



# SCHOOLS INSURANCE AUTHORITY

## SIA FULL BOARD OF DIRECTORS' MEETING AGENDA

Wednesday, June 17, 2026, 9:30 AM  
Aerospace Museum of California  
3200 Freedom Park Dr, McClellan Park, CA 95652

**FOR PUBLIC WISHING TO ATTEND**, email Amanda Franco at [afranco@sia-ipa.org](mailto:afranco@sia-ipa.org).

*Disclaimer. All items appearing on the agenda are subject to action. Staff recommendations are subject to change by the legislative body.*

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**1. CALL TO ORDER – Frederickson**

**2. APPROVAL OF AGENDA – Frederickson**

**3. PUBLIC COMMENTS – Frederickson**

At this time, members of the public may address the Executive Committee regarding any items within the subject matter jurisdiction of the Committee, provided that NO action may be taken on off-agenda items unless authorized by law. Comments shall be limited to five minutes per person and twenty minutes for all comments unless different time limits are set by the President subject to the approval of the Committee.

**4. WELCOME AND INTRODUCTIONS – Rice**

**5. COMMUNICATIONS – Rice (pg. 3)**

**6. BROKERS' AND LEGISLATIVE REPORTS / INFORMATION (pg. 59)**

- A. Liability Program – *WTW/NewFront, Wilkey*
- B. Workers' Compensation Program – *WTW/NewFront, Stokes*
- C. Property / Cyber Programs – *Alliant, Howell*
- D. Legislative Update – *SYASL, Yoder*

**7. PUBLIC HEARING ON VACANCIES, RECRUITMENT AND RETENTION EFFORTS / PUBLIC HEARING – Frederickson (pg. 60)**

**8. CONSENT CALENDAR RECOMMENDED FOR THE SIA FULL BOARD APPROVAL / ACTION – Frederickson (pg. 61)**

- A. Agenda (pg. 1)
- B. Minutes – May 14, 2026 (pg. 62)
- C. Expense Report – January, February, March 2026 (pg. 68)
- D. Personnel Actions – May 14, 2026 (pg. 74)
- E. Personnel Actions – Current (pg. 75)
- F. Approval of Personnel Committee recommendations for SIA Salaries and Benefits for 2026/27 (pg. 76)
- G. Approval of Budget Committee recommendations for SIA 2026/27 Budget (pg. 91)
- H. Approval of Actuarial Reports and 0.5% discount Factor for 2026/27 (pg. 107)
- I. Approval of SIA Memorandum of Cyber Coverage (MOCC) Changes 2026/27 (pg. 115)

**9. GENERAL BUSINESS OF THE SIA FULL BOARD – Frederickson (pg. 122)**

- A. SIA Financial Report – March 31, 2026 / Information – *Russell (pg. 122)*

- B. SIA Cash / Investment Report – March 31, 2026 / Information – *Brown (pg. 134)*
- C. Approve New Member – Butte Schools Self-Funded Programs JPA / **ACTION** – *Rice/Brown (pg. 180)*
- D. Approval of Contribution Rates for 2026/27 / **ACTION** – *Brown (pg. 182)*
- E. Review of SIA 2026/27 Goals and Objectives / **ACTION** – *Rice (pg. 192)*
- F. Workers' Compensation Audit / **ACTION** – *Gouveia (pg. 196)*
- G. Schools and College Legal Service Update / Information – *Nelson (pg. 201)*
- H. Prevention Department Update / Information – *Konarski (pg. 203)*
- I. Risk Management Department Update / Information – *Serran/Costamagna (pg. 208)*
- J. Approval of Amendment to Executive Director's Employment Contract / **ACTION** – *Frederickson (pg. 211)*

## 10. RECOGNITION AND CONCLUDING COMMENTS – *Rice*

## 11. OTHER

## 12. LUNCH

## 13. ADJOURNMENT – *Frederickson*

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### UPCOMING MEETING

#### Executive Committee Meeting

Thursday, September 10, 2026, 9:00 AM  
9800 Old Placerville Road, Suite 100 Sacramento, CA 95827

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# SCHOOLS INSURANCE AUTHORITY

## **FULL BOARD OF DIRECTORS MEETING AGENDA ITEM**

**SUBJECT:** COMMUNICATIONS

**ITEM NUMBER:** 5.

**REASON FOR  
CONSIDERATION:** INFORMATION

**DATE:** 6/17/2026

Please note: Links are provided unless articles are not accessible online.

1. Please see a report from Praesidium dated May 21, 2026, available at this [link](#).

2026

# PRAESIDIUM REPORT

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PRAESIDIUM

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# PRAESIDIUM

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Praesidium (May 21, 2026). 2026 Praesidium Report. <https://hubs.ly/Q04hr6kR0>



**PRAESIDIUM**

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## Welcome to the Praesidium Report<sup>®</sup>

The purpose of this report is to share insights from Praesidium's global experience, research, and data to highlight emerging trends and promising practices—advancing our mission:

*To help you protect those in your care from abuse and help you preserve trust in your organization.*



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The future of prevention  
belongs to organizations  
that can **prove what works**,  
and **adapt as risk evolves**.

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*Proof defines prevention.*

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# INTRODUCTION

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Across industries, organizations have made meaningful progress in how they approach abuse prevention. More are treating it with the same structure and attention as other core safety priorities. Just as systems exist to manage risks like patient safety, behavioral interventions, or emergency preparedness and response, organizations are strengthening the link between written policies and defined role expectations related to abuse risk and appropriate boundaries. This reflects a growing and more nuanced understanding that abuse prevention is a core tenant of operations, not a separate initiative.

There is also increasing pressure to provide proof. It is no longer sufficient to assume that prevention efforts are working. Families, community members, insurers, regulators, and accrediting bodies are all demanding more. Having policies in place is no longer enough. Leaders must be able to show that systems are functioning as intended through recorded observations, real-time feedback, and measurable outcomes. When policy, practice, and proof work together, organizations are better positioned to reduce risk and build trust with those they serve.

This report examines emerging data, case trends, and field observations across industries to better understand how different sectors are strengthening policy, where practice is becoming more consistent, and how effectiveness is being measured and validated.

Creating safer environments is an ongoing process. It requires aligning policy, practice, and proof so that prevention is not only defined, but routinely lived and clearly demonstrated, **building a safety culture that turns intention into impact.**



## Continuing Analysis: What Happens After Accreditation?

In last year's report, we introduced early insights from Culture of Safety surveys completed by employees working within Praesidium Accredited organizations. With more than **6,000 responses** now analyzed across pre- and post-accreditation periods, the data reinforces what we have consistently seen in practice: Praesidium Accreditation drives immediate and sustained impact.

### Immediate Impact: Measurable Gains Across All Indicators

Accredited organizations saw **statistically significant improvement across all seven culture of safety indicators**. The strongest gains were in areas that directly influence daily practice:

- Policies are better understood
- Leadership encourages reporting
- Training prepares staff to report concerns
- Policy enforcement is more consistent
- Employee morale improves

### Sustained Over Time: Gains Hold Through Renewal


Two years after accreditation, these improvements remain stable, with no significant decline between post-accreditation and pre-reaccreditation results.

### Stronger Baseline: Culture Is Built, and Passed On

Organizations approaching re-accreditation report **stronger safety culture across four of seven indicators** compared to pre-accreditation peers. This means:

- New staff report clearer policies and better preparation to respond to concerns
- Leadership behaviors and expectations remain visible and consistent

▶ **The Takeaway:** Safety culture is not only strengthened by Praesidium Accreditation—it is sustained and transmitted.

A young girl with light brown hair, wearing a red shirt, is smiling and looking towards the camera. She is in a locker room with wooden lockers in the background. Other children in red shirts are visible in the background, some sitting at a table. In the foreground, a wooden table has a white sneaker, a black smartphone, and a green water bottle on it.

In today's risk environment,  
prevention must be visible,  
verifiable, and constantly  
evolving.

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*Policy alone is  
no longer sufficient.*

# FROM INTENTION TO IMPACT: TURNING POLICY INTO PRACTICE & PROOF

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## A New Era of Abuse Prevention

Most organizations today can point to abuse prevention policies. Many can demonstrate sincere intent, thoughtful documentation, and good-faith efforts to do the right thing.

What separates intention from impact, however, is whether those policies are consistently lived, measured, and proven effective in practice.

Across sectors, abuse prevention has entered a new era, one shaped by rising expectations, more transparent use of data, and a growing recognition that safeguarding is not static. Insurers are asking for operational proof. Accreditors are raising the bar. Research and field data are revealing where prevention efforts are working, but also where risk is evolving faster than systems are adapting.

In this environment, policy alone is no longer sufficient. The future of safeguarding belongs to organizations that can demonstrate prevention in practice, verify its effectiveness, and adapt as risk changes.



## The End of “Policy is Enough”

For years, having a written policy was seen as a meaningful marker of commitment. Today, it is a minimum baseline, not a differentiator.

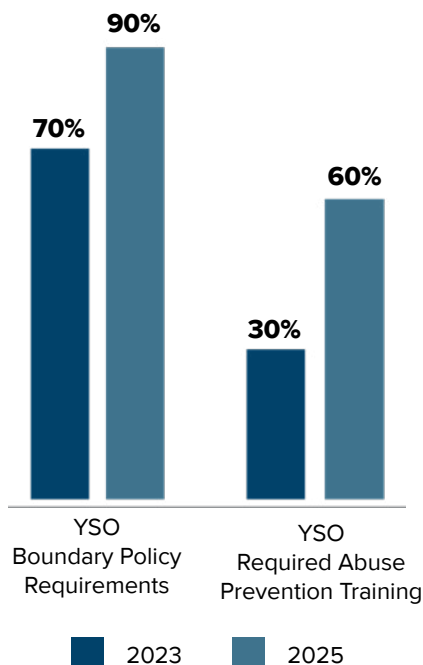
One of the clearest signals of this shift comes from the insurance industry. In 2022, **82%** of insurance carriers required certain abuse prevention standards to consider offering Sexual Abuse and Misconduct Liability coverage.<sup>1</sup> Today, that number has risen to **94%**. Just as importantly, carriers are no longer satisfied with vague or generic documentation or policies. Instead, they expect clearly defined, operational risk control practices that can be demonstrated in day-to-day operations.<sup>2</sup>

Insurance has long served as a leading indicator of where accountability is heading. This shift reflects a broader demand for prevention systems that are defensible, verifiable, and consistently applied — not merely well-intentioned.

And organizations are responding.

Youth-serving organizations (YSOs), in particular, have moved rapidly. Boundary policy requirements have increased from **70% to 90% in just two years**.<sup>3</sup> Required abuse prevention training has doubled over the same period, from **30% to 60%** (Figure 1).<sup>4</sup> At the same time, higher education institutions and healthcare organizations are increasingly pursuing formal accreditation as a way to strengthen and demonstrate their prevention systems. This is not an incremental change. It is a system-wide movement.

Figure 1:  
YSO Policy & Training Requirements



Prevention expectations are rising—and the field is responding.

<sup>1</sup> Praesidium (2025, February). Insurance Carrier Benchmarking: Sexual Abuse and Molestation Liability. <https://hubs.ly/Q037RkFr0>

<sup>2</sup> Praesidium (2025, February). Insurance Carrier Benchmarking: Sexual Abuse and Molestation Liability. <https://hubs.ly/Q037RkFr0>

<sup>3</sup> Praesidium (2026). 2026 National YSO Benchmarking Report. <https://hubs.ly/Q04cbntW0>

<sup>4</sup> Praesidium (2026). 2026 National YSO Benchmarking Report. <https://hubs.ly/Q04cbntW0>

## From Policy to Practice — Where Prevention Actually Lives

Written policies articulate values and expectations. Unfortunately, they can't reduce risk or protect individuals on their own.

Prevention is made real in the countless ordinary, often unremarkable, decisions that shape daily life inside an organization. It lives in how supervision is structured and prioritized; in how boundaries are reinforced—or quietly relaxed; in communication norms that either encourage questions and reporting or discourage discomfort; in whether leaders model the behaviors they expect of others; and in whether accountability exists at every level, not just on paper.

This is where prevention systems are tested, and often, found lacking.



Accreditation by a third-party expert organization is emerging as a new baseline expectation rather than a distinguishing feature. When national organizations such as the YMCA of the USA require all local affiliates to achieve abuse-prevention accreditation, it marks a pivotal shift. Safeguarding is no longer optional, informal, or customized to individual comfort levels. It is an organizational responsibility with defined standards and required external validation.

Across sectors, this shift signals a shared understanding: prevention must be operationalized to be effective.

Policy creates the promise.  
Practice delivers it.

## Prevention Works. But Risk Evolves.

There is meaningful evidence that prevention efforts are making a difference—and it matters to acknowledge that progress.

Recent research and Praesidium’s own analysis show declines in several historically high-risk areas, including decreasing prevalence in child sexual abuse over time within large national organizations<sup>5</sup> and a **50% decrease** in the proportion of incidents occurring in bathrooms and locker rooms<sup>6</sup>. These improvements reflect intentional policy changes and resource allocation: **clearer supervision expectations, improved monitoring, and thoughtful environmental and facility design adjustments.**

Progress is not the  
absence of risk—  
it is the ability to  
respond, adapt, and  
strengthen systems  
as new vulnerabilities  
emerge.

*Risk doesn't disappear.  
It moves.*

But we know that effective prevention does not eliminate risk. Instead, it reshapes it.

As organizations strengthen controls in known high-risk spaces, incidents occur more frequently in less common or expected environments. In recent years, the proportion of incidents in classrooms and shared public spaces has more than tripled.<sup>7</sup> This shift should not be interpreted as failure. It is evidence of an adaptive risk: when prevention works in one area, risk can migrate to another, as would-be offenders seek new opportunities for access.

The implication for leaders is not discouragement, but vigilance. Prevention systems must evolve alongside risk, informed by data and grounded in continuous improvement.

<sup>5</sup> Assini-Meytin, L. C., McPhail, I., Sun, Y., Mathews, B., Kaufman, K. L., & Letourneau, E. J. (2024). Child sexual abuse and boundary violating behaviors in youth serving organizations: National prevalence and distribution by organizational type. *Child Maltreatment*, 0(0), 1-13.; See also Praesidium (2025). 2025 Praesidium Report. <https://hubs.ly/Q03ghznv0>

<sup>6</sup> Praesidium (2025). 2025 Praesidium Report. <https://hubs.ly/Q03ghznv0>. See also Appendix B: Incident Analysis.

<sup>7</sup> Praesidium (2025). 2025 Praesidium Report. <https://hubs.ly/Q03ghznv0>. See also Appendix B: Incident Analysis.



## The Rise of Non-Contact and Digital Abuse

One of the most significant evolutions in abuse risk is the growth of non-contact and digitally facilitated harm.

Since 2015, reported non-contact abuse, including digital exploitation, has more than doubled. Cases increasingly involve explicit messaging, image sharing, online grooming, and technology-enabled coercion.<sup>8</sup> National research reinforces this trend. Studies published by the Crimes against Children Research Center (CCRC) at the University of New Hampshire demonstrate that when only traditional, in-person abuse is measured, prevalence appears significantly lower. When serious online sexual abuse exposures are included, prevalence **increases by more than 60%**.<sup>9</sup>

This gap matters.

If prevention frameworks do not explicitly account for online and technology-enabled harm, then organizations are systemically underestimating their risk.” Policies and practices designed with only in-person environments in mind will not fully address the realities of how abuse now occurs.

What we don't  
measure, we  
underestimate.

What is measured shapes what is managed. What is overlooked becomes normalized.

<sup>8</sup> For additional incident analysis, see Appendix B. See also *Praesidium* (2025). 2025 Praesidium Report. <https://hubs.ly/Q03ghznv0> for additional discussion of the increase over time in non-contact abuse (ex: via electronic communication and in virtual spaces).

<sup>9</sup> Finkelhor, D., Turner, H., & Colburn, D. (2024). *The prevalence of child sexual abuse with online sexual abuse added*. *Child Abuse & Neglect*, 149, 106634. <https://pubmed.ncbi.nlm.nih.gov/38227986/>





## The Policy-Practice Gap

Data from abuse prevention self-assessments for more than 800 organizations reveal a consistent pattern: day-to-day practices are not keeping up with written policies.

For example, **87%** of organizations completing the Praesidium Assessment Tool report having a written peer-to-peer abuse policy, yet only **69%** believe staff consistently follow it. Meanwhile, **91%** have physical touch boundary policies, but only **72%** believe those boundaries are lived daily. Electronic communication policies are similarly widespread, yet only **70%** believe they are consistently practiced.

These gaps matter because they align with areas where risk is increasing. Praesidium incident & case analysis shows that non-contact abuse is on the rise. The proportion of filed youth-to-youth cases has doubled. Where policy exists without consistent practice, organizations experience a false sense of security.

A policy that is not operationalized does not reduce risk — it obscures it.

## Your Opportunity: From Compliance to Commitment

Compliance produces policies. Commitment makes them lived.

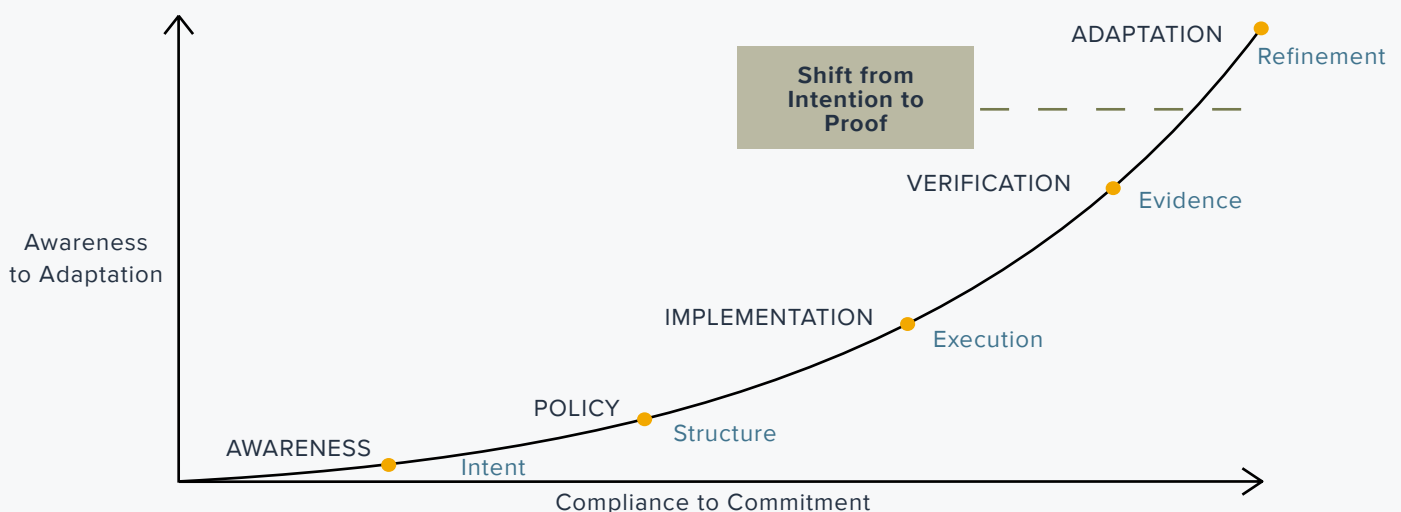
Organizations that demonstrate resilience over time share common characteristics:

- ▶ Leaders model boundaries and expectations visibly and consistently.
- ▶ Supervision is ongoing, supported, and reinforced—not episodic.
- ▶ Assumptions are replaced with verification.
- ▶ Data is used not to assign blame, but to guide improvement.
- ▶ Prevention is treated as a dynamic system, not a static checklist.

This progression is often described as a *maturity curve* (Figure 2): from awareness, to policy development, to implementation, to verification, and ultimately to adaptation. The most effective organizations operate in the later stages, continuously testing and refining their prevention systems as risk and context change.

Commitment does not require perfection. It requires stability, rigor, and stewardship. Consistent leadership and accountability today preserves and, ideally, expands your organization’s mission, reach, and resources into the future.

Figure 2: Commitment Progression Maturity Curve



## Looking Ahead: Proof as the New Standard of Care

The organizations making the greatest progress are not those with the most well-crafted policies. They are the ones willing to test their assumptions, verify their practices, and adapt their systems over time.

As expectations rise and risk continues to evolve, proof is becoming the new standard of care in abuse prevention. Leadership commitment — expressed through culture, accountability, transparent data collection, review, and continuous improvement—is what turns intention into impact.

The pages that follow explore what this looks like in practice across industries, grounded in data, experience, and a shared responsibility to protect those in our care.

“As expectations rise and risk continues to evolve, proof is becoming the new standard of care in abuse prevention.”

# INDUSTRY INSIGHTS

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Praesidium analyzed 2,239 organizational cases involving sexual abuse or misconduct. Of those, 891 included reported payout data, offering continued insight into patterns, risk, and financial impact. The average payout reached **\$20.9 million**, with a median payout of **\$1.96 million** — reinforcing both the scale of this exposure and the extreme variability of potential outcomes.

In addition, Praesidium received reports of 994 incidents, boundary violations, and program concerns through the Praesidium Helpline between 2016 and 2025, providing a real-time view into how risks surface in organizational settings, as well as how they are recognized and reported in practice. Collectively, Praesidium's analysis of case and incident-level data reflects both the long-term consequences of failures in prevention and the day-to-day signals that precede them.

Beyond the data, Praesidium's team of expert consultants consistently observe patterns that help explain why gaps between policy and practice persist — and what distinguishes organizations that successfully translate prevention into daily operations. Among the sectors we serve, several themes emerge:

- Policy awareness and adoption is improving faster than operational consistency.
- Supervision quality is the critical differentiator — even when training is sufficient.
- Leaders often misinterpret low reporting as low risk, even when warning signs are present.
- Abuse prevention is most effective when framed as a core safety tenant not a standalone or additional initiative.
- Organizations respond best to clear, role-specific expectations rather than abstract commitments.
- A cultural commitment to abuse prevention gains traction when supported and modeled by every layer of leadership.

In the pages that follow, we take a closer look at how these patterns show up across six core sectors: Social Services, Healthcare, Youth-Serving Organizations, K–12 Schools, Higher-Education, and Faith-Based Organizations.

To check out trends related to organizations in specific sectors, flip ahead to:

- 20** SOCIAL SERVICES
- 24** HEALTHCARE
- 28** YOUTH-SERVING ORGANIZATIONS
- 32** K-12 SCHOOLS
- 36** HIGHER EDUCATION
- 40** FAITH-BASED ORGANIZATIONS



# SOCIAL SERVICES

## HIGH-RISK POPULATIONS. CAPACITY-CONSTRAINED SYSTEMS.

Social service organizations often work with highly vulnerable populations in complex environments. While staff commitment to protection is strong, operational strain and high caseloads can make consistent supervision and boundary reinforcement difficult to sustain.

### Executive Takeaway

Social service organizations work with some of the most vulnerable populations, particularly very young children.

Sustainable prevention requires aligning supervision expectations with operational realities — including realistic caseloads, stronger residential oversight, and structured support for staff navigating high-stress environments.

When organizations address **staff capacity as a safety issue**, prevention systems become significantly more effective.

### Incident Patterns Show:

- ▶ A strong concentration of cases involving children ages 0-5
- ▶ Significant risk in residential and lodging environments
- ▶ Early warning signs present in 30% of cases
- ▶ Accountability and supervision norms must extend to all adults — those on staff and those in program/in care.



### Praesidium Experts Observe:

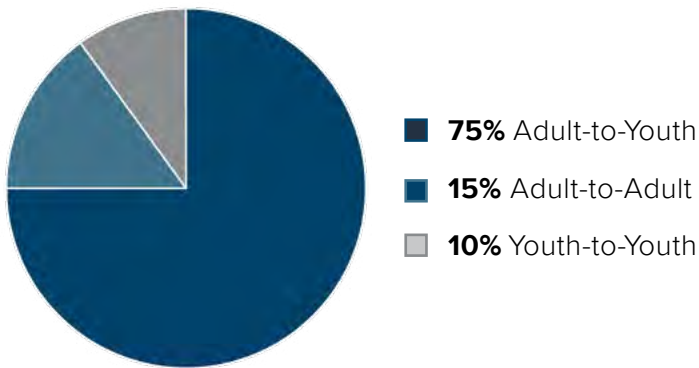
#### WHAT'S WORKING

- ▶ Strong awareness of risk
- ▶ Deep commitment to protecting clients
- ▶ Staff adaptability in complex environments

#### WHERE CHALLENGES PERSIST

- ▶ High caseloads and staffing shortages
- ▶ Trauma exposure affecting staff capacity
- ▶ Boundary drift becoming normalized under pressure
- ▶ Inconsistent supervision across programs

## Analyzed Sexual Abuse and Misconduct Cases in Social Services



## Financial & Legal Exposure

While payouts are lower on average than some other sectors, the frequency of cases involving vulnerable populations and residential environments indicates a sustained organizational risk.



## Adult-to-Youth Sexual Misconduct Cases



- **48%** occur in lodging or residential settings
- **53%** were filed within 10 years of the incident
- **42%** involve multiple victims



**69% of victims are ages 0–5**

**64% of victims are male**

**89% of offenders are male**

**30% had prior concerns about the offender**

## Key Observations

Risk in social services is heavily concentrated among the youngest and most vulnerable populations. Nearly half of incidents occur in residential environments where staff have extended responsibility for supervision and care.



# SOCIAL SERVICES CONTINUED

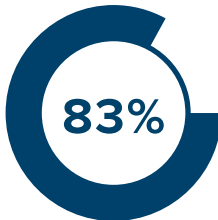
## Adult-to-Adult Sexual Misconduct Cases

68% of victims are female

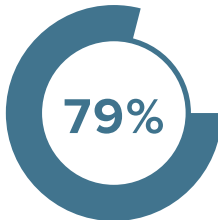
53% of offenders are male

37% involve multiple victims

**\$1.33M** Average Payout



of cases occurred in lodging environments



of cases were filed within 10 years of the incident date

### Continuous Access Creates Enhanced Risk

Adult-to-adult misconduct frequently occurs in residential or workplace environments where staff interact closely over extended periods of time.

## Youth-to-Youth Sexual Misconduct Cases

92% filed within 10 years of incident

67% had prior concerns reported

**\$3.76M** Average Payout

### Industry Specific Challenges

Unlike other industries, youth involved in concerning or harmful behavior cannot simply be removed from the environment in many social services settings. Instead, these incidents highlight the importance of stronger supervision and structured behavioral support.

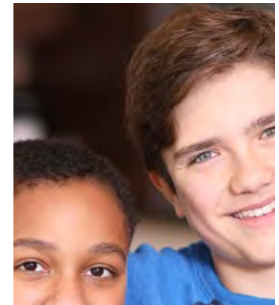
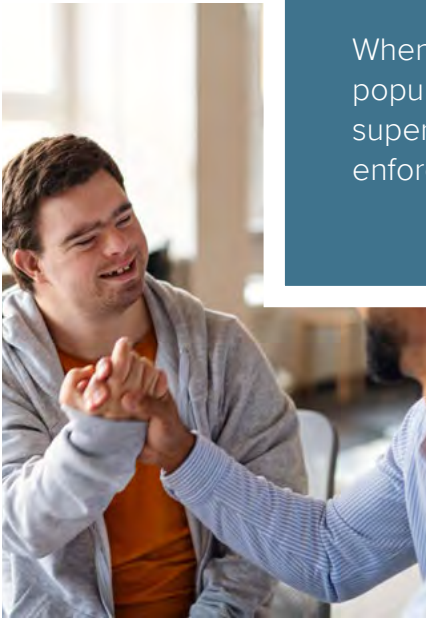


**Core Pattern**

In social services, risk is widely understood — but operational pressures often undermine consistency.

When staff are stretched across high-need populations and complex care environments, supervision expectations and boundary enforcement can weaken.

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# HEALTHCARE

WHEN ABUSE PREVENTION IS TREATED AS PATIENT SAFETY, SYSTEMS WORK.

## Executive Takeaway

Healthcare organizations respond strongly to structured safety frameworks. However, prevention efforts are often isolated from broader patient safety systems.

Sustainable prevention requires integrating abuse prevention into **patient safety governance, overall quality monitoring, and cross-departmental data review.**

When prevention is treated as a core safety issue—not just a compliance obligation—healthcare organizations are better positioned to detect risk early and intervene effectively.

## The Data Shows:

- ▶ Significant financial exposure across healthcare sexual misconduct cases
- ▶ Early warning signs present in more than a quarter of fact patterns, indicating missed opportunities for prevention
- ▶ Heightened liability potential when misconduct occurs within academic medical systems

## Praesidium Experts Observe:

### WHAT'S WORKING

- ▶ Established reporting pathways
- ▶ Strong regulatory compliance frameworks
- ▶ Leadership responsiveness once incidents surface

### WHERE CHALLENGES PERSIST

- ▶ Prevention efforts siloed from patient safety systems
- ▶ Limited trend analysis across departments
- ▶ Inconsistent coordination between compliance, HR, and clinical leadership

In healthcare environments, the risk is rarely invisible. Missed warning signs can matter more than missing policies.

## Significant Financial Exposure and Missed Opportunities for Early Intervention

**\$12.6M** Average Payout Across  
Healthcare Sexual  
Misconduct Cases

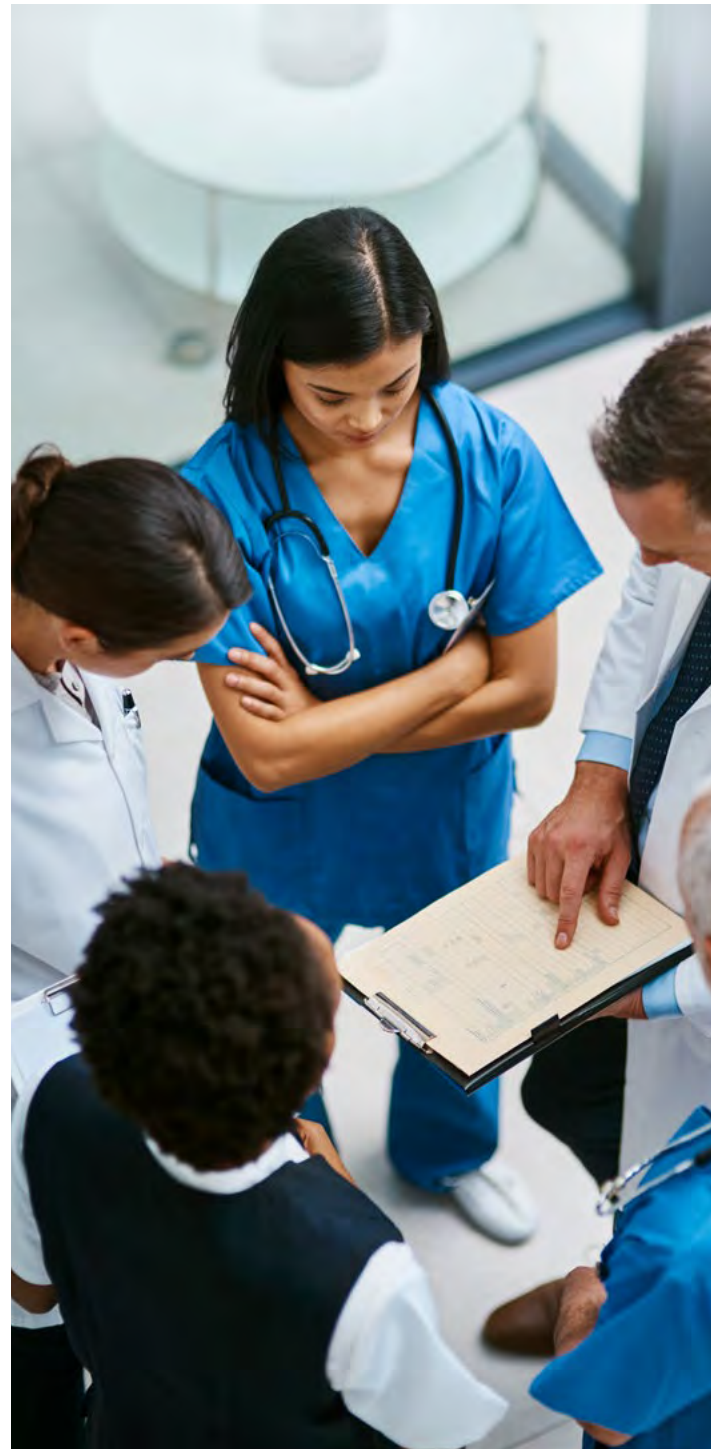
71% of lawsuits filed within 10 years of incident

28% of offenders had prior concerns reported

23% of cases involved multiple victims

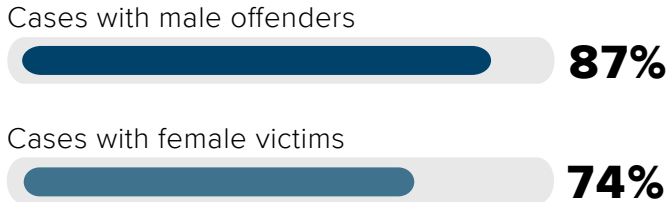
### What This Tells Us

Healthcare organizations often have strong reporting pathways and regulatory oversight. However, in more than a quarter of cases, prior concerns had been reported, reinforcing the importance of early intervention and consistent follow-through across departments. Reporting is only valuable if the organization is also prepared to appropriately *respond*.



# HEALTHCARE CONTINUED

## Gender Patterns Mirror Broader Abuse Trends

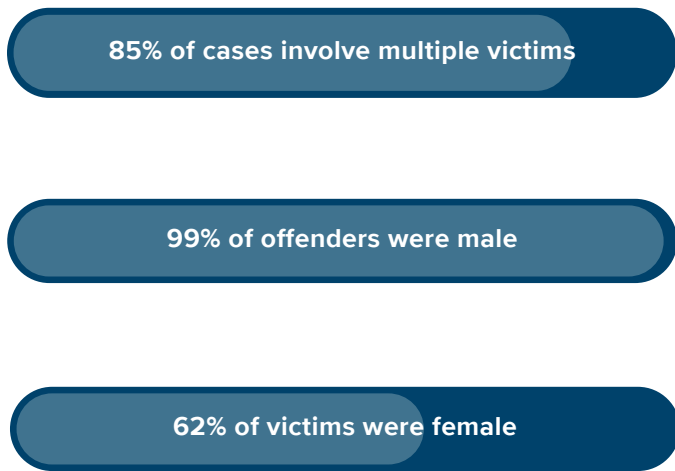


### What This Tells Us

Imbalanced and perceived power dynamics within professional relationships are a persistent risk factor in healthcare environments, particularly in clinical environments and supervisory relationships.

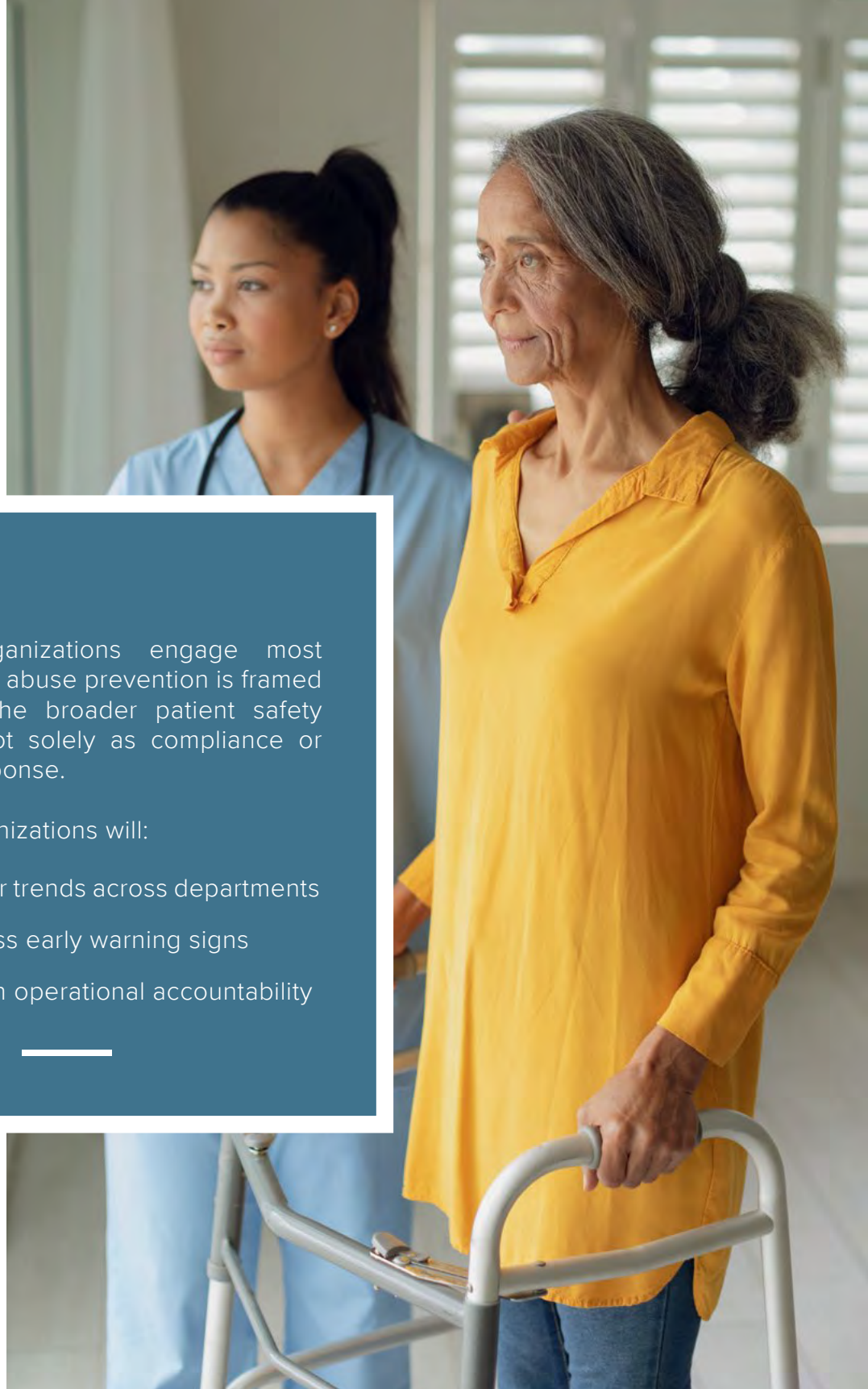
## Academic Healthcare: Higher Exposure

In academic and university-affiliated medical cases, some risk trends appear even more pronounced:



### Added Complexity

Academic healthcare environments introduce layered complexity—clinical training, inherent academic hierarchy, research relationships, and patient care—further complicating the identification, interruption, and reporting of misconduct, which in turn can delay appropriate interventions.



## Core Pattern

Healthcare organizations engage most effectively when abuse prevention is framed as a part of the broader patient safety environment, not solely as compliance or misconduct response.

Successful organizations will:

- ▶ Monitor trends across departments
- ▶ Address early warning signs
- ▶ Sustain operational accountability

# YOUTH-SERVING ORGANIZATIONS

STRONG TRAINING. SUPERVISION DETERMINES OUTCOMES.

Youth-serving organizations (YSOs) often have strong screening and training infrastructure. However, incident patterns demonstrate and field insights affirm that prevention outcomes are largely shaped by how consistently supervision expectations are reinforced and sustained in daily program operations.

## Executive Takeaway

Youth-serving organizations demonstrate strong commitment to safety, particularly in screening and training. However, incident patterns show that supervision quality and early intervention determine outcomes.

Sustainable prevention requires reinforcing supervision expectations, addressing grooming behaviors early, and supporting staff and volunteers in consistently modeling safe boundaries.

## The Data Shows:

- ▶ Youth-to-youth incidents frequently occur among younger children in everyday program spaces
- ▶ Adult-to-youth cases drive the majority of litigation and financial exposure
- ▶ Early warning signs are present in nearly one-third of cases

## Praesidium Experts Observe:

### WHAT'S WORKING

- ▶ Strong screening and training practices
- ▶ Innovative prevention education
- ▶ Leadership tends to be open to improving safety systems

### WHERE CHALLENGES PERSIST

- ▶ Supervision expectations vary widely across programs and aren't consistently enforced
- ▶ Training is not always reinforced in daily operations
- ▶ Staff and volunteer burnout affects monitoring consistency

\$20.9M

Average Payout  
Across All YSO Sexual  
Misconduct Cases

## Most Incidents Involve Youth-to-Youth Sexualized or Boundary-Violating Behavior

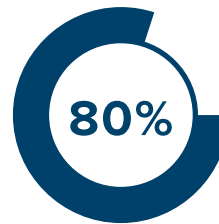
*Based on Praesidium Helpline Data*

54% of reported incidents are youth-to-youth

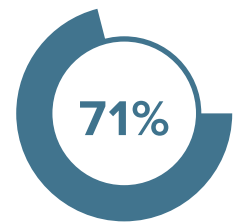
41% of impacted youth are ages 6-9

34% of youth engaged in concerning behavior are ages 6-9

54% of impacted youth are female



occur in bathrooms, locker rooms, indoor program area, or recreation spaces



involve problematic or harmful sexual behavior

### What This Tells Us

Many incidents involve younger children and occur in everyday program spaces where supervision expectations can vary. These patterns reinforce the importance of active monitoring in common program environments and early intervention when problematic behaviors emerge.



# YOUTH-SERVING ORGANIZATIONS CONTINUED

## Adult-to-Youth Concerns Often Begin with Warning Signs

Based on Praesidium Helpline Data



- **42%** of impacted youth are ages 13-17
- **59%** of impacted youth are female
- **70%** of alleged offenders are male

20% involve electronic communication

20% involve out-of-program contact

43% involve red-flag grooming behaviors

## Enforcing Appropriate Boundaries is Crucial

Many adult-to-youth concerns and incidents begin with boundary violations or grooming behaviors, rather than an isolated incident of sexual abuse. Recognizing and responding to early warning signs is critical for prevention.



## Trends Within Filed Adult-to-Youth Sexual Abuse and Misconduct Cases

Although youth-to-youth incidents are the most common type of incident reported via Praesidium Helpline, the majority of **filed cases** involve adult-to-youth harm. Cases frequently emerge years after the incident and often involve prior warning signs.

**\$40M** Average Payout

84% of cases involve adult-to-youth harm

58% filed more than 10 years after the incident

Over 50% occur in lodging, transportation, or outside contact



- **96%** of victims are ages 10-17
- **59%** of victims are female
- **100%** of offenders are male
- **24%** involve multiple victims
- **29%** had prior concerns reported

### Core Pattern

Youth-serving organizations typically have strong prevention awareness. However, outcomes vary significantly depending on how consistently supervision expectations are modeled and reinforced across programs. Training builds knowledge — but supervision sustains prevention.

# K-12 SCHOOLS

COMPLIANCE INFRASTRUCTURE IS STRONG. SUPERVISION DETERMINES OUTCOMES.

## Executive Takeaway

K-12 organizations often have the right compliance infrastructure in place — driven by regulatory requirements and strong leadership intent.

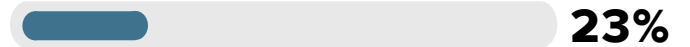
However, the case data demonstrate that supervision consistency, monitoring of transitional spaces, and response to early warning signs determine outcomes.

## Filed K-12 Sexual Abuse and Misconduct Cases

Adult-to-Youth



Youth-to-Youth



## Praesidium Experts Observe:

### WHAT'S WORKING

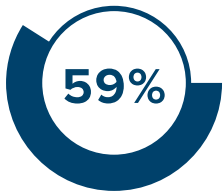
- ▶ Policies, screening, and training structures are generally strong
- ▶ Leadership intent is present

### WHERE CHALLENGES PERSIST

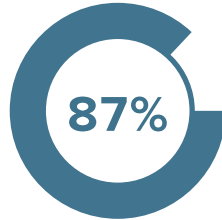
- ▶ Day-to-day supervision and prevention focus breaks down
- ▶ Adult behavior normalization goes unchallenged — even when it crosses boundaries
- ▶ Low reporting is often misinterpreted as low risk

Without operational follow-through, policies alone cannot prevent harm.

## Financial & Legal Exposure



of adult-to-youth cases filed within 10 years of the incident



of youth-to-youth cases filed within 10 years of the incident

**\$6.57M** Average Payout Across K-12 Sexual Misconduct Cases

Risk exposure materializes within standard leadership and governance cycles. Liability is not distant — it is near-term and significant.

In March 2026, the New Jersey Supreme Court issued a significant ruling in *Ormond v. South Orange-Maplewood School District* that expands the circumstances under which schools can be held liable for sexual abuse by employees. The Court moved beyond a narrow “scope of employment” standard, introducing a more fact-specific test that considers factors such as authority, foreseeability, and failure to act. While the underlying case was remanded for further proceedings, this decision could broaden institutional exposure, make early dismissal of claims more difficult, and place greater emphasis on supervision, prevention practices, and organizational accountability.<sup>10</sup>

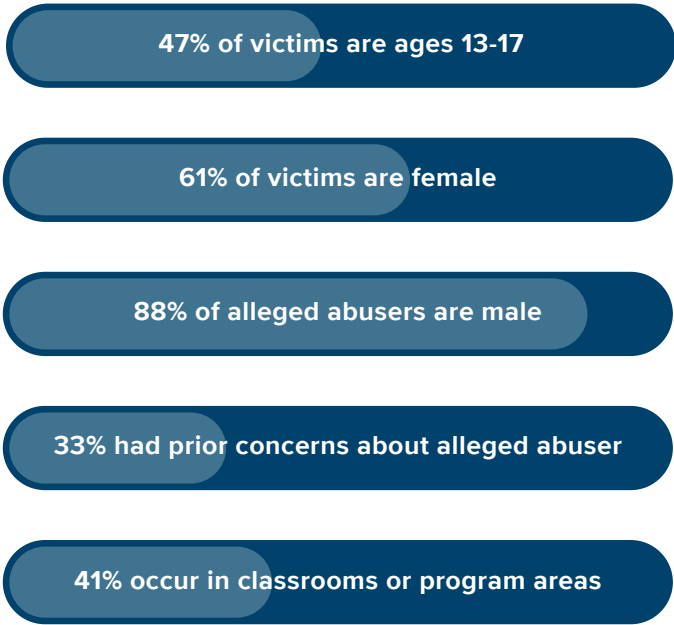


<sup>10</sup> Biryukov, N. (2026, March 11). Schools can face suits over sex abuse claims, N.J. Supreme Court rules. *New Jersey Monitor*. 11/school-sex-abuse-nj-supreme-court/ <https://newjerseymonitor.com/2026/03/11/school-sex-abuse-nj-supreme-court/>



# K-12 SCHOOLS CONTINUED

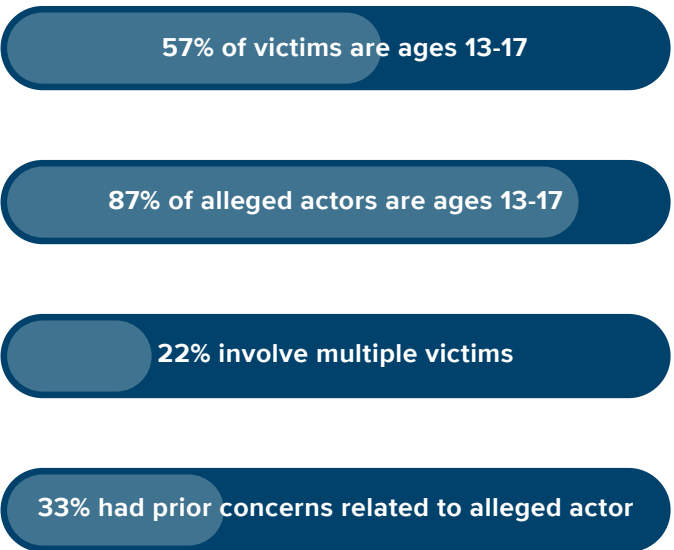
## Adult-to-Youth Sexual Misconduct Cases



### What This Tells Us

Risk in K–12 is primarily **relational and supervisory**. Most incidents occur in spaces assumed to be supervised — not isolated or hidden environments. In one-third of cases, warning signs like observable, interruptible boundary violations were present before harm occurred and went either un- or under-addressed.

## Youth-to-Youth Sexual Misconduct Cases



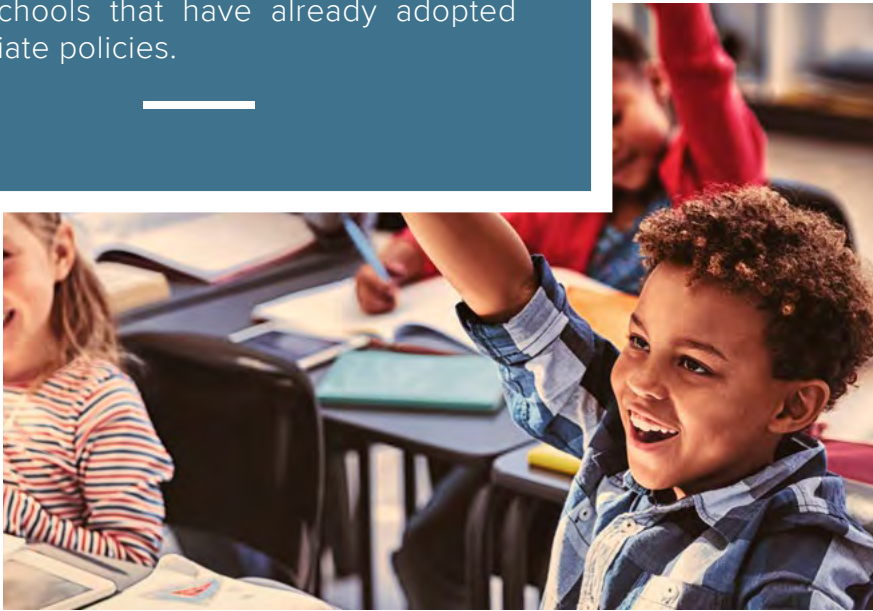
Youth-to-youth risk is substantial and frequently occurs in **transitional or semi-supervised spaces**—most commonly bathrooms, locker rooms, transportation, and classrooms. As student autonomy increases, supervision consistency often decreases, creating greater opportunity for harm.



Core Pattern

Prevention success in the future must focus on fidelity to supervision structures and consistent adult behavior modeling for those schools that have already adopted appropriate policies.

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# HIGHER EDUCATION

DIFFUSE ACCOUNTABILITY. CONCENTRATED IMPACT.

*Note: Higher Education includes all cases in which colleges or universities were sued for sexual abuse — including student matters, healthcare-related cases, and incidents beyond youth programming.*

## Executive Takeaway

In Higher Education, abuse risk awareness is high but does not have adequate structural support.

Adult-to-adult cases make up the majority of higher education cases, but cases involving minors carry the highest financial exposure. With average payouts exceeding **\$88 million** — and youth-related cases averaging **\$145 million** — the potential liability is substantial.

Without structural clarity, leadership intent alone cannot sustain consistent safety practices.

## Prevention Success Requires:

- ▶ Clarifying role-level accountability across departments
- ▶ Treating minors as a core risk population, not an exception
- ▶ Aligning culture initiatives with operational controls
- ▶ Integrating prevention into enterprise risk management

## Praesidium Experts Observe:

### WHAT'S WORKING

- ▶ Senior leadership buy-in is present
- ▶ Abuse risk awareness is increasing
- ▶ Institutions are willing to examine culture post-incident

### WHERE CHALLENGES PERSIST

- ▶ Accountability is fragmented across departments
- ▶ Minors are often treated as an edge case
- ▶ Responsibility is diffused across residence life, athletics, healthcare, and academic units
- ▶ Culture conversations often outpace operational alignment



## Adult-to-Adult Sexual Misconduct Cases

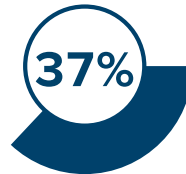
**\$73.24M** Average Payout

76% of cases are adult-to-adult

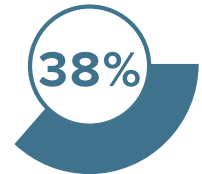
80% of victims are female

95% of alleged abusers are male

63% filed within 10 years of the incident(s)



occur in lodging and residential spaces



involve multiple victims

### What This Tells Us

- ▶ To date, filed cases in Higher Education are primarily adult-to-adult and incidents are frequently concentrated in residential environments.
- ▶ The high percentage of multiple-victim cases suggests systemic breakdowns rather than isolated misconduct.

## Adult-to-Youth Sexual Misconduct Cases

**\$145M** Average Payout

24% of cases are adult-to-youth

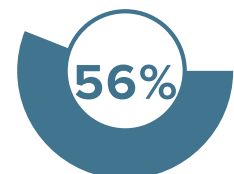
60% of victims are ages 13-17

59% of victims are female

Over 99% of alleged abusers are male



occur in lodging and residential spaces



filed within 10 years of the incident(s)

### Severity Risk Awareness

An organization's exposure can increase dramatically in cases involving minor victims. Although youth-related cases represent a smaller portion of filed cases, their severity and liability impact are disproportionately high.

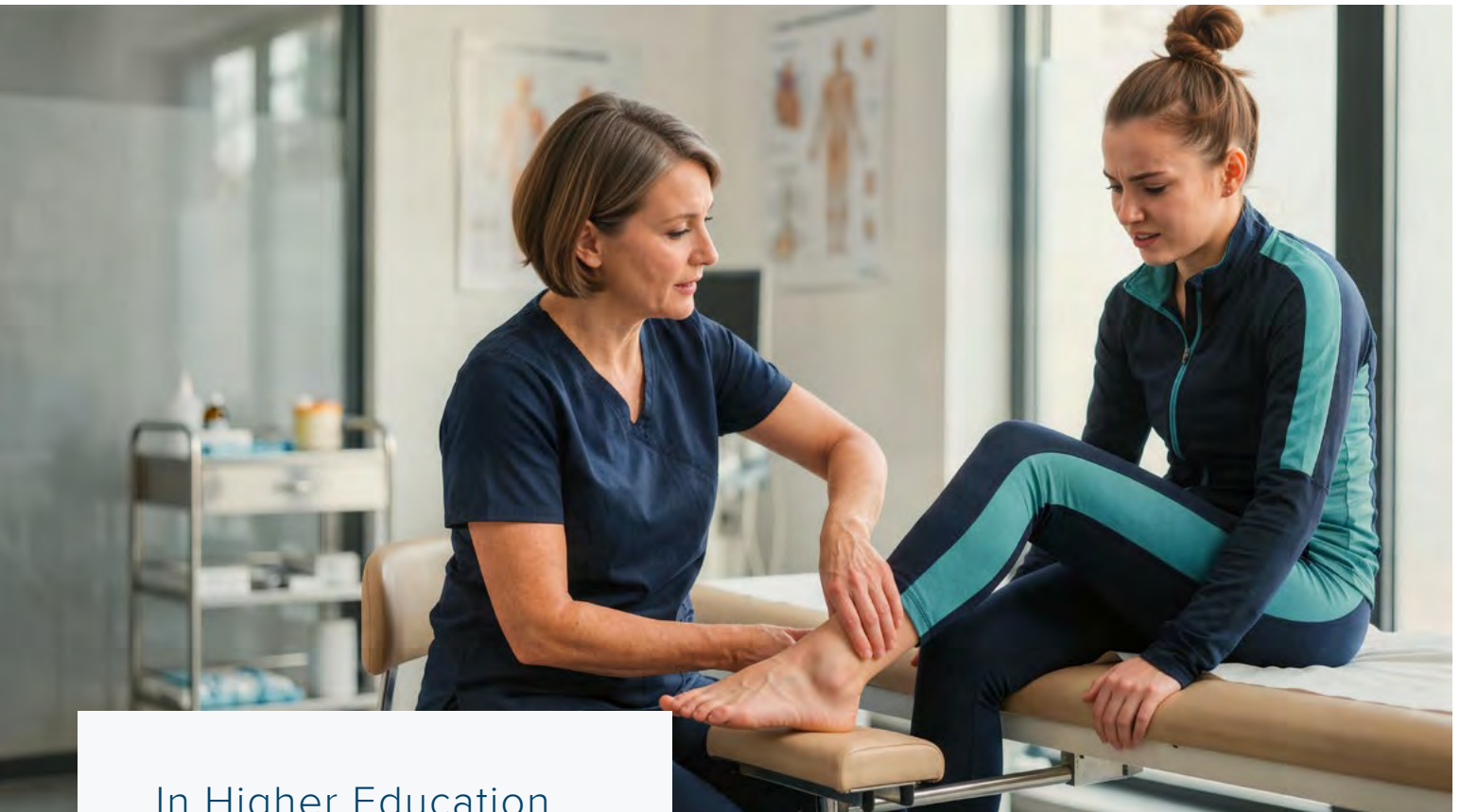


## HIGHER EDUCATION CONTINUED

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### Evaluating Risk in Various Environments

Risk extends beyond residence life or athletics. 16% of cases in higher education occur in medical spaces. Healthcare systems, campus medical environments, and clinical training spaces represent significant exposure areas but are often operationally and structurally separate from university oversight.



In Higher Education, awareness is growing—but accountability often remains fragmented across systems and departments.



## Core Pattern

Higher Education environments are structurally decentralized. Risk does not concentrate in one unit — it spans lodging, healthcare, athletics, and academic spaces. When accountability is unclear, prevention efforts are inconsistent.

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# FAITH-BASED

## TRUST-DRIVEN CULTURES. LONG-TAIL EXPOSURE.

### Executive Takeaway

Faith-based environments demonstrate strong mission commitment and growing awareness of abuse prevention needs. However:

- ▶ Nearly all litigation involves adult-to-youth harm
- ▶ One-third of cases showed prior warning signs
- ▶ Most lawsuits surface more than a decade after the incidents
- ▶ Average payouts exceed \$37 million

In trust-driven cultures, accountability must be intentionally designed — not assumed.

### Sustainable Prevention Requires

- ▶ Framing abuse prevention structures as mission-supporting, not mistrust
- ▶ Strengthening volunteer supervision models
- ▶ Formalizing documentation and reporting pathways
- ▶ Addressing adult-to-adult risk alongside child protection

### Praesidium Experts Observe:

#### WHAT'S WORKING

- ▶ Strong mission alignment
- ▶ Deep relational trust
- ▶ Increasing openness to external accountability

#### WHERE CHALLENGES PERSIST

- ▶ Trust-based cultures complicate reporting
- ▶ Informality in supervision blurs boundaries
- ▶ Leaders hesitate to confront misconduct early
- ▶ Fear of reputational harm suppresses transparency
- ▶ Volunteer-heavy models increase variability in oversight

## Litigation Trends Within Adult-to-Youth Cases



- **96%** of are adult-to-youth
- **60%** of victims are ages 10-12
- **73%** of victims are male
- **98%** of alleged abusers are male
- **31%** had prior concerns about the offender
- **31%** occur outside of formal program contact

**\$37.35M**  
Average Payout

### What This Tells Us

- ▶ Risk in faith-based environments overwhelmingly involves adult-to-youth dynamics, with pre-adolescent children targeted most frequently.
- ▶ A significant portion of incidents occur outside structured programming, reinforcing the importance of supervision beyond formal ministry settings.
- ▶ One-third of cases involve prior concerns, suggesting missed opportunities for earlier intervention.



## FAITH-BASED CONTINUED

### Emerging Shift: Adult-to-Adult Risk

While litigation data is heavily adult-to-youth, field insight shows an increasing prevalence of adult-to-adult boundary concerns and misconduct.

Praesidium consultants report that faith-based organizations are increasingly struggling with:

- ▶ Adult-to-adult misconduct within staff and volunteer teams
- ▶ Power differentials in counseling or pastoral relationships
- ▶ Informal accountability structures

#### What This Signals

Prevention models historically centered on child protection must expand to address adult-to-adult dynamics.

### Long-Tail Legal Exposure

Faith-based organizations face extended liability exposure. To date, most lawsuits are filed a decade or more after the incident occurred or is alleged to have occurred, often connected to historical misconduct.

Risk does not expire with leadership transitions or time — it resurfaces.

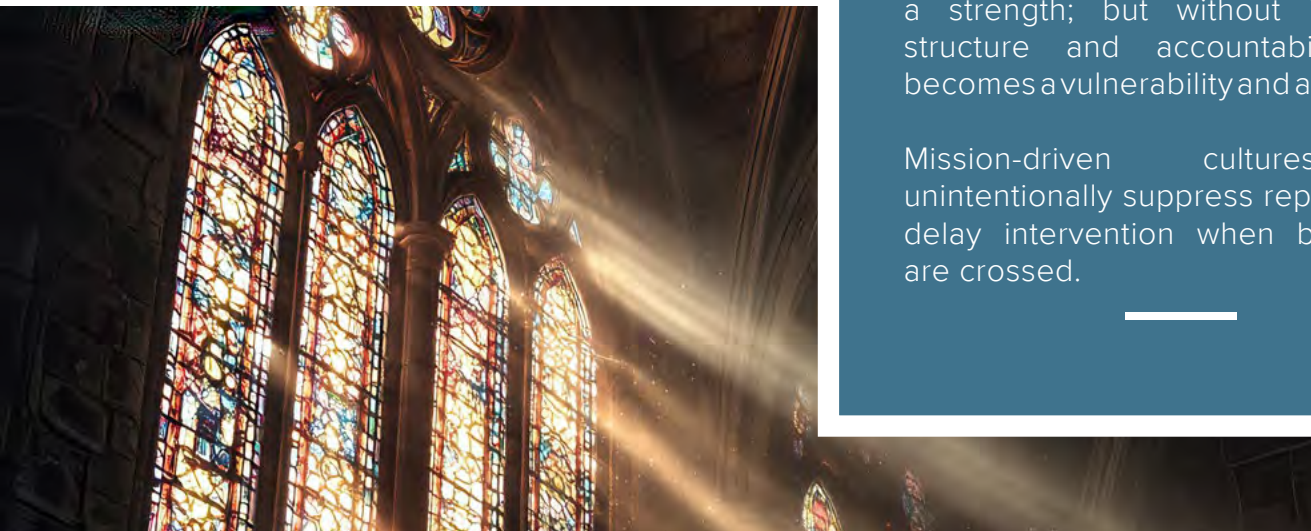
**68% of cases were filed 10+ years after the incident**

**82% of cases occurred prior to 2000**

#### Core Pattern

In faith-based organizations, trust is a strength; but without intentional structure and accountability, trust becomes a vulnerability and a blind spot.

Mission-driven cultures can unintentionally suppress reporting and delay intervention when boundaries are crossed.



# INDUSTRY INSIGHTS

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## Conclusion

Across sectors, the takeaway is consistent: most organizations have the right foundations in place. The differentiator is execution. Where supervision is active, expectations are clear, and early concerns are addressed, risk is reduced. Where those elements break down, exposure follows, often in ways that are predictable in hindsight.

For leaders, the opportunity is not to do more, but to sharpen focus on how prevention shows up in day-to-day operations. The following questions can help guide that work:

- Where does supervision break down in practice—not just in policy?
- How are early warning signs identified, shared, and acted on?
- Are expectations clear at the role level, or left open to interpretation?
- What signals are we using to assess risk beyond incident reports?
- Where are we relying on trust instead of structure and accountability?

Organizations that can answer these questions with clarity and take concrete steps based on the answers are better positioned to strengthen prevention, reduce risk, and build lasting confidence in their systems.



## What We're Watching

Across multiple sectors, we are seeing the escalating impact of a constrained insurance market. Leaders in healthcare, social services, youth and community-serving settings report higher premiums, reduced coverage limits, more rigorous underwriting requirements, and in a growing number of cases, limited or no access to carriers willing to provide liability or sexual abuse and molestation coverage. These pressures are creating systemic issues with real implications for the sustainability of services.

In response, advocates and policymakers are exploring legislative approaches aimed specifically at insurance availability and affordability. Some of the most successful early efforts have focused on defining the scope of the problem and evaluating potential market interventions, with advocates hoping the resulting reports will usher in broader recognition that traditional insurance markets may not be meeting the needs of these sectors.

## Examples of Emerging State-Level Responses:

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### **Illinois HB 0762 (Enacted)<sup>11</sup>**

- Established the Child Welfare Liability Insurance Survey Act
- Directed the Illinois Department of Insurance to study insurance availability, affordability, and market participation for community-based providers
- Focuses on key factors such as premiums, coverage limits, exclusions, and carrier engagement
- Results are intended to define the scope of insurability challenges and inform future policy solutions

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<sup>11</sup> Illinois House Bill 762, 103rd Gen. Assemb., Reg. Sess. (Ill. 2025).  
<https://legiscan.com/IL/text/HB0762/id/3282737>

### Washington ESSB 5167<sup>12</sup> – JUA Feasibility Study (Completed)<sup>13</sup>

- Directed the Office of the Insurance Commissioner to evaluate the feasibility joint underwriting associations (JUA) as a potential solution for child-serving organizations
- Confirms significant challenges in insurance availability and affordability, particularly for foster care and child placement providers
- Finds that while coverage may exist for future incidents, carriers are increasingly unwilling to cover prior acts, creating substantial exposure risk
- Concludes that a JUA alone is unlikely to fully resolve the issue due to high actuarial costs and required premium levels
- Identifies potential policy options, including adjustments to liability structures, funding mechanisms, and risk-sharing approaches

These efforts reflect a growing recognition that insurability challenges are both a market and policy issue, and will require organizations to deepen their efforts to pair strong prevention practices with clear, credible proof of risk management to remain viable in the evolving insurance landscape.

Insurance models are struggling to meet high-risk sector needs, requiring new approaches to risk sharing and accountability.

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<sup>12</sup> Engrossed Substitute Senate Bill 5167, ch. 424, 2025 Wash. Sess. Laws (Wash. 2025).

<https://lawfilesexternal.wa.gov/biennium/2025-26/Html/Bills/Session%20Laws/Senate/5167-S.SL.htm>

<sup>13</sup> Washington State Office of the Insurance Commissioner. (2026). Joint underwriting association feasibility study for child-facing organizations.

<https://www.insurance.wa.gov/sites/default/files/2026-01/wa-oic-jua-feasability-study-child-facing-orgs.pdf>

# CONCLUSION

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The path forward is demanding, but the steps are clear and within reach. Abuse prevention progress requires more than intention. It requires systems that are consistently applied, reinforced through supervision, and validated over time. Organizations must not only define expectations but also ensure they are carried out in practice and provide clear evidence that they are working. Measuring outcomes and verifying effectiveness are essential to demonstrate both commitment and impact.

At the same time, external pressures are reshaping the landscape. Legislative responses to growing liability and insurability challenges signal rising expectations for accountability across consumer-serving sectors. Alongside these shifts, we are also seeing encouraging signs of progress. More and more, organizations are investing in comprehensive prevention systems and demonstrating tangible improvements in key culture of safety indicators.

When policy, practice, and proof align, safety is not assumed but actively sustained. Moving from intention to impact requires continued focus, accountability, and a commitment to systems that produce measurable results.



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# APPENDIX A

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## Glossary of Terms

**Adult-to-Adult Abuse** refers to abuse incidents involving two or more adults over 18. These incidents can be between or among adult staff, volunteers, or consumers (participants, patients, etc.).

**Adult-to-Youth Abuse** refers to abuse incidents in which an adult over 18 offends against a minor age 17 or younger.

**Boundary Violating Behaviors** refer to actions that cross appropriate physical, emotional, or relational limits, often used to manipulate, groom, or gain access to someone in a way that can lead to sexual abuse or otherwise violates communicated organizational guidelines for appropriate physical or verbal contact.

**Filing Date** refers to the date an organization is officially named in legal action.

**Grooming** refers to the process used by an individual to build trust and emotional connection with a potential victim—and often their caregivers or broader community—in order to manipulate, isolate, and desensitize the victim, making it easier to commit sexual abuse and harder for the victim to report or to be believed.

**Incident Date** refers to the specific date or dates on which an alleged event or act—such as abuse—actually took place. This is distinct from the date the incident was reported or when legal action was filed.

**Judgment** refers to the formal decision made or affirmed by a court or other authorized adjudicating body at the conclusion of a lawsuit. It determines the outcome of the case, including whether the defendant(s) is/are liable and what remedies, such as monetary damages or other specific obligations, are awarded to the plaintiff(s). A judgment can result from a trial to the court or to a jury, a default (when one party does not respond or appear), or a settlement reached between the parties and approved by the court.

**Negligence** refers to the legal concept invoked when an organization fails to provide a reasonably safe environment for its consumers. It can be defined most succinctly as the failure to exercise a reasonable level of care when under a duty to do so.

**Payout** refers to the amount of money paid to a plaintiff or claimant party as a result of legal settlement, judgment, or other court order. This payment is typically made by the defendant, their insurance company/companies, or another responsible party to compensate for losses, damages, or harm suffered.

**Praesidium Accreditation** is a standardized, objective process that provides organizations with a credible way to demonstrate their commitment to abuse prevention by meeting or exceeding the highest standards in abuse prevention policy, practice, and leadership.

**Praesidium Consultation** provides a comprehensive analysis of an organization's operational practices and programs through risk assessments, management system reviews, on-site visits, staff interviews, and leadership engagement, as well as support for crisis management and response. Based on that information, they recommend the steps needed to reduce the risk of sexual abuse and help improve the efficacy of an organization's safety programs.

**Praesidium Helpline** refers to Praesidium's service where authorized users from subscribing organizations reach out for timely consultation on situations or incidents in which they are still determining how best to respond. The support can range from providing feedback on a policy violation or on how to communicate with parents and/or the community in the wake of an incident or allegation. Praesidium Helpline services have been available since 2013.

**Settlement** refers to a formal agreement between parties to resolve a legal dispute without proceeding to a trial. The agreement may be reached informally between parties or more formally in a court-ordered mediation or arbitration setting. Settlements often involve the payment of money by the defendant(s) to the plaintiff(s) and may include other terms or conditions. Once a settlement is reached, the case is typically dismissed or closed and the matter is considered resolved.

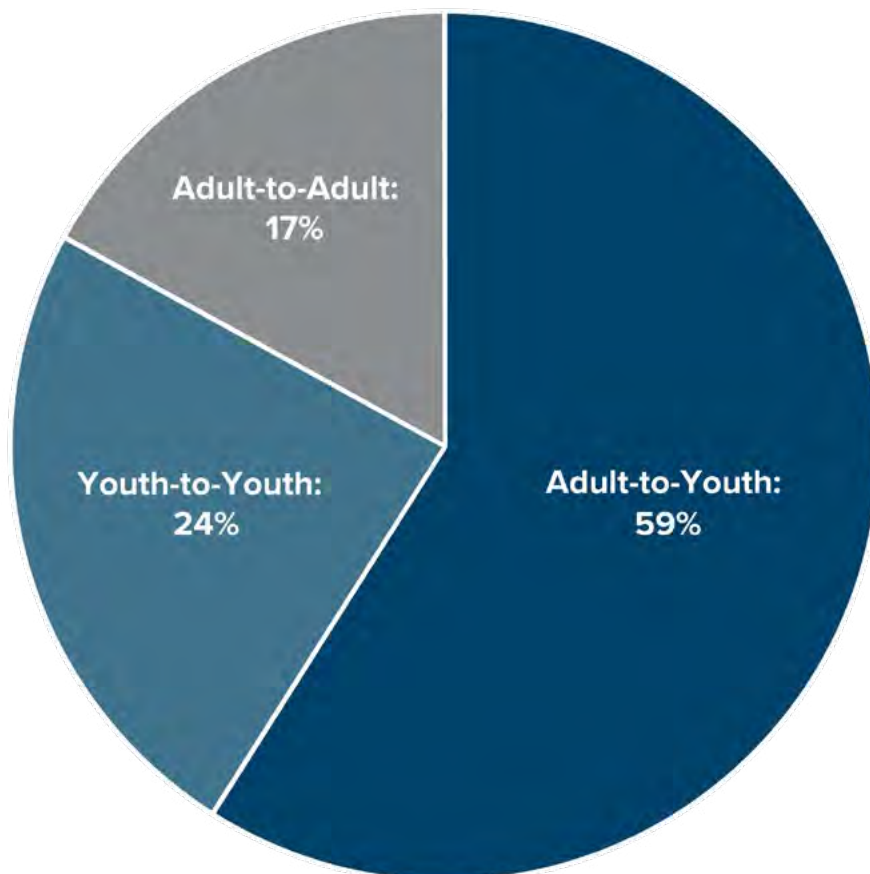
# APPENDIX B

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## Praesidium's Incident Analysis Highlights

Praesidium's Research and Analytics team regularly conducts a detailed analysis of all incidents from the Praesidium Helpline and of publicly available sexual abuse and misconduct case data. That data is combined and analyzed to provide the detailed breakdown provided in the following pages. Praesidium explores various incident and organizational factors as well as reported characteristics of and relationships among involved parties to help further its understanding of how abuse occurs within organizations across industries and how future incidents can best be prevented. **Appendix B** provides highlights of Praesidium's latest analysis, which includes 3,287 incidents involving sexual abuse or misconduct, boundary violations, or other red-flag behavior concerns.

Figure B.1  
Incident Category Breakdown



## Adult-to-Youth Incidents Key Highlights

### INCIDENT TYPES

---

Sexual Abuse	<b>63%</b>
Red Flag Behaviors	<b>25%</b>
Nonsexual Problematic Behaviors	<b>12%</b>

### PAYOUTS

---

Range	<b>&lt;\$1,000 - \$2.38B</b>
Average	<b>\$24,210,000</b>
Median	<b>\$2,400,000</b>

### SECTORS WITH MOST INCIDENTS

---

Youth Development  
K-12 Schools  
Faith-Based Organizations

### TOP 3 LOCATIONS

---

Classroom, Childcare, or Other Program Areas  
Out of Program Contact  
Lodging

### TOP 3 INSTITUTIONAL FAULTS

---

General Negligence  
Negligent Supervision  
Negligent Hiring

### CHARACTERISTICS OF INDIVIDUALS INVOLVED

---

Individuals Accused	<b>90% Male</b>
Individuals Abused	<b>49% Male, 49% Female</b>
Individuals Abused	<b>74% Ages 10-17</b>

## Youth-to-Youth Incidents Key Highlights

### INCIDENT TYPES

---

Problematic Sexual Behaviors	<b>77%</b>
Nonsexual Problematic Behaviors	<b>23%</b>

### PAYOUTS

---

Range	<b>\$4,250-\$27M</b>
Average	<b>\$2,390,000</b>
Median	<b>\$675,000</b>

### SECTORS WITH MOST INCIDENTS

---

Youth Development  
K-12 Schools  
Social Services

### TOP 3 LOCATIONS

---

Bathroom/Locker Rooms  
Classroom, Childcare, or Other Program Areas  
Transportation

### TOP 3 INSTITUTIONAL FAULTS

---

General Negligence  
Negligent Supervision  
Negligent Training

### CHARACTERISTICS OF INDIVIDUALS INVOLVED

---

Individuals Accused	<b>82% Male</b>
Individuals Accused	<b>61% Ages 10-17</b>
Individuals Abused	<b>54% Female</b>
Individuals Abused	<b>58% Ages 6-12</b>

## Adult-to-Adult Incidents Key Highlights

### INCIDENT TYPES

---

Sexual Abuse	<b>93%</b>
Nonsexual Problematic Behaviors	<b>5%</b>
Red Flag Behaviors	<b>2%</b>

### PAYOUTS

---

Range	<b>\$7,500-\$852.4M</b>
Average	<b>\$23,200,000</b>
Median	<b>\$1,000,000</b>

### SECTORS WITH MOST INCIDENTS

---

Higher Education/University  
Healthcare  
Government

### TOP 3 LOCATIONS

---

Lodging/Residential  
Medical/Exam Room  
Transportation

### TOP 3 INSTITUTIONAL FAULTS

---

General Negligence  
Negligent Supervision  
Negligent Hiring

### CHARACTERISTICS OF INDIVIDUALS INVOLVED

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Individuals Accused	<b>84% Male</b>
Individuals Abused	<b>47% Ages 18-24</b>
Individuals Abused	<b>85% Female</b>

# APPENDIX C

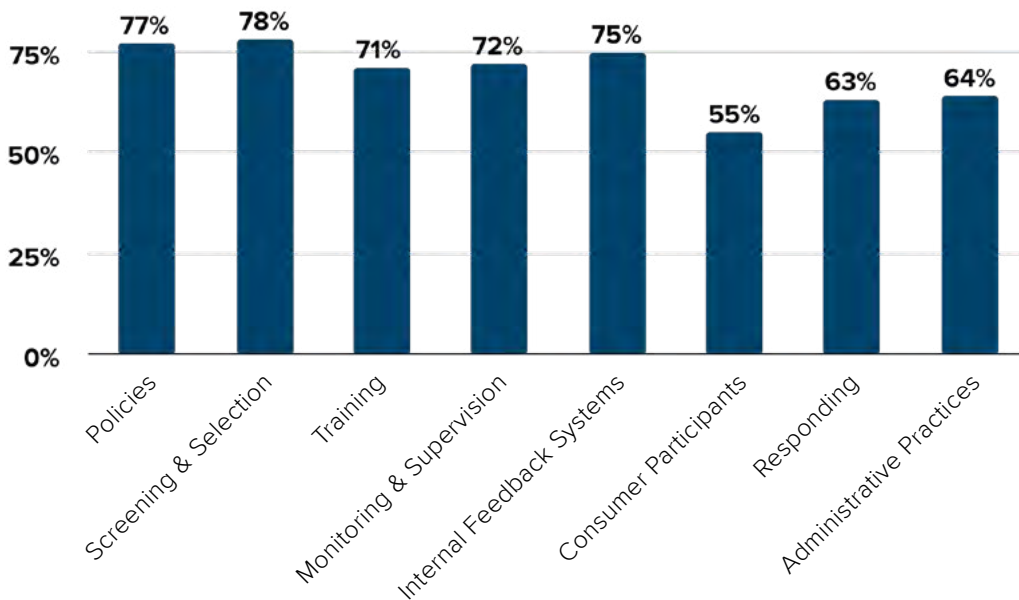
## Praesidium Standards Trends

[The Praesidium Standards for Consumer-Serving Organizations](#) are informed by thousands of root cause analyses, continuous research, and over three decades of field experience with more than 4,000 organizations that serve children, youth, and vulnerable persons or “consumers.” Anchored by the [Praesidium Safety Equation®](#), these standards provide a framework to help organizations focus their efforts where we know they make the greatest impact.

There are a total of 24 standards across the eight operations of the Praesidium Safety Equation® that are designed for any consumer-serving organization. Each standard has components that must be implemented to meet the standard, and each component has specified criteria to identify the degree of implementation.

The Praesidium Assessment Tool was designed to allow organizations to assess the current strength of their policies and practices in relation to the standards. Assessors are encouraged to self-score their organization or program on not just the existence of a policy or practice, but the degree to which it is implemented. With that in mind, the results are likely to reflect both the reality of implementation and the degree to which organizations are willing to take an honest look at their practices.

Figure C.1:  
Average Self-Assessment Scores by Area of Operation (2023-2025)





# PRAESIDIUM

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[INFO@PRAESIDIUMINC.COM](mailto:INFO@PRAESIDIUMINC.COM)

[WWW.PRAESIDIUMINC.COM](http://WWW.PRAESIDIUMINC.COM)

**Have questions about the information shared in this report?**

Contact us at: [Research@PraesidiumInc.com](mailto:Research@PraesidiumInc.com)



# SCHOOLS INSURANCE AUTHORITY

## **FULL BOARD OF DIRECTORS MEETING AGENDA ITEM**

**SUBJECT:** BROKERS' AND LEGISLATIVE REPORTS

**ITEM NUMBER:** 6.A, B, C, D.

**REASON FOR  
CONSIDERATION:** INFORMATION

**DATE:** 6/17/2026

SIA Liability and Workers' Compensation Brokers with WTW / NewFront, and SIA Property and Cyber Brokers with Alliant Insurance Services, Inc., will present their respective market updates and SIA coverage renewals for 2026/27.

Following, Paul Yoder with Shaw Yoder Antwih Schmelzer & Lange (SYASL) will share a legislative update.

- A. Liability Program – *WTW/NewFront, Wilkey*
- B. Workers' Compensation Program – *WTW/NewFront, Stokes*
- C. Property / Cyber Programs – *Alliant, Howell*
- D. Legislative Update – *SYASL, Yoder*

A copy of their presentation is included with this item, if available, for informational and review purposes.



# SCHOOLS INSURANCE AUTHORITY

## **FULL BOARD OF DIRECTORS MEETING AGENDA ITEM**

**SUBJECT:** PUBLIC HEARING ON VACANCIES, RECRUITMENT AND RETENTION EFFORTS

**ITEM NUMBER:** 7.

**REASON FOR CONSIDERATION:** PUBLIC HEARING

**DATE:** 6/17/2026

At this time, the Board will hold a public hearing in accordance with California Government Code Section 3502.3 regarding the status of vacancies.

During the public hearing SIA staff will present information regarding the status of vacancies.

### ***Background***

Recent legislation (California Assembly Bill No. 2561 added Section 3502.3 to the California Government Code in September 2024) requires public agencies to:

- hold a public hearing to present the status of vacancies and recruitment and retention efforts before the governing board at least once per fiscal year,
- provide the presentation prior to the adoption of the final budget, and include relevant policies, procedures, and recruitment activities that may lead to obstacles in the hiring process,
- allow any recognized employee organization for each bargaining unit to make a presentation at the public hearing.



# SCHOOLS INSURANCE AUTHORITY

## **EXECUTIVE COMMITTEE MEETING AGENDA ITEM**

**SUBJECT:** CONSENT CALENDAR

**ITEM NUMBER:** 8.

**REASON FOR  
CONSIDERATION:** ACTION

**DATE:** 6/17/2026

Consent Calendar items for approval by the Board of Directors consist of:

- A. Agenda
- B. Minutes – May 14, 2026
- C. Expense Report – January, February, March 2026
- D. Personnel Actions – May 14, 2026
- E. Personnel Actions – Current
- F. Approval of Personnel Committee recommendations for SIA Salaries and Benefits for 2026/27
- G. Approval of Budget Committee recommendations for SIA 2026/27 Budget
- H. Approval of Actuarial Reports and 0.5% discount Factor for 2026/27
- I. Approval of SIA Memorandum of Cyber Coverage (MOCC) Changes 2026/27

### ***Recommendations:***

SIA Staff recommends approval of the Consent Calendar as presented.



# SCHOOLS INSURANCE AUTHORITY

## EXECUTIVE COMMITTEE MEETING MINUTES

Thursday, May 14, 2026, 9:00 AM  
9800 Old Placerville Road, Suite 100 Sacramento, CA 95827

### ATTENDANCE

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#### MEMBERS PRESENT

Wendy Frederickson, *El Dorado COE & Central Sierra Reg OCC Program, SIA Board President*  
Kristen Coates, *Elk Grove USD, SIA Board Vice-President*  
Ryan DiGiulio, *Twin Rivers USD, SIA Secretary*  
Chris Gilbert, *Sacramento COE*  
Kerith Phillips, *Gold Trail Union SD*  
Keyshun Marshall, *Sacramento City USD*  
Lewis Wiley, *Woodland Joint USD*  
Lisa Donaldson, *Rescue Union SD*  
Michelle Fischer, *San Juan USD*  
Robert Whittenberg, *El Dorado Union High SD*  
Sean Martin, *Folsom Cordova USD*

#### MEMBERS ABSENT

David Flores, *Shasta Trinity SIG*  
Gabriela Aguiniga, *Modesto City Schools*  
Heather Brown, *Natomas USD*  
Michael Brubaker, *Visions in Education Charter*

#### STAFF PRESENT

Brooks Rice, *Executive Director*  
Amanda Franco, *Executive Assistant*  
Amy Russell, *Director / Finance*  
Dan Low, *Digital Intelligence Manager*  
Deb Sherrington, *Director / Special Projects*  
Gustavo Mastroianni, *Chief Information Security Officer*  
Jennifer Serran, *Director / School Risk Management*  
Joe Costamagna, *Risk Manager*  
Lisa Konarski, *Director / Prevention Services*  
Mai Vang, *Executive Assistant*  
Mo Balakrishnan, *Chief Technology Officer*  
Olivia Nelson, *Senior Director / Property and Liability*  
Opal Weiser, *Director / Special Projects*  
Phil Brown, *Chief Financial Officer*  
Raoul Bozio, *Litigation Specialist*  
Sara Gouveia, *Senior Director / Workers' Compensation*  
Todd Cheli, *Human Resources Manager*

#### GUESTS/OTHERS PRESENT

James Wilkey, *WTW/ NewFront Insurance*  
Mark Stokes, *WTW/ NewFront Insurance*  
Shadi Jalali, *Alliant Insurance Services - Insurance Broker*

### AGENDA

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*Disclaimer. All items appearing on the agenda are subject to action. Staff recommendations are subject to change by the legislative body.*

**1. CALL TO ORDER – *Frederickson***

**2. PUBLIC COMMENTS – *Frederickson***

At this time, members of the public may address the Executive Committee regarding any items within the subject matter jurisdiction of the Committee, provided that NO action may be taken on off-agenda items unless authorized by law. Comments shall be limited to five minutes per person and twenty minutes for all comments unless different time limits are set by the President subject to the approval of the Committee.

**3. COMMUNICATIONS – *Rice***

**4. CONSENT CALENDAR / **ACTION** – *Frederickson***

- A. Agenda
- B. Minutes – April 9, 2026
- C. Personnel Actions

**5. GENERAL BUSINESS OF THE COMMITTEE**

- A. Executive Report / Information – *Rice*
- B. Brokers' Report / Information – *Rice*
  - 1. Liability Program – *WTW / NewFront, Wilke*
  - 2. Workers' Compensation Program – *WTW / NewFront, Stokes*
  - 3. Property / Cyber Programs – *Alliant, Howell/Jalali*
- C. SIA Sub-Committee Reports
  - 1. **Personnel Committee** – Review of SIA Staff Salaries and Benefits for 2026/27 / **ACTION** – *Rice/Brown*
  - 2. **Budget Committee** – Approval of Proposed SIA Budget for 2026/27 / **ACTION** – *Rice/Brown*
- D. Approval of Actuarial Reports and 0.5% discount Factor for 2026/27 / **ACTION** – *Brown*
- E. Preliminary Rates for 2025/26 / Information – *Rice/Brown/Cheli*
- F. Consider SIA Memorandum of Cyber Coverage (MOCC) Changes 2026/27 / **ACTION** – *Brown/Nelson*
- G. Review of SIA 2026/27 Goals and Objectives / Information – *Rice*
- H. Prevention Department Update / Information – *Konarski*
- I. Risk Management Department Update / Information – *Serran/Costamagna*
- J. Other – *Frederickson*

**6. CLOSED SESSION**

- A. Discussion of Claims Pursuant to Government Code Section 54956.95:
  - 1. Workers' compensation claims closed in excess of \$50,000 – *Weiser*
    - a. Wells v. Sacramento COE
    - b. Ross v. Sacramento City USD
    - c. Miller v. Twin Rivers USD
  - 2. Liability claims settled in excess of \$25,000 – *Nelson/Bozio*
    - a. Hanson v. Elk Grove Unified SD
    - b. Smith v. Sacramento City Unified SD
    - c. Rivera v. Hayward Unified SD
- B. Pursuant to Government Code Section 54957:
  - 1. Public Employee Performance Evaluation: Executive Director – *Frederickson*

**7. REPORTING OF CLOSED SESSION ACTIONS – *Frederickson***

**8. ADJOURNMENT – *Frederickson***

## MINUTES

---

### 1. CALL TO ORDER

Ms. Wendy Frederickson, President of the SIA Board, officially opened the meeting at 9:01 AM.

### 2. PUBLIC COMMENTS

There were no public comments.

### 3. COMMUNICATIONS

SIA Executive Director, Mr. Brooks Rice, reviewed the communication articles as provided in the packet.

### 4. CONSENT CALENDAR

Mr. Chris Gilbert moved approval of the Consent Calendar items; Ms. Michelle Fischer seconded the motion, which passed unanimously:

**AYES:** Coates, DiGiulio, Fischer, Frederickson, Gilbert, Marshall, Martin, Phillips, Whittenberg, Wiley

**NOES:** None

**ABSTENTIONS:** None

**ABSENT:** Aguiniga, Brown, Brubaker, Donaldson, Flores

*Note: An Executive Committee member was absent during the action item discussion and joined the meeting after. The member was recorded as absent for the action item.*

### 5. GENERAL BUSINESS OF THE COMMITTEE

A. Mr. Brooks Rice, SIA Executive Director, presented the Executive Report, as provided in the packet, highlighting the following items:

- Mr. Rice reflected on the busy past weeks including international travel, strategic discussions, and key planning meetings as SIA continues to focus on operational priorities and long-term sustainability.
- From April 13<sup>th</sup> through April 17<sup>th</sup>, members of the SIA team traveled to London for annual underwriting meetings for SIA and SPA. The meetings included brokers and underwriters and provided valuable insight into current market conditions, and opportunities moving forward.
- On April 21<sup>st</sup>, he participated in the AGRiP Board of Directors meeting virtually focusing on operational efficiency, and appointment of a new member to fill a recent vacancy.
- SIA staff met with EPIC to review upcoming benefit renewals on April 23<sup>rd</sup>. Mr. Rice mentioned that benefits continue to be a challenging area, with ongoing pressure from escalating rates and broader market trends.
- On April 29<sup>th</sup>, the CAJPA Board of Directors met and began the process of recruiting a new Executive Director and discussed strategic planning initiatives to help guide the organization's future direction.
- SIA staff and Mr. Rice toured the Aerospace Museum of California in McClellan Park on May 1<sup>st</sup>, which will serve as the venue for the upcoming June Full Board meeting. He stated that the location offers a unique setting and a fresh experience for attendees.
- On May 6<sup>th</sup>, SIA held its Personnel and Budget Committee meetings. The Nominating Committee did not meet this year due to the board's approval of a two-year officer term, which is scheduled for 2027. Mr. Rice expressed appreciation to the board members who participated and contributed their time and insight.
- Mr. Rice concluded the Executive Report by noting that this has been a productive stretch, with continued focus on planning, collaboration, and supporting the long-term success of the organization and its members.

#### B. Brokers' Report

##### 1. *Liability Program*

Mr. Jim Wilke of WTW / NewFront, delivered a presentation on the SIA Liability program. He reviewed the current liability program structure, including the existing carrier layers and their coverage limits. He also outlined how the current placement is structured across multiple carriers to achieve the program's limits. The projected renewal structure was then presented for comparison, highlighting the anticipated changes in carrier layering. A key change noted was that Great American has increased its layer participation within the program, expanding its layer from \$2.5M-\$5M to \$2.5M-\$7.5M. Lastly, Mr. Wilke discussed renewal terms, including anticipated premium increase of 7.3%, driven by the updated structure.

2. **Workers' Compensation Program**

Mr. Mark Stokes of WTW / NewFront, then transitioned to the SIA Workers' Compensation program, where he reviewed historical rate trends, highlighting changes over time in relation to payroll exposure and carrier placement. It was also noted that the primary carrier, Great American, continues to view the Workers' Compensation program favorably, with renewal rates reflecting a slight increase.

3. **Property / Cyber Programs**

Ms. Shadi Jalali, of Alliant Insurance, shared a presentation on the SIA Property and Cyber programs. She reviewed the property program structure and highlighted the rate/cost reduction. Ms. Jalali noted the addition of a new SPA member: CCSA and an expansion of program limits from \$150M to \$500M, along with expansion of coverages. She reviewed the APIP security chart and participations, explaining the structure which outlines carrier participation and layer contributions within the program. Then she dove into the allocation comparing the 2025 true-up to the 2026 NTE, highlighting the cost difference. In addition, a year over year summary was presented comparing the TIV, rate, and premium between the current and upcoming year, highlighting the overall percentage change in the program costs. Ms. Jalali provided an overview of the Deadly Weapons Program. Cyber program discussion included reference to the recent Canvas data breach incident and several measures taken to defend against this attack. In conclusion, she presented the Cyber renewal results with projections indicating a near-flat renewal rate.

C. **SIA Sub-Committee Reports**

1. **Personnel Committee**

Mr. Phil Brown, SIA Chief Financial Officer, and Ms. Lisa Donaldson, Rescue Union SD, shared the SIA Personnel Committee's review of SIA staff and benefits for 2026/27, as provided in the packet. The Personnel committee was scheduled for May 6, 2026, to review salary range schedules and salary budget considerations, with a total 4% increase in the salary and benefits budget.

Mr. Sean Martin moved approval of SIA Personnel Committee's review of SIA staff salaries and benefits for 2026/27; Ms. Lisa Donaldson seconded the motion, which passed unanimously:

**AYES:** Coates, DiGiulio, Donaldson, Fischer, Frederickson, Gilbert, Marshall, Martin, Phillips, Whittenberg, Wiley  
**NOES:** None  
**ABSTENTIONS:** None  
**ABSENT:** Aguiniga, Brown, Brubaker, Flores

2. **Budget Committee**

Mr. Brown and Ms. Donaldson presented the SIA Budget Committee report on the approval of the proposed SIA budget for 2026/27, as outlined in the packet. On May 6, 2026, the SIA Budget Committee met to discuss the preliminary SIA budget for 2026/27. Ms. Donaldson reviewed key budget components, including the budget summary and assumptions, the budget by program and the administrative budgets. Workers' Compensation contribution rates remain stable as we see an increase for the liability and cyber programs. Dental and vision programs remain flat for most members.

Mr. Sean Martin moved approval of the SIA Budget Committee's proposed SIA budget for 2026/27; Ms. Michelle Fischer seconded the motion, which passed unanimously:

**AYES:** Coates, DiGiulio, Donaldson, Fischer, Frederickson, Gilbert, Marshall, Martin, Phillips, Whittenberg, Wiley  
**NOES:** None  
**ABSTENTIONS:** None  
**ABSENT:** Aguiniga, Brown, Brubaker, Flores

- D. SIA Chief Financial Officer, Mr. Phil Brown, reviewed the SIA Actuarial report and the 0.5% discount Factor for 2026/27, as outlined in the packet for approval.

Mr. Ryan DiGiulio moved approval of the SIA Actuarial report and the 0.5% discount Factor for 2026/27; Mr. Chris Gilbert seconded the motion, which passed unanimously:

**AYES:** Coates, DiGiulio, Fischer, Frederickson, Gilbert, Marshall, Phillips, Whittenberg, Wiley  
**NOES:** None  
**ABSTENTIONS:** None  
**ABSENT:** Aguiniga, Brown, Brubaker, Donaldson, Flores, Martin,

*Note: A couple of Executive Committee members were absent during the action item discussion and joined the meeting after. The members were recorded as absent for the action item.*

- E. The Preliminary Program Rate Schedules for 2026/27 were presented by Mr. Brown, as provided in the packet. He reviewed the programs rates noting that these rates were developed in coordination with the drafting of the proposed budget and final rates will be presented for approval by the SIA board in June. Mr. Brown next shared the projected expense and funding needs of the SIA dental and vision programs and highlighted the 8 targeted increases based on the member experience.
- F. Mr. Brown shared information on the SIA Memorandum of Cyber Coverage (MOCC) changes for 2026/27, as outlined in the packet. He provided a brief overview of the MOCC, outlining the cyber coverage program. He stated that staff continued to review and recommend updates, with the input from the Cyber Advisory Committee, which identified a need for formal security risk assessments and penetration testing to help members address more complex cyber exposures and risks in their network and security infrastructure. A copy of the red-lined version of the MOCC with recommended changes for the next program year was provided in the meeting packet.

Mr. Robert Whittenberg moved approval of the MOCC; Ms. Kerith Phillips seconded the motion, which passed unanimously:

**AYES:** Coates, Donaldson, Fischer, Frederickson, Gilbert, Marshall, Martin, Phillips, Whittenberg  
**NOES:** None  
**ABSTENTIONS:** None  
**ABSENT:** Aguiniga, Brown, Brubaker, DiGiulio, Flores, Wiley

*Note: A couple of Executive Committee members were absent during the action item discussion and joined the meeting after. The members were recorded as absent for the action item.*

- G. The SIA 2026/27 Goals and Objectives were presented by Mr. Brooks Rice, SIA Executive Director, as provided in the packet, highlighting the claims and accounting systems and the data lake being primary focuses for the upcoming year, with an emphasis there will be a smaller number of key goals.

- H. SIA Prevention Services Director, Ms. Lisa Konarski, shared the Prevention Department update as provided in the packet, highlighting the following:
- Newsletter and safety bulletin communications
  - Storm Water Pollution Prevention Program
- I. SIA Director of School Risk Management, Ms. Jennifer Serran, provided updates for the Risk Management Department, as provided in the packet, highlighting the following:
- Sexual abuse & molestation (SAM) prevention
  - SB 848 Volunteer Training

SIA Risk Manager, Mr. Joe Costamagna, was originally scheduled to attend a training session during the meeting; however, was able to attend and provided an update on the cyber program.

- J. No other additional business was presented.

## 6. CLOSED SESSION

The meeting moved into Closed Session at 10:49 AM, at which time workers' compensation claims closed in excess of \$50,000 and liability claims settled in excess of \$25,000 were reviewed.

## 7. REPORTING OF CLOSED SESSION ACTIONS

The meeting was moved into Open Session at 11:58 AM, at which time Ms. Frederickson reported the following:

- A. Discussion of Claims Pursuant to Government Code Section 54956.95:
1. ***Workers' compensation claims closed in excess of \$50,000***
    - a. Wells v. Sacramento COE, a 59-year-old part-time Food Service Worker, filed a claim for injuries to multiple body parts, \$110,500 (Compromise and Release)
    - b. Ross v. Sacramento City USD, a 43-year-old full-time Office Technician, filed a claim for injuries to the low back, \$54,488.55 (Compromise and Release)
    - c. Miller v. Twin Rivers USD, a 59-year-old full-time Cafeteria Assistant, filed a claim for injuries to multiple body parts, \$79,500 (Compromise and Release)
  2. ***Liability claims settled in excess of \$25,000***
    - a. Hanson v. Elk Grove Unified SD, PE teacher alleged sexual harassment, \$600,000 (Settlement)
    - b. Smith v. Sacramento City Unified SD, alleged assault of a student by other student and adults who came onto campus, \$37,500 (Settlement)
    - c. Rivera v. Hayward Unified SD, disability discrimination claimed by employee for unauthorized disclosures of pregnancy and related medical leave, \$55,000 (Settlement)

## 8. ADJOURNMENT

The meeting was adjourned at 11:59 AM.

Respectfully submitted,  
Mai Vang  
SIA Executive Assistant



# SCHOOLS INSURANCE AUTHORITY

## FULL BOARD OF DIRECTORS MEETING AGENDA ITEM

### RESOLUTION NUMBER 25/26-010

RESOLVED BY THE GOVERNING BOARD OF THE SCHOOLS INSURANCE AUTHORITY that the following expenses be paid per attached Expense Report for month of **January 2026**.

<u>Description</u>	<u>Amount</u>
Total Expense	\$5,679,483

PASSED AND ADOPTED THIS **17<sup>TH</sup> DAY OF JUNE 2026** BY MEMBERS OF THESE PROGRAMS IN ATTENDANCE ON THIS DATE, AS RECORDED IN THE OFFICIAL MINUTES OF THIS DATE, ON THE:

MOTION BY \_\_\_\_\_ MEMBER OF THE GOVERNING BOARD,

SECONDED BY \_\_\_\_\_ MEMBER OF THE GOVERNING BOARD.

DISSENTING VOTES: \_\_\_\_\_

**VOTE TALLY:**

**AYES:**

<input type="checkbox"/> Aguiniga	<input type="checkbox"/> Brown	<input type="checkbox"/> Brubaker	<input type="checkbox"/> Coates	<input type="checkbox"/> DiGiulio
<input type="checkbox"/> Donaldson	<input type="checkbox"/> Fischer	<input type="checkbox"/> Flores	<input type="checkbox"/> Frederickson	<input type="checkbox"/> Gilbert
<input type="checkbox"/> Marshall	<input type="checkbox"/> Martin	<input type="checkbox"/> Phillips	<input type="checkbox"/> Whittenberg	<input type="checkbox"/> Wiley

**NOES:**  None

**ABSTENTIONS:**  None

**ABSENT:**

<input type="checkbox"/> Aguiniga	<input type="checkbox"/> Brown	<input type="checkbox"/> Brubaker	<input type="checkbox"/> Coates	<input type="checkbox"/> DiGiulio
<input type="checkbox"/> Donaldson	<input type="checkbox"/> Fischer	<input type="checkbox"/> Flores	<input type="checkbox"/> Frederickson	<input type="checkbox"/> Gilbert
<input type="checkbox"/> Marshall	<input type="checkbox"/> Martin	<input type="checkbox"/> Phillips	<input type="checkbox"/> Whittenberg	<input type="checkbox"/> Wiley

### CERTIFICATE OF THE SECRETARY OF THE BOARD OF SCHOOLS INSURANCE AUTHORITY

I, Ryan DiGiulio, Secretary of the Board, of Schools Insurance Authority, do hereby attest and certify that the foregoing attached Resolution is a true, full, and correct copy of a resolution duly adopted at a meeting of the Executive Committee of Schools Insurance Authority, which meeting was duly convened and held on the date stated thereon.

DATE:

BY: \_\_\_\_\_



# SCHOOLS INSURANCE AUTHORITY

## FULL BOARD OF DIRECTORS MEETING AGENDA ITEM

### RESOLUTION NUMBER 25/26-011

RESOLVED BY THE GOVERNING BOARD OF THE SCHOOLS INSURANCE AUTHORITY that the following expenses be paid per attached Expense Report for month of **February 2026**.

<u>Description</u>	<u>Amount</u>
Total Expense	\$5,562,039

PASSED AND ADOPTED THIS **17<sup>TH</sup> DAY OF JUNE 2026** BY MEMBERS OF THESE PROGRAMS IN ATTENDANCE ON THIS DATE, AS RECORDED IN THE OFFICIAL MINUTES OF THIS DATE, ON THE:

MOTION BY \_\_\_\_\_ MEMBER OF THE GOVERNING BOARD,

SECONDED BY \_\_\_\_\_ MEMBER OF THE GOVERNING BOARD.

DISSENTING VOTES: \_\_\_\_\_

**VOTE TALLY:**

**AYES:**

<input type="checkbox"/> Aguiniga	<input type="checkbox"/> Brown	<input type="checkbox"/> Brubaker	<input type="checkbox"/> Coates	<input type="checkbox"/> DiGiulio
<input type="checkbox"/> Donaldson	<input type="checkbox"/> Fischer	<input type="checkbox"/> Flores	<input type="checkbox"/> Frederickson	<input type="checkbox"/> Gilbert
<input type="checkbox"/> Marshall	<input type="checkbox"/> Martin	<input type="checkbox"/> Phillips	<input type="checkbox"/> Whittenberg	<input type="checkbox"/> Wiley

**NOES:**  None

**ABSTENTIONS:**  None

**ABSENT:**

<input type="checkbox"/> Aguiniga	<input type="checkbox"/> Brown	<input type="checkbox"/> Brubaker	<input type="checkbox"/> Coates	<input type="checkbox"/> DiGiulio
<input type="checkbox"/> Donaldson	<input type="checkbox"/> Fischer	<input type="checkbox"/> Flores	<input type="checkbox"/> Frederickson	<input type="checkbox"/> Gilbert
<input type="checkbox"/> Marshall	<input type="checkbox"/> Martin	<input type="checkbox"/> Phillips	<input type="checkbox"/> Whittenberg	<input type="checkbox"/> Wiley

### CERTIFICATE OF THE SECRETARY OF THE BOARD OF SCHOOLS INSURANCE AUTHORITY

I, Ryan DiGiulio, Secretary of the Board, of Schools Insurance Authority, do hereby attest and certify that the foregoing attached Resolution is a true, full, and correct copy of a resolution duly adopted at a meeting of the Executive Committee of Schools Insurance Authority, which meeting was duly convened and held on the date stated thereon.

DATE:

BY: \_\_\_\_\_



# SCHOOLS INSURANCE AUTHORITY

## FULL BOARD OF DIRECTORS MEETING AGENDA ITEM

### RESOLUTION NUMBER 25/26-012

RESOLVED BY THE GOVERNING BOARD OF THE SCHOOLS INSURANCE AUTHORITY that the following expenses be paid per attached Expense Report for month of **March 2026**.

<u>Description</u>	<u>Amount</u>
Total Expense	\$7,570,151

PASSED AND ADOPTED THIS **17<sup>TH</sup> DAY OF JUNE 2026** BY MEMBERS OF THESE PROGRAMS IN ATTENDANCE ON THIS DATE, AS RECORDED IN THE OFFICIAL MINUTES OF THIS DATE, ON THE:

MOTION BY \_\_\_\_\_ MEMBER OF THE GOVERNING BOARD,

SECONDED BY \_\_\_\_\_ MEMBER OF THE GOVERNING BOARD.

DISSENTING VOTES: \_\_\_\_\_

**VOTE TALLY:**

**AYES:**       Aguiniga       Brown       Brubaker       Coates       DiGiulio  
 Donaldson       Fischer       Flores       Frederickson       Gilbert  
 Marshall       Martin       Phillips       Whittenberg       Wiley

**NOES:**       None

**ABSTENTIONS:**       None

**ABSENT:**       Aguiniga       Brown       Brubaker       Coates       DiGiulio  
 Donaldson       Fischer       Flores       Frederickson       Gilbert  
 Marshall       Martin       Phillips       Whittenberg       Wiley

### CERTIFICATE OF THE SECRETARY OF THE BOARD OF SCHOOLS INSURANCE AUTHORITY

I, Ryan DiGiulio, Secretary of the Board, of Schools Insurance Authority, do hereby attest and certify that the foregoing attached Resolution is a true, full, and correct copy of a resolution duly adopted at a meeting of the Executive Committee of Schools Insurance Authority, which meeting was duly convened and held on the date stated thereon.

DATE:

BY: \_\_\_\_\_

**SCHOOLS INSURANCE AUTHORITY  
MONTHLY EXPENSES  
JANUARY 2026**

	<b>OPERATIONS FUND</b>	<b>DEDUCTIBLE FUND</b>	<b>WORKERS' COMP FUND</b>	<b>BENEFITS FUND</b>	<b>TOTAL</b>
Claims	0	687,352	1,982,808	1,323,319	3,993,480
Insurance premiums	0	0	0	0	0
Program Services	0	0	0	90,987	90,987
Payroll	298,630	72,889	529,798	3,715	905,033
Payroll Taxes	4,554	1,094	8,210	63	13,921
CalPERS	32,357	7,251	60,488	497	100,594
EE Health Insurance	66,748	14,768	115,529	743	197,788
Temporary Services	0	0	0	0	0
Audit	0	0	0	0	0
Legal	480	0	0	0	480
Conferences	2,046	1,545	4,510	0	8,102
Membership Services	89,991	0	1,758	0	91,749
Board member activities	2,938	0	0	0	2,938
Consulting	14,130	0	23,375	0	37,505
Contract services	54,188	0	5,146	0	59,334
Dues & Memberships	19,040	0	27,550	0	46,590
Staff Activities	2,400	0	0	0	2,400
Equipment rent	1,574	0	0	0	1,574
Equipment repair & maint.	46,002	64	941	0	47,007
Building repair & maint.	18,279	0	0	0	18,279
Office	15,728	0	5,448	0	21,176
Postage/Shipping	359	0	0	0	359
Publication production	0	0	0	0	0
Reference materials	0	0	761	0	761
Storage facility rent	0	0	15,996	0	15,996
Sponsorships	0	0	0	0	0
Staff development	3,779	0	0	0	3,779
Subscriptions	1,972	0	30	0	2,002
Telephone	6,111	0	0	0	6,111
Utilities	10,219	0	0	0	10,219
Mileage	1,243	15	62	0	1,319
Vehicle	0	0	0	0	0
<b>TOTAL</b>	<b>692,770</b>	<b>784,980</b>	<b>2,782,409</b>	<b>1,419,324</b>	<b>5,679,483</b>

**SCHOOLS INSURANCE AUTHORITY  
MONTHLY EXPENSES  
FEBRUARY 2026**

	<b>OPERATIONS FUND</b>	<b>DEDUCTIBLE FUND</b>	<b>WORKERS' COMP FUND</b>	<b>BENEFITS FUND</b>	<b>TOTAL</b>
Claims	0	1,139,662	1,727,728	1,109,398	3,976,788
Insurance premiums	0	0	0	0	0
Program Services	0	0	0	79,587	79,587
Payroll	304,560	72,889	538,940	3,746	920,136
Payroll Taxes	4,657	1,127	8,315	64	14,162
CalPERS	32,760	7,251	50,885	497	91,394
EE Health Insurance	66,546	16,583	106,372	1,178	190,679
Temporary Services	0	0	0	0	0
Audit	0	0	0	0	0
Legal	240	0	5,850	0	6,090
Conferences	10,497	1,533	3,347	0	15,376
Membership Services	44,864	0	1,758	0	46,622
Board member activities	25,158	0	0	0	25,158
Consulting	7,350	0	24,625	0	31,975
Contract services	40,152	0	23,554	0	63,706
Dues & Memberships	375	0	10,000	0	10,375
Staff Activities	3,614	0	0	0	3,614
Equipment rent	36	0	0	0	36
Equipment repair & maint.	6,378	84	871	0	7,333
Building repair & maint.	11,736	0	0	0	11,736
Office	10,303	456	5,380	0	16,139
Postage/Shipping	171	18	81	0	270
Publication production	0	0	0	0	0
Reference materials	322	524	0	0	846
Storage facility rent	0	0	16,262	0	16,262
Sponsorships	0	0	0	0	0
Staff development	4,099	200	0	0	4,299
Subscriptions	713	0	6,620	0	7,333
Telephone	8,652	452	109	0	9,213
Utilities	7,958	0	0	0	7,958
Mileage	2,513	2,315	0	0	4,828
Vehicle	126	0	0	0	126
<b>TOTAL</b>	<b>593,779</b>	<b>1,243,094</b>	<b>2,530,697</b>	<b>1,194,470</b>	<b>5,562,039</b>

**SCHOOLS INSURANCE AUTHORITY  
MONTHLY EXPENSES  
MARCH 2026**

	<b>OPERATIONS FUND</b>	<b>DEDUCTIBLE FUND</b>	<b>WORKERS' COMP FUND</b>	<b>BENEFITS FUND</b>	<b>TOTAL</b>
Claims	0	2,238,073	2,397,659	1,180,684	5,816,416
Insurance premiums	0	0	0	0	0
Program Services	0	0	0	0	0
Payroll	352,364	86,371	591,590	4,040	1,034,365
Payroll Taxes	5,350	1,331	9,095	68	15,844
CalPERS	32,785	7,279	52,400	497	92,961
EE Health Insurance	66,719	9,963	109,726	791	187,198
Temporary Services	0	0	0	0	0
Audit	0	0	0	0	0
Legal	0	0	2,700	0	2,700
Conferences	3,733	2,118	2,117	0	7,967
Membership Services	70,907	0	1,758	0	72,665
Board member activities	16,795	0	0	0	16,795
Consulting	10,005	6,000	58,750	0	74,755
Contract services	61,429	10,157	61,463	0	133,049
Dues & Memberships	0	1,178	0	0	1,178
Staff Activities	3,581	0	0	0	3,581
Equipment rent	36	0	0	0	36
Equipment repair & maint.	4,532	33	269	0	4,835
Building repair & maint.	20,957	0	0	0	20,957
Office	9,052	175	10,261	0	19,487
Postage/Shipping	16,564	0	25	0	16,589
Publication production	0	0	0	0	0
Reference materials	0	0	2,330	0	2,330
Storage facility rent	0	0	16,030	0	16,030
Sponsorships	0	0	0	0	0
Staff development	470	69	2,946	0	3,485
Subscriptions	221	0	(4,520)	0	(4,299)
Telephone	7,464	224	54	0	7,742
Utilities	11,245	0	0	0	11,245
Mileage	9,917	1,722	0	0	11,639
Vehicle	600	0	0	0	600
<b>TOTAL</b>	<b>704,726</b>	<b>2,364,693</b>	<b>3,314,652</b>	<b>1,186,080</b>	<b>7,570,151</b>



# SCHOOLS INSURANCE AUTHORITY

## SUPPORTING DOCUMENTS FOR ITEM 8.D.

### EXECUTIVE COMMITTEE MEETING AGENDA ITEM

**SUBJECT:** PERSONNEL ACTIONS

**ITEM NUMBER:** 4.C.

**REASON FOR  
CONSIDERATION:** CONSENT

**DATE:** 5/14/2026

The following Personnel Actions are submitted:

1. Jane Johnson – Senior Claims Examiner – Workers' Compensation Department – Retirement  
5/21/2026



# SCHOOLS INSURANCE AUTHORITY

## **FULL BOARD OF DIRECTORS MEETING AGENDA ITEM**

**SUBJECT:** PERSONNEL ACTIONS

**ITEM NUMBER:** 8.E.

**REASON FOR  
CONSIDERATION:** CONSENT

**DATE:** 6/17/2026

The following Personnel Actions are submitted:

1. Allison Andrusyna – Data & Reporting Specialist – Operations/Property & Liability Department –  
New Hire 6/1/2026



# SCHOOLS INSURANCE AUTHORITY

## SUPPORTING DOCUMENTS FOR ITEM 8.F.

### EXECUTIVE COMMITTEE MEETING AGENDA ITEM

**SUBJECT:** PERSONNEL COMMITTEE REPORT – SIA STAFF SALARIES AND BENEFITS FOR 2026/27

**ITEM NUMBER:** 5.C.1.

**REASON FOR CONSIDERATION:** DISCUSSION / ACTION

**DATE:** 5/14/2026

#### ***Background:***

The SIA Personnel Committee met on May 6, 2026, with staff to review proposed changes in SIA staff salaries and benefits allowance for 2026/27.

Items proposed and discussed for approval:

Updated Salary Range Schedules are attached:

- Non-Management Range Schedule
- Management & Confidential Range Schedule (addition of previously approved Workers' Compensation Operations Manager position on range number 62)
- Executive Director Confidential Range Schedule

Approval of salary budget to include:

- Budgeted positions
- 4% total increase in salary and benefits budget allowance
  - 3% inflation/base salary increases
  - 1% equivalent allowance pool for merit increases

#### ***Recommendation:***

The Personnel Committee recommends approval of the proposed SIA salary and benefits allowance increase for 2026/27 fiscal year, as well as the Salary Schedules, as attached in the packet.

SIA for Kids



# SIA PERSONNEL COMMITTEE

EXECUTIVE COMMITTEE MEETING  
MAY 14, 2026

*Todd Cheli, HR Manager*

*Phil Brown, CFO*

SCHOOLS IN PARTNERSHIP

# PERSONNEL COMMITTEE MEETING

- Welcome & Introductions
- SIA Personnel Update
- Range Schedules
- Salaries Budget
- Health Benefit Program
- Recommendations



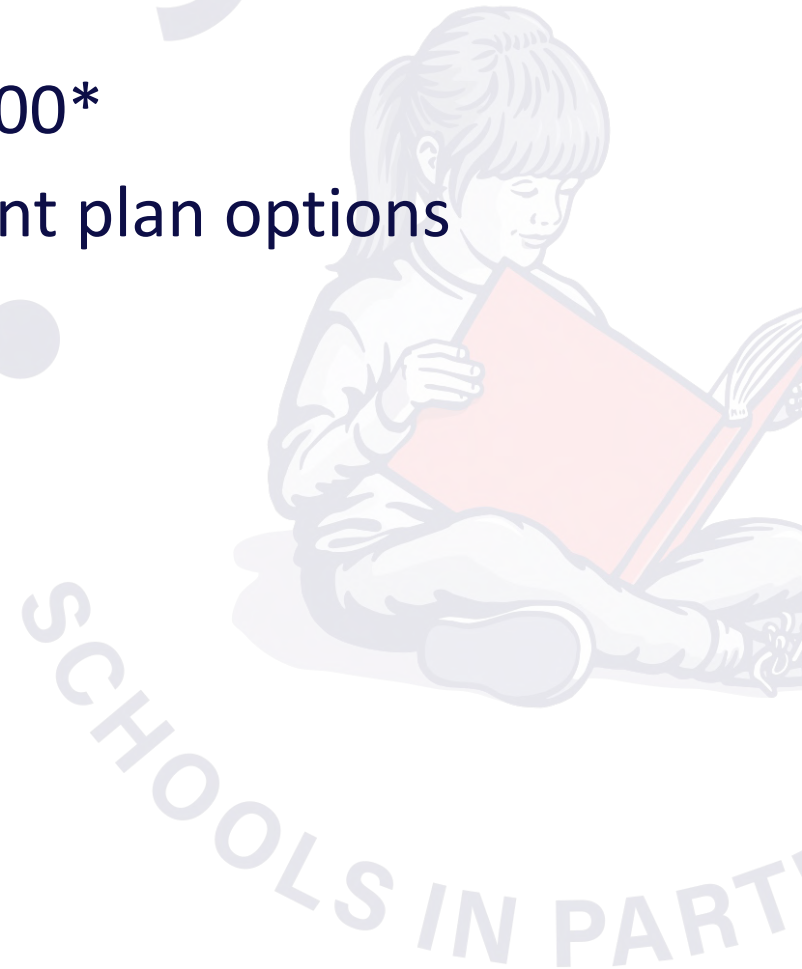
# WELCOMING THOUGHTS

- Budget-year themes & staffing considerations
  - **Increased member services/SIA staffing**
    - Claims services increased workload, UR growth, admin support
    - Expanded services SPA & STSIG
    - Data collection, preparation, and analysis
    - AI enriched member experiences (E3 testing & Return to Work)
  - **Digital transformation**
    - Claims system adoption, accounting system implementation, data lake
    - Technology-enabled improvements (AI, document management, automations, personnel efficiencies)
  - **Health benefits changes**



# SIA PERSONNEL UPDATE: EMPLOYEE BENEFITS

- Employee monthly health benefit allowance \$1,800\*
- Medical through California Choice with 12 different plan options
- Life insurance, up to \$50,000, provided by SIA
- Disability (2/3 of earnings) provided by SIA
- Various cafeteria plan options
  - Medical & Dependent Care Flexible Spending Account
  - Health Savings Account
- CalPERS membership
- 457, 403b & 401a deferred compensation plans



# SIA PERSONNEL UPDATE:

## Employee Salary Management:

- Individual salary placement determined at hiring
- Individual salary changes are considered annually, based on anniversary date
- Not all changes are uniform
  - Base increase (inflation)
  - Merit increase opportunities
  - Promotions & reclasses
- Does not include automatic step & column increases
- Longevity % provided at 10, 15, and 20 years

## Comparability

- Industry Wage Data – indicates across the board increases in claims industry-related salaries
  - Insurance Staffing Consultants: ~3-4% over the last year
  - The Best Claims Solutions: ~5% over the last year



# RANGE SCHEDULES

## Range Schedules:

- Non-Management Range Schedule
- Management & Confidential Range Schedule
- Executive Director Confidential Range Schedule

## Range Schedules updated to include:

- SSI COLA of 2.8%\*
- Reclass/create new positions
  - Risk Management Specialist\*\* (new 25/26)
  - WC Claims Examiner\*\* 1.5 (promotion/new 25/26)
  - Digital Intelligence Manager (promotion 25/26)
  - Director, School Risk Management (promotion 25/26)
  - Data & AI Solutions Engineer\*\* (new 25/26)
  - Utilization Review Support Supervisor (new 25/26)
  - Facilities Coordinator (promotion 26/27)
  - Data & Reporting Specialist (new 26/27)

\*SIA practice is to annually update Salary Schedules by the change in the Social Security COLA

\*\* As approved in 25/26 budget

2026/27 COLA: 2.8% per 2026 Social Security COLA

Revised: 04/15/2026

RANGE NUMBER	POSITION TITLE	PAY PERIOD	MINIMUM	MID-POINT	MAXIMUM
24	Administrative Clerk	Hourly	19.01	23.39	36.50
		Bi-weekly	1,521	1,871	2,920
		Monthly	3,296	4,054	6,327
		Annual	39,549	48,644	75,928
29	Claims Technician	Hourly	22.03	26.85	41.30
		Bi-weekly	1,763	2,148	3,304
		Monthly	3,819	4,654	7,158
		Annual	45,828	55,845	85,896
32	Admin Support Team Lead	Hourly	23.17	28.50	44.49
		Bi-weekly	1,853	2,280	3,559
		Monthly	4,015	4,939	7,711
		Annual	48,184	59,271	92,532
36	Accounting Technician Administrative Assistant Administrative Technician Prevention Resource Tech. Senior Claims Technician	Hourly	25.57	31.45	49.08
		Bi-weekly	2,045	2,516	3,927
		Monthly	4,432	5,451	8,508
		Annual	53,180	65,409	102,093
38	Clerical Coordinator	Hourly	26.90	33.07	51.57
		Bi-weekly	2,152	2,646	4,126
		Monthly	4,663	5,732	8,939
		Annual	55,956	68,786	107,274
40	Executive Assistant Office Manager Project Specialist	Hourly	28.22	34.72	54.19
		Bi-weekly	2,258	2,777	4,335
		Monthly	4,892	6,017	9,393
		Annual	58,707	72,209	112,714
44	Accountant Data & Reporting Specialist Facilities Coordinator Liab & Prop Claims Exam I Return To Work Specialist Utilization Review Specialist Workers' Comp Claims Exam I	Hourly	33.56	40.12	59.82
		Bi-weekly	2,685	3,210	4,785
		Monthly	5,816	6,954	10,368
		Annual	69,797	83,453	124,421
46	Prevention Services Coordinator Risk Management Specialist Senior Executive Assistant Workers' Comp Claims Exam 1.5	Hourly	35.25	42.14	62.84
		Bi-weekly	2,820	3,372	5,027
		Monthly	6,109	7,305	10,892
		Annual	73,313	87,660	130,700

# SALARIES BUDGET - OVERVIEW

## Our Goal

Provide employees with Total Compensation package that is responsible to our school partners, competitive within insurance industry, retains employees, and maintains purchasing power.

## History

24/25 salary 3.0%

25/26 salary & merit allowance 5.0%

## Background *(our salary driven costs are minimal)*

Salaries & Benefits = 14.7% SIA budgeted expenses

SIA PERS contribution expense = 8.27% PEPR, 13.38% Classic

Benefits burden rate = 32%

No Step & Column salary growth

## Cost of 1% = 122,000 salaries, \$161,000 total cost

1% Property - \$0.0013/\$100 TIV

1% Liability - \$0.519/Enrollment

1% WComp - \$0.0040/\$100 payroll

## Indexes:

Ed Code COLA – 2.41%

SSI COLA – 2.8%

CPI-U – 3.1%



SCHOOLS IN PART

# SALARIES BUDGET – POSITIONS 26/27

## Budgeted Position changes for 26/27

- Add: Data & Reporting Specialist (Ops, P&L) (26/27)
- Add: Senior Claims Technician (WC) (26/27)
- Add: Operations Manager (WC) (26/27)
- Close: ADA Specialist (Prevention) – not filled (25/26)
- Close: Retired Annuitant (2) (P&L & WC) (25/26)
- Reclasses, promotions & miscellaneous (25/26 & 26/27)
- Allowances (claims system conversion, admin/accounting support) (26/27)

## Recommend budget allowance for salary increases of 4.0%

- Total Cost of 4.0% = \$640,000
  - 3.0% *base increase*
  - 1% *allowance for merit*

Total budgeted salaries & benefits cost increase (net of closed positions) of \$816,000



SCHOOLS IN PART

# HEALTH BENEFITS PROGRAM

## Current challenge:

- Rates escalating
- Unable to obtain quotes due to waivers (31%)

**Goal:** Improve our benefit package for employees (better market our program)

## Proposal: Realignment of health cap & plan changes

- Savings of \$576,000 salaries in the 25/26 fiscal year (merit and not hiring)
- Reduce health cap - \$164,000
- Mandatory participation & salary augmentation
  - \$186K-\$248K



# SALARY, POSITIONS & BENEFITS

Category	Amount	Percentage (%)
Savings from current year budget	(576,000)	(3.6%)
Current year salary & merit allowance	640,000	4.0
Net new/closed positions	406,000	2.52
Taxes, PERS & Benefits escalation	313,000	1.95
Health Benefits Changes		
Heath cap realignment	164,000	1.02
<b>Total per Budget</b>	<b>947,000</b>	<b>5.9 %</b>
Health Benefits - address waivers	186,000 – 250,000	

\* Cost of 1% = \$161,000

# RECOMMEND APPROVAL OF RANGE SCHEDULES AND SALARY BUDGET

- Approval of Range Schedules as provided
- Approval of Salary budget as presented, to include
  - Budgeted positions & changes as presented
  - 4.0% salary & merit allowance increase
  - Health benefits realignment
  - Mandatory participation salary augmentation

Thank You!



SCHOOLS IN PART

**SCHOOLS INSURANCE AUTHORITY**  
**NON-MANAGEMENT RANGE SCHEDULE**  
**OPEN RANGE / QUARTILE SYSTEM**  
**JULY 2026 - JUNE 2027**

2026/27 COLA: 2.8% per 2026 Social Security COLA

Revised: 06/03/2026

RANGE NUMBER	POSITION TITLE	PAY PERIOD	MINIMUM	MID-POINT	MAXIMUM		
24	Administrative Clerk	Hourly	19.01	23.39	27.76	32.13	36.50
		Bi-weekly	1,521	1,871	2,221	2,571	2,920
		Monthly	3,296	4,054	4,812	5,569	6,327
		Annual	39,549	48,644	57,739	66,833	75,928
29	Claims Technician	Hourly	22.03	26.85	31.66	36.48	41.30
		Bi-weekly	1,763	2,148	2,533	2,918	3,304
		Monthly	3,819	4,654	5,488	6,323	7,158
		Annual	45,828	55,845	65,862	75,879	85,896
32	Admin Support Team Lead	Hourly	23.17	28.50	33.83	39.16	44.49
		Bi-weekly	1,853	2,280	2,706	3,133	3,559
		Monthly	4,015	4,939	5,863	6,787	7,711
		Annual	48,184	59,271	70,358	81,445	92,532
36	Accounting Technician Administrative Assistant Administrative Technician Prevention Resource Tech. Senior Claims Technician	Hourly	25.57	31.45	37.33	43.20	49.08
		Bi-weekly	2,045	2,516	2,986	3,456	3,927
		Monthly	4,432	5,451	6,470	7,489	8,508
		Annual	53,180	65,409	77,637	89,865	102,093
38	Clerical Coordinator	Hourly	26.90	33.07	39.24	45.41	51.57
		Bi-weekly	2,152	2,646	3,139	3,632	4,126
		Monthly	4,663	5,732	6,801	7,870	8,939
		Annual	55,956	68,786	81,615	94,444	107,274
40	Executive Assistant Office Manager Project Specialist	Hourly	28.22	34.72	41.21	47.70	54.19
		Bi-weekly	2,258	2,777	3,297	3,816	4,335
		Monthly	4,892	6,017	7,143	8,268	9,393
		Annual	58,707	72,209	85,711	99,212	112,714
44	Accountant Data & Reporting Specialist Facilities Coordinator Liab & Prop Claims Exam I Return To Work Specialist Utilization Review Specialist Workers' Comp Claims Exam I	Hourly	33.56	40.12	46.69	53.25	59.82
		Bi-weekly	2,685	3,210	3,735	4,260	4,785
		Monthly	5,816	6,954	8,092	9,230	10,368
		Annual	69,797	83,453	97,109	110,765	124,421
46	Prevention Services Coordinator Risk Management Specialist Senior Executive Assistant Workers' Comp Claims Exam 1.5	Hourly	35.25	42.14	49.04	55.94	62.84
		Bi-weekly	2,820	3,372	3,923	4,475	5,027
		Monthly	6,109	7,305	8,501	9,696	10,892
		Annual	73,313	87,660	102,006	116,353	130,700
50	ADA Specialist Business Systems Engineer Data & AI Solutions Engineer Information Technology Supervisor Liab & Prop Claims Exam II Prevention Specialist Senior Accountant Utilization Review Support Supervisor Workers' Comp Claims Exam II	Hourly	38.94	46.54	54.15	61.75	69.35
		Bi-weekly	3,115	3,724	4,332	4,940	5,548
		Monthly	6,750	8,068	9,386	10,704	12,021
		Annual	80,998	96,813	112,628	128,442	144,257
54	Early Intervention Nurse Claims Support Supervisor	Hourly	45.12	52.98	60.84	68.71	76.57
		Bi-weekly	3,609	4,238	4,868	5,497	6,126
		Monthly	7,820	9,183	10,546	11,909	13,273
		Annual	93,840	110,197	126,555	142,913	159,270
56	Senior Liab & Prop Claims Exam Senior Workers' Comp Claims Exam WC Claims Analyst WC EDI/SJDB Specialist Sr. Property & Cyber Claims Specialist	Hourly	46.70	55.14	63.57	72.00	80.43
		Bi-weekly	3,736	4,411	5,086	5,760	6,435
		Monthly	8,096	9,557	11,019	12,480	13,942
		Annual	97,146	114,685	132,223	149,762	167,301
58	EIN - UR Nurse	Hourly	49.79	58.32	66.84	75.37	83.89
		Bi-weekly	3,984	4,665	5,347	6,029	6,711
		Monthly	8,631	10,109	11,586	13,064	14,541
		Annual	103,573	121,303	139,033	156,763	174,493

**SCHOOLS INSURANCE AUTHORITY**  
**MANAGEMENT & CONFIDENTIAL RANGE SCHEDULE**  
**OPEN RANGE/QUARTILE SYSTEM**  
**JULY 2026 - JUNE 2027**

2026/27 COLA: 2.8% per 2026 Social Security COLA

Revised: 06/03/2026

RANGE NUMBER	POSITION TITLE	PAY PERIOD	MINIMUM	MID-POINT	MAXIMUM		
60	EIN Claims Supervisor	Hourly	45.14	55.63	66.12	76.60	87.09
	Information Technology Supervisor	Bi-weekly	3,611	4,450	5,289	6,128	6,967
	Liab. Claims Supervisor	Monthly	7,824	9,642	11,460	13,278	15,096
	Workers' Comp Claims Supervisor	Annual	93,889	115,706	137,522	159,338	181,154
62	Conflict Resolution Specialist	Hourly	54.62	64.29	73.95	83.62	93.29
	Finance Manager	Bi-weekly	4,370	5,143	5,916	6,690	7,463
	Human Resources Manager	Monthly	9,468	11,143	12,819	14,494	16,169
	Digital Intelligence Manager	Annual	113,615	133,719	153,824	173,928	194,033
	Liab & Prop Claims Manager						
	Prevention Manager Risk Manager Workers' Comp Operations Manager						
66	Litigation Specialist	Hourly	60.29	70.96	81.63	92.29	102.96
	Workers' Comp Claims Manager	Bi-weekly	4,823	5,677	6,530	7,383	8,237
		Monthly	10,451	12,300	14,148	15,997	17,846
		Annual	125,408	147,594	169,780	191,967	214,153
70	Director	Hourly	63.73	76.35	88.97	101.59	114.21
	Member Services, Prevention Program	Bi-weekly	5,099	6,108	7,118	8,128	9,137
	WC Program, Finance	Monthly	11,047	13,234	15,422	17,610	19,797
	Special Projects, Property & Liability	Annual	132,563	158,814	185,065	211,316	237,567
	Chief Information Security Officer School Risk Management						
74	Senior Director	Hourly	67.18	81.75	96.31	110.88	125.45
	Finance & Operations	Bi-weekly	5,374	6,540	7,705	8,870	10,036
	Liability & Property Program	Monthly	11,644	14,169	16,694	19,219	21,744
	Member Services	Annual	139,730	170,030	200,330	230,631	260,931
	Workers' Comp Program Chief Technology Officer						
76	Chief Financial Officer	Hourly	74.57	89.14	103.70	118.27	132.84
		Bi-weekly	5,965	7,131	8,296	9,462	10,627
		Monthly	12,925	15,450	17,975	20,500	23,025
		Annual	155,101	185,401	215,701	246,001	276,302
78	Deputy Director	Hourly	102.98	117.55	132.11	146.68	161.25
		Bi-weekly	8,239	9,404	10,569	11,734	12,900
		Monthly	17,850	20,375	22,900	25,424	27,949
		Annual	214,202	244,500	274,797	305,094	335,391

**SCHOOLS INSURANCE AUTHORITY**  
**EXECUTIVE DIRECTOR CONFIDENTIAL RANGE SCHEDULE**  
**OPEN RANGE/QUARTILE SYSTEM**  
**JULY 2026 - JUNE 2027**

2026/27 COLA: 2.8% per 2026 Social Security COLA

Revised: 06/03/2026

RANGE NUMBER	POSITION TITLE	PAY PERIOD	MINIMUM	MID-POINT	MAXIMUM
80	Executive Director	Hourly	132.12	149.17	200.32
		Bi-weekly	10,570	11,934	16,025
		Monthly	22,901	25,856	34,722
		Annual	274,809	310,272	416,661



# SCHOOLS INSURANCE AUTHORITY

## SUPPORTING DOCUMENTS FOR ITEM 8.G.

### EXECUTIVE COMMITTEE MEETING AGENDA ITEM

**SUBJECT:** BUDGET COMMITTEE REPORTING – PROPOSED BUDGET FOR 2026/27

**ITEM NUMBER:** 5.C.2.

**REASON FOR CONSIDERATION:** DISCUSSION / ACTION

**DATE:** 5/14/2026

***Background:***

A preliminary SIA Budget for 2026/27 was reviewed in detail by the SIA Budget Committee on May 6, 2026. The attached 2026/27 Budget will be presented for the Executive Committee consideration and approval.

***Recommendation:***

The Budget Committee and staff recommend Executive Committee approval of the proposed SIA Budget for 2026/27.

SIA for Kids



# PROPOSED BUDGET

EXECUTIVE COMMITTEE

MAY 14, 2026

*Amy Russell, Director of Finance*

*Philip Brown, CFO*

SCHOOLS IN PARTNERSHIP

# PROPOSED BUDGET

- Welcome
- Budget Summary & Assumptions
- Proposed Budget
- *Butte Schools*
- Preliminary Rates
- Approval of Proposed Budget and Preliminary Rates



SCHOOLS IN PART

# WELCOME

- Welcome & Introductions
- Budget-year themes
  - **Member services & staffing for targeted needs**
    - Claims administration & increased workload
    - Closed 2 retired annuitant positions
    - Data & reporting needs
    - Public School Works expansion & new legal services hotline
    - Praesidium training
  - **Digital transformation**
    - Claims system adoption and accounting system implementation
    - Technology-enabled improvements (AI, data lake, document management, automations)
    - Data collection, preparation, and analysis
  - **Butte Schools (WC) & Butte JPA**



SCHOOLS IN PART

# BUDGET SUMMARY & ASSUMPTIONS

## Program Equity – Monitored to ensure fiscal stability and prudent management

- Dividends from the Workers' Compensation program help offset costs in Property and Liability
- Softening Insurance markets & actuarial pricing allows reduction of dividends from WC

## Thoughts as we look at the 2026/27 budget

- Property market is softening
- Cyber insurance market is softening as well
- Liability market continues affected by AB 218, but increases are less extreme
- Workers' Compensation remains a stable foundation
- Dental and Vision consistent

*Long-term predictability, rate stabilization & member support is our priority*



SCHOOLS IN PART

# BUDGET SUMMARY & ASSUMPTIONS

**Member Contributions – Calculated to responsibly and strategically fund our various programs**

Actuarial estimates are significant cost/revenue drivers

- Liability Program funded @ 75% confidence level
- WC and Property programs funded at expected confidence level

Contribution Rates

- Property & Workers' Compensation contribution rates remain essentially flat
- Dental & Vision rates remain flat for most members.
- Increases for Liability & Cyber

**Program Expenses – Experts and specialists inform our expenditure projections**

Actuaries, public sector brokers, and other consultants support claims expense valuations and estimates

Excess insurance largely budgeted based on Broker indications; expect increases for Liability.

Administrative expenses shared across programs

- Salaries & benefits budget increase of 4% (base increases and merit consideration)
- Program Expenses (claims expenses & re/excess insurance) projected up 9%
- G&A expenses up 11% (significant 1X increases)



# BUDGET SUMMARY

## Contributions

- Projected up \$8M overall

## Operating Expenses

- Claim costs, insurance & related (79% of exps) up \$7.4M
- G&A expenses up 11% overall
  - 4% salaries & benefits allowance
  - Claims system increases (1X)
  - Legal hotline & PSW
  - Cyber security improvements

Operating gain projected \$9.5M

Investment earnings are projected at \$12.5M, (no gain/loss)

Dividends reduced to \$5.3M

## Equity

- Projected Ending Balance of \$182.1M

	2023/24	2024/25	2025/26		2026/27	BUDGETS Current vs. Proposed	
	Actual	Actual	Est. actual	Adopted budget	Proposed budget	Difference	%
<b>OPERATING REVENUES:</b>							
Member contributions	\$ 105,183,233	\$ 108,960,735	\$ 122,216,000	\$ 116,608,863	\$ 124,538,000	\$ 7,929,137	6.80%
Other income	115,000	141,667	166,200	142,000	166,000	24,000	17%
<b>TOTAL OPERATING REVENUES</b>	<b>105,298,233</b>	<b>109,102,402</b>	<b>122,382,200</b>	<b>116,750,863</b>	<b>124,704,000</b>	<b>7,953,137</b>	<b>7%</b>
<b>EXPENSES:</b>							
Provision of claims & claim adj exp:	62,104,665	57,234,170	58,735,000	60,068,082	65,231,000	5,162,918	9%
Insurance premiums	18,029,428	19,875,755	23,611,000	22,239,500	24,449,579	2,210,079	10%
Program services	1,227,916	1,156,870	1,134,000	1,373,000	1,378,000	5,000	0%
<b>General &amp; administrative expenses:</b>							
Salaries and benefits	13,922,502	16,882,823	15,350,403	16,114,500	17,247,050	1,132,550	7%
Professional services	834,200	1,529,158	1,182,200	1,442,000	1,935,750	493,750	34%
Other general & administrative	2,629,613	2,522,822	2,669,350	3,060,000	3,378,000	318,000	10%
Depreciation	354,849	351,839	379,000	500,000	500,000	-	0%
Amortization	570,363	634,631	681,000	629,000	1,110,000	481,000	76%
	18,311,527	21,921,273	20,261,953	21,745,500	24,170,800	2,425,300	11%
<b>TOTAL OPERATING EXPENSES</b>	<b>99,673,536</b>	<b>100,188,068</b>	<b>103,741,953</b>	<b>105,426,082</b>	<b>115,229,379</b>	<b>9,803,297</b>	<b>9%</b>
<b>OPERATING GAIN (LOSS)</b>	<b>5,624,697</b>	<b>8,914,335</b>	<b>18,640,247</b>	<b>11,324,781</b>	<b>9,474,621</b>	<b>(1,850,160)</b>	<b>-16%</b>
<b>NON-OPERATING REVENUES (EXPENSES):</b>							
Investment income	9,469,224	12,919,931	12,514,000	13,266,000	12,512,000	(754,000)	-6%
Lease Interest Revenue	8,885	3,727	15,000	5,000	15,000	10,000	
Interfund transfers	-	0	-	-	-	-	NA
Gain (loss) from investment activities	(2,183,676)	(3,994,319)	4,103,000	-	-	-	NA
Dividend	(6,805,000)	(7,000,115)	(6,348,000)	(6,348,000)	(5,268,992)	1,079,008	NA
Leasehold income (net of expenses)	(21,656)	(18,200)	(44,000)	10,000	(44,000)	(54,000)	-540%
<b>INCREASE (DECREASE) IN NET ASSETS</b>	<b>6,092,474</b>	<b>10,825,359</b>	<b>28,880,247</b>	<b>18,257,781</b>	<b>16,688,629</b>	<b>(1,579,152)</b>	<b>-9%</b>
<b>NET ASSETS, BEGINNING OF YEAR</b>	<b>119,641,883</b>	<b>125,734,357</b>	<b>136,538,369</b>	<b>140,000,597</b>	<b>165,395,000</b>	<b>25,394,403</b>	<b>18%</b>
<b>NET ASSETS, END OF YEAR</b>	<b>\$ 125,734,357</b>	<b>\$ 136,559,716</b>	<b>\$ 165,418,616</b>	<b>\$ 158,258,378</b>	<b>\$ 182,083,629</b>	<b>23,815,251</b>	<b>15%</b>

# BUDGET BY PROGRAM

## SIA JPA is well funded

- **Operations & Prevention** services funded by transfers from programs
- **Property** projected \$121K increase
- **Liability** surplus \$3.5M
- **Cyber** adds to equity \$375K
- **WC** increase \$2.9M
- **Central Fund** earns \$9.7M
- **Dental & Vison** essentially break even
- **Net Assets** up \$16.7M

	Operations	Prevention	Property	Liability	Cyber	Workers' Compensation	Central Fund	Dental	Vision	TOTAL
<b>OPERATING REVENUES:</b>										
Member contributions	\$ -	\$ -	\$ 12,489,000	\$ 31,570,000	\$ 1,397,000	\$ 64,582,000	\$ -	\$ 12,000,000	\$ 2,500,000	\$ 124,538,000
Other income	166,000	-	-	-	-	-	-	-	-	166,000
<b>TOTAL OPERATING REVENUES</b>	<b>166,000</b>	<b>-</b>	<b>12,489,000</b>	<b>31,570,000</b>	<b>1,397,000</b>	<b>64,582,000</b>	<b>-</b>	<b>12,000,000</b>	<b>2,500,000</b>	<b>124,704,000</b>
<b>EXPENSES:</b>										
Provision of claims & claim adj exp:	-	-	2,909,000	12,177,000	300,000	36,545,000	-	11,100,000	2,200,000	65,231,000
Insurance premiums	-	-	7,990,000	13,490,579	300,000	2,669,000	-	-	-	24,449,579
Program services	-	-	85,000	164,000	-	174,000	-	720,000	235,000	1,378,000
<b>General &amp; administrative expenses:</b>										
Salaries and benefits	3,702,000	1,995,000	437,000	806,000	160,450	10,064,000	-	54,400	28,200	17,247,050
Professional services	860,750	27,000	108,000	85,000	175,000	676,000	-	2,000	2,000	1,935,750
Other general & administrative	1,377,000	1,334,000	14,000	49,000	10,500	585,500	-	5,000	3,000	3,378,000
Depreciation	500,000	-	-	-	-	-	-	-	-	500,000
Amortization	723,000	285,000	-	-	76,000	26,000	-	-	-	1,110,000
<b>TOTAL OPERATING EXPENSES</b>	<b>7,162,750</b>	<b>3,641,000</b>	<b>11,543,000</b>	<b>26,771,579</b>	<b>1,021,950</b>	<b>50,739,500</b>	<b>-</b>	<b>11,881,400</b>	<b>2,468,200</b>	<b>115,229,379</b>
<b>OPERATING GAIN (LOSS)</b>	<b>(6,996,750)</b>	<b>(3,641,000)</b>	<b>946,000</b>	<b>4,798,421</b>	<b>375,050</b>	<b>13,842,500</b>	<b>-</b>	<b>118,600</b>	<b>31,800</b>	<b>9,474,621</b>
<b>NON-OPERATING REVENUES (EXPENSES):</b>										
Investment income	25,000	10,000	99,000	375,000	-	2,200,000	9,700,000	80,000	23,000	12,512,000
Lease Interest Revenue	15,000	-	-	-	-	-	-	-	-	15,000
Interfund transfers	7,000,750	3,631,000	(924,000)	(1,715,000)	-	(7,912,750)	-	(70,000)	(10,000)	-
Dividend	-	-	-	-	-	(5,268,992)	-	-	-	(5,268,992)
Gain (loss) from investment activities	-	-	-	-	-	-	-	-	-	-
Leasehold income (net of expenses)	(44,000)	-	-	-	-	-	-	-	-	(44,000)
<b>INCREASE (DECREASE) IN NET ASSETS</b>	<b>-</b>	<b>-</b>	<b>121,000</b>	<b>3,458,421</b>	<b>375,050</b>	<b>2,860,758</b>	<b>9,700,000</b>	<b>128,600</b>	<b>44,800</b>	<b>16,688,629</b>
<b>NET ASSETS, BEGINNING OF YEAR</b>	<b>6,050,000</b>	<b>(41,000)</b>	<b>8,594,000</b>	<b>16,155,000</b>	<b>897,000</b>	<b>97,063,000</b>	<b>28,946,000</b>	<b>5,666,000</b>	<b>2,065,000</b>	<b>165,395,000</b>
<b>NET ASSETS, END OF YEAR</b>	<b>\$ 6,050,000</b>	<b>\$ (41,000)</b>	<b>\$ 8,715,000</b>	<b>\$ 19,613,421</b>	<b>\$ 1,272,050</b>	<b>\$ 99,923,758</b>	<b>\$ 38,646,000</b>	<b>\$ 5,794,600</b>	<b>\$ 2,109,800</b>	<b>\$ 182,083,629</b>

# OPERATIONS

- Salaries & benefits costs decrease 4%
  - Realignment of Risk Managers costs
- Professional Services
  - New/duplicate claim system costs
- Other G&A, Depreciations & Amortization
  - Increased cyber security costs, tech replacements
  - Increased board member & building maint.
  - New roof, Carpet

	2024/25 Actual	2025/26		2026/27 Proposed budget	BUDGETS Current vs. Proposed	
		Actual	Est. actual		Adopted budget	Difference
<b>OPERATING REVENUES:</b>						
Member contributions	\$ -	\$ -	\$ -	\$ -	\$ -	0%
Other income	115,000	141,667	166,200	142,000	166,000	0%
<b>TOTAL OPERATING REVENUES</b>	<b>115,000</b>	<b>141,667</b>	<b>166,200</b>	<b>142,000</b>	<b>166,000</b>	<b>0%</b>
<b>EXPENSES:</b>						
Provision of claims & claim adj exp:	-	-	-	-	-	0%
Insurance premiums	-	-	-	-	-	0%
Program services	-	-	-	-	-	0%
<b>General &amp; administrative expenses:</b>						
Salaries and benefits	3,443,457	3,989,259	3,600,805	3,844,400	3,702,000	(142,400) -4%
Professional services	291,465	416,946	508,000	462,000	860,750	398,750 86%
Other general & administrative	1,278,515	1,083,806	1,041,000	1,299,000	1,377,000	78,000 6%
Depreciation	354,849	351,839	379,000	500,000	500,000	- 0%
Amortization	265,173	331,011	295,000	388,000	723,000	335,000 86%
	<u>5,633,459</u>	<u>6,172,860</u>	<u>5,823,805</u>	<u>6,493,400</u>	<u>7,162,750</u>	<u>669,350</u> 10%
<b>TOTAL OPERATING EXPENSES</b>	<b>5,633,459</b>	<b>6,172,860</b>	<b>5,823,805</b>	<b>6,493,400</b>	<b>7,162,750</b>	<b>669,350</b> 10%
<b>OPERATING GAIN (LOSS)</b>	<b>(5,518,459)</b>	<b>(6,031,193)</b>	<b>(5,657,605)</b>	<b>(6,351,400)</b>	<b>(6,996,750)</b>	<b>(645,350)</b> NA
<b>NON-OPERATING REVENUES (EXPENSES):</b>						
Investment income	82,856	31,621	24,000	31,000	25,000	(6,000) -19%
Lease Interest Revenue	8,885	3,727	15,000	5,000	15,000	10,000 200%
Interfund transfers	4,639,162	6,405,721	5,626,605	6,264,400	7,000,750	736,350 12%
Dividend	-	-	-	-	-	-
Gain (loss) from investment activities	(4,767)	(26,661)	36,000	-	-	- NA
Leasehold income (net of expenses)	(21,656)	(18,200)	(44,000)	10,000	(44,000)	(54,000) -540%
<b>INCREASE (DECREASE) IN NET ASSETS</b>	<b>(813,979)</b>	<b>365,017</b>	<b>-</b>	<b>(41,000)</b>	<b>-</b>	<b>41,000</b> NA
<b>NET ASSETS, BEGINNING OF YEAR</b>	<b>6,499,088</b>	<b>5,685,109</b>	<b>6,050,000</b>	<b>6,270,597</b>	<b>6,050,000</b>	<b>(220,597)</b> -4%
<b>NET ASSETS, END OF YEAR</b>	<b>\$ 5,685,109</b>	<b>\$ 6,050,126</b>	<b>\$ 6,050,000</b>	<b>\$ 6,229,597</b>	<b>\$ 6,050,000</b>	<b>(179,597)</b> -3%

# PREVENTION

- Prevention up 22%
- Salaries & benefits increase 29%
  - Realignment of Risk Managers costs
- Other G&A increased by 14%
  - HR Legal Hotline
  - PINS

	2023/24	2024/25	2025/26		2026/27	BUDGETS Current vs. Proposed	
	Actual	Actual	Est. actual	Adopted budget	Proposed budget	Difference	%
<b>OPERATING REVENUES:</b>							
Member contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0%
Other income	-	-	-	-	-	-	0%
<b>TOTAL OPERATING REVENUES</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>0%</b>
<b>EXPENSES:</b>							
<b>Provision of claims &amp; claim adj exp:</b>							
Insurance premiums	-	-	-	-	-	-	0%
Program services	-	-	-	-	-	-	0%
<b>General &amp; administrative expenses:</b>							
Salaries and benefits	1,278,909	1,480,662	1,351,772	1,551,400	1,995,000	443,600	29%
Professional services	13,336	11,133	10,000	56,000	27,000	(29,000)	-52%
Other general & administrative	927,616	957,023	1,169,000	1,170,000	1,334,000	164,000	14%
Depreciation	-	-	-	-	-	-	NA
Amortization	209,352	207,987	285,000	211,000	285,000	74,000	35%
	<u>2,429,213</u>	<u>2,656,806</u>	<u>2,815,772</u>	<u>2,988,400</u>	<u>3,641,000</u>	<u>652,600</u>	<u>22%</u>
<b>TOTAL OPERATING EXPENSES</b>	<b>2,429,213</b>	<b>2,656,806</b>	<b>2,815,772</b>	<b>2,988,400</b>	<b>3,641,000</b>	<b>652,600</b>	<b>22%</b>
<b>OPERATING GAIN (LOSS)</b>	<b>(2,429,213)</b>	<b>(2,656,806)</b>	<b>(2,815,772)</b>	<b>(2,988,400)</b>	<b>(3,641,000)</b>	<b>(652,600)</b>	<b>NA</b>
<b>NON-OPERATING REVENUES (EXPENSES):</b>							
Investment income	34,563	13,191	10,000	13,000	10,000	(3,000)	-23%
Lease Interest Revenue							
Interfund transfers	2,038,727	2,567,604	2,790,772	2,957,400	3,631,000	673,600	23%
Dividend							
Gain (loss) from investment activities	(8,023)	(14,610)	15,000	-	-	-	NA
Leasehold income (net of expenses)	-	-	-	-	-	-	NA
<b>INCREASE (DECREASE) IN NET ASSETS</b>	<b>(363,946)</b>	<b>(90,621)</b>	<b>-</b>	<b>(18,000)</b>	<b>-</b>	<b>18,000</b>	<b>NA</b>
<b>NET ASSETS, BEGINNING OF YEAR</b>	<b>413,286</b>	<b>49,340</b>	<b>(41,095)</b>	<b>-</b>	<b>(41,000)</b>	<b>(41,000)</b>	<b>NA</b>
<b>NET ASSETS, END OF YEAR</b>	<b>\$ 49,340</b>	<b>\$ (41,281)</b>	<b>\$ (41,095)</b>	<b>\$ (18,000)</b>	<b>\$ (41,000)</b>	<b>(23,000)</b>	<b>NA</b>

# WORKERS' COMPENSATION

- **Contribution rates**
  - Risk Pool base rate is flat
  - Large Members vary
- Revenues up \$6.2M
- Contribution funding assumptions:
  - Payroll projected up 8.5% (\$315M)
  - Actuary expected conf. level
  - Excess Insurance flat
- Claim costs & insurances projected up \$4.4M
- G&A costs projected up 8%
  - Other G&A budgeted up \$65K mainly due to rising storage costs
- Dividend support to other programs (decreased)
- Net Assets projected at \$100M

	2023/24	2024/25	2025/26		2026/27	BUDGETS Current vs. Proposed	
	Actual	Actual	Est. actual	Adopted budget	Proposed budget	Difference	%
<b>OPERATING REVENUES:</b>							
Member contributions	\$ 57,462,960	\$ 56,906,580	\$ 64,161,000	\$ 58,415,000	\$ 64,582,000	\$ 6,167,000	11%
Other income	-	-	-	-	-	-	NA
<b>TOTAL OPERATING REVENUES</b>	<b>57,462,960</b>	<b>56,906,580</b>	<b>64,161,000</b>	<b>58,415,000</b>	<b>64,582,000</b>	<b>6,167,000</b>	<b>11%</b>
<b>EXPENSES:</b>							
<b>Provision of claims &amp; claim adj exp:</b>	28,749,887	30,313,328	32,054,000	32,257,000	36,545,000	4,288,000	13%
<b>Insurance premiums</b>	2,083,782	2,620,797	2,848,000	2,501,000	2,669,000	168,000	7%
<b>Program services</b>	163,750	163,750	164,000	194,000	174,000	(20,000)	-10%
<b>General &amp; administrative expenses:</b>							
Salaries and benefits	8,088,609	10,138,728	9,032,854	9,350,600	10,064,000	713,400	8%
Professional services	398,073	654,364	644,700	576,000	676,000	100,000	17%
Other general & administrative	394,200	441,955	404,450	521,000	585,500	64,500	12%
Depreciation	-	-	-	-	-	-	NA
Amortization	28,290	25,849	25,000	30,000	26,000	(4,000)	-13%
	<b>8,909,172</b>	<b>11,260,896</b>	<b>10,107,004</b>	<b>10,477,600</b>	<b>11,351,500</b>	<b>873,900</b>	<b>8%</b>
<b>TOTAL OPERATING EXPENSES</b>	<b>39,906,590</b>	<b>44,358,771</b>	<b>45,173,004</b>	<b>45,429,600</b>	<b>50,739,500</b>	<b>5,309,900</b>	<b>12%</b>
<b>OPERATING GAIN (LOSS)</b>	<b>17,556,370</b>	<b>12,547,809</b>	<b>18,987,996</b>	<b>12,985,400</b>	<b>13,842,500</b>	<b>857,100</b>	<b>7%</b>
<b>NON-OPERATING REVENUES (EXPENSES):</b>							
Investment income	7,677,647	2,930,126	2,184,000	2,800,000	2,200,000	(600,000)	-21%
Lease Interest Revenue							
Interfund transfers	(19,947,890)	(16,670,326)	(6,253,605)	(6,855,800)	(7,912,750)	(1,056,950)	15%
Dividend	(6,805,000)	(7,000,115)	(6,348,000)	(6,348,000)	(5,268,992)	1,079,008	NA
Gain (loss) from investment activities	(1,782,254)	(3,045,240)	3,080,000	-	-	-	NA
Leasehold income (net of expenses)	-	-	-	-	-	-	NA
<b>INCREASE (DECREASE) IN NET ASSETS</b>	<b>(3,301,127)</b>	<b>(11,237,747)</b>	<b>11,650,391</b>	<b>2,581,600</b>	<b>2,860,758</b>	<b>279,158</b>	<b>11%</b>
<b>NET ASSETS, BEGINNING OF YEAR</b>	<b>99,951,690</b>	<b>96,650,563</b>	<b>85,412,916</b>	<b>86,345,000</b>	<b>97,063,000</b>	<b>10,718,000</b>	<b>12%</b>
<b>NET ASSETS, END OF YEAR</b>	<b>\$ 96,650,563</b>	<b>\$ 85,412,816</b>	<b>\$ 97,063,307</b>	<b>\$ 88,926,600</b>	<b>\$ 99,923,758</b>	<b>10,997,158</b>	<b>12%</b>

# PROPERTY

- Base contribution rate down \$0.009/TIV (7.5%)
- Revenues down \$713K (Nominal TIV increases)
- Contribution funding assumptions:
  - Actuary expected conf. level
  - Excess Insurance rates projected down
  - Dividend support from WC down
- Claims Expense & insurance costs up combined \$702K
- G&A – costs projected down 2%
- Projected increase in Net Assets \$121K
- Net Assets ~35X SIR

	2023/24	2024/25	2025/26		2026/27	BUDGETS Current vs. Proposed	
	Actual	Actual	Est. actual	Adopted budget	Proposed budget	Difference	%
<b>OPERATING REVENUES:</b>							
Member contributions	\$ 9,979,824	\$ 12,010,716	\$ 13,202,000	\$ 13,202,363	\$ 12,489,000	\$ (713,363)	-5%
Other income	-	-	-	-	-	-	NA
<b>TOTAL OPERATING REVENUES</b>	<b>9,979,824</b>	<b>12,010,716</b>	<b>13,202,000</b>	<b>13,202,363</b>	<b>12,489,000</b>	<b>(713,363)</b>	<b>-5%</b>
<b>EXPENSES:</b>							
Provision of claims & claim adj exp:	1,893,249	2,421,804	2,512,000	2,857,000	2,909,000	52,000	2%
Insurance premiums	6,438,146	6,820,191	8,485,000	7,340,000	7,990,000	650,000	9%
Program services	-	-	-	85,000	85,000	-	0%
<b>General &amp; administrative expenses:</b>							
Salaries and benefits	389,018	383,881	404,756	421,000	437,000	16,000	4%
Professional services	65,465	422,385	6,000	133,000	108,000	(25,000)	-19%
Other general & administrative	1,128	935	2,000	14,000	14,000	-	0%
Depreciation	-	-	-	-	-	-	NA
Amortization	960	-	-	-	-	-	NA
	<u>456,571</u>	<u>807,201</u>	<u>412,756</u>	<u>568,000</u>	<u>559,000</u>	<u>(9,000)</u>	<u>-2%</u>
<b>TOTAL OPERATING EXPENSES</b>	<b>8,787,967</b>	<b>10,049,195</b>	<b>11,409,756</b>	<b>10,850,000</b>	<b>11,543,000</b>	<b>693,000</b>	<b>6%</b>
<b>OPERATING GAIN (LOSS)</b>	<b>1,191,857</b>	<b>1,961,521</b>	<b>1,792,244</b>	<b>2,352,363</b>	<b>946,000</b>	<b>(1,406,363)</b>	<b>-60%</b>
<b>NON-OPERATING REVENUES (EXPENSES):</b>							
Investment income	473,461	180,693	99,000	176,000	99,000	(77,000)	-44%
Lease Interest Revenue							
Interfund transfers	(800,000)	(741,000)	(695,000)	(800,000)	(924,000)	(124,000)	NA
Dividend							
Gain (loss) from investment activities	(109,907)	(200,134)	145,000	-	-	-	NA
Leasehold income (net of expenses)	-	-	-	-	-	-	NA
<b>INCREASE (DECREASE) IN NET ASSETS</b>	<b>755,411</b>	<b>1,201,080</b>	<b>1,341,244</b>	<b>1,728,363</b>	<b>121,000</b>	<b>(1,607,363)</b>	<b>-93%</b>
<b>NET ASSETS, BEGINNING OF YEAR</b>	<b>5,296,011</b>	<b>6,051,422</b>	<b>7,253,000</b>	<b>7,455,000</b>	<b>8,594,000</b>	<b>1,139,000</b>	<b>15%</b>
<b>NET ASSETS, END OF YEAR</b>	<b>\$ 6,051,422</b>	<b>\$ 7,252,502</b>	<b>\$ 8,594,244</b>	<b>\$ 9,183,363</b>	<b>\$ 8,715,000</b>	<b>(468,363)</b>	<b>-5%</b>

# LIABILITY

- Base contribution rate up \$4.45/enrollment (4.6%)
- Revenues up \$2M
- Contribution funding assumptions:
  - Enrollment up 3,047 students
  - 75% Actuary conf. level
  - Claims expense up 3%
  - Excess Insurance projected up 11% (includes tower growth)
  - Reduced dividend support from WC
- Claim Costs & Insurance up combined \$1.8M
- G&A – costs projected up 3%
- Projects ending balance of \$19.6M (~7.8X SIR)

	2023/24	2024/25	2025/26		SIA FULL BOARD OF DIRECTORS		BUDGETING	
	Actual	Actual	Est. actual	Adopted budget	Proposed budget	Difference	%	
<b>OPERATING REVENUES:</b>								
Member contributions	\$ 21,639,942	\$ 25,097,014	\$ 29,578,000	\$ 29,578,000	\$ 31,570,000	\$ 1,992,000	7%	
Other income	-	-	-	-	-	-	NA	
<b>TOTAL OPERATING REVENUES</b>	<b>21,639,942</b>	<b>25,097,014</b>	<b>29,578,000</b>	<b>29,578,000</b>	<b>31,570,000</b>	<b>1,992,000</b>	<b>7%</b>	
<b>EXPENSES:</b>								
<b>Provision of claims &amp; claim adj exp:</b>	17,080,676	11,443,239	11,457,000	11,792,000	12,177,000	385,000	3%	
<b>Insurance premiums</b>	9,257,804	10,193,326	12,017,000	12,100,000	13,490,579	1,390,579	11%	
<b>Program services</b>	81,875	81,875	82,000	164,000	164,000	-	0%	
<b>General &amp; administrative expenses:</b>								
Salaries and benefits	722,509	733,914	760,260	786,000	806,000	20,000	3%	
Professional services	28,114	12,280	9,000	85,000	85,000	-	0%	
Other general & administrative	21,989	33,499	35,900	45,000	49,000	4,000	9%	
Depreciation	-	-	-	-	-	-	NA	
Amortization	-	-	-	-	-	-	NA	
	<u>772,612</u>	<u>779,693</u>	<u>805,160</u>	<u>916,000</u>	<u>940,000</u>	<u>24,000</u>	<u>3%</u>	
<b>TOTAL OPERATING EXPENSES</b>	<b>27,192,968</b>	<b>22,498,133</b>	<b>24,361,160</b>	<b>24,972,000</b>	<b>26,771,579</b>	<b>1,799,579</b>	<b>7%</b>	
<b>OPERATING GAIN (LOSS)</b>	<b>(5,553,026)</b>	<b>2,598,881</b>	<b>5,216,840</b>	<b>4,606,000</b>	<b>4,798,421</b>	<b>192,421</b>	<b>4%</b>	
<b>NON-OPERATING REVENUES (EXPENSES):</b>								
Investment income	852,230	325,248	377,000	317,000	375,000	58,000	18%	
Lease Interest Revenue	-	-	-	-	-	-	NA	
Interfund transfers	13,900,000	(1,482,000)	(1,388,772)	(1,486,000)	(1,715,000)	(229,000)	NA	
Dividend	-	-	-	-	-	-	NA	
Gain (loss) from investment activities	(197,833)	(360,241)	553,000	-	-	-	NA	
Leasehold income (net of expenses)	-	-	-	-	-	-	NA	
	<u>9,001,372</u>	<u>1,081,888</u>	<u>4,758,068</u>	<u>3,437,000</u>	<u>3,458,421</u>	<u>21,421</u>	<u>1%</u>	
<b>INCREASE (DECREASE) IN NET ASSETS</b>	<b>9,001,372</b>	<b>1,081,888</b>	<b>4,758,068</b>	<b>3,437,000</b>	<b>3,458,421</b>	<b>21,421</b>	<b>1%</b>	
<b>NET ASSETS, BEGINNING OF YEAR</b>	<b>1,313,762</b>	<b>10,315,134</b>	<b>11,397,000</b>	<b>12,728,000</b>	<b>16,155,000</b>	<b>3,427,000</b>	<b>27%</b>	
<b>NET ASSETS, END OF YEAR</b>	<b>\$ 10,315,134</b>	<b>\$ 11,397,022</b>	<b>\$ 16,155,068</b>	<b>\$ 16,165,000</b>	<b>\$ 19,613,421</b>	<b>3,448,421</b>	<b>21%</b>	

# CYBER

## Coverage + Risk Management Services

- Contribution rate increase of \$0.55
- Revenues up \$184K
- Excess insurance rates projected flat
- Estimated claims expense of \$300K
- Risk Management Services
  - Annual training
  - KYND monitoring
  - Active Directory
  - Formal risk assessment & pen test program
- Annual aggregate retention projected at 120%

	2023/24	2024/25	2025/26		2026/27	BUDGETS Current vs. Proposed	
	Actual	Actual	Est. actual	Adopted budget	Proposed budget	Difference	%
<b>OPERATING REVENUES:</b>							
Member contributions	\$ 880,245	\$ 1,028,702	\$ 1,214,000	\$ 1,213,500	\$ 1,397,000	\$ 183,500	15%
Other income	-	-	-	-	-	-	NA
<b>TOTAL OPERATING REVENUES</b>	<b>880,245</b>	<b>1,028,702</b>	<b>1,214,000</b>	<b>1,213,500</b>	<b>1,397,000</b>	<b>183,500</b>	<b>15%</b>
<b>EXPENSES:</b>							
Provision of claims & claim adj exp:	700,273	210,000	300,000	362,082	300,000	(62,082)	-17%
Insurance premiums	249,696	241,441	261,000	298,500	300,000	1,500	1%
Program services	-	-	-	-	-	-	NA
<b>General &amp; administrative expenses:</b>							
Salaries and benefits	-	77,446	118,252	98,800	160,450	61,650	62%
Professional services	33,248	12,050	-	126,000	175,000	49,000	39%
Other general & administrative	-	-	11,000	5,000	10,500	5,500	110%
Depreciation	-	-	-	-	-	-	NA
Amortization	66,588	69,783	76,000	-	76,000	76,000	NA
	<b>99,836</b>	<b>159,279</b>	<b>205,252</b>	<b>229,800</b>	<b>421,950</b>	<b>192,150</b>	<b>84%</b>
<b>TOTAL OPERATING EXPENSES</b>	<b>1,049,804</b>	<b>610,720</b>	<b>766,252</b>	<b>890,382</b>	<b>1,021,950</b>	<b>131,568</b>	<b>15%</b>
<b>OPERATING GAIN (LOSS)</b>	<b>(169,559)</b>	<b>417,982</b>	<b>447,748</b>	<b>323,118</b>	<b>375,050</b>	<b>51,932</b>	<b>16%</b>
<b>NON-OPERATING REVENUES (EXPENSES):</b>							
Investment income	-	-	-	-	-	-	NA
Lease Interest Revenue	-	-	-	-	-	-	NA
Interfund transfers	250,000	-	-	-	-	-	NA
Dividend	-	-	-	-	-	-	NA
Gain (loss) from investment activities	-	-	-	-	-	-	NA
Leasehold income (net of expenses)	-	-	-	-	-	-	NA
<b>INCREASE (DECREASE) IN NET ASSETS</b>	<b>80,441</b>	<b>417,982</b>	<b>447,748</b>	<b>323,118</b>	<b>375,050</b>	<b>51,932</b>	<b>16%</b>
<b>NET ASSETS, BEGINNING OF YEAR</b>	<b>(49,251)</b>	<b>31,190</b>	<b>449,548</b>	<b>442,000</b>	<b>897,000</b>	<b>475,000</b>	<b>107%</b>
<b>NET ASSETS, END OF YEAR</b>	<b>\$ 31,190</b>	<b>\$ 449,172</b>	<b>\$ 897,296</b>	<b>\$ 765,118</b>	<b>\$ 1,272,050</b>	<b>526,932</b>	<b>69%</b>

# DENTAL

*Dental Program is doing well*

- Contribution rates are mostly flat, (except a couple of targeted increases)
- Revenues are up 3%
- Claim costs projected up 4%
- Ending Net Assets projected at \$5.8M

	2023/24	2024/25	2025/26		BUDGETS Current vs. Proposed		
	Actual	Actual	Est. actual	Adopted budget	Proposed budget	Difference	%
<b>OPERATING REVENUES:</b>							
Member contributions	\$ 12,621,933	\$ 11,488,299	\$ 11,605,000	\$ 11,700,000	\$ 12,000,000	\$ 300,000	3%
Other income	-	-	-	-	-	-	NA
<b>TOTAL OPERATING REVENUES</b>	<b>12,621,933</b>	<b>11,488,299</b>	<b>11,605,000</b>	<b>11,700,000</b>	<b>12,000,000</b>	<b>300,000</b>	<b>3%</b>
<b>EXPENSES:</b>							
<b>Provision of claims &amp; claim adj exp:</b>	11,493,437	10,865,096	10,353,000	10,700,000	11,100,000	400,000	4%
Insurance premiums	-	-	-	-	-	-	NA
Program services	746,048	691,893	659,000	700,000	720,000	20,000	3%
<b>General &amp; administrative expenses:</b>							
Salaries and benefits	-	55,240	54,252	43,610	54,400	10,790	25%
Professional services	2,250	-	2,250	2,000	2,000	-	0%
Other general & administrative	3,546	4,172	4,000	4,000	5,000	1,000	25%
Depreciation	-	-	-	-	-	-	NA
Amortization	-	-	-	-	-	-	NA
	5,796	59,412	60,502	49,610	61,400	11,790	24%
<b>TOTAL OPERATING EXPENSES</b>	<b>12,245,281</b>	<b>11,616,401</b>	<b>11,072,502</b>	<b>11,449,610</b>	<b>11,881,400</b>	<b>431,790</b>	<b>4%</b>
<b>OPERATING GAIN (LOSS)</b>	<b>376,653</b>	<b>(128,103)</b>	<b>532,498</b>	<b>250,390</b>	<b>118,600</b>	<b>(131,790)</b>	<b>-53%</b>
<b>NON-OPERATING REVENUES (EXPENSES):</b>							
Investment income	271,805	103,733	80,000	100,000	80,000	(20,000)	-20%
Lease Interest Revenue	-	-	-	-	-	-	NA
Interfund transfers	(70,000)	(70,000)	(70,000)	(70,000)	(70,000)	-	NA
Dividend	-	-	-	-	-	-	NA
Gain (loss) from investment activities	(63,095)	(114,893)	118,000	-	-	-	NA
Leasehold income (net of expenses)	-	-	-	-	-	-	NA
<b>INCREASE (DECREASE) IN NET ASSETS</b>	<b>515,362</b>	<b>(209,263)</b>	<b>660,498</b>	<b>280,390</b>	<b>128,600</b>	<b>(151,790)</b>	<b>-54%</b>
<b>NET ASSETS, BEGINNING OF YEAR</b>	<b>4,730,365</b>	<b>5,245,727</b>	<b>5,021,000</b>	<b>5,193,000</b>	<b>5,666,000</b>	<b>488,000</b>	<b>9%</b>
<b>NET ASSETS, END OF YEAR</b>	<b>\$ 5,245,727</b>	<b>\$ 5,036,463</b>	<b>\$ 5,681,498</b>	<b>\$ 5,473,390</b>	<b>\$ 5,794,600</b>	<b>336,210</b>	<b>6%</b>

# VISION

## Vision Program continues stable

- Contribution rates are mostly flat (except a couple of targeted increases)
- Revenues remain flat
- Claim costs projected up 5%
- Ending Net Assets projected at \$2.1M

	2023/24	2024/25	2025/26		SIA FULL BOARD OF DIRECTORS MEETING 2026/27		BUDGETS Current vs. Proposed	
	Actual	Actual	Est. actual	Adopted budget	Proposed budget	Difference	%	
<b>OPERATING REVENUES:</b>								
Member contributions	2,598,329	2,429,425	\$ 2,456,000	\$ 2,500,000	\$ 2,500,000	\$ -	0%	
Other income	-	-	-	-	-	-	NA	
<b>TOTAL OPERATING REVENUES</b>	<b>2,598,329</b>	<b>2,429,425</b>	<b>2,456,000</b>	<b>2,500,000</b>	<b>2,500,000</b>	<b>-</b>	<b>0%</b>	
<b>EXPENSES:</b>								
Provision of claims & claim adj exp:	2,187,143	1,980,703	2,059,000	2,100,000	2,200,000	100,000	5%	
Insurance premiums	-	-	-	-	-	-	NA	
Program services	236,243	219,352	229,000	230,000	235,000	5,000	2%	
<b>General &amp; administrative expenses:</b>								
Salaries and benefits	-	23,693	27,452	18,690	28,200	9,510	51%	
Professional services	2,250	-	2,250	2,000	2,000	-	0%	
Other general & administrative	2,619	1,433	2,000	2,000	3,000	1,000	50%	
Depreciation	-	-	-	-	-	-	NA	
Amortization	-	-	-	-	-	-	NA	
	<b>4,869</b>	<b>25,126</b>	<b>31,702</b>	<b>22,690</b>	<b>33,200</b>	<b>10,510</b>	<b>46%</b>	
<b>TOTAL OPERATING EXPENSES</b>	<b>2,428,255</b>	<b>2,225,180</b>	<b>2,319,702</b>	<b>2,352,690</b>	<b>2,468,200</b>	<b>115,510</b>	<b>5%</b>	
<b>OPERATING GAIN (LOSS)</b>	<b>170,073</b>	<b>204,244</b>	<b>136,298</b>	<b>147,310</b>	<b>31,800</b>	<b>(115,510)</b>	<b>-78%</b>	
<b>NON-OPERATING REVENUES (EXPENSES):</b>								
Investment income	76,663	29,258	23,000	29,000	23,000	(6,000)	-21%	
Lease Interest Revenue	-	-	-	-	-	-	NA	
Interfund transfers	(10,000)	(10,000)	(10,000)	(10,000)	(10,000)	-	NA	
Dividend	-	-	-	-	-	-	NA	
Gain (loss) from investment activities	(17,796)	(32,406)	33,000	-	-	-	NA	
Leasehold income (net of expenses)	-	-	-	-	-	-	NA	
<b>INCREASE (DECREASE) IN NET ASSETS</b>	<b>218,940</b>	<b>191,096</b>	<b>182,298</b>	<b>166,310</b>	<b>44,800</b>	<b>(121,510)</b>	<b>-73%</b>	
<b>NET ASSETS, BEGINNING OF YEAR</b>	<b>1,486,931</b>	<b>1,705,871</b>	<b>1,890,000</b>	<b>1,774,000</b>	<b>2,065,000</b>	<b>298,000</b>	<b>17%</b>	
<b>NET ASSETS, END OF YEAR</b>	<b>\$ 1,705,871</b>	<b>\$ 1,896,968</b>	<b>\$ 2,072,298</b>	<b>\$ 1,940,310</b>	<b>\$ 2,109,800</b>	<b>176,490</b>	<b>9%</b>	



# SCHOOLS INSURANCE AUTHORITY

## SUPPORTING DOCUMENTS FOR ITEM 8.H.

### EXECUTIVE COMMITTEE MEETING AGENDA ITEM

**SUBJECT:** ACCEPTANCE OF THE 2026 ACTUARIAL REPORTS AND APPROVAL OF 0.5% DISCOUNT FACTOR

**ITEM NUMBER:** 5.D.

**REASON FOR CONSIDERATION:** ACTION

**DATE:** 5/14/2026

***Background:***

Bickmore Actuarial conducted actuarial reviews of SIA's Property, Liability, and Workers' Compensation Programs.

The actuarial findings will be used as the basis for the 2026/27 rate development in the respective programs. The discounted claim liabilities and funding recommendations contained in the actuarial reviews are based on a long-term return on investment of available cash of 0.5%. Attached to this item are Conclusion Pages from the report for review.

***Recommendation:***

Staff recommends acceptance of the 2026 actuarial analyses as presented and approval of 0.5% discount factor.

# Bickmore — Actuarial

## Actuarial Review of the Self-Insured Liability and Property Programs

*Outstanding Liabilities as of June 30, 2026  
Forecast for Program Year 2026-27*

*Presented to*  
**Schools Insurance Authority**

March 4, 2026 - DRAFT

DRAFT

**Schools Insurance Authority**  
**Liability and Property Actuarial Study**

## EXECUTIVE SUMMARY

### Net Claim Liabilities

The following tables present our conclusions regarding the Authority's net claim liabilities as of June 30, 2026.

Liability Only  
Loss & LAE Claim Liabilities  
As of June 30, 2026, Net of Reinsurance

Dollars (\$000s)	Expected <sup>1</sup>	Confidence Level					
		70%	← 75%	80%	85%	→ 90%	95%
Loss & ALAE	\$36,454	\$40,646	\$42,360	\$44,365	\$46,989	\$50,561	\$57,415
Claims Admin. (ULAE)	2,495	2,782	2,899	3,036	3,216	3,461	3,930
<b>Total Loss &amp; LAE</b>	<b>\$38,949</b>	<b>\$43,428</b>	<b>\$45,259</b>	<b>\$47,401</b>	<b>\$50,205</b>	<b>\$54,022</b>	<b>\$61,345</b>
NPV Adjustment <sup>2</sup>	(416)	(464)	(484)	(506)	(536)	(577)	(655)
<b>Discounted Loss &amp; LAE</b>	<b>\$38,533</b>	<b>\$42,964</b>	<b>\$44,775</b>	<b>\$46,895</b>	<b>\$49,669</b>	<b>\$53,445</b>	<b>\$60,690</b>
Short Term <sup>3</sup>	\$11,533	\$12,860	\$13,402	\$14,036	\$14,867	\$15,997	\$18,166
Long Term <sup>3</sup>	27,000	30,104	31,373	32,859	34,802	37,448	42,524

Property Only  
Loss & LAE Claim Liabilities  
As of June 30, 2026, Net of Reinsurance

Dollars (\$000s)	Expected <sup>1</sup>	Confidence Level					
		70%	← 75%	80%	85%	→ 90%	95%
Loss & ALAE	\$2,303	\$2,593	\$2,721	\$2,870	\$3,056	\$3,305	\$3,716
Claims Admin. (ULAE)	139	157	164	173	185	200	224
<b>Total Loss &amp; LAE</b>	<b>\$2,443</b>	<b>\$2,750</b>	<b>\$2,885</b>	<b>\$3,043</b>	<b>\$3,241</b>	<b>\$3,505</b>	<b>\$3,940</b>
NPV Adjustment <sup>2</sup>	(13)	(14)	(15)	(15)	(16)	(18)	(20)
<b>Discounted Loss &amp; LAE</b>	<b>\$2,430</b>	<b>\$2,736</b>	<b>\$2,870</b>	<b>\$3,028</b>	<b>\$3,225</b>	<b>\$3,487</b>	<b>\$3,920</b>
Short Term <sup>3</sup>	\$1,394	\$1,569	\$1,646	\$1,736	\$1,849	\$2,000	\$2,248
Long Term <sup>3</sup>	1,036	1,167	1,224	1,292	1,376	1,487	1,672

<sup>1</sup> Expected values represent the "best actuarial" or "central" estimate.

<sup>2</sup> Net present value is based on an annual discount rate of 0.5% and assumes that invested assets are equal to the recommended discounted reserve level.

<sup>3</sup> Short-term liabilities are projected to be paid within 12 months of the accounting date. Long-term liabilities are projected to be paid after 12 months.

**Schools Insurance Authority**  
**Liability and Property Actuarial Study**

Liability and Property Combined  
Loss & LAE Claim Liabilities  
As of June 30, 2026, Net of Reinsurance

Dollars (\$000s)	Expected <sup>1</sup>	← Confidence Level →					
		70%	75%	80%	85%	90%	95%
Loss & ALAE	\$38,758	\$43,239	\$45,081	\$47,235	\$50,045	\$53,866	\$61,131
Claims Admin. (ULAE)	<u>2,634</u>	<u>2,939</u>	<u>3,063</u>	<u>3,209</u>	<u>3,401</u>	<u>3,661</u>	<u>4,154</u>
<b>Total Loss &amp; LAE</b>	<b>\$41,392</b>	<b>\$46,178</b>	<b>\$48,144</b>	<b>\$50,444</b>	<b>\$53,446</b>	<b>\$57,527</b>	<b>\$65,285</b>
NPV Adjustment <sup>2</sup>	(428)	(478)	(499)	(521)	(552)	(595)	(675)
<b>Discounted Loss &amp; LAE</b>	<b>\$40,963</b>	<b>\$45,700</b>	<b>\$47,645</b>	<b>\$49,923</b>	<b>\$52,894</b>	<b>\$56,932</b>	<b>\$64,610</b>
Short Term <sup>3</sup>	\$12,927	\$14,429	\$15,048	\$15,772	\$16,716	\$17,997	\$20,414
Long Term <sup>3</sup>	28,036	31,271	32,597	34,151	36,178	38,935	44,196

- 1 Expected values represent the “best actuarial” or “central” estimate.
- 2 Net present value is based on an annual discount rate of 0.5% and assumes that invested assets are equal to the recommended discounted reserve level.
- 3 Short-term liabilities are projected to be paid within 12 months of the accounting date. Long-term liabilities are projected to be paid after 12 months.

Per California Association of Joint Powers Authorities (CAJPA) accreditation requirements, our 98% confidence level estimate of undiscounted outstanding liabilities is \$82,988,000.

We generally recommend that risk pools maintain funding at no less than the 90% confidence level. However, we understand that each entity is unique, and that proper funding levels can vary based on issues such as the organization’s risk tolerance, financial circumstances, and priorities. Discounted recommendation assumes that all earnings on the assets invested (which are equal to the recommended discounted reserve level) will accrue to the program. The discount for future earnings should only be reflected, however, when the total indicated funds are available for investment and are expected to earn the indicated yield rate until all claims are closed.

**Statement of Compliance with GASB #10**

The outstanding liabilities presented in this section that include claims administration costs comply with the requirements promulgated by GASB #10.

## Funding Projections

The following tables present our estimates of ultimate costs for program year 2026-27.

Liability Only  
Projected Ultimate Costs  
Fiscal Year 2026-27, SIR: Liability - \$2,500,000

Dollars (\$000s)	Expected <sup>1</sup>	← Confidence Level →				
		70%	75%	80%	85%	90%
Loss & ALAE	\$12,371	\$14,350	\$15,291	\$16,404	\$17,789	\$19,645
NPV Adjustment <sup>2</sup>	(194)	(225)	(240)	(257)	(278)	(308)
<b>Discounted Loss &amp; ALAE</b>	<b>\$12,177</b>	<b>\$14,125</b>	<b>\$15,051</b>	<b>\$16,147</b>	<b>\$17,511</b>	<b>\$19,337</b>
Total Funding Rate <sup>3</sup>	\$39.237	\$45.514	\$48.497	\$52.029	\$56.424	\$62.308

Property Only  
Projected Ultimate Costs  
Fiscal Year 2026-27, SIR: Property - \$250,000

Dollars (\$000s)	Expected <sup>1</sup>	← Confidence Level →				
		70%	75%	80%	85%	90%
Loss & ALAE	\$2,757	\$3,206	\$3,419	\$3,667	\$3,981	\$4,397
NPV Adjustment <sup>2</sup>	(17)	(19)	(21)	(23)	(24)	(27)
<b>Discounted Loss &amp; ALAE</b>	<b>\$2,740</b>	<b>\$3,187</b>	<b>\$3,398</b>	<b>\$3,644</b>	<b>\$3,957</b>	<b>\$4,370</b>
Total Funding Rate <sup>3</sup>	\$2,757	\$3,206	\$3,419	\$3,667	\$3,981	\$4,397

Liability and Property Combined  
Projected Ultimate Costs  
Fiscal Year 2026-27, SIR: Liability - \$2,500,000, Property - \$250,000

Dollars (\$000s)	Expected <sup>1</sup>	← Confidence Level →				
		70%	75%	80%	85%	90%
Loss & ALAE	\$15,128	\$17,556	\$18,710	\$20,071	\$21,770	\$24,042
NPV Adjustment <sup>2</sup>	(211)	(244)	(261)	(280)	(302)	(335)
<b>Discounted Loss &amp; ALAE</b>	<b>\$14,917</b>	<b>\$17,312</b>	<b>\$18,449</b>	<b>\$19,791</b>	<b>\$21,468</b>	<b>\$23,707</b>

- <sup>1</sup> Expected values represent the “best actuarial” or “central” estimate.
- <sup>2</sup> Net present value is based on an annual discount rate of 0.5% and assumes that invested funding, equal to the recommended funding level, is invested at the beginning of the fiscal year.
- <sup>3</sup> Rates are per ADA for liability and per \$100 of TIVs for property.

# Bickmore — Actuarial

## Actuarial Review of the Self-Insured Workers' Compensation Program

*Outstanding Liabilities as of June 30, 2026  
Forecast for Program Year 2026-27*

*Presented to*  
**Schools Insurance Authority**

March 4, 2026 - DRAFT

DRAFT

**Schools Insurance Authority  
Workers' Compensation Actuarial Study****EXECUTIVE SUMMARY****Net Claim Liabilities**

The following table presents our conclusions regarding the Authority's net claim liabilities.

Loss & LAE Claim Liabilities  
As of June 30, 2026, Net of Reinsurance

Dollars (\$000s)	Expected <sup>1</sup>	Confidence Level					
		70%	75%	80%	85%	90%	95%
Loss & ALAE	\$38,073	\$41,119	\$42,299	\$43,708	\$45,383	\$47,591	\$51,170
Claims Admin. (ULAE)	<u>2,538</u>	<u>2,741</u>	<u>2,819</u>	<u>2,913</u>	<u>3,025</u>	<u>3,172</u>	<u>3,411</u>
<b>Total Loss &amp; LAE</b>	<b>\$40,611</b>	<b>\$43,860</b>	<b>\$45,118</b>	<b>\$46,621</b>	<b>\$48,408</b>	<b>\$50,763</b>	<b>\$54,581</b>
NPV Adjustment <sup>2</sup>	(947)	(1,023)	(1,051)	(1,087)	(1,129)	(1,183)	(1,272)
<b>Discounted Loss &amp; LAE</b>	<b>\$39,664</b>	<b>\$42,837</b>	<b>\$44,067</b>	<b>\$45,534</b>	<b>\$47,279</b>	<b>\$49,580</b>	<b>\$53,309</b>
Short Term <sup>3</sup>	\$9,683	\$10,458	\$10,758	\$11,116	\$11,542	\$12,104	\$13,014
Long Term <sup>3</sup>	29,981	32,379	33,309	34,418	35,737	37,476	40,295

<sup>1</sup> Expected values represent the "best actuarial" or "central" estimate.

<sup>2</sup> Net present value is based on an annual discount rate of 0.5% and assumes that invested assets are equal to the recommended discounted reserve level.

<sup>3</sup> Short-term liabilities are projected to be paid within 12 months of the accounting date. Long-term liabilities are projected to be paid after 12 months.

Per California Association of Joint Powers Authorities (CAJPA) accreditation requirements, our 98% confidence level estimate of undiscounted outstanding liabilities is \$60,837,000.

We generally recommend that risk pools maintain funding at no less than the 90% confidence level. However, we understand that each entity is unique, and that proper funding levels can vary based on issues such as the organization's risk tolerance, financial circumstances, and priorities. Discounted recommendation assumes that all earnings on the assets invested (which are equal to the recommended discounted reserve level) will accrue to the program. The discount for future earnings should only be reflected, however, when the total indicated funds are available for investment and are expected to earn the indicated yield rate until all claims are closed.

**Statement of Compliance with GASB #10**

The outstanding liabilities presented in this section that include claims administration costs comply with the requirements promulgated by GASB #10.

**Schools Insurance Authority**  
**Workers' Compensation Actuarial Study**

## Funding Projections

The following table presents our estimates of ultimate costs for the next program year.

Projected Ultimate Costs  
Fiscal Year 2026-27, SIR of \$1,500,000

Dollars (\$000s)	Expected <sup>1</sup>	← Confidence Level →				
		70%	75%	80%	85%	90%
Loss & ALAE	<b>\$18,216</b>	<b>\$20,074</b>	<b>\$20,748</b>	<b>\$21,568</b>	<b>\$22,570</b>	<b>\$23,954</b>
NPV Adjustment <sup>2</sup>	(364)	(401)	(415)	(431)	(451)	(479)
<b>Discounted Loss &amp; ALAE</b>	<b>\$17,852</b>	<b>\$19,673</b>	<b>\$20,333</b>	<b>\$21,137</b>	<b>\$22,119</b>	<b>\$23,475</b>
Total Funding Rate <sup>3</sup>	\$0.828	\$0.913	\$0.943	\$0.980	\$1.026	\$1.089

<sup>1</sup> Expected values represent the "best actuarial" or "central" estimate.

<sup>2</sup> Net present value is based on an annual discount rate of 0.5% and assumes that invested funding is equal to the recommended funding level and is invested at the beginning of the fiscal year.

<sup>3</sup> Rate is per \$100 of payroll.



# SCHOOLS INSURANCE AUTHORITY

## SUPPORTING DOCUMENTS FOR ITEM 8.I.

### EXECUTIVE COMMITTEE MEETING AGENDA ITEM

**SUBJECT:** SIA MEMORANDUM OF CYBER COVERAGE (MOCC) CHANGES

**ITEM NUMBER:** 5.F.

**REASON FOR CONSIDERATION:** ACTION

**DATE:** 5/14/2026

#### ***Background:***

We provide a Cyber Coverage Program (Program) to support members in cyber best practices and provide coverage for cyber exposures. The Program includes a self-insured retained layer and reinsurance historically purchased from AXA XL.

Annually staff reviews the MOCC to determine if there are any needed changes to the MOCC.

The member-staff Cyber Advisory Committee has met this year to continue to provide feedback and assist in charting a course for the Program. As part of this, they have assisted in planning & developing multiple trainings, as well as provided suggestions to support the member districts.

The Committee has identified a need for formal security risk assessments and penetration tests to help members identify and address more complex exposures and risks in their network and security infrastructure. This need is also supported in the data and security analysis as reported by Program CISO, Gustavo Mastroianni, to the Executive Committee at the November Executive Committee Strategic Planning Session.

Attached to this item is a red-lined version of the MOCC with recommended changes for the next program year:

- Clerical changes to update the coverage year
- Addition of new member Butte Schools Self-Funded Programs JPA with a 1-year introductory exemption from the required activities
- Nominal updates to the required activities to provide clarity regarding KYND services, employee training, and planning
- Update to the Required Activities to include a Risk Assessment and Penetration Test program.

#### ***Recommendation:***

Staff presented the recommended changes for Executive Committee consideration for the 2026/27 Program year at the April 9, 2026 meeting and is now asking the Executive Committee to approve the changes.

## MEMORANDUM OF CYBER COVERAGE (MOCC) DECLARATIONS

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**Item No. 1 Coverage Provider:**

Schools Insurance Authority

**Item No. 2 Named Covered Members:**

Named Covered Members as Per Endorsement 1 and Schools Insurance Authority.

**Item No. 3 Coverage Period:**

July 1, ~~2025-2026~~ (12:01 A.M. PST) to June 30, ~~2026~~2027

**Item No. 4 Coverage Limits:**

\$100,000 per occurrence / per Named Covered Member aggregate  
\$750,000 annual aggregate

**Item No. 5 Coverage Terms**

AXA XL Cyber Policy No. ~~MTP9035189-08~~ TBD

**Item No. 6 Member Deductible**

\$5,000 per occurrence, as amended by Endorsement 2

**Item No. 7 Notice of Circumstance and Claim Notifications:**

Director of Property and Liability Claims  
SCHOOLS INSURANCE AUTHORITY  
P.O. Box 276710  
Sacramento, CA 95827-6710  
[cyberclaims@sia-jpa.org](mailto:cyberclaims@sia-jpa.org)

## MEMORANDUM OF CYBER COVERAGE

---

This Memorandum of Cyber Coverage (MOCC) is entered into by Schools Insurance Authority (SIA), a public entity formed pursuant to California Government Code Sections 6500 et seq., and the Named Covered Members listed in Endorsement 1.

In consideration of the payment of the Cyber Contribution on behalf of each Named Covered Member, coverage is provided for claims against the Named Covered Member to which this MOCC and its Endorsements apply. As a condition precedent to any existing or continuing right to coverage, each Named Covered Member seeking benefits under this MOCC must timely and fully comply with all terms and conditions of this MOCC and the AXA XL Cyber Risk Connect Policy No. [MTP9035189-08](#){TBD}.

This MOCC does not provide insurance but instead provides for pooled self-insurance pursuant to California Government Code section 990.8. This MOCC is a negotiated agreement among the members of SIA and none of the parties to the MOCC is entitled to rely on any contract interpretation principles that require interpretation of ambiguous language against the drafter of such agreement. This MOCC shall be applied according to the principles of contract law, giving full effect to the intent of the members of SIA, acting through the Board of Directors in adopting this MOCC.

### **I. COVERAGE AGREEMENT**

Cyber coverage is provided according to terms, conditions, definitions and exclusions contained within the Cyber Policy or Policies referenced in Item No. 5 of the Declarations except as otherwise provided in this MOCC.

### **II. LIMITS OF LIABILITY**

This MOCC is subject to a per Named Covered Member aggregate and program aggregate specified in Item No. 4 of the Declarations. This MOCC may contain sublimits applicable to specific locations, specific coverages, or specific causes of loss. Such limits shall be the total payable as a result of a single occurrence (or an annual aggregate of certain occurrences where so specified) and neither this MOCC limit nor any sublimits shall be increased by the application of one or more AXA XL Cyber Policy sublimits.

### **III. RETENTIONS AND DEDUCTIBLES**

The Named Covered Member is obligated to pay the member deductible arising from a loss. SIA's retention shall be reduced by the member deductible. Deductibles for Specific Perils and Coverages are detailed in the AXA XL Cyber Policy. If two or more retention amounts apply for a single occurrence, the total to be deducted shall not exceed the largest per occurrence retention amount applicable. The deductible and retention amounts set forth apply per occurrence unless indicated otherwise.

### **IV. CONDITIONS PRECEDENT**

As a condition precedent to any existing or continuing right to coverage, each Named Covered Member seeking benefits under this MOCC must timely and fully comply with all terms and conditions of this MOCC.

### **V. LOSSES EXCLUDED**

This MOCC does not cover loss or damage excluded under the terms of the AXA XL Cyber Policy.

### **VI. SERVICE PROVIDERS**

In the event of a Claim or Circumstance, SIA retains authority to approve service providers for a covered loss including but not limited to: Legal Counsel, Computer Forensics, Notification Services, Credit and ID Monitoring, Crisis Management, Public Relations, and Call Center Operations.

See the Breach Response Vendor Panel List in the AXA XL Cyber Policy for currently approved vendors. SIA may designate other providers upon approval of AXA XL.

**VII. OTHER INSURANCE**

SIA shall not be liable for loss if, at the time of loss there is any other insurance that would attach if this coverage had not been in effect, except that this coverage shall apply only as excess and in no event as contributing coverage, and then only after all other insurance has been exhausted.

**VIII. NOTICE OF CIRCUMSTANCE**

Pursuant to the Notice provision of the AXA XL Cyber Policy, the Named Covered Members shall report any circumstance the Named Covered Member becomes aware of that may reasonably be expected to be the basis of a claim being made against the Named Covered Member. A Notice of Circumstance shall also be reported to SIA as provided in Item No. 7 of the Declarations of this MOCC.

**IX. NOTICE OF CLAIM**

Pursuant to the Notice provision of the AXA XL Cyber Policy, the Named Covered Members shall report any claim first made against a Named Covered Member and any first party incident, as defined in the AXA XL Cyber Policy. A claim or first party incident shall also be reported to SIA as provided in Item No. 7 of the Declarations of this MOCC.

**X. CONFORMANCE**

The terms of this MOCC that conflict with the applicable statutes of the state wherein this MOCC applies, are hereby amended to conform to such statutes.

**XI. SUBROGATION**

In the event of any payment under this MOCC, SIA shall be subrogated to all the member's rights of recovery therefor against any person or organization, and the Named Covered Member shall execute and deliver instruments and papers and do whatever else is necessary to secure such rights. The Named Covered Member shall do nothing after loss to prejudice such rights.

## ENDORSEMENT 1

### DESIGNATION OF NAMED COVERED MEMBERS

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#### NAMED COVERED MEMBERS

Aroche Union School District  
Atwater Elementary School District  
Buckeye Union Elementary School District  
    Buckeye Union Mandarin Immersion Charter  
    Charter Montessori Valley View Campus  
[\[Butte School Self-Funded Programs JPA\]](#)  
Camino Union Elementary School District  
    Camino Polytechnic  
Center Joint Unified School District  
El Dorado County Office of Education  
    Charter Alternative Program (CAP)  
    Charter Home Study Academy John Adams Academy - El Dorado Hills  
    Rite of Passage  
El Dorado Union High School District  
    EDUHSD Virtual Academy at Shenandoah (Pacific Crest Academy)  
Elk Grove Unified School District  
    Elk Grove Charter  
    SAVA-Sacramento Academic & Vocational Academy  
Elverta Joint School District  
Folsom Cordova Unified School District  
    Folsom Cordova K-8 Community Charter  
Galt Joint Union Elementary School District  
Galt Joint Union High School District  
Gold Oak Union School District  
Gold Trail Union School District  
Hayward Unified School District  
Indian Diggings School District  
Latrobe School District  
Manzanita Elementary School District  
Merced City School District  
Mother Lode Union School District  
Natomas Unified School District  
    Leroy Greene Academy  
    Natomas Pacific Pathways Prep  
    Natomas Pacific Pathways Prep Elementary  
    Natomas Pacific Pathways Prep Middle  
    Westlake Charter  
Natomas Charter  
Oroville City Elementary School District  
Oroville Union High School District  
Palermo Union Elementary School District  
Paradise Unified School District  
Pioneer Union School District  
Placerville Union School District  
Pollock Pines Elementary School District  
Rescue Union School District  
River Delta Unified School District

Robla Elementary School District  
Marconi Learning Academy  
Paseo Grande Charter

Sacramento City Unified School District  
Aspire Capitol Heights Academy  
Bowling Green Elementary  
California Montessori Project - Capitol Campus  
Capitol Collegiate Academy  
George Washington Carver School of Arts and Science  
Growth Public  
New Joseph Bonnheim (NJB) Community Charter  
Sacramento New Technology Early College High Sacramento Charter High  
SAVA-Sacramento Academic & Vocational Academy-SCUSD  
Sol Aureus College Preparatory  
St. HOPE Public School 7  
The Language Academy of Sacramento  
The MET  
Yav Pem Suab Academy - Preparing for the Future Charter

Sacramento County Office of Education  
American River Collegiate Academy  
Fortune

San Juan Unified School District  
San Juan Choices Charter

Silver Fork School District

Twin Rivers Unified School District  
Community Collaborative Charter  
Community Outreach Academy  
Creative Connections Arts Academy  
Futures High  
Gateway Community Charters  
Higher Learning Academy  
SAVA: Sacramento Academic and Vocational Academy  
Smythe Academy of Arts and Sciences  
Westside Preparatory Charter

Visions In Education  
Visions In Education

Woodland Joint Unified School District  
Science & Technology Academy at Knights Landing

## ENDORSEMENT 2

### CYBER PROGRAM REQUIRED ACTIVITIES

With the exception of [Butte Schools Self-Funded Programs JPA and the charter schools identified in Endorsement 1 that do not have JPA agreements directly with Schools Insurance Authority](#), ~~Manzanita Elementary School District, Oroville City Elementary School District, Oroville Union High School District, Palermo Union Elementary School District, Paradise Unified School District,~~ each Named Covered Member shall complete the following Required Activities:

1. Member Training - attendance in annual SIA sponsored Cyber Risk Mitigation & Best Practices Training(s)
2. Cyber Application - completion of Cyber Application by approved deadline.
3. Risk Mitigation & Security Readiness
  - a. Participate in "KYND On", or similar monitoring services and address identified deficiencies
  - b. Participate in KYND cyber application and risk mitigation [webinars services](#) ~~(consultative phone call or others which may be provided)~~
  - c. [Provide annual training for all Employee employees training](#) on cyber security practices
  - d. Implement security practices, including:
    - i. Multi-factor authentication;
    - ii. End-point protection including Managed Detection and Response;
    - iii. Immutable back-ups implemented and tested;
    - iv. Planning, including development of a Cyber Incident Response Plan [and Disaster Recovery Plan](#); and
    - v. Patch Management and Maintenance - apply patches and maintain hardware and software to most current and/or still supported versions.
4. SIA Cyber Security Survey - ~~to~~ participate in SIA [provided Risk Assessment and Penetration Test program consultation/survey of cyber risk mitigation and security practices and needs to be conducted by SIA/Pool CISO.](#)

With the exception of [Butte Schools Self-Funded Programs and the charter schools identified in Endorsement 1 that do not have JPA agreements directly with Schools Insurance Authority](#), ~~Manzanita Elementary School District, Oroville City Elementary School District, Oroville Union High School District, Palermo Union Elementary School District, Paradise Unified School District,~~ if the Required Activities outlined above have not been completed, and the member experiences a claim requiring the expenditure of pool funds, the following shall apply:

1. An Increased Member Deductible outlined in Item No. 6 of the Declarations to \$25,000 (districts with enrollment of 10,000 or less) or \$50,000 (districts with more than 10,000 enrollment) in the event of a cyber incident; and
2. Application of a 25% coinsurance obligation to cyber extortion (i.e. ransomware) claims up to Coverage Limit in Item No. 4 of the Declarations



# SCHOOLS INSURANCE AUTHORITY

## FULL BOARD OF DIRECTORS MEETING AGENDA ITEM

**SUBJECT:** SIA FINANCIAL REPORT – MARCH 31, 2026

**ITEM NUMBER:** 9.A.

**REASON FOR CONSIDERATION:** INFORMATION

**DATE:** 6/17/2026

SIA's unaudited financial statements for the period ending March 31, 2026, are attached for your information and review. The statements have been prepared based on transactions incurred thus far into the fiscal year. Summary financial highlights include:

- ❖ SIA has a cash balance of \$63.1M, investments total \$211.1M, total assets of \$332.1M (up \$37.7M from Mar. last year).
- ❖ Total Liabilities are \$179.2M (up \$18.9M over Mar. last year). Discounted claim liabilities (discount rate of 0.5%) are comprised of reported claims, future claim development & non-reported claims (IBNR), and a provision for future administration costs (ULAE), and are recorded as follows:

	Property	Liability	Cyber	Workers' Compensation	Dental	Vision	TOTAL
Claims payable	\$ 1,988,684	\$ 27,580,414	\$ 58,055	\$ 33,168,593	\$ -	\$ -	\$ 62,795,745
ULAE	189,932	2,847,156	-	4,879,204	-	-	7,916,292
IBNR	1,477,165	9,100,361	-	38,970,648	578,000	134,000	50,260,174
<b>TOTAL (by program)</b>	<b>\$ 3,655,781</b>	<b>\$ 39,527,931</b>	<b>\$ 58,055</b>	<b>\$ 77,018,445</b>	<b>\$ 578,000</b>	<b>\$ 134,000</b>	<b>\$ 120,972,211</b>
Prior Year Total	2,637,360	40,286,978	195,044	69,939,588	578,000	134,000	113,770,970
<b>Net Change</b>	<b>1,018,421</b>	<b>(759,048)</b>	<b>(136,989)</b>	<b>7,078,857</b>	<b>-</b>	<b>-</b>	<b>7,201,241</b>

- ❖ The financial reports do not reflect the year-end claim liabilities adjustments that result from actuarial re-estimations of ultimate claim losses and revisions based on actuarial discounting. These adjustments are reflected in the year-end, June 30, financial reports.
- ❖ The Liability program is seeing claims development greater than actuarial projections of around \$943K.
- ❖ 3<sup>rd</sup> Quarter operations, Mar. 31: Member contributions of \$93.0M and Operating Expenses of \$78.8M, yielding an operating gain of \$14.3M.
- ❖ Non-Operating results include combined investment income of \$9.9M for the year.
- ❖ As of the end of the 3<sup>rd</sup> quarter, SIA is reporting an increase in net position of \$19.4M and ending net position of \$156.0M.

	Operations	Property	Liability	Cyber	Workers' Compensation	Dental	Vision	Central	TOTAL
Operating Gain (Loss)	\$(6,565,500)	\$1,546,109	\$ 2,995,340	\$ 689,963	\$ 15,500,117	\$ (2,863)	\$ 153,865	\$ -	\$ 14,317,031
Non-Operation Gain (Loss)	6,815,567	(361,181)	(515,325)	-	(6,886,222)	59,840	24,186	5,942,758	5,079,623
<b>TOTAL Increase (Decrease)</b>									
<b>Net Position</b>	<b>\$ 250,067</b>	<b>\$1,184,928</b>	<b>\$ 2,480,015</b>	<b>\$ 689,963</b>	<b>\$ 8,613,895</b>	<b>\$ 56,978</b>	<b>\$ 178,050</b>	<b>\$ 5,942,758</b>	<b>\$ 19,396,654</b>
<b>Total Net Position</b>	<b>\$ 6,258,912</b>	<b>\$8,437,430</b>	<b>\$13,877,037</b>	<b>\$ 1,139,135</b>	<b>\$ 94,026,711</b>	<b>\$ 5,093,441</b>	<b>\$ 2,075,018</b>	<b>\$25,048,686</b>	<b>\$ 155,956,370</b>

# SCHOOLS INSURANCE AUTHORITY



**March 31, 2026**  
**Financial Statements**

**SCHOOLS INSURANCE AUTHORITY**  
**COMBINING STATEMENT OF NET POSITION**  
**MARCH 31, 2026**

	<b>OPERATIONS</b>	<b>PROPERTY LIABILITY &amp; CYBER PROGRAMS</b>	<b>WORKER'S COMPENSATION PROGRAMS</b>	<b>BENEFITS PROGRAMS</b>	<b>CENTRAL</b>	<b>TOTAL</b>
<b>ASSETS</b>						
<b>CURRENT ASSETS:</b>						
Cash and cash equivalents	\$ 2,004,698	\$ 14,402,017	\$ 33,960,055	\$ 6,905,586	\$ 5,780,689	\$ 63,053,045
Restricted cash held in trust from others	-	14,245,673	1,350,485	-	-	15,596,158
Investments	21,338	95,000	324,000	-	23,000	463,338
<b>Accounts Receivable:</b>						
Members	212,375	5,191,540	10,291,281	122,572	-	15,817,768
Excess insurance recoverable	-	10,915,304	111,766	-	-	11,027,070
Interest	4,752	53,647	310,693	14,102	-	383,193
Prepaid expenses	990	5,246,129	449,506	-	-	5,696,625
<b>TOTAL CURRENT ASSETS</b>	<b>2,244,152</b>	<b>50,149,310</b>	<b>46,797,786</b>	<b>7,042,260</b>	<b>5,803,689</b>	<b>112,037,197</b>
<b>NONCURRENT ASSETS:</b>						
Investments	1,460,138	43,165,000	145,780,000	1,000,000	19,244,997	210,650,135
Lease Receivable	1,059,060	-	-	-	-	1,059,060
Loan Receivable	18,896	-	-	-	-	18,896
Inter-program loans	-	-	-	-	-	-
Premises and equipment, net	5,738,803	-	-	-	-	5,738,803
SBITA, net	2,426,375	145,922	35,993	-	-	2,608,291
<b>TOTAL ASSETS</b>	<b>12,947,425</b>	<b>93,460,232</b>	<b>192,613,778</b>	<b>8,042,260</b>	<b>25,048,686</b>	<b>332,112,381</b>
<b>DEFERRED OUTFLOWS OF RESOURCES</b>	<b>1,476,459</b>	<b>329,822</b>	<b>2,775,551</b>	<b>17,651</b>	<b>-</b>	<b>4,599,483</b>
<b>LIABILITIES</b>						
<b>CURRENT LIABILITIES:</b>						
Accounts payable	1,042,364	2,452,211	697,397	126,018	-	4,317,990
Accrued vacation	834,390	162,578	1,238,793	13,646	-	2,249,407
Deferred income	-	9,411,492	14,774,511	-	-	24,186,003
Payables due to others	-	14,245,673	1,350,485	-	-	15,596,158
SBITA	1,906,266	79,248	26,353	-	-	2,011,867
Current portion of unpaid claims and claim adjustment expense	-	8,509,000	18,433,000	712,000	-	27,654,000
<b>TOTAL CURRENT LIABILITIES</b>	<b>3,783,020</b>	<b>34,860,202</b>	<b>36,520,539</b>	<b>851,664</b>	<b>-</b>	<b>76,015,425</b>
<b>NONCURRENT LIABILITIES:</b>						
Net pension liability	3,152,823	704,301	5,926,892	37,691	-	9,821,707
SELF assessment	-	-	-	-	-	-
Unpaid claims and claims adjustment expense	-	34,732,767	58,585,445	-	-	93,318,211
<b>TOTAL NONCURRENT LIABILITIES</b>	<b>3,152,823</b>	<b>35,437,068</b>	<b>64,512,337</b>	<b>37,691</b>	<b>-</b>	<b>103,139,918</b>
<b>TOTAL LIABILITIES</b>	<b>6,935,843</b>	<b>70,297,270</b>	<b>101,032,876</b>	<b>889,355</b>	<b>0</b>	<b>179,155,343</b>
<b>DEFERRED INFLOWS OF RESOURCES</b>	<b>1,229,128</b>	<b>39,183</b>	<b>329,743</b>	<b>2,097</b>	<b>-</b>	<b>1,600,151</b>
<b>NET POSITION:</b>						
Net investment in capital assets	5,738,803	-	-	-	-	5,738,803
Net investment in intangible assets	520,109	66,674	9,640	-	-	596,423
Net position	0	23,386,927	94,017,071	7,168,459	25,048,686	149,621,143
<b>TOTAL NET POSITION</b>	<b>\$ 6,258,912</b>	<b>\$ 23,453,601</b>	<b>\$ 94,026,711</b>	<b>\$ 7,168,459</b>	<b>\$ 25,048,686</b>	<b>\$ 155,956,370</b>

**SCHOOLS INSURANCE AUTHORITY  
COMBINING STATEMENT OF REVENUES, EXPENSES AND  
CHANGES IN NET POSITION  
FOR THE NINE MONTHS ENDED MARCH 31, 2026**

	<b>GENERAL &amp; ADMIN.</b>	<b>PROPERTY LIABILITY &amp; CYBER PROGRAMS</b>	<b>WORKER'S COMPENSATION PROGRAMS</b>	<b>BENEFITS PROGRAMS</b>	<b>CENTRAL</b>	<b>TOTAL</b>
<b>OPERATING REVENUES:</b>						
Member contributions	\$ -	\$ 32,995,475	\$ 49,386,261	\$ 10,649,699	\$ -	\$ 93,031,434
Other income	134,950	-	-	-	-	134,950
<b>TOTAL OPERATING REVENUES</b>	<b>134,950</b>	<b>32,995,475</b>	<b>49,386,261</b>	<b>10,649,699</b>	<b>-</b>	<b>93,166,384</b>
<b>EXPENSES:</b>						
Provision for claims and claim adjustment expenses	-	11,037,800	24,198,163	9,740,159	-	44,976,122
Insurance premiums	-	15,571,654	1,832,329	-	-	17,403,983
Program services	-	61,406	122,813	693,571	-	877,790
General & administrative expenses	6,700,450	1,093,203	7,732,840	64,966	-	15,591,458
<b>TOTAL OPERATING EXPENSES</b>	<b>6,700,450</b>	<b>27,764,063</b>	<b>33,886,144</b>	<b>10,498,697</b>	<b>-</b>	<b>78,849,353</b>
<b>OPERATING GAIN (LOSS)</b>	<b>(6,565,500)</b>	<b>5,231,412</b>	<b>15,500,117</b>	<b>151,002</b>	<b>-</b>	<b>14,317,031</b>
<b>NON-OPERATING REVENUES (EXPENSES):</b>						
Investment income	48,531	803,493	2,915,110	144,026	5,942,758	9,853,918
Interfund transfers	6,780,332	(1,680,000)	(5,040,332)	(60,000)	-	0
Dividend	-	-	(4,761,000)	-	-	(4,761,000)
Leasehold income (expense)	(13,295)	-	-	-	-	(13,295)
<b>INCREASE (DECREASE) IN NET POSITION</b>	<b>250,067</b>	<b>4,354,905</b>	<b>8,613,895</b>	<b>235,028</b>	<b>5,942,758</b>	<b>19,396,654</b>
<b>NET POSITION, BEGINNING OF YEAR</b>	<b>6,008,845</b>	<b>19,098,696</b>	<b>85,412,816</b>	<b>6,933,431</b>	<b>19,105,927</b>	<b>136,559,716</b>
<b>NET POSITION, END OF YEAR</b>	<b>\$ 6,258,912</b>	<b>\$ 23,453,601</b>	<b>\$ 94,026,711</b>	<b>\$ 7,168,459</b>	<b>\$ 25,048,686</b>	<b>\$ 155,956,370</b>

**SCHOOLS INSURANCE AUTHORITY  
OPERATIONS FUND  
COMBINING STATEMENT OF NET POSITION  
MARCH 31, 2026**

	<b>OPERATIONS</b>
<b>ASSETS</b>	
CURRENT ASSETS:	
Cash and cash equivalents	\$ 2,004,698
Restricted cash held in trust from others	-
Investments	21,338
Accounts Receivable:	
Members	212,375
Excess insurance recoverable	-
Interest	4,752
Prepaid expenses	990
<b>TOTAL CURRENT ASSETS</b>	<b>2,244,152</b>
NONCURRENT ASSETS:	
Investments	1,460,138
Lease Receivable	1,059,060
Loan Receivable	18,896
Inter-program loans	-
Premises and equipment, net	5,738,803
SBITA, net	2,426,375
<b>TOTAL ASSETS</b>	<b>12,947,425</b>
<b>DEFERRED OUTFLOWS OF RESOURCES</b>	<b>1,476,459</b>
<b>LIABILITIES</b>	
CURRENT LIABILITIES:	
Accounts payable	1,042,364
Accrued vacation	834,390
Deferred Income	-
Payables due to others	-
SBITA	1,906,266
Current portion of unpaid claims and claim adjustment expense	-
<b>TOTAL CURRENT LIABILITIES</b>	<b>3,783,020</b>
NONCURRENT LIABILITIES:	
Net pension liability	3,152,823
Unpaid claim and claim adjustment expenses:	-
<b>TOTAL NONCURRENT LIABILITIES</b>	<b>3,152,823</b>
<b>TOTAL LIABILITIES</b>	<b>6,935,843</b>
<b>DEFERRED INFLOWS OF RESOURCES</b>	<b>1,229,128</b>
<b>NET POSITION:</b>	
Net investment in capital assets	5,738,803
Net investment in intangible assets	520,109
Net position	0
<b>TOTAL NET POSITION</b>	<b>\$ 6,258,912</b>

**SCHOOLS INSURANCE AUTHORITY  
OPERATIONS FUND  
STATEMENT OF REVENUES, EXPENSES AND CHANGES IN NET POSITION  
FOR THE NINE MONTHS ENDED MARCH 31, 2026**

	<u>OPERATIONS</u>	<u>BUDGET</u>	<u>VARIANCE</u>
<b>OPERATING REVENUES:</b>			
Member contributions	\$ -	\$ -	\$ -
Other income	134,950	142,000	(7,050)
<b>TOTAL OPERATING REVENUES</b>	<u>134,950</u>	<u>142,000</u>	<u>(7,050)</u>
<b>EXPENSES:</b>			
Provision for claims and claim adjustment expense	-	-	-
Insurance premiums	-	-	-
Program services	-	-	-
General & administrative expenses	6,700,450	9,481,800	(2,781,350)
<b>TOTAL OPERATING EXPENSES</b>	<u>6,700,450</u>	<u>9,481,800</u>	<u>(2,781,350)</u>
<b>OPERATING GAIN (LOSS)</b>	<u>(6,565,500)</u>	<u>(9,339,800)</u>	<u>2,774,300</u>
<b>NON-OPERATING REVENUES (EXPENSES):</b>			
Investment income	48,531	44,000	4,531
Interfund transfers	6,780,332	9,221,800	(2,441,468)
Leasehold income	(13,295)	15,000	(28,295)
<b>INCREASE (DECREASE) IN NET POSITION</b>	<u>250,067</u>	<u>(59,000)</u>	<u>309,067</u>
NET POSITION, BEGINNING OF YEAR:	<u>6,008,845</u>	<u>6,270,597</u>	<u>(261,752)</u>
<b>NET POSITION, END OF YEAR</b>	<u><u>\$ 6,258,912</u></u>	<u><u>\$ 6,211,597</u></u>	<u><u>\$ 47,315</u></u>

**SCHOOLS INSURANCE AUTHORITY  
DEDUCTIBLE FUND  
COMBINING STATEMENT OF NET POSITION  
MARCH 31, 2026**

	<u>PROPERTY</u>	<u>LIABILITY</u>	<u>CYBER</u>	<u>TOTAL</u>
<b>ASSETS</b>				
<b>CURRENT ASSETS:</b>				
Cash and cash equivalents	\$ 3,282,879	\$ 9,888,468	\$ 1,230,670	\$ 14,402,017
Restricted cash held in trust from others	14,245,673	-	-	\$ 14,245,673
Investments	24,000	71,000	-	95,000
Accounts Receivable:				
Members	1,250,806	3,772,859	167,875	5,191,540
Excess insurance recoverable	200,136	10,715,168	-	10,915,304
Interest	19,160	34,487	-	53,647
Prepaid expenses	2,121,129	3,059,720	65,279	5,246,129
<b>TOTAL CURRENT ASSETS</b>	<b>21,143,782</b>	<b>27,541,703</b>	<b>1,463,824</b>	<b>50,149,310</b>
<b>NONCURRENT ASSETS:</b>				
Investments	10,690,000	32,475,000	-	43,165,000
Inter-program loans	-	-	-	-
Premises and equipment, net	-	-	-	-
SBITA, net	-	-	145,922	145,922
<b>TOTAL ASSETS</b>	<b>31,833,782</b>	<b>60,016,703</b>	<b>1,609,747</b>	<b>93,460,232</b>
<b>DEFERRED OUTFLOWS OF RESOURCES</b>	<b>108,014</b>	<b>205,502</b>	<b>16,306</b>	<b>329,822</b>
<b>LIABILITIES</b>				
<b>CURRENT LIABILITIES:</b>				
Accounts payable	2,450,024	2,187	-	2,452,211
Accrued vacation	38,295	114,885	9,399	162,578
Deferred Income	2,871,109	6,236,925	303,458	9,411,492
Payables due to others	14,245,673	-	-	14,245,673
SBITA	-	-	79,248	79,248
Current portion of unpaid claims and claim adjustment expense	1,362,000	7,084,000	63,000	8,509,000
<b>TOTAL CURRENT LIABILITIES</b>	<b>20,967,101</b>	<b>13,437,996</b>	<b>455,105</b>	<b>34,860,202</b>
<b>NONCURRENT LIABILITIES:</b>				
Net pension liability	230,652	438,828	34,821	704,301
Unpaid claim and claim adjustment expenses:	2,293,781	32,443,931	(4,945)	34,732,767
<b>TOTAL NONCURRENT LIABILITIES</b>	<b>2,524,433</b>	<b>32,882,759</b>	<b>29,876</b>	<b>35,437,068</b>
<b>TOTAL LIABILITIES</b>	<b>23,491,534</b>	<b>46,320,755</b>	<b>484,981</b>	<b>70,297,270</b>
<b>DEFERRED INFLOWS OF RESOURCES</b>	<b>12,832</b>	<b>24,414</b>	<b>1,937</b>	<b>39,183</b>
<b>NET POSITION:</b>				
Net investment in capital assets	-	-	-	-
Net investment in intangible assets	-	-	66,674	66,674
Net position	8,437,430	13,877,037	1,072,461	23,386,927
<b>TOTAL NET POSITION</b>	<b>\$ 8,437,430</b>	<b>\$ 13,877,037</b>	<b>\$ 1,139,135</b>	<b>\$ 23,453,601</b>

**SCHOOLS INSURANCE AUTHORITY  
DEDUCTIBLE FUND  
STATEMENT OF REVENUES, EXPENSES AND CHANGES IN NET POSITION  
FOR THE NINE MONTHS ENDED MARCH 31, 2026**

	<u>PROPERTY</u>	<u>LIABILITY</u>	<u>CYBER</u>	<u>TOTAL</u>	<u>BUDGET</u>	<u>VARIANCE</u>
<b>OPERATING REVENUES:</b>						
Member contributions	\$ 9,901,772	\$ 22,183,329	\$ 910,373	\$ 32,995,475	\$ 43,993,863	\$ (10,998,389)
Other income	-	-	-	-	-	-
<b>TOTAL OPERATING REVENUES</b>	<u>9,901,772</u>	<u>22,183,329</u>	<u>910,373</u>	<u>32,995,475</u>	<u>43,993,863</u>	<u>(10,998,389)</u>
<b>EXPENSES:</b>						
Provision for claims and claim adjustment expense	1,674,521	9,494,252	(130,974)	11,037,800	15,011,082	(3,973,282)
Insurance premiums	6,363,388	9,012,428	195,838	15,571,654	19,738,500	(4,166,846)
Program services	-	61,406	-	61,406	249,000	(187,594)
General & administrative expenses	317,754	619,903	155,546	1,093,203	1,713,800	(620,597)
<b>TOTAL OPERATING EXPENSES</b>	<u>8,355,663</u>	<u>19,187,989</u>	<u>220,411</u>	<u>27,764,063</u>	<u>36,712,382</u>	<u>(8,948,319)</u>
<b>OPERATING GAIN (LOSS)</b>	<u>1,546,109</u>	<u>2,995,340</u>	<u>689,963</u>	<u>5,231,412</u>	<u>7,281,481</u>	<u>(2,050,069)</u>
<b>NON-OPERATING REVENUES (EXPENSES):</b>						
Investment income	198,819	604,675	-	803,493	493,000	310,493
Interfund transfers	(560,000)	(1,120,000)	-	(1,680,000)	(2,286,000)	606,000
Dividends	-	-	-	-	-	-
Leasehold income (expense)	-	-	-	-	-	-
<b>INCREASE (DECREASE) IN NET POSITION</b>	<u>1,184,928</u>	<u>2,480,015</u>	<u>689,963</u>	<u>4,354,905</u>	<u>5,488,481</u>	<u>(1,133,576)</u>
NET POSITION, BEGINNING OF YEAR:	<u>7,252,502</u>	<u>11,397,022</u>	<u>449,172</u>	<u>19,098,696</u>	<u>20,625,000</u>	<u>(1,526,304)</u>
<b>NET POSITION, END OF YEAR</b>	<u><u>\$ 8,437,430</u></u>	<u><u>\$ 13,877,037</u></u>	<u><u>\$ 1,139,135</u></u>	<u><u>\$ 23,453,601</u></u>	<u><u>\$ 26,113,481</u></u>	<u><u>\$ (2,659,880)</u></u>

**SCHOOLS INSURANCE AUTHORITY  
WORKERS' COMPENSATION FUND  
COMBINING STATEMENT OF NET POSITION  
MARCH 31, 2026**

	RISK POOL	LARGE MEMBER GROUP				TOTAL
		SCUSD	STSIG	EGUSD	SJUSD	
<b>ASSETS</b>						
CURRENT ASSETS:						
Cash and cash equivalents	\$ 21,234,144	\$ 5,030,849	\$ 2,649,150	\$ 1,724,003	\$ 3,321,909	\$ 33,960,055
Restricted cash held in trust from others	281,900	336,492	139,663	451,133	141,297	1,350,485
Investments	149,000	51,000	41,000	59,000	24,000	324,000
Accounts Receivable:						
Members	279,281	3,424,000	1,448,000	5,140,000	-	10,291,281
Excess insurance recoverable	103,269	8,497	-	-	-	111,766
Interest	151,991	54,682	36,351	49,089	18,579	310,693
Prepaid expenses	238,238	53,941	35,961	71,921	49,446	449,506
<b>TOTAL CURRENT ASSETS</b>	<b>22,437,823</b>	<b>8,959,461</b>	<b>4,350,124</b>	<b>7,495,146</b>	<b>3,555,231</b>	<b>46,797,786</b>
NONCURRENT ASSETS:						
Investments	66,851,000	22,908,000	18,326,000	26,657,000	11,038,000	145,780,000
Inter-program loans	-	-	-	-	-	-
Premises and equipment, net	-	-	-	-	-	-
SBITA, net	35,993	-	-	-	-	35,993
<b>TOTAL ASSETS</b>	<b>89,324,816</b>	<b>31,867,461</b>	<b>22,676,124</b>	<b>34,152,146</b>	<b>14,593,231</b>	<b>192,613,778</b>
<b>DEFERRED OUTFLOWS OF RESOURCES</b>	<b>2,775,551</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2,775,551</b>
<b>LIABILITIES</b>						
CURRENT LIABILITIES:						
Accounts payable	317,020	62,240	55,345	172,890	89,903	697,397
Accrued vacation	1,228,477	-	-	10,316	-	1,238,793
Deferred Income	7,611,011	1,712,000	1,224,000	2,570,000	1,657,500	14,774,511
Payables due to others	281,900	336,492	139,663	451,133	141,297	1,350,485
SBITA	26,353	-	-	-	-	26,353
Current portion of unpaid claims and claim adjustment expense	9,378,000	2,092,000	1,406,000	3,549,000	2,008,000	18,433,000
<b>TOTAL CURRENT LIABILITIES</b>	<b>18,842,761</b>	<b>4,202,732</b>	<b>2,825,007</b>	<b>6,753,339</b>	<b>3,896,700</b>	<b>36,520,539</b>
NONCURRENT LIABILITIES:						
Net pension liability	5,926,892	-	-	-	-	5,926,892
SELF assessment	-	-	-	-	-	-
Unpaid claim and claim adjustment expenses:	26,594,655	6,080,236	4,639,257	13,227,784	8,043,513	58,585,445
<b>TOTAL NONCURRENT LIABILITIES</b>	<b>32,521,547</b>	<b>6,080,236</b>	<b>4,639,257</b>	<b>13,227,784</b>	<b>8,043,513</b>	<b>64,512,337</b>
<b>TOTAL LIABILITIES</b>	<b>51,364,308</b>	<b>10,282,968</b>	<b>7,464,264</b>	<b>19,981,123</b>	<b>11,940,212</b>	<b>101,032,876</b>
<b>DEFERRED INFLOWS OF RESOURCES</b>	<b>329,743</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>329,743</b>
<b>NET POSITION:</b>						
Net investment in capital assets	-	-	-	-	-	-
Net investment in intangible assets	9,640	-	-	-	-	9,640
Net position	40,396,676	21,584,493	15,211,860	14,171,023	2,653,019	94,017,071
<b>TOTAL NET POSITION</b>	<b>\$ 40,406,316</b>	<b>\$ 21,584,493</b>	<b>\$ 15,211,860</b>	<b>\$ 14,171,023</b>	<b>\$ 2,653,019</b>	<b>\$ 94,026,711</b>

**SCHOOLS INSURANCE AUTHORITY  
WORKERS' COMPENSATION FUND  
STATEMENT OF REVENUES, EXPENSES AND CHANGES IN NET POSITION  
FOR THE NINE MONTHS ENDED MARCH 31, 2026**

	LARGE MEMBER GROUP					TOTAL	BUDGET	VARIANCE
	RISK POOL	SCUSD	STSIG	EGUSD	SJUSD			
<b>OPERATING REVENUES:</b>								
Member contributions	\$ 25,202,851	\$ 6,762,285	\$ 4,023,292	\$ 8,076,707	\$ 5,321,126	\$ 49,386,261	\$ 58,415,000	\$ (9,028,739)
Other income	-	-	-	-	-	-	-	-
<b>TOTAL OPERATING REVENUES</b>	<b>25,202,851</b>	<b>6,762,285</b>	<b>4,023,292</b>	<b>8,076,707</b>	<b>5,321,126</b>	<b>49,386,261</b>	<b>58,415,000</b>	<b>(9,028,739)</b>
<b>EXPENSES:</b>								
Provision for claims and claim adjustment expense	11,048,783	2,501,465	1,995,046	5,391,384	3,261,484	24,198,163	32,257,000	(8,058,837)
Insurance premiums	934,737	213,813	158,719	323,504	201,556	1,832,329	2,501,000	(668,671)
Program services	65,091	14,738	9,825	19,650	13,509	122,813	194,000	(71,188)
General & administrative expenses	3,988,893	976,871	593,263	1,359,877	813,936	7,732,840	10,477,600	(2,744,760)
<b>TOTAL OPERATING EXPENSES</b>	<b>16,037,504</b>	<b>3,706,887</b>	<b>2,756,853</b>	<b>7,094,416</b>	<b>4,290,485</b>	<b>33,886,144</b>	<b>45,429,600</b>	<b>(11,543,456)</b>
<b>OPERATING GAIN (LOSS)</b>	<b>9,165,347</b>	<b>3,055,398</b>	<b>1,266,439</b>	<b>982,291</b>	<b>1,030,641</b>	<b>15,500,117</b>	<b>12,985,400</b>	<b>2,514,717</b>
<b>NON-OPERATING REVENUES (EXPENSES):</b>								
Investment income	1,342,991	456,623	364,680	531,366	219,449	2,915,110	2,800,000	115,110
Interfund transfers	(2,620,973)	(655,243)	(403,227)	(806,453)	(554,437)	(5,040,332)	(6,855,800)	1,815,468
Dividends	(3,243,781)	(727,500)	-	(313,469)	(476,250)	(4,761,000)	(6,348,000)	1,587,000
Leasehold income (expense)	-	-	-	-	-	-	-	-
<b>INCREASE (DECREASE) IN NET POSITION</b>	<b>4,643,585</b>	<b>2,129,278</b>	<b>1,227,893</b>	<b>393,735</b>	<b>219,404</b>	<b>8,613,895</b>	<b>2,581,600</b>	<b>6,032,295</b>
NET POSITION, BEGINNING OF YEAR:	35,762,731	19,455,215	13,983,967	13,777,288	2,433,615	85,412,816	86,345,000	(932,184)
<b>NET POSITION, END OF YEAR</b>	<b>\$ 40,406,316</b>	<b>\$ 21,584,493</b>	<b>\$ 15,211,860</b>	<b>\$ 14,171,023</b>	<b>\$ 2,653,019</b>	<b>\$ 94,026,711</b>	<b>\$ 88,926,600</b>	<b>\$ 5,100,111</b>

**SCHOOLS INSURANCE AUTHORITY  
BENEFITS FUND  
COMBINING STATEMENT OF NET POSITION  
MARCH 31, 2026**

	<u>DENTAL</u>	<u>VISION</u>	<u>TOTAL</u>
<b>ASSETS</b>			
CURRENT ASSETS:			
Cash and cash equivalents	\$ 4,791,397	\$ 2,114,190	\$ 6,905,586
Investments	-	-	-
Accounts Receivable:			
Members	20,111	102,461	122,572
Excess insurance recoverable	-	-	-
Interest	10,999	3,102	14,102
Prepaid expenses	-	-	-
TOTAL CURRENT ASSETS	<u>4,822,507</u>	<u>2,219,753</u>	<u>7,042,260</u>
NONCURRENT ASSETS:			
Investments	1,000,000	-	1,000,000
Inter-program loans	-	-	-
Premises and equipment, net	-	-	-
SBITS, net	-	-	-
<b>TOTAL ASSETS</b>	<u><b>5,822,507</b></u>	<u><b>2,219,753</b></u>	<u><b>8,042,260</b></u>
<b>DEFERRED OUTFLOWS OF RESOURCES</b>	<u><b>12,356</b></u>	<u><b>5,295</b></u>	<u><b>17,651</b></u>
<b>LIABILITIES</b>			
CURRENT LIABILITIES:			
Accounts payable	126,018	-	126,018
Accrued vacation	9,552	4,094	13,646
Deferred Income	-	-	-
SBITA	-	-	-
Current portion of unpaid claims and claim adjustment expense	578,000	134,000	712,000
TOTAL CURRENT LIABILITIES	<u>713,570</u>	<u>138,094</u>	<u>851,664</u>
NONCURRENT LIABILITIES:			
Net pension liability	26,384	11,307	37,691
SELF assessment	-	-	-
Unpaid claim and claim adjustment expenses:	-	-	-
TOTAL NONCURRENT LIABILITIES	<u>26,384</u>	<u>11,307</u>	<u>37,691</u>
<b>TOTAL LIABILITIES</b>	<u><b>739,954</b></u>	<u><b>149,401</b></u>	<u><b>889,355</b></u>
<b>DEFERRED INFLOWS OF RESOURCES</b>	<u><b>1,468</b></u>	<u><b>629</b></u>	<u><b>2,097</b></u>
<b>NET POSITION:</b>			
Net investment in capital assets	-	-	-
Net investment in intangible assets	-	-	-
Net position	5,093,441	2,075,018	7,168,459
<b>TOTAL NET POSITION</b>	<u><u><b>\$ 5,093,441</b></u></u>	<u><u><b>\$ 2,075,018</b></u></u>	<u><u><b>\$ 7,168,459</b></u></u>

**SCHOOLS INSURANCE AUTHORITY  
BENEFITS FUND  
STATEMENT OF REVENUES, EXPENSES AND CHANGES IN NET POSITION  
FOR THE NINE MONTHS ENDED MARCH 31, 2026**

	<u>DENTAL</u>	<u>VISION</u>	<u>TOTAL</u>	<u>BUDGET</u>	<u>VARIANCE</u>
<b>OPERATING REVENUES:</b>					
Member contributions	\$ 8,793,234	\$ 1,856,465	\$ 10,649,699	\$ 14,200,000	\$ (3,550,301)
Other income	-	-	-	-	-
<b>TOTAL OPERATING REVENUES</b>	<u>8,793,234</u>	<u>1,856,465</u>	<u>10,649,699</u>	<u>14,200,000</u>	<u>(3,550,301)</u>
<b>EXPENSES:</b>					
Provision for claims and claim adjustment expense	8,233,474	1,506,686	9,740,159	12,800,000	(3,059,841)
Insurance premiums	-	-	-	-	-
Program services	520,645	172,926	693,571	930,000	(236,429)
General & administrative expenses	41,977	22,989	64,966	72,300	(7,334)
<b>TOTAL OPERATING EXPENSES</b>	<u>8,796,096</u>	<u>1,702,600</u>	<u>10,498,697</u>	<u>13,802,300</u>	<u>(3,303,603)</u>
<b>OPERATING GAIN (LOSS)</b>	<u>(2,863)</u>	<u>153,865</u>	<u>151,002</u>	<u>397,700</u>	<u>(246,698)</u>
<b>NON-OPERATING REVENUES (EXPENSES):</b>					
Investment income	109,860	30,986	140,846	129,000	11,846
Interfund transfers	(52,500)	(7,500)	(60,000)	(80,000)	20,000
Gain (loss) from investment activities	2,480	700	3,180	-	3,180
Leasehold income (expense)	-	-	-	-	-
<b>INCREASE (DECREASE) IN NET POSITION</b>	<u>56,978</u>	<u>178,050</u>	<u>235,028</u>	<u>446,700</u>	<u>(211,672)</u>
<b>NET POSITION, BEGINNING OF YEAR:</b>	<u>5,036,463</u>	<u>1,896,968</u>	<u>6,933,431</u>	<u>6,967,000</u>	<u>(33,569)</u>
<b>NET POSITION, END OF YEAR</b>	<u>\$ 5,093,441</u>	<u>\$ 2,075,018</u>	<u>\$ 7,168,459</u>	<u>\$ 7,413,700</u>	<u>\$ (245,241)</u>



# SCHOOLS INSURANCE AUTHORITY

## **FULL BOARD OF DIRECTORS MEETING AGENDA ITEM**

**SUBJECT:** SIA CASH / INVESTMENT REPORT – MARCH 31, 2026

**ITEM NUMBER:** 9.B.

**REASON FOR  
CONSIDERATION:** INFORMATION

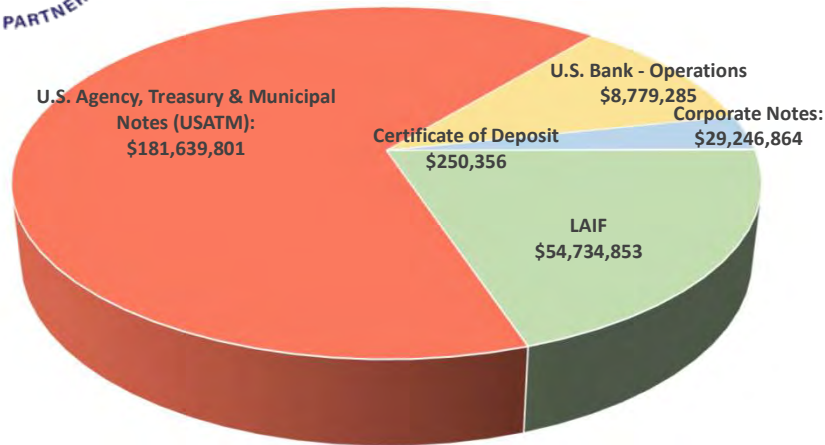
**DATE:** 6/17/2026

Attached to this item is the SIA Cash and Investment Report as of March 31, 2026.



# SCHOOLS INSURANCE AUTHORITY CASH and INVESTMENTS

Quarterly Review - March 31, 2026



INVESTMENT DESCRIPTION	% of portfolio	Market Value	Purchase Yield	Yield at market
<b>Cash:</b>				
U.S. Bank - Operations	3%	8,779,285	2.995	2.995
Certificate of Deposit	0%	250,356	2.000	2.000
State of California LAIF	20%	54,734,853	3.826	3.826
<b>Total Cash</b>	<b>23%</b>	<b>63,764,494</b>	<b>3.704</b>	<b>3.704</b>
<b>U.S. Agency, Treasury &amp; Municipal Notes (USATM):</b>				
U.S. Agency Notes	0%	0	0.000	0.000
U.S. Treasury Notes	0%	0	0.000	0.000
U.S. Agency Callable (discrete)	0%	0	0.000	0.000
Special Purpose	0%	0	0.000	0.000
Municipal	66%	181,639,801	6.283	6.355
U.S. Agency StepUp	0%	0	0.000	0.000
<b>Total USATM</b>	<b>66%</b>	<b>181,639,801</b>	<b>6.283</b>	<b>6.355</b>
<b>Corporate Notes:</b>				
Industrial	0%	0	0.000	0.000
Financial	11%	29,246,864	6.275	6.429
Banking	0%	0	0.000	0.000
Private Placement	0%	0	0.000	0.000
Utilities	0%	0	0.000	0.000
SNAT	0%	0	0.000	0.000
<b>Total Corporate Notes</b>	<b>11%</b>	<b>29,246,864</b>	<b>6.275</b>	<b>6.429</b>
<b>TOTAL PORTFOLIO</b>	<b>100%</b>	<b>274,651,159</b>	<b>5.684</b>	<b>5.747</b>

Attached are the schedules summarizing SIA's investments and transactions recommended by Hilltop Securities Inc. U.S. Bank prices all securities on a daily basis per vendor feeds from IDC and Bloomberg except in the case of its commercial paper. In the case of U.S. Bank commercial paper matrix pricing is used. This is not a feed from a vendor; rather, prices are calculated based on a formula, and are automatically updated in the U.S. Bank Trust System. Daily input of rates is completed using information from Bloomberg.

I certify that this report reflects all cash and investments and is in conformance with SIA's investment policy as approved by the Board of Directors on June 18, 2025. The investment program provides sufficient assets to meet expenditure requirements for the next six months.

Philip Brown  
CFO

Brooks Rice  
Executive Director

# California State Treasurer *Fiona Ma, CPA*



Local Agency Investment Fund  
P.O. Box 942809  
Sacramento, CA 94209-0001  
(916) 653-3001

April 01, 2026

[LAIF Home](#)  
[PMIA Average Monthly Yields](#)

## SCHOOLS INSURANCE AUTHORITY

DIRECTOR, FINANCE AND OPERATIONS  
9800 OLD PLACERVILLE ROAD  
SACRAMENTO, CA 95827

[Tran Type Definitions](#)

**Account Number:** 40-34-024

March 2026 Statement

### Account Summary

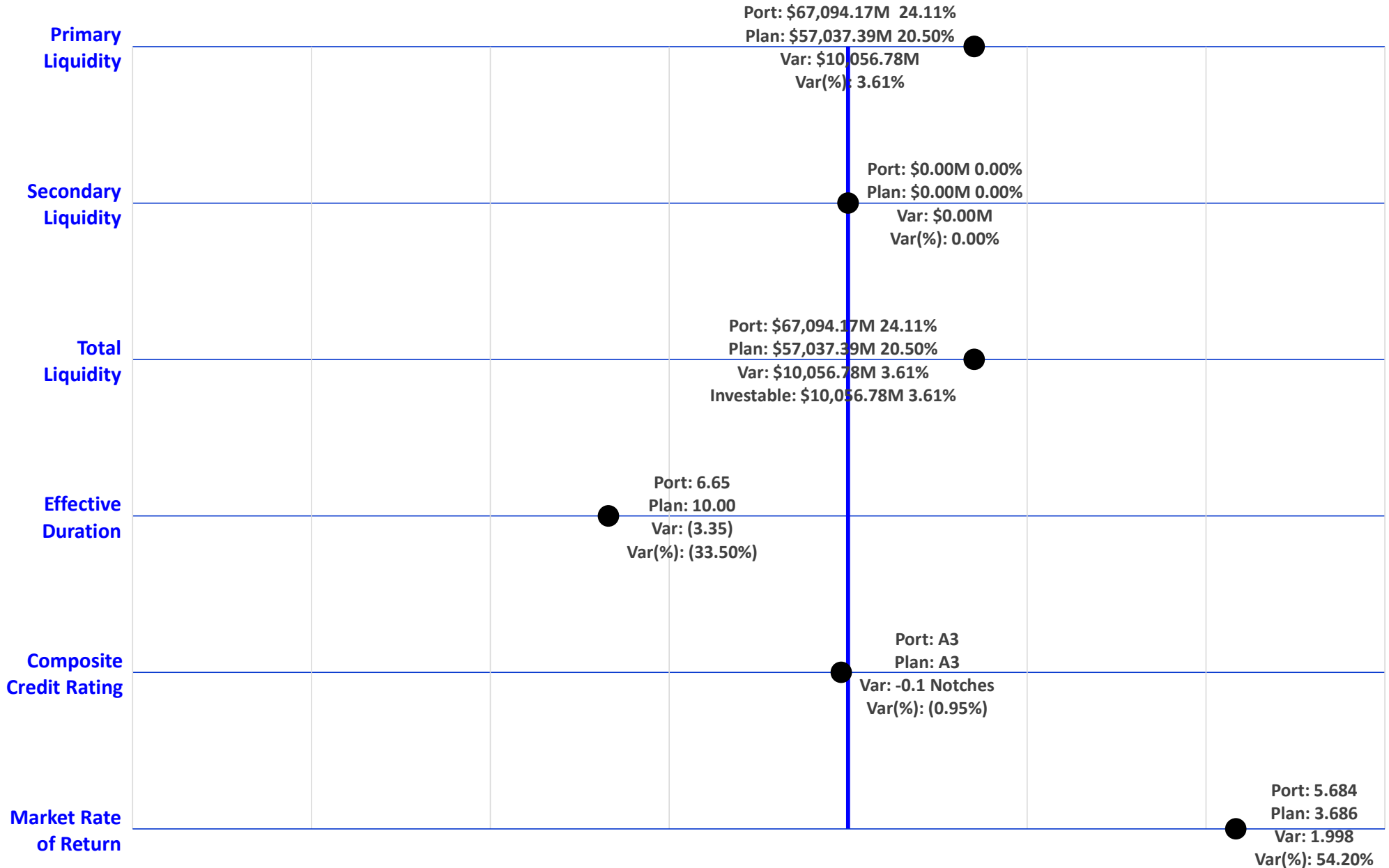
Total Deposit:	0.00	Beginning Balance:	54,734,853.08
Total Withdrawal:	0.00	Ending Balance:	54,734,853.08

## Suitability Benchmark Executive Summary: SIA-20260331 (03/31/26 Data)

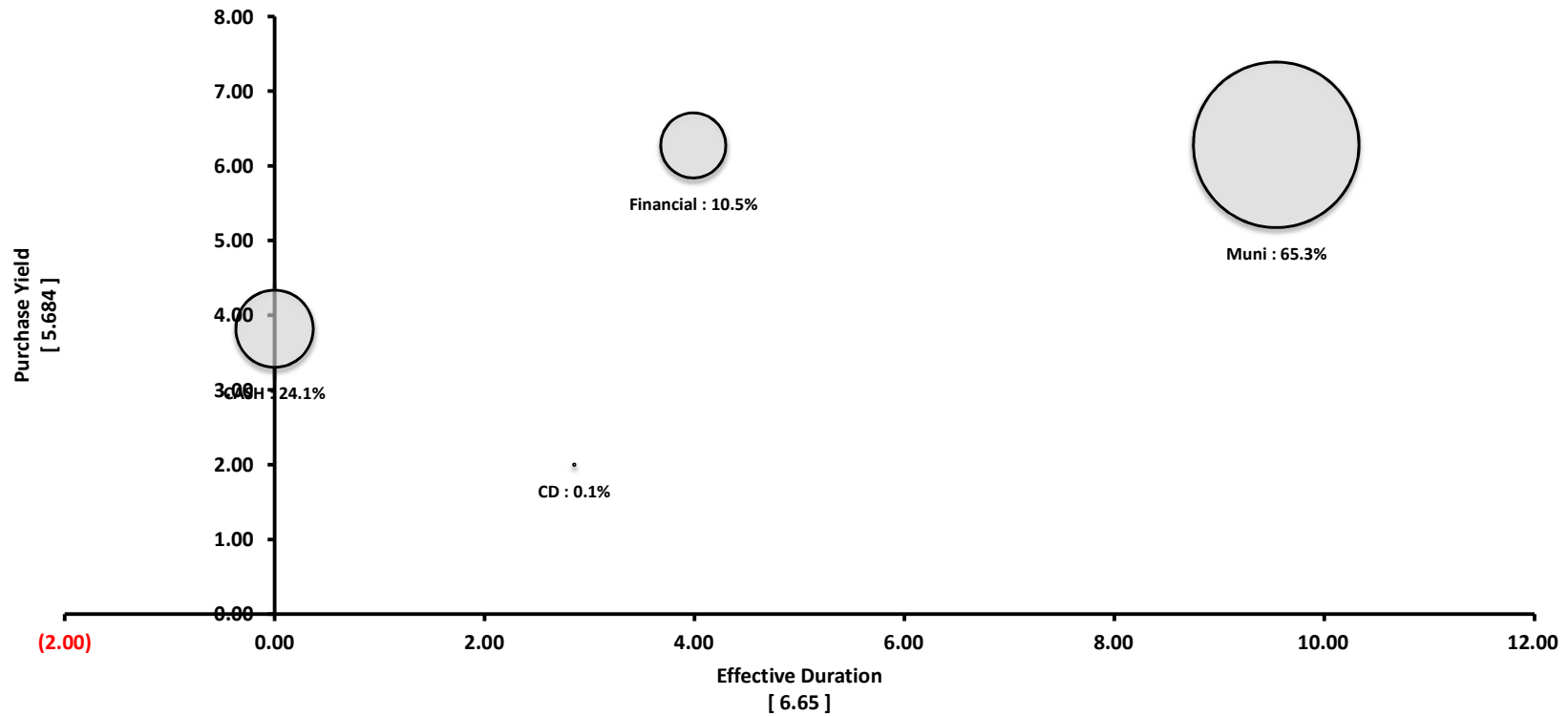
CASH: 24.11% | Tsy:0.00% | AgyBlt:0.00% | AgyStep:0.00% | AgyClbl:0.00% | Corp:10.51%

Par Amount (\$000): \$299,074.17 | Mkt Vlu (\$000): \$278,231.19 | Gain/Loss (\$000) Using Amort Cost: (\$3,945.71)

Years To Maturity: 14.29 | Modified Duration: 10.64 | Effective Duration: 6.65 | Effective Convexity: 0.65



SIA-20260331 (Using 03/31/26 Portfolio Data)  
Effective Duration versus Purchase Yield Where Bubble Size is MktWgtd Purchase Yield [ 5.684 ]  
Par Amount (\$000): 299,074.17 | Effective Duration: 6.65 | OAS: 177.10



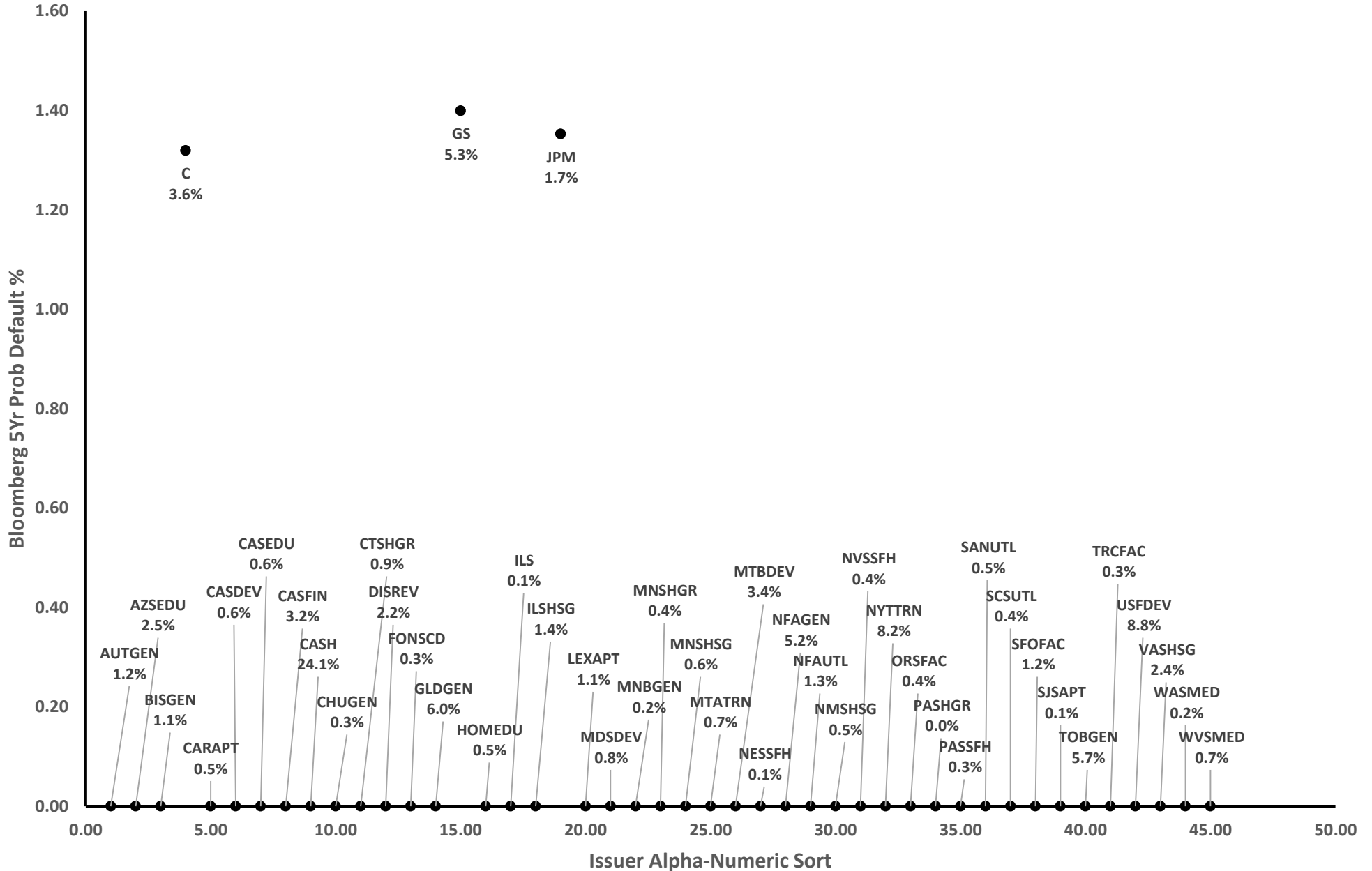
Portfolio: [SIA-20260331](#)

Bubble Description: [Sector & MktWgt](#)

Sector	Effective Duration [ 6.65 ]	Purchase Yield [ 5.684 ]	MktWgtd Purchase Yield [ 5.684 ]	% of Total Market Value 100.00%	Mkt Vlu (\$000) [ 278,231.191 ]	Gain/Loss (\$000) Using Amort Cost [ (3,945.71) ]	Yield To Convention [ 5.747 ]
CASH	0.000	3.820	0.921	24.115%	67,094.17	0.00	3.820
CD	2.855	2.000	0.002	0.09%	250.356	0.00	2.000
Agy StepUp				0.00%			
Agy Bullet				0.00%			
AgyClbl 1X				0.00%			
AgyClbl Discrete				0.00%			
AgyClbl Anytime				0.00%			
Industrial				0.00%			
Financial	3.988	6.275	0.660	10.512%	29,246.864	(104.936)	6.429
Bank				0.00%			
Private Placement				0.00%			
Special Purpose				0.00%			
SNAT				0.00%			
Muni	9.540	6.283	4.102	65.284%	181,639.801	(3,840.774)	6.355

The analysis is provided for informational purposes and the accuracy is not guaranteed. Market prices are indications only and subject to change. Market values include accrued interest.

Issuer Matrix for SIA-20260331 (Using 03/31/26 Data)  
Showing All Issuers  
Data Labels Showing Ticker & Portfolio %



The analysis is provided for informational purposes and the accuracy is not guaranteed. Market prices are indications only and subject to change. Market values include accrued interest.

# Issuer Matrix for SIA-20260331 (Using 03/31/26 Data)

**SIA-20260331**

**Portfolio/Subset:**

**All**

**Show Cash:**

**Yes**

Ticker	Par Amount (\$000)	% Portfolio	Effective Duration	Bloomberg 5Yr Prob Default %	Analyst % Buy Hold	Purchase Yield
AUTGEN	5,250.00	1.16	10.40	0.00	0.00	6.64
AZSEDU	9,335.00	2.48	10.40	0.00	0.00	6.46
BISGEN	3,000.00	1.08	9.76	0.00	0.00	5.35
C	10,500.00	3.63	4.35	1.32	96.30	6.15
CARAPT	1,750.00	0.54	11.07	0.00	0.00	5.60
CASDEV	2,000.00	0.59	8.66	0.00	0.00	5.52
CASEDU	2,000.00	0.62	7.45	0.00	0.00	6.22
CASFIN	10,000.00	3.25	3.46	0.00	0.00	6.51
CASH	67,094.17	24.11	0.00	0.00	0.00	3.82
CHUGEN	1,055.00	0.26	12.81	0.00	0.00	6.10
CTSHGR	3,480.00	0.88	14.75	0.00	0.00	5.76
DISREV	5,865.00	2.19	9.39	0.00	0.00	6.38
FONSCD	1,000.00	0.26	13.43	0.00	0.00	5.10
GLDGEN	21,175.00	6.02	10.93	0.00	0.00	5.59
GS	14,250.00	5.26	3.68	1.40	93.10	6.76
HOMEDU	2,000.00	0.51	12.72	0.00	0.00	6.04
ILS	140.00	0.05	6.03	0.00	0.00	6.02
ILSHSG	3,760.00	1.35	9.87	0.00	0.00	5.74
JPM	4,800.00	1.71	4.11	1.35	97.14	4.82
LEXAPT	2,950.00	1.10	9.64	0.00	0.00	5.30
MDSDEV	2,300.00	0.85	10.45	0.00	0.00	5.30
MNBGEN	755.00	0.21	11.79	0.00	0.00	4.65
MNSHGR	1,330.00	0.41	11.85	0.00	0.00	6.14
MNSHSG	1,700.00	0.63	9.77	0.00	0.00	5.72
MTATRN	1,725.00	0.70	8.60	0.00	0.00	5.81
MTBDEV	8,735.00	3.36	7.29	0.00	0.00	6.20
NESSFH	220.00	0.08	11.09	0.00	0.00	5.25
NFAGEN	17,705.00	5.22	6.96	0.00	0.00	6.39
NFAUTL	3,400.00	1.27	5.11	0.00	0.00	6.01

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# Issuer Matrix for SIA-20260331 (Using 03/31/26 Data)

SIA-20260331

Portfolio/Subset:

All

Show Cash:

Yes

Ticker	Par Amount (\$000)	% Portfolio	Effective Duration	Bloomberg 5Yr Prob Default %	Analyst % Buy Hold	Purchase Yield
NMSHSG	1,450.00	0.53	10.21	0.00	0.00	5.90
NVSSFH	1,250.00	0.43	11.03	0.00	0.00	5.38
NYTTRN	22,410.00	8.25	9.80	0.00	0.00	6.69
ORSFAC	1,960.00	0.45	8.98	0.00	0.00	6.94
PASHGR	30.00	0.01	7.02	0.00	0.00	6.64
PASSFH	750.00	0.26	8.78	0.00	0.00	5.25
SANUTL	1,500.00	0.47	12.11	0.00	0.00	4.59
SCSUTL	1,000.00	0.39	8.03	0.00	0.00	5.19
SFOFAC	3,250.00	1.20	9.10	0.00	0.00	5.29
SJSAPT	485.00	0.14	10.84	0.00	0.00	4.88
TOBGEN	20,480.00	5.74	11.78	0.00	0.00	5.91
TRCFAC	1,000.00	0.32	8.87	0.00	0.00	5.60
USFDEV	24,740.00	8.78	10.07	0.00	0.00	7.70
VASHSG	6,670.00	2.40	10.87	0.00	0.00	5.78
WASMED	565.00	0.16	12.94	0.00	0.00	6.10
WVSMED	2,260.00	0.68	12.05	0.00	0.00	6.35