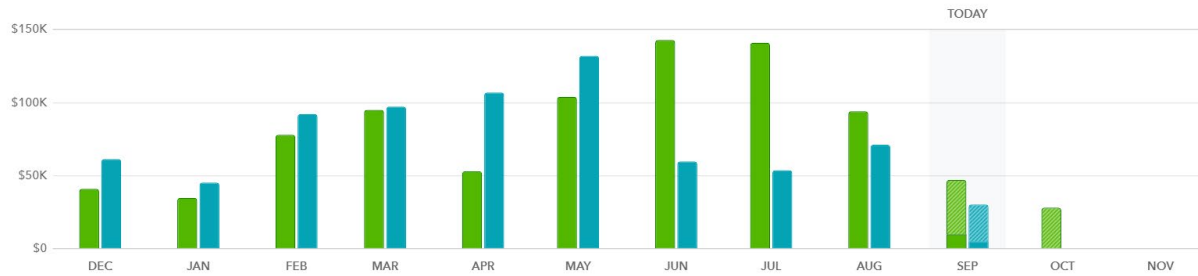
12 months

[Give feedback](#)



Money in/out Cash balance

Money in Money out



Recommendation

Receive for information and comment.

School Employers Association of California

BR-4

To: Board of Directors
From: John Roach
Subject: Professional Development Report, Special Projects, Services Report
Date: September 15, 2023

Background Information:

The Assistant Executive Director provides a professional development report at each board meeting itemizing and summarizing major activities since the last report. This report covers the period: June 23, 2023 – September 15, 2023.

SEAC School Management Negotiators Certification Program (SMNCP)

Negotiators Certification Program for 2023-24

Advertising

- John Roach includes program notices in each of his twice-weekly SEAC Member email updates. Louise supplies a variety of notices over spring, summer, and fall.
- Notices are also shared on social media.
- Notices are sent by Louise to all ACSA Regional Representatives to share with their committee members – for the Superintendent, HR, and Business Services Committees.
- Ads are placed in EdCal for the summer/fall.
- Notices are sent with all program graduates from the past two years to share with colleagues.
- The 2023-24 Program Brochure is available to share with any inquiries.
- SEAC Website highlights the program, with links to registration.

Enrollment

- **Program A**, virtual, based on the 9-session, Friday-only format.
 - As of September 6, 2023, enrollment for **Program A is 41**.
- **Program B**, virtual, based on the 6-session, Thursday evening/Friday format

- As of September 6, 2023, enrollment for **Program B is 2.**
- Unless enrollment grows dramatically in the next couple of weeks, we need to adjust Program B plans. This decision timing is tricky, because past years' experience tells us that we may have a significant enrollment during the last 2 weeks prior to the opening of the program. John Roach and I have discussed several possibilities. One possibility is to adjust Program B's schedule so it is all Fridays instead of the current Thursday evening/Friday arrangement. I will contact the current two B enrollees to see if this option works for them, we will carefully monitor enrollment in the coming week, and then make decisions. We may cancel Program B; we may adjust Program B to the all-Friday's schedule; or... we could have a surge in enrollment for Program B that keeps it as it is. We would need a minimum enrollment of 10.

Engagement

- Arline Breslin sends confirmation emails to registrants as the registration forms and PO's are received.
- Welcome emails will be sent by Louise Taylor to all registrants during the week of September 11th.
- New enrollees will receive welcome emails as they enroll.

IBB Training

We have received the following confirmations for IBB Training for 2023-24:

- IBB Review Workshop - San Dieguito USD for summer 2023
- IBB Review Workshop - Fontana USD for August 30, 2023

We have received the following inquiries for IBB Training for 2023-24:

- Glendale USD – but the teachers association decided against IBB training
- San Marcos USD – a 3-day IBB workshop is under consideration by the district and associations

Best Practices in Bargaining Workshops

Best Practices SEAC Workshop Team

SEAC consultants Linda Young, Walt Schwartz, Sheri Loewenstein, Steve Burrell, and I are developing plans to offer future “Best Practices in Bargaining” workshops. This type of 1-day or half-day workshop could benefit many districts. Planning continues.

Red Bluff UESD

Red Bluff Union Elementary School District Superintendent Cliff Curry requested SEAC provide a workshop offering “Best Practices” training for their certificated bargaining teams since the past years have been fraught.

Plans for this half-day workshop are underway. Steve Burrell and I will present. A t date is set for October 9, 2023.

Best Practices in “Preparing for Negotiations”

SEAC will offer an online workshop on “Preparing for Negotiations, 2023-24” on September 26, 2024. The SEAC team presenting will include Walt Schwartz, Sheri Loewenstein, Steve Burrell, and me. This hour session will provide a checklist for important plans and actions to take before starting negotiations for the year ahead.

Negotiation Facilitation

SEAC Facilitators for IBB Bargaining tables for 2023-24 include:

- **Victor Elementary School District - CSEA:** Dr. Jenn Bryant
- **Victor Mt. View Montessori Charter School - Teachers & Classified:** Linda Young
- **Saddleback Unified School District - CSEA:** Dr. Debby Collins
- **Saddleback Unified School District - Pupil Services:** Dr. Debby Collins
- **Azusa Unified School District - Certificated:** Dr. Debby Collins
- **San Dieguito Union High School District - Certificated:** Dr. Jenn Bryant
- **Victor Elementary School District - Certificated:** Dr. Louise Taylor
- **Fontana Unified School District - Certificated:** Dr. Louise Taylor
- **Ripon Unified School District - Certificated:** Dr. Louise Taylor
- **Ripon Unified School District - CSEA:** Dr. Louise Taylor
- **Eastside Unified School District - Certificated:** Dr. Louise Taylor

Facilitators: SEAC continues to build our consultant base for supporting SEAC districts. We have several HR and Superintendent retirees interested in joining with SEAC in this arena. We offer them the chance to audit the Certification Program, invite them to join an IBB training workshops, and involve them in other appropriate activities so we can build their facilitating skills and experience.

Professional Support and Advice

It is important to recognize that SEAC provides ongoing support and guidance to school district administrators on a regular basis. Of course, there is the coaching service provided for district administrators, especially by Sheri Loewenstein, but by other SEAC

consultants as well. Several calls came in this summer from various districts regarding labor relations, bargaining requirements, and other issues. SEAC provides this service to administrators via email or phone at no extra cost to SEAC member districts.

Sheri Loewenstein

In the 2023/24 school year, I am continuing to serve as a coach in the Ocean View School District for principals, directors and assistant superintendents who are new to their positions or new to the district.

We meet two to four times per month depending on the person and the situation.

I will continue to assist administrators in the Ocean View School district with how to have those challenging and sensitive conversations with employees, parents and colleagues. We also discuss, and I review, their disciplinary memos when they are required to document an employee.

I will continue to serve as a facilitator for monthly meetings with CSEA leadership and the district cabinet members, including the superintendent. The goal of the meetings is to continue positive, open communication and to jointly address issues and solve problems. We follow the Interest Based Problem Solving format.

I will serve as a coach for the Negotiator Program for the Traditional and Interest Based Bargaining simulations.

In addition, I am currently part of a SEAC consultant team led by Louise Taylor developing a workshop for SEAC member districts on ***Preparing for Negotiations***.

I have a passion for assisting administrators as they prepare for negotiations, as well as challenging conversations they need to conduct with staff, union leaders, parents and colleagues. It is rewarding to support administrators as they work with others to solve problems in a transparent, collaborative manner, keeping in mind that relationships are important as they treat others with respect, even when delivering hard messages.

Cindy Frazee

I am excited for this upcoming year of working with SEAC and being available to serve its district members.

I recently completed an HR Hiring Study for the Newport Mesa Unified School District. I met with the Superintendent, and he found the study results very helpful.

I am currently working on an organizational study for the Cambrian School District. The Superintendent is looking for a staffing comparison with identified districts.

The work I do for SEAC is very fulfilling. It is wonderful to be able to interact and share experiences with different school districts.

Walt Schwartz

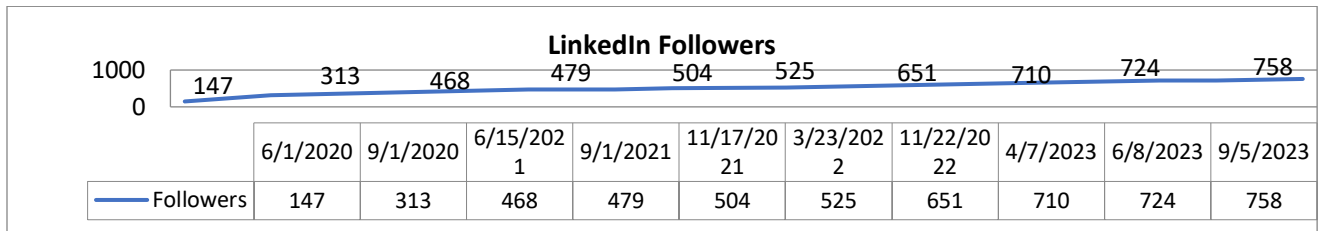
I remain in contact with Ojai and have given some free advice. I enjoyed assisting as a coach during the SDNCP with Louise.

Marc Winger

SOCIAL MEDIA UPDATE SEAC has active LinkedIn and Facebook accounts. The use of social media is a marketing tactic designed to drive followers to the SEAC website. Our three main purposes for SEAC’s online presence are: 1) Build our online identity; 2) Market SEAC services and studies; 3) Attract new members.

- We post at least 2 times a week.
- We rely on only “organic” (non-sales) dissemination of our posts.
- Recent SEAC services posts included – Executive Coaching; 2023-24 Negotiators Certification Program; Join SEAC; Health Insurance Check Up

LinkedIn continues to be the focus of our social media efforts. The SEAC Today page was first posted on April 8, 2020.



Current Follower Locations:

- Los Angeles Metropolitan Area 368 (48.9%)
- San Francisco Bay Area 110 (14.6%)
- San Diego Metropolitan Area 71 (9.4%)
- Greater Sacramento 56 (7.4%)
- Metropolitan Fresno 18 (2.4%)
- Modesto-Merced Area 8 (1.1%)
- Visalia-Hanford Area 6 (< 1%)
- Greater Bakersfield Area 6 (< 1%)
- Greater Salinas Area 6 (< 1%)
- Santa Barbara-Santa Maria Area 5 (< 1%)

Facebook mirrors the LinkedIn account

One hundred thirty-three (134) people follow SEAC Today on Facebook, an increase of 1 since the last report.

CONSULTING ACTIVITIES

I am preparing a presentation for the October Negotiator's Certification training on the History of Unions.

Debby Collins

I have met with Azusa AEA and Saddleback Valley CSEA with administrative teams once each for the new school year. SVPSA has not yet met for the school year. We are planning a training for new team members in SVUSD in September. We will not have any sessions before September 6, so this update is current.

Both teams are working on total compensation.

Roger Gallizzi

We have recently completed the following special projects 1) Newhall – Two reclassification studies of individual employees 2) Guadalupe SD – Compensation Study

Redondo Beach, Compensation Study and Classification Study (Completed)

And we currently have the following active projects:

- Franklin-McKinley -- Team Building and Coaching Classified Directors
- Morgan Hill – Coaching; new Assistant Superintendent of HR
- Los Altos – Team Building for CBO and Classified Directors to continue this Fall
- Santa Clara County Office of Education Compensation/Classification Study
- Salinas – Management Compensation Study
- Bass Lake, which joined SEAC for the study discount
- Beverly Hills – Job Description revision
- Monterey Peninsula -- Compensation Study

Proposals out for acceptance:

- Old Adobe – Compensation Study
- Palos Verde USD – Compensation Study

Contra Costa County Office of Ed

Jennifer Edic Bryant

This week, negotiations resume for the 23-24 school year for Victor Elementary School District and their CSEA employees. I will continue to serve as their facilitator this year. For now, that is my only confirmed assignment. San Dieguito Union High School District has expressed interest in IBB training for their certificated negotiations team. At this time, no dates have been set.

Mike Watenpaugh

As you are aware, I'm continuing to provide support to the Evergreen Elementary School, District in San Jose. My role has shifted from Interim Asst Supt to coaching and mentoring the new Asst Supt for HR, (Sam Bass)

Activities to date include:

- Attended district leadership retreat with new Asst Supt
- Provided feedback and resources for use in development of New Employee Orientation programs
- Currently scheduled for two 45-60 min Zoom check-ins per week
 - Rolling check in agenda
 - Check in on current issues critical to Sam
 - Problem solve urgent matters
 - I include time-critical items and reminders
- After most check in calls, I text or email Sam with quick summary and will typically share a follow-up resource
- I'm available for Sam to call or text with quick questions and/or a dose of reality or encouragement
- There may be a need arising for me to assist Sam with some HR specific projects to assist his department oversight and re-organization
- Currently plan is to determine some on-site meetings in addition to the Zoom meetings
- I've suggested SEAC's Negotiations Training as something Sam may want to review with the Supt

Steve Burrell

As a recent retiree after 30 years of educational service in the Bay Area, Steve Burrell is a new consultant with SEAC. His initial work with SEAC began in supporting the SEAC Negotiations Training, where he participated in the culminating simulations at the end of the workshop. From there, Steve joined Louise Taylor and her team to develop a new seminar revolving around key negotiation reminders. The one-hour workshop will be offered virtually to all SEAC participating districts in September. Finally, Steve is putting his leadership coaching and HR consulting to good work by supporting Newark Unified School District in the Bay Area as regular day-to-day consultant.

Recommendation

Receive for information and comment.

School Employers Association of California

BR-5

To: Board of Directors
From: John Roach
Subject: Legislative Update from Capitol Advisors
Date: September 15, 2023

Background Information:

The Board is provided with an update of the current budget and legislative activities by Capitol Advisors

Recommendation

Receive for information and comment.

School Employers Association of California

BR-6

To: Board of Directors
From: John Roach
Subject: 2023 Election
Date: September 15, 2023

Background Information:

Two Board Members' terms expire this year. Paul Johnson and Catherine Kawaguchi have both completed one full three-year term; therefore, they may serve one more three-year term.

SEAC BOARD OF DIRECTORS TERMS

Terms Expiring 2023

- | | |
|------------------------|---|
| 1. Paul Johnson | A |
| 2. Catherine Kawaguchi | A |

Terms Expiring 2024

- | | |
|------------------|---|
| 1. Tiffany Morse | A |
| 2. Melissa Moore | B |

Terms Expiring 2025

- | | |
|-------------------|---|
| 1. Brett McFadden | C |
| 2. Mary Ann Dewan | C |
| 3. Julie Mitchell | A |

Terms Expiring 2026

- | | |
|---------------------------|---|
| 1. Roxanne Fuentes | A |
| 2. Gudiel Crosthwaithe | A |
| 3. Kenneth (Chris) Hurst | A |

- A Completing one full three-year term, may serve one more three-year term
B Have not completed one full three-year term, may serve two more three-year terms
C Completed two full three-year terms, may not serve again until one year lapse

Recommendation

Place both Paul Johnson and Catherine Kawaguchi on the SEAC 2023 ballot for one more three-year term.

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School Employers Association of California

BR-7

To: Board of Directors
From: John Roach
Subject: Legislative Action Day for 2024
Date: September 15, 2023

Background Information:

Each year the Board and staff go to Sacramento for face-to-face meetings with legislators and staff. It would be appropriate at this meeting to set the dates for SEAC Leg Action Day.

It is suggested that the Board consider two possible dates for Legislative Action Day:

April 8 and 9 or
April 15 and 16

Recommendation

Approve dates for Legislative Action Day.

School Employers Association of California

BR-8

To: Board of Directors
From: John Roach
Subject: Consent Agenda
Date: September 15, 2023

Background Information: All items below are considered by the Board of Directors to be routine and can be approved by one action. There will be no discussion of these items prior to board action unless members of the board, staff, or public request specific items to be removed from the Consent Calendar for discussion and individual action.

8A Minutes of April 17, 2023 Board Meeting

8 B Next Board Meeting Date and Locations

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School Employers Association of California

BR-8A

To: Board of Directors
From: John Roach
Subject: Minutes of June 23, 2023 Board Meeting
Date: September 15, 2023



Board of Directors Meeting

MINUTES

Date: June 23, 2023

Time: 8:30 AM

Place: Zoom

<https://us02web.zoom.us/j/9124257384>

Call to Order: Chairman, Mary Ann Dewan at 8:35 AM

M CK

Roll Call: Board Members Mary Ann Dewan, Catherine Kawaguchi, Julie Mitchell, Roxane Fuentes, Melissa Moore, Paul Johnson and Rebecca Andrade were in attendance. John Roach, Louise Taylor, and Arline Breslin from SEAC attended. Caitlin Jung and Barrett Snider from Capitol Advisors Group were present. Kenneth Hurst and Gudiel Crosthwaite were unable to attend.

S PJ

V Unanimous

Approval of Agenda

PUBLIC COMMENTS

Members of the public are welcome to address the board of directors on any item listed on the agenda or any other item of specific concern. Speakers are requested to limit their comments to four minutes unless the time is waived by a majority of the board members present. If a member of the public requests a response from the board, the chair of the board may ask the executive director to respond to them personally after the meeting or in writing or may direct the executive director to provide the board with additional information on a future agenda

BOARD OF DIRECTOR MEMBER REPORTS

Members of the board of directors may make reports and communicate information to the entire board, staff, and public.

No reports were given.

INFORMATIONAL REPORTS AND PRESENTATIONS

The staff and invited guests may present informational reports and presentations requiring no action by the board of directors on this agenda.

1. Activity Reports

The Executive Director and Assistant Executive Director provide reports of their activities since the last Board Meeting.

Recommendation

Received for information and comment.

2. Membership Report

A current Membership Report was provided.

Recommendation

Received for information and comment.

3. Financial Report

The Board was provided Year-to-Date Financial Reports.

Recommendation

Received for information and comment.

4. Professional Development, Special Projects, and Services Report

The Board is provided with a report of Professional Development, Special Projects, and Member Services from Louise Taylor and SEAC Independent Contractors.

Recommendation

Received for information and comment.

5. Legislative Update from Capitol Advisors

The Board is provided with an update of the current budget and legislative activities by Capitol Advisors

Recommendation

Receive for information and comment.

LEGISLATIVE SESSION: *For Action Items Requiring Board Action*

The Board of Directors is in legislative session to act on items that are on the agenda. No action may be taken on any other items at this meeting. The chair presides, and Robert’s Rules of Order are in effect

6. Opening on the Board of Directors

The Board will provide guidance to the Executive Director on filling an unexpired term on the Board of Directors.

Recommendation

Appoint Rebecca Andrade, Ed.D to fill the unexpired term previously held by Tiffany Morse.

Received for information and approved.

M RF
S JM
V Unanimous

7. Contract with Executive Director for 2023-24

The Board will consider extending the Contract with the Executive Director for the 2023-24 fiscal year.

Recommendation

Contract extension was approved.

M PJ
S CK
V Unanimous

8. Consent Agenda and Routine Items off Business

8A Minutes of April 17, 2023 Board Meeting.

8B Meeting Date and Locations

Friday, September 15, 2023, ZOOM

Friday, December 1, 2023, San Francisco (CSBA)

Recommendation

Accepted and approved as presented

M RF

S CK

V Unanimous

9. Adjournment

M JM

S PJ

V Unanimous

School Employers Association of California

BR-8B

To: Board of Directors
From: John Roach
Subject: Next Meeting
Date: September 15, 2023

Background Information

Next Board Meetings:

Friday, December 1, 2023, San Francisco (CSBA)