Concho County Hospital District:

Unapproved Board Meeting Minutes

Submitted for Recordkeeping

CONCHO COUNTY HOSPITAL DISTRICT

MEETING MINUTES

STATE OF TEXAS

COUNTY OF CONCHO

1.) Call to Order

The Concho County Hospital District Board of Directors met in Eden, Texas at the Concho Medical Clinic Lobby, 551 Eaker Street, for a Called Meeting on Tuesday January 27, 2026, at 5:30 p.m.

2.) Roll Call & Attendance

Board Members

Julie Jones, President

Rosa Schreiber, Vice President

Anita Aguilar, Member

Brandi Gloria, Member

Priscilla Aguirre, Absent

Stephanie Jones, Absent

Other Present

Robert A. Pascasio, CEO

Sheri Lowe, Admin Assistant/HR Manger

Paula Duwe, Duwe Realty

3.) Public Comments

No Comments were made

4.) Board Minutes

a. December 18, 2025, Called/Regular meeting

b. December 8, 2026, Called Meeting

A motion to approve both sets of minutes as presented was made by Rosa Schreiber and seconded by Brandi Gloria. The motion passed unanimously, 4–0.

5.) Finance Report

Pascasio shared that Will Martin had prepared a narrative for the board's review and stated that he would be happy to answer any questions. Anita Aguilar questioned why the Flint Medical Staffing bill was unusually high. Pascasio explained that the amount was due to an invoice that should have been issued in November but was not received until December; therefore, it was corrected and reflected in December's billing. Anita Aguilar also asked whether Pascasio had received any further updates regarding payments from or the U.S. Marshals. Pascasio stated that the organization is still owed funds. He noted that limited payments are being received from USM; however, due to the way the ICE process claims through Medicare and the PPO, no payments have been received from that source.

Chair Julie Jones moved the meeting to Executive Session at 5:36 P.M.

The Board returned to the Open Session at 5:53 P.M.

13.) Disposition/Sale of District Property

A motion was made by Rosa Schreiber to accept the bid from Ms. Burns, contingent upon her paying half of all closing fees, with the district paying the realtor fees. The motion was seconded by Anita Aguilar. The motion passed unanimously, 4–0.

6.) CEO Report

Pascasio shared that his report was included in the binder and stated that he would be happy to answer any questions. Brandi Gloria asked questions regarding on-call pay and what changes had been made. Pascasio advised that the Frist Health contract has been cancelled, so that USMS will be paying Medicare rates going forward.

Julie Jones asked a question regarding the contract with First Health, the silent PPO accessed by the USMS. Pascasio addressed the question and stated that Medicare is paying at that rate.

Chair Julie Jones also expressed her gratitude to maintenance Sebastian Butler for saving the hospital over $2,000 on battery backup in the lab.

Rosa Schrieber asked about Dr. Sloan, and Pascasio stated that he came in and had a conversation with him. A question was asked regarding Endeavor and its billing. Pascasio stated that Endeavor had advised the balance would be written off since the hospital had already paid half of the amount which covered the period May though July.

A motion was made by Brandi Gloria to accept the CEO report, seconded by Rosa Schrieber. The motion carried 4–0.

7.) OBBA Report

Pascasio shared with the board that the materials included in their packet contained the information that was written and submitted to AJ for the Eden Echo. Pascasio asked the board to assist in identifying potential "shovel-ready projects." Several ideas were discussed including a new CT project, development of a wellness center (possibly in partnership with the school district using the old school building), and development of a home health agency.

No action required, report only.

8.) Order General (Board Election)

Pascasio shared that, for the upcoming election, all four precinct seats will be open. Pascasio requested that the board ratify the notices posted pursuant to the District's enabling legislation and applicable Election Code, authorize the activities customary to the District's board election process, and order the election to be held on May 2, 2026.

Chair Julie Jones made a motion to ratify the posted notices and order the election to be held on May 2, 2026. The motion was seconded by Brandi Gloria. The motion passed unanimously, 4–0.

9.) County Election Contract

Pascasio stated that Board Members of CCHD serve two-year terms and that elections may occur annually. He noted that Melissa Infante, the Concho County Coordinator, facilitates the election process. Pascasio also stated that the contract with the County was included in the board packets for review. Rosa Schrieber made a motion to approve a $1,500 deposit for programming fees and for CCHD to pay the election expenses, estimated at approximately $2,500 plus a 10% administrative fee. The motion was seconded by Anita Aguilar and passed unanimously, 4–0.

10.) CY2026 District Holidays

Pascasio stated that the District holidays include New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. Pascasio asked the Board to consider whether Independence Day should be recognized on the preceding Friday when it falls on a Saturday, whether Thanksgiving should include the Friday following the holiday, and whether Christmas Eve should be recognized as a holiday.

Chair Julie Jones made a motion that the District observe Independence Day on Friday, July 3, 2026; observe Thanksgiving on Thursday, November 26, 2026, without including the following Friday; and observe Christmas Eve on Thursday, December 24, 2026, as a half day, with Christmas Day observed on Friday, December 25, 2026. The motion was seconded by Brandi Gloria. All were in favor, and the motion carried unanimously, 4–0.

11.) Insurance Policies

Pascasio shared that the renewal of the District's insurance policies was due and that the deadline fell over the holidays. He respectfully requested that the Board ratify the action, as it exceeded his spending authority. Rosa Schrieber made a motion to affirm the renewal of the District's insurance policies. The motion was seconded by Julie Jones. All were in favor, and the motion carried unanimously, 4–0.

12.) Employee Manual

Pascasio shared with the Board that there are classification issues regarding what constitutes a full-time employee. He explained that the District is proposing the following definitions:

- Full-Time Employee: An employee who is regularly scheduled to work a minimum of 30 hours per week.
- Part-Time Employee: An employee who is regularly scheduled to work less than 30 hours per week.
- PRN Employee (Variable Hour): An employee who is not regularly scheduled but works as needed.

Anita Aguilar made a motion to accept these classifications for full-time, part-time, and PRN employees. Rosa Schrieber seconded the motion. The motion carried unanimously, 4–0.

Chair Julie Jones moved the meeting to Second Executive Session at 6:26 P.M.

The Board returned to the Open Session at 6:54 P.M.

14.) REH Designation Opportunity

Motion by Bradi Gloria 2nd by Chair Julie Jones to authorize Administration to submit the application(s) to convert Concho County Hospital to REH designation, motion passed 4-0.

15.) Organization Finances

No action

16.) Medical Staff

Rosa Schrieber made a motion to approve the medical staff credentials as recommended by the Medical Staff. The motion was seconded by Anita Aguilar.

Brandi Gloria made a motion to ratify the current medical staff bylaws. The motion was seconded by Anita Aguilar.

Both motions carried unanimously, 4–0.

Adjourn

Next regular Board Meeting will be February 24, 2026, at 5:30 PM.

There being no further business to consider, meeting adjourned at 7:04 p.m.- Motion by -Brandi Gloria, seconded by Julie Jones. Motion passed 4-0.

Concho County Hospital Board President Date