

**GREENE COUNTY BOARD OF HEALTH
MINUTES
November 4, 2021**

The Greene County Board of Health met in regular session on Thursday, November 4, 2021, in Conference Room 124 of the health district office. The meeting convened at approximately 6:31 p.m. In attendance: J. Andrew Root, President; Jane Clifton, Scott Hammond, William Harden, Angelia Mickle, DNP; Tamisha Samiec, MD; Kathy Saunders, David Thompson, and Nancy Terwoord. Absent: William Beeman, Excused: Mark Walsh, MD. Employees in attendance: Melissa Howell, Health Commissioner; Noah Stuby, Deputy Health Commissioner, Jennifer Alfaro, Jennifer Barga, Bob Brooks, Tish Faler, Susan Martin, Molly O'Hara, Joyce Price, Elizabeth Varvel, Jeff Webb and Jamee Wellman. Guest in attendance: Drew Piersall, Zashin & Rich; and Dick Gould, Greene County Commission.

ADOPTION OF AGENDA/MINUTES OF PREVIOUS MEETING

#21-11-04-02. Mr. Thompson moved to adopt the consent agenda including the minutes of the October 7, 2021, Greene County Board of Health meeting. Mr. Harden seconded the motion.

The motion carried by acclamation.

FINANCIAL REPORTS

Mr. Stuby provided an overview of the financial reports and answered board questions satisfactorily.

#21-11-04-01. Mr. Harden moved approval of the voucher summary, appropriation transfers, then and now requests, fund transfers, and acceptance of the Income and Expenditure report pending the audit. Ms. Terwoord seconded the motion.

The motion carried by acclamation.

GOVERNANCE REPORTS

Governance Committee – No Report

Nominating Committee - Mr. Root requested volunteers for the position of vice president for 2022.

Performance and Evaluation Committee – No Report

Planning and Finance Committee – Mr. Thompson reported that the committee met on Wednesday, 11/03/2021, to review:

1. 2022 Refined Budget
2. 2020-2030 Budget Projections
3. 2022 Strategic Workplans
4. Tonja Lively retirement payout

#21-11-04-03. Mr. Thompson moved approval of the 2022 Refined Budget on behalf of the Planning and Finance Committee.

The motion carried by acclamation.

#21-11-04-04. Mr. Thompson moved approval of the 2020-2030 Budget Projections on behalf of the Planning and Finance Committee.

The motion carried by acclamation.

#21-11-04-05. Mr. Thompson moved approval of the 2022 Strategic Workplans on behalf of the Planning and Finance Committee.

The motion carried by acclamation.

#21-11-04-06. Mr. Thompson moved the approval of an estimated retirement payout of \$11,958.24 for Tonja Lively.

The motion carried by acclamation.

ADDITIONAL BUSINESS

Health Commissioner Howell provided an overview of tax lien waiver requests from the City of Fairborn.

#21-11-04-07. Ms. Clifton moved to approve the release of claim of delinquent taxes for the following foreclosed residential property:

43 Thornton Drive
Fairborn, OH 45324
Lot 2194
Parcel ID# A02000100270013500

The waiver of taxes applies to foreclosed of abandoned properties, once the properties are purchased or ownership is assumed, the full taxes will be reinstated. If the properties are sold, the total maximum amount of taxes waived minus the cost of upkeep, should then be reimbursed on a prorated basis with all other Greene County Taxing entities who have waived taxes.

Mr. Harden seconded the motion. The motion carried by acclamation.

#21-11-04-08. Dr Samiec moved to approve the release of claim of delinquent taxes for the following foreclosed residential property:

1122 Kaufmann Avenue
Fairborn, OH 45324
Lots 9223, 9262, 9263

Parcel ID# A02000200010001900

The waiver of taxes applies to foreclosed of abandoned properties, once the properties are purchased or ownership is assumed, the full taxes will be reinstated. If the properties are sold, the total maximum amount of taxes waived minus the cost of upkeep, should then be reimbursed on a prorated basis with all other Greene County Taxing entities who have waived taxes.

Dr. Mickle seconded the motion. The motion carried by acclamation.

#21-11-04-09. Mr. Harden moved the following resolution of appreciation:

The Greene County Board of Health wishes to recognize and commend

TONJA LIVELY

for her service to the Greene County Board of Health, Greene County Public Health, and Greene County community.

WHEREAS: Ms. Lively has served Greene County Public Health as the public health nutrition program manager in the Women, Infants and Children program since August 3, 1992; and,

WHEREAS: Her 29 years of service is appreciated by the Greene County community and Greene County Public Health.

SO, BE IT RESOLVED BY THE GREENE COUNTY BOARD OF HEALTH:

Section 1. The Greene County Board of Health wishes to express its appreciation for Ms. Lively's 29 years of service on behalf of Greene County Public Health, and the residents of Greene County.

Section 2. That a copy of this resolution be provided to Ms. Lively as a small token of the Greene County Board of Health's appreciation and congratulations on her retirement.

Ms. Clifton seconded the motion. The motion carried by acclamation.

Mr. Root, "Why don't we have our guests speak now. And we'll come to you Melissa (Howell) if you have anything to say at the end about just overall(unintelligible). Our policy says we limit it to five minutes total, but I want to give you enough time to each of you to speak if you want to. Okay? So, whoever wants to go first feel free and Bob (Brooks) where to stand? At the podium. All right."

Ms. Wellman, "Is it all right if I remove my mask since we're six feet away so you can hear me? Or can you hear me fine?"

Mr. Root, "We can hear you."

Ms. Wellman, “Okay. My name is Jamee Wellman. I live at 1571 Greene Lake Drive. I am an employee of the Greene County Health Department. Good evening. I would like to address the board about the mandate that was approved last month for the Greene County Department employees. When this mandate was approved did you understand that exemptions are not being considered? That hardworking employees who dedicate their time throughout, thought outside of the box to make a program run smoothly without any help from administrators and worked through the entire COVID-19 crisis will lose their jobs over a shot that does not prevent transmission or infection of a virus that factual data shows 99% plus survival rate. A mandate is not law. So, no employee, employer should force an emergency vaccine that hasn’t been through proper testing or channels on their employees. This violates our constitutional rights and laws. When I joined the health department, I didn’t know that my rights would be violated. That my medical choices would be questioned along with my religious beliefs. Because of this mandate you will lose most of your WIC staff. On December 8, right before Christmas, there will only be a nutritionist, and a WIC clerk and a part time WIC clerk. The grant is for two nutritionists. At least one peer helper. A breastfeeding coordinator. A WIC director and at least four WIC clerks. Are you not worried on how this will impact Greene County or our WIC participants? How will they get food? Are these families supposed to wait months to be seen due to being short staffed? As we already know, there is a hunger issue and now, we are about to make it worse by not accepting these exemptions. Did you know that as of October 28 many of our surrounding health departments don’t even have a mandate? That the state WIC sent an email confirming that they are not issuing a COVID-19 mandate on their employees. At the Greene County Health Department wants to follow federal guidelines for a mandate and proceed, why don’t they make exceptions? Follow the law and accept our exemptions. We work for the public. We are supposed to care and help this community. But, by turning your back on your own employees, what does that say to our community? You are putting families out of work. And, by making a whole program short staffed, you are negatively impacting our community. I really hope the board realizes you can say no to mandate or make accommodations as you see fit. You can stand by your employees and respect their choices. I ask that you do that. I appreciate all of you listening and I hope to see positive changes come from this. Thank you.”

Mr. Root, “Thank you. Who’s next?”

Ms. O’Hara, “Okay, my name is Molly O’Hara and I’m here as a Greene County Health District WIC dietitian and I am also here today to express my concerns over the vaccine mandate. I realize the board approved the mandate, but did you realize our exemptions were not being accepted? I submitted a religious exemption, and it was denied. Unfortunately, that means that I had to put my two weeks in because I do have a new baby at home and a family I have to support, and I can’t wait till December 8th to be terminated as the policy states. My last day is scheduled for this coming Tuesday, November 9th. I know that other counties around us don’t have a mandate and if they do, they are accepting exemptions. So, I don’t know why this health department cannot. Our state WIC office states that they are not even requiring the vaccination for the WIC staff there. I took this job wanting to move into the director’s position, which is

Tonja (Lively), when she retires and now that opportunity... WIC serves about 500 families a month and because this mandate, we are losing myself, and two others. Not only is it unfortunate for us but our WIC participants are going to be hurt at no fault of their own. We will not be able to run the WIC clinic with such limited staff and we have been running on short staff already. The job posting that was emailed out for my position and Tonja's (Lively) position don't even state that you have to be vaccinated. So why? And then I checked on Indeed and the postings say quote 'COVID considerations. A mask is required for entrance.' End quote. So, are we requiring the vaccine for people to apply? Or are just not telling them? It doesn't say that anywhere. Last year at this time we were all being praised as heroes and now I'm being called a threat. We worked this whole pandemic in the office, and we had to figure out how to effectively run our program with all the new guidelines that came out and we made it work. I am expected to respect ideas, and beliefs of my WIC families but my own employer can't do that for me. It is my strongest belief that being forced to receive the COVID-19 vaccine would go beyond my free will and under the word of God would be considered impure. So, sure, we can be replaced. Anyone can be replaced. Right? But what do we do in the meantime? I hate to see the program suffer and especially the families of Greene County that rely on WIC to feed their families. I am asking our waivers be accepted so I won't have to quit. We won't lose our other employees and we can continue serving the WIC families that count on us. I'm looking forward to applying for the WIC program manager position given that the waivers are accepted. I enjoy working here. I don't want to leave. I wish it didn't come to this, but it seems that I don't have a choice. Thank you."

Mr. Root, "Thank you. No? Okay. We've heard from everybody. Alright. Well, thank you all very much. I appreciate it. Anybody have questions? Comments?"

Ms. Terwoord, "Well, I do."

Mr. Root, "Go ahead, Nancy (Terwoord)."

Ms. Terwoord, "Can you explain why, Melissa (Howell), religious exemptions were not accepted?"

Health Commissioner Howell, "Yes, we can. So, I invited Drew (Piersall), *unintelligible* who advises us on employment law and each one was reviewed and considered. But as of right now...go ahead Drew (Piersall)."

Mr. Piersall, "Good evening, everyone. I think I know most of the people on the board but, my name is Drew Piersall and outside employment counsel for the board of health, and I've served in that capacity for probably seven or eight years at this juncture and I think I appear in front of this board, I don't know, once every year or two. So, I've become familiar with most of the faces in the room. Melissa (Howell) invited me here this evening to sort of give the lay of the land as it pertains to what is going on in vaccine mandates. What the state of law is and what it's impact on the health department is and I'm happy to do that. I'm happy to answer any questions anyone

may have. The legal landscape in this area is changing when I say on a daily basis that's not an exaggeration. Just this morning two pieces of important rules were promulgated by the federal government. The first was an OSHA standard which you probably saw online or saw in the newspapers today requiring employers with 100 or more employees issued by the Biden Harris administration to mandate vaccinations. Obviously, that's already been challenged, I believe the State of Ohio has already filed a lawsuit challenging that directive. I can't tell you what is going to happen with respect to that rule that has been imposed but what I can tell you is a couple of different pieces of information. First and foremost, there have been, to my knowledge, as of about two days ago, there have 39 federal lawsuits filed throughout this country challenging vaccinations required for the workplace. Those lawsuits are 0 for 39. That means that the federal courts have made very clear the vaccine mandates are a lawful exercise of any employer's power. This dates back all the way to the Spanish flu which was really the last time any of these challenges were made on a legal level. So, there's been a number of challenges to mandatory vaccination policies issued by employers and all those, all of those policies thus far have been upheld by the courts. Also, what I wanted to point out was the OSHA standards that were issued today, the State of Ohio arm, under the Bureau of Workers Compensation called Public Employers Risk Reduction Program (PERRP), they are the sort of the state arm that governs public employees in this realm. I can assure you having worked this area for many years that PERRP will inevitably follow OSHA's guidelines that were issued today. So, it's coming to the public sector and it's going to be coming I would imagine very, very quickly. So, that rule that was imposed today is going to be formally published first thing tomorrow and then I fully anticipate that PERRP, again which is the entity that governs this from a public perspective here in the State of Ohio is going to adopt the rule that was implemented through OSHA today by the administration. Another important piece of rulemaking that was issued today did not garner as much public attention, but the Centers for Medicare and Medicaid Services (CMS) also issued a very similar rule. Again, it is going to be formally published tomorrow. It was 200 and some pages and I did my best to try to flip through it as quickly as possible today. But that is important to this particular health department because this department is a recipient of Medicare funds. It is also a recipient of federal grants. We also have an FQHC in this building. So, suffice it to say, that in order to be eligible to receive federal moneys and in order to receive Medicare funds and to operate in this CMS realm, the health department essentially does not have choice. They have to follow the CMS guidelines that have been implemented. Even if they were not required to, it is within this board's prerogative, as I just mentioned, if you have so chosen to implement a mandatory vaccination policy that is within your legal right for the reasons I have just explained. It's already been upheld on a number of levels. So, CMS rule was issued today and it's going to be formalized and issued tomorrow, published in the federal register. Same with the OSHA guidelines that were issued today, again, will be published in the federal register tomorrow morning. So, the vaccination policy you have to have in place for those reasons. What is particular to health departments when it comes to religious exemptions is, and I've fielded dozens of questions in this area this week alone, the religious exemptions that have been addressed or raised by these employees, as well as a number of employees across the State of Ohio, and I represent, as I think I've told you many times, I represent a number of health departments across the state. I represent a number of public agencies across the state. All health

departments are facing these similar issues. This is not unique to Greene County. But what I will say is the religious exemptions that these employees are claim, as a number of employees claim at other health departments, their religious exemptions were not denied on the basis of their religious beliefs. What the EEOC has already said, and they promulgate and issue publications regarding COVID, it's impact on the law, and federal law we are talking about is Title VII; the Civil Rights Act which governs religion in the workplace; and what they have said is if the individuals failure to be vaccinated poses, the legal term is undue hardship to employees, visitors, members of the public, then we don't even have need to address the sincerity of religious belief, practice, or observation. But we can kind of skip that step and go to the undue hardship analysis. In the health departments, such as this one, where we're interacting with the public, it's my understanding is that the public is entering the building on a daily basis. You know, WIC employees, again I am not a public health expert, but it is my understanding that they have a fair amount of interaction with the public. If that's the case and there are individuals entering the building that are coming in from the outside, that are, you know, that are members of the general public also not to mention coworkers, visitors, things of that nature, then that undue hardship exists, and those employees cannot claim the religious exemption because of the undue hardship that exists within the health department. That's why those employees' requests were denied in this case and in other health departments across the state. So, that's the background, the status of the law, where things are going, where things are headed. And I'll also point out that we still don't know, and there's been some debate already today, about whether or not the OSHA regulations will apply to county agencies because, I'm well aware that this agency doesn't have 100 employees, but we don't know yet because no one from the federal government has told us whether or not we count employees on a county basis via individual department or if you'll combine them together. I can't answer that question because no one has provided any guidance on that. So, in short, the health department is required by law to have a mandatory vaccine requirement because of the CMS obligation, federal grant obligation, and FQHC in the building. I think that is unavoidable, but the undue hardship is what has posed this issue for health departments across the state and why religious exemptions are not being permitted because of that undue hardship analysis. So, that is the background, the status of what is going on here."

Mr. Root, "Any questions for Drew (Piersall)? Comments?"

Ms. Terwoord, "Were all of the exemptions religious from all of you?"

Ms. Wellman, "Yes ma'am."

Mr. Piersall, "There's two exemptions that employees can claim. One is a disability exemption, and one is for religion. So, those are essentially those are the only two they can claim."

Ms. Terwoord, "Right."

Mr. Thompson, “So, disability, religious exemptions are what can be claimed according to who?”

Mr. Piersall, “In response to a mandatory vaccination policy. There’s two ways employees can claim exemptions under the law to a mandatory vaccination policy. One is a disability under the American with Disabilities Act, and much more frequently in public exemption is the religious exemption under Title VII of the Civil Rights Act.”

Mr. Thompson, “And so you’re saying the religious exemption would not apply because they’re employees of the health department?”

Mr. Piersall, “The religious exemption is not being permitted, and I want to make it very clear that we are not, the letters were clear that were issued to the employees that we’re not making a determination regarding the sincerity of a religious belief. We’re not questioning that. What the health department is not allowing these exemptions for, the reason for that, is that it’s our position, the health department’s position through Melissa (Howell) that there is undue hardship posed because of the interaction with the public, with visitors and with other employees who may or may not be vaccinated or unvaccinated. And that specifically allowed by the EEOC regulations. Frankly, it’s been that way for a number of years. It’s just that it’s uniquely arisen in this context because of the issues posed by COVID and now we have a mandatory vaccination policy. So, really, these types of issues haven’t been litigated since the Spanish flu. So, we’re sort of dragging up law from many decades ago. But, to answer your question specifically, the sincerity of the religious belief is not in question here. What is in question is the undue hardship imposed upon the health department due to exposure to others.”

Mr. Harden, “Is all the other health departments that you represent, that you take care of, all doing the same thing we’re doing?”

Mr. Piersall, “Well, as of this morning, I don’t know. I think what happened this morning was a game changer. But the other health departments I represent all have mandatory vaccination requirements. But I will say also that in the CMS regulations a number of employees have said can we have, if we continue to wear masks and have weekly testing is that sufficient. The CMS guidelines that were issued today say no. That’s not an acceptable accommodation. This is the rulemaking authority. This is the federal government. ‘We considered requiring daily or weekly testing of unvaccinated individuals. We have reviewed scientific evidence on testing and found that vaccination is a more effective infection control measure. As such, we chose not to require such testing for now welcome comment.’ So, again, I don’t make the rules. This is what’s been promulgated.”

Mr. Harden, “I hope and pray that we’re doing everything we can possibly do to keep our employees because they are very good to us. They’ve done an outstanding job for us. So, I’d just like to hope that the board, that the board here is doing everything we possibly can before we allow these people to walk out of here.”

Mr. Piersall, "I understand that. But I will tell you that other health departments are *intelligible*, to answer your question directly, yes, they are. Yes, sir."

Mr. Hammond, "One of the young ladies, maybe two of them, mentioned that there are other health departments that were observing a religious exemption. What are the circumstances, do you know anything about those or what are the circumstances? Is that in the WIC program? Or is that in another program that doesn't deal with...?"

Mr. Piersall, "I can't speak specifically another health department but what I can say is that in light of the rule that was issued this morning I would strongly, strongly, presume that every health department in the state is going to implement a mandatory vaccination policy. I would presume that. I can't speak for every health department. I don't represent every health department. Based on what was issued this morning I don't see how that a health department could not have that policy. I think, to answer your question, again, a little more directly, are some health departments, again it is an individualized analysis and so it depends on the level of interaction with the public. It depends on the level on each health department on each public person if they are allowed on the premises. It depends on, for instance, a sanitarian, environmental health department. I can't fathom how, for example, a sanitarian could perform their job duties by conducting inspections and interacting with the public without that constituting an undue hardship. So, to answer your question, in light of this morning I would strongly, strongly presume that every health department in the state will be implementing and mandatory vaccination policy very soon, if they haven't already."

Mr. Thompson, "Drew (Piersall), it is my understanding that with us implementing the mandatory vaccination policy, I mean, we're essentially making sure that we were in line with federal guidelines to be able to receive federal dollars."

Mr. Piersall, "Correct."

Mr. Thompson, "And by not receiving those federal dollars we would be putting many of the programs that our health department puts into place throughout Greene County at jeopardy by losing potentially, I think, \$1.6 million is what I heard and, you know, as a health department I don't think we could put \$1.6 million at risk to help low-income families and children in our community with those monies or even be prepared for response to a pandemic would be irresponsible on our behalf if we were not to put in a mandate. I think my question would fall back to the exemptions and whether or not, you know, the disability exemptions in play and that the religious exemption if that's not, if we're not eligible as a health department to have a religious exemption I would want, probably want to learn more about that."

Mr. Piersall, "It's not that you're not eligible. It's, I want to be very clear, under the law you're required to consider any disability exemption requests and you are required to consider any religious based exemption request. That's what the law requires. It's not a choice. But you have to do that. You have to consider it."

Mr. Thompson, "You have to consider it."

Mr. Piersall, "You do. You don't have to grant it. It's an exemption request. So, what has happened here, again, is you do not have to grant a religious exemption request if the employing agency is of the opinion that it would constitute an undue hardship. Again, for the reasons I've previously stated."

Mr. Thompson, "Okay. Thank you."

Ms. Price, "Am I allowed to ask questions? I didn't sign up. I just have questions."

Mr. Root, "Sure, you can ask questions."

Ms. Price, "Okay. Thank you. Actually, I have several of them. I guess I just don't understand some of this because unless I'm being lied to, and I wish I had known that this was going to go this way and I could have come up with numbers, but that hospitals and doctors' offices are even allowing exemptions and I think that they would be far more affected with Medicare, Medicaid which I didn't know was an issue. So, trying to kind of understand that part. I'm required to wear a mask when I'm at work in spite of having COVID last year. Having been fully vaccinated and, you know, I just, am wondering, my whole thing was I thought I would be able to free of that and pretty much anywhere except here at work I am. The school, ODH recently came out with a policy, my husband happens to be on the school board for one of the schools in Greene County, and it's just been a very big struggle there an issue even over masking. But they recently came out with an option for schools to do something called Masked to Stay and that they are allowed to Test to Play but since sports don't really affect the Greene County Health and that is just that the kids do not have to wear masks. It's gone back to the parents' choice and if the child is exposed in the classroom to another child who has COVID they just have to wear a mask to school everyday for 14 days or they can test five days, five to seven days after exposure to be able to come back to school without the mask on. It is strange to me that we are more restricted on adults than on kids that are basically like germ Petrie dishes and right now, just a note for everyone to know, we have been carrying on WIC clinics all throughout the pandemic and currently our still doing it. We had to work out a way ourselves to do this without contact. So, if you walked in that front door and you saw the metal boxes on the table out there, we are having clients put their ID, their WIC card, whatever we need to get them certified in those boxes and then we process it over the phone through the clinic and then return those items back out there again. I don't know. I think it's sad and I'm just gonna say, and I'll be done, but with Tonja's (Lively) resignation and the people that we are going to lose because of religious exemptions are not accepted, half of our WIC department will be gone by December 8th. Half."

Ms. Wellman, "More than half."

Ms. Price, "More than half."

Mr. Root, "I don't think, that's not really in your bailiwick, Drew, I mean. Okay. Anybody have any comments on that? All right. Well, thank you for your comments. I appreciate that. Anybody?"

Ms. Wellman, "Can I speak too?"

Mr. Root, "Very briefly."

Ms. Wellman, "So sorry. So, I do all-natural stuff. I don't put anything in my body. When I worked out at Grandview, I had a religious exemption as well and I worked with sick people for respiratory. So, I mean, I was right there in it. So, with this if you're vaccinated you can still carry the virus and still get it just like an unvaccinated person. So, how are we considered, we were called threats. So, how are we considered threats if we're just the same as people who are vaccinated? We've been working through this whole time. Like, I love working here and I would love to continue to do this for our participants and help them out but that's my question. Like, how are we any different?"

Mr. Root, "All right. Thanks for the comment. Thank all of you. Thank you, Drew (Piersall), for being here."

Mr. Piersall, "Thank you everyone."

Mr. Root, "Listen I think this is a terrible thing. But and I don't want to sound like we're passing the buck here, but we can't put at risk almost \$2 million for this. It would be devastating to the people that we serve and listen when the federal government is the one that is making this happen. They control money and they have a lot of control localities because they control the money. That's the system we have, and you can like it or not, but we have to live with it. I just think Melissa (Howell) that it would be devastating to put at risk that kind of money. Right?"

Health Commissioner Howell, "Well, I think, just the entire situation in a way heavily grieves me and, in many ways, we feel that our hands are tied by the powers that are higher than we are. So, we are just trying to navigate this and keep people safe, and keep people served in this community because we all love to serve the people in this community. It was not anything that was liked. That we took lightly. I think you know that. I think you also have Commissioner Gould here. You might want to recognize him."

Mr. Root, "Commissioner Gould, welcome."

Mr. Gould, "I just thought I would pop in for a meeting. Apparently, you guys start before 6:30."

Mr. Root, "No. We were a little later. We didn't have a quorum. So, we started about 6:35."

Mr. Gould, "According to my clock it was before 6:30 but anyhow, just wanted to see what was going on and I won't give commentary on the board. The board's decisions. But I will extend to the ladies that I don't know what their skill set is but the county commissioners would welcome them for employment if they'd like to investigate it."

Mr. Root, "Okay. Very good. Any other comments?"

Ms. Terwoord, "I just wanted to say I'm very upset about it, and I would hate to see any of you leave. I know how hard you've all been working. As have everybody here in the health department throughout this and I applaud you for that. But I better understand, I wasn't sure why the religious exemption was not being upheld. But I understand now that it's nothing do with your religious beliefs but rather the undue hardship that it could face with our county residents and other people that come in contact with. So, I don't feel, again, very empathic. I don't want to see this happen, but I really don't feel any reason to change the position that we have and to uphold what Melissa (Howell) has unfortunately had to do. It is sad."

Mr. Root, "Very sad. All right. Any further comments? Okay. Is there any other additional business? Melissa (Howell), anything about the past month that you want to pass on to us?"

Health Commissioner Howell, "Well, we are getting busier in the clinics of course. It just opened up to age five to 11. It's just been very exciting, I guess, to see that now at this stage in the pandemic that most of your elementary schools have contacted the health district to vaccinate the five to 11 years olds. So, we have several clinics scheduled nest week. Fairborn, Xenia, Yellow Springs. Where else am I missing?"

Ms. Barga, "Beavercreek."

Health Commissioner Howell, "Yes, Beavercreek and we really think that that speaks as a testament to the fact that we have had ongoing communication with schools. It's been incredibly challenging as you know for the school districts and what they had to go through. But that level of trust that we have just been able to form over all this time and just strengthen the bonds that were already there. A lot of the work that was done whether it be disease investigation or contact tracing or the vaccination has been Jennifer (Barga) and her team. So, she has done just a phenomenal job. So, we're excited about the kids because we feel like, you know, everybody who wants to be vaccinated can be vaccinated. Those kids will be protected, and the vaccine worked. The masks do work."

Mr. Root, "All right. Anybody have any additional business? Is there a motion to adjourn?"

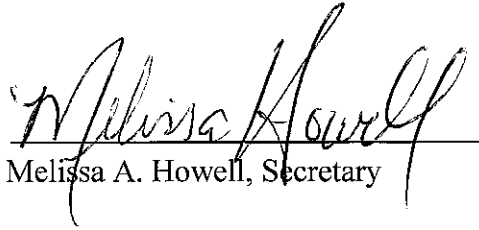
Mr. Harden, "So moved."

Mr. Root, "Thank you Mr. Harden."

The November 4, 2021, Greene County Board of Health meeting adjourned at 7:16 p.m.



J. Andrew Root, President



Melissa A. Howell, Secretary