September 11, 2026

The Special Board Meeting of the Board of Commissioners for Island Hospital was called to order by Commissioner Lang at 9:00am on Friday, September 11th in the Baker Conference Room of Island Hospital.

Those present were Commissioners Warren Tessler; James Tangaro, Jan Hendrickson, Joseph Mulcahy, MD and Lynne Lang, PhD. Also present and Kim Graf, Executive Business Manager.

Not present: Elise Cutter, CEO, Jennifer Graham, CNO, Galina Gandy, CIO, Colin Walker, CAS, Paul Vachek, CFO and Paul Hammer, MD COS.

Executive Session: Commissioner Lang announced that we will be holding an Executive Session to discuss:

We will be holding an Executive Session to discuss potential litigation with legal counsel representing the District when public knowledge regarding the discussion is likely to result in adverse legal or financial consequences to the District. RCW 42.30.110(1)(i).

We expect the session to take fifteen (15) minutes in length. At the end of the Executive Session we expect action to be taken and therefore we will reconvene.

The Board went into executive session at 9:01 am

The Board reconvened at 9:47 am.

CEO Transition:

Commissioner Lang shared that Elise Cutter notified the Board that she will be stepping away from her position as Chief Executive Officer. Elise will remain the CEO until an interim Chief Executive Officer begins their engagement. Our first action item is to accept the CEO transition plan.

After discussion, Commissioner Lang made a motion to accept the CEO transition plan Elise Cutter will continue as CEO until an interim Chief Executive Officer begins employment. Commissioner Hendrickson seconded the motion. Commissioners Lang, Tangaro, Tessler, Mulcahy and Hendrickson all voted aye and the motion carried.

Separation Agreement:

Commissioner Tessler made a motion to approve the draft Separation Agreement between Skagit County Public Hospital District No. 2 and Elise Cutter as presented and direct the President and to take such additional actions as are necessary to execute and implement the agreement. Commissioner Tangaro seconded the motion. Commissioners Mulcahy, Tangaro, Tessler, Lang and Hendrickson all voted aye and the motion carried.

Interim CEO:

Commissioner Lang shared the Board will begin the search for an interim CEO until such time as the Board may select a permanent CEO and Superintendent.

ADJOURNMENT:

There being no further business, Commissioner Lang called for the meeting to be adjourned at 9:51am.

Lynne Lang, President/Commissioner	Warren Tessler Secretary/Commissioner
Joseph Mulcahy, MD Commissioner	James Tangaro, Commissioner
Jan Hendrickson, Commissioner	