

REBOUND MAY NEWSLETTER



May Birthdays:

6 - Kayla Myott
10 - Nikita Montgomery
11 - Jami McKinley
12 - Sarah Sills
14 - Lora Vanbuskirk
16 - Renee Waggoner
18 - Elijah Strine
20 - Maya Lucero-Eaton
20 - John Molina
21 - Emilie Reeder
22 - Krissy Beebe
25 - Maria Trzebunia
28 - Alec Brlow
29 - Alexandra Smith
30 - Courtney Greer

Alert! Your Lakeshore Trainings need to be completed in May:

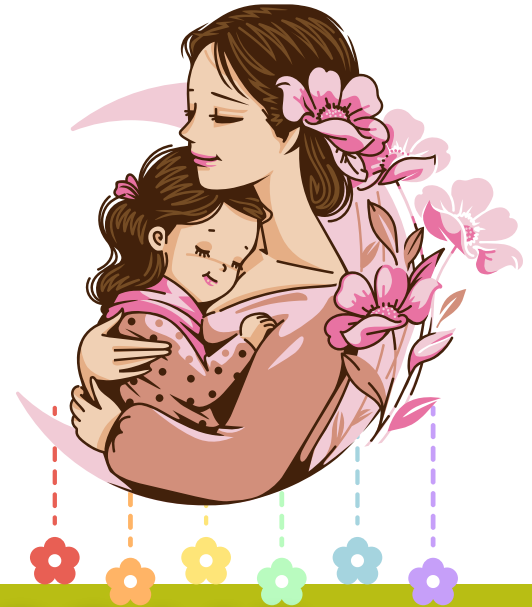
- **Stephanie Birzer**
- **Emma Ackerman**
- **Paisley Fisher**
- **Kay Mckinley**
- **Bridget Ross**
- **Maria Trzebunia**

Happy Mother's Day!

This Mother's Day & throughout the month, we celebrate the incredible strength, love, and dedication of all the amazing moms in our community—especially those raising, supporting, and advocating for children with Autism.

To the mothers we serve, the moms on our team, and the caregivers who fill that role every day: thank you for your unwavering commitment, compassion, and care. Your impact is felt in every small victory and every step forward.

Wishing you a month filled with appreciation, joy, and love.



WELCOME

BT

- Sergio Campos - Battle Creek, MI
- Marquita Peterson - Battle Creek, MI
- Emma Scheiding - Haslett, MI
- Angela Salameh - North Adams, MI
- David Schmitz - Grand Haven, MI
- Delicia Hill - Mt. Pleasant, MI
- Lora Vanbuskirk - Clare, MI
- Tonya Higgison - Irons, MI
- Meadow Johnson - Decatur, MI
- Christine Cooper - Benton Harbor, MI
- Karah Guardian - Muskegon, MI
- Jami Mckinley - Coldwater, MI
- Christine Serrato - Grand Junction, MI
- Hannah Gibbs - Coldwater, MI
- Matt Warren - Coldwater, MI
- Kyler Martinson - Battle Creek, MI
- Christina Cox - Battle Creek, MI

BT (continued)

- Stephen Travilla - Lansing, MI
- Macala Cadwell - Holt, MI
- Lenise Brown - Battle Creek
- Alonzo Sims-Ampey-Littlejohn - Battle Creek, MI
- Brittany Sims - Battle Creek, MI
- Sarah Sills - Marshall, MI
- Orville Howell - Berrien Springs, MI
- Ella Drake - Lansing, MI
- Kate Wilson - Nashville, MI
- Rayven Randle - Albion, MI
- Maria Vanderkolk - Evart, MI
- Izac Reynords - Coldwater, MI

BCBA

- Anna Hauxwell, - Brown City, MI
- Amanda Sykes - Missoula, MT
- Casie Bruin - Kentucky

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**BREAKING
NEWS**



🎉 **Our Bangor Center is NOW OPEN!** 🎉

We're thrilled to announce the opening of our 5th ABA Center in Bangor, MI, which officially opened its doors on May 5th!

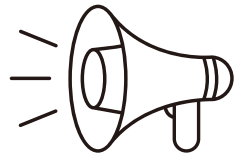
🧠 **Primary BCBAs: Sharon Allen & Lisa Lovell**

THANK YOU to everyone who made this milestone possible - we're thrilled to continue expanding access to ABA services and support even more families!

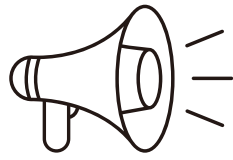
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PTO Change Effective 2/1/2025:

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.



STAFF SHOUT OUTS



Cassie M Cassie's dedication to her clients' care stands out in every aspect of her work. She consistently delivers effective treatment, communicates with clarity and empathy, and handles difficult situations with professionalism and skill. Most importantly, she always puts her clients' well-being first, ensuring they receive the highest level of care and attention.

Nichole S Nichole has been flexible with her schedule when needed and always shows up with professionalism and compassion. Her commitment to providing outstanding care and effective treatment makes a real difference in the lives of her clients.

Royelle W Royelle consistently goes the extra mile. She's willing to make up hours and ensures that programs are implemented with accuracy and care. Her dedication to doing things the right way truly stands out.

Eric C Eric uses encouraging language with clients and excels in his role. He consistently demonstrates strong skills and is an all-around excellent tech! KM has been having less SIB and tantrums! He is talking more, and he's doing a great job with gestures while speaking. His manding is increasing as well, both vocally and with ASL, all because of Eric's hard work!

Jen S Jen has been handling an incident with impressive calm and professionalism. She's been helping new techs with clients and demonstrating skills that weren't apparent on day one. Great growth and leadership!

Sydney L-F Sydney has done a fantastic job working alongside Chivon. She's easy to collaborate with, communicates clearly, and is a reliable partner on the same caseload. Thank you for working so hard with our Baldwin team! There have been some logistical issues and WiFi problems, but you're able to keep everyone calm and positive. Thank you for working so hard with them!

Jen D Jen has been proactive in getting client sessions and family guidance started promptly and is maintaining strong consistency. She started her first client EmmSac with a clean start—three weeks with zero cancellations of direct sessions and family guidance. Excellent work!

Chivon J Chivon is a pleasure to work with and has made case transfers seamless. Despite facing some tough transitions, she's handled everything with grace. Absolutely fantastic team member! Chivon started with us a few weeks ago and took the bull by the horns! There were some challenges with phone calls, but you were able to stay on top of it, and keep everyone happy. Thank you for assisting Sydney in Baldwin as well! Sorry about the WiFi issues!

WM Team

A big thank-you to the entire WM Team! Everyone has been incredibly kind,

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STAFF SHOUT OUTS



WM Team

A big thank-you to the entire WM Team! Everyone has been incredibly kind, supportive, and helpful. Your teamwork and positive attitude are deeply appreciated!

Sharon & Lisa

Thank you both for being all hands on deck in getting the Bangor program started! It's been a great first week. The kids have been a joy to work with, and the entire team is off to a strong start!

Emilie R Emilie has been traveling to Kalamazoo to support techs, giving them the confidence that they're doing the right things. Your guidance and encouragement are making a big impact—thank you!

Autumn & Megan Thank you both for your patience and persistence teaching Central Reach - it's a handful, and you're handling it like pros!

Tori A big shout out to Tori for stepping in to help cover Jojo's sessions while she's on vacation. Your flexibility and support are greatly appreciated!

Maria & Adriana Maria and Adriana have been rolling with cancellations from their morning client with grace and professionalism. Thanks for staying adaptable!

Lisa L Lisa has been fantastic in coordinating with Sharon to arrange techs with clients. Your behind-the-scenes work helps everything run smoothly! Baldwin is off to a great start!

Sharon & Jen D Thank you both for getting the Bangor client assessments up and running! Sharon has even taken it upon herself to gather items for the center. Both Sharon and Jen have been conducting assessments to get clients started—amazing teamwork!

Nicole M Nicole is doing an excellent job with RMM. There's been lots of progress in just the first three weeks—RMM is now independently using PECS and starting to use more vocal words. Incredible progress!

Shaina (with AD) Shaina has been making great strides with AD! She's been able to increase manding during sessions by bringing in novel items that AD enjoys. AD is now gaining attention appropriately to access those items and is using complete sentences 80% of the time. Even more impressive—AD has started using full sentences with AAC in the past few weeks, compared to previously only using single words. Outstanding work!

Mel S Mel is always quick to help with any tasks and is a great team member. She is always going above and beyond for clients, techs, and all team members! Thank you for all that you do!

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STAFF SHOUT OUTS



Krissy B You did an excellent job during the parent and BCBA observation! Your delivery of DTT and error correction were smooth and effective—you followed through confidently and professionally. Keep up the great work!

Evan K Thank you for going to Baldwin, helping out for the day, and building them a table! We are excited that you're willing to travel up there to make sure everyone can put a face to your name. It helps the families so much and the kids LOVE the new table!

Megan H Thank you for always being prepared! Your organization and preparedness helps us run VERY smoothly, even when you're on vacation!

Karen H Doing a wonderful job with a new client (EmSa)! He was slow to warm up the first session, but by the end they were playing and having fun together!

Susana D Thank you so much for all of your hard work with KaRi! He is speaking more, and his imitation is amazing. Thank you for being consistent with him!

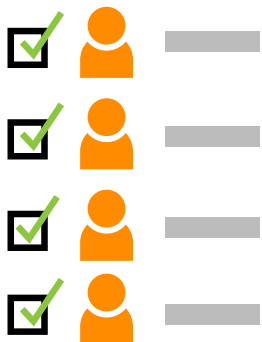
Katie P and Tysheema G You've been doing very well with the clients in Holland! We have great feedback from the families!!

Brian H Thank you for getting us a new (bigger) Muskegon Center! We are very excited to expand that space! Your continued work to open centers across the state is making a meaningful difference in increasing access to ABA services, especially in more rural areas. We appreciate all you do!

Attendance

Our Families Need YOU: Rebound enforces staff attendance as we are exiting the cold/flu season. 90% attendance is our expectation. Should staff begin to dip below 90% attendance for One consecutive month, Rebound will be reviewing a plan to work collaboratively with staff to increase attendance. Similarly, clients who have been frequently cancelling/calling in will also be addressed with our clinical staff and case management supports.

ATTENDANCE



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Staff Celebrations!

♥ Congratulations to Victor Ibarra for passing his BCBA board exam. He is officially a BCBA!!

♥ Jojo McNinch is the newest member of our Training Team! We're excited to have Jojo on board and look forward to the knowledge and energy they'll bring to supporting our staff and mission!

Shout Out to those who exceeded productivity by hitting 95% in April!

- Adrianna Anthony
- Adeline Bayer
- Andrea Rayas
- Ashanti Bester
- Brittany Fisher
- Caden Roberts
- Christina Denton
- Courtney Winnie

- Erica Gomez
- Maria Trzbunia
- Krysta Meneer
- Mary Angel St.John
- Rechelle Black
- Ro White
- Stephanie Birzer



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CLIENT ACHIEVEMENTS

EmmSac said “I want swing with daddy”. Her team has been seeing more language with family and with techs. After just one week of ABA, EmmSac is responding to staff very well! Although initially slow to warm up, they are already being assessed, and both parents are actively participating in parent meetings. Great start!

When to call On-Call: Any reason for scheduling change (Illness, Car Issues, Family Emergency, late start to session, stayed late after session, etc.

Information to provide when calling On-Call:

- Your name
- Client Name
- Day/Session time
- Make-up time slots



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Who to go to for what:

- ♥ Amber Simons: Everything payroll, PTO, & benefits
asimons@reboundtherapies OR **admin@reboundtherapies**
- ♥ Nicole Mooney: CMH/Lakeshore trainings information
nmooney@reboundtherapies.com or **(616) 840-2298**
- ♥ Trainers: RBT Exam information, RBT log, & any tech questions not answered by your clinical supervisor
trainers@reboundtherapies.com
- ♥ Evan Karatkiewicz: Scheduling & Authorization Manager for Kent, Muskegon, Ottawa, Allegan, WMCMH
ekaratkiewicz@reboundtherapies.com OR **(616) 840-5809**
- ♥ Melanie Swisher: Gratiot Center Manager: Gratiot, CEI, Osceola, Clare, Gadwin, Mecosta, Isabella, Midland, and Wayne.
mswisher@reboundtherapies.com OR **(616) 840-2372**
- ♥ Leanne Large: Coldwater Center Manager: Branch and Calhoun
llarge@reboundtherapies.com OR **(616) 840-2372**
- ♥ Emilie Reeder: SW MI: Van Buren, Berrien, St Joseph, Kalamazoo
ereeder@reboundtherapies.com OR **(616) 970-0322**

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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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

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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Happy Anniversary

-90 Days-

Victor Ibarra

Taylor Scott

Caden Roberts

Summer Langdon

Brennan Bailey

Gabriel Rife

Lillian Schneider

Gabrielle Jackson

Sharon Allen

Destiny Denney

Gregory Harris

-6 Months-

Erica Gomez

Sydney Louis-Ferdinand

Melissa Castle

Courtney Winnie

Chelsea McGregor

-1 Year-

Cassandra Mullings

Paisley Fisher

Bridget Ross

Shaina Wilbur

-2 Years-

Emma Ackerman

-3 Years-

Nicole Mooney

-11 Years-

Brian Harrison

Important Reminders!

Scheduling & PTO / Virtual Supervision:

- Summer Scheduling & PTO Reminders -

Summer is around the corner! Be on the lookout for texts or calls from the Scheduling Team as they begin working with families to adjust session times for the summer months. Many schedules will be shifting, so stay tuned and reach out to your region's scheduler if you have any questions!

Planning time off?

Step 1:

Fill out the PTO Request Form [[Click Here](#)].

This form can also be found in the Google Drive Staff Resources Folder.

Step 2:

Send an email to:

Amber Simons | Your region's Scheduler | All clinicians currently work with

Thank you for helping us keep everything running smoothly this summer!

- Virtual Supervision Expectations -

- At times, you will receive virtual supervision as part of your training and ongoing support during sessions.
- Supervisors will confirm scheduled times with you prior to the session. However, they may also reach out during a session due to last-minute availability or schedule changes.
- You are encouraged to reach out to your supervisor at any time to Request additional virtual support, though availability may vary.
- Be Prepared for Scheduled Supervision:
- Have your device (phone/tablet/computer) ready and charged. Be sure to have a charger available!
- Ensure you have access to the required virtual meeting platform - Typically Google Meet.
- If a virtual supervision was scheduled and confirmed, your participation is required, unless communicated otherwise.

Reminder:

Missing scheduled supervision without valid reason may lead to the development of an improvement plan.

Always maintain clear and timely communication with your supervisor!

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Important Reminders!

Dress Code:

Purpose:

To maintain a professional and cohesive work environment, Rebound Therapies has established a dress code policy to ensure that all employees present a professional appearance.

Scope:

This policy applies to all employees, contractors, and temporary staff working at Rebound Therapies.

Policy Details:

1. Acceptable Attire:

- **Shirts:** Employees are expected to wear collared shirts, polo shirts, or blouses that are clean and in good condition or employees may wear T-shirts, provided they do not contain offensive graphics or language. Shirts must be comfortable in fit to move in and be active around clients with appropriate coverage.
- **Pants:** Pants should be worn at the waist and not be excessively tight or loose. Pants need to be in good condition. Leggings can be worn as long as the staff's shirt covers below the waist.
- **Shoes:** closed-toed, closed heeled, low heel shoes are required.
- **Fingernails:** Fingernails must be neat, clean, and trimmed to fingertip length for the safety of our patients.
- **Jewelry:** Jewelry and other ornamentation is limited to a single band or a watch for your own safety.
- **Hair:** Hair must be clean, neat and protected from client reach.

2. Unacceptable Attire:

- Shirts with offensive, inappropriate, or discriminatory messages.
- Tank tops or shirts with excessive wear and tear.
- Any attire that is deemed unsuitable for a professional setting by management.
- Ripped or torn jeans, excessively short shorts, or pants that do not fit properly.

Liability Waiver: If an employee chooses to wear something that has been advised against due to a client's behavioral needs or challenges, Rebound will not be liable for any injuries or damages that may occur as a result.

Compliance and Enforcement:

- Supervisors are responsible for enforcing this policy. Employees who fail to comply will receive a verbal warning, followed by written notice if the issue persists.