

SERS Retirement Board Meeting Minutes

October 16, 2025

The nine hundredth and eighty-fourth meeting of the Retirement Board of the School Employees Retirement System was held in the boardroom at 300 E. Broad Street, Columbus, Ohio, and streamed via Zoom videoconferencing on Thursday, October 16, 2025.

Pledge of Allegiance

The SERS Retirement Board meeting convened at 8:30 a.m. with the Pledge of Allegiance.

Roll Call

The roll call was as follows: James Rossler, Daniel Wilson, Jeffrey DeLeone, Matthew King, Catherine Moss, Rebekah Roe, Aimee Russell, Frank Weglarz. Absent (excused): Jeanine Alexander. Also attending was Mary Therese Bridge, representative of the Ohio Attorney General's Office. Various members of the SERS staff attended in person while other SERS staff members and members of the public attended virtually.

Approval of Board Out-of State Travel

Catherine Moss moved and Frank Weglarz seconded the motion that the travel requests by Board Members to travel and receive reimbursement for the following out-of-state conference and meeting expenses be approved. Upon roll call the vote was as follows: Yea: Daniel Wilson, Jeffrey DeLeone, Matthew King, Catherine Moss, Rebekah Roe, Aimee Russell, Frank Weglarz, and James Rossler. Absent: Jeanine Alexander. The motion carried.

Conference	Attendee	Conference Date(s)	Conference Location	Estimate of Expenses
Public Plan Trustee Institute	Jeanine Alexander	February 23 – February 24, 2026	Orlando, FL	3522.04

Consent Agenda

The Consent Agenda for October 16, 2025, included:

- **Minutes** of the September 18, 2025, Retirement Board meeting.
- **Summary of Investment Transactions** for the period of August 1, 2025, to August 31, 2025.
- **Retirement Report** - Superannuations, Survivor Benefits, and Transfers and Special Cases.
- **Disability Report** - Approval of Disability Benefits, Disapproval of Disability Benefits, Termination of Disability Benefits – Any Occupation, Approval of Appeal of Termination – Any Occupation.

Matthew King moved and Jeffrey DeLeone seconded the motion to approve the Consent Agenda of the Retirement Board meeting held on Thursday, September 18, 2025. Upon roll call the vote was as follows: Yea: Daniel Wilson, Jeffrey DeLeone, Matthew King, Catherine Moss, Rebekah Roe, Aimee Russell, Frank Weglarz, and James Rossler. Absent: Jeanine Alexander. The motion carried.

Investment Report

Annual Portfolio Review – Private Equity

SERS Investment staff Steve Price and Phil Sisson provided an update on the Private Equity portfolio. Mr. Price reported the Private Equity portfolio has a market value of \$2.63 billion with 28 general partners, 70 funds, and 18 co-investments. SERS maintains a diverse private equity portfolio to provide returns that can be adjusted based on risk. The target for Global Private Equity allocation is currently 14% of the SERS total fund, with a permissible range of 11% to 17%.

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FY 2025 had a net return of 9.99% versus the benchmark of 6.42%. It was also reported that the ten-year return exceeds the benchmark and the program remains cash-flow positive.

Mr. Sisson stated the objectives for FY2026 are to manage the Private Equity portfolio and fiscal year commitments to reflect the investment allocation of 14%, subject to identifying opportunities that meet SERS' investment criteria. Another goal is to review the private equity portfolio strategy and structure and develop a plan to improve risk and return characteristics of the portfolio, achieve fee reductions and optimize manager count as appropriate. Also, investment staff will actively seek co-investment opportunities where appropriate with current SERS' private equity general partners who meet co-investment criteria, as outlined in the private equity co-investment guidelines. The final goal is to research and identify new and innovative investment opportunities with managers who offer compelling return expectations. These new opportunities may be used for a combination of purposes to replace current managers who no longer meet SERS' investment criteria or to target strategies that are not currently a directly invested component of the private equity portfolio.

With no questions, the board thanked Mr. Price and Mr. Sisson for their report.

Monthly Investment Report – Period Ending: August 31, 2025

Mr. Majeed provided an update on the SERS Retirement fund for the period ending August 31, 2025. Mr. Majeed reported that the US labor market is weakening as there are currently more jobs being lost than are available. Inflation is also slightly higher and the trend indicates a possible downturn in the economy and a possible recession. Mr. Majeed stated that certain variables, such as AI data centers, are driving growth but not job growth.

Mr. Majeed closed his report stating that the SERS retirement fund was valued at \$21B as of August 31. Mr. Majeed reported that unemployment numbers continue to move in an upward direction as new jobs decrease. Mr. Majeed advised the Board that the current rate of investment return is not likely to continue and that the market will likely correct itself in the near future. Following a robust discussion and several questions, the Board thanked Mr. Majeed and his Investment Staff for their hard work.

Investment Consultant RFP Discussion

Mr. Majeed reported that SERS would be issuing a Request for Proposals (RFP) to select a qualified general investment consulting firm. The chosen consultant will work closely with the Board and Staff to develop and implement investment policies that ensure the system's assets are sufficient to meet both current and future benefit obligations. As of June 30, 2025, SERS manages \$20.6 billion in assets, diversified across global equities, private equity, fixed income, private credit, real estate, infrastructure, opportunistic investments, and cash equivalents.

Mr. Majeed continued, noting that the scope of services for the consultant includes providing independent, unbiased advice on strategic asset allocation, quarterly performance reporting, policy development, and investment manager due diligence.

Mr. Majeed noted that the RFP outlines a detailed selection process, including proposal submission deadlines, presentations, and due diligence visits, with finalists presenting to the Board for approval. Minimum criteria for selection include registration as an investment advisor, significant experience with public retirement systems, and a dedicated research team. Compliance with Ohio law and full disclosure of conflicts of interest are required. The process is designed to ensure transparency, robust oversight, and the continued financial health of SERS.

Mr. Majeed outlined the timeline for proposal review and evaluation, noting the RFP would be posted in November, with proposals due in December. An internal group of investment and executive staff will review the submissions and the top three finalists will present to the Board for final consideration. Mr. Majeed indicated that a final decision would be targeted for March or April 2026. Following several questions, the Board advised the Investments Team to begin the RFP process for a new Investment Consultant.

The Board took a break at 9:45 a.m.

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The Board reconvened at 9:56 a.m.

Executive Director's Update

Ohio Retirement Study Council

SERS Executive Director Richard Stensrud reported that the ORSC met on September 9. The SERS Disability report was discussed. The FY2025 disability experience was similar to that in previous years. Mr. Stensrud also reported on the updates made to the SERS Travel Policy.

Mr. Stensrud noted there was a report on Chairman Bird's and Representative Brennan's recent visit to the STRS building. The visit was spurred by a newspaper editorial making allegations about subpar investment performance and claims about excessive expenditures in the STRS building. The Representatives reported that the allegations were incorrect, inaccurate and erroneous.

Mr. Stensrud reported that the ORSC is expected to meet as planned in November.

State Legislative Activity

Mr. Stensrud reported that sponsor testimony was heard in House Committee meetings last week on bills that SERS is tracking.

HB 413 would require mandatory participation by government entities, including the statewide retirement systems, in the Treasurer of State's online 'Checkbook' project. Mr. Stensrud advised the Board that SERS already participates in this program on a voluntary basis. The legislation would also add reporting of revenues to the expenditures currently being reported. Mr. Stensrud noted that the retirement systems were working with the legislative sponsors to get clarification regarding what revenues the retirement systems would be required to report.

HB 473 would prohibit public employers from paying ('picking up') the employee share of pension contributions to any of the five statewide retirement systems. Mr. Stensrud noted that the Governor had vetoed provisions in the Budget Bill that would have applied such a prohibition to school districts paying the employee contributions for school Superintendents and Treasurers. Mr. Stensrud noted that SERS was not taking a policy position on the bill but would advise policy makers that the prohibition could result in higher pension benefits and higher pension costs to employers. Mr. Stensrud explained that this was because an employer pick up does not increase pensionable compensation, which impacts final average salary and benefits, but if an employer were to provide an employee with other compensation to replace the pick up, that new compensation would be pensionable, and would require additional employer contributions.

Mr. Stensrud advised the Board that he will keep the Board apprised of developments on these legislative proposals.

Mr. Stensrud reported that most of the Ohio General Assembly's focus this fall has been on property tax relief proposals and on Congressional re-districting.

Federal Legislative Activity

Mr. Stensrud continued, reporting on the status of the federal government shutdown. Federal appropriations ended for most federal agencies October 1st. Congressional Republicans and Democrats have been blaming each other regarding who is responsible for the shutdown, and neither side is budging. Mr. Stensrud noted that at the heart of the stalemate are the higher ACA subsidies that are set to expire at the end of 2025. Mr. Stensrud noted that the outcome on the subsidies would have an impact on participation in SERS' marketplace/HRA wraparound program, with lower subsidies potentially making the SERS program less attractive to participants.

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Board Member Rebekah Roe expressed her concern over how the loss of the higher subsidies would affect SERS members. Mr. Stensrud reassured the Board that SERS members will be kept up to date on developments and provided an opportunity to make changes in plan selection if the underlying circumstances made it necessary.

Joint Trustee Training

Mr. Stensrud reported that OPERS will host the Joint Trustee Training on November 12, 2025. All SERS Board members are invited to attend.

Member Services Outreach

Mr. Stensrud reported on the many ways that SERS staff continues to engage with SERS members, employers, and stakeholders. He noted several webinars, training sessions, and communications sent out to educate and bring awareness to issues affecting SERS members. Mr. Stensrud assured the Board that this engagement will continue.

Actuarial Audit Presentation

Mr. Stensrud introduced Linda Bournival of KMS Actuaries. Mr. Stensrud reported that every ten years the Ohio Retirement Study Council (ORSC) commissions an actuarial audit in which the auditing actuary fully replicates the most recent actuarial valuation conducted by the retirement system's retained actuary.

Mr. Stensrud noted that an actuarial audit includes the following elements:

1. Audit of actuarial methods, actuarial factors, and actuarial assumptions used in the actuarial valuations
2. Replicate the actuarial calculations
3. Audit of member data used in the valuations
4. Perform sample lives testing
5. Review valuation reports for compliance with Actuarial Stand of Practice (ASOP)

Mr. Stensrud stated after a competitive bidding process, the ORSC selected Pension Trustee Advisors, partnered with KMS Actuaries and Bolton Partners (PTA-KMS-Bolton), to perform the actuarial audit on the work performed for SERS by Cavanaugh MacDonald (CavMac).

Their audit included the following CavMac reports:

- SERS valuation report on the annual basic benefits as of June 30, 2024.
- SERS valuation report on the retiree health care fund as of June 30, 2024.
- Five-year pension fund experience review for the period ending June 30, 2020.

Mr. Stensrud noted that the PTA-KMS-Bolton report was provided for the Board for review. A response to the PTA-KMS-Bolton report by CavMac was also included.

Ms. Bournival reported on the overall findings for the actuarial audit. Ms. Bournival reported that the actuarial audit identified no critical concerns and found that the actuarial calculations were reasonable, consistent and accurate, and that the assumptions recommended by CavMac and adopted by the Board were reasonable, and consistently and accurately applied. The report highlights that the actuarial liabilities and normal costs calculated by CavMac were closely matched by PTA/KMS/Bolton.

Ms. Bournival continued, stating specifically that the actuarial audit:

- Confirmed the validity, completeness, and appropriateness of the demographic and financial information used by CavMac to meet SERS' funding objectives.
- Confirmed the reasonableness of CavMac's conclusions and the conformance of CavMac's work with generally accepted actuarial standards and practices.
- Determined that the auditor's calculations closely matched CavMac's calculations.

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- Confirmed that CavMac captured the complexity of SERS accurately and that SERS should have confidence in the actuarial calculations provided to us.
- Confirmed that CavMac's actuarial valuations of total actuarial liability, normal cost and present value of benefits was reliable.
- Confirmed that the actuarial funding method and asset valuation method used by CavMac are a 'Model Practice.'
- Confirmed that the Actuarially Determined Contribution (ADC) of 9.56% calculated by CavMac is less than the fixed rate employer contribution (14.00%) scheduled to be paid into the plan. This confirms CavMac's conclusion that the current employer contribution rate is sufficient to fund the plan within the amortization period requirement.

None of the minor recommendations/suggestions identified by PTA/KMS/Bolton resulted in necessary recalculations. The minor recommendations/suggestions include:

- Expand certain information in the valuation report.
- Expand disclosure of methodology and assumptions in the next actuarial experience study and valuation reports.
- Consider certain enhancements to the actuarial methods and assumptions:

Mr. Stensrud reported SERS staff was pleased with PTA-KMS-Bolton 's favorable conclusions on CavMac's work and believe that the results provide confirmation to SERS' stakeholders that SERS' actuarial condition is being accurately and correctly presented. SERS leadership has discussed the auditing actuary's recommendations with CavMac, and plan to incorporate many of them during the upcoming five-year experience study as of June 30, 2025. Following several questions, the Board thanked Ms. Bournival for her presentation.

Review of Administrative Expenses

SERS Chief Financial Officer, Marni Hall, provided an update on SERS administrative expenses. Ms. Hall provided the board with several FY2026 Administrative expense reports for further analysis. Ms. Hall stated that SERS FY26 SERS administrative expenses are tracking slightly over budget for the first quarter due to timing and should recover in the second quarter. Ms. Hall also provided the Board with a brief overview of SERS Broad Street expenses. Following several questions, the Board thanked Ms. Hall for her report.

Revised and Restated SERS Health Care Plan & Trust

SERS General Counsel, Joe Marotta, provided the Board with a Revised and Restated Health Care Plan and Trust for review. Mr. Marotta stated the proposed revised and restated SERS Health Care Plan and Trust ("HC Plan"), which would be effective October 16, 2025, is based on the current HC Plan that was revised and restated October 1, 2024. The purpose of the proposed revised and restated HC Plan is to add language to designate the HC Plan as a hybrid entity for purposes of the Health Insurance Portability and Accountability Act of 1996 (HIPAA).

HIPAA, a federal law intended to strengthen the privacy and security of individuals' health information, applies to "covered entities," as defined under the privacy, security, breach notification, and enforcement rules at 45 C.F.R. Part 160 and Part 164 ("HIPAA Rules"). A single legal entity that conducts both HIPAA-covered and non-covered functions may designate itself as a hybrid entity for HIPAA compliance purposes. SERS is a single legal entity that provides pension benefits (non-covered functions) and offers self-insured health insurance coverage to its retirees, beneficiaries, and their dependents (HIPAA-covered functions). By designating the HC Plan as a hybrid entity, only the parts of SERS that specifically administers the HC Plan will be subject to HIPAA instead of all of SERS.

SERS Legal Staff consulted with outside legal counsel to add the language to designate the HC Plan as the covered entity. Staff recommended that the Director – Health Care Services be designated responsible for the HC Plan for purposes of HIPAA.

Rebekah Roe moved and Frank Weglarz seconded the motion to adopt the revised and restated "SERS Health Care Plan and Trust" effective October 16, 2025, and designate the Director – Health Care Services as responsible for the SERS Health Care Plan and Trust for purposes of HIPAA. Upon roll call the vote was as

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follows: Yea: Daniel Wilson, Jeffrey DeLeone, Matthew King, Catherine Moss, Rebekah Roe, Aimee Russell, Frank Weglarz, and James Rossler. Absent: Jeanine Alexander. The motion carried.

Filing of Proposed Rescinded Administrative Rule 3309-1-64 Dental and Vision Coverage

Legal Counsel discussed with the Board filing with JCARR the following proposed rescinded rule: 3309-1-64 Dental and vision coverage. Rebekah Roe moved and Aimee Russell seconded that proposed rescinded rule 3309-1-64 be filed with JCARR as discussed. Upon roll call the vote was as follows: Yea: Daniel Wilson, Jeffrey DeLeone, Matthew King, Catherine Moss, Rebekah Roe, Aimee Russell, Frank Weglarz, and James Rossler. Absent: Jeanine Alexander. The motion carried.

Filing of Proposed New Administrative Rule 3309-1-64 Dental and Vision Coverage

Legal Counsel discussed with the Board filing with JCARR the following proposed new administrative rule: 3309-1-64 Dental and vision coverage. Catherine Moss moved and Frank Weglarz seconded that proposed new rule 3309-1-64 be filed with JCARR as discussed. Upon roll call the vote was as follows: Yea: Daniel Wilson, Jeffrey DeLeone, Matthew King, Catherine Moss, Rebekah Roe, Aimee Russell, Frank Weglarz, and James Rossler. Absent: Jeanine Alexander. The motion carried.

Filing of Proposed Amended Administrative Rule 3309-1-09 Federal Taxation

Legal Counsel discussed with the Board filing with JCARR the following proposed amended rule: 3309-1-09 Federal taxation. Matthew King moved and Frank Weglarz seconded that proposed amended rule 3309-1-09 be filed with JCARR as discussed. Upon roll call the vote was as follows: Yea: Daniel Wilson, Jeffrey DeLeone, Matthew King, Catherine Moss, Rebekah Roe, Aimee Russell, Frank Weglarz, and James Rossler. Absent: Jeanine Alexander. The motion carried.

Filing of Proposed Amended Administrative Rule 3309-1-10 Mandatory Direct Deposit

Legal Counsel discussed with the Board filing with JCARR the following proposed amended rule: 3309-1-10 Mandatory direct deposit. Frank Weglarz moved and Aimee Russell seconded that proposed amended rule 3309-1-10 be filed with JCARR as discussed. Upon roll call the vote was as follows: Yea: Daniel Wilson, Jeffrey DeLeone, Matthew King, Catherine Moss, Rebekah Roe, Aimee Russell, Frank Weglarz, and James Rossler. Absent: Jeanine Alexander. The motion carried.

Filing of Proposed Amended Administrative Rule 3309-1-35 Health Care

Legal Counsel discussed with the Board filing with JCARR the following proposed amended rule: 3309-1-35 Health care. Rebekah Roe moved and Aimee Russell seconded that proposed amended rule 3309-1-35 be filed with JCARR as discussed. Upon roll call the vote was as follows: Yea: Daniel Wilson, Jeffrey DeLeone, Matthew King, Catherine Moss, Rebekah Roe, Aimee Russell, Frank Weglarz, and James Rossler. Absent: Jeanine Alexander. The motion carried.

Filing of Proposed Amended Administrative Rule 3309-1-65 Medicare Part B Reimbursement Account

Legal Counsel discussed with the Board filing with JCARR the following proposed amended rule: 3309-1-65 Medicare part B reimbursement account. Frank Weglarz moved and Catherine Moss seconded that proposed amended rule 3309-1-65 be filed with JCARR as discussed. Upon roll call the vote was as follows: Yea: Daniel Wilson, Jeffrey DeLeone, Matthew King, Catherine Moss, Rebekah Roe, Aimee Russell, Frank Weglarz, and James Rossler. Absent: Jeanine Alexander. The motion carried.

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Technology Committee Report

Technology Committee Update

SERS' Technology Committee Chair, Frank Weglarz provided the Board with an update on the work being done by the Technology Committee. Mr. Weglarz reported that SERS Chief Technology Officer Jay Patel provided the Committee with a Technology Roadmap progress update on the FY2026 Infrastructure and SMART projects. The Technology Roadmap is in its fourth year. Mr. Weglarz also reported that SERS successfully negotiated a three-year SMART Support Contract Renewal that became effective on July 1, 2025.

Mr. Weglarz also stated that Chief Risk Officer Colette Barricks, presented updates on fraud awareness, security projects, and compliance support, along with insights into the successful completion of audits and key projects for FY2026, elaborating on the successes of prior Cyber Incident Tabletop exercises, responsible use of CoPilot and Brand Indicators for Message Identification. The Technology Committee went into Executive Session to discuss cyber insurance. The Board thanked Mr. Weglarz for his report.

Retirement Report

There was no executive session for the retirement report.

Board Communication and Policy Issues

Board Information Request & Follow Up Items

No additional follow-up items were noted.

Calendar Dates for Future Board Meetings

The Board members reviewed the 2025 meeting calendar.

CALENDAR DATES FOR SERS BOARD AND COMMITTEE MEETINGS FOR 2025 **

AUDIT COMMITTEE MEETINGS

December 17, 2025 – 2:30 p.m. (Weds.)

COMPENSATION COMMITTEE MEETINGS

December 18, 2025 – 7:30 a.m. (Thurs.)

TECHNOLOGY COMMITTEE MEETINGS

December 19, 2025 – 12:30 p.m. (Thurs.)

BOARD MEETINGS

November 20 – 21, 2025 – 8:30 a.m. (Thurs. and Fri.)

December 18 – 19, 2025 – 8:30 a.m. (Thurs. and Fri.)

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CALENDAR DATES FOR SERS BOARD AND COMMITTEE MEETINGS FOR 2026 **

AUDIT COMMITTEE MEETINGS

March 18, 2026 – 2:30 p.m. (Weds.)
June 17, 2026 – 2:30 p.m. (Weds.)
September 16, 2026 - 2:30 p.m. (Weds.)
December 16, 2026 – 2:30 p.m. (Weds.)

COMPENSATION COMMITTEE MEETINGS

March 19, 2026 – 7:30 a.m. (Thurs.)
June 18, 2026 – 7:30 a.m. (Thurs.)
July 16, 2026 – 7:30 a.m. (Thurs.) **** Special Meeting ****
September 17, 2026 – 7:30 a.m. (Thurs.)
December 17, 2026 – 7:30 a.m. (Thurs.)

TECHNOLOGY COMMITTEE MEETINGS

March 19, 2026 – 12:30 p.m. (Thurs.)
June 18, 2026 – 12:30 p.m. (Thurs.)
September 17, 2026 – 12:30 p.m. (Thurs.)
December 17, 2026 – 12:30 p.m. (Thurs.)

BOARD MEETINGS

February 19 – 20, 2026 – 8:30 a.m. (Thurs. and Fri.)
March 19 – 20, 2026 - 8:30 a.m. (Thurs. and Fri.)
April 16 – 17, 2026 – 8:30 a.m. (Thurs. and Fri.)
May 21 – 22, 2026 – 8:30 a.m. (Thurs. and Fri.)
June 18, 2026 – 8:30 a.m. (Thurs.)
July 16 – 17, 2026 – 8:30 a.m. (Thurs. and Fri.)
September 17 – 18, 2026 – 8:30 a.m. (Thurs. and Fri.) **** Board Picture Day ****
October 15 – 16, 2026 – 8:30 a.m. (Thurs. and Fri.)
November 19 – 20, 2026 – 8:30 a.m. (Thurs. and Fri.)
December 17 – 18, 2026 – 8:30 a.m. (Thurs. and Fri.)

*** Please note that these dates and times are tentative.**

Adjournment

Board Chair James Rossler moved to adjourn to meet on Thursday, November 16, 2025, at 8:30 a.m. for the next SERS regularly scheduled Retirement Board meeting.

The SERS Board Meeting adjourned at 11:02 a.m.

James Rossler, Board Chair

Richard Stensrud, Executive Director