



School Board of Clay County

District Multi-purpose Center, Corner of Walnut Street & Gratio Place, Green Cove Springs, Florida 32043

March 24, 2026 School Board Workshop

Date: Mar 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. Staffing Plan for the 2026-2027 School Year](#)

[Staffing Plan for the 26-27 School Year](#)

[26-27 Formulas for Allocations](#)

[26-27 Allocations Timeline](#)

Minutes:

Superintendent Broskie reviewed the attached presentation and staffing package presented to board members under the guiding principles of stability, fiscal conservativeness, flexibility, and transparency which incorporates student projections. An overall summary of proposed staffing changes at all schools and district offices was provided, including the financial impact of recommended allocations. Mr. Broskie emphasized that the presentation and supporting documents are preliminary and intended to provide guidance, noting that adjustments may occur prior to August to ensure flexibility and responsiveness to district needs.

Mrs. Hanson inquired whether the proposed staffing changes were based on Full-Time Equivalent (FTE) projections. Mr. Broskie confirmed that all adjustments are aligned to FTE and the established allocation formula, based on analysis of prior year projections and actual enrollment, current year data, and anticipated population shifts reflected in next year's projections.

Mr. Broskie continued reviewing the overall staffing and financial impact of the proposed staffing package. He emphasized the district's strong academic performance, ranking among the top in the state, and highlighted the continued commitment to ensuring teachers have the support needed in the classroom to maintain student success.

Mrs. Hanson inquired about proposed changes to English Language Learner (ELL) allocations, including support for students remaining in the program. It was clarified that allocations are based on enrollment and student needs, noting that some positions were adjusted due to decreased enrollment. If needs arise, schools can request additional allocations to ensure continued support, maintaining flexibility to respond to student needs.

Mrs. Hanson further inquired about Exceptional Student Education (ESE) changes. Dr. Melanie Sanders, Director of Exceptional Student Education provided clarification regarding those and gifted allocations, noting that adjustments are based on student needs and FTE, with services continuing to be provided effectively across schools.

Duane Weeks, Director of Information Services reviewed updates within the Information Technology department, including efforts to modernize job descriptions and strengthen the team structure to ensure continued support and reliability of services. Mr. Broskie noted IT's positive involvement in assisting with determining FTE numbers.

Mr. Broskie concluded by reminding the audience that while the district budget is still in development, moving forward with the allocation package is essential to ensure a strong and well-prepared start to the upcoming school year. Mr. Broskie further acknowledged the challenge of maintaining high levels of performance while making necessary reductions, noting the need for increased funding for public education and reform of school vouchers. Mr. Broskie emphasized the district's focus remains on students and to provide the best staffing package possible to support their success.

[2. Ballot Language for the 2026 Referendum](#)

[Ballot Language.pdf](#)

Minutes:

Superintendent Broskie presented and led discussion on the proposed ballot language for the 2026 referendum, which will be presented to voters. He noted the challenge of conveying the board's priorities clearly within the 15-word title and 75-word summary limits. Discussion focused on ensuring the language communicates how funds will be used, emphasizing school safety and competitive employee compensation to attract and retain highly qualified staff. Following multiple meetings with stakeholders, consensus was reached on language that clearly conveys these priorities. Legal counsel and the Supervisor of Elections have reviewed the wording for compliance and clarity.

Attorney Jeremiah Blocker noted that ballot language is highly regulated and confirmed the proposed wording is clear, compliant, and within the board's authority. Mrs. Ashley Gilhousen stated the language is well written and clearly communicates how funds will be spent. Mrs. Erin Skipper inquired about oversight by an independent citizens' committee; Mr. Broskie confirmed the existing sales tax committee would be the same committee to provide oversight, and Mrs. Skipper expressed support. Mrs. Beth Clark and Mrs. Michelle Hanson both noted the language was clear and positive, ensuring transparency. Mr. Robert Alvero commended the wording, noting it leaves no doubt for the community regarding transparency.

Board members expressed unanimous support, and Mr. Broskie confirmed this represents board consensus. He indicated the item will be added to the agenda next week for final approval before submission to the Board of County Commissioners and the Supervisor of Elections.

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

[Results of the Community Start Time Survey.pdf](#)

Minutes:

Kelly Watt, Chief of Staff, presented the results of the school start time survey, noting strong community engagement reflecting a very successful survey. This report detailed the results of the comprehensive community survey conducted to evaluate three proposed bell schedule models for the 2026-2027 school year. With 20,733 respondents, this data represents a robust cross-section of the district's stakeholders. The evaluation was initiated to determine the most viable path for compliance with Florida House Bill 733 and Senate Bill 296.

Overall, participants favored maintaining current school start times. Mrs. Hanson inquired where detailed results would be published; Mrs. Watt confirmed that, following board review, the results will be posted on the Clay County District Schools website.

Reviewing the attached handout, Mrs. Watt highlighted the **Key Community Themes**:

Qualitative analysis of the open-ended feedback identified three critical areas of concern:

1. Safety: Persistent concerns regarding pedestrian and bus stop safety for elementary students in pre-dawn hours.
2. Unintended Economic Consequences: Potential loss of student income and increased family childcare costs.
3. Tiered Impact: Option C is viewed as the most viable "compromise" for those seeking later secondary start times without the extreme 4:00 PM dismissal of Option B.

Mrs. Erin Skipper asked for clarification that the survey was required only this one time and not annually; Mrs. Watt confirmed this was a one time survey in accordance with Senate Bill 296. Mrs. Ashley Gilhousen noted the importance of legislative understanding. Mr. Broskie concluded that there is consensus to place this item on the next agenda for a vote and to complete the necessary documentation for the State waiver process.

[4. Transportation Recruitment of Bus Drivers](#)

[Transportation Trends March 2026.pdf](#)

Minutes:

Mrs. Bryce Ellis, Assistant Superintendent of Operations, provided an update on the district website, noting ongoing improvements to enhance user friendliness while maintaining required state information on the front page. She highlighted features of particular interest to parents, including buttons to apply for hazardous routes and access forms for courtesy riders. Determinations for both are made in accordance with state statutes. Mrs. Beth Clark commended the department for the large number of students served through these approvals. Mrs. Ellis also reviewed transportation registration for the upcoming school year and emphasized the importance of early registration.

Mrs. Chiamonte, Interim Director of Transportation provided an update on hiring, focusing on bus drivers. She shared route updates, applicant tracking, and outreach efforts, including events through INDEED, social media, Career Source, and upcoming initiatives. Mrs. Michelle Hanson suggested highlighting pay increases on the flyer for experienced drivers.

Mrs. Hanson expressed appreciation for the transportation team's efforts. Mr. Alvero inquired how the board could assist; staff noted the importance of informing parents about the five-week hiring process and encouraging early registration. Mr. Alvero highlighted Drivers Appreciation Week, scheduled for the last week in April, and inquired about fundraising. Mr. Broskie noted vendor

contributions, and Mrs. Skipper added that the Clay County Education Association supports district fundraising. Mrs. Skipper concluded by thanking the transportation staff for their efforts.

[5. Review Draft Agenda for Regular School Board Meeting on April 2, 2026](#)

[april-2-2026-regular-school-board-meeting_agenda_packet.pdf](#)

Minutes:

Mr. Broskie reviewed each item on the draft agenda for the upcoming regular School Board meeting. It was noted that the school start times discussed during the workshop and the ballot language for the 2026 referendum will be added as new consent agenda items for the April 2, 2026 School Board meeting.

Questions from the Audience (None)

Superintendent Comments (None)

School Board Attorney Comments (None)

School Board Comments (None)

Adjournment (10:47 am)

Superintendent of Schools

School Board Chair