



Alameda County Schools Insurance Group (ACSIG)
Po Box 2487 Dublin, CA 94568

MINUTES Full Board

Date: Thursday, May 22, 2025
Time: 1:00PM
Location: Video Meeting
Join Zoom Meeting
<https://us02web.zoom.us/j/7358807014?pwd=xQh9bGBXdqrvShyBDg5MCtY07bNlbg.1&omn=81999610238>
Meeting ID: 735 880 7014
Passcode: acsig25

I. Dr. Kevin Collins called the meeting to order at 1:00PM

II. Roll call

Board Members

Dr. Kevin Collins	President	San Leandro USD
Danielle Krueger	Vice President	Alameda USD
Chris Hobbs	Secretary	Dublin USD
Leigh Ann Blessing	Board Member	Alameda County Office of Education
Linda Wu	Board Member	Albany USD
Suzu Chan	Board Member	Castro Valley USD
Robert Pascual	Board Member	Fremont USD
Kayla Wasley	Board Member	Livermore Valley Joint USD
Bryan Wakefield	Board Member	Mission Valley ROP
Cheryl Kaiser	Board Member	Mountain House USD
John Mattos	Board Member	New Haven USD
Ruth Alahydoian	Board Member	Piedmont USD
Ahmad Sheikholeslami	Board Member	Pleasanton USD
Dr. Roberto Perez Jr.	Board Member	San Lorenzo USD
Cheryl Kaiser	Board Member	Sunol Glen USD

Kimberly Dennis	Executive Director	ACSIG
Celina Flotte	Executive Assistant	ACSIG

Kyle McKibbin
Julio Villegas
Patrice Grant
Rowena Cowan

Guest
Guest
Guest
Guest

Keenan & Associates
Keenan & Associates
Keenan & Associates
Keenan & Associates

III. Acceptance of the Agenda

It was moved by Ruth Alahydoian and seconded by Dani Krueger to approve the agenda as presented with a corrected Workers Compensation Rate sheet.

Ayes: Collins, Krueger, Hobbs, Blessing, Wu, Chan, Pascual, Wasley, Wakefield, Kaiser, Alahydoian, Sheikholeslami, Perez, Kaiser

Nays: None

Abstain: None

IV. Public Comment on Open Session Agenda Items

No public present to comment.

No Closed Session was held.

Consent Calendar

V. Items for Consent

The below listed routine items are presented by staff for acceptance under a single vote.

- Executive Committee Minutes from February 13, 2025
- 2nd Quarter Financials
- 2nd Quarter Investment Report
- 3rd Quarter Financials
- 3rd Quarter Investment Report
- Investment Policy
- ACSIG Salaries & Benefits
- Actuarial Study - Ultimate Loss
- PLCA Agreement Renewal Amendment No. 1
- AB 218 PLCA Agreement Renewal
- RASP Agreement
- Run Off Claims Agreement
- Dental & Vision Actuarial Study Agreement
- Preferred Benefit Insurance Administrators (PBIA) Agreement
- Property & Liability Actuarial Study
- Dispute Resolution Policy
- Underwriting Policy
- Conflict of Interest Amendment

- **Posting and Mailing Address**

It was moved by Ahmad Sheikholeslami and seconded by Dani Krueger to approve the consent calendar as presented.

Ayes: Collins, Krueger, Hobbs, Blessing, Wu, Chan, Pascual, Wasley, Wakefield, Kaiser, Alahydoain, Sheikholeslami, Perez, Kaiser

Nays: None

Abstain: None

General

VI. Executive Committee Membership

The Executive Committee has suggested recruiting Castro Valley USD and San Lorenzo USD to the Executive Committee. Piedmont USD and Pleasanton USD has agreed to continue sitting on the committee.

It was moved by Dani Krueger and seconded by Chris Hobbs to appoint Castro Valley USD, San Lorenzo USD and approve the continuance of Piedmont USD and Pleasanton USD to serve on the Executive Committee.

Ayes: Collins, Krueger, Hobbs, Blessing, Wu, Chan, Pascual, Wasley, Wakefield, Kaiser, Alahydoain, Sheikholeslami, Perez, Kaiser

Nays: None

Abstain: None

VII. Budget 2025-26

The Executive Director reviewed the Budget with the Full Board.

Alameda County Schools Insurance Group (ACSIG)

**Consolidated
2025/2026 Budget**

	Budget 2025/2026	Allocations	Change in Accruals	Budget 2025/2026	2024/25 Budget	2023/24 Actuals	2022/2023 Actuals	2021/2022 Actuals	2020/2021 Actuals	2019/2020 Actuals
Audited - Beginning Net Position, as of 07/01/2024				\$ 62,392,059						
Beginning Balance	\$ 62,392,059				\$ 60,343,726	\$ 57,044,507	\$ 52,472,146	\$ 50,578,716	\$ 44,710,878	\$ 32,386,515
Operating Revenue:										
Premiums Paid by Members	196,536,692	\$ --	\$ --	196,536,692	196,036,124	188,486,694	177,306,476	165,005,608	161,037,627	143,824,407
Contribution Adjustments						(129,940)	318	549,925		7,093
Total Operating Revenue	196,536,692	--	--	196,536,692	196,036,124	188,356,754	177,306,794	165,555,533	161,037,627	143,831,500
Operating Expenditures:										
Classified Salaries	409,509	--	--	409,509	477,404	521,883	384,482	357,350	331,598	323,830
Statutory Benefits	61,426	--	--	61,426	71,610	68,028	47,360	36,941	28,746	36,288
Health & Welfare	70,750	--	--	70,750	85,750	56,875	48,750	47,125	65,039	47,741
Employer Tax Expense	6,980	--	--	6,980	8,647	8,746	5,917	5,347	5,219	5,048
Net Pension Expense	217,052	--	--	217,052	234,001	272,060	104,548	151,505	(202,608)	365,809
Telephone & Internet	9,500	--	--	9,500	10,600	8,873	5,563	6,523	6,453	4,625
Supplies Office	9,000	--	--	9,000	9,000	5,605	8,347	397	6,541	3,593
Supplies - Other	12,000	--	--	12,000	12,000	9,253	5,003	3,803	1,467	1,181
Eligibility Processing	280,000	--	--	280,000	265,000	235,791	226,419	219,791	210,615	210,724
Brokerage Fees-Dental-ACSIG	350,000	--	--	350,000	340,000	325,556	312,447	303,141	290,054	281,605
Brokerage Fees-Dental-MD	950,000	--	--	950,000	800,000	870,271	712,220	694,592	607,679	500,851
Travel and Conferences	15,000	--	--	15,000	30,000	14,890	9,376	5,043	2,842	13,770
Mileage	6,000	--	--	6,000	12,000	9,965	6,488	6,500	6,051	7,255
Dues & Memberships	9,000	--	--	9,000	8,550	2,700	7,680	685	2,185	7,635
Postage & Meter	7,000	--	--	7,000	7,000	2,808	2,059	2,458	6,230	2,963
Insurance Expense-PIPS&NCR	29,075,616	--	--	29,075,616	27,402,303	26,947,045	24,232,011	23,847,452	24,013,869	22,199,152
PIPS payroll adjustment	1,500,000	--	--	1,500,000	1,000,000	2,824,928	657,717	86,069	584,688	476,909
Utility - Operating-Rent	42,000	--	--	42,000	47,856	37,862	37,046	49,440	41,919	32,363
Contract Services - Actuarial	12,000	--	--	12,000	33,274	9,640	14,300	14,020	18,670	8,570
Contract Services - Claims	2,000	--	--	2,000	--	16,100	--	15,750	--	15,750
Contract Services	31,825	--	--	31,825	29,051	--	--	--	--	--
Audit Fees	20,000	--	--	20,000	23,276	15,125	14,850	14,575	14,300	14,025
Other Services/Operating Expenses	10,000	--	--	10,000	10,000	14,566	5,376	5,764	3,236	9,744
Capital Equipment/Depreciation	8,000	--	--	8,000	20,000	--	--	595	592	592
Repairs & Maintenance	--	--	--	--	5,000	--	--	--	--	--
Legal	5,000	--	--	5,000	5,000	15,586	--	--	--	--
Accounting Services	20,000	--	--	20,000	20,000	16,974	16,480	16,000	15,500	15,000
County Courier	1,900	--	--	1,900	3,040	1,639	1,513	4,163	--	3,946
Shredding	1,500	--	--	1,500	1,500	1,062	1,242	227	651	966
Copier & Scanner	10,000	--	--	10,000	10,000	9,433	9,759	7,558	12,465	7,927
Claims Administration Services	115,000	--	--	115,000	117,000	126,355	104,469	118,870	139,411	140,232
Self-Insurance Fee	500,000	--	--	500,000	700,000	331,991	558,425	281,372	388,794	432,095
Claims Paid-WC	500,000	--	--	500,000	500,000	237,014	400,761	537,775	936,718	725,255
Claims Paid-PL	110,000	--	--	110,000	110,000	54,217	151,492	25,205	10,263	82,411
Physical Ability Testing	50,000	--	--	50,000	50,000	5,988	6,083	9,660	3,403	4,165
Training	29,000	--	--	29,000	10,000	--	--	--	--	--
First-Aid Program	5,000	--	--	5,000	5,000	13,159	2,307	3,749	1,208	8,384
Risk Mgmt Prevention Program	260,000	--	--	260,000	300,000	227,500	74,708	97,500	27,610	85,115
EAP	180,000	--	--	180,000	250,000	138,842	165,508	162,038	119,315	29,602
Safety Inspection	22,000	--	--	22,000	22,000	--	--	12,819	12,819	12,445
Bank Charge & WC Penalty Reimb	6,000	--	--	6,000	6,000	16,605	2,243	--	112	4,144
Cobra Premiums	300,000	--	--	300,000	300,000	148,158	186,045	218,392	268,395	225,931
Dental Insurance Premiums	153,148,550	--	--	153,148,550	152,768,550	146,756,528	138,206,038	131,487,423	123,344,909	106,421,564
Vision Insurance Premiums	8,756,800	--	--	8,756,800	8,480,000	7,846,740	7,551,360	6,304,171	5,022,017	3,676,970
Claim Development Expense	(385,000)	--	--	(385,000)	80,252	(1,272,369)	(1,158,832)	(2,989,709)	(992,480)	(3,540,853)
Prior Year Adjustment	--	--	--	--	--	83,700	182,870	651,600	--	--
Total Operating Expenditures	196,750,408	--	--	196,750,408	194,680,664	187,037,692	173,310,430	162,823,679	155,356,495	132,905,322
Net Increase/(Decrease) from Operations	(213,716)	--	--	(213,716)	1,355,460	1,319,062	3,996,364	2,731,854	5,681,132	10,926,178
Non Operating Income/(Expense)										
Interest Income	707,935	--	--	707,935	692,873	906,453	885,440	526,679	186,707	734,153
Change in FMV	--	--	--	--	--	540,060	(225,155)	(2,305,443)	--	663,387
Realized Gain/(Loss)	--	--	--	--	--	533,646	(84,292)	940,339	--	645
GASB 68	--	--	--	--	--	--	--	--	--	--
Total Non Operating Income/(Expense)	707,935	--	--	707,935	692,873	1,980,159	575,993	(838,425)	186,707	1,398,185
Net Increase/(Decrease) in Net Position	494,219	\$ --	\$ --	494,219	2,048,333	3,299,221	4,572,357	1,893,429	5,867,839	12,324,363
Ending Balance	\$ 62,886,277			\$ 62,886,277	62,392,059	60,343,728	57,044,503	52,472,145	50,578,717	44,710,878

It was moved by Ruth Alahydoian and seconded by Cheryl Kaiser to approve the budget as presented.

Ayes: Collins, Krueger, Hobbs, Blessing, Wu, Chan, Pascual, Wasley, Kaiser, Alahydoian, Sheikholeslami, Perez, Kaiser

Nays: None

Abstain: None

VIII. Meeting Format & Calendar

The Board reviewed the draft 2024/25 meeting calendar.

2025/ 2026 Calendar

September 25, 2025	Executive Committee (via Zoom)	1:00pm– 3:00pm
November 13, 2025	Executive Committee Full Board (In-person at ACOE)	12:00pm – 12:30pm 12:30pm – 2:00pm
February 12, 2026	Executive Committee <i>*with Strategic Planning following, if necessary until 12:30pm</i> (via Zoom or in-person TBD)	9:30am – 12:30pm
May 14, 2026	Executive Committee (via Zoom)	9:30am – 11:30am
May 21, 2026	Full Board (via Zoom)	1:00pm – 3:00pm

Workers' Compensation

IX. Actuarial Study - Ex-Mods

Historically, ACSIG experience modification factors were not “re-benched” to 1.00. The result was program underfunding. In 2008, the Executive Committee and Board agreed to begin a multi-year funding model to begin “re-benching” ex-mods to 1.00. Program year 2009-10 was the first year of this process. It was the expectation that the rates would become more consistent due to the use of actuarially determined experience-modification rates. Prior to 2013-14, the ACSIG Board imposed a cap in the amount an ex-mod could increase/decrease in any one program year. Beginning in 2013-14 the actuarially determined ex-mod will be used with no maximum change cap. The assumption that all ex-mods will remain between 0.75 – 1.25 will continue.

MEMBER	NEW EX-MOD 12/31/24	OLD EX-MOD 12/31/23
ACOE	0.750	0.750
ALAMEDA	1.086	1.250
ALBANY	1.001	1.073
CASTRO VALLEY	0.813	0.823
DUBLIN	1.070	0.824
EDEN ROP	0.863	0.750
EMERY	0.867	0.750
FREMONT	0.894	0.996
LIVERMORE	1.035	0.988
MISSION ROP	0.750	0.750
MT. HOUSE	1.250	1.250
NEW HAVEN	1.216	1.101
NEWARK	1.250	1.214
PIEDMONT	0.750	0.750
PLEASANTON	0.816	0.750
SAN LEANDRO	1.250	1.250
SAN LORENZO	1.250	1.250
SUNOL GLEN	0.750	0.750
TRI VALLEY ROP	0.750	0.750
WTD AVG	1.000	
CORRELATION COEFFICIENT:		0.910

It was moved by Ahmad Sheikholeslami and seconded by Leigh Ann Blessing to approve the Ex-Mods as presented.

Ayes: Collins, Krueger, Hobbs, Blessing, Wu, Chan, Pascual, Wasley, Wakefield, Kaiser, Alahydoain, Sheikholeslami, Perez, Kaiser

Nays: None

Abstain: None

Suzy Chan left this meeting @ 1:21pm

X. Workers' Compensation Rates 2025-26

The Executive Director presented 2025/26 Workers Compensation rates.

It was moved by Dani Krueger and seconded by Roberto Perez to approve the Workers Compensation rates with the corrected rate sheet below (base rate of 2.05).

Ayes: Collins, Krueger, Hobbs, Blessing, Wu, Pascual, Wasley, Wakefield, Kaiser, Alahydoain, Sheikholeslami, Perez, Kaiser

Nays: None

Abstain: None

2025/26
Workers' Compensation Rates

	2022/2023 Actual Payroll	2023/2024 Actual Payroll	Base Rate	Ex Mod	Rate per \$100 Payroll	2025/2026 PREMIUMS
ACOE	\$ 27,533,969	\$ 28,868,991	2.05	0.750	1.54	\$444,799
ALAMEDA	\$ 84,583,723	\$ 92,749,702	2.05	1.086	2.23	\$2,069,253
ALBANY	\$ 36,093,238	\$ 37,831,502	2.05	1.001	2.06	\$777,963
CASTRO VALLEY	\$ 81,024,249	\$ 92,799,385	2.05	0.813	1.67	\$1,549,911
DUBLIN	\$ 114,154,279	\$ 122,010,477	2.05	1.070	2.20	\$2,681,959
EDEN ROP	\$ 5,687,746	\$ 5,491,843	2.05	0.863	1.77	\$97,364
EMERY	\$ 6,844,704	\$ 6,873,626	2.05	0.867	1.78	\$122,427
FREMONT	\$ 317,776,392	\$ 327,376,201	2.05	0.894	1.84	\$6,012,510
LIVERMORE	\$ 118,879,062	\$ 130,372,876	2.05	1.035	2.13	\$2,772,035
MISSION ROP	\$ 5,521,654	\$ 5,576,591	2.05	0.750	1.54	\$85,921
MT. HOUSE	\$ 263,797	\$ 302,631	2.05	1.250	2.57	\$7,771
NEWARK	\$ 42,874,715	\$ 44,138,869	2.05	1.250	2.57	\$1,133,450
NEW HAVEN	\$ 94,835,085	\$ 100,152,552	2.05	1.216	2.50	\$2,501,882
PIEDMONT	\$ 30,808,732	\$ 30,584,782	2.05	0.750	1.54	\$471,235
PLEASANTON*	\$ 130,142,003	\$ 143,690,629	2.05	0.816	1.68	\$2,408,739
SAN LEANDRO	\$ 87,822,002	\$ 99,341,631	2.05	1.250	2.57	\$2,551,012
SAN LORENZO	\$ 80,905,449	\$ 87,567,649	2.05	1.250	2.57	\$2,248,666
SUNOL GLEN	\$ 2,879,355	\$ 2,919,681	2.05	0.750	1.54	\$44,985
TRI VALLEY ROP	\$ 2,981,618	\$ 2,790,428	2.05	0.750	1.54	\$42,994
TOTAL PREMIUMS	1,271,611,772	1,361,440,046				\$28,024,876
Average Ex Mod				1.00000		

Payrolls based upon 2023/24 Unaudited Actuals Reports provided by ACOE

* includes apprentice program

Buydown 0.24 (Executive Committee Approved on 2/13/25)

XI. Employee Assistance Program Update

The Executive Director reviewed the utilization of the EAP with the Board. The current overall ACSIG utilization is 2.2%. The top 5 work related problems categories were: 66% workplace stress, 25% work/life balance, 5% performance, 2% conflict with manager, and 2% conflict with co-worker.

XII. Claims Trends – 5 year Point in Time

Kyle Mckibbin from Keenan reviewed the current claim trends by Job Classification, Age and Month with the Executive Committee.

XIII. Shoe Program Update

The Executive Director discussed an update regarding the Skechers shoe program. After many attempts with Skechers, ACSIG received the utilization data for the past 3 years.

2022-23: approximately 68% redeemed

2023-24: approximately 50% redeemed

2024-25: approximately 39% redeemed

Executive Director will continue to find ways to make the shoe program more effective including exploring other vendors.

Dental

XIV. Dental Program & Rates 2025-26

The Executive Director presented the Dental Rate with a flat renewal with the Full Board.

It was moved by Leigh Ann Blessing and seconded by Cheryl Kaiser to approve the Dental Rates with a flat renewal.

Ayes: Collins, Krueger, Hobbs, Blessing, Wu, Pascual, Wasley, Wakefield, Kaiser, Alahydoain, Sheikholeslami, Perez, Kaiser

Nays: None

Abstain: None

Vision

XV. Vision Program & Rates 2025-26

The Executive Director presented the Vision Rate with a flat renewal with the Full Board.

It was moved by Ahmad Sheikholeslami and seconded by Ruth Alahydoian to approve the Vision Rates with a flat renewal.

Ayes: Collins, Krueger, Hobbs, Blessing, Wu, Pascual, Wasley, Wakefield, Kaiser, Alahydoain, Sheikholeslami, Perez, Kaiser

Nays: None

Abstain: None

Property & Liability

XVI. Property & Liability Rates 2025-26

The Executive Director presented the Property and Liability rates.

It was moved by Ruth Alahydoian and seconded by Chris Hobbs to approve the Property & Liability rates.

Ayes: Collins, Krueger, Hobbs, Blessing, Wu, Pascual, Wasley, Wakefield, Kaiser, Alahydoain, Sheikholeslami, Perez, Kaiser

Nays: None

Abstain: None

XVII. Future Planning

XVIII. This meeting was adjourned by Dr. Kevin Collins at 1:52PM



**LOCATION CALL- IN SHEET
ALAMEDA COUNTY SCHOOLS INSURANCE GROUP
FULL BOARD MEETING**

May 22, 2025
1:00 PM

Join Zoom Meeting

<https://us02web.zoom.us/j/7358807014?pwd=xOh9bGBXdqrvShyBDg5MCtY07bNlbg.1&omn=81999610238>

Meeting ID: 735 880 7014 Passcode: acsig25

This meeting will be conducted by teleconferencing in accordance with Government Code Section 54953(b). Members of the public may address the Committee from any teleconference location shown below:

Alameda County Office of Education

313 W Winton Ave.
Hayward, CA 94544
Leigh Ann Blessing (510) 670-4187

Alameda Unified School District

2060 Challenger Drive #100
Alameda, CA 94501
Danielle Kruger (510) 337-7066

Albany Unified School District

819 Bancroft Way
Berkeley, CA 94710
Vacant (510) 558-3751

Castro Valley Unified School District

4400 Alma Avenue
Castro Valley, CA 94546
Suzy Chan (510) 537-3000ext 1230

Dublin Unified School District

7471 Lakedale Avenue
Dublin, CA 94568
Chris Hobbs (925) 828-2551 ext 8041

Eden Area ROP

26316 Hesperian Blvd.
Hayward, CA 94545
Anthony Oum (510) 293-2906

Emery Unified School District

4727 San Pablo Ave.
Emeryville, CA 94608
Dora Siu (510) 601-4902

Fremont Unified School District

4210 Technology Drive
Fremont, CA 94539
Robert Pascual (510) 659-2577 ext 12235

Livermore Unified School District

685 East Jack London Blvd.
Livermore, CA 94501
Kayla Wasley (925) 606-3253

Mission Valley ROP

5019 Stevenson Blvd.
Fremont, CA 94538
Bryan Wakefield (510) 492-5145

Mountain House School District

3950 Mountain House Road
Byron, CA 94546
Kimberly Jokela (209) 835-2283

New Haven Unified School District

34200 Alvarado-Niles Rd.
Union City, CA 94587
John Mattos (510) 471-1100 ext 62659

Newark Unified School District

5715 Musick Avenue
Newark, CA 94560
Vacant (510) 818-4114

Piedmont Unified School District

760 Magnolia Ave
Piedmont, CA 94611
Ruth Alahydoian (510) 594-2608

Pleasanton Unified School District

5758 W Las Positas Blvd
Pleasanton, CA 94566
Ahmad Sheikholeslami (925) 426-4307

San Leandro Unified School District

835 E 14th Street, Suite 200

San Leandro, CA 94577

Dr. Kevin Collins (510) 667-3504

San Lorenzo Unified School District

15510 Usher Street

San Lorenzo, CA 94580

Dr. Roberto Perez Jr (510) 317-4641

Sunol Glen School District

11601 Main Street

Sunol, CA 94586

Shay Galletti (925) 862-0127

Tri-Valley ROP

1040 Florence Road

Livermore, CA 94550

Julie Duncan (925) 455-4800 ext 104