



Board of Directors Meeting

AGENDA

December 4, 2025
3:30 PM

LOCATION

Capitol Advisors
925 L Street Suite 1200
Sacramento, CA 95814

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

A current Membership Report is provided by the Executive Director

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.

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. Fall Election

Approve the results of the Fall 2025 Election.

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.

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9. Consent Agenda

9A Minutes of previous board meeting

9B Future Board Meetings Dates

Leg Action Sacramento either Monday and Tuesday April 13 & 14 or 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

10. Adjournment

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School Employers Association of California

BR-1

To: Board of Directors
From: John Roach
Subject: Activity Reports
Date: December 4, 2025

Background Information:

The Executive Director and the Assistant Executive Director provide an activity report at each board meeting. This report covers the period from September 19, 2025 – December 4, 2025.

From the Executive Director

Since the June 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 with assistance from both Arline Breslin, Admin. Asst. and Gary Everekyan, our Tech Advisor. Arline is having to put in the most time as QuickBooks has been very slow to correct things.

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 pre-empting 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 in SCCOE, and we have been discussing how to do classification and compensation studies as they arise while he is in NorCal rather than home with Jim in Las Vegas.

Kelli Moors and I have met several times to discuss responses to union activities. Louise and Cyndee Frazee and I have continued these conversations.

Mark Lowenthal and I have worked to extend his reach into new districts and this is moving along well.

From the Assistant Executive Director

September

General Activity

- 2025-26 Negotiators Certification Program – Marketing & enrollment monitoring; Welcome letters to presenters & registrants; Zoom prep with presenters; reschedules for participants.
- Coordinate two Cucamonga SD workshops: District Office Team Building (with SEAC presenters Sheri Loewenstein and Debby Collins) and Evaluation Workshop (with Cindy Frazee, Bobbi Barnett, and Walt Schwartz)
- Pursue SEAC Leadership Braintrust plans
- Facilitator request from Victor Elementary SD
- Process La Canada USD IBB workshop request
- School district negotiations facilitation (Interest-Based Bargaining - IBB)

September 19: 2025-26 Negotiations Certification Program A – Session 1

October

General Activity

- 2025-26 Negotiators Certification Program - registration monitoring and participant communications; presenter preparation
- 2025-26 Negotiators Certification Program – Preparation for Traditional Bargaining Simulation – Coach team and Simulation documents
- School district negotiations facilitation (Interest-Based Bargaining - IBB)

October 3: Negotiators Certification Program A – Session 2

October 6: Zoom re: Cucamonga SD workshop on District Team Development

October 10: Negotiators Certification Program B – Session 1

October 16: SEAC Board Meeting

October 17: Negotiators Certification Program A – Session 3

October 24: Negotiators Certification Program B – Session 2

October 27: Zoom meeting with Traditional Bargaining Simulation Coach Team in preparation for Program A & B Simulations

October 29: Zoom conference with Calbright College re: potential SEAC HR consultant

October 29: Draft for Calbright College contract for potential HR consultant

November

General Activity

- 2025-26 Negotiators Certification Program - participant communications; presenter preparation
- 2025-26 Negotiators Certification Program – Preparation for Traditional Bargaining Simulation – Coach team and Simulation documents – Program A
- Preparation of presentation proposal for ACSA Negotiators Symposium - with Jenn Edic Bryant and Linda Harding presenting on IBB
- Outline for SEAC workshop(s) on Preparing for Difficult Negotiations/CTA Tactics
- School district negotiations facilitation (Interest-Based Bargaining - IBB)

November 3: Consultation with Walnut Creek USD re: potential IBB training

November 5: SEAC HR Roundtable

November 7: Negotiators Certification Program A – Session 4 – Traditional Bargaining Simulation

November 14: Negotiators Certification Program B – Session 3

November 27: Happy Thanksgiving!

December

General Activity

- 2025-26 Negotiators Certification Program – Preparation for Traditional Bargaining Simulation – Coach team and Simulation documents – Program B
- School district negotiations facilitation (Interest-Based Bargaining - IBB)

December 3: HR Roundtable

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

Recommendation

Receive information and comment.

School Employers Association of California

BR-2

To: Board of Directors
From: John Roach
Subject: 2025-2026 Membership Report
Date: December 4, 2025

Background Information

The Membership Report is updated as districts submit dues payment. This report was last updated on November 24, 2025.

Membership List 11/24/2025			
Paid Membership - 82 +SCCOE (31) = 113		Santa Clara COE	Unpaid - 22
Little Lake City School District	Newport-Mesa Unified School District	Alum Rock Union Elementary	Elk Grove Unified School District
Laguna Beach Unified School District	Newhall School District	Berryessa Union	Upland Unified School District
Lakeport Unified School District	Natomas Unified School District	Cambrian	San Joaquin County Office of Education
Palos Verdes Peninsula Unified School District	National School District	Campbell Union High.	Rowland Unified School District
Walnut Creek School District	Mountain View School District - El Monte	Cupertino Union	Paradise Unified School District
Orange Unified School District	Monterey County Office of Education	East Side Union High.	Pacific Grove Unified School District
Santa Maria Joint Union HSD	Lynwood Unified School District	Evergreen	Norwalk-La Mirada Unified School District
South Pasadena Unified School District	Long Beach Unified School District	Franklin-McKinley	Nevada Joint Union High SD
Eastside Union School District	Lawndale Elementary School District	Fremont Union High	Monrovia Unified School District
Mt. Diablo Unified School District	Lake County Office of Education	Gilroy Unified	Madera County Superintendent of Schools
Wiseburn School District	Kernville Union School District	Lakeside Joint	Lost Hills Union School District
William S. Hart Union High School Dist.	Hiltmar Unified School District	Loma Prieta Joint Union	Lennox School District
Westminster School District	Hawthorne School District	Los Altos	Le Grand Union High School District
West Covina Unified School District	Guadalupe Union School District	Los Gatos Union	Kings County Office of Education
Stanislaus Union School District	Glenn County Office of Education	Los Gatos-Saratoga Union High	Imperial Valley College
West Contra Costa Unified School District	Glendora Unified School District	Luther Burbank	El Segundo Unified School District
Santa Clara County Office of Education	Glendale Unified School District	MetroEd	Del Norte County Schools
Walnut Valley Unified School District	Fontana Unified School District	Milpitas Unified	Compton Unified School District
Victor Elementary School District	Fillmore Unified School District	Moreland	Baker Valley School District
Ventura County Office of Education	Fallbrook Union High School District	Morgan Hill Unified	Armona Union Elementary School District
Tustin Unified School District	Fairfield-Suisun Unified School District	Mount Pleasant	Acton-Agua Dulce Unified School District
Sweetwater Union High School District	Enterprise Elementary School District	Mountain View Los Altos Union	ABC Unified School District
Summerville Elementary School District	El Monte City Elementary School District	Mountain View-Whisman	
Sulphur Springs School District	Duarte Unified School District	Oak Grove	
South Whittier School District	Cucamonga School District	Orchard	
Saugus Union School District	Corona-Norco Unified School District	Palo Alto Unified	
Santa Monica-Malibu Unified School Dist.	Centinela Valley Union High School Dist	San Jose Unified	
Santa Clarita Valley School Food Services Agency	Calbright College	Santa Clara Unified	
San Marino Unified School District	Calaveras Unified School District	Saratoga Union	
San Benito High School District	Bellflower Unified School District	Sunnyvale.	
Salinas City School District	Bear Valley Unified School District	Union	
Saddleback Valley Unified School District	Barstow Unified School District		
Riverbank Unified School District	Baldwin Park Unified School District		
Ripon Unified School District	Atwater Elementary School District		
Richfield Elementary School District	Apple Valley Unified School District		
Redondo Beach City Unified School Dist.	Antelope Valley Union High School District		
Planada School District	High Tech High		
Paramount Unified School District	Rosedale Union Elementary District		
Pajaro Valley Unified School District	Rosemead School District		
Ojai Unified School District	Rosedale Union Elementary District		
Ocean View School District	High Tech High		

Recommendation:

Receive information and comment.

School Employers Association of California

BR-3

To: Board of Directors
From: John Roach
Subject: 2025 Financial Report
Date: December 4, 2025

Background Information

The Board is provided with periodic Financial Reports. This report represents this year from July 1, 2025, through November 24, 2025.

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.

Due to the challenges with QuickBooks and the related fraud, we have been unable to send Brett Reconciliation Reports for September or October. We will review September, October, November, and December in January and submit the report to the Board.

Profit and Loss
Schools Employers Association of California
July 1-November 24, 2025

Distribution account	Total
Income	
Conferences_Workshops	
SDNCP Workshop	72,322.00
Total for Conferences_Workshops	\$72,322.00
Direct Services	133,756.75
Dues/Membership Expense	178,274.00
Interest	700.10
JPA Membership	1,244.00
Services	3,105.78
Total for Income	\$389,402.63
Gross Profit	\$389,402.63
Expenses	
Capital Expenditures	
Equipment	
Computers	603.39
Total for Equipment	\$603.39
Total for Capital Expenditures	\$603.39
Conferences/Workshops-Other	38.00
Contracted Services	348,657.00
Governmental Relations	15,000.00
Independent Contractors	
Expense Reimbursement	98.93
Total for Independent Contractors	\$98.93
Total for Contracted Services	\$363,755.93
Direct Services Exp	275,163.63
Regional Consultants	
Exp Reimb	265.19
Total for Regional Consultants	\$265.19
Total for Direct Services Exp	\$275,428.82
Insurance	2,213.25
Marketing	1,425.00
Mileage	2,327.50
Miscellaneous Expense	
Licenses/Permits	685.89
Total for Miscellaneous Expense	\$685.89

Office Supplies	114.21
Payroll Expenses	
Taxes	5,757.54
Wages	75,262.00
Total for Payroll Expenses	\$81,019.54
Professional Services	
Accounting	2,717.00
Consultant	1,725.00
Total for Professional Services	\$4,442.00
SDNCP Expense	5,625.00
Staffing	
Expense Reimbursement	14,387.67
Total for Staffing	\$14,387.67
Staff Travel Expense	2,045.60
Telecommunications	2,197.31
Telephone Service	638.32
Web Site	746.38
Total for Telecommunications	\$3,582.01
Unapplied Cash Bill Payment Expense	250.00
Total for Expenses	\$757,943.81
Net Operating Income	-\$368,541.18
Net Other Income	
Net Income	-\$368,541.18
Add Left Coast back	\$491,415.00
Corrected Net Income	\$122,873.82

Cash Basis Monday, November 24, 2025 01:52 PM GMT-08:00

Left Cost Productions The Fraudulent Company			
09/29/2025	Left Coast Productions	Compensation Production Equipment Purchase and Study Analysis for SEACAL	142,758.00
09/29/2025	Left Coast Productions	Consulting Reclassification Media Production Study Confidential Employees, All School Districts Carlsbad for SEACAL	153,873.00
09/29/2025	Left Coast Productions	Consulting Reclassification Media Production Study Confidential Employees, All School Districts Carlsbad for SEACAL - Balance of Payment	194,784.00
Total Fraud:			491,415.00

School Employers Association of California

BR-4

To: Board of Directors
From: John Roach
Subject: Professional Development Report, Special Projects, Services Report
Date: December 4, 2025

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: September 2025 – December 2025.

SEAC Negotiators Certification Program

Negotiators Certification Program for 2025-26

Enrollment – we have two great groups:

- **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 hope 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.

Session Topics

- Both programs will have completed 4 of 9 sessions and several foundational topics prior to the holidays:
 - **History:** Presented by Dr. Marc Winger (A) and Dr. Clint Taylor (B), this review of union activity and law builds an understanding of the improvements in safety, work hours, and compensation built over centuries.
 - **Law (EERA):** Presented by attorneys Dr. Margaret Chidester (A) and William Diedrich (B), this covers the scope and requirements of bargaining in California
 - **Contracts:** Presented by William Diedrich (A&B), this session focuses on the necessity of clear, concise, precise contract language to avoid misunderstandings and conflicting interpretations.
 - **Gaining Board Authority:** Presented by Dr. John Roach (A) and Deputy Supt. David Reilly (and just appointed Supt.!) (Elk Grove USD) (B), this focuses on the communications and confirmations needed to prepare and hear from the Board of Education prior to negotiations.
 - **Management Team Development:** Presented by me (A&B), this provides the tools for identifying and preparing management team members and determining issues for the year's negotiations, session preparation, and general communications.
 - **Strategies & Tactics:** Presented by Roger Gallizzi (A) and John Roach (B), this session reviews not only the steps to build association relationships, but also preparations for when negotiations go downhill, focusing on the CTA strategies/tactics and how to best address them.

- **Impasse and Strike Preparation:** When negotiations go sideways, districts need to be prepared. Program A heard from Attorney Roy Combs who is a factfinder and guides many challenging districts through negotiations and Program B received front-line reports from factfinder and long-time union leader Don Raczka and SEAC consultant Jen Hansen from Santa Rose Junior College.
- **Traditional Bargaining Simulations:** Culminating part one of the program.

IBB Training

Recent inquiries were made by Walnut Creek USD and La Canada USD. However, so far, the association team have not agreed to training.

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.

Professional Services and Support

SEAC continues to expand the arena in which we provide specialized services and support to meet the special needs of education institutions.

Calbright College: Calbright College is California's online Community College. They continue to appreciate and expand SEAC support for their mission. Unfortunately, Calbright College faces severe budget challenges, and had to eliminate the programs offered through SEAC last year. They have made a recent inquiry about providing HR consultant services, but this has not yet been confirmed.

Cucamonga School District (CSD): SEAC provides 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 are leading this project. Contract agreements are signed.
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 and SEAC Consultant Walt Schwartz. Contract agreements are confirmed.

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, Steve Burrell, and Jenn Bryant, but by other SEAC consultants as well.

HR Zoom Sessions

Dr. John Roach and Cindy Frazee have instituted 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 as this new offering becomes known and valued. Kelli Moors, Walt Schwartz, and I often attend to respond to district requests for support for various topics.

Presentations

SEAC consultants sent proposals to ACSA to present at the ACSA Symposium in San Diego in January 2026. Acceptance of proposals will come in late December. The proposals include:

- “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.

Marc Winger

SOCIAL MEDIA UPDATE

Using 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 two times a week on LinkedIn and Facebook. Most posts are articles of interest to superintendents, school boards, and mid-level managers. SEAC services are frequently posted. We rely on “organic” (non-sales) dissemination of our posts.

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

The followers below are “organic,” representing LinkedIn connections invited by the page’s administrators, those who happen upon a post and voluntarily opt to follow, or those who are told about the page at SEAC training sessions. Growth in followers continues year-to-year, although it generally slows over time.

2020 2021 2022 2023 2024 2025

0 479 651 724 870 884

0 +479 +172 +73 +146 +14

Post impressions on LinkedIn are the number of times a post appears in a user's feed. This includes a user seeing a post in their newsfeed or when it's shared by someone else. Impression doesn't mean viewers read the post. LinkedIn states that 1,000 impressions is a good number for posts with “smaller” networks. SEAC’s network is now 884 members. For comparison, CSBA has 6,050 members in a “sponsored” account – they pay to reach an audience that is wider than just their “organic” followers.

We usually have around 1,000 impressions each month. From July 15 to August 15, this year the SEAC page had 1,062 post impressions. In the 30 days between October 21 and November 20 this year we reached 990 impressions. The number of impressions varies every month. Interest in posts, “likes” and reposts create the difference in impressions. This is why I urge SEAC

members and board members to check into LinkedIn every so often and like or repost posts – it will increase our profile on LinkedIn.

Facebook content mirrors the LinkedIn account

Each post on LinkedIn is also posted on Facebook. One hundred sixty-six (166) people follow SEAC Today on Facebook, an increase of 11 since the last board report. Likes and reposts on Facebook have the same effect as they do on LinkedIn.

CONSULTING ACTIVITIES 2025 SUMMARY

I continue to work with a small group under, Louise's leadership, to create a new mix and match leadership training program for member districts. This will offer packaged training by leadership topic and the opportunity for districts to create their own customized package of topics.

I presented a session on the history and politics of unions for SEAC's Negotiators Certification program.

Sheri Loewenstein

In the 2025/26 school year, I am continuing to serve as a coach in the Ocean View School District for principals, directors and assistant superintendents as requested by the superintendent.

The superintendent also asked me to develop a Cabinet Feedback Survey, which was completed by Leadership Team in June 2025.

Currently, Debby Collins and I are designing two workshops on Teamwork for the Cucamonga School District, which we will present on October 2, 2025 and February 26, 2026.

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

Recommendation

Receive information and comment.

School Employers Association of California

BR-5

To: Board of Directors
From: John Roach
Subject: Legislative Update from Capitol Advisors
Date: December 4, 2025

Background Information:

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

Recommendation

Receive information and comment.

School Employers Association of California

BR-6

To: Board of Directors
From: John Roach
Subject: Acceptance of Election Results
Date: December 4, 2025

Background Information:

An election was held in the fall, and The Board is asked to approve the results of the election.

Dr. David M. Toston, Sr. was elected to serve a three-year term on our SEAC Board of Directors.

The Board is being provided a copy of the Board of Director Terms for information, only.

It is recommended that the Board approve the Election.

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SEAC BOARD OF DIRECTORS TERMS

Terms Expiring 2024

- | | | |
|----|----------------|---|
| 1. | Julie Mitchell | B |
| 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 Crosthwaite | A |
| 3. | Kenneth (Chris) Hurst | A |

Terms Expiring 2027

1. Paul Johnson C
2. Catherine Kawaguchi C

Terms Expiring 2028

1. Carmen Garcia A
2. Froilan Mendoza A
3. Nicole Wesley A

Terms Expiring 2029

1. David M. Toston, Sr. 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

School Employers Association of California

BR-7

To: Board of Directors
From: John Roach
Subject: Election of Officers
Date: December 4, 2025

Background Information:

The chair will conduct an election of officers and appoint a treasurer and a secretary.

Nominations for Chair

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Nominations for Vice Chair

<u>M</u>
<u>S</u>
<u>V</u>

Appointment of Treasurer

Appointment of Secretary

School Employers Association of California

BR-8

To: Board of Directors
From: John Roach
Subject: Legislative Platform
Date: December 4, 2025

Background Information: Each year in December the Board adopts a Legislative Platform to guide the advocacy work of the organization. The 2025 Platform is presented here. Caitlin Jung and Barrett Snider of Capitol Advisors will guide the Board and staff in discussion to amend the Platform for adoption as the 2026 SEAC Legislative Platform.

School Employers Association of California

BR-9A

To: Board of Directors
From: John Roach
Subject: Minutes of September 19, 2025, Meeting Rescheduled to October 16
Date: December 4, 2025



Board of Directors Meeting

MINUTES

Date: October 16, 2025

Time: 4:30 PM

Place: Zoom

(Rescheduled from September 19, 2025)

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

Call to Order: Called to Order at 4:31 PM. Motion by Paul Johnson, Seconded by Roxane Fuentes, Unanimous Approval.

Roll Call: Catherine Kawaguchi, Froilan Mendoza, Carmen Garcia, Nicole Wesley, Paul Johnson, Gudiel Crosthwaite, Rebeca Andrade, Rosane Fuentes, from Capitol Advisors, Barrett Snider, Caitline Jung, and John Roach and Louise Taylor from SEAC.

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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.

11. Activity Reports

Fraud: MS Data Breach.

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

Recommendation

Receive information and comment.

12. Membership Report

The Executive Director provide a current Membership Report

Recommendation

Receive information and comment.

13. Financial Reports

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

Recommendation

Receive information and comment.

14. Professional Development, Special Projects, and Services Report

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

Recommendation

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Receive information and comment.

15. 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.

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.

M FM

S CK

V Unan

16. Filling One Board Seat Effective December 2025

There is an election each October for seats on the SEAC Board. There is one vacancy.

Recommendation

Direct the Superintendent to conduct the election with the Board's nominee on the ballot.

M PJ

S FM

V Unan

17. 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.

7A Minutes of June 20, 2025, Board Meeting

7B Next Board Meeting Date and Location

Thursday, December 4, 3:30 PM 2025 CSBA Sacramento

18. Adjournment: 5:29 PM

M	NW
S	FM
V	Unan