Family & Caregiving Programs

JHU Office of Benefits & WorkLife
Welcome

The Family Services team strives to support families with the integration of work and family life.

At this time of increased uncertainty, Hopkins families have identified caregiving as an area of need - for school age care, elder care, flexible child care and financial assistance.

In response, the University has broadened the slate of offerings and we are increasing communication and visibility to make sure that everyone is aware of the tools available.

Thank you for participating today. Throughout this period, your experience and feedback is essential to creating solutions that work.
Family and Caregiving Programs

Affordability:
- Covid-19 Caregiving Relief Fund
- Child Care Voucher
- Backup Care
- Child Care Scholarship
- LifeMart Discounts
- Tutoring Discounts

Availability:
- 3 Partner Child Care Centers
- Preferred wait list at two Y locations
- Komae cooperative babysitting

Choice:
- Care@Work Premium Membership and Expert Assistance
- Maryland Family Network: LOCATE child care resource and referral

Support:
- Elder Care
- mySupport
- Coping & Thriving Webinars
- Lactation Support (over 40 lactation rooms at all campuses)

https://hr.jhu.edu/family-programs/
Resources on the HR Website

Child Care
Learn about JHU programs designed for families in need of child care.

New and Expectant Parents
Learn about benefits and resources that can help as you start and grow your family.

School Age and Educational Resources
Find in-person school age care, e-learning options, and tutoring support.

Elder Care
Access resources that can ease the challenges of caring for an aging adult.

Use CTRL F5 and refresh if it’s been a while since you’ve visited the site.

410-516-2000
benefits@jhu.edu
https://hr.jhu.edu/family-programs/
Finding Care

• Maryland Family Network LOCATE
• Care@Work Premium Membership
• Komae Cooperative Care
• Y of Central Maryland
• Varsity Tutors
JHU Partner Centers

Homewood ELC
- info@homewoodelc.com
- 410-516-4545
- 200 Wyman Park Drive Baltimore, MD 21211

Weinberg ECC
- weinbergecc@jhu.edu
- 443-642-4103
- 2100 Ashland Avenue Baltimore, MD 21205

JH Child Care & Early Learning Center (Bright Horizons)
- jhopkins@brighthorizons.com
- 410-614-4111
- 98 North Broadway Baltimore, MD 21231
Maryland Family Network - LOCATE

- Enhanced resource and referral with state experts on MD state licensed child care.
- Customized referral to registered family child care providers and licensed group programs for infant to school age:
  - full-day centers
  - preschool and Head Start programs
  - public pre-K programs
  - private kindergartens
  - school-age programs
  - summer programs and camps

How to Register: Go to “Finding Child Care” on the JHU Family and Caregiving page and click the link for LOCATE. Complete the form or call 1-800-999-0120, option 2, and a referral specialist from LOCATE will contact you.
Care@Work Overview

Backup Care
- For Children
- For Adults

Premium Membership
- Search & Post Jobs
- Expert Assistance

Register at: johnshopkins.care.com using your JHED ID
What is Komae?

Komae is a cooperative childcare app, providing a flexible care management option for parents returning to work.

**Trusted Care**
No matter how big Komae’s network grows, your babysitting requests only show up to other parents you have personally connected with on the app.

**Cash Savings**
Babysitting on Komae is free when you’re trading equally with friends. And if you need to purchase points, it’s only $5 an hour!

**Create Groups**
Create groups on the app and invite your neighborhood, school group, or colleagues to join.

**Post a Need**
Send one message to let your entire village know when you need a sitter and say goodbye to playing phone tag.

**Post an Availability**
Have a free night? Need more points? Post an availability encouraging your network to post a sit.

https://www.mykomae.com/hopkins/
Komae: Getting Started
Y Academic Support Centers

Spots are reserved at the Henderson Hopkins Academic Support Center for Hopkins families.

- Students ages 5-12
- Monday-Friday: weekly sessions or single full days;
  - full-day 7am-6pm, half-day 7am-12pm or 1-6pm
- Masks required; must bring laptop, headphones, school supplies, water bottle, & lunch
- Wi-fi provided at all locations for video chats and other online learning needs
- Students in small groups of 10-12 in quiet spaces for study and remote learning time
- Active Y members receive a 10% discount; 2% sibling discount (2 or more)

"Your child's school teacher(s) will lead all instruction, directions and assignments as they normally do. Y associates are specially trained in virtual learning support. Y associates help students stay on task, help with schoolwork and homework as needed, and provide fun enrichment opportunities to supplement the school day."

https://hr.jhu.edu/benefits-worklife/family-programs/school-age/
Varsity Tutors

We’re open! Call now: (800) 836-0181

Johns Hopkins: Save 20% on Expert Live Instruction for Students of All Ages

GET STARTED

Award-winning live instruction platform

https://varsitytutors.com/partners/johnshopkins/
Paying for Care

- Care@Work Backup Care
- Child Care Voucher
- Dependent Care Flexible Spending
Backup Care

When your regular care is unavailable, use Backup Care to find vetted in-center or in-home care.

- In-home backup care for kids and adults
- In-center backup care for children

You receive 20 days of backup care per year at these rates:

<table>
<thead>
<tr>
<th>Your Annual Salary</th>
<th>You Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>$39,999 and below</td>
<td>$6 per hour</td>
</tr>
<tr>
<td>$40,000 to $74,999</td>
<td>$8 per hour</td>
</tr>
<tr>
<td>Over $75,000</td>
<td>$10 per hour</td>
</tr>
<tr>
<td>In-Center Child Care</td>
<td>$15 per day</td>
</tr>
</tbody>
</table>

Register at johnshopkins.care.com using your JHED ID
Child Care Voucher

Eligibility: full-time, benefits-eligible JHU faculty, staff, doctoral and medical students, post-doctoral fellows, residents, and house staff.

For children ages 0-5, not in kindergarten
For any type of paid care (not just licensed) during scheduled work hours

<table>
<thead>
<tr>
<th>One Pre-K Child Under Age 6</th>
<th>Two Pre-K Children Under Age 6</th>
<th>Three Pre-K Children Under Age 6</th>
<th>Voucher Award</th>
</tr>
</thead>
<tbody>
<tr>
<td>Family Adjusted Gross Income (AGI)</td>
<td>(Per Family)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>≤$46,000</td>
<td>≤$56,000</td>
<td>≤$66,000</td>
<td>$5,000</td>
</tr>
<tr>
<td>$46,001 - $72,000</td>
<td>$56,001 - $82,000</td>
<td>$66,001 - $92,000</td>
<td>$2,500</td>
</tr>
<tr>
<td>$72,001 - $96,000</td>
<td>$82,001 - $106,000</td>
<td>$92,001 - $116,000</td>
<td>$1,000</td>
</tr>
</tbody>
</table>

For each additional pre-K child under the age of 6, the income caps rise $10,000.

• Employees must apply during Annual Enrollment, October 14-30, 2020, or with a Qualifying Life Event: birth, adoption, marriage, or start of a new child care arrangement.

• Students/Learners must apply between November 2-20, 2020, or upon matriculation.
DCFSA – Dependent Care Flexible Spending Account

• Reimburses you for qualified dependent care expenses such as day care that enable you, and your spouse (if you are married), to work or attend school full time

• You may contribute up to $5,000 annually per family
  • Child Care Voucher and Backup Care subsidy are included in the tax-free cap

• Expenses for the following dependents are eligible for reimbursement:
  • Children under age 13
  • Any dependent (including your spouse or parent) who is physically or mentally incapable of taking care of himself or herself

• “Use it or lose it” benefit – does not carry over each year

• Eligibility: full-time faculty & staff
COVID-19 Caregiving Relief Fund
COVID-19 Caregiving Relief Fund (CCRF)

Applications Open NOW

CCRF provides eligible employees and students reimbursement for unanticipated caregiving and educational expenses incurred as a direct result of COVID-19.

• **Monthly Caregiving Fund:** Eligible expenses related to school and caregiving must be incurred on or after 9/1/2020.

• **Technology Fund:** Computer and technology expenses must be incurred on or after 7/1/2020 and are capped at $1,000 for all income levels up to $175,000.

<table>
<thead>
<tr>
<th>Salary Level</th>
<th>Monthly award*</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 - $50,000</td>
<td>$800</td>
</tr>
<tr>
<td>$50,001 - $100,000</td>
<td>$600</td>
</tr>
<tr>
<td>$100,001 - $175,000</td>
<td>$400</td>
</tr>
</tbody>
</table>

*Monthly Caregiving Fund award per eligible affiliate (maximum)

<table>
<thead>
<tr>
<th>Salary Level</th>
<th>One-time award*</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 - $175,000</td>
<td>$1,000</td>
</tr>
</tbody>
</table>

*One-time award per eligible affiliate (maximum)

https://hr.jhu.edu/CCRF/
In order to be eligible, all expenses must be:

- Related to caregiving or educational needs of a dependent child or adult immediate family member;
- Incurred as a direct result of the COVID-19 pandemic;
- Incurred on or after 9/1/2020 (or computer & technology expenses from 7/1/2020); AND
- Validated by documentation of the expenses incurred.

Please note: if married, both adults need to be working or studying full-time to be eligible for the monthly caregiving fund.
CCRF: Eligible Technology Expenses

• Incurred on or after July 1, 2020
• Maximum of $1,000 per eligible Hopkins affiliate
• Computers or technology related **equipment** for use by a dependent child (K-12) for remote learning
  • Laptop, Chromebook, microphone, camera, noise-cancelling headphones, WiFi extenders/boosters
• *Incremental WiFi service costs are not eligible for the technology fund, but may be eligible for the monthly caregiving fund.*

https://hr.jhu.edu/CCRF/
CCRF: How to Apply

HOW DO I APPLY?

EMPLOYEES:
To begin the application process, please log into the Benefits portal by clicking on myChoices Health and Life Enrollment. Once you have enrolled in your 2021 benefits, you can then submit a life event to apply for the fund.

You will be asked to verify whether your claim relates to a dependent child or adult immediate family member. If your dependent child is not already on file, you will need to submit dependent verification with your application. Information on acceptable documents can be found here.

STUDENTS:
(Doctoral Students, Postdoctoral Fellows, Medical Students, Residents, Interns, Trainees)
To complete your application, click here.

REIMBURSEMENTS

Save your receipts! Reimbursements will be handled by Discovery Benefits. You will receive an email when your application is approved and you are able to access Discovery Benefits to file for reimbursement.

https://hr.jhu.edu/CCRF/
Additional Family and Caregiving Resources
mySupport

• Emotional, well-being, parenting and life support/coaching
• Mental health counseling – one time or repeating
• Out-of-state child care searches; educational resources
• Elder care consultation, support and resources

443-997-7000
https://resourcesforliving.com/
Username & Password = JHU

https://hr.jhu.edu/benefits-worklife/support-programs/
Upcoming...

WEBINARS

COPING WITH CRISIS; MYSUPPORT = MORE SUPPORT
Wednesday, October 21st @ 4pm

SUPPORTING KIDS WHO LEARN DIFFERENTLY
Thursday, October 22nd @ 12 pm

October is Depression Awareness Month.

https://hr.jhu.edu/benefits-worklife/worklife-workshops/

CCRF

Applications are now OPEN.
Detailed FAQ can be found on the website: https://hr.jhu.edu/CCRF/

COMMUNITY ENGAGEMENT

HOLIDAY TURKEY PROGRAM
Donate $25 to provide a basket of fresh turkey and vegetables from a local farm for a family in need.
For Thanksgiving: by Nov 13
For December holidays: by Dec 11

ADOPT-A-FAMILY / SENIOR
Partner with local organizations to donate gift cards during the holiday season to families and senior citizens in need.
Brighten the holidays by “adopting” a family or senior.

https://hr.jhu.edu/benefits-worklife/community-engagement/
Questions?

JHU Family Support Services

JHU Office of Benefits & WorkLife

worklife@jhu.edu | 410-516-2000 | benefits@jhu.edu

https://hr.jhu.edu/family-programs/

Thank you!
Appendix
New and Expectant Parents

- Family Leave
- Lactation Support
- Adoption Assistance
- Gestational Surrogacy Program
- Additional Resources

https://hr.jhu.edu/benefits-worklife/family-programs/new-expecting-parents/
Elder Care

• Backup Care
• Dependent Care Flexible Spending Account (DCFSA)
• Lifemart Employee Discounts
• mySupport

https://hr.jhu.edu/benefits-worklife/family-programs/elder-care/
CCRF Eligible Expenses

- **Remote Learning Support**: Incremental tutoring and other costs incurred to support remote learning for a school age dependent child (including virtual or in-person tutoring, eLearning coaches, learning pods and drop-off learning centers)

- **Remote Learning Support**: Educational or special needs services provided to a dependent child to supplement those normally provided in a school setting, for example, occupational or speech therapy

- **Remote Learning Support**: Incremental Wi-Fi service charges incurred to support remote learning for a dependent child

- **Childcare**: Incremental school age childcare costs for a dependent child to supplement or replace time that dependent children would have been in school (including school age care in-home, in-center care, learning pods)

- **Childcare**: Incremental childcare costs for a pre-Kindergarten dependent child incurred as a result of the ordinary care being impacted by COVID-19 (e.g., ordinary care provided by a high-risk grandparent or other family member)

- **Elder Care**: Incremental eldercare costs for adult immediate family members. For example, household services usually provided by a family member or adult day center, or that are newly required due to COVID-19

- **Technology Equipment** is defined as expenses for a tablet, computer, laptop, printer, webcam, speaker, microphone, headphones, and Wi-Fi extender expenses for a school age dependent child incurred by COVID-19 (desks and chairs are not included) and limited to a maximum benefit of $1,000 per JHU Affiliate for expenses incurred on or after July 1, 2020.
CCRF Non-Eligible Expenses

- Expenses that are not reasonable, not necessary or not incurred as a direct result of the COVID-19 pandemic
- Caregiving and remote learning support expenses incurred prior to September 1, 2020
- Technology equipment expenses incurred prior to July 1, 2020
- In-home childcare provided by an immediate family member
- Regular childcare arrangements or enrichments already in place prior to COVID-19
- Expenses submitted for reimbursement through a dependent care flexible spending account, JHU Childcare Voucher, JHU COVID-19 Employee Relief Fund, or reimbursed through any other means
- Private school tuition
- Test prep classes

- Cost of holding empty slots in a childcare center if you are not actively attending
- Transportation
- Recreation or sports lessons
- Computer for adults or non-dependents
- Desk, chair, school supplies or other office equipment
- Doordash, GrubHub or other meal delivery services
- Household services such as cleaning, gardening and maintenance
- Non-essential, luxury or decorative items or services
- Undocumented expenses and other expenses not permitted under the law
- Any expense that is not incremental and was an expense the JHU Affiliate was already incurring or would have incurred regardless of the pandemic
## Eligibility: University & Medicine

<table>
<thead>
<tr>
<th>GROUPS</th>
<th>Care@Work</th>
<th>MFN</th>
<th>Komae</th>
<th>Voucher &amp; Scholarship</th>
<th>DCFSA</th>
<th>LSP</th>
<th>mySupport</th>
<th>LifeMart</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty &amp; staff</td>
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<td>Full-time, benefits eligible people</td>
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<td>All people</td>
<td>All people</td>
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<tr>
<td>Postdocs, fellows, residents, interns, housestaff</td>
<td>Full-time, benefits eligible people</td>
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<td>All people</td>
<td>All people</td>
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<tr>
<td>Medical and doctoral students</td>
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<td>All people</td>
<td>All people</td>
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<tr>
<td>Temporary, limited, casual</td>
<td>No</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
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</table>
# Eligibility: Hospital, Health System, Bayview +

<table>
<thead>
<tr>
<th>GROUPS</th>
<th>Care@Work</th>
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<th>Komae</th>
<th>LSP</th>
<th>mySupport</th>
<th>LifeMart</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hospital &amp; Health System</td>
<td>Full-time, benefits-eligible people</td>
<td>All people</td>
<td>All people</td>
<td>All people</td>
<td>Full-time, benefits-eligible people</td>
<td>All people</td>
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<tr>
<td>Community Physicians</td>
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<tr>
<td>Health Care; Home Care Group; Home Health Services; Peds at Home; Pharmaquip</td>
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<tr>
<td>Bayview; Sibley Memorial; Suburban; Howard County Hospital &amp; TCAS; All Children’s Hospital</td>
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<tr>
<td>Emergency Medical Services</td>
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<tr>
<td>Temporary, Limited, Casual</td>
<td>No</td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
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</table>
## Care@Work – Who is Eligible?

<table>
<thead>
<tr>
<th>Johns Hopkins full-time, benefits-eligible:</th>
<th></th>
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</thead>
<tbody>
<tr>
<td>University faculty and staff</td>
<td>Hospital and Health System employees</td>
</tr>
<tr>
<td>University / Medicine postdocs, fellows, residents, interns, housestaff</td>
<td>Community Physicians, Health Care, Home Care Group, Home Health Services, Pharmaquip, and Peds at Home employees</td>
</tr>
<tr>
<td>University medical and doctoral students</td>
<td>Bayview, Emergency Medical Services, Suburban, Howard County Hospitals &amp; TCAS, and All Children’s Hospital employees</td>
</tr>
</tbody>
</table>
Searching for Care

Care@Work Membership gives you free access to the world’s largest online community for finding care. Use your membership to find:

<table>
<thead>
<tr>
<th>Nannies and babysitters</th>
<th>Pet sitters and groomers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior caregivers</td>
<td>Summer or vacation camps</td>
</tr>
<tr>
<td>Housekeepers</td>
<td>Special needs caregivers</td>
</tr>
<tr>
<td>Personal assistants</td>
<td>Errand runners</td>
</tr>
<tr>
<td>Transportation assistance</td>
<td>Tutors</td>
</tr>
</tbody>
</table>

- Post a job
- Search and filter
- Use keyword Hopkins
- Expert Assistance
- Safety Center
- Resources and Webinars
Hopkins Keyword

Post a job and add “Hopkins” to attract Hopkins-friendly providers.

Search on your own for Hopkins-friendly providers.

Scroll down to free-text area

Scroll down to keyword search
Become a Caregiver

Looking for extra work?

Earn money while schools and daycare centers are closed.

Become a caregiver on Care.com. It’s easy to get started! Use keyword “Hopkins” to show that you are available to care for Hopkins families.

1. Go to Care.com and select “Find Jobs.”

2. Build your caregiver profile by selecting the service(s) you offer, including: babysitting, special needs care, tutoring, senior care, pet care and more.

3. Fill out your personal information to join the platform. If you already have an account on Care.com, you will need to use a different email to create a caregiver account.

Become a caregiver ➤

care.com

JOHNS HOPKINS UNIVERSITY / HUMAN RESOURCES
Expert Assistance

Care Specialists help you find child care.
How it works:

1. Needs Assessment
2. Provider Screening
3. Present Top Candidates
4. Family Interviews & Screening
5. Hire

- Saves you valuable time
- Can take 1-5 weeks from request to hire

Register at: [johnshopkins.care.com](http://johnshopkins.care.com) using your JHED ID;
Call 855-781-1303 (ext. 4) or email: [expertassistance@care.com](mailto:expertassistance@care.com)
Care@Work: Back-to-School Resources

Use your Care.com Premium Membership to help you find:

• An in-person or online tutor to keep your kids on track with specific subjects
• A caregiver or tutor to help your kids with distance learning while you work
• A pod teacher if you want your kids to be schooled at home – alone or with others
• A local family to partner with on a nanny share based on your similar needs
• A babysitter or nanny to watch your younger children while you work

Here’s how your other Family Care Benefits can help:

Backup Care
• Vetted & subsidized child care when your regular care is not available.

Expert Assistance
• One-on-one assistance with a dedicated advisor who will assess your needs and perform an advanced search to help you find the care you need.
Safety and Extras

Webinars
Equal Parts Podcast
Resource Guides
Safety Center

Create your account at johnshopkins.care.com using your JHED ID

Safety Resources, Community Guidelines for Families & Caregivers, CareCheck & more
Komae – Eligibility

Anyone can use Komae

• Hopkins affiliates start by joining the Hopkins group
• Invite your friends, family, and neighbors to join the app, it’s free

Groups & Networks

• Create and join other groups
• Spread the word to grow the network

https://www.mykomae.com/Hopkins/
Child Care Safety

Choosing safe care is your responsibility as a parent, and we have resources to help you make safe decisions.

- Care@Work’s Safety Center
- Maryland Excels
- Maryland Family Network
- NAYEC, National Association for the Education of Young Children

https://hr.jhu.edu/benefits-worklife/family-programs/child-care/finding-child-care/
Tutoring and Educational Support

Finding School Age Care
• Care@Work
• Komae
• MD CovidSitters
• Y Academic Support Centers
• Coppermine

Tutoring, e-Learning, and Educational Resources
• Varsity Tutors
• Nanny Network
• Center for Talented Youth (CTY)

Additional Hopkins Resources:
• School of Education
• IDEALS Institute

https://hr.jhu.edu/benefits-worklife/family-programs/school-age/
LifeMart Discounts

All JHU employees can register for a free account with LifeMart. LifeMart discounts offers savings on a host of products and services – from new and used cars to hotel rooms, restaurants, tickets to theme parks, and even child care, pet insurance, home-delivered meal kits, and more.
JHU Childcare Scholarship

JHU scholarships of $7000-$13,000 per child enrolled are available for the three centers that are Johns Hopkins partners: Homewood Early Learning Center, Bright Horizons, and the Weinberg Early Childhood Center. These scholarships can be used in addition to vouchers. They are available to full-time employees of the university, post-doc students, full-time doctoral students, residents, and house staff.

Families can stack the scholarship and voucher! Add the scholarship for each child to the family voucher amount to calculate the total.

<table>
<thead>
<tr>
<th>One Pre-K Child Under Age 6</th>
<th>Two Pre-K Children Under Age 6</th>
<th>Scholarship at a JH Center</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Family Adjusted Gross Income (AGI)</strong></td>
<td><strong>Taxable, Per Child</strong></td>
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</tr>
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<td>≤ $46,000</td>
<td>≤ $56,000</td>
<td>$13,000</td>
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<tr>
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<td>$82,001 - $106,000</td>
<td>$7,000</td>
</tr>
</tbody>
</table>

For each additional pre-K child under the age of 6, the income caps rise $10,000.
HR Divisional Reps

- **Bloomberg School of Public Health, School of Nursing, and Campus Security:** Virginia Herring, HR Director
- **Carey Business School:** Karen Sentementes, Executive Director, Human Resources and Talent Management
- **Center for Talented Youth:** Tracy Curry, HR Director
- **Development and Alumni Relations:** Kimberly Moton, Executive Director, Talent Management and Human Resources
- **Facilities & Real Estate:** Bob Libby, HR Manager
- **Homewood Student Affairs:** Curtis Hine, HR Director
- **IT@JH:** Dawn Rodriguez, HR Director
- **Krieger School of Arts and Sciences and Whiting School of Engineering:** John Kunz, Director of Human Resources
- **Libraries:** Marie Polymise, HR Manager
- **Peabody:** Laura Brooks, HR Manager
- **School of Advanced International Studies:** Jose Caldera, HR Manager
- **School of Education:** Latoya Patterson-Spencer, HR Manager
- **School of Medicine:** Julie Thomas, Senior HR Director
- **School of Nursing:** Debbie Morris, HR Manager
- **University Administration:** Heather Mason, HR Director

hr.jhu.edu/about-hr/hr-leadership-team