APPROVED

REGULAR MEETING OF THE BOARD OF DIRECTORS

Thursday, November 13, 2025 – 5:30 p.m. Ledge Light Health District

The Regular meeting of the Ledge Light Health District Board of Directors was held on Thursday, November 13, 2025 – 5:30 p.m., at 74 Garfield Avenue, New London.

Present: Chairperson Kiker, Vice Chair Nicole Porter, Secretary Sue Vincent, Treasurer Ken Nogacek, Steven Buttermore, Brian Clinton, Susan Graham, Ryan McCammon, Eugene Pfeifer, Tracee Reiser, Director of Health Jen Muggeo, and Communications Coordinator Estelle Harrison. **Absent Excused:** Kendra Clark, Paul Goldstein; Thomas Gotowka, and Kent Sistare **Absent Not Excused:** Steven Carlow and Candace Devendittis.

I. CALL TO ORDER- Chairperson John Kiker called the meeting to order at 5:35 p.m.
   a. Adoption of the Meeting Minutes of September 11, 2025- K. Nogacek moved to approve the minutes. B. Clinton seconded the motion, which was approved unanimously.

II. PUBLIC PARTICIPATION

III. REPORT FROM THE CHAIRPERSON- J. Kiker provided his report.

IV. COMMUNICATION FROM BOARD MEMBERS-none

V. REPORTS FROM SUBCOMMITTEES
   a. Personnel- none. b. Finance- none; c. Bylaws- see attached report. d. Health Equity- none

VI. REPORT FROM THE DIRECTOR OF HEALTH- J. Muggeo gave an overview of her written report.

VII. FINANCIAL REPORTS- J. Muggeo provided details on her written report.

VIII. OLD BUSINESS- none

IX. NEW BUSINESS
   a. Committee Appointments-
      - Bylaws Committee: B. Clinton, Chair; K. Clark; and J. Kiker
      - Finance Committee: K. Nogacek, Chair; E. Pfeifer; T. Reiser; K. Sistare; and S. Vincent.
      - Health Equity: S. Carlow; K. Clark; C. Devendittis; P. Goldstein; T. Gotowka; S. Graham; and S. Vincent.
      - Personnel Committee: J. Kiker, Chair; S. Buttermore; K. Clark; S. Graham; R. McCammon; and N. Porter.
   b. FY27 Per Capita Rate- After a motion by K. Nogacek that T. Reiser seconded, the fiscal year 2027 per capita rate of $8.05 a 3% increase) was approved – 8 in favor and 2 opposed.
   c. Executive Session for Collective Bargaining Contract and Personnel Policy Updates N. Porter moved to enter Executive Session with District Director Muggeo invited to stay. R. McCammon seconded the motion which was approved unanimously. The Board entered Executive Session at 6:48 p.m. and exited Executive Session at 7:05 p.m. After discussion N. Porter moved to approve changes to Article 13 of the Bargaining Unit Contract as proposed. The motion was seconded by E. Pfeifer and passed unanimously.

X. OTHER
   a. 2026 Meeting Calendar- T. Reiser moved that 2026 Meeting Calendar be added to the agenda. B. Clinton seconded the motion which was approved unanimously. After a motion by K. Nogacek to approve the 2026 meeting calendar that was seconded by S. Vincent was seconded, the motion was approved unanimously.

XI. ADJOURNMENT – After a motion by N. Porter that was seconded T. Reiser and unanimously approved, the meeting adjourned at 7:08 p.m.