

**GOLDEN GATE REGIONAL CENTER BOARD of DIRECTORS
MEETING**

Tuesday, February 18th, 2025, 5:30 PM

Via Zoom Video Conference

and

In-Person at GGRC,1355 Market Street, #220, San Francisco, CA 94103*

- 5:30pm **I. CALL TO ORDER / INTRODUCTIONS** (Jacy Cohen)
- 5:35pm **II. CONSENT AGENDA ITEMS** (Jacy Cohen)
- ACTION** A. Agenda
- ACTION** B. Record of January 21st,2025 Meeting
- 5:40pm **III. PUBLIC COMMENT/ANNOUNCEMENTS** (Jacy Cohen)
- 5:45pm **IV. COMMITTEE REPORTS**
- A. Finance Committee (Michael Bernick)
1. Monthly Financial Statement
- 6:00pm **V. STATE COUNCIL ON DEVELOPMENTAL DISABILITIES**
- A. Update on SCDD Activities (Sheraden Nicholau)
- 6:10pm **VI. COMMITTEE REPORTS** (Continued)
- A. Services Committee (David DeLira)
1. Board Education: Employment Services and Support
- B. Board Operations Updates (Lynn Pulliam)
1. Board Delegate to ARCA (March and June Meetings in Sacramento)
2. March Board Retreat
- C. Service Provider Advisory Committee Updates (Kate O'Connor)
- D. Legislative Committee/ARCA Update (Edith Arias)
1. Grassroots Day
2. Legislative Breakfast in 2025
3. Master Plan Update
- E. Executive Committee Updates (Jacy Cohen)
1. Approval of Edits to GGRC's Performance Contract
- ACTION**
- 6:40 pm **VII. DIRECTOR'S REPORT** (Eric Zigman)
- A. Service Provider Rate Increases

B. New Statewide IPP Template

7:00 pm VIII. **EXECUTIVE SESSION** (if necessary)

* You must RSVP to attend in person or to receive the Zoom meeting information. To RSVP or if you have any questions, please email Aria Alokozai at aalokozai@ggrc.org



Golden Gate Regional Center

Supporting Lives of Liberty and Opportunity

RECORD of February 18th, 2025, 5:30 PM

PRESIDING: Jacy Cohen

DIRECTORS PRESENT: David DeLira
Marta Guzman
Kate O'Connor
Shirley Poitier
JJ Khin
Tracy Bullock

Lynn Pulliam
Michael Bernick
Sharon Jones
Edith Arias

DIRECTORS ABSENT: Brindicy Alcaraz

STAFF: Eric Zigman
Lisa Rosene
Brenda Gonzales
Julian McCarthy

Aria Alokozai
Ihsan Shagiwal
Lop Hou
Sean Galvin

GUESTS: Sheraden Nicholau
Robin Babb
Jennifer Mantle
Jenica Hadley
Chris Aguire
Mariana Abballo

Oscar Arteta
Terry Goodwin
Lilian Ansari
Gita Gupta
Rachel

CALL TO ORDER (Jacy Cohen)

Ms. Cohen called the meeting to order at 5:35 p.m. Welcoming remarks and introductions followed.

CONSENT AGENDA ITEMS (Jacy Cohen)

ACTION A. Agenda

The agenda for today's meeting was approved.

M/S/C (Lynn Pulliam motioned / JJ Khin seconded)

ACTION B. Record of Jan 21^h, 2025, Meeting

No comments or corrections. The minutes were approved.

M/S/C (David Delira motioned/ Kate O'Connor seconded)

PUBLIC COMMENT / ANNOUNCEMENT

Mike Bernick shared that he has been appointed to the Behavioral Oversight and Accountability Commission, which oversees the \$6.3 billion Proposition One bond. His primary interest in serving on this commission is its impact on the community, particularly in relation to mental health services, behavioral health services for the homeless, and how these may affect those served by GGRC. Mike expressed his eagerness to gain a deeper understanding of these services and their effectiveness. He also noted that he would provide an update following the next commission meeting, scheduled for Thursday.

Jacy congratulated Mike on his appointment and expressed confidence that he will be an excellent representative for our community.

Eric provided an update on GGRC, noting that over the past year and a half, GGRC has experienced significant growth, increasing staff from 205 to 320—a 50% expansion in personnel. He praised the HR department and others involved for this accomplishment. As direct service levels increase, GGRC has also proportionally expanded its social work and supervisory teams. Additionally, in February, GGRC appointed an Associate Executive Director (AED). Amanda Pyle, formerly the Director of Community Services, has been promoted to this role. Amanda has extensive experience in developmental services over a decades-long career in the service provider and regional center areas. Making this move will help Eric focus more on supporting the Board of Directors, further engaging with Board committees and working more in the community and with policy makers in support of GGRC and the people we serve.

The Board congratulated Amanda for her appointment as the new Associate Executive Director.

COMMITTEE REPORTS

Finance Committee (Lop Hou for Michael Bernick)

Monthly Financial Statement: [Financial Status as of December 31, 2024]

Lop reported GGRC's monthly financial statements as follows:

Operations

After six months of operations, year to date expenditures are under budget by 5.7%. All operations funds are expected to be fully expensed for the fiscal year over the normal course of operations.

Purchase of Services (POS) Excluding CRDP

After six months of operations, year to date POS expenditures are under budget by 4.8%. The estimated surplus is projected to be approximately \$20 million for this fiscal year.

Community Resource Development Plan (CRDP) Funding

Placement funds and Start-Up funds have been allocated but have yet to be expensed.

Shirley Poitier inquired about how the GGRC budget allocated for each individual served and

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how the new federal administration might impact on the regional center overall budget. Lop responded that funding is highly individualized and varies from person to person. Eric spoke to the federal funding aspects of our system and the yet to be determined effects of the congressional and executive threats of cuts to Medicaid.

Eric added that GGRC will be holding [public meetings on Purchase of Service demographics](#) next month. These meetings will provide a comprehensive breakdown of financial data, offering insights into spending allocation, addressing equity considerations, and presenting a more nuanced analysis of expenditures. More information on Purchase of Services can be found on [DDS website here](#).

Additionally, Eric and Lisa Rosene highlighted GGRC's Education and Orientation program, which serves as an educational model to help individuals navigate the regional center system, understand its complexities, and effectively utilize available services.

Q and A followed.

State Council on Developmental Disabilities Update on SCDD Activities (Sheraden Nicholau)

Medicaid Advocacy Resources:

The University of California Los Angeles (UCLA) Tarjan Center invites persons with intellectual and/or developmental disabilities, 18 and older, who are interested in disability policy and advocacy to apply for the Leadership Academy program starting in April

https://uclahs.az1.qualtrics.com/jfe/form/SV_aXk00q4Nnxv7Gku

Application Deadline: Friday, February 28, 2025.

More resources for Medicaid advocacy:

Sheraden request the attendees to share the following fact sheets and social media toolkit with their networks regarding cuts to Medicaid.

Family Voices of CA - www.familyvoicesofca.org/medicaid

- One-pagers/fact sheets
- Social media graphics
- Sample call script

State Council will have a Spanish language-only 'Share Your Medicaid Story' webinar, upcoming, in partnership with La Familia, as a part of their Prepare for Change and Stand Up for Your Rights series:

Charlas de Información: Prepárate para los Cambios y Defiende tus Derechos | Medicaid:

¡Cuenta tu historia! Con los recortes propuestos a Medicaid, aprende cómo estos servicios apoyan a las personas con discapacidades, discapacidades del desarrollo y adultos mayores, y cómo compartir tu historia con los legisladores puede hacer una diferencia.

Fecha: jueves, 20 de febrero 2025, 10:00 AM a 12:00 PM

https://livelafamilia-org.zoom.us/webinar/register/WN_c1ssmFJ-Tx2JWEMmVSMISg#/registration

Also in this series, later in March, we will have a ‘Know your Rights with U.S. *Immigration and Customs Enforcement's* ICE’ in Spanish:

¡Prepárate! Conociendo tus Derechos con ICE. Es importante estar informado sobre tus derechos al tratar con ICE en nuestra comunidad. Esta sesión te proporcionará herramientas generales, consejos, derechos, recursos y otra información necesaria para protegerte a ti y a tu familia.

Fecha: jueves, 13 de marzo 2025, 10:00 AM a 12:00 PM

https://livelafamilia-org.zoom.us/webinar/register/WN_c1ssmFJ-Tx2JWEMmVSMISg#/registration

Community Outreach & Regional Advisory Committee (RAC) Meeting

Wednesday, February 26, 2025

Networking 5:15-5:30 PM; Meeting 5:30-8:00 PM

This is a hybrid meeting: In-Person with Zoom / Teleconference options.

Members of the public may participate in-person, telephonically, or by Zoom from any location.

Accessible formats of all agenda and materials can be found at least 10 days prior to the meeting at: www.sccd.ca.gov/bayarea/.

Join In-Person:

San Mateo City Hall, Council Chambers
330 W. 20th Ave., San Mateo, CA 94403
Parking and entrance on O’Farrell Street

Or Join by Zoom:

<https://us02web.zoom.us/j/86875213412?pwd=WdihuDypUD1j1353gW2T27QT48v98N.1>

Meeting ID: 868 7521 3412 Passcode: 910830

Or by Telephone, U.S. Toll-free: (877) 853-5257 or (888) 475-4499

Section 504 is at Risk

Sheraden reported that the lawsuit *Texas v. Becerra* challenges the constitutionality of Section 504 of the Rehabilitation Act, which protects individuals with disabilities from discrimination by entities receiving federal funds. Initially focused on new 2024 amendments, the case has expanded to target Section 504 as a whole. If successful, it could eliminate critical protections for students, workers, and patients with disabilities. Disability advocates warn that this could undo decades of progress in ensuring equal access to education, healthcare, and other services. The case is being closely watched for its potential nationwide impact. For more information on Section 504 and advocacy resources [Visit HERE](#) to access PPT and transcripts of the webinar, and handouts. [State Attorney General can be contacted here.](#)

Q and A followed.

Services Committee (David DeLira)

IPP Process

David reported that the new statewide IPP is now being partially implemented, but there are still aspects coming on line. Lisa added that we will keep everyone informed when we have more details on the next steps. Information on new [IPP template can be found here.](#)

David briefly spoke about the progresses of Care Program and Committee Charters reviews/updates.

Jacy reminded the Board Committee Chairs to work with their committees and finalize their updated Committee Charter by next Board meeting.

Jacy also briefly highlighted that the ARC California has launched [self-paced Caring Future courses](#) which have been very successful.

Q and A followed.

Board Presentation: Employment Services and Support

Sean Galvin and Julian McCarthy delivered a presentation on Employment Services and Support and shared the following points.

Competitive Intergrade Employment (CIE) Placement Incentives

We have seen the highest job placement number in the last three years, with an incentive awarded at 30 days, six months, and 12 months of employment. In fiscal year 2023-2024, 133 incentives were issued, though there was a slight decline. This year, 99 incentives have been paid so far but we are only 7 months into the fiscal year. We anticipate growth before the fiscal year ends, as historical trends and delayed provider submissions suggest numbers will rise.

CCP- Career Coordinated Pathways

- This program has specifically been designed for individuals exiting Work Activity Programs, Subminimum Wage or within 2 years of exiting secondary education to achieve Competitive Integrated Employment (CIE) or post-secondary education and may have unique support needs or employment goals.
- CCP services will be tailored to the specific needs and work goals of the individual being served.
- Two new services are available through CCP
 - Career Pathway Navigator (CPN)
 - Customized Employment Specialist (CES).
- Services are time-limited to 18 months but can be extended to a maximum of 24 months.

Paid Internship program

Last fiscal year, 225 individuals participated in our paid internship program, a number we are incredibly proud of. Currently, we have 198 participants, and, by the end of the fiscal year, we fully expect to surpass last year's total! This program provides valuable real-world skills and experience, helping them transition into future employment – either with their internship host or in a role better suited to their aspirations. It's an excellent opportunity, offering up to 52 weeks of hands-on experience.

In the upcoming year, we aim to expand employment services among existing providers. Our goal is to encourage them to integrate the new job development service code. We are also exploring partnerships to improve provider staff recruitment. Many providers struggle with job placement due to staffing shortages, which remains their most common challenge. Moving forward, a major focus will be strengthening the pipeline in increasing competitive integrated employment and transitions to employment from the paid internship program.

Rachel, a guest speaker, who has participated in the Paid Internship Program, was asked the following questions, to which she responded as follows:

Q: What did you learn in your internship that helped you get the job?

A: “Learned where things are in the store. I got to know the people who work there. I learned to help customers find things.”

Q: What do you like most about the job that you do?

A: “I like the people there. I like to do “go backs” (inventory restocking). I like doing recycling, I like getting paid.”

Q: How has this job changed your life?

A: “I am earning money.”

Lisa Rosene thanked Rachel and appreciated Terry Goodwin’s remarkable, and decades-long work and effort in developing and supporting thousands of individuals in community employment opportunities.

Q and A followed.

Board Operations (Lynn Pulliam)

Board Delegate to ARCA (March and June Meeting in Sacramento)

Lynn shared that the Board is looking for a new ARCA delegate from the Board before the next fiscal year. Lynn provided information about the upcoming ARCA meetings and that this info is shared in the packet. If any board member is interested in exploring the ARCA delegate position, it is recommended that they attend the March and/or June ARCA meetings with the current GGRC ARCA Board Delegate, Edith Arias.

Lynn shared that the Board Operations Committee’s Charter has been reviewed and updated.

March Board Retreat

A mini-Board Retreat has been scheduled on March 8th from 10am – 1pm. Agenda and more information will be shared with the Board soon.

Q and A followed.

Service Provider Advisory Committee (Kate O’Connor)

Kate emphasized the importance of advocacy efforts, noting that Grassroots Day is approaching. She mentioned that planning for the Legislative Breakfast is underway. Another key focus for SPAC has been rate reform, which remains a complex and pressing issue. Providers are working closely with Sean Galvin, GGRC’s Manager of Community Services, and the regional center to navigate the process. There are concerns about how rates are being applied, as some vendors may receive only a partial rate rather than the full amount. Beyond rate reform, discussions have also centered on the state’s Master Plan and the HCBS community of practice, which has

generated excitement. However, the main priority remains preparing for potential Medicaid cuts. Advocacy efforts are expanding, with a focus on amplifying outreach to US senators and other policymakers. Kate appreciated the comments on the Section 504 lawsuit and highlighted the importance of collective action in protecting essential funding. She stressed that these financial resources support real people— family members, friends, and community members—and that now is the time to unite in advocacy.

Q and A followed.

Legislative Committee/ARCA Report (Edith Arias)

Grassroots Day

Edith emphasized that Grassroots Day is scheduled for March 3rd for planning, followed by legislative visits on March 4th. She highlighted the importance of advocacy and encouraged participation, noting that even if you can't attend in person, there are still opportunities to share your story and engage in advocacy efforts.

She described Grassroots Day as a well-organized and enjoyable event, based on her own positive experience attending previous years. Additionally, she pointed out that advocacy doesn't have to be limited to this event—local representatives have offices in the community where individuals can also connect and voice their concerns.

Legislative Breakfast 2025

The Legislative Breakfast Planning Committee is organizing events again this year in Marin and South San Francisco. The Marin event is scheduled for April 11th, while the San Francisco and San Mateo County event will occur again in South San Francisco on April 25th. We hope to have federal representatives in attendance again this year. More details will be shared soon.

Master Plan Update

Edith shared that the Master plan meeting was held on February 12th, in which Eric and Israel Pichardo also attended as community members. Discussions covered the timeline for completing the Master Plan, with ongoing efforts to develop a formal document outlining key recommendations to the legislature and governor. The plan continues to evolve, with five working groups contributing to its framework. Once finalized, it will be presented to the legislators. Edith emphasized the importance of providing clear and impactful recommendations to ensure the Master Plan effectively addresses critical issues.

The upcoming and final Master Plan Stakeholder Committee Meeting is on March 19th in Sacramento, which will include public engagement and comments.

Eric shared his experience from attending the Master Plan meeting noting that the meeting was particularly meaningful, as he felt that the voices of people with developmental disabilities were directly heard for the first time in the Master Plan Committee meetings. He added that the Master Plan facilitators have been conducting listening sessions (in addition to the Committee and Workgroup Meetings) to capture diverse perspectives, ensuring more voices are heard beyond the historically dominant voices of specific organizations shaping the developmental disabilities narrative.

Eric also recognized Edith Arias and Sasha Bittner for their impactful roles as state-appointed committee members of the Master Plan Committee from our area. Eric praised both for their

dedication to representing the GGRC area community so effectively.

Edith shared information about the upcoming ARCA Meetings in March.

Executive Committee Updates (Jacy Cohen)

ACTION: Approval of Edits to GGRC’s Performance Contract 2024-2025.

Jacy Cohen asked for a motion to approve DDS-generated edits to GGRC’s Performance Contract 2024-2025. Lynn Pulliam made a motion and Kate O’Connor seconded. The Board unanimously voted to approve the edits to GGRC's Performance Contract 2024-2025. The Board discussed studying the Results of the Performance Contract.

M/S/C (Lynn Pulliam motioned/ Kate O’Connor seconded)

Q and A followed.

Executive Director’s Report (Eric Zigman)

Rate Reform

Eric shared that, due to the Developmental Services Task Force recommendations and subsequent statutory requirements, DDS conducted a service provider rate study in collaboration with Burns & Associates back in 2018. This study examined how services in our field are funded and developed a rate model primarily based on labor costs, occupancy expenses, and travel costs for service providers. As part of the contract, Burns & Associates also worked to streamline the service code system that has developed over 50 years by regional centers and DDS. Untangling this complexity was a major challenge, but now, in 2025, we are seeing the full implementation of the new rate-setting model.

Eric emphasized that this effort is historic, as service rates had not been based on actual costs since the late 1990s, with damaging and draconian rate freezes in place since 2009. Initially projected at \$1.8 billion, the cost has since increased, with the final 50% installment applied as of January 1, 2025, aligning rates with local costs.

Implementation challenges to completing the rate changes arose due to DDS delays. Additionally, providers must meet new performance-based incentives, including participation in the DDS Provider Directory, to fully realize their new rates, which has added further complexity to the implementation of the new provider rates.

Further information on [complete rate models by Regional Center can be accessed on the DDS website HERE](#) .

The Board Meeting adjourned at 7:25 pm.

Respectfully submitted,
Aria Alokozai