



Hawthorne Foundation Inc.

A Behavioral Approach to Lifelong Care[®]

5 Bradhurst Avenue Hawthorne, New York 10532

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www.hawthornefoundation.org

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Educational Programs

Hawthorne Country Day School Westchester

5 Bradhurst Avenue
Hawthorne, NY 10532

- Early Intervention
- Preschool
- School Age

Family Support Services
Parent Education
Mobile Crisis Service

Manhattan Campus

233 Broadway
New York, NY 10279

Adult Services

Hawthorne Day Habilitation

525 Executive Boulevard
Elmsford, NY 10523

Dalewood IRA

Hartsdale, NY 10530

Lafayette IRA

Cortlandt Manor, NY 10567

Ossining IRA

Ossining, NY 10562

Baron De Hirsch IRA

Crompond, NY 10517

Audubon IRA

Ossining, NY 10562

Fiscal Intermediary/Self Direction Services

200 Clearbrook Road, Suite 114
Elmsford, NY 10523

January 13, 2025

MEMORANDUM

Cost-of-Living-Adjustment

Hawthorne Foundation Inc. (HFI) received a 2.84 % cost-of-living-adjustment (COLA) from the Office for People with Developmental Disabilities (OPWDD) based on the enacted 2024-2025 New York State Budget. The Budget identified that the COLA was in recognition of the effects of inflation upon rates of payments, contracts, or any other form of reimbursement and must be utilized to provide a targeted salary increase to help eligible employees keep up with inflation and the rising cost of living. The adjustment aims to keep salaries and benefits competitive and fair, maintaining employees' purchasing power despite economic changes. HFI is pleased to announce that the COLA will be distributed as a salary increase and all eligible staff will receive a rate increase retroactive to April 01, 2024.

Allocation					
Eligible Employees	Total	Pay Rate Increase	Fringe	Other Than Personal Services	Pay Date
Non-executive direct care staff, non-executive direct support professionals and non-executive clinical staff.	2.84%	1.83%	0.30%	0.71%	01/17/2025

IMPORTANT INFORMATION BASED ON OPWDD GUIDELINES

- The rate increase is based on regular earnings/base salary, excluding overtime and fringe benefits for eligible active employees from 04/01/2024.
- Rate increases are subject to all applicable taxes and garnishments.
- Eligible staff working in a qualifying job position allocated between OPWDD licensed programs and those funded by another organization, the salary increase to that employee shall be based in line with the OPWDD pro-rated salary allocation.

If you have any questions, please send an email to Darlene McGuirk-Morey at darlenem@hfadm.org or Cynthia Morales at cynthiam@hfadm.org.

Hawthorne Foundation deeply values the dedication and hard-work put forth by all direct care staff, direct support professionals and clinical staff. This rate increase is a token of our appreciation for the exceptional services you provide in support of HFI's mission. Thank you for your unwavering commitment and incredible work you do every day.

Sincerely,

Richard Billson
President

Gail Nachimson
Executive Director