

**Camden County Board of Education  
Camden County High School Media Center  
Called Meeting  
November 4<sup>th</sup>, 2021**

The Camden County Board of Education met in a Called Board Meeting on November 4<sup>th</sup>, 2021, in the Media Center at Camden County High School at 6:30 p.m. Board Members in attendance were: Christian Overton, Chairman, Jason Banks, Vice-Chairman, Board Members Sissy Aydlett, Kevin Heath, and Chris Purcell were physically present. Superintendent Joe Ferrell and Board attorney John Leidy were also present. Others who physically attended the meeting and signed the register were Gwen Stevens, Sally Norfleet, Brittany Peterson, Alison Cooper, Mike Reaves, Amber M. Davis, Lisa Byrum, Timothy Lazar and Anita Cuthrell. Also, this meeting was broadcasted via live stream.

The meeting was called to order by Chairman Overton at 6:30 p.m. He asked Board Members if there were any additions, deletions, or changes to be made to the November 4<sup>th</sup>, 2021 Called Open Session Agenda. Each Member was polled. Mr. Purcell made a motion to move *V. Consideration of Closed Session Agenda Changes to Item IV* and to add *Action Agenda B., Superintendent's Recommendations (from Closed Session), A. Employment of Personnel*. Mr. Overton reiterated the motion from Mr. Purcell was to move *Closed Session to Item V* and to add *Action B, Superintendent's Recommendations (from Closed Session), A. Employment of Personnel*. There were no other additions, deletions, or changes made to the November 4<sup>th</sup> Called Open Session Agenda. Motion was seconded by Mr. Heath. There was no further discussion. All voted ayes, none opposed and the motion so carried.

Mr. Overton asked if there was a motion to approve the agenda as amended. Motion to approve the amended agenda was made by Dr. Banks and seconded by Mr. Purcell. There was no further discussion. All voted ayes, none opposed and the motion so carried.

The Consent Agenda was presented as follows:

**II. Consent Agenda**

*The following items are recommended for approval by consent of the Board:*

- A. Budget Amendment  
*(Budget Amendments will be presented to the Board.)*

Budget amendments were presented as follows:

Camden County Schools Administrative Unit  
State Public School Fund

The Camden County Board of Education at a meeting on the 4<sup>th</sup> day of November 2021 passed the following resolution.

Be it resolved that the following amendments be made to the Budget Resolution for the fiscal year ending June 30, 2022.

Code Number	Description of Code	Amount	
		Increase	Decrease
5100	Regular Instructional Programs	438,786.62	
5200	Special Instructional Programs		257,385.18
5300	Alternative Programs	31,424.00	
5400	School Leadership		99,304.00
5800	School-Based Support Services	66,666.00	
6400	Technology Support Services		24,195.00
6500	Operational Support Services		120,026.00
7200	Nutrition Services		3.00
Explanation:			
	Total Appropriation in Current Budget	\$	14,788,679.56
	Amount of <b>Increase/Decrease</b> of		
	Above Amendment		+ 35,963.44
	Total Appropriation in Current Amended		
	Budget ....	\$	14,824,643.00

<p>Passed by majority vote of the Board of Education of Camden County on the 4<sup>th</sup> day of November 2021.</p>	<p>We the Board of County Commissioners of Camden County hereby approve the changes in the County School Funds Budget as indicated above, and have made entry of these changes on the minutes of said Board, this ____ day of _____ 20____.</p>
<p>_____ Chairman, Board of Education</p>	<p>_____ Chairman, Board of County Commissioners</p>
<p>_____ Secretary, Board of Education</p>	<p>_____ Clerk, Board of County Commissioners</p>

BUDGET AMENDMENT  
November 4, 2021

1. State Public School Fund

- A. We have received an allotment revision and must decrease our budget to reflect the allotment. We request your approval of the following amendment.

Classroom Teacher

1.5110.001.121 Salary - Teacher \$ - 139,431.38

Total – Classroom Teacher \$ - 139,431.38

- B. We have received an allotment revision and must decrease our budget to reflect the allotment. We request your approval of the following amendment.

Central Office Administration

1.7200.002.231 Emp. Hosp. Ins. Cost \$ - 3.00

Total – Central Office Administration \$ - 3.00

- C. We have received an allotment revision and must increase our budget to reflect the allotment. We request your approval of the following amendment.

Non-Instructional Support

1.5110.003.162 Substitute Pay \$ + 1.00

Total – Non-Instructional Support \$ + 1.00

- D. We have received an allotment revision and must increase our budget to reflect the allotment. We request your approval of the following amendment.

K-5 Program Enhancement Teachers

1.5132.004.121 Salary – Teacher	\$ +100,000.00
1.5132.004.211 Emp. Soc. Sec. Cost	+ 6,327.00
1.5132.004.221 Emp. Retirement Cost	+ 21,680.00
1.5132.004.231 Emp. Hosp. Ins. Cost	+ 10,450.00
1.5133.004.121 Salary – Teacher	+ 91,200.00
1.5133.004.211 Emp. Soc. Sec. Cost	+ 6,910.00
1.5133.004.221 Emp. Retirement Cost	+ 19,775.00
1.5133.004.231 Emp. Hosp. Ins. Cost	+ <u>32,542.00</u>

Total – K-5 Program Enhancement Teachers                   \$ +288,884.00

BUDGET AMENDMENT

State Public School Fund

November 4, 2021, Page 2

- E. We have received an allotment revision and must decrease our budget to reflect the allotment. We request your approval of the following amendment.

School Building Administration

1.5410.005.114 Salary - Principal	\$ - <u>11,292.00</u>
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Total – School Building Administration                   \$ - 11,292.00

- F. We have received an allotment revision and must increase our budget to reflect the allotment. We request your approval of the following amendment.

Instructional Support

1.5110.007.131 Salary – Inst. Support	\$ + <u>31,958.00</u>
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Total – Instructional Support                                   \$ + 31,958.00

- G. We have received an allotment revision and must increase our budget to reflect the allotment. We request your approval of the following amendment.

Career & Technical EDU - Months

1.5120.013.121 Salary - Teacher	\$ + <u>289,070.00</u>
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Total – Career & Technical EDU - Months                   \$ +289,070.00

- H. We have received an allotment revision and must increase our budget to reflect the allotment. We request your approval of the following amendment.

<u>Career &amp; Technical EDU - Program</u>	
1.5120.014.162 Substitute Pay	\$ + <u>3.00</u>
Total – Career & Technical EDU - Program	\$ + 3.00

- I. We have received an allotment revision and must decrease our budget to reflect the allotment. We request your approval of the following amendment.

<u>School Technology Fund</u>	
1.5110.015.343 Telecommunications	\$ - <u>3,534.00</u>
Total – School Technology Fund	\$ - 3,534.00

BUDGET AMENDMENT  
State Public School Fund  
November 4, 2021, Page 3

- J. We have received an allotment revision and must increase our budget to reflect the allotment. We request your approval of the following amendment.

<u>Summer Reading Camps</u>	
1.5350.016.462 Pur. of Non-Cap Comp	\$ + <u>31,275.00</u>
Total – Summer Reading Camps	\$ + 31,275.00

- K. We have received an allotment revision and must decrease our budget to reflect the allotment. We request your approval of the following amendment.

<u>Low Wealth Supplemental</u>	
1.5110.031.121 Salary - Teacher	\$ - 10,000.00
1.5400.031.151 Salary – Office Personnel	- <u>88,012.00</u>
Total – Low Wealth Supplemental	\$ - 98,012.00

- L. We have received an allotment revision and must decrease our budget to reflect the allotment. We request your approval of the following amendment.

<u>Children with Special Needs</u>	
1.5210.032.121 Salary - Teacher	\$ - 100,000.00
1.5210.032.142 Salary – Teacher Asst.	- 50,000.00
1.5210.032.211 Emp. Soc. Sec. Cost	- 12,725.18

1.5210.032.221 Emp. Retirement Cost	- 50,000.00
1.5210.032.231 Emp. Hosp. Ins. Cost	- <u>44,550.00</u>
Total – Children with Special Needs	\$ - 257,275.18

M. We have received an allotment revision and must decrease our budget to reflect the allotment. We request your approval of the following amendment.

<u>Academically &amp; Intellectually</u>	
1.5260.034.418 Computer Software & Supplies	\$ - <u>110.00</u>
Total – Academically & Intellectually	\$ - 110.00

N. We have received an allotment revision and must increase our budget to reflect the allotment. We request your approval of the following amendment.

<u>School Resource Officers</u>	
1.5850.039.311 Contracted Services	\$ + <u>66,666.00</u>

BUDGET AMENDMENT  
State Public School Fund  
November 4, 2021, Page 4

Total – School Resource Officers	\$ + 66,666.00
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O. We have received an allotment revision and must decrease our budget to reflect the allotment. We request your approval of the following amendment.

<u>Transportation</u>	
1.6550.056.171 Salary - Driver	\$ - 100,000.00
1.6550.056.221 Emp. Retirement Cost	- <u>20,026.00</u>
Total – Transportation	\$ - 120,026.00

P. We have received an allotment revision and must increase our budget to reflect the allotment. We request your approval of the following amendment.

<u>Classroom Materials</u>	
1.5110.061.411 Supplies & Materials	\$ + <u>6.00</u>
Total – Classroom Materials	\$ + 6.00

- Q. We have received an allotment revision and must increase our budget to reflect the allotment. We request your approval of the following amendment.

At Risk Student Services

1.5330.069.418...03 Computer Software & Supplies \$ + 149.00

Total – At Risk Student Services \$ + 149.00

- R. We have received an allotment revision and must decrease our budget to reflect the allotment. We request your approval of the following amendment.

School Connectivity

1.6400.073.343 Telecommunications \$ - 3,839.00

1.6400.073.418 Computer Software & Supplies - 10,000.00

1.6400.073.461 Pur. of Non-Cap Equipment - 10,356.00

Total – School Connectivity \$ - 22,195.00

- S. We have received an allotment revision and must decrease our budget to reflect the allotment. We request your approval of the following amendment.

Early Grade Reading Proficiency

1.5110.085.418 Computer Software & Supplies \$ - 16,670.00

BUDGET AMENDMENT  
State Public School Fund  
November 4, 2021, Page 5

1.5110.085.462 Pur. of Non-Cap Computer - 1,500.00

Total – Early Grade Reading Proficiency \$ - 18,170.00

3100.000 Revenue – State Public School Fund \$ - 35,963.44

Passed by majority vote of the Board of  
Education of Camden County on the 4<sup>th</sup>  
day of November, 2021.

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Chairman, Board of Education

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Secretary, Board of Education

Motion was made by Mr. Purcell to approve the Consent Agenda. Motion was seconded by Dr. Banks. There was no further discussion. All voted ayes, none opposed and the motion so carried.

Sandra Ferebee, District Clinical Nursing Supervisor with Albemarle Regional Health Services, discussed with Board Members the proposed contract between ARHS and Camden County Schools (*Information Update A., Contract for Public Health/School Health Liaison Nursing Services*). Following Ms. Ferebee's introduction, there were no immediate questions; therefore, Ms. Ferebee began by reviewing the MOU language which was redlined by the BOE in the most recent MOU revision. She read and commented on one redlined sentence at a time. In summary, she noted from her interpretation of the MOU, many of the items included therein were things which are already being done. She said there is already open communication with the school nurses. Her cell phone number is available to school nurses, principals, and the superintendent, if needed. The MOU applies to whatever health care need is current. For example, if a student needs a health assessment, the school nurse knows she can call Camden County, Pasquotank County or Currituck County to get those services for the student. She noted the requirement to complete a COVID-19 Response Plan related to the Local Health Departments' broader goals and partnerships for COVID-19 preparedness and response was perhaps vague because goals and partnerships were not clearly defined. Previously, she discussed this with her Health Director and the Preparedness Coordinator. All agree that statement means whatever is happening at the time; that is the boarder goal. This MOU is COVID specific. Regarding contact tracing, she said the school nurses are doing a great job. She noted that in other school districts, ARHS has helped with bus routes where the students sit in the exact seating assignments to reduce the need for quarantines if a student becomes symptomatic. Student seating on buses is specific as to how a student gets on and off of the bus. For example, the student with the longest ride is the student at the back of the bus. Regarding the Response Plan, Mr. Purcell asked wasn't the NCDHHS tool kit Camden's response plan. Ms. Ferebee thinks it can be. She did not know what the other districts had done regarding response plans but she felt CCS has been updating its plan and nurses have been reviewing it. She does not think this means that a Response Plan is specifically required. If written out, the district's Response Plan can refer to the updated guidance from the DHHS tool kit. Ms. Ferebee will follow up on that question and report back to the Board regardless of whether the BOE takes action on the MOU tonight. Also, it is possible that a plan can be shared between counties. She will check to see if DHHS has received plans from other districts. If so, she will share with CCS. Mr. Heath noted CCS has a Mitigation Plan; that the language causing concern is "*The Department agrees*". She believes that will be no different than what CCS says the plan is; she will not write a plan for CCS. Mr. Heath noted that language falls under "*The Department*" and that is the concern.



She will take this concern back and make sure there is nothing more there. Ms. Ferebee said she has been in the county for almost 30 years and has two children in CCS. She has been an ARHS employee for 17 years and is currently the District Clinical Nursing Supervisor who covers all eight counties. She reiterated she will not write a COVID-19 Response Plan for CCS.

Mr. Purcell noted the BOE is not concerned with Ms. Ferebee or ARHS specifically; the BOE is concerned with the over reach at the state level to change things and that this document may allow the implementation of some things that CCS does not agree with. Ms. Ferebee said the state level can already do that; that is being done in the Tool Kit when the DHHS states what can and cannot be done. She looks for key words like "must" or "shall". She noted that is not the language in this MOU.

She said the purpose of this money would be to fund a school nurse which could help a current school nurse or allow the district to hire a new school nurse. She said some counties have contact tracing and some counties do the testing but the Health Department will not require any district to conduct testing. Dr. Banks noted Ms. Ferebee has indicated throughout her review that many of the items listed are currently being done by school nurses. The BOE's concern is that obligations later will be recommended and then mandated. For example, testing is first recommended and later it could be mandated. She noted the MOU in question will expire in June, 2021. She explained the purpose of ARHS is to be of support to schools and make sure schools have the resources needed. She said other districts have had questions regarding *Page 2, Item C., School Site Vaccine Administration Opportunities*. Although she does not think this will become mandatory, if it did, the Health Department will come out and help vaccinate and assured the BOE it would not take away from instruction time. Some things done in other counties are administration, school nurses and Human Resources have helped with arranging vaccines when schools are in session half-days or after school releases. This is the same arrangement used for flu shots in the school system. She reiterated this is an opportunity but not a requirement. Vaccine information sheets are six pages long and ARHS has this information on hand wherever they go for distribution. If the school system does decide to have a vaccine on-site clinic for staff and/or children, ARHS will help with such clinics. ARHS would ask school nurses to help with such clinics only because the school nurses know the staff and students. ARHS provides all of the supplies for such clinics. Schools will not be required to do data entry because schools will not have access to the data system. Mr. Purcell asked about the availability of on-site clinics to the community. Ms. Ferebee said the community can receive services at the Health Department and that on-site clinics for the schools are a "specialty" clinic for students, staff, or parents. She said they have set up a couple of such clinics in Currituck but it is required that parents be with the students when they receive the vaccine. In the past, the Health Department has offered vaccines (example, H1N1) without parents being present but they had to have parents' consent to vaccinate.

Regarding coordination of the availability of OSHA-required vaccines for identified school staff through LHD clinics and the billing of LEA for required services, she equates that to the fact that with COVID specific services, there is no charge. These vaccines are free of charge. If the patient has insurance, ARHS can bill the insurance but the patient never gets charged. However, there are some services that an entity may require of staff and have billed to a specific account for the company to pay for (example, PPD, flu shots).

Regarding OSHA required vaccines, the Health Department can come out and do those (example, DTaP and Tdap vaccines). The department could set up a clinic at the facility where the vaccine(s) are needed but if it is OSHA required, that is not a local health department requirement. If the federal government requires something, the local health departments will assist however they can whether this MOU is signed or not. Both Ms. Ferebee and her Director do not see this MOU requiring staff to be vaccinated for COVID-19 if the BOE decides to sign the MOU. Dr. Banks said that is a concern; that he understands ARHS requires its staff to be vaccinated or possibility be terminated if not vaccinated. He is concerned this MOU will eventually lead to such requirements for schools. She said this would have to be a state decision or an agency decision but she reiterated this document does not indicate that is something the district "shall" do. Mr. Purcell does not want to open a door that would require CCS staff to have to take the vaccine because the BOE agreed to take money from the State/Federal Government to allow this and then be bound to the vaccine requirement. He said this is the biggest sticking point of the entire contract. He wants to make sure CCS does not open itself up to accepting something that is going to follow a requirement that the BOE does not want to follow when staff previously had a choice. Ms. Ferebee said she is unable to address that concern. Mr. Purcell said that is the concern because it says "OSHA required". Attorney Leidy said he thinks the problem is the terminology "OSHA required vaccines". There are OSHA require vaccines for certain employers that do not apply to the school board yet but is there an argument that these are OSHA required vaccines and the Department will want staff to have them. He does not think that is the intent; he thinks it is the construction of the sentence. Mr. Purcell said that is why that sentence is redlined; that by redlining it the BOE is asking if it could be written differently. Mr. Heath would like to know that CCS is exempt. Mr. Leidy noted the term "OSHA required vaccines" does not say "to those employees who must receive them by federal and state law". That would be different because then the BOE would not have any employees who would have to receive. Again, he does not think it is the intent; that it could be clarified so that it only applies to the extent those vaccines are required for school staff.

Sandra Ferebee said the MOU is as written. She is trying to make the funding equitable for every school system. If CCS declines the funding, that money will be divided among the other seven districts. She is trying to advocate for the CCS to take the money because she thinks it would help the school system. Mr. Overton said the BOE wants to be sure they are protecting staff. She noted school nurses are not the ones doing the testing.

The school nurse does not have a duty to report; it is the duty of the physician to report. She reiterated it is the duty of the one testing. School nurses usually contact the Health Department if they have any questions.

Ms. Ferebee said the main questions are #6 about the Response Plan and the OSHA required vaccines. She has shared all of the information she has. She knows of no plans for the Health Department to write a Response Plan and the Health Department will only provide support that CCS wants or needs. The Health Department will not come in and start vaccinating children but they will come help support any efforts wanted.

She said Camden County is fortunate but it still has a 10% poverty rate, 13% of children have housing issues, 60% of children have some sort of SNAP (DSS Program) at some point in their lives and 60% of children are on Medicaid in Camden County. We do have parents who do not have adequate transportation or take their children to doctors. Anything Public Health can do to help is better for the children in the County. Dr. Banks asked if ARHS assisted with any contact tracing at this point. She said ARHS does some contact tracing. Camden is a "red" county; case counts are still high. She said schools have done an amazing job in helping ARHS with contact tracing. ARHS has hired additional staff but are still unable to keep up. She noted school nurses are doing contact tracing for the most part. She will provide information on what criteria must be met to be a "yellow" or "green" county. Dr. Banks asked for this information because Secretary Cohen recommended masks remain mandatory for orange or red districts. He wondered what it takes to become an orange or green. Ms. Ferebee will report back with that information. There were no further questions and Ms. Ferebee concluded her presentation. Mr. Overton thanked her for coming and providing information regarding the MOU.

Mr. Overton said the next item on the agenda is Closed Session. Motion to go into Closed Session was made by Mr. Purcell, seconded by Dr. Banks, and unanimously carried at 7:22 p.m. to discuss confidential student matters; discuss confidential personnel matters; and to confer with the Board attorney regarding matters within the attorney-client privilege and preserve that privilege, all pursuant to N.C.G.S. §143-318.11(a)(1), (3), and (6). All members of the Board were physically present. Also present were Joe Ferrell, Superintendent, John Leidy, Board attorney and Johnny Hallow, Mr. Leidy's associate.

The Board returned from Closed Session at 9:16 p.m. at which time Mr. Overton announced the Board was back in Open Session. Mr. Overton asked if there were any agenda changes. Mr. Purcell made a motion to amend the November 4<sup>th</sup>, 2021, Open Session Agenda to add under Action Agenda Item C, Albemarle Regional Health Services Contract for Public Health/School Health Liaison Nursing Services. Motion was seconded by Dr. Banks. There was no discussion. All voted ayes, none opposed and the motion so carried.

Mr. Overton said the next Action Item was Face Coverings Policy with Board Members (*Action Agenda A., Face Coverings Policy Code 4231/5021/7263.OPTA adopted October 14, 2021*). Dr. Banks made a motion to add to the agenda to suspend Policy Code 2420 Adoption of Policies for the November 4<sup>th</sup> meeting only. Mr. Overton reiterated Dr. Banks's motion. Motion was seconded by Mr. Heath.

There was no discussion. All voted ayes, none opposed and the motion so carried.

Mr. Heath made a motion that the BOE modify the masking policy to remain as is but only during instructional hours. Motion was seconded by Mr. Purcell. There was no discussion. All voted ayes, none opposed and the motion so carried.

Mr. Purcell made a motion that the BOE modify the Mitigation Plan to reflect the policy update tonight and that properly masked asymptomatic individuals will not be quarantined. Motion was seconded by Mr. Heath. There was no discussion. All voted ayes, none opposed and the motion so carried.

Superintendent Ferrell recommended the Board approve the personnel agenda as presented by Ms. Anderson during Closed Session as follows:

**CAMDEN COUNTY SCHOOLS**  
**Board of Education Meeting**  
**November 4, 2021**

<b>EMPLOYMENT</b>	<b>POSITION</b>	<b>SITE</b>	<b>EFFECTIVE DATE</b>
Betty Meads	Teacher Assistant	GPS	11.22.21

<b>EMPLOYMENT REASSIGNMENT</b>	<b>POSITION</b>	<b>SITE</b>	<b>EFFECTIVE DATE</b>
Ashley Cornier	from EC Assistant To Data Manager/Ofc Asst.	from GPS to CMS	11.15.21

Melissa Cochran	from Receptionist/Secretary To Media/Distance Learning Assistant	CCHS	11.08.21
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**INFORMATION ONLY**

<b>ADDITIONAL EMPLOYMENT</b>	<b>POSITION</b>	<b>SITE</b>	<b>EFFECTIVE DATE</b>
George Powell	Temporary Bus Refueler	CCS	11.12.21-Until Position is filled

Motion was made by Dr. Banks to accept the Superintendent's recommendation for personnel as presented by Ms. Anderson in Closed Session. Motion was seconded by Ms. Aydlett. There was no discussion. All voted ayes, none opposed and the motion so carried.

Superintendent Ferrell announced resignations as follows:

RESIGNATIONS	POSITION	SITE	EFFECTIVE DATE
Sariah Lassiter	Daycare Assistant	GPS	10.25.21
Linda Cox	Media/Distance Learning Asst.	CCHS	10.29.21

Superintendent Ferrell said it is also his recommendation that the BOE approve a \$500 bonus to be paid to all full-time and part-time employees employed by the School District as of November 1, 2021 to be paid from ESSR3 funds with the December, 2021 payroll. Motion to accept the Superintendent's recommendation was made by Dr. Banks. Motion was seconded by Mr. Purcell. There was no further discussion, all voted ayes and the motion carried unanimously.

Mr. Overton noted Action Item C., Albemarle Regional Health Services Contract for Public Health/School Health Liaison Nursing Services had been added to the Open Session Action Agenda. Motion to approve the ARHS MOU was made by Ms. Aydlett. Mr. Overton reiterated that Ms. Aydlett had made a motion that the BOE approve the Albemarle Regional Health Services Contract for Public Health/School Health Liaison Nursing Services between ARHS and CCS. Motion was seconded by Mr. Purcell. T

No other actions were taken in Open Session following the Board's return from Closed Session. Mr. Overton asked if there was a motion to adjourn. Motion to adjourn Open Session was made by Mr. Aydlett and seconded by Mr. Purcell. There was no further discussion, all voted ayes and the motion carried unanimously.

The meeting adjourned at 9:27 p.m.

Respectfully submitted this 6<sup>th</sup> day of December, 2021.

  
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Christian A. Overton, Chairman

  
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Dr. Joe Ferrell, Secretary