

**BOARD OF DIRECTORS  
Meeting Minutes  
October 16, 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 Thursday, October 16, 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, 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., General Counsel

Guests Present:         Carolyn Huynh – Public Comment  
                                  Carlotta Calhoun - Public Comment  
                                  Danielle Begley – Public Comment  
                                  Francesca Sanford – Public Comment  
                                  Minola Clark Manson – Public Comment  
                                  Aaron Nail, Chandler Asset Management (via Zoom)  
                                  Randy Hanna, HGW Architecture (via Zoom)  
                                  Joel Lazaro, HGW Architecture (via Zoom)  
                                  Shawn Lantz, The Barrie Company (via Zoom)  
                                  Rudy Arias, The Barrie Company (via Zoom)

A. Call to Order

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

B. Pledge of Allegiance

Director Nadia Farjood led the pledge of allegiance.

C. Approval of Agenda **(00:01:07)**

**With the minor change of moving agenda item F(6) before item F(3), motion was made by Director Ayres, later amended by Director Farjood, seconded by Director Watkins, and carried (4-1), to approve the agenda. (Director Lenac was the nay vote.)**

D. Public Comment **(00:10:52)**

Carolyn Huynh, a Sharp Grossmont Hospital nurse, spoke regarding the retaliation and discrimination by Sharp against nurses who want to express themselves and wear their union shirts with pride. She asked for fairness and dignity for the nurses who give every single day.

Carlotta Calhoun, a Sharp Grossmont Hospital nurse, spoke regarding Sharp not paying nurses a livable wage and nurses with more experience having their wages frozen for one or two years under Sharp's current proposal to their contract.

Danielle Begley, a Sharp Grossmont Hospital nurse, spoke regarding the sick leave policy that disciplines nurses for being sick if they don't have enough time banked.

Francesca Sanford, a Sharp Grossmont Hospital nurse, spoke about wanting Sharp to offer wages that are similar to Kaiser and UCSD.

Minola Clark Manson discussed the last Board meeting and her dissatisfaction with the Board not listening to constituents with considering the Board meeting time change and pilot program.

E. Consent Action Items **(00:22:20)**

1. Meeting Minutes

a) Board Meeting Minutes - August 21, 2025

**Motion was made by Director Watkins, seconded by Director Hall, and unanimously carried (5-0), to approve the August 21, 2025, Board meeting minutes.**

Counsel Giragosian spoke regarding the committee meeting minutes and the process in which they should be handled. He discussed the importance of having them approved, whether at Board or committee level. He proposed that committee minutes will be drafted and then approved at the following month's committee meeting. They will not come before the entire Board and will be published online after committee approval. Committee meeting minutes can always be brought forward for discussion during a Board meeting under Board Comments by a Director who does not serve on a specific committee, or a written comment can be made to the Committee, or the third Director can attend the meeting, just not speak, pursuant to the Brown Act.

b) Community Grants & Sponsorships Committee Meeting Minutes – September 25, 2025 (Director Watkins)

c) Community Health Committee Meeting Minutes – September 3, 2025 (Director Hall)

d) Facilities Committee Meeting Minutes – September 10, 2025 (Director Hall)

e) Facilities Committee Meeting Minutes – October 7, 2025 (Director Hall)

f) Joint Strategic Plan/Risk Management Committee Meeting Minutes – August 16, 2025 (Director Farjood)

**Motion was made by Director Hall, seconded by Director Lenac, and unanimously carried (5-0), to approve the process in which committee meeting minutes are handled (reviewed and approved by each committee, posted on the District website thereafter).**

F. Reports/Presentations/Discussion/Possible Action Items **(00:30:31)**

1. Reports

a) Interim CEO Report – Aaron Byzak

Interim CEO Byzak gave his CEO report which included the following:

- Library is being updated to LED lights
- Fascia painting is currently being updated on the building
- The FY24-25 District Annual Report is now available online. He thanked Kara Jacobsen, Communications Specialist, for designing it and the entire team for making their contributions

2. Community Grants & Sponsorships Committee – Director Watkins **(00:31:51)**

a) Grants & Sponsorships Tracking Report (For Information Only)

b) Timeline of Grant and Sponsorship Application Review (For Information Only)

c) Consideration of Sponsorship Requests

*Recommended for funding:*

Director Watkins explained the below four sponsorship requests for the Board and public.

- San Diego County Medical Society Foundation: Day at the Races - \$5,000 (FY24-25 \$7,500) (Event Date: 11/21/25) **Committee Recommendation: \$2,500**
- Noah Homes, Inc.: 2025 Enchanted Village Gala - \$10,000 (FY23-24 \$5,000 Sponsorship; FY24-25 \$25,000 Grant) (Event Date: 12-06-25) **Committee Recommendation: \$10,000**
- Mama's Kitchen: Mama's Pies - \$5,000 (FY24-25 \$30,000 Grant) (Event Date: 11/26/25) **Committee Recommendation: \$2,500**
- San Diego Oasis: Moonlight Masquerade Gala - \$10,000 (No prior funding) (Event Date: 11/01/25) **Committee Recommendation: \$10,000**

**Motion was made by Director Watkins, seconded by Director Farjood, and unanimously carried (5-0), to approve collectively the four sponsorships below for the committee recommended amounts.**

Not recommended for funding:

v. None

Deferred - the Committee deferred consideration of the following request(s) to a subsequent meeting:

vi. None

d) Recommendation: Consideration of FY25-26 Scholarship Policy

Director Watkins briefly explained the recommended changes to the FY25-26 Scholarship Policy. Director Farjood shared with the public a general overview of the scholarships offered. The scholarship season opens on December 1st.

**Motion was made by Director Watkins, seconded by Director Farjood, and unanimously carried (5-0), to adopt the FY25-26 Scholarship Policy.**

3. Finance Committee – Director Lenac **(00:42:38)**

a) Recommendation: Consideration of Investment Report as of and for the Three Months Ended September 30, 2025 (Chandler Asset Management)

Aaron Nail, Chandler Asset Management, presented the investment report. This report included information on the current economic situation, including the Fed's rate cuts, employment trends, and inflation levels. He also discussed the performance of the District's investment portfolio, highlighting its compliance with investment policies and outperformance compared to benchmarks.

**Motion was made by Director Lenac, seconded by Director Ayres, and unanimously carried (5-0), to approve the Investment Report as of and for the Three Months Ended September 30, 2025.**

b) Recommendation: Consideration of Financial Report as of and for the Three Months Ended September 30, 2025

CAO Scaglione presented the financial report. This included information on cash and investments, the general fund, the debt service fund, and year-to-date budget to actual for each department. The Admin Department shows as slightly over budget due to contracts. In reference to the Admin Department being over budget, Director Hall commented that the sooner a decision is made, and things get settled, the better this will be.

**Motion was made by Director Lenac, seconded by Director Ayres, and unanimously carried (5-0), to approve the Financial Report as of and for the Three Months Ended September 30, 2025.**

- c) Recommendation: Consideration of Adding Secondary Administrator for Online Banking to Financial Institution Authorization Policy (FIN-02)

The CAO is being added as having authorization to the online banking account at Torrey Pines Bank.

**Motion was made by Director Lenac, seconded by Director Ayres, and unanimously carried (5-0), to adopt the suggested revisions on policy FIN-02.**

- d) Consideration of Strategic Initiative or Workforce Project Grants

Director Lenac explained the Finance Committee is deferring the six grants that were recommended to the Workforce Development Committee, and the Committee will deal with them when it is formed.

Counsel Giragosian will review the grants policy and provide a legal opinion on grant funding procedures. Director Lenac stated the need to make sure grants are awarded pursuant to a vetted policy that is following state law. Directors Ayres and Hall agreed that the District should have a strategic initiative policy prior to deciding whether or not the six grants are funded. Director Ayres stated a budget adjustment could always be made if the issue is just the funding source. Since the Workforce Development Committee will not meet until January 2026, Director Farjood stated the need to move the grants back to the Community Grants & Sponsorships Committee for further evaluation, consideration, and recommendation within the grants cycle.

- i. For Their Thoughts Foundation Inc.: Expanding Dementia Health Literacy in Schools and Strengthening the Neuro-Healthcare Pipeline in East County - \$46,100 (FY24-25 \$2,500 Sponsorship)
- ii. University of San Diego: Grossmont Healthcare District Behavioral Health Scholarship Fund - \$75,000 (No prior funding)
- iii. Walk San Diego dba Circulate San Diego: East County Vision Zero Report Update and Community Engagement - \$48,250 (No prior funding)
- iv. Heartland Regional Fire Training Foundation: Heartland Fire Training EMS Pathway and Community Training Program - \$25,000 (No prior funding)

- v. East County Economic Development Council Foundation: Grossmont Healthcare District Career Pathways Initiative - \$150,000 (FY22-23 \$105,000)
- vi. St. Madeleine Sophie's Training Center: SMSC Healthcare Students Volunteer Program - \$25,000 (FY24-25 \$25,000)

**Motion was made by Director Farjood, seconded by Director Ayres, and carried (4-1), to refer agenda items F(3)(d) (items i-vi) back to the Community Grants & Sponsorships Committee for evaluation, consideration, and recommendation at the October 24, 2025, meeting. (Director Lenac was the nay vote.)**

e) Consideration of Hospital Support Grant and Budget Adjustment

- i. Grossmont Hospital Foundation: New Oncology Social Worker Position for Sharp Grossmont's Healing Minds Cancer Connection Program - \$140,400 (FY24-25 \$60,000 Sponsorship) (4/5 Board Vote Required)

Director Lenac explained the above Grossmont Hospital Foundation grant request was sent to the Finance Committee for it to be funded as a strategic grant but it is a community health grant.

Director Farjood disagreed with Director Lenac and stated the grant request was sent to the Finance Committee, pursuant to District policy, which states if the Board chooses to provide any amount in excess of \$1 million through the Intergovernmental Transfer Program (IGT), to Grossmont Hospital Foundation, or in any other way that benefits Grossmont Hospital, such additional funding, will not be part of the budgeted \$5 million in grants funding for the fiscal year but will be allocated from the District General Fund. This policy precludes us from evaluating this as a grant.

Counsel Giragosian shared that the application should be evaluated, per state law, by whichever committee has the decision to make the findings. He would like time to speak with staff in order to better understand the issue. Director Ayres stated Counsel Giragosian should reevaluate the current District Grants Policy prior to any decisions being made.

**Motion was made by Director Lenac, seconded by Director Watkins, and unanimously carried (5-0), to send the Grossmont Hospital Foundation grant back to the Finance Committee for consideration and to agendize the review of the grants policy after review by Counsel Giragosian.**

*(The meeting took a 10-minute recess.)*

4. Policies & Procedures – Director Ayres **(02:37:03)**

a) Recommendation: Consideration of Employee Handbook (EMP-02)

Director Ayres stated the PTO was originally at 28 days and it has changed to 29 days. The District HR consultant and legal counsel reviewed the Employee Handbook, which is a complete rewrite.

**Motion was made by Director Ayres, seconded by Director Lenac, to approve the consideration of the Employee Handbook. Director Ayres withdrew his motion.**

Director Lenac stated he would like to make a very simple amendment, and he recommended that the Employee Handbook be signed by the Board President.

**Motion was made by Director Lenac, seconded by Director Ayes, a to approve the consideration of the Employee Handbook to be signed by the Board President.**

Director Farjood stated since the CEO is responsible for hiring and employee protocol, the CEO should sign the Employee Handbook. Interim Byzak acknowledged the staff’s suggestion is that the Handbook be effective January 1, 2026, so the new CEO will be able to sign the Handbook. Counsel Giragosian stated both the Board President and CEO should sign the Handbook.

Director Farjood expressed concern regarding the COLA. She proposed the additional language “subject to review on an annual basis.”

**Motion was made by Director Ayres, seconded by Director Lenac, and unanimously carried (5-0), to approve the adoption of the new Employee Handbook to be effective January 1, 2026, with the below inclusions:**

- **To be signed by the CEO and the President of the Board**
- **With noted changes in the PTO from 28 to 29 days, and annually from 224 to 232 days**
- **COLA shall be a minimum of 0% and shall not exceed a cap of 3.5%, subject to review on an annual basis.**

b) Recommendation: Consideration to Include Legal Opinion regarding Remote Teleconferencing Attendance at Meetings (BOD-03)

Director Hall received clarification from Counsel Giragosian regarding the term “just cause” and “2 meetings.”

**Motion was made by Director Lenac, seconded by Director Hall, and unanimously carried (5-0), to approve the redline changes to BOD-03.**

- c) Recommendation: Consideration of Guidelines for Individuals with Service Animals (New Policy) (ADMIN-07)

**Motion was made by Director Lenac, seconded by Director Ayres, and unanimously carried (5-0), to approve the adoption of new policy ADMIN-07, as written.**

- d) Recommendation: Consideration of General Driving Policy (New Policy) (ADMIN-08)

**Motion was made by Director Lenac, seconded by Director Ayres, and unanimously carried (5-0), to approve the adoption of new policy ADMIN-08, as written.**

- e) Recommendation: Consideration of District Visitor Behavior Policy (New Policy) (ADMIN-09)

**Motion was made by Director Lenac, seconded by Director Watkins, and unanimously carried (5-0), to approve the adoption of new policy ADMIN-09, as written.**

- f) Recommendation: Consideration of Public Policy Priorities Guidelines (New Policy) (CH-08)

**Motion was made by Director Ayres to approve the adoption of new policy CH-08, as written. With the absence of a second, this motion failed.**

Director Lenac expressed his concern about passing legislation off to staff with the Board not being involved or notified and does not support the policy. Director Farjood did not agree and proposed that all Directors be notified of what the CEO plan of action is, just through a simple email protocol.

**Motion was made by Director Farjood, and seconded by Director Watkins, to adopt the Public Policy Priorities Guidelines with the amendment that all Directors be notified what the CEO plan of action is through a simple email protocol. With a 2-3 vote, this motion fails. (*Directors Hall, Lenac, and Watkins were the nay votes.*)**

- g) Recommendation: Consideration of Grant and Program Support Letter Policy (New Policy) (CH-09)

**Motion was made by Director Farjood, seconded by Director Watkins, to approve the adoption of new policy ADMIN-09, as written. Director Watkins withdrew her second.**

Director Lenac suggested that letters of support be written for current or past grantees only and be vetted by the Board of Directors. Director Farjood disagreed and stated we should not restrict support for a worthy organization in East County just because they have not applied to us for a grant.

**Motion was made by Director Lenac, seconded by Director Watkins, and unanimously carried (5-0), to adopt the Grant and Program Support Letter Policy with letters of support being sent for current or past grantees only.**

- h) Recommendation: Consideration to Adopt Resolution No. 11-25 Amending the Bylaws to Replace Robert's Rules with Rosenberg's Rules as the Board's Parliamentary Procedure

**Motion was made by Director Lenac, seconded by Director Watkins, and unanimously carried (5-0), to approve the adoption of Resolution No. 11-25 Amending the Bylaws to Replace Robert's Rules with Rosenberg's Rules as the Board's Parliamentary Procedure.**

## 5. Facilities Committee – Director Hall **(02:10:39)**

- a) Presentation and Recommendation: District Renovation Schematic Design (Rudy Arias, Project Manager of The Barrie Company)

Rudy Arias with The Barrie Company and Randy Hanna with HEW Architecture, gave a presentation on the proposed blueprint for the District renovation. This included a door, deck, single door, and lower storage in the new community room. The new community room would be able to hold approximately 48 people. The new conference room was made smaller in order to include an additional office. The only changes to the outdoor building is the door from the community room and the new conference room. The Barrie Company is obtaining a proposal for a small sink in the new community room. The timeline includes a construction phase of October 2026 – May 2027, with conceptual budgeting, permitting, bidding, and procurement and delivery happening until then. The estimated budget is around \$4.9M with contingency, which is under the \$5M approved budget.

**Motion was made by Director Hall, seconded by Director Lenac, and unanimously carried (5-0), to approve the current District renovation schematic plans and move forward with the project.**

6. Workforce Development Ad Hoc Committee – Director Lenac **(01:03:41)**

a) Workforce Development Update

Director Lenac gave an update on the creation of a Workforce Development Ad Hoc Committee. In the past year, Grossmont Healthcare District and Sharp Grossmont Hotel discussed creating a resident program at the hospital to train residents in primary care with the hope that a portion of those residents that train at Grossmont Hospital would choose to stay in East County, because there is a severe shortage of primary care physicians. The certifications from the state are in place and the program is moving forward. The Workforce Development Committee will formally start in January, and they are in the process of writing the policy for the Committee. Director Watkins inquired whether there is money earmarked for this Committee. Director Lenac stated the Committee will need to ask the Board for funding when the Committee convenes in January. Director Watkins explained she did not know this when the Community Sponsorships & Grants Committee moved over these particular requests to the Finance Committee. Director Farjood stated there are funds available that are devoted to strategic grants, including workforce development projects.

7. Chief Executive Officer Recruitment Ad Hoc Committee – Director Ayres **(03:25:11)**

a) Chief Executive Officer Recruitment Update

Director Ayres stated final interviews will most likely happen within the next few days and will have final interviews in the next few days.

G. Board Member Comments/Reports

1. August and September Monthly Stipend Reports for Meetings Attended – This report includes meetings from the prior month. Board Members are invited to provide brief reports on any community meetings, conferences, and/or trainings attended for which a stipend was paid, or for any other meetings of significance.

2. Board and CEO Comments

Director Hall shared she went to a Community Health Center where they are doing vaccinations, blood pressure checks, and sugar glucose testing. They are also giving out Narcan on the first Thursday of every month. She also attended an East

County Chamber Government Affairs event, and Nick Macchione, Chief Health Officer at UCSD Health East, talked about the processes they are going through including a \$50 million Medi-Cal loss and a \$150 million seismic loss coming up. These are similarities among aging hospitals.

Director Farjood thanked the nurses who attended the Board meeting today and gave her support for their efforts for a fair contract and believes their requests are minimal and nurses should be valued.

Director Farjood thanked President Ayres for supporting the pilot program for having one of the two Board meetings in the evening at the last Board meeting.

Director Farjood also thanked Linda Dial and other seniors who have come and spoken very thoughtfully about limited space and waiting lists – seniors who want to participate but cannot.

#### H. Information Items

1. Monthly Grant & Sponsorship Report for August and September 2025
2. Monthly Investment Transaction Report for August and September 2025
3. Monthly Financial Report for August 2025
4. Monthly Community Health Report for August, September, and October 2025
5. 2025 Committee Assignments

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

Director Farjood proposed the P&P Committee discuss a policy amendment to require all Board members to use their District email account vs their personal email account, due to transparency and accountability.

#### J. Next Regularly Scheduled Meetings

1. Tuesday, November 4, 2025, 9:00 a.m.
2. Thursday, November 20, 2025, 9:00 a.m.

K. Adjournment

There being no further business on **motion duly made, seconded, and unanimously carried, the Board adjourned at 12:35 p.m.**

Respectfully submitted,

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Robert "Bob" Ayres, President, Board of Directors

ATTEST:

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Virginia Hall, RN, Secretary, Board of Directors