

Chief Executive Officer's Report

August 12, 2021

Covid 19, the Delta Variant and Changes to WCCA's Policies

Throughout the covid 19 pandemic WCCA has taken every step feasible step to keep our clients and employees safe. Even after some restrictions were lifted on mask wearing and employee screenings by some employers this spring and summer, WCCA maintained indoor mask wearing, and daily temperature taking and screening questions for employees. As the Delta Variant has caused a resurgence in infections, I am glad we did.

WCCA also offered a week of PTO for employees that prove that they have been fully vaccinated before October 1, 2021. So far this has gotten us to a 54% fully vaccinated rate for our employees. Over the last two weeks new guidance and mandates have been put in place by the federal government and the state of North Carolina. These new guidelines are essentially telling many federal and state employees that they must be vaccinated, or be tested weekly. On July 29, 2021 the NC Department of Health and Human Services updated their guidance for childcare providers to include weekly testing for employees that are not vaccinated. WCCA staff are reviewing this guidance, and will be putting into place new policies and procedures. I will provide the WCCA Board an update on our covid policies at the August 12 Board meeting.

August 10TH Job Fair in Brevard

Our first Children's Services job fair at Blue Ridge Community College was a success. Twenty Two potential employees attended and ten applicants are in the pipeline to be hired, or have been referred to WCCA's newly developed Child Development Associate (CDA) program. We are keeping the momentum going by having a job fair in Brevard on Tuesday, August 10 from 5:00 to 8:30 PM. WCCA Board members were emailed a flyer advertising this event. Please help us recruit employees by sharing the benefits of working for WCCA that are listed below:

- A very good health insurance plan with a \$1,000 deductible and low copays on prescriptions and medical appointments
- Dental and eye care insurance
- Twelve days of paid time off the first year. Five of these can be used as soon as the employee needs them
- Paid holidays that include Christmas Eve through New Year's Day, MLK Day, Good Friday, Memorial Day, (Juneteenth as soon as the Board approves it), Independence Day, Labor Day, Veterans Day and two days at Thanksgiving
- Tuition and book assistance with any certificate, or degree program the agency approves the employee to work towards

- Five percent on top of the employee's salary goes into a 403b retirement account and there is another 2.5% match available

Most applicants with a bachelor's degree, or a certificate of child development (CDA) are eligible to start at least \$16 per hour. Please spread the word.

Stories from the MOB (Mother of the Bride) Fundraiser

WCCA is hosting an outdoor fundraiser on Sunday, August 22nd at 2 PM. The event will be in the Staton Shelter at the Park at Flat Rock. Wells-Fargo Advisors is our lead sponsor for the event. We do request WCCA Board members help us recruit Supporting Sponsorships at the \$300 level. Tickets are available for \$10 at the WCCA website and through Eventbrite.