

1) **The Regular Board Meeting was called to order on Tuesday November 18, 2025, at 5:16 p.m.**

2) **Roll Call**

**Board Members Present**

Liz Dahl – Linden Grove

Mike Enzmann – Field

Karis Antikainen – City of Orr

Karen Baxter – Unorganized St. Louis County

Heather Brandon – Unorganized St. Louis County

Theresa Martinson – Angora

Jodell Driggs – Crane Lake

Don Potter – Town of Goodwill

Judy Pearson – Beatty

John Stegmeir – Kabetogama

Marge Hyppa – Owens

Denise Parson – Willow Valley

Eric Pederson - City of Cook

**Board Members Excused**

Kathy Weiand – Portage

Wendy Long – Leiding

**Board Members Absent**

Shirley Conaway – Camp 5

**Staff Members Present**

Teresa Debevec - CEO

Stephanie Maki – CHRO

Kaylee Hoard - CFO

3) **Pledge of Allegiance**

4) **Approval of Minutes – 11/18/2025**

- a) A motion was made by Marge Hyppa, seconded by Karen Baxter, to approve November 18, 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.
- The new Chief Nursing Officer and Infection Preventionist/EVS Manager have officially begun training

b) **IRRR Grant**

- Debevec has applied for a \$500,000.00 grant through IRRR for the upcoming boiler replacement.
- We are expected to hear by the end of the week if our application will move to the next phase.

- c) **Physician Recruitment**
    - Scenic Rivers is actively recruiting a physician to replace Dr. Vidor.
    - The Medical Director of the Nursing Home and the Trauma Director position have both been filled by the new MDs.
      - Nursing Home Medical Director – Molly Vail-Jackson, MD
      - Trauma Director – Josie Gable, MD
  - d) **EMTALA Survey and CMS Action**
    - The Board was informed that the hospital had previously received an EMTALA survey due to a reported violation. CMS had initially issued a notice of intent to terminate the hospital's Medicare provider agreement. CMS has now rescinded the intent to terminate, and the hospital remains in good standing with Medicare.
  - e) **NHWSB Minimum Wage Implementation Update**
    - The new Minnesota NHWSB minimum wage increase may be delayed, as the State is awaiting federal (CMS) approval before the wage increase can take effect.
  - f) **Employee Health Insurance**
    - Health insurance rates have increased by 10% for 2026.
  - g) **Workplace Violence Reporting Requirements**
    - Effective January 1, 2026, MDH has created an online platform where healthcare facilities must submit the results of their most recent annual review of workplace violence prevention.
    - The facility is currently in compliance.
  - h) **Pain Clinic**
    - Due to the low volume of patients for injections at the Pain Clinic, marketing efforts are being focused to increase patient volume.
  - i) **Trustee Conference**
    - The Winter Trustee Conference will be held on January 8 & 9, 2026. Board members are expected to notify Debevec by December 12th to register.
- 6) **Committee Reports**
- a) **Executive Committee – 11/18/2025 – Liz Dahl**
    - The Executive Board approved an extension of Teresa Debevec, CEO's contract, for an additional year.
    - Heather Brandon attended board orientation with Marge, Liz and Teresa.
  - b) **Legislative Committee – 11/18/2025 – John Stegmeir**
    - Stegmeir provided a Legislative update to the board.
  - c) **Finance Committee – 10/28/2025**
    - **Financials – Kaylee Hoard**
      - Hoard provided the October 2025 financials to the board.

7) **Credentialing Committee – 11/18/2025 – Teresa Debevec**

- a) A motion was made by Don Potter, seconded by Mike Enzmann, to approve the following reappointments:
- **Appointments:** Quinn Carmichael, MD
  - **Reappointments:** Mark Berry, DO; David Boyce, PT; Stacy Colich, RD; Adam Hecht, MD; Christopher Hurt, MD; Donald Nicell, MD; Alan Pratt, MD; Sergey Shkurovich, MD; Heather Smith, PAC
- (MCU) All in Favor

8) **New Business & Correspondence**

a) **Board Education – Kaylee Hoard**

- Hoard provided Financial training to board members.

9) **Next Board Meeting – 12/16/2025**

10) **Questions or comments**

11) **Board Meeting Evaluations**

- a) Provide meeting feedback to Debevec or Dahl

12) **Adjourn – Liz Dahl**

- At 5:54 pm, a motion to adjourn the meeting was made by Eric Pederson, seconded by Don Potter. Motion carried.

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