

JAN 14 2026

AGENDA  
ANGELINA COUNTY & CITIES HEALTH DISTRICT  
Board of Health Meeting

When: 7:00 a.m., Wednesday, January 21, 2026

Where: Classroom/205 Shands Building

AMY FINCHER  
County Clerk, County Court at Law  
Angelina County, Texas  
By JR

[https://teams.microsoft.com/l/meetup-join/19%3ameeting\\_YjRiNmYyMmUtNDRhZS00YTJkLWJkMGMtOTcyODE5ZmEzZTA0%40thread.v2/0?context=%7b%22Tid%22%3a%22b47be331-a44c-4dfb-88cb-12b914a1b9a7%22%2c%22Oid%22%3a%22fd1025b0-ec6b-49c5-9d11-6576ca1672c1%22%7d](https://teams.microsoft.com/l/meetup-join/19%3ameeting_YjRiNmYyMmUtNDRhZS00YTJkLWJkMGMtOTcyODE5ZmEzZTA0%40thread.v2/0?context=%7b%22Tid%22%3a%22b47be331-a44c-4dfb-88cb-12b914a1b9a7%22%2c%22Oid%22%3a%22fd1025b0-ec6b-49c5-9d11-6576ca1672c1%22%7d)

Meeting ID: 217 114 919 560 1

Passcode: 356Nr6iz

- A. Welcome
- B. Prayer
- C. Public Forum
- D. Discuss and Consider the Approval of Minutes from 11/19/2025.
- E. Discuss and Consider approval of minutes from 12/17/2029.
- F. Discuss and Consider Approval of September, October and November Financial Statements FY 2026
- G. Discuss and Consider identifying Trustee members for Endowment Trust. The board of trustees will be composed of eleven (11) members who shall be elected by the Board of Grantor. Three (3) members of the board of trustees will be members of Grantor's Board and include at least one officer of Grantor's Board and eight (8) members shall be residents of Angelina County.
- H. Discuss and consider approval to increase employee's salary for retention purposes from \$32,659.92 to \$37,440.00. and paying retroactive as of 12/16/2025 considering no board meeting was held in December.
- I. Discuss and Consider adding the Safety Officer role to the PHEP Manager position and increasing annual salary by \$2,000, retroactive pay as of 12/16/2025.
- J. Discuss and Consider increasing current NPs' salaries for retention purposes (maximum \$10,000 salary each). With retroactive pay 12/16/25.
- K. Discuss and consider approving title change of Assistant Finance Manager to Assistant Finance Director with a salary increase from \$63,000 to \$68,000 due to additional supervisory responsibilities.
- L. Discuss and consider approval for changes in the Retirement Plan Document: 1.) Allow eligible employees to enroll or change Retirement elections one month during each quarter and 2.) Allow fund to distribute balances to terminated employees after 30 days of separation.
- M. Discuss and consider approval termination of Hillard and Son Landscaping contract costing \$18,000/year and contracting with a lower annual fees landscaper.
- N. Discuss and consider approval of terminating contract with Ferrara's Heating & Air Conditioning, Inc. and contracting with other HVAC service based on received bids.
- O. Discuss and Consider Approving Policies # 200 Development and Revision of Policies and Procedures, 202 Management of Ethical issues, 203 Fraud and Abuse, 300 Leave Without Pay/Family and Medical Leave ACT (FMLA), Extended Medical Leave and Military Family Leave, 307 Holiday Pay, 303 ACCHD Employee Benefit and COBRA Benefits, 401 Performance Evaluations (Probationary period, Mid-year and Annual), 407 Employee Grievances, 410 Correcting Unsatisfactory Performance, 419 Family Planning Training Policy, 514 Personnel Records, 516 Classification of Employees, 517 Intimate Partner Violence and Required Training, 518 Employee Education and Training, 728 Adolescent Counseling for Title X and Family Planning, 803 Bidding Process for Vendors and Contractors, 1013 WIC Referral to Health Services, 1014 WIC Outreach Plan, 1015 WIC Disposal of Records, 1016 WIC Disaster and Safety Plan, 1205 ACCHD and WIC Comprehensive Quality Management, 1404 Facility Safety Inspection Policy, 1405 Fire Drill Procedures, 1406 Child Abduction Prevention and Response Policy, 1407 ACCHD and WIC Closing Procedures, 1408 Medication and Medical Supply Integrity, Expiration Date and Storage, 1409 Employee Response During a Declared Emergency, 1410 Weather Closing and Emergency, 1411 Interim Life Safety Measures, 1412 Active Shooter Policy, 1413 Employee Safety and Workplace Violence, 1414 Outreach Safety, 1415 Parking Lot Safety, 1416 Code 11, 1417 Hazardous Spills, 1418 Bomb Threats, Flood Emergencies, Power Outage, Inclement Weather and Safety.
- P. Discuss and consider approving reimbursement for Kristina Childress for Indeed charges of a total of \$1,361.23 for job postings.
- Q. Attorney Riley Update on Purchasing the ACCHD Building.
- R. Administrator Update: Yesenia Cabral-Fletcher
- S. Finance Update: Anthony Carter
- T. Adjourn