

**BOARD OF DIRECTORS
Meeting Minutes
November 4, 2025**

Recording of this meeting can be found linked [here](#). These meeting minutes show the time of specific agenda items. Fast forward the recording to the item of interest to hear detailed discussion.

The Board of Directors of Grossmont Healthcare District held a regular meeting on Tuesday, November 4, 2025, at 9:00 a.m., via teleconference and in person. Members of the public were able to participate by telephone, Zoom, or in-person at the Grossmont Healthcare District Conference Center, located at 9001 Wakarusa Street, La Mesa, California 91942. For the purpose of these minutes, the listed items are reflected in the order set forth on the posted Agenda. In some cases, discussion of items may have taken place out of sequence during the meeting. Any mis-labeled items on the agenda have been corrected in these minutes.

Directors Present: Robert “Bob” Ayres, Board President
 Randy Lenac, Board Vice President
 Virginia Hall, RN, Board Secretary
 Nadia Farjood, Board Treasurer
 Maggie Watkins, Board Member

Staff Present: Aaron Byzak, Interim Chief Executive Officer
 Tom Scaglione, Chief Administrative Officer
 Amy Abrams, Chief Community Health Officer
 Aleks R. Giragosian, Esq., Interim Legal Counsel

Guests Present: Michaelene Fredenburg, Public Comment
 Sunnæ Gavett, Public Comment
 Laura Street, Public Comment
 Roberta Villascusa, Public Comment
 Sharon Batchter, Public Comment
 Patricia Moulton, Public Comment
 Jacquie Ayadi, Public Comment
 Raquel Herrera, Public Comment
 Sara Appel-Lennon, Public Comment
 Barry Jantz, Former District CEO

A. Call to Order

The meeting was called to order at 9:00 a.m. by President Ayres.

B. Pledge of Allegiance **(00:00:55)**

Aleks R. Giragosian led the pledge of allegiance.

C. Approval of Agenda **(00:01:17)**

Director Lenac expressed his concern regarding the new format of the Board agendas. Counsel Giragosian explained the reasoning and common practice which shows who made the recommendation, along with the agenda description. He also voiced his unease over individual Board members agendaizing an item without Committee and staff oversight, and requested this policy be modified by the Policies and Procedures Committee.

Motion was made by Director Farjood, seconded by Director Lenac (and later withdrawn).

Motion was made by Director Farjood, seconded by Director Ayres, to accept the agenda as written with the provision that the agenda process go back to the Policies and Procedures Committee for further evaluation, and unanimously carried (5-0), to approve the agenda.

Director Farjood stated her standing objection to the Board meeting times.

D. Public Comment **(00:18:52)**

Michaelene Fredenburg, CEO of the Institute of Reproductive Grief Care and a La Mesa resident, spoke about the collaborations and outcomes that resulted from their conference held last year at the District Conference Center, which was sponsored by the District. She also noted that reproductive health issues were identified as a need within the GUHSD Health Pathways Program.

Sunnae Gavett spoke about her appreciation for the senior programs held at the Library. She also expressed concern about the low participation of men in the programs, which are attended primarily by women, as well as about the program cancellation policy.

Laura Street shared her enjoyment of the senior programs at the Library and noted concerns about the limited number of available chairs.

Roberta Villascusa expressed her appreciation for the senior programs, her love of the staff and her hope for more space in the library.

Sharon Batcher spoke in support of the senior programs, emphasizing the need for additional funding and outreach.

Patricia Moulton shared her enjoyment of the senior programs and thanked the Board and Library staff for their dedication and hard work.

Jacque Ayati spoke about her love of the Memory Café and the facilitator. She asked that the District consider funding another Memory Café time with the same facilitator.

Raquel Herrera spoke about the need for another Memory Café class. She does not want a larger class but a second smaller class.

Sara Appel-Lennon spoke regarding the Library's overuse of the term "dementia." She also spoke about the challenges faced by individuals experiencing homelessness and those losing SNAP benefits, asking the Board what could be done as a community to provide support.

E. Consent Action Items **(00:46:20)**

There were none.

F. Reports/Presentations/Discussion/Possible Action Items

1. Policies & Procedures Committee – Director Ayres (10/30/25) **(00:46:31)**

a) Restructuring of Committees

- i. The Policies & Procedures Committee recommends the Board receive a presentation from staff and provide input on the proposed restructuring of standing committees (For Information Only)

Director Ayres and Interim CEO Byzak reviewed the District's current committee structure, comparing it with those of other districts, and presented a proposed restructuring plan that would establish seven standing committees and two ad hoc committees. This item will return to the Board in December for consideration and a vote, with any approved changes taking effect in January 2026.

Director Farjood thanked staff and the Board for their efforts in reviewing the committee schedule and suggested consolidating the Community Health & Wellness and Public Relations & Outreach Committees. She also

recommended incorporating the Workforce Development Ad Hoc Committee as a workstream within that committee.

Director Hall proposed merging the Strategic Planning and Workforce Development Committees.

Any additional feedback from Board members should be directed to Interim CEO Byzak.

- b) Opting Into the Uniform Construction Cost Accounting Act (UPCCAA)
 - i. The Policy & Procedures Committee recommends adopting Resolution No. 12-25 opting into and electing to be subject to the Uniform Public Construction Cost Accounting Act Procedures
- c) Amendment to the Purchasing and Property Control Policy (FIN-09)
 - i. The Policy & Procedures Committee recommends adopting Resolution No. 13-25 amending Policy No. FIN-09 to conform to the procedural requirements and contracting thresholds to the California Uniform Construction Cost Accounting Act

Counsel Giragosian presented an overview of the District's bidding and purchasing policy. His presentation covered the existing policy, challenges with the current procedures, the proposed updates, different contract types, policy comparisons, and exceptions to the UPCCAA.

Director Lenac voiced concerns regarding the process, and Counsel Giragosian explained the importance of the proposed changes. He then outlined the specific amendments made to policy FIN-09 and answered all the questions the Board had.

Motion was made by Director Lenac, seconded by Director Watkins, and unanimously carried (5-0), to adopt Resolution No. 12-25 opting into and electing to be subject to the Uniform Public Construction Cost Accounting Act Procedures.

Motion was made by Director Farjood, seconded by Director Watkins, and unanimously carried (5-0), to adopt Resolution No. 13-25 amending Policy No. FIN-09 to conform to the procedural requirements and contracting thresholds to the California Uniform Construction Cost Accounting Act.

2. Community Grants & Sponsorships Committee – Director Watkins (10/24/25)
(01:32:36)

a) FY25-26 Grant & Sponsorship Tracking Report (For Information Only)

This tracking report was provided for information only.

b) FY25-26 Grant and Sponsorship Recommendations

i. The Community Grants & Sponsorships Committee presentation regarding the FY25-26 grant and sponsorship season recommendations (For Information Only)

Director Watkins provided an overview of the FY25–26 season and discussed the new procedures. This year, the District received 85 grant applications and 25 sponsorship requests. A total of \$5 million was allocated for the grant season budget, including \$1 million designated for the Sharp Grossmont Hospital Intergovernmental Transfer. Following the committee’s recommendations, approximately \$30,000 remains available for sponsorship applications submitted before the end of the fiscal year.

Director Hall is requesting a “key” so the Board can better understand the rubric scoring. She is also requesting information on previous grant and sponsorship awards be completed and page numbers be added on the bottom of the page. The evaluation tool should be included in the next Board agenda.

Barry Jantz, former District Chief Executive Officer, spoke regarding the District being used as a model for how to fund grants when Assemblymember Cecilia Aguiar-Curry was upset that districts around the state were funding grants capriciously and arbitrarily.

3. Board and CEO Comments **(01:54:14)**

Director Ayres shared remarks and expressed gratitude for La Mesa Police Officer Laura Craven, who tragically lost her life in the line of duty while assisting civilians at a freeway accident scene.

(The meeting took a 10-minute recess.)

G. Convene to Closed Session **(02:04:00)**

1. Public Employee Appointment (Gov. Code § 54957) Title: Chief Executive Officer

2. Conference with Labor Negotiator (Gov. Code § 54957.6) Name of District Negotiator: President Robert Ayres and Vice President Randy Lenac;
Unrepresented Employee: Interim Chief Executive Officer

H. Report After Closed Session **(03:35:03)**

Counsel Giragosian stated the Board met on the Chief Executive Officer Employment Agreement

I. Reports/Presentations/Discussion/Possible Action Items (Cont.)

1. Leadership & Evaluation Committee – Director Ayres **(03:36:12)**

a) Chief Executive Officer Employment Agreement

- i. Staff recommends the Board consider whether to approve the Chief Executive Officer Employment Agreement
 - Section 3, Remote Work will be struck.
 - Section 5, salary, subdivision A will be amended from \$280,000 to 270,000.
 - Section 5C, will be amended so that the Do Not Exceed amount is changed from 5% to 3.5%.
 - Section 5C - will be amended to read “Employee may receive such annual merit increases in salary as may be determined by the District Board and its sole discretion.”
 - Section 6C - will be amended so that the \$10,000 stipend is \$5,000.
 - And at the end of section 6C, where it says, “employee and for the good of GHD,” it's should read, “for the benefit of the GHD.”
 - Section 7, Other Employment is amended to strike out the line after other employment that says consulting, investment, or teaching activities. So it'll read, “may engage in other employment activities subject to board approval and the limitations above, and state and federal law.”

Motion was made by Director Ayres, seconded by Director Farjood, and unanimously carried (5-0), to approve the Chief Executive Officer Employment Agreement.

b) Third Amendment to Chief Executive Officer Interim Consulting Agreement

- i. Staff recommends the Board consider whether to approve the Third Amendment to the Chief Executive Officer Interim Consulting Agreement (Extending Contract by 31 days through December 31, 2025)
- Section 1, Term of Agreement shall be extended to December 19th, 2025
 - Section 2, the term, and conditions will have a new section added
 - Section 4 will state that the maximum compensation provided under this third amendment shall be \$15,000.
 - Add a new Section 5 that states that the title of Chief Executive Officer will be transferred over to the new CEO starting December 15th, 2025.

With those amendments just read by Counsel, the interim CEO title will then be consultant.

Motion was made by Director Ayres, seconded by Director Farjood, and unanimously carried (5-0), to approve the third amendment to Chief Executive Officer Interim Consulting Agreement.

- J. Future Agenda Items – Directors may move to agendaize any item for discussion or presentation at a future meeting

Director Farjood requests that a modest Community Health support programs budget adjustment of \$9,000 be placed on the next regularly scheduled Board meeting for discussion.

K. Next Regularly Scheduled Meetings

1. Tuesday, November 18, 2025, 5:00 p.m. (Annual Joint Board Meeting with Grossmont Hospital Corporation)
2. Thursday, November 20, 2025, 9:00 a.m. (***This meeting may be cancelled after further evaluation***)
3. Tuesday, December 2, 2025, 9:00 a.m.

L. Adjournment

There being no further business on **motion duly made, seconded, and unanimously carried, the Board adjourned at 12:43 p.m.**

Respectfully submitted,

Robert "Bob" Ayres, President, Board of Directors

ATTEST:

Virginia Hall, RN, Secretary, Board of Directors