Resources for Parenting & Caregiving During COVID-19

Support your child’s learning during extended school closures with these resources:

At Home Learning Resources

Guidance to Support Working Families

For Managers

Parents and caregivers of adults are facing many unique challenges as a result of the COVID-19 pandemic. Below you will find Cornell and community-based resources to assist you.

Cornell Work/Life has created a Facebook page specifically for Cornell parents: Cornellians Parenting During COVID-19: Family Support & Networking. The page is designed for Cornellians with caregiving concerns/needs and Cornellians interested in being hired to babysit, nanny, tutor, teach, etc. It provides a forum for connecting and sharing info and resources related to family life during COVID-19 (particularly child care and schooling).

Parenting Resources

Child Care & Tutoring

Cornell Resources

Babysitters, Nannies, Tutors, and Teachers Available for Hire

These lists are made available by Cornell Work/Life in Human Resources.

Cornell NetID required to access.
The individuals listed are available for hire as babysitters, nannies, tutors, or other types of care providers. Some families are seeking to team up with other families and hire one individual to babysit or tutor. Candidates have indicated whether they are interested in the option of caring for more than one family.

Please contact individuals directly to obtain more information and/or conduct interviews. The rate of pay should be negotiated between the hiring family and the babysitter/nanny.

Disclaimer: Cornell does not screen, manage, or endorse individual babysitters, nannies, tutors, teachers, or hiring families. Cornell is not responsible for, and will be held harmless against, any liabilities, damages, expenses, causes of action, claims, or demands of any nature whatsoever, including any claims of negligence arising from or related in any manner to the use of this directory or any situation as a result of individuals for hire and hiring families working together.

- Nannies/Babysitters - WORD
- Nannies/Babysitters - EXCEL
- Tutors/Teachers - WORD
- Tutors/Teachers - EXCEL

If you or someone you know is interested in being hired to tutor (remotely or in-person), have them complete this information form to be added.

Adults 18+ interested in providing in-home child care, can create a profile and apply to jobs at Care.com and/or fill out this information form (anyone aged 14+ can fill out the form).

Please visit our Guide to Hiring Informal Child Care Providers for information on interviewing, hiring and orienting your sitter.

Find Babysitters, Nannies, & Other Caregivers with Care.com
Cornell provides free, unlimited Care.com membership to help benefits-eligible employees locate and arrange care. Find resources like sample contracts and nanny tax guides.

Learn more and start your membership today!

Cornell Child Care Grant
Cornell University's Child Care Grant helps you pay for your child care expenses by granting awards of up to $5,000 a year, tax-free. It has an annual application period each September for the following calendar year.

Work/Life Consultation and Support:
Cornell’s Work/Life Consultant Diane Bradac is available to talk with you about dependent care, locating providers, nannies and babysitters, parenting children with special needs, and more. Call 607-255-1917 or email: sdb39@cornell.edu.

Cornell Child Care Center (CCCC):
The Cornell University Child Care Center, managed by Bright Horizons Family Solutions, provides care for Cornell faculty, staff, and students with children ages 6 weeks to 5 years. Visit their website for additional information or arrange to take a tour. 150 Pleasant Grove Rd, Ithaca, 607-255-1010, Email: cornell@brighthorizons.com

Dependent Care Flexible Spending Account Changes:
If you are enrolled in a DCFSA for 2020, and your child care needs have changed due to COVID-19 – either due to a change in provider or a change in projected expense – you may make a change in your DCFSA election, on a go-forward basis, within 60 days of that change in need. There is a special enrollment form required. If you cannot locate the form emailed to you on April 28th, please contact the HR Services and Transition Center, hrservices@cornell.edu, 607-255-3936.

You may make subsequent changes to future contributions once you return to your original child care needs/expenses. PLEASE BE AWARE: 2020 contributions to DCFSA may be used for expenses dated 1/1/2020-3/15/2021.
Community Resources

TUTORING FOR K-12 CHILDREN BY CORNELL STUDENTS (DISCOUNTED FOR CORNELL EMPLOYEES)

Student Agencies Tutoring (SAT) is a student-run tutoring company composed of and managed by Cornell students. They offer educational support in K-12 learning and standardized test and college application preparation.

Through a partnership with Cornell Human Resources, SAT is extending a 20% discount on any of their packages to Cornell-affiliated families. To learn about available packages, how tutors are hired and vetted, and/or request services, visit the website. Note: Cornell does not vet, screen, hire, or endorse tutors associated with SAT.

Child Development Council of Central New York, Inc.

Information about regulated child care -- including centers, school-age child care, family & group child care programs

The Child Development Council provides child care resource and referral services to help you explore regulated child care options. Tompkins and Cortland County are home to a number of child care centers and home-based programs. Your search criteria (location, size, age of child/ren, cost, etc.) will be used to identify programs that may meet your needs. The Council can also assist families access child care subsidies, and maintains an emergency scholarship fund for child care payment. Request a consultation by calling 607-273-0259.

Not in Tompkins County? A network of organizations called Child Care Resource and Referral can provide more specifics about your location/county. Contact the Child Development Council to locate a program where you live.

Child Care Idea: “Family Pods” & “Quaranteams”

Some families are considering entering into a “family pod” or “quaranteam” partnership with one or two other families, rotating who provides the care. Work/Life is collecting a list of families interested in this type of care. Please email Diane Bradac at sdb39@cornell.edu to express interest. Check out the Ithaca Area Podschooling Exploration page for local resources.

Hand in Hand Domestic Employers Network

Hand in Hand offers resources for best practices when hiring a nanny, caregiver, or house attendant. View sample contracts, checklists, and more.

Frequently Asked Questions

My children’s school or child care is closed. Can I bring my children on-site to be with me while I work?

The presence and care of children at a university worksite create significant safety and liability considerations for the university. While the care of infants and children at the worksite is not permitted (Visitors at the Worksite policy), supervisors are encouraged to be flexible in arranging work schedules, granting time off, and/or permitting remote work.

Can child care centers refuse to serve children of quarantined or isolated employees?

Yes. Child care providers are required to follow New York State Licensing Guidelines, Health Department Guidelines, and may choose to impose additional regulations to support the health and safety of families and staff.

Managing Work Hours / Work Load

Strategies for Managing Time/Schedules

- Staff (including exempt employees) may use paid time off in small increments each day or half/full days as needed.
- Nonacademic employees may use New York State Paid Family Leave (NYS PFL) for the care of children with disabilities, or to provide care to children with a serious health condition. NYS PFL can also be used to provide care to
parents and spouses/domestic partners.

- Adjust your start/stop time (when and which days you work) – use chunks of time that better align to your availability if possible. Consider leveraging the entire week, not just Monday through Friday.
- Formally reduce your hours temporarily (subsequent reduction in pay) – hours must be at least 20 per week to sustain health benefits.
- If you are hourly, you may informally and occasionally report fewer hours worked than normal without using HAP/Vacation time to offset. You will not be paid for these hours. Discuss this with your supervisor and/or HR representative in advance.
- Discuss your work goals and priorities with your supervisor – some work projects/tasks may be better aligned with your current situation than others.
- Take an unpaid leave of absence for up to three months.

The Cornell Flexibility in the Workplace Policy states that remote work cannot be a substitute for ongoing child care needs. In light of COVID-19, remote work may occur while dependents are present if their school or child care is closed and alternative care is unavailable, under the following guidelines:

- Cornell is not responsible or liable for the health and safety of your dependents while you are working remotely, or for your health and safety while you are delivering care to your dependents. It is up to the employee to determine whether work can be conducted safely.
- If a dependent is ill and requires ongoing attention, and you are not able to perform work, employees may need to use Health and Personal (HAP) time away from work. HAP guidelines are being relaxed during this period to also accommodate well children who are home due to school and childcare closures. Nonacademic employees may also be covered by New York State Paid Family leave, which provides paid leave to care for a covered family member’s serious health condition for the care of children with disabilities. Please visit the website for more information.
- Employees are expected to determine what they can reasonably accomplish while dependents are under their care (whether healthy or ill), and the amount of time they expect to be able to work.

Communications & Networking

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Cornell Resources

Cornell Parent Newsletter:

The Parent Newsletter provides helpful tips, events, activities, and services of interest to Cornell faculty, staff, students, and retirees who are parents and/or grandparents. Click here to add your email to the newsletter distribution list.

Cornell Parent E-Lists:

Consider joining a Cornell Parent e-list to connect with other parents. There are specific lists for parents with children under age six and parents with school-age children, as well as a list dedicated to selling/buying child-related items.

- parents-k12-L – information related to parenting school-aged children (no classifieds permitted). To join, email: parents-k12-L-request@cornell.edu with “Join” in the subject
- parents-undersix-L – information related to parenting children under the age of six (no classifieds permitted). To join, email: parents-undersix-L-request@cornell.edu with “Join” in the subject
- parents-classifieds-L – buy, sell, or exchange child-related items (restrictions apply, see guidelines). To join, email: parents-classifieds-L-request@cornell.edu with “Join” in the subject

Additional Resources:
Community Resources

- Tompkins Families: Local resource for all families based within Tompkins County. [Facebook page](#) & [Newsletter](#)
- [IthacaMama Facebook Group](#) – engage with local families on child care and parenting.

Safety

- Guidance from the Centers for Disease Control (CDC)
  - [Pregnancy & Coronavirus](#)
  - [Handwashing: A Family Activity](#)
  - [Older Adults & Coronavirus](#)
  - [Preventing the Spread of Coronavirus in Homes and Communities](#)
- Household Child Safety Products – from the Healthy Neighborhood Program

Upcoming Events

**Cornell Community Chats for Parents**

[Register](#)

Please join us for a series of informal discussions about the challenges Cornell families are navigating, share unique ideas and experiences, and learn about resources and approaches for family life and self-care.

Attend one or many of the 45-60 minute sessions facilitated by Cornell Work/Life, Faculty and Staff Assistance Program, and Organizational Development and Effectiveness professionals.

Zoom participation details will be provided to participants via email prior to the upcoming session*.

- Thursday, September 3rd at 9:00 am: **Maximizing Parental Family Resources**
- Thursday, September 10th at 3:30 pm: **Transitioning and Adapting to School Re-opening Routines**
- Wednesday, September 16th at 2:00 pm: **Managing Young Families PLUS Adult/Eldercare Demands**

*These sessions will not be recorded.

**Preparing for Baby Series**

The Preparing for Baby series will help you sort through much of the information available for new parents and guide you in making the best decisions for your family. All Cornellians (faculty, staff, postdocs, and students) and their partners/support persons are welcome to attend, free of charge.

Classes begin virtually on September 16, 2020.

Find additional local and campus events and activities in the [Cornell Parenting Newsletter](#) and the [Cornellians Parenting During COVID-19: Family Support & Networking](#) Facebook page.

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Caregiving for Adults

Cornell Resources

- **Cornell Caregiver Support & Education Network Meetings** - Caregivers come together monthly to share the challenges, joys, and resources of caregiving. Registration is required. Email worklife@cornell.edu and a Zoom link will be sent prior to the meeting.
- **Cornell Work/Life Consultant** – can advise you on work/life issues, especially related to caregiving. Phone, virtual, or email consultations available worklife@cornell.edu or 607-255-1917.
- **Staff may use New York State Paid Family Leave (NYSPFL) to provide care to parents and spouses/domestic partners as well as children with serious health conditions or special needs.**
- **Cornell provides free, unlimited Care.com membership to help benefits-eligible employees locate and arrange care. Members are expected to screen care providers, conduct background checks, and follow other safety best practices. Those who post job ads tend to have better success in finding a caregiver.**

Community Resources

- **Tompkins County Office for the Aging (other Counties)** – 607-274-5482 - assists older persons and adults with long-term care needs.
  - **Project CARE** - a friendly visiting program that provides in-home support to family caregivers as well as direct help to frail, homebound older adults.
  - **Instructional Videos For Family Caregivers In The Home**
- **Caregiver Action Network** - caregiving experts are available 8:00 AM – 7:00 PM ET, 855-227-3640
- **Love Living at Home** - resources for older adults who desire to live in the homes and neighborhoods they love.
- **FoodNet Meals on Wheels** - Meals on Wheels ensures that seniors have access to adequate nutrition even when family support, mobility, and resources are lacking.
- **Finger Lakes Independence Center (FLIC)** - promotes independence through a variety of programs and services.
- **Cancer Resource Center** - resources and groups for caregivers of those with cancer.
- **Caregiver Support - USAGov** - information to help you care for your loved one with special medical needs, including programs for family members of veterans and people with disabilities.
- **Brain Injury Association of New York State** - provides advocacy and support to people and families living with brain injuries.

Questions or Suggestions

wellbeing@cornell.edu