Resources for Parenting & Caregiving During COVID-19

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

At Home Learning Resources

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. Additional information can be found on our Parenting During COVID-19 sheet.

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

[accordion]

Child Care

Cornell Resources

Babysitters, Nannies, Tutors, and Teachers Available for Hire

These lists are made available by Cornell Work/Life in Human Resources to support Cornell employees and students with children.

Cornell NetID required to access. Please do not share this directory with individuals outside of Cornell University.

The individuals listed are interested in being hired as a babysitter, nanny, tutor, or other types of child care support during the
summer and/or fall semester. Some families are seeking to team up with other families and hire one individual to babysit or
nanny often referred to as a “nanny share” or “quaranteam.” You will be able to see whether the candidate is interested in
being hired by more than one family.

A number of questions have been asked of the candidates and their answers are provided in each profile. The directories are
also provided in Excel format to enable sorting by specific criteria.

Please contact individuals that you would like to learn more about and interview directly - the rate of pay is negotiated
between the hiring family and the babysitter/nanny. No screening has taken place – please see the below disclaimer and
take necessary steps to ensure the health, safety, and wellbeing of your family.

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 to the Cornell Directory.

For those interested in providing in-home child care (ages 18+), please encourage them to create a profile and apply to jobs
at Care.com and/or fill out this information form (also for ages 14+).

Find Babysitters, Nannies, & Other Caregivers with Care.com

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. Read this important guidance about child care during
COVID-19 before arranging care. Check out their Back-To-School Resource Guide to help make the transition into the new
school year easier.

Start your membership today!

1. First, visit the HR website for details about the service.

2. Then head to http://cornell.care.com/ to create an account with your Cornell ID number (not your NetID, the number found
   on your ID badge).

3. Post a position and/or search the directory for caregivers.

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:

If you are looking for assistance with child care arrangements, contact Cornell’s Work/Life Consultant Diane Bradac. She is
available to talk with you on topics related to dependent care, such as locating providers, nannies and babysitters, parenting
children with special needs, and more. Diane can help you explore childcare options so that you are fully informed of what
the landscape will look like for your family and your child/ren. 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 to children ages 6
weeks to 5 years for Cornell faculty, staff and students. Visit the website for additional information or arrange to take a tour
Please contact the CCCC to share information about your needs. 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 needed, and if you cannot locate the form you received in the email to you dated April 28th, please contact the HR Services and Transition Center, hrservices@cornell.edu, 607-255-3936.

You may make a change in future contributions, again, 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.

Guide to Hiring Informal Child Care Providers (babysitters)

Summer Camp & Care

- Tompkins County Summer Camp Guide
- Cornell CUBS Sports Camps
- Summer Resources from Care.com
  - Hobby and Online Tutoring Classes for Children: Employees can search by child’s age, date, and category to find online and virtual classes for their children to take from home. Topics include Art, Dance, Sports, Language, and STEM to name a few. There is a cost associated with most of the online classes. The prices vary but are clearly outlined on the website. Any costs associated with taking the online hobby or tutoring classes would be paid for 100% by the employee.
  - Summer Care Resource Guide: The Summer Care Resource Guide is frequently updated and available on Care.com for all employees to access more information about caring for their children and households throughout the upcoming and unprecedented Summer.

Community Resources

Child Development Council of Tompkins & Cortland County - Information about Family & Group Family Child Care Programs

The Council has child care referral specialists that can help you explore options. There are many smaller family programs that can provide care for up to 6 children and group family programs that can provide care up to 12 children. Your search criteria (location, size, age of child/ren, cost, etc) will be used in order to conduct a search. Request a consultation by calling 607-273-0259.

Not in Tompkins County? There is a network of organizations called Child Care Resource and Referral who 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”

A strategy some families are considering is 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. We will notify you when a form is available for collecting additional details. 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 creates 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.

Remote Work & Parenting

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 if requested, employees may need to use Health and Personal (HAP) time away from work, as needed. 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 of for the care of children with disabilities. Please visit https://hr.cornell.edu/new-york-state-paid-family-leave 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.

Strategies for Managing Time/Schedules

- Adjust your start/stop time (when you work) – use chunks of time that better align to your availability if possible
- Staff may use paid time off in small increments each day (possible for exempt employees as well) or half/full days as needed
- Staff may use New York State Paid Family Leave (NYSPFL) for care of children with disabilities, or to provide care to children with a serious health condition. NYSPFL can also be used to provide care to parents and spouses/domestic partners.
- Reduce your hours temporarily (subsequent reduction in pay)
- Discuss your work goals and priorities with your supervisor – some work projects/tasks may be better aligned to your current situation than others

Articles & Resources

- Remote Work Tips for Families (Cornell)
- Resources for families during COVID-19 (Care.com)
- Working From Home with an Infant (Society for Industrial and Organizational Psychology)
- 75 Ways for Kids to Connect & Contribute (Conscious Discipline)
- About Child Regression & What to Do (Lerner Child Development)

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 several specific lists for parents with children under age six, parents with school-age children, and for 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:

- Top Ten Things You Should Know If You Are Having A Baby at Cornell
- Equal Parts Podcast: Care@Work's Equal Parts podcast is available on Apple podcasts, Spotify, and through the link provided. Recent podcast subjects include ‘Ideas for Summer Camp at Home’ and ‘Parenting During a Pandemic.’

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, sharing unique ideas and experiences, and learning 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.

Discussion topics may include:

- Maintaining positive relationships with children
- Strategies for securing care arrangements
- Transitioning and adapting to school re-opening in-person and/or virtually
- Coping with uncertainty, self-care, and stress management
- Fostering social connections
- “Sandwich generation” challenges – parents with adult/elder care demands

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

- Wednesday, August 12th at 1:30 pm
- Tuesday, August 18th at 11:00 am
- Tuesday, August 25th at 2:00 pm
- Thursday, September 3rd at 9:00 am
- Thursday, September 10th at 3:30 pm
- Wednesday, September 16th at 2:00 pm

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**

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**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 – may 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 (NYSPLF) can be used 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.

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3. Post a position and/or search the directory for caregivers.

**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