



**Board of Juvenile Justice &
Board of Education
Joint Meeting
Thursday, January 27, 2022
Decatur, GA
Board Meeting Minutes
(Audio/Zoom Conference)**

Opening Remarks

On Thursday, January 27, 2022, Chair Sandra Taylor called the joint meeting of the boards of Juvenile Justice and Education to order at 10:05 AM. The meeting was held as an audio/Zoom conference. (The 1/18/22 Executive Order renewing the state of emergency due to COVID-19 is attached.)

DJJ Staff Present: Commissioner Tyrone Oliver, Deputy Superintendent Zane Shelfer, DJJ Executive Team Members, and various DJJ Staff Members.

Attendees included: Assistant Attorney General Amy Radley (Law Department) and public guests.

Invocation: Chaplain Danny Horne

Pledge of Allegiance: Led by Secretary Adam Kennedy.

Roll Call: Members present were Chair Sandra Taylor, Vice-Chair Willie C. Bolton, Secretary Adam Kennedy, Chief Gary Yandura, Penny Penn, Thomas Coleman, Joyette Holmes, Kathryn Powers, Timothy McCulley, Angie Holt, Fred Stephens, and John Edwards. Judicial Advisory Member Judge Quintress Gilbert participated. Quorum was declared.

Agenda approval: Chair Taylor called for a motion to amend the January 27, 2022 agenda, moving the Board resolution action item to under the Education update. The motion was made by Vice-Chair Bolton, seconded by Board Member Holmes, and approved unanimously.

Minutes approval: Chair Taylor called for a motion to approve the minutes of the October 28, 2021 board meeting. The motion was made by Board Member Holmes, seconded by Board Member Edwards, and approved unanimously.

Commissioner's Report

COVID-19 Update

Commissioner Oliver updated the Board regarding the number of DJJ staff members and youth who tested positive for COVID-19. He thanked the DJJ staff members for following safety protocols to minimize exposure risk.

Operational Changes

The Commissioner announced that the Division of Support Services is now the Division of Treatment and Care. He also congratulated Matthew Wolfe on his new role as Deputy Commissioner of the Office of Investigations and Special Operations. Deputy Commissioner Wolfe will lead investigations, the Office of Ombudsman, and Special Operations, including the Security Management and Response Team (SMRT) officers. He also discussed the DJJ's disciplinary matrix, which guides supervisors regarding disciplinary actions to ensure that all employees are treated fairly per the agency's culture and policies.

The HUB

The Commissioner announced the arrival of "The Hub" as the agency's new learning management platform. It will enhance the learning experience and improve developmental offerings with high-quality professional growth. On January 4, 2022, DJJ employees, contractors, vendors, and volunteers should begin using "The Hub" for all their agency classroom, virtual, and online training requirements. This new platform will strengthen and streamline the registration process, improve training records tracking, and include additional E-learning classes for users.

Employee Engagement Survey (EES)

The Commissioner addressed feedback from the agency-wide Employee Engagement Survey held from November 8, 2021, and extended to December 15, 2021. The objective of the survey is to gather feedback to help DJJ's leadership better understand and improve employee morale, turnover rate, and the overall agency culture.

Questions/Comments (EES)

Board Members Edwards commended the Commissioner for his input on helping to make the agency a better place for employees.

FY2022-23 Budget Proposal

The Commissioner addressed some of the budget proposals to include a pay increase for all full-time benefits-eligible state employees and allowing eligible state employees to withdraw up to 40 hours of earned annual leave annually from their accrued leave balance. The proposal also included a bond package, which will consist of constructing

an academic building at the Augusta YDC, expanding Milledgeville YDC to a 56-bed facility to have a kitchen and programming space, and redesigning Macon YDC.

Questions/Comments (FY22-23 Budget)

Secretary Kennedy commended the Commissioner for his dedication to the staff.

Divisional Reports

Education

Data Dashboard

Deputy Superintendent Zane Shelfer shared information about the education data dashboard, including the percentage of the student body with special education needs. DJJ is currently in the process of setting up interviews to fill vacant teacher positions.

Graduation Ceremonies

Deputy Superintendent Shelfer presented the December 2021 graduation rates and discussed parental engagement.

2022-2023 School Calendar

Deputy Superintendent Shelfer presented the 2022-2023 school calendar and requested a vote to approve the calendar.

Chair Taylor called for a motion to approve the proposed 2022-2023 school calendar. A motion was made by Secretary Kennedy, seconded by Board Member Holt, and approved unanimously.

2021-2022 Teacher of the Year

Deputy Superintendent Zane Shelfer introduced Assistant Deputy Superintendent Dr. Letunya Walker. Dr. Walker introduced the "Teacher of the Year" Runner-Up Brandi Blackmon and the "Teacher of the Year" Anthony Kinnel.

Questions/Comments

Chair Taylor stated that along with graduations, her favorite part of being a part of the Board is recognizing the "Teacher of the Year." She also thanked the school board for all their hard work and dedication.

Board Resolution

Director of Engineering and Construction Services Joan Quinn-Cannon presented a resolution to surplus the Sumter Youth Development Campus property to the Sumter County Board of Commissioners.

Chair Taylor called for a motion to approve the resolution. The motion was made by Vice-Chair Bolton, seconded by Board Member Yandura, and approved unanimously.

Division of Re-Entry Services

Director of Reentry Services Cathy Smith-Curry introduced Aaron Mosansky. He shared with the Board his journey transitioning back into the community.

Questions/Comments (Re-Entry Services):

Chair Taylor thanked Mosansky for sharing his journey and wished him much success. She also thanked his mother, Christina, for her contributions to Monsansky's success.

Secretary Kennedy congratulated Monsansky on his presentation and accomplishments. He asked Director Smith-Curry how long will Re-Entry Services follow Monsansky and what support would be given as he proceeded on his career path.

Human Resources

Director of Human Resources Katrina Patterson discussed recruitment and retention strategies, stating that the Office of Human Resources (OHR) remains passionate about increasing the employee headcount. OHR has implemented several recruitment methods, including direct advertising, talent databases, employee referral, recruitment events, and social media posts. She also provided data on OHR recruitment achievements. Director Patterson's team is also retention-focused. The goal is to continue to improve the culture and environment.

Questions/Comments (OHR)

Secretary Kennedy asked whether OHR attends universities for job fairs or focuses only on technical colleges. He also wanted to know how long it takes to get the candidate onboard once a job is offered.

Board Member Stephens asked what percentage of exiting staff returned the exit interview surveys. Board Member Edwards requested OHR provide data for exiting staff members during the next board meeting.

Professional Development & Standards

Director of Victim and Volunteer Services Debaja Coleman updated the Board regarding the Wellness Challenge held from July 1 to September 30, 2021. She announced that DJJ was the American Correctional Association (ACA) "Meet the Challenge" winner for the juvenile justice category. DJJ's top "Walking Towards Wellness" winner was Linda Moore from the Gainesville RYDC. The ACA invited her to attend their conference (January 6-9, 2022) in Phoenix, AZ. Uras Agee from Gainesville RYDC also attended the conference. Director Coleman also congratulated Macon RYDC and Macon YDC for successfully passing the ACA audit.

Special Recognitions

Commissioner Oliver recognized the retirement of the following DJJ employees and their years of service with the State of Georgia: Kim Conkle - Program Coordinator in Re-Entry Services (36 years), Carolyn Whitehead - Case Expeditor in Community Services (35 years), Debra McDuffie - Food Services (30 years), Christopher Ellison - Dist.7 AOC Community Services (29 years) and Curtis Washington, Jr.- Community Services (28 years). The Commissioner thanked them for their dedicated service.

Old Business: No new business.

New Business: Secretary Kennedy stated the Law Enforcement Appreciation Cook-Out is scheduled for April 14, 2022, in Glennville, GA.

With no further business before the Board, the meeting was adjourned. The next scheduled meeting will be February 24, 2022, at 10:00 AM, DJJ Central Office, Decatur, GA, via audio/Zoom conference.

The motion to adjourn was made by Secretary Kennedy, seconded by Board Member Coleman, and approved unanimously.

The meeting adjourned at 11:42 AM.

Sandra H. Taylor, Chair
Board of Juvenile Justice

Tyrone Oliver, Commissioner
Department of Juvenile Justice

Adam Kennedy, Secretary
Board of Juvenile Justice