

Rebound Home and Community Therapy **NEWSLETTER**



May 2024

Lansing Company Event June 1st

We have another event for you all to attend this June! It'll be the same as our event last year in Grand Rapids: potluck style where you can bring all of your favorite snacks and desserts while we bring some games and other food! Location is still TBD but we plan to be there for a few hours. There may even be tournaments with our yard games!! Be on the lookout for the location soon!

MAY BIRTHDAYS!

Keegan Young 05/01

Cameron Bahring 5/14

Kayla Myott 05/06

Renee Waggoner 05/16

Jenna Baney 05/07

Emilie Goldner 05/21

Kiera Weldon 5/07

Alec Barstow 5/28

**Happy birthday, we appreciate everything
you do daily for our clients 😊**

Staff Shout-outs:

Chuck - Has made so much progress with his client! He shows up and is ON! The family loves him and he is super reliable!

Alayna B. - has shown awesome persistence when transitioning to work with a new client. She has taken initiative to seek support and resources when she needs it, and shows up for sessions ready to do her best for the client and their family each day. She is such an awesome new addition to our team!

Kelsey K - Always goes to session, takes direction very well, client loves her!

Hannah B -Very well loved by the family she works with. Always keeping sessions structured and client on task. Somewhat challenging family, but Hannah has paired well with them and has showed lots of progress

Evan S - Came on to be part time. He is a go-getter, has been flexible and takes on more hours. Many positive interactions with family! Full, rich interactions!

Julie S -Awesome tech! Works well with clients. Taking on a lot with clients on top of grad school!

Charlie V - Newer tech, jumped right in. Very flexible with taking on more hours and jumped in right away!

Nicole M - has done a great job filling in clients' schedules!

Katie P - has done a great job being willing to work with whomever she's put with and is doing a good job with her client.

Julie S. - has done really well with picking up sessions and being excited about learning about assessments:) my voice is kinda out right now, sick this AM

Nicole M. - subbed a couple times when a tech couldn't make it out for a session with one of my clients.

Rachel S. taking on Sparta Center!

Amber S. - Being a literal saint and going above and beyond with her work.

(Technician shout-outs can be emailed to cshirley@reboundtherapies.com / kt Helen@reboundtherapies.com with heading: Technician Shout-out for consideration in the next newsletter

you are the change

Productivity Bonus/Shift Differentials

At Rebound, after 90 days without incident staff will earn a \$1.00/hour raise from the hourly rate he/she/they were hired at. This will be a staff members' new base rate. Following this, a new base rate will also be identified after said staff member obtains an RBT certification. This will also be an additional dollar per hour. Meaning, with additional merit and education, staff have an opportunity to earn an extra \$2.00 more per hour with time served and certification. In addition to these staff financial incentives, we will be implementing weekly bonus opportunities based on productivity and session time(s) worked.

Rebound Home and Community Therapy expects all field staff (BT/RBT) to be at least 80% productive while working in one of our ABA Centers. Meaning, billable time divided by paid time is at least 80%.

For staff who meet the following criteria the below will be added to their base rate, per hour, weekly.

1. 80-85% Productive: Base Pay Rate + \$0.50/hour
2. 85-90% Productive: Base Pay Rate + \$0.75/hour
3. 90%+ Productive: Base Pay Rate + \$1.25/hour

Rebound Home and Community Therapy expects all field staff (BT/RBT) to be at least 75% productive while performing ABA services in client's home and in the community. Meaning, billable time divided by paid time is at least 75%.

For staff who meet the following criteria the below will be added to their base rate, per hour, weekly.

1. 75-80% Productive: Base Pay Rate + \$0.50/hour
2. 80-85% Productive: Base Pay Rate + \$0.75/hour
3. 85%+ Productive: Base Pay Rate + \$1.25/hour

For client's who's scheduled therapy sessions go 6:00 PM or later, the following will apply. Sessions that end before 6:00 PM do not qualify:

1. 3 Evening Sessions (Consistent): Base Pay Rate + \$0.50/hour
2. 4 Evening Sessions (Consistent): Base Pay Rate + \$0.75/hour
3. 5 Evening Sessions (Consistent): Base Pay Rate + \$1.25/hour

Sparta Center opening April 29th!

Thank you all for feedback on what we need to work on and learn as we continue to grow together!
Please continue to share thoughts, questions and concerns on topics that you would like to know more about or want to share with others. Just send an email with information you wanted added to the monthly newsletter.

If you have any questions or feedback about how your time with Rebound has been, please contact us!

Dylan Weber (Staffing and Retention Specialist): dweber@reboundtherapies.com
Megan Hilts (Board Certified Behavior Analyst/Administration): mhilts@advisacare.com
Brian Harrison (Executive Director): bharrison@advisacare.com

Rebound Home and Community Therapies
2211 E Beltline Ave. NE, Grand Rapids, MI

[**ReboundTherapies.com**](http://ReboundTherapies.com)