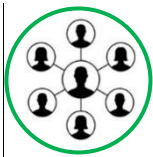




WEEKLY UPDATE | April 12 – 2021



FROM THE DIRECTORS



CHILD START "DOING OUR PART" CAMPAIGN



Child Start Weekly Update

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CHILD START "DOING OUR PART" CAMPAIGN



"I decided to get the vaccine for covid to help with my anxiety of being around people/children (especially since it's not mandatory for our children at our centers to wear face masks) . I was scared to be near anyone because I didn't know who was taking the pandemic seriously. I've done my part as best as I can to follow protocols given by CDC so that I can keep my family as safe as possible. Now that I've gotten my first dose of the vaccine, I'm not as stressed, my shoulders are a little more relaxed and I don't jump or cringe when I hear someone cough/sneeze. I still don't like being around people without masks, but my stress level has gone down some. I'm tired of living in fear, I'm hoping after I get my second dose, I'll be even more relaxed about this pandemic. I do hope that Child Start continues requiring staff to wear masks even when we get vaccinated, this would help me feel safe while I'm at work, As I don't know if the staff are doing their part with social distancing."

Angelina Taylor

Beck EHS

Fairfield, CA



Website: www.childstartinc.org



Contact: Luis Pineda
707-333-1874



Email: lpineda@childstartinc.org

Child Start Weekly Update

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CHILD START "DOING OUR PART" CAMPAIGN



"As a person at high risk of contracting COVID-19, I'm looking forward to receiving my vaccine. This is the first step towards a bit of normalcy.

Wearing a mask is a physical way of saying, "I care about you", and receiving a vaccine sort of represents a salute to your community & family members.

It's a selfless way of contributing to a safer society.

I'm most looking forward to being able to hug my 95-year-old grandfather [who suffers from dementia] and smiling at him without a mask on, helping protect my elderly parents who live with me, and resuming daily activities with less worry.

To everyone who has already received their vaccine, I thank you, for helping protect those of us that are vulnerable."

Jessica Dudley
Office Assistant
Admin Office, Napa



Website: www.childstartinc.org



Contact: Luis Pineda
707-333-1874



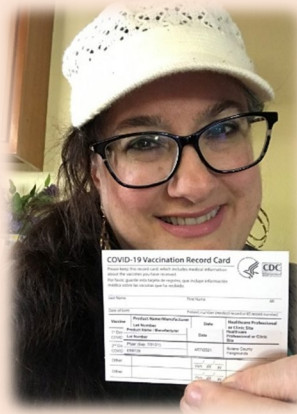
Email: lpineda@childstartinc.org

Child Start Weekly Update

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CHILD START "DOING OUR PART" CAMPAIGN



"My family means everything to me - our health, safety - are the forefront of my priorities. I am doing my part for them."

For my Child Start family, they were there for me, so I am doing my part for them and our communities as we emerge from a pandemic and initiate our journey back to pre-pandemic status.

Be well and be safe.



Nancy Hocke

Regional Program Manager, Region 2



Website: www.childstartinc.org



Contact: Luis Pineda
707-333-1874



Email: lpineda@childstartinc.org



Information Technology Department

How to set the time zone for OUTLOOK Email/Calendar Time

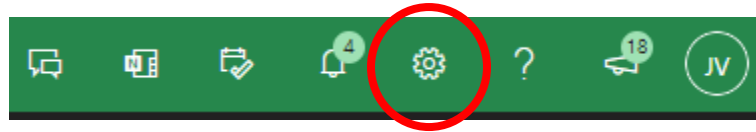
For those who are encountering time differences in their Outlook email/calendar, it's possible that the time zone is set incorrectly.

Please see the instructions on how to change the time zone on next page.

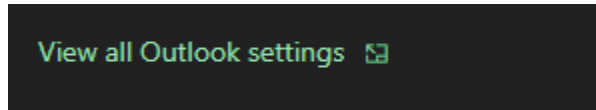


MICROSOFT OUTLOOK – Changing Time Zones

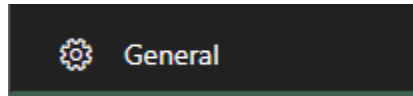
(1) Click on **gear** symbol



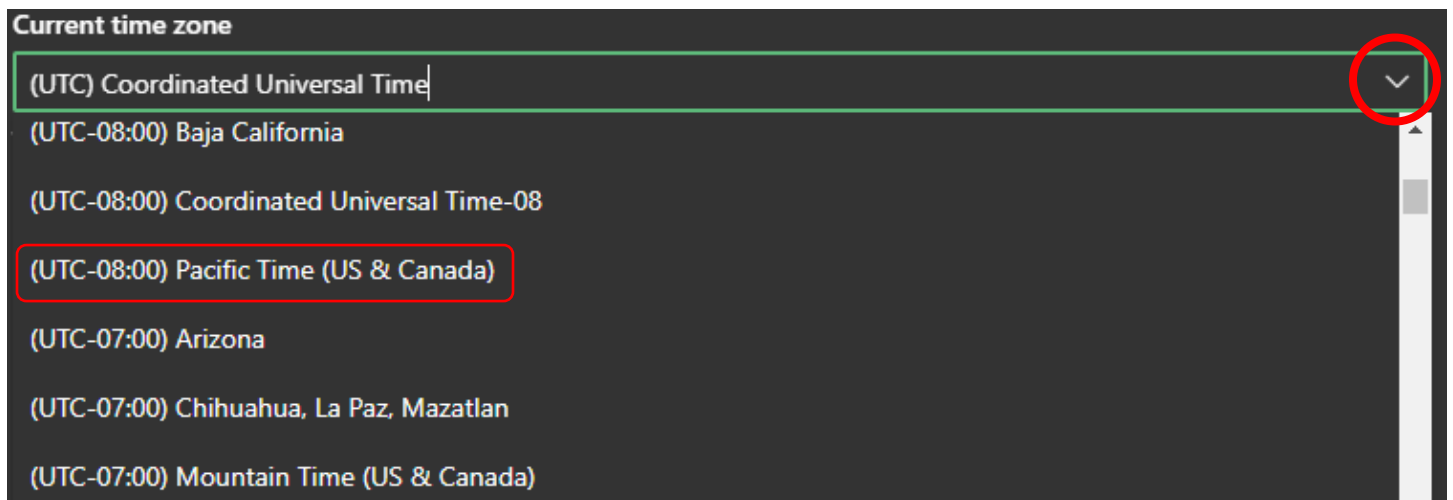
(2) Select



(3) Select



(4) Under **Language and time** Click on **down arrow** in the box for Current time zone, scroll to choose (UTC-08:00) Pacific Time (US & Canada)



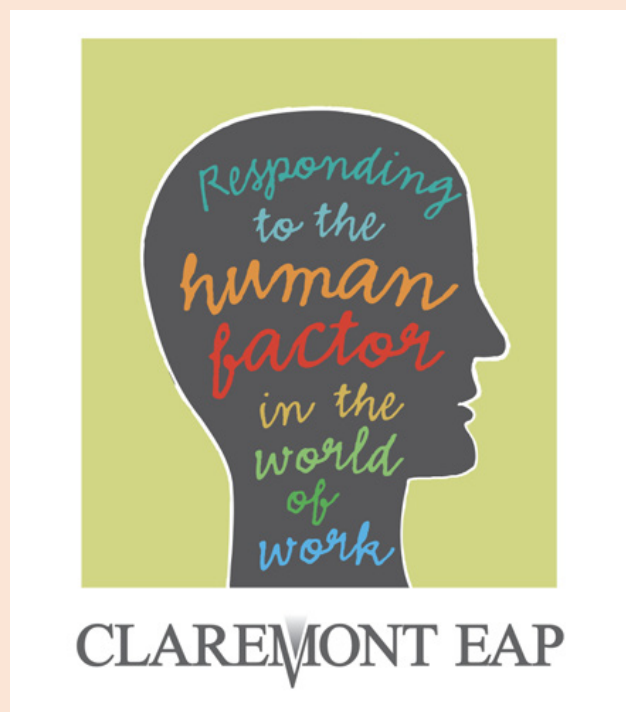
(5) Click





Human Resources Department

Did you know that April is Financial Literacy Month?



This is a great opportunity to reflect on your financial well-being.

This is another EAP free service available to you as Child Start Inc. Employee.

Read more on next page.





Financial Literacy Month

30 Steps to Financial Wellness



April is Financial Literacy Month. This is a chance to reflect on the state of your personal finances and an opportunity to improve those finances, one step at a time.

Moneymanagement.org suggests 30 steps to help you identify your money weaknesses and turn them into strengths.

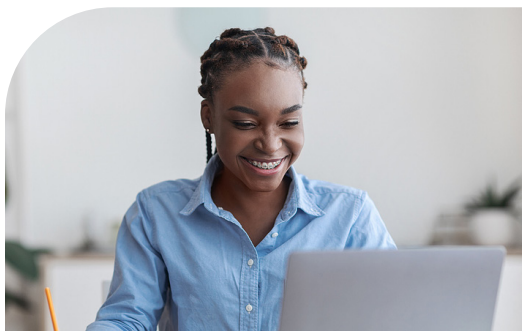
Let's get started!

claremonteap.com
800.834.3773

Claremont can help at any step in your financial planning journey.



Call Claremont at **800-834-3773** to access your free and confidential financial consultation.



Celebrate Financial Literacy Month by committing to these 30 steps:

STEP 1: COMMIT TO CHANGE

The first and most important step in developing and following a financial plan is to examine your attitudes about money. Are you ready to accept responsibility for changing your financial situation? Do you believe that you can and will change the way you make financial decisions? Can you identify at least one benefit you hope to gain by changing your money management behavior?

STEP 2: ASSESS YOUR FINANCES

How are you doing financially? What are your strengths? What are your areas of improvement? This is a great opportunity to be honest about your relationship with money. Write down your feelings and findings.

STEP 3: CLEARING OUT THE FINANCIAL CLUTTER

Getting your financial house organized is a great way to begin on your path toward financial wellness. But before you bulldoze that pile, you should know that some things are worth hanging on to. The key is to know what to keep and what to toss.

STEP 4: SET YOURSELF UP FOR SUCCESS

While all members should be aware of the family's overall financial situation, choosing one person to conduct the day-to-day financial tasks is a good way to stay on top of things. The appointed individual should be organized and a good communicator. They should be given uninterrupted time to do their tasks effectively.

STEP 5: GET COPIES OF YOUR CREDIT REPORTS

Your credit reports can provide a snapshot of your overall financial situation. Reviewing your credit reports for accuracy can also help you to identify errors or fraudulent activity. Fortunately, it is easier than ever to obtain copies of your reports. The FACT Act gives every consumer the right to a free credit report every year from each of the three major credit bureaus: Equifax, Experian and TransUnion.

STEP 6: CLEAN UP YOUR CREDIT REPORT

If you find an error on your credit reports, you'll need to know your rights. Your most effective weapon in dealing with the credit bureaus is the Fair Credit Reporting Act (FCRA). Legally, the FCRA protects you by requiring credit bureaus to furnish correct and complete information to companies requesting credit histories for evaluation.

STEP 7: MAKE YOUR MONEY COUNT

To develop an accurate picture of the amount of money you will have in the future, take a look back. Decide if your income will be from the same or from different sources and the amount of income you can expect to earn in the future.

STEP 8: IDENTIFY YOUR STARTING POINT

Calculating your net worth is as simple as comparing what you owe (liabilities) and what you own (assets).

STEP 9: REVIEW YOUR DEBT SITUATION

Freedom from debt is an achievable goal for every family. The first step in regaining control is to take an honest look at your existing obligations.

STEP 10: SET YOUR PRIORITIES

Creating a list of needs and wants can help you establish your financial priorities.



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Celebrate Financial Literacy Month by committing to these 30 steps:



STEP 11: SET SMART FINANCIAL GOALS

Before you think about setting goals, review the five parts of SMART goals.

S A smart goal is **specific**. It pinpoints something you want to change to achieve.

M A smart goal is **measurable**. You can measure or count a SMART goal.

A A smart goal is **achievable**. Setting goals too high can lead to frustration.

R A smart goal is **rewarding**. Reaching the goal should be a reward for your hard work.

T A smart goal is **trackable**. Set milestones and schedules for your goals.

STEP 12: SET SHORT-, MID-, AND LONG-TERM GOALS

Personal financial goals will differ in the length of time needed to achieve them. Short-term goals are priorities that can be accomplished within two years. Be sure every goal has a specific purpose, a dollar amount that it will cost, and a realistic target date.

Mid-term goals are priorities that can be accomplished within two to five years. Make sure your goals are realistic and flexible. If you set your goals too high, frustration will keep you from reaching them.

Long-term financial goals are priorities that may take more than five years to accomplish. Most long-term goals require regular savings.

STEP 13: PAY DOWN YOUR DEBT

There are two popular methods that people use to tackle debt.

The first is to concentrate on paying off the debt with the smallest balance first (never forgetting to make required payments to all debts, of course). After that balance is paid, you can then apply that payment to the card with the next smallest balance and continue the process until all debts are satisfied. This method can be rewarding because you see progress quickly.

The second popular method is to first concentrate on repaying the debt with the highest interest rate. This method will save you the most in interest charges over time. Regardless of the method you choose, be patient and persistent.

STEP 14: EXPECT THE UNEXPECTED

Unfortunately, bad things sometimes happen to good people. In fact, bankruptcy filers often cite an “unforeseen” event as the cause of their financial demise. In addition to long-term savings, financial experts agree that consumers should aim to have three to six months of living expenses saved for emergencies. By learning to expect the unexpected, you can keep a minor financial setback from turning into a major financial crisis.

STEP 15: SECURE YOUR FINANCIAL FUTURE

Don't despair if you are behind on your retirement goals. If it is any consolation, you aren't alone; studies show many households are not adequately prepared for retirement.

STEP 16: MAKE A COMMITMENT

One trick to keeping your financial goals is to remind yourself of your goals on a regular basis. Document your high priority goals and post them where you will see them every day.

STEP 17: SAVE FOR YOUR GOALS

Most likely, reaching your financial goals will require you to commit to saving. That is one reason saving is an essential part of any money management plan. Set money aside each month to save for your short-, mid-, and long-term goals. If you are having trouble establishing a nest-egg, don't despair.

STEP 18: FOLLOW WHERE THE MONEY GOES

For most people, financial health doesn't depend on how much they earn, but how much they spend. To help you find out where your money is going, the next three steps involve tracking expenses.

STEP 19: IDENTIFY AND DOCUMENT FIXED MONTHLY EXPENSES

Fixed expenses are those that do not vary from month to month. Examples of fixed expenses include car payments and mortgage or rent payments. Fixed expenses are the most difficult to manipulate.



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STEP 20: IDENTIFY AND PLAN FOR PERIODICS

You may have a good idea of where the money is going on a day-to-day basis, but before you start working on a spending plan or budget, it is important to call attention to the top budget breaker: periodic expenses. Periodic expenses are those that are not paid on a regular monthly basis. For example, both holiday and tax debts are periodic, meaning they are not part of regular monthly expenditures. In that regard, they join the ranks of other expenses such as auto registrations and vacations.

STEP 21: DOCUMENT YOUR SPENDING

It's time to record all of your expenses - fixed, periodic, and variable - and see where your income and expenses meet (or possibly fail to meet).

STEP 22: IDENTIFY WAYS TO REDUCE SPENDING

To create a balanced budget or increase savings, most people will have to find a way to earn more or spend less. If the idea of spending less sounds challenging, try starting small. In addition to making small changes, resolve to boost your savings by including all of your "windfall" money. This "free money" includes increased income from a pay increase, birthday gifts, insurance settlements, escrow overages, tax refunds, and inheritances.

STEP 23: SAVE MONEY ON GROCERIES

Saving money on groceries doesn't have to be hard work. Making just some small changes can net big rewards to your pocketbook. Simple changes in the way you plan and shop can help you reduce the amount you're spending on groceries.

STEP 24: SHARE A TIP FOR CHANGE

When you identify ways to reduce spending, you are being honest with yourself about your finances. Being honest with yourself and others about your finances will ensure your success.

STEP 25: DOCUMENT YOUR DESIRED SPENDING

Now that you have identified some areas where you would like to make some changes, it is time to revisit your budget. Remember, this is not about sacrifice; it is about making choices to help you achieve your goals. After you have made adjustments, you can move forward using this spending plan as a road map for achieving your goals.

STEP 26: PROTECT YOURSELF BY PERFORMING FINANCIAL CHECK-UPS

Being in charge of the family's finances is an awesome responsibility. In addition to providing your family with the basic necessities of life, you may feel responsible for their overall financial well-being. One of the best ways to care for your family is to be sure that you are prepared if something were to happen to you or another member of your family.

STEP 27: UNDERSTAND THE COST OF CREDIT

It is important to carefully weigh your options before making a credit decision. When you sign or cosign an application for credit, you are agreeing to all its terms. Moving forward, commit to understand everything to which you are agreeing.

STEP 28: ASSEMBLE A FINANCIAL TEAM

Managing your finances can be like putting together a puzzle; all the pieces need to fit in order to be rewarded with the "big picture." Working with one or more financial professionals can help put the pieces in place.

STEP 29: APPRECIATE THE BENEFITS

Change may be hard, but the payoff can be priceless. In addition to improving your financial situation, you may also find your money management skills can benefit other aspects of your life.

STEP 30: KEEP MOVING FORWARD

Congratulations! You have given a great deal of thought to your financial situation, your spending habits, and the change process. You now have the knowledge necessary to make positive decisions that will ensure a successful financial future.

SOURCE: www.moneymanagement.org



Claremont can help at any step in your financial planning journey! Call Claremont at **800-834-3773** to access your free and confidential financial consultation.

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Human Resources Department

IMPORTANT STATE OF CALIFORNIA LEGISLATION UPDATE.

Hi Everyone,

The State of California recently passed legislation providing up to 80 hours of leave (or proportional amounts) for specific Covid-19 related reasons. These hours are in addition to the original hours that were available to you already, and they have already been added to your emergency sick leave. Although this new law was not passed until March, the use of the leave is retroactive to January 1, 2021. If you meet the eligibility requirements listed below for any leaves from January 1, 2021, through September 30, 2021, please contact HR.

Eligibility

A covered employee may take leave if the employee is unable to work or telework for any of the following reasons:

1. The covered employee is subject to a quarantine or isolation period related to COVID-19 as defined by an order or guidelines of the State Department of Public Health, the federal Centers for Disease Control and Prevention, or a local health officer who has jurisdiction over the workplace.
2. The covered employee has been advised by a health care provider to self-quarantine due to concerns related to COVID-19.
3. The covered employee is attending an appointment to receive a vaccine for protection against contracting COVID-19.



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4. The covered employee is experiencing symptoms related to a COVID-19 vaccine that prevents the employee from being able to work or telework.
5. The covered employee is experiencing symptoms of COVID-19 and seeking a medical diagnosis.
6. The covered employee is caring for a family member who is subject to a COVID-19 quarantine or isolation period or has been advised by a healthcare provider to quarantine due to COVID-19.
7. The covered employee is caring for a child whose school or place of care is closed or otherwise unavailable for reasons related to COVID-19 on the premises.

If you experienced an absence after January 1, 2021, that would have qualified but used other accruals for January, February, or March, it is possible, with documentation, to restore your accruals and charge your absences to this new bank of hours.

Please note that all requests for this new supplemental sick leave require supporting documentation. If you have any questions, please contact me.

Thank you

Alonso Duarte, PhD

Child Start, Inc.

Human Resources Manager

(707) 252-8931 ext. 2018 work

aduarte@childstartinc.org





Family Services

Friendly reminder.

The Child Start Head Start Scholarship applications are due on April 30, 2021 by 5 pm.

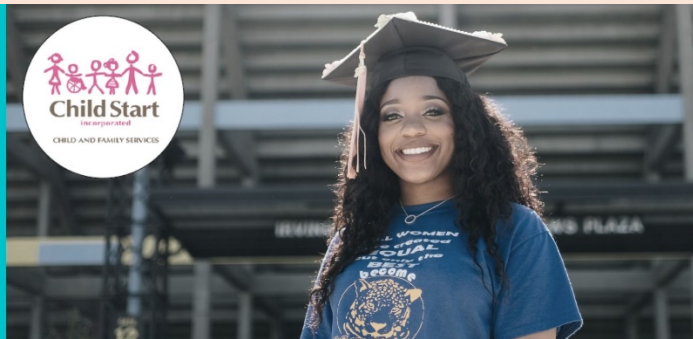
Former Head Start Students Graduating High School Seniors from Napa or Solano County and planning to attend college or vocational school in 2021 are eligible to apply.

For more information, please contact Evelin Zelaya at ezelaya@childstartinc.org or call (707) 235-0912.

Or visit our website at <https://www.childstartinc.org/resources/parents-make-it-happen/>

Download the application click the link: [Head-Start-scholarship-application-2021.pdf](#)

\$500.00



\$500.00

Head Start Scholarship 2021



This Week Trivia Question



▶ Who said these words?

Can you name 5 stages of child development?



▶ Submit your answers by sending an email to:

lpineda@childstartinc.org By Thursday April 15, 2021

Last week's trivia Question answer:

What is another word for kinesthetics?

If your answer is "Hands on learning" YOU ARE CORRECT!!

"When one teaches, two learn."

- Robert Heinlein -



Website: www.childstartinc.org



Contact: Luis Pineda
707-333-1874



Email: lpineda@childstartinc.org