

FY 2027 Board Education Plan

Survey Results and Staff Recommendation

Presented by John Flynn, Chief Executive Officer
San Jose Office of Retirement Services

June 2026 | For Board Discussion and Action

How We Asked

15

Trustees responded
across both boards

17

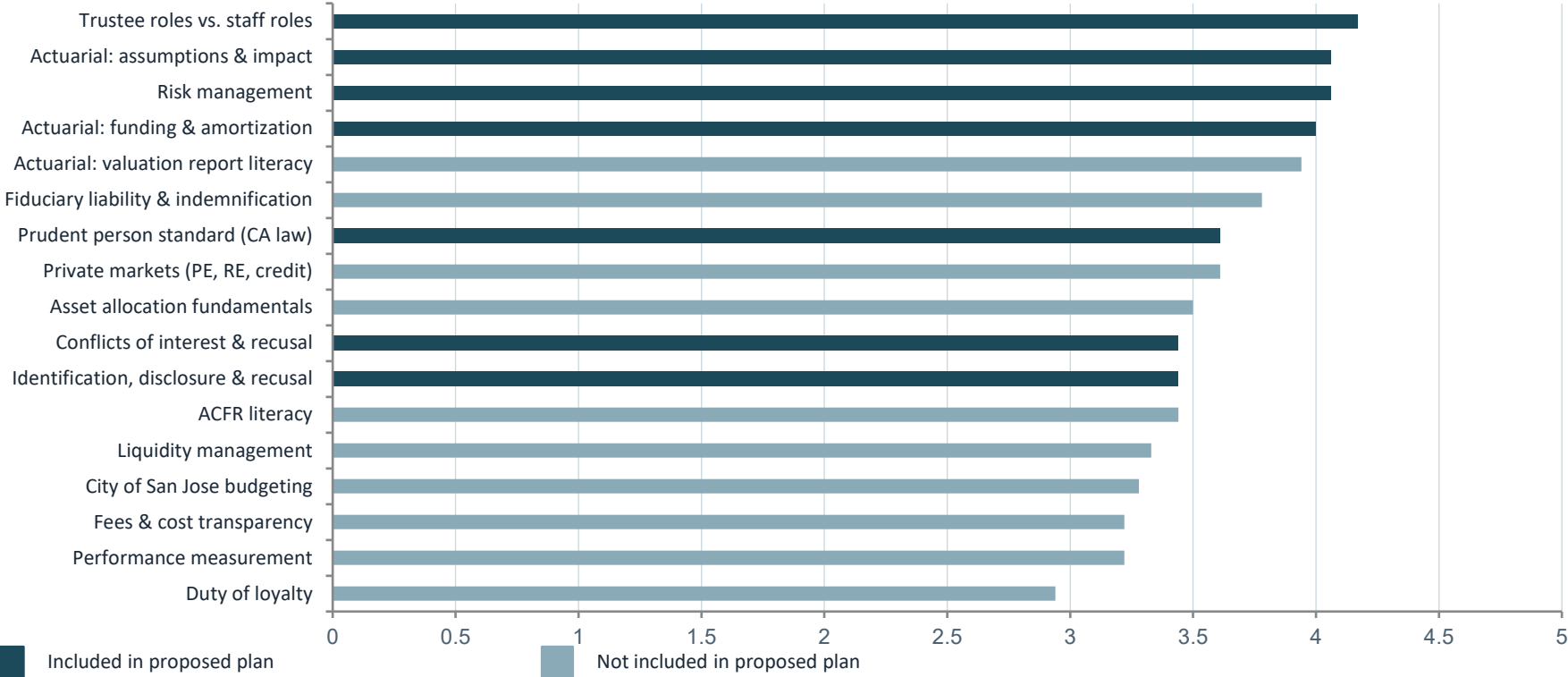
Educational topics
rated on a 1–5 scale

3

Staff members
also participated

Trustees were asked to rate their interest in each topic on a scale of 1 (low) to 5 (high). An open-ended question invited suggestions for additional topics. 15 trustees responded. Executive staff were also surveyed on the training they believe trustees would most benefit from, and their perspectives are included in the results.

What We Heard: Top-Rated Topics



Staff's Proposed FY 2027 Education Plan

Session 1



Actuarial Literacy

Assumptions & their impact
Funding & amortization policy

Avg 4.03

Session 2



Trustee Roles & Responsibilities

Board vs. staff roles
Board vs. operational authority
Governance boundaries

Avg 4.17

Session 3



Fiduciary Duties and Conflicts of Interest

Prudent person standard
Conflicts of interest
Disclosure & recusal

Avg 3.50 combined

Session 4



Risk Management & Board Oversight

Organizational risk frameworks
Board oversight role
for data and vendor risks,
including incident response

Avg 4.06