

REGULAR MEETING
BOARD OF TRUSTEES
OF
THE PUBLIC SCHOOL RETIREMENT SYSTEM OF MISSOURI
AND
THE PUBLIC EDUCATION EMPLOYEE RETIREMENT SYSTEM OF MISSOURI

August 25, 2025

MEMBERS PRESENT

Dr. Eric Park, Vice-Chair
Allie Gassmann
Katie Webb
Chuck Bryant
Dr. Nate Moore
Amanda Perschall

MEMBERS ABSENT

Beth Knes, Chair

OTHERS PRESENT

Dearld Snider, Executive Director
Craig Husting, Chief Investment Officer
Sarah Swoboda, Chief Operating Officer
Mike Moorefield, Chief Counsel
Brandon Robertson, Chief Finan. Ofcr.
Anita Brand, Exec. Advisor, Finance
Jeff Hyman, Director of Internal Audit
Stacie Verslues, Director of Emp. Serv.
Nicole Hamler, Director of Member Serv.
Lisa Scheulen, Chief Technology Officer
Jake Woratzeck, Chief Info. Security Ofcr.
Susan Wood, Dir. of Communications
Michelle Varcho, Dir. of Human Res.
Jennifer Martin, Director, Board Admin.

Monday, August 25,
2025

Meeting Convened

The Public School and Education Employee Retirement Systems of Missouri (PSRS/PEERS) Board of Trustees convened at 8:30 a.m. at the PSRS/PEERS offices located at 3210 W. Truman Blvd., Jefferson City, MO 65109. In attendance were Board members Dr. Eric Park, Allie Gassmann, Katie Webb, Chuck Bryant, Dr. Nate Moore, and Amanda Perschall. Also present were Executive Director Dearld Snider, Chief Operating Officer Sarah Swoboda, Chief Investment Officer Craig Husting, Chief Counsel Mike Moorefield, Chief Financial Officer Brandon Robertson, Executive Advisor, Finance and Strategy Anita Brand, Director of Human Resources Michelle Varcho, Director of Member Services Nicole Hamler, Director of Employer Services Stacie Verslues, Director of Internal Audit Jeff Hyman, Director of Communications Susan Wood, Chief Technology Officer Lisa Scheulen, Chief Information Security Officer Jake Woratzeck, Director of Executive and Board Administration Jennifer Martin and various other PSRS/PEERS staff members.

System Operations

Approval of Minutes for June 10, 2024 and Investment Symposium Meetings PSRS5203 PEERS3438

Ms. Webb moved that the minutes from the June 9-10, 2025 Operations Symposium and Board Meeting be approved. Ms. Gassmann seconded the motion. Voting “Aye” – Park, Gassmann, Webb, Bryant, Moore, and Perschall; “Nay” – None. The motion carried unanimously.

Order of Business

The order of business was approved with no changes.

Other

PSRS/PEERS Executive Director Dearld Snider and Chief Investment Officer Craig Husting presented a plaque to Anita Brand for her dedication, service and retirement from PSRS/PEERS. Ms. Brand will retire effective October 1, 2025.

Investment Report Fiscal Year 2025 Performance and Attribution

Mr. Craig Husting from PSRS/PEERS and Mr. Michael Hall from Russell (the Systems’ Investment Consultant) provided a detailed presentation on the PSRS/PEERS fiscal year 2025 investment performance. The presentation included the following: (1) a review of the Systems’ investment principles and asset allocation, (2) a summary of fiscal year 2025 performance, (3) PSRS/PEERS’ performance relative to expectations and relative to peer groups, (4) attribution for fiscal year 2025 performance and (5) an update on fiscal year 2026.

Mr. Husting reported that the fiscal year 2025 (July 1, 2024, through June 30, 2025) investment return for PSRS/PEERS was approximately 10.8%, or, 10.6% net of all fees and expenses.

Mr. Husting reported that the 5-year annualized return for the Systems for the period ending June 30, 2025, was 10.3%, or, 10.1% net of all fees and expenses. The Systems outperformed the passive benchmark which returned 8.6% for the 5-year period. The 5-year PSRS and PEERS investment return exceeded 61% of the peer group as defined by the Wilshire TUCS universe of public pension plans with assets more than \$1 billion. The Systems generated the investment return while taking less risk than approximately two-thirds of comparable public funds. The PSRS/PEERS internal investment staff and external investment managers added value above the policy benchmark of over \$5.1 billion, net of all fees and expenses, for the last 5 years. The outperformance was due to portfolio construction and tactical asset allocation decisions by internal investment staff (overweighting and underweighting asset classes around targets) as well as active management on the part of external managers.

Investment Beliefs

Mr. Husting and Mr. Hall discussed ‘best practice’ governance models including the benefit to having structured Investment Beliefs. The Systems adopted Investment Beliefs in 2015. Mr. Husting and Mr. Hall stated that Mr. Hall would work with the Board and senior staff to re-underwrite the current Investment Beliefs. The goal is to have the Investment Beliefs re-confirmed/adapted by December, prior to the next Asset Liability Study in February 2026.

Mr. Dearld Snider from PSRS/PEERS thanked Dr. Jason Steliga for his nine years of dedication, support and service to the Board and the Systems. Dr. Steliga also thanked the Board and the PSRS/PEERS staff for their support and dedication over the years.

Investment Policy

The Investment Policy was originally adopted in 1995. The investment staff periodically conducts a full review of the Investment Policy and recommends changes to the Board. The last full review was conducted in December 2024.

Mr. Husting discussed proposed changes to the General Policy, the Environmental, Social and Governance Policy, the Anti-Terrorism and Economic Sanctions Policy, the Proxy Voting Policy the Service Provider Hiring, Retention and Termination Policy and Implementation Manuals for Public Risk, Private Credit and Private Equity.

The recommendations included changes to comply with new state statutes (effective August 28, 2025). Additionally, changes were included to codify current practices including clarifications and compliance.

PSRS5203
PEERS3438

Ms. Webb moved to approve the amended recommendations for the investment policy changes. Mr. Bryant seconded the motion. Voting “Aye” –Park, Gassmann, Webb, Bryant, Moore, and Perschall; “Nay” – None. The motion carried unanimously.

Management

Report

CEM Benchmarking

PSRS/PEERS participated in the CEM benchmarking study based on fiscal year 2024 performance. Ms. Sarah Swoboda and Ms. Jenny Patterson from PSRS/PEERS and Mr. Chris Doll (virtual attendance) with CEM Benchmarking Inc. presented a summary of the final report. CEM benchmarked PSRS/PEERS' service and costs compared to 75 leading global pension systems, including 12 in our peer group that are similar in size.

For the ninth year in a row, the results were very positive, with an overall service score of 89 out of 100. This high level of service was provided in a cost-efficient manner with total administration costs below the average cost of the CEM universe.

Mr. Doll explained to the Board how CEM measures both costs and service by analyzing over 120 key performance metrics. Ms. Swoboda expressed her appreciation to CEM, but more importantly, to the staff of PSRS/PEERS for continuing to provide a high level of service in a cost-efficient manner.

Key Accomplishments

Ms. Sarah Swoboda, Ms. Anita Brand, Mr. Craig Husting, and Mr. Dearld Snider from PSRS/PEERS reviewed some key accomplishments since the April Board Meeting.

Ms. Swoboda informed the Board that Phase 2 of the WMS Document Center is now live. Phase 2 has an updated look, as well as additional information available to members. More than 40 batch jobs will now be viewable automatically to members in their Document Center. Members will be notified via email with a deep link when they have new documents.

Ms. Brand next recognized the new Chief Financial Officer, Mr. Brandon Robertson. Mr. Robertson joined PSRS/PEERS in May. Mr. Robertson comes to PSRS/PEERS from PwC, one of the world's largest professional services networks. He is an actuary with 24 years of experience delivering actuarial and financial services related to

retirement and compensation programs, including 15 years supporting PSRS/PEERS. Mr. Robertson will lead the Actuarial, Accounting, and Investment Operations teams.

Ms. Brand also shared that the Systems received the Government Finance Officers Association (GFOA) Certificate of Achievement for Excellence in Financial Reporting for the Systems' fiscal year 2024 *Annual Comprehensive Financial Report*. The Systems have received the GFOA Certificate of Achievement each year since 1994.

Ms. Sarah Swoboda then discussed the second graduating class of the Supervisor LEAD Program. This program kicked off in August 2024 and concluded in July 2025. During the program, participating PSRS supervisors met with members of the management team for in-depth presentations; attended various PSRS events, such as Board meetings and conferences; and completed four day-long leadership training sessions with a third-party facilitator. The members presented a capstone project to the management team that focused on ways to improve the new employee experience at PSRS and the creation of an employee mentorship program

Next, Ms. Swoboda reviewed the 2025 operations summer interns: Vincent Bonham in Human Resources and Jacob LaPage and Ben Wilbers in Maintenance.

Ms. Swoboda also discussed the implementation of new job shadowing policies and procedures. Job shadowing will provide interested students with a comprehensive understanding of various jobs performed in different sections of the Systems. The first student to take advantage of this new program job shadowed members of our IT team over the summer.

Mr. Craig Husting then discussed the investment internship program. We had five interns complete the program over the summer. The program included site visits to the St. Louis Federal Reserve and NISA Investment Advisors. The interns also met with senior portfolio managers, engaged in due diligence meetings with external asset managers, participated in live private deals, and created an interactive drawdown chart. They were also given the opportunity to obtain their Bloomberg Certification and complete the Wall Street Prep coursework. PSRS/PEERS Investments now has a dedicated investment internship program page, which allows us to showcase the program and past participants to recruit high-quality participants.

Lastly, Mr. Dearld Snider shared that the PSRS/PEERS Board of Trustees are the finalists for two distinguished awards. The first award is an Award for Leadership and Vision from *Institutional Investor*. The second award is for Fiduciary of the Year from *The Allocator*.

Member Services Report

Ms. Nicole Hamler from PSRS/PEERS reviewed member services statistics for the 2024-2025 fiscal year and discussed the department's many accomplishments during that time. She also commended her team for continuing to provide a high level of customer service. Ms. Hamler presented to the Board information regarding total membership statistics, active service information, benefits, working after retirement and total member interactions.

Implementation of Regulations

Mr. Mike Moorefield from PSRS/PEERS presented three proposed amendments to Title 16, Division 10 of the Missouri State Code of Regulations, amending Chapters 5 and 6, which govern PSRS and PEERS. These amendments are all member friendly and are being put in place to clarify current language and processes.

PSRS5204
PEERS3439

Dr. Park moved to approve the proposed amendments. Ms. Gassmann seconded the motion. Voting “Aye” –Park, Gassmann, Webb, Bryant, Moore, and Perschall. “Nay” – None. The motion carried unanimously.

CPI-U Update

Mr. Snider discussed the calculation of the Consumer Price Index (CPI) calculated by the Bureau of Labor Statistics (BLS). PSRS/PEERS’ regulation requires that the time period for the CPI calculation is from June to June. Based on the values provided by the BLS, the CPI-U is up 2.67% for the year ended June 30, 2025. The CPI-U calculation for fiscal year 2025-2026 is 0.15% through July 31, 2025.

Public Comment

None

Other

None

Closed Session

PSRS5205
PEERS3440

Dr. Park moved that the meeting continue in closed session to legal matters under Sections 610.021 (1), (14), (17), and 169.020.17, RSMo. Ms. Perschall seconded the motion. A roll call vote was taken. Voting “Aye” –Park, Gassmann, Webb, Bryant, Moore, and Perschall; “Nay” – None. The motion carried unanimously.

The following motions were made in closed session:

PSRS5206/PEERS3441 – Minutes from June 10, 2025 Closed Sessions (Park, Gassmann, Webb, Bryant, and Perschall; voting to approve the previous closed session minutes) Dr. Nate Moore abstained from voting since he was not present at the June 10, 2025 Board Meeting.

PSRS5161/PEERS3396 – Member Appeal (Park, Gassmann, Webb, Bryant, Moore, and Perschall; voting to deny the member appeal)

PSRS5161/PEERS3396 – Member Appeal (Park, Gassmann, Webb, Bryant, Moore, and Perschall; voting to deny the member appeal)

PSRS5207/PEERS3442 – Move back to Open Session (Park, Gassmann, Webb, Bryant, Moore and Perschall; voting to move back to open session.

Adjournment

PSRS5208
PEERS3443

Dr. Moore moved that the meeting adjourn. Mr. Bryant seconded the motion. Voting “Aye” – Park, Gassmann, Webb, Bryant, Moore, and Perschall; “Nay” – None.

Prepared by
Jennifer Martin



Beth Knes, Chair



Dr. Eric Park, Vice-Chair



Dearld Snider, Executive Director