Executive Committee Meeting - November 19, 2026

Regional Center of the East Bay – Board of Directors
Thursday, November 19, 2026 at 6:00 pm PST to 7:00 pm PST

.

Meeting Details: https://us06web.zoom.us/j/81719410401?pwd=dybE1eO9dZ0mEXa8sBO2g3cwa75gfW.1
Meeting ID: 817 1941 0401
Passcode: 519228

Agenda

I. Initiate Translation Services

II. Call to Order

Presenter: Sadia Mumtaz, President

A. Meeting called to order
B. Roll call and confirmation of quorum

III. Public Comments

The Board welcomes comments from any person regarding RCEB's service and support to the East Bay community. This Committee meeting is conducted virtually. 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 asked to unmute when it is your turn to make your comment for up to 3 minutes. After the allotted time, re-mute yourself. Thank you.

IV. Approval of Minutes – Vote Required

Presenter: Sadia Mumtaz, President

A. Minutes of the Executive Committee meeting of October 14, 2026

Public comment on this item will be taken before the Committee votes.

V. November 23, 2026, Board Meeting (Annual Meeting) – Discussion

Presenter: Sadia Mumtaz, President

A. Review of the posted agenda and packet:
B. Review officer slate and additional nominations
C. Adoption of the Restated Bylaws
D. Code of Conduct (Phase 1);
E. FY 2026–27 Performance Measures
F. Potential review of C-3 Contract

VI. Board Support, Resources and Training - Discussion

Presenter: Sadia Mumtaz, President

Discussion for recommendation to Board:

A. Board support, training, success metrics and ad hoc committee set up

B. Board's budget needs

C. Committee chairs and assignments for new directors

Discussion only. The Executive Committee may recommend action to the Board but may not appoint committees or act on personnel matters without specific delegation (Bylaws §8.4(a)(1)).

VII. Discuss ED evaluation process for recommendation to Board

Presenter: Sadia Mumtaz, President

VIII. Discuss plan to comply with independent counsel requirement (WIC 4625.6) for recommendation to Board

Presenter: Sadia Mumtaz, President

IX. Discuss 2027 Board and Committee Meeting Calendar

Presenter: Sadia Mumtaz, President

A. Propose 2027 calendar of regular Board meetings and standing committee meetings for recommendation to the Board

X. Public Comments

The Board welcomes comments from any person regarding RCEB's service and support to the East Bay community. This Committee meeting is conducted virtually. 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 asked to unmuted when it is your turn to make your comment for up to 3 minutes. After the allotted time, re-mute yourself. Thank you in advance for your interest.

XI. Adjournment

Actions taken by the Executive Committee are reported to the Board at its next meeting for confirmation, modification or revocation (Bylaws §8.4(a)(3)).

Regional Center of the E

Board of Directors Executive Committee
Meeting- October 14 ,2026 Minutes
10/14/2026 6:00 PM PDT to 7:00 PM PDT
Regional Center of the East Bay

Members Present
Sadia Mumtaz
Dinah Shapiro
David Glasser
Rose Coleman
Dan Hogue
Rajesh Voddiraju
Danielle N. Motley-Lewis | TMCo.
Xinxin Li
Paula Wright
Porsche Gordon
Alisa Rosillo

Staff Present
Dr. Rebecca Nanyonjo, Executive Director
Stephanie Brown, Executive Services Manager
Ben Braun, Associate Director
Michael Minton, Director Community Services
Shannon Barnes, CFO
Ronke Sodipo, Associate Executive Director
Lindsay Meninger, Director Client Services
Fabiola Meza, Director Human Resource
Jenifer Castaneda, Manager Federal Programs

Guest Present
Chris Aguire – DDS
Christina Kekai

I. Call to Order

Presented By Sadia Mumtaz, Rajesh Voddiraju

The Executive Committee convened with participants confirming that the President, Vice President, Treasurer, and Secretary comprise the officer group, and noting that the absence of Dina and Saadia meant the committee lacked quorum for formal action. Attorney A. Abramowitz advised that, in light of this, the meeting could proceed only for discussion and not for approvals or other formal decisions. With President Saadiya absent, Vice President Raj Voddiraju assumed the role of presiding officer, conducted an informal roll call of attendees, and then read RCEB's mission, vision, and values to ground the meeting in its purpose of supporting individuals with intellectual and developmental disabilities, promoting independence and fulfillment, and strengthening the board's capacity to better serve that mission.

- Participants confirmed which officers constitute the Executive Committee (President, Vice President, Treasurer, Secretary) and noted that Dina and Saadia would not attend, resulting in lack of quorum.
- Attorney A. Abramowitz advised that without quorum the committee cannot take formal actions, including approving prior minutes, though the published meeting may still proceed for discussion.
- With President Saadiya absent, Vice President Raj Voddiraju assumed the role of presiding officer for the meeting and conducted an informal roll call of attendees.
- Raj Voddiraju read RCEB's mission, vision, and values to ground the meeting, emphasizing support for individuals with intellectual and developmental disabilities, independence, fulfillment, and board strengthening to better serve that mission.

II. Approve Agenda -Action

Presented By Sadia Mumtaz, Rajesh Voddiraju

III. Approve Minutes

Presented By Sadia Mumtaz, Rajesh Voddiraju

IV. Public Comments

Presented By Sadia Mumtaz, Rajesh Voddiraju

During the initial public comment period, Chair Raj Voddiraju clarified the process for members of the public to speak, explaining the request procedure, optional sharing of names, and the three-minute time limit, and reiterating that the committee would listen but not act on items outside the agenda, though staff could follow up where appropriate. Board member Daniel Hogue used public comment to raise concerns that the Membership Development Committee

had not yet met to review the slate of officers for board recruitment and that he had seen no progress since the last meeting despite this item being on the agenda. He also questioned the handling of proposed bylaw changes, expressing worry about provisions related to PVAC, potential overreach into operations, and the limited opportunity he had to review the documents, recommending that further bylaws discussion be postponed until new board members can fully review the materials and understand their history. In addition, Daniel Hogue voiced transparency concerns that the bylaws were not attached to agenda materials for either the current or previous board meeting and recommended that proposed changes be published as redlined documents with explanatory annotations so board members and the public can clearly see what is being added or changed.

- Chair Raj Voddiraju outlines the public comment process, including how to request to speak, an optional sharing of names, a 3-minute time limit, and that the committee will listen but will not discuss or act on items not on the agenda, though staff may be asked to follow up where appropriate.
- During public comment, board member Daniel Hogue raises concerns that the MDC has not yet met to review the slate of officers for board recruitment, noting he has not seen any action since the last meeting despite it being on the agenda.
- Daniel Hogue questions the handling of proposed bylaw changes, noting he only recently had a chance to review them, is concerned about elements related to PVAC and potential overreach into operations, and recommends postponing further bylaws discussion until new board members have time to review the documents and understand their history.
- Daniel Hogue expresses transparency concerns that the bylaws were not attached to the agenda materials for the current or last board meeting and recommends that proposed bylaw changes be published as redlines, with annotations explaining the rationale, so board members and the public can clearly see what is being added or changed.

V. Updates

Presented By Sadia Mumtaz, Rajesh Voddiraju

Under board recruitment updates, members noted that the board had expanded from six members, including the PVAC representative, to eleven members, but still falls short of the bylaws requirement of at least fifteen members, underscoring the need for continued recruitment. The discussion highlighted legal obligations under WIC 4622 and new statutory requirements taking effect July 13, 2026, which call for board composition that reflects the geographic and ethnic characteristics of the service area, represents disability communities, and meets specified client-member share thresholds. Participants clarified that, although there are no direct sanctions for failing to meet these composition goals, the Regional Center board is legally required to develop a written plan describing how it will recruit to achieve the mandated ethnic, geographic, client representation, and skill-set objectives, and noted that a board composition profile had already been submitted to DDS earlier in the year before five new board members were inducted, showing improvement but persistent shortfalls. They discussed DDS's annual review of board composition, typically in July–August, and reviewed new governance mandates in Assembly Bill / Senate Bill 163, including caps on board size,

required implementation and bylaw revisions by January 1, 2028, and expectations that the board collectively possess expertise in California law, large-organization leadership, board governance, fiscal and financial management, and developmental disability programs. The group reaffirmed that at least 25% of the board must be individuals with developmental disabilities and 50% must be individuals being served or their family members or guardians, reviewed changes to contracting thresholds for board approval, and emphasized that legal counsel will be required at board meetings going forward. They also identified representation gaps, noting that despite the East Bay's large and diverse population, including significant Latino and growing East Asian, Tagalog-speaking, Hmong, and Central Asian communities, the board currently lacks Latino representation and needs stronger East Asian and related language representation; several follow-up actions were assigned to refresh the board composition profile, assess recruitment pipeline gaps, focus outreach toward underrepresented communities, and coordinate with Board President Sadia on aligning bylaws and composition with statutory requirements and DDS reporting.

- Update that the board has expanded from 6 members (including the PVAC representative) to 11 members, against current bylaws requiring a minimum of 15, so further recruitment is still needed.
- Discussion that board composition must comply with WIC 4622 and new statutory requirements effective July 13, 2026, including reflecting geographic and ethnic characteristics of the service area, representing disability communities, and meeting client-member share requirements.
- Clarification that the Regional Center board is legally required by state statute to meet specified composition goals (ethnic, geographic, client representation, and skill sets), and while there are no sanctions if goals are not met, the board must develop a written plan describing how it will recruit to meet the required composition.
- Recognition that a board composition profile was submitted to DDS earlier (around June) prior to induction of the five new board members, and that while the board is improving, there are still shortfalls in meeting composition goals.
- Explanation that DDS reviews board composition updates once per year, typically in July–August after the new fiscal year, and only checks compliance annually.
- Overview of new statutory governance requirements (Assembly Bill / Senate Bill 163) including: board size capped at no more than 17 members with a lower threshold around 11; implementation by January 1, 2028 with required bylaw revisions; mandatory expertise among board members in California law, large-organization management/leadership, board governance, significant fiscal and financial management, and developmental disability programs.
- Restatement that at least 25% of the governing board must be individuals with developmental disabilities, and 50% of the board overall must be comprised of individuals being served or their family members/guardians, maintaining client/family representation requirements.
- Explanation of contracting thresholds and board-approval requirements: the minimum threshold for contractual requirements to come to the board will increase to $350,000, with planned periodic increases such that by 2030 the threshold will be around $500,000; service provision contracts have been removed from the category requiring

board approval, with only contracts at or above the monetary threshold needing board review.

- Note that going forward, legal counsel presence at board meetings will be required, similar to Brown Act practices in city and county government, to assist with interpreting statutory and governance language and resolving disagreements.
- Identification of representation gaps: despite the East Bay's large and diverse population (including a significant Latino cohort and growing East Asian, Tagalog-speaking, Hmong, and Central Asian communities), the board currently lacks Latino representation and needs stronger representation from East Asian and related language communities to better mirror the service population.
- Action Item - Stephanie is asked to refresh the previously created board composition list/profile to incorporate the five newly inducted board members and clearly show current Latino, East Asian, and other community representation levels.
- Action Item - Membership Development Committee leaders (including Dr. Becky, David, Stephanie, and Ronke) are asked to assess gaps between the current recruitment pipeline and underrepresented communities, and to focus outreach efforts and channels specifically toward those underrepresented ethnic, geographic, and disability groups to meet statutory composition and expertise requirements.
- Action Item - Plan to check in with Board President Sadia upon her return regarding board recruitment strategy, composition reporting to DDS, and next steps for aligning bylaws and composition with statutory requirements.

The committee reviewed the status of bylaw revisions, noting that a planned vote had been removed from the October 5th board agenda after late and differing legal feedback from attorneys made clear that additional review was necessary, including incorporation of SB163/AB163 mandates and resolution of internal questions and contested provisions. Raj Voddiraju proposed convening a joint call with both attorneys to work through areas of disagreement, align bylaws language, and look at how other regional centers handle similar issues, emphasizing that any updated draft must be circulated to the ad hoc committee and attorneys and that bylaw changes require at least a 10-day notice period to board members before a vote, separate from the 7-day standard agenda posting requirement. Members discussed whether DDS guidance had been sought on contested provisions and agreed that clarity from DDS could help resolve open questions; David (iPhone 14 DG) suggested adopting revisions in phases over several board meetings, approving non-controversial or necessary portions—such as changing the minimum number of board members required to modify bylaws—while continuing to work through contentious items in committee. Attorney Aaron Abramowitz reiterated that proposed bylaws must be presented to the full board at least 10 days before a vote and that no substantive changes may be made thereafter, with only non-substantive edits like typos permitted at the meeting, and identified October 16th as the posting deadline for the October 26th board meeting. Given these constraints, Raj Voddiraju concluded that placing bylaws adoption on the October 26th agenda was likely unrealistic and noted that he and Stephanie are working on the next board meeting draft agenda, while reaffirming the two-phase strategy for bylaws—phase one for broadly agreed items and phase two for complex or contested provisions, acknowledging that the boundary between phases is not always clear.

- The planned bylaws vote was pulled from the October 5th board agenda due to late, differing legal feedback from attorneys; additional review is required, including incorporation of SB163/AB163 mandates and resolution of internal questions and contested provisions.
- Action Item - Raj Voddiraju proposed establishing a joint call with both attorneys to work through areas of disagreement and align bylaws language, including review of how other regional centers handle similar provisions.
- Raj Voddiraju emphasized that any updated bylaws must be circulated to the ad hoc committee and attorneys, and that bylaws changes require a 10-day notice period to board members before a vote (distinct from a 7-day general agenda posting requirement).
- There was discussion of seeking guidance from DDS on contested provisions in the bylaws, with questions directed to Sadia and Aaron about whether formal outreach has occurred.
- David (iPhone 14 DG) suggested adopting bylaws revisions in phases over several board meetings, approving portions that are non-controversial or necessary (such as changing the minimum number of board members to modify bylaws) while continuing discussion on contested items and referring them back to the ad hoc committee or other processes.
- Aaron Abramowitz clarified that proposed bylaws changes must be presented to the full board at least 10 days before the vote, and that no substantive changes may be made after that deadline; only non-substantive edits such as typos are acceptable at the meeting.
- Based on the 10-day notice requirement and the October 26th next board meeting date, Aaron Abramowitz indicated October 16th would be the bylaws posting deadline, after which no substantive changes can be made.
- Action Item - Raj Voddiraju noted it is likely unrealistic to place bylaws adoption on the October 26th board agenda and stated that he and Stephanie are working on a draft agenda for the next board meeting to be circulated shortly.
- Raj Voddiraju confirmed the strategy, previously discussed with both the nonprofit law attorney and Aaron Abramowitz, of handling bylaws revisions in two phases—phase one for items with broad agreement and phase two for more complex or contested items—while acknowledging that the lines between phases are somewhat blurred.

The committee also reviewed planning for an RCEB visit aimed at orienting new directors and providing an opportunity for all board members to meet staff in a non-business setting. The visit is intended to be open to all, focused on orientation and relationship-building rather than conducting formal board business, with tentative timing discussed for late October or early November and particular interest in early November, though no firm date has yet been set. Members acknowledged that client directors will require appropriate accommodations to participate fully in the visit, and Stephanie Brown, Dr. Becky, and Ronke were tasked with continuing coordination to identify a date that works for RCEB office operations and their calendars.

- Overview of plans for a visit to RCEB for new directors, emphasizing that the event will be open to all, focused on orientation and meeting staff, and must not involve conducting any formal board business.

- Tentative timing discussed as late October or early November, with specific interest in early November, but no firm date has been set.
- Recognition that client directors will need appropriate accommodations for the RCEB visit.
- Action Item - Stephanie Brown, Dr. Becky, and Ronke will continue coordinating to identify a suitable date for the visit that works for RCEB office operations and their calendars.

Board members discussed the need for a more formal and structured onboarding and training program for both new and existing directors, including a tighter agenda for the upcoming meet-and-greet and a broader orientation covering trailer bill language, the strategic plan, and board roles and duties. Executive Director Rebecca Nanyonjo will work with the board executive committee, the board consultant, and legal counsel (Erin/Aaron) to develop a preliminary onboarding and training agenda, beginning with a smaller working group before expanding to the full board. Raj Voddiraju and Stephanie will create and circulate a scheduling tool, such as a Doodle poll, to identify potential dates for the onboarding session in coordination with availability from Rebecca Nanyonjo and Ronke Sodipo and participation by Erin/Aaron, with the goal of holding the training before Thanksgiving and the December holidays. The group acknowledged that a previously signed board training plan for 2026 and training intended for the past summer were not implemented due to leadership transitions, reaffirmed that board training remains required this year, and agreed to use the existing plan as a reference point. They clarified that the Executive Director typically partners with the board to structure training and that prior confusion over responsibility contributed to delays; Rebecca Nanyonjo committed to sending an email to Raj Voddiraju, copying Sadia, David, the full board, and including Aaron and Aria, to initiate planning for training and onboarding, potentially starting with a smaller preliminary group. Members also suggested leveraging materials from recent ARCA training attended by Ronke Sodipo, Sadia, and Stephanie as resources for new board member education.

- Discussion to design more formal onboarding and training content for new and existing board members, including a tighter agenda for the upcoming meet-and-greet and broader orientation (e.g., trailer bill language, strategic plan, board roles and duties).
- Plan for Executive Director Rebecca Nanyonjo to work with the board executive committee, board consultant, and legal counsel (Erin/Aaron) to develop a preliminary onboarding/training agenda, starting with a smaller working group before broadening to the full board.
- Action Item - Raj Voddiraju and Stephanie will develop and distribute a scheduling tool (e.g., Doodle poll) to identify potential dates for the onboarding/training session, coordinated with dates from Rebecca Nanyonjo and Ronke Sodipo and availability of Erin/Aaron, aiming to hold the session before Thanksgiving and the December holidays.
- Recognition that a previously signed board training plan for 2026 and intended training in the past summer were not implemented due to leadership transitions; confirmation that board training is still required this year and should now move forward.
- Action Item - Intention to review the existing board training plan that was previously signed for 2026 and use it as a reference point for the upcoming training/onboarding design.

- Clarification that typically the Executive Director works with the board to put together board training, and that prior responsibility confusion contributed to the training plan stalling.
- Action Item - Rebecca Nanyonjo will send an email to Raj Voddiraju, copy Sadia, David, the full board, and include Aaron and Aria to initiate planning for board training/onboarding, with the option to begin with a smaller preliminary group to avoid overwhelming new members.
- Suggestion to leverage materials from recent ARCA training attended by Ronke Sodipo, Sadia, and Stephanie as potential resources for new board member onboarding and training.

The committee reviewed its obligation to conduct an annual evaluation of the Executive Director and noted that this core governance duty is currently behind schedule. Members discussed engaging an independent party with regional center and Lantern experience to lead the evaluation using a methodology aligned with Dr. Becky and the full board, taking into account cost, timeline, and necessary investment. Raj Voddiraju committed to taking up the Executive Director evaluation as a next step at the upcoming PvP meeting with Dr. Becky and Ronke to advance the evaluation process and help put the structure in place. It was clarified that the PvP group consists of Raj Voddiraju (Vice President), the President, Executive Director Rebecca Nanyonjo, and the Assistant, Saudia, and that their discussions should define the path, timeline, and resources required for implementing the evaluation in the near term. Separately, Rebecca Nanyonjo requested a dedicated meeting with board leadership, outside of PvP, to clarify the board's direction, priority list, and how she should align and partner with the board; she noted feeling disconnected, that many items lack follow-up, and reiterated that she had asked for this alignment meeting during the summer and would like it scheduled soon.

- Discussion that the board is required to conduct an annual evaluation of the Executive Director, that this core board duty is currently behind schedule, and that the evaluation should involve an independent party with regional center and Lantern experience, using a methodology aligned with Dr. Becky and the full board, with consideration of cost, timeline, and investment.
- Action Item - Raj Voddiraju will take up the Executive Director evaluation as a next step at the next PvP meeting with Dr. Becky and Ronke, to advance the evaluation process and help put the structure in place.
- Clarification that the PvP group consists of Raj Voddiraju (Vice President), the President, the Executive Director (Rebecca Nanyonjo), and the Assistant (Saudia).
- Intended outcome of the upcoming PvP discussions is to determine the path, timeline, and required investment for implementing the Executive Director evaluation process, with the goal of setting it up in the near term.
- Action Item - Rebecca Nanyonjo requested a separate meeting (distinct from PvP) with board leadership to clarify the board's direction, list of priorities, and how she should align and partner with the board, noting that she has felt disconnected, that items discussed often lack follow-up, and that she had asked for this alignment meeting during the summer and would like it scheduled sooner rather than later.

In discussing board support and budgeting, members focused on clarifying how board governance and support costs fit within the 2026–2027 operations budget, including legal

counsel required under SBAB/AB 163, board training and conferences, administrative support, travel and expenses, and costs associated with the Executive Director evaluation. Dr. Rebecca Nanyonjo explained that the board does not currently have a formally designated budget line, although historically East Bay has earmarked roughly $10,000–$15,000 for board-related costs such as retreats and in-person meetings, and that this informal allocation has been exhausted due to increased use of legal services requested by the board, with additional legal review already being absorbed by the operations budget. She outlined a plan to consolidate legal support around a single counsel, specifically Aaron Abramovitz, with whom a contract already exists, and highlighted concerns about using other legal representatives without contracts given limited funds, emphasizing that any additional legal engagements must be significant. Dr. Rebecca Nanyonjo noted that boards without dedicated budgets are not unusual and that heavy board support expenditures pressure the operations budget, referencing recent trailer bill language designed to reduce operational burden from board support and better reflect voluntary board service. She committed to narrowing and standardizing board legal counsel and related expenditures within about a month, and David (iPhone 14 DG) requested a three-year history of board expenditures to compare current spending with historical levels. Dr. Rebecca Nanyonjo agreed to work with Shannon to compile as accurate a three-year expenditure history as possible, including instances where board-related costs exceeded the original allocation, noting that a temporary staff person hired almost entirely for board support and paid from the operations budget would be included. Raj Voddiraju stressed the board's fiduciary duty to understand past spending and upcoming needs, including mandated requirements such as ED evaluation and legal representation, and proposed starting with the three-year breakdown of board usage before identifying new mandates from AB 163 that may not yet be reflected in the operations budget; David added that state-created mandates should be funded appropriately rather than relying solely on existing funds.

- Discussion on clarifying and defining the board support budget within the 2026–2027 operations (ops) budget, including legal counsel required under SBAB/AB 163, board training and conferences, administrative support, travel and expenses, and ED evaluation-related costs. The aim is to tease out a distinct "board governance and support" subline/category from the broader ops budget so the board understands both needs and current allocations.
- Dr. Rebecca Nanyonjo explains that the board currently has no formally designated budget line, though East Bay has historically earmarked roughly $10,000–$15,000 for board-related costs (e.g., retreats, in-person meetings). She notes this amount has been exhausted due to increased use of legal services requested by the board, and additional legal review is already being paid from the ops budget.
- Dr. Rebecca Nanyonjo outlines a plan to consolidate legal support so the board will have one legal counsel representative, specifically Aaron Abramovitz, with whom the board already has a signed agreement. She notes that the board has been using other legal representatives without contracts, which is creating issues, and emphasizes that any ongoing need for additional legal counsel must be significant given limited funds.
- Dr. Rebecca Nanyonjo highlights that it is not unusual for a board to have no dedicated budget and that significant board support costs place pressure on the operations budget. She references recent trailer bill language now chaptered in Senate and Assembly bills, intended to reduce operational burden from board support and better reflect the voluntary nature of board service.

- Action Item - Dr. Rebecca Nanyonjo states she will be narrowing down and standardizing board legal counsel and related expenditures within about a month, due to the unusual situation of receiving multiple invoices for various board-related purposes when the limited allocation has already been spent multiple times in the current fiscal year. She suggests this be a topic for a future one-on-one agenda discussion.
- Action Item - David (iPhone 14 DG) requests that the board receive a 3-year history of board expenditures to compare current spending against historical levels and better understand board-related costs.
- Action Item - Dr. Rebecca Nanyonjo commits to liaising with Shannon to compile and provide a 3-year history of board expenditures. She notes that exact figures may not be perfectly precise but will aim to produce as accurate a compilation as possible, covering costs that exceeded the original allocation for board use.
- Raj Voddiraju emphasizes the board's fiduciary duty and the need to understand past board support spending and upcoming needs, including mandated requirements such as ED evaluation and legal representation. He proposes starting with the 3-year breakdown of board usage, then identifying any new mandates from AB 163 that may not yet be incorporated into the ops budget.
- David (iPhone 14 DG) notes that when the state creates mandates, it is supposed to fund them, and suggests that any new mandates in the bill be identified and carved out for appropriate funding rather than relying solely on existing ops funds.
- Dr. Rebecca Nanyonjo adds that a temporary staff person was hired almost 100% for board support, paid out of the ops budget. She indicates that this type of expenditure will be included in the compiled cost history so the board understands the full scope of board-related operational spending.

Turning to performance metrics, members stressed the need for this committee to discuss the executive performance contract and related measures so the item can be brought to the October 26th general board meeting in time to meet DDS submission requirements. They confirmed that the board must hold an additional public meeting where the full board will vote on the performance measures before submission to DDS. It was clarified that, because the Executive Committee lacks quorum, it cannot formally vote at this meeting to move performance measures from committee to the full board, but that agenda setting for the board meeting does not need to occur in an open meeting and is therefore not subject to open meeting rules. Raj Voddiraju confirmed that agenda preparation, including adding the performance measures item to the October board meeting agenda, will be handled offline by Executive Director Rebecca Nanyonjo and Ronke Sodipo, consistent with the draft agenda template he has been exchanging with Stephanie Brown, and the committee agreed that performance measures will become a recurring agenda item for the board each October.

- Members note the need to discuss the executive performance contract and performance metrics in this committee, so that the item can be brought forward to the general board meeting on October 26th with sufficient lead time for DDS submission requirements.
- Members confirm that the board must hold another public meeting, at which the full board will vote on the performance measures before they are submitted to DDS.

- Clarification is provided that, because the Executive Committee lacks quorum, it cannot vote at this meeting to formally move performance measures from committee to the full board, but agenda setting for the board meeting does not need to occur in an open meeting and falls outside open meeting rules.
- Action Item - Raj Voddiraju confirms that agenda preparation, including adding the performance measures item to the October board meeting agenda, will be handled offline by Rebecca Nanyonjo and Ronke Sodipo.
- Action Item - Raj Voddiraju states that the performance measures item will be added to the agenda for the upcoming October board meeting, consistent with the draft agenda template he and Stephanie Brown have been exchanging.
- Decision - It is agreed that performance measures will be established as a recurring agenda item each October for the board.

The committee considered options for future hybrid meetings, discussing the possibility of alternating locations, allowing board members optional Zoom participation, and accommodating client board members and public in-person attendance, while acknowledging that no specific implementation plan or timeline has yet been set. Ronke Sodipo raised strategic concerns that, although logistics and technical support for hybrid meetings are manageable, non-mandatory in-person attendance might create silos between in-person and remote participants rather than achieving the intended outcomes. Executive Director Rebecca Nanyonjo supported prioritizing in-person meetings given the board's limited geographic dispersion, highlighting benefits for comprehension, support, client board members, and broader community engagement; she noted that in-person attendance is required on other boards she serves, that public call-ins remain acceptable, and referenced Board Academy guidance encouraging a return to in-person meetings post-COVID. Raj Voddiraju strongly supported in-person meetings as essential for building chemistry among diverse board members and reinforcing cohesion, and committed to adding the hybrid/in-person meeting topic to the next PvP agenda with Ronke Sodipo and Rebecca Nanyonjo so they can realistically plan whether new meeting practices should begin in January, February, or another specific timeframe.

- Discussion on moving toward hybrid board meetings, including alternating locations, optional Zoom participation for board members, and considerations for client board members and public in-person attendance. No specific implementation plan or timeline has yet been set.
- Ronke Sodipo raised strategic concerns about hybrid meetings, noting that logistics and technical support are manageable, but questioning whether non-mandatory in-person attendance would achieve desired outcomes or instead create silos between in-person and Zoom participants.
- Rebecca Nanyonjo supported prioritizing in-person meetings given the board's limited geographic dispersion, emphasizing benefits for comprehension, support, client board members, and community engagement. She noted that in-person attendance is a requirement on other boards she serves, that public call-ins are acceptable, and referenced guidance from Board Academy recommending a return to in-person meetings post-COVID.
- Raj Voddiraju expressed strong support for in-person meetings to build chemistry among diverse board members and reinforce board cohesion.

- Action Item - Raj Voddiraju will add the hybrid/in-person meeting topic to the next PvP agenda with Ronke Sodipo and Rebecca Nanyonjo, so they can realistically plan whether to begin new meeting practices in January, February, or another specific timeframe.

VI. Public Comments

At the close of the meeting, presiding officer Raj Voddiraju opened a final public comment period, again outlining the procedure and allowing up to three minutes per speaker. Stephanie Brown, RCEB, monitored for hand raises and chat requests and reported that no members of the public requested to speak during this final public comment segment.

- Presiding officer Raj Voddiraju opened the final public comment period, outlining the procedure and allowing up to 3 minutes per speaker.
- Stephanie Brown, RCEB, monitored for hand raises and chat requests and reported that no members of the public requested to speak during the final public comment period.

VII. Adjournment

With no further business or public comment, Raj Voddiraju formally adjourned the meeting, concluding the session.

- Decision - Meeting formally adjourned by Raj Voddiraju.

RESTATED BYLAWS OF

REGIONAL CENTER OF THE EAST BAY, INC.,

a California Nonprofit Public Benefit Corporation

ARTICLE I.

Name and Offices

Section 1.1 Name

The name of this corporation is REGIONAL CENTER OF THE EAST BAY, INC. (the "Corporation").

Section 1.2 Principal Office

The principal office for the transaction of the business of the Corporation (the "principal office") shall be fixed and located at such location as is established by the board of directors of the Corporation (the "Board"; each member of the Board, a "Director") in the County of Alameda, California.

Section 1.3 Other Offices

The Board may at any time establish branch or subordinate offices at any place or places where the Corporation is qualified to do business, whether within or outside the State of California.

ARTICLE II.

Purposes and Limitations

Section 2.1 Purposes

The purposes of the Corporation are charitable within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986, as amended (or any corresponding provision(s) of any future United States internal revenue law) and Section 23701d of the California Revenue and Taxation Code (or any corresponding provision(s) of any future California internal revenue law). In the context of these general purposes, the specific and primary purposes for which the Corporation is formed are to (a) provide services to persons with developmental and intellectual disabilities to improve their quality of life, build capacity and support their education, vocational skills, employment and social integration to live as fulfilling a life as possible; (b) develop, administer,

evaluate and strengthen programs for the provision of services to people with developmental and intellectual disabilities; (c) conduct research, evaluations, surveys and studies, develop and disseminate resources and provide information and resources to people with developmental and intellectual disabilities, their families and the community at large; (d) support families of such persons with respect to their disabled family member to the extent possible; (e) register and assign service providers as vendors to serve persons with developmental and intellectual disabilities while regularly monitoring and supervising the quality of services provided; (f) train and empower employees of the Corporation to effectively cater to the needs of persons with disabilities all of which purposes shall be achieved in a non-discriminatory and racially equitable manner; and/or (g) otherwise engage in activities consistent with the operation of a regional center in accordance with state and federal law, including the Lanterman Developmental Disabilities Services Act. The purposes of the Corporation as stated in this Section must be consistent with the purposes as stated in the Articles of Incorporation of the Corporation (the "Articles"). Any change to the purposes stated in this Section, or operation outside of the scope of such purposes, will require amendment to these Bylaws.

ARTICLE III.

Membership

Section 3.1 No Voting Members

The Corporation shall have no "members" within the meaning of Section 5056 of the California Nonprofit Corporation Law.

Section 3.2 References to Action by Members

Any action which would otherwise require approval by the members shall require only approval of the Board, unless there is a specific provision in the California Nonprofit Public Benefit Corporation Law requiring otherwise for a corporation which has no members. All rights which would otherwise vest in members shall vest in the Directors.

Section 3.3 Nonvoting "Members"

The Board may, in its discretion, admit individuals to one or more classes of nonvoting members and refer to such individuals as "members", but no such reference shall constitute anyone

as a member within the meaning of Section 5056 of the California Nonprofit Corporation Law. Such class or classes of nonvoting members shall have such rights and obligations as the Board deems appropriate.

ARTICLE IV.

Board Composition and Powers

Section 4.1 Number of Directors

The authorized number of Directors shall be at least seven (7) but not more than seventeen (17) Directors until changed by amendment to these Bylaws, including the Provider Vendor Director as described in Section 7.5(e). The exact number of Directors shall be fixed, from time to time, within these limits, by resolution adopted by the Board.

Section 4.2 Board Composition

(a) The composition of the Board shall conform to the requirements of California Welfare and Institutions Code ("W&I Code") Sections 4622 and 4626 and the regulations in support of those Sections. If the composition of the Board does not satisfy the requirements under W&I Code Section 4622 at any time, a waiver may be requested by the Corporation in accordance with W&I Code Section 4628 and/or the Board shall establish a program policy committee which is composed of individuals meeting such composition criteria.

(b) The composition of the Board from time to time shall comply with all of the following criteria:

(1) The Board shall be composed of individuals who have demonstrated interest in, or knowledge of, developmental disabilities.

(2) The Board shall include persons with legal, management or board governance, financial and developmental disability program skills.

(3) The Board shall include representatives of the various categories of disability to be served by the Corporation.

(4) The Board shall reflect the geographic and ethnic characteristics of the area to be served by the Corporation.

(5) A minimum of fifty percent (50%) of the Directors shall be persons with

developmental disabilities or their family members or legal guardians, and persons with developmental disabilities shall comprise no less than twenty-five percent (25%) of the Directors.

(c) No Director shall:

(1) Be an employee of the State Department of Developmental Services or any state or local agency which provides services to a consumer of the Corporation if employed in a capacity which includes administrative or policy making responsibility, or responsibility for the regulation of the Corporation.

(2) Be an employee or a member of the State Council on Developmental Disabilities or a~~n~~ State Council Regional Advisory Committee ~~Area Board on Developmental Disabilities~~.

(3) Except for the Provider Vendor Director, be an employee or member of the governing board of any entity from which the Corporation purchases consumer services.

(4) Have a "financial interest", as defined in Section 87103 of the California Government Code, in the Corporation's operations, except as a consumer of its services.

(5) Otherwise be a person barred from serving on the Board by law or government regulation.

Section 4.3 Conflicts of Interest

In order to properly manage potential conflicts of interest, Directors shall comply with the requirements of W&I Code Section 4626 and the regulations promulgated to support that Section, including annually filing with the Board a statement declaring, under penalty of perjury, that such Director has neither a conflict of interest nor a potential conflict of interest as defined pursuant to said law or government regulation, except that the Provider Vendor Director as described in Section 7.5 hereof shall file the list of "financial interests" and be subject to the voting restrictions described in that Section.

Section 4.4 Terms of Office

(a) The term of office for each Director, other than~~including~~ the Provider Vendor Director as set forth in Section 7.5(e), shall be approximately one (1) year. Directors may be reelected for subsequent terms; provided, however, that no person shall serve as a Director,

including as the Provider Vendor Director, for more than seven (7) years within any eight (8) year period. After an absence of twelve (12) months, a prior Director who has served the maximum number of years within an eight (8) year period may be reelected to the Board.

(b) The term of any Director elected by the Board shall begin immediately upon such Director's election unless provided otherwise by Board resolution.

Section 4.5 Nomination and Election

(a) Selection of Nominees. For any potential new Director who is not currently serving on the Board, other than the Provider Vendor Director, the Membership Development Committee shall review each candidate's materials as submitted to the Corporation and each candidate shall meet with the Membership Development Committee and the Executive Director. Based on its review, and subject to the Board composition criteria specified in W&I Code Section 4622 and in consideration of the current Directors up for reelection, the Membership Development Committee shall determine whether to nominate each new candidate as a nominee for Director for the Board's consideration. Nominations may also be made by any Director at the meeting of the Board preceding the meeting at which Directors are to be elected.

(b) Election. Directors, other than~~including~~ the Provider Vendor Director, shall be elected at the annual meeting of the Board. A majority vote of the Directors present at a meeting duly held at which a quorum has been established is necessary for election of any proposed nominee, including any currently serving Director who is up for reelection, to the Board.

Section 4.6 Removal and Resignation of Directors

(a) Except as provided herein, any Director may resign by giving written notice to the President, the Executive Director, or the Secretary. The resignation shall be effective when the notice is given unless it specifies a later time at which it will become effective. If the resignation is to become effective at a later time, the Board may elect a successor Director before such time, to take office as of the date when the resignation becomes effective. Except on notice to the California Attorney General, no Director may resign if, by doing so, the Corporation would be left without a duly elected Director or Directors.

(b) Any Director may be removed as a Director with or without cause at any time by approval of a majority of the Directors then in office.

(c) If any Director of the Corporation is absent for three (3) consecutive meetings of the Board or three (3) consecutive meetings of any Standing Committee of the Corporation of which such Director is a member, the seat of such Director may be declared vacant and the Director removed from office by vote of a majority of the Directors then in office. Notice of such three (3) consecutive absences and of the immediately preceding sentence of these Bylaws shall be included by the Secretary in the notice of the next Board meeting.

(d) Whenever a Director is removed from office, the Secretary shall give written notice of such removal to such Director.

Section 4.7 Vacancies

(a) Occurrence: Vacancies on the Board shall exist (1) on the death, resignation, or removal of any Director; (2) whenever the authorized number of Directors is increased; (3) the declaration by resolution of the Board of a vacancy in the office of a Director who has been declared of unsound mind by a final order of court, or been convicted of a felony, or been found by a final order or judgment of any court to have breached any duty arising under Chapter 2, Article 3 of the California Nonprofit Public Benefit Corporation Law; or (4) on failure of the Directors to elect the full number of authorized Directors.

(b) Filling Vacancies: Vacancies on the Board shall be filled by approval of at least a majority of the Directors then in office. If a quorum cannot be established because the number of Directors then in office is less than the greater of (a) one-fifth (1/5) of the minimum number of authorized Directors, or (b) two (2), vacancies in the Board may be filled by (i) the affirmative vote of a majority of the Directors then in office at a duly held meeting, or (ii) a sole remaining Director if only one Director remains. Each Director elected to fill a vacancy shall hold office as a Director until the expiration of the term of office of the Director whose vacancy they are elected to fill.

(c) Reduction of Number: A reduction in the authorized number of Directors shall not

remove any Director prior to the expiration of their term of office.

Section 4.8 Powers

Subject to the provisions imposed by law, by the Articles or by these Bylaws, the activities and affairs of the Corporation shall be managed by and all corporate powers shall be exercised by or under the direction of the Board. Without limiting the foregoing, the Board shall have, among other things, the power:

(a) To carry out the purposes of the Corporation as expressed in the Articles and in these Bylaws.

(b) To establish the policies of the Corporation.

(c) To adopt rules and regulations, consistent with law, the Articles and these Bylaws, for the guidance of and the management of the affairs of the Corporation.

(d) To appoint and remove the Officers of the Corporation and to prescribe the duties and fix the compensation of the Executive Director.

(e) To establish such committees as the Board may deem necessary or desirable, and to fix the duties and powers of said committees.

(f) To do, perform and transact all other business and acts which the Corporation by the laws of the State of California is permitted to do, transact and perform.

(g) To adopt, amend, and repeal bylaws.

Section 4.9 Duties

The Board shall perform any and all duties imposed on the Directors collectively or individually by law, by the Articles or by these Bylaws, including but not limited to the following:

(a) Cause to be kept open to inspection of any person entitled thereto and making proper demand therefore, among other things, a book of minutes of all meetings of the Board and of the duly authorized Board Committees, and adequate and correct books of account of the properties and business transactions of the Corporation, all in the form prescribed by law and showing the details required by law. The Board shall designate by resolution where such records shall be kept; in the absence of any such designation, such records shall be kept at the principal office of the Corporation.

(b) Review and approve any contract with a value of three~~wo~~ hundred fifty thousand dollars ($3~~2~~50,000) or more before the Corporation enters into the contract, in accordance with W&I Code Section 4625.5.

(c) Annually review the performance of the Executive Director.

(d) Review and approve the compensation, including benefits, of the Executive Director or chief executive officer and of the Treasurer or Chief Financial Officer to ensure that such compensation is just and reasonable and given in return for services actually rendered to the Corporation. This review and approval shall occur upon the hiring of the Officer, whenever the Officer's term of employment (if any) is renewed or extended, and whenever the Officer's compensation is modified (unless the modification extends to substantially all employees).

(e) Annually review the performance of the Corporation in providing services that are linguistically and culturally appropriate and may provide recommendations to the Executive Director based on the results of that review.

(f) Meet at such time and places as required by these Bylaws.

Section 4.10 Standard of Care

A Director shall perform the duties of a Director, including duties as a member of any Board Committee, in good faith, in a manner that the Director believes to be in the best interests of the Corporation, and with such care, including reasonable inquiry, as an ordinarily prudent person in a like position would use under similar circumstances. In performing the duties of a Director, a Director shall be entitled to rely on information, opinions, reports, or statements, including financial statements and other financial data, in each case prepared or presented by: (a) one or more Officers or employees of the Corporation whom the Director believes to be reliable and competent in the matters presented; (b) counsel, independent accountants, or other persons as to matters which the Director believes to be within that person's professional or expert competence; or (c) a committee upon which the Director does not serve that is composed exclusively of any or any combination of Directors and persons described in clauses (a) and (b) above as to matters within the committee's designated authority, which committee the Director believes to merit confidence, so long as, in any case, the Director acts in good faith, after

reasonable inquiry when the need therefore is indicated by the circumstances, and without knowledge that would cause that reliance to be unwarranted.

Section 4.11 Limitation

A person who is a Director of the Corporation shall not solicit services from the Corporation through any procedure or means which would not be available to such person were they not a Director, and the Corporation shall not, in providing services, give preferential treatment to any person by reason of the fact that such person is a Director, or a relative or acquaintance of a Director of the Corporation.

Section 4.12 Compensation

The Directors of the Corporation shall not receive any compensation for any services rendered by them to the Corporation as Officers, Directors, or members of committees. However, they may receive reimbursement from the Corporation of reasonable expenses incurred in providing such services.

ARTICLE V.

Meetings of the Board

Section 5.1 Regular Meetings

(a) The Board shall hold at least nine (9) regular meetings each year and shall annually set the time and place of the regular meetings to be held during that year. The meeting held in November shall be designated the annual meeting. At the annual meeting, the Board shall elect Officers of the Corporation for the coming year.

(b) Notice of regular meetings of the Board shall be provided consistent with the provisions of W&I Code Section 4661.

Section 5.2 Open Meetings

All meetings of the Board shall be noticed, open, and public and otherwise in accordance with the open meeting requirements of Sections 4660 through 4669 of the W&I Code as amended from time to time, except as provided under W&I Code Sections 4663 and 4664. The Board may hold closed sessions pursuant to W&I Code Sections 4663 and 4664. Each Director shall be provided with a copy of Sections 4660 through 4669 of the W&I Code upon joining the Board.

Section 5.3 Emergency Meetings

The Board may hold emergency meetings pursuant to W&I Code Section 4662. Notwithstanding the provisions of W&I Code Section 4662, notice of the date, time, and place of such emergency meetings shall be given to each Director by (i) personal delivery of oral or written notice; (ii) first-class mail, postage prepaid; (iii) telephone, including a voice messaging system or other system or technology designed to record and communicate messages, or electronic transmission, either directly to the Director or to a person at the Director's office who would reasonably be expected to communicate that notice promptly to the Director; (iv) facsimile; (v) email; or (vi) other electronic means. Any notice sent by electronic means, including email, must be in compliance with Section 8.7 of these Bylaws. Notice of a special meeting sent by first-class mail shall be deposited in the United States mails at least two (2) days before the time set for the meeting. Notice of an emergency meeting given personally or by telephone, facsimile, electronic transmission, or other similar means of communication, shall be delivered, telephoned, or otherwise sent, as appropriate, at least twenty-four (24) hours before the time set for the meeting. Notice of an emergency meeting shall state the time and date of the meeting and the place, if the place is other than the Corporation's principal office. The notice does not need to specify the purpose of the meeting. Notice of an emergency meeting need not be given to any Director who, either before or after the meeting, provides a signed waiver of notice; signs a written consent to the holding of the meeting or an approval of the minutes of the meeting; or attends the meeting without protesting, prior thereto or at its commencement, the lack of notice to such Director. Any such waiver of notice does not need to specify the purpose of the meeting. All such waivers, consents, and approvals shall be filed with the corporate records or made a part of the minutes of the meetings of the Board. The minutes of an emergency meeting, including a description of any actions taken at the meeting, shall be mailed immediately to those persons described in W&I Code Section 4661.

Section 5.4 Quorum and Board Action

A quorum of the Board shall consist of a majority of the Directors then in office. Except as otherwise expressly provided in these Bylaws or in the Articles or by law, no business shall be

considered by the Board at any meeting at which a quorum is not present. If a quorum is not present, the only motion that the Chairperson shall entertain at such meeting is a motion to adjourn. Every act or decision done or made by a majority vote of the Directors present at a meeting duly held at which a quorum has been established is an act of the Board, unless the law, the Articles, or these Bylaws require a greater number. Each Director present shall be entitled to one vote on each matter placed before a meeting. No Director may vote by proxy.

Section 5.5 Conduct of Meetings

Meetings of Directors shall be presided over by the President or, in their absence, by the Vice President or, in the absence of the President and Vice President, by a Director chosen by a majority of the Directors present at the meeting.

Section 5.6 Place of Meetings

Any meeting of Board shall be held at any place within the State of California designated by the Board. In the absence of any such designation, all meetings shall be held at the principal office of the Corporation.

Section 5.7 Participation in Meetings by Telephone or Video Screen

Directors may participate in a meeting through use of conference telephone, electronic video screen communication, or electronic transmission. Participation in a meeting through use of conference telephone or electronic video screen communication constitutes presence in person at that meeting as long as all Directors participating in such meeting are able to hear one another. Participation in a meeting through use of electronic transmission by or to the Corporation, other than conference telephone and electronic video screen communication, constitutes presence in person at that meeting if each Director can communicate with all of the other Directors concurrently and each Director is provided the means of participating in all matters before the Board, including, without limitation, the capacity to propose, or to interpose an objection to, a specific action to be taken by the Corporation.

ARTICLE VI.

Officers

Section 6.1 Number and Titles

The Officers of the Corporation shall be a President, a Vice President, a Secretary and a Treasurer, which Officers shall be selected from among the Directors and no Officer may hold more than one office concurrently. The Corporation may also have, at the discretion of the Board, an Executive Director, Chief Financial Officer, and such other Officers as may be elected or appointed in accordance with ~~Section 6.9 of these Bylaws~~applicable law. Any such other Officers may, but need not be, selected from among the Directors.

Section 6.2 Qualifications, Selection, Term of Office, and Vacancies

(a) Officers of the Corporation, other than those employed for compensation by the Corporation ~~and those appointed or elected in accordance with Section 6.9~~, shall be elected by the Board at its annual meeting. The term of office of each elected Officer shall begin immediately upon their election, unless otherwise specified by resolution of the Board. Each elected Officer shall serve for a term of approximately one (1) one year.

(b) Without prejudice to the rights of any Officer under an employment contract, any Officer may be removed, either with or without cause, by a majority vote of the Directors present at a meeting duly held at which a quorum has been established. Any Officer may resign at any time by giving notice to the Board or to the President or Secretary, but without prejudice to the rights, if any, of the Corporation under any contract to which the Officer is a party. Any such resignation shall take effect at the date of the receipt of such notice, unless it specifies a later date for such resignation to take effect, and the acceptance of such resignation shall not be necessary to make it effective. Vacancies in Officer positions shall be filled by the Board.

(c) A list of nominees for elected Officer positions shall be provided by the Membership Development Committee to the Board at a regular meeting at least two (2) months before the annual Board meeting. Opportunity for additional nominations for Officer positions by at least three (3) Directors shall be provided at the regular Board meeting immediately preceding the annual Board meeting.

Section 6.3 Duties of the President

The President shall preside at Board meetings and at meetings of the Executive Committee and shall appoint the Chairpersons of all Advisory Committees, except for the Provider Vendor

Advisory Committee and the Consumer Advisory Committee. The President shall be an *ex officio* member of all Standing Committees listed in Section 7.1; provided, however, that for any Standing Committee that is an Advisory Committee, the President may designate the Vice President to serve as an *ex officio* member of such Advisory Committee instead. The President shall exercise and perform such other powers and duties as may be from time to time prescribed by the Board or these Bylaws.

Section 6.4 Duties of the Vice President

The Vice President shall perform all duties and exercise all powers of the President when the President is absent or is otherwise unable to act. The Vice President shall perform such other duties as may be required from time to time by the Board.

Section 6.5 Duties of the Secretary

The Secretary shall cause minutes of all meetings of the Board to be kept, shall ensure that an Officer or employee is designated to keep the minutes of closed sessions of the Board in accordance with W&I Code Sections 4661 and 4663, shall cause all notices which are required by law or by these Bylaws to be given, and, generally, shall perform all duties incident to the office of Secretary and such other duties as may be required of them by law, by the Articles, by these Bylaws or from time to time by the Board. All or part of the above duties may be delegated by the Secretary to the Executive Director or such other staff as may be designated by the Executive Director.

Section 6.6 Duties of Treasurer

The Treasurer shall coordinate with the Chief Financial Officer and other staff as appropriate to ensure that the Board receives information on the financial status of the Corporation as appropriate or as requested by the Board. In addition to having such other duties and responsibilities as are prescribed by law or by the Board, the Treasurer shall ensure that financial information is provided to the Board in a simplified manner.

Section 6.7 Duties of the Executive Director

The Executive Director shall be the Chief Executive Officer of the Corporation and shall have the authority and responsibility for the day-to-day management and administration of the

affairs, employees, and resources of the Corporation. The Executive Director has the general powers and duties of management usually vested in the office of president and general manager of a corporation and such other powers and duties as may be prescribed by the Board. The Executive Director shall, subject to the policies of the Corporation, employ, supervise, manage, control, and discharge the employees of the Corporation. The Executive Director shall be responsible and accountable to the Board, shall see that the Board is advised on all significant matters of the Corporation's business, and shall see that all orders and resolutions of the Board are carried into effect. The Executive Director shall be empowered to act, speak for, or otherwise represent the Corporation between meetings of the Board within the boundaries of policies and purposes established by the Board and as set forth in the Articles and these Bylaws.

Section 6.8 Duties of Chief Financial Officer

The Chief Financial Officer shall oversee the financial and administrative functions of the Corporation. The Chief Financial Officer shall make provision for the care and custody of all funds of the Corporation, make provision for the deposit of such funds as required and designated by the Board, shall make provision for the maintenance of adequate accounts of the properties and business transactions of the Corporation, shall render reports and financial statements to the Directors as required by the Board, and shall in general perform all duties incident to the office of Treasurer and such other duties as may be required by law, by the Articles, or by these Bylaws, or which may be assigned to them from time to time by the Board. The Chief Financial Officer shall also ensure that the Corporation meets all of its contractual obligations for fiscal recordkeeping and auditing of financial records. Said Officer shall cause to be published an annual financial report of the Corporation's revenues and expenditures which shall be sent to all Directors and members of the general public on request, to the extent required by applicable law.

Section 6.9 ~~Other Officers~~

~~The Board may appoint such other Officers or agents as it deems desirable, and such Officers shall serve such terms, have such authority, and perform such duties as may be prescribed from time to time by the Board.~~

~~**Section 6.10 Duties May be Delegated**~~

~~In case of the absence of any Officer of the Corporation, or for any other reason that the Board may deem sufficient, the Board may delegate, for a specified period of time, all or part of the powers or duties of such Officer to any other Officer or to any Director~~

~~Section 6.11~~ Duties of the ARCA Delegate

The ARCA Delegate is not an officer of this Corporation, but shall represent the Corporation at ARCA meetings, report to the Board regarding actions taken at the ARCA meetings, and assure that the Board votes on any issues requiring such action.

ARTICLE VII.

Committees

Section 7.1 Standing Committees

The Corporation shall have the following Standing Committees: Executive Committee, Provider Vendor Advisory Committee, Budget and Finance Committee, Membership Development Committee, Diversity and Equity Committee, Services and Supports Committee and Consumer Advisory Committee, and may have such other committees as determined by the Board and consistent with the provisions of these Bylaws.

Section 7.2 Board Committees

The Board, by resolution adopted by a majority of the Directors then in office, may create one or more committees, each consisting of two (2) or more Directors and no one who is not a Director, to serve at the pleasure of the Board ("Board Committees"). Appointments to Board Committees shall be by majority vote of the Directors then in office. The Board may appoint one or more Directors as alternate members of any Board Committee, who may replace any absent member at any meeting. Any member of any Board Committee may be removed, with or without cause, at any time by the Board. The Board may, at any time, revoke or modify any or all of the authority that the Board has delegated to a Board Committee, increase or decrease (but not below two (2)) the number of members of a Board Committee, and fill vacancies in a committee. Any such Board Committee may have all the authority of the Board, to the extent provided in the Board resolution, except with respect to:

(a) The establishment of the exact number of authorized Directors within the range specified in Section 4.1 of these Bylaws;

(b) The filling of vacancies on the Board or on any Board Committee;

(c) The fixing of compensation of the Directors, if any, for serving on the Board or any Board Committee;

(d) The amendment of the Articles;

(e) The amendment or repeal of these Bylaws or the adoption of new or restated Bylaws;

(f) The amendment or repeal of any resolution of the Board that, by its express terms, is not so amendable or repealable;

(g) The creation of other Board Committees or appointment of members to any Board Committee;

(h) The expenditure of corporate funds to support a nominee for Director after there are more people nominated for Director than can be elected;

(i) The approval of any self-dealing transaction, as such transactions are defined in Section 5233(a) of the California Corporations Code, except as provided in Section 5233(d)(3); or

(j) The merger, reorganization, voluntary dissolution, or disposition of substantially all of the assets of the Corporation.

The Board shall have the power to prescribe the manner in which proceedings of any such Board Committee shall be conducted. In the absence of any such prescription, such Board Committee shall have the power to prescribe the manner in which its proceedings shall be conducted. Unless the Board or such Board Committee shall otherwise provide, the regular and special meetings and other actions of any such Board Committee shall be governed by the provisions of Article V of these Bylaws applicable to meetings and actions of the Board. Minutes shall be kept of each meeting of each Board Committee and shall be filed with the corporate records.

Section 7.3 Executive Committee

(a) The Executive Committee shall be a standing Board Committee comprised of the

President, the Vice President, the Secretary, the Treasurer, and the ARCA Delegate, provided that each such person is a Director. The Executive Committee shall exercise the full powers of the Board between regular Board meetings, except as set forth in Section 7.2.

(b) The President shall be the Chairperson of the Executive Committee.

(c) All actions taken by the Executive Committee shall be reported at the next meeting of the Board.

(d) Meetings of the Executive Committee may be called by the President or any two (2) members of the Executive Committee. Notice of the meeting shall be given to each member of the Executive Committee not less than seven (7) days before the time at which the meeting is scheduled to take place and shall otherwise be provided consistent with the provisions of W&I Code Section 4661.

(e) The Executive Committee shall recommend to the Board policies relating to other areas of administrative services, including the periodic review of such policies with a view towards recommending changes when appropriate.

Section 7.4 Advisory Committees

(a) The Board may from time to time create advisory committees and other committees that are not Board Committees (collectively, "Advisory Committees") as deemed appropriate, including on an *ad hoc* basis, consisting of Directors and persons who are not Directors (provided that at least two (2) of the members of each such Advisory Committee must be Directors), but such Advisory Committees shall not be deemed Board Committees and shall not exercise any powers of the Board. Advisory Committees may be delegated with implementation of certain specified tasks under the direction and control of the Board. Notice of, and procedures for, meetings of Advisory Committees shall be as prescribed by the Chairperson of each such Committee, and meetings of any Advisory Committee may be called by the President, the Board, the Executive Director, or the Chairperson of the Advisory Committee.

(b) All Advisory Committees shall be chaired by a Director of the Corporation, selected by the President, except for the Provider Vendor Advisory Committee and Consumer Advisory Committee. The Co-Chairpersons of the Provider Vendor Advisory Committee shall be selected

as provided in Section 7.5 of these Bylaws. The Chairperson of the Consumer Advisory Committee shall be elected by the members of such Committee. The Chairperson of each Advisory Committee, except for the Provider Vendor Advisory Committee, shall appoint (and may remove or replace) the members of that Advisory Committee, subject to any guidelines provided by and the ultimate oversight of the Board.

Section 7.5 Provider Vendor Advisory Committee

(a) In accordance with W&I Code Section 4622(i), the Corporation shall have a Provider Vendor Advisory Committee. The Provider Vendor Advisory Committee shall provide advice, guidance, recommendations, and technical assistance to the Board in order to assist the Corporation in carrying out the Corporation's mandated functions. The Provider Vendor Advisory Committee shall be comprised of a total of fifteen (15) representatives of the providers from which the Corporation purchases consumer services (herein "service providers"), who shall be selected by the Board from among the various categories of service providers. The Provider Vendor Advisory Committee shall meet quarterly or at such other intervals as may be designated.

(b) The members of the Provider Vendor Advisory Committee shall be elected by the Board and shall each serve for a term of approximately two (2) years. Vacancies on the Committee caused by death, resignation or removal shall be filled by the Board for the balance of the term of the Committee member who died, resigned, or was removed. Each member of the Provider Vendor Advisory Committee shall be either an employee of, a member of the governing board of, a partner in, or a proprietor of a service provider.

(c) The Membership Development Committee shall present to the Board a slate of candidates to fill vacancies on the Provider Vendor Advisory Committee. The Membership Development Committee shall take into consideration the composition the Provider Vendor Advisory Committee is intended to have as set forth in Subsection (a) above.

(d) The Provider Vendor Advisory Committee shall, by majority vote, select two (2) individuals from among its members to serve as Co-Chairpersons of the Provider Vendor Advisory Committee. Each Co-Chairperson shall serve for a term of approximately one (1) year or until the occurrence of one of the following events, whichever occurs first: (a) their successor is elected,

(b) their resignation, (c) their removal at the pleasure of said Committee, or (d) the expiration of their term as a Committee member. A vacancy in the position of Co-Chairperson caused by death, resignation or removal shall be filled by said Committee for the balance of the unexpired term of the Co-Chairperson who died, resigned, or was removed.

(e) In accordance with the provisions of W&I Code Section 4622(i), at the time of selection, the Provider Vendor Advisory Committee shall also designate, by majority vote, one of the Co-Chairpersons of the Provider Vendor Advisory Committee as the First Co-Chairperson. The individual serving as First Co-Chairperson shall automatically be an *ex officio* Director of the Corporation for so long as they hold the position of First Co-Chairperson of the Provider Vendor Advisory Committee ~~its members to be nominated for election as a Director by the Board, subject to the provisions of Sections 4.4 and 4.5 of these Bylaws~~ (such *ex officio*~~the elected~~ Director, the "Provider Vendor Director"). The Provider Vendor Director may not do any of the following:

(1) Serve as an Officer;

(2) Vote on any fiscal matter affecting the purchase of services from any provider to the Corporation (as used herein, the term "fiscal matter" includes, but is not limited to, setting purchase of service priorities, transferring funds to the purchase of service budget, and/or establishing policies and procedures with respect to services); or

(3) Vote on any matter in which they have a "financial interest" as defined in Section 87103 of the California Government Code and determined by the Board.

Furthermore, the Provider Vendor Director shall provide the Board with a list of any and all of their "financial interests" as such interests are described in Section 87103 of the California Government Code.

Section 7.6 Minutes

Each committee shall cause minutes of its proceedings to be kept and promptly furnish copies of said minutes to the Board.

Section 7.7 Limitation on Authority

Except as expressly delegated to any particular Committee by these Bylaws or by resolution of the Board, no Committee shall have any authority to take any action, make any

expenditure or incur any liability in the name of or on behalf of the Corporation.

ARTICLE VIII.

Miscellaneous Provisions

Section 8.1 Fiscal Year

The fiscal year of the Corporation shall correspond to the fiscal year of the State of California and shall end on June 30 until changed by amendment to these Bylaws.

Section 8.2 Execution of Checks and Other Documents

All checks, drafts or other orders for payment of money, notes or other evidence of indebtedness, issued in the name of, or payable to, the Corporation, shall be signed or endorsed by such person or persons, and in such manner as shall be determined, from time to time, by resolution of the Board. The Board, except as stated in these Bylaws or otherwise provided, may authorize any Officer or Officers, agent or agents to enter into any contracts or execute any instruments in the name of the Corporation. Such authority may be general or confined to specific instances. Unless so authorized by the Board or by these Bylaws, no Officer, agent or employee of the Corporation shall have any power or authority to bind the Corporation by any contract or engagement, or to pledge its credits, or to render it liable for any purpose or to any amount. Promissory notes and other evidences of indebtedness shall be brought before the Board for approval.

Section 8.3 Parliamentary Procedure

The rules contained in Roberts Rules of Order (latest revision) may be used as a nonbinding procedural guide for the Corporation in all cases to which they are applicable and in which they are not inconsistent with law or with the Articles, Bylaws or special rules of order of the Corporation.

Section 8.4 Severability

If any provision of these Bylaws is determined by a court of competent jurisdiction or otherwise to be illegal or invalid, these Bylaws shall be interpreted as though such illegal or invalid provision was never made a part of these Bylaws.

Section 8.5 Annual Report

Within two hundred and ten (210) days after the end of the Corporation's fiscal year, the Board shall cause to be prepared and delivered to the Directors an annual report containing the following information, in appropriate detail, for the fiscal year:

(a) The assets and liabilities, including the trust funds of the Corporation, as of the end of the fiscal year, with a separate listing for the Social Security Supplemental Custodian Account.

(b) The principal changes in assets and liabilities, including trust funds, of the Corporation.

(c) The revenue or receipts of the Corporation, both unrestricted and restricted to particular purposes.

(d) The expenses or disbursements of the Corporation for both general and restricted purposes.

(e) Any information required by Section 8.6 of these Bylaws.

The annual report shall be accompanied by any report on it of independent accountants, or if there is no such report, by the certificate of an authorized Officer of the Corporation that such statements were prepared without audit from the Corporation's books and records.

Section 8.6 Annual Statement of Certain Transactions and Indemnifications

As a part of the annual report referred to in Section 8.5, above, the Corporation shall annually furnish to each Director a statement briefly describing any transaction or indemnification of the following kind occurring during the previous fiscal year:

(a) Any indemnifications or advances aggregating more than ten thousand dollars ($10,000.00) paid during the fiscal year to any Director or Officer of the Corporation under Article IX of these Bylaws.

(b) Any transaction (i) in which the Corporation was a party, (ii) in which any Director or Officer of the Corporation had a direct or indirect material financial interest and (iii) which involved more than fifty thousand dollars ($50,000.00), or was one of several transactions with the same interested person involving, in the aggregate, more than fifty thousand dollars ($50,000.00). The statement shall include a brief description of the transaction, the names of interested persons involved, their relationship to the Corporation, the nature of their interest in the

transaction, and, if practicable, the amount of that interest, provided that if the transaction was with a partnership in which the interested person is a partner, only the interest of the partnership need be stated.

Section 8.7 Electronic Transmission

Subject to any guidelines and procedures that the Board may adopt from time to time, the terms "written" and "in writing" as used in these Bylaws include any form of recorded message in the English language capable of comprehension by ordinary visual means and may include electronic transmissions, such as facsimile or email, provided (i) for electronic transmissions from the Corporation, the Corporation has obtained an unrevoked written consent from the recipient to the use of such means of communication; (ii) for electronic transmissions to the Corporation, the Corporation has in effect reasonable measures to verify that the sender is the individual purporting to have sent such transmission; and (iii) the transmission creates a record that can be retained, retrieved, reviewed, and rendered into clearly legible tangible form.

ARTICLE IX.

Indemnification

Section 9.1 Right of Indemnity

To the fullest extent permitted by law, the Corporation shall indemnify its Directors, Officers, employees, and other persons described in Section 5238(a) of the California Corporations Code, including persons formerly occupying any such position, against all expenses, judgments, fines, settlements and other amounts actually and reasonably incurred by them in connection with any "proceeding," as that term is used in that Section, and including an action by or in the right of the Corporation, by reason of the fact that the person is or was a person described in that Section. "Expenses," as used in this Section, shall have the same meaning as in Section 5238(a) of the California Corporations Code.

Section 9.2 Approval of Indemnity

On written request to the Board by any person seeking indemnification under Section 5238(b) or Section 5238(c) of the California Corporations Code, the Board shall promptly determine under Section 5238(e) of the California Corporations Code whether the applicable

standard of conduct set forth in Section 5238(b) or Section 5238(c) has been met and, if so, the Board shall authorize indemnification.

Section 9.3 Advancement of Expenses

To the fullest extent permitted by law and except as otherwise determined by the Board in a specific instance, expenses incurred by a person seeking indemnification under Sections 9.1 and 9.2 of these Bylaws in defending any proceeding covered by those Sections shall be advanced by the Corporation before final disposition of the proceeding, on receipt of the Corporation of an undertaking by or on behalf of that person that the advance will be repaid unless it is ultimately determined that the person is entitled to be indemnified by the Corporation for those expenses.

Section 9.4 Insurance

The Corporation shall have the right and shall use its best efforts to purchase and maintain insurance to the full extent permitted by law on behalf of its Officers, Directors, employees and other agents, against any liability asserted against or incurred by any Officer, Director, employee or agent in such capacity or arising out of the Officer's, Director's, employee's or agent's status as such. Such coverage shall include, but not be limited to indemnity for fiduciaries of any Corporation employee benefit plan or plans. Purchase of such coverage shall be limited to that which is reasonably prudent in light of the Corporation's budget considerations, as reviewed from time to time.

ARTICLE X.

Bylaws

Section 10.1 Amendment

These Bylaws or any of them may be replaced or amended or new or additional Bylaws may be adopted by the Board provided that both of the following conditions have been complied with:

(a) Notice of the proposed change has been given to each of the Directors at least ten (10) days before the adoption of such change; and

(b) At least two-thirds (2/3) of the Directors then in office vote in favor of such change.

Section 10.2 Certification and Inspection

The original, or copy, of the Bylaws as amended or otherwise altered to date, certified by the Secretary of the Corporation, shall be recorded and kept in a book which shall be kept at the principal office of the Corporation, and such book shall be open to inspection at all reasonable times during office hours.

Section 10.3 Construction

Unless the context otherwise requires, the general provisions, rules of construction, and definitions contained in the California Corporations Code and the Lanterman Developmental Disabilities Service Act shall govern the construction of these Bylaws. Without limiting the generality of the foregoing, the masculine gender includes the feminine and neuter, the singular name includes the plural, and the plural number includes the singular, and the term "person" includes a corporation as well as a natural person.

CERTIFICATE OF SECRETARY

The undersigned, being the Secretary of the Corporation, hereby certifies:

1. That I am the duly elected and acting Secretary of the REGIONAL CENTER OF THE EAST BAY, INC., a California Nonprofit Public Benefit Corporation; and

2. That the attached Restated Bylaws, consisting of twenty-three~~four~~ (234) pages, are the Bylaws of such corporation as duly adopted by the Board of Directors on [], 2026 and have not been amended or modified since such date.

IN WITNESS WHEREOF, I have executed this Certificate as of this []th day of [], 2026.

_____

<name>, Secretary

Board of Directors Policy

Code of Conduct

Scope

This policy applies to Regional Center of East Bay ("**RCEB**") Board of Directors.

1. Purpose

To establish a policy to support, facilitate, and enhance the participation of Board members in Board meetings, Board committee meetings, Board retreats, email communication (should align with the bylaws regarding board engagement) and any other Board-~~-~~sanctioned activities, through the establishment of guidelines for Board member conduct.

2. Rationale

- Governance of the ~~Regional Center~~RCEB is predicated upon the establishment and maintenance of a viable volunteer governing Board, composed of individuals with demonstrated interest in, or knowledge of, developmental disabilities.
- Effective governance requires all Board members to dedicate their time, skills, knowledge, expertise and perspectives to ensure that all actions taken by the Board support RCEB's mission, vision, values, and strategic goals, and are in the best interests of the ~~Center~~RCEB in conformance with each Board member's fiduciary duty.~~-~~ ~~(Remove all "the" before rceb.~~
- Adherence to a Code of Conduct will ensure that the Board is able to govern the Center effectively, and will limit actions or conduct that interferes with the Board's ability to perform their important role here at the ~~Center~~RCEB.

3. Policy

All board members are expected to adhere to the following Code of Conduct in the

performance of their roles and duties as a member of the Board of Directors of RCEB:

- **Support Mission:** To support RCEB's mission, goals and policies, and act in RCEB's best interests even if the interests of RCEB conflict with an individual Director's best interests.
- **Active and Effective Participation:** To attend and actively (and effectively) participate in Board meetings and any other meeting where the business of the RCEB is discussed (including standing committee meetings). Requirement of active and effective participation also applies to timely communication via email or review of documents to enable the business of the RCEB to be conducted in a timely manner ~~(needs to align with Bylaws)~~.
    - To be on time.
    - To be prepared, including having read the agenda and materials prior to meeting and be ready to discuss matters that have been identified for discussion in the agenda or other materials.
    - Update the standing committees' records after committee meetings, identify items for discussion and prepare slides for meetings.
    - To do the needful to meet deadlines for tasks and responsibilities.
- **Participation in Committees:** To join and actively participate in (a) committee(s) each year.
    - To attend and participate in committee meetings and take on tasks as needed or requested.
      Is this a board requirement related to code of conduct? Should align with Bylaws.
- **Skills, Expertise and Contacts:** To volunteer skills, experience, and contacts in service to RCEB's goals and needs.
- **Represent RCEB:** To represent RCEB in a positive and supportive manner at all times and in all places. To seek the involvement and interest of the community in RCEB's programs and activities.
- **Personal Attitude:** To be friendly and collegial, to build a relationship of trust and respect the perspectives and contributions of fellow Board members and staff, and to set aside ~~my~~ personal interests in Board discussions and votes.
- **Standard for and Manner of Service:** To serve with humility, respect, concern, courtesy, and responsiveness in carrying out the organization's mission and demonstrate the highest standards of personal integrity, truthfulness, honesty, and fortitude in all our activities in order to inspire confidence and trust in our activities.
- **Engagement:** To engage with fellow Board members, the Executive Director, RCEB staff, consumers, their families and community members with ~~use~~ respect, empathy and sensitivity and make efforts to avoid offensive or malicious language or statements that could be considered disrespectful, bullying, threatening or

intimidating. Board members should not make disparaging remarks about age, gender, race, ethnicity, disability, religious orientation, or sexual orientation of other Board members, the Executive Director, RCEB staff, consumers or families. Good faith efforts should be made toward cultural sensitivity.

- **No Obtaining of Improper Benefits:** Avoid representing oneself on behalf of, or as a spokesperson, for RCEB or the Board of Directors without prior expressed consent of the Board of Directors or RCEB. This does not mean you cannot identify yourself as a RCEB Director of the Board; however, you cannot use your position as a Director to obtain or attempt to obtain any benefit that you would not otherwise be entitled ~~to~~.
- **Sign and adhere to Code of Conduct:** Annually, or upon seating on the Board, acknowledge and sign the Code of Conduct pledge, a copy of which is attached hereto as Exhibit A.

4. Failure to Adhere

In the event that a Board member fails to adhere to the Code of Conduct Policy, a complaint may be filed with the President of the Board of Directors, or any other Officer of the Board, or the Human Resources Director ("**HRD**"). All complaints will be investigated promptly, resulting in a recommended resolution if noncompliance is found.

Commented [SM1]: Note for Aaron: Who will conduct the investigation and how? Could inactivity/silence/non-participation in board meetings and email discussions be treated as a failure to adhere?

Commented [AA2R1]: See below.

5. Procedure

1. Complaints regarding a Board member's conduct which deviates from this Policy should be directed to the Executive Committee. Complaints may be verbal or may be submitted in writing to the RCEB Board at _____. All verbal complaints will be confirmed in writing by the individual receiving the complaint. All complaints submitted to _____ will be provided to the Executive Committee. Should any member of the Executive Committee be the subject of such complaint, that individual shall be recused from all discussion, voting, or any other act regarding the complaint. Failure of an individual on the Executive Committee to recuse themselves from discussion, voting, or any other act regarding the complaint to which they are the subject may subject that individual to further discipline including, but not limited to, recommendations for removal from the board.

2. Complaints will be addressed and investigated by a designee of the Executive Committee and at least one (1) other Board member, which may include the HRD

Commented [SM3]: Note for Aaron: Who could file complaints? Community, RCEB employees besides other board members and ED?

Commented [AA4R3]: It should just be board members. Complaints about board member conduct should go through the whistleblower process. This is meant to be an internal policing policy.

Commented [SM5]: Note to Aaron: Given the next sentence, not sure if verbal complaints would work. Plus there might be a potential for abuse or there may be difficulty in investigating if different recollection of different folks hearing the complaint causes confusion.

Commented [AA6R5]: Added language to help correct.

and/or outside counsel.

In the event that noncompliance with the Code of Conduct is found, a resolution will be recommended by the Executive Committee. Depending upon the nature and frequency of the noncompliance, recommended resolutions may range from counseling the Board member, to providing additional training, to a recommendation of removal from the Board for cause, among other remedial actions commensurate with the severity of the offense. –In recommending a resolution, the Executive Committee may take into consideration conduct that is related to the presence of a developmental disability and may make an accommodation.

Commented [SM7]: Note for Aaron: In which situations would they be looped in? We need a clear process to avoid allegations of bias and discrimination if the complaint is only addressed by the ED designee.

Commented [AA8R7]: Typically, investigations are conducted by the designee unless the complaint is about a member of the executive committee in which case HRD and/or outside counsel are used

EXHIBIT A

CODE OF CONDUCT

Commented [SM9]: To be revised as necessary in light of redlines above.

I, _____, recognize the important roles and responsibilities that I am undertaking in serving as a member of the Board of Directors of the RCEB. I hereby pledge to carry out in a trustworthy and diligent manner the duties and obligations in my role as Board member:

- To support RCEB's mission, goals and policies, and act in RCEB's best interests.
- To attend and actively participate in Board meetings.
  - To be on time.
  - ~~To be prepared, including having read the agenda and materials prior to meeting.~~To be prepared, including having read the agenda and materials prior to meeting and be ready to discuss matters that have been identified for discussion in the agenda or other materials.
  - Update the standing committees' records after committee meetings, identify items for discussion and prepare slides for meetings.
  - To do the needful to meet deadlines for tasks and responsibilities.
  - ~~o~~
- To join and actively participate in at least one committee each year.
  - To attend committee meetings and take on tasks as needed or requested.

- To volunteer skills, experience, and contacts in service to RCEB's goals and needs.
- To represent RCEB in a positive and supportive manner at all times and in all places. To seek the involvement and interest of the community in RCEB's programs and activities.
- To respect the perspectives and contributions of fellow Board members and staff, and to set aside my personal interests in Board discussions and votes.
- To serve with respect, concern, courtesy, and responsiveness in carrying out the organization's mission and demonstrate the highest standards of personal integrity, truthfulness, honesty, and fortitude in all our activities in order to inspire confidence and trust in our activities.
- To use sensitivity and make efforts to avoid offensive or malicious language or statements that could be considered bullying, threatening or intimidating. Board members should not make disparaging remarks about age, gender, race, ethnicity, disability, religious orientation, or sexual orientation of other Board members, the Executive Director, RCEB staff, consumers or families. Good faith efforts should be made toward cultural sensitivity.
- Avoid representing myself on behalf of, or as a spokesperson, for RCEB or the Board of Directors without prior expressed consent of the Board of Directors or RCEB. This does not mean you cannot identify yourself as a RCEB Director of the Board; however, you cannot use your position as a Director to obtain or attempt to obtain any benefit that you would not otherwise be entitled.

_____ _____

Signature Date

PERFORMANCE MEASURES AND DATA SOURCES

Performance Measures in this attachment include measure details, data sources and descriptions. The measures have been realigned into the focus areas below. Each focus area has Performance Measures set by the Department in accordance with Welfare & Institutions Code (WIC) 4629, 4620.5 or both.

Community Integration

Measures	RCEB's Data Source	RCEB Activities
Number and percent of adults living independently with or without supports.	FY 2023–24 Year-End Report: RCEB reported 80.44% of adults living in home settings as of June 2024. The report defines home settings as independent living, supported living, Adult Family Home Agency homes, and family homes.	• Development of affordable housing i.e., Section 8 vouchers, affordable housing set- asides. Housing specialist to focus on addressing housing issues including those experiencing homelessness. • Provide information to consumers on affordable housing options as they become available. • Continue to work with local housing agencies to develop inclusive, accessible and affordable housing. • Share housing resources available with all interested through a list serve.
Number and percent of adults residing in adult Family Home Agency homes.	FY 2023–24 Year-End Report: AFHA homes are included within the report's 80.44% adult home-setting measure; the summary report does not separately provide the AFHA percentage.	• Provide support to new FHA providers and encourage the expansion of this service. • Provide information on this living option annually at Transition Fairs and during RCEB's living options workshops. • Hold a training during the 2026 calendar year for transition and adult case managers focused on FHA supports. • Offer an annual opportunity for all FHA providers to meet with case managers.
Number and percent of adults residing in family homes (home of parent or guardian) Ages: • 18 to 35 years • 36 to 50 years • 51+ years	FY 2023–24 Year-End Report: Family-home residence is included within the 80.44% adult home-setting measure. The summary report does not provide the requested 18–35, 36–50, and 51+ breakdown.	• Provide families with information regarding caregiver support, in-home support services, and senior resources. • Support families with accessing generic community resources. • Provide funding for services and supports that assist families in keeping their adult son/daughter at home. Adjust services to address the changing needs of the consumer and family. • Prioritize sharing information on social recreational services. • Develop providers for and encourage families to consider Coordinated Family Support Services for those living in the family home. Share new vendors with case managers. • Offer an annual opportunity for all adult respite providers to meet with case managers

DRAFT

Community Integration

Measures	RCEB's Data Source	RCEB Activities
Number and percent of adults residing in home settings.	FY 2023–24 Year-End Report: 80.44% of RCEB adults lived in home settings in June 2024, compared with 83.86% statewide.	• Development of affordable housing i.e., Section 8 vouchers, affordable housing set- asides. Housing specialist to focus on addressing housing issues including those experiencing homelessness. • Provide information to consumers on affordable housing options as they become available. • Continue to work with local housing agencies to develop inclusive, accessible and affordable housing. • Share housing resources available with all interested through a list serve.
Number and percent of minors living in facilities serving > 6.	FY 2023–24 Year-End Report: 0.00% of RCEB children lived in large facilities, compared with 0.02% statewide.	• Almost all children in facilities larger than six beds are adolescents that are receiving treatment in mental health facilities. RCEB will work with families/guardians of children who are ready to move to other housing options such as returning to the family home or moving into more natural living environments. • Collaborate with local counties to support transitions of our mutual children in foster care residing in large facilities. Continue our work on Memorandums of Understanding with our two counties to support these efforts. • Continue our collaborative work with the counties to ensure children in foster care receive adequate resources. • Assure that county social workers are aware of new EBSH homes and CCHs for dually served children. • Hire a fulltime AB 2083 Children and Youth System of Care Coordinator to support children dually served by RCEB and Foster Care.
Number and percent of adults living in facilities serving > 6.	FY 2023–24 Year-End Report: 1.44% of RCEB adults lived in large facilities, compared with 1.46% statewide.	• In residential services orientation, emphasize the need for homes that provide services to fewer than six residents. Continue to encourage the conversion of six-bed homes to 4-bed homes. • Consistent with the CMS final setting rule, encourage larger providers to reduce the number of people residing in homes.

DRAFT

Early Start - Childhood

Measures	RCEB's Data Source	RCEB Activities
Timely Access to Early Start Services • Percent of Individualized Family Service Plans (IFSP) completed within the federally required 45-day timeframe from receipt of referral for all children under the age of three.	The biannual DDS site monitoring visits final report shows RCEB meeting the required 45 day timeframe 92.5% in FY 22/23, and 95% for FY 24/25.	• RCEB assigns a Service Coordinator (SC) before Early Start eligibility is even determined in order to allow for the initial IFSP to be developed at the same time as the eligibility determination evaluation, or tentatively scheduled between the time of the evaluation(s) and the 45 day timeline date – pending eligibility. • RCEB SC receives the intake packet when assigned a new case that clearly notes the 45 day timeline • All SCs are trained to schedule and conduct the initial IFSP meeting along with assessors, by the IFSP date and document any exceptional family circumstances that result in the IFSP meeting happening more than 45 days from the referral date
Provisional Eligibility • Number of children who turn age 5 and continue regional center services through provisional eligibility.	FY 2023–24 Year-End Report: No separate numerical result for this measure is provided in the 9-page summary report.	• The redetermination process begins at the initial IPP meeting, when the SC explains in detail what Provisional eligibility means and what needs to happen before age 5 in order to determine whether the child will continue to be eligible for Lanterman services. Additional informational materials (flowchart, visual timeline, etc.) are also being developed for training purposes and to provide to families and community partners. • As soon as a child receives a qualifying diagnosis, the SC refers to the eligibility team for Lanterman review. • Updated medical/school/therapy records are requested from providers/parents at age 4. • If there is no diagnosis at age 4 ½, the SC refers for testing via RCEB (unless the family has indicated that they do not wish to pursue Lanterman eligibility beyond age 5). • Referral for Lanterman review must happen by age 4 years 9 months.
Submission of Completed Early Start Report (ESR): • Percentage of completed ESR submitted to DDS for children exiting Early Start, inclusive of all required fields.	FY 2023–24 Year-End Report: The combined CDER/ESR currency measure was 99.33% for RCEB, compared with 92.26% in the prior reporting period.	• Early Start (ES) Supervisors are required to confirm that the ESR has been created before they review and approve the initial IFSP for distribution. • ES Supervisors are also required to confirm that the ESR has been closed whenever a Status 1 case is closed or when a Status U or 2 case is transferred to Children's or Young Children. • Managers in Early Start receive and review monthly ESR data reports from DDS to identify and address missing or incomplete ESRs.

DRAFT

Early Start - Childhood

Measures	RCEB's Data Source	RCEB Activities
Planning for Services After Early Start 1.Percentage of children who receive a timely transition meeting at least 90 days prior to their third birthday. 2.Percentage of children transitioning from Early Start to Lanterman Act Services or Provisional Eligibility, who have a completed Individual Program Plan (IPP) no more than 60 days following their third birthday.	FY 2023–24 Year-End Report: No separate numerical result for this measure is provided in the summary report.	**1.** • ES SCs receive a list each month of the children on their caseload who will reach age 30 months in the following month. The list comes with a reminder to send transition planning notification letters to all of those families. • ES SCs are required to maintain a tracker for all of their IFSP review meetings – including transition meeting deadlines. • RCEB meets regularly with SELPAs to build working relationships with district transition coordinators and ensure timely LEA notification and participation in transition meetings. • Early Start families and service providers are all made aware of the transition process and timeline in order to start planning proactively and collectively to meet the timeline **2.** • ES SCs are required to submit Status U and Status 2 cases for transfer within a max of 2 weeks from the 3rd birthday or ongoing eligibility determination (whichever happens last). • Case Assignment Meetings occur on a weekly basis to reassign transfer cases from Early Start. • RCEB's goal is to expedite transfer to ongoing case management once eligibility is determined.

Employment

Measures	RCEB's Data Source	RCEB Activities
Number and percentage of individuals ages 16-64 with earned income.	FY 2023–24 Year-End Report: 2,326 RCEB individuals had earned income; 17.53% of RCEB individuals ages 16–64 had earned income.	• Employment Specialist will host ongoing trainings for providers and case management, collaborate with DOR and expand LPA, continue employment task force, conduct outreach to transition age, secondary education and adult education. • Employment Specialist will actively support development of Coordinated Career Pathways program • Average wages and hours worked for adults engaged in competitive, integrated employment, on behalf of whom incentive payments have been made will increase.

DRAFT

Employment

Measures	RCEB's Data Source	RCEB Activities
Average annual wages for individuals ages 16-64.	FY 2023–24 Year-End Report: RCEB average annual wages were $17,120.	• Employment Specialist will host ongoing trainings for providers and case management, collaborate with DOR and expand LPA, continue employment task force, conduct outreach to transition age, secondary education and adult education. • Employment Specialist will actively support development of Coordinated Career Pathways program • Average wages and hours worked for adults engaged in competitive, integrated employment, on behalf of whom incentive payments have been made will increase.
Number of adults who entered competitive integrated employment following participation in a Paid Internship Program.	FY 2023–24 Year-End Report: 117 RCEB adults entered competitive, integrated employment following PIP during 2022–23.	• Employment Specialist will host ongoing trainings for providers and case management, collaborate with Department of Rehabilitation (DOR) and expand Local Partnership Agreements (LPA), continue local employment task force, expand outreach to transition age, secondary education and adult education. • RCEB will post available staff positions with HireAble and encourage other service agencies and counties to consider hiring people served by RCEB. • RCEB will promote best practices for successful employment for those with intensive needs with supported employment providers. • RCEB will set up vendorization for Coordinated Career Pathways (CCP) service providers to plan, coordinate, and provide services to individuals within two years of exiting secondary education to achieve Competitive Integrated Employment.
Percentage of adults who entered competitive integrated employment following participation in a Paid Internship Program.	FY 2023–24 Year-End Report: 9% of RCEB adults entered competitive, integrated employment following PIP during 2022–23.	• Employment Specialist will host ongoing trainings for providers and case management, collaborate with Department of Rehabilitation (DOR) and maintain Local Partnership Agreements (LPA), continue local employment task force, expand outreach to transition age, secondary education and adult education. • RCEB will post available staff positions with HireAble and encourage other service agencies and counties to consider hiring people served by RCEB. • RCEB will promote best practices for successful employment for those with intensive needs with supported employment providers. • RCEB will set up vendorization for Coordinated Career Pathways (CCP) service providers to plan, coordinate, and provide services to individuals within two years of exiting secondary education to achieve Competitive Integrated Employment.

DRAFT

Employment

Measures	RCEB's Data Source	RCEB Activities
Average hourly or salaried wages and hours worked per week for adults who participated in a Paid Internship Program during the prior fiscal year.	FY 2023–24 Year-End Report: RCEB average wage was $16.55/hour **and** RCEB average was 16 hours/week.	• Employment Specialist will collaborate with DOR and maintain LPA, continue employment task force. • RCEB developed an Employment Plan for Fiscal Year 26/27 aligned with the various employment metrics from DDS and will be implemented throughout the year.
Average wages and hours worked for adults engaged in competitive integrated employment on behalf of whom incentive payments have been made.	FY 2023–24 Year-End Report: RCEB average was $17.35/hour **and** 22 hours/week	• Employment Specialist will partner with the community to develop resources that support training and placement for jobs that pay above minimum wage.
Total number of 30-day, 6-month and 12-month incentive payments made for the fiscal year.	FY 2023–24 Year-End Report: 41 payments at $3,000; 6 at $2,500; 52 at $2,000	• Employment Specialist will collaborate with DOR and maintain LPA, continue employment task force, conduct outreach to transition age and secondary education.
Percentage of adults having competitive, integrated employment as a goal/outcome in their IPP and have a job with reportable wages.	FY 2023–24 Year-End Report: 20% of RCEB adults had integrated employment as an IPP goal for July 2020–June 2021.	• Employment Specialist will implement RCEB's Employment Plan for Fiscal Year 26/27. • Employment Specialist will periodically capture and track the percentage of adults having competitive integrated employment goal/outcome in their IPP and have jobs with reportable wages.

DRAFT

Employment

Measures	RCEB's Data Source	RCEB Activities
Data Updates and Reporting • Percentage of individuals ages 16 and older who have updated employment-related information documented in the Client Development Evaluation Report (CDER). • Percentage of individuals ages 16-64 who have an IPP completed in FY 2026-27 and have completed information in the SANDIS Employment Module, inclusive of all fields.	This data was not previously collected. Baselines will be established moving forward.	• During onboarding, SCs are assigned and complete Employment training via LMS. The Employment Specialist also provides supplemental guides and information to support the learning on employment services including Paid Internship Program (PIP) and Competitive Integrated Employment (CIE). • The Talent Development team (training team) in collaboration with the Employment Specialist will develop training content on how to use the SANDIS Employment Module as this training was shared with regional centers in May 2026. • Service Coordinators will receive training on the Employment Module, inclusive of all fields.
Development and Outreach • Implementation of the Employment and Outreach Plan to increase employment opportunities and outcomes for individuals.	This data was not previously collected. Baselines will be established moving forward.	• RCEB developed an Employment Plan for Fiscal Year 26/27 aligned with the various employment metrics from DDS and will be implemented throughout the year. • Increase awareness of employment options and benefits among individuals, families, and the broader community by providing employment outreach materials at community engagements including Transition Fairs, Career Fairs and other workshops. • Create an employment section on the RCEB website to provide current information on employment opportunities and access. • Conduct trainings to strengthen service coordinator (SC) knowledge, tools, and consistency related to employment services. • Provide training and technical assistance to vendors to build provider capacity and collaborate to enhance competitive integrated employment support. • Improve coordination with employers, schools, and cross-system partners, including the local Chambers of Commerce and employers. • Develop training to support vendor/provider education on job development and coaching with the goal of improving conversion rates from Paid Internship Programs (PIP) to Competitive Integrated Employment (CIE).

DRAFT

Equity and Cultural Competency

Measures	RCEB's Data Source	RCEB Activities
Expenditures: In-Home Purchase of Services (POS) Comparison of the POS expenditure amounts for individuals living at home to identify any differences across race, ethnicity and/or language when compared to the per capita average.	FY 2023–24: **Birth–2:** • Asian 16% individuals/16% expenditures; • Black/African American 36%/32%; • Hispanic 10%/12%; • White 12%/12%; • Other 25%/27%. **Ages 3–21:** • Asian 21%/21%; • Black/African American 30%/20%; • Hispanic 12%/17%; • White 16%/21%; • Other 21%/21%. **Ages 22+:** • Asian 16%/13%; • Black/African American 17%/12%; • Hispanic 21%/21%; • White 35%/46%; • Other 10%/9%. The report also includes American Indian/Alaska Native and Native Hawaiian/Other Pacific Islander categories, each reported at 0%	RCEB will complete the following: • Conduct an analysis of services provided in-home for individuals living in the family home (residence codes 11, 78, 80), by race, ethnicity and preferred language. This will serve as a baseline. • Compare each group's per-capita expenditures to the overall average. • Identify significant variances and/or differences and disparities. • Assess potential contributing factors or barriers that may be contributing to differences in service access. • The Language Access & Community Engagement team will implement targeted engagement with the various language and cultural groups to educate, inform and better understand the needs. • Monitor expenditure patterns over time to evaluate whether variances change and disparities are reduced over time.
Expenditures: In-Home Respite POS Comparison of POS expenditure amounts for all respite services delivered to people living in family homes, across race, ethnicity and language, when compared to the per capita average.	FY 2023–24 RCEB per-capita POS expenditures were: • English $29,518; • Spanish $10,997; • Cantonese Chinese $30,197; • All Other Languages $13,324; • Mandarin Chinese $28,856; • Vietnamese $12,437; • Tagalog $25,611; • American Sign Language $67,850; • Arabic $7,112; • Farsi/Persian $27,199;	RCEB will complete the following: • Conduct an analysis of the amount of respite services delivered to individuals living in family homes (residence codes 11, 78, 80), by race, ethnicity and preferred language. • Compare how much average spending differs by race, ethnicity and language compared to RCEB's overall average. • Assess potential contributing factors or barriers to service access. • The Language Access & Community Engagement team will implement targeted engagement with the various language and cultural groups to educate, inform and better understand the needs. • Monitor expenditure patterns over time to evaluate whether

DRAFT

Equity and Cultural Competency

Measures	RCEB's Data Source	RCEB Activities
	• Hindi $16,179; • Korean $26,788; • Other Asian $14,850; • Other Indo-Iranian $13,432; • Portuguese $11,791; • Urdu $12,975; • Cambodian $15,186; • Mien $7,580; • Other Latin $9,673. The DDS report describes these as overall per-capita POS expenditures by primary language, not specifically respite expenditures.	variances change and disparities are reduced over time.
Service Utilization: Early Start Per capita Early Start Expenditures, separated and compared by race, ethnicity and language preference.	FY 2023–24, • Birth–2 individuals represented Asian 16%, • Black/African American 36%, • Hispanic 10%, • White 12%, • Other 25%; Corresponding POS expenditure percentages were Asian 16%, Black/African American 32%, Hispanic 12%, White 12%, Other 27%. **Important:** The DDS report does not provide a separate Early Start per-capita expenditure amount by language. Therefore, the language-specific portion should not be populated using the overall language POS table. A true language-specific Early Start measure would require an RCEB/DDS extract of POS/CMF data limited to the Early Start population.	RCEB will: • Conduct analysis of POS expenditures for Early Start participants (birth to 36 months) by race, ethnicity and preferred language identified. • Compare how much utilization differs by racial and language preference. • Assess possible contributing factors for differences. • The Language Access & Community Engagement team will implement targeted engagement with the various language and cultural groups to educate, inform and better understand the needs. • Monitor expenditure patterns over time to evaluate whether variances change and disparities are reduced over time.
Linguistic Diversity • Increase number of bilingual staff, including service coordinators, intake staff and first line supervisors, over FY 2025-26 in one of the RC's top 5 languages spoken.	FY 2023–24, the largest reported language populations included English 21,237, Spanish 4,581, Cantonese Chinese 418, Mandarin Chinese 290, Vietnamese 285, and Tagalog 274. RCEB increased bilingual staffing in all five of its top languages. In FY 2025–26, RCEB hired 97 staff into service coordinator, intake, and first-line supervisor positions; 39 (40%) are bilingual in one of RCEB's top 5 languages: Spanish 28, Mandarin 7, Cantonese 5, Vietnamese 1, and Tagalog 1 (4 staff speak both Cantonese and Mandarin).	• RCEB continues to recruit and hire diverse bilingual staff, including service coordinators, intake staff, and first-line supervisors, who bring lived experience and language capacity reflective of the communities within RCEB's catchment area.

DRAFT

Innovation in Service Availability, Delivery and Technology

Measure	RCEB's Data Source	RCEB Activities
Website Accessibility 1. Regional center website meets 100% of Web Contents Accessibility Guidelines 2.1 (WCAG 2.1). 2.Regional center's website meets WCAG 2.2 Guidelines.		• RCEB is convening a website committee comprised of staff who are responsible for website content and are authorized to post. • Conduct ongoing website accessibility audits against WCAG 2.1 and WCAG 2.2 Level AA standards. • Identify, prioritize, and remediate accessibility barriers. • Perform automated and manual testing, including keyboard and assistive-technology testing, • Create a checklist for staff (on the website committee) to be used for checking accessibility. • Train appropriate staff on the checklist. • Establish ongoing monitoring procedures to maintain website accessibility and address new or recurring accessibility issues.

Individual/Family Experience and Satisfaction

Measures	RCEB's Data Source	RCEB Activities
Number and percent of individuals, by race/ethnicity, who are satisfied with the services and supports received by the family and family member.	Specific NCI data from the FY 2023–24 RCEB report: **Child Family Survey — FY 2021–22** • Total respondents: 275 RCEB • Race Unknown: 71% • Asian: 63% • Black/African-American: 50% • Native Hawaiian/Pacific Islander: N/A • White: 56% • Other: 38% • Hispanic or Latino: 55% • Mixed Race: 55% • Overall: 56% **Adult Family Survey — FY 2021–22** • Total respondents: 497 RCEB • Race Unknown: 65% • American Indian/Alaska Native: 100% • Asian: 69%	• In addition to hiring SCs (Case Managers) who reflect the cultural and language groups of all individuals served, RCEB continues to work with La Familia and the Case Management team that serves our Asian /Pacific Islander communities to identify effective outreach methods in underserved communities. • Utilize Language Access and Cultural Competency Funds to identify and support community organizations in the Black/African-American Community that RCEB can collaborate with to outreach to and support individuals and families in the community. • Support local community-based organizations with participation in events, provision of data, and other needs in their targeted outreach to underserved communities as part of disparity grants.

DRAFT

Individual/Family Experience and Satisfaction

Measures	RCEB's Data Source	RCEB Activities
	• Black/African-American: 64% • Native Hawaiian/Pacific Islander: 50% • White: 61% • Other: 0% • Hispanic or Latino: 74% • Mixed Race: 43% • Overall: 64% **Family Guardian Survey — FY 2021–22** • Total respondents: 481 RCEB • Race Unknown: 34% • American Indian/Alaska Native: 50% • Asian: 79% • Black/African-American: 70% • Native Hawaiian/Pacific Islander: N/A • White: 85% • Other: 50% • Hispanic or Latino: 71% • Mixed Race: 77% • Overall: 78%	
Number and percent of individuals, by race/ethnicity, whose IPP/IFSP includes all of the services and supports needed.	The FY 2023–24 Year-End Report reports IPP requirements met: 94.41% and IFSP requirements met: 90.1% for the current reporting period ending June 2024. These are compliance measures, not race/ethnicity-specific NCI satisfaction percentages. The report does not provide a race/ethnicity breakdown for whether IPP/IFSP includes all needed services and supports.	• RCEB will continue to send current IPP/IFSP surveys. • RCEB will review and act on issues raised in surveys that are both individual and systemic. • RCEB will transition to reviewing data from the new satisfaction surveys that DDS will begin to send for areas in which to take action to improve satisfaction.

DRAFT

Individual/Family Experience and Satisfaction

Measures	RCEB's Data Source	RCEB Activities
Number and percent of individuals who feel that services and supports have made a positive difference in the life of their family member.	No corresponding FY 2023–24 RCEB-specific result is reported in the FY 2023–24 Year-End Report. The report contains NCI satisfaction results, but the published RCEB FY 2023–24 Year-End Report does not provide a separate table for this specific measure regarding whether services and supports made a positive difference. The NCI survey results that are included are from FY 2021–22.	• RCEB will continue to send current IPP/IFSP surveys. • RCEB will continue to hire bilingual, bicultural staff. • Continue to support efforts so providers can identify staff who are bilingual and bicultural. As soon as the bilingual stipends for staff of providers are introduced, extend trainings and supports to providers to utilize. • Continue development of support to provide effective communication access for those who use ASL. • RCEB has opened California's first DEAF+ (Deaf Plus) home specifically designed for those who are Deaf/Hard of Hearing. • Translate Informational material distributed by RCEB into threshold languages in our community. • RCEB will utilize Language Access and Cultural Competency Funds to assess the need for translation into additional languages. • Provide Spanish translation at all public meetings and individuals and families can request translation and interpretation in other languages with advance notice • Support efforts to increase language access within the self determination program through translation, identification of bilingual bicultural independent facilitators and in Financial Management Service agencies
Individual Program Plan experience: • Percent of IPP surveys received by the Department compared to total number of IPP's completed per quarter (locked/ distributed)	The FY 2023–24 RCEB Year-End Report reports an IPP requirements compliance percentage of 94.41%, but it does not report the percentage of IPP surveys received by DDS compared with IPPs locked/distributed. Therefore, the 94.41% should not be used as the IPP survey response rate.	• RCEB case managers will continue to be trained to review with individuals served and families, all areas of the Standardized IPP signature page including the QR Code for the survey. • RCEB is establishing a reminder section of the RCEB Newsletter with a link for individuals served and their families to use the QR Code when they have their IPP meetings.

DRAFT

Person Centered Planning

Measures	RCEB's Data	RCEB Activities
Person Centered Facilitation Skills • Regional centers have one certified person- centered plan facilitation trainer employed for every 10,000 people enrolled in services.	FY 2023–24 performance measures page identifies Person-Centered Planning Facilitation Trainer(s) as a FY 2023–24 regional-center performance measure and RCEB had added two certified trainers.	• As of FY 2025-26 RCEB has four certified PCT Trainers, two of whom are certified PCT Mentors. • By the end of 2026, PCT trainers will have trained 6 times, and training will continue in 2027.
Informational Outreach to Individuals and Families • Implementation of the informational outreach to individuals and families about person-centered practices.	The FY 2023–24 RCEB could not track this reporting as RCEB had added two certified trainers during this FY and will continue to monitor and anticipate tracking mechanism in the following years.	• Using HCBS funds, RCEB will have an ambassador program of people served to present HCBS and PCT principles at fairs and gatherings. Realizing the term "HCBS" in itself doesn't draw attention, this project will also work at "rebranding" the concepts to generate more interest. In addition to the in-person presentations, the project will create social media clips that can be circulated to a larger audience. • RCEB will have an HCBS/PCT concept training video for families and people served linked on our internet. • RCEB will track the number of in person presentations • RCEB will track the number of views on social media. • RCEB will report these numbers on the HCBS Portal

Service Coordination and Regional Center Operations

Measure	RCEB's Data Source	RCEB Activities
The regional center achieves an unqualified independent audit with no material finding(s).	RCEB FY 2023–24 Performance Contract Year-End Report, Summer 2024, p. 3. FY 2023–24 result: YES. RCEB passed its independent audit for the current reporting period.	• RCEB will continue to maintain strict financial controls per industry standards and have an unqualified independent audit with no material findings.
The regional center achieves substantial compliance with the Department fiscal audit.	DDS – RCEB FY 2023–24 Performance Contract Year-End Report, Summer 2024, p. 3. FY 2023–24 result: YES. RCEB did not overspend its operations budget during the current reporting period.	• Based on DDS internal document criteria RCEB will be in compliance with the DDS fiscal audit. • RCEB has hired a Compliance Manager
The regional center operates within operations budget.	RCEB FY 2023–24 Performance Contract Year-End Report, Summer 2024, p. 3. FY 2023–24 result: YES. RCEB did not overspend its operations budget during the current reporting period.	• RCEB maintains systems to ensure actual expenditures plus late bills will not exceed OPS budget.

DRAFT

Service Coordination and Regional Center Operations

Measure	RCEB's Data Source	RCEB Activities
Compliance with Vendor Audit Requirements per contract, Article III, Section 9. • The number of vendor audits completed compared to the number of vendor audits required per Article III, Section 9 of the Regional Center/Department Contract.	RCEB FY 2023–24 Performance Contract Year-End Report, Summer 2024, p. 3. FY 2023–24 result: MET. RCEB audited vendors as required during the current reporting period.	• RCEB will identify and maintain an annual schedule of all vendor audits required under Article III, Section 9 of the Regional Center/Department contract.
Percentage of status 2 and U clients who have a Client Development Evaluation Report (CDER) updated or reviewed within the past 365 days.	RCEB FY 2023–24 Performance Contract Year-End Report, Summer 2024, p. 3. FY 2023–24 result: 99.33%. The report states that CDERs and ESRs are updated as required: 99.33%. DDS explains that CDER is the Client Development Evaluation Report and ESR is the Early Start Report. The percentage is a weighted composite based on the regional center's Status 1 and Status 2 caseloads.	• For ages 3 and up, RCEB will maintain a tracking process to capture CDER dates for status 2 and U. • Service Coordinators will be provided with a tickler/tracker to prompt when CDERs are due 30 and 60 days prior to expiration. • Percentage of completion will continue to be tracked on an ongoing basis.

DRAFT

Service Coordination and Regional Center Operations

Measure	RCEB's Data Source	RCEB Activities
Intake/assessment timelines for individuals ages 3 and older. • The percentage of Intake/assessments completed on time compared to the total number of intake and assessments completed by the regional center within the reporting period.	RCEB FY 2023–24 Performance Contract Year-End Report, Summer 2024, p. 3. FY 2023–24 result: 70.53%. 70.53% of intake/assessment timelines for individuals age 3 or older met the applicable measure during the current reporting period. The report also states that this decreased from 77.67% in the prior reporting period.	• RCEB will maintain an intake and assessment tracking process that identifies required completion dates and monitors the status of all open assessments for individuals of all ages. • Create a dashboard/tracking system to capture the percentage of intake/assessments completion dates for individuals ages 3 and older compared to all other intakes. • Monitor upcoming assessment due dates through routine case reviews, supervisory oversight, and tracking reports to identify assessments at risk of being completed late. • Conduct routine supervisory reviews of pending and overdue assessments and provide follow-up to staff on cases approaching or exceeding required timelines. • Provide ongoing staff training and technical assistance regarding intake/assessment timelines, documentation requirements, and strategies for preventing delays • Review intake/assessment timeliness data at least monthly to monitor performance, identify trends and root causes of untimely assessments, and implement corrective actions as needed. • Track the percentage of intake/assessments completed on time compared with the total number completed during each reporting period and use the results to inform quality improvement activities.
Percentage of Individual Program Plan's for individuals enrolled in a federal waiver that meet requirements outlined in WIC 4646 and 4646.5	RCEB FY 2023–24 Performance Contract Year-End Report, Summer 2024, p. 3. FY 2023–24 result: 94.41%. RCEB's IPP requirements met: 94.41% for the current reporting period. This is the DDS-reported IPP compliance measure.	• This data is tracked and followed by the QIDP team on a monthly basis. • QIDP will monitor this progress through a tracking system ongoing.

DRAFT

Service Coordination and Regional Center Operations

Measure	RCEB's Data Source	RCEB Activities
Vendorization • Percentage of vendorization that meet the regulatory 45-day timeline in the Decision Stage. • Average number of days from application submissions to final decision on vendorization approval.	No corresponding vendorization 45-day/average-days result is reported in the FY 2023–24 RCEB Year-End Report. • The current Provider Directory vendorization system was launched later, in October 2024, so it should not be retroactively used as the FY 2023–24 source.	• RCEB will gather this information from the portal twice a year. • RCEB will analyze that information and troubleshoot corrections for issues and missed timelines. • RCEB will attend DDS office hours and share problems and issues that are presenting.
Substantial compliance with HCBS Final Settings Rule: Community Settings requirements. • The number of HCBS settings vendor audits completed compared to the number of HCBS vendors required to demonstrate compliance with the settings rules.	RCEB HCBS Waiver Monitoring Review. In FY 23/24 there were 593 reviews completed out of 593 needing to be completed = 100%	• RCEB is using a combination of QA employees and contractors to provide the annual HCBS evaluation at all required settings. • RCEB will report to DDS, via the Portal, the number of locations needing review, the number reviews completed, the tools used to determine compliance, and types of Corrective Action Plans on July 31, 2027, and December 31 2027. • RCEB will offer a 2 day mandatory HCBS training for new homes and day services. The number of participants will be tracked. • RCEB will have a HCBS Implementation Lab where vendors can meet with experts in the field to "brain storm potential solutions to challenges and issues. The number of participants will be tracked and reported in the HCBS portal. • RCEB will have a free 5 and 10 part module on the HCBS for DSPs to enroll in for deeper understanding. Attendance will be tracked and reported in the HCBS portal.
Medicaid Waiver Enrollment • Of the total number of regional center individuals who meet 1915c eligibility, the percentage of those who are enrolled in a federal waiver, separated by waiver type.	RCEB FY 2023–24 Performance Contract Year-End Report, Summer 2024, p. 3. FY 2023–24 result: YES – Participates in the federal waiver. The Year-End Report reports "Participates in the federal waiver – Yes" for the current reporting period. However, it does not provide the percentage enrolled by waiver type requested by this measure.	• RCEB will maintain a process for routine evaluation of all cases to identify possible waiver eligible cases. • RCEB will continue to be trained to alert QIDPs when an individual becomes eligible for MediCal. • QIDP team will maintain a tracking system that includes waiver type. • QIDP team monitors ongoing eligibility of cases who qualify.

DRAFT

Service Coordination and Regional Center Operations

Measure	RCEB's Data Source	RCEB Activities
Special Incident Reports (SIRs) are submitted within the required timeframes. • The percentage of SIR reports submitted by the vendor and regional center within the required timeframes.	RCEB HCBS Waiver Monitoring Follow-Up Report 2024. The January 2024 DDS follow-up review found that RCEB vendors reported 9 of 10 (90%) sampled special incidents within required timeframes and RCEB reported 8 of 10 (80%) to DDS within required timeframes. These are sample-based HCBS monitoring results, not an annual FY 2023–24 percentage for all SIRs.	• RCEB will monitor these numbers as reported to us by Mission. • RCEB will review these stats at the every other month Risk Management meeting. • RCEB will offer 3 to 4 SIR trainings to vendors. Those who have struggled repeatedly with not meeting the deadline will attend as a part of a CAP.
Choice of Services within Regional Centers • Number of vendors for each core service type, delivering services within the regional center catchment area, reported by zip code.	No corresponding FY 2023–24 result reported in the RCEB Year-End Report. The report does not provide a vendor-by-service-code-by-ZIP-code table. Therefore, the number of vendors should be pulled directly from the applicable RCEB/SANDIS query rather than inferred from another DDS table.	• RCEB will run a query in SANDIS to gather this information.
Timely Authorizations • Number of days between individual program plan (IPP) review and service authorization, reported as an average and range.	No corresponding FY 2023–24 result reported in the RCEB Year-End Report. The FY 2023–24 report does not provide the average/range of days between IPP review and final service authorization. The correct source would be the underlying IPP and Uniform Fiscal System authorization records.	• Case management will create a tool by team to monitor the timeline between IPP inception and completion of service authorization tasks. • These timelines are monitored by Case Management Supervisors and tied to Case Manager performance.
Service Coordinator Competency • Number of new service coordinators who completed all requirements within the training standards and competencies.	No corresponding FY 2023–24 result reported in the RCEB Year-End Report.	• RCEB has implemented a cohort-based onboarding, which is held on average every couple of months. • RCEB's Talent Development Team tracks the number of new service coordinators who complete all requirements within the training standards and competencies.
Benefits - Medical Insurance Information	No corresponding FY 2023–24 result reported in the RCEB Year-End Report. The FY 2023–24 Year-End Report does not report a percentage for completeness/up-to-date medical insurance information in SANDIS. The appropriate underlying source is the SANDIS ID/Insurance field and Medical tab.	• SCs are required to obtain medical information from each individual on an annual basis. • All information individuals are willing to share gets documented in SANDIS under the Medical tab by the SC within 30 days following the IPP meeting.

DRAFT

RCEB Board and Standing Committee Meetings, 2027: Proposed Calendar (v1, draft for review, November 11, 2026)

Status flags a meeting that falls on a federal or California holiday (reschedule), a notice deadline that falls on a holiday or weekend (post early), and weekend deadlines. Holiday list is on the Holidays 2027 tab; edit it if RCEB observes a different set.

Date	Day	Time	Meeting	Type	Bylaws basis	Schedule pattern source	Holiday on meeting date	7-day notice deadline	Holiday on notice deadline	Status	Notes
Jan 13, 2027	Wednesday	5:00 PM	Budget & Finance Committee	Standing committee	§8.4(b): no set frequency; reviews expenditure reports for the Board	Practice (2026–27 calendar): 2nd Wednesday, Board months		Jan 6, 2027		OK	
Jan 13, 2027	Wednesday	6:00 PM	Executive Committee	Standing committee	§8.4(a)(4): at call of the President or two members; 7-day notice to members	Practice (2026–27 calendar): 2nd Wednesday, Board months		Jan 6, 2027		OK	
Jan 25, 2027	Monday	5:30 PM	Supports & Services	Standing committee	§8.4(e)(1): every other month, 1.5	Bylaws + SSC Charter §V		Jan 18, 2027	Martin Luther King Jr. Day	Post early: notice deadline is	Overlaps the Diversity &
Jan 25, 2027	Monday	6:00 PM	Diversity & Equity	Standing committee	§8.4(d)(3): monthly, 1 hour	Bylaws		Jan 18, 2027	Martin Luther King Jr. Day	Post early: notice deadline is	Overlaps SSC (5:30–7:00 PM).
Jan 25, 2027	Monday	7:00 PM	**Board of Directors**	Board	§5.10(b): at least 9 regular	Practice (2026–27		Jan 18, 2027	Martin Luther King Jr. Day	Post early: notice deadline is	Also proposed as the adjourned
Feb 10, 2027	Wednesday	5:00 PM	Budget & Finance Committee	Standing committee	§8.4(b): no set frequency; reviews expenditure reports for the Board	Practice (2026–27 calendar): 2nd Wednesday, Board months		Feb 3, 2027		OK	
Feb 10, 2027	Wednesday	6:00 PM	Executive Committee	Standing committee	§8.4(a)(4): at call of the President or two members; 7-day notice to members	Practice (2026–27 calendar): 2nd Wednesday, Board months		Feb 3, 2027		OK	
Feb 22, 2027	Monday	6:00 PM	Diversity & Equity	Standing committee	§8.4(d)(3): monthly, 1 hour	Bylaws		Feb 15, 2027	Presidents' Day (Washington's	Post early: notice deadline is	
Feb 22, 2027	Monday	7:00 PM	**Board of Directors**	Board	§5.10(b): at least 9 regular	Practice (2026–27		Feb 15, 2027	Presidents' Day (Washington's	Post early: notice deadline is	
Mar 10, 2027	Wednesday	5:00 PM	Budget & Finance Committee	Standing committee	§8.4(b): no set frequency; reviews expenditure reports for the Board	Practice (2026–27 calendar): 2nd Wednesday, Board months		Mar 3, 2027		OK	

Mar 10, 2027	Wednesday	6:00 PM	Executive Committee	Standing committee	§8.4(a)(4): at call of the President or two members; 7-day notice to members	Practice (2026–27 calendar): 2nd Wednesday, Board months		Mar 3, 2027		OK	
Mar 22, 2027	Monday	5:30 PM	Supports & Services Committee	Standing committee	§8.4(e)(1): every other month, 1.5 hours before the Board	Bylaws + SSC Charter §V		Mar 15, 2027		OK	Overlaps the Diversity & Equity Committee at 6:00 PM (both times set by the Bylaws).
Mar 22, 2027	Monday	6:00 PM	Diversity & Equity Committee	Standing committee	§8.4(d)(3): monthly, 1 hour before the Board; agenda to members a week ahead	Bylaws		Mar 15, 2027		OK	Overlaps SSC (5:30–7:00 PM).
Mar 22, 2027	Monday	7:00 PM	**Board of Directors**	Board	§5.10(b): at least 9 regular meetings a year; times set annually by the Board	Practice (2026–27 calendar): 4th Monday		Mar 15, 2027		OK	
Apr 14, 2027	Wednesday	5:00 PM	Budget & Finance Committee	Standing committee	§8.4(b): no set frequency; reviews expenditure reports for the Board	Practice (2026–27 calendar): 2nd Wednesday, Board months		Apr 7, 2027		OK	
Apr 14, 2027	Wednesday	6:00 PM	Executive Committee	Standing committee	§8.4(a)(4): at call of the President or two members; 7-day notice to members	Practice (2026–27 calendar): 2nd Wednesday, Board months		Apr 7, 2027		OK	
Apr 26, 2027	Monday	6:00 PM	Diversity & Equity Committee	Standing committee	§8.4(d)(3): monthly, 1 hour before the Board; agenda to members a week ahead	Bylaws		Apr 19, 2027		OK	
Apr 26, 2027	Monday	7:00 PM	**Board of Directors**	Board	§5.10(b): at least 9 regular meetings a year; times set annually by the Board	Practice (2026–27 calendar): 4th Monday		Apr 19, 2027		OK	

May 12, 2027	Wednesday	5:00 PM	Budget & Finance Committee	Standing committee	§8.4(b): no set frequency; reviews expenditure reports for the Board	Practice (2026–27 calendar): 2nd Wednesday, Board months		May 5, 2027		OK	
May 12, 2027	Wednesday	6:00 PM	Executive Committee	Standing committee	§8.4(a)(4): at call of the President or two members; 7-day notice to members	Practice (2026–27 calendar): 2nd Wednesday, Board months		May 5, 2027		OK	
May 24, 2027	Monday	5:30 PM	Supports & Services Committee	Standing committee	§8.4(e)(1): every other month, 1.5 hours before the Board	Bylaws + SSC Charter §V		May 17, 2027		OK	Overlaps the Diversity & Equity Committee at 6:00 PM (both times set by the Bylaws).
May 24, 2027	Monday	6:00 PM	Diversity & Equity Committee	Standing committee	§8.4(d)(3): monthly, 1 hour before the Board; agenda to members a week ahead	Bylaws		May 17, 2027		OK	Overlaps SSC (5:30–7:00 PM).
May 24, 2027	Monday	7:00 PM	**Board of Directors**	Board	§5.10(b): at least 9 regular meetings a year; times set annually by the Board	Practice (2026–27 calendar): 4th Monday		May 17, 2027		OK	
Jun 9, 2027	Wednesday	5:00 PM	Budget & Finance Committee	Standing committee	§8.4(b): no set frequency; reviews expenditure reports for the Board	Practice (2026–27 calendar): 2nd Wednesday, Board months		Jun 2, 2027		OK	
Jun 9, 2027	Wednesday	6:00 PM	Executive Committee	Standing committee	§8.4(a)(4): at call of the President or two members; 7-day notice to members	Practice (2026–27 calendar): 2nd Wednesday, Board months		Jun 2, 2027		OK	
Jun 28, 2027	Monday	6:00 PM	Diversity & Equity Committee	Standing committee	§8.4(d)(3): monthly, 1 hour before the Board; agenda to members a week ahead	Bylaws		Jun 21, 2027		OK	

Jun 28, 2027	Monday	7:00 PM	**Board of Directors**	Board	§5.10(b): at least 9 regular meetings a year; times set annually by the Board	Practice (2026–27 calendar): 4th Monday		Jun 21, 2027		OK	
Sep 3, 2027	Friday	TBD	Membership Development Committee: approve officer slate (latest date)	Standing committee	§8.4(c)(3)–(5): meets periodically; prepares the officer slate before the annual meeting	Officer Election Procedure v2: at least 3 weeks before the September Board meeting		Aug 27, 2027		OK	Three weeks before Sep 27 is Mon, Sep 6 (Labor Day), so the latest workable date is Fri, Sep 3.
Sep 8, 2027	Wednesday	5:00 PM	Budget & Finance Committee	Standing committee	§8.4(b): no set frequency; reviews expenditure reports for the Board	Practice (2026–27 calendar): 2nd Wednesday, Board months		Sep 1, 2027		OK	
Sep 8, 2027	Wednesday	6:00 PM	Executive Committee	Standing committee	§8.4(a)(4): at call of the President or two members; 7-day notice to members	Practice (2026–27 calendar): 2nd Wednesday, Board months		Sep 1, 2027		OK	
Sep 27, 2027	Monday	5:30 PM	Supports & Services Committee	Standing committee	§8.4(e)(1): every other month, 1.5 hours before the Board	Bylaws + SSC Charter §V		Sep 20, 2027		OK	Overlaps the Diversity & Equity Committee at 6:00 PM (both times set by the Bylaws).
Sep 27, 2027	Monday	6:00 PM	Diversity & Equity Committee	Standing committee	§8.4(d)(3): monthly, 1 hour before the Board; agenda to members a week ahead	Bylaws		Sep 20, 2027		OK	Overlaps SSC (5:30–7:00 PM).
Sep 27, 2027	Monday	7:00 PM	**Board of Directors**	Board	§5.10(b): at least 9 regular meetings a year; times set annually by the Board	Practice (2026–27 calendar): 4th Monday		Sep 20, 2027		OK	MDC presents the officer slate: the regular meeting 2 months before the annual meeting (Bylaws §6.2(b), §8.4(c)(5)).

Oct 13, 2027	Wednesday	5:00 PM	Budget & Finance Committee	Standing committee	§8.4(b): no set frequency; reviews expenditure reports for the Board	Practice (2026–27 calendar): 2nd Wednesday, Board months		Oct 6, 2027		OK	
Oct 13, 2027	Wednesday	6:00 PM	Executive Committee	Standing committee	§8.4(a)(4): at call of the President or two members; 7-day notice to members	Practice (2026–27 calendar): 2nd Wednesday, Board months		Oct 6, 2027		OK	
Oct 25, 2027	Monday	6:00 PM	Diversity & Equity Committee	Standing committee	§8.4(d)(3): monthly, 1 hour before the Board; agenda to members a week ahead	Bylaws		Oct 18, 2027		OK	
Oct 25, 2027	Monday	7:00 PM	**Board of Directors**	Board	§5.10(b): at least 9 regular meetings a year; times set annually by the Board	Practice (2026–27 calendar): 4th Monday		Oct 18, 2027		OK	Additional officer nominations, each with 3 Board sponsors (Bylaws §6.2(b)). Director nominations if seats are open (§5.5).
Nov 7, 2027	Sunday	—	Membership Development Committee: director slate filed with the Secretary (deadline)	Standing committee	§8.4(c)(5): file the director slate at least 15 days before the annual meeting	Bylaws		Oct 31, 2027		Weekend date: move to the prior business day	Only if director seats are up for election at the annual meeting.
Nov 10, 2027	Wednesday	5:00 PM	Budget & Finance Committee	Standing committee	§8.4(b): no set frequency; reviews expenditure reports for the Board	Practice (2026–27 calendar): 2nd Wednesday, Board months		Nov 3, 2027		OK	
Nov 10, 2027	Wednesday	6:00 PM	Executive Committee	Standing committee	§8.4(a)(4): at call of the President or two members; 7-day notice to members	Practice (2026–27 calendar): 2nd Wednesday, Board months		Nov 3, 2027		OK	

Nov 22, 2027	Monday	5:30 PM	Supports & Services Committee	Standing committee	§8.4(e)(1): every other month, 1.5 hours before the Board	Bylaws + SSC Charter §V		Nov 15, 2027		OK	Overlaps the Diversity & Equity Committee at 6:00 PM (both times set by the Bylaws).
Nov 22, 2027	Monday	6:00 PM	Diversity & Equity Committee	Standing committee	§8.4(d)(3): monthly, 1 hour before the Board; agenda to members a week ahead	Bylaws		Nov 15, 2027		OK	Overlaps SSC (5:30–7:00 PM).
Nov 22, 2027	Monday	7:00 PM	**Board of Directors (Annual Meeting)**	Board	§5.10(b): at least 9 regular meetings a year; times set annually by the Board	Practice (2026–27 calendar): 4th Monday		Nov 15, 2027		OK	Annual meeting: election of officers (Bylaws §5.10(b), §6.2(a)). Falls in Thanksgiving week (Nov 25–26).

Count of regular Board meetings	9	*Bylaws §5.10(b) minimum is 9. Nine leaves no cushion if a meeting is lost; consider a reserve date.*
Meetings needing reschedule	0	
Notice deadlines on a holiday	5	

Times follow the 2026–27 RCEB meeting calendar (Board 7:00 PM; committee times set relative to it by the Bylaws). Dates are proposals until the Board sets its 2027 schedule under §5.10(b).

Date	Holiday	Type	Day
Jan 1, 2027	New Year's Day	Federal	Friday
Jan 18, 2027	Martin Luther King Jr. Day	Federal	Monday
Feb 15, 2027	Presidents' Day (Washington's Birthday)	Federal	Monday
Mar 31, 2027	César Chávez Day	California	Wednesday
May 31, 2027	Memorial Day	Federal	Monday
Jun 18, 2027	Juneteenth (observed; Jun 19 is a Saturday)	Federal	Friday
Jul 5, 2027	Independence Day (observed; Jul 4 is a Sunday)	Federal	Monday
Sep 6, 2027	Labor Day	Federal	Monday
Sep 24, 2027	Native American Day	California	Friday
Oct 11, 2027	Columbus Day / Indigenous Peoples' Day	Federal	Monday
Nov 11, 2027	Veterans Day	Federal	Thursday
Nov 25, 2027	Thanksgiving Day	Federal	Thursday
Nov 26, 2027	Day after Thanksgiving	California	Friday
Dec 24, 2027	Christmas Day (observed; Dec 25 is a Saturday)	Federal	Friday
Dec 31, 2027	New Year's Day 2028 (observed; Jan 1 is a Saturday)	Federal	Friday

Sources: federal holidays per US OPM; California state holidays per CalHR (as published lists for 2027, checked Nov 1

1, 2026). Confirm which of these RCEB observes; add or delete rows and the Calendar tab updates.

Body	Bylaws section
Board of Directors	§5.10(a)–(b); §6.2
Executive Committee	§8.4(a)(4)
Budget & Finance Committee	§8.4(b)
Membership Development Committee	§8.4(c)(3)–(5); §6.2(b)
Diversity & Equity Committee	§8.4(d)(3)
Supports & Services Committee	§8.4(e)(1); SSC Charter §V

What the Bylaws require
At least 9 regular meetings a year; Board sets time and place annually; the November meeting is the annual meeting, where officers are elected.
Meets at the call of the President or any two members.
No set frequency; develops and monitors the budget and approves expenditure reports for submission to the Board.
Meets periodically. Officer slate presented at the regular meeting 2 months before the annual meeting; director slate filed with the Secretary at least 15 days before the annual meeting.
Meets monthly, one hour before the Board meeting; agenda to members a week ahead.
Meets every other month, 1.5 hours before the Board meeting; open and publicly noticed (Charter).

2027 pattern used	Notice
4th Monday, 7:00 PM; no meetings in July, August or December (9 meetings).	Notice and agenda posted 7 days ahead (WIC §4661).
2nd Wednesday, 6:00 PM, in Board months.	7 days to members (Bylaws); public notice like the Board (counsel guide, Aug 21, 2026).
2nd Wednesday, 5:00 PM, in Board months.	Public notice required (counsel guide).
Meets as needed; officer slate approved by Sep 3 for the Sep 27 Board meeting.	Public only for slate approval while MDC members are a Board majority (counsel guide).
6:00 PM on Board dates (9 meetings).	Agenda to members 7 days ahead (Bylaws).
5:30 PM on Board dates in Jan, Mar, May, Sep, Nov.	Public notice (Charter).

#	Issue
1	Notice deadlines on holidays: the Jan 25 meetings post on Jan 18 (Martin Luther King Jr. Day) and the Feb 22 meetings on Feb 15 (Presidents' Day).
2	Labor Day (Sep 6) falls on the latest date for the MDC to approve the officer slate three weeks before the Sep 27 Board meeting.
3	The calendar has exactly 9 Board meetings, the Bylaws minimum (§5.10(b)).
4	The Bylaws say D&E meets monthly, but the Board does not meet in July, August or December.
5	SSC (5:30–7:00 PM) and D&E (6:00 PM) overlap in Jan, Mar, May, Sep and Nov because the Bylaws set both times.
6	The Nov 22 annual meeting falls in Thanksgiving week.
7	The director-slate filing deadline (Nov 7) is a Sunday.
8	Exec and B&F are not tied to dates in the Bylaws; the 2nd Wednesday pattern is practice.

Suggested handling
Post agendas and packets by the Friday before (Jan 15 and Feb 12).
Approve the slate by Fri, Sep 3; schedule the MDC meeting in late August.
Hold a reserve date (for example, a July or December Monday) in case a meeting is lost to quorum or notice problems.
Decide whether D&E meets in those months on its own date, or fix the rule in Phase 2 bylaws.
Move one committee in SSC months, and clean up the rule in Phase 2 bylaws.
Confirm quorum early; the officer election requires a quorum (§5.10(d)).
File by Fri, Nov 5, if director seats are up for election.
Adopt the full calendar by Board resolution under §5.10(b) so every date is on record.