



Central Region
School Insurance Group



2021/22 ANNUAL REPORT

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Letter From Executive Director

Dear CRSIG Members:

Thank you for your continued support of CRSIG. We are pleased to present you with our 2021/22 Annual Report, which provides detailed information on each of our programs. This has been a very challenging and productive year diligently working to enhance our insurance and risk management programs and services to assist you with your challenges resulting from schools reopening, continuing COVID-19 regulations, AB218 legal issues and Cyber Liability exposures.

As detailed in this report, our Net Financial Position for 2021/22 has positively increased by \$5,127,348 collectively for all of our programs. For the two-year period 2020/2022, our net position increased \$10,656,360. This increase in the net position is primarily due to reduction of claims expense due to schools being closed during the COVID-19 Pandemic resulting in less claims presented in all of the programs.

Availability and the cost of procuring excess insurance for educational institutions clients continues to be very challenging due to multimillion-dollar claim settlements and verdicts stemming from Sexual Abuse Molestation, Traumatic Brain Injury claims and Cyber Liability claims. Wildfires and other catastrophic property losses continues to impact the excess insurance pricing of property insurance. AB218 which was signed into law effective January 1, 2020 continues to be a concern to underwriters as claims are being presented to insurers and school districts for alleged incidents dating as far back as the late 1970's. Many other School JPA's are receiving claims resulting from AB218 and are assessing members of their JPA's in those years to pay for these claims. CRSIG members have received assessments from Schools Excess Liability Fund (SELF) in which they were previously members. AB218 expanded the statute of limitations for filing civil suits arising out of childhood sexual assault, from eight years from the date the plaintiff attains the age of majority, to 22 years or within five years of the date the plaintiff discovers or reasonably should have discovered the psychological injury or illness occurring after the age of majority was caused by sexual assault, whichever is later. It also revives a period of three years for claims to be filed if they would have been barred because of current statutes. Plaintiffs also may recover up to three times the amount of damages if the childhood sexual assault happened as a result of a "cover up" by district employees.

Cyber Liability coverage has become an increased cost for our program. We have purchased risk management programs to assist members with email phishing and a cyber security analysis program that will be implemented during the 2022/23 fiscal year.

Thank you to each of the CRSIG members, the Executive Committee, Board members, staff and business partners for your efforts, commitment and continued support of CRSIG.

Sincerely,

Susan Adams

Executive Director

History of CRSIG JPA

July 1, 1980, CRSIG was formed as a Joint Powers Authority (JPA) establishing the Workers' Compensation pool.

July 1, 1983, the Self-Insured Dental and Vision pools were established.

July 1, 1985 the Property & Liability Self-Insured pool was established.

July 1, 1987 the Self-Insured Medical pool was created.

October 22, 2007 - CRSIG established a Target Equity Policy.

July 1, 2008 – contracted with Knak & Company for Property & Liability claims administration.

October 1, 2008 – The Company Nurse triage program for reporting work related injuries.

October 1, 2008 - Return to Work programs and the Return to Work Specialist was hired.

November 13, 2008 - CRSIG Mission Statement was adopted.

July 1, 2009 – Prichard Safety and Health was contracted for loss control / risk management services.

January 1, 2012 – The medical program was transitioned into Self Insured Schools of California (SISC).

July 1, 2014 – Cyber Liability insurance procured.

July 1, 2016 – Contracted with Pegasus Risk for Workers' Compensation claims administration.

August 2016 – CRSIG received the CAJPA Accreditation with Excellence Award.

July 2017 – Origami Risk Management system acquired for a Member Management system

July 1, 2018 – Property & Liability program member deductibles increased and the CRSIG funding level increased to 85%.

July 1, 2019 – CRSIG joined the CSAC-EIA JPA (PRISM) for excess property & liability coverage.

- CRSIG purchased Deadly Weapons Response Program for catastrophic events.
- CRSIG contracted for Raptor Visitor Information System, NASDTEC and StopIt! risk management program for members.

Governance

Board of Directors

CRSIG's Board of Directors is comprised of one representative and one alternate from each participating member. Each member district has one (1) vote. The Board meets twice a year, in May to set rates and in the fall for a Member Forum and or Strategic Planning meeting.

Members	Board Member	Alternate
Ceres Unified School District *	David Viss	Dan Pangranzio
Chatom Unified School District *	Cherise Olvera	Kelly Machado
Denair Unified School District	Terry Metzger	Daisy Swearingen
Dos Palos-Oro Lomo Joint USD	Melissa Kielpinski	Jason Vonallman
El Nido School District	Paula Heupel	Lee Vang
Empire Union School District	Andrey Viscovich	David Garcia
Gratton School District	Wendy Williams	
Gustine Unified School District	Bryan Ballenger	Mehdi Rizvi
Hart-Ransom Union School District *	Matthew Shipley	Debra Silva
Hickman Community Charter District	Paul Gardner	Terrie Purto
Hughson Unified School District *	Brenda Smith	Carrie Duckart
Keyes Union School District *	Helio Brasil	Stephanie Morris
Knights Ferry School District	Janet Skulina	Amiee Ryan
Le Grand Elementary School District	Scott Borba	Vicky Banaga
Le Grand High School District	Donna Alley	Karina Ulteras
Newman-Crows Landing Unified School District	Shawn Posey	Ryan Smith
Oakdale Joint Unified School District *	Kassandra Booth	
Paradise Elementary School District *	Heath Thomason	Lisa Bettencourt
Patterson Unified School District	Jeff Menge	Phil Alfano
Plainsburg School District	Kristi Kingston	
Planada Elementary School District	Jose Gonzalez	Lily Lopez
Riverbank Unified School District *	Christine Facella	Arturo Martinez
Roberts Ferry Union School District *	Robert Loretelli	
Salida Union School District *	Twila Tosh	Jaime Towe
Shiloh School District	Seth Ehrler	Rosemary Macedo
Snelling-Merced Falls Union School District	Alison Kahl	Khloe Kahl
Stanislaus County Office of Education *	Julie Betschart	Terry McNabb
Stanislaus Union Elementary School District	Shannon Sanford	Cheryl Phan
Turlock Unified School District	Barney Gordon	Dana Trevethan
Valley Home Joint School District	Bill Slikker	Kristin Lovejoy
Waterford Unified School District *	Jose Aldaco	Don Davis

**Founding Members*

Governance

The ongoing business of the JPA is carried out by the Executive Committee consisting of seven voting members and two Alternates. These positions are elected biennially, except the Secretary, which is appointed by the Board. The Executive Committee meets eight times a year in addition to the two Board meetings.

President	Twila Tosh	Salida Union School District
Vice President	Andrea Viscovich	Empire Union School District
Treasurer	Julie Betschart	Stanislaus County Office of Education
Secretary	Susan Adams	Central Region School Insurance Group
Member	Paul Gardner	Hickman Community Charter School
Member	Shannon Sanford	Stanislaus Union School District
Member	Brenda Smith	Hughson Unified School District
Member	Helio Brasil	Keyes Union School District
1st Alternate	David Viss	Ceres Unified School District
2 nd Alternate	Kassandra Booth	Oakdale Joint Unified School District

2021/22 Membership

CRSIG Member	Property & Liability	Workers' Compensation	Vision	Dental
Central Region School Insurance Group	✓	✓	✓	✓
Ceres Unified School District	✓	✓	✓	✓
Chatom Union School District	✓	✓		
Denair Unified School District	✓	✓		
Dos Palos-Oro Loma Unified School District	✓			
El Nido School District	✓			
Empire Union School District	✓	✓	✓	✓
Gratton School District	✓	✓	✓	✓
Gustine Unified School District	✓			
Hart-Ransom Union School District	✓	✓	✓	✓
Hickman Community Charter District	✓	✓	✓	✓
Hughson Unified School District	✓	✓	✓	✓
Keyes Union School District	✓	✓	✓	✓
Knights Ferry School District	✓	✓		✓
Le Grand Elementary School District	✓			
Le Grand High School District	✓			
Newman-Crows Landing Unified School	✓	✓		
Oakdale Joint Unified School District	✓	✓	✓	✓
Paradise Elementary School District	✓	✓	✓	✓
Patterson Unified School District	✓	✓	✓	✓
Plainsburg School District	✓			
Planada Elementary School District	✓			
Riverbank Unified School District	✓	✓	✓	✓
Roberts Ferry Union School District	✓	✓	✓	✓
Salida Union School District	✓	✓	✓	✓
Shiloh School District	✓	✓	✓	✓
Snelling-Merced Falls Union School District	✓			
Stanislaus County Office of Education	✓	✓	✓	✓
Stanislaus Union School District	✓	✓	✓	✓
Turlock Unified School District		✓		
Valley Home Joint School District	✓	✓		
Waterford Unified School District	✓	✓		✓
Total Participants:	31	24	17	19

The Year in Review

A few program highlights are as follows:

FINANCIAL:

- ❖ Total Assets increased 6% an increase of \$3,786,943 to \$68,535,661.
- ❖ Total Liabilities decreased 4% to \$27,869,224.
- ❖ Total Operating Revenues increased 6% from \$23,626,958 to \$24,980,204.
- ❖ Total Operating Expenses decreased slightly from \$18,018,331 YE 2021 to \$17,823,931 YE 2022
- ❖ Investment Income decreased (\$2,093,205) due to investments in the stock market.
- ❖ Net Position increased 14% an increase of \$5,03,068 to \$40,666,437.
- ❖ Workers' Compensation contribution rates decreased 6% from \$1.72 to \$1.64 per \$100 of payroll.
- ❖ Property & Liability rates for the self-insured layer decreased 11% for the Liability program and flat for the Property program. Excess Property insurance rates increased 29%, and excess Liability rates increased 40% primarily due to catastrophic losses paid by insurers and concern about incurred but not reported claims from AB218, sexual abuse and molestation. Excess Liability limits remain at \$40,000,000. Dental rates decreased 3.5% and Vision rates increased 2.5% as the frames allowance benefit increased from \$150 to \$175 and contact lenses benefit increased from \$130 to \$150.

RISK MANAGEMENT:

- ❖ Implementation of Raptor Visitor Information System
- ❖ Implementation of National Association of State Directors of Teacher Education and Certification (NASDTEC) LEA Clearinghouse
- ❖ Implementation of STOPit Anonymous Reporting and Incident Management Solutions
- ❖ 378 Loss Prevention Services were provided to Members and 7,548-member employees were trained.
- ❖ Provided COVID-19 Risk Management guidance to members

GOVERNANCE:

Due to retirements, the Board elected three new members to the Executive Committee:

Member – Brenda Smith, Superintendent, Hughson Unified School District

1st Alternate – David Viss, Assistant Superintendent Personnel, Ceres Unified School District

2nd Alternate – Helio Brasil, Superintendent, Keyes Union School District

Financial Position

Condensed Statement of Net Position

	<u>June 30, 2022</u>	<u>June 30, 2021</u>	<u>June 30, 2020</u>
Current assets:	\$ 27,461,937	\$ 24,734,402	\$ 22,425,640
Non-current assets:	<u>41,073,724</u>	<u>40,014,316</u>	<u>\$ 36,848,765</u>
Total Assets	68,535,661	64,748,718	\$ 59,274,405
Current liabilities:	5,960,048	5,902,716	\$ 6,303,503
Non-current liabilities	<u>21,909,176</u>	<u>23,242,633</u>	<u>\$ 22,960,825</u>
Total Liabilities	27,869,224	29,145,349	\$ 29,264,328
Net Position			
Invested in capital assets	951,432	969,494	\$ 993,846
Unrestricted	<u>39,715,005</u>	<u>34,633,875</u>	<u>\$ 29,016,231</u>
Total Net Position	\$ 40,666,437	\$ 35,603,369	\$ 30,010,077

STATEMENTS OF REVENUE, EXPENSES AND CHANGES IN NET POSITION

	<u>Actual</u> <u>June 30, 2022</u>	<u>Actual</u> <u>June 30, 2021</u>	<u>Actual</u> <u>June 30, 2020</u>	<u>2021-22</u> <u>Percent</u> <u>Change</u>	<u>2020-2021</u> <u>Percent</u> <u>Change</u>
Operating Revenues:					
Member Contributions	\$ 24,976,720	\$ 23,626,958	\$ 22,839,883	5.71%	3.4%
Other Operating Income	3,484	-	3,598	0.0%	-100.0%
Total Operating Revenues	24,980,204	23,626,958	22,843,481	5.73%	3.4%
Operating Expenses:					
Loss and Loss Adjustment Expense	\$ 9,940,098	\$ 11,692,160	\$ 12,562,648	-15.0%	-6.9%
Claims Administration	922,025	926,480	895,084	-0.5%	3.5%
Insurance Premiums Expense	4,968,191	3,632,295	2,508,902	36.8%	44.8%
Assessments Expense	174,827	141,110	190,976	23.9%	-26.1%
Consultants and Brokers	40,000	40,000	40,000	0.0%	0.0%
Salaries and Benefits	556,578	536,273	523,478	3.8%	2.4%
Legal and Professional	109,615	108,103	95,291	1.4%	13.4%
Risk Management Expense	904,149	766,343	1,057,725	18.0%	-27.5%
Travel and Conferences	12,411	1,416	28,130	776.5%	-95.0%
Depreciation	29,657	29,057	29,057	2.1%	0.0%
JPA & General Administration	166,380	145,094	128,372	14.7%	13.0%
Dividend Expense	-	-	-		
Total Operating Expenses	17,823,931	18,018,331	18,059,664	-1.1%	-0.2%
Operating Income (Loss)	7,156,273	5,608,627	4,783,817	27.6%	17.2%
Non-Operating Revenues and (Expenses)					
Investment Income	(2,096,605)	(18,735)	1,811,290	11090.8%	-101%
Rental Income	3,400	3,400	3,400	0.0%	0%
Net Non-Oper. Income	(2,093,205)	(15,335)	1,814,690	13549.9%	-101%
Net Income (Loss)	5,063,068	5,593,292	6,598,507	-9.5%	-15%
Net Position, Beginning	35,603,369	30,010,077	23,411,570	18.6%	28%
Prior Period Adjustment					
Beginning Net Position, Restated	35,603,369	30,010,077	23,411,570	18.6%	28%
Net Position, Ending	\$ 40,666,437	\$ 35,603,369	\$ 30,010,077	14.2%	19%

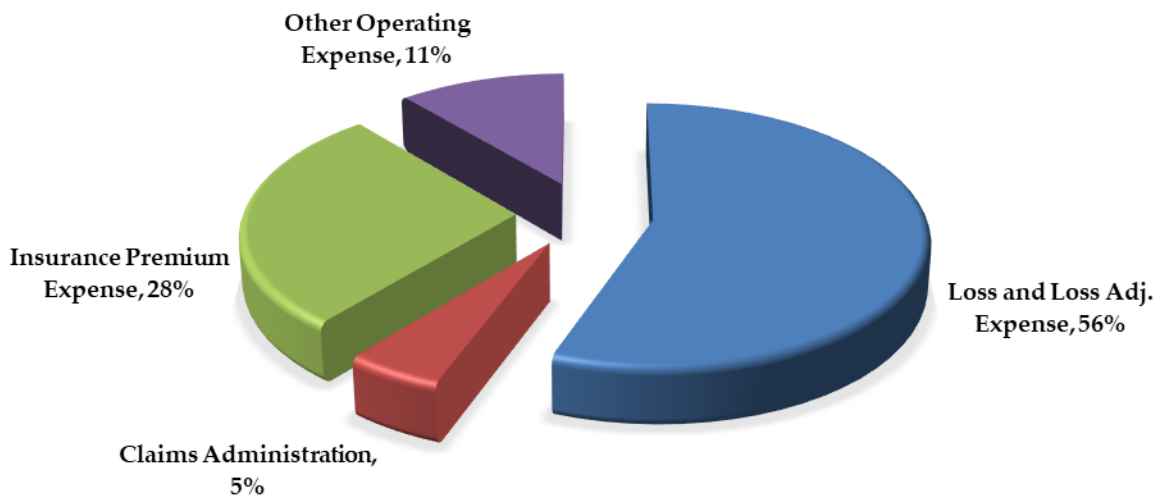
Financial Position

CRSIG's annual budget utilizes management estimates and actuarial projections to determine necessary funding for its programs to pay anticipated claims, insurance expense, risk management expense, professional fees and general and administrative services. These costs determine the amount of contributions to be collected from the membership at the beginning of each Program Year. The programs included in this annual budget process include:

Workers' Compensation
Property
Liability
Dental
Vision
CRSIG Administration

The chart below reflects the actual Operating Expenses per program for the Fiscal Year ending June 30, 2022.

2021/22 EXPENSES STATEMENT OF REVENUE, EXPENSES AND CHANGE IN NET POSITION

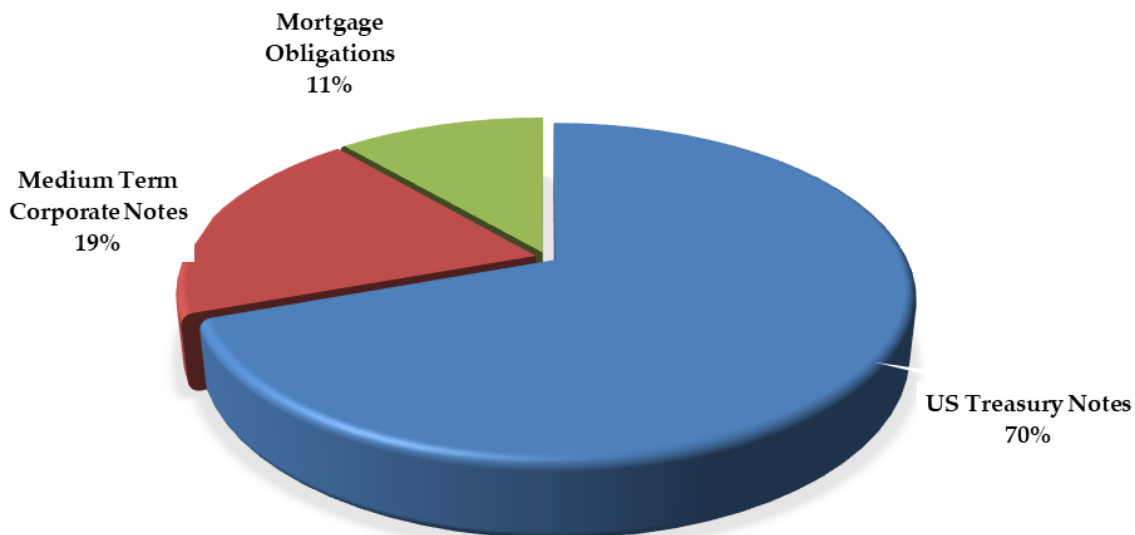


Investments

Investments

CRSIG's funds are invested in compliance with CRSIG's Investment Policy with guidance from our Investment Manager and CRSIG's Treasurer, and reviewed quarterly with the Executive Committee. The purpose of the Investment Policy is to achieve an optimum rate of return, with consideration to the security of the available funds not obligated for current operations. Funds are invested consistently with good fiscal practice and a concern as to the source of the available funds for investment.

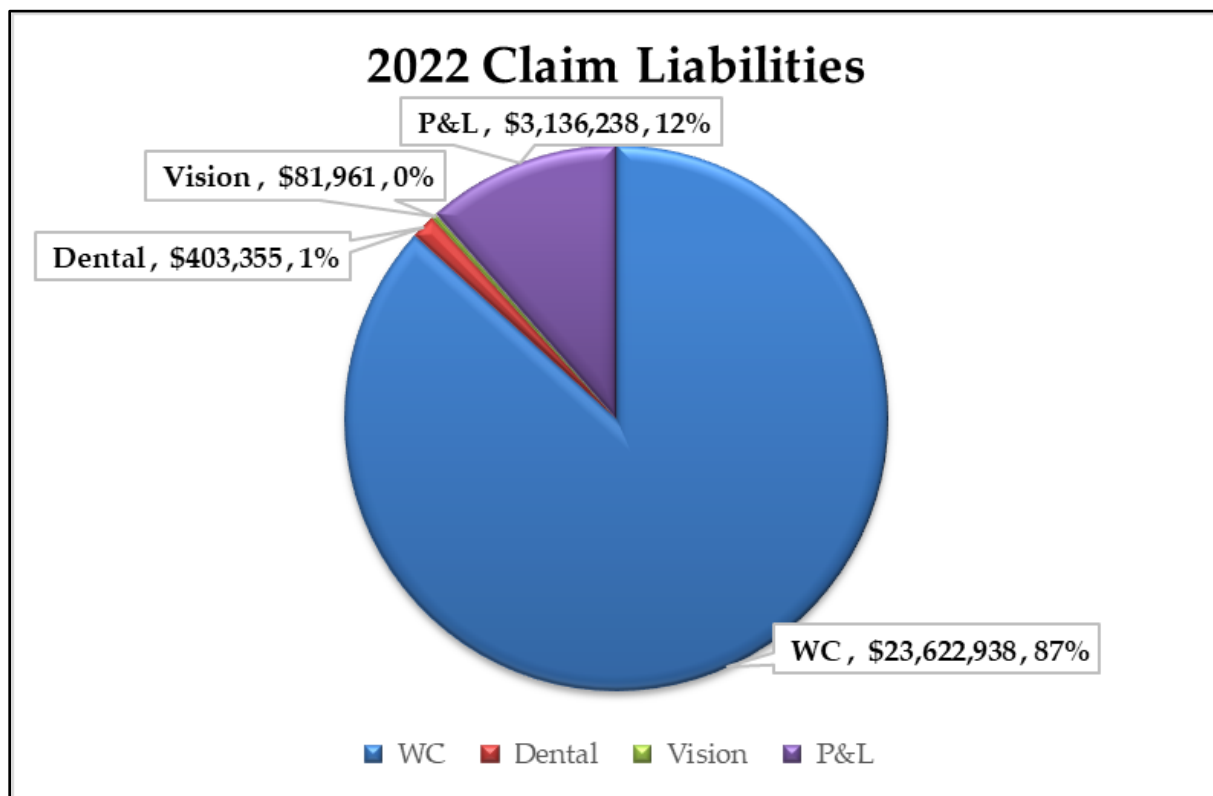
CRSIG PORTFOLIO SUMMARY JUNE 30, 2022



Claim Liabilities

Expected Claims

CRSIG funds the self-insured pooled portion of the coverage programs with projected loss rates calculated by an independent actuary. The funding includes projected current year expected losses in addition to the projected cost to pay for all prior years expected losses and incurred but not reported (IBNR) claims. The Workers' Compensation program is funded at expected and discounted at 3% for investment income on those funds. The Property & Liability confidence level funding is 85%, discounting those funds at 2.5% for investment income.



CRSIG's Capital Target Equity Policy

In October 2007, CRSIG established a policy for monitoring fund balances above and below specified targeted equity levels. The purpose of the target is to ensure that each program is funded at an ultra-conservative level to avoid future assessments and provide security around the issuance of any rebates or dividends.

TARGET EQUITY 2021/2022

TARGET OBJECTIVES IN PRIORITY ORDER	WORKERS' COMPENSATION	PROPERTY & LIABILITY	DENTAL	VISION
#4 PROGRAM CHANGES:				
WC- Min. \$1 million, Max. \$2 million	\$2,000,000			
P&L- Min. \$250,000, Max. \$500,000		\$250,000		
Dental - None			\$0	
Vision - None				\$0
#3 RATE STABILIZATION:				
WC - 10% of total funding required	\$786,262			
P&L - 10% of total funding required		\$165,753		
Dental - None			\$0	
Vision - None				\$0
#2 CATASTROPHIC LOSSES:				
WC - 10 SIR losses	\$10,000,000			
P&L - 4 SIR property & 4 SIR liability losses		\$1,400,000		
Dental - 200 Annual Maximums @ \$2,000.00			\$400,000	
Vision - \$100,000				\$100,000
#1 INCREASED CONFIDENCE LEVEL:				
WC- 90% Confidence Level (prior & current yr)	\$9,984,000			
P&L- 90% Confidence Level (prior & current year)		\$2,146,000		
Dental - 1/2 Total Required Reserves			\$429,575	
Vision - 1/2 Total Required Reserves				\$76,284
Year End 6/30/22 Net Position:	28,234,903	7,082,473	4,186,411	1,112,014
Increased Confidence Level	9,984,000	2,146,000	429,575	76,284
Catastrophic Losses	10,000,000	1,400,000	400,000	100,000
Rate Stabiliation	786,262	165,753	0	0
Program Changes	2,000,000	250,000	0	0
Total Target Equity Funding:	22,770,262	3,961,753	829,575	176,284
Funding Above/(Below) Target Equity:	5,464,641	3,120,720	3,356,837	935,730

Notes:

- 1) Funding & Confidence Levels updated for P&L and WC with 2022 actuarial projections for fiscal year 2022/23
- 2) Funding & Confidence Levels for Vison and Dental-updated with 2022/23 renewal calculations.
- 3) Rate Stabilization - 10% of actual estimated self insured layer contributions for 22/23 year

Programs

WORKERS' COMPENSATION

PROPERTY & LIABILITY

DENTAL

VISION

Workers' Compensation Program

The Workers' Compensation program was the "foundation" for CRSIG, being the first coverage program offered to members in 1980. During the past 42 years, CRSIG's Workers' Compensation program has gone through numerous changes, from self-insured, to fully insured and back to being self-insured. The current program is a blend of pooling the first \$1,000,000 of each claim and purchasing excess statutory coverage. CRSIG has 24 members participating in this program.

The Workers' Compensation program claims expense again realized a decrease in operating expenses of \$2,454,266 of which \$2,651,270 was a decrease in claims expense during the 2021/22 year, cumulating in an increase of \$4,446,010 to the Net Position. We also saw an increase in the number of reported injuries from 294 in 2020/21 to 476 in the 2021/22 fiscal year again due to schools reopening.

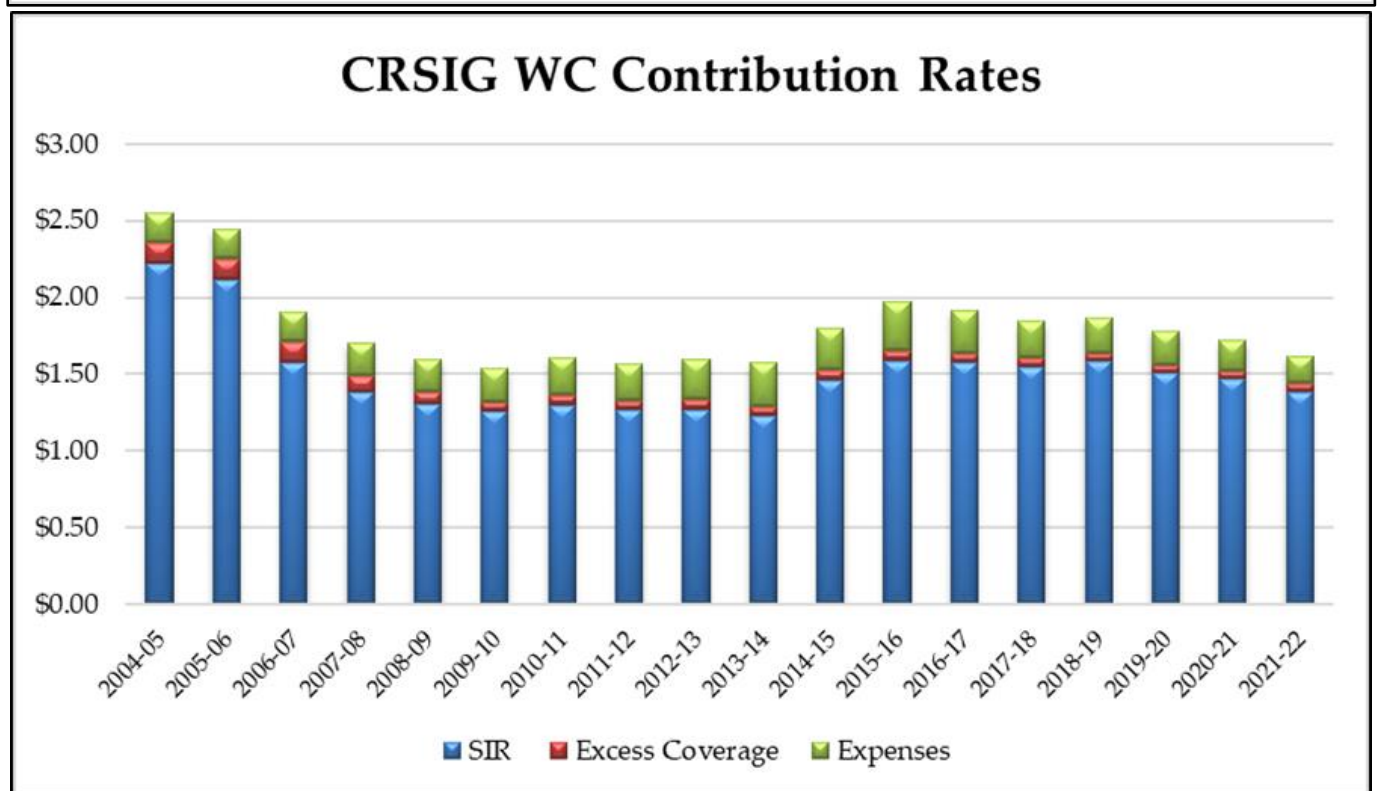
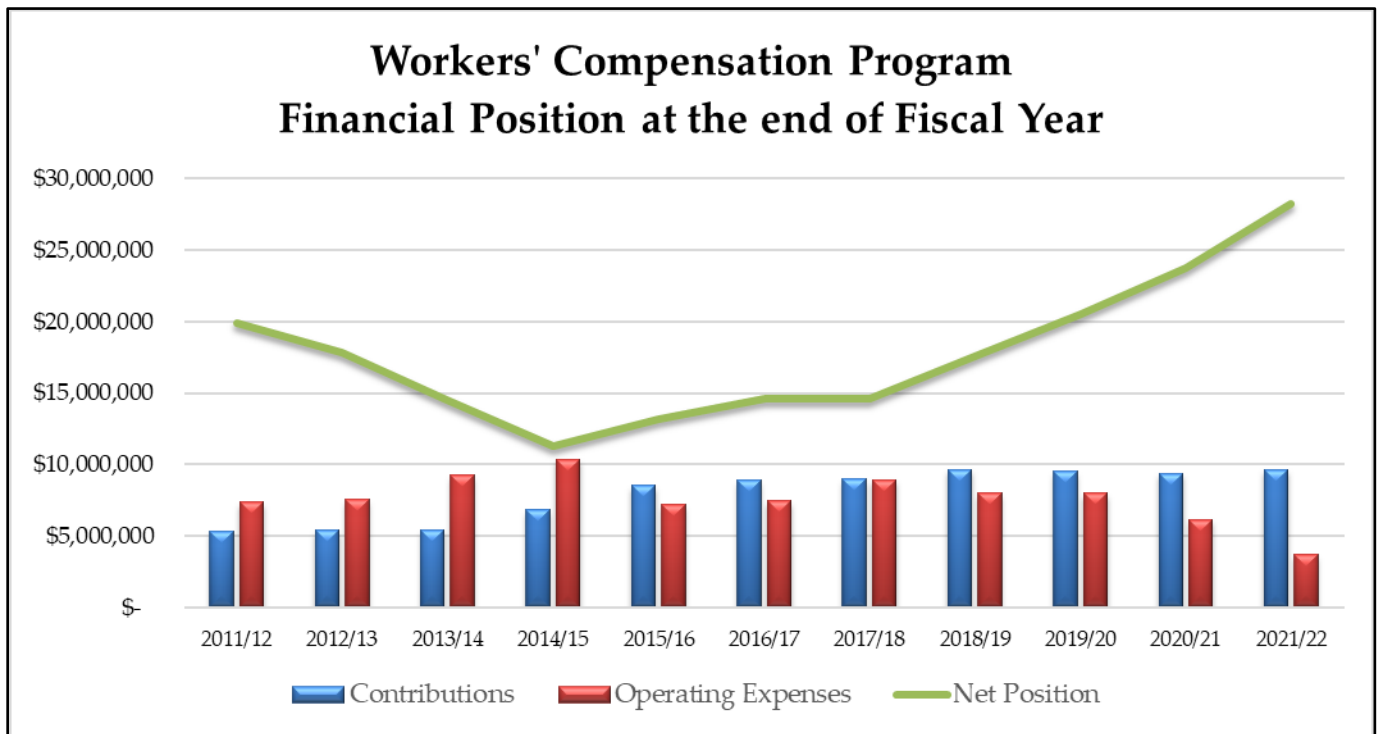
CRSIG total rates for the Workers' Compensation program decreased from \$1.72 in 2020/21 to \$1.62 in 2021/22.

CRSIG contracted with Pegasus Risk Management effective July 1, 2016 to administer Workers' Compensation claims. We have enjoyed a very favorable relationship with the claims administration staff and Status Investigations that has resulted in two insurance fraud convictions. We have realized a reduction in the ultimate net loss estimates in YE 2017, 2018, 2019, 2020 and 2021, resulting in an increase in the programs' net position.

The success of this program is a direct result of your efforts and support of CRSIG and we are very appreciative.

Workers' Compensation Program

The graph below illustrates the components of the financial position of the Worker's Compensation Program at the end of the Fiscal Year for each of the last ten Program Years.

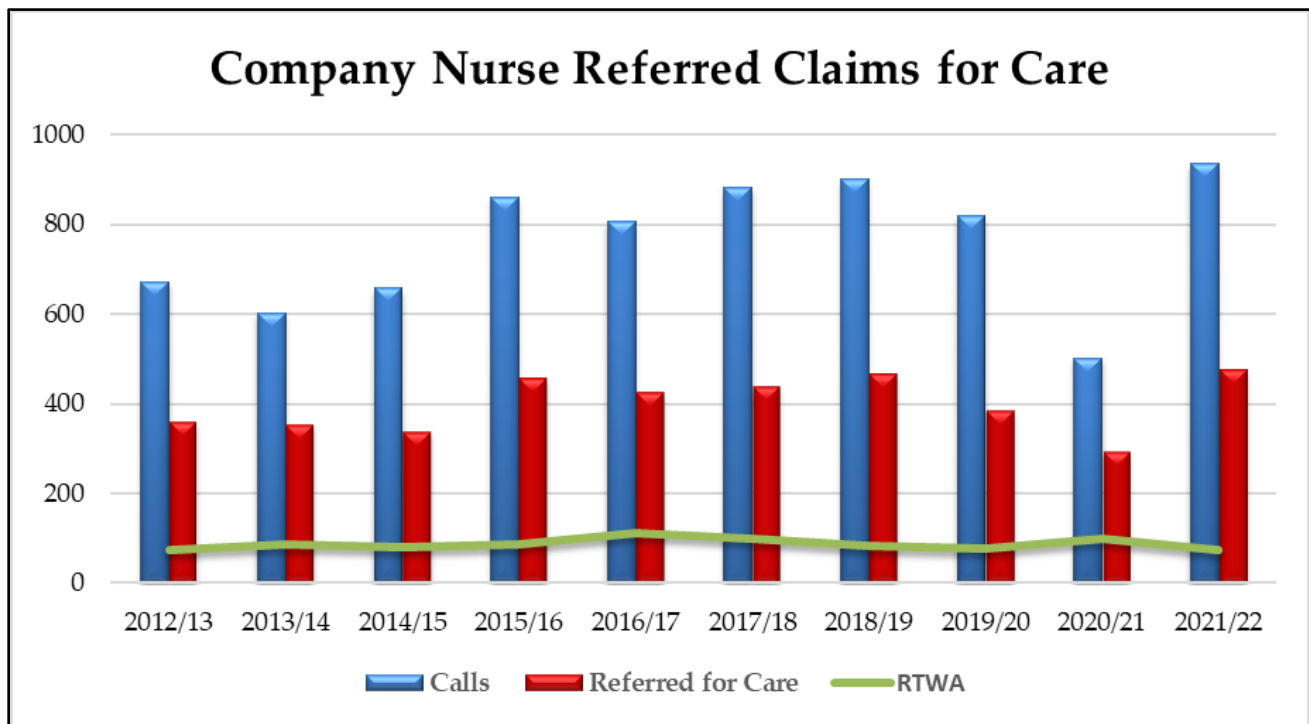


Workers' Compensation Program

CRSIG Nurse Triage Program – Company Nurse



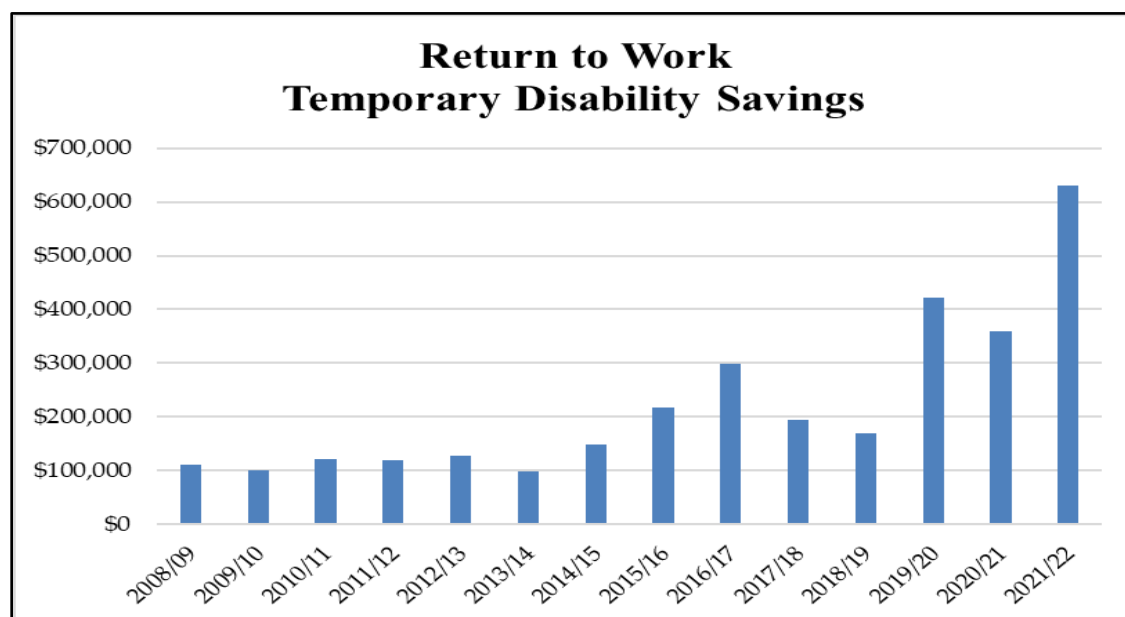
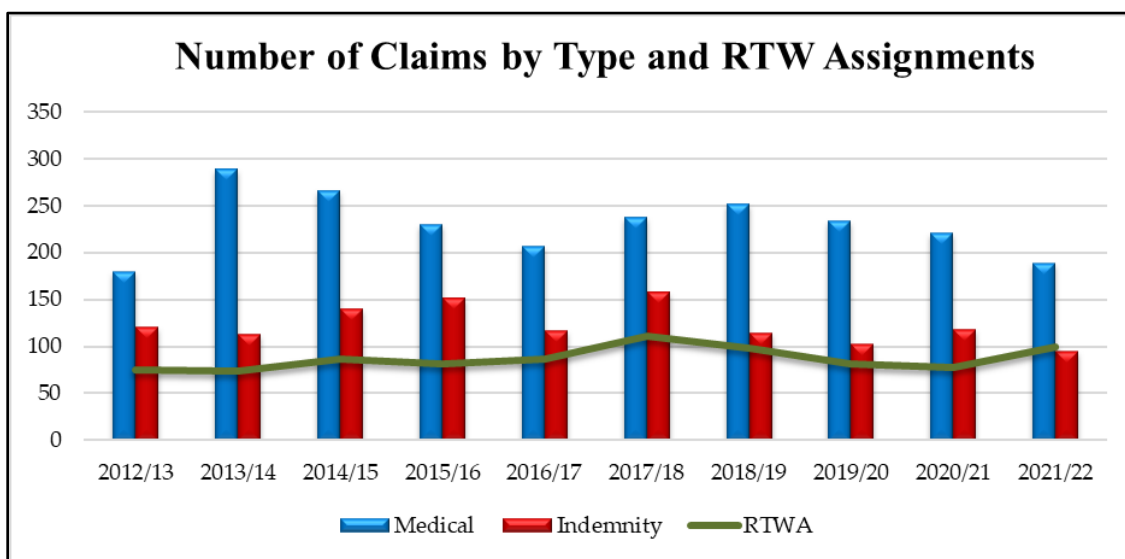
In October 2008, CRSIG implemented a nurse staffed call-in phone line to triage injured workers into self-care or medical treatment. During the 2021/22 year, 934 calls were received from CRSIG employees with 294 or 59% of employees referred for care.



CRSIG's Return to Work Program

In 2008, we also implemented an in-house Return to Work program to assist our injured workers into a temporary or modified position during their recovery, which has resulted in Temporary Disability Savings to our members. CRSIG provides this service for all of the members in our Workers' Compensation program with the exception of SCOE, who has their own internal program and their data is not included in the following information. We began assisting Turlock USD with our RTW program in April 2022.

152 Employees entered into Temporary Assignments in our Return To Work program. 146 injured employees were returned to full duty with six employees remaining in modified assignments as of June 30, 2022. 2021/22 RTW Savings for members for having employees returned to work is \$630,857.



Property & Liability Program

The Property and Liability Pool was established July 1, 1985. CRSIG self-insures the first \$100,000 of each property claim and \$250,000 of each liability claim. July 1, 2019, CRSIG joined PRISM JPA for excess property and liability insurance. PRISM JPA is one of the largest public entity JPA's in the United States and the largest in California. Their membership is comprised of School Districts, Cities, Counties and Special Districts in California.

CRSIG's Property & Liability 2021/22 program structure is as follows:

PROGRAM	Member Responsibility	CRSIG Self-Insured	PRISM JPA
Property	\$2,000 - \$25,000	\$100,000	\$300,000,000
Liability	\$2,000 - \$25,000	\$250,000	\$ 40,000,000
Crime	\$2,000 - \$25,000	\$ 10,000	\$ 1,000,000
Cyber Liability	\$2,000 - \$25,000	\$100,000	\$12,000,000/\$70,000,000
Deadly Weapons Response	\$2,000 - \$25,000	\$ 10,000	\$500,000/\$2,500,000

2021/22 began a very challenging renewal due to increased cost of excess insurance as insurers incurred substantial claims due to catastrophic property losses and increased liability claims.

CRSIG's self-insured property layer rates increased 3.125% due to losses. The excess property insurance rate increased 36.62% due to a hardening in the property insurance market, primarily due to catastrophic claims paid by insurers for, wildfires, floods, earthquakes, etc. CRSIG's self-insured liability rates increased 10.5% while the excess liability increased 36.62%. For the Property & Liability program including Cyber Liability, Crime Insurance, the Deadly Weapons Program, Risk Management and Administration expenses, the contributions increased or all members increased 18.0%.

We renewed the Deadly Weapons Response program for our members. This insurance policy pays \$500,000 for bodily injury and property damage to third-party injuries while on Member property, including defense costs, for which the Member is legally liable under a deadly weapons event. The aggregate is \$2,500,000 which is shared by Members of CRSIG, the deductible is \$10,000.

Additionally, the policy covers crisis management services (pre and post event). Pre-event services include providing a security vulnerability assessment and education seminar. Post-event services include crisis management accessed via a direct call, additional security, counseling, funeral expenses, and monitoring of social media.

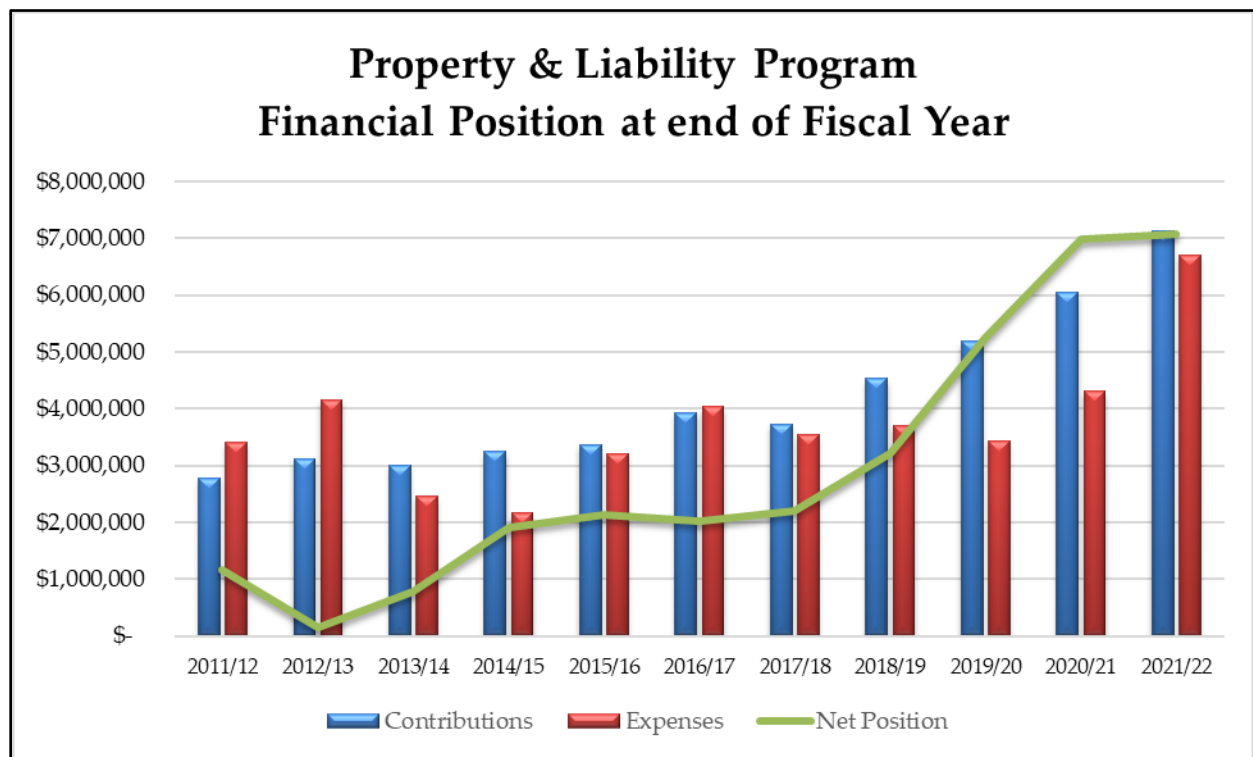
The policy also provides coverage for first party property damage, including business interruption, up to \$250,000 for damage to a Member facility caused by the active shooter (event). This also includes reconfiguring a building space, so as not to look like the scene of the crime when employees or members of the public return.

Cyber Liability coverage limits increased from \$12,000,000/\$60,000,000 aggregate to \$12,000,000/\$65,000,000 aggregate. CRSIG's Self Insured Retention increased from \$100,000 to \$250,000 and premium increased from \$34,700 to \$126,302, an increase of 364%. Coverage is provided by Lloyd's of London - Beazley, AXA XL, Crum & Forester, Ironshore, Tokio Marine and Zurich Insurance.

Property & Liability Program

CRSIG's Net Position for the Property and Liability program increased \$1,825,158 to \$7,082,473 as of June 30, 2022. Claims expense increased \$1,064,131 as schools reopened resulting in an increase claims during the 2021/22 fiscal year. Contributions increased due to the excess property and liability insurance rate increases.

The graph below illustrates the financial position of the Property and Liability Program at the end of the Fiscal Year for each of the last ten Program Years.

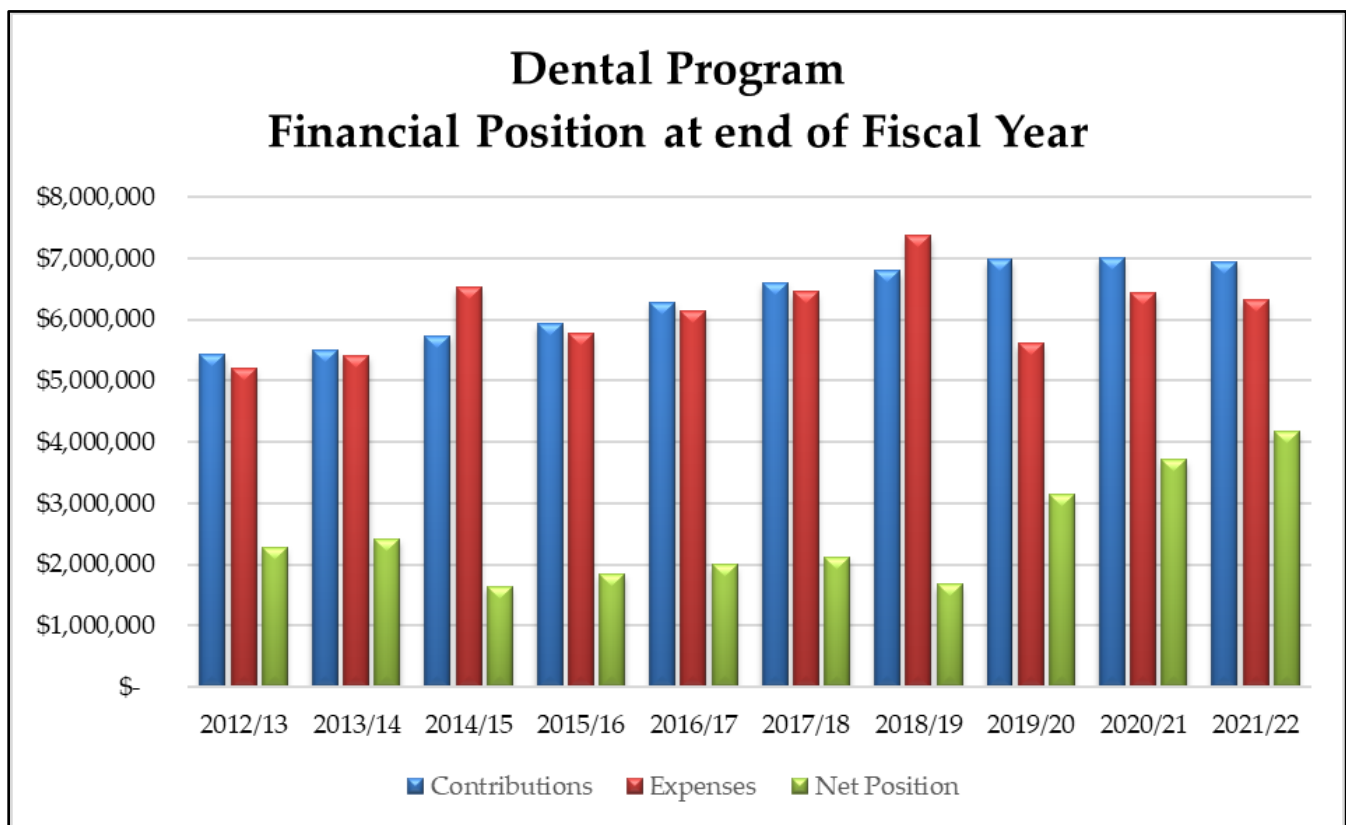


Dental Program

CRSIG Dental pool was established January 1, 1983 with 15 members with Delta Dental. Currently there are 19 members. This has been a very successful program for our members. The program was renewed with Delta Dental with a 3.5% rate decrease.

The Net Ending Position for the fiscal year ending 2022 is \$4,186,411 an increase of \$1,042,268.

This graph illustrates the financial position of the Dental Program at the end of the fiscal year for each of the last ten years.



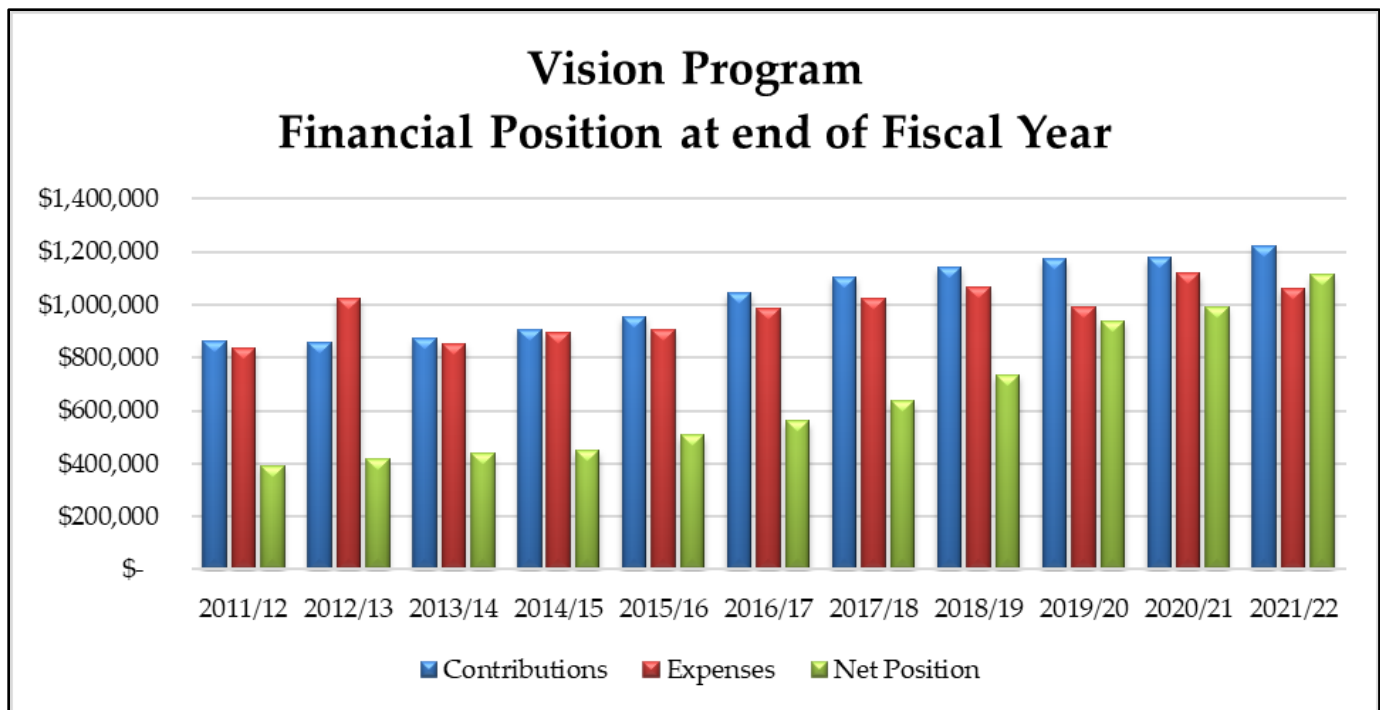
Vision Program

Due to our continued excellent loss history and financially stable partners, we were able to renew this program with a 2.5% rate increase.

The program was enhanced to provide an increase in the frame allowance from \$150 to \$175 and the contact lens allowance increased from \$130 to \$150.

The net position increased to \$1,112,014 as of June 30, 2022.

This graph illustrates the financial position of the Vision Program at the end of the fiscal year for each of the last ten years.



Member Services

SITE SAFETY

Contact Terri Prichard to set up

Site Safety Inspections – (Terri will conduct)

Playground Safety Inspections

Science Chemical – Inventory / Disposal

Contact Angela Jacobson to set up

Air Pressure Vessel Inspections – (Travelers)

StopIt! App program

Sharps / Medication Disposal

INJURY & ILLNESS PREVENTION PROGRAM

Terri Prichard will provide

Quarterly Safety Newsletters

Personal Protective Equipment Consultation

Angela Jacobson/Susan Adams will provide

Safety Committee Consult/Assistance

Safety Stickers / Labels/Posters

Safety Posters - CRSIG

CRSIG WEBSITE – www.crsig.com

Helpful Links – to carriers, agencies & codes

News & Forms – Heads Up/Risk Management

Guidelines, form for all programs

INCENTIVE PROGRAMS

Contact Angela Jacobson for reimbursement

Safety Incentive Funding Program

Safety Credit Program

TRAINING

Contact Terri Prichard to set up

General Safety Training

Safe Lifting Classes

Ergonomic Classes

Illness & Injury Prevention Program (IIPP)

Heat Injury and Illness Prevention

Hazardous Comm. Program

Contact Angela Jacobson to set up

DOT – Supervisor/Reasonable Suspicion

CPR / First Aid Training

Forklift Certification

Utility Cart Certification

Safety Training Video Library

AB 1825 Sexual Harassment Prevention

Target Solutions On Line Training

EVALUATIONS

Contact Terri Prichard to set up

Ergonomic Workplace Evaluations

Noise Level Testing

Indoor Air Quality (IAQ)

Hazardous Conditions

Contact Angela Jacobson for assistance

DOT Random Drug & Alcohol Testing

Pre-Employment Physicals

Origami Risk Management System

Raptor Visitor Information System

NASDTEC Clearinghouse

StopIt! Anonymous Reporting App

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