

Early Care and Education Association

Meeting Date: 9/4/2021

Meeting Time: 4:00pm

Members Present: Amy Brooks, Faith Dubois, Jenn Hosmer, Janet Bauer, Sunnie McPhetres, Vicky Fogg, Jenn Parker, Kim Toland, Tanika Beauchemin

Topic	Discussion/Decision
Recruitment Amy	Recruitment is going well. Looking at speeding up the process. Haverhill Fair a success.
CPR	ECEA pays the cost of the trainer. 2 options available, hybrid version online with in person skills lab or complete in person class with trainer. Trying to fill up classes. If interested in setting up a training please contact Tanika at tbeauchemin78@gmail.com

CDA	The CDA for Success Program is moving along. 6 participants have completed and received credential. 4 are very close!
Wage Benefit Survey	Please participate if possible. Looking to see what needs are/where we are and where we compare salary wise Due September 30th
Director's Retreat	Voted to postpone due to Covid. Be on the lookout for new invite in the Spring 2022

ARPA Funds	Amy shared a classroom calculator cheat sheet tool. Will soon be available on the eceauv website for director's to input their own information
Possible Non Wage Benefits	<p>Docs By Phone-24/7 non emergency plan. \$8/staff includes spouse and children. Vision/Dental/Mental Health plans available at an additional low cost.</p> <p>FSA-Flexible Spending Account funds are put into a special account that can be used for out of pocket medical expenses and drugstore items not covered by insurance such as bandages, contact solution, allergy meds, cough drops, pain relievers etc. Employer owned and controlled.</p> <p>HSA-Health Savings Account has above benefits but is individually owned and more flexible. Can be rolled over year to year.</p> <p>Amy is currently looking for a good company to use.Contact her for more information</p>
Recruitment Recognition	<p>ECEA is launching a new initiative for staff to participate in a stipend committee to inform and guide the R3 work. Looking for a group of 12 from NH and VT centers of various size with many levels of experience. Deadline to apply is Oct 1st</p> <p>To apply go to https://www.surveymonkey.com/r/DFXHXMC</p>
Getting Ahead Faith Dublois	<p>Faith spoke about the success of the first workshop held on 9/13. Discussion was participant based. Spoke of self care and the instability of healthcare and plans and what they look like and what is offered.</p> <p>Consensus of the group was that they felt supported by directors.</p> <p>She has a couple slots open if anyone would like to join.</p>
	<p>Amy asked the group what their top 3 things or strategies they would like to see discretionary funds spent on.</p> <ol style="list-style-type: none"> 1. Professional Development of existing staff. Amy will look into funding already out there 2. Wages 3. Bridging the gap between family tuition/benefits/rent

	<ol style="list-style-type: none">4. Added support for families in trauma5. On boarding efforts and compensation for tuition in order to close for a day of training and Professional Development6. Substitutes that are qualified. Lynx was mentioned as a resource for VT centers. Contact at vtchildcarelynx.org7. Outdoor equipment8. Qualified staff and help with cost of waivers and fingerprinting <p>Staff wants include: affordable/free childcare, flexible scheduling, benefits, wage increase</p>
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Adjourn	See you next month! Tuesday October 12, 2021 at 4PM
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