

**BOARD OF DIRECTORS
Meeting Minutes
June 3, 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, June 3, 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
 Gloria A. Chadwick, RN, Board Treasurer
 Nadia Farjood, Board Member

Staff Present: Aaron Byzak, Interim Chief Executive Officer
 Tom Scaglione, Chief Administrative Officer
 Amy Abrams, Chief Community Health Officer
 Jeffrey Scott, General Counsel

Guests Present: Todd Linke, Grossmont Union High School District
 Dean Darley, Grossmont Union High School District
 Dr. Julie Hayden, Genesis Recovery

A. Call to Order

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

B. Pledge of Allegiance (00:00:15)

The pledge of allegiance was led by Director Chadwick.

C. Approval of Agenda *(00:00:34)*

Motion was made by Director Chadwick, seconded by Director Hall, and unanimously carried (5-0), to adopt the agenda.

Director Farjood gave her standing objection to Board meetings that are scheduled during workday hours. She expressed her ongoing concern regarding shifting the meeting start time to 6:00 p.m. in order to better accommodate public attendance, as requested by local constituents over the past few months.

D. Public Comment *(00:01:26)*

There was no public comment.

Interim CEO, Aaron Byzak, shared that instructions on how to make public comment are now available on the District website.

E. Public Hearing

1. Public Hearing Related to Increasing the Compensation of Directors by Five Percent (Increase of \$6.74) *(See Announcement in English, Spanish, and Arabic)*

a) Consideration of Ordinance No. 01-25 Related to the Compensation of Directors

Motion was made by Director Lenac, seconded by Director Chadwick, and carried (4-1), to adopt Ordinance No. 01-25 Related to the Compensation of Directors. *(Director Farjood was the nay vote.)*

b) Consideration of Resolution No. 06-25 of the Board of Directors to Continue Annual Meeting Compensation Guidelines and Policy for Six Meetings Per Month

Motion was made by Director Lenac, seconded by Director Chadwick, and carried (4-1), to adopt Resolution No. 06-25 of the Board of Directors to Continue Annual Meeting Compensation Guidelines and Policy for Six Meetings Per Month. *(Director Farjood was the nay vote.)*

F. Consent Action Items

There were none.

G. Reports/Presentations/Discussion/Possible Action Items

1. Board Discussion and Consideration of New CEO Job Description *(00:13:21)*

The Board examined the revised CEO job description, with particular attention to the reporting hierarchy and the CEO's interaction with the Board. A discussion emerged regarding the phrasing that states the CEO serves "at the pleasure of the Board." Most Directors considered this language crucial to reaffirm the Board's authority, whereas Director Farjood viewed it as unnecessary and potentially a deterrent to qualified candidates. The Board also examined the detailed duties and responsibilities outlined in the description. Director Farjood proposed several clarifications and revisions, including:

- Reporting structure needs to be revised since all District employees do not report directly to the CEO.
- Clarify the positions of the staff that are listed incorrectly in the job description.
- Change the wording to state that the CEO serves as a liaison between the District and external partners, rather than the CEO serves as a liaison with Sharp Grossmont Hospital.
- Include strategic leadership qualifications such as being a visionary and a proactive problem solver with the ability to generate creative ideas to improve community health in East County.
- Include reference to serving the constituents and working with community partners.

Director Ayres explained that the CEO Job Description is a "live" document, so it can always be updated, but that he prefers it remain as currently written.

Motion was made by Director Chadwick, seconded by Director Hall, and carried (4-1), to approve the new CEO Job Description, as written. (*Director Farjood was the nay vote.*)

2. Reports

- a) Presentation: Grossmont Union High School District – Health Pathways End of Year School Year Report (Dean Darley – Director II, College & Career Readiness and Todd Linke – Health Pathways Coordinator) *(20 minutes with 10 minutes Q&A) (00:36:53)*

The end of school year report was presented by Grossmont Union High School District's Todd Linke (Health Pathways Coordinator) and Dean Darley (Director

II of College & Career Readiness), which included measurable results with qualitative and quantitative data. The review of the GUHSD Health Pathway’s Program demonstrated strong outcomes in preparing students for healthcare careers through various educational pathways and internships. The summary of the Program showed promising results, with over 6,500 students enrolled in qualifying courses and 94% of students reporting increased awareness of health career opportunities. The Program exceeded its goal of 50% of respondents pursuing or working in healthcare, demonstrating its effectiveness in encouraging students to consider healthcare careers.

GUHSD will continue to expand Program outreach and collect data specifically about East County student participation and outcomes. In addition, they will create a “playbook” that can be used to duplicate the Health Pathways Program in other districts.

GUHSD thanked the District for their generous financial and logistical support and stated they are committed to the growth of the Program.

- b) Presentation: Genesis Recovery – Genesis Recovery Update (Dr. Julie Hayden – Executive Director) *(20 minutes with 10 minutes Q&A) (01:42:00)*

Dr. Julie Hayden presented an update on the Genesis Recovery project, which will provide 24 new residential drug treatment beds, with 21 funded by Medi-Cal. The facility has faced delays due to county and state barriers, but is expected to admit its first client soon. The Board expressed support for this project, recognizing its importance in addressing substance abuse needs in East County.

3. Board and CEO Comments *(01:49:30)*

Interim CEO Byzak announced the development of a new Board decorum and civility policy based on best practices, which will be presented to the Policies and Procedures Committee soon for review.

Director Chadwick, serving as Treasurer, expressed concern regarding the January 2025 invoice from Counsel Scott, noting that the amount had nearly doubled compared to previous periods. She attributed this increase to a public records act request she believed was initiated by Director Farjood. In response, Director Farjood denied any involvement in requesting or initiating such a request, emphasizing that any taxpayer has the right to submit public records requests and that such rights should be respected. Director Farjood also criticized the Board’s practice of conducting official public business via personal email addresses, describing it as unprofessional.

H. Convene to Closed Session

1. Closed Session Pursuant to Government Code Section 54957 – Board Performance Evaluation of the District General Counsel

Before convening to closed session, Counsel Scott initiated a discussion about the General Counsel evaluation on today's agenda, noting it was added after the Board Agenda Prep meeting. He summarized recent events, including a formal complaint filed by Director Farjood against him and other District Board members, as well as the subsequent hiring of outside counsel, Susan Sinatra of Jackson Lewis, to conduct an investigation. Counsel Scott objected to conducting today's closed session, citing Health & Safety Code Section 54957, which would give him an opportunity to review and respond to the filed complaint and report. Although Interim CEO Byzak said today's closed session was only to discuss his yearly performance evaluation and would not include discussion of the investigation, Counsel Scott objected stating that any complaints and charges could be relative to his yearly performance.

Directors Chadwick and Hall expressed their concern regarding the full Board not being informed. Director Lenac stated he has no knowledge of the report or its findings and would like to be briefed on the matter. Director Ayres stated he initiated the investigation based on a reported concern from a Board member and the District is in the process of obtaining advice from outside counsel to determine the appropriate course of action with the complaint process. Director Lenac commended Director Ayres for seeking external legal advice, emphasizing that, as President, he rightly acted in the Board's best interest by seeking additional support.

Director Chadwick expressed concern regarding the costs associated with the hiring of Ms. Sinatra, which exact cost is not yet known, but was deemed warranted, pursuant to President Ayres.

Director Ayres stated that the closed session will move forward with the intent to discuss Counsel Scott's yearly evaluation only.

Interim CEO Byzak stated the District's focus has been to protect everyone's privacy and to follow all laws appropriately.

(The meeting took a short break before convening to closed session (02:13:00).)

I. Report After Closed Session

Director Ayres reported that the Board discussed the yearly performance evaluation of Counsel Scott and took no action.

J. Next Regularly Scheduled Meetings

1. Thursday, July 17, 2025, 9:00 a.m. (*June 19, 2025 and July 1, 2025 are canceled*)
2. Tuesday, August 5, 2025, 9:00 a.m.

K. Adjournment

There being no further business on **motion duly made, seconded, and unanimously carried, the Board adjourned at 11:45 a.m.**

Respectfully submitted,

Robert "Bob" Ayres, President, Board of Directors

ATTEST:

Virginia Hall, RN, Secretary, Board of Directors