



## **BOARD OF DIRECTORS MEETING AND LEGISLATIVE ACTION DAY**

### **AGENDA**

**March 16, 2026**

5:00 PM Board Meeting

### **LOCATION**

**Capitol Advisors**

925 L Street Suite 1200

Sacramento, CA 95814

6:30 PM Adjourn for dinner

7:00 PM dinner at Echo & Rig

**March 17, 2026**

8:30 AM Leg Action Day

### **LOCATION**

**Capitol Advisors**

### **DETAILS**

Call to Order

Roll Call

Welcome and Introductions

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 the 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 information and comment.

### **2. Membership Report**

The Executive Director provides a current Membership Report.

#### Recommendation

Receive information and comment.

### **3. Financial Reports**

The Board is provided with the 2025-26 Financial Reports.

#### Recommendation

Receive information and comment.

### **4. Professional Development, Special Projects, and Services Report**

The Board is provided with a Professional Development Report from Louise Taylor and SEAC Independent Contractors

Recommendation

Receive information and comment.

**5. Legislative Update and Plans for Legislative Action Day from Capitol Advisors**

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

Recommendation

Receive information and comment.

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**LEGISLATIVE SESSION: *For Action Items Requiring Board Action***

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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. Board Openings**

Roxanne Fuentes and Gudiel Crosthwaite are completing a 3-year term and can serve another 3-year term. Paul Johnson is retiring in June and will need to be replaced.

Discuss October SEAC election.

**7. Approval of Annual Audit**

The Bylaws and California law require an annual audit of the JPA's finances.

Recommendation

Accept the audit, which was provided under separate cover, and comment.

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**8. Legislative Action Day Plans**

The Board may review and amend the legislative priorities and adopt the amended version as the legislative platform for 2026.

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**9. Consent Agenda**

**9A** Minutes of previous board meeting

**9B** Future Board Meetings Dates

Friday June 15, 8:30 Zoom

Friday September 18, 8:30 AM Zoom

Friday December 4, 3:30 PM, CSBA Sacramento

**10. Adjournment 6:30 PM**

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# School Employers Association of California

BR1

**To:** Board of Directors  
**From:** John Roach  
**Subject:** Activity Reports  
**Date:** March 16, 2026

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## Background Information:

The Executive Director and the Assistant Executive Director provide an activity report at each board meeting. This report covers the period from December 4, 2025 – March 16, 2026

## **From the Executive Director**

### Background Information:

The Executive Director and the Assistant Executive Director provide an activity report at each board meeting. This report covers the period from December 4, 2025 through March 16, 2026.

## **From the Executive Director**

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

I continue to work from 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 continue to monitor the Verizon, Wells Fargo, QuickBooks and Microsoft accounts for breaches with assistance from both Arline Breslin, Admin. Asst. and Gary Everekyan, our Tech Advisor.

I follow the CalPers monthly meetings and occasionally discuss with Caitlyn, who attends them on our behalf, an agenda item of concern.

Arline and I continue to work with Brett to get our books reviewed and his comments sent out to you. We send him the documents monthly for review. We touch base by telephone or Zoom quarterly.

I have attended and actively participated in our Monthly HR Roundtable Discussions. This month's focused on Union Tactics and preempting or responding to them.

Louise and I have regular conversations about her programs, presenters, advertising, and growth opportunities, and it is a pleasure for me to pinch hit when she needs me to present.

Roger is still in SCCOE.

Kelli Moors , Louise Taylor, Cyndee Frazee and I continue to discuss responses to union activities for our HR Roundtables

Julie Mitchell and I have discussed the development of a SEAC Superintendent's group. She has more than an outline of a plan.

Kelli Moors has been assisting Santa Maria Joint with some communication. I thought you would enjoy seeing what she has worked on, so I sent it under separate cover.

Our next Board meeting is scheduled for Monday, June 15. I will be out of the country. I have asked Louise Taylor to run that agenda with Rebeca. I will be in Spain. My daughter Annie and I plan to walk the final 100km of the Camino de Santiago from the 8<sup>th</sup> through the 13<sup>th</sup> of June and then tour northern Spain for a few days before heading to Barcelona.

## **From the Assistant Executive Director**

### Background Information:

The Assistant Executive Director provides an activity report at each board meeting. This report covers the period December 4, 2025 – March 16, 2026.

### December

#### General Activity

- 2025-26 Negotiators Certification Program – Preparation for Traditional Bargaining Simulation – Coach team and Simulation documents Program B – Presenter preparation sessions
- Coordinate presentations for ACSA Negotiators Symposium in January with Jenn Edic Bryant and Linda Harding presenting on IBB and Cindy Frazee presenting of Preparations for Negotiations
- School district negotiations facilitation (Interest-Based Bargaining - IBB)

December 4:	SEAC Board Meeting
December 10:	Facilitation of Negotiations, Fontana Unified School District (IBB)
December 12:	Negotiators Certification Program B – Session 4 – Traditional Bargaining Simulation

### January

## General Activity

- 2025-26 Negotiators Certification Program - participant communications; presenter preparation sessions
- 2026-27 Negotiators Certification Program – Develop schedules for programs A&B and confirm presenters
- Development of contract arrangements with Calbright College for HR support
- Confirm and update Cucamonga SD contract for ongoing programs
- School district negotiations facilitation (Interest-Based Bargaining - IBB)

- January 7: SEAC HR Roundtable
- January 9: Negotiators Certification Program B – Session 5
- January 15: Negotiators Certification Program A – Session 5
- January 15 & 16: ACSA Negotiators Symposium SEAC presentations: Jenn Edic Bryant and  
Linda Harding presenting on IBB and  
Cindy Frazee presenting of Preparations for Negotiations
- January 21: Facilitation of Negotiations, Fontana Unified School District (IBB)
- January 23: Negotiators Certification Program B – Session 6
- January 26: Confer with Solano Beach SD re: potential IBB training

## **February**

### General Activity

- 2025-26 Negotiators Certification Program - participant communications; presenter preparation sessions – begin graduation preparations – collaborative bargaining simulation preparations
- 2026-27 Negotiators Certification Program – Develop schedules for programs A&B and confirm presenter sessions
- Development of contract arrangements with Calbright College for HR support
- Feedback for Cucamonga programs – team building & evaluation support
- School district negotiations facilitation (Interest-Based Bargaining - IBB)

- February 4: SEAC HR Roundtable
- February 6: Negotiators Certification Program A – Session 6
- February 17: Confer with Alum Rock SD re: Sunshining
- February 25: Facilitation of Negotiations, Fontana Unified School District (IBB)
- February 27: Negotiators Certification Program B – Session 7

## **March**

### General Activity

- 2025-26 Negotiators Certification Program - participant communications; presenter preparation sessions – graduation preparations – collaborative bargaining simulation preparations
- 2026-27 Negotiators Certification Program – Preparations with Arline to open registration first week in April 2026
- School district negotiations facilitation (Interest-Based Bargaining - IBB)

March 4: SEAC HR Roundtable  
March 6: Negotiators Certification Program A – Session 7  
March 11: Facilitation of Negotiations, Fontana Unified School District (IBB)  
March 13: Negotiators Certification Program B – Session 8  
March 16: SEAC Board Meeting  
March 17: SEAC Lobby Day

Recommendation

Receive information and comment.

# School Employers Association of California

## BR2

**To:** Board of Directors  
**From:** John Roach  
**Subject:** 2025 - 2026 Membership Report  
**Date:** March 16, 2026

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### Background Information

The Membership Report is updated as districts submit payments. This report was last updated March 7, 2026.

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#### Member Districts in Good Standing = 116

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Alum Rock Union Elementary	Moreland
Antelope Valley Union High School District	Morgan Hill Unified
Apple Valley Unified School District	Mount Pleasant
Atwater Elementary School District	Mountain View Los Altos Union High
Baldwin Park Unified School District	Mountain View School District - El Monte
Barstow Unified School District	Mountain View-Whisman
Bear Valley Unified School District	Mt. Diablo Unified School District
Bellflower Unified School District	National School District
Berryessa Union	Natomas Unified School District
Calaveras Unified School District	Newhall School District
Calbright College	Newport-Mesa Unified School District
Cambrian	Oak Grove
Campbell Union High.	Ocean View School District
Centinela Valley Union High School Dist	Ojai Unified School District
Corona-Norco Unified School District	Orange Unified School District
Cucamonga School District	Orchard
Cupertino Union	Pajaro Valley Unified School District
Del Norte County Schools	Palo Alto Unified
Duarte Unified School District	Palos Verdes Peninsula Unified School District
East Side Union High.	Paramount Unified School District
Eastside Union School District	Planada School District
El Monte City Elementary School District	Redondo Beach City Unified School Dist.
Elk Grove Unified School District	Richfield Elementary School District
Enterprise Elementary School District	Ripon Unified School District
Evergreen	Riverbank Unified School District
Fairfield-Suisun Unified School District	Rosedale Union Elementary District
Fallbrook Union High School District	Rosemead 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  
 High Tech High  
 Hilmar Unified School District  
 Kernville Union School District  
 Laguna Beach Unified School District  
 Lake County Office of Education  
 Lakeport Unified School District  
 Lakeside Joint  
 Lawndale Elementary School District  
 Little Lake City School District  
 Loma Prieta Joint Union  
 Long Beach Unified School District  
 Los Altos  
 Los Gatos Union  
 Los Gatos-Saratoga Union High  
 Luther Burbank  
 Lynwood Unified School District  
 Madera County Sup of Schools  
 MetroEd  
 Milpitas Unified  
 Monterey County Office of Education

Saddleback Valley Unified School District  
 Salinas City School District  
 San Benito High School District  
 San Jose Unified  
 San Marino Unified School District  
 Santa Clara County Office of Education  
 Santa Clara Unified  
 Santa Clarita Valley School Food Services Agency  
 Santa Maria Joint Union HSD  
 Santa Monica-Malibu Unified School Dist.  
 Saratoga Union  
 Saugus Union School District  
 South Pasadena Unified School District  
 South Whittier School District  
 Stanislaus Union School District  
 Sulphur Springs School District  
 Summerville Elementary School District  
 Sunnyvale.  
 Sweetwater Union High School District  
 Tustin Unified School District  
 Union  
 Ventura County Office of Education  
 Victor Elementary School District  
 Walnut Creek School District  
 Walnut Valley Unified School District  
 West Contra Costa Unified School District  
 West Covina Unified School District  
 Westminster School District  
 William S. Hart Union High School Dist.  
 Wiseburn School District

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Member Districts Not in Good Standing – 19

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ABC Unified School District  
 Acton-Agua Dulce Unified School District  
 Armona Union Elementary School District  
 Baker Valley School District  
 Compton Unified School District  
 El Segundo Unified School District  
 Golden Valley Unified School District  
 Imperial Valley College

Lennox School District  
 Lost Hills Union School District  
 Monrovia Unified School District  
 Nevada Joint Union High SD  
 Norwalk-La Mirada Unified School District  
 Pacific Grove Unified School District  
 Paradise Unified School District  
 Rowland Unified School District

Kings County Office of Education  
Le Grand Union High School District

Upland Unified School District

Recommendation: Receive information and comment.

School Employers Association of California  
BR3

**To:** Board of Directors  
**From:** John Roach  
**Subject:** Financial Report  
**Date:** March 16, 2026

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Background Information

The Board is provided with periodic Financial Reports. This report represents this year from July 1, 2025, through March 10, 2026

Because we are a Joint Powers Agency, we feel it is prudent to have our Financials reviewed by a third party. Brett McFadden reviews our financial reports every month.

*Dear John and Arline*

*Hope this email finds you both well. I have reviewed the January 2026 bank statement and QuickBooks Reconciliation Report for SEAC. All revenues and expenditures appear to be properly accounted for. Financial activity for January 2026 appears to be in alignment with SEAC operations, board approved activities, and JPA bylaws.*

*Thank you,*

*Brett McFadden  
SEAC Treasurer*

**Profit and Loss**  
**School Employers Association of California (SEAC)**  
**July 1, 2025-March 10, 2026**

Distribution account	Total
Income	
Conferences_Workshops	
SDNCP Workshop	80,122.00
<b>Total for Conferences_Workshops</b>	<b>\$80,122.00</b>
Direct Services	380,521.61
Dues/Membership Expense	187,047.00
Interest	1,414.20
Services	5,735.69
Unapplied Cash Payment Income	641.07
<b>Total for Income</b>	<b>\$655,481.57</b>
<b>Gross Profit</b>	<b>\$655,481.57</b>
Expenses	
Capital Expenditures	
Equipment	
Computers	603.39
<b>Total for Equipment</b>	<b>\$603.39</b>
<b>Total for Capital Expenditures</b>	<b>\$603.39</b>
Conferences/Workshops-Other	2,100.00
Board Meeting	787.54
<b>Total for Conferences/Workshops-Other</b>	<b>\$2,887.54</b>
Contracted Services	
Audit	10,500.00
Governmental Relations	22,500.00
<b>Total for Contracted Services</b>	<b>\$33,000.00</b>
Direct Services Exp	237,152.53
Insurance	7,052.75
Workers Comp	-1,073.00
<b>Total for Insurance</b>	<b>\$5,979.75</b>
Marketing	4,275.00
Mileage Reimbursement Expense	3,827.15
Miscellaneous Expense	
Licenses/Permits	1,194.89
<b>Total for Miscellaneous Expense</b>	<b>\$1,194.89</b>
Office Supplies	460.98
Payroll Expenses	

Taxes	13,498.51
Wages	159,431.50
<b>Total for Payroll Expenses</b>	<b>\$172,930.01</b>
Professional Services	
Accounting	5,151.81
Consultant	1,725.00
<b>Total for Professional Services</b>	<b>\$6,876.81</b>
Reimbursements	141.41
Staff Travel Expense	11,477.89
Travel Expense/Airfare	372.80
<b>Total for Reimbursements</b>	<b>\$11,992.10</b>
SDNCP Expense	20,037.50
Staffing	
Expense Reimbursement	22,703.88
<b>Total for Staffing</b>	<b>\$22,703.88</b>
Subscriptions	30.00
Telecommunications	3,529.39
Telephone Service	638.32
Web Site	1,446.38
<b>Total for Telecommunications</b>	<b>\$5,614.09</b>
Unapplied Cash Bill Payment Expense	250.00
<b>Total for Expenses</b>	<b>\$529,815.62</b>
<b>Net Operating Income</b>	<b>\$125,665.95</b>
<b>Net Other Income</b>	
<b>Net Income</b>	<b>\$125,665.95</b>

# School Employers Association of California

## BR4

**To:** Board of Directors  
**From:** John Roach  
**Subject:** Professional Development Report, Special Projects, Services Report  
**Date:** March 16, 2024

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### Background Information:

The Assistant Executive Director provides a professional development report at each board meeting, itemizing and summarizing major activities from the last report. This report covers the period: December 4, 2025 – March 16, 2026.

### SEAC Negotiators Certification Program

#### Negotiators Certification Program for 2025-26

##### **Enrollment**

- **Program A: 20**
- **Program B: 22**
- **Total: 42** (Last year's enrollment was 35)

##### **Engagement**

- **Session emails:** sent prior to each session to preview topics, provide materials, give Zoom links.
- **E-folders:** Contain all session PowerPoints and other documents.
- **Assistance:** All participants are encouraged to contact Louise for program conflicts, special requests, or other matters – her cell is in their contacts for text or calls
- **Session Engagement:** Participants are asked to remain on video for better connection with the live presentations by the guest expert presenters; breakout room discussions are encouraged for use by presenters.
- **Presenter Preparation:** I hold a Zoom session with each presenter prior to the presentation date to ensure the PowerPoints and video can be shared, and to prepare for Breakout Groups and other special requests. Thank-you emails are sent to all presenters the day of the presentation, or by the next day. For those presenters who receive an honorarium, I send their honorarium expense forms to Arline at the conclusion of the session.

##### **Simulations**

- Participants experience two bargaining simulations:
  - **Traditional Bargaining Simulation** (November/December)
  - **Collaborative/IBB Bargaining Simulation** (April/May)
- These are key sessions for providing direct experiences of the negotiating process, and for gaining new perspectives of bargaining and team dynamics. SEAC provides consultant coaches for each team (management/teacher) and a lead for each cohort. We have 4 simulation cohorts this year.

### Remaining Sessions:

- Sessions 5 through 9 provide these topics:
  - **Collaborative Leadership Practices:** Two different presentations for all program groups: (1) by Superintendent Gina Zeitlow and Association President Ray Gaer from ABCUSD and (2) by Jim Coombs, newly retired Superintendent from Lowell JSD.
  - **Communication:** Presented by SEAC consultant Kelli Moors (A) and Marci McFadden and Dr. Manny Nunez from Monterey Peninsula USD. (B), this covers communications with the board/superintendent, associations, district, and community.
  - **Fiscal Issues in Collective Bargaining:** Presented by Barrett Snider (Capitol Advisors) and Brett McFadden (retired Supt. & long-time CBO; SEAC treasurer) (A&B), this session focuses on the vital documents, data, communication, and knowledge needed to cover this challenging area of negotiations.
  - **Health Benefits:** SEAC consultant Mark Lowenthal provides an invaluable overview of key areas to consider in negotiations for health benefits.
  - **Preparing for Negotiations:** SEAC consultant Cindy Frazee lends her extensive expertise to this topic.
  - **Collaborative Leadership Fundamentals & Problem Solving:** I offer this topic; providing overall collaborative leadership and solving problems as they emerge are key in successful negotiations at the table.
  - **Interest-Based Bargaining:** SEAC consultant Dr. Debby Collins provides an overview of IBB and brings IBB practitioners from management and associations to answer participant questions.
  - **Collaborative Bargaining Simulations:** The participants are assigned to district and association teams and an IBB facilitator takes them through the IBB process to address negotiation topics.

## **IBB Training**

There was a recent inquiry from Solana Beach USD regarding IBB training, but no confirmation at this time. In general, districts seem unable to encourage IBB training with their associations, and state associations are not supporting the approach at this time.

## **Negotiation Facilitation**

SEAC Facilitators for IBB Bargaining tables for 2025-26 include:

- **Apple Valley Unified School District - Certificated:** Linda Young
- **Victor Elementary School District - CSEA:** Dr. Jenn Bryant
- **Victor Mt. View Montessori Charter School - Teachers:** Linda Young
- **Victor Mt. View Montessori Charter School - Classified:** Linda Young
- **Saddleback Unified School District - CSEA:** Dr. Debby Collins
- **Victor Elementary School District - Certificated:** Dr. Jenn Bryant
- **Fontana Unified School District - Certificated:** Dr. Louise Taylor
- **Ripon Unified School District - Certificated:** Dr. Louise Taylor (on call)
- **Ripon Unified School District - CSEA:** Dr. Louise Taylor (on call)

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.

**Calbright College:** Calbright College is California's online Community College. They continue to appreciate and expand SEAC support for their mission. They have recently confirmed a contract to provide SEAC HR support services January – June 2026.

**Cucamonga School District (CSD):** SEAC to provide two leadership training programs for 2025-26:

1. Team Building: A training program for District Office and Classified Managers on team building, service orientation, communication and handling challenging situations. SEAC Consultants Sheri Loewenstein and Debby Collins led this project. Reviews were quite positive. A debrief will take place in late March.
2. Evaluation Processes: A training/guidance program for all certificated management (district office & site) on evaluation, observation, courageous conversations, and general team management and support. SEAC Consultant Cindy Frazee is leading this project, with

support from new SEAC Consultant Bobbi Burkett. This project is finished and Cindy and I are working on a feedback process to further assess its success. Cindy was given wonderful feedback for the program.

### **Ongoing Professional Support and Advice Services**

SEAC provides ongoing support and guidance to school district administrators on a regular basis.

We regularly receive inquiries from various districts regarding labor relations, bargaining requirements, human resources challenges, and other issues. SEAC provides this service to administrators via email, Zoom, or phone at no extra cost to SEAC member districts.

SEAC offers coaching service for district administrators, on a fee basis. This service is provided especially by SEAC Consultants Sheri Loewenstein, Marc Winger, Roger Gallizzi, Cindy Frazee, and Jenn Bryant, but by other SEAC consultants as well. Joseph Bremgartner is the SEAC consultant providing HR support for Calbright College, Jan-June 2026.

### **HR Zoom Sessions**

Dr. John Roach and Cindy Frazee continue monthly HR Zoom sessions to cover key topics for our SEAC member districts. These sessions are kept to an hour, provide information for HR leaders, and respond nimbly to questions/requests from districts. The attendance is growing considerably; the current focus is on district preparation and responses to association tactics in negotiations. Kelli Moors, Walt Schwartz, and I often attend to respond to district requests for support for various topics.

### **Presentations**

SEAC consultants presented at the ACSA Symposium in San Diego in January 2026:

- “Starting the Journey – How to Prepare for Negotiations” - presented by Cindy Frazee
- “Looking for more Constructive Negotiations? What about an Interest-Based Approach?” - Presented by Dr. Jennifer Edic Bryant and Dr. Linda Harding.

### **Roger Gallizzi**

I continue my resident consultancy with the Santa Clara County Office of Education, serving at the pleasure of the County Superintendent. Like many of the LEAs we serve, we have layoffs of both classified and certificated, bargaining unit members and management. Lack of funds for grant programs ending and

decreasing impacts on the general fund, and lack of work due to general declining enrollments and transfers of programs back to school districts.

Reorganizing the Human Resources Office and developing or codifying procedures and protocols is ongoing work as I collect data and work on technological efficiencies. In addition, I am working diligently to improve the organization by improving the people who work there (a polite way of saying progressive discipline, suspensions, and dismissals. )

In the evenings and on the weekends, I continue to serve our other member agencies. Recently I completed a small compensation study for Salinas City Elementary district as well as ongoing job description revisions. We are also embarking on the biannual Classification Study for Rio School District this weekend.

## **Debby Collins**

**Saddleback Valley USD** - We are still working on classification studies and reviewing every single job description for accuracy, consistency and appropriate salary range.

### **Cucamonga School District -**

Sheri Lowenstein and Debby Collins completed a Team-Building Training lasting two days in Cucamonga School District. The first day was October 2 and the second was February 25. The entire District Office staff attended, including classified and management employees, and addressed the following topics:

#### **COMMUNICATION (Day 1)**

- Various means of communication: words, voice, body language
- Reviewed good practices for: email, in person and phone

#### **COMMUNICATION (Day 2)**

- Discussed and Developed Communication Plan for the District
- Reviewed 6 Communication Skills and Teams Designed Presentations about each skill.

#### **IMPLICIT BIAS/SUBTLE ACTS OF EXCLUSION (Day 2)**

- Used the book, Subtle Acts of Exclusion (Jana & Baran, 2023)
- Addressed Marginalized groups
- Practiced what to do when you hear Microaggressions
- How to practice “Acts of Inclusion”

Sheri and I are working on a tool to obtain feedback from the Supt.'s cabinet. Louise gave us some examples. We will share when we complete that task.

## **Sherri Loewenstein**

Sheri Loewenstein and Debby Collins completed a Team-Building Training lasting two days in Cucamonga School District. The first day was October 2 and the second was February 25. The participants included the entire District Office staff and addressed the following topics:

### COMMUNICATION (Day 1)

- Various means of communication: words, voice, body language
- Reviewed good practices for: email, in person and phone

### COMMUNICATION (Day 2)

- Discussed and Developed Communication Plan for the District
- Reviewed 6 Communication Skills and Teams Designed Presentations about each skill.

### IMPLICIT BIAS/SUBTLE ACTS OF EXCLUSION (Day 2)

- Used the book, Subtle Acts of Exclusion (Jana & Baran, 2023)
- Addressed Marginalized groups
- Practiced what to do when you hear Microaggressions
- How to practice “Acts of Inclusion”

I am continuing to serve as a coach in the Ocean View School District for principals, directors and assistant superintendents.

On Oct 15, 2025, and January 26, 2026, I presented workshops in the Ocean View School District for School Office Managers, department secretaries and front office staff on Customer Service.

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

## **Jennifer Edic Bryant**

Since November, I have continued serving as the Interest-Based Bargaining (IBB) facilitator for both the teachers' association and the CSEA bargaining tables in the Victor Elementary School District. In January, Dr. Linda Harding and I represented SEAC at the ACSA Negotiator's Symposium in San Diego, CA. We hosted a breakout session on Interest-Based Bargaining for HR administrators from across the state. While my consulting work with Calbright College Student Services and Success Division slowed in the fall, I have maintained communication with the division's Vice President, who has expressed a desire to fully re-engage in leadership professional development and coaching sessions once budget cuts and reorganization are finalized.

Recommendation

Receive information and comment.

School Employers Association of California  
BR5

**To:** Board of Directors  
**From:** John Roach  
**Subject:** Legislative Update from Capitol Advisors  
**Date:** March 16, 2026

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Background Information:

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

## Legislative Report



### SEAC Board Meeting Monday, March 16, 2026

#### ***Position Bills***

The 2026 Legislative session is the second year of a two-year session. The bills listed below are leftover from last year (i.e. the first year of session) but which are still eligible to continue moving this year.

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#### **[AB 65 \(Aguilar Curry\)](#) Paid leave**

**Status:** Senate Education Committee  
**Position:** Oppose unless Amended

#### **[AB 917 \(Ávila Faria\)](#) Probationary Employees**

**Status:** Senate Education Committee

**Position:** Oppose

#### **School and community college employees: paid disability and parental leave.**

This bill would require K12 public schools to provide up to 14 weeks of paid leave for employees, both certificated and classified, who are required to be absent from duty because they are experiencing pregnancy, miscarriage, childbirth, termination of pregnancy, or recovery from those conditions.

*Amendments sought:*

- Provide state funding for the leave
- Address state substitute policy to reduce classroom/instruction disruptions

**Evidentiary privileges: union agent represented worker privilege.**

This bill would delete the current exemption for schools districts with fewer than 250 average daily attendance (ADA) from requiring a certificated employee to become permanent after 2 years of service and instead would require that a certificated employee of a school district of any type or class or of a county superintendent of schools, regardless of the ADA of the school district or county superintendent of schools, who completes 2 consecutive years and is reelected to become a permanent employee.

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## ***Position Recommendations***

A list of recently introduced HR related and other high-profile legislation with position recommendations.

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**[AB 1564 \(Ahrens\)](#)**

**Privileged Communications**

*Recommendation: Oppose*

**Employer employee relations: confidential communications.**

This bill would prohibit a public employer from questioning a public employee, a representative of a recognized employee organization, or an exclusive representative regarding communications made in confidence between an employee and an employee representative in connection with representation relating to any matter within the scope of the recognized employee organization's representation.

*Note: This is a reintroduction of last year's AB 340, which SEAC also opposed. [AB 1750 \(Caloza\)](#)*

**Sick Leave**

*Recommendation: Oppose*

**School and community college employees: absences due to illness or accident.**

This bill would remove the authority for an LEA to deduct from an employee's pay the cost of hiring a substitute when the employee is out on extended illness leave and instead require, when a certificated or classified school employee has exhausted all available sick leave and continues to be absent from duties on account of illness or accident for an additional period of 5 months, the employee to receive their full salary during those 5 months.

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**[AB 1803 \(Jackson\) Training](#)**

*Recommendation: Watch*

**Employment: sexual harassment training and education: antihate speech training.**

Existing law requires an employer with 5 or more employees to provide at least 2 hours of classroom or other effective interactive training and education regarding sexual harassment to all supervisory employees and at least one hour of classroom or other effective interactive training and education regarding sexual harassment to all nonsupervisory employees in California once every 2 years. This bill would require the employer to also include antihate speech training as a component of this training.

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**[AB 1883 \(Bryan\)](#)**

**Workplace Surveillance**

*Recommendation: Watch*

### **Workplace surveillance tools.**

The bill would prohibit an employer from using certain workplace surveillance tools, including a workplace surveillance tool that incorporates facial, gait, or emotion recognition technology. The bill would also prohibit an employer from using a workplace surveillance tool to infer specified categories of information about a worker, including, among others, their veteran status, ancestral history, religious beliefs, or disability status.

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### **[AB 1961 \(Ahrens\)](#) Workplace violence**

*Recommendation: Support*

#### **Civil actions: protective orders: workplace violence.**

Existing law authorizes an employer or collective bargaining representative of an employee who has suffered harassment, unlawful violence, or a credible threat of violence from any individual, to seek a workplace violence restraining order on behalf of the employee.

This bill would authorize an employer to seek a workplace violence restraining order on behalf of a reasonably identifiable group or class of employees if a credible threat of violence is generally directed at the employer's workplace or at the employer's employees. The bill would not require an employer to name any individual employee as a protected party if the employer seeks a workplace violence restraining order on behalf of a group or class of employees.

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### **[AB 2008 \(Patel\)](#) Workplace violence**

*Recommendation: Support*

#### **Legislature: local educational agencies: reporting requirements: repealer.**

Existing law requires a bill that requires a state agency to submit a report on any subject to either house of the Legislature, a committee or office of either house of the Legislature, or the Legislative Counsel Bureau, to include a provision that repeals the reporting requirement, or makes the requirement inoperative, no later than a date 4 years following the operative date of the bill or 4 years after the due date of any report required every 4 or more years.

This bill would require those same procedures for a bill that would require a school district, COE, or charter school to complete a plan or report with an undefined end date. The bill would provide that those procedures do not apply to routine reporting requirements, including, but not limited to, reporting requirements for the local control funding formula or the California Longitudinal Pupil Achievement Data System.

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### **[AB 2095 \(Lee\)](#)**

#### **Hiring**

*Recommendation: Watch*

#### **Employment discrimination: conviction history.**

This bill would make it unlawful for an employer with 5 or more employees to, while conducting a conviction history background check in connection with an application for employment, ask any question that directly or indirectly seeks consent for a conviction history background check or requesting consent for or beginning a conviction history background check before providing the applicant with a list of all specific job duties of the position with which a conviction may have a direct and adverse relationship and potentially result in an adverse action or require a job applicant to cover the cost of a conviction history background check.

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### **[AB 2142 \(Garcia\)](#) Classified service**

*Recommendation: Watch*

**School districts: community college districts: short-term employees: classified service.**

This bill would establish a rebuttable presumption that a school district or community college district is required to place a short-term employee into the classified service if the short-term employee either performs required service or any other service, or any combination of services, beyond 75% of a school year, or voluntarily separates or is laid off or terminated from employment as a short-term employee before a date constituting 75% of a school year and is then rehired by the school district or community college district at any point, including subsequent school years.

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**[AB 2490 \(Valencia\) Hiring](#)**

*Recommendation: Watch*

**Elementary and secondary education.**

This bill states the intent of the Legislature to enact future legislation to improve the delivery of public education in California.

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**[SB 1083 \(Pérez\)](#)  
[Egregious misconduct](#)**

*Recommendation: Watch*

**Noncertificated employees: disciplinary hearings: egregious misconduct.**

This bill states the intent of the Legislature to enact future legislation relating to disciplinary hearings for egregious misconduct by noncertificated employees.

*Note: This is expected to be a cleanup bill for last year's SB 848.*

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## ***Other Bills of Interest***

A list of other major HR related bills that SEAC is tracking.

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**[AB 1904 \(Gipson\) Credentialing](#)**

**Teachers: credentialed educator apprenticeship programs.**

This bill would require the Commission on Teacher Credentialing (CTC) and the Division of Standards to partner in the dissemination, approval, and monitoring of credentialed educator apprenticeship programs in California, and to communicate apprenticeship requirements to professional preparation programs, LEAs, and other potential sponsors of credentialed educator apprenticeship programs. The bill, notwithstanding any other law, would authorize the CTC to issue apprenticeship certificates or permits to educator candidates without a credential who are employed by LEAs and participating in approved credentialed educator apprenticeship programs, as specified.

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**[AB 2056 \(Alvarez\) Teacher shortage](#)**

**Teachers: exchange programs: local educational agencies.**

Existing law, the World Language Teacher Exchange and Recruitment Law of 1963, requires the State Board of Education (SBE) to adopt rules and regulations under which teachers employed by California school districts may exchange positions with teachers in schools in other countries for a period of one year or less.

This bill would revise and recast those provisions by, among other things, (1) no longer requiring the state board to adopt regulations, (2) no longer requiring CDE to administer the program or take actions necessary to carry out the program, (3) expressly providing for exchanges with Mexico, (4) expanding the authorized exchanges to include county offices of education and charter schools, and (5) eliminating the one year time limit on the exchanges.

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#### **[AB 2060](#) (Muratsuchi) Collective bargaining**

##### **Collective bargaining: wages: stipends for mentor teachers.**

Existing law requires a public school employer or their representatives to meet and negotiate with, and only with, representatives of employee organizations selected as exclusive representatives of appropriate units, upon request, with regard to matters within the scope of representation. This bill would expressly provide that wages, for purposes of the above described collective bargaining provisions, include stipends for mentor teachers.

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#### **[AB 2197](#) (Valencia) Vendors**

##### **School employees: solicitation: financial services or products.**

This bill would prohibit a school district, COE, or charter school from permitting solicitation of financial services or products on a school site to school employees unless specified conditions are met, including, among others, requiring the representative to follow security measures and provide evidence of their business and license status. The bill would prohibit a representative from providing any inducement to school employees and would require the representative to provide certain verbal and written disclosures at the beginning and end of each solicitation.

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#### **[AB 2365](#) (Sanchez) Employee dismissal**

##### **Education related positions: dismissals: egregious misconduct: employment prohibition.**

Existing law prohibits a permanent school employee from being dismissed, except for one or more of certain enumerated causes, including egregious misconduct, and prescribes specific procedures for dismissals and suspensions based solely on acts of egregious misconduct. This bill would expand the definition of egregious misconduct for those purposes to include additional offenses, including offenses relating to human trafficking, child abandonment and neglect, child abduction, and impermissible contact or communication with a minor, as specified. The bill would prohibit a certificated person who is dismissed for egregious misconduct from being employed in any education related position by any state agency, the California State University, the University of California, any local agency, or any LEA.

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#### **[SB 527](#) (Alvarado Gil) Worker classification**

##### **Worker classification: employees and independent contractors: athletic coaches.**

Existing law establishes that a person providing labor or services for remuneration is considered an employee rather than an independent contractor unless the hiring entity demonstrates that the person is free from the control and direction of the hiring entity in connection with the performance of the work, the person performs work that is outside the usual course of the hiring

entity's business, and the person is customarily engaged in an independently established trade, occupation, or business. This test is known as the "ABC" test.

Existing law exempts specified occupations and business relationships from the application of the ABC test described above. This bill would extend the above specified exemption to a sports coach for an elementary or secondary private school or LEA.

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### **SB 947 (McNerney) Technology**

#### **Employment: automated decision systems.**

This bill would prohibit an employer from using an automated decision system (ADS) to do specified actions, including, prevent compliance with or violate any federal, state, or local labor, occupational health and safety, employment, or civil rights laws or regulations, conduct predictive behavior analysis on a worker, or identify, profile, predict, or take adverse action against a worker for exercising their legal rights, including, but not limited to, rights guaranteed by state and federal employment and labor law.

The bill would also prohibit an employer from solely relying on an ADA when making a disciplinary, termination, or deactivation decision.

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### **SB 951 (Reyes) Technology**

#### **Employment: technological displacement.**

This bill would establish the California Worker Technological Displacement Act, which would require an employer to provide at least a 90day advanced written notice before any technological displacement or termination of contract affecting 25 or more workers or 25 percent of the workforce, whichever is less.

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### **SB 1038 (Laird) Retirement**

#### **The Public Employees' Retirement System**

The Public Employees' Retirement Law (PERL) authorizes the CalPERS Board, during the course of an audit, to require each state employer, school employer, including each school district represented by a school employer, and contracting agency to provide information as deemed necessary by the board to determine eligibility for, and the correctness of, retirement benefits, reportable compensation, enrollment in, and reinstatement to this system. PERL requires the board, before initiating an audit, to notify the subject of the audit of the estimated time required to completion.

This bill would require the Board, before initiating an audit, to list specific information about the audit on its internet website and provide written notice to the affected state employer, school employer, including each school district represented by a school employer, or contracting agency. The bill would require an affected employer to forward the written notice of the intended audit to the exclusive representative or representatives, if any, of members that may be affected by the audit, and provide the names of any members affected by the final audit to the board and the exclusive representative or representatives, if any.

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### **SB 1149 (Durazo) Leave**

#### **Employees: bereavement leave.**

Existing law makes it an unlawful employment practice for an employer to refuse to grant a request by any employee to take up to 5 days of bereavement leave upon the death of a family member, to refuse to hire, or to discharge, demote, fine, suspend, expel, or discriminate against, an individual because of the individual's exercise of the right to bereavement leave or because of the individual's giving information or testimony as to their own or another person's bereavement leave, or to interfere with, restrain, or deny the exercise of, or the attempt to exercise, any of these rights.

This bill would include a designated person in the definition of "family member" for purposes of these provisions relating to bereavement leave.

### Recommendation

Receive information and comment.

School Employers Association of California  
BR6

**To:** Board of Directors  
**From:** John Roach  
**Subject:** Possible Board opening and October SEAC election  
**Date:** March 16, 2026

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Background Information:

An election will be held in the fall.

Roxanne Fuentes and Gudiel Crosthwaite completed one full three-year term and may, if they choose, stay on for a second three-year term.

Paul Johnson is retiring.

Recommendation

Discuss and provide directions to the Executive Director.

School Employers Association of California  
BR7

**To:** Board of Directors  
**From:** John Roach  
**Subject:** Annual Audit  
**Date:** March 16, 2026

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Background Information:

Our Bylaws and the State of California require an annual audit of the JPA's finances.

Once again, Smith Marion & Co., of Redlands, completed the audit.

The audit was emailed to the Board on Friday March 6, 2026.

Recommendation

Accept the audit and provide comments if appropriate.

School Employers Association of California  
BR8

**To:** Board of Directors  
**From:** John Roach  
**Subject:** Legislative Action Day  
**Date:** March 16, 2026

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Background Information: In December the Board adopted a Legislative Platform to guide the advocacy work of the organization. The 2026 Platform is presented here, and copies will be provided to the Legislators and staffers we meet with Tuesday, March 17, 2026. The preliminary schedule for Tuesday is as follows. Remember it is a work in progress.

<u>Time</u>	<u>Event</u>	<u>Location</u>
8:30 am – 9:00 am	<b>Breakfast/Coffee</b>	925 L Street, Suite 1200
9:00 am – 9:30 am	<b>Andrew Medina</b> , <i>Policy Consultant, Education</i> Office of Senate Pro Tem Monique Limón <b>Yong Salas</b> , <i>K-12 Education Consultant</i> Senate Budget No. 1 on Education	925 L Street, Suite 1200
10:00 am – 10:30 am	<b>Misty Feusahrens</b> , <i>Policy Consultant, Education</i> Office of Assembly Speaker Robert Rivas	Zoom 925 L Street, Suite 1200
11:30 am – 12:00 pm	<b>Jessica Holmes</b> , <i>Program Budget Manager</i> Department of Finance	925 L Street, Suite 1200
12:00 pm – 1:00 pm	<b>Lunch</b>	925 L Street, Suite 1200
3:00 pm	<i>Travel home/Airport</i>	



**School Employers Association of California (SEAC)**  
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949.387.1869  
[seac@seacal.org](mailto:seac@seacal.org)

## **2026 Legislative Platform**

### **Legislative Priorities for 2026**

The legislative priorities of the School Employers Association of California (SEAC) are intended to provide direction to the SEAC board as it takes actions on proposed legislation and to Capitol Advisors Group as they represent our interests as policy advocates.

### **Guiding Principles**

SEAC represents the interests of school districts regarding labor relations, collective bargaining, and employer employee rights. Our legislative positions must always reflect our core values:

- Placing student interests first in bargaining;
- Advocating and protecting management rights to lead and operate effective school districts;
- Assisting districts to build and protect fiscal integrity;
- Assisting districts to provide fair and competitive salaries, benefits, and working conditions for their employees.

### **State Legislative Priorities**

#### *Ongoing Funding*

- With revenues coming in higher than budget projections, and a significant amount of that expected to come to schools as onetime Proposition 98 funding, SEAC supports any additional funding provided to schools above a COLA going towards increasing discretionary base funding, not to establish new programs.
- Many LEAs used prior COLA calculations to negotiate multiyear agreements with their employee unions and thus are depending on continued COLA funding. SEAC recognizes that a COLA is designed only to allow schools to maintain existing programs at prior year levels with adjustments for inflation and does not equip schools with the resources to move beyond the prior year in building the capacity of public education for the future. SEAC therefore supports establishing the funding of a COLA as reflective of actual cost increases that is the base for year over year funding increases, not the ceiling.
- The Governor and Legislature should protect core programs as the state looks to navigate its ongoing budget deficit.

- In order to protect education funding, SEAC supports a ballot measure to make permanent the tax on high income earners first established by Proposition 30 (2012) and then extended by Proposition 55 (2016), and which are currently set to expire in 2030.

#### *Paid Family and Pregnancy Related Leave*

- SEAC supports efforts to provide state funded paid family leave so long as it does not expand the scope of local bargaining. This should be a state supported policy and should not vary from district to district.

#### *Public Records Act (PRA) Requests*

- There has been a noticeable uptick in PRA requests for schools to provide information. These requests are often broad and seek decades of information.
- SEAC understands the importance of transparency but also acknowledges frivolous PRA requests take time away from school staff in meeting their other duties.
- SEAC supports efforts to limit PRA abuse, including limiting the number of requests and what information can be requested, giving LEAs greater authority in what information they are required to provide, restricting for profit requests, allowing LEAs to charge for work associated, and providing more time for LEAs to respond to requests.

#### *Charter School Reform*

- As the state explores reforms for non-classroom based charter schools, SEAC supports efforts to increased authorizer responsibilities, as long as the state provides additional funding for that purpose.

#### *Safe and Healthy School Campuses*

- SEAC understands that, since the enactment of recent legislation that extended, or eliminated completely, the statute of limitations for childhood sexual assault claims, there has been a rise in lawsuits from decades old claims that have resulted in large settlements and judgments against local educational agencies (LEAs.)
- SEAC takes the safety of students very seriously and supports the creation of a victims' compensation fund to provide justice and compensation to victims of sexual abuse without taking money away from the classroom.
- SEAC believes that background checks are a vital part of the school hiring process but recent legislative changes in this area (ex. AB 2534 (2024), SB 848 (2025)) have raised implementation questions in the field that could lead to delays in filling vacancies with quality employees. SEAC supports streamlining these new background check requirements to ensure LEAs can efficiently and effectively meet the requirements of the law.
- SEAC understands that ensuring campuses are safe places for students extends beyond physical security and supports alternative approaches to addressing student health and safety, including increased investment in school based student mental health services and the creation of community schools models in all school districts.
- SEAC believes that schools should be safe places for students and staff, therefore SEAC opposes the use of school staff, schools, and campuses as tools for solving political issues related to immigration and deportation.

#### *Staffing Shortages/Challenges*

- SEAC supports efforts to allow LEAs to address staffing shortages, both certificated and classified in the manner that best fits their needs, including advocating that any funding provided to schools is discretionary in nature and not tied to new categorical programs, as much as possible.

- SEAC supports efforts to provide schools with additional hiring and staffing flexibilities, including waiving the requirement that retired certificated and classified staff must wait 180 days before reemployment and allowing a credentialed substitute to serve in a single assignment for a longer of period of time than allowed under current law.

#### *Pensions & Retirement*

- SEAC supports efforts to mitigate the escalation and volatility of employer contribution rates for the California Public Employees' Retirement System (CalPERS) and California State Teachers' Retirement System (CalSTRS), both of which place significant fixed cost pressures on local educational agencies across the state.
- SEAC supports efforts to protect the retirement benefits of our employees, past and present, by addressing CalPERS's and CalSTRS's unfunded obligations.
- SEAC believes that sustainability and integrity of the CalPERS and CalSTRS pension funds must be prioritized over investment mandates—especially divestiture—that are inconsistent with the pension systems' efforts to maximize risk adjusted investment returns, control employer and employee contribution rates, and provide the retirement benefits promised to their members.

#### *Universal Transitional Kindergarten (TK)*

- SEAC understands the importance of increasing access to TK and supports ensuring that the expansion includes funding and support for all districts, including community funded districts.
- SEAC understands that TK students benefit from lower adult to student ratios but also recognizes that there remain ongoing staffing shortages in the TK field that make meeting a 1:10 ratio for every TK classroom difficult.
- Acknowledging that the penalties for failing to meet the 1:10 ratio are severe, SEAC supports the concept that the 1:10 ratio should be aspirational until the state is able to build staff capacity in the field.
- Additionally, TK is funded on an ADA basis but, since many parents do not view TK attendance as mandatory like Grades 112, TK students often do not attend every day. However, schools are still required to fully staff TK classrooms to avoid noncompliance.
- SEAC supports efforts to provide additional funding for TK beyond ADA to ensure LEAs are able to cover the costs of staffing regardless of attendance.

#### *School District Budget Reserve Cap*

- SEAC supports district flexibility, especially in the face of expected funding deficits in the out years, and therefore SEAC supports repealing the local school district budget reserve cap established in the Budget Act of 201415.

#### *Special Education*

- While many school districts are experiencing declining enrollment, special education enrollment has been increasing.
- With special education costs outpacing funding, SEAC supports efforts to ensure special education funding better reflects the true costs of services
- SEAC will continue to carefully monitor all suggestions for Special Education Reform for negotiations and fiscal impact, including AB 504 requests.

#### *Data Collection and Security*

- SEAC remains supportive of the Governor's interest in a cradle to career data system and believes this system should be streamlined and should support the ability to gather and compare district level data

for a number of labor issues, including but not limited to, declarations of impasse, PERB filings, and strikes.

- SEAC understands that a growing number of employee and student services are hosted via the internet or in other online venues and supports more resources for LEAs to harden their cybersecurity infrastructures, including resources to expand/improve measures to prevent ransomware attacks and protect student and employee data
- As the use of Artificial Intelligence (AI) grows, SEAC maintains that the protection of employee and student data is of the utmost importance.

School Employers Association of California  
BR9

**To:** Board of Directors  
**From:** John Roach  
**Subject:** Minutes of December 4, 2025, Board of Directors Meeting  
**Date:** March 16, 2026

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## Board of Directors Meeting

### Minutes

December 4, 2025  
3:30 PM

### LOCATION

**Capitol Advisors**  
925 L Street Suite 1200  
Sacramento, CA 95814

### DETAILS

Call to Order Gudiel 3:30 PM

Roll Call: In attendance: Catharine Kawaguchi, Carmen Garcia, Gudiel Crosthwaite, Nicole Wesley, Paul Johnson, Rebeca Andrade, Roxanne Fuentes, Caitlan Jung, Barrett Snider, John Roach, and Louise Taylor. Froilan Mendoza was unable to attend.

Welcome and Introductions: Board welcomed new member David Tostin.

Approval of Agenda

<b>M</b>	<b>PJ</b>
<b>S</b>	<b>RF</b>
<b>V</b>	<b>Unanimous</b>

## **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 the 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 information and comment.

### **2. Membership Report**

The Executive Director provides a current Membership Report

#### Recommendation

Receive information and comment.

### **3. Financial Reports**

The Board is provided with the 2025 Financial Reports to date.

#### Recommendation

Receive information and comment.

### **4. Professional Development, Special Projects, and Services Report**

The Board is provided with a Professional Development Report from Louise Taylor and SEAC Independent Contractors

#### Recommendation

Receive 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 information and comment.

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**LEGISLATIVE SESSION: *For Action Items Requiring Board Action***

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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. Fall Election**

Approve the results of the Fall 2025 Election:  
Rebecca Andrade Chair  
Gudiel Crosthwaite Vice Chair  
Brett McFadden Treasurer  
John Roach Secretary

M PJ  
S CG  
V Unanimous

**7. SEAC Officers for 2025**

The SEAC Joint Powers Agreement requires the Board of Directors to elect a Chair and a Vice Chair and appoint a Treasurer and Secretary for the calendar year.

**8. Legislative Platform**

The Board will review and amend the legislative priorities and adopt the amended version as the legislative platform for 2025.

M DG  
S DT  
V Unanimous

**9. Consent Agenda**

**9A** Minutes of previous board meeting

**9B** Future Board Meetings Dates

Legislative Action Sacramento Monday and Tuesday March 16 & 17, 2026 6:30 PM,  
8:30 AM Sacramento.

Monday June 15, 8:30 am on Zoom

Friday September 18, 8:30 AM Zoom

Friday December 4, 3:30 PM, 2026 CSBA San Diego

M PJ  
S DT  
V Unanimous

**10. Adjournment**

M GC  
S RA  
V Unanimous