



BOARD OF DIRECTORS MEETING

MINUTES

**SPECIAL CLOSED SESSION BOARD MEETING
WEDNESDAY, DECEMBER 17, 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, Nai Hsueh, Richard P. Santos, John L. Varela, and Tony Estremera, Chairperson presiding, constituting a quorum of the Board.

Directors Jim Beall and Rebecca Eisenberg arrived as noted below.

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

1.2. Time Open for Public Comment on any Item not on the Agenda.

None.

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.

Directors Beall and 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
Anticipated Litigation
Significant Exposure to Litigation, Government Code Section 54956.9(d)(2)
Number of cases: multiple
- 2.4. District Counsel Report on Closed Session.

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

3. ADJOURN:

Chairperson Estremera adjourned the meeting at 12:17 p.m. The Board will convene for the next Special Closed Session Meeting at 10:00 a.m. on Monday, December 29, 2025, 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