



**THE METROHEALTH SYSTEM BOARD OF TRUSTEES
RESOLUTIONS – 10/22/2025**

<u>RESOLUTION DESCRIPTION</u>	<u>RESOLUTION NO.</u>
<u>MINUTES</u>	
Minutes – Approval of Board Meeting Minutes September 30, 2025	19704
<u>MEDICAL STAFF</u>	
Approval of Medical Staff Providers, Appointments, Actions and Reappointments for September 2025	19706
<u>CONSENT AGENDA</u>	
Suspension of Performance Based Variable Compensation Program for 2025 Plan Year	19705

Approval of Board Meeting Minutes September 30, 2025

RESOLUTION 19704

WHEREAS, the Board of Trustees of The MetroHealth System has been presented the minutes of the Special Meeting of September 30, 2025, for approval; and

WHEREAS, no amendment to these Minutes have been recommended by the Trustees assembled.

NOW, THEREFORE, BE IT RESOLVED, the Board of Trustees of The MetroHealth System hereby approve the minutes of the Special Meeting of September 30, 2025, as presented.

AYES: Mr. Arnold, Mr. Corlett, Ms. Dumas, Mr. Dziedzicki,
Ms. Garcia, Dr. Jacobs, Ms. Mendez, Mr. Moss, Mr. Summers,
Dr. Walker

NAYS: None

ABSENT: None

ABSTAINED: None

DATE: October 22, 2025

Recommendation to the Board of Trustees of The MetroHealth System for Suspension of Performance Based Variable Compensation Program for 2025 Plan Year

Recommendation

The President and CEO recommends that the Board of Trustees ("Board") of The MetroHealth System ("System") suspend the at-risk Performance Based Variable Compensation program ("PBVC Program") for the 2025 plan year.

Background

On March 26, 2025, the Board approved of amendments to its Executive Compensation Policy, BOT-06, and ratified the plan document for the PBVC Program for the 2025 plan year ("2025 PBVC Plan Document") (see Resolution 19680). On that same date, the Board approved of the System's performance goals for the 2025 calendar year (see Resolution 19683).

In both BOT-06 and the 2025 PBVC Plan Document, the Board expressly reserved the right to amend, suspend, or terminate the PBVC Program. Specifically, Section 5.7 of BOT-06 states that "[t]he Board reserves the right to review, amend, suspend, and/or terminate PBVC with respect to any or all employees at any time and at its sole discretion," and this reservation is reaffirmed in Section 4.2 of the 2025 PBVC Plan Document.

On July 24, 2025, the System's President and CEO informed all participants in the PBVC Program that she was recommending that the Board suspend the PBVC Program for 2025 because of the System's challenging financial situation. The Board's suspension of the PBVC Program for the 2025 plan year would result in no participant receiving an award regardless of the System's ultimate achievement against the 2025 performance goals. Should the Board suspend the PBVC Program for the 2025 plan year, it will review the PBVC Program for continued feasibility for the 2026 calendar year in the first quarter of 2026.

Suspension of Performance Based Variable Compensation Program for 2025 Plan Year

RESOLUTION 19705

WHEREAS, on March 26, 2025, the Board of Trustees ("Board") of The MetroHealth System ("System") approved of amendments to its Executive Compensation Policy, BOT-06, and ratified the Performance-Based Variable Compensation Plan document ("2025 PBVC Plan Document") for the 2025 plan year (see Resolution 19680);

WHEREAS, BOT-06 expressly reserves the right of the Board to "review, amend, suspend, and/or terminate PBVC with respect to any or all employees at any time and at its sole discretion," and this right is reaffirmed in the 2025 PBVC Plan Document;

WHEREAS, the Board has received a recommendation from the President and CEO that all potential awards under the Plan for the 2025 plan year – including her own – should be suspended given the significant financial challenges facing the System; and

WHEREAS, the HR and Compensation Committee of the Board agrees with the President and CEO's recommendation.

NOW, THEREFORE, BE IT RESOLVED, the Board hereby suspends the 2025 PBVC Program such that no awards will be issued to any participant for the 2025 plan year, including the President and CEO.

BE IT FURTHER RESOLVED that the Board will evaluate the feasibility of the PBVC Program for the 2026 plan year in the first quarter of 2026.

AYES: Mr. Arnold, Mr. Corlett, Ms. Dumas, Mr. Dziedzicki,
Ms. Garcia, Dr. Jacobs, Ms. Mendez, Mr. Moss, Mr. Summers,
Dr. Walker

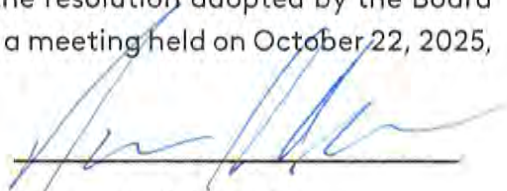
NAYS: None

ABSENT: None

ABSTAINED: None

DATE: October 22, 2025

I, the undersigned Corporate Secretary of The MetroHealth System, hereby certify that the foregoing is the text of the resolution adopted by the Board of Trustees of The MetroHealth System at a meeting held on October 22, 2025, at which a quorum was present.



James A. Wellons, Esq.
Corporate Secretary

**APPROVAL OF MEDICAL STAFF PROVIDERS APPOINTMENTS, ACTIONS AND
REAPPOINTMENTS FOR SEPTEMBER 2025**

RESOLUTION 19706

The following Appointments to the MetroHealth System Medical Staff will be reviewed by the Credentials Committee on September 9, 2025. The appointments will then be reviewed and accepted by the Medical Executive Committee on September 12, 2025.

Active

<i>Name</i>	<i>Department</i>	<i>Division</i>	<i>Effective</i>
Devgun, Jasneet, MD	Medicine	Cardiology	9/10/2025
Kubu, Cynthia, Ph.D.	PM&R	Rehabilitation Psychology	9/10/2025
Makadia, Briana, MD	Medicine	Pulmonary Medicine	9/10/2025
Rank, Lauren, DO	Family Medicine		9/10/2025
Fazio, Kimberly, MD	PM&R		9/10/2025
Lemus, Magdalena, MD	Medicine	Internal Medicine	9/10/2025
Syed, Hashim, DO	Medicine	Hospital Medicine	9/10/2025

Associate

<i>Name</i>	<i>Department</i>	<i>Division</i>	<i>Effective</i>
Laboy, Aimee, APRN-CNP	Medicine	Cardiology	9/10/2025

Privileged Non-Member

<i>Name</i>	<i>Department</i>	<i>Division</i>	<i>Effective</i>
D'Eramo, Kristen, Ph.D.	Psychiatry	Psychology	9/10/2025

Non-Reviewable Clean List Files

Privileged Non-Member

<i>Name</i>	<i>Department</i>	<i>Division</i>	<i>Effective</i>
Coover, Joshua, MD	Emergency Medicine		9/10/2025
Hill, Mary Ann, PharmD	Medicine		9/10/2025
Lilly, Amber, PharmD	Medicine		9/10/2025

The following Appointments to the MetroHealth System Medical Staff will be reviewed by the Credentials Committee on September 30, 2025. The appointments will then be reviewed and accepted by the Medical Executive Committee on October 10, 2025.

Active

<i>Name</i>	<i>Department</i>	<i>Division</i>	<i>Effective</i>
Dean, Laura, MD	Radiology		10/1/2025
Garisa, Meghana, DO	Anesthesiology		10/1/2025
Tarimala, Anirudh, MD	Medicine	Infectious Disease	10/1/2025
Ulsh, Lauren, MD	Medicine	Hospital Medicine	10/1/2025
van Veen, Tara, MD	Surgery	Trauma/Critical Care	10/1/2025

Associate

<i>Name</i>	<i>Department</i>	<i>Division</i>	<i>Effective</i>
Gremling, Christine, APRN-CNP	Medicine	Hospital Medicine	10/1/2025
Hardy, Tracy, APRN-CNP	OB/GYN		10/1/2025
Novak, Bettina, APRN-CNP	Neurology		10/1/2025

Privileged Non-Member

<i>Name</i>	<i>Department</i>	<i>Division</i>	<i>Effective</i>
Owens, Sean, MD	Radiology		10/1/2025

Non-Reviewable Clean List Files

Privileged Non-Member

<i>Name</i>	<i>Department</i>	<i>Division</i>	<i>Effective</i>
Huang, Ging Tang, DO	Neurology		10/1/2025

The following actions to the MetroHealth System Medical Staff will be reviewed by the Credentials Committee on September 30, 2025. The Actions will then be reviewed by the Medical Executive Committee on October 10, 2025.

Resignations

<i>Name</i>	<i>Department</i>	<i>Division</i>	<i>End Date</i>
Armstrong, Nathan, MD	Emergency Medicine		9/17/2025-R
Desai, Shyam, MD	Anesthesiology		9/1/2025-R
Favuzza, Joanne, DO	Surgery	General Surgery	9/1/2025-CC
Fowler, Monica, PA-C	Surgery	Trauma/Critical Care	9/2/2025-R
Friedman, Norman, MD	Neurology		9/30/2025-R
Garven, Charles, MD	Family Medicine		9/23/2025-R
Gill, Rupinder, MD	Medicine	Nephrology	9/12/2025-R
Hagen, Emma, PA-C	Neurology		9/30/2025-R
Krebs, William, DO	Emergency Medicine	Life Flight	9/23/2025-R
Kwasnicka, Joshua, PA-C	Surgery	Trauma/Critical Care	9/1/2025-CC
Langwasser, Christian, PA-C	Surgery	Trauma/Critical Care	9/1/2025-CC
Lowe, Angela, PA-C	Neurology		5/31/2025-CC
Molnar, Julian, APRN-CNP	Surgery	Trauma/Critical Care	10/1/2025-R
Reinhardt, Heidi, APRN-CNP	Psychiatry		9/1/2025-R
Ritter, Kaitlin, MD	Surgery	Trauma/Critical Care	8/31/2025-RL
Rose, Joseph, PA-C	Surgery	Trauma/Critical Care	9/1/2025-CC
Santoscoy, Thomas, MD	Surgery	Cardiothoracic	12/20/2024-R
Shein, Steven, MD	Pediatrics	Pediatric Critical Care	9/12/2025-R
Stricko, Sandra, CCP	Surgery	Cardiothoracic	9/12/2025-R
Waite, Kristen, PA-C	Surgery	Trauma/Critical Care	9/23/2025-R
Wudel, Leonard, MD	Surgery	Cardiothoracic	9/30/2025-R

CC=Contract Complete, Fellowship Complete

R=Resigned

RL-Relocated

RT-Retired

ET-Employment Terminated

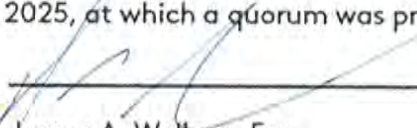
CT-Contract Terminated

SEPTEMBER 2025 REAPPOINTMENTS

Last Name	First Name	Degree	Department	Division
Allen	Michael	LPCC-S	Psychiatry	
Almahameed	Soufian	MD	Medicine	Cardiology
Antenucci	Christina	MD	Family Medicine	
Ardelt	Agnieszka	MD, Ph.D.	Neurology	
Bacon	Beth	LISW-S	Psychiatry	Social Work
Bar-Shain	David	MD	Pediatrics	
Bass	Jonathan	MD	Dermatology	
Bazzoli	Christopher	MD	Emergency Medicine	Life Flight
Begley	James	MD, MS	Physical Medicine & Rehabilitation	
Bock	Bethany	LISW-S	Psychiatry	Social Work
Botros	Geehan	MD, MPH	Geriatric Medicine	
Caldwell	Stacy	Ph.D.	Psychiatry	
Casciato	Deborah	LISW-S	Psychiatry	Social Work
Cioletti	Kelly	LISW-S	Psychiatry	Social Work
Collin	Marc	MD	Pediatrics	Neonatology
Cook	William	DO	Medicine	Hospital Medicine
Corrigan	Mary	MD	Geriatric Medicine	
Corrigan	Kathryn	MD	Pediatrics	
Crookston	Melanie	MA CCC-SLP	Physical Medicine & Rehabilitation	
Cruz	Elaine	DO	Medicine	Hospital Medicine
Cutarelli Saul	Marina	MD	Medicine	Internal Medicine
Dangelo	Angela	APRN-CNP	Geriatric Medicine	
Davis	Pamela	MD	Dermatology	
Dreben	Elizabeth	Ph.D.	Physical Medicine & Rehabilitation	Rehabilitation Psychology
Dreher	Nicholas	MD	Medicine/Pediatrics	
Escobedo	Joel	MD, Ph.D.	Obstetrics & Gynecology	
Fragassi	Philip	MD	Pediatrics	
Gandhi	Sanjay	MD	Medicine	Cardiology
Ganesan	Santhi	MD	Pathology	
Garcia	Misty	PA-C	Geriatric Medicine	
Glauser	Jonathan	MD	Emergency Medicine	
Glick	Yitzchak	MD	Emergency Medicine	
Golembiewski	Melanie	MD	Family Medicine	
Gradisar	Sara	MD	Obstetrics & Gynecology	
Hancock	Mary	MD	Emergency Medicine	Correctional Medicine
Hardesty	Christina	MD	Orthopaedics	
Harris	Michael	MD	Physical Medicine & Rehabilitation	Pain Management
Haynes	Chelsea	PA-C	Medicine	Hospital Medicine
Hazen	Paul	MD	Dermatology	
Hileman	Cornilynn	MD	Medicine	Infectious Disease
Ho	Vanessa	MD	Surgery	Trauma/Burn/Critical Care
Holan	Call	MD	Emergency Medicine	Express Care
Jain	Cordula	MD	Medicine/Pediatrics	Express Care
Jenkins	Kenneth	MD	Emergency Medicine	
Jenko	Sherry		Medicine	
Jiang	Xiaolei	APRN-CNP	Family Medicine	
Kazmierczak	Joanna	APRN-CNP	Surgery	Trauma/Burn/Critical Care
Khoury	Gaby	MD, MBA, MPH	Family Medicine	
Kitagawa	Gregory	MD	Obstetrics & Gynecology	
Lancione	Raymond	MD	Surgery	Ophthalmology
Lawless	Mary Ellen	MA, RN	Medicine	
Leon	Janeen	LD	Medicine	
Lister	Victoria	APRN-CNP	Pediatrics	Neonatology
Marcotte	Michael	CAA	Anesthesiology	
Massie-Story	Mary	MD	Family Medicine	Express Care
McMillin	Sean	DPM	Orthopaedics	Podiatry
Misak	James	MD	Family Medicine	
Mistovich	R. Justin	MD	Orthopaedics	
Mitwally	Mohamed	MD	Obstetrics & Gynecology	Reproductive Endocrinology
Mohney	Amanda	CAA	Anesthesiology	
Moore	John	MD	Pediatrics	Neonatology
Murphy	Kaitlyn	MD	Pediatrics	Pediatric Critical Care
Murphy	Daniel	MD, MPH	Surgery	Trauma/Burn/Critical Care
Myslenski	Maya	MD	Emergency Medicine	
Neyman	Margarita	MD	Pediatrics	
Nguyen	Christina	MD	Pediatrics	Pediatric Nephrology
Nichols	Daniel	PA-C	Neurosurgery	

Oleson	Christina	MD	Physical Medicine & Rehabilitation	
Patel	Shetal	MD	Emergency Medicine	
Prinz-Gentile	Deborah	MD, Ph.D.	Obstetrics & Gynecology	
Raddock	Michael	MD	Family Medicine	
Rayes-Danan	Rania	MD	Pathology	
Rosenberg	Samuel	MD	Neurosurgery	
Roth	Lisa	DPM	Orthopaedics	Podiatry
Santos	Susan	MD	Pediatrics	
Schmidt	Kristen	MD	Emergency Medicine	
Seidel	Scott	OD	Surgery	Ophthalmology
Senthilkumar	Hemalatha	MD	Family Medicine	
Shah	Lisa	Ph.D.	Psychiatry	
Shkraba	Pavlo	CAA	Anesthesiology	
Shuffer	Phillip	MD	Obstetrics & Gynecology	
Singer	Nora	MD	Medicine	Rheumatology
Singh	Jagjit	APRN-CNP	Neurology	
Smith	Angela	DNP, APRN-CNP	Psychiatry	
Sorokin	Kristina	APRN-CNP	Family Medicine	Express Care
Steinemann	Thomas	MD	Surgery	Ophthalmology
Stepnick	David	MD	Otolaryngology	
Thornton	John	MD, MPH	Medicine	Pulmonary Medicine
Tien	Matthew	MD	Pediatrics	
Tomlinson	Erin	MD	Family Medicine	
Turza	Abby	APRN-CNP	Surgery	General Surgery
Vargo	Mary	MD	Physical Medicine & Rehabilitation	
Warren	Edward	MD	Medicine	Pulmonary Medicine
Williams	Meredith	MD	Emergency Medicine	
Workman	Nathan	APRN-CNP	Medicine	Pulmonary Medicine
Yu	Margaret	APRN-CNP	Pediatrics	Pediatric Comprehensive Care
Yue	Cheung	MD, RhMSUS	Medicine	Rheumatology
Yurgionas	Sasha	MD	Family Medicine	

I, the undersigned Corporate Secretary of The MetroHealth System, hereby certify that the foregoing is the text of the Approval of Medical Staff Providers Appointments, Actions and Reappointments for September 2025, adopted by the Board of Trustees of The MetroHealth System at a meeting held on October 22, 2025, at which a quorum was present.


James A. Wellons, Esq.
Corporate Secretary