

1) **The Regular Board Meeting was called to order on Tuesday July 22, 2025, at 5:20 p.m.**

2) **Roll Call**

Board Members Present

Liz Dahl – Linden Grove
Mike Enzmann – Field
Judy Pearson – Beatty
Shirley Conaway – Camp 5
John Stegmeir – Kabetogama
Denise Parson – Willow Valley

Don Potter – Unorganized St. Louis County
Eric Pederson - City of Cook
Marge Hyppa – Owens
Karis Antikainen – City of Orr
Karen Baxter – Unorganized St. Louis County

Board Members Excused

Kathy Weiand – Portage
Jodell Driggs – Crane Lake

Theresa Martinson – Angora

Board Members Absent

Wendy Long – Leiding

Staff Members Present

Teresa Debevec - CEO
Stephanie Maki – CHRO
Kaylee Hoard - CFO

3) **Pledge of Allegiance**

4) **Approval of Minutes – 07/22/2025**

- a) A recommendation was made to approve June 24, 2025, regular board meeting minutes as presented. The motion was approved unanimously.

5) **Administrators Report – Teresa Debevec.**

a) **Facility Staffing:**

- Active recruitment efforts are ongoing for multiple positions throughout the facility.

b) **Marketing:**

- The Community Health Needs Assessment Survey has been distributed and will be active until July 31st.
- Focus Group sessions were held this week. Positive feedback was received by board member Denise Parson.

c) **Medical Imaging North:**

- A termination letter was sent to Medical Imaging North following the execution of a new contract with Radiological Associates of Duluth, Ltd.

d) **Pain Clinic Partnership:**

- The C-Arm is expected to be delivered at the end of August.
- Initial coverage will include one clinic day and one injection day per month, with a goal to expand to two days per month for each.

e) **Legal Inquiry – Blue Cross Blue Shield Litigation:**

- The facility was contacted by representatives of Blue Cross Blue Shield (BCBS) in connection with ongoing litigation against CVS Health.
- The lawsuit alleges that CVS overcharged for generic drugs by submitting higher reimbursement claims to insurers while simultaneously offering significantly lower cash prices through discount programs.
- BCBS has reached out to various healthcare providers, including our facility, to request support in the form of data or documentation related to pharmacy billing and reimbursement practices.

f) **Blue Cross Blue Shield Antitrust Litigation – Provider Settlement:**

- A \$2.8 billion antitrust settlement involving Blue Cross Blue Shield (BCBS), which stems from allegations that BCBS engaged in anti-competitive practices limiting competition among its member companies.
- Healthcare providers, including our facility, may be eligible for a portion of the settlement funds.

g) **Heiam Event:**

- The Annual Heiam Event will be held on August 23, 2025, at the Lake Vermilion Fire Brigade.

h) **MN Law Changes:**

- A brief overview was provided regarding recent and upcoming changes to Minnesota employment law that may impact the facility. Key topics included:
 - Paid Family and Medical Leave: New state program set to begin January 1, 2026, providing partial wage replacement for eligible employees during approved family and medical leave.
 - Minimum wage for nursing home workers will increase to \$19.00 per hour on January 1, 2026, and to \$20.50 per hour on January 1, 2027, per the Minnesota Nursing Home Workforce Standards Board.

6) **Committee Reports**

a) **Executive Committee – 07/22/2025 – Liz Dahl**

- **Draft Levy**

- Liz Dahl reported that Kaylee Hoard presented three preliminary levy options to the Finance Committee for consideration, with strong support expressed for Option 3, a \$200,000 increase.
- The recommendation is based on anticipated financial pressures in the coming years. A formal vote will take place at the August board meeting.

b) **Legislative Committee – 07/22/2025 – John Stegmeir**

- Stegmeir provided a Legislative update to the board.

c) **Finance Committee – 07/22/2025**

- **Financials – Kaylee Hoard**

- June 2025 financials were provided to the board.

- **Mike Enzmann – Capital Items – Action Needed**

- A recommendation was made by the Finance Committee to accept the following capital item:
 - Chlorine Injector – Not to exceed \$48,000.00
 - Hematology Analyzer – Not to exceed \$42,000.00
 - Exhaust Fan & Ducting (Negative Air Zone) Not to exceed \$80,000.00
- (MCU) All in Favor

- **Draft Levy – Kaylee Hoard**

- Hoard presented the three (3) preliminary levy options for discussion:
 - Option 1: Maintain current levy (no increase)
 - Option 2: Increase by \$100,000.00
 - Option 3: Increase by \$200,000.00
- The board discussed the financial challenges currently facing the Hospital and considered the potential impact of each option.
- A final vote on the levy will take place at the August meeting.

7) **Credentialing Committee – No Meeting**

8) **Safety Committee – Karen Baxter**

- a) Baxter provided an overview of the most recent Safety Meeting

9) **New Business & Correspondence**

- a) **Town of Goodwill Resolution – Liz Dahl – Action Needed**

- The Town of Goodwill has officially voted to become an organized township. As the area was previously included in the Hospital District while unorganized, this change in status does not alter its standing within the district. However, formal action by the board is required to recognize the township's continued inclusion and to recommend a representative.

- A motion was made by Judy Pearson, seconded by Marge Hyppa, to approve the resolution accepting the Town of Goodwill as part of the Hospital District and to recommend Don Potter as the township's representative.

Motion Carried Unanimously

- With this addition, the board membership increases to 16, and the quorum requirement increases from 8 to 9.
- Board members were reminded of the importance of attending meetings to ensure that quorum is met and that official business can proceed.

b) Survey Dashboard – Teresa Debevec

- An overview was provided on the Survey Solutions dashboard, which tracks feedback and performance metrics across several departments.
- Current data reflects stable performance in most areas, though some lower satisfaction scores were identified.
- Debevec and Leseman will continue to review feedback and identify areas for improvement.
- Ongoing monitoring will continue, and updated dashboard results will be shared at future meetings.

10) Next Board Meeting – 8/26/2025

11) Questions or comments

12) Board Meeting Evaluations – Liz Dahl

- a) Provide meeting feedback to Debevec or Dahl

13) Adjourn – Liz Dahl

- At 6:20, a motion to adjourn the meeting was made by Eric Pederson, seconded by Don Potter. Motion carried.

Minutes respectfully submitted by Stephanie Maki, Human Resources Director – Approved by Teresa Debevec.