

## IMPORTANT EMPLOYEE RESOURCES AND INFORMATION

### Congrats to Management Academy Grads



Congratulations to the 10 graduates of Lexington's most recent Management Academy!

This six-month program grounded in our Nurturing Environment culture equips leaders with the tools to lead with empathy and purpose. Focused on the daily practice of putting people first, both staff and those we support, these graduates are now better prepared to create positive impact every day.

Thanks to the graduates for their commitment, growth and leadership!

Pictured (L-R) Lexington COO Dan Richardson, instructor Heidi Smith, Amanda Fairbanks, Hailey Lozier, Savannah Hook, Ashley Hill, Zachariah Sahler, Katlyn Ladd, Melissa Stewart, Marion DeGroff, Alisa Hobb and Lexington CEO Shaloni Winston.

## Help Us Recognize Employee Excellence

**Do you know a staff member who truly exemplifies the goal of our Nurturing Environment program?** If so, please nominate them for recognition!

Recognizing our employees gives you the opportunity to recognize the actions of Lexington Employees, to enhance the supports we provide and improve our environment. Please complete and return the completed nomination [form](#) to [Terry Williams](#) at the Gloversville Day Hab Building by **September 1**. If you have any questions, please contact Terry.

**Who is eligible?** Any staff member who goes beyond the expectations of their job and demonstrates excellence in creating, building and maintaining a nurturing environment

is eligible to be nominated. A staff who champions the vision of the Nurturing Environment program, with language and actions that demonstrate enthusiasm, may be nominated.

**Who can nominate?** Anyone who receives services from Lexington, their family and/or any Lexington staff member can nominate someone for recognition. Each person may submit up to 2 nominations.

All nominations will be recognized at Employee Recognition Events in September.

Employees who stand out will be selected for an award.

# SAFETY NEWS | SAFETY NEWS | SAFETY NEWS

## Safe Environment and Wellness Meetings Scheduled for August

Please join us for the Third Quarter Safe **Environment and Wellness Meetings**. Enjoy some light refreshments while we discuss injury prevention and engage in safety-related activities and games.

Wed., Aug. 27 | 465 N. Perry St in Johnstown,

*10am for Safety Ambassadors*

*10:30am for all other employees and people we support.*

Thurs., Aug. 28 | 121 Opportunity Dr., Schoharie.

*10am for Safety Ambassadors*

*10:30am for all other employees and people we support.*

For more information on these meetings or other safety matters, please contact [Michelle Peryea](#).

## Stay Safe:

## Injury Prevention Tips

Check out these important injury prevention tips, highlighting some of our most recent safety concerns.

- ✓ **Ensure adjustable beds (beds that adjust height up and down) are not pinching, rubbing or hitting any cord plugged into an electrical outlet.**

*If the bed is doing any of the things mentioned above, please determine if the cord can be moved to another outlet where this will not occur. If you are unable to move it, reach out to the Safety Department for further guidance.*

- ✓ **When planning an outing, plan ahead to have a safe and enjoyable day.**

*If a person uses a wheelchair or other assistive equipment, on an as-needed basis, take the equipment with you on the outing just in case. Enjoy the journey together with the safety of people we support and the staff accompanying them in mind.*

- ✓ **Avoid injuries by being aware of your surroundings, especially when in tight spaces.**

*Take care of yourself so you can continue to care for others.*

- ✓ **When assisting with a transfer or mobility technique that is unsafe and could result in injury to yourself, co-workers or someone we support, immediately stop what you're doing and notify your supervisors and the Physical Therapy Department.**

*Don't forget to submit your concern in Therap.*

For more questions or safety concerns, please reach out to **Michelle Peryea** at [peryeam@theardlexington.org](mailto:peryeam@theardlexington.org).

## Important Update: COVID-19 Paid Emergency Leave Ending



**The New York State COVID-19 Paid Emergency Leave Law will expire on July 31, 2025.** After this date, employers will no longer be required to provide paid leave specifically for COVID-19 quarantines or isolation.

### What this means for you:

Starting August 1, 2025, if you need time off due to COVID-19, you'll need to use other available leave options, such as New York State Paid Sick Leave.

In serious cases, other leave protections like FMLA, ADA or state human rights laws may still apply.

If you have questions about your leave options, please contact Human Resources.

### 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.*

# The DSP Microcredential Can Advance Your Career at Lexington— Learn How you Can Be Next!

Employees can now register for the DSP Microcredential course at SUNY Fulton-Montgomery for the fall semester. This is an amazing educational opportunity for all employees, not just DSPs, to earn national certification in the field of developmental disabilities and advance their careers.

Christie Davis from SUNY Fulton-Montgomery Community College, will be at the Burke Cafeteria on August 13 to provide more information about the course, answer questions, and help employees enroll.

There are no costs to our employees. All tuition and

textbook fees are paid for, and upon completion of the full program (DSP 1, DSP 2, DSP 3), participants receive a \$750 stipend.

Graduates of the program have not only gained new insights and techniques to enhance their work but also earned valuable college credit can be applied to another course of study. This program is ideal for Lexington employees interested in professional growth and career advancement. Stop by and visit with Christie on August 13 to get more information or call **Courtney Mickels** in HR at (518) 775-5422 or [Mickelsc@thearclexington.org](mailto:Mickelsc@thearclexington.org)

Learn more at the  
**DSP MICROCREDENTIAL  
INFORMATION SESSION**  
Tuesday, August 13 | 10am-2pm  
Burke Cafeteria  
127 East State Street, Gloversville



## Stay Safe and Make the Most of Summer with EAP Resources

Summer is a time to unwind, recharge, and spend quality moments with friends and family—but it's also a season that comes with its own set of safety considerations and planning challenges.


Whether you're heading to the beach, taking a road trip, or simply enjoying time outdoors, it's important to stay informed and prepared. That's where our Employee Assistance Program (EAP) can help.

The EAP website offers a wide range of practical tips and resources to help you enjoy a healthy, safe, and stress-free summer. From vacation planning checklists and travel safety guides to heat-related health tips and advice for keeping kids

active (and safe) during the break, the EAP has you covered.

**Take a few minutes to explore the EAP website and make the most of what this season has to offer.**

You'll find valuable insights on:

- Safe travel tips for families
  - Managing vacation stress
  - Staying hydrated and protected in the heat
  - Balancing relaxation with routine
  - And much more!
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- A collection of beach items including a beach ball, a beach umbrella, a beach chair, a beach towel, and a beach hat.



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 EMPLOYEE MILESTONES

*Congratulations and thank you to the following employees celebrating milestones in June and July*

## 45 Years

Penny Rivenburg, Transitions, July 9

## 40 Years

Bonnie Downes, Employment, July 26

## 35 Years

Linda Heiser, Clinical, July 2  
Jane Queeney, Clinical, June 4

## 30 Years

Kevin Doyle, Residential, July 9  
Aleen Olsen, Administration, June 5

## 25 Years

Jamie Dingman, Medical, June 5  
Steven Kenyon, Maintenance, June 19  
Martina Olmstead, Residential, July 10  
Bernadette Williams, Residential, July 10

## 20 Years

Laurie Cetnar, Residential, June 6  
Virginia D'Amore, Residential, June 6  
Dani Lynn Frasier, Residential, July 5  
Tina Roice, Residential, June 6  
Harvey VanAllen, Family Services, July 5  
Amy Lyn VanNostrand, Residential, June 12

## 15 Years

Danielle Henry, Day Habilitation, June 24

## 10 Years

Ashley Karas, Residential, July 20  
McKenzie Bellen, Residential, June 15  
Kristiana Greco, Residential, June 1  
Mamadu Jalloh, Residential, June 1  
Brianna Manchester, Residential, July 18  
Sheyenne May, Transitions, July 6  
Brianna Perez, Residential, July 6  
Lisa Randall, Residential, July 10  
Elizabeth Thompson, Clinical, June 1  
Courtney Walters, Day Habilitation, July 6  
Lori White, Employment/Nigra Arts Center, June 1

## **Lexington Retirees**

Suzanne Schuler, Residential, 31 Years of Service  
Steven Kenyon, Maintenance, 25 Years of Service  
Vanessa Zanders, Residential, 15 Years of Service

## 5 Years

Richard Frye, Residential, June 22  
Santiana Garcia, Residential, July 13  
Jalen Hall, Residential, July 27  
Judith Ann Jaikin, Residential, June 22  
Yris Jimenez, Residential, June 22  
Nijhera Johnson, Residential, June 15  
Samanta Keba, Residential, July 30  
Viktoria Phillips, Residential, July 13  
Kyndra Rahier, Residential, June 8  
Kelsey Rajkowski, Medical, July 27  
Cristina Ramsoondar, Residential, June 8  
Shyanne Roberson, Transitions, July 27  
Michaela Rosario, Residential, July 6  
Vanessa Rulison, Residential, July 23  
Breanna Smith, Residential, July 27  
Laura Windom, Residential, July 27  
Vannessia Reed, Residential, July 14

## 1 Year

Elazhya Blake, Residential, June 10  
Christian Blanchard, Maintenance, July 22  
Ashley Calhoun, Family Services, July 22  
Kristie Carroll, Residential, July 22  
Michaela Caska, Residential, June 3  
Carrington Crouse, Residential, July 22  
Terence Driscoll, Family Services, July 8  
Dayton Etherton, Residential, June 14  
Cameron Goehrig, Residential, June 3  
Paul Himes, Maintenance, June 17  
Makayla Hodson, Transitions, June 17  
Linda Kay Horning, Residential, July 22  
Michaela Horton, Residential, June 17  
Christine Jones, Employment, July 22  
Tanzania Joseph, Residential, June 17  
Alyvia Kuske, Residential, June 4  
Gabriella Lamphear, Residential, July 8  
Shillae Lee, Residential, June 17  
Hanna Lefevre, Clinical, July 16  
Jessica Malcom-Kereszi, Residential, June 3  
Angelica Moss, Residential, July 15  
Amaury Pizarro, Residential, June 10  
Alexis Polus, Residential, July 8  
Madison Rhodes, Residential, July 8  
Jessica Robbs, Residential, July 22  
Zacharia Sahler, Residential, June 17  
Molly Ann Saletnik, Residential, June 16  
Alessandro Saltzman, Transitions, July 8  
Kelsey Somers, Transitions, June 17  
Shamecca Wester, Residential, July 14