



A message to our PBIS Rewards schools on COVID-19

May 22, 2020

As the impact of COVID-19 has grown, we feel it is important for you to hear directly from us regarding our response to the pandemic. The changes we have made ensure the safety of our employees and the ability of our schools to continue to create a positive environment for your students.

Employee Safety and Office Sanitization

Our employees can work remotely with little to no impact on their ability to provide the same high level of service and support to our schools. Our office remains available to employees, but employees only come to the office when necessary. Employees who do come into the office are always required to wear masks covering their nose and mouth when in common areas. All common area surfaces are disinfected regularly. Anti-bacterial soap is provided at all wash areas and hand sanitizer is provided throughout the office. Employees are required to wash hands and/or use hand sanitizer when using any/all shared resources such as network printers, mailing/shipping supplies, and kitchen facilities.

We have a tentative re-opening date of June 14, 2020. This date is based on guidance from the governor of the state of Indiana where we are located. Employees may choose to continue to work from home and every employee has this option. We will continue to practice the safety measures outlined above and take guidance from health officials to create a safe environment for our employees.

Limited Contact with Our Schools

The nature of our business already provides us with limited, direct contact with our schools, but we are taking the additional precaution of stopping all travel through the end of August. This date is subject to change based on current conditions at the time. All training and bootcamps are currently being conducted remotely.

From time to time, we may mail/ship materials to you such as paperwork and/or PBIS Rewards supplies. Our employees will wash hands and/or use hand sanitizer before handling these items.

We will strictly adhere to government mandates and local guidelines when we do begin traveling for onsite training, regional bootcamps, and conferences. If we visit your school or location, we will follow your guidelines and rules, but in no instance will we loosen the safety precautions we are requiring of our staff.

Health of Our Business

Like most businesses, we have begun to feel the financial impact of COVID-19, but we still have a strong financial base and do not anticipate the need to lay off any employees or cut any salaries at this time. We have not filled any new positions as a precaution, but we have not furloughed any employees, either. We did take advantage of the PPP loan and will be fully staffed and ready to support our schools in the Fall.



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Changes to Our Products

Our hope is that schools are back in session and operating in a live environment in the Fall, but we are prepared for PBIS Rewards to be used virtually. We have already added new features that greatly improve and expand messaging between staff/teachers and parents. We are adding features that will improve your staff's ability to stay in contact with students.

We have mastered virtual training and our virtual bootcamps are getting rave reviews from attendees. Every week, our Product Engagement team works toward providing additional material that can be delivered virtually in order to make sure all schools can learn more about the PBIS framework and PBIS Rewards. Participants get to interact with our trainers as well as other participants from all over the country. These bootcamps are a great way to share ideas and learn. More virtual learning opportunities are in the works.

Final Thoughts

We will continue to monitor this situation and will adjust as new information becomes available. Our goal continues to be providing our schools with the best experience we can while also keeping our employees safe during this challenging time.

This year has brought all of us challenges that we did not anticipate, but we could not be prouder of our employees and the many teachers and staff that we work with across the country...even around the world. Each of you make a difference every day in the lives of students. Thank you for your commitment.

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