



Cultivating Connection - Empathetic Stewardship - Seizing Opportunities - Intentional Adaptability

Board of Directors Meeting

Monday, October 27, 2025

Virtual Meeting

RCEB BOARD MEMBERS:

1. Frank Paré	President	<input checked="" type="checkbox"/> Present	<input type="checkbox"/> Absent
2. Sadia Mumtaz	Vice President	<input checked="" type="checkbox"/> Present	<input type="checkbox"/> Absent
3. Renee Perls	Secretary	<input checked="" type="checkbox"/> Present	<input type="checkbox"/> Absent
4. Brian Blaisch	Director	<input checked="" type="checkbox"/> Present	<input type="checkbox"/> Absent
5. Dan Hogue	Director	<input checked="" type="checkbox"/> Present	<input type="checkbox"/> Absent
6. Rose Coleman	Director	<input checked="" type="checkbox"/> Present	<input type="checkbox"/> Absent
7. Teresita DeJesus	Director	<input checked="" type="checkbox"/> Present	<input type="checkbox"/> Absent
8. Lisa Soloway	Director	<input checked="" type="checkbox"/> Present	<input type="checkbox"/> Absent
9. David Glasser	Director	<input checked="" type="checkbox"/> Present	<input type="checkbox"/> Absent
10. Rajesh Voddiraju (New Member 10/25)	Director	<input checked="" type="checkbox"/> Present	<input type="checkbox"/> Absent
11. Dinah Shapiro (New Member 10/25)	Director	<input checked="" type="checkbox"/> Present	<input type="checkbox"/> Absent

STAFF PRESENT:

- | | |
|---|--|
| 1. Ashley Harmon, Executive Assistant | 18. Jairo Guiza, Cultural Specialist |
| 2. Ben Braun, Associate Director of Early Start and Young Children | 19. Kim Limato, Case Management Supervisor |
| 3. Chris Hanson, Associate Director of Client Services/ Adults | 20. Lindsay Meninger, Associate Director of Client Services |
| 4. Cristie Raynor, Case Management Supervisor | 21. Lynn Nguyen, Director of Finance & Administration |
| 5. Der Yang, Compliance Manager | 22. Mariana Varela, Manager of Diversity, Equity, Access and Inclusion |
| 6. Dr. Rebecca Nanyonjo, Executive Director | 23. Marina Acosta, Support Services Supervisor |
| 7. Elvia Osorio-Rodriguez, Associate Director of Client Services/Children | 24. Margaret Casebeer, Case Management Supervisor |
| 8. Fanta Nelson, Director of Diversity and Equity | 25. Michael Minton, Manager of Risk Management and Quality Assurance |
| 9. Fabiola Meza, Human Resource Manager | 26. Michelle Velasco, Case Management Supervisor |
| 10. Fruc Menchavez, HCBS | 27. Ronke Sodipo, Director, Client Services |
| 11. Genia Lindberg, Administrative Services Manager | 28. Steve Robinson, Director Community Services |
| 12. Gina Sass, Case Management Supervisor | 29. Suyen Chamberlain, Case Management Supervisor |
| 13. Herb Hastings, Client Advocate | 30. Paulina Ayres, Case Management Supervisor |
| 14. HelpDesk, RCEB Staff | 31. Walter Jones, Cultural and Community Engagement Specialist |
| 15. Hedieh Taboada, Case Manager | 32. Vanessa Ibanez, Case Manager |
| 16. Jenifer Castaneda, Self Determination Manager | |
| 17. Jeff Nagafuji, Manager of Specialized Services | |

GUESTS PRESENT:

- | | | |
|-------------------------|------------------------|--|
| 1. 5102637968 | 12. Carla's iPhone | 23. <u>Frazer</u> |
| 2. Adaure Home Care LLC | 13. Carleene | 24. <u>Glenester Irvin</u> |
| 3. Adesuwa Idehen | 14. carol | 25. <u>iPhone</u> |
| 4. Adriana Corona | 15. Catherine | 26. <u>Cynthia Alonso</u> |
| 5. AHJ | 16. Chelsea Kalloway | 27. <u>Jaynette Underhill-Levingston</u> |
| 6. Angela | 17. Chris Aguire - DDS | 28. <u>Jenica Hadley - 24 Hour Home Care</u> |
| 7. Anh's iPhone (2) | 18. Darice | 29. <u>Jennifer Carper</u> |
| 8. Anna Wang-FCSN | 19. Denise Bradley | 30. <u>Johnny Taboada</u> |
| 9. April Key-Lee | 20. Dominique Mellion | 31. <u>Latashia Perry</u> |
| 10. araceli | 21. Don | 32. <u>Lisa Lee</u> |
| 11. Assata Olugbala | 22. Donna Feingold | |

- | | | |
|------------------------------|--------------------------------------|-----------------------------|
| 33. Lorena | 43. Michaela Conteh | 53. Sheraden Nicholau, SCDD |
| 34. Lorena Gonzalez | 44. Monica A. | 54. Sonia M |
| 35. Marcia Pando | 45. mr212 | 55. Tandra DeBose |
| 36. Marcie Lyn | 46. Nyla | 56. Tracey Edwards-Moore |
| 37. Maria Ramirez | 47. Patricia Albeño | 57. Valesca Santos |
| 38. Mark Caffee | 48. Pilar's iPhone | 58. Vanessa Ibanez |
| 39. maureen fitzgerald | 49. QIA UNIT | 59. Wendell James |
| 40. Maxine Paula Milam DDS | 50. Raj Voddiraju (Rajesh Voddiraju) | 60. Yaneth Maldonado |
| 41. Megan | 51. Raquel | 61. Yeraldine De Leon |
| 42. Melody Davis | 52. Ruth Johnson | |

CALL TO ORDER

Frank Paré called the regularly scheduled business meeting of the Regional Center of the East Bay to order at 7:08 pm. Interpreters were announced and Spanish Translation was turned on. Our Mission, Vision, and Core Values were read aloud.

A quorum was not established.

CONSENT AGENDA / MINUTES

M/S/C “The Board moves to approve the October 27, 2025 Agenda as presented”
[Brian/Lisa] Unanimous - The motion was adopted.

M/S/C The Board tabled the review of Minutes at this time (September 22, 2025 will be presented during the November board meeting.

PUBLIC COMMENT

Regional Center of the East Bay uses Robert’s Rules of Order to guide our meetings. Robert’s Rules of Order is the most used manual of parliamentary procedure in the United States. Robert’s Rules of Order is designed to provide structure and guidance while facilitating the orderly operation of a meeting. According to Robert’s Rules of Order, our board members are not allowed to comment debate or respond to the public during our public meetings. There are other meetings such as our Diversity & Equity or Supports & Services meetings that begin at 5:30pm before the board meeting. The public was reminded the importance of respectful dialogue, stating He reaffirmed the group’s shared commitment to supporting individuals with developmental disabilities and maintaining a respectful environment.

The Board heard comments from Assata Olugbala related to the Mason Tillman Study.

The Board heard comments from Dr. Pilar related to the changes with Congresso Familiar.

The Board heard comments from Marcia Pando related to the listening sessions and post survey distribution.

The Board heard comments from Patricia Albeño related to conflicting information regarding the Congresso Familiar contract and future participation.

The Board heard comments from Tandra DeBose related to the success related to the community listening sessions and expressed gratitude for the Regional Center finally providing this space after years of requesting.

The Board heard comments from Yeraldine De Leon related to her experiences as a mom working with the Congresso Familiar Conference.

STATE COUNCIL ON DEVELOPMENTAL DISABILITIES: SCDDC

Sheraden Nicholau from State Council provided several community and statewide updates affecting individuals with disabilities in the Bay Area. She reported that more than 100 federal immigration agents had recently been deployed in the region and emphasized the importance of families updating safety plans, knowing their rights, and using county rapid-response networks. She also discussed recent federal reductions in workforce, including layoffs in key agencies such as the Department of Education, HUD, HHS, and SAMHSA, noting that these cuts could impact disability services. Sheraden reminded attendees about the State Council’s Medicaid Watch Portal,

encouraging reporting of any premature service restrictions. She also announced upcoming policy, self-advocacy, and State Council meetings and shared updates on supported decision-making resources and statewide self-determination orientations. Finally, she highlighted several bills supported by the State Council that were signed into law during the recent legislative cycle.

COMMITTEE REPORTS

EXECUTIVE DIRECTOR’S REPORT – Rebecca Nanyonjo, DrPH, Executive Director

Executive Director Dr. Rebecca Nanyonjo provided a comprehensive update on anticipated state budget changes and emphasized the need to monitor potential impacts on regional centers. She explained that DDS was exploring new employment initiatives to improve long-term job outcomes for individuals served and discussed upcoming changes to the Quality Incentive Program, noting current statewide compliance challenges. She highlighted recent legislative successes, including the passage of all DDS-related bills and recognized RCEB’s Clinical Services Director for contributing expert testimony on Assembly Bill 1172. Dr. Becky also described how ARCA was gathering proposals for potential new legislation and encouraged board members to submit ideas.

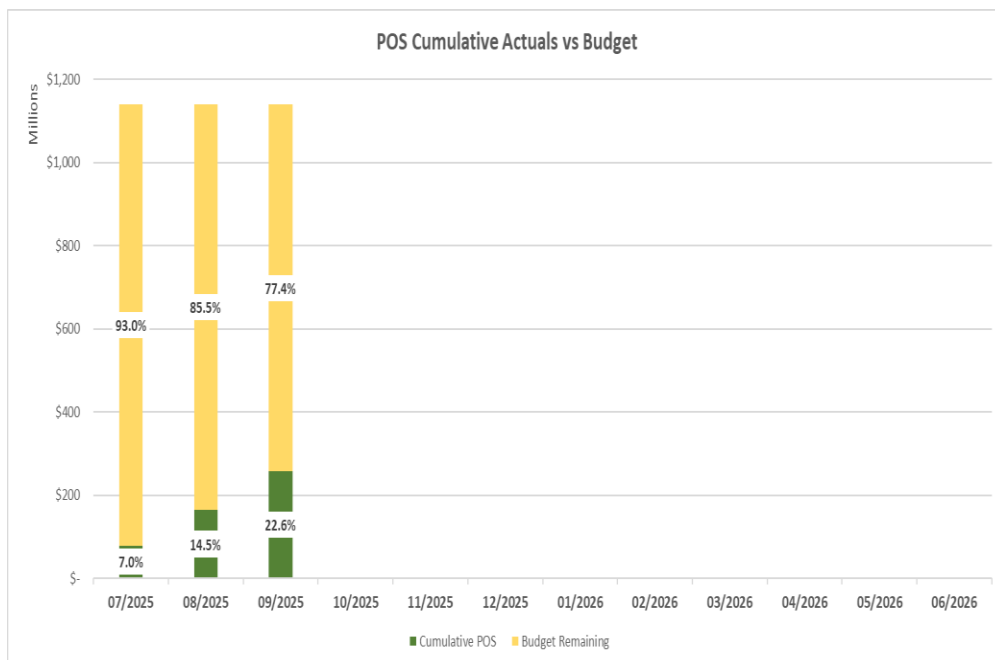
Internally, she provided updates on community listening sessions, efforts to expand them into Contra Costa County, and improvements to survey accessibility. She also reviewed ongoing work on rate reform, transportation rate concerns, and DDS efforts to improve data integration with IHSS to streamline service access. She concluded by encouraging participation in upcoming community events organized by RCEB’s Diversity and Equity team.

The President opened the floor for comments and or questions for Dr. Nanyonjo. The board inquired on extensive wait times for “Exceptions Committee” review, assurances related to safety for clients visiting the main office who are in fear of ICE, SDP Spending Plans, and IHSS Funding. Clarification was provided by both Dr. Nanyonjo and Ms. Ronke Sodipo.

BUDGET AND FINANCE COMMITTEE – Lynn Nguyen, Director of Finance & Administration

The committee reported on **PURCHASE OF SERVICE (POS), OPERATIONS, and CASELOAD RATIOS.**

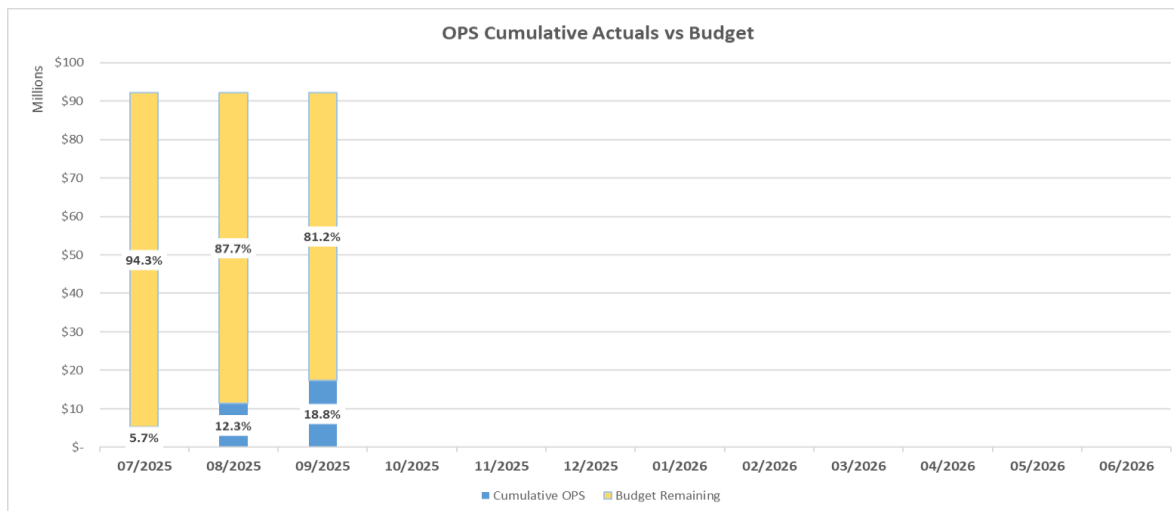
AS reported to the Board in previous month, through the B-2 amendment RCEB received a total of \$1.232B in Purchase of Services (POS) funding, which was an increase of 24%. Since then, DDS has approved start-up funding of \$2M for Community Placement Plan/Community Resource Development Plan (CPP/CRDP) as follows: \$1.5M for multi-family housing, \$200k for psychiatric facility, \$250k for level 7 children’s group home, and \$85k emergency shelter. Through September 2025, RCEB has expended 23% of the POS budget, which is comparable to 20% for previous year at this time. The graph POS **cumulative** Actuals versus Budget shows POS expenditures trending month-over-month compared to the overall budget for FY 25-26.



As reported last month, the B-2 contract amendment provided **all** of our Operations allocation for \$92M which is an increase of 6.85%. OPS funding was allocated by utilizing updated budget caseload growth of 1,338 consumers and other statistics as applied to the core staffing formula, including full funding for CPP/CRDP, LACC and SDP LAC funding. RCEB has completed and provided a detailed Operation budget to the Budget and Finance Committee with certain highlights as follows:

- Total personnel services was budgeted at \$81M or 88% of the OPS budget.
- Total operating expenses was budgeted at \$11.5M or 12% of the OPS budget. This is net of interest revenue and other income.
- Salaries and wages cost projected to increase by 8% due for COLA and Step increase and projected growth of additional 62 positions to reduced caseloads and other clinical and administrative support.
- Health benefits cost increases by 14%, mostly due to additional cost for growth positions and increase in carrier's rates. Kaiser increased rate by 10%.
- Facility common area maintenance (CAM) cost increases by 150% from previous year due to increase in shared costs with a significant increase landlord's real estate taxes due to recent sale of building.
- Insurance cost was budgeted with an anticipated increase of 20%. Our broker is still finalizing the quote for the renewal of our policies for 11/1/25.
- Communication cost increases by 48% due to increase in cost for postage, Comcast and RingCentral.
- Consultant cost increases by 17% for clinical staff including MDs, psychologists, nurse practitioner to help with workload and backlog.

Through September 2025, we have expended 19% of the Operations budget of \$92M, which is comparable to 18% for the previous year at this time. The graph OPS cumulative Actuals versus Budget below shows OPS expenditures trending month-over-month compared to the overall budget for FY25-26.



Since July'25, RCEB has hired 49 employees and the headcount as of 10/20/25 was 656. We continue to hire staff to reduce caseloads and projected a total growth of 62 positions in FY25-26 including clinical and administrative staff.

Every year on March 1st, RCEB completes a caseload survey to report actual caseload ratios which can be compared to the required ratios for various categories: Medicaid Waiver, Age 0-5, Complex, Low/no POS, From DC within the last 12 months, and all other cases. RCEB continues to track our caseload ratios since March 1, 2025 at least quarterly even though the data is not required to be submitted by DDS.

Below is a comparison of the caseload ratios compared to the required ratios as of 10/1/25, 6/1/25 and 3/1/25.

	Medicaid Waiver	Age 0-5	From DC	All others	Complex	Low/No Pos	Total FTEs
Required ratios	62.0	40.0	45.0	66.0	25.0	40.0	
Caseload ratio 10/1/2025	78.6	55.6	33.1	80.5	38.5	47.6	386.6
Caseload ratio 6/1/2025	79.6	56.6	30.2	83.2	36.7	40.2	370.4
Caseload ratio 3/1/2025	80.1	59.7	31.1	82.4	34.2	39.7	358.0
Comparison 10/1/2025 vs 3/1/2025	(1.6)	(4.0)	2.0	(1.9)	4.2	7.8	28.6
Caseload ratio 3/1/2024	97.1	78.3	44.2	103.3	39.8	39.8	274.7
Comparison 10/1/25 vs 3/1/24	(18.5)	(22.7)	(11.1)	(22.8)	(1.3)	7.7	111.9

As shown in the table, RCEB added 29 FTEs for Case Management since 3/1/25 and 112 FTEs since 3/1/24. Since 3/1/24, we continue to lower caseloads significantly in many categories: 19 cases for Medicaid Waiver, 23 cases for Age 0-5, and 23 cases for all others.

EXECUTIVE COMMITTEE REPORT/PRESIDENT’S REPORT: Frank Paré, President

CONTRACT APPROVAL

[Note: The contracts were submitted to the board of directors prior to the board meeting for their review and opportunity to ask questions and provide comments.]

No Contracts this month.

The committee reported on various topics included the resignation of a board member, April Key-Lee, a perceived conflict of interest for our newest board member David Glasser, the community’s interest in the Mason Tillman Report, board member recruitment, and Sadia stepping into the membership committee role during the interim.

MEMBERSHIP DEVELOPMENT COMMITTEE: Sadia Mumtaz, Vice President

The committee reported on our two board member nominations for this board meeting.

M/S/C

“The Board moves to vote on candidates that were presented to the board”

[Sadia/Renee] Unanimous – The motion to vote on candidates was approved.

DS: 8 YES, 0 NO, 0 ABSTAIN

RV: 7 YES, 0 No, 1 ABSTAIN

The candidates were approved by plurality and welcome to the Board of Directors.

The floor was opened for nominations regarding the **Slate of Officers for 2026.**

Board Member can nominated themselves for an Officer position with support of two additional board members or by any board member making the nomination with two additional board members support.

Slate of Officers for 2026:

President:

Current Officer Frank

Nomination for Sadia with support from Renee and Lisa.

Nomination for Brian with support from Lisa and Sadia.

Vice President:

Current Officer Sadia

Nomination for Lisa with support from Renee and Raj.

Nomination for Raj with support from Dan and David.

Secretary:

Current Officer Renee

Nomination for Dinah with support from David and Raj

Treasure:

Nomination for David with support from Dan and Renee

Please check our website and read about the board and e-mail your interest: [Board of Directors - Regional Center of the East Bay](#)

CONSUMER ADVISORY COMMITTEE [CAC]: Renee Perls, Secretary

The committee reported on the structural changes that the committee is exploring in efforts to gain membership. Ideas around hosting an open house.

SUPPORTS AND SERVICES COMMITTEE: Frank Paré, President

The committee reported on updates on community listening sessions and survey distribution, discussion of the complexity of the Self-Determination Program and its local advisory committee, brainstorming of parent-led support groups backed by RCEB, and concerns about preserving Congreso Familiar as a parent-organized event. He also highlighted early discussions of a homelessness initiative focused on partnerships with city and county agencies (and potentially faith-based groups later) to better support individuals with developmental disabilities who were experiencing homelessness.

PROVIDER/VENDOR ADVISORY COMMITTEE [PVAC]: Dan Hogue

The committee reported undergoing a structural “facelift” to strengthen its advisory role to the Regional Center and the Board. He described efforts to schedule a joint working session with RCEB staff and voting members to review bylaws and improve processes, noting delays due to illness and ongoing migration to a new Gmail-based communication system to better manage the committee’s large membership. Dan shared updates from RCEB staff, including the transition of transportation routing support to a new provider, ongoing DDS surveys for vendor rate determinations, and recent approvals under the Community Development Resource Program for housing, treatment, and medically fragile service projects. He highlighted progress on HCBS compliance supports, upcoming standardization of vendor applications, and required trainings with DDS. Dan also reviewed Quality Incentive Program requirements, including HCBS and EVV compliance, fiscal review obligations, and mandatory provider surveys related to employment, provider capacity, and prevention and wellness. He noted that failure to complete these requirements could result in rate reductions. He added that PVAC’s Provider Equity Subcommittee met recently with limited attendance, and a community member expressed appreciation for Dr. Becky’s responsiveness in resolving provider issues. Dan concluded by announcing that the equity subcommittee would shift to quarterly meetings and encouraged broader provider participation.

EXTENDED PUBLIC COMMENT:

Mr. Paré reread the public comment disclaimer - The Board welcomes comments from any person regarding RCEB's service and support to the East Bay community. This Board meeting is conducted virtually via Webinar. If you would like to make a comment, click the “Raise Your Hand” button to request to speak when Public Comment is being taken on the Agenda item. You will then be unmuted when it is your turn to make your comment for up to 3 minutes. After the allotted time, you will then be re-muted. Thank you in advance for your interest. Please remember to be honest, direct, and respectful.

The Board heard comments from Araceli related to Congresso Familiar Event and RCEB’s involvement, emphasizing the importance of families served and their voiced. Raised an urgent issued regarding service coordinators limited work schedules, and delay in receiving services.

The Board heard comments from Maureen Fitzgerald related to increase transparency by posting DDS correspondence and budget packets online, provide updates on service delays, and openly address community concerns during public meetings.

The Board heard comments from Assata related to a perceived lack of transparency regarding the unreleased Mason-Tillman report, challenged the messaging about it, and questioned the pause of the Diversity and Equity Committee, asserting that the agency was avoiding real equity issues.

The Board heard comments from Denise Bradley regarding the recent Black Listening sessions, promoted the upcoming Autism Society/Stanford Adult conference featuring RCEB Speakers and vendors, and requested that the event flyer be shared with attendees.

The Board heard comments from Maria Ramirez related to the upcoming Slate of Officers Voting.

The Board heard comments from Patricia Albeño related to the board and a request for open and honestly discuss surrounding Congreso Familiar, expressing concern about inconsistent communication, lack of transparency, and the exclusion of long-standing parent organizers from the process.

The Board heard comments from Dr. Pilar related to the changes with Congreso Familiar.

ASSOCIATION OF REGIONAL CENTER AGENCIES (ARCA): Frank Paré, President

The committee reported that ARCA formally adopted new Strategic Thinking Standards—a framework he helped develop—to guide regional center boards in creating and improving strategic plans, noting its relevance to RCEB’s ongoing strategic planning evolution.

MEETING ADJOURNED

The board meeting adjourned at 9:21 p.m.

The President called closed session and will provide meeting minutes along with end time for records.

Proposed minutes respectfully submitted:

Ashley Harmon

Board Secretary / Executive Assistant

January 16, 2026

Date

Approval noted in the follow month’s minutes.

Acronym List

ARFPSHN	Adult Residential Facility for Persons with Specialized Health Care Needs
BAHC	Bay Area Housing Corporation
CCH	Community Crisis Home
CPP	Community Placement Plan
CRDP	Community Resource Development Plan
DDS	Department of Development Services
EBSH	Enhanced Behavioral Support Home
FHA	Family Home Agency
HCBS	Home and Community Based Services
ILS	Individual Living Services
ILS	Individual Living Services
OPS	Operations
PEP	Purchase of Service Expenditure Projection
POS	Purchase of Service
SLS	Supported Living Services