



BOARD OF DIRECTORS' MEETING

AGENDA

Date: September 18, 2026
Time: 8:30 AM
Place: Zoom
<https://us02web.zoom.us/j/9124257384>

DETAILS

Call to Order 8:31 AM

Roll Call:

Rebeca Andrade, Chair
Carmen Garcia, Vice Chair
Dr. John Roach, Secretary
Dr. Froilan Mendoza
Julie Mitchell
Barrett Snider, Capitol Advisor's

Dr. Nicole Wesley
Dr. Roxanne Fuentes
Dr. David Toston, Sr
Gudiel Crosthwaite
Caitlin Jung
Louise Taylor

Welcome and Introductions

Approval of Agenda

PUBLIC COMMENTS

M	Gudiel
S	Froilan
V	Unanimous

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, Executive Director Designee 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 2026 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 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 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

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

Recommendation

Direct the Executive Director to hold the annual election in October with three names on the ballot.

M	Carmen
S	Froilan
V	Unanimous

7. Proposed Annual Budget

The Board will review the proposed 2026-27 Annual Budget which reflects the hiring of the Executive Director Designee and Board Travel to the Legislative Action Day.

Recommendation

Approve the annual budget as presented.

M	Roxanne
S	Gudiel
V	Unanimous

8. Consent Agenda

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

8A Minutes of previous board meeting

8B Future Board Meetings Dates

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

Adjournment 9:15 AM

M	Froilan
S	Roxanne
V	Unanimous

School Employers Association of California

BR1

To: Board of Directors
From: John Roach
Subject: Activity Reports
Date: September 18, 2026

Background Information:

The Executive Director, the Executive Director Designee, and the Assistant Executive Director provide an activity report at each board meeting. This report covers the period from June 15 through September 18, 2026.

From the Executive Director - John Roach

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 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 now work with Paul Johnson 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.

We are in the process of scheduling the HR Roundtables for the year.

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

Our Seacal.org website needs work. We have received a quote in two parts from Mari + Gold, the company who hosts the website for a monthly fee. One part for \$5K to simply modernize it so that it keeps up with the new technology. The second part is for \$18K to completely redo it. We can afford

to do this, but before we do I want to make sure we are truly improving it as a resource for our members and as a tool for the staff and consultants.

Here is the summary of the proposal from Mari + Gold

Executive Summary

SEAC's website remains functional, but its aging WordPress foundation is creating increasing risk and limiting the site's usefulness. A recent PHP upgrade attempt caused a critical error because the existing theme is no longer compatible with current technology. At the same time, the site needs clearer navigation, a more useful document center, more current content, and stronger pathways to training, membership and key resources.

Based on our technical assessment and stakeholder discovery, we recommend two possible paths forward. The first stabilizes the current website and creates a safer short-term foundation. The second replaces the aging platform with a fully redesigned website built around SEAC's audiences and long-term priorities.

Roger has finished his time in SCCOE and has completed a couple of classification studies

From the Executive Director, Designee – Julie Mitchell

To start, thank you to the Board for your confidence in me as the future Executive Director. My journey with SEAC has come full circle, from being the recipient of services as a member for many years with Ruben Ingram and John Roach, then giving back as a Board member, consultant, and now Executive Director-Designee. I look forward to working alongside the Board and our members to build on SEAC's strong foundation, support districts and their leaders, and contribute to our continued growth and success. I am grateful for the opportunity to work with Arline as I learn and transition into the role, as well as with Louise, whose leadership of many of our trainings and her HR expertise provides an important connection to the work we do in supporting our members. I am especially grateful for the ability to work alongside John throughout this transition and for the opportunity to learn from his exceptional leadership. John has provided thoughtful guidance and unwavering commitment to SEAC, positioning us for continued success, and I am grateful for the time and care he is investing in me and a smooth transition.

Since July, I have been working with Arline, Louise and John on projects, general SEAC operations and business, supporting districts and learning more about our specialized trainings. Most recently I have been working on the development of the 2026–2027 SEAC Superintendent Series. At the request of the Board, the 2026–2027 SEAC Superintendent Series has been developed to provide SEAC member superintendents with practical, timely support as they navigate the increasingly complex responsibilities of district leadership, including the human resources functions that are critical to organizational success. The Board's recognition of the need for focused support in these areas provides an important opportunity to offer professional learning that is responsive to the real-time challenges superintendents face throughout the school year.

The four-session series will include three virtual sessions and one in-person session, with each session focused on timely issues and practical strategies for superintendents. The draft topics for the virtual sessions include:

- **Navigating Election Season** – Best practices for superintendents; onboarding new Board members; and the role of Human Resources in supporting successful transition of Board members.
- **Personnel Planning for 2027–2028** – Layoffs, succession planning, leadership academies, supporting and growing Cabinet team members, and employee evaluations.
- **Superintendent Contracts and Evaluations** – District goals and alignment, evaluation tools and templates, contract renewal, and negotiations.

The series will conclude with an in-person Sacramento session focused on political engagement and advocacy, providing superintendents with an opportunity to better understand the state legislative and policy environment affecting California school districts.

Collectively, the series reflects the Board’s commitment to supporting its superintendent members and providing professional learning that is practical, relevant, and responsive to the complexities of the superintendent role. It will create a confidential and collaborative environment where superintendents can share experiences, learn from one another, strengthen their HR and leadership knowledge, and build their capacity to address the personnel, governance, and organizational challenges they face throughout the year.

From the Assistant Executive Director – Louise Taylor

Background Information:

The Assistant Executive Director provides an activity report at each board meeting. This report covers the period June 17, 2026 – September 18, 2026. This report also come to you from Vienna, where my Danube Cruise harbors today (Sept. 11, 2026)!

June

General Activity

- 2026-27 Negotiators Certification Program – Advertising
- Calbright projects: HR Consultant; Executive Director Coaches; Manager Coaches
- Follow-up on IBB Training requests: Solana Beach SD; Culver City USD
- Preparations for September IBB Training for Capistrano USD
- Response to Oxnard UHSD for HR support
- Assistance to MetroEd for HR support
- Assistance for Orange USD – Team & Culture Building
- SEAC consultant for Newall SD classification study

June 17:	SEAC Board Meeting
June 22:	Preparation for Capistrano IBB Training – Zoom meeting with CSEA Team
June 26:	Preparation for Capistrano IBB Training -

June 29: Zoom meeting with SEAC team – Dr. Collins, Dr. Bryant, Dr. Taylor
Zoom meeting - Julie Mitchell & Louise Taylor re Oxnard UHSD HR

July

General Activity

- 2025-26 Negotiators Certification Program – Marketing & enrollment monitoring; welcome/confirmation letters to presenters
- Coordination with ACSA re: Negotiators Certification Program and ACSA programs
- Calbright projects: HR Consultant; Executive Director Coaches; Manager Coaches
- Follow-up on IBB Training requests: Solano Beach SD; Culver City USD
- Preparations for September IBB Training for Capistrano USD
- Santa Clara COE request for special Negotiators Certification Program
- Assistance to Oxnard UHSD for HR support
- Assistance to MetroEd for HR support

July 9: Assistance for High Tech High with negotiations fiscal issues;
Communications with Barrett/Capitol Advisors re: COLA clarifications

August

General Activity

- 2025-26 Negotiators Certification Program – Marketing & enrollment monitoring; preparation for Welcome letters to registrants; program support document development
- Calbright projects: HR Consultant contract completed; Executive Director Coaches; Manager Coaches projects yet undecided
- Deadlines SEAC presentations in ACSA Supt. Symposium, 2026-27
- Follow-up on IBB Training requests: Solano Beach SD; Culver City USD
- Preparations for September IBB Training for Capistrano USD – all materials finalized
- Santa Clara COE request for special Negotiators Certification Program
- Saddleback Valley USD request for coaching support – Dr. Harding selected
- Assistance to MetroEd for HR support – Jim Coombs selected

August 4: Capo IBB Training prep – SEAC Team (Collins, Bryant, Taylor)

September

General Activity

- 2025-26 Negotiators Certification Program – Marketing & enrollment monitoring; Welcome letters to registrants; presenter prep for sessions
- Calbright projects: Executive Director Coaches; Manager Coaches projects yet undecided
- Deadlines SEAC presentations in ACSA Supt. Symposium, 2026-27
- Follow-up on IBB Training requests: Solano Beach SD; Culver City USD
- Santa Clara COE request for special Negotiators Certification Program

September 17: SEAC presentation on equity at ACSA Personnel Institute –
Dr. Debby Collins & Sheri Loewenstein presenters

September 18: SEAC Board Meeting

September 19: Final Zoom prep for Capo IBB training: Collins; Bryant; Taylor

Sept 21, 23, 25: Capistrano USD IBB Training

Recommendation

Receive for information and comment.

School Employers Association of California

BR2

To: Board of Directors
From: John Roach
Subject: 2026 - 2027 Membership Report
Date: September 18, 2026

Background Information

The Membership Report is updated as districts submit payments. This report was last updated on September 14, 2026.

Districts Paid		Districts Not Paid
ABC Unified School District	Monterey County Office of Education	Acton-Agua Dulce Unified School District
Alum Rock Union Elementary	Moreland	Apple Valley Unified School District
Antelope Valley Union High School District	Morgan Hill Unified	Bellflower Unified School District
Armona Union Elementary School District	Mount Pleasant	Calaveras Unified School District
Atwater Elementary School District	Mountain View Los Altos Union High	Capistrano Unified School District
Baldwin Park Unified School District	Mountain View School District - El Monte	Centinela Valley Union High School District
Barstow Unified School District	Mountain View-Whisman	Compton Unified School District
Bear Valley Unified School District	Mt. Diablo Unified School District	Corona-Norco Unified School District
Berryessa Union	National School District	Duarte Unified School District
Calbright College	Newhall School District	El Monte City Elementary School District
Calistoga Joint Unified School District	Newport-Mesa Unified School District	Elk Grove Unified School District
Cambrian	Oak Grove	Fillmore Unified School District
Campbell Union High.	Ojai Unified School District	Fontana Unified School District
Cucamonga School District	Orchard	Glenn County Office of Education
Cupertino Union	Palo Alto Unified	Hawthorne School District
Del Norte County Schools	Paramount Unified School District	Hilmar Unified School District
East Side Union High.	Planada School District	Laguna Beach Unified School District
Eastside Union School District	Richfield Elementary School District	Le Grand Union High School District
Enterprise Elementary School District	Ripon Unified School District	Little Lake City School District
Evergreen	Riverbank Unified School District	Long Beach Unified School District
Fairfield-Suisun Unified School District	Riverside County Office of Education	Lost Hills Union School District
Fallbrook Union High School District	Rosedale Union Elementary District	Lynwood Unified School District
Franklin-McKinley	Rosemead School District	Madera County Superintendent of Schools
Fremont Union High	San Bernardino City Unified School District	Monrovia Unified School District
Fullerton Joint Union High School District	San Jose Unified	Norwalk-La Mirada Unified School District
Gilroy Unified	San Marino Unified School District	Ocean View School District
Glendora Unified School District	Santa Clara County Office of Education	Orange Unified School District
Golden Valley Unified School District	Santa Clara Unified	Pacific Grove Unified School District
Guadalupe Union School District	Santa Clarita Valley School Food Services	Palos Verdes Peninsula Unified School District
High Tech High	Santa Monica-Malibu Unified School District	Redondo Beach City Unified School District
Kernville Union School District	Saratoga Union	Saddleback Valley Unified School District
Kings County Office of Education	Saugus Union School District	Salinas City School District
Lake County Office of Education	South Bay Union School District	San Benito High School District
Lakeport Unified School District	South Whittier School District	Santa Maria Joint Union HSD
Lakeside Joint	Sulphur Springs School District	South Pasadena Unified School District

Lawndale Elementary School District
Lennox School District
Lindsay Unified School District
Loma Prieta Joint Union
Los Altos
Los Gatos Union
Los Gatos-Saratoga Union High
Luther Burbank
MetroEd
Milpitas Unified

Sunnyvale.
Tustin Unified School District
Union
Ventura County Office of Education
Victor Elementary School District
Walnut Valley Unified School District
West Covina Unified School District
Westminster School District
William S. Hart Union High School Dist.
Wiseburn School District

Summerville Elementary School District
Sweetwater Union High School District
West Contra Costa 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: September 18, 2026

Background Information

The Board is provided with periodic Financial Reports. This report represents this year from July 1, 2026, to September 14, 2026.

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

It all looks in great order. Thank you!

Paul

**School Employers Association of
California (SEAC)
Profit and Loss
July 1-September 14, 2026**

	Total
Income	
Conferences_Workshops	
SDNCP Workshop	11,700.00
Total for Conferences_Workshops	\$11,700.00
Direct Services	132,220.50
Dues/Membership Expense	9,080.00
Interest	52.03
JPA Membership	121,615.00
Miscellaneous Income	
Service Charge Reversal	325.92
Total for Miscellaneous Income	\$325.92
Services	139.28
Total for Income	\$275,132.73
Gross Profit	\$275,132.73
Expenses	
Contracted Services	
Governmental Relations	5,000.00
Total for Contracted Services	\$5,000.00
Corporate Reimbursements	-611.47
Direct Services Exp	91,216.50
Insurance	81.47
Marketing	1,425.00
Mileage Reimbursement Expense	580.64
Miscellaneous Expense	
Licenses/Permits	273.29
Total for Miscellaneous Expense	\$273.29
Payroll Expenses	
Taxes	3,899.75
Wages	45,791.84
Total for Payroll Expenses	\$49,691.59
Professional Services	
Accounting	1,772.00
Consultant	3,150.00
Legal	450.92
Total for Professional Services	\$5,372.92
Reimbursements	3,620.64

Travel Expense Lodging	415.85
Travel Expense Meals	328.89
Travel Expense Mileage	-484.96
Total for Reimbursements	\$3,880.42
Staffing	
Expense Reimbursement	345.57
Total for Staffing	\$345.57
Telecommunications	976.41
Web Site	775.00
Total for Telecommunications	\$1,751.41
Unapplied Cash Bill Payment Expense	-150.00
Total for Expenses	\$158,857.34
Net Operating Income	\$116,275.39
Net Income	\$116,275.39

Cash Basis Monday, September 14, 2026 11:28 AM GMT-07:00

School Employers Association of California

BR4

To: Board of Directors
From: John Roach
Subject: Professional Development, Special Projects, Services Report
Date: September 18, 2026

Background Information:

The Assistant Executive Director provides a professional development report at each board meeting itemizing and summarizing major activities since the last report. This report covers the period: June 17, 2026 – September 18, 2026.

SEAC Negotiators Certification Program

Negotiators Certification Program for 2026-27

Enrollment for the 2026-27 program underway. The SEAC website offers all documents for registration, with a program overview and dates. John Roach places ads in the SEAC emails twice weekly and Marc Winger places ads on LinkedIn. Barrett Snider of Capitol Advisors sent a letter to constituents encouraging enrollment. I continue to work with ACSA to provide program information with the Supt/HR/Bus Councils; so far, this has not yet happened.

Enrollment: We currently have 14 registrants for our 2026-27 Program A – this is a solid enrollment. We do not yet have any registrants for Program B. September is typically our busiest month for program enrollment, but the numbers have not been growing at this point. We may go with just one program this year if enrollment does not increase.

Special In-Person Negotiations Certification Program request

Santa Clara County Office of Education has requested that SEAC provide an in-person program hosted in their facilities. We are still confirming dates and program configurations but are thrilled with the possibility of providing an in-person program – our first since the pandemic. This pending request may be a reason that our enrollment for the Zoom program options is not as robust as the past several years.

IBB Training

SEAC has received recent inquiries and conversations continue about IBB training and facilitation services for:

- Solana Beach USD – still pending

- Culver City USD - still p-ending
- Capistrano USD – Scheduled for September 21, 23, 25, presented by Dr. Debby Collins; Dr. Jennifer Bryant; Dr. Louise Taylor

Negotiation Facilitation

SEAC Facilitators for IBB Bargaining tables for 2026-27 are expected to include:

- **Apple Valley Unified School District - Certificated:** Linda Young - pending
- **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
- **Victor Elementary School District - Certificated:** Dr. Jenn Bryant
- **Saddleback Unified School District - CSEA:** Dr. Debby Collins
- **Capistrano Unified School District - CSEA:** Dr. Debby Collins

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 currently requesting SEAC support through two projects:

1. HR Support: SEAC consultant Joseph Bremgartner continues in the role of an HR coach. Yolanda Mendoza provided her expertise to meet Calbright College's HR department needs through July 30; they are in the process of now hiring a new Vice President of HR.
2. Coaching: This request has been pending since May and postponed each month since. The President is still deciding whether she wishes the service provided for:
 - a. Coaching for Executive Directors: We have a coach team of three SEAC consultants who will offer this service to the 14 Executive Directors: Dr. Linda Harding, Dr. Jeffrey Tooker, and Dr. Keith Tuominen.
 - b. Coaching for Managers: We have a coach team of five SEAC consultants to offer this service to 30 Managers: Dr. Marc Winger, Sheri Loewenstein, Cindy Frazee, Jim Coombs, and Dr. Loretta Whitson.

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.

HR Zoom Sessions

Dr. John Roach and Cindy Frazee continue monthly HR Zoom sessions to cover key topics for our SEAC member districts. Kelli Moors, Walt Schwartz, and I often attend to respond to district requests for support for various topics.

Presentations

SEAC consultants are presenting at the ACSA Personnel Institute (Sept. 2026) and the ACSA Negotiators Symposium (Jan. 2027).

- “Starting the Journey – How to Prepare for Negotiations” - presented by Cindy Frazee
- “A Better Way Forward: Using an Interest-Based Approach in Negotiations to Build Trust and Better Outcomes” - presented by Dr. Jennifer Edic Bryant, Dr. Linda Harding, and Dr. Debby Collins.
- “Building an Inclusive Workforce” – presented by Dr. Debby Collins and Sheri Loewenstein
- “Organizing your Workyear for Collaboration and Success” – presented by Jim Coombs

In addition, John Roach, Julie Mitchell, and I are seeking a presentation invitation for the Superintendents Symposium in January 2027 on “Best Practices in Negotiations.” Julie Mitchell is working through her ACSA contacts to help provide this opportunity.

Recommendation

Receive for information and comment.

Jennifer Edic Bryant

Since the last report, Victor Elementary School District has begun negotiations for the 2026–27 school year, and I continue to serve as the Interest-Based Bargaining (IBB) facilitator for both the certificated and classified bargaining tables. In June, VESD reached agreement with both associations on a two-year salary and benefits package—a testament to the teams’ commitment to IBB and to working collaboratively despite challenging financial circumstances. I have also supported Dr. Louise Taylor and Dr. Debby Collins in preparing a three-day IBB training workshop scheduled for the end of September.

Sheri Lowenstein

Sheri Lowenstein and Debby Collins will be presenting a workshop on September 16 at the ACSA Personnel Institute.

The title of the workshop is BUILDING AND MAINTAINING A DIVERSE, EQUITABLE, AND INCLUSIVE WORKFORCE

Topics will include Communication Strategies such as body language, when to use email, phone or in person actions to communicate, how to develop communication skills, and Implicit Bias and Inclusion, including Pre-Assessment with Marginalized Groups, Recognizing Subtle Acts of Exclusion and Steps for Inclusion

For the 2026/27 school year, I am continuing to serve as a coach in the Ocean View School District for principals, directors and assistant superintendents.

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

Debby Collins

I will be presenting a workshop on September 16 at the ACSA Personnel Institute with Sheri Loewenstein. We will represent SEAC and inform participants about our organization.

The title of the workshop is BUILDING AND MAINTAINING A DIVERSE, EQUITABLE, AND INCLUSIVE WORKFORCE

Topics will include **Communication Strategies** such as body language, when to use email, phone, or in-person communication, and how to develop communication skills. I will be covering **Implicit Bias and Inclusion**, including Pre-Assessment with Marginalized Groups, Recognizing Subtle Acts of Exclusion, and Steps for Inclusion

For the 2026/27 school year, I am continuing to serve as a Facilitator of CSEA Negotiations in Saddleback Valley Unified School District.

Capistrano Unified School District has requested a facilitator for CSEA negotiations. Therefore, Louise Taylor, Jenn Bryant, and I will present IBB training to the teams during the week of September 21st. Following that training, I am scheduled to begin facilitating their negotiations in October.

Marc Winger

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

SEAC's followers 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 now increases modestly year-to-year.

Followers

2020	2021	2022	2023	2024	2025	May 2026	Sept 2026
0	479	651	724	870	884	902	906
0	+479	+172	+73	+146	+14	+18	+4

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 906 members.** For comparison, ACSA has 10,000+ members in a "sponsored" account – they pay to reach an audience that is wider than just their "organic" followers.

From August 10 to September 8 this year the SEAC page had 1,147 post impressions. The number of impressions in any 30-day period varies but stays +/- 1100. 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-two (166) people follow SEAC Today on Facebook, an increase of 4 since the last board report. Likes and reposts on Facebook have the same effect as they do on LinkedIn.

CONSULTING ACTIVITIES 2026 SUMMARY

I will kick off the 2026-27 Negotiators Certification Program with a session on the history and politics of unions. Lots of politics recently!

School Employers Association of California

BR5

To: Board of Directors
From: John Roach
Subject: Legislative Update from Capitol Advisors
Date: September 18, 2026

Background Information:

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



CAPITOL ADVISORS
GROUP, LLC

Legislative Report

Friday, September 18, 2026

AB 218 Follow-Up

During the final week of the legislative session, the Legislature reached a deal aimed at addressing the financial impacts of childhood sexual assault cases on public entities, including schools. The deal was amended into [SB 577](#) (Laird) and is currently pending on the Governor's desk. Below is an overview of the major pieces of the bill.

Along with other statewide education groups, SEAC took an opposed unless amended position on SB 577, out of concern that the deal does not go far enough to actually address the root causes of the fiscal impacts of AB 218 settlements and judgments on LEAs.

Additional evidentiary requirements for older cases

For cases brought against a public entity on or after January 1, 2026 in which the plaintiff is 40 years of age or older at the time of filing, the plaintiff would be required to prove both of the following by clear and convincing evidence:

1. That the public entity knew of the misconduct that resulted in childhood sexual assault by an employee, volunteer, representative, or agent, and the public entity failed to take reasonable steps or to implement reasonable safeguards to avoid acts of childhood sexual assault.
2. That the public entity negligently discharged a mandatory duty.

This change would be applicable to actions brought on or after January 1, 2026 but would not apply to actions where a judgment has already been entered or which is already subject to a final settlement.

Shorter filing window after discovery of damages

Current law allows an action to be brought for recovery of damages suffered as the result of childhood sexual assault that occurred prior to January 1, 2024, until the plaintiff is 40 years old, or within five years of the date the plaintiff discovers or reasonably should have discovered psychological injury or illness caused by the sexual assault. SB 577 would narrow that window after discovery to three years.

Changes to damages

SB 577 would make a number of changes to the damages available to plaintiffs in childhood sexual assault cases:

- **Request to Lower Damages.** SB 577 would require a court, if a plaintiff is 40 years of age or older at the time of filing, to consider certain factors when evaluating a motion by a defendant to lower a jury award, including the mission of the public entity to provide public services and how the damages may impact that entity's mission given its economic status, whether the amount awarded is compensatory for the plaintiff's harm and the egregiousness of the defendant's conduct.
-

- **Comparative Fault.** SB 577 provides that, for any action filed on or after January 1, 2027 that alleges personal injury, property damage, or wrongful death against a public entity, each public entity defendant would only be liable for the amount of damages allocated to that public entity in direct proportion to that entity's percentage of fault. However, this would only apply if a public entity is found to be no more than 15% at fault.

- **Treble Damages.** SB 577 removes the current law ability of a plaintiff, if they are able to prove their sexual assault was the result of a cover-up, to recover treble damages from a defendant, if the defendant is a public entity.
-

Limitation on refiling dismissed cases

SB 577 would prohibit an action against an entity (1) who owed a duty of care to a plaintiff where a wrongful or negligent act by that entity caused the childhood sexual assault or (2) where an intentional act by that entity caused a childhood sexual assault, from being refiled if it was dismissed without prejudice and five years or more have passed since the original filing date of the action.

Payment of damages	SB 577 includes changes to the funding mechanisms available to LEAs in addressing their debts. • New Process to Pay Off Debt. SB 577 would establish a new “intercept” mechanism intended to help school agencies finance debt by requesting part of their state and/or local apportionments be used to pay it down. • Lease Financing. SB 577 would extend the maximum length of lease financing for an emergency apportionment to a school district from 20 to 30 years. The length of the lease would now be determined by the Department of Finance, in consultation with the school district, county superintendent of schools, the State Superintendent of Schools, and FCMAT and take into account a district's realistic ability to meet the annual repayment obligations and the district's educational program and service needs.
New Code of Conduct	On or before December 1, 2027, LEAs and local governmental bodies would be required to adopt codes of conduct and a sexual assault prevention plan that promote a safe environment for minors as well as written policies, plans, or specifications outlining how grooming and sexual abuse concerns and risks will be reported. LEAs would also be required to ensure that their comprehensive school safety plans are consistent with the policies required to be adopted under SB 577. Compliance with these requirements would also be added to the K-12 Audit Guide beginning with the 2027-28 fiscal year. An audit finding of noncompliance would be required to be reported to the Attorney General, who would then have the authority to investigate the LEA for noncompliance.
Fraudulent Claims	SB 577 would impose a \$25,000 civil penalty (per violation) on any attorney who is found by a judicial officer to have brought or maintained a civil claim alleging childhood sexual assault in bad faith.
Other Provisions Dealing with Child Safety	SB 577 also includes other provisions related to child safety, including: • Juvenile Justice Safety Plan. Requires the Office of Youth and Community Restoration and the Board of State and Community Corrections to develop a plan to establish an oversight structure that ensures protections for youth in juvenile halls, camps, and secure youth treatment facilities. The plan must be submitted to the Legislature by July 1, 2028 and implemented by July 1, 2030. • Foster Care Oversight. Requires the State Foster Care Ombudsperson to develop a plan by July 1, 2028 to strengthen independent oversight and protections for foster youth at risk of sexual abuse, grooming, exploitation, trafficking, or retaliation. • Heightened Safety of Children's Residential Facilities. Requires the Department of Social Services on or before March 1, 2028, to issue guidance to children's residential facilities, identifying best practices for preventing sexual abuse.

SEAC Position Bills on Governor's Desk

A list of bills that SEAC has a position on that made it to the Governor's desk. Governor Newsom has until Wednesday, September 30th to sign or veto bills.

AB 917 (Ávila Faria) Probationary Employees Status: On the Governor's Desk Position: Oppose	County offices of education: school districts: average daily attendance of less than 250 pupils: permanent status. This bill would delete the current exemption for COEs and 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. This bill would also extend the requirement to make an employee permanent after a probationary period to regional occupational centers or programs (ROCP)_ instructors at a joint pointers authority (JPA).
AB 1803 (Lowenthal) Training Status: On the Governor's Desk Position: Watch	Employment: sexual harassment training and education: anti-hate 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, beginning January 1, 2028, would require the employer to also include anti-hate speech training as a component of this training.
AB 1821 (Pacheco) PRA Requests Status: On the Governor's Desk Position: Watch	California Public Records Act: fees and agency response time. The California Public Records Act requires each state or local agency, upon a request for a copy of records that reasonably describes an identifiable record or records, to make the records promptly available to any person upon payment of fees covering direct costs of duplication, or a statutory fee if applicable, except with respect to public records exempt from disclosure by express provisions of law. This bill clarifies that the requirement that an agency, upon a request for a copy of records under the PRA, determine whether the request seeks disclosable public records in the possession of the agency within 10 day means 10 <u>business</u> days. Similarly, the bill also clarifies that the prohibition that an extension for making that determination not exceed 14 days means 14 business days.

AB 1381 (Muratsuchi) Background checks	Education-related positions: previous employment disclosures: Commission on Teacher Credentialing: unprofessional conduct. Current law requires an applicant for a certificated or noncertificated position at a school to provide a hiring employer with a complete list of their former school employers and requires the hiring entity to inquire with each former employer on that list to see if the applicant was the subject of any credible complaints of, substantiated investigations into, or discipline for, egregious misconduct that were required to be reported to the CTC. This bill would provide that a superintendent of a school district or COE or an administrator of a charter school or private school is prohibited from hiring a certificated or noncertificated employee without first completing this employment history inquiry and failure to comply with this requirement constitutes unprofessional conduct and may subject the superintendent or administrator to adverse action by the CTC. The bill also provides that the failure of any applicant to provide a complete list of their former school employers constitutes unprofessional conduct and may subject an applicant for a certificated position to adverse action by the CTC.
Status: On the Governor's Desk Position: Watch	
AB 1883 (Bryan) Workplace surveillance	Workplace surveillance tools. The bill would prohibit an employer from using workplace surveillance tools that use artificial intelligence (AI) on employees to either recognize, or make inferences or predictions about, an individual's emotional state or collect neural data.
Status: On the Governor's Desk Position: Watch	
AB 1961 (Ahrens) Workplace violence	Civil actions: protective orders: workplace violence. Existing law authorizes an employer 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, if there has been harassment, unlawful violence, or a credible threat of violence directed at an employer's workplace or a location where a group of employees perform their primary job duties, to seek a temporary restraining order on behalf of all employees at that workplace or location without having to name a specific employee in the petition.
Status: On the Governor's Desk Position: Support	
AB 2008 (Patel) Reporting	Legislature: local educational agencies: reporting requirements: repealer. This bill would require CDE, on or before October 1, 2027, to release a standardized template for use by LEAs when completing programmatic or expenditure reports. The bill would also require, beginning January 1, 2027, a bill that would require an LEA to complete a plan or report to include a provision that repeals the planning or reporting requirement, or make the requirement inoperative, no later than four years following the date upon which the bill becomes operative if the planning or reporting requirement has an undefined end date, or four years after the final due date of any plan or report.
Status: On the Governor's Desk Position: Support	

AB 2142 (Garcia)**Classified service**

Status: On the Governor's desk

Position: Oppose

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 (1) performs the required service of the position beyond 75% of a school year, (2) voluntarily separates or is laid off or terminated from employment for at least 50% but less than 75% of a school year, and the same employee is then rehired in the next school year to perform substantially the same services for at least 50% of the school year, or (3) the services of the short-term employee position are used at least 50% of a school year for three of five consecutive school years.

AB 2490 (Valencia)**Substitute teachers**

Status: On the Governor's Desk

Position: Watch

Teacher credentialing: substitute teachers: days of service.

Establish an alternative pathway to earn a 70-day emergency career substitute teaching permit by authorizing the initial issuance of a permit with verification by an LEA of the following:

- For permit holders serving in special education classrooms:
 - 5 hours of professional development focused on special education
 - An orientation training focused on special education that includes, but is not limited to, classroom management, academic instructional strategies, curriculum, teaching English learners, individualized education programs, and pupil and staff safety protocols, and
 - An assigned credentialed mentor with a background in special education for the duration of the permitholder's assignment
- For permit holders serving in general education classrooms:
 - 5 hours of professional development
 - An orientation training that includes, but is not limited to, classroom management, academic instructional strategies, curriculum, teaching English learners, individualized education programs, and pupil and staff safety protocols, and
 - An assigned credentialed mentor for the duration of the permitholder's assignment

SB 1083 (Pérez)**Egregious misconduct**

Status: On the Governor's Desk

Position: Watch

Noncertificated public school employees: private school employees: egregious misconduct: statewide data system.

This bill would make changes to state law governing the investigation, reporting, and disclosure of egregious misconduct by noncertificated and private school employees, revise the statewide data system to be created by the CTC, including when an LEA must submit information to the database and when an LEA must request access to the database, and expand background check and misconduct-screening requirements for contractors providing services to students.

SEAC Position Bills No Longer Moving

A list of bills that SEAC has a position on that failed to make to the Governor's Desk and are now dead for the year.

[AB 65](#) (Aguiar-Curry)

Paid leave

Status: On the Senate
Inactive File

Position: Oppose unless
Amended

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

This bill would have required K-12 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.

Note: While AB 65 did not make it to the Governor's desk, 14-weeks of paid pregnancy disability leave was included in the 2026-27 budget and will go into effect January 1, 2027.

[AB 1564](#) (Ahrens)

**Privileged
communications**

Status: Held in the
Senate Appropriations
Committee

Position: Oppose

Employer-employee relations: confidential communications.

This bill would have prohibited 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.

[AB 1750](#) (Caloza)

Sick leave

Status: Held in the
Assembly
Appropriations
Committee

Position: Oppose

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

This bill would have removed 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 would have required, 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.

[AB 2095](#) (Lee)

Background checks

Status: Placed on the
Assembly Inactive File

Position: Watch

Employment discrimination: conviction history.

This bill would have made 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.

[SB 330](#) (Padilla)

Budget projections

Status: In the Assembly
Education Committee

Budgets: multiyear financial commitments.

Existing law requires the governing board of each school district and each county superintendent of schools to certify whether the school district or county office of education is able to meet its financial obligations for the remainder of the fiscal year and for the subsequent 2 fiscal years.

Position: Oppose

This bill would have instead only require certification for the current fiscal year and the subsequent fiscal year, and would require determinations for qualified and positive certifications to instead be assigned based only on the current fiscal year and the subsequent fiscal year.

Other Bills of Interest

A list of other major HR-related bills that SEAC tracked this year and their current status.

[AB 1331](#) (Elhawary)

**Workplace
surveillance**

Status: On the
Governor's desk

Workplace surveillance.

This bill would prohibit an employer from using a workplace surveillance tool to monitor or surveil employees in a bathroom located in the workplace. Additionally, this bill would provide that employees generally have the right to leave behind workplace surveillance tools that are on their person or in their possession when entering a bathroom.

[AB 1904](#) (Gipson)

Credentialing

Status: On the
Governor's desk

Teachers: credentialed educator apprenticeship programs.

This bill would require the CTC and the Division of Apprenticeship 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.

[AB 2056](#) (Alvarez)

Teacher shortage

Status: Signed by the
Governor

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.

*Chapter 122, Statutes
of 2026*

This bill revises and recasts 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 from other countries, including Mexico and Spain, (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.

AB 2519 (McKinnor) Retirement Status: On the Governor's desk	State Teachers' Retirement System: positions subject to membership. This bill would clarify that "position subject to membership" for purposes of CalSTRS' eligibility includes a position at a charter school eligible to receive state apportionment that is performing, directing, coordinating, supervising, or administering one or more functions listed in Education Code section 44065 and is either of the following:
	• A position for which the charter school requires the holding of a valid credential, license, permit, or certificate authorized by the CTC or the State Department of Health Care Services (DHCS) for the position • A position that, if it were at a COE or school district, not including a charter school, would require the holding of a valid credential, license, permit, or certificate authorized by the CTC of DHCS
AB 2656 (Petrie Norris) Technology Status: On the Governor's desk	Public employees: notice: artificial intelligence performing service within scope of work. This bill would require a public employer to provide employee organizations no less than 45 days' written notice before taking an action to develop, purchase, or require the use of any generative artificial intelligence to perform a service that is within the scope of the work of the job classification represented by the employee organization.
SB 1038 (Laird) Retirement Status: Signed by the Governor <i>Chapter 152, Statutes of 2026</i>	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 requires 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.
SB 1149 (Durazo) Leave Status: On the Governor's desk	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.

School Employers Association of California
BR6

To: Board of Directors
From: John Roach
Subject: Fall Election
Date: September 18, 2026

Background Information:

There is an election each October for seats on the SEAC Board. There is one vacancy and two members of the Board, Roxanne Fuentes and Gudiel Crosthwaite have completed their first three-year term and will be on the ballot for the second three-year term.

David E. Reilly, Superintendent of Elk Grove Unified in Sacramento County, has been recommended as a candidate to fill the seat vacated by Paul Johnson's retirement.

School Employers Association of California
BR7

To: Board of Directors
From: John Roach
Subject: Adoption of Annual Budget
Date: September 18, 2026

Background Information:

The Board will review the 2026-27 proposed budget that includes the increase in salary expenses due to the addition of the Executive Director – Designee.

**School Employers Association of
California (SEAC)
Proposed Budget
July 2026 - June 2027**

	Total
Income	
Conferences_Workshops	
SDNCP Workshop	91,822.00
Total for Conferences_Workshops	\$91,822.00
Direct Services	752,689.11
Dues/Membership Expense	200,509.00
Interest	1,516.43
JPA Membership	1,662.00
Services	2,895.55
Unapplied Cash Payment Income	339.07
Total for Income	\$1,051,433.16
Gross Profit	\$1,051,433.16
Expenses	
Capital Expenditures	
Equipment	
Computers	603.39
Total for Equipment	\$603.39
Total for Capital Expenditures	\$603.39
Conferences/Workshops-Other	2,925.00

Board Meeting	2,143.24
Total for Conferences/Workshops-Other	\$5,068.24
Contracted Services	
Audit	10,500.00
Governmental Relations	32,500.00
Total for Contracted Services	\$43,000.00
Corporate Reimbursements	-223.88
Direct Services Exp	459,843.13
Insurance	2,457.00
Workers Comp	-1,073.00
Total for Insurance	\$1,384.00
Marketing	7,050.00
Mileage Reimbursement Expense	7,299.45
Miscellaneous Expense	
Licenses/Permits	1,641.89
Total for Miscellaneous Expense	\$1,641.89
Office Supplies	460.98
Payroll Expenses	
Taxes	26,284.25
Wages	296,206.00
Total for Payroll Expenses	\$322,490.25
Professional Services	
Accounting	6,736.20
Consultant	1,725.00
Total for Professional Services	\$8,461.20
Reimbursements	3,470.00
Staff Travel Expense	12,868.37
Staff Mtg Expenses	36.14
Total for Staff Travel Expense	\$12,904.51
Travel expense (deleted)	27,032.02
Travel Expense Lodging	5,040.38
Travel Expense Mileage	-2,489.65
Travel Expense/Airfare	372.80
Total for Reimbursements	\$46,330.06
SDNCP Expense	38,762.50
Staffing	
Expense Reimbursement	16,555.18
Total for Staffing	\$16,555.18
Subscriptions	30.00
Telecommunications	4,371.13

Telephone Service	638.32
Web Site	<u>1,971.38</u>
Total for Telecommunications	\$6,980.83
Unapplied Cash Bill Payment Expense	<u>400.00</u>
Total for Expenses	\$966,137.22
Net Operating Income	\$85,295.94
Net Income	\$85,295.94

Recommendation

Accept and approve

School Employers Association of California

BR8 A&B

To: Board of Directors
From: John Roach
Subject: Consent Agenda
Date: September 18, 2026

BR8 A



BOARD OF DIRECTORS' MEETING

Minutes

Date: June 17, 2026
Time: 8:30 AM
Place: Zoom
<https://us02web.zoom.us/j/9124257384>

DETAILS

Call to Order: 8:30 AM

Roll Call:

Rebecca Andrade, Chair
Carmen Garcia, Vice Chair
Brett McFadden, Treasurer
Dr. John Roach, Secretary
Dr. Froilan Mendoza
Dr. Nicole Wesley

Dr. Catherine Kawaguchi
Paul Johnson
Dr. Roxanne Fuentes
Dr. David Toston, Sr
Gudiel Crosthwaite

Welcome and Introductions

Approval of Agenda

PUBLIC COMMENTS

M Nicole

S Paul

V Unan

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 2026 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 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 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. Executive Director Transition

Executive Director, John Roach, has been discussing succession planning for his position with members of the Board for several years. There is now a transition plan presented for action.

Recommendation:

Approve the Transition Plan as submitted.

M Nicole

S Roxanne

7. Appt of Treasurer

V Unanimous

Brett McFadden resigned from the Treasurer's position effective June 30, 2026, Paul Johnson has graciously agreed to take over the Treasurer responsibilities effective July 1, 2026.

Recommendation

Direct the Executive Director to send a note of thanks to Brett McFadden and appoint Paul Johnson to the Treasurer's position.

M Catherine
S David
V Unanimous

8. Fall Election

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

David E. Reilly, Superintendent of Elk Grove Unified in Sacramento County, has been recommended as a candidate.

Recommendation

Direct the Superintendent to conduct the election with this nominee on the ballot.

Consent Agenda

M Paul
S David
V Unan

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.

9A Minutes of previous board meeting

9B Future Board Meetings Dates

Friday December 4, 3:30 PM, CSBA

Adjournment 9:30 AM

M David
S Froiland
V Unan

BR8 B

Future Board Meetings Dates

Friday December 4, 3:30 PM, CSBA

Adjournment: 9:15 AM