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March 2023



## Welcome to March!

As we move into spring, it's important to take a moment to reflect on our work-life balance. As the great writer and thinker Maya Angelou once said, "I've learned that making a 'living' is not the same thing as making a 'life.'" With that in mind, we have several exciting updates and resources to share with you, including fertility planning benefits, a discount for Massage Envy, and upcoming workshops on employee wellbeing and social-emotional learning. We also have some tips on taking control of your finances and resources for emotional wellbeing. So take a break from your busy schedule and read on for more information

### Fertility Planning

The Santa Clara County Office of Education has partnered with Carrot Fertility to bring our employees comprehensive, inclusive fertility healthcare and family-forming benefits. Through Carrot, you have access to exclusive resources designated to make fertility care more accessible and affordable for everyone—regardless of age, sex, sexual orientation, gender identity, or location.

Visit [get-carrot.com/signup](https://get-carrot.com/signup) to create your account and explore the resources available to you, including the funds we've provided to help pay for your care.

### What's new | 2023 highlights



#### Expanded pregnancy support

Carrot is bringing even more support to people who are pregnant or postpartum. Use funds for eligible doula services, attend 1:1 coaching sessions with pregnancy experts like nutritionists and lactation consultants, and more.



#### Menopause and low testosterone (low T)

Fertility health doesn't stop at family forming. Carrot offers expert-led group sessions and educational content for people going through menopause and low T so they aren't left to navigate this stage of life on their own.

[Click here to view the Carrot Flyer](#)



## Physical

### DISCOUNT FOR TRIOSPA



**TrioSpa**— Special offer for SCCOE Employees: FSA/HSA eligible for services (Please print the coupon).

[Personal Services Menu](#)

- 10% OFF Any Waxing Service
- \$10 OFF Massage Session, Facials, & Peels

[Click here to view and print the TrioSpa Coupon](#)

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#### DISCOUNT FOR MESSAGE ENVY



**Message Envy** — Special offer for SCCOE Employees: FSA/HSA eligible for membership and services (show your work badge to qualify). Discount can be used for members of your immediate household as well! Participating locations: Santa Clara, Milpitas.

- \$5 off per month for a membership





### Mindful Monday

Mindful Monday has been such a great success that we have decided to extend it until June. If you haven't already, feel free to join us every Monday from 12 to 12:15 p.m. or from 12:30 to 12:45 p.m., via Zoom.

[Please fill this Google form out to participate.](#)

Mindful Monday remaining series dates:

- March 27
  - April 3
  - April 10
  - April 17
  - April 24
  - May 1
  - May 8
  - May 15
  - May 22
  - June 5
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## **Join us for the Employee Wellbeing Workshop**

In conjunction with the HEARD Alliance, and TeacherWISE, the SCCOE is excited to offer a five part workshop series on Employee Wellbeing.

The Employee Wellbeing Workshop consists of five meetings focused on different aspects of personal wellbeing. Participants will connect with others to create a Community of Practice centered around adult wellbeing. After completing this program, participants will be able to:

- Assess their current wellbeing
- Identify specific components of their wellbeing to improve
- Explain and use strategies to improve their wellbeing
- Create, implement, and revise SMART goals to improve their wellbeing
- Demonstrate effective coping skills for decreasing and managing stress

### **Dates:**

Tuesday, April 4

Tuesday, May 9

Tuesday, June 6

Time: 3:45 to 5:15 p.m.

Audience: SCCOE employees or public and charter school district employees in Santa Clara County interested in learning about and improving their wellbeing.

Registration Link: <https://forms.gle/rVvtnPELgH6baGNM6>

Zoom Link: <https://sccoe.zoom.us/j/5544526149>

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## **Join the Youth Health and Wellness Team for the Adult Social Emotional Learning Professional Learning Network**

**An opportunity to reflect, connect, learn, and plan out individual next steps with others working to implement Social Emotional Learning in schools.**

*"In order to create conditions for students to engage in Social Emotional Learning, adults need to feel empowered, supported, and valued, and they need to be well. This calls on districts to foster a supportive staff community that promotes adults' own Social Emotional Learning." - CASEL*

This Professional Learning Network supports educational leaders as they strengthen their structures, knowledge, and skill set implementing Social Emotional Learning.

In partnership, the Santa Clara County Office of Education and the HEARD Alliance would like to invite you to join us in this five part Professional Learning Network series, where we will learn more about how to strengthen adult social emotional learning competencies and capacities using research based

practices from Collaborative for Academic, Social, and Emotional Learning (CASEL) and resources from the Berkeley Greater Good Science Center.

Date:  
Thursday, Apr 27, 2023

Time: 3:30 to 5 p.m.

Audience: School Site Administrators, Directors of Student Services, District SEL Team Members, School Site SEL Leadership Team Members.

Registration Link: <https://na.eventscloud.com/693561>

## More Resources for Emotional Well Being

### Headspace App

Headspace makes mindfulness practice easy with short, animated segments on topics like stress and anxiety, mental focus, and sleep as well as overcoming common obstacles like attitude, anger, impatience, self-compassion and more.

- [Sign up for a free account](#) identifying yourself with Santa Clara County Office of Education.
- [Learn more about the Headspace app](#) and [how meditation works \(1:13 video\)](#) with Headspace

### Calm app

Kaiser members have free access to the full service Calm app and non-Kaiser have access to basic modules on this app. Calm is designed to lower stress and reduce anxiety with guided mindfulness training for mental resilience, confidence, happiness, mindful eating, pain, relationships, and more.

- Kaiser members [sign up for the Calm app through the Kaiser website](#)
- Non-Kaiser members can access the basic plan by downloading the Calm app on a mobile device or going to [Calm.com](#).

[Take a peek at the Calm app](#) ( 1:13 video)

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# Financial



## How to Take Control of Your Finances

Financial wellbeing is about having a sense of security and stability when it comes to your finances. It means having enough money to cover your basic needs, as well as being able to save for the future and enjoy your life without financial stress.

However, achieving financial wellbeing can be challenging, especially if you don't have a plan in place. Here are some steps you can take to take control of your finances and improve your financial wellbeing:

- **Create a budget:** A budget is a plan for your income and expenses. By creating a budget, you can track your spending, identify areas where you can cut back, and ensure you have enough money to cover your bills and save for the future. You can use a spreadsheet, a budgeting app, or even a pen and paper to create your budget.
- **Set financial goals:** Setting financial goals can help you stay motivated and focused on your finances. Your goals might include paying off debt, saving for a down payment on a house, or building an emergency fund. Whatever your goals, make sure they are specific, measurable, and achievable.



- **Reduce your debt:** Debt can be a major source of financial stress. If you have high-interest credit card debt or loans, consider ways to pay them off faster. You can use the [debt snowball](#) or [debt avalanche](#) method to prioritize your debts and pay them off in order. You can also consider consolidating your debt or negotiating with your creditors for lower interest rates or payment plans.
- **Save for emergencies:** Unexpected expenses can derail your finances and cause stress. That's why it's important to have an emergency fund to cover unexpected expenses, such as car repairs or medical bills. Aim to save at least three to six months' worth of living expenses in your emergency fund.
- **Invest for the future:** Investing can help you grow your wealth and achieve long-term financial goals, such as retirement. Consider opening a retirement account, such as an IRA or 401(k), and contribute regularly. You can also consider investing in stocks, mutual funds, or real estate. Contact our plan administrator Stacie Bowman at (408) 978-1000 or via email [sbowman@ebenefitservices.net](mailto:sbowman@ebenefitservices.net) to get personalized counseling and an annual review of your 403(b)/TSA, 457, Roth 403(b)/TSA, or Roth 457.
- **Seek help when needed:** If you're struggling with your finances, don't be afraid to seek help. Your EAP may offer financial counseling services, or you can work with a financial advisor or coach to develop a plan and get on track. You can locate these resources by calling **(800) 999-7222** or by visiting [anthemEAP.com](http://anthemEAP.com) clicking EAP Member Login and entering the word **SISC**. On the EAP webpage, they have parenting resources to assist us all with a variety of life changes.

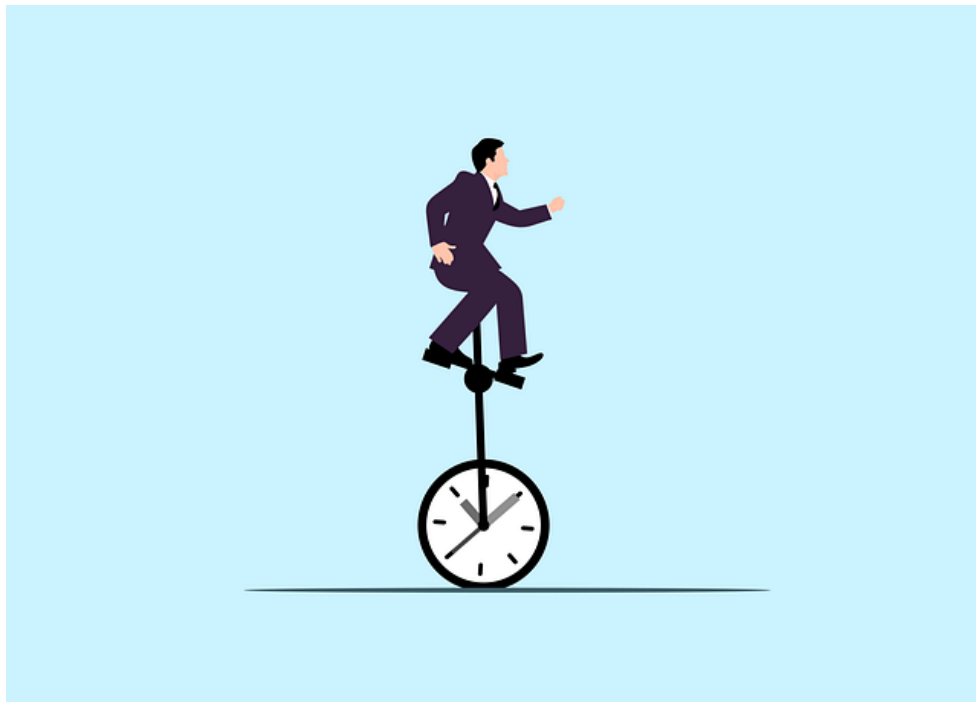
By taking these steps, you can improve your financial wellbeing and achieve greater financial security and stability. Remember, financial wellbeing is a journey, not a destination. It takes time and effort, but the rewards are worth it.



Free Budget Spreadsheets and Templates:

- [Simple personal budget template](#)
- [Family Budget](#)

- [Personal monthly budget spreadsheet](#)
- [Easy monthly budget](#)



## Achieving Work-Life Balance in a Fast-Paced World

In today's fast-paced world, it can be challenging to balance the demands of work and personal life. Many employees find themselves feeling burnt out, stressed, and overwhelmed, leading to negative impacts on their mental and

physical health. However, achieving work-life balance is possible with some practical strategies and mindset shifts.

Firstly, it's essential to set boundaries and prioritize self-care. This means being intentional about how you spend your time and energy, and saying no to activities or requests that don't align with your values or goals. Additionally, carving out time for rest, relaxation, and activities that bring joy is crucial for maintaining overall wellbeing.

Another key aspect of work-life balance is effective time management. This involves creating a schedule or routine that allows for dedicated work hours, but also sets aside time for family, hobbies, and other personal activities. Time management can also involve delegating tasks or outsourcing responsibilities to free up more time and reduce stress.

Communication is also essential for achieving work-life balance. Employees can benefit from being clear and upfront with their supervisors and coworkers about their needs and limitations. This can help reduce pressure and expectations, leading to a more manageable workload.

Lastly, it's essential to remember that work-life balance looks different for everyone. What works for one person may not work for another, so it's essential to experiment and find strategies that fit your unique needs and lifestyle.

By prioritizing self-care, effective time management, communication, and individualized strategies, employees can achieve a better work-life balance, leading to improved mental and physical health, higher job satisfaction, and overall wellbeing. Remember, taking care of yourself is just as important as taking care of your job responsibilities, and achieving work-life balance is an important step towards a fulfilling and healthy life.



**Community**

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The 2023 Heart & Soles Run is on **Saturday, May 6** at Santa Clara University. Registration fees benefit local youth health & wellness programs provided by the YMCA of Silicon Valley, Boys and Girls Club of Silicon Valley, and the SCCOE. [Register here](#) to join Team SCCOE and use Coupon Code: **SCCOEHS23** to get a \$15 discount for SCCOE employees. All participants will get a race T-shirt and bib.

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## care/solace

Care Solace has launched a mental health blog!

Care Solace understands the importance of mental health and its impact on individuals, families, and communities. This new blog aims to spread awareness, promote mental health advocacy, and support individuals on their journey toward accessing mental health.

[Click here to visit the new blog](#)

April Messaging is now available in the Resource Center of your Care Loop account in English & Spanish. The topics for April include:

- Spring Break
- Stress Awareness Month
- Alcohol Awareness Month
- Sexual Assault Awareness & Prevention Month

We Hope these messages are uplifting and informative for students, families, and staff.

[Click here to view April's Messaging from Care Solace](#)

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## Centers for Disease Control and Prevention Resources

- Workplace Health Resource Center discusses Sleep strategies for the workforce, [click here to view the webinar](#).
- Employers can support employees by increasing opportunities for physical activities.
  - [Click here to view the Physical Activity in the Workplace guide](#).
  - [Click here to view the Health Resource Center for tools to support physical activity](#).



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### About the Santa Clara County Office of Education

*Working collaboratively with school and community partners, the Santa Clara County Office of Education (SCCOE) is a regional service agency committed to serving, inspiring, and promoting student and public school success.. The SCCOE is a premier service organization driven by the core principles of equity, diversity, inclusion, and partnership. For more information about the Santa Clara County Office of Education, please visit [www.sccoe.org](http://www.sccoe.org) and follow us @SCCOE on [Facebook](#), [Instagram](#), and [LinkedIn](#).*

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