



Retired Board Member Returns as Interim Chief Fiscal Officer



Schools Excess Liability Fund welcomed Bev Wilkinson as its Interim Chief Fiscal Officer in early December, bringing more than 30 years of accounting and JPA management experience to the role.

Bev, who retired in 2017 from her role as Executive Director for Schools Insurance Group in Auburn, California, had also served as a SELF Board member from 2014 to 2017 while working for SIG.

She will be responsible for SELF's day-to-day financial operations, the annual budget and audit as well as the management of SELF's investment portfolio, among other duties.

Bev holds a degree in accounting from the University of Oregon. She replaces Debra Fisher, who held the position for four years before her departure in December.

Bev began her career with schools in 1986 as the accountant for Rocklin Unified School District. She left there in 1991 to take a position as Assistant Superintendent of Business Services with Eureka Union School District.

While at EUSD Bev also served on the Schools Insurance Group Board of Directors, the district's primary insurance JPA, from 2004 to 2007, and also served on the board of the Placer Credit Union for five years. After leaving the district she joined the SIG staff in 2008 as its CFO and held that position until she was named as Executive Director in 2014.

The SELF Board and staff feel very fortunate to have someone of Bev's caliber to take on the responsibility of SELF's financial matters during the search for a permanent CFO.

CEO Recruitment Process Ongoing

The SELF Board of Directors plans to interview finalists for the organization's chief executive officer position in late February.

CPS HR Consulting was hired by the Board to conduct the search for the new CEO. The position was posted by the firm in late November and the final filing date was set for the end of December.

In early January, the SELF Executive Committee met with the firm to review resumes and narrowed the field of candidates who would be approached for in-person interviews with the committee at the end of that month. They plan to further narrow the field and bring two or three finalists to the full Board of Directors for interviews in February.

SELF's former CEO left the position at the end of August. Since that time, John M,

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Conferences & Events

FEBRUARY

ACCCA Annual Conference
Rancho Mirage, Feb. 20-22

MARCH

SELF Board of Directors Meeting
Sacramento, March 1

APRIL

CASBO Annual Conference
San Diego, April 15-18

About Us

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Our Mission

SELF is a member-owned, statewide partnership of public educational agencies providing quality pooled programs for excess coverage that benefit our students.

By the Numbers

SELF is the leading statewide excess liability provider for California's public schools and colleges, serving nearly 3 million students.

SELF Awareness

Comments should be sent to the above address or info@selfjpa.org.

Board

Area II David Flores
Area III Ryan Robison
Area IV George Linn
Area V Dave George
Craig Schweikhard
Area VI Nancy Anderson
Renee Hendrick
Tony Nahale
Toan Nguyen
Karla Rhay
Steven Salvati

Community Colleges

Michael Gregoryk
Peter Hardash
Sue Harrison



A Message from Interim CEO John Falappino

As we enter into a new year, with new challenges and opportunities before us, it seems like the perfect time to take stock of the services and resources SELF provides for your “risk tool box” that can assist in avoiding or mitigating the types of losses we see here at SELF.

The online SELF Resource Center contains a wealth of information, tools and trainings to assist in making your district safe for both staff and students. Online training courses on a variety of topics including the AB 1423 California Mandated Reporter Training, which must be completed yearly by all employees who have contact with children; the mandated AB 1825 California Sexual Harassment Prevention Training, now with modules for supervisors and non-supervisors; as well as modules for child sexual abuse prevention, bullying and cyberbullying prevention, technology safety and security and more.

The Resource Center also contains a host of crisis management tools, a model policies and procedures handbook, training bulletins on best management practices and an archive of recordings of SELF training webinars.

The Resource Center is free to all active SELF members and their volunteers. For more information visit: <https://www.selfjpa.org/self-resource-center-1>.

SELF also provides its members access to specific products and services that have been vetted by the Board and inducted into its Risk Services Clearinghouse. SELF evaluates risk and safety related products suggested by vendors, members or others for four key qualities: measurable results in improving safety for staff and students, cost effectiveness, quality of operation providing the service and alignment with SELF’s core values and goals. And in most cases, those

inducted into the clearinghouse offer SELF members a preferred pricing arrangement whenever possible. For more information visit: <https://www.selfjpa.org/self-risk-services-clearinghouse>.

Currently there are seven products in the clearinghouse and an eighth contender, the NASDTEC LEA Clearinghouse, will go before the Members Services and Communications Committee at its April meeting for consideration. The NASDTEC clearinghouse allows individual districts to check its database for any red flags on a certificate when hiring a new employee. The tool can prevent a district from hiring someone in a classified position who may have had their certificate suspended or revoked in another state for inappropriate behavior.

We will also provide support for your own training efforts. SELF will co-sponsor a member’s risk management training by providing up to \$500 for individual districts or charter schools and up to \$1,000 for a JPA conducting training for its membership.

SELF continually strives to augment members’ risk management programs through a variety of means. We can also provide insight into tools that fellow members have used to assist their efforts. Consider us a resource in your tool box and reach out to our Member Services staff to see how we can help your district.

I have enjoyed my time as the interim CEO. I am impressed with the breadth of resources SELF has available to its members.

While my tenure as interim will soon come to an end, I am always amazed at the hard work and diligence of the SELF staff and Board to promote the safety of our school children and employees in California. I will miss working with these individuals.

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Falappino, has served as Interim CEO, handling the organization’s day-to-day operations. Falappino retired from his position as Executive Director of Schools Insurance Group in 2014. He had previously served on the SELF Board and was its Chair when he retired.

Once the new CEO has been chosen, the Board will send an announcement to the membership.

SELF Board to Set 2019 Rates Early

In order to better assist members in their budgetary calculations, the SELF Board of Directors has pushed up the deadline for setting the 2019/20 rates.

The rates for the Excess Liability Program will be approved at the Board’s March 1 meeting and notification to members will go out immediately thereafter. The Board has typically set rates at its mid-April meeting.

In preparation for meeting this goal, the deadlines for

the Excess Liability Program's actuary study and loss and underwriting data reports were moved to late December. The Board is hopeful that providing members with a firm number approximately 90 days earlier than usual will make the budgetary process that much smoother for them.

Boost Safety in the New Year with These 7 “Resolutions”

Courtesy SELF Resource Center

If improving safety in your workplace is one of your New Year's resolutions, we've identified seven essential elements to help you get there. As you focus on the new year, keep your eyes on the opportunity to send workers home to their families healthy and uninjured and keep your organization profitable.

Engage employees. Involving employees in the safety process permits them to demonstrate their commitment while building pride, ownership, and skills. Start with an employee survey to identify the issues that matter most to your workers and where they feel improvement is needed. Involve employees in safety planning. Send them out to other organizations to learn about best practices.

Identify and report hazards. The process of eliminating a hazard starts with identifying and reporting it. One large industrial site posts a safety logbook at each of its locations. Employees are encouraged to enter risks or safety concerns into the book. Another proven tactic is maintaining a library of up-to-date job hazard analyses (JHAs).

Get the most from your managers and supervisors. Managers and frontline supervisors have the most direct access to workers. Their actions, reactions, and attitudes can have a huge impact on employees' safety performance. Make sure your managers and supervisors:

- Routinely discuss safety at staff and employee meetings;
- Attend and participate in safety committee meetings;
- Conduct facility walkarounds, noting best practices or areas in need of improvement;
- Use coaching and feedback to encourage safe behaviors;
- Launch accident investigations as soon as possible and follow up to identify corrective actions; and
- Make it clear to employees that they may shut down an operation if they believe conditions are unsafe or unhealthful.

Put it in writing. OSHA considers a written safety and health program the gold standard. If you don't have one, you should. You also need a safety and health mission statement that aligns with your district's goals and culture. Communicate the statement to all employees, contractors,

and suppliers, and feature it on your website. Codify your safety policies and practices into a document that is easy for managers and employees to consult and use.

Be ready. Emergencies don't just happen to the school down the road. You must be prepared for a wide range of unexpected events. An emergency plan should be inclusive and reflect all possible contingencies. It should be site-specific and based on a thorough hazard assessment as well as an understanding of risks specific to location, weather patterns, etc.

Use OSHA resources. True, OSHA is the enforcer. But the agency is also interested in helping employers comply with the law, protect workers from illness and injury, and stay competitive in the market. OSHA has grouped its compliance assistance resources on a single Web page at <https://www.osha.gov/employers/index.html>.

Get involved in health and wellness. Compliance with safety and health regulations is your duty under the law. While there are no comparable laws governing diet, exercise, and stress, many experts agree that these factors play a role in keeping employees present and productive. Research points to a drop in medical costs of more than \$3 for every \$1 invested in wellness, and a drop in absenteeism costs of more than \$2 for every \$1 spent. Programs range from informal walking groups at small workplaces to comprehensive programs at larger sites with on-site clinics, classes, healthy cafeteria options, and sponsored sports teams.

CDE Releases New Social Emotional Learning Guidelines

The California Department of Education (CDE) has released new guiding principles for teaching social and emotional skills, a tool to help educators ensure students have the skills they need for success in school, careers, and in the community.

The guide, *Social and Emotional Learning in California: A Guide to Resources*, was developed by a planning team consisting of 35 educators throughout California.

Social and Emotional Learning is about helping students develop a range of skills they need for school and life, including the ability to set and achieve positive goals, feel and show empathy for others, establish and maintain positive relationships, make responsible decisions and understand and manage emotions. There is a growing body of research proving that SEL is fundamental to academic success and must be woven into every child's school experience in order to better prepare them for college and careers.

The guidelines, released in October, can be found on the CDE website at <https://www.cde.ca.gov/eo/in/documents/selresourcesguide.pdf>.

Legislative Update



school districts, public agencies and others) from age 26 to age 40 and the period for delayed reasonable discovery from three to five years. The bill would also allow a three year revival window for past claims that may have expired due to the current statute of limitations and in cases where a child becomes a victim as a result of an effort to cover up

Assembly Member Lorena Gonzalez (D - San Diego) has reintroduced legislation that would extend the statute of limitations for third-party liability in child sexual abuse cases, following the veto of a similar bill by Gov. Jerry Brown in September.

Gonzalez' current bill, AB 218, would expand both the statute of limitations for filing a lawsuit against an employer (including

past assaults, would allow the court to award recovery of up to treble damages from a defendant who engaged in the cover up.

Brown vetoed last year's version of the bill, AB 3120, and a similar bill by Senator Jim Beall (D-San Jose) in 2013, SB 131 citing the reasoning behind the concept of statutes of limitations as one of fairness: "There comes a time when an individual or organization should be secure in the reasonable expectation that past acts are indeed in the past and not subject to further lawsuits. With the passage of time, evidence may be lost or disposed of, memories fade and witnesses move away or die."

While we are highly sensitive to and supportive of the needs of victims of sexual abuse, we must question legislation that will undoubtedly increase costs for schools and public entities and shift dollars away from the education of our students.

The SELF Board voted to actively opposed AB 3120 last year and though it is still early in the legislative process, will be closely monitoring developments with AB 218 as it moves forward.



Schools Excess Liability Fund

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SELF Office

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Getting Started with Self Resource Center

One of the benefits of SELF membership is access to the SELF Resource Center, a computer-based risk management resource that can be used to train your staff and learn about timely topics affecting school districts.

Logging in

- Please visit www.selfjpa.org.
- Click on "SELF Resource Center" under the Resources menu.
- In the fields provided, enter your user ID and password and click "Login".
- You may also visit www.in2vate.com/self to log in.
- If you have forgotten your user ID and/or password, please contact the in2vate Helpdesk at **800.205.5262** or helpdesk@in2vate.com.

Creating Your User ID and Password for the First Time

- Please visit www.selfjpa.org.
- Click on "SELF Resource Center" under the Resources Menu.
- On the left side, about center of the page, click the "Create My Account" link.
- Enter your first name, last name, email address, and a password (at least four characters long) and select your district/agency name from the drop down menu and click the "Continue" button.
- Please make a note of your user ID and password for SELF Resource Center at this time.



- Additional tools and resources are available to those designated with an administrator profile for their district. If you would like your account converted to an administrator account, please contact the in2vate helpdesk.
- **PLEASE DO NOT CREATE MORE THAN ONE USER ACCOUNT FOR YOURSELF.** Please contact the helpdesk if you have forgotten your user information or experience complications during the user registration process.

Accessing the Training on Self Resource Center

- During the online user registration process you will be automatically assigned six training courses:
 - Smarter Adults—Safer Children: Preventing Child Sexual Abuse
 - Smarter Adults—Safer Children: Bullying Prevention (Cyberbullying now included!)
 - Smarter Adults—Safer Children: Technology Safety & Security
 - California Sexual Harassment Prevention (AB 1825) Training
 - FACTA Identity Theft "Red Flag" Regulatory Compliance Training
 - Mandated Reporter Training (AB 1432)
- One "member choice" course from the in2vate catalogue is also available to you. Contact the helpdesk if you need assistance with that.
- These training topics are accessed by clicking on the "My Training" tab at the top of the screen followed by clicking on the "Online Training Modules" link to the left.
- To access any of SELF's stored, recorded webinars, click on the "Webinars" link at left.