



## SCHOOLS EXCESS LIABILITY FUND

### BOARD OF DIRECTORS MEETING

#### MINUTES

**Time:** Friday, June 6, 2025, 8:30 A.M.

**Location:** SELF Office, 1531 I Street, Suite 300, Sacramento, CA, 95814

**Log-In Information:** <https://us02web.zoom.us/j/88107595932?pwd=J1bPUlHZy3sJO8zvzljJkblCNPn0DQ.1>

**Teleconference Locations:** 33 Plumeria, Lake Forest, CA  
Clovis USD, 1450 Herndon Avenue, Clovis, CA  
1531 York Avenue, San Mateo, CA  
CSRM, 1950 S. Sunwest Lane, Suite 100, San Bernardino, CA  
Riverside CCD, 3801 Market St., Riverside, CA  
North Orange CCD, 1830 W. Romneya Dr., Anaheim, CA

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#### MEMBERS

Renee Hendrick, Chair	Area VI Representative
David Flores, Vice Chair	Area II Representative
Toan Nguyen, Comptroller	Area VI Representative
Steven Salvati, Secretary	Area VI Representative
Thuy Wong (joined at 9:33 a.m.)	Area I Representative
Robert Kretzmer	Area III Representative
Susan Rutledge	Area IV Representative
Sharon Vishwa	Area V Representative
Tien Phan	Area V Representative
Javier Gonzales	Area VI Representative
Stephan Birgel (voting for Jeff Grubbs)	Area VI Representative
Elizabeth Atilano-Melvin	Area VI Representative
Fred Williams	Southern California Community Colleges Representative
Beiwei Tu (joined at 8:53 a.m.)	Southern California Community Colleges Representative
Peter Fitzsimmons	Northern California Community Colleges Representative
Brett Carroll (voting for Joe Allison)	Northern California Community Colleges Representative

#### ALTERNATES

Kiley Heath	Area I Representative
Kelli Hanson	Area III Representative
Mark Evans	Area V Representative
George Landon	Area VI Representative
Dave Ostash	Area VI Representative
Joe Sanchez	Area VI Representative
William Kerwin	Area VI Representative
Trevor Stewart	Northern California Community Colleges Representative

## **GUESTS**

Byrne Conley	Counsel
Ian Skelly	Gallagher Re
Erika Gutekunst	Gallagher Re
Leilani Aguinaldo	School Services
Jon Ferrell	NEAM
Christian Augar	NEAM
Kandy Delgado	CSRM
Teresa Sanchez	CSRM

## **SELF STAFF**

Dave George	Chief Executive Officer
Kathryn Mathes	Chief Fiscal Officer
Lynn Garcia	Chief Litigation Officer
Lois Gormley	Director of Communications and Member Services
Jimmy Rowe	Director of Claims
Susan Casey	Executive Assistant
Jessica Vega	Member Services Specialist

## **EX OFFICIO**

Amanda Voi	California Community Colleges Chancellor's Office
John Miles	California Department of Education

### **I. CALL TO ORDER**

Board Chair Renee Hendrick called the meeting to order at 8:32 a.m. Executive Assistant Susan Casey called the roll and confirmed the presence of a quorum.

### **II. INTRODUCTIONS**

Board members, alternates, guests, and staff took turns introducing themselves.

### **III. AGENDA –June 6, 2025**

#### **A. Amendments/Adjustments**

None.

#### **B. Approval**

Flores made a motion, seconded by Salvati, to adopt the agenda as proposed.

Vote: Hendrick – yes  
Flores – yes  
Nguyen – yes  
Salvati – yes  
Wong – absent during voting  
Kretzmer – yes  
Rutledge – yes

Vishwa – yes  
Phan – yes  
Gonzales – yes  
Birgel – yes  
Atilano-Melvin – yes  
Williams – yes  
Tu – absent during voting  
Fitzsimmons – yes  
Carroll – yes

Motion passed.

#### **IV. MINUTES – March 21, 2025**

##### **A. Amendments/Adjustments**

None.

##### **B. Approval**

Salvati made a motion, seconded by Fitzsimmons, to approve the minutes of the March 21 meeting as presented.

Vote: Hendrick – yes  
Flores – yes  
Nguyen – yes  
Salvati – yes  
Wong – absent during voting  
Kretzmer – yes  
Rutledge – yes  
Vishwa – yes  
Phan – yes  
Gonzales – yes  
Birgel – yes  
Atilano-Melvin – yes  
Williams – yes  
Tu – absent during voting  
Fitzsimmons – yes  
Carroll – yes

Motion passed.

#### **V. PUBLIC COMMENTS**

There were no members of the public who wished to address the Board.

#### **VI. COMMITTEE REPORTS**

##### **A. Executive Committee**

##### **1. April 11 & May 15, 2025**

Committee Chair Renee Hendrick reported that the committee met jointly with the Finance Committee on April 11 and met again on May 15. She said the topics discussed by the committee would be addressed as later agenda items.

B. Finance Committee  
1. May 15, 2025

Committee Chair Toan Nguyen noted that the Finance Committee discussed reinsurance rates and the proposed 2025-26 budget, and reviewed the financial statements, and investment compliance report.

C. Claims Committee  
1. June 5, 2025

Committee Chair Steven Salvati advised that the committee spent considerable time discussing claims in closed session. He reported that the committee gave authority on two claims and recommended positions on several others that were part of the later closed session agenda. Salvati said the committee also heard from ESM Solutions about their progress in working to resolve workers' compensation runoff claims. He commented that ESM has been able to identify errors in reimbursement requests that have resulted in substantial savings to SELF.

D. Member Services and Communications Committee  
1. June 5, 2025

Director of Communications and Member Services Lois Gormley reported that the committee discussed recent outreach efforts, AB 218 informational meetings, and SELF's participation in conferences and events.

Gormley noted that the committee also discussed plans for the 2024-25 annual report, with a theme of "The SELF Advantage," highlighting the advantages of SELF membership.

Gormley indicated that SELF launched a podcast in April featuring a presentation from Peter Fitzsimmons about San Mateo County Community College District's youth protection efforts.

## VII. CHIEF EXECUTIVE OFFICER'S REPORT

George reported that the staff has been busy with reinsurance marketing over the past quarter, and more details on those efforts would be discussed as part of the next agenda item.

George stated that the captive entity held a meeting on May 19. He noted that the captive was converted to a multi-cell captive, allowing SISC and other JPA's to participate in the captive structure. He said SISC is in the process of submitting an application to the State of Utah for creation of its own cell.

George advised that he had attended a number of meetings with members about fiscal issues and AB 218. He commented that although Napa Valley is not a current member, they have been vocal about the assessments, so he met with them to answer their questions and encouraged them to express their concerns to their legislators. He added that he planned to meet with other members over the coming months.

George expressed his appreciation to SELF's hard-working staff for their efforts in preparing and distributing the assessment invoices to members the previous week. He noted that this task entails a lot of work in getting over 1100 cost estimates out to every LEA and then fielding questions after members receive their invoices.

George said SELF would be celebrating its 40<sup>th</sup> anniversary in March of 2026, so the Board's March meeting would include some special presentations.

Hendrick thanked George for his report.

## **VIII. PRESENTATION**

### **A. Reinsurance Marketing**

Ian Skelly, Gallagher Re, introduced his colleague, Erika Gutekunst, and invited her to provide an update on the current insurance market.

Gutekunst reported that the industry has been performing well, allowing underwriters to be more selective in scrutinizing claim strengths. She noted there are general concerns about social inflation, high jury verdicts, and dramatically increasing medical costs, causing some insurers to enter the casualty market while others leave. She commented that although the company she previously worked for as an underwriter was bullish about casualty, they still reduced limits and cut capacity, especially for claims related to sexual abuse and molestation.

Gutekunst acknowledged that there has been some new capacity, but public entity specialists have continued to retrench and pull back. She observed that many companies have refused to write any new business for public entities in California for the past four or five years, creating a difficult market. She added that Skelly does a great job marketing SELF to reinsurers.

Skelly said the reduction in overall capacity has caused prices for commercial umbrella coverage to go up. In addition, he noted, the supply and demand dynamics have created an imbalance for California in particular. He indicated that statistics show that California had higher verdicts than any other state in the U.S., and SELF's own 2024 loss experience has exacerbated this trend going into this year's renewal.

Skelly reported that marketing efforts were focused first on incumbent markets, and then on new reinsurers. He indicated that Gallagher Re approached over ninety markets around the globe, representing about thirteen countries. He said there were more than thirty face-to-face meetings with reinsurers, and most of the questions pertained specifically to SELF's claims activity. He thanked Director of Claims Jimmy Rowe for making himself available to respond.

Skelly stated that reinsurers were interested in what SELF is doing to combat the general claims environment as well as SELF's current claims environment. He discussed SELF's 2024 total loss costs, actual losses, and expected trends. He pointed out that loss costs increased significantly, and reinsurers are likely to increase rates to buffer against future uncertainty.

Skelly said Gallagher Re worked with SELF to create individual modules to highlight all of the good things SELF is doing. He noted that Rowe and Chief Litigation Officer Lynn Garcia provided detailed information on SELF's investments in risk prevention, defense, focus groups, and litigation management. He added that this information was very helpful and was well received by the markets, and he expressed optimism that it would have a positive impact on pricing.

Skelly discussed SELF's current reinsurance structure and summarized this year's prospects by layer. He predicted pricing increases for each layer, with the greatest impact on the higher layers. He remarked that the stability of future pricing will depend mostly on SELF's actual claims activity over the coming years.

Hendrick thanked Skelly for his presentation.

## **IX. CONSENT ITEMS**

- A. Accept Financial/Treasurer's Report Ending March 31, 2025
- B. Accept Investment Compliance Report – Month Ending January 31, 2025, February 28, 2025, and March 31, 2025
- C. Accept Investment Authority & Policy
- D. Accept Resignation – Area VI Board Member – George Landon
- E. Appoint Area NCC Board Member & Alternate

Flores made a motion, seconded by Salvati, to approve the Consent Items.

Vote: Hendrick – yes  
Flores – yes  
Nguyen – yes  
Salvati – yes  
Wong – absent during voting  
Kretzmer – yes  
Rutledge – yes  
Vishwa – yes  
Phan – yes  
Gonzales – yes  
Birgel – yes  
Atilano-Melvin – yes  
Williams – yes  
Tu – yes  
Fitzsimmons – yes  
Carroll – yes

Motion passed.

## **X. ACTION ITEMS**

### **A. Approve Bill Positions**

Leilani Aguinaldo, School Services of California, Inc., said the legislature's house-of-origin deadline would be expiring the following week, meaning that surviving bills are sent to the other house for approval. She drew attention to the written bill report in the meeting packet. She noted that the Executive Committee had already reviewed and approved the proposed new positions, and she recommended that the Board approve them as well.

Aguinaldo indicated that there is new attention in the legislature now on the impact of AB 218-related claims on public agencies, a point SELF and its advocates have been making for a number of years. She observed that there are a number of new legislators, and there seems to be a new momentum because of the FCMAT report detailing the fiscal impact of AB 218 claims on public agencies.

Aguinaldo brought SB 577 (Laird) and SB 848 (Perez) to the Board's attention. She explained that SB 577 focuses on the ability of public agency to finance judgments and settlements. She noted that SELF has been heavily engaged in pushing the author and legislature to do more to mitigate the impact of bringing these claims in the first place. She said SB 848 incorporates all of the prevention recommendations from the FCMAT report, and SELF supports this bill.

Aguinaldo stated that SELF has been involved in some statewide events that have attracted more press attention on public agency impacts. She remarked that increasing public awareness is helping the broader efforts to find solutions for public agencies.

George commented that SB 577 addresses the fiscal side of the FCMAT recommendations, but most of it focuses on public entities issuing bonding debt to help pay for claims. He observed that this does nothing to help bring costs down and probably has an inflationary factor. He pointed out that this legislation just helps public entities go into debt. George advised that discussions are still ongoing, but the plaintiffs' bar is a powerful force in California and supports the bill as a reform.

Aguinaldo stated that School Services will continue to work for real improvements that do not create unintended consequences. She said she will monitor the progress of the surviving bills.

Salvati made a motion, seconded by Kretzmer, to approve the recommended bill positions.

Vote: Hendrick – yes  
Flores – yes  
Nguyen – yes  
Salvati – yes  
Wong – absent during voting  
Kretzmer – yes  
Rutledge – yes  
Vishwa – yes  
Phan – yes  
Gonzales – yes  
Birgel – yes  
Atilano-Melvin – yes  
Williams – yes  
Tu – yes  
Fitzsimmons – yes  
Carroll – yes

Motion passed.

Hendrick thanked Aguinaldo for her report.

B. Accept Investment Report –Third Quarter 2024/2025

Nguyen made a motion, seconded by Flores, to accept the Investment Report.

Jon Ferrell introduced himself and Christian Auger, New England Asset Management (NEAM), said he would provide an update on the performance of SELF's investments after Auger discussed overall market conditions.

Auger observed that the second quarter of 2024/25 started with the Trump administration's imposition of large tariffs on goods from many companies. He noted that there is still uncertainty as to how much the tariffs will impact the economy, chances of a recession, and the Federal funds rate. He said economists now believe the chances of a recession at more than 50 percent in 2025, and the Fed will have to be aggressive in cutting rates to offset those conditions and stimulate the economy.

Auger advised that NEAM began the year expecting growth of 2 to 2.5 percent in GDP and steady interest rates in spite of tariffs. He noted that Trump has been serious about imposing

tariffs, with increases ranging on average to about 27 percent following “Liberation Day,” but economists felt that he was using tariffs as a ploy to extract concessions from other countries in return for reducing them. He said NEAM expects an eventual average tariff rate of about 10 percent for every country except China, with tariffs of 60 percent.

Auger stated that there were many challenges about the legality of what Trump was doing. He noted that Trump enacted an Emergency Powers Act to carry out his plans, but the Court of International Trade unanimously rejected the use of emergency powers to impose across-the-board tariffs and found there was no real emergency. Auger said NEAM believes tariffs will become less of an issue over time, and Trump will likely lose even if the matter reaches the Supreme Court. Instead, he noted, he would need to impose product-specific tariffs.

Auger said the other big issue impacting the economy now is the federal budget process. He noted that the proposed bill will cost \$3.5 trillion over the next ten years, but some of those calculations are based on about \$300 billion per year in tariff revenues. He advised that the budget deficit, now at 6 percent, is likely to rise to 7.2 percent. He commented that this figure is appropriate for a time of crisis, not a period of growth.

Auger stated that NEAM predicts a 25 percent chance of a recession in 2025. He noted that there are signs the Fed will become much less aggressive in cutting rates, with only one or two changes expected this year. On the other hand, he observed, spreads have tightened quite a bit, making bonds more expensive. Auger indicated that the Treasury yield curve remains elevated, at about 4.5 percent on ten-year instruments, which bodes well for reinvestment rates. He projected yields of 4 to 5 percent for SELF’s portfolios for the next several months.

Ferrell drew attention to Page 10 of the written report in the meeting packet for a summary of the performance of each of SELF’s investment portfolios. He discussed the mix, yields, and duration of the investments in the excess liability portfolio, excess workers’ compensation portfolio, and captive portfolio individually.

Ferrell reviewed the makeup of the excess liability portfolio. He drew attention to the breakdown of the securities by sector. Ferrell said NEAM has been continuing to make purchases within the limits of SELF’s investment policy for the excess liability portfolio. He pointed out that the limit on corporate securities was close to being reached, so NEAM added more taxable municipal bonds at favorable yields. He noted that book yield is now up to 4.27 percent for the quarter, an additional 5 basis points for the quarter. Ferrell indicated that the duration of the portfolio is just over two years now, right at the benchmark. He commented that rates are likely to remain high for a while, but volatility is still persisting, so NEAM plans to maintain a neutral duration standpoint relative to benchmarks.

Ferrell discussed the excess workers’ compensation portfolio. He noted this portfolio has a long duration. He said transactions were limited, with a few purchases of AAA-rated bonds. He said the overall duration now is about 3.64 years, and book yield moved up with the recent purchases.

Ferrell noted that the excess workers’ compensation portfolio was split between long-term and short-term durations, with the shorter terms transferred to the new captive entity. He advised that there were about \$5 million in purchases for the captive portfolio, resulting in a book yield of 4.68. He discussed the mix of securities and said NEAM is pivoting to more taxable municipal bonds as the limits on other sectors are close to being reached.

Overall for the quarter, Ferrell said, Treasuries and fixed-income securities performed well. In terms of returns on each portfolio, Ferrell noted that the excess liability portfolio returned 1.78 percent, less than benchmarks, primarily due to wider spreads. He stated that the excess



workers' compensation program returned 2.67 percent, much better than the benchmark, and the captive portfolio returned 1.57 percent.

Ferrell added that he was pleased with the performance of all three portfolios since SELF moved their management to NEAM.

Ferrell stated that NEAM has been working with Chief Fiscal Officer Kathryn Mathes to update guidelines and benchmarks and better position the captive portfolio. He observed that the portfolio came in with some very short durations, resulting in lower yields. He said NEAM has been steadily increasing durations and looking at other asset classes for the captive portfolio.

Vote: Hendrick – yes  
Flores – yes  
Nguyen – yes  
Salvati – yes  
Wong – yes  
Kretzmer – yes  
Rutledge – yes  
Vishwa – yes  
Phan – yes  
Gonzales – yes  
Birgel – yes  
Atilano-Melvin – yes  
Williams – yes  
Tu – yes  
Fitzsimmons – yes  
Carroll – yes

Motion passed.

Hendrick thanked Ferrell and Auger for their reports.

C. Accept SELF Budget 2025/26

Flores made a motion, seconded by Salvati, to accept the proposed budget for 2025/26.

Mathes said the 2025/26 budget was prepared using the same methodology as in previous years. She highlighted some of the changes. She indicated that the claims and claims adjustment expense was based on the October 31 actuarial report. She said she estimated a 30 percent increase in reinsurance premiums. Mathes noted the budget includes a planned upgrade to the accounting software and transition of IT to an outside service. She observed that personnel and benefits costs are higher to include filling two vacant positions. She said the investment income estimate was based on the earnings of the current portfolios.

Board members asked about the two vacant positions. Mathes said one position was for an adjuster and the other was for IT services.

Vote: Hendrick – yes  
Flores – yes  
Nguyen – yes  
Salvati – yes  
Wong – yes

Kretzmer – yes  
Rutledge – yes  
Vishwa – yes  
Phan – yes  
Gonzales – yes  
Birgel – yes  
Atilano-Melvin – yes  
Williams – yes  
Tu – yes  
Fitzsimmons – yes  
Carroll – yes

Motion passed.

Hendrick thanked Mathes for her report.

D. Approve Reinsurance for 2025/26

Salvati made a motion, seconded by Fitzsimmons, to approve the proposed reinsurance for 2025/26.

George noted that Skelly and Gutekunst discussed the general reinsurance market earlier in the meeting. He said SELF and Gallagher Re attended thirty meetings with reinsurers in London, New York, and Bermuda. George advised that the New York meetings focused on structured reinsurance options, the London reinsurers continued to be receptive, and some new markets in Bermuda expressed interest. He commented that reinsurers at this year's meetings wanted more information on SELF's claim activity and trends, and Rowe and Garcia were able to attend some of the meetings to discuss claims in detail.

George reviewed the proposed reinsurance structure for 2025/26. He said the first tier has a three-year fixed pricing structure with Hanover, and 2025/26 will be the second year of that arrangement.

George reviewed the \$5 million excess of \$10 million layer, as well as the \$10M x \$15M layer.

George stated that taken all together, SELF's net increase in reinsurance costs is expected to be about 10 percent. He commended Gallagher Re for its diligent and productive efforts on SELF's behalf. George noted that the Board previously approved a rate increase of just under 20 percent for reinsurance, so there should be sufficient cushion to help fund any portions SELF will be funding. He remarked that the structured arrangement with Hanover is helping moderate the pricing volatility.

Hendrick asked about SELF's prospects for renewing the three-year structured arrangement for the first layer. George responded that the pricing will depend largely on SELF's claims experience. He added that SELF exhausted its limit last year and will likely exceed it again this year.

Skelly agreed, noting that it is too early to tell what effect this will have on future pricing.

Salvati asked how the expected overall increase of 10 percent for reinsurance compares with rates charged by primary insurers. George said primary rates are largely driven by claims experience and current market conditions in California, so increases are at least 10 percent but vary widely.

Vote: Hendrick – yes  
Flores – yes  
Nguyen – yes  
Salvati – yes  
Wong – yes  
Kretzmer – yes  
Rutledge – yes  
Vishwa – yes  
Phan – yes  
Gonzales – yes  
Birgel – yes  
Atilano-Melvin – yes  
Williams – yes  
Tu – yes  
Fitzsimmons – yes  
Carroll – yes

Motion passed.

Hendrick thanked George and Skelly for their reports.

## **XI. INFORMATION/DISCUSSION ITEM**

### **A. AB218 Update**

George noted that the staff updates the Board on AB 218 claims at least every six months. He indicated that the Board discussed fiscal aspects of AB 218 impacts at the March meeting, but the last claims review was in December.

George reviewed AB 218 claims for losses from 1986 to 2020, the period in which SELF did not budget for claims filed after AB 218 was passed. He said the trend was slowing, but additional claims are still being reported. George noted that about two thirds of AB 218 claims have been from people under the age of 40, and there are many potential claimants who are still under 40.

George displayed a chart showing AB218 claims by claim year, occurrence, open or closed status, and number of plaintiffs. He observed that claims seem to be coming in at about the same rate they are being settled, and this trend has remained stable for the past couple of years.

George reviewed incurred costs, which include paid and reserve amounts, over SELF's history.

Hendrick commented that claims costs are much higher than they used to be, and the definition of "assault" is much narrower than it was decades ago. She advocated better training to help school employees understand what constitutes an assault and the consequences of these kinds of claims.

Skelly observed that as mentioned earlier, factors that have led to higher costs include social inflation, having multiple victims with some more severe than others, and increased attention on assault issues.

Salvati remarked that if the AB 218 claims had been spread out over the past four decades, the individual jury verdicts would probably have been lower. He noted that members of the public are shocked and angered when they hear in recent years about thirty years' worth of incidents,

and trials of perpetrators tend to draw considerable media attention. Hendrick pointed out that the price tag is much higher nowadays.

George observed that in cases with multiple victims, plaintiffs' attorneys tend to try the most egregious cases first, and those verdicts tend to affect lesser cases.

Sanchez asked about the possibility that legislators would provide some relief from AB 218 impacts. Hendrick noted that the members of the Legislature are resistant to even talking about caps or other kinds of tort reform that could relieve the situation, and there have been no bills brought forth by lawmakers to solve the problem.

Aguinaldo stated that SEIU has taken part in recent conversations because AB 218 affects their negotiations with L.A. County, and their participation has been helpful. She said School Services and others are trying to get the California Teachers Association (CTA) more involved in the issue. She noted that the California Federation of Teachers and Classified School Employees Association have been more engaged.

Aguinaldo remarked that SELF supports SB 848, focusing on prevention, but CTA might have objections to some of the provisions because of the additional requirements it would impose on schools.

Board members talked about specific cases in other areas that led to huge jury verdicts.

Hendrick thanked George for his report.

## **XII. CLOSED SESSION**

Flores made a motion, seconded by Salvati, to adjourn to closed session for the purpose of discussing pending claims and personnel matters.

Vote: Hendrick – yes  
Flores – yes  
Nguyen – yes  
Salvati – yes  
Wong – yes  
Kretzmer – yes  
Rutledge – yes  
Vishwa – yes  
Phan – yes  
Gonzales – yes  
Birgel – yes  
Atilano-Melvin – absent during voting  
Williams – yes  
Tu – yes  
Fitzsimmons – yes  
Carroll – yes

Motion passed. The meeting was adjourned to closed session at 10:30 a.m.

### **A. Liability Claims (Gov. Code, § 54956.95)**

- Discussion of existing pending litigation claims:
  - Doe vs. Pomona Unified School District
  - Doe vs. Pomona Unified School District
  - Doe vs. Pomona Unified School District

- Doe vs. Pomona Unified School District
- Doe, et al vs. Victor Valley Union High School District
- Doe, et al vs. Colton Unified School District
- Doe vs. Long Beach Unified School District
- Doe, et al vs. Santa Ana Unified Schools District
- Doe, et al vs. Mountain View School District
- Doe, et al vs. El Segundo Unified School District
- Doe, et al vs. Long Beach Unified School District
- Doe, et al vs. El Monte Unified School District
- Doe, et al vs. Barstow Unified School District

B. Public Employee Performance Evaluation – Closed Session, pursuant to Gov’t Code 54957.

Title: Chief Executive Officer

C. Personnel: Conference with Labor Negotiators (Pursuant to Gov’t. Code §54957.6)

Unrepresented Employee: CEO

Agency Designated Representative: Renee Hendrick, SELF Board Chair

At the conclusion of the closed session, Birgel made a motion, seconded by Flores, to resume the open meeting.

Vote: Hendrick – yes  
Flores – yes  
Nguyen – yes  
Salvati – yes  
Wong – yes  
Kretzmer – yes  
Rutledge – yes  
Vishwa – yes  
Phan – yes  
Gonzales – yes  
Birgel – yes  
Atilano-Melvin – absent during voting  
Williams – yes  
Tu – yes  
Fitzsimmons – yes  
Carroll – yes

Motion passed. The open meeting was resumed at 12:30 p.m.

Hendrick reported that during the closed session, the Board had conversations with the staff on numerous items and gave direction.

### **XIII. ACTION ITEM**

A. Approve Salary/Contract and Performance Review for Chief Executive Officer

Nguyen made a motion, seconded by Salvati, to approve the salary, contract, and performance review as presented.

Hendrick said the SELF staff wants to convey their appreciation for George’s leadership. She noted his performance evaluation was outstanding. She reported that the Board agreed to raise George’s salary by 5 percent for 2025/26 and extend his contract through June 30, 2028.

Vote: Hendrick – yes  
Flores – yes  
Nguyen – yes  
Salvati – yes  
Wong – yes  
Kretzmer – yes  
Rutledge – yes  
Vishwa – yes  
Phan – yes  
Gonzales – absent during voting  
Birgel – yes  
Atilano-Melvin – absent during voting  
Williams – yes  
Tu – yes  
Fitzsimmons – yes  
Carroll – yes

Motion passed.

**XIV. CHAIR’S REPORT**

Hendrick thanked Landon for his service to SELF and congratulated him on his retirement.

**XV. FUTURE MEETINGS**

The Board reviewed the schedule of upcoming meetings.

**XVI. ADJOURNMENT**

There being no further business, Salvati made a motion, seconded by Flores, that the meeting be adjourned. The meeting was adjourned at 12:33 p.m.