



Community IN ACTION

Newsletter September 19, 2005

CONTACTS FOR ARTICLES ARE: CHILD DEV. - FARZANA SIDDIQUI F&CP - BETT DASHED, MOPALE & WELLNESS - NATALIE HOENE. ALL OTHERS - WINNIE ALTHIZER. LAYOUT: NANCY PETER'S. EDITOR: WINNIE ALTHIZER.

DIRECTOR'S CORNER



Jerralynn Ness
Executive Director

I would be remiss to write this article and not acknowledge the terrible human devastation from Hurricane Katrina or the connection that this tragedy has with poverty in America and the debate that the aftermath has produced. Some say that America's inability to effectively evacuate New Orleans underscores our ineptness in effectively addressing American poverty. I think this is true. I'm intrigued by the following thoughts: "We think they are, but natural disasters are not equal opportunity disasters. The invisible poor in New Orleans were told, like everyone else, to evacuate----but had no means to do so-- no cars, no credit cards, no money, and no nothing. Those of us in the dominant culture in this country were blind to that reality. White privilege and socio-economic privilege is called "privilege" because it means that I don't see and don't have to see the realities

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Continued from Directors' Column

of people who are less-than me (less fortunate, less wealthy, less educated, less cultured, less articulate, less white). I simply don't know what I don't know-- and, importantly, I don't need to know to survive." Patricia Digh, Summer Institute for Intercultural Communication. I encourage all of us to pay attention to what we are hearing and to share what we believe to be true about poverty and the people who are directly affected.

COMINGS & GOINGS

WELCOME !!

Rex Britton, Jr. - Auditor/Inspector
Ana Diaz - Teacher II
Samantha Dietzman - Teacher III
Jeffrey Hrovat - Auditor/Inspector
Lois Martyniuk - Teacher III
Julia Perez - Teacher II Sub
Wendy Polanco - Jobs Plus
Apprentice CAE
Sarah Shrestha - CCR & R Spec.
Joyce Suchoski - Early Childhood Spec.

Goodbye to the following:

Schanen Chadwick, Katrina Hill,
Tiffany Jordan, Maria Ochoa, Lisa
Oliver & Christian Sweany

LAST CHANCE HEALTH & DENTAL OPEN ENROLLMENT

9/22 1-2:50 pm

9/26 9-10:30 am

Main Office Conf Rm



UPCOMING EVENTS!

Safety Meeting	10-03
Building Meeting	10-18
Head Start	
Policy Council	10-18
Board Meeting	10-20

NEWS OF NOTE

REMINDER: We have cancelled the Fall All Agency All Staff meeting scheduled for early November 2005. Some departments may take advantage of the scheduled day to hold a dept meeting or training -- your supervisor will advise you.



Name	Date
Antonieta Narcio	1
Katrina Hill	2
Ann Hering	3
Annalisa VanDomelen	5
Lorena Alvarez	6
Jeri Alcock	8
Susana Castaneda	8
Betty Chung	11
Rosalva Garza	14

Rosa Gutierrez	19
Val Laws	19
David Lindell	19
Ana Estes	22
Donna Bennington	23
Joy White	23
Sarah Shrestha	26
Farzana Siddiqui	26
Iris Smith	26
Terry Andersen	29
Tracy Robison	31

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MORALE

&

WELLNESS

Topics -

Back to school is not only one of my favorite themes, it's also my favorite time of year. Everything is shiny and new, and everyone is excited about starting a new year



Recipes - Apple Crisp

- | | | |
|--|---------------|-----------------------------|
| 5 Granny Smith apples, peeled and sliced | 3/4 C. flour | 1/4 C. butter, softened |
| 1 C. brown Sugar, packed | 1 t. cinnamon | 1/4 C. apple cider or juice |
| 3/4 C. quick or long cooking oats | 1 t. nutmeg | |

Preheat oven to 375F. Grease a 9" x 9" pan. Put half of the apples in pan. Blend together remaining ingredients, except juice. Crumble half the sugar mixture over the apples. Cover with remaining apples and sugar mixture. Pour juice over top. Bake 35 minutes.

Tips

Making time to gather around the dinner table each day may help your family eat more healthfully.

A recent study revealed that adolescents who ate their meals in the presence of a parent were likely to eat more fruits, vegetables, and calcium-rich foods. *Just be sure to flick the television off;* having it on during meals decreased fruit and vegetable intake of both parents and children.



WHAT'S DEVELOPING?

The Community Action Head Start 40th Anniversary Celebration is set for The Round in Beaverton (12725 SW Millikan Way) on September 27, 5 - 8 p.m. All staff are invited.

Used printer ink cartridges and cell phones can be donated to Do The Math! - for recycling and proceeds back to Community Action. There's a display/box at the main office front desk for this purpose. Please use it!

A Banks softball game benefit by employees at GAP, Inc. Tanasbourne stores will yield a \$1000 donation to Community Action's Hillsboro Family Shelter. Thanks Gapsters!

Did you ever wonder how many people visit Community Action's web site? The current averages is around 300 visits per week.



CHILD DEVELOPMENT

Welcome back Pre-K Staff!

Head Start has been so busy we have no information. I'm sure there will be something next month.

BREAST CANCER AWARENESS MONTH

This year in America, more than 211,000 women will be diagnosed with breast cancer and 43,300 die. One woman in eight either has or will develop breast cancer in her lifetime. In addition, 1,600 men will be diagnosed with breast cancer and 400 will die this year. If detected early, the five-year survival rate exceeds 95%. Mammograms are among the best early detection methods, yet 13 million U.S. women 40 years of age or older have never had a mammogram. Support The National Breast Cancer Foundation today and give the gift of hope to those in need.

CHECKS & BALANCES

Need to know how to process a purchase order?
Call Fiscal

Need to know when to process a purchase order?
Call Fiscal.

LOOKIN' FER WORK IN ALL THE RIGHT PLACES

Job Openings may be viewed at
Common / CAO Main / CAO Info / HR
Resources / Current Job Openings.

*NOTE: Please check this address weekly for current information and details. We have many jobs in development that will be posted before the next publication and we will take applications as each job is posted.

FAMILY & COMMUNITY RESOURCES

Protecting Our Children

The next I&R Networking Breakfast Meeting will be held on Thursday, October 6th. Our topic will be "Recognizing Child Molesters" and we will hear from a representative of the Washington County Sheriff's office discussing ways to inform and equip adults to better protect their children. Please join us if you can. Don't forget these breakfast meetings can pack our parking lot. Please try to carpool or use public transportation on October 6th. Thanks!

Kudos to Jimi!

In April, Jimi Smith took the Alliance of Information and Referral Systems (AIRS) - Information & Referral Certification Test. Despite thinking she only had one hour to take the test (when she actually had 2!) - she got 100% correct on the test! As a result, she was recently invited by AIRS to attend an all expenses paid National meeting in Chicago at the end of September to help them determine future qualifications for the test that she ACED! This is an incredible honor - ONLY 8 PEOPLE in the United States were invited to assist them with this task! WAY TO GO JIMI!

HR - Ask Winnie

Benefits, Diversity...



Did you know?

If you are an employee who is scheduled to work 20+ hrs/week, has more than 2 yrs. of service, and has family medical coverage, then from 10-1-04 to 9-30-05 you will have received a tax-free benefit of \$9,672.98. From 10-1-05 to 9-30-06 you will have received a tax-free benefit of \$10,646.28 (based on 12 month calculations). These are dollars paid for you, but which you do not have to claim as income (and do not pay income tax), but you do benefit from them. And this is only the medical premium benefit. The amount increases when you add the dental premium, agency contributions to your 403(b) plan, & life insurance premiums. All of these together are considered "Total Compensation".

Leave of Absence for medical reasons:

This is a very complicated area of policy because the agency is required to comply with both State of Oregon and with Federal regulations. These regulations are not identical. One of the most confusing things is the question "when am I eligible?". The basic information as to when you should ask for FMLA or OFLA (definition of a serious illness, and, family member designation) are listed in the employee handbook. What might be more confusing to staff is the eligibility test based on number of

Ask Winnie continued.....

hours worked in a certain period of time. That period of time is the immediate preceding 6 months at date of the request for Oregon OFLA and the immediate preceding 12 months for Federal. Oregon typically requires 6 consecutive months of employment during which the employee has 180 days and averaged 25 hrs/week. The federal requirement is that the employee must have worked 1250 hours in the preceeding 12 month period at the date of the request. Hours worked does not include any sick, vacation, holiday or personal day which you may have received pay, but did not work. If you request 2 separate OFLA or FMLA leaves in a 12-month period, we must calculate the hours worked eligibility for each request. This may result in your being given leave at one time but not another, or it might mean you are eligible both times, or you are not eligible either time. If you are on an intermittent OFLA/FMLA leave and it lasts longer than 12 months; the hours worked eligibility calculation is done on the anniversary of the first FMLA/OFLA request to establish eligibility for the next 12 months.

This is a very simplistic explanation of the eligibility requirements and of course there are exceptions for certain circumstances. It is very important that you, your supervisor and HR work closely together to ensure that any medical leave of absence request is administered correctly no matter if it is OFLA, FMLA, ADA, or something else not mentioned here, and that you understand your eligibility before the leave starts.

October 2005 ANNIVERSARIES

Fabiola Contreras	2	4 years
Aldina Orellana	2	4 years
Sonia Sanchez	4	3 years
Scott Schlegel	4	1 year
Joy Rasmussen	7	3 years
Claudia Hernandez	8	4 years
Winnie Althizer	9	5 years
Benita Navarro	9	5 years
Makana Oak	9	3 years
Dawn Stringer	11	1 year
Susana Castaneda	12	4 years
Hali Kekua	12	2 years
Kathleen O Neill	12	6 years
Melissa Baca	14	3 years

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Anniversaries Continued

Cynthia Johncola	14	8 years
Veronica Padilla	15	3 years
Susana Hernandez	16	2 years
Linda Blackwood	17	8 years
Ana Estes	17	3 years
Jenifer Allen	19	1 year
Esther Arana	19	7 years
Margarita Hernandez	19	4 years
Manuela Pacheco	19	7 years
David Lindell	20	9 years
Serena Villafana	22	6 years
Beverly Bean	23	3 years
Norma Stewart	23	4 years
Val Laws	24	17 years
Sonia Hurtado	25	1 year
Maritza Rojas-Teo	25	1 year
Clara Villanueva	27	7 years
Erin Pearce	28	3 years
Melissa Secrist	31	3 years