



WEEKLY UPDATE | November - 22 - 2021



Family Support & Well-being

Preventing and Responding to Domestic Violence

Domestic violence impacts all of our communities. It can have long-term negative effects on the well-being and safety of children and families. There are several things we can do to support parent and child survivors of domestic violence to heal and thrive. Head Start programs play a key and valuable role in families' lives. Program staff are in a unique position to support families and children experiencing domestic violence.

A strength-based approach to talking with families about domestic violence requires trust and mutual respect between program staff and families. Program staff who are aware of best practices for receiving disclosures of domestic violence and providing appropriate and empathic responses are in a better position to maintain the trust and respect they have built with families. Head Start programs can take steps to prepare and equip themselves to prevent and address domestic violence. From the individual to the programmatic level, it is important to create a collaborative approach. Program staff must have the opportunities and resources to learn more about domestic violence, ways to support families experiencing domestic violence, and strategies to promote healthy relationships.

A key part of this work is creating a culture where the health and well-being of program staff is prioritized by enhancing community partnerships. Domestic violence can affect those supporting families directly experiencing domestic violence, so it is crucial that program staff access the supportive services they need and engage in wellness practices regularly.

Learn more about what is [domestic violence](#) and [Partnering with Families Experiencing Homelessness Due to Domestic Violence](#).

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Vaccination for Head Start Staff



Click the image to find vaccine locations.



Website: www.childstartinc.org



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Human Resources Department

RE: Open Enrollment

The annual open enrollment period for Child Start Inc. health, dental, HSA plans, and vision is being held from November 19, 2021 through December 9, 2021. Eligible employees may:

- Enroll or change, and add or delete eligible family members to and/or change health, vision, and dental insurance plans
- Enroll or re-enroll in HSA (health savings account)

Health Plan Options - We will continue to offer 4 medical plans through Kaiser Permanente. Please review the plans as the specifics of the plans have changed. Complete information about the plans can be accessed through your Paycom self-service account at www.paycomonline.com.

An explanation on how to access the enrollment page will be sent to your Child Start email.

Dental Plan - Our dental coverage is through Cypress insurance

Vision Plan - The plan remains the same and it is offered through VSP. Details of the plan are listed below.

HSA - The contribution limits to your HSA changed as follows:



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Human Resources Department

Benefits Continues

| | For 2021 | For 2022 | Change |
|--|---------------------------------------|---------------------------------------|------------------------------------|
| HSA contribution limit (employer + employee) | Self-only: \$3,600 Family: \$7,200 | Self-only: \$3,650 Family: \$7,300 | Self-only: +\$50 Family: +\$100 |
| HSA catch-up contributions (age 55 or older)* | Additional \$1,000 | Additional \$1,000 | No change** |

Premium Rates

Medical Plans – The rates have changed for all plans and across all levels of coverage. See attached rate schedule.

Dental Plans – As always, CSI will continue to pay the premium for employee only. You must enroll.

Vision Plan – There is no rate increase to the plan. See attached rate schedule

Remember

**Review and approve your benefits before the end of the enrollment period in
December 9, 2021**

***You will not have access to the 2021 Benefits Page until November 19th **

Read the complete benefits plans [here](#)

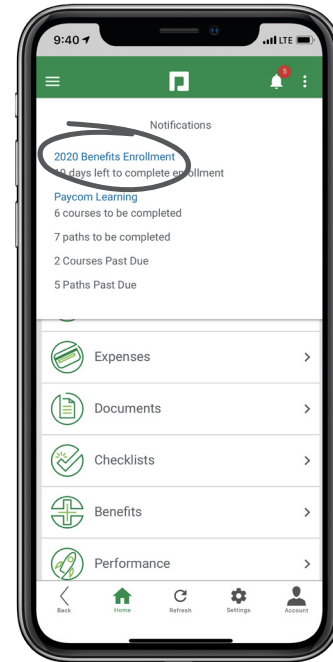


SHOW ME HOW

to Enroll in Benefits Benefits

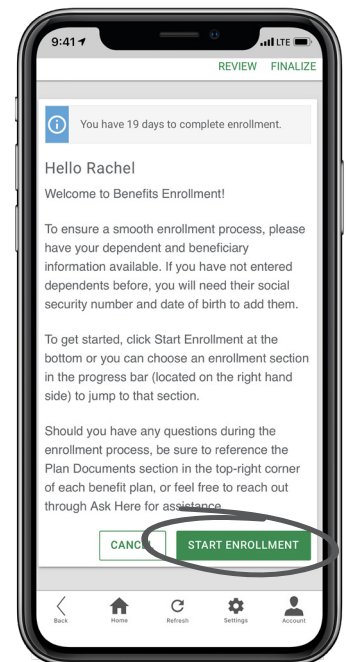
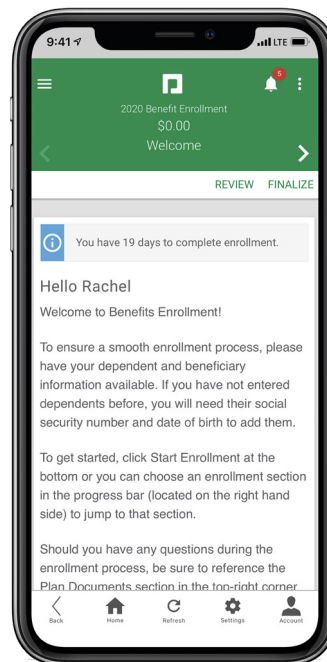
STEP 1

Log into the Paycom app.
From the Notification Center
or from the Benefits section,
click the current year's Benefits
Enrollment.



STEP 2

Review initial instructions and
click "Start Enrollment." Then,
enter your personal information
and any dependents or
beneficiaries.



EMPLOYEES

Visit the Help Menu for the most up-to-date version of this guide.



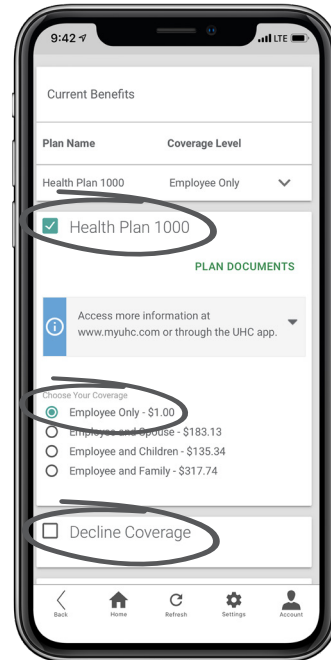
SHOW ME HOW

to Enroll in Benefits
Benefits



STEP 3

After determining which plan will work for you, choose your coverage level, then select either to enroll or decline.



STEP 4

To complete enrollment, click "Finalize," then "Sign and Submit".



HELPFUL TIPS

- Have your dependent/beneficiary information ready, such as Social Security numbers, before beginning the enrollment process.

EMPLOYEES

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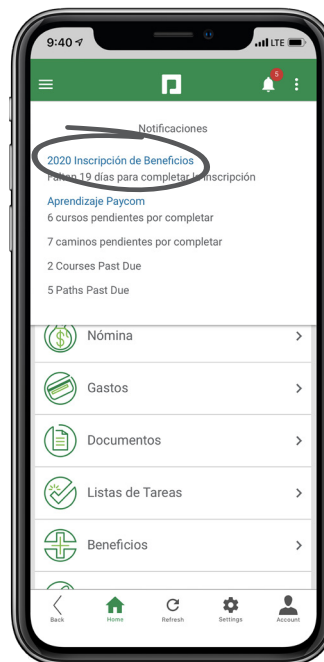


MUÉSTRAME CÓMO

Inscribirse en Beneficios

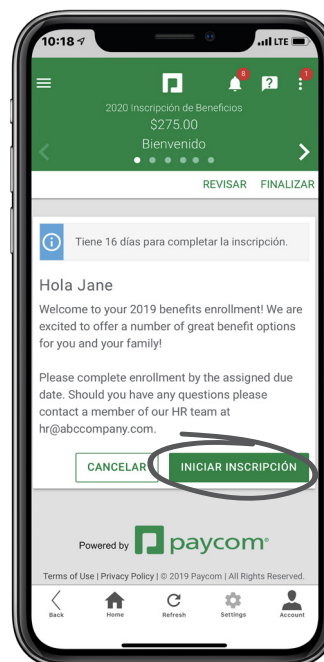
PASO 1

Inicie sesión en la aplicación Paycom. Dentro del Centro de Notificaciones o desde la sección Beneficios, haga clic en la Inscripción de Beneficios del año en curso.



PASO 2

Revise las instrucciones iniciales y haga clic en "Iniciar Inscripción." Luego, ingrese su información personal y cualquier dependiente o beneficiario.



EMPLEADOS

Visite el Menú de Ayuda para obtener la versión más actualizada de este guía de ayuda.



MUÉSTRAME CÓMO

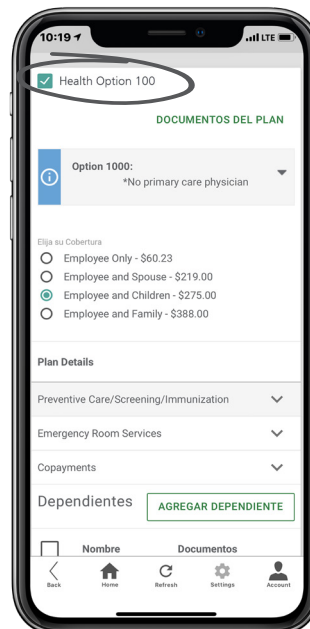
Inscribirse en Beneficios

Beneficios



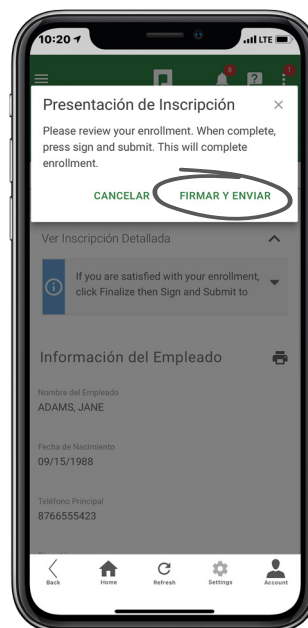
PASO 3

Después de leer cada plan de beneficios, elija su cobertura.



PASO 4

Para completar la inscripción, haga clic en "Finalizar" luego "Firmar y Enviar."



CONSEJO ÚTILES



- Tenga lista su información de dependiente/beneficiario, como los números de Seguro Social antes de comenzar el proceso de inscripción.
- Conforme avance en el proceso de inscripción, sus selecciones se mostrarán y se sumarán en el resumen de beneficios a la derecha.

EMPLEADOS

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Human Resources Department

REMINDER

Submit your COVID-19 vaccination proof to Human Resources.

All staff to be fully vaccinated by November 30, 2021.



NOVEMBER 30, 2021.

VACCINE RESOURCES

You can visit the following web site to find a vaccine near you: visit <https://www.vaccines.gov/>
Or you can visit these websites, specific to each county. Information includes calendared vaccine events, locations, instructions and contact information if you have questions.

Napa County: <https://www.countyofnapa.org/3096/COVID-19-Vaccines>

Solano County: https://solanocounty.com/depts/ph/coronavirus_links/covid_19_vaccines.asp



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SPREAD THE WORD!

JOIN THE TEAM

SPREAD THE
WORD ABOUT
HEAD START



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This Week Trivia Question



What is most important in Early Childhood development?



Submit your answers by sending an email to:
lpineda@childstartinc.org By Thursday November 25, 2021.

Last week's trivia answer:

What does “Cognitive Development” refers to?

If your answer is **“the thinking processes”**, you’ve nailed it!

Cognitive development encompasses a very wide range of learning. One of the best-known theorists on cognitive development is Piaget.

“Never help a child with a task at which he feels he can succeed.”

- Maria Montessori -



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