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## **Board of Trustees Meeting of September 20, 2023 Executive Director Report**

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This school year is off to a great start. As of September 11, 2023, NJSIG employees have returned to the office pursuant to the second year of NJSIG' Remote Work Pilot Program, which was revised to include the following notable changes since last year:

- Addition of standards and criteria that managers will apply to each job position to determine the minimum number of in-office days required to ensure that NJSIG is operating optimally.
- Clarification that employees may be deemed ineligible to participate (or continue to participate) in remote work if, among other things, they have been assessed as “below expectations” in one or more categories in their most recent performance evaluation.
- Updated process for how employees may reapply to participate in remote work after being deemed ineligible to participate.
- Clarification to the paragraph on “dependent care.”

At the end of the second year of the pilot program – in September 2024 – we will assess whether partial remote work should be adopted as a long-term policy. To make that determination, we need to ensure that remote work is indistinguishable from office work. To that end, the managers of each department have started working with IT to develop automated productivity measures that can be easily pulled into reports to confirm that remote work does not have a negative effect on our productivity.

We met with Alliant, NJSIG's insurance broker, in August to review the 2023/2024 renewal and to meet with our new Alliant cyber team. The cyber team has some great ideas for trainings that we hope to roll out to our members soon. We are already preparing for the 2024/2025 property renewal as well. Alliant is finalizing dates for meetings with property reinsurers in London for the second week of December and mid-January with some additional reinsurers.

As you know, on June 19, 2023, the Department of Banking and Insurance approved our first return of member contributions of approximately \$2.6 million for the workers' compensation fund from the 2019/2020 fiscal year. The checks for these refunds went out to members in July.

NJSBA's South Jersey representative on NJSIG's Board of Trustees has been vacant since September 27, 2022. I reached out to Dr. Timothy Purnell, NJSBA's Executive Director, for a new nominee, and he has nominated Alix Silva, Board member of Vineland City Board of Education in Cumberland County. I invited Alix Silva to join us today to find out what NJSIG is all about.

Respectfully submitted,

Jill Deitch, Esq.  
Executive Director  
New Jersey Schools Insurance Group