



Public Health Authority of Cabarrus County  
Special Board Meeting Minutes  
August 2, 2022

A regular meeting of The Public Health Authority Board was held on Tuesday, August 2, 2022.

Board members attended virtually via Microsoft TEAMS. The meeting was live streamed on YouTube.

*Members Present:*

Lara Pons, MD, Chair  
Mark Spitzer, Vice-Chair  
Dan Hagler, MD  
Daryle Adams  
Cecilia Plez  
Steve Morris  
Asha Rodriguez  
Kimberly Dehler, DDS  
Dr. Chip Buckwell

*Members Absent:*

*Staff Present:* Dr. Bonnie Coyle, Erin Shoe, Ryan McGhee, Raquesha Franklin, Steven Cathcart, Tammy Alexander, Wendy Harsch, Kim Ragan, Sue Yates, Chrystal Swinger, Marcella Beam.

**CALL TO ORDER**

Chairperson Lara Pons called the meeting to order at 4:45 pm.

**ADOPTION OF THE AGENDA**

Chairperson Lara Pons requested a motion to approve the agenda.  
Mark Spitzer moved. Dr. Kim Dehler seconded. Motion and approval carried unanimously.

**Roll Call**

Chairperson Lara Pons conducted a roll call. All Board members were present.

**INFORMAL PUBLIC COMMENTS**

No public comments.

## **BUSINESS AGENDA**

Dr. Bonnie Coyle thanked everyone for being able to attend. Dr. Coyle opened the discussion for Recruitment and Retention of School Health Nurses and gave an overview of the current hiring and staffing issues facing public health agencies.

Dr. Steve Cathcart presented Recruitment & Retention for School Nurses. Dr. Cathcart explained the barriers which exist in the current healthcare landscape for recruiting, hiring, and retaining nurses. Dr. Cathcart stated there are currently 10 vacant school nurse positions out of 49 total school nurse positions; 2 in Kannapolis City Schools and 8 in Cabarrus County Schools. CHA has had 25 applicants for school nurse positions since the position was posted May 24, 2022. Some applicants were dispositioned because they did not meet job requirements, did not complete the application, or withdrew their interest. 17 interviews have been scheduled. Of the 12 interviews that have been held for full-time positions, 11 offers were made, and 3 nurses have accepted positions. Two interviews were conducted for PRN positions and both accepted positions. Dr. Cathcart explained that the primary reason nurses gave for declining position was salary.

Dr. Cathcart advised there was a salary study completed last year; CHA's starting salary for School Nurses increased as a result of the salary study, but this rate does not align with current rates being offered by other healthcare entities. Dr. Cathcart shared the recruitment incentives for surrounding counties (Mecklenburg, Orange, and Wake) and made a proposal for recruitment and retention bonuses for CHA School Nurses.

The proposals are presented as follows.

- Phase 1 proposal is \$5000 for all school nurses. \$2500 after 90 days and another \$2500 at the end of the school year.
- Phase 2 offers an additional \$1500 for new hires by August 12, 2022, if there are 5 or more of the 10 positions remain vacant. The total incentive will be \$6500.

Dr. Bonnie Coyle advised that CHA is currently offering \$30-\$31 per hour for Nurses. Currently the main reason for declined offers is that the salary expectation is \$37 per hour to start.

Dan Hagler recommended making the additional \$1500 incentive retroactive for the nurses before August 12<sup>th</sup>. Dr. Bonnie Coyle advised that is the intention of CHA.

Tammy Alexander advised the School Health Admin team has discussed "zone" coverage which allows each school at least 4 days with a nurse. Along with the School Nurses, coverage is provided by the School Nurse Supervisors (3), Assistant Directors (2) and the Director.

Mark Spitzer recommended the same retention bonus for the School Nurse Supervisors. Dr. Bonnie Coyle advised the proposal for the overall bonus will be presented at the August 16<sup>th</sup> meeting and it will include the School Nurse Supervisors.

Mark Spitzer moved to accept both proposals. Dr. Chip Buckwell seconded. Motion and approval carried unanimously.

## **ANNOUNCEMENTS**

Dr. Bonnie Coyle advised that Cabarrus County has had its first Monkey pox case. There will be more information presented at the August 16<sup>th</sup> meeting. CHA has begun testing and the vaccine has been ordered.

**MOTION TO ADJOURN**

No further business to come before the Board.

Chairperson Lara Pons requested a motion to adjourn the meeting.  
Chip Buckwell moved. Dr. Kim Dehler seconded the motion. Motion and approval carried unanimously. The meeting was adjourned at 5:06pm.

The next meeting of the board will be August 16, 2022, at 5:30pm.

DocuSigned by:  
*Lara J. Pons MD*  
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Lara Pons, MD, Chair  
Public Health Authority Board of Commissioners

ATTEST

DocuSigned by:  
*Bonnie Coyle*  
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Bonnie Coyle, MD  
Public Health Director

*Raquesha Franklin*  
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Minutes Taken by Raquesha B. Franklin