



BOARD OF DIRECTORS MEETING

---

# MINUTES

---

**SPECIAL CLOSED SESSION BOARD MEETING  
MONDAY, DECEMBER 29, 2025  
10:00 AM**

(Paragraph numbers coincide with agenda item numbers)

**1. CALL TO ORDER/ROLL CALL:**

A Special Closed Session Meeting of the Santa Clara Valley Water District (Valley Water) Board of Directors was called to order at 10:00 a.m. in the Valley Water Headquarters Building Boardroom at 5700 Almaden Expressway, San Jose, California, and by Zoom teleconference.

**1.1. Roll Call.**

Board members in attendance were Shiloh Ballard, Jim Beall, Nai Hsueh, Richard P. Santos, John L. Varela, and Tony Estremera, Chairperson presiding, constituting a quorum of the Board.

Director Rebecca Eisenberg arrived as noted below.

Staff members in attendance included Carlos Orellana, District Counsel, and Candice Kwok-Smith, Clerk, Board of Directors.

**2. 10:00 AM - CLOSED SESSION:**

Chairperson Estremera confirmed that the Board would adjourn to Closed Session to consider Items 2.1, 2.2, and 2.3.

Carlos Orellana, District Counsel, with respect to item 2.3, the facts and circumstances giving rise to this closed session include various allegations of harassment, discrimination, abusive conduct, and retaliation.

Director Eisenberg arrived.

**2.1. CLOSED SESSION**

**CONFERENCE WITH LABOR NEGOTIATORS**

Pursuant to Government Code Section 54957.6(a)

Agency Designated Representatives: M. Richardson, T. Yoke, P. McElroy,  
A. Lee, E. Meeks, J. Carlos Orellana, L. Mason, E. Kreisberg

Employee Organizations: Employees Association, Engineers Society,  
Professional Managers Association

Unrepresented Employees: All Valley Water Unclassified Positions

- 2.2. CLOSED SESSION  
PUBLIC EMPLOYEE DISCIPLINE  
Pursuant to Government Code Section 54957(b)(1)
- 2.3. CLOSED SESSION  
CONFERENCE WITH LEGAL COUNSEL  
Pursuant to Government Code Section 54956.9(d)(2)  
Anticipated Litigation, Significant Exposure to Litigation  
Number of cases: Multiple
- 2.4. District Counsel Report on Closed Session.

Carlos Orellana reported that, regarding Items 2.1, 2.2, and 2.3, the Board met in Closed Session with all members participating, including Director Eisenberg, and took no reportable action.

**3. ADJOURN:**

Chairperson Estremera adjourned the meeting at 12:52 p.m. The Board will convene for the next Closed Session and Regular Meeting at 11:00 a.m. on Tuesday, January 13, 2026, in the Santa Clara Valley Water District Headquarters Building Boardroom, 5700 Almaden Expressway, San Jose, California, and via Zoom teleconference.

Candice Kwok-Smith  
Clerk, Board of Directors

Approved:

Date: January 13, 2026