

REBOUND NEWSLETTER



July/August Birthdays

Josiah Hayden 7/6
Gabby Gregory 7/13
Kyleigh Parks 7/19
Evan Selby 7/28
Charlie VanderMel 8/12
Maggie Richardson 8/13
Anna Wei Pregler 8/16
Shaina Wilbur 8/17
Karen Hasper 8/19
Kylie Pierson 8/20
Rechelle Black 8/26
Michelle Pickvet 8/30
Megan Adamski 8/31



Welcome to Rebound

Mary-Beth Halloran
David Koetje
Jane Gangon
Shaun Miller
Tina Germinder-Metzger
Scarlet Korvina
Josiah Hayden

Updated Org. Chart - Coming Soon!

We're introducing an organizational chart to clarify roles, responsibilities, and communication needs in each Region. Watch for it in the next Newsletter!



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.



REMINDERS



-When calling off please make sure you use this script: "Hi, my name is, your name. I'm calling to cancel first three last three initials of client's session, that is at date and time of session, due to insert reason. Please let me know you received this message by responding via call/-text at your phone number."

-If you need to request off for an extended amount of time, please fill out and email a PTO request form then send it to admin@reboundtherapies.com, your mentor, & the clinicians of the clients that would be missed. Please submit those requests 2 weeks in advance.

-Injuries while at work? Please complete an incident report and notify your clinical supervisor, scheduling coordinator, and Brian Harrison, immediately (bharrison@advisacare.com)

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Announcement

Welcome (if not already) Evan Karatkiewicz, Courtney Geer, and Dawn Alexander! Each of these individuals will be assisting with scheduling, credentialing, and are able to cover in the field as needed, leading by example. Welcome all! So thankful to have you on our team. If you have not met Evan, Courtney, or Dawn, please connect and say hello.

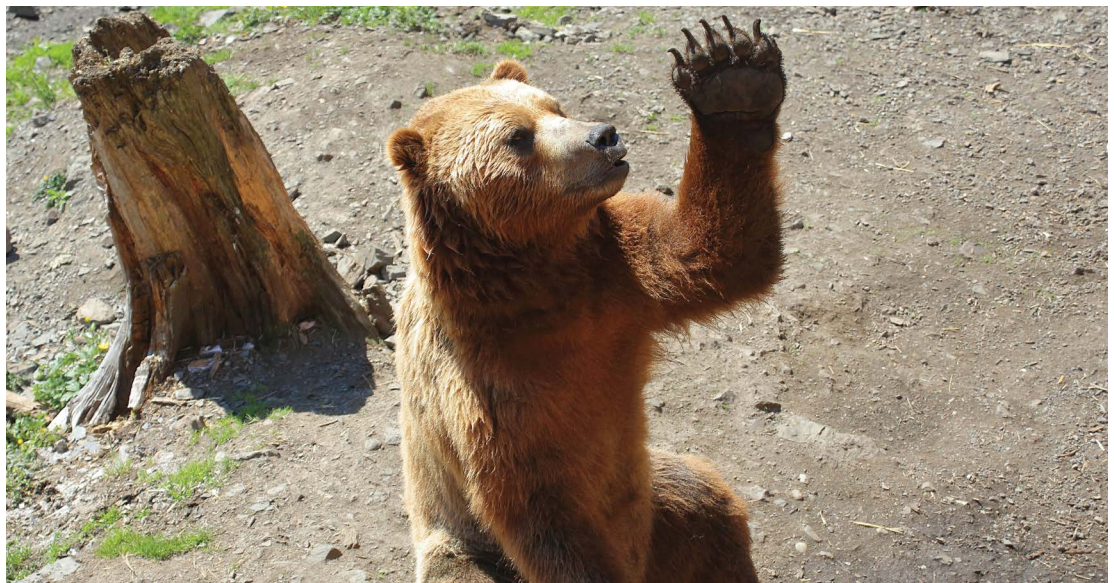


Alert! Your Lakeshore trainings need to be renewed in August:

Chelsea Shirley
Kim Thelen
Kayla Myott
Ray Slavin

ABA Questions on what the heck are you supposed to be doing???

- ♥ Always reach out to your Supervising Clinician FIRST! :)
- ♥ Questions can include updates/clarification around client programs, client/family needs, what to do in session, pairing/rapport building support, etc.
- ♥ If you do not get a response (timely within 8 hours) message/contact ABA Operations Manager. If you don't know who your ABA Operations Manager is, reach out to scheduling support!
- ♥ As always, contact Brian Harrison (bharrison@advisacare.com or via cell at: 616-799-2468) with any questions.
- ♥ Supervising clinicians will be working to schedule additional supervision to help navigate the questions you may or may not have in order to support yourselves and families.
- ♥ Training Mentors should be consulted as a secondary follow up should questions still be pending, ongoing, and a supervisor isn't able to readily join a supervision session for help. Training Mentors and Clinical Supervisors will be communicating directly regarding the plan/programs as to be providing insight consistent with the child and family's needs.



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**Shout out to those
who met productivity
at 95% in July:**

Cassandra Mullings
Fiona Smigiel
Rebecca Harris
Rechelle Black
Julia Lewis
Lucas Cossar
Abe LaCourse
Ray Slavin
Charlie VanderMel
Heidi VanKersen
Kim Hadfield
Stephanie Birzer
Kate StAubin
Chelsea Shirley
Michelle Porter
Brooklyn Weiss
Charles Perry
Kelsey Kempainen
Emma Ackerman
Evan Selby
Han Canute
Royelle White
Katie Paquette
JoJo Mcninch

STAFF APPRECIATION



Sandra A- "If I could have Sandy on all of my cases, I would! She has been an amazing asset to this company. Sandy puts her clients first and goes above and beyond to ensure they are receiving the care and attention that they deserve. I can trust Sandy to implement programs and behavior strategies efficiently and when she has a question, she never hesitates to ask. "Shout out to Sandra Allies, she goes above and beyond for her clients and has been such an asset as a technician."

Nicole M- She is consistently working with clients, while balancing other administrative tasks. She is simply amazing!

Julie S- Has been very helpful due to her flexibility and attention to detail + thoroughness! AND helping with training!

Charlie V- Working with clients that engage in problem behavior, has been showing her resilience!

Heather B- Picked up 3 assessments over the weekend, got all paperwork in within 3 days!

Susana- making changes, and making progress with her client!

Victor- Making tons of progress with family training for a certain client!

Victor- reviewing client / tech notes! Coaching techs and having them edit.

Megan / Tori / Maureen- taking over orientation on 7/8!

Kim H- bending over backwards for clients, taking her own time to learn more about ABA!

Evan S- Asking for input on notes and self correcting!

Karlie S- Making materials for her client and taking her own time to learn more.

Chelsey M- Advocating for techs while juggling Mandt, training, and client hours!

Susana D- for stepping up as the center fill in for all of the kids at Sparta!

Sparta Center staff- teamwork makes the dreamwork!! Way to go!

June M- She's gained many new skills and has really brought her own personality and teaching style/flow to her clients' sessions while using ABA principles and strategies! Every single caregiver she and I have worked with together has told me how great they think June is at the work she does!!

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Employee Accomplishments

-Taylor D is sporting a new smile without his braces! You GO Taylor!!

-Rachel S has completed the 2,000 hours of field-work she needs in order to become BCBA. One step closer! Booyah!!

-Congrats to **Megan Hilts** for being **Promoted to Regional ABA Director, West Michigan**. Megan joins Madison Hurtubise, Regional ABA Director, Lakeshore, and Michelle Pickvett, Regional ABA Director, Central Michigan in this role.

EXTRA INCENTIVES!

PRODUCTIVITY / ATTENDANCE / UPDATES:

- ♥ 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. :)
- ♥ 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!
- ♥ 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
- ♥ 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
- ♥ 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.
- ♥ Attendance Gift Card Winner = Renee Waggoner
- ♥ Productivity Gift Card Winner = Ro White

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WINNER, WINNER



Get Ready for an Exciting August!

We're thrilled to announce that starting this month, our Clinical Staff will be receiving a fabulous \$40 monthly stipend to shower you, our amazing field staff, with extra appreciation and little tokens of gratitude!

Keep an eye out for exciting updates from your Clinicians— they'll be reaching out to find out what YOU love and value most in these special acts of support. Your hard work deserves all the recognition and more, and we can't wait to make this month truly memorable for everyone!

Thank you all for your incredible dedication. Here's to an amazing month ahead filled with joy and well-deserved celebration! Stay fabulous and healthy!

