



School Board of Clay County

District Multi-Purpose Center, Corner of Green St. and Gratio Pl., Green Cove Springs, FL

March 29, 2022 - School Board Workshop

Date: Mar 29 2022 (9:00 a.m.)

Invocation (Ashley Gilhousen)

Call to Order (Present: Janice Kerekes, District 1; Mary Bolla, District 2; Beth Clark, District 3; Tina Bullock, District 4; Ashley Gilhousen, District 5; and Superintendent David Broskie)

Workshop Items

[1. Review Draft Agenda for Regular School Board Meeting on April 7, 2022](#)

[April-7-2022-regular-school-board-meeting_agenda_packet.pdf](#)

Minutes:

Recognitions and Presentations:

- Recognition of State Champion Athletes - no discussion;
- April's School Media Month Video Presentation - no discussion;
- Growing Healthy Smiles Pediatric Dentistry Check Presentation - no discussion;

Consent Agenda:

- C1 Minutes of School Board Workshop on February 22, 2022: Student Discipline Hearings and Regular Meeting on March 3, 2022 - no discussion;
- C2 Proposed Supplement Allocations for 2022-2023 - contains three more supplement allocations than last year's package;
- C3 Reappointments of Instructional and Support Personnel 2022-2023 School Year - no discussion;
- C4 Personnel Consent Agenda - no discussion;
- C5 Appointment of Clay County School Board's CCEA and CESPBA Bargaining Team Members for 2022-2023 - no discussion;
- C6 Proclamation #22-13 to Establish May 1 - 7, 2022, as Teacher Appreciation Week in Clay County, and Tuesday, May 3, 2022, as Teacher Appreciation Day - no discussion;
- C7 Proclamation #22-14 to Establish April 24 - 30, 2022, As Administrative Professionals' Week and Wednesday, April 27, 2022 as Administrative Professionals' Day in Clay County - no discussion;
- C8 K-12 Academic Services Out of State and Overnight Student Travel - no discussion;
- C9 2022-23 Florida Youth Challenge Academy Calendar - no discussion;
- C10 Approve for Advertisement of Public Hearing of School Board Policy (NEW) for the Use of Drones in the K-12 Academic Setting - proposed policy will work to embed new guidelines in School Board policy as drone use is increasingly prevalent, particularly in the areas of Career & Technical Education, athletics, and STEM2HUB; Mrs. Clark requested and received verbal confirmation from Mr. Broskie that the district coordinates with Cecil Commerce due to proximity;
- C11 Proclamation #22-15 to Establish April, 2022 as School Library Month in Clay County - no discussion;
- C12 2022-23 Professional Learning Catalog (Master Inservice Plan) - no discussion;
- C13 National Center on Education and the Economy's National Institute for School leadership (NISL) Program Agreement-Adjustment to Number of Participants and Cost - no discussion;
- C14 Proclamation #22-16 National School Nurse Week - no discussion;

- C15 Proclamation #22-17; Month of the Military Child, Purple Up Day April 20, 2022 - no discussion;
- C16 Proposed Allocation Changes for 2021-22 - no discussion;
- C17 Proposed Allocation Changes for 2022-23 - no discussion;
- C18 Monthly Financial Reports for February, 2022 - no discussion;
- C19 Budget Amendment Report for February 28, 2022 - no discussion;
- C20 Renewal of Employee Benefits for 2022-2023 - this renewal will represent two consecutive years with no increase to cost;
- C21 Deletion of Certain Items Report - March, 2022 - no discussion;
- C22 BID Renewal - Mrs. Kerekes inquired re the number of portables currently being utilized and Mr. Broskie advised there are approximately 900 with continuing efforts to reduce that number;
- C23 BID to be Awarded - no discussion;
- C24 Schematic/Preliminary/Final (Phase I, II, and III) Plans and Specifications for Orange Park High School Stadium Repair/Replacement - brief discussion re the timeline of this build and potential use of pieces of old stadium as a fundraising source;
- C25 Pre-Qualification of Contractors - no discussion;

Discussion Agenda:

- D1 Human Resources Special Action A - no discussion;
- D2 Human Resources Special Action B - no discussion;

2. Clay County School Board Plan for Recruitment, Retention, and Support of Instructional Personnel

Board Presentation Recruitment & Teacher Support 2022.pdf

Minutes:

Superintendent Broskie shared the attached visual presentation, outlining a three-pronged approach to teacher recruitment and support. Although this plan is designed to ensure that needed critical instructional positions are filled, the principles apply to the entirety of the CCDS workforce.

1. Recruitment - advertising teaching positions through a variety of sources, attendance at recruiting fairs, hosting recruiting fairs;
2. Teacher Support - alternative certification, areas of new teacher concentration, structure of support, roles and responsibilities of the newly created "Teacher Support Coach" position, comprehensive and aligned teacher supports, and a rollout plan and benefits consistent with increased and varied supports;
3. Compensation/Work Environment - includes increased teacher salary, increased district contributions to employee benefits, COVID-19 leave, substitute plan to address current shortage, and provision of a workforce stabilization bonus.

Board comments included:

- Mrs. Gilhausen pointed out the advantage of being a Floridian when recruiting out-of-state personnel and mentioned the flexibility and freedom reflected in the employment calendar. She also recommended providing interested individuals with clarity regarding the pathway to certification. Mr. Broskie indicated there will be a community information session for those with 4-year degrees, scheduled for April 5, 2022, to provide information on becoming a teacher in Clay County. Mrs. Gilhausen also suggested exploring graduates with an Associate of Arts degree as well as dual enrollment students as substitute position possibilities. Mr. Broskie confirmed that we will continue to be creative in our recruitment strategies.
- Mrs. Clark inquired about reaching out to military bases as retiring personnel may wish to pursue a second career in education. Brenda Troutman, Assistant Superintendent of Human Resources, advised we are supporting the recruitment of military candidates by providing waivers for testing fees.
- Mrs. Bullock shared that, after she earned her Associate of Arts, she was able to arrange her classes to allow substitute teaching, which led to her decision to become a teacher.
- Mrs. Bolla inquired into the compensation of experienced teachers who assist in mentoring new teachers, and Mr. Broskie advised there is a peer teacher supplement.

3. Discussion of Continuation of One Mill of Ad Valorem Millage Tax for School Security and Operating Expenses

One Mill Continuation Presentation.pdf

Minutes:

Susan Legutko, Assistant Superintendent of Business Affairs, shared the attached visual presentation providing information to assist the Board with evaluating a potential agenda item to approve and adopt a resolution requesting the Board of County Commissioners to place a referendum on the ballot for the continuation of the one mill of ad valorem millage tax for the voters' consideration. Dr. Legutko discussed the history of the current one mill, historical and current utilization of those funds, safety and security school projects completed with this funding, the financial impact of the one mill on Clay County homeowners, the impact on Clay County District Schools if this funding is discontinued, and a suggested timeline to pursue continuation of the one mill. Dr. Legutko requested the Board allow the community the opportunity to decide if they wish to continue this support originally approved in 2018.

Mrs. Gilhousen asked if this item would be appropriately placed for voting on the primary election ballot. Bruce Bickner, School Board Attorney, advised it can be placed on the primary ballot because new legislation that would limit this item to a general election will not be effective until 10/1/2022, subsequent to the primary.

Mrs. Kerekes requested clarification of the role of the Board of County Commissioners re whether they must "approve" or if they serve as a "passthrough" for the resolution. Mr. Bickner advised language re the county commission states we are to "direct" not "ask." Mrs. Bolla advised that the resolution previously passed in 2018 used the language "place" re the request to the BCC to include the resolution on the ballot.

Mrs. Bolla requested and received clarification from Dr. Legutko that the safety and security funding given by the state for students is insufficient to provide for all needed safety measures. The restrictions placed on categorical dollars were discussed as well as the inability to determine future dollars as the budget is presently not signed at the state level and it can not be determined what will occur in future years.

Mrs. Bolla asked for the placement of this item on the April agenda for discussion and to move forward with giving the voters the opportunity to consider the continuation of this financial support. Ballot language reflecting the continuation, **not a new tax**, of the previously approved mill funds, was discussed. Mr. Bickner advised he will need to determine how to fit the required number of characters into the ballot language. Additionally, the funds will need to be shared with charter schools on a pro-rated basis and the referendum must contain an explanation of the distribution and methodology consistent with the requirements of the Florida Statute. He will also need to collaborate with the attorney for the BCC on the ballot language.

Mrs. Clark believes the item may be better placed on the general election ballot to include more voters, and that may be discussed more fully at the board meeting.

Mr. Bickner advised that House Bill 921, currently passed by both Houses but not yet signed by the governor, may require some education re how to approach promoting with education, and it may be advantageous to speak with the charter schools, due to their involvement. Mrs. Kerekes requested the percentage of funding that would be provided to the charter schools, and Dr. Legutko advised it would be approximately 4%, based on rough calculations.

Questions from the Audience (None)

Superintendent Comments (None)

School Board Comments

[4. School Board Member Comments](#)

Minutes:

Mrs. Bullock extended appreciation to Laura Fogarty, Director of Climate and Culture, for her participation in and representation of Clay County District Schools at the recent Hammer and Hope event held in Keystone.

Mrs. Kerekes appreciated Sheila Gann, Coordinator of Benefits, for the excellent work she has done for many years as she will soon be retiring.

Adjournment (10:34 a.m.)