

AGENDA
BOARD OF DIRECTORS MEETING
THURSDAY, April 23, 2020
6 p.m.

1. Minutes – Action needed
2. Financials
 - a. Starpoint general – Information
 - b. EHS –
 - c. Auditors
3. Public comment
4. EHS
 - i. Policy Council and Board report –
5. State/Legislative Updates – Information
6. Other Business
7. Reports from Directors

STARPOINT
BOARD OF DIRECTORS MEETING
Thursday, February 27, 2020

Board Chairperson Annette Nimmo called meeting to order at 6 p.m.

Fremont County board members present: Annette Nimmo, Jake Francis, Linda Bay, and Mitch McCartney.

Chaffee County board members present via teleconference: Danielle Frost, Mike Dowdy, Terry Prewitt, and Brenda Heckel.

Others present: Bob Arnold, Jami Roy, Ron Hinkle, Brenda Aguirre, Bonnie Stumph, Julie Watts, Bryana Marsicano, Yvonne Bustos, Jody Berg, Brittney Connor, and Michelle Trenhaile. Laura Gardner, legal counsel to the board. Via teleconference from Salida: Tom Evers, and Roxanne Prewitt.

MINUTES OF THE PREVIOUS MEETING

Minutes from the previous meeting January 23, 2020 were approved with corrections on a motion by Jake Francis and a second by Brenda Heckel.

FINANCIALS

Julie Watts reviewed financial information from 7/31/2019 through 1/31/2020. Total revenues year to date are \$7,769,404.84. Personnel expenses year to date are \$5,754,082.75. Total expenses year to date are \$7,822,902.18 resulting in a net of (\$53,497.34). Julie reported that travel expenses are up due to the open Case Manager position in Salida. Case Managers from Canon City have been covering in Salida until someone is hired.

Julie appraised the board of our bank balances as of February 27, 2020.

Jake Francis made a motion to accept financials as presented for filing. Terry Prewitt seconded the motion. Motion carried.

EHS Budget – Julie went over the EHS financial information from 9/30/2019 to 1/31/2020. Mitch McCartney made a motion to accept the EHS financials as presented for filing. Jake Francis seconded the motion. Motion carried.

PUBLIC COMMENT - None

EARLY HEAD START

Brenda Aguirre reviewed the Policy Counsel & Board Report with members for December 2019.

STATE/LEGISLATIVE UPDATES

Bob Arnold reported to the Board that the End the Wait Campaign has bipartisan support. It was reported that there are twenty Legislators who want to be listed as sponsors. The bad news is the Joint Budget Committee has a variety of concerns about tying our rates to CPI. Another obstacle

is the budget is 150 million over spent and this does not include the waitlist. Another impediment is the Governor is not behind the end the waitlist.

Bob explained the Colorado Overtime and Minimum Pay Standards Order (“COMPS Order”) #36 which defines the eligibility for the Colorado minimum wage; overtime pay for work over 40 hours a week or 12 a day; meal and rest breaks; and rules on wage deductions, on what work time must be paid, and on posting the COMPS Order to employees. Some of the provisions in the order would be disruptive to services and giving breaks during the day is complicated for many direct care workers. The CDLE is willing to delay until March 16, 2020.

Bob explained that the Adult Protective CAPS checks have been lowered to \$9.00 and CDPH licensing fees are going up.

OTHER BUSINESS

Jami Roy presented the Board with revised Personnel Policies for approval. Danielle Frost motioned that the policies be approved with corrections. Brenda Heckel seconded the motion. Motion carried.

Board member Annette Nimmo’s term expires February 2020. Jake motioned that Annette be elected to another term on Starpoint’s Board of Directors. Mitch McCartney seconded the motion. Motion carried.

REPORTS

Julie Watts, Chief Financial Officer told the Board that the auditors would like to be added to the March Board agenda. Julie asked the Board to make a motion to remove Bob Arnold from all Starpoint bank accounts and add Bryana Marsicano to the accounts. Brenda Heckel motioned to remove Bob Arnold from all of Starpoint’s bank accounts effective June 30, 2020 and to add Bryana Marsicano to all Starpoint bank accounts effective immediately. Jake Francis seconded the motion. Motion carried.

Bryana Marsicano, Chief Executive Officer thanked the Board for selecting her for the CEO position and the opportunity. Bryana explained that she would be interviewing next for a Case Management Director. She is currently reviewing new family support regulations and case management rates.

Ron Hinkle, Starpoint Foundation Director told the Board that the 5th annual Night to Shine had 300 volunteers, and 135 participants. There several special needs attendees who are not affiliated with Starpoint. Ron reported that we would be participating in Special Olympics basketball at the regionals in Pueblo. On March 11, 2020, Dunking for Donuts basketball game will be held at Mountain Vista Core Knowledge School gym. The game features Starpoint athletes and the Canon City Police Department. The admission fee is \$5.00. Spring bowling is now in its third week. Ron explained that Starpoint would be co-hosting Business After Hours with Classic Furniture on Thursday March 12, 2020. Ron said they are looking for a new venue for Forks, Corks, Farms and Chef Event. The change to a new venue is to expand the events capacity, which will increase ticket sales.

Brenda Aguirre, EHS, FC and ECE Centers Director proposed that the Board consider not closing the north, SPIN's infant and toddler room until the end of May. We have a contract with RE 1 that we must fulfill. Bob Arnold explained that we are continuing to analyze all the factors before making thoughtful decisions.

Jake Francis motioned to close the infant and toddlers room at North SPIN by the end of May. Brenda Aguirre is to continue applying for grants for the program. She is also to pursue licensing of the classroom at SPIN on Elm. Employees who will be losing their jobs due to the closure will be reimbursed two full weeks of additional wages if they stay through the closure. Terry Prewitt seconded the motion. Motion carried.

Yvonne Bustos, Adult Services Director reported that we would be enrolling a comp consumer to be served in his home. We will keep the same caregiver he has had for three years.

Bonnie Stumph, Adult Services Director explained that she is reviewing the changes to the HCPF Chapter 10 regulations that will affect host homes, agency owned properties, and PASAs. She is also reviewing day habilitation and EVV rules.

Jody Berg, Director of Early Intervention reported that her team is now fully staffed in Chaffee County. She explained that she attended the regional meeting of CCBs Early Intervention Directors. Everyone has the same concerns.

Jami Roy, Director of Human Resources reported that the Employee Engagement and Recognition Committee has been formed and has had several meetings. The committee is working on increased appreciation, creating a culture of respect, leadership and management training. Jami also explained that she is working on updating all Starpoint job descriptions and updating the Salary Schedule with the minimum wage increase.

Tom Evers, Co-Director of Chaffee County Adult Services explained to the Board that the dock improvement project looks wonderful and the heating system is working. He also reported that consumers and staff would be having a ST Patrick's Day dance, which is being held at a local church and volunteers on March 13, 2020.

The next meeting will be March 26, 2020.



Annette Nimmo
Board Chairperson

EHS Board of Directors and PC Monthly Report

Month: January 2020

1) EHS Enrollment: 75

Center-Based: 9

Home-Based: 63

Pregnant Women: 3

Waiting List —this includes some from 101-130% income category: 10

2) Number of EHS children receiving EI services: 12

3) Attendance for Center-based Option: 97%

4) (CACFP) Food program reimbursement: \$32.04

5) Socialization- Language and literacy:

January 7, 2020 socialization was held at the Family Center @ Spin. Food was provided by Spin we had 4 EHS children, 0 siblings and 6 adults. (10 people)

January 21, 2020 socialization was held at the Family Center @ Spin. Food was provided by Spin we had 5 EHS children, 2 siblings and 4 adults. (11 people)

6) EHS Credit Card Purchases all booked on 1/15/2020 :

DATE	COMPANY	DESCRIPTION	AMOUNT
1/8/2020	E3 Diagnostics	Ear plugs for screenings	\$ 127.50
1/14/2020	Walmart	Diapers and wipes, supplies	\$ 108. 04
1/22/2020	Walmart	Educational supplies	\$ 75.14
1/23/2020	Home Depot	Building maintenance	\$ 17.94
1/24/2020	Parents as Teachers	HV recertification(MP)	\$ 240.00
1/24/2020	Parents as Teachers	HV recertification(SB)	\$ 240.00
1/29/2020	Parents as Teachers	New HV training (T&TA)(SS)	\$ 980.00
		TOTAL	\$ 1,788.62

7) Correspondence with the Regional Office:

None at this time

EHS Board of Directors and PC Monthly Report

Month: February 2020

1) EHS Enrollment: 70

Center-Based: 10

Home-Based: 59

Pregnant Women: 1

Waiting List —this includes some from 101-130% income category: 10

2) Number of EHS children receiving EI services: 12

3) Attendance for Center-based Option: 99%

4) (CACFP) Food program reimbursement: \$3.56

5) Socialization- Language and literacy:

February 4, 2020 socialization was held at the Family Center @ Spin. Food was provided by Spin we had 1 EHS children, 1 siblings and 1 adults.

February 18, 2020 socialization was held at the Family Center @ Spin. There was no one in attendance.

6) EHS Credit Card Purchases all booked on 2/15/2020 :

DATE	COMPANY	DESCRIPTION	AMOUNT
2/10/2020	Walmart	Diapers, wipes and supplies	\$ 183.86
		TOTAL	\$183.86

7) Correspondence with the Regional Office:

We received the funding guidance letter dated 2/27/2020.

Program Operations \$813,828

T&TA \$ 18,708

Total \$ 832,536



**FIRST STEPS EARLY HEAD START INDIVIDUALIZED FAMILY
PARTNERSHIP AGREEMENT
CUSTOMIZED FAMILY SERVICE PACKAGE
For Home-based Services**

In order for EHS to be most beneficial to you, your input is important. This is your opportunity to select the services that you want to receive from First Steps Early Head Start. Below is a list of all the home-based services available through the First Steps Early Head Start Program.

Program Requirements Include:

- **Annual Developmental Screening, including vision and hearing**
- **Annual Lead testing**
- **Socialization Attendance**
- **Dental screening (Every 6 months)**
- **Up to date Well Child Checks (WCC)**
- **Monthly STEAM Visit may include: Science, Technology, Engineering, Art/Agriculture and Math Activities**

Service Package #1 – Home-based Services
(46) Weekly Home Visits per year
(2) Family socializations per month
Other _____
Comments:

*Service Package #2-Early Head Start/ Early Intervention
(46) Weekly Home Visits per year
Early Intervention visits per child’s IFSP
(2) Family socializations/ month
Other: _____
Comments:

***For children with an active IFSP**

Service Package #3 –Pregnant Woman
Prenatal Home Visits per month
Other _____
Comments:

Choose the above package of your choice and fill in other choices with the help of your Home Visitor to meet the EHS requirement. Choices include the following. Comments are welcome.

ADDDITIONAL BENEFITS OF THE EARLY HEAD START PROGRAM:

- **Volunteer Opportunities**
- **Committee Opportunities**
- **Parent Workshops**
- **Car Seat Safety Checks**
- **Family/Community Fun Events**
- **Weekly Playgroups**
- **Social/Emotional parent-child support visits**

RESPONSIBILITIES OF STAFF AND EHS FAMILY PARTICIPANTS:

The Home Visitor’s role is to:

- *Prior to completing this process, the Home Visitor will let you know about **her role and your family’s role in this partnership.**
- *Provide you with **interesting and helpful** information regarding each of your child’s developmental stages.
- *Show you **easy and rewarding** ways on how to increase observations about your child’s development and behavior.
- *Share with you **fun and age appropriate activities** for your child.
- ***Support** you in being your child’s **first and most influential teacher.**
- ***Keep regularly scheduled appointments**, let you know **ahead of time** when a cancellation is necessary, and propose a **make-up date.**
- ***Provide** ongoing assessment information using Teaching Strategies GOLD and share with family following 3 annual checkpoints.

The Family's role is to:

- *Be **available** for the scheduled home visit, child awake and ready to have **FUN**
- ***Focus** on your child and **join** the Home Visitor during home visits.
- ***Follow up** on the agreed weekly activities.
- ***Support** the child throughout all the activities.
- ***Keep regularly scheduled appointments**, let the Home Visitor know **ahead of time** when a cancellation is necessary, and propose a **make-up date**.
- ***Provide** observation information for ongoing assessment of child.

Your Home Visitor has a system that can assist you to re-visit the information/ activities introduced throughout the week. During each visit, you and your Home Visitor will create a plan of chosen activities for you and your child to enjoy. Your Home Visitor will provide you with a calendar on which to record those activities. When you work on these activities you are helping your child's developmental progress and helping the program meet its non-federal match requirements.

The First Steps Early Head Start Staff and our family will be working together to provide my child/children with the best possible start in life. To do this we will: be respectful; communicate ideas; share resources; maintain confidentiality; work as a team and abide by the EHS Code of Conduct.

We realize the staff and our family are making a commitment to the First Steps Early Head Start Program and if either of us cannot fulfill this commitment, we will meet to revise the service package. As partners we will communicate ideas and concerns and provide positive feedback. Home visitors receive ongoing consultation from an Infant/Toddler behavior specialist on the best practices to address challenging behaviors.

PLEASE CIRCLE ONE: Do you have any service package with another agency in the community? Yes No

If so, may we obtain a release to work with that agency? Yes No

By signing this service package you are giving your consent for Mental Health and Early Intervention services (if applicable)

Parent/ Guardian _____ Date _____

Parent/ Guardian _____ Date _____

Home Visitor _____ Date _____

Reference 1302.22(c) (l)
Adopted: 4-5-99
Revised: 12/6/18, 2/5/20 SW
PC Approval: 12/17/18, 3/12/20
Board Approval: 1/24/19, 4/23/20



**FIRST STEPS EARLY HEAD START INDIVIDUALIZED FAMILY
PARTNERSHIP AGREEMENT
CUSTOMIZED FAMILY SERVICE PACKAGE
FOR CENTER-BASED SERVICES**

In order for EHS to be most beneficial to you, your input is important. You have enrolled in Early Head Start’s center-based services at SPIN. This is your opportunity to select the services that you want to receive in addition to First Steps Early Head Start’s center-based childcare. Below is a list of all the services available through the First Steps Early Head Start Program.

Program Requirements Include:

- Annual Developmental Screening, including vision and hearing
- Annual Lead Testing
- Dental Screening (2times/year)
- Up to date Well Child Checks (WCC)

Basic Center-Based Services: Performance Standards, Title 45, CFR, 1302.21(c)(1)

Minimum of 28 hours per week for 52 weeks (total 1380 annual hours)	
1 1/2hr. Home Visits, 2 times per year by child’s primary care provider	
Early Intervention Services	(if applicable)

ADDITIONAL BENEFITS OF THE EARLY HEAD START PROGRAM:

- Volunteer Opportunities
- Committee Opportunities
- Parent Workshops
- Car Seat Safety Checks
- Family/Community Fun Events
- Weekly Playgroups
- Social/Emotional parent-child support visits
- Monthly Home Visits with First Steps Parent as Teachers
- Steam activities in classroom such as: Science, Technology, Engineering, Art/Agriculture and Math

RESPONSIBILITIES OF STAFF AND EHS FAMILY PARTICIPANTS

EHS staff role is:

- Prior to completing this family partnership process, EHS staff will let you know about their **role and your family's role in this partnership as well as the comprehensive services available from EHS.**
- Provide **resource coordination** and support to help you access needed services for your child and family.


SPIN Primary Care Provider's role is:

- Provide you with **interesting and helpful** information regarding each of your child's developmental stages.
- Provide loving Care for your child while at SPIN, according to Head Start Performance Standards.
- Show you **easy and rewarding** ways to increase observations about your child's development and behavior.
- Share with you **fun and age appropriate activities** for your child.
- **Support** you in being your child's **first and most influential teacher.**
- **Keep regularly scheduled appointments**, let you know **ahead of time** when a cancellation is necessary, and propose a **make-up date.**
- **Participate** in daily check-in with family

Family's role is:

- Meet your needs by securing funds from other agencies.
- Be **available** for the scheduled two times per year home visits.
- **Communicate** with SPIN and EHS staff so the EHS program can provide the best services to you and your child.
- **Follow up** on agreed activities such as well-child check ups, developmental screenings, etc.
- **Attend** Parent-Center Committee Meetings.
- **Keep regularly scheduled appointments**, let staff know **ahead of time** when a cancellation is necessary, and propose a **make-up date.**
- **Participate** in daily check-in with teacher.

SPIN has a system to assist you to become an active participant in your child's services. Your child's Primary Care Provider at SPIN will create a plan of chosen activities for you and your child to enjoy and will provide you with a calendar on which to record those activities. When you work on these activities, you are helping your child's developmental progress and helping the program meet its non-federal match requirements.

<p>June 1- Preschool open enrollment begins</p>	<p style="text-align: center;">JUNE 2020</p> <table border="1"> <thead> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td></tr> <tr><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td></tr> <tr><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td></tr> <tr><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td></tr> <tr><td>28</td><td>29</td><td>30</td><td></td><td></td><td></td><td></td></tr> </tbody> </table>	S	M	T	W	T	F	S		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30					<p style="text-align: center;">DECEMBER 2020</p> <table border="1"> <thead> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr> <tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td></tr> <tr><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td></tr> <tr><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td><td></td><td></td></tr> </tbody> </table>	S	M	T	W	T	F	S			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31			<p>5th- Pictures with Santa 23rd-31st- No Preschool/Christmas Break 25th- Agency Closure (Christmas)</p>							
S	M	T	W	T	F	S																																																																																								
	1	2	3	4	5	6																																																																																								
7	8	9	10	11	12	13																																																																																								
14	15	16	17	18	19	20																																																																																								
21	22	23	24	25	26	27																																																																																								
28	29	30																																																																																												
S	M	T	W	T	F	S																																																																																								
		1	2	3	4	5																																																																																								
6	7	8	9	10	11	12																																																																																								
13	14	15	16	17	18	19																																																																																								
20	21	22	23	24	25	26																																																																																								
27	28	29	30	31																																																																																										
	<p style="text-align: center;">JULY 2020</p> <table border="1"> <thead> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td></td><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td></tr> <tr><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td></tr> <tr><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td></tr> <tr><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td></tr> <tr><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td><td></td></tr> </tbody> </table>	S	M	T	W	T	F	S				1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31		<p style="text-align: center;">JANUARY 2021</p> <table border="1"> <thead> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td></td><td></td><td></td><td></td><td></td><td>1</td><td>2</td></tr> <tr><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td></tr> <tr><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td></tr> <tr><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td></tr> <tr><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr> <tr><td>31</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> </tbody> </table>	S	M	T	W	T	F	S						1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31							<p>1st- Agency Closure (New Year's Day) 1st-5th- No Preschool/ Christmas Break</p>
S	M	T	W	T	F	S																																																																																								
			1	2	3	4																																																																																								
5	6	7	8	9	10	11																																																																																								
12	13	14	15	16	17	18																																																																																								
19	20	21	22	23	24	25																																																																																								
26	27	28	29	30	31																																																																																									
S	M	T	W	T	F	S																																																																																								
					1	2																																																																																								
3	4	5	6	7	8	9																																																																																								
10	11	12	13	14	15	16																																																																																								
17	18	19	20	21	22	23																																																																																								
24	25	26	27	28	29	30																																																																																								
31																																																																																														
<p>5th- Preschool Open House (6:00pm to 7:00 pm) 6th & 7th - Closed for staff professional development 10th- 1st Day of Preschool 29th- STEAM Fair</p>	<p style="text-align: center;">AUGUST 2020</p> <table border="1"> <thead> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td></tr> <tr><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td></tr> <tr><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td></tr> <tr><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td></tr> <tr><td>30</td><td>31</td><td></td><td></td><td></td><td></td><td></td></tr> </tbody> </table>	S	M	T	W	T	F	S							1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31						<p style="text-align: center;">FEBRUARY 2021</p> <table border="1"> <thead> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td></tr> <tr><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td></tr> <tr><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td></tr> <tr><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td></tr> <tr><td>28</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> </tbody> </table>	S	M	T	W	T	F	S		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28							<p>9th- No Preschool/ Teacher Workday 9th - GOLD due 15th- Agency Closure (President's Day) 16th- Start Parent/Teacher Conferences</p>
S	M	T	W	T	F	S																																																																																								
						1																																																																																								
2	3	4	5	6	7	8																																																																																								
9	10	11	12	13	14	15																																																																																								
16	17	18	19	20	21	22																																																																																								
23	24	25	26	27	28	29																																																																																								
30	31																																																																																													
S	M	T	W	T	F	S																																																																																								
	1	2	3	4	5	6																																																																																								
7	8	9	10	11	12	13																																																																																								
14	15	16	17	18	19	20																																																																																								
21	22	23	24	25	26	27																																																																																								
28																																																																																														
<p>7th- Agency Closure (Labor Day)</p>	<p style="text-align: center;">SEPTEMBER 2020</p> <table border="1"> <thead> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr> <tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td></tr> <tr><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td></tr> <tr><td>27</td><td>28</td><td>29</td><td>30</td><td></td><td></td><td></td></tr> </tbody> </table>	S	M	T	W	T	F	S			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30				<p style="text-align: center;">MARCH 2021</p> <table border="1"> <thead> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td></tr> <tr><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td></tr> <tr><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td></tr> <tr><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td></tr> <tr><td>28</td><td>29</td><td>30</td><td>31</td><td></td><td></td><td></td></tr> </tbody> </table>	S	M	T	W	T	F	S		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31				<p>March 15th-19th - No Preschool/Spring Break</p>							
S	M	T	W	T	F	S																																																																																								
		1	2	3	4	5																																																																																								
6	7	8	9	10	11	12																																																																																								
13	14	15	16	17	18	19																																																																																								
20	21	22	23	24	25	26																																																																																								
27	28	29	30																																																																																											
S	M	T	W	T	F	S																																																																																								
	1	2	3	4	5	6																																																																																								
7	8	9	10	11	12	13																																																																																								
14	15	16	17	18	19	20																																																																																								
21	22	23	24	25	26	27																																																																																								
28	29	30	31																																																																																											
<p>29th- Fall Festival (5:00 to 7:00 pm)</p>	<p style="text-align: center;">OCTOBER 2020</p> <table border="1"> <thead> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td></td><td></td><td></td><td></td><td>1</td><td>2</td><td>3</td></tr> <tr><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td></tr> <tr><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td></tr> <tr><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr> <tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td></tr> </tbody> </table>	S	M	T	W	T	F	S					1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	<p style="text-align: center;">APRIL 2021</p> <table border="1"> <thead> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td></td><td></td><td></td><td></td><td>1</td><td>2</td><td>3</td></tr> <tr><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td></tr> <tr><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td></tr> <tr><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr> <tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td></td></tr> </tbody> </table>	S	M	T	W	T	F	S					1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		<p>1st- Fairy Tale Night (6:00pm-7:00pm)</p>							
S	M	T	W	T	F	S																																																																																								
				1	2	3																																																																																								
4	5	6	7	8	9	10																																																																																								
11	12	13	14	15	16	17																																																																																								
18	19	20	21	22	23	24																																																																																								
25	26	27	28	29	30	31																																																																																								
S	M	T	W	T	F	S																																																																																								
				1	2	3																																																																																								
4	5	6	7	8	9	10																																																																																								
11	12	13	14	15	16	17																																																																																								
18	19	20	21	22	23	24																																																																																								
25	26	27	28	29	30																																																																																									
<p>2nd- No Preschool/Teacher Workday 3rd- GOLD due 9th- Start Parent/Teacher Conferences 26th- Agency Closure (Thanksgiving) 27th- Closed/Teacher Workday</p>	<p style="text-align: center;">NOVEMBER 2020</p> <table border="1"> <thead> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td></tr> <tr><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td></tr> <tr><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td></tr> <tr><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td></tr> <tr><td>29</td><td>30</td><td></td><td></td><td></td><td></td><td></td></tr> </tbody> </table>	S	M	T	W	T	F	S	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30						<p style="text-align: center;">MAY 2021</p> <table border="1"> <thead> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td></tr> <tr><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td></tr> <tr><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td></tr> <tr><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td></tr> <tr><td>30</td><td>31</td><td></td><td></td><td></td><td></td><td></td></tr> </tbody> </table>	S	M	T	W	T	F	S							1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31						<p>3rd- No Preschool/Teacher Workday 4th- GOLD due 10th- Start Parent/Teacher Conferences 18th- Preschool Graduation (6:00-7:00) 21st- Last Day of Preschool 31st- Agency Closure (Memorial Day)</p>
S	M	T	W	T	F	S																																																																																								
1	2	3	4	5	6	7																																																																																								
8	9	10	11	12	13	14																																																																																								
15	16	17	18	19	20	21																																																																																								
22	23	24	25	26	27	28																																																																																								
29	30																																																																																													
S	M	T	W	T	F	S																																																																																								
						1																																																																																								
2	3	4	5	6	7	8																																																																																								
9	10	11	12	13	14	15																																																																																								
16	17	18	19	20	21	22																																																																																								
23	24	25	26	27	28	29																																																																																								
30	31																																																																																													
 <p>"like" us on facebook</p>	<p style="text-align: center;">Starpoint Children's Services at SPIN For all the latest news SPIN Elm- 275-0550 SPIN North- 275-1950 EHS/Family Center- 275-0550 Early Intervention- 369-0255</p>	<p style="text-align: center;">Program Year 2020-2021</p>																																																																																												