



New Jersey Schools Insurance Group  
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## **Board of Trustees Meeting of October 14, 2020 Executive Director Report**

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The fall sub-fund meetings are off to a good start. Despite moving to a virtual platform, member attendance has been strong thus far due to timely relevant content related to the pandemic. NJSIG is striving to deliver meaningful presentations during these unprecedented times. We intend to seek QPA credits and focus on COVID-19 claims for future meetings as we believe this is most important to the members.

The letter to the NJ Department of Banking and Insurance (DOBI) to request permission to immediately perform an initial partial refund of workers' compensation and auto liability member contributions for the 2019/2020 fiscal year will be forwarded soon. While the school board insurance group regulations (N.J.A.C. 11:15-4.21) preclude refunds from being issued until at least twenty-four months have elapsed from the end of the fiscal year, we are hopeful that DOBI will grant NJSIG's request. I will keep you updated of any response from DOBI.

We are also exploring options for members to receive their COVID-19 refund of member contributions. We would like to be able to offer members the option to receive this refund as a check, or to apply it to any outstanding balance on their current contributions. If our system is not able to accommodate this option for this particular refund, we are also exploring this option being available at some point in the future.

An organization-wide total compensation and benefits study is listed as a discussion as we received a quote for conducting a comprehensive salary and benefits study. Such a study could be done for either for all job positions, or for only a subset of job positions. This would include analysis by grade level, the base salary, annual total cash and benefits. The benefits would include NJSIG healthcare costs, life insurance, retirement, disability, vacation allowance and any other measureable benefit. Those findings would then be compared to a selected market to determine how competitive the total remuneration is at NJSIG.

Some NJSIG employees have returned to the office after implementing the new app and updating NJSIG's COVID-19 procedures. Operations are going smoothly, and most operations continue to be performed remotely.

Respectfully Submitted,

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