

## IMPORTANT EMPLOYEE RESOURCES AND INFORMATION

### Learn. Grow. Get Paid.

## Amazing Education Perks for Lexington DSPs!

We're excited to share an exciting opportunity available to you as a Direct Support Professional at Lexington!

You are eligible to take college classes for **FREE** through two amazing grant-funded programs designed to support your education and career growth in the human services field:

### **DIRECT SUPPORT PROFESSIONAL (DSP) MICROCREDENTIAL PROGRAM**

Gain essential skills and earn a **SUNY DSP Microcredential** at **no cost**. This program is a great introduction to the field and helps build a strong foundation in supporting people with disabilities. Earn up to \$2,250 in stipends.

**APPLY BY MAY 20  
FOR SUMMER CLASSES!**



2025 DSP Microcredential Program Graduates

### **DIRECT SUPPORT PROFESSIONAL DSP REGISTERED APPRENTICESHIP**

Take your career even further with the **DSP Registered Apprenticeship** - a paid, hands-on learning experience that includes related instruction (College classes at FMCC) and on-the-job training. If you are thinking about earning an associate's degree, this program can help you reach that goal.

For more information on these programs, please contact Courtney Mickels at [mickels@thearclexington.org](mailto:mickels@thearclexington.org) or by calling her at (518) 775-5422.

## High School Students Wanted for Paid Internships!

Do you know any high school students looking for work?



Is your son or daughter, niece or nephew, or any 16- or 17-year-old high school student ready for a part-time job?

**We are looking for Human Service Interns in Schoharie, Fulton and Albany Counties!**

- ✓ **HS Interns support interests and hobbies**
- ✓ **Go on community activities**
- ✓ **Help our residential teams**
- ✓ **Earn \$15.50 an hour**
- ✓ **Paid for training**
- ✓ **Have flexible hours**
- ✓ **Create lasting relationships**

Please reach out to Michael Feldman in Human Resources or have the candidates submit an application on our website!

## SPOTLIGHT ON EMPLOYEE BENEFITS

### May is Mental Health Awareness Month: Focus on Mental Well-being with CDPHP

It's important to reflect on your day-to-day life and identify what fulfills you. Try these tips for finding meaning and purpose.

**Ask yourself important questions:** What excites me? What are my strengths? What do I value? Look for themes and start connecting the dots to integrate your work or free time to your passions.

**Set goals.** Don't just think about what you want, act upon it. Setting short and long-term goals provides a healthy pressure that propels you toward things that matter. Develop goals that are specific, measurable, achievable, realistic and time-bound.

**Escape your comfort zone.** Break your habits and try new things to unlock possibilities you never knew existed.

**Volunteer.** Finding a cause that you care about can provide a sense of purpose while making a positive impact in the world.

#### Fulfilment in the workplace

Many of your waking hours in adulthood are spent at work. It's important that we find fulfillment in our jobs and the time spent doing them. Here are a couple of things to keep in mind when you experience workplace fatigue or boredom.

**What service do you provide?** Think about your job in the context of the bigger picture. All jobs play a vital role in providing an important service or helping the community.

## Required Notice: Exposure

We are required to inform you of your right to access all records maintained by Lexington that reflect your exposure to any toxic substances or harmful physical agents. We are also required to inform you of your right to access any medical records we maintain related to you with certain exceptions.

Click [here](#) for specifics.

If you have any questions, please do not hesitate to contact Michelle Peryea, Safety and Wellness Coordinator at (518) 775-5420 or [perycam@thearclexington.org](mailto:perycam@thearclexington.org).



**Remember why you work.** Your job allows you to pay the bills and support your family, gain a sense of achievement, be part of a team and so much more. Make a list of the positive impacts your job has on your life. Perspective can often help us stabilize our emotions.

**Workplace tip:** When you finish a project, take a moment to enjoy and admire the final product, it will help motivate you to dive into the next assignment.

#### CDPHP Members

You have access to a variety of mental health resources, including in-person support, a crisis hotline, and virtual mental health visits from a smartphone or tablet. To learn more, call 1-888-320-9584 (Monday through Friday from 8AM to 6PM) or visit [cdphp.com/help](https://cdphp.com/help).



*Shout out to **Stephanie Spence** for spreading the good word about working for Lexington!*

For assistance with any Human Resources related matter or information, contact a member of the Human Resources team at: <https://bit.ly/humanresources2025>

This newsletter will be archived at the following link: <https://thearclexington.org/hr-updates>





### Lexington's Mission

*We empower people with autism and developmental disabilities to live their best lives, every day, by partnering with their families, our employees and our community.*

## Save the Date:

### Safety, Benefits & Wellness Expo Coming in June

Prioritize your health. Maximize your benefits. Stay safe.

#### Locations & Dates:

**Schoharie (TPI Event Space):**

**Friday, June 20**

**10:00 AM – 1:00 PM**

**Fulton (Burke):**

**Friday, June 27**

**10:00 AM – 1:00 PM**

#### What to Expect:

**Safety Resources** – Tools and tips to enhance workplace and personal safety.

**Benefits Guidance** – Experts available to help you navigate your benefits options.

**Wellness Activities** – Engage in activities promoting mental and physical well-being.

**Giveaways & Prizes** – Opportunities to win exciting prizes and resources.



Congratulations, **Kyle Simmons**, for recruiting a new member to our Lexington family!



Thank you, **Carina Hayes**, for referring a new Lexington employee!

# LEXINGTON EMPLOYEE MILESTONES

*Congratulations and thank you to the following employees celebrating milestones in April and May.*

## 35 Years

Laura Empie, Administration, May 14  
Kelly Teneyck, Residential, April 2  
Tina VanNostrand, Day Habilitation, April 2

## 30 Years

Edith Boehme, Day Habilitation, April 3  
Melody King, Residential, May 1  
Maria Laporte, Day Habilitation, April 3  
Michelle Lawyer, Residential, May 22  
Bonnie Reuss, Clinical, May 15

## 25 Years

Jennifer Morse, Residential, April 3

## 20 Years

Laura Jean Beam, Residential, April 4  
Michael Butler, Administration, April 27  
Bernadette Eckler, Residential, April 4  
Robert Jans, Residential, April 4  
Donna Moon, Residential, April 4  
Kimberly Robbins, Family Services, April 4  
Kelly Stoutner, Residential, May 2

## 15 Years

Josephine Bailey, Residential, April 19  
Jennifer Barnett, Residential, May 3  
Christopher McGregor, Family Services, May 17

## 10 Years

Jacob Aguero, Residential, April 6  
Michelle Chmielewski, Day Habilitation, April 6  
Tonya Cionek, Residential, April 6  
Jessica Darling, Residential, May 18  
Diane Douglass, Medical, May 4  
Billie Jo Loveless, Residential, April 20  
Christie Maryea, Residential, April 20  
Jeffrey Morgan, Jr., Maintenance, May 4

## 5 Years

James Bacon, Residential, May 5  
Amber Chiacchiaretti, Residential, May 6  
Sharon Grace, Day Habilitation, April 14  
Alyssa Hodge, Residential, May 22  
Laci Nellis, Residential, April 20  
Brittini Nestle, Day Habilitation, April 20  
Marybeth Sefcovic, Maintenance, April 5

## 5 Years (continued)

Aidan Weathers, Residential, April 13  
Fanae White, Residential, April 20  
Leeann Reed, Residential, April 21

## 1 Year

Evan Brown, Family Services, April 22  
Doris Clemons, Residential, April 12  
Kaci Coffin, Residential, April 22  
Tameka Coles, Residential, May 13  
Kelly Driscoll, Family Services, May 6  
Mikayla Gaida, Residential, May 6  
Alisa Hobb, Administration, May 13  
Matthew Hugo-Perez, Transitions, April 15  
Annmarie Johnson, Family Services, May 12  
Aaron Julca, Medical, May 13  
Elizabeth Kinowski, Medical, April 22  
Shiann Lamphear, Residential, May 6  
Jackie Lints, Residential, May 6  
Samara Mattice, Residential, April 1  
Madison Neri, Day Habilitation, May 2  
Christopher Patterson, Residential, May 20  
Alexander Pattison, Transitions, May 13  
Chloe Paul, Residential, May 6  
Isis Pettit, Residential, May 20  
Amber Rafferty, Day Habilitation, April 22  
Kara Robinson, Residential, May 16  
Jessica Seagraves, Residential, May 6  
Justina Skaine, Residential, April 25  
Jessica Swart, Residential, May 20  
Ashley Young, Residential, May 6  
Carrie Falcon, Residential, April 22

## Retirees

Linda Heiser, Clinical, 34 Years of Service  
James Post, Transportation, 19 Years of Service  
Debra Voght, Maintenance, 25 Years of Service

*The following anniversaries were inadvertently missed in the February issue of HR Updates, we apologize for the error.*

## 10 Years

Katelyn Elliot, Residential, February 2  
Rebecca Hansen, Residential, February 2  
Josephine Hull, Residential, February 4  
William Leon, Residential, February 17