



School Board of Clay County

Teacher Inservice Center, 2233 Village Square Parkway, Fleming Island FL 32003

October 2, 2025 - Regular School Board Meeting

Date: Oct 02 2025 (6:00 p.m.)

Student Showcase (Doctors Inlet Elementary School, Sloane Wood, Music Teacher, and Laura Moreland, Art Teacher)

Invocation (Pastor Steve Hunter, Fellowship Bible Church, Middleburg)

Pledge of Allegiance

Call to Order (Present: Erin Skipper, District 1; Robert Alvero, District 2, Beth Clark, District 3; Ashley Gilhousen, District 5; Superintendent David Broskie. Not Present: Michele Hanson, District 4.)

Recognitions and Awards

1. Recognize Schools' Excellence for Kids Heart Challenge, American Heart Association

 [American Heart Association Recognition.pdf](#)

Minutes:

Amanda Tewey, Development Director of the American Heart Association, recognized the following "Top Impact" schools for their support of the American Heart Association's mission to advance cardiovascular health. Clay County District Schools raised \$97,215 to help fight heart disease and stroke. 1,587 students took American Heart Association's heart-healthy pledge.

- Thunderbolt Elementary - \$22,641
- Orange Park Elementary - \$21,220
- Lake Asbury Elementary - \$7,033
- Green Cove Springs Junior High - \$805

2. Recognition of Florida Department of Education's Designated Schools of Excellence

Minutes:

Superintendent Broskie recognized schools designated by the Florida Department of Education as a School of Excellence for the 2024-2025 school year. Each school achieving this recognition had its percentage of possible points earned in its school grade calculation in the 80th percentile or higher for schools comprised of the same grade groupings.

2024-2025 Schools of Excellence

- Fleming Island High
- Oakleaf High
- Lakeside Junior High
- Orange Park Elementary
- Paterson Elementary
- Lake Asbury Elementary
- Fleming Island Elementary
- Thunderbolt Elementary
- Shadowlawn Elementary
- Discovery Oaks Elementary

Presenters (None)

School Showcase (Doctors inlet Elementary School, Carolyn Ayers, Principal)

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

Discussion Agenda

School Board Member

[3. D1 - Public Hearing to Approve as Advertised Revisions to School Board Policy 2411 School Counseling](#)

 [2411 School Counseling_proposed revisions.pdf](#)

 [Legal Adv Notice of PH for Revisions to SB Policy 2411 School Counseling.pdf](#)

Minutes:

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

Motion

Public Hearing to Approve as Advertised Revisions to School Board Policy 2411 School Counseling

Vote Results (Approved)

Motion: Beth Clark

Second: Ashley Gilhousen

Ashley Gilhousen - Aye

Beth Clark - Aye

Michele Hanson - Not Present

Erin Skipper - Aye

Robert Alvero - Aye

Human Resources

[4. D2 - Human Resources Special Action A](#)

 [Special Action A - 10_2_2025.pdf](#) (Confidential)

Motion

Motion to Approve Human Resources Special Action A

Vote Results (Approved)

Motion: Ashley Gilhousen

Second: Beth Clark

Ashley Gilhousen - Aye

Beth Clark - Aye

Michele Hanson - Not Present

Erin Skipper - Aye

Robert Alvero - Aye

[5. D3 - Human Resources Special Action B](#)

Minutes:

There was no Human Resources Special Action B.

[6. D4 - Human Resources Special Action C](#)

Minutes:

There was no Human Resources Special Action C.

Consent Agenda

Superintendent

[7. C1 - Minutes of School Board Workshop on August 26, 2025; School Board Regular Meeting on September 4, 2025](#)

 [2025 Aug 26 Workshop.pdf](#)

 [2025 Sep 4 Regular Mtg.pdf](#)

School Board Member

[8. C2 - Approval to Advertise and Notice of Public Hearing to Adopt School Board Policies and Bylaws](#)

 [Legal Adv Notice of PH for Revisions to SB Policies and Bylaws.pdf](#)

 [July 2025 Update Revisions to Policies.pdf](#)

Human Resources

[9. C3 - Personnel Consent Agenda](#)

 [Personnel Consent Agenda -48 Hour- 10022025.pdf](#)

[10. C4 - Kelly Services EXHIBIT A - Pricing for Substitutes](#)

 [Exhibit A- Pricing for Kelly Education 2025-2026.pdf](#)

Instruction-Academic Services

[11. C5 - Elementary Student Out of State Travel](#)

 [Out of State Travel - DOE.pdf](#)

Instruction-Career and Technical Education

[12. C6 - School Affiliation Agreement between HCA South Atlantic Division \(parent corporation of Orange Park Medical Center\) and The School Board of Clay County, Florida, Department of Career and Technical Education](#)

 [260028 HCA Amendment - Contract Review.pdf](#)

Instruction-K-12 Academic

[13. C7 - K-12 Academic Services Out of State and Overnight Student Travel](#)

 [October 2025 Student Travel.pdf](#)

Instruction-Professional Development

[14. C8 - Resident Clinical Faculty Memorandum of Understanding between Clay County District Schools and the University of North Florida](#)

 [260011 Clay County MOU wComp 25-26.pdf](#)

Instruction-Reading/Library Media

[15. C9 - Request for Review or Reconsideration of Library Materials Appeals](#)

 [October 2025 Request for Review or Reconsideration of Library Materials Appeals.pdf](#)

Instruction-Climate and Culture

[16. C10 - Proclamation for Red Ribbon Week](#)

 [2025 Red Ribbon Week.pdf](#)

Business Affairs

[17. C11 - Proposed Allocation Changes for 2025-2026](#)

 [10.02.25 - 25-26 Allocation Summary.pdf](#)

Business Affairs-Property

[18. C12 - Deletion of Certain Items Report - September, 2025](#)

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

 [DELETION ANALYSIS Sept. 2025- 2026 - Sheet1.pdf](#)

Business Affairs-Purchasing

[19. C13 - BID Renewal](#)

Operations-Facilities

- 20. [C14 - Substantial and Final Completion of Oakleaf Village Elementary School Safety & Security: Emergency Communications](#)
 - ☞ [Certificate of Substantial and Final Completion - OVE Emergency Communications](#)
- 21. [C15 - Substantial and Final Completion of Plantation Oaks Elementary School Safety & Security: Emergency Communications](#)
 - ☞ [Certificate of Substantial and Final Completion - POE Emergency Communications](#)
- 22. [C16 - Substantial and Final Completion of Discovery Oaks Elementary School Safety & Security: Emergency Communications](#)
 - ☞ [Certificate of Substantial and Final Completion - DOE Emergency Communications](#)
- 23. [C17 - Substantial and Final Completion of Green Cove Springs Junior High School CTE Lab Upgrades](#)
 - ☞ [Certificate of Substantial and Final Completion - GCJ CTE Lab Upgrades](#)
- 24. [C18 - Coppergate Elementary School HVAC Repair/Replacement Contract Award](#)
 - ☞ [Contract for CGE HVAC Repair Replacement](#)
- 25. [C19 - Schematic/Preliminary/Final \(Phase I, II, & III\) Plans and Specifications for Shadowlawn Elementary School Fire Alarm Repair/Replacement](#)
- 26. [C20 - Schematic/Preliminary/Final \(Phase I, II, & III\) Plans and Specifications for Doctors Inlet Elementary School Fire Alarm Repair/Replacement](#)
- 27. [C21 - Schematic/Preliminary/Final \(Phase I, II, & III\) Plans and Specifications for Ridgeview High School Fire Alarm Repair/Replacement](#)
- 28. [C22 - Schematic/Preliminary/Final \(Phase I, II, & III\) Plans and Specifications for Fleming Island High School Fire Alarm Repair/Replacement](#)
- 29. [C23 - Schematic/Preliminary/Final \(Phase I, II, & III\) Plans and Specifications for Oakleaf High School Fire Alarm Repair/Replacement](#)
- 30. [C24 - Schematic/Preliminary/Final \(Phase I, II, & III\) Plans and Specifications for Ridgeview High School Roof Repair/Replacement](#)
- 31. [C25 - Substantial and Final Completion of Tynes Elementary School HVAC Repair/Replacement](#)
 - ☞ [Certificate of Substantial and Final Completion TES HVAC Repair Replacement.pdf](#)
- 32. [C26 - Substantial and Final Completion of Plantation Oaks Elementary School Fire Alarm Repair/Replacement](#)
 - ☞ [Certificate of Substantial and Final Completion - POE Fire Alarm](#)
- 33. [C27 - Substantial and Final Completion of Tynes Elementary School Fire Alarm Repair/Replacement](#)
 - ☞ [Certificate of Substantial and Final Completion - TES Fire Alarm](#)
- 34. [C28 - Substantial and Final Completion of Oakleaf Village Elementary School Fire Alarm Repair/Replacement](#)
 - ☞ [Certificate of Substantial and Final Completion - OVE Fire Alarm](#)
- 35. [C29 - Prequalification of Contractors](#)
 - ☞ [Table for Board Backup Contractor Prequal, 10.2.2025](#)
- 36. [C30 - Change Order #4 \(Direct Purchasing\) for Lake Asbury Junior High School Classroom Addition](#)
 - ☞ [Change Order #4 \(Direct Purchasing\) for LAJ Classroom Addition](#)
- 37. [C31 - Change Order #7 for Lakeside Elementary School Kitchen Renovation](#)
 - ☞ [Change Order #7 for LSE Kitchen Renovation.pdf](#)
- 38. [C32 - Purchase of Centegix CrisisAlert Wearable Panic Button System - State of Florida of Education Contract ITN #21-953](#)
 - ☞ [Centegix Quote.pdf](#)
 - ☞ [260040 Centegix.pdf](#)

39. Adoption of Consent Agenda

Motion

Motion to Adopt Consent Agenda

Vote Results (Approved)

Motion: Ashley Gilhousen

Second: Robert Alvero

Ashley Gilhousen

- Aye

Beth Clark

- Aye

Michele Hanson

- Not Present

Erin Skipper

- Aye

Robert Alvero

- Aye

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

40. Public Comment (Non-Specific Agenda Items)

Minutes:

Public speakers:

- Sharon Walsh
- Barbara MacKenzie
- Christine DeVault
- Liz Crane
- Adam Warren
- Echo Nova
- Khristine Donovan
- Brittany Sills
- Judith Chapple
- Tanya Kacsan

Following the conclusion of the public speakers, Mrs. Skipper requested that Jeremiah Blocker, School Board Attorney, weigh in on some of the comments made by the public speakers regarding statements made by a CCDS employee. Mr. Blocker advised that School Board Policy 1140.01 references disciplinary suspension without pay and states that the School Board delegates its authority to suspend employees to the superintendent. The decision on the disciplinary action in question fell under the purview of the superintendent. Mr. Blocker has spoken with an attorney from the Department of Education and Professional Practice Services, and Professional Practice Services will conduct its own investigation into the conduct of the employee. The licensure of employees is not controlled by the board or district and is handled by the Department of Education, where a determination will be made about the individual's license.

Mrs. Skipper suggested the board review SB Policy 1140.01 to discuss adding or revising verbiage to allow the board greater authority in accepting or rejecting the superintendent's recommendations on these issues. Mrs. Gilhousen requested that the board receive a professional interpretation from the school board attorney, in preparation for this review and discussion and to be mindful of the role of the board. Mrs. Clark advised it is important to include the legal experts and be very clear and careful in the process. Mr. Blocker suggested reviewing other Neola versions of the policy and advised that this discipline action has been handled by the district, and it is now appropriate for the State to handle the matter.

CCEA Update (Victoria Kidwell)

CESPA Update (None)

Superintendent's Update and Presentations

41. Superintendent's Update

 [Superintendent's Update 10-02-2025.pdf](#)

Minutes:

Mr. Broskie noted that, regarding the employee situation referenced at this meeting, CCDS does not condone such behavior, an investigation was conducted, the case was analyzed by four different attorneys, and decisions must be based on substantiated facts. This case has now been referred to Professional Practices.

Regarding teachers, Mr. Broskie noted that the board does want to provide higher compensation and noted the historically high compensation packages provided in recent years. The proposal being offered is based on the current financial state.

Superintendent Broskie shared the attached visual presentation highlighting the following:

- Schools of the Month
- Super Students of the Month
- Dads Take Your Child to School Day
- Celebrate Freedom Week
- Pink Out Games
- Upcoming Events

School Board Attorney Remarks (None)

School Board Member Remarks

[42. School Board Member Comments](#)

Minutes:

Mrs. Clark appreciated the many wonderful teachers and employees on staff and regretted the few who have caused national attention, urging toned-down dialogue and discussion. She noted the remarkable compensation in recent years and regretted being unable to provide as much this year, noting the differences between Clay and other counties. She believes the former Director of Transportation did a good job, worked very hard, and brought improvements to transportation. She supports action to address mental health issues. October is Breast Cancer Awareness Month, and she encouraged individuals to speak with experts until comfortable and obtain second opinions when dealing with this illness.

Mr. Alvero stated he does not wish to infringe on anyone's freedom of speech, but that CCDS does have a standard that needs to be followed, and individuals need to have regard for that standard so that the trust of the community is not lost.

Mrs. Skipper emphasized that, when the district had the funds to provide compensation, those funds were given, but times are hard now. There are a wide variety of differences between Clay and other counties. The Board does care about its teachers and has tried to take care of its veteran teachers. She noted the unsettling things that are going on locally and in the country and urged people to reflect, find the positives, and be kind.

Adjournment (7:33 p.m.)

Superintendent of Schools

School Board Chair