



School Board of Clay County

December 11, 2025 - Regular School Board Meeting

Date: Dec 11 2025 (6:00 p.m.)

Student Showcase (Montclair Elementary School, Carlie Gann, Music Teacher, and Heather Snyder, Art Teacher)

Invocation (Pastor Mat Pace, The Springs Church, Orange Park)

Pledge of Allegiance

Call to Order (Present: Erin Skipper, District 1; Robert Alvero, District 2, Beth Clark, District 3; Michele Hanson, District 4; Ashley Gilhousen, District 5; Superintendent David Broskie)

Recognitions and Awards

1. Cenergistic Check Presentation

Minutes:

Butch Collier, Regional Vice President, Cenergistic, discussed the partnership between Cenergistic and Clay County District Schools and the comprehensive energy conservation program established and implemented to address energy usage. Clay County District Schools has been identified as one of Cenergistic's "Best in Class" clients, having demonstrated a 17% reduction in energy usage and a total savings of over \$14M. A \$2,000 donation to be used for student scholarships was presented to commemorate the energy savings accomplishment.

2. Athletics Check Presentation to American Cancer Society

Minutes:

Christina Thompson, Coordinator of District Athletics, recognized the schools raising funds for "Pink Out Games" in support of breast cancer research. Total funds collected by Clay County Athletics is \$9,162. A check was presented to Jaclyn Rodriguez, Senior Development Manager, American Cancer Society, and the community partnership with Caelan Rhinehardt, Youth Football Coordinator, Jaguars PREP, was appreciated.

Schools' Fund Raising

- Orange Park High - \$500
- Lake Asbury Junior High - \$700
- Keystone Heights Jr./Sr. High - \$905
- Ridgeview High - \$939
- Clay High - \$1,000
- Middleburg High - \$1,500
- Fleming Island High - \$1,500
- Oakleaf High - \$2,000

3. Athletic Recognitions

Minutes:

Christina Thompson, Coordinator of District Athletics, recognized the following State Champions, Student Athletes of the Month, and Coaches of the Month.

State Champions

- Noah Stotler, Clay High, Swimming
- William Shoesmith, Fleming Island High, Swimming

Student Athletes of the Month

- Allyson Lowery, Middleburg High
- Elias Hernandez, Orange Park High
- Jayden Adams, Oakleaf High

Coaches of the Month

- Amy Yoder, Fleming Island High, Volleyball
- Ryan Wolfe, Middleburg High, Football
- Beth Aflleje, Lakeside Junior High, Volleyball and Athletic Director

4. Recognize 2025 Founders' Week Art Contest Winners

Minutes:

Mary Owen, Social Studies Curriculum Specialist, recognized the following students for their winning Founders' Week Art contest entries. This year's contest, which addressed the Founders' Week theme, Patriotic Places, asked the students to reflect on what those places are and how they best represent America.

Student Winners

- K - Savannah Whitaker (Spring Park Elementary)
- 1st - Lillianna Powe (Wilkinson Elementary)
- 2nd - Layla Church (Keystone Heights Elementary)
- 3rd - Zuri Watson-Cameron (Paterson Elementary)
- 4th (tie) - Annabelle MacGregor (Shadowlawn Elementary)
- 4th (tie) - Hunter Haas (Paterson Elementary)
- 5th - Nataly Munoz (S. Bryan Jennings)

5. Recognition of the 2025-2026 Clay County Assistant Principal of the Year

Minutes:

Superintendent Broskie recognized Brittany Senna, Fleming Island High School, for being selected as Clay County's Assistant Principal of the Year.

6. Recognition of 2025-2026 School Related Employee of the Year and Teacher of the Year Semi-finalists

Minutes:

Kevin Leary, Supervisor of Personnel Services for Human Resources, and Carolyn Krall, President/CEO of Clay Education Foundation, recognized the top ten semi-finalists for School-Related Employee of the Year and Teacher of the Year.

School-Related Employee of the Year Semifinalists

- Rhonda Samples, Clay Hill Elementary
- Sherrie Dominger, Doctors Inlet Elementary
- Kristina Jackson, Grove Park Elementary
- Sharmila Maragh Perry, Lakeside Elementary
- Nicki Romig, Oakleaf Junior High
- John Carignan, Orange Park Elementary
- Elise Lato, RideOut Elementary
- Jenner Pereda, Ridgeview High
- Mollie Kyler, Spring Park Elementary
- Celesteileen Depa, Swimming Pen Creek Elementary

Teacher of the Year Semifinalists

- Jessica Armenta, Argyle Elementary
- Lori Fedorowich, Charles E. Bennett Elementary
- Luuly Thai, Coppergate Elementary
- Emilie Shaver, Green Cove Springs Junior High
- Dorothy Bailey, Grove Park Elementary
- Melissa Smith, Lake Asbury Junior High
- Cybel Perez, Oakleaf High
- Arissa Stutz, Orange Park Elementary
- Brittany Batton, Swimming Pen Creek Elementary
- Jessica Willis, Thunderbolt Elementary

7. Recognition of Middleburg Elementary for consideration as a 2026 Exceeding Expectations "Rising Star"

Minutes:

Superintendent Broskie recognized Middleburg Elementary for its consideration as a 2026 Exceeding Expectations "Award School". Exceeding Expectations Project is an initiative through the East Coast Technical Assistance Center (ECTAC), supporting 60 districts across Florida. Eligible schools were identified based on publicly available 2025 school grades, federal index, lunch status report, and enrollment data from the Florida Department of Education. Middleburg Elementary has been identified as an ECTAC Award School, placed in the top 2% of all Florida schools.

8. Recognition of Board Member Hanson for Earning Certified Board Member Distinction

Minutes:

Superintendent Broskie recognized Board Member Michele Hanson, District 4, for earning the Certified Board Member Distinction, a prestigious honor awarded by the Florida School Boards Association to board members who have completed at least 96 hours of training in areas such as School Finance, Policy Governance, and Bargaining 101, as well as attending FSBA conferences, additional forums, webinars, and online training.

Presenters (None)

School Showcase (Montclair Elementary School, Principal William Miller)

Presentations from the Audience (Public Comment on Specific Agenda Items) (None)

Discussion Agenda

School Board Member

9. D1 - Public Hearing to Approve as Advertised Revisions to School Board Policies 1140; 1140.01; 3140; 3140.01; 4140; 4140.01

[Draft Policy 1140.pdf](#)

[Draft Policy 1140.01.pdf](#)

[Draft Policy 3140.01.pdf](#)

[Draft Policy 3140.pdf](#)

[Draft Policy 4140.01.pdf](#)

[Draft Policy 4140.pdf](#)

[November 6, 2025 - Legal Advertisement & Notice of Public Hearing for Revisions to SB Policies 1140; 1140.01; 3140; 3140.01; 4140; 4140.01.pdf](#)

Minutes:

Chair Skipper opened the public hearing. With no one coming forward to speak to the item, the public hearing was closed.

Motion

Motion to Approve as Advertised Revisions to School Board Policies 1140; 1140.01; 3140; 3140.01; 4140; 4140.01

Vote Results (Approved)

Motion: Michele Hanson

Second: Ashley Gilhousen

Ashley Gilhousen - Aye

Beth Clark - Aye

Michele Hanson - Aye

Erin Skipper - Aye

Robert Alvero - Aye

Human Resources

10. D2 - Human Resources Special Action A

Minutes:

There was no Human Resources Special Action A.

11. D3 - Human Resources Special Action B

Minutes:

There was no Human Resources Special Action B.

Instruction-Academic Services

12. D4 - Public Hearing to Approve as Advertised Modifications to the 2025-2026 Student Progression Plan

November 6, 2025 - Legal Advertisement & Notice of Public Hearing for Modifications to 2025-2026 Student Progression Plan.pdf

Summary of Changes - 25-26 SPP - HB 1105.pdf

CCDS Student Progression Plan 2025-26 - Revised per HB 1105 Sept. 19, 2025.pdf

Minutes:

Chair Skipper opened the public hearing. With no one coming forward to speak to the item, the public hearing was closed.

Motion

Motion to Approve as Advertised Modifications to the 2025-2026 Student Progression Plan

Vote Results (Approved)

Motion: Ashley Gilhousen

Second: Robert Alvero

Ashley Gilhousen

- Aye

Beth Clark

- Aye

Michele Hanson

- Aye

Erin Skipper

- Aye

Robert Alvero

- Aye

Consent Agenda

Superintendent

13. C1 - Minutes of School Board Workshop on October 28, 2025; Student Hearings and Regular Meeting on November 6, 2025

2025 Oct 28 Workshop.pdf

2025 Nov 6 Student Hearings.pdf (Confidential)

2025 Nov 6 Organization Mtg.pdf

2025 Nov 6 Regular Mtg.pdf

14. C2 - Controlled Open Enrollment (COE) Plan for the 2026-2027 School Year

Clay County District Schools COE Plan 2026-2027.pdf

Human Resources

15. C3 - Personnel Consent Agenda

12_11_25 Personnel Consent Agenda.pdf

Instruction-Academic Services

16. C4 - Elementary Student Out of State Travel

Elem. Out of State Travel.pdf

Instruction-Career and Technical Education

17. C5 - School Affiliation Agreement between Baptist Health and The School Board of Clay County, Florida, Department of Career and Technical Education

[260045 Baptist Health Affiliation Agreement.pdf](#)

Instruction-K-12 Academic

[18. C6 - K-12 Academic Services Out of State and Overnight Student Travel](#)

[December 2025 Student Travel.pdf](#)

Instruction-Professional Development

[19. C7 - Addition of a component to the Professional Learning Catalog to provide additional professional learning opportunities for Deans.](#)

[6-404-002_Dean Professional Learning_2024.pdf](#)

Instruction-Climate and Culture

[20. C8 - 2024-2026 School Health Plan](#)

[24-26 School Health Services Plan.pdf](#)

Business Affairs

[21. C9 - Proposed Allocation Changes for 2025-2026](#)

[12.11.25 - 25-26 Allocation Summary - 2025-26.pdf](#)

Business Affairs-Accounting

[22. C10 - Monthly Financial Reports for October, 2025](#)

[Financial Board Report OCT 2025.pdf](#)

[Oct 2025 Board Property Report.pdf](#)

[Oct Board Item\\$50,000 - \\$100,000 Contracts Signed by Superintendent _ BAD Financial Report.pdf](#)

[23. C11 - BUDGET AMENDMENT REPORT FOR October 31, 2025](#)

[October 2025 Budget Amendment Stmt.pdf](#)

Business Affairs-Property

[24. C12 - Deletion of Certain Items Report - November, 2025](#)

[deletion-analysis-Nov-2025-2026.pdf](#)

[Monthly Deletion Report - November 2025.pdf](#)

Operations

[25. C13 - Contract Award for Uniform Rental Cintas Omnia Master Agreement # 001299](#)

[Cintas Contract 12.2025.pdf](#)

[26. C14 - Board Approval to Apply for Safe Schools Canine Grant](#)

Operations-Facilities

[27. C15 - Schematic/Preliminary/Final \(Phase I, II, & III\) Plans and Specifications for RideOut Elementary School Fire Alarm Repair/Replacement](#)

[28. C16 - Change Order #2 \(Direct Purchasing\) for RideOut Elementary School Classroom Addition](#)

[Change Order #2 ROE Classroom Addition](#)

[29. C17 - Substantial Completion of Lakeside Elementary School Kitchen/Cafeteria Renovation](#)

[Certificate of Substantial - LSE Kitchen Renovation](#)

[30. C18 - County-Wide Professional Civil Engineering Services Contract Award](#)

[Civil Engineering Scoresheet](#)

[AGREEMENT County-Wide Civil Engineering - Baker Design Build - signed](#)

[AGREEMENT County-Wide Civil Engineering - CPH Consulting, LLC.pdf](#)

[AGREEMENT County-Wide Civil Engineering - The Haskell Company Signed \(002\).pdf](#)

[AGREEMENT County-Wide Civil Engineering - REI Engineers Inc.pdf](#)

[AGREEMENT County-Wide Civil Engineering - Matthews DCCM_Signed.pdf](#)

[AGREEMENT County-Wide Civil Engineering - Waitz & Moyer, Inc..pdf](#)

[31. C19 - Change Order #8 \(Direct Purchasing\) for Lakeside Elementary School Kitchen Renovation](#)

[Change Order #8 LSE Kitchen Renovation](#)

[32. C20 - Prequalification of Contractors](#)

[Table for Board Backup Contractor Prequal, 12.11.25](#)

[33. C21 - Change Order #3 \(Direct Purchasing\) for Oakleaf Junior High School Classroom Addition](#)

[Change order #3 OLJ Classroom Addition](#)

[34. C22 - Clay County Utility Authority Developer Agreement for the Fire Main Connection at Ridgeview Elementary School](#)

[260044 Clay County Utilities .pdf](#)

Adoption of Consent Agenda

[35. Adoption of Consent Agenda](#)

Motion

Motion to Approve Consent Agenda

Vote Results (Approved)

Motion: Ashley Gilhousen

Second: Beth Clark

Ashley Gilhousen

- Aye

Beth Clark

- Aye

Michele Hanson

- Aye

Erin Skipper

- Aye

Robert Alvero

- Aye

Presentations from the Audience (Public Comment on Non-Specific Agenda Items)

[36. Public Comment \(Non-Specific Agenda Items\)](#)

Minutes:

Public speakers addressing items non-specific to agenda:

- Kelly Stoudnour
- Elizabeth Crane
- Michelle Forbis
- Shannon Hube
- Paricia Shaffer
- Betsy Reagor
- D. Jean-Baptiste
- Greer Yacavone
- Nakiita Copeland
- Bruce Friedman
- Chris Harris

CCEA Update (Victoria Kidwell)

CESPA Update (None)

Superintendent's Update and Presentations

[37. Superintendent's Update](#)

Minutes:

Superintendent Broskie provided a brief description of co-location and how current law makes the cost of running a charter school incumbent upon the school district. Public funding taken by vouchers to support private school choice was also noted and currently amounts to \$30M in Clay County.

Superintendent Broskie shared the attached visual presentation highlighting the following:

- Schools of the Month
- Superintendent's Advisory Councils
- November Recap
- Winter Break Reminders

School Board Attorney Remarks (None)

School Board Member Remarks

[38. School Board Member Comments](#)

Minutes:

Mrs. Gilhousen wished everyone a merry Christmas.

Mr. Alvero congratulated those being recognized at the meeting, including coaches, student-athletes, and Founders' Day contest winners. He appreciated Mr. Miller for the great job he is doing as principal of Montclair Elementary. He advised that, one week prior to the Legislative Impasse Hearing, he wrote a statement of support to teachers, stating that teachers do deserve a raise, and he indicated that his statement had nothing to do with the final decision that was made at the hearing. He wished everyone a merry Christmas.

Mrs. Clark advised that Florida School Boards Association sent an email mentioning that Florida ranked #1, per Governor DeSantis. Florida could do much better in funding, but it is apparently #1 in school choice. She believes vouchers have taken away too much from the district and noted the many programs and opportunities offered by the district that are not available in private schools. She advised everyone must work together and that plans are being made and will be transparent. She will share a scholarship opportunity from the Daughters of the American Revolution (DAR) with the seven high schools. She wished everyone a merry Christmas and a happy Hanukkah.

Mrs. Hanson shared the background of her calling to serve and become a teacher. She advised there is disinformation surrounding the union's assertion that more funding is available for salaries, stating that the money identified by the union is committed to categoricals and restricted. She advised there is no additional available funding in the budget, or it would have been utilized for raises, as it had in the previous three years, and she expressed her frustration at being perceived as not transparent. She advised that she writes what she speaks as she sits and listens throughout meetings and that she had watched all of the negotiations and meetings over the previous four months. She indicated an auditor had confirmed that the available funding totaled \$1.2M and that the analysis completed by the district for the union's proposal indicated those items would have exceeded \$5M. She discussed the difficulty of undoing 30 years of missed raises and advised she will continue to work as hard as she can.

Mrs. Skipper advised she is open to meetings and phone calls, and she is committed to being transparent. Rather than posting on social media, she finds it more professional and effective for individuals to call, email, or invite her to their classrooms, where she would welcome the opportunity to work and volunteer. She noted her family members involved in education and advised that she is vested in Clay County and has made several trips around Florida, addresses anyone who will listen, maintains constant contact with Tallahassee, and is working hard to collaborate behind the scene. She discussed the significant issues with a fund balance below 3% and reiterated that there was only \$1.2M available, stating the funds were targeted to take care of veteran teachers because the union had repeatedly asked to work towards retaining veteran teachers. She reviewed the historically high raises paid out in the previous three years that put teachers first, stating that would continue to be done as long as funding is available. She also noted fulfilling other requests that included bringing back FOCUS software, a new website, and auditing transparency.

Adjournment (8:26 p.m.)

Superintendent of Schools

School Board Chair