

REGULAR MEETING
BOARD OF TRUSTEES
OF
THE PUBLIC SCHOOL RETIREMENT SYSTEM OF MISSOURI
AND
THE PUBLIC EDUCATION EMPLOYEE RETIREMENT SYSTEM OF MISSOURI
December 15, 2025

MEMBERS PRESENT

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

MEMBERS ABSENT

OTHERS PRESENT

Dearld Snider, Executive Director
Craig Husting, Chief Investment Officer
Sarah Swoboda, Chief Operating Officer
Mike Moorefield, Chief Counsel
Brandon Robertson, Chief Financial Ofcr.
Jeff Hyman, Dir. Internal Audit
Nicole Hamler, Director of Member Serv.
Stacie Verslues, Director of Emp. Serv.
Jake Woratzeck, Chief Info. Security Ofer.
Susan Wood, Dir. of Communications
Michelle Varcho, Dir. of Human Rsrc.
Jennifer Martin, Director of Board Admin..

Monday, December 15, 2025

Meeting Convened

The Public School and Education Employee Retirement Systems of Missouri (PSRS/PEERS) Board of Trustees convened on December 15, 2025, at 9:30 a.m. at the Retirement Systems offices at 3210 W. Truman Blvd., Jefferson City, Missouri. In attendance were Board members Beth Knes, 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; 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 Information Security Officer Jake Woratzeck; Director of Executive and Board Administration Jennifer Martin; and other PSRS/PEERS staff members.

System Operations

**Approval of
Minutes for
November 3, 2025
Meeting**

Ms. Knes moved that the minutes of the November 3, 2025, meeting be approved. Ms. Gassmann seconded the motion. Voting "Aye" –Knes, Park, Gassmann, Webb, Bryant, Moore and Perschall; "Nay" – None. The motion carried unanimously.

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| Order of Business | The order of business was approved with no changes. |
| Best Places to Work Announcement | <p>Chairwoman Knes announced that for the third year in a row, PSRS/PEERS has been named one of <i>Pension & Investments (P&I)</i> Best Places to Work in Money Management. Winners of this year's award were recognized in the Dec. 8 issue of <i>Pensions & Investments</i> magazine. For the second year in a row, the Systems ranked third in the Large Employer Category. This category covers companies with 100 to 499 U.S. employees.</p> <p>The annual program, run by <i>P&I</i> and Workforce Research Group, recognizes top employers in the money management industry. Rankings are based 80% on employee feedback and 20% on employer responses. It's worth noting that pension systems are rarely included in these awards.</p> <p>Knes stated: "This award is a testament to the incredible staff here at PSRS/PEERS. On behalf of the Board of Trustees, I congratulate the PSRS/PEERS staff. Their positive attitude and commitment to serving our members make this recognition well deserved. We are proud of their continued excellence."</p> |
| Other | None |
| <u>Investments</u> | |
| Investment Performance Report (9/30/2025) | Craig Husting from PSRS/PEERS and Michael Hall from Russell reviewed the investment performance for the period ended Sept. 30, 2025. The one-year PSRS/PEERS investment return was reported as 10.6%, while the fiscal year return (July 1, 2025, through Sept. 30, 2025) was reported as 3.6%. |
| Ongoing Investment Activity | Husting and Hall reviewed ongoing investment activities, which included estimated investment performance through Nov. 30, 2025. Husting discussed the current asset allocation of the PSRS/PEERS portfolio and reviewed the long-term strategy and broad portfolio expectations. |
| Global Investment Performance Standards (GIPS®) | Husting reported on the Global Investment Performance Standards, which are ethical standards for calculating and presenting investment performance based on principles of fair representation and full disclosure. PSRS/PEERS provides the <i>GIPS Asset Owner Report</i> for the Total Plan fiscal year performance to the Board of Trustees on an annual basis. An independent third-party verification is also conducted and reported with the <i>GIPS Asset Owner Report</i> to the Board of Trustees. |
| Investment Beliefs | The Systems adopted <i>Investment Beliefs</i> in 2015. Husting and Hall stated that Hall had worked with the Board and senior staff to re-underwrite the current <i>Investment Beliefs</i> . A summary of the discussions with staff and Board were presented. Husting and Hall recommended two additions to the current <i>Investment Beliefs</i> . |
| <u>PSRS5284</u> <u>PEERS3519</u> | Ms. Webb moved to approve the recommended changes to the Investment Beliefs. Ms. Perschall seconded the motion. Voting "Aye" – Knes, Park, Gassmann, Webb, Bryant, Moore and Perschall, "Nay" – None. The motion carried unanimously. |

Public Equity Review Jessica Wilbers and Dan Lane from the PSRS/PEERS investment staff reviewed the Systems' public equity portfolio, including program objectives, guidelines, and long-term results. The five-year annualized return for the U.S. Equity composite for the period ended Sept. 30, 2025, was 14.9%. The five-year annualized return for the Non-U.S. Equity composite for the period ended Sept. 30, 2025, was 13.2%.

Townsend Real Estate Review Seth Marcus and Kathryn Finneran from Townsend (the Systems' real estate consultant), presented several items to the Board, including a real estate market overview and details of the PSRS/PEERS real estate portfolio. Townsend reported that the PSRS/PEERS' real estate portfolio had produced an annualized return of 6.3% (net of all fees) for the five-year period ended June 30, 2025.

Accounting
Independent
Auditors' Report

Brandon Robertson noted that the full Board was present for the earlier presentation of the *ACFR* to the Budget and Audit committee, during which the Committee voted to approve the audit report for review and approval of the full Board. Mestres from Williams-Keepers, LLC, briefly reviewed the reports and opinions reached during the fiscal 2025 audit of the Systems as previously shared with the Budget and Audit Committee.

PSRS5285
PEERS3520

Mr. Bryant moved that the audit report be accepted as recommended by the Budget and Audit Committee. Ms. Webb seconded the motion. Voting "Aye"—Knes, Park, Gassmann, Webb, Bryant, Moore and Perschall; "Nay"—None. The motion carried unanimously.

Management
Report

Approve Audit
Committee to certify
petitions for the
Election
PSRS5286
PEERS3521

Ms. Knes moved to delegate to PSRS/PEERS staff (executive director) the task of organizing the audit committee composition, time to meet, etc. The audit committee will be comprised of representatives from various education associations. Ms. Gassmann seconded the motion. Voting "Aye"—Knes, Park, Gassmann, Webb, Bryant, Moore and Perschall; "Nay"—None. The motion carried unanimously.

Change June 8, 2026
Board Meeting to
June 15, 2026
PSRS5287
PEERS3522

Ms. Webb moved to change the June 8, 2026 board meeting to June 15, 2026. Dr. Moore seconded the motion. Voting "Aye"—Knes, Park, Gassmann, Webb, Bryant, Moore and Perschall; "Nay"—None. The motion carried unanimously.

LEAD Group
Recognition

Sarah Swoboda from PSRS/PEERS recognized the Leadership Exploration and Development (LEAD) class of 2025. The LEAD program is a 12-month program provided by the Missouri Training Institute and PSRS/PEERS management team. The areas of focus are communication skills in a leadership role, how to become an effective leader, how to navigate stress and burnout as a leader, and the art of positive attitude. Swoboda presented each participant with a graduation certificate.

Legislative Update

Doug Nelson, external government relations consultant, and Mike Moorefield from PSRS/PEERS, presented the December legislative update.

Moorefield and Nelson provided an update on the upcoming 2026 legislative session and potential themes and priority legislation the General Assembly will consider. Moorefield and Nelson also discussed how the 2026 elections could impact legislative activity.

Finally, Moorefield discussed bills of interest to PSRS/PEERS, highlighting legislation that could impact the Systems' investment activity and working after retirement provisions.

Key Accomplishments

Sarah Swoboda reviewed key accomplishments since the November board meeting.

Swoboda shared that the Systems successfully migrated the Sitefinity CMS from on-premises infrastructure to Microsoft Azure Cloud. This will reduce licensing fees and maintenance workload.

Swoboda also highlighted the migration of over 8,500 human resource files from SharePoint to Oracle Fusion. As part of the migration process, HR conducted an audit of all personnel files and created compliance trackers and checklists. She also talked about the implementation of the Talent Management Module in Oracle Fusion, which will improve recruitment, onboarding/offboarding, and workflow efficiencies.

Swoboda next mentioned to the Board that the banking contracts were renewed for Central Bank and J.P. Morgan. She also noted that the Systems were again recognized for meeting and exceeding the Public Pension Coordinating Council's (PPCC) standards for both funding and administration. PSRS has received the award every year since 2004, and PEERS has received the award every year since 2005.

Lastly, Swoboda reported to the Board the implementation of remote deposit automation, allowing checks to be deposited digitally, increasing efficiency. She reminded the board about the introduction of the *Trustee Tidbits* newsletter. This monthly communication is intended to improve transparency and stakeholder engagement.

CPI-U Update

Mr. Snider explained that the Consumer Price Index for Urban Consumers (CPI-U) is calculated by the Bureau of Labor Statistics (BLS). The CPI-U is the measure of the change in prices of goods and services purchased by urban consumers between any two time periods. PSRS/PEERS' regulation requires that the time period for the CPI-U calculation used in the determination of a COLA be from June to June. Based on the values provided by the BLS, the CPI-U is up 0.69% through Sept. 30, 2025. The October CPI-U was not released on Nov. 13, 2025, due to the federal government shutdown. The CPI-U for November 2025 is scheduled to be released on Dec. 18, 2025.

Public Comment

None

Other

None

Closed Session
PSRS5288
PEERS3523

Ms. Knes moved that the meeting continue in closed session to consider legal matters under Sections 610.021 (1), (14), (17) and 169.020 (17) and (13). Ms. Webb seconded the motion. Voting "Aye" –Knes, Park, Gassmann Webb, Bryant, Moore and Perschall; "Nay" – None. The motion carried unanimously.

The following motions were made in closed session:

PSRS5289/PEERS3524 – Minutes (Knes, Park, Gassmann, Webb, Bryant, Moore and Perschall; voting to approve the previous closed session minutes)


PSRS5290/PEERS3525 – Internal Audit Plan (Knes, Park, Gassmann, Webb, Bryant, Moore and Perschall; voting to approve the internal audit plan)

PSRS5291/PEERS3526 – Move back to Open Session (Knes, Park, Gassmann, Webb, Bryant, Moore and Perschall; voting to move back to open session)

Adjournment
PSRS5292
PEERS3527

Ms. Knes moved that the meeting adjourn. Dr. Moore seconded the motion. Voting "Aye" –Knes, Park, Gassmann, Bryant, Moore and Perschall; "Nay" – None. The motion carried unanimously. Ms. Webb was absent for closed session and adjournment.

Prepared by
Jennifer Martin



Ms. Beth Knes, Chair



Dearld Snider, Executive Director