

1) **The Regular Board Meeting was called to order on Monday February 23, 2026, at 5:21 p.m.**

2) **Roll Call**

**Board Members Present**

Liz Dahl – Linden Grove  
Karis Antikainen – City of Orr  
Denise Parson – Willow Valley  
Judy Pearson – Beatty  
Wendy Long - Leiding  
Heather Brandon – Unorganized St. Louis County

Mike Enzmann – Field  
Marge Hyppa – Owens  
Lisa Tosel – Camp 5  
Eric Pederson - City of Cook  
Jodell Driggs – Crane Lake

**Board Members Excused**

Kathy Weiand – Portage  
Don Potter – Town of Goodwill  
John Stegmeir – Kabetogama  
Theresa Martinson – Angora

**Staff Members Present**

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

3) **Pledge of Allegiance**

4) **Approval of Minutes – 02/23/2026**

- a) A motion was made by Judy Pearson, seconded by Marge Hyppa, to approve January 27, 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 Utilization Review Coordinator/Case Manager has resigned after 24 years of service The replacement is scheduled to start in March.
- The Nurse Manager in the Care Center has resigned. We are actively recruiting to fill that position.

b) **Endoscopy**

- Construction is complete. We are currently waiting for inspections by the Minnesota Department of Health and the Department of Labor and Industry to ensure compliance before beginning procedures.

- c) **Housing Survey**
    - The City of Cook, in partnership with North Shore Development Co., conducted a staff survey to gather feedback on housing needs in Cook.
  - d) **Records Retention Policy**
    - Debevec reported that during a discussion with the CEO of North Shore Health in Grand Marais, it was discovered that public hospitals organized as hospital districts must have their Records Retention Schedule reviewed and approved by the Minnesota Historical Society, the Minnesota Attorney General’s Office, and the County Auditor through the Records Disposition Panel.
  - e) **Custom Learning**
    - Two new OASIS teams have been formed. One team will focus on employee wellness, including mental health and physical well-being. The second team, titled “A Dose of Clarity,” will focus on improving communication and education related to medications through the pharmacy department.
  - f) **Wellness Gym**
    - A question from a Board member evaluation last month requested clarification regarding use of the wellness area by Board members. Board members are permitted to use the facility gym free of charge; however, they must complete a scheduled orientation prior to using the equipment.
- 6) **Committee Reports**
- a) **Executive Committee – 02/23/2026 – Liz Dahl**
    - Dahl reported receiving positive feedback from a patient regarding a recent Emergency Room visit, noting that the care provided by the nursing staff and physician was outstanding.
  - b) **Legislative Committee – No report**
  - c) **Finance Committee – 02/23/2026**
    - **Financials – Kaylee Hoard**
      - Hoard provided the January 2026 financials.
    - **Capital Items – Mike Enzmann – Action Needed**
      - A recommendation was made by the Finance Committee to accept the bid from Mavo Systems for asbestos abatement related to the upcoming boiler replacement project, not to exceed \$60,000.
        - Motion carried unanimously (MCU)

- A recommendation was made by the Finance Committee to approve Park State Bank as our lender for the boiler replacement.
  - Motion carried unanimously
- A recommendation was made by the Finance Committee to accept the bid from JK Mechanical in the amount of \$1,871,548.00 for the boiler replacement project.
  - Motion carried unanimously

7) **Safety – Liz Dahl**

- a) Dahl provided feedback from the Safety Meeting held on February 3, 2026.

8) **New Business & Correspondence**

- a) Resident Trust Accounts – add Brittany Bradford and remove Annie Dougherty – Teresa Debevec – Action Needed

- A motion was made by Wendy Long, seconded by Eric Peterson to remove Annie Dougherty and add Brittany Bradford as authorized signers on the resident trust accounts held at NorthStar Credit Union, effective February 24, 2026.
  - WL/EP (MCU)

- b) Resolution – Authorization of Signer for Debt – Teresa Debevec – Action Needed

- A motion was made by Marge Hyppa, seconded by Mike Enzmann authorizing Liz Dahl, to be an authorized signer for debt for the Cook-Orr Healthcare District.
  - The motion was adopted by a roll call vote, all members voting in favor (MCU)

- c) Resolution to accept Gross Revenue Note – Kaylee Hoard – Action Needed

- A motion was made by Judy Pearson, seconded by Wendy Long, to adopt the resolution entitled “Resolution of the Hospital Providing for the Issuance, Sale, and Delivery of a Not to Exceed \$2,005,800 Health Care Facilities Gross Revenue Note, Series 2026; Establishing the Terms and Form Thereof; and Awarding the Sale Thereof.”
  - The motion was adopted by roll call vote, all members voting in favor (MCU).

- d) Annual Board Report – Teresa Debevec and Kaylee Hoard

- The annual Board report was provided to all members, covering staffing, payroll and benefits, visits and procedures, capital items, auxiliary and HEIAM, EMR training, First Responder Unit grants, grants recorded in 2025, Board news, and facility updates.

9) **Next Board Meeting – 03/24/2026**

10) **Questions or comments**

11) **Board Meeting Evaluations**

- a) Provide meeting feedback to Debevec or Dahl

**12) Adjourn – Liz Dahl**

- At 6:07 pm, a motion to adjourn the meeting was made by Eric Pederson, seconded by Judy Pearson. Motion carried.

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