

REBOUND NEWSLETTER



March Birthdays

Phoebe Smith
March 3rd

Deanna Valley
March 4th

Taylor Scott
March 4th

Emma Ackerman
March 7th

Katelyne Thomas
March 12th

Debra Sowle
March 15th

Artemis King
March 19th

Claire Fieldkamp
March 22nd

Donna VerDuin
March 27th

Alert! Your Lakeshore Trainings need to be completed in March.

Megan Adamski
Autumn Andrus
Sandra Allies
Han Canute
Mel Coon
Karen Hasper
Victor Ibarra
JoJo McNinch
Katie Paquette
Chuck Perry



Who to go to for what:

- ♥ Amber Simons, asimons@reboundtherapies.com and admin@reboundtherapies.com, for anything payroll, PTO, & benefits.
- ♥ Nicole Mooney, nmooney@reboundtherapies.com, for CMH/Lakeshore trainings information.
- ♥ Trainers, trainers@reboundtherapies.com, for RBT Exam information, RBT Log, & any tech questions not answered by your clinical supervisor.
- ♥ Evan Karatikiewicz, ekaratkiewicz@reboundtherapies.com, for scheduling & credentialing in West Michigan, Mid-Michigan, SW Michigan
- ♥ Courtney Geer, cgeer@reboundtherapies.com, for scheduling & credentialing in the Lakeshore area.

WELCOME

Welcome:

Sydney Louis-Ferdinand, BCBA: Baldwin, MI
Jen Zapolnik, BCBA: Hopkins, MI
Megan Bateson, BCaBA: Hastings, MI
Gabby Jackson, BCBA: Pottstown, PA (Virtual)
Adrianna Anthony, BT: Marcellus, MI
Nicole Parker, BT: Jonesville, MI
Angela Covey BT: Alma, MI
Destiny Denny BT: Kalamazoo, MI
Ashley Cope BT: Coldwater, MI
Gregory Harris BT: East Lansing, MI

Welcome Back:

Sharon Allen, BCBA: Kalamazoo, MI
Victor Ibarra, QBHP: Battle Creek, MI
Emilie Reeder, BT/Admin Assistant: Hastings, MI

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PTO Change Effective 2/1/2025:

For every 30 hours worked you collect 1 hour of PTO. For hourly employees PTO is capped at 72 hours, annually for the first two years. Unused PTO does roll over annually based on your hire date, and will be capped again at 72 hours. At three years of employment, this cap elevates to 120 hours.

Attendance

As we exit cold/flu season, Rebound is enforcing a 90% attendance expectation. If staff attendance falls below this, we'll work collaboratively on a plan to improve it. Frequent client cancellations will also be addressed with clinical staff and case management.

STAFF SHOUT OUTS

Evan K. – Always quick to adjust schedules with a positive attitude! Helped find emergency coverage seamlessly.

Caden R. – A great asset with his knowledge of clients and Coldwater's history, helping the team stay organized.

Autumn A. & Megan H. – Constantly helping with everything—your efforts don't go unnoticed!

Brian S. – Excelling with a variety of clients, earning high praise from a group home manager. Always reliable, no matter the weather!

Tina GM & Shelby L. – Flexible and dedicated to their clients, adjusting schedules and picking up extra shifts.

Kay WM. – Communicating client progress and concerns effectively—families appreciate you!

Emma A. – Implements feedback right away and shows strong instructional control!

Sydney LM. – Taking on multiple responsibilities, including Baldwin Center and high-need cases!

Faith & Megan H. – Supporting supervision and programming needs across multiple locations!

Tori H. – Covering direct sessions, training, and supporting new techs while ensuring billable time!

Kay M. – Showed dedication by making it to a client during a snowstorm, staying calm despite getting stuck!

Baldwin Techs – Teamwork at its best—creating a meaningful and enjoyable environment!

Danessa D. – Bringing fun and creativity to the center with stories, dance, and crafts!

Michelle P. – Providing invaluable guidance and support!

Megan H., Autumn A., & Tori H. – Helping restructure and grow the Training Team!

Julie S. & Heather B. – Creating individualized supplies to support technicians!

Coldwater Center Crew (Caden R., Gabe R., Summer L., Brennen B., Alexander S., Lillian S.) – Staying positive and keeping things running smoothly during the transition!

Cassie M. – Communicating effectively and always working hard with her clients!

Eric C. – Jumped into a tricky case with kindness, compassion, and great progress

Clementine H -Reliable and skilled, she helped achieve 0% SIB engagement over the past two weeks.

LeAnne L - Key in setting up the Coldwater center and supporting staff, including handling scheduling and authorizations.

Dylan W & Courtney G - Thanks for your help with new hire onboarding and credentialing!

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CLIENT ACHIEVEMENTS

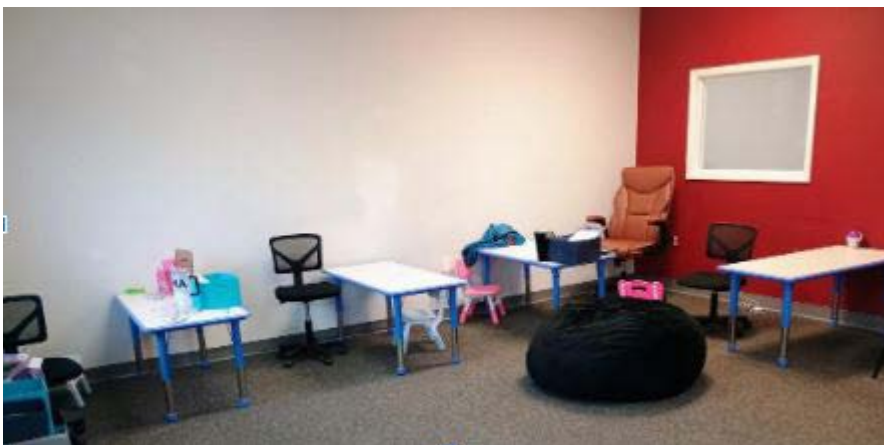
DoPr: He has made a lot of progress since starting in ABA and mastered out of programs, and independently gives up electronic devices in between transitioning tasks!

SoMo: Doing really well with in person supervision. Was previously not making tons of progress and not really interested in people. Now more interested in Sydney, more engaged, and interactive! Also doing well with programming and prompt fading!

DanChu: Spontaneously expressing zones of regulation and using coping skills!

AdDu: Started using AAC Device about 6 months ago and doing extremely well with communication!

**Our newest ABA
Center is NOW
OPEN in
Coldwater!**



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Announcement

-Congratulations to
Susana Delgado on
becoming an RBT!

-Congratulations to Tina
Germander-Metzger for
joining the training
team! She will be
supporting the South-
west MI Region!

-Congratulations to our
St. Louis Center for
receiving a New
Business Award!
(Picture Below)



HOW TO

Adjust your time at the end of session by rounding to the nearest 15 minute interval.

STEP 1:

When ending ("Swiping out") of your session, click the Pencil button next to the time to edit.

STEP 2:

Change your time to the nearest 15 minute interval. It will look like this:

STEP 3:

Click "SAVE"

STEP 4:

Click "SIGN AND COMPLETE"

Time that a supervisor is present MUST align within time of the technician session. Supervision can NOT exceed the time of direct therapy. Please remember to communicate these times with the clinician when they are supervising!

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UPCOMING COMPANY EVENTS



March Madness!!

Keep an eye on your email for details on how to sign up and create your bracket — coming within the next week or so!

Prizes:

1st Place: \$100 Gift Card

2nd Place: \$50 Gift Card

3rd Place: \$25 Gift Card

Gift cards will be to your place of choice!

BONUS STRUCTURE PICTURES

CANCELLATION LINE: 616-965-6929

AND if you're working evening sessions....

<u>Evening Sessions (weekly)</u>	<u>Bonus</u>
3 Evening Sessions (consistently)	Base pay + \$0.50/hr
4 Evening sessions (consistently)	Base pay + \$0.75/hr
5 Evening Sessions (consistently)	Base pay + \$1.25/hr

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. This is in ADDITION to staff productivity bonus pay :)

Home and Center Based Staff

<u>Sessions worked % (Staff Productivity)</u>	<u>Bonus</u>
80%-85%	Base Pay Rate + \$0.50/hr
85%-90%	Base Pay Rate + \$0.75/hr
90%+	Base Pay Rate + \$1.25/hr

In order to qualify for the productivity pay, there should be no cancellations, missed sessions, or late notes.

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Happy Anniversary

90 Days:

Amber Huber

Nichole Spurbeck

6 Months:

Melanie Swisher

Jennifer Shepard

Artimese King

Phoebe Smith

James Fitch

Brian Swan

Antoniqua Hall

Kennisha Williams

Chloe Kelley

1 Year:

Stephanie Birzer

Katie Paquette

Deanna Valley

Lisa Thebo

2 Years:

Sandra Ailles

EXTRA INCENTIVES!

PRODUCTIVITY / ATTENDANCE / UPDATES:

1. Reminder: If you have not been working with a Supervisor and/or Training Mentor on getting your RBT, feel free to do that! Base Pay goes up with an RBT certification. :)
2. All BT/RBT Field staff qualify for bonus pay each week. Whether staff are eligible for both tiers of bonus pay depends on several factors including:
 - ♥ Submission (notes and verification) of all session notes by Sunday at Midnight. Anything completed Monday by end of day will still result in hours being processed, but bonus pay is no longer available due to timely processing of notes.
 - ♥ Staff cancellations during the week. Should you need to take a day off during the week, that's just fine. However, this will also eliminate your bonus eligibility for this week. We love your support and want you to show up for our families!
3. Productivity Tiers:
 - ♥ Field Staff Expectation: 80%
 - ♥ Bonus 80%-85% = \$0.50/hour increase for all hours worked
 - ♥ Bonus 80%-90% = \$0.75/hour increase for all hours worked
 - ♥ Bonus 95%+ = \$1.25/hour increase for all hours worked
4. Session Time Bonus (going to be big with back to school coming up)
 - ♥ 3 sessions per week that go later than 6:00 PM (not including travel) = \$0.50/hour increase for all hours worked
 - ♥ 4 sessions per week that go later than 6:00 PM (not including travel) = \$0.75/hour increase for all hours worked
 - ♥ 5 sessions per week that go later than 6:00 PM (not including travel) = \$1.25/hour increase for all hours worked
5. Over 42 hours per week also makes you ineligible for bonus pay as overtime is paid at a premium (time and a half). Overtime must be approved.
6. Attendance Gift Card Winner = NEED
7. Productivity Gift Card Winner = NEED