



School Board of Clay County

District Multi-Purpose Center, Corner of Walnut Street and Gratio Place, Green Cove Springs, FL

February 24, 2026 - School Board Workshop

Date: Feb 24 2026 (9:00 a.m.)

Invocation (Erin Skipper)

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; and Superintendent David S. Broskie)

Workshop Items

[1. Discussion of School Start Times](#)

[HB733 - School Start Times for 26-27.pdf](#)

Minutes:

HOUSE BILL 733 - SCHOOL START TIMES

Bryce Ellis, Assistant Superintendent of Operations, presented the attached visual presentation outlining the requirements of House Bill 733 (School Start Times). The following focus areas were highlighted:

- HB 733 Background & Requirements - considerations included the impacts of sleep deprivation, benefits of a later start time, impacts for school bell schedules, and transportation services.
- Potential Options (3 models introduced)
- Stakeholder Survey to run (March 2 - March 13, 2026) Open to families, students, staff and the community.
- Next steps / Timeline

Kelly Watt, Chief of Staff, reported that the Board will have access to survey results at the March 24th meeting. The survey will be sent out via Apptegy and accessible on the OneClay homepage. Stakeholders will be able to choose between Options A, B or C or provide additional feedback. Mrs. Watt also noted that although the law has changed, CCDS retains the option to keep current start times and submit a waiver.

Mrs. Gilhousen asked for confirmation that **Option A** carries an additional cost, while **Option C** does not. Mrs. Ellis confirmed this information.

Mr. Alvero stated that, as a parent, he would vote for **Option A** (times remain the same), noting that early elementary start times impact students who are not equipped to handle those hours. Mrs. Gilhousen noted that changing start times could create additional costs, or example, increased lighting expenses at schools due to extracurricular activities extending later into the evening. Mr. Alvero added that even if schedules shift, students' bedtimes may not necessarily adjust.

Mrs. Watt added that the Google Form will include a link to the presentation shared with the Board and noted that there is no mechanism to prevent individuals from submitting multiple responses since we do not require them to sign in.

[2. Transportation Discussion](#)

[Transportation Trends for Board Workshop \(Feb 2026\).pdf](#)

Minutes:

Bryce Ellis, Assistant Superintendent of Operations, and Roxanne Chiaramonte, Director of Transportation, shared a printed document with the Board that Mr. Broskie reviewed for the Board highlighting the following:

- Starting salaries in neighboring districts (Mr. Broskie noted the need for competitive salaries)
- History of salary increases in Transportation

- Hiring trends in 2025-2026
- Recruitment Strategies
- Driver Training Process
- Shortages (including local, state, and national)
- Funding (total cost and breakdown of costs needed to run Transportation)
- Change in Ridership
- Chipmunk App

I. & II. SALARIES & HISTORY OF SALARY INCREASES

Mr. Broskie reviewed driver pay in neighboring districts, noting differences in district models and benefits. Mrs. Skipper raised comparisons with St. Johns County, and Brenda Troutman explained how compensation there is structured. Clay County's approach, developed through CESPAs bargaining, focuses on hourly increases and was described as more beneficial than step increases, with St. Johns identified as the district's primary competitor for drivers.

Ms. Troutman explained changes to the Commercial Drivers License (CDL) process, including the shift to bus-only certification, new training requirements, and probationary expectations. Mr. Alvero suggested a contractual commitment for drivers who earn their CDL through CCDS, which Mrs. Skipper noted had already been approved by the Board. Mrs. Ellis outlined training requirements and employee responsibilities, and Ms. Chiaramonte clarified the difference between bus-specific and general CDLs.

III. HIRING TRENDS IN 2025-2026

Mr. Broskie and Ms. Chiaramonte reported ongoing staffing shortages, noting the district has never been fully staffed with drivers and continues to manage uncovered routes and operational challenges such as double backs and office staff covering routes. Full staffing was consistently identified as the key solution to many transportation and communication issues.

IV. RECRUITMENT STRATEGIES

Mrs. Chiaramonte outlined active recruitment efforts, including online platforms, job fairs, military outreach, internal hiring, and community-based recruitment. Mrs. Troutman, Mrs. Gilhousen, and Mrs. Skipper added additional outreach strategies and community locations.

Mr. Alvero asked about causes of shortages, with Ms. Chiaramonte citing job difficulty, traffic, student management, and attendance issues. Mrs. Clark emphasized the statewide nature of the shortage. Board members discussed compensation, respect for the profession, training demands, discipline support, the role of monitors, and incentives as factors impacting recruitment and retention. Mr. Broskie reiterated that full staffing remains the primary operational solution.

The final chart in the presentation notes the actual operational costs of Transportation vs. what is Funded by the State which results in a deficit that must be handled by Clay County.

CHIPMUNK APP

Mrs. Chiaramonte explained that full staffing would significantly improve the accuracy and reliability of the Chipmunk App. Updates now allow drivers to adjust routes and indicate double-backs, and BusPlanner has identified the need for data cleanup and route recalibration, including accounting for construction impacts. Additional improvements include student scan-in/scan-out features and better tracking of buses that are not reporting. While tablet use and logins still present challenges, system enhancements and new dispatch tools are in development. Mr. Broskie reiterated that many of these issues would be resolved with full staffing.

Ms. Skipper appreciated the county comparison data, and Mrs. Chiaramonte noted Clay County is ahead of St. Johns in technology use, including tablets and student scanning. Mr. Alvero asked what support Transportation needs from the Board; Mrs. Chiaramonte emphasized ongoing improvements and encouraged the Board to keep incentives and compensation in mind. Ms. Hanson suggested exploring small incentives, and Transportation noted potential partnerships with local businesses.

Discussion also included student safety and walking distances. Mr. Alvero proposed revisiting elementary walking distance limits due to developmental concerns, parental responsibility was noted as well as ongoing infrastructure work, including sidewalks, particularly in high-growth areas like Oakleaf. Mrs. Gilhousen highlighted that student safety is a shared community effort. Mrs. Hanson and Mrs. Skipper reported reduced parent concerns following coordination with Transportation, CCSO, and county partners, including new traffic controls near schools. Mrs. Chiaramonte reminded Board members to forward any safety concerns to Transportation for review. If a hazard is identified, necessary changes can be implemented and funded by the State. Lance Addison, Facilities and Planning Director, noted that new developments in Clay County must include infrastructure improvements to ensure student safety.

[3. Review of School Board Policy 5520](#)

Minutes:

SCHOOL BOARD POLICY 5520 - DISRUPTIONS OF SCHOOLS AND SCHOOL-SPONSORED ACTIVITIES

Mrs. Skipper introduced the item, and John Steinmetz, School Board Attorney, noted that he would need additional time to review the policy before it could be addressed in an informed manner.

Mr. Alvero stated that he wanted to review this policy to ensure it is sufficient. The board acknowledged the importance of reviewing policies while noting that the current policy continues to serve its purpose. Mrs. Skipper cautioned against making significant revisions

to policies that are outside of the Neola framework and may have the potential of exposing the Board to potential litigation, and she pointed out that reviewing and making recommended updates to policies is an important function of Neola's legal team. Mrs. Gilhousen added that changing policies in response to current events is generally not advisable, as existing policies have a proven track record of effectively addressing issues. Mrs. Hanson supported the Board continuing to align their policies based on NEOLA recommendations and advised that NEOLA provides the Board with twice yearly updates for any policies that require revision.

Mr. Broskie noted that the current policy affirms students' constitutional rights but specifies that those rights cannot create disruption; when disruption occurs, discipline is handled in accordance with the Student Code of Conduct.

Based on Board consensus and legal input, no further action on this item is necessary at this time.

[4. Review Draft Agenda for Regular School Board Meeting on March 5, 2026](#)

[March-5-2026-regular-school-board-meeting_agenda_packet\(1\).pdf](#)

Minutes:

Mr. Broskie asked to bring to the attention of the Board there is a proposed changes to staff allocation summary to review noting a reduction in cost. Also, the document "Complete Salary Schedule" is included. Also noting the contract with CESPAs was settled

Questions from the Audience

[5. Questions from the Audience](#)

Minutes:

None

Superintendent Comments

[6. Superintendent Comments](#)

Minutes:

Mr. Broskie provided a budget update prior to the agenda review, noting that last year the District faced significant financial challenges due to a County deficit and related budget reductions. In response, the District implemented measures including pausing non-essential expenditures and repositioning positions, which caused operational disruptions but have helped stabilize finances.

He reported that the District is strongly focused on finance, with budget preparations for the next fiscal year underway, including department reviews and efforts to reduce expenditures. Mr. Broskie highlighted the Financial Renaissance Plan, designed to support competitive staff compensation, improve operational efficiency, and strengthen the fund balance. The plan focuses on decreasing expenses, increasing revenue, and growing enrollment through family engagement, accurate FTE reporting, and renewal of the 1 mil.

Mr. Broskie noted that the Board identified two top priorities related to the 1 mil: maintaining student safety through law enforcement partnerships and ensuring competitive staff salaries. Ms. Hanson agreed both priorities should be achieved. He and Mrs. Skipper confirmed that no ballot language has been presented at this time.

Mr. Broskie also addressed the impact of school choice and voucher programs on public education funding. He noted concerns regarding potential financial losses associated with vouchers and emphasized how these factors affect employee compensation and student safety.

Ms. Hanson requested that the financial visual presented at last month's workshop be shared more frequently. Mrs. Dawn Posey agreed to provide such updates quarterly.

School Board Attorney Comments

[7. School Board Attorney Comments](#)

Minutes:

No comments at this time.

School Board Comments

[8. School Board Comments](#)

Minutes:

As the first item of business, Mrs. Skipper opened a discussion on creating a formal opportunity for student representatives to address the Board. She proposed adding a standing agenda item, with student representatives rotating from each school and speaking prior to

public comment. Board members could attend monthly committee meetings and provide feedback when requested. Participation would be voluntary, allowing students to rotate based on interest.

Mrs. Hanson supported the concept and clarified student selection. Mr. Broskie noted speaking time should occur before public comment. Mrs. Clark suggested a three-minute allotment per student and emphasized Board attendance at committee meetings, with procedural guidance as needed. Mr. Alvero and Mrs. Gilhousen expressed support, highlighting the value of student input and potential integration with relevant courses. Mrs. Skipper and Mrs. Gilhousen also noted opportunities for junior high students to observe high school presentations.

Mrs. Gilhousen confirmed alignment with existing policy, and Mrs. Gilhousen and Mrs. Skipper discussed collaborating with teachers to set clear expectations for student presentations. Follow-ups on split schedules will be addressed.

After Agenda Review

Board members shared positive experiences at Clay Day and recognized recent school accomplishments. Mrs. Gilhousen highlighted Fleming Island High School's basketball team advancing to the Regional Finals.

Adjournment

Superintendent of Schools

School Board Chair