

A regular meeting of the North Wheeler County Hospital District Board was held at the hospital at 5:58 p.m. on May 19, 2025.

MEMBERS PRESENT: Pam Hibler, Chairman
Marla Ford, Vice-Chairman (by telephone)
Janie VanZandt, Secretary
Ken Daughtry, Member
Shelley Teichmann, Member

OTHERS PRESENT: Cecil Gaither, CEO; Jace Henderson, CFO; Skye Lane, NWCEMS Department Head; Mandy Meadows, DON; Brenda Sparlin, Visitor

1. CALL TO ORDER AND PRAYER: Pam Hibler, Chairman, called the meeting to order at 6:00 p.m. with a prayer offered by Jace Henderson.

2. CONSENT AGENDA:

- a. **Minutes of the Previous Meeting:** April 21, 2025; May 12, 2025
- b. **Payment of bills**
- c. **Investments**
- d. **QAPI**
- e. **Date of next meeting: June 16, 2025**

Ken Daughtry made a motion to accept the items on the Consent Agenda. Janie VanZandt seconded the motion; the vote was unanimous.

3. EMS REPORT: Skye Lane's report stated that all three trucks are stocked and in service. They continue to train in-house and online. They have completed real-life scenarios to stay up to date on drip rates and new drugs that were implemented in the protocols. They have been running through mega codes on the dummy. Staff are enjoying the FoamFrat subscription and the live classes they offer. After a meeting with Sheriff Tim Reeves, it was agreed that after EMS enters a home and no life-saving measures are needed, they will run a strip on the patient, turn the scene over to the deputies, leave the scene, and complete the report for the JP. EMS will not be getting core temps on deceased individuals and will not be doing removals to the funeral home. They do not wear body cams and do not have cameras in the back of the ambulances, so it is a liability concern among the staff. The EMS is fully staffed. They have assisted with several state send offs for Wheeler and Shamrock schools and have taught first aid and basic CPR to area volunteer fire departments. Extrication classes will be done with Wheeler and Mobeetie fire departments. They completed 34 runs in April.

4. CNO REPORT: Mandy Meadows reported that nursing staffing is fully staffed with the hiring of a full-time night shift RN. One RN transitioned to PRN due to school schedule. Two nurses' aides have been hired and will be trained for the hospital side and assisted living side. The nursing staff celebrated Nurses Week. They are the heart of healthcare with their willingness to stand in the gap for our patients. Mandy will attend a TNCC course June 4-5 in Amarillo for recertification.

5. **FINANCIAL STATEMENT AND STATISTICS:** Jace and the board reviewed the balance sheet and the operating/income statement with the board.
 - a. **Palo Duro G&P Suit Update** – Jace Henderson has not heard any more about the lawsuit situation.
 - b. **Billing update – Trubridge/Vestra:** The contract with Trubridge was let go, however, we will have to use their RCM billing software for \$3500/month. They had been charging \$8500/month to do the billing. We will do billing in-house. The board was unanimously in favor of doing this. Vestra was going to cost \$30,000/month with a grant that would pay for it. Since we must stay with the RCM software, we will refuse the grant.
 - c. **Bond Settlement:** The hospital bond has been completely paid off as of May 1, 2025. Jace will notify the state about this.
6. **APPROVE BAD DEBT** - No report.
7. **OLD BUSINESS**
 - a. **Assisted Living Signage:** We are still searching for a source to make the signage for Assisted Living and the Emergency Room waiting room.
 - b. **Practitioner Recruitment:** There has been one applicant for the position so far.
 - c. **New Board Member Education:** Shelley Teichmann has completed all the information.
8. **NEW BUSINESS:**
 - a. **TCDRS – TEXAS COUNTY & DISTRICT RETIREMENT SYSTEM:** This retirement system was created by the Texas Legislature and currently serves 850 employers. Jace will investigate the numbers on the cost report and percentage of reimbursement to see about implementing a retirement program for the hospital employees. Also, Parkview hospital is the only hospital that pays 60-70% of insurance and medical claims for the employees, which is a major benefit. This amounts to about one million dollars per year spent on employees.
 - b. **Social Media Report:** This report is from Sammi Davis who is developing our public relations program. It indicates positive interaction through social media.
 - c. **HPRA/iCore Radiology:** As of July 7, 2025, High Plains Radiology Associates are dropping many small hospitals, including Parkview, because they do not have the staff to read all the tests. Therefore, we will sign a 3-year contract with iCore Radiology out of California for \$15,000/month. It will take 2-3 months to get set up with them. Annette will bill the insurance companies.
 - d. **COO Position** – Cecil has advertised to hire a COO to help with everyday hospital operations, but a decision has been made to delete this position for now.
 - e. **CEO Evaluation:** This was discussed in executive session. Ken Daughtry made a motion to accept Cecil's resignation. Janie VanZandt regrettably seconded the motion; vote was unanimous. Cecil has 2 years and 5 months remaining on his contract, plus paid-time off, sick leave, and vacation days. Ken Daughtry made a motion to allow Cecil to continue on the hospital insurance for up to four months until he can secure other health insurance. Shelley Teichmann seconded the motion; vote was unanimous.
9. **EXECUTIVE SESSION (pursuant to Texas Government Code, section 551.074):** The board went into executive session at 7:38 p.m. The board adjourned the executive session at 9:05 p.m.

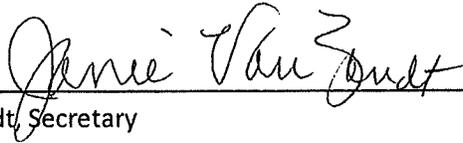
10. PUBLIC COMMENT: None.

11. ADJOURNMENT: The meeting was adjourned at 7:32 p.m. The next regular board meeting will be on Monday, June 16, 2025, at 6 p.m.

Respectfully submitted,



~~Pam Hibler, Chairman~~ Marla Ford, Vice Chairman



Janie VanZandt, Secretary

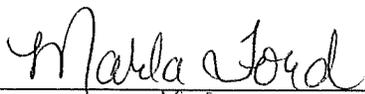
A special called meeting of the North Wheeler County Hospital District Board was held at the hospital at 9 p.m. on May 23, 2025.

MEMBERS PRESENT: Pam Hibler, Chairman
Marla Ford, Vice-Chairman (by telephone)
Janie VanZandt, Secretary
Ken Daughtry, Member
Shelley Teichmann, Member

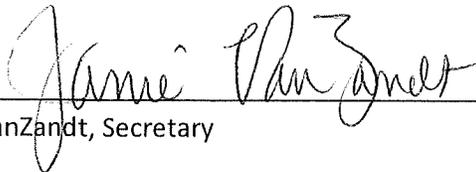
OTHERS PRESENT: Jace Henderson, CFO

1. **CALL TO ORDER AND PRAYER:** Pam Hibler, Chairman, called the meeting to order at 9:03 a.m. with a prayer offered by Jace Henderson.
2. **CEO SEVERANCE:** The board went into executive session at 9:05 a.m. and adjourned executive session at 9:15 a.m.
3. **EXECUTIVE SESSION** (Pursuant to Texas Government Code, section 551.074) – See item #2.
4. **INTERIM CEO APPOINTMENT:** The board met with Zela Young to discuss the vacant CEO position. After much discussion, Ken Daughtry made a motion to hire Zela Young as the interim CEO. Marla Ford seconded the motion; vote was unanimous. Zela stated that she will still help in the lab and will do her Thursday night/weekend lab rotation but will not be taking her lab pay. There was further discussion about nurse practitioner applicants and insurance/coding changes.
5. **ADJOURNMENT:** The meeting was adjourned at 10:55 a.m. The next regular board meeting will be on Monday, June 16, 2025, at 6 p.m.

Respectfully submitted,



^{Vice}
Pam Hibler, Chairman
Marla Ford



Janie VanZandt, Secretary