

TRANSCRIPT OF PROCEEDINGS

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OAK RIDGE SCHOOLS - OAK RIDGE BOARD OF EDUCATION

REGULAR MEETING

SCHOOL ADMINISTRATION CONFERENCE ROOM

MONDAY - AUGUST 6, 2012

7:00 p.m.

BOARD MEMBERS

MR. W. KEYS FILLAUER, CHAIRMAN

MS. ANGI AGLE

MR. DAN DIGREGORIO

MR. ROBERT EBY

MS. JENNIFER RICHTER

ALSO PRESENT:

DR. THOMAS BAILEY, SUPERINTENDENT OF SCHOOLS

DR. MARIAN PHILLIPS, ASSISTANT SUPERINTENDENT

MS. KAREN GAGLIANO, DIRECTOR OF BUSINESS & SUPPORT

SERVICES

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JOAN S. ROBERTS - COURT REPORTER

P.O. BOX 1374

CLINTON, TENNESSEE 37717

865-457-4027

1 CHAIRMAN FILLAUER: I'd like to call  
2 to order Committee of the Whole of the Oak Ridge  
3 Board of Education, August 6, 2012.

4 If I could get everyone to please  
5 stand and join me in saluting America with the  
6 Pledge to the Flag.

7 (Whereupon, pledge was recited)

8 CHAIRMAN FILLAUER: Thank you, please  
9 be seated.

10 Next on the Committee of the Whole  
11 Agenda is the Public Forum. The Public Forum is for  
12 anyone in the audience who would like to address the  
13 Board on a topic that is not on the Board agenda.  
14 The Board does not take action at this time but may  
15 have questions and then may direct the  
16 superintendent to provide additional information or  
17 direct you to the appropriate staff member. If you  
18 choose to speak, please sign your name and address  
19 at the podium and then state your name and address.  
20 You will have three minutes to speak. Is there  
21 anyone who wishes to address the Board at this time?

22 MR. JONES: Good evening. My name is  
23 D.J. Jones, I'm the Chief Professional Adversary of  
24 the Boys and Girls Clubs of the Clinch Valley,

1 formerly of Oak Ridge. And my address is 102 South  
2 Jefferson Circle.

3 On Monday, July 23rd we were made  
4 aware of the discontinued busing of Boys and Girls  
5 Club members from Linden Elementary School to the  
6 Boys and Girls Club. Frustrated and concerned  
7 parents immediately contacted us confused why their  
8 child will no longer be transported to the club  
9 after school. And the fact that they were informed  
10 just three weeks before the start of school, leaving  
11 them with the burden of finding a safe and suitable  
12 way for their child to continue to attend the club  
13 in a short period of time.

14 As an organization that serves those  
15 young people that need us most, those young people  
16 that other organizations are not able to serve and  
17 those young people that do not have any other  
18 alternatives to receive the impactful youth  
19 development experience that our program provides, we  
20 are also confused with this decision.

21 It is easy to say that parents will  
22 be available to pick up their child from school or  
23 have them dropped off at home or even that the club  
24 would pick them up from school. But after the last

2 1 two weeks, I realized that there are a great number  
3 of parents who are not able to pick up their child  
4 from school or would not have someone at their homes  
5 when their child is dropped off.

6 How many young people does this  
7 decision impact? Our organization currently has 164  
8 members that attend Linden Elementary. That's  
9 approximately 34 percent of the school's population.  
10 Between 55 and 70 members attend each day  
11 representing more than a bus full of members that  
12 will have to find other means to the club. Yes,  
13 some parents would be able to get off work for that  
14 span to pick up their child and transport them to  
15 the club but at what cost to them. Yes, some of our  
16 members ride the same buses that get dropped off at  
17 home but they will lose their opportunity to take  
18 part in our program. Yes, the Boys and Girls Club  
19 could possibly transport these members but what is  
20 that cost to the Boys and Girls Club.

21 Let me explain. Currently our two,  
22 fourteen-passenger vans make trips to Glenwood  
23 Elementary, Woodland Elementary, Jefferson Middle.  
24 And beginning last year, Oak Ridge High School. We  
have been burdened by our own success by having to

3 1 take two trips to Glenwood, Woodland and, at times,  
2 Jefferson because of the increased desire to attend  
3 the program.

4 With the addition of transporting  
5 Linden, even though the school is less than two  
6 miles away, those members will not be picked up  
7 until after 4:30 on a good day. My concerns are,  
8 first; would school faculty be willing to stay with  
9 over 50 young people each day until we can arrive.  
10 Secondly, key staff would be absent from the club an  
11 additional amount of time, affecting the program  
12 that can be offered and the supervision of the  
13 members. This shifts our program from providing  
14 quality programs to just a holding place for our  
15 members. Membership attention and regular  
16 attendance is a key factor in reaching our priority  
17 outcomes of academic success, good character and  
18 citizenship and healthy lifestyles. Similar to  
19 schools, we understand that the more our members  
20 attend over a longer period of time impacts the  
21 effectiveness of the values and skills that we are  
22 trying to impart on these young people. The  
23 inability for our members to attend the club or  
24 arrive at a time when programming is not available

1 hurts our ability to reach our outcomes.  
2 As you are aware, studies show that  
3 the hours of three to six are critical hours in the  
4 development of a child. These after school hours  
5 are when juvenile crime is at its highest,  
6 especially in areas when there are no alternatives  
7 to being home alone or wandering the streets. My  
8 fear is that there will be a number of displaced  
9 young people that could potentially fall into this  
10 category. Not only affecting the performance of  
11 Linden Elementary but also the local area around  
12 Linden where young people will be gathering. I'm  
13 hoping my fears are just that; fears. And that our  
14 parents will be able to provide the transportation  
15 to the club or that school faculty are able to stay  
16 at the school each day to allow us time to pick up  
17 our members.

18 If there is any possibility that this  
19 decision could be revisited and the impact that this  
20 decision could possibly have on those 100 plus  
21 members that attend our program from Linden each  
22 year.

23 CHAIRMAN FILLAUER: Fifteen seconds.

24 MR. JONES: I hope that the

1 opportunity for the school system to provide this  
2 valuable service could continue. Thank you for your  
3 time.

4 CHAIRMAN FILLAUER: D.J. before you  
5 sit down and, knowing the people that are standing  
6 behind you, I anticipate they are going to speak to  
7 the same issue here, I do want to give any Board  
8 members an opportunity who might want to ask you a  
9 question. Probably appropriate to do it now before  
10 we hear from the others. I know you and I have had  
11 this conversation and it's important for those  
12 others that are speaking this is a policy that  
13 probably, well, not probably, has not been adhered  
14 to in the past for whatever reason. And beginning  
15 last year there were the possibility to adjust back  
16 to what the school board policy states. And instead  
17 of adjusting last year, we let last year go ahead  
18 and said we would do it this year. My point is that  
19 this is a policy and for that policy or the  
20 superintendent to make a change, it would have to  
21 come direction from this Board. I just wanted to  
22 make sure, I know you understand because we talked  
23 about that. But for the others standing there, that  
24 you understand that as well. Ms. Richter.

6 1 MS. RICHTER: And I was on the Board  
2 when we ran into the realization that we had school  
3 buses transporting students all over town to  
4 different private enterprises, and so on. And we  
5 had to come up with a policy that really used the  
6 money that we had allocated to transport kids on the  
7 bus route. And there's a long history to that.  
8 There's a good background to all of that. My  
9 question for you was; this is not dissimilar from  
10 the situation that all communities face with  
11 children after school and after-school programs and  
12 popular after-school programs. I know when I was  
13 aware that this might come up, one of my questions  
14 was; have you found another community or an example  
15 of another enterprise, such as this, Boys and Girls  
16 Clubs in Knoxville, do the school buses transport  
17 the kids to the various Boys and Girls Clubs. Are  
18 there other examples in Maryville, or anywhere else,  
19 where the school's public transportation are being  
20 used to, from the different buildings, not just the  
21 ones on the bus route, where a community may have  
22 figured out this issue, that you are aware of?  
23 MR. JONES: I can't speak on  
24 Knoxville Tennessee Valley's organization but I'm

7 1 originally from Raleigh, North Carolina and the  
2 school system dropped off our kids. We served over  
3 75 schools so we had 60 schools that dropped off.  
4 And that included schools 15-20 minutes away that  
5 may only have two members. They just saw the impact  
6 of the club and felt it was important for those kids  
7 to get there. So there are examples both ways of  
8 some clubs having to provide transportation since  
9 the beginning of the program. There is also  
10 opportunities for the schools and the clubs as  
11 partner because they saw the importance and the  
12 impact that the clubs had and decided that it was a  
13 great opportunity for their kids to be served at  
14 this after-school program that could also boost the  
15 child's performance within that school system.

16 CHAIRMAN FILLAUER: Mr. Eby,

17 MR. EBY: D.J. let me make sure I  
18 understand. So for Woodland and Glenwood the Boys  
19 and Girls Club has a bus, or has two buses, that  
20 goes over and picks up the children and brings them  
21 back, is that correct?

22 MR. JONES: Two vans. Also Jefferson  
23 and also the high school as well.

24 MR. EBY: And there is no funds, I

1 mean, if they picked up the ones at Linden, it would  
2 be at 4:30 or something like that?

3 MR. JONES: It would be after they  
4 pick up the schools on the east side, yes, sir.

5 MR. EBY: If they rode a bus, what  
6 time would they leave Linden and what time would  
7 they arrive at the Boys Club and Girls Club?

8 MR. JONES: If I'm not mistaken, I  
9 think they arrive around four o'clock, between 3:45  
10 and 4:00, I would say they arrive at the club from  
11 Linden.

12 MR. EBY: What time do they leave  
13 Linden, Roger?

14 MR. WARD: 3:45 or so.

15 CHAIRMAN FILLAUER: Ms. Agle.

16 MS. AGLE: I'm not sure anyone is  
17 going to know the answer to this tonight but it's  
18 something that we probably should find out; of the  
19 students who were transported last year and that  
20 would be transported this year, how many of those  
21 students already live in the zone for the same  
22 school bus so if they are going home they are going  
23 to ride the same bus and it doesn't really relieve  
24 any overcrowding, it's a matter of where they get

1 dropped off.

2 MR. JONES: I don't know the answer  
3 to that.

4 MS. AGLE: It's a question that we  
5 probably need to investigate to find out is there a  
6 financial impact. Because I think that was what  
7 drove it to begin with is the financial impact of  
8 the bus service.

9 MR. WARD: Ms. Agle, most of the  
10 students that go to Boys & Girls Club ride, if they  
11 went home, they would ride bus 1956 that delivers  
12 into the Scarboro area of town. And I don't know  
13 yet what is going to happen with that route. It  
14 very well might be that that bus would become  
15 overcrowded but I don't know that answer. We will  
16 know, probably, Monday what happens.

17 MS. AGLE: Is that the same bus that  
18 dropped them off at the Boys Club or would drop them  
19 off at the Boys Club?

20 MR. WARD: No, not last year, it was  
21 a different bus.

22 DR. BAILEY: Last year at one time I  
23 remember a parent sending me an e-mail saying that  
24 my son or daughter is waiting at the school 15

1 minutes or so for students to go to Boys Club and  
2 then the bus returns to the school and he was  
3 raising the issue as a parent that why is my child  
4 waiting. I know we corrected that issue. And the  
5 issue of one bus may be crowded is a matter of us  
6 dispersing kids on our buses accordingly. There was  
7 some cost involved because First Student we contract  
8 with so it is a reality that First Student is going  
9 to say to us there would be additional costs. What  
10 they are at this point I'm not at liberty to know  
11 exactly what it would be. And the second thing is  
12 with what we are addressing is that I face the issue  
13 as superintendent when I found out that it was  
14 occurring because Roger said, gee, I didn't realize  
15 that. Remember we discussed that. Because other  
16 agencies, other organizations could be asking the  
17 same issue and, believe me, you are talking about a  
18 person here that went to Boys Club as a child. And  
19 very valuable. And the reality was that is the  
20 policy. I cannot not abide by the policy and we  
21 made an exception for Linden. And then I turn  
22 around and say, ok, Glenwood could ask the same  
23 thing, Jefferson, et cetera, et cetera, et cetera  
24 because the bus does deviate off of its route to go

1 to the Boys Club. And that would be true then for  
2 any other agency to try to say the same thing.

3 MR. EBY: Girls, Inc.

4 DR. BAILEY: Exactly. Or we could  
5 even go so far as saying potential issues with  
6 daycare because all that is a little bit different,  
7 obviously, for non profit, I think we discussed  
8 that. But we've had to even deal with that issue.  
9 So it's complicated at best. And I know D.J. and I  
10 sat down because he came to me as a gentleman at the  
11 beginning of the year last year just to talk about  
12 what we could try to do to help with Jefferson,  
13 Woodland and whatever. And I didn't even mention to  
14 him and he didn't mention to me Linden because when  
15 we had that conversation we talked about, well, our  
16 policy is such and such. And it literally meant  
17 that Boys Club and Girls, Inc. would have to provide  
18 either additional transportation, more vans, or  
19 whatever but they would have to work that out within  
20 their cost budget because it violates our policy  
21 and, also, could drive our cost up as well. And I  
22 know it would be great but then again there are lots  
23 of other issues surrounding who would want to  
24 request transportation other than just Boys Club.

1 CHAIRMAN FILLAUER: Mr. DiGregorio.  
 2 MR. DIGREGORIO: The questions have  
 3 been answered. However, I want to ask D.J. if you  
 4 don't mind, I listened carefully to your statement  
 5 but can you e-mail it to us?  
 6 MR. JONES: Sure can, yes, sir.  
 7 CHAIRMAN FILLAUER: Thank you, D.J.  
 8 MR. JONES: Thank you.  
 9 CHAIRMAN FILLAUER: Yes, ma'am.  
 10 MS. STRICKLAND: My name is Willa  
 11 Strickland. I live at 1002 Teller Village Lane. My  
 12 son is six years old, he'll be a first grader Monday  
 13 at Linden. I'm a single mother, his father is  
 14 deceased. There is no other place I could send him  
 15 other than the Boys Club. I work in Knoxville so  
 16 there is no option for me to leave work and pick him  
 17 up and transport him myself. The transportation  
 18 that the school buses are providing or did provide  
 19 was the only after-school care I could provide for  
 20 him. So with this being taken away, I don't see any  
 21 way that my son could safely be home while I still  
 22 have a job. I would virtually have to quit my job  
 23 in order for me to be home with him with no  
 24 transportation to the Boys Club. Thank you.

1 CHAIRMAN FILLAUER: Thank you. Yes,  
 2 ma'am.  
 3 MS. ESKRIDGE: My name is Chelsey  
 4 Eskridge. I live at 289 Royce Circle. My son has  
 5 been currently attending Linden since he was at  
 6 first grade. Since we've started, he's had  
 7 transportation to the Boys & Girls Club. And that's  
 8 one of my main factors, as she said, I'm a single  
 9 mother. Boys & Girls Club is the only option for me  
 10 as far as child care for my son, along with my  
 11 daughter, which she will be going into first grade.  
 12 My son is going into third grade this year. They  
 13 love Linden, they are established there. It's just  
 14 one of the things like the Boys & Girls Club  
 15 situation with no bus being able to be provided for  
 16 them, that is definitely going to make a burden on  
 17 my job also because I do actually work in Knoxville  
 18 myself. So there is really no other alternative  
 19 daycare for me to send them. And Boys Club provided  
 20 a great service. And that's one of the things like  
 21 as far as walking, you know, it's unsafe. And as  
 22 far as my son, he is an out-of-district person but  
 23 he's been established there for three years now and  
 24 it's never been an issue. So it is new for me.

1 But, like I said, we've been there for three years.  
 2 We've always had the Boys & Girls Club so this is  
 3 definitely going to create a burden now because at  
 4 the same time Willow Brook has already started back.  
 5 My son had eye surgery two weeks ago. So it's one  
 6 of those things like I wasn't planning on finding  
 7 out that we have no Boys & Girls Club transportation  
 8 now. So at the same time, if I put him in Willow  
 9 Brook, that's going to put him three weeks behind.  
 10 So it would definitely be an issue with not only my  
 11 job and just the fact if I do switch him he's three  
 12 weeks behind but at the same time he's already  
 13 established at Linden which he don't want to switch  
 14 Linden. He has friends, we like Mr. Ward. That's  
 15 all I have to say. Thank you.  
 16 CHAIRMAN FILLAUER: Thank you very  
 17 much.  
 18 MR. SMITH: My name is Terrill Smith,  
 19 I live at 609 Florida Avenue, I'm on the board of  
 20 directors at the Boys & Girls Club. What I want to  
 21 address is not only just the benefit the Boys &  
 22 Girls Club is for the kids but I want to address  
 23 directly how it benefits the school system. During  
 24 the school year we provide tutoring four days a week

1 to help these kids get their homework done and that  
 2 improves their grades. It's a direct benefit to the  
 3 school board and the school system with that. We  
 4 also have programs in leadership, a junior staff  
 5 program and a quickly growing teen program, which  
 6 also helps with behavioral problems. I think these  
 7 are great benefits to the school system and I would  
 8 like to see you all, would ask that you all please  
 9 reconsider your policies on this. There is a lot of  
 10 kids that this does benefit on those orders. So I  
 11 would like you to please reconsider this policy.  
 12 And I want to thank you.  
 13 CHAIRMAN FILLAUER: Mr. Eby.  
 14 MR. EBY: Mr. Smith, since you are on  
 15 the board, the board obviously bought two vans.  
 16 What is the opportunity for the board to buy  
 17 additional vans?  
 18 MR. SMITH: Actually the board has  
 19 not bought either of the vans. There is an alumni  
 20 association which has bought both of the vans for  
 21 the Boys & Girls Club. Right now with the economy  
 22 everybody knows we are struggling to keep being able  
 23 to pay the salary of the staff that we have. I  
 24 would love to have a lot more paid staff. With the

1 way we are growing, we need it, to be honest. And  
 2 we are struggling to maintain that. The alumni  
 3 helps out with major stuff and the vans have been  
 4 physical improvements. We have had to help out  
 5 quite a bit in the last couple of years. And both  
 6 vans have been purchased by the alumni association  
 7 to help out with that. Right now we are trying to  
 8 expand and do some more work down there. Funding to  
 9 come up with additional vans is going to be very  
 10 difficult, plus it's going to, as D.J. addressed, we  
 11 have two staff members already absent during those  
 12 times to drive the vans to get the kids. I don't  
 13 see an ability to have, even if we could afford two  
 14 or three more vans, we don't have the staff to have  
 15 two or three more people out driving. Or we would  
 16 not have enough staff to monitor the kids and help  
 17 them at the Boys & Girls Club.

18 CHAIRMAN FILLAUER: Thank you.

19 MS. MULLANE: Hello, I'm Carol  
 20 Mullane, I'm the executive director for Girls  
 21 Incorporated of Oak Ridge, 424 Judson Road in  
 22 Anderson County. And I thank you all for the  
 23 opportunity to come and speak and to listen to this  
 24 transportation issue. I have three points to make.

1 It is advantageous for the school system to consider  
 2 the cost to deliver children to one or two  
 3 organizations rather than to homes all over the  
 4 school zone. The two non profits that we've  
 5 listened to tonight; Girls, Inc. and Boys & Girls  
 6 Club are not in the school zone but they have  
 7 received this service as long as I've known.  
 8 Historically, the bus delivered the children to Boys  
 9 & Girls Club and Girls, Inc. on its way back to the  
 10 garage and that's how we got that service. And I  
 11 was wondering if that was an option to continue.  
 12 Could that still be something that would be offered  
 13 on the bus's way back to the garage. Lastly, that  
 14 the school system sees this as a cost benefit and an  
 15 opportunity to serve two organizations that service  
 16 the community. I ask that the bus system be one of  
 17 shared equal opportunity for both Girls, Inc. and  
 18 Boys & Girls Club.

19 CHAIRMAN FILLAUER: Thank you. Mr.  
 20 Eby. Don't go away.

21 MR. EBY: I've lost my train of  
 22 thought.

23 MS. MULLANE: I do that too.

24 CHAIRMAN FILLAUER: If it comes back

1 to him, we'll get back to you. D.J. I think you may  
 2 have answered this question but let me ask it again  
 3 because I don't remember. Approximately, how many  
 4 individuals are delivered on that bus to the Boys  
 5 Club, approximately?

6 MR. JONES: I'm going to say at least  
 7 50 because it's a bus full, the bus is full.

8 CHAIRMAN FILLAUER: It's a bus full  
 9 and that bus gets out pretty much around 50 or so.

10 MS. MULLANE: I think there are about  
 11 50 on his for Boys & Girls Club and about 20 for  
 12 Girls, Inc. and I have the list of girls who we had  
 13 coming last year. Five of which when they learned  
 14 that this was going to be an issue tried to figure  
 15 out a different way to handle the problem. So by  
 16 the end of last year we had already lost five of our  
 17 children. Who, again, what D.J. has said is what we  
 18 do as well. We do tutoring, we do programs. We  
 19 have been offering services to the community for 36  
 20 years. And I think the Boys & Girls Club has done  
 21 it for about 50 years.

22 CHAIRMAN FILLAUER: I think Mr. Eby  
 23 is ready.

24 MR. EBY: Has anybody looked into any

1 grants that might be possible to pay for something  
 2 like this? I don't know if there is any kind of a  
 3 school grant or any kind of a grant that could pay  
 4 for additional vans or pay for transportation.

5 MS. MULLANE: Several years ago the  
 6 State of Tennessee offered a grant opportunity and  
 7 Girls, Inc., I think it was a one-time grant  
 8 opportunity, which Girls, Inc. took advantage of and  
 9 that's how we got two of the vans that we have. And  
 10 to speak to something that was said a minute ago  
 11 about what other organizations would handle this  
 12 kind of issue in their city. I know that Girls,  
 13 Inc. in Kingsport has a transportation that is  
 14 delivered to them. And also Johnson City has a  
 15 transportation that's delivered to them. And I  
 16 think Johnson City actually also has help from the  
 17 city to pay for gas for their cars.

18 DR. BAILEY: Carol, I know D.J. was  
 19 commenting about vans that go out to Glenwood and  
 20 Jefferson. Do you all have vans as well that pick  
 21 up --

22 MS. MULLANE: We do that same thing.  
 23 We have vans that go to Jefferson, Glenwood,  
 24 Woodland, Robertsville. Actually last year

1 Robertsville bus started delivering to our facility  
2 but before that we were taking care of that. It  
3 becomes an issue of timing because Glenwood is on  
4 this side of the city and Linden is on that side of  
5 the city. And Woodland has been working with us so  
6 we were able to pick up Woodland and get, I mean, go  
7 to Glenwood and get Glenwood girls. We'd have to  
8 double back a lot. But this just presents another  
9 issue. Again, if we can't resolve this through the  
10 school board's system re-looking at the policy, I'll  
11 have to actually hire an extra person.

12 DR. BAILEY: The same situation.

13 MS. MULLANE: It's the same  
14 situation.

15 DR. BAILEY: Question. And I'm just  
16 trying to get some clarification. Obviously, for  
17 you and D.J. for Boys Club there was some decision  
18 to have vans and transportation to go pick up kids  
19 at Jefferson or Glenwood or Woodland or whatever.  
20 I'm just guessing that the reason that Glenwood was  
21 out of it was the bus does come, it would have to  
22 deviate to go off of the same route to go to  
23 Scarboro but not by a whole lot. And you know it  
24 and I know it. It's like some people say it's like

1 riding by there. Well, riding by there to some  
2 people means three blocks, to another person it  
3 means four or five blocks. But it is out of the  
4 zone and that's against our policy. So that was one  
5 of the reasons that when we discovered that,  
6 obviously, as superintendent I've got to follow  
7 Board policy because we do not transport after zone  
8 because it's the school system picking up, quite  
9 frankly, responsibility of parents, if you will.  
10 Now partnerships have been formed. North Carolina,  
11 ok. The tutoring aspect, and so forth. But that  
12 takes a lot of work to make sure that that meets  
13 certain conditions of the curriculum model and it  
14 does add expense to the school system budget or vice  
15 versa. I mean, let's face it, your budget and our  
16 budget both are trying to do the right thing for the  
17 kids. Truly they are. So that was the dilemma  
18 because the minute we do for one school something  
19 different than another then a group of parents could  
20 come before me or the school board and say, well,  
21 wait a minute, I expect to have the same  
22 transportation provided. And then we don't just  
23 have one school situation, we have three more and  
24 two more.

1 MS. MULLANE: And I don't know what  
2 happened before I was the executive director at  
3 Girls, Inc. but I do know that when I became  
4 executive director, at that time the west part of  
5 the city, Girls, Inc. and Boys Club with school  
6 buses. And the east side of the city; we were  
7 required to go and get those children.

8 DR. BAILEY: As far as you know,  
9 there was no redistricting of boundaries, or  
10 whatever, at that time.

11 MS. MULLANE: I don't think so, no.

12 DR. BAILEY: I don't think so either.

13 MS. MULLANE: But that is something  
14 you could consider.

15 CHAIRMAN FILLAUER: That would  
16 probably be one thing we wouldn't really want to  
17 deal with right now.

18 MS. MULLANE: Just thought I'd throw  
19 it in.

20 MR. EBY: One other question; if you  
21 have vans and the Boys Club has vans and you both  
22 have vans going to the east but you don't have any  
23 vans going to the west, is there any way that you  
24 could coordinate and you could share vans going to

1 the east so when you have vans going to the west,  
2 you could drop off both at Boys Club and Girls,  
3 Inc.?

4 MR. JONES: At one time that was the  
5 situation. Girls, Inc. was helping us pick up a  
6 school but with so many kids coming, it messed up  
7 their program and their route. So we took on that  
8 burden of picking up our kids. So there's really no  
9 logistical way that we can do it in an effective  
10 manner.

11 MS. MULLANE: Because our vans are  
12 full. Every school that we pick up at we are  
13 picking up a full van of kids.

14 DR. BAILEY: Have you all looked at  
15 any car pooling situation because, obviously, as a  
16 single mom and I'm working in Knoxville I totally  
17 understand the dilemma that the ladies have. I see  
18 a lot of cooperation from school to school and doing  
19 some car pooling and whatever.

20 MR. WARD: Right, and our PTA meets  
21 on August 14th next Tuesday night and I'm going to  
22 talk to them about this particular issue to see if  
23 maybe we can work something out. I feel a lot of  
24 responsibility about this. Board policy ought to be

1 known and when I came to Linden the practice was  
 2 that Boys & Girls Club and Girls, Inc. went and  
 3 every year I would get bus routes where it had  
 4 dropoffs at Boys & Girls Club and Girls, Inc. And  
 5 so I guess my assumption was it was okay and then we  
 6 ran into the problem because our real problem is  
 7 D.J. is doing such a great job at Boys & Girls Club.  
 8 We have so many boys and girls going to both  
 9 programs now that it became a problem last year  
 10 because all of a sudden we had a bus overcrowded.  
 11 And we had parents concerned because the routes were  
 12 running later than they were planned and so I do  
 13 feel a lot of responsibility that this happened.  
 14 But we will, D.J. and I are cooperating and  
 15 brainstorming. He has been to my office a couple of  
 16 times and we've talked about different things we  
 17 could do. D.J. has talked to Diana Transportation  
 18 and found out how much it would cost him in order to  
 19 contract buses to deliver his kids. We have talked  
 20 about after-school programs that might help.  
 21 So we are in constant conversation and I will be  
 22 talking to our PTA to see what ideas they might  
 23 have. We may have some car pool opportunities. But  
 24 I love Boys & Girls Club, I love Girls, Inc. and I

27

1 love the work they do. So we will continue to try  
 2 to work together and follow Board policy at the same  
 3 time.

4 DR. BAILEY: See, I asked Diane that  
 5 same question; what would it cost for us to put an  
 6 activity bus just to go there. And I was given a  
 7 figure of somewhere around \$32,000.

8 MR. JONES: (Indiscernible, no  
 9 microphone)

10 DR. BAILEY: So you got a better  
 11 figure than I got.

12 MR. WARD: I think the figure D.J.  
 13 was given was around \$65 a day. Is that right?

14 MR. DIGREGORIO: Without me having to  
 15 look this up, what does Board policy read on this?

16 DR. BAILEY: That children ride their  
 17 buses home and are dropped off on route where they  
 18 live and they don't deviate.

19 MR. DIGREGORIO: The pickup and  
 20 dropoff point the same thing?

21 DR. BAILEY: Yeah, the same thing.  
 22 And we don't deviate from that route to go to any  
 23 private or non profit business outside of their  
 24 zone. So, for example, Willow Brook; Boys Club, we

1 would stop say on the corner or go right there and  
 2 drop off within the zone. Am I correct on that?

3 CHAIRMAN FILLAUER: We thank each of  
 4 you. I hope you do understand that this Board does  
 5 support the great work that both Boys & Girls Club  
 6 and Girls, Inc. does. We understand the value of  
 7 what you do to our kids in our school system and it  
 8 is a cooperative partnership. I can't tell you what  
 9 this Board will decide but I think this Board, based  
 10 on what we've heard, first, D.J. if you would send  
 11 what Mr. DiGregorio asked to the Board members. I  
 12 know the Board would like to hear what an accurate  
 13 cost would be, not only for an activities bus but  
 14 also for our bus that goes on that run. There are  
 15 some questions, I mean, we have to be honest, there  
 16 are some concerns and questions that this Board  
 17 would have. But we will take a look at it, I will  
 18 promise you that. We will take a look at it as a  
 19 board and see what we can come up with that,  
 20 hopefully, will solve issues and work best for all  
 21 parties concerned.

22 MR. DIGREGORIO: One more. Not to  
 23 throw another clog in the churn on this but I'm sure  
 24 there has got to be some legal issues involved once

29

1 you start deviating from the route and dropping off.  
 2 True or false?

3 DR. BAILEY: One may make a legal  
 4 position on it saying that one group of students is  
 5 being treated different than another. And that does  
 6 present a dilemma in terms of saying we are doing  
 7 one thing for one school but not for another. And  
 8 again, the cost factors we know right now Girls,  
 9 Inc. and Boys Club are providing some means of  
 10 transportation either through fund raising or  
 11 through their own transportation. For whatever  
 12 reason, that wasn't happening at Linden and I think  
 13 the reason was because it was coming so close by  
 14 there that it was just kind of just done. Ok. And  
 15 got under the radar. And then it came to everyone's  
 16 attention and then my job is to correct it and make  
 17 it fair and equitable. And also to make sure that  
 18 children that are getting on a bus right after  
 19 school aren't waiting because we are deviating from  
 20 the path violating the policy and their children are  
 21 getting home 15 or 20 minutes later. So that was  
 22 part of the issue. The second issue again that our  
 23 attorneys advised us and we have discussed it with  
 24 transportation and executive is the minute we don't

1 follow the policy for one school system then it puts  
2 us in a position that some other parent could raise  
3 the issue that if you are doing it for them then why  
4 aren't you doing it for my child. And that may  
5 sound crazy, but it will happen. And it is one of  
6 those things we have to look at.

7 MR. EBY: That was basically my  
8 question on that last statement.

9 CHAIRMAN FILLAUER: Anyone else in  
10 the Public Forum?

11 MS. NORMAN: Good evening, my name is  
12 Cheryl Norman and I also have an issue with  
13 after-school care. I live at 105 Darwin Lane. My  
14 son has been attending Glenwood, he will be a first  
15 grader, he is six. He has attended the ECC Program  
16 after school for the last three years. In November  
17 he was diagnosed with epilepsy. He was having petit  
18 mal seizures, what they call abscent seizures, where  
19 they have staring episodes. At the end of May he  
20 began having grand mal seizures. He has had four in  
21 a month's time. Since then we have found a new  
22 doctor and he has not had one in five-and-a-half  
23 weeks. However, he does have emergency medicine  
24 that needs to be given if his seizure goes over five

1 minutes because this will save from brain damage and  
2 even death. I have been in contact with Dr.  
3 Phillips and Dr. Henderson regarding ECC to be  
4 allowed to give this medication. We do have a  
5 doctor's note. Anybody can give this. This goes  
6 along my lines of CPR to save a child and Epipen. I  
7 have contacted also the school board members, my  
8 husband and I. There is an issue, they say, with  
9 the medication that is to be given. But I work in  
10 the medical field myself and the benefits far  
11 outweigh the risk. If emergency medical help is not  
12 attending to him, if 911 cannot get to him within  
13 five minutes then that medicine needs to be given.  
14 There are repercussions; respiratory distress but in  
15 that time 911, the paramedics, the first responders  
16 will be there. And, like I said, the benefits  
17 outweigh the risk. He needs that medicine. I was  
18 also told that they cannot be made to give this once  
19 it gets approved once they get their CPR. They  
20 cannot be made to give that medicine but you give  
21 CPR and you give Epipens for allergic reactions. I  
22 can't let my son stay somewhere where someone is  
23 going to watch him seize and not give him relief.  
24 My husband and I are working professionals. I

1 cannot lose my job. He cannot lose his job. And we  
2 need someone to watch him after school. All our  
3 friends work. We are also willing to sign a waiver  
4 for anything so that there would be no charge  
5 brought against anyone because we do want him to  
6 have this life-saving medication. Thank you.

7 CHAIRMAN FILLAUER: Thank you very  
8 much. Anyone else?

9 I adjourn the Committee of the Whole  
10 and call to order our Regular Meeting.

11 The first item on that agenda is the  
12 approval of the agenda. Are there any additions or  
13 corrections to the agenda? Hearing none, do I hear  
14 a motion?

15 MR. DIGREGORIO: Move we accept.

16 MS. AGLE: Second.

17 CHAIRMAN FILLAUER: All those in  
18 favor signify by saying aye.

19 (Whereupon, all members voted aye)

20 CHAIRMAN FILLAUER: Opposed? Motion  
21 carries.

22 Next item under Special Report is  
23 Good News. Part of the good news is the teachers  
24 did report back today except for those teachers at

1 Willow Brook who have been hard at work for three  
2 weeks.

3 MR. DIGREGORIO: And the preschool.

4 CHAIRMAN FILLAUER: And the  
5 preschool. Absolutely. Mr. Eby, we have got some  
6 more good news.

7 MR. EBY: Yes, Mr. Chairman, my good  
8 news comes from Jefferson and Robertsville. Two  
9 teacher chaperones and ten students from both  
10 Robertsville and Jefferson Middle School recently  
11 participated in the annual exchange program, Naka  
12 Machi Japan. All involved an amazing experience  
13 from the hospitality of the people for the beauty of  
14 the Japanese landscapes. We look forward to hosting  
15 our Japanese friends in the weeks to come. And I  
16 just wanted to say we were involved in the very,  
17 very fist exchange program of Nakamachi, we had a  
18 Japanese student come and stayed in our house 20  
19 years ago, or however long ago it was, and it was an  
20 outstanding experience. So I'm glad that the  
21 program is still going forward. That's good news.

22 CHAIRMAN FILLAUER: Ms. Agle.

23 MS. AGLE: And at Robertsville,  
24 Robertsville Middle School cheerleaders represented

1 the school very well at the UCA Cheer Camp held at  
2 the University of Tennessee. The girls won first  
3 place in home palm dance, second place in extreme  
4 routine dance and third place in cheer.  
5 Robertsville cheerleaders were also awarded five  
6 superior ribbons in the spirit stick. Becky Hanover  
7 and Hunter Pernell were selected for All American  
8 Cheerleader. The cheer coach is Lauren Wilson and  
9 assistant Megan Hart. And that's Robertsville's  
10 good news.

11 CHAIRMAN FILLAUER: Ms. Richter.

12 MS. RICHTER: Ok, Jefferson.

13 Jefferson is excited to start the new school year  
14 with new computers in all four computer labs. The  
15 new computers have a larger screen that will better  
16 serve the students and the staff. And I was lucky  
17 enough to talk with one of our teachers today from  
18 Jefferson and she was very excited about the new  
19 computers that are going to be available. So good  
20 luck to them.

21 CHAIRMAN FILLAUER: And that's just  
22 some of the good news as we start school for this  
23 new school year. And would encourage principals and  
24 staff to get information to your principals so we

1 can share this good news with everyone as we start  
2 our Board meetings each month.

3 MR. DIGREGORIO: I want to piggyback  
4 on Mr. Eby's things. I think the Naka students come  
5 here in a couple of weeks, I think. In fact,  
6 there's a reception at Chamber of Commerce on the  
7 17th. And they leave on the 25th of August, I  
8 believe that's true. I'm wrong. What? I'm pretty  
9 close. I may be the only one on this panel who has  
10 been on that trip and it is a remarkable, remarkable  
11 trip. And one that I would encourage everybody to  
12 go on if they get the opportunity. It's pretty  
13 good.

14 CHAIRMAN FILLAUER: Thank each of  
15 you.

16 Next item is the Consent Agenda. Do  
17 I hear a motion?

18 MR. EBY: So move.

19 MR. DIGREGORIO: Second.

20 CHAIRMAN FILLAUER: Any discussion?

21 All those in favor of approving the Consent Agenda  
22 signify by saying aye.

23 (Whereupon, all members voted aye)

24 CHAIRMAN FILLAUER: Opposed? Motion

1 carries.

2 Next under Items for Action;  
3 Curriculum and Instruction. First item is approval  
4 of the requested but not required fee list. Dr.  
5 Bailey.

6 DR. BAILEY: I always love that  
7 terminology. I would recommend approval of the  
8 requested but not required fee list.

9 CHAIRMAN FILLAUER: Do I hear a  
10 motion?

11 MS. RICHTER: Move for approval.

12 MS. AGLE: Second.

13 CHAIRMAN FILLAUER: Dr. Bailey.

14 DR. BAILEY: The state guidance on  
15 the school fees allow schools to request but not  
16 require fees for activities and materials that  
17 impact students during their regular school day or  
18 that are a part of the curriculum. Any request for  
19 fees must still be approved by the Board of  
20 Education and that's what you have before you  
21 tonight. We are requesting that the attached fee  
22 list be approved as requested but not required list  
23 for the Oak Ridge Schools. Language already exists  
24 in the student handbook informing students and

1 parents that class fees are not a requirement for  
2 any student regardless of his or her financial  
3 situation. Principals will be asked to include the  
4 following phrase in any and all requests for  
5 additional fees. In the course of learning  
6 throughout the school year there are always  
7 opportunities to go above and beyond what the basic  
8 curriculum provides and requires. In such cases, it  
9 is customary for the school to request a fee in  
10 order to cover the cost of these enhancements.  
11 These fees are in no way required and your child  
12 will not be denied the opportunity to participate or  
13 benefit from any curricular offering as a result of  
14 not paying a requested fee. The fees simply allow  
15 the district to offset the cost of any additional  
16 opportunities. So it's just a way of still  
17 contributing and helping out and many of our parents  
18 do pay fees and help us out.

19 CHAIRMAN FILLAUER: Questions or  
20 comments. My Eby.

21 MR. EBY: Typically what percent of  
22 people pay fees?

23 DR. BAILEY: We'll have to get back  
24 with you, Bob.

1 MR. EBY: I'd just like to know what  
 2 it is.  
 3 DR. PHILLIPS: We do have a line item  
 4 for it and I just don't remember what the final cost  
 5 was for the end of last year.  
 6 MR. EBY: Isn't the line item like  
 7 120,000?  
 8 DR. PHILLIPS: It was not that much  
 9 this year.  
 10 MS. GAGLIANO: Yeah, I know in the  
 11 past we had budgeted 120,000 and when we were  
 12 working on budget '13 I remember talking to Ken and  
 13 he said that it was under 100,000.  
 14 MR. EBY: We really do appreciate any  
 15 contributions the parents can make because that  
 16 allows us to do more for all the students.  
 17 DR. BAILEY: Absolutely.  
 18 DR. PHILLIPS: Absolutely.  
 19 CHAIRMAN FILLAUER: Anyone else? The  
 20 motion is to approve the requested but not required  
 21 fee list. All those in favor signify by saying aye.  
 22 (Whereupon, all members voted aye)  
 23 CHAIRMAN FILLAUER: Opposed? Motion  
 24 carries.

1 Next we move to Business and Support  
 2 Services. First item is approval of the purchase of  
 3 67 Epson 915W projectors for the Middle School  
 4 Refresh. Dr. Bailey.  
 5 DR. BAILEY: Yes, Mr. Chairman. I  
 6 would recommend the purchase of 67 Epson 915W  
 7 projectors from CDW-G at a total cost of \$53,533 as  
 8 part of the Middle School Refresh lease.  
 9 CHAIRMAN FILLAUER: You have heard  
 10 the superintendent's recommendation. Do I hear a  
 11 motion?  
 12 MR. DIGREGORIO: Move for approval.  
 13 MS. RICHTER: Second.  
 14 CHAIRMAN FILLAUER: Dr. Bailey.  
 15 DR. BAILEY: As you know in our  
 16 budget this was approved in terms of the lease  
 17 agreement, this will provide update projection  
 18 capabilities for 67 of identified classrooms and in  
 19 our middle schools the cost will be covered by the  
 20 Middle School Refresh lease. Bidding requirements  
 21 for the purchase of the 67 projectors were met by  
 22 purchasing from an existing TCPN, the cooperative  
 23 purchasing network contract that uses guidelines for  
 24 K12 and governmental purchases contract number

1 R5106.  
 2 CHAIRMAN FILLAUER: Any questions or  
 3 comments? Hearing none, the recommendation is to  
 4 purchase 67 Epson 915W projectors for the Middle  
 5 School Refresh. All those in favor signify by  
 6 saying aye.  
 7 (Whereupon, all members voted aye)  
 8 CHAIRMAN FILLAUER: Opposed? Motion  
 9 carries.  
 10 DR. BAILEY: Long needed.  
 11 CHAIRMAN FILLAUER: Next item is the  
 12 approval of purchase for 160 Meru Wireless Access  
 13 Ports for the Middle School Refresh. Dr. Bailey.  
 14 DR. BAILEY: In order for these  
 15 computers to function we need the next piece so I  
 16 would recommend the purchase of 160 Meru Wireless  
 17 Access Ports for MXN at a total cost of \$80,851.20  
 18 as part of the Middle School Refresh.  
 19 CHAIRMAN FILLAUER: You have heard  
 20 the superintendent's recommendation. Do I hear a  
 21 motion?  
 22 MR. EBY: Move for approval.  
 23 MS. AGLE: Second.  
 24 CHAIRMAN FILLAUER: Dr. Bailey.

1 DR. BAILEY: Those ports would  
 2 provide updated wireless connectivity for the middle  
 3 schools and high school and the cost would be  
 4 covered by the Middle School Refresh lease. Bidding  
 5 requirements again have been met through the White  
 6 County contract that uses the guidelines for K12  
 7 governmental purchases.  
 8 CHAIRMAN FILLAUER: Questions or  
 9 comments? Hearing none, all those in favor of the  
 10 approval of purchase for 160 Meru Wireless Access  
 11 Ports for the Middle School Refresh signify by  
 12 saying aye.  
 13 (Whereupon, all members voted aye)  
 14 CHAIRMAN FILLAUER: Opposed? Motion  
 15 carries.  
 16 Next item; approval of non-resident  
 17 tuition rates for the 2012-2013 school year. Dr.  
 18 Bailey.  
 19 DR. BAILEY: Mr. Chairman and Board,  
 20 I would recommend approval of the 2012-2013 tuition  
 21 rates as listed on the attached information.  
 22 CHAIRMAN FILLAUER: You have heard  
 23 the recommendation. Do I hear a motion?  
 24 MS. RICHTER: Move for approval.

1 MS. AGLE: Second.  
 2 CHAIRMAN FILLAUER: Dr. Bailey.  
 3 DR. BAILEY: Each year the Board of  
 4 Education Policy 6.204 requires students who are not  
 5 legal residents of Oak Ridge to pay tuition as  
 6 approved annually by the Board of Education. A copy  
 7 of this policy and proposed tuition rates are  
 8 attached. Non-resident tuition statistics for  
 9 2011-2012 school year there were 101 tuition  
 10 students that paid \$345,821.53 in tuition to Oak  
 11 Ridge Schools to attend Oak Ridge Schools. Of this  
 12 number 66 percent were from Anderson County, 21  
 13 percent from Roane County and 13 percent were from  
 14 other counties in Tennessee. 67 percent of the  
 15 non-resident students were enrolled in grades seven  
 16 through twelve and 33 percent were enrolled in  
 17 grades K through six.  
 18 CHAIRMAN FILLAUER: Questions or  
 19 comments? Ms. Richter.  
 20 MS. RICHTER: We have watched this  
 21 for the last few years and we have seen this number  
 22 decline somewhat, which isn't surprising because it  
 23 started to decline at about the same time the  
 24 economy really tanked.

1 DR. BAILEY: Yes.  
 2 MS. RICHTER: So for it to be an  
 3 option for a lot of families I think it became more  
 4 difficult. But we've also seen the growth of some  
 5 other systems, including some nice, new high  
 6 schools. So I'm wondering if anyone who has been  
 7 watching this is aware of whether the percentages  
 8 are changing. In other words, are we getting fewer  
 9 Knox County students than we had before? Does  
 10 anyone know?  
 11 DR. BAILEY: We could break it down  
 12 by counties and check it out and see.  
 13 MS. RICHTER: I'm just curious to  
 14 know if it's dropped across the board or if it's  
 15 coming from one particular feeder system.  
 16 MR. DIGREGORIO: How many tuition  
 17 students do we have right now?  
 18 DR. BAILEY: 101.  
 19 MR. DIGREGORIO: 101?  
 20 DR. BAILEY: From last year. But you  
 21 are right, what we've had in the past we've been up  
 22 at 137 and then it went to 128. And directly  
 23 related to gasoline costs as well.  
 24 CHAIRMAN FILLAUER: Mr. Eby.

1 MR. EBY: I have every year always  
 2 fully supported the formula that we use but I guess  
 3 I ask is there any reason to re-look at the formula  
 4 from a standpoint to get more students in going on  
 5 that the incremental cost of the student is less  
 6 than what the full cost of the student is? We could  
 7 overall lower the average cost down? If I'm making  
 8 sense? I know that some school systems do that,  
 9 they don't charge what, I mean, our basic formula we  
 10 take the average cost per year per student and  
 11 subtract out what the State's paying or what the  
 12 counties are paying. But other school systems say,  
 13 well, incrementally that person is not costing me  
 14 that much more so I'll charge -- to bring in more  
 15 students and then we'll lower and that goes against  
 16 the fixed cost and lowers the overall cost. That's  
 17 something that we might want to look at in the  
 18 future.  
 19 CHAIRMAN FILLAUER: I would think so.  
 20 I don't know why we wouldn't.  
 21 MR. EBY: I think things have  
 22 changed. Like I say, I've always supported this but  
 23 I think we ought to just look at the overall, maybe  
 24 something in the next year we ought to look at.

1 CHAIRMAN FILLAUER: I think that's a  
 2 good point. Anyone else? The motion is to approve  
 3 non-resident tuition rates for the 2012-2013 school  
 4 year. All those in favor signify by saying aye.  
 5 (Whereupon, all members voted aye)  
 6 CHAIRMAN FILLAUER: Opposed? Motion  
 7 carries.  
 8 Next under Items for Discussion is an  
 9 update on the superintendent's search. There were  
 10 several items that we needed to deal with. The  
 11 first one, let me just deal with it now. There were  
 12 four questions; one of the questions was what groups  
 13 would like to include when Ray & Associates returns  
 14 on August 28th and 29th for group meetings. Let me  
 15 just share with you where we are at this point. On  
 16 Tuesday the 28th we have the Education Foundation,  
 17 The League of Women Voters, cafeteria maintenance  
 18 and transportation, city council and city staff.  
 19 And then on that night from 6:30 to 8:00 there will  
 20 be a community meeting open to anyone in the  
 21 community, which will be held at Robertsville. On  
 22 Wednesday we've got to be at Oak Ridge Breakfast  
 23 Rotary. The Oak Ridge retired teachers, Dr. Bailey,  
 24 the young professionals, the Oak Ridge staff, TAs

1 and secretaries, the principals and administrative  
2 staff. And then that night another community  
3 meeting at Jefferson Little Theatre from 6:30 to  
4 8:00 p.m. This will be an opportunity for anyone  
5 and everyone who is interested to come forward,  
6 listen to the presentation from Ray & Associates.  
7 And then make comments and be prepared to deal with  
8 a survey that will help Ray & Associates develop the  
9 characteristics and credentials that they will  
10 recommend that we use in selecting that new  
11 individual.

12 Also, beginning in a few weeks the  
13 community will be able to access this survey online  
14 and they can do the survey online and submit it and  
15 it goes directly to Ray & Associates. We hope that  
16 all those who can will participate. This is an  
17 opportunity for the community to speak in the  
18 direction of what they would like this Board to look  
19 for in our next superintendent. I will get a copy  
20 of this to the Board. That takes care of one of the  
21 questions. Any questions from the Board on that?  
22 I've built in some more room for some other groups  
23 that I'm still waiting to hear from to see if they  
24 can participate. But all those that I read to you

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1 are confirmed at this time.  
2 One of the other questions was what  
3 advertising sources do we, as a Board, want to use.  
4 Ray & Associates recommended or suggested  
5 Superintendent Search Advertising. On that they  
6 gave us, obviously, our Oak Ridge website will be  
7 used. The Tennessee School Board's Association will  
8 be used as well. Our local newspapers will be used  
9 but they've also recommended that we use, other than  
10 the ones I mentioned, Ray & Associates, Incorporated  
11 would list the job and that will run continuously  
12 throughout the search. The linked-in website;  
13 there's a cost for that for \$195 to post the job  
14 listing for 30 days. The National Association of  
15 School Superintendents website is a free job  
16 listing. Executives Only website, which is a free  
17 job listing and those free job listings run  
18 continuously throughout the search. Education Week  
19 newspaper and website, according to Ray &  
20 Associates, this is the most productive one. And  
21 there is an estimated cost for doing this  
22 advertising of approximately \$1,050 per job listing.  
23 Probably with an estimated total of about \$3,590.  
24 And then the AASA Job Bulletin and website; they

1 recommend a job listing running for 60 days at a  
2 cost of \$674. These costs are within our budget  
3 that has been already approved by the Board for the  
4 superintendent search.

5 Are there any questions there? Mr.  
6 Eby.

7 MR. EBY: I looked at all those. The  
8 only one that I question is the linked-in website at  
9 \$195. We just finished using linked-in website at  
10 work and did some of these others comparable in the  
11 field that I'm in and we found that the others were  
12 more valuable than the linked-in because anybody who  
13 is in linked-in, I mean, if they are following AASA,  
14 which appears from my understanding, is the one that  
15 Ray & Associates and all superintendents are going  
16 to be looking at, as well as Education Week  
17 newspaper and website. I know it's only \$195 but  
18 I'm not sure we would get \$195 anybody additional  
19 that we wouldn't get in one of those others.

20 CHAIRMAN FILLAUER: I think that's a  
21 good point and, obviously, personally I would not  
22 know that information that you've just shared with  
23 us so that's a good point. Particularly since  
24 you've been familiar with it.

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1 MR. EBY: I would propose that we not  
2 do that one.

3 DR. BAILEY: I bring to the Board's  
4 attention we went with Jobs Nations as well, the  
5 Chamber of Commerce job thing, and anything on our  
6 website posting a job will be picked up by them and  
7 go nationally. Personally just my own opinion,  
8 Education Weekly is definitely a place where all of  
9 us that are superintendent-types will go look. And  
10 AASA, those two are the primary places.

11 CHAIRMAN FILLAUER: And those are the  
12 two which I feel, based on what I've heard, that  
13 will eliminate linked-in website. Those are the  
14 only two that cost, all the others are free  
15 listings. Ms. Agle.

16 MS. AGLE: Dr. Bailey, can you tell  
17 us whether there is a significant difference in when  
18 you are talking about the AASA Job Bulletin, is  
19 there a real added value to putting it in the print  
20 edition versus online only?

21 DR. BAILEY: No.

22 MS. AGLE: So we could save some  
23 money by doing the online only, which would be \$674  
24 for 60 days.

1 DR. BAILEY: The only advantage,  
2 obviously, the printed version comes out but people  
3 that are looking and pursuing superintendents' jobs  
4 are searching online in those organizations. They  
5 are going on the state websites, they are going to  
6 AASA websites. Obviously, Ed Weekly is a  
7 publication that comes out and we've all been  
8 trained to look. It's got teachers, principals,  
9 everything in it. The whole back section of that  
10 monthly thing is job related.

11 MS. AGLE: So you feel that it's  
12 worth going for the print for Ed Week?

13 DR. BAILEY: Me personally Ed Weekly.  
14 The others, you know. But most of the  
15 superintendents, I think, the quality that you are  
16 looking for, they are going to be doing online  
17 searches, they are going to be doing those google  
18 searches and seeing. I'm going to go to AASA if I'm  
19 pursuing, well, I'm going through my head hunters  
20 but I'm also going through, obviously, AASA online.  
21 So I don't know if it saves money by doing online  
22 only, I would go AASA online. I'd do the Ed Weekly  
23 both.

24 MS. RICHTER: I'm getting a little

1 confused.

2 CHAIRMAN FILLAUER: It's the AASA is  
3 the job bulletin and website for \$674 for 60 days.  
4 That was the search firm's recommendation.

5 MS. AGLE: Ok, I got confused then  
6 because what I meant to ask was for Ed Week; is  
7 there added value for doing the print edition, in  
8 addition to the online.

9 MS. RICHTER: I think Ed Week is like  
10 the Chronicle of Higher Education is for higher ed.  
11 It's kind of the standard. You don't want to not be  
12 in there.

13 MS. AGLE: Okay.

14 CHAIRMAN FILLAUER: The next question  
15 was what are the credentials we expect the new  
16 superintendent to have. Mr. DiGregorio took it upon  
17 himself to give us what I felt like was a pretty  
18 good beginning. He shared that e-mail with each of  
19 you. I'll just quickly read what's on here and then  
20 we can discuss that. An EDD or Ph.D. from an  
21 accredited institution. Years of experience as a  
22 public school superintendent. Currently has a job  
23 as a superintendent at a comparable school system.  
24 Demonstrated ability to lead in the areas of

1 curriculum and instruction. Work cooperative with  
2 the Board. Plan, implement and assess. Work  
3 effectively with our diverse community. Communicate  
4 effectively. Work effectively with legislators and  
5 policy makers. Be visible and involved in the  
6 community. Build consensus among individuals,  
7 groups and parents. Work with a student first  
8 philosophy. Enhance student performance in all  
9 sub-groups. This will be an item that goes on our  
10 brochure. Is that right, Dr. Lee? Our brochure,  
11 which I have seen, and our staff here has done a  
12 great job with it. It needs to have this part and  
13 one other part to go in it so it will be complete  
14 and ready to go.

15 MR. DIGREGORIO: I left out one, I'm  
16 sorry. Walks on water.

17 CHAIRMAN FILLAUER: We can put that  
18 in. My only question would be on the third thing  
19 that I read; currently has a job as a superintendent  
20 in a comparable school system. I wonder if we  
21 should say currently has a job as a superintendent  
22 or an assistant superintendent in a comparable  
23 school system. Are we looking for a person that may  
24 be ready to move to the next step that if we just

1 put superintendent that doesn't mean we have to pick  
2 them but there may be that person, he or she, is  
3 ready to be a superintendent if given the  
4 opportunity. I feel like I wouldn't want to  
5 eliminate them.

6 MS. AGLE: That was one of the ones  
7 that I had put down is prior experience as a  
8 superintendent or assistant because it's entirely  
9 possible we could find someone who is an assistant  
10 in a larger high-performing system that is ready to  
11 move up.

12 CHAIRMAN FILLAUER: Mr. Eby.

13 MR. EBY: I too agree with that. I  
14 don't think that we ought to exclude and there may  
15 be a great assistant superintendent and by doing  
16 this we would exclude it. Particularly, I had one  
17 down is strong references from board, teachers,  
18 community and staff. Again, I think we wouldn't  
19 pick anybody that didn't have those strong  
20 references but if there was an assistant  
21 superintendent that had those, I think they ought to  
22 be considered.

23 CHAIRMAN FILLAUER: Dr. Bailey.

24 DR. BAILEY: It's interesting just

1 listening to your comments. I can name six  
2 individuals when I was in Virginia in Henrico that  
3 were principals and are now superintendents and did  
4 exactly what you are talking about. And I'm talking  
5 in very prominent, well, I mean, very good school  
6 systems and that's because they've proved themselves  
7 as instructional leaders by moving to the assistant  
8 superintendent role and then from there into their  
9 first superintendent. And one of them is going into  
10 Philadelphia next week. So I wish him lots of luck.

11 CHAIRMAN FILLAUER: Mr. DiGregorio.

12 MR. DIGREGORIO: Let me explain  
13 myself. I said years as a public school  
14 superintendent. In parenthesis is that I'm not  
15 interested in our being the training ground. Now I  
16 didn't say it very well. What I'm really interested  
17 in is somebody who is currently employed and not  
18 looking for a job, not sitting at home reading want  
19 ads. Personally, ok, I'm looking for somebody who  
20 is actively employed and would consider this a  
21 better position.

22 CHAIRMAN FILLAUER: Makes sense to  
23 me. But at the same time I think that's something  
24 that we will see as we review the applicants, we

1 will know that this person, their status  
2 employment-wise, et cetera, by looking at those.  
3 But I think listing in there, and I agree to an  
4 extent, we want somebody with experience but that  
5 experience can come from different avenues.

6 MR. DIGREGORIO: I am not going to  
7 lose any sleep if we change that to superintendent  
8 or assistant superintendent.

9 MS. RICHTER: Question. When we,  
10 when you talk with the search firm again, can you  
11 also have some discussion with them because I  
12 wholeheartedly agree that we don't want to limit it  
13 like that. But I'm even wondering about the  
14 terminology of assistant superintendent and whether  
15 there is some language that they use to capture  
16 other titles so that we don't get ourselves stuck on  
17 the title itself.

18 DR. BAILEY: Absolutely. As a matter  
19 of fact, folks, you didn't hire an assistant  
20 superintendent when you hired me. You hired a  
21 person that was in charge of 48,000 secondary  
22 students, third largest school system in Virginia  
23 and I was director of secondary ed. But I carried,  
24 and this is what I think you are really looking for,

1 it's a little different in Tennessee, but you are  
2 looking for a license that would qualify you to meet  
3 the expectations of training and experience to be  
4 superintendent. In Virginia that was a minimum ed  
5 specialist job with the appropriate qualifications.  
6 And then a superintendent's license as well. In  
7 Tennessee, quite frankly, it's the beginning  
8 administrator's license that would require you to be  
9 a superintendent. But I don't think you want to box  
10 yourself in. You want to look for the strongest  
11 candidate and you may find it in a small system  
12 active superintendent. You may find it in big  
13 systems a director. You may find it in medium size  
14 around the country. So don't box yourself in I  
15 think is what you all are really trying to do.

16 CHAIRMAN FILLAUER: Yes, and I'm  
17 scheduled to have a phone conversation with them  
18 Wednesday of this week so I will ask that question  
19 and see what they recommend, how they recommend to  
20 list that or word it.

21 MR. EBY: Mr. Chairman.

22 CHAIRMAN FILLAUER: Yes.

23 MR. EBY: I'm sorry, Dan, I don't  
24 have your list with me. But I have one listed here;

1 demonstrated strong leadership skills. And when I  
2 think of leadership, I'm talking about being able to  
3 inspire a vision. You know, we talk about a  
4 strategic plan. Where do we want the school system  
5 to go in the next five or ten years. Somebody that  
6 has taken a strategic plan and moved, and our  
7 demographics have changed, you know, moved this in  
8 the direction that we want to move it to. So  
9 somebody that can inspire a vision and then can  
10 model and execute.

11 CHAIRMAN FILLAUER: I put that in  
12 too. One I put a bullet as demonstrate strong  
13 leadership skills and then I listed, because I think  
14 this is a good focus, just simply inspire vision.  
15 Anyone else have comments? And, obviously, this is  
16 a building block, this is not a checklist that we  
17 are going to hold in front of us. This just gives  
18 the candidate an opportunity to look and say, well,  
19 if I am selected and I go before this Board, these  
20 are the types of things they are going to be  
21 searching for to find out about me and I've got to  
22 be prepared to demonstrate how I've done that or how  
23 I will do that if I'm hired as the next  
24 superintendent of the Oak Ridge Schools.

1 MR. EBY: In the decision-making  
 2 process that I go through you have a certain number  
 3 of musts, things that they have to have to get  
 4 through and then you have certain wants, higher  
 5 desires. In other words, how do you get into the  
 6 Olympic race and then you win gold, silver or  
 7 bronze. I want to throw one out here and I'm not  
 8 sure that I want to even use it but talking about  
 9 when we would want this person available. Do we  
 10 want to set a criteria that is more desirable if we  
 11 have somebody available in the December-January time  
 12 period or do we even care if they are not here until  
 13 June of next year? I mean, we've said in the past  
 14 that we want to get the best person that we can.  
 15 And if that means waiting until June, we are willing  
 16 to wait until June. But in setting out the criteria  
 17 that we ask, I think Ray & Associates told us that  
 18 by putting June out there, or putting December out  
 19 there, they did not think we would be limiting our  
 20 scope any or our talent pool. So would we not want  
 21 to put that out as one of the criteria or ability to  
 22 start as early as January as a goal, not a must, but  
 23 a goal.  
 24 MS. RICHTER: I have no objection to

1 that if we say as a preference. And then if we find  
 2 that we are not receiving the kind of pool that we  
 3 really want or expect or are satisfied with, nothing  
 4 forecloses us from keeping the search open.  
 5 MR. DIGREGORIO: Jenny, I didn't hear  
 6 that last part.  
 7 MS. RICHTER: I said if we don't find  
 8 the candidate in that initial run that we expect to  
 9 find or would like to hire, nothing forecloses us  
 10 from extending the search to June.  
 11 DR. BAILEY: And that would also be  
 12 true for the following year or any year that you  
 13 offer it. Ray is telling you, I think, the absolute  
 14 honest reaction. Superintendents apply for jobs at  
 15 all times during the year.  
 16 MR. EBY: Let me ask one other  
 17 question. Dan, you had one that you talked about  
 18 performance. How did you word that?  
 19 MR. DIGREGORIO: Say that again.  
 20 It's being muffled between you and me.  
 21 MR. EBY: You had one criteria that  
 22 said something about performance, student  
 23 performance, or what did you say about that?  
 24 CHAIRMAN FILLAUER: He had work with

1 a student-first philosophy.  
 2 MR. DIGREGORIO: Is that the one?  
 3 Enhance student performance in all sub-groups.  
 4 MR. EBY: What I would like to put  
 5 down as a criteria again is that they have  
 6 demonstrated outstanding student achievement in  
 7 their district. I mean, that is so critical in what  
 8 we are doing today is that I want to see their  
 9 district results. Are they getting results.  
 10 CHAIRMAN FILLAUER: Did you say there  
 11 at the end; in their district?  
 12 MR. EBY: Yeah, I mean, they are the  
 13 CEO of a district and what are the results, I mean,  
 14 we are so results oriented now, I would want the  
 15 superintendent to demonstrate that he can bring  
 16 results and key results I think has got to be  
 17 student achievement.  
 18 CHAIRMAN FILLAUER: I agree. That's  
 19 a good one. Anyone else? Dr. Lee, I will have the  
 20 conversation with Ray & Associates on Wednesday to  
 21 clear up a few things here and then once we do I'll  
 22 get this information to you.  
 23 Final question was how do we want to  
 24 list the salary for the superintendent and are we

1 comfortable with the amount. We had set aside in  
 2 our budget \$140,000. Now newspaper people, don't  
 3 you go back and say the Board has already authorized  
 4 \$140,000 for the next superintendent because we have  
 5 not. That's just a number we are working with at  
 6 this point in time. And the question came about was  
 7 how do we, and Dr. Lee, help me with this and/or Dr.  
 8 Bailey, how do we, we had discussion with Ray &  
 9 Associates in regard to how we list that, not saying  
 10 that you will be paid this amount but giving us the  
 11 opportunity to negotiate with that individual. So  
 12 the question is if the budgeted amount is \$140,000  
 13 the question is how do we list that on the  
 14 information that prospective superintendents will be  
 15 looking at.  
 16 MS. RICHTER: I was going to say can  
 17 I comment.  
 18 CHAIRMAN FILLAUER: Yes.  
 19 MS. RICHTER: I would not list that  
 20 on it. I would say that we would be offering a  
 21 competitive, attractive compensation package that's  
 22 commensurate with the person's abilities and  
 23 experience. I think that's, number one, more  
 24 professional. Number two, people at this level

1 understand that there will be some negotiation. And  
2 I agree with what Ray & Associates said that you put  
3 a number out there and that becomes the number no  
4 matter what. It's not really a point of  
5 negotiation.

6 DR. BAILEY: It should be based on  
7 the experience the person has. It should be based  
8 too on the market of Tennessee versus somewhere  
9 else. So all those things --

10 MR. EBY: That's exactly, I agree  
11 with you, Jenny. Another thing is that Ray &  
12 Associates knows sort of the ballpark that we are in  
13 so they are not going to bring us somebody that's  
14 way out of line there. I think in business you  
15 typically just say negotiable and they know the  
16 ballpark you are talking about.

17 MR. DIGREGORIO: I think that's why,  
18 Keys, what you said is true. It's important not to  
19 put that figure of \$140,000 as being set in stone.

20 CHAIRMAN FILLAUER: We may go higher,  
21 doubtful. But we may go lower. Ms. Agle.

22 MS. AGLE: I really like Jenny's  
23 wording.

24 CHAIRMAN FILLAUER: She's writing it

1 down for me as we speak.

2 MS. AGLE: In looking at the two  
3 salary comparison pages that we have, both the  
4 Tennessee comparable systems and the ones that Ray &  
5 Associates brought us from a number of more  
6 expensive cities, at our work session remember we  
7 looked up what's the cost of living, the median  
8 house price in some of these other cities. So it's  
9 entirely possible that we might bring somebody in  
10 from a more expensive city because they recognize,  
11 well, gee, cost of living in Oak Ridge is a whole  
12 lot less than the cost of living in, I don't know,  
13 Bloomfield Hills, Michigan. So I really like not  
14 using a firm number because it behooves us to have  
15 the opportunity to say take a look at what it costs  
16 to live here, look at the quality of life here and  
17 you could maybe live better for less.

18 CHAIRMAN FILLAUER: Anyone else? We  
19 will get this information to you. I think that's  
20 everything we need to complete the brochure, have it  
21 ready. The survey that Ray & Associates is taking  
22 care of that. Our schedule is set and we are ready  
23 to move forward. Any other questions or comments?  
24 Thank you, Ms. Richter.

1 Next item on the agenda is Old  
2 Business. Any New Business?

3 DR. BAILEY: Yes. Under New Business  
4 if we look at the November 26th Board meeting that  
5 was the meeting that I was trying to get the Board  
6 and all of us to go to Mooresville, North Carolina.  
7 And I believe the Board has a conflict with Ray &  
8 Associates in town that day. But we, after talking  
9 to the Board members, have put together a team from  
10 the school system to go and that would mean we would  
11 leave on Monday, that would be November 26th.

12 CHAIRMAN FILLAUER: Yes, thank you,  
13 sorry.

14 DR. BAILEY: What I would request of  
15 the Board is if we could move November 26th Board  
16 meeting to Monday, November 19th, just the Monday  
17 right before that then that puts our team able to go  
18 to the Mooresville trip. You all are still with Ray  
19 & Associates and we just do the Board meeting the  
20 Monday before, if that works for you.

21 CHAIRMAN FILLAUER: Works for me.

22 MS. RICHTER: That's Thanksgiving  
23 week. Is that a problem for anybody? It's not for  
24 me.

1 DR. BAILEY: Just move it to the week  
2 before. And your Board meeting in October is also  
3 earlier so it still gives us four or five weeks in  
4 between Board meetings. Probably a better schedule  
5 than where it is right now anyway.

6 CHAIRMAN FILLAUER: Okay.

7 MR. EBY: I'm signed up to register  
8 to go to that.

9 CHAIRMAN FILLAUER: You're gone,  
10 you're out. I mean, I took care of that.

11 MR. EBY: When you say I'm out, you  
12 mean I'm not going?

13 DR. BAILEY: You are not going.

14 MR. EBY: Okay.

15 CHAIRMAN FILLAUER: Under  
16 Communications I have one. Focus for Education will  
17 be back on the air again this year. On September  
18 12th I'm going to do that show and my guest will be  
19 Dr. Bailey. You may not know that but it is on your  
20 calendar. September 12th. Then we have October  
21 17th, November 14th, December there will be no  
22 program. Scheduled maintenance and equipment repair  
23 so I need two Board members, one of you to volunteer  
24 for October 17th and one for November 14th. Steve

1 has already given me the other dates when we pick up  
2 in January but we will wait and see where this Board  
3 is in January and go from there.

4 MS. AGLE: I'll take October.

5 CHAIRMAN FILLAUER: Angi's going to  
6 take October.

7 MS. RICHTER: What was the November  
8 date?

9 CHAIRMAN FILLAUER: 14th.

10 MS. RICHTER: I'll check on that and  
11 get back to you.

12 CHAIRMAN FILLAUER: You all check  
13 your calendars and if you want to do it, just let me  
14 know and I'll get this information to Steve.

15 MR. DIGREGORIO: I'm going to have to  
16 wait until 2014 to begin moving again on this.

17 CHAIRMAN FILLAUER: 2014?

18 MR. DIGREGORIO: 2013.

19 CHAIRMAN FILLAUER: Thank you.

20 MR. EBY: I think I could do the  
21 14th.

22 CHAIRMAN FILLAUER: Ok, I'll just put  
23 Bob down and we'll go from there.

24 Alright, if nothing else, thank

1 everyone for your attendance.

2 We are adjourned.

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*W. Keys Fillauer*

Oak Ridge Board of Education

W. Keys Fillauer, Chairman

*Thomas E. Bailey*

Superintendent, Oak Ridge Schools

Thomas E. Bailey, Ed.D.

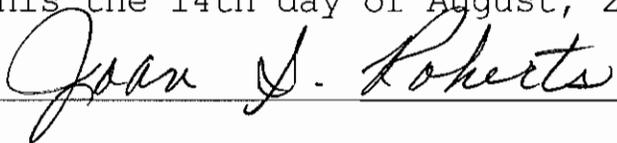
*8/27/12*

Date Approved

C E R T I F I C A T E

I, Joan S. Roberts, Notary Public at Large for the State of Tennessee, and Licensed Court Reporter do hereby acknowledge that the foregoing 68 pages are a true and correct transcript of the proceedings taken by me in this cause on the 6th day of August, 2012.

This the 14th day of August, 2012

  
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Joan S. Roberts, Court Reporter