

LUCAS COUNTY REGIONAL HEALTH DISTRICT
Board of Health Meeting on February 26, 2026
New Building, 1933 Spielbusch Avenue, Toledo, Ohio 43604, 2nd Floor Conference Room
Meeting Minutes

I. **Call to Order and Roll Call – Barbara Sarantou**

Barbara Sarantou, President, called the meeting to order at 8:56 a.m. A Roll Call was taken of Board Members for attendance:

Present: Ted Kaczorowski, Sonia Flunder-McNair, Dr. Johnathon Ross, Amr Elaskary, Matthew Sapara, David Karmol, Cheryl Crowder, Susan Postal, Dr. Donna Woodson, and Barbara Sarantou

Excused: Richard Munk, MD and Paul Komisarek

II. **Introduction of Guests – Karim Baroudi**

Staff and Visitors: Karim Baroudi, Dr. Lawrence Monger, Shannon Jones, Angie Bauman, David Welch, Wendy Davis, Tina Stokes, Kevin A. Pituch (LC Prosecutor), Brandon Palinski, Kendra Kec, Heather Burnette, Scott Francis, Jen Gottschalk, Dyana Newton, Nancy Benedetto, Barbara Jordan, Patrick Yazigi (Medical Student of Donna Woodson, MD), Jessica Steinman, and Adrienne Briner.

III. **Additions/Deletions to Agenda**

Karim reported that there is an additional item that was not available at the time of the February 17 Personnel & Audit/Finance Joint Committee meeting. The item for discussion is the Laibe Electric contract, which includes two estimates for accessing connections for the new building. This will be addressed during the review of contracts and MOUs under the Personnel & Audit/Finance Joint Committee report.

IV. **Approval of Board of Health Meeting Minutes**

(Resolution 025-26) A motion was made by Dr. Johnathon Ross and seconded by Barbara Sarantou to Approve the Minutes of January 22, 2026, Regular Board of Health Meeting as amended. Motion carried; 10 Yeas, 0 Nays.

V. **Retirement of Nancy Benedetto, Public Health Nurse - CMH**

(Resolution 026-26) A motion was made by David Karmol and seconded by Amr Elaskary to Approve a Resolution honoring Nancy Benedetto, RN, for 24 years of dedicated public health service and celebrating her retirement. Motion carried; 10 Yeas, 0 Nays.

VI. **Legal Update – Kevin Pituch**

Kevin reported on one operational update: This item does not affect TLCHD or its employees. A pipe burst at 711 Adams rendered the building uninhabitable. As a result,

Legal staff are now working out of 705 Adams until repairs are completed. There is no change in contact procedures, including in-person visits.

VII. Medical Director's Report – Lawrence Monger, MD

Dr. Monger reported Local viral activity is trending downward overall. RSV, influenza, and COVID-19 cases are decreasing, though hospitalizations in Lucas County have increased slightly for the week ending February 24th. Influenza activity remains steady, while COVID-19 continues to decline, with current case numbers roughly half of what they were in January.

In Franklin County, six children under five have developed measles, five of whom were unvaccinated. The exposure source was linked to Columbus International Airport. According to the Johns Hopkins measles tracker, the majority of cases nationally are concentrated in South Carolina, Utah, Arizona, Florida, and Washington State. National vaccination coverage has declined to the low 90s percent, below the recommended threshold of 95 percent needed for herd immunity.

VIII. Committee Reports

A. Personnel & Audit/Finance Joint Committee – Amr Elaskary & Barbara Sarantou

The Audit and Finance Committee met on Tuesday, February 17, 2026. The following items require Board of Health action:

(Resolution 027-26) A motion was made by Matthew Sapara and seconded by David Karmol to approve the payment of the January 2026 vouchers. Motion carried. 10 Yeas, 0 Nays.

(Resolution 028-26) A motion was made by Dr. Donna Woodson and seconded by Matthew Sapara to approve the changes in revenue estimates and expense appropriations of \$141,532.00 for January 2026. Motion carried. 10 Yeas, 0 Nays.

Grants

- \$52,500.00, continuation grant from Ohio Commission on Minority Health for Local Office of Minority Health.
- \$275,273.00, continuation grant from Ohio Department of Health for STI Prevention.
- \$39,938.00 from Area Office on Aging of Northwest Ohio for Sixty Plus Clinic.

(Resolution 029-26) A motion was made by Matthew Sapara and seconded by Sonia Flunder-McNair to apply and accept all grants listed above. Motion carried; 10 Yeas, 0 Nays.

Contracts, Agreements, and/or MOU's

- Neighborhood Health Association (NHA) to spend \$35,048.86 for NHA to hire and supervise a peer navigator to be placed with the DART program.
- Lucas County Sheriff's Office to spend \$5,000.00 for naloxone expansion and a peer lead project.
- CareSource to receive funding for providing services as a participating provider for CareSource members.
- PlaceBased Media to spend \$27,500.00 for an awareness campaign promoting our partner health navigators in the region and to implement physical media in partner counties Crawford, Henry, and Seneca.

(Resolution 030-26) A motion was made by Matt Sapara and seconded by Dr. Johnathon Ross to enter into all Contracts, Agreements, and/or MOUs listed above in December 2025 Audit Finance committee report. Motion carried; 10 Yeas, 0 Nays.

(Resolution 031-26) A motion was made by Matthew Sapara and seconded by Dr. Johnathon Ross to Approve Change Order Form to the agreement already in place with Health Space GovTech for the additional amount of \$2,500.00 annually. Motion carried. 10 Yeas, 0 Nays.

(Resolution 032-26) A motion was made by Matthew Sapara and seconded by Dr. Johnathon Ross to Accept two additional estimates from Laibe for the fiber loop connection for \$19,870 and the cost for testing of the connection prior to construction for \$15,970. Motion carried. 10 Yeas, 0 Nays.

(Resolution 033-26) A motion was made by Matthew Sapara and seconded by David Karmol to approve the write-off of uncollectable amounts that are for dates of service at least 180 days or older. Total amount of \$1,529.46 for the month of January 2026. Motion carried. 10 Yeas, 0 Nays.

(Resolution 034-26) A motion was made by Susan Postal and seconded by David Karmol to Approve the Resolution for the 2027 Proposed Budget and Estimated Resources. Motion carried. 10 Yeas, 0 Nays.

(Resolution 035-26) A motion was made by Susan Postal and seconded by Dr. Johnathon Ross to Approve the Personnel and Audit/Finance joint committee report. Motion carried. 10 Yeas, 0 Nays.

IX. Executive Session – Kevin Pituch

(Resolution 036-26) A motion was made by David Karmol and seconded by Matthew Sapara to enter into Executive Session to consider the appointment, employment, dismissal, discipline, promotion, demotion, or compensation of a public employee or at 9:32 a.m. Roll Call vote. Motion carried; 10 Yeas, 0 Nays.

(Resolution 037-26) A motion was made by Matthew Sapara and seconded by Dr. Donna Woodson to return to Regular Session of the Board of Health Meeting at 9:58 a.m. Roll call vote . Motion carried; 10 Yeas, 0 Nays.

Coming out of Executive Session the Lucas County Regional Board of Health took the following actions.

(Resolution 038-26) A motion was made by Ted Kaczorowski and seconded by Dr. Johnathon Ross to Approve the Collective Bargaining Agreement with AFSCME (AFL-CIO). With the effective dates of January 1, 2026 until December 31, 2028. Roll call vote. Motion carried. 10 Yeas, 0 Nays.

(Resolution 039-26) A motion was made by Ted Kaczorowski and seconded by David Karmol to Approve the Collective Bargaining Agreement with The Ohio Nurses Association (ONA). With the effective dates of January 1, 2026 until December 31, 2028. Roll call vote. Motion carried. 10 Yeas, 0 Nays.

(Resolution 040-26) A motion was made by Ted Kaczorowski and seconded by Dr. Johnathon Ross to Approve the Non-Bargaining Provisions including annual increase, adjustments to current base salary, ensuring parity and administrative consistency across the agency. Roll call vote. Motion carried. 10 Yeas, 0 Nays.

(Resolution 041-26) A motion was made by Ted Kaczorowski and seconded by Dr. Johnathon Ross to Authorize the Health Commissioner and/or the Board President are hereby authorized to execute all necessary documents and contracts to give effect to these provisions. Roll call vote. Motion carried. 10 Yeas, 0 Nays.

(Resolution 042-26) A motion was made by Dr. Johnathon Ross and seconded by Ted Kaczorowski to Approve a reduction in the standard work week from 40 to 32 hours for the ODH STI Prevention Nurse Practitioner (Non-Bargaining Unit) position due to a lack of grant funding, effective March 9, 2026, in accordance with the Ohio Revised Code 124.321. Roll call vote. Motion carried. 10 Yeas, 0 Nays.

(Resolution 043-26) A motion was made by David Karmol and seconded by Dr. Johnathon Ross to Approve a reduction in force within the ODH STI Prevention Health Educator (Bargaining Unit) classification due to a lack of grant funding, effective March 20, 2026, to be carried out in accordance with the AFSCME Collective Bargaining Agreement. Roll call vote. Motion carried. 10 Yeas, 0 Nays.

Date: February 26, 2026

Subject: Summary of Negotiated Contract Provisions (2026-2028): AFSCME & ONA

This report outlines the finalized negotiated provisions for the AFSCME and ONA collective bargaining agreements (January 1, 2026 – December 31, 2028). The recommendation also parallels adjustments for Non-Bargaining Unit (NBU) staff.

Direct Financial Obligations (Wages and New Classifications)

Provision	Impact/Fiscal Note	Employee Group
General Wage Increase	3.25% Annually. Applies to years 2026, 2027, and 2028.	ONA
General Wage Increase	3.25% Annually. Applies to years 2026, 2027, and 2028.	AFSCME
One-Time Lump Sum	\$2,000 one-time expense in year 2026.	ONA
One-Time Lump Sum	\$1,500 one-time expense in year 2026.	AFSCME
EH Technician	New classification. Salary per established scale, Paygrade 6.	AFSCME
Epidemiologist (Tier 2)	New classification. Salary per established scale, Paygrade 14.	AFSCME
Breastfeeding Peer Helper	New classification. Salary per established scale, Paygrade 2.	AFSCME
Step/Anniversary	Anniversary Steps now reflect 3 years to obtain maximum pay.	ONA
Overtime Rule Change	Shift to 40hr/week threshold (vs. 8hr/day). Applies to Part-time employees only.	ONA & AFSCME
Paid Personal Leave	Reallocation of existing leave; no cash-out value.	ONA & AFSCME
Uniform/Safety Reimbursement	Employees required to enter facilities mandating safety footwear are eligible for an annual reimbursement of up to \$100 toward the purchase of slip-resistant, safety compliant shoes.	AFSCME
Parking Stipend	Employees receive \$22.50 stipend for January & February. Stipends end as parking in now provided.	ONA & AFSCME

To prevent salary compression and maintain employee retention, the administration recommends adopting the following wage and leave structures for NBU staff:

Provision	Impact/Fiscal Note	Employee Group
General Wage Increase	3.25%, year 1, 2026 – For year 2027 pay considerations are based on the NBU Compensation Study recommendations.	NBU
One-Time Lump Sum	\$1,500 one-time expense in year 1, 2026.	NBU
Paid Personal Leave	Reallocation of existing leave; no cash-out value.	NBU
Parking Stipend	Employees receive \$22.50 stipend for January & February. Stipends end as parking is available for all employees at the new building location.	NBU

Recommendation: The administration recommends that the committees move these items to the full Board of Health for approval.

A. Legislative Committee – Paul Komisarek, Presented by David Karmol

The Legislative Committee met on Tuesday, February 17, 2026. The following items require Board of Health action:

(Resolution 044-26) A motion was made by Dr. Johnathon Ross and seconded by Dr. Donna Woodson to approve the Legislative Committee report. Motion carried; 10 Yeas, 0 Nays.

B. Bylaws/Governance – David Karmol

The Bylaws/Governance Committee met on Tuesday, February 17, 2026.

David Karmol reminded Board members of the upcoming DAC meeting on March 18. He also noted that three Board members are up for renewal, with Amr Elaskary's term specifically ending in March while Dr. Donna Woodson and Susan Postal terms will end in July. All 3 board members have expressed their interest to continue serving as a member of the Board of Health.

(Resolution 045-26) A motion was made by Dr. Johnathon Ross and seconded by Amr Elaskary to open the floor for nominations for President and Vice President of the Lucas County Regional Board of Health. Roll call vote. Motion carried. 10 Yeas, 0 Nays.

Dr. Johnathon Ross nominated Amr Elaskary to serve as 2026 Board of Health President.

Barbara Sarantou nominated David Karmol to serve as 2026 Board of Health Vice President.

(Resolution 046-26) A motion was made by Sonia Flunder-McNair and seconded by Ted Kaczorowski to approve the Bylaws/Governance Committee report. Motion carried. 10 Yeas, 0 Nays.

X. New Business/Points for Consideration

Board of Health to recognize Heather Burnette's (PIO), service to Public Health.

The Board will recognize Heather Burnette, PIO, for her dedicated service to Public Health. Karim announced that tomorrow will be Heather's last day, as she is moving on to a new opportunity. Karim highlighted the excellent work Heather has done during her tenure at the Health Department.

Heather thanked everyone and expressed that she was happy to serve the Health Department. She shared that it was a pleasure to serve in her role and hopes her contributions positively impacted the Department. Heather will be joining WTOL as a morning anchor.

Karim stated that Heather's position has been posted. He noted that there may be some changes to the role in the future and emphasized that the Department wants to take its time in filling the position, considering funding and finding the best fit for the role.

XI. Health Commissioner's Comments – Karim Baroudi

XII. Public Health in the News

Karim reported that the building keys have been obtained, and all utilities are now in the name of the Board of Health. Staff parking is established, and access keys to offices have been organized. All Board of Health members have key cards for building access. Construction plans have been submitted to the City of Toledo, and a consultation meeting is expected in the next week or so. Directors are conducting staff tours of the building.


Scott Francis, with support from Dave Welch, is setting up contracts for services needed at 1933 Spielbusch. The first mortgage payment of \$207,011.68 is scheduled for March 1, 2026, to be followed by a total of 10 payments over five years. Area Title Agency and the Diocese Legal Team are working with the Board regarding taxes for the new building, including determining responsibility and consideration of tax exemption moving forward.

XIII. Next Meetings

- March 18, 2026 (Springfield Township Hall)
- March 22, 2026 (New Building)
- April 23, 2026 (TBD)
- May 28, 2026 (TBD)

(Resolution 047-26) A motion was made by Amr Elaskary and seconded by Dr. Donna Woodson to adjourn the meeting at 10:28 a.m. Motion carried. 10 Yeas, 0 Nays.

Signed By:



Barbara Sarantou, President
Lucas County Regional Board of Health



Karim Baroudi, MPH, REHS
Secretary to the Board of Health

Date: 3/26/2025

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