

North Carolina Association of Local Health Directors
Full Association Meeting
Date: November 19, 2015
DPH, Cardinal Room, 5605 Six Forks Road, Raleigh, NC

Minutes

Meeting Called To Order: 9:35 a.m.

Approval of Minutes from Previous Meeting: Motion to approve minutes of the October 15, 2015 meeting was made and seconded; the motion was approved.

Approve Treasurer/Financial Report: Motion to approve the Treasurer/Financial Report was made and seconded; motion was approved.

President's Report – Buck Wilson

- Recognized and welcomed Patrick Johnson, Interim Health Director in Haywood County.
- Continuing to work diligently on a resolution to our Medicaid cost settlement concerns. A meeting will be held on Monday (Nov. 23) with NC DHHS Secretary Brajer and DMA officials to discuss options and resolutions for us to move forward. The goal is seek options that maximize benefits to LHDs. Buck pointed out that our decision to formally utilize litigation in the process has been put on hold pending the outcome of our meeting(s) with the Secretary and DMA.
- If there are questions regarding settlement amounts and hold-backs please discuss with Steven Garner. It was pointed out that there is no 30 day time frame for DMA responding to LHD appeals to payment of the hold-back amounts as previously thought.
- Regarding Medicaid reform: Per the DHHS Secretary, we (LHDs) need to be a player at the local level in developing partnerships and showing our value. It's unclear at this time if we need to advocate for a public health "carve out."
 - There are 1.8 million on Medicaid in NC and the Medicaid has a \$14 billion budget; 5% of the Medicaid enrollees use 50% of the budget. At this point we are only 5% into the Medicaid reform process so it is going to be a long process to seek necessary waiver from CMS (submitted in June 2016), develop 3 statewide contracts and 6 regional contracts (PLEs only). After a period of negotiating, it could be up to 18 months to go live after CMS approval. Listed as an essential provider in the legislation, LHDs will have to be enrolled as partners by MCOs/PLEs. In the meantime we need to continue to prove our worth and value especially with legislators, commissioners and potential MCO/PLE entities.
- Doug Urland is continuing to work on the Association's policy and procedure edits.
- We plan to move our meeting up one week (earlier) in December 2016 to meet the same week as DSS directors.
- Thanks to Jane Murray, Iredell County, for agreeing to serve on the NC Association of Local Boards of Health and to Chris Dobbins, Gaston County, for agreeing to serve on the NC Local Health Department Accreditation Board.
- The Association's proposed Slate of Officers for 2016 was presented (information had been previously shared by email with the membership): Colleen Bridger, President; Jim Bruckner, President-Elect; Dennis Joyner, Vice-President; Buck Wilson, Past-President; Steve Smith, Secretary/Treasurer. Per By-Laws, the floor was opened for any additional nominations for the offices of Vice-President and Secretary/Treasurer. Hearing no additional nominations from the floor, a vote was taken, and approved, for the Slate of Officers as presented.

NC Division of Public Health Report – Danny Staley:

- Noted recent article in New England Journal of Medicine on The Future of Public Health by Dr. Thomas Frieden.
- Affordable Care Act – Many of the prevention services we have often provided are being mandated in the various provider plans with the feds thinking if these types of services become required there will be fewer gaps. Will have a special presentation at the January State Health Director’s Conference by federal reps to share what they are seeing in other states regarding this impact on public health.
- Expanding efforts to enhance our public health workforce through internships to expose students to public health practice in local health departments. This is in conjunction with the UNC Institute for Public Health and seeks to help address concerns with our aging PH workforce.
- Oral Health Section has recently awarded 12-13 grants to expand prevention efforts and build linkages with local health department dental programs. Section is becoming more community focused. Duke Endowment is interested in possibly expanding these efforts.
- Birth Outcome Improvement grants are a high priority in the Division. As shared in previous meetings, first phase will be non-competitive planning grants and second phase will be competitive strategic implementation grants. A large conference on the subject matter will be held in January.
- Recognized and congratulated Dr. Jean-Marie Maillard for being a recent recipient of a 2015 Governor’s Award for Excellence for his assistance and leadership in helping address the Ebola outbreak in West Africa.
- A small amount of funds will be budgeted soon for grants to address Opioid Overdose.
- Bill Smith noted that with the cumulative cuts (15%) for OBCM & CC4C, there’s concern that LHDs will have difficulty hiring nurses at the recommended levels due to the cuts. Danny acknowledged that this issue is on the leadership’s “radar screen.”
- Beth Lovette shared concerns about CC4C & OBCM and the issue of capitation and “shared risks” because LHDs are not allowed to keep excess funds from the programs (if any) but have to supplement the programs if there’s insufficient funding from the programs.

NC Division of Public Health – Dr Randall Williams

- Has a goal to visit all 100 counties to see the work that is done in public health at the local level. Dr. Williams shared his appreciation for the work that health departments do and there’s pride in building on our experience..
- Now is a critical time to be engaged in demonstrating our value and have a strong voice in the changes and transitions surrounding Medicaid reform.

NC Division of Public Health Report – Phyllis Rocco:

- Practice Management Training Update – 7 rounds have been completed with 7 counties and 5 counties are scheduled to start in January. The process looks at budget, staffing, productivity, no-show rates, etc. After an evaluative review, all counties that participated were able to improve their productivity in providing clinical services. One challenge in the training is getting the necessary data for bench-marking and the process takes more time than some counties originally projected (takes 9-12 months). The effort needs strong leadership support by the health director to help with recommended changes and to help keep the process on track. Another challenge is finding the financial expertise to get local financial information. There is a readiness tool that needs to be completed before the process can start and uses some data “dashboards” to help get started. “Post-test” evaluations haven’t been positive.

State Environmental Health Report – Larry Michael:

Safe Water Summit (Research Triangle Environmental Health Collaborative)

- 1/3 (3.3M) of NC served by private wells (US ~15%)
- Collaborative participants included Drs. Leah Devlin, Jeff Engel, Megan Davies, and Congressman David Price.
- White paper to be developed:

- Problems—Testing of wells (owner education)—Public water supplies are tested around the clock
- Dealing with problem areas (groundwater contamination)
- Access to centralized water systems

Chipotle

- 37 infected with Shiga toxin-producing *E. coli* O26 (Washington and Oregon)
- No infections since locations were closed in Washington and Oregon
- CDC doesn't have any information suggesting locations in other states are affected.
- Implemented new procedures for hand-washing and will be double-washing produce.

Guidance and Position Statements

- H765 (SL 2015-286) is law
 - Engineer Option Permit (parallel process, must meet all rules)
 - Temp rules June 1, 2016; Permanent rules January 1, 2017
- Related note—please send rules comments for .1900 (On-site wastewater) rules revision (Phillip Tarte, Steve Smith)
- S7 (SL 2015-104) Position Statement has been prepared
- Carbon Monoxide Position Statement
 - Clarified what to do for CO-related referrals for:
 - Non-imminent hazards—Must inspect and may take appropriate action (Intent to Suspend)
 - Imminent Hazard—Immediately investigate and take appropriate action (Immediate Suspension)
 - What about exempt locations?
 - Abatement of an Imminent Hazard—130A-20
 - If hazard limited to one area, does enforcement apply to the entire facility?
 - Yes

REHS Board Update

- Applications for registration
 - Expect 55-60 new registrants in 2015 (6 times more than 5 years ago)
- Just had the largest group (31) sit for the exam (largest number since prior to 2011)

IT Enhancements

- For CIT, dates will be posted through 2017 and will add online registration. This will hopefully help with coordinating training of local new hires.
- Will also build a page for position statements (and send to Lynette for posting on NCPHA website)

Executive Director's Report – Lynette Tolson

- Annual Freshman legislator luncheon is being planned for 2016 and a grant has been applied for to support that effort.
- Regional reps for 2016 are due. "Even" numbered regions are due in "even" years and "odd" numbered regions in "odd" years.
- Reminder to register for and reserve hotel rooms for January State Health Director's Conference. Information is on the NCPHA website.
- Rural Health Leadership group, of which she participates, has conducted a survey on the Loan Placement Reimbursement program. 19 counties (LHD) have participated and Lynette will discuss results of the surveys with those counties when she gets the information.
- President and President Elect of the three associations will be meeting after the association meeting.
- NCALHD website – Please check there to get association information for meetings. Have asked committee chairs to send their information for upcoming meetings to Karen Davis as soon as possible so that she can get it on the site. Strongly suggested that Chairs not send agenda info out on the listserv but rather send to

Karen for website posting. Also, periodically check the Association website for any changes for your health department.

- Dennis Joyner reported that to-date: all health departments have paid NCALHD dues; 20 have not paid the Legal Fee Assessment; and 5 have not paid Accreditation dues.

Results of the 2014 Health Directors' Survey on Community Readiness Around Drug Overdose Prevention Programs – Nidhi Sachdeva & Agnieszka McCort

- Presentation of the results are found in the attachments and on the Association's website. Overall, since 2011, there has been a positive shift toward increased awareness and readiness to address the issue of prescription drug overdose prevention.
- \$150,000 has been designated for drug abuse prevention efforts and the section is working on the logistics for allocating these funds. There's discussion around increasing use of CSRS (Controlled Substance Reporting System) and considering ways to mandate it's use but need to look a good models that are palatable to users of the system. Three key focus areas now: Dr. Williams is considering a State naloxone standing order; Board of Pharmacy is making some technical corrections to distribution laws; Considering mandating CSRS use in a "soft" way.

NC Division of Public Health – Dr. Megan Davis

- Dr. Davies noted that she is no longer in the role of Acting State Health Director; Dr. Williams is now in the role of State Health Director; Danny Staley remains the division director.

NCAPHA Report – Jerry Parks

- Pointed out the importance of researching and recording our history because our workforce is getting older. Perhaps consider having a student assigned to the Alliance to work on that issue.

NCPHA - Lisa Harrison

- New President, Suzanne Lea, has met with NC DHHS Secretary Rick Brajer to discuss his priorities and will be featured in the upcoming NCPHA newsletter.
- Expressed appreciation for health directors allowing local staff to participate in the annual conference.
- Encourage members to check their website to post internship opportunities.

Action/Information Items - Committee Reports

Core Public Health –Denise Michaud:

Action/Motion: Motion for State to consider leaving Part A of the Child Health AA intact. Motion carried.

Information:

- WISEWOMAN and BCCCP Agreement Addenda SFY 16-17– Debi Nelson
 - See attachments; Agreement Addenda will be voted on at the December meeting.
 - Note: WW only uses data via HIS
 - Summary of changes in BCCCP AA attachment D
 - Over \$400,000 screening funds unused last FY!
 - As new budget estimates are prepared, will evaluate need for reallocation based on screening data; data form Patagonia not received since August (issues re: implementation to ICD-10)
 - Reporting requirements – due 10th of each month
 - Item VI – funding guidelines or restrictions: \$255 capitated rate (NOT fee for service); note #6 and 7 re: use of state and federal funds
- Child Health Agreement Addenda SFY 16-17 – Marshall Tyson
 - See attachments

- Redesign summary for FY 16-17
- Recommend be in touch with CH needs in community via county-level data (involve existing group or convene one) to develop interventions; training and template will be provided prior to and/or after AA release date in February 2016; goal to have completed and in place by June 1, 2016
- For those counties that assure provision of CH services, will need documentation other than statement from local health director
- Other MCH AA Changes
 - MH/FP – Belinda Pettiford
 - See attachment for summary of changes
 - MH AA – reformatted; require detailed budget and clarification of Corrective Action Plan process (if not closed within 90 days, will required annual monitoring
 - FP AA – require detailed budget and clarification of CAP; Office of Population Affairs will request information directly from local agencies rather than from Branch
 - WIC – Marianne Burghardt
 - See attachment; newly numbered deliverable #4 removed increase the percent of women participating in WIC who exclusively breastfeed as are clarifying the definition of “exclusively breastfeeding”
 - Immunization Action Plan – Wendy Holmes
 - Budget and expenditures will be required (per CDC); cannot use information via WIRM; template will be provided
 - Updates: MCH Competitive Grant Program (Peter Anderson) and MCH Block Grant (Belinda Pettiford)
 - MCH Competitive Grant – 58 local health departments requested planning grant (\$20,000); MCH Action Institute Jan 6 & 7, 2016 at North Raleigh Hilton; local agencies may not qualify for grant but planning funds can help evaluate issues; will probably fund 5 -1 0 communities (\$2.5 million)
 - MCH Block Grant - \$1.575 to implement evidence-based strategies in counties with high infant mortality rates (25 counties using 5 year data from 2010-2014); funding reduction in other counties effective in current FY (10-15%) to achieve this funding amount (\$1.575 million); received \$450,000 in TANF money for FP so reduction will not be as great
- Rules Revision: EH law 765 – Larry Michaels
 - Is 2015 session law; major provision for OSWP – introduction of Professional Engineer option permit; all responsibility will be with PE if homeowner chooses this option; Department has questions about the requirement for local agency EH staff to attend a pre-construction conference; want feedback re: temporary rules
- WIC/Breastfeeding Peer Counselor Program – Denise encouraged health directors to consider signing a letter that is sent to employers of breastfeeding clients encouraging them to support the employees in their breastfeeding efforts. Adding the health director’s signature to the letter will lend additional support of the effort. See local WIC Directors and Peer-Counselors for a copy of the letter. Also try to engage other health department staff in supporting breastfeeding peer counselor efforts.

Public Health Promotion & Prevention –Janet Clayton:

Action/Motion: Motion was made “to approve the Agreement Addendum 451 Tobacco Prevention – CDC Core Grant” which funds the 10 tobacco prevention and control regions and some counties for activities in all 100 counties in NC. Motion carried.

Information:

Population Health Improvement Partners-

Greg Randolph & Laura Edwards presented on Population Health Improvement Partners. Population Health Improvement Partners was formed by the merging of the Center for Healthy North Carolina and the Center for Public Health Quality. Advisory Board members are not funders.

Main Driver of merger is to stay ahead of the curve in the time of rapid change driven by funding. The organization will work with LHD to take advantage of opportunities on population health. Services will continue as in the past for QI, QI for leaders, continuous improvement programs.

Center for Healthy North Carolina has been working under the umbrella Healthy NC 2020 Objectives. Now, efforts include Healthy People Healthy Carolinas which is funded through the Duke Endowment. PHIP is striving to help bring resources to the communities using traditional and nontraditional community partners. Evidence Based Strategy training will be provided through UNC with CHNC staff as faculty. Health Directors requested a more coordinated approach to training for PH because of overlap between NCIPH, AHEC, PHIP, and others and to offer new and more applicable trainings, including robust business planning trainings.

AA 451 Tobacco Prevention-CDC Core Grant

Sally Herndon presented the AA 451 Tobacco Prevention – CDC Core Grant which funds the 10 tobacco prevention and control regions and some counties for activities in all 100 counties in NC.

Layton Long motioned to approve the AA 451 Tobacco Prevention-CDC Core Grant and Carolyn Moser seconded. Motion passed unanimously.

HUD Rules on Smoke-free Public Housing -60 day comment period

Sally Herndon presented information regarding the US Department of Housing and Urban Development (HUD) proposed rule to make all public housing in the US smoke-free. She requested for NCALHD to send supportive comments. CDC requested that we request e-cigarettes in comments. After discussion, e-cigarettes will not be included in our comments. Sally will draft comments, and the committee will review the comments at the December committee meeting.

Please send comments to Sally. Sally requests local comments to be submitted in addition to the NCALHD. Regional consultants have a list of public housing units.

Tobacco-free Government Building Policies Input Key Informant Interview Process

Sally Herndon shared information regarding the key informant interview process and its goal is to gain insight into the communities on the barriers to adopt smoke and tobacco free government buildings. <http://www.tobaccopreventionandcontrol.ncdhhs.gov/maps/doc/StateSFTFMmapsAug2015-GovBuildings.pdf>

Technology – Beth Lovette

Action/Motion: None

Information:

- Received an update on new meaningful use rule changes (see slides).
- Daryl Meeks, NC HIE, indicated that he was moving NCIR up in the sequence for interfacing with NC HIE and that process is moving ahead of schedule.

- Batch Interface reporting workgroup – for counties that submit batch information, there may be changes soon to make that process simpler and a meeting is scheduled with EHR vendors and DPH in December.

Policy and Finance – Lisa Harrison

Action/Motion: Motion was made to appoint the officers of NCALHD to proceed with a decision about legal action concerning Medicaid cost settlement issues if needed, after the meeting on November 23, 2015. Motion was approved.

Information:

Introduction of Dr. Randall Williams, Assistant Secretary of Health and Human Services – brief comments expressing support and advocacy – here to listen and learn.

1. Update on Medicaid Cost Settlement

Progress and Current Status: Buck Wilson and Steven Garner

The next meeting is scheduled for November 23rd to reach a reasonable funding level for Fiscal Year End (FYE) 13 and 14 – also in this meeting we will discuss the State Plan Amendment.

The appeal process should be answered based on the appeals that were written and that should not have any influence on the future

Legal proceedings have been put on hold for now to work things out. We have high hopes we can work that out by the deadline of December 1. If not, and we want to proceed with attorneys, who makes that decision?

We are working toward better relationships, better timelines, better outcomes for local public health departments.

Appreciation was expressed for the officers' continued dedication to finding a solution that has the best possible long term effects on local health departments.

Discussion: Do we have any idea about costs, the need to raise additional funds, and commitment long-term to supporting the legal action?

A: We would certainly explore and consider carefully the financial obligations.

Because DHHS allowed us to take FYE 11 and 12 they could go ahead and pay out 13 too... interpretation, we're going to err on the side of the best for NC and the best for LHDs. Technicalities and Interpretations are the sticky wickets.

Where is the County Commissioners' Association – are they on board with supporting us? They do want to help us work through this process. They have been informed for months and are now somewhat a facilitator for the action. Steven Garner is working on the information to share specifically.

That part and all the new relationship building has created a delay.

2. 2015 Medicaid Reform: Advocacy for local public health

Quick review of new session law:

<http://www.ncleg.net/Sessions/2015/Bills/House/PDF/H372v8.pdf>

After a brief overview of the final Medicaid Reform / Transformation law from the last legislative session, the committee reviewed two handouts we have put together before to help us articulate public health's role in a system of care and ideas for how we can educate about what we do and what we could do more of.

Planning and Innovation – Colleen Bridger

Action/Motion: No action

Information:

- 1) We had a presentation from Laila Bell with NC Child on Health Equity Impact Assessments. Presentation to follow.
- 2) We had a conversation with Joy Reed (in her role as Accreditation Coordinator for the Institute) about the future of Accreditation. Questions discussed included if we wanted NC Accreditation to move more in the general direction of PHAB, if we wanted accreditation specific to consolidated human service agencies, how to ensure accreditation reflects high quality vs. high paperwork etc. The group suggested that the Institute convene a group of local health directors (including those who serve as accreditation site visitors), consolidated agency directors, ACCs and other LHD accreditation experts to discuss how to improve the accreditation system/process. Joy will relay that information back to the Institute.
- 3) We heard from Phyllis Rocco who would like input on how she can scale back nurse consultants' time spent on accreditation now that everybody has been through the process at least one time. Please send Phyllis your thoughts.
- 4) We had a conversation about the LHD list serve and if we wanted to continue to have it moderated. The decision of the group was to continue the moderation until the consideration of the cost settlement law suit was complete. Once we resume unmoderated postings, a reminder should be sent to all members that all posts are subject to the public records law.

Bill Smith pointed out that once he sends something to the listserv it becomes public record at that point. Buck elaborated that the concern was that the various responses and “thread” to an original email could become a problem if we go into litigation. This was

Education & Awards – Dave Jenkins:

Action/Motion: None

Information: None

- Legal Conference is April 19-20. If you have subject matter topics you would like to see included please let Dave know.
- Awards process – Dec 15 is the deadline for nominees. Encouraged nominations. Can now be done electronically.

Nominations & Bylaws – Doug Urland:

Action/Motion: None

Information: None

Action/Information Items - Public Health Regions

Region I – Janice Patterson:

Action/Motion: None

Information: None

Region III - Ann Absher:

Action/Motion: None

Information: None

Region II – Jimmy Hines:

Action/Motion: None

Information: None

Region IV – Dorothea Wyant:

Action/Motion: None

Information: Iredell County passed a smoke free campus policy on October 20,

2015 including e-cigs on county grounds/property.

Region V – Merle Green:
Action/Motion: None
Information: None

Region VI – Tommy Jarrell:
Action/Motion: None
Information: None

Region VII – Chris Szwagiel:
Action/Motion: None
Information: None

Region VIII – Carolyn Moser:
Action/Motion: None
Information: None

Region IX – Jerry Parks:
Action/Motion: None
Information: None

Region X – Davin Madden:
Action/Motion: None
Information: None

Liaison Reports

ANCBH – Barbara Ann Hughes, President

- Jane Murray, Iredell County, is the health director liaison on their board.
- Awards and Nominating committees have been appointed.
- New document listing the benefits of the association has been developed by Bob Blackburn.
- Encouraged counties to schedule any needed BOH training by contacting Rachel.wilfert@unc.edu.
- New website is now in place <http://brittanwood.wix.com/ANCBH>. Recommend it's use to local BOH.
- Encouraged nominations for the Carl Durham, Robert Ed Strother and Board of Health awards. Criteria are listed on their website.
- NALBOH
 - Membership renewal began October 1. Should have received notifications. 36 LHDs in NC have paid NALBOH dues.
 - Encouraged local submission of newsletter articles to Jami@badgerbay.com.
 - 2016 conference will likely be held Aug. 10-12, 2016 in St. Louis, MO.

NC Institute for Public Health –Anna Schenck

See attached report.

Introduced Amy Belflower Thomas, new Accreditation Coordinator.

Question raised: What percent of MPH grads are going to work in local public health? Anna stated she could provide that information for UNC but not for the other 7 Master's level training institutions in NC. She would explore the question further with other institutions.

Other: Chatham County is going Tobacco-free on county property March 1, 2016.

Meeting Adjourned: 12:10 pm

Next Meeting: December 17, 2015 9:30am

Location: DPH, Cardinal Room, 5605 Six Forks Road, Raleigh

November 19, 2015
 NCALHD Attendance Roster - Health Director Initial by County
 (Bold Indicates NCALHD Dues paid)

BLP	Alamance	Stacie Turpin Saunders		Jackson	Paula Carden
	Albemarle District	Jerry Parks	JIP	Johnston	Marilyn Pearson
	Alexander	Leeanne Whisnant	WS	Jones	Wesley Smith
	Anson	Fred Thompson	ATP	Lee	Terrell Jones
BL	Appalachian District	Beth Lovette		Lenoir	Joey Huff
AM	Beaufort	James Madson	MAN	Lincoln	Maggie Dollar
	Bladen	Wayne Raynor, Interim		Macon	Jim Bruckner
CH	Brunswick DS	Cris Harrelson	TR	Madison	Tammy Cody (M) Marianna Doby
	Buncombe	Jan Shepard	DR	MTW District	Terrell Davis
	Burke	Rebecca McLeod	TR	Mecklenburg	Marcus Plescia (Gregorius Tolson)
	Cabarrus Health Alliance	William Pilkington		Montgomery	Mary Perez
SM	Caldwell	Denise Michaud		Moore	Robert Wittmann
BY	Carteret	David Jenkins		Nash	William Hill, Jr.
BY	Caswell	Fred Moore	BR	New Hanover	David Rice
	Catawba	Doug Urand		Northampton	John White, Interim
CH	Chatham	Layton Long		Onslow	Angela Lee
	Cherokee	Towanna Roberts	CB	Orange	Colleen Bridger
	Clay	Janice Patterson		Pamlico	Dennis Harrington
DM	Cleveland	Dorothea Wyant	DM	Pender	Carolyn Moser
	Columbus	Kim Smith	SC	Person	Janet Clayton
	Craven	Scott Harrelson		Pitt	John Morrow
DR	Cumberland	Buck Wilson		Randolph	Mimi Cooper
DR	Dare	Sheila Davies	DR	Richmond	Tommy Jarrell
DR	Davidson	Darren Cecil, Interim	DR	Robeson	William Smith
DR	Davie	Suzanne Wright		Rockingham	Glenn Martin
DR	Duplin	Ila Davis	DR	Rowan	Nina Oliver Charles Drake
DR	Durham	Gayle B. Harris	DR	SPM District	James Hines, Jr.
DR	Edgecombe	Karen Lachapelle	DR	Sampson	Wanda Robinson
DR	Forsyth	Marlon Hunter		Scotland	Bengie Hair
DR	Franklin	Chris M. Szwagiel	DR	Stanly	Dennis Joyner
	Gaston	Chris Dobbins		Stokes	Wanda East, Interim
ABP	Graham	Alicia Parham		Surry	Samantha Ange
LNL	Granville-Vance District	Lisa Macon-Harrison		Swain	Alison Cochran
MUR	Greene	Michael Rhodes	GL	Toe River District	Lynda Kinnane
ME	Guilford	Merle Green		Transylvania	Elaine Russell
	Halifax	Cardra Burns		Union	Phillip Tarte
WV	Harnett	John Rouse	SL	Wake	Sue Lynn Ledford
RJ	Haywood	Patrick Johnson, Interim	AS	Warren	Andy Smith
DR	Henderson	Steve Smith	DR	Wayne	Davin Madden
DR	Hertford	Ramona Bowser	AA	Wilkes	Ann Absher
HZ	Hoke	Helene Edwards	TE	Wilson	Teresa Ellen
DR	Hyde	David Howard		Yadkin	Kimberly Harrell
	Iredell	Jane Murray			

