

TRANSCRIPT OF PROCEEDINGS

OAK RIDGE SCHOOLS - OAK RIDGE BOARD OF EDUCATION

REGULAR MEETING

SCHOOL ADMINISTRATION BUILDING BOARD ROOM

MONDAY - JANUARY 7, 2013

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. BOB SMALLRIDGE, INTERIM SUPERINTENDENT OF
SCHOOLS

DR. MARIAN PHILLIPS, INTERIM ASSISTANT
SUPERINTENDENT

MS. KAREN GAGLIANO, DIRECTOR OF BUSINESS & SUPPORT
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1 CHAIRMAN FILLAUER: I'd like to
2 call to order the Oak Ridge Board of Education
3 meeting for January 7th.
4 The first item on the agenda is I
5 would like each of you to stand and please join me
6 as we pledge allegiance to America.
7 (Whereupon, the pledge was
8 recited)
9 Next on the Committee of the Whole
10 is the Public Forum. The Public Forum is for
11 anyone in the audience who would like to address
12 the Board on a topic that is not on the Board
13 Agenda. The Board does not take action at this
14 time but may have questions and then may direct the
15 superintendent to provide additional information or
16 direct you to the appropriate staff member if you
17 choose to speak. Please sign your name and address
18 at the podium and then state your name and address.
19 You will have three minutes to speak. Is there
20 anyone who wishes to address the Board at this
21 time? Seeing no one, I will adjourn the Committee
22 of the Whole.
23 MR. EBY: I think you had one.
24 CHAIRMAN FILLAUER: Oh, sorry.

1 Didn't see you coming.
2 MS. BUCKNER: My name is Sidney
3 Buckner. I live at 942 West Outer Drive Oak Ridge,
4 Tennessee. I'm here, I'm the program manager of
5 Oak Ridge High School First Robotics Team, 4265 The
6 Wild Bots. We would just like to bring attention
7 to the community and to the school board. One
8 thing that this past weekend we hosted a rookie
9 quick build. We invited every rookie team for the
10 First Robotics competition in the region. First
11 Robotics is a non-profit organization that hundreds
12 of thousands of students compete in all over the
13 year. Students have six weeks to build a robot
14 that can compete in a different task, it changes
15 each year. So we wanted to invite the first year
16 teams to participate in our workshops to watch the
17 kickoff of what the game is going to be and then
18 have a working robot drive base running by the end
19 of the day. This is a really ambitious task. It
20 took us two weeks to get this robot running last
21 year as a rookie team so getting it done in four
22 hours was something. We'd like to say that it went
23 successfully. We had six teams, including our own,
24 present and five and a half robots running by the

1 end of the day, which was a really good
2 accomplishment. And we'd like to thank the support
3 of the community and the school board in supporting
4 our efforts. We are also here because we know that
5 we want to bring up a robotics STEM first class
6 next year in the program of studies at Oak Ridge
7 High School. And we have a vision for that and we
8 are thankful for our teachers who are helpful in
9 the group. Mr. Gordon Williams, who is engineering
10 teacher at Oak Ridge High School and also Dr.
11 Perkins who teaches physics there. We are thankful
12 for their support on the team as well.
13 CHAIRMAN FILLAUER: We may have
14 some questions, Sidney, don't go away. Does any
15 Board member have a question that they would like
16 to ask? I know last year I did attend one of the
17 things that you had at the high school when you had
18 developed the robot that shot basketballs. The
19 robot was much better than Mr. Eby shooting.
20 MR. EBY: That's not saying a lot.
21 CHAIRMAN FILLAUER: But I was
22 very, very impressed. This organization has grown
23 by leaps and bounds. It is a very, very important
24 part of Oak Ridge Schools. I know you all spend a

1 tremendous amount of time and effort in what you
2 do. It's obviously a passion that you have for
3 learning. And I know the sponsors, parents and
4 sponsors that you have make a big difference. I
5 know things that you do are not free. And you
6 certainly would be graciously accepting donations
7 from the community to help support these
8 activities, they are a needed thing. And we wish
9 you the best and we hope that you will continue to
10 come back. Maybe a demonstration, if possible. A
11 little publicity on TV can't do anything but help.
12 Mr. Eby.
13 MR. EBY: I'm sorry I didn't make
14 it on Saturday but I will say this, and I think Ms.
15 Agle was there. Last year the robot that you built
16 was most impressive and they are not inexpensive
17 and I challenge the entire community to get behind
18 -- you talk about application, I mean, it is
19 engineering development but it is application to
20 see the students get behind these programs and what
21 they can do and what they can learn, you are
22 talking about going out to college and into
23 industry they will know what it's going to be like
24 in industry. So congratulations. Keep up the good

1 work. And community, bring in the contributions.
2 We are going to do everything we can to get them to
3 see what is being done here.

4 CHAIRMAN FILLAUER: Ms. Agle.

5 MS. AGLE: Well, I would just like
6 to commend you. I did come for the morning part of
7 the session on Friday and the very idea that you,
8 as a second year team, would invite rookie teams in
9 to make it easier for them, to teach them I think
10 is outstanding. It shows Oak Ridge is a leader and
11 I just think that was a wonderful thing for you to
12 do. And it turned out beautifully. There were a
13 lot of excited kids there.

14 MS. RICHTER: Mine is more of a
15 question. You mentioned one of the classes that we
16 are going to be discussing tonight, one of the
17 potential classes. So this is a course that we've
18 got a lot of interest in.

19 MS. BUCKNER: Most definitely.
20 This is half the team here. We left the other half
21 at our school. We work from five to nine every
22 night and all day Saturday. We are preparing for
23 the game this year right now and we couldn't
24 sacrifice all of our kids. But there is definitely

1 an interest and the fact that there are this many
2 kids excited about learning science technology and
3 engineering and developing technical skills it's a
4 project-based learning, it's more than you can
5 learn in the classroom at a lecture style. Kids
6 are getting their hands in there and learning
7 firsthand what it's like to deal with some of these
8 technologies and programming languages that
9 companies use in the real world.

10 MR. EB: Can you tell them what
11 the game is this year?

12 MS. BUCKNER: Yes, I can, I'd love
13 to. It's called Ultimate Ascent and teams have six
14 weeks to design a robot that can shoot Frizbee
15 discs into multiple goals that are way off the
16 ground. And on top of that, they are combining
17 almost a rock-climbing element. And there's a
18 pyramid that stands ten feet off the ground and
19 it's made of steel and robots are going to climb
20 this ten feet steel jungle gym of a structure. And
21 we don't know how we are going to pull it off, but
22 we know we will and we'd like to invite all of you
23 to come out to the Smokey Mountain Regional
24 Competition to support us. That's March 28th

1 through 30th and 31st, I think. And you can find
2 all that on our website. I think that's it.

3 CHAIRMAN FILLAUER: Sidney, thank
4 you very much. And let's show our appreciation to
5 these people that came down tonight to be with us.

6 MR. EB: Mr. Chairman, before
7 they run off, can I give my one good news from
8 Robertsville on the Good News list here?

9 CHAIRMAN FILLAUER: Absolutely.

10 MR. EB: Because this ties right
11 into that. So the good news that we have from
12 Robertsville is the RMS Ninganeers which is the
13 precursor now to the First Robotics, competed
14 against 59 other teams from across Tennessee and
15 came away as first place grand champions, a
16 thousand dollar check from ORAU and the privilege
17 of representing the State of Tennessee at the World
18 Festival Event at the Edward Jones Dome in St.
19 Louis, Missouri April 24th - 27th. So it's not
20 just a high school thing, this actually starts in
21 elementary schools and goes to the middle schools
22 and goes to the high schools. This is a true
23 educational program that Oak Ridge ought to be very
24 proud of.

1 CHAIRMAN FILLAUER: Thank you all
2 for coming. And come back anytime.

3 Seeing no one else, I will adjourn
4 the Committee of the Whole and call to order our
5 Regular Meeting.

6 The next item on the agenda is
7 approval of the agenda. I would like to add under
8 Special Report B safety report. Any other
9 additions or changes to the agenda? If not, can I
10 hear a motion?

11 MS. RICHTER: Move for approval.

12 MR. DIGREGORIO: Second.

13 CHAIRMAN FILLAUER: All in favor
14 signify by saying aye.

15 (Whereupon, all members voted aye)

16 CHAIRMAN FILLAUER: All opposed?
17 Motion carries.

18 Next under Special Reports Item A
19 Good News. Mr. Eby, some more good news of things
20 that are happening in the Oak Ridge Schools.

21 MR. EB: This is more good news
22 from Robertsville. On December 8th 343 students
23 and advisors from 23 East Tennessee schools met at
24 Bearden to compete in the Technology Students

1 Association of East Tennessee Regionals. 24
 2 Robertsville students competed in eight level-one
 3 events bringing home a tight three finish in every
 4 event. Robertsville TSA members are now getting
 5 ready for the Tennessee State Competition in
 6 Chattanooga March 14th-17th. That's great news.

7 CHAIRMAN FILLAUER: Ms. Agle.

8 MS. AGLE: From Oak Ridge High
 9 School A.J. Tothe and Jim Andrus, seniors at Oak
 10 Ridge High School, won the \$30,000 scholarship for
 11 their project entitled Creating a Higher Efficiency
 12 Machine Learning Algorithm to Facilitate the
 13 Development of Cancer Treatment Drugs at the 2012
 14 Siemens Competition. And that is good news.

15 CHAIRMAN FILLAUER: Ms. Richter.

16 MS. RICHTER: I have an article
 17 that was published in the Oak Ridger that talks
 18 about how our city schools are ahead of the game on
 19 nutrition mandates. And I know we've had some
 20 discussion of this in here before. But it is good
 21 news that we have someone who is working very hard,
 22 Gary Gluch, working as our food services manger
 23 doing his best to apply standards that are going to
 24 be applicable in the next few years and he's

1 news.

2 CHAIRMAN FILLAUER: And my good
 3 news comes in three individuals who are present
 4 with us tonight. We have many outstanding young
 5 men and young ladies in the Oak Ridge School System
 6 that do great things both academically,
 7 athletically, musically, artistically. And we
 8 could spend meetings just sharing the good things
 9 that our students do. Of course, we all know that
 10 the good things that these students do are guided
 11 by the outstanding leaders that we have in our
 12 schools. Without them giving direction, insight,
 13 many of the things that they are capable of doing
 14 would not happen. So we are greatly appreciative
 15 of them as well. We are also very appreciative of
 16 their parents, their grandparents, their aunts and
 17 their uncles who I know spend many, many hours
 18 sitting in the bleachers, sometime outside when the
 19 weather is not perfect watching their children,
 20 their grandchildren do great things. And I know we
 21 have those here tonight as well. So we recognize
 22 you as well.

23 What I'd like to do. Is Tom
 24 Gorman here? Come to the microphone for me if you

1 applying them early. So we have no vending
 2 machines in the Oak Ridge Schools that sells soft
 3 drinks. We have acquired a grant that will allow
 4 us to purchase a vending machine that sells milk.
 5 We, all seven Oak Ridge schools, recently received
 6 awards naming them Healthier U.S. Challenge
 7 Schools. While the USDA has some new standards
 8 that are going to require 50 percent whole grains
 9 for all grains served we have already moved to 90
 10 percent. And we are going to be moving to 100
 11 percent. So small steps that will add up, we hope,
 12 to a great big picture.

13 CHAIRMAN FILLAUER: Mr.
 14 DiGregorio.

15 MR. DIGREGORIO: My good news is
 16 from Linden. Todd Kube, 4th grade teacher received
 17 an award from the Local Veterans of Foreign Wars as
 18 Educator of the Year. Commander Bradley Huhn
 19 presented Mr. Kube the award in recognition of his
 20 effort in the classroom to advance students'
 21 knowledge of the Constitution of the United States,
 22 care and respect for the flag and citizenship. We
 23 can use more of that, frankly. Mr. Kube will be a
 24 nominee at the regular and state levels. Good

1 will. Tom is the girls' soccer coach. And I'm
 2 going to recognize two of your soccer players and
 3 when I do so I'd like them to come up and stand
 4 with you. And this will be a chance for you on
 5 national television to say anything you want to
 6 about them. We could edit it of course if we need
 7 to. Peyton McCullom, if you'd come up please. And
 8 let me say just a few things that I have about
 9 Peyton. She is a junior. Her parents are Jeff and
 10 Lisa McCullom. She was All District Three Triple A
 11 Team. All Region Two Triple A Team. Tennessee
 12 High School Soccer Coaches Association All State
 13 Team. And Prep Extra First Team. Merrit Monger is
 14 a senior. Her parents are Scott and Lee Monger.
 15 Merrit was a District Three Triple A MVP. All
 16 Region Two Triple A Team. Tennessee High School
 17 Soccer Coaches Association All State Team. TSWA
 18 Allstate, that's Tennessee Sports Writers
 19 Association. Prep Extra First Team. And chosen to
 20 play in the Tennessee All Star Game. Those are
 21 quite achievements, ladies. Coach Gorman, would
 22 you like to add?

23 COACH GORMAN: I just want to
 24 thank you all for taking the opportunity to

1 recognize both the players and thank you guys for
2 the opportunity to work with you. I think they are
3 both ultimately deserving and I couldn't be prouder
4 of the achievements that they did this past season.
5 Thank you, guys.

6 CHAIRMAN FILLAUER: As I said, I
7 know we have parents and grandparents of both so
8 what I'd like to ask the parents to stand up of
9 Merrit and Peyton. Let's give them a round of
10 applause as well.

11 Ryan Hall, you get to come up by
12 yourself. It's kind of like you are out there in
13 the pocket or on the basketball floor and it's just
14 you, you've kind of been in those situations
15 before, haven't you?

16 MR. DIGREGORIO: Running for your
17 life.

18 CHAIRMAN FILLAUER: Running and
19 trying to get away from these people. Coach Blade
20 could not be here tonight, he's attending a NCAA
21 Coaches Convention in Nashville. Ryan is a senior.
22 Parents are Kathy Hall and Undra Davis. He was
23 District 3 Triple A MVP. He was a Tennessee
24 Sportswriter's Association selection for Allstate.

1 He was All Knox News-Sentinel Team. He has been
2 chosen to play in the Tennessee East/West Allstar
3 Game and chosen to play in the Tennessee Kentucky
4 Border Bowl Game. An outstanding career at Oak
5 Ridge High School, not over yet. Basketball is
6 still going, two big wins this past weekend over
7 Fulton and Hardin Valley. Next game is tomorrow at
8 Halls. That will be a big game, a big district
9 game. Comments? Now is your chance. You've got
10 him right out in the open.

11 MS. RICHTER: I'll say one thing
12 and to our soccer players too. I can't tell you
13 how much enjoyment you bring all of us when we get
14 to go to those competitions and watch things. It's
15 just a lot of fun to see you out there working hard
16 for the school. Thanks.

17 CHAIRMAN FILLAUER: And certainly,
18 we appreciate what you do for Oak Ridge High School
19 and let's give Ryan a well-deserved round of
20 applause. And the same, if parents or grandparents
21 are in the audience, please stand and let's
22 recognize you as well.

23 Ok, that gets us through the Good
24 News. Next under Special Report is a report on our

1 safety status and things we are doing. I've asked
2 Allen Thacker to come up and give us an update of
3 things that we are doing and where we are. Just a
4 couple of comments. I will say one of the things
5 that we are doing in the Oak Ridge Schools is
6 ongoing. It's unfortunate that the tragedy that
7 occurred that has brought attention to need of
8 safety precautions in school brings this focus on
9 this at this time. But in the Oak Ridge Schools
10 it's something that we are aware of on a daily
11 basis and have been aware of. Probably the most
12 important thing or one of the most important things
13 that can occur is our staff and our students being
14 vigilant, to pay attention. If something is out of
15 the ordinary or if you hear something out of the
16 ordinary, important to report that immediately to a
17 teacher, to a person in administration, somewhere
18 to let them know. Don't take it that, well, it may
19 not be important. Let the person in charge decide
20 that. And that's one of the most important things
21 that you can do. And our students do a good job of
22 that and there have been incidents averted because
23 someone has stepped forward and brought information
24 to the SRO or to a principal of something that

1 they've heard. And that's something that must be
2 ongoing. Secondly, when Chief Akagi came to Oak
3 Ridge, a week or so after he was here I set up a
4 meeting with him. I wanted to introduce myself as
5 Chairman of the Board of Education. And I wanted
6 to talk to him about school resource officers. We
7 at this time have one school resource officer for
8 our entire district. Primarily, working at Oak
9 Ridge High School but available when needed at all
10 of the other schools. It's my intent and this
11 Board's intent to have SROs in every school
12 building. That's what we need. Well, the Chief's
13 answer, and I understand this, is I would like to
14 have one in every school too. Find me the funding.
15 Well, there is obviously funding being found in a
16 number of places. Just recently Greenville City
17 Schools had approved the use of school resource
18 officers in every school. That is something that
19 I'm going to ask our new interim superintendent to
20 be contacting Greenville City Schools to see where
21 their resources came from for this funding. But
22 that's a primary concern, it's one of the best
23 things that we can do is to have those school
24 resource officers in each school building. They

1 not only become acquainted with all of the students
 2 that are there, they sometimes are the first line
 3 for a student to go to when they know there is a
 4 problem. And this problem may not be affecting
 5 just the school community. It may be a problem
 6 that relates to the entire Oak Ridge community.
 7 And with that bonding and that ability to have that
 8 in place could certainly prevent things from
 9 happening, not only within the school but within
 10 the community as well. I'm not sure that there is
 11 something that you can do that would provide 100
 12 percent prevention for what happened at our most
 13 recent school tragedy. But again, if we are
 14 vigilant, if we do the things that we know are
 15 necessary, I know the state legislature is going to
 16 be taking a look at some recommendations. As I
 17 read some of their recommendations, I certainly
 18 wouldn't support some of them. One of them that I
 19 would support does deal with school resource
 20 officers but, unfortunately, in what I've read so
 21 far, it's a recommendation that the school
 22 districts have school resource officers in all the
 23 schools. Generally, when something from the State
 24 comes as a recommendation that means it doesn't

1 come with any money. So there we are back at that
 2 ground level again. So it will become incumbent on
 3 this Board to continue our process for finding
 4 school resource officers, for developing a funding
 5 mechanism to work with the City to make this
 6 happen. With that being said, Allen, I'll turn it
 7 over to you to kind of give us an update of where
 8 we are in school security.

9 MR. THACKER: Following the issues
 10 that we saw come about in Connecticut we decided to
 11 do a review of our current schools' security
 12 systems and see where we stood and where we could
 13 make improvements and plug a few holes. With that
 14 being said, we have managed to put in a door
 15 buzz-in system at Robertsville over winter break.
 16 That is in place and operational. And we have the
 17 equipment and the work is ongoing at Willow Brook
 18 and Linden. Those will be completed by Friday of
 19 this week. So at that point all of our schools,
 20 with the exception of the high school, because of
 21 the nature of its campus, will have door buzz-in
 22 systems. That includes the preschool and the
 23 alternative school. This gives us our first
 24 measure of security as far as letting people in the

1 building. Other items of security that we are
 2 looking at is our video surveillance systems. We
 3 are trying to upgrade some of those areas and
 4 looking at where we've got some cameras that need
 5 to be repaired or replaced. So those are things
 6 that we are currently reviewing as well. We are
 7 making sure all of our alarm systems are
 8 operational in the schools and keeping those in
 9 good working order. We also have the school
 10 resource officer on site at the high school and we
 11 have regular conversations with her as to how we
 12 can address issues and talk about areas where we
 13 can aid the city in dealing with our schools. All
 14 of our schools have the ability to lock down in
 15 their classrooms. Classrooms all have door locks
 16 so the students can be housed inside of a room,
 17 lock the door and keep them secure in that area as
 18 well as the outside doors can be locked. So that
 19 gives us the ability to quarantine the students
 20 within an area if an event does happen. Once we do
 21 get issues of locks, like anything that breaks, and
 22 we try to address those as quickly as possible and
 23 maintain that level of security. We actually have
 24 a locksmith on staff who is able to address that.

1 One of the things that we talk about with the video
 2 surveillance system is our need to update. Mr.
 3 Cofer and I have worked looking at updating our
 4 video surveillance system and that is something we
 5 are still trying to find funding for but that is
 6 something that will need to be addressed in the
 7 near future, considering the age and type of
 8 equipment we currently have. That's about all I've
 9 got at this juncture but we are reviewing the
 10 schools with the principals and looking at other
 11 areas that we can address that meets their
 12 cautionary warnings, and so forth.

13 CHAIRMAN FILLAUER: Questions from
 14 the Board? Ms. Agle.

15 MS. AGLE: Not really a question
 16 but a reminder that something that was brought up a
 17 couple of years ago by an Oak Ridge graduate who
 18 lived here then and has since moved away. But he
 19 had suggested that we try to do something in terms
 20 of public relations and parent education to help
 21 parents who have firearms in the home understand
 22 that they need trigger locks or gun safes or some
 23 mechanism for securing these firearms at home.
 24 Because if you look at the school shooting

1 tragedies, a lot of them could have been prevented
2 by the parents keeping the weapons locked up. And
3 if there is something that we can do to facilitate
4 helping parents learn where they get these things,
5 maybe serving as a conduit between vendors to offer
6 coupons or something. Is there something that we
7 can do to promote parents doing what they can do at
8 home because that would prevent a problem coming to
9 school.

10 CHAIRMAN FILLAUER: Mr. Eby.

11 MR. EBY: First let me say that
12 I'm very pleased to hear the actions that are being
13 taken right now to have a buzz-in system at all
14 schools except for the high school. On the other
15 hand, if you look at what happened in Connecticut,
16 locks didn't prevent anything. And I think what we
17 have to do is really work hard with the City, I see
18 Chuck Hope out there, to get school resource
19 officers at each school. We are not going to
20 prevent and we can't prevent what happens, it's
21 going to happen, but we can minimize and mitigate
22 the effect if something does happen. And we don't
23 want to be here a year from now, five years from
24 now, twenty years from now wishing why didn't we

1 put a school resource officer in there. So I
2 really want to work with the City and figure out a
3 way to make that happen as soon as we can.

4 CHAIRMAN FILLAUER: Ms. Richter.

5 MS. RICHTER: Kind of a comment.

6 I ditto Bob's comments that I'm glad to hear that
7 we are reviewing all of these things. I think that
8 all of us who are citizens of any community and
9 parents, and so on, can't even describe how
10 horrible that incident was. If you do a little bit
11 of reading and take a look at some school security
12 measures and some of the efforts that even the
13 federal government has done to kind of assess these
14 sorts of threats, you will find a lot of very
15 well-done reports. And there are some themes hit
16 on, I don't know if he knew that, from these
17 reports done by the secret service, and so on but
18 there are themes. They do say that you really
19 cannot profile the school shooters but you can find
20 that one of the commonalities is that usually they
21 have given off some very clear signs and very often
22 those signs that they are giving off are going to
23 their peers and their friends. And so your
24 mentioning that we've got to keep those strong

1 relationships with our students is absolutely what
2 they found back in 2002 when they did some of these
3 reports. The sad thing about one of these lengthy
4 reports is that it was done in 2002. And if you
5 think from 2002 until the present day we have so
6 many more school shootings to add to it. But it
7 was like reading about what had just happened. I
8 think we all continue to do our best and reassess
9 constantly and keep in touch with our kids.

10 CHAIRMAN FILLAUER: Allen, thank

11 you. And I guess one thing we might add to your
12 report is that all schools do have safety plans
13 that they consistently and constantly update and
14 revise and go over. So they know what they are
15 going to do in case of an emergency.

16 MR. THACKER: That is correct.

17 CHAIRMAN FILLAUER: Thank you,
18 Allen.

19 CHAIRMAN FILLAUER: Next item is
20 the Consent Agenda. Do I hear a motion?

21 MS. RICHTER: Move for approval.

22 MS. AGLE: Second.

23 CHAIRMAN FILLAUER: Any
24 discussion? All in favor signify by saying aye.

1 (Whereupon, all members voted aye)

2 CHAIRMAN FILLAUER: Opposed?
3 Motion carries.

4 Next under Items for Action Board
5 of Education. First let me say we have a staff
6 member seated up here tonight that is -- well, has
7 already left us, I guess, in some respects but
8 gracious enough to be in attendance tonight. And I
9 want to take this opportunity to personally thank
10 her on behalf of the Board of Education. I'm not
11 real sure when she told Dr. Bailey that she would
12 leave from the Director of the Preschool and step
13 into the interim Superintendent position what
14 really was ahead of her down the road. Maybe it
15 was a good thing that you didn't know that or you
16 might not have said yes. But she did say yes and I
17 will tell you that she came in with both guns
18 blazing. Never missed a beat. Very initiative
19 driven and very supportive of the Oak Ridge
20 Schools. Her efforts as Director of the Preschool
21 were unbelievable. And the preschool, as we know
22 it today, is because of you. We will miss you but,
23 as I told you earlier, when you find these students
24 who are going to make great teachers they will all

1 be directed toward Oak Ridge. Yes, very good. For
2 those of you who don't know and when somebody asks
3 me what is she doing I just say, well, she is going
4 to UT and she's going to help young people be
5 better teachers. I don't know exactly what the
6 title is but that's basically what you are going to
7 be doing. And this Board appreciates your effort,
8 your guidance. I've got to know you a little bit
9 differently in this position than in the preschool
10 position which was a bonus for me. And you will be
11 missed. Other Board members have a comment?

12 MR. EBY: Well, I don't think
13 there's a lot more you can say besides that. We
14 really do appreciate all you've done for the school
15 system, preschool just phenomenal and then to step
16 in the role as assistant and take over the charges.
17 I hope we didn't run you off. We really do
18 appreciate it and best of luck to you.

19 CHAIRMAN FILLAUER: I would like
20 to ask those in the audience to join the Board in
21 giving Dr. Phillips a round of applause. And that
22 is certainly not what you deserve but know it's
23 heartfelt.

24 They say sometimes your prayers

1 are answered and in this case they were. For those
2 of you who were here earlier, you know we have met
3 with Ray & Associates and our superintendent search
4 has reopened but we needed, with Dr. Phillips
5 leaving, we needed someone to drive the ship to
6 keep us in steady waters. So I am asking the Board
7 or recommending to the Board and will need a motion
8 to do this, to approve the hiring of Dr. Bob
9 Smallridge as interim superintendent for the Oak
10 Ridge Schools. If I could get a motion.

11 MR. EBY: So move.

12 MR. DIGREGORIO: Second.

13 MS. AGLE: Second.

14 CHAIRMAN FILLAUER: Any
15 discussion? You have heard the recommendation and
16 the motion. All those in favor signify by saying
17 aye.

18 (Whereupon, all members voted aye)

19 CHAIRMAN FILLAUER: Opposed?
20 Motion carries.

21 Next item is approval of the
22 contract for the interim superintendent. The
23 contract each Board member has had a chance to
24 review the contract. Dr. Smallridge has had a

1 chance to review the contract. Our attorneys have
2 had a chance to review the contract. I want to
3 thank Dr. Lee for her help and guidance in getting
4 this contract in place so we have it. So I would
5 need a motion --

6 MR. DIGREGORIO: I have a
7 question. With regard to the contract, what is
8 minimum wage these days?

9 CHAIRMAN FILLAUER: It depends on
10 how many other jobs you hold, how many times you've
11 retired and how much money you've got put away in a
12 Swiss bank account. And then there is some kind of
13 factor, I don't know what it is. So can I get a
14 motion for that?

15 MS. AGLE: Move for approval.

16 MS. RICHTER: Second.

17 CHAIRMAN FILLAUER: Any
18 discussion? The motion is approval of the contract
19 for the interim superintendent. All those in
20 favor?

21 (Whereupon, all members voted aye)

22 CHAIRMAN FILLAUER: All opposed?

23 Motion carries.

24 So Dr. Smallridge, if you will

1 come up and sign this contract, we will move you
2 into the big seat at the big house up here.

3 Just so we kind of know where we
4 are, in addition, prior to Dr. Bailey's leaving, we
5 needed to make some adjustments since Dr. Phillips
6 is leaving and this position being advertised, we
7 want to leave it available for the next
8 superintendent to have his or her hand in making
9 that decision so the decision was made
10 administratively to move Dr. Henderson into the
11 position of interim assistant superintendent. Come
12 on down. Now you have two jobs. Dr. Henderson
13 will not only be doing this but still work in Pupil
14 Services. And also I need to mention that Donna
15 Farmer has agreed to step up a little bit as well
16 and help on the curriculum of the assistant
17 superintendent's office. So we are much
18 appreciative to Ms. Farmer as well. Thank you. So
19 the captain is on board, all hands are on ship.

20 And we are going to take just a
21 five-minute break and start back so I can get some
22 water.

23 (Recess)

24 CHAIRMAN FILLAUER: If we could

1 return to order, please. My wife had some oral
2 surgery today and in just a moment we are going to
3 switch seats. I'm not abandoning the ship, I'm
4 just going home to be a nurse for a little while.
5 And Bob will finish out the meeting. I do want to
6 say one additional thing before we start. I've
7 learned this quite well and this is true with Dr.
8 Smallridge I know. In order for him to be seated
9 here and working with the Oak Ridge Schools I know
10 he still has great respect and love for this school
11 system but there has to be that other person and
12 she is seated out in the audience tonight. So we
13 need to welcome to our school family Carol
14 Smallridge as well.

15 Next item on the agenda is the
16 approval of the Revised Teacher Professional
17 Association Policies Second Reading. And this is a
18 second reading.

19 DR. SMALLRIDGE: It's good I had a
20 chance to come in for two or three days over the
21 past two weeks and kind of catch up on things
22 because I'm well behind the curve on a lot of stuff
23 and especially on technology. But I had a chance
24 to renew acquaintances, meet some new people that I

1 hadn't had a chance to meet and kind of check on
2 how things are being done today. So that was very,
3 very helpful to give me a little bit of a
4 headstart.

5 Yes, it's approval of Revised
6 Teacher Professional Association Policies.
7 Basically, this is in line with the changes in the
8 Professional Negotiations Act TCA 523-107.
9 Basically, the changes extend current professional
10 association policies from one organization which it
11 was listed OREA to any recognized teacher
12 organization. I recommend approval of that change.

13 CHAIRMAN FILLAUER: You've heard
14 the superintendent's recommendation. Do I hear a
15 motion?

16 MS. RICHTER: Move for approval.

17 MS. AGLE: Second.

18 MR. EBY: Second.

19 CHAIRMAN FILLAUER: Any
20 discussion?

21 MR. EBY: Steve or somebody, what
22 is the process for becoming recognized as an
23 organization?

24 DR. SMALLRIDGE: Go ahead, Steve,

1 if you know. I was going to say I had that same
2 question this morning and didn't get a chance to
3 follow up on it. I think the Professional
4 Negotiation Act says something about 15 percent if
5 you have signatures of 15 percent of the particular
6 group, then they can be recognized. But I'm not
7 absolutely sure of that.

8 MR. REDDICK: When the legislature
9 two years ago passed what is nicknamed, well, the
10 acronym is PECCA, they say PECCA and they are
11 referring to the law that replaced collective
12 bargaining with collaborative conferencing. As we
13 understand the process, the collaborative
14 conferencing is done at the request of school
15 system employees. It's not necessarily just at the
16 request of OREA, just to use local names. But if
17 there is a request made by a certain deadline for
18 collaborative conferencing to make our salary
19 proposal, see, we've never been a collective
20 bargaining unit so this really doesn't fit our
21 model at all. If there is a request for
22 collaborative conferencing then the school system,
23 the school employees will vote on that idea. And
24 in voting let's say they vote yes to have

1 collaborative conferencing, what Dr. Smallridge
2 says is exactly right. If 15 percent of the staff
3 asks that their particular association be present
4 as a part of these discussions then they would have
5 a proportional seat at the table, so to speak. In
6 the systems, and I can just tell you what happened
7 in Anderson County, Anderson County requested,
8 there was a request for collaborative conferencing
9 for the current year's contract and when the school
10 system employees voted, they voted for the
11 representation at that collaborative conferencing
12 process 100 percent for Anderson County Education
13 Association. The exact same people who had been
14 doing collective bargaining all those years. Now
15 there are some other associations in Tennessee and
16 there are some members of other associations here
17 in Oak Ridge. We don't know how many and we've not
18 heard, since this whole thing started almost two
19 years ago now, there has been virtually no
20 discussion, we've been to a couple -- there were
21 some trainings done about this and Dr. Bailey and
22 Mike Haygood and I were supposed to go to one in
23 Lenoir City. They both played the medical card on
24 me and I ended up going by myself. You know,

1 sucker tattooed across my forehead. And learned a
 2 little bit about the process but at that point it
 3 was training in a vacuum unless and until we ever
 4 get that request initiated then I'm guessing that
 5 what's going to happen is that come budget time
 6 this year, well, it's too late to have it for this
 7 year. This year I'm guessing that, with your
 8 blessing, OREA will continue to make the teacher
 9 salary proposal. If there is a request for
 10 collaborative conferencing for the next budget
 11 cycle a year from now, that request has to be made
 12 by October 15th, I'll have to go back and check the
 13 law and what it says. But that is how they gain
 14 recognition as regards collaborative conferencing.
 15 If they wanted to come in and say, hey, we would
 16 like to set up a table at Back to School Morning,
 17 or whatever, I'm not sure how you gain approval for
 18 something like that.

19 MR. EBY: But if another
 20 organization came in and said they wanted to do it,
 21 OREA could still have the opportunity to say, well,
 22 I would like to be that representative?

23 MR. REDDICK: I'm sorry, say
 24 again.

1 MR. EBY: If some other
 2 organization decided they wanted to come in and be
 3 recognized, can you have multiple?

4 MR. REDDICK: Yes, you can. As I
 5 understand it. And also if you hear at the TSBA
 6 level how this is playing out in other systems, any
 7 information that we can use here I guess would be
 8 helpful. But I don't quite know unless we wait
 9 until somebody makes the request and then we figure
 10 out how to do it once that happens.

11 CHAIRMAN FILLAUER: Thank you,
 12 Steve. Anyone else?

13 The motion is to approve the
 14 Revised Teacher Professional Association Policy on
 15 a second reading. All those in favor signify by
 16 saying aye.

17 (Whereupon, all members voted aye)

18 CHAIRMAN FILLAUER: Opposed?
 19 Motion carries.

20 (Whereupon, Chairman Fillauer
 21 exited and Mr. Eby took over as chairman)

22 MR. EBY: This is like deja vu,
 23 twenty years. Back to the future, right. Next
 24 item.

1 DR. SMALLRIDGE: Next item is to
 2 approve dedicating the Jefferson Middle School
 3 gymnasium in honor of Barry Haile, who was
 4 long-time girls' basketball coach at Jefferson.
 5 The request is from Bruce Lay, principal, to name
 6 the gymnasium floor in honor of Coach Barry Haile.
 7 That is part of the policy, the Board of Education
 8 policy that permits the superintendent to make a
 9 recommendation relative to the naming of a portion
 10 of a facility, in this case, the gymnasium. I
 11 think the same thing was done in honor of Jill
 12 Pruden at the high school. So I so recommend.

13 MR. EBY: We have a recommendation
 14 from the superintendent. Do we have any action?

15 MR. DIGREGORIO: Move for
 16 approval.

17 MS. RICHTER: Second.

18 MR. EBY: We have a motion and a
 19 second. Do we have discussion? Maybe Mr. Lay
 20 would like to come forward and say a few words.

21 MR. LAY: Good evening. I just
 22 want you to know we don't take such an item as this
 23 lightly. This is my 13th year and I have worked
 24 with a lot of coaches. But I used to sit back and

1 just watch Coach Haile. And I started calling him
 2 papaw. And the reason I called him Papaw Haile; he
 3 truly treated his girls like a grandfather would.
 4 He was vested, he was interested. And you can look
 5 at his record. He has won over 600 wins and he's
 6 earned every title. He's had truly perfect
 7 seasons, undefeated seasons. And all that is good
 8 but what to me stands out as a principal and as a
 9 parent is the way that he treated these young
 10 ladies. He was just good to them. He taught them
 11 basketball but he also taught them about life. And
 12 throughout the season, when Coach Haile was
 13 coaching, you could just watch the multitude of
 14 young ladies that he had coached in the past come
 15 back and just want a few minutes of his time which
 16 he was always freely to give or willing to give of
 17 his time. He's just an excellent role model, an
 18 excellent coach and just an excellent educator. He
 19 spent 34 years at Jefferson Middle School in that
 20 gym coaching young ladies and teaching them
 21 basketball. So we just feel like this is an honor
 22 that he has earned.

23 MR. EBY: Comments or questions?
 24 Hearing none, we have a motion before us. All in

1 favor of accepting the naming of the floor for
 2 Coach Haile signify by saying aye.
 3 (Whereupon, all members voted aye)
 4 CHAIRMAN FILLAUER: Opposed?
 5 Motion carries.
 6 MR. LAY: Thank you very much.
 7 MR. EB: Thank you, Mr. Lay.
 8 Next item.
 9 DR. SMALLRIDGE: Next item is
 10 approval of FY'13 budget amendment on first
 11 reading. The amendment primarily takes care of
 12 changes in various grants received for FY'13. All
 13 of the entries are offsetting balance entries so
 14 the overall total budget remains the same and does
 15 not require action by City Council. I recommend
 16 approval of the changes and Ms. Gagliano can
 17 comment if Board members have questions.
 18 MR. EB: I have a recommendation
 19 from the Superintendent. Is there any action?
 20 MS. RICHTER: Move for approval.
 21 MS. AGLE: Second.
 22 MR. EB: A motion and second. Is
 23 there any discussion?
 24 MS. RICHTER: Just one. Karen, it

1 looks fairly standard when I flipped through all
 2 those pages. Is there anything that you wanted to
 3 point out to us?
 4 MS. GAGLIANO: As you mentioned,
 5 we did provide the supporting information that
 6 shows the changes of the various line items and,
 7 yes, it is pretty routine. One thing I do want to
 8 point out is we have, according to the State and
 9 what they would require of us, we have gone ahead
 10 and combined Fund 148 with 142. And we had been
 11 tracking it separately because of just for the ease
 12 of spending it and recording the spending and
 13 reporting, and so on. But in reality, they would
 14 like it to be part of 142 so we've made that change
 15 so you can see that there. Other than that, it's
 16 just adjusting and, as Dr. Smallridge said, it does
 17 not require City Council approval. The bottom line
 18 is still the same.
 19 MR. EB: Any other questions?
 20 MS. AGLE: Not really a question
 21 but just in case anyone in the audience is confused
 22 by the Fund 142, 148, I had to look them up. 148
 23 is what we had used for Race to the Top. Fund 142
 24 is federal projects so it kind of makes sense to

1 put the two together, although, it made sense to
 2 keep them separate so that we knew that we were
 3 spending the Race to the Top money, as we were
 4 supposed to.
 5 MR. EB: Any other questions or
 6 comments? If none, all in favor on the first
 7 reading of this amendment signify by saying aye.
 8 (Whereupon, all members voted aye)
 9 MR. EB: Opposed? Motion
 10 carries.
 11 Next item, Dr. Smallridge.
 12 DR. SMALLRIDGE: Next item is
 13 approval of a recommendation for five new courses
 14 at Oak Ridge High School. They would be offered
 15 and, of course, contingent on having adequate
 16 enrollment. But the recommendations come from each
 17 of the departments involved. I might point out
 18 that one of them is STEM First Robotics Honors,
 19 which we heard about tonight. As I say, it all
 20 depends on how the enrollment goes, when people
 21 sign up, the kids sign up for them. So I recommend
 22 approval of the new courses as listed.
 23 MR. EB: We have a recommendation
 24 from the Superintendent. Do I have a motion?

1 MR. DIGREGORIO: Move for
 2 approval.
 3 MS. AGLE: Second.
 4 MR. EB: A motion and a second.
 5 Mr. Scott, anything you want to say before we ask
 6 questions?
 7 MR. SCOTT: No.
 8 MR. DIGREGORIO: What is the
 9 minimum that you have to have to have the course?
 10 MR. SCOTT: It depends on the
 11 circumstance of the course. As a general rule, we
 12 use the teacher/pupil ratio for the building, which
 13 is approximately 15 to 16. Now that will vary from
 14 course to course. For example, a few years ago you
 15 approved an APR history class. We started that
 16 class off the first year with 12 students. It gave
 17 the teacher time to promote the class, students to
 18 have an opportunity to experience it and then
 19 subsequent years since then that course has made
 20 every year. But we do have courses that don't make
 21 each year, that come in underneath that threshold.
 22 But again, it does depend. We have Capstone
 23 courses as well that will make that are under 15.
 24 An example of that is AP French or AP Spanish that

1 are the culminating course for a sequence of
2 classes. We have had years where AP French has had
3 as few as eight students. This year it's in the
4 teens. But those are important courses to keep
5 available for our students so we dedicate the
6 sectional space to those.

7 MR. EBY: I presume these courses
8 that you are recommending you have enough
9 information from students that you believe that
10 there is significant interest; clearly, the STEM
11 Robotics, we saw that tonight. But in the
12 theatrical courses and branching out in
13 Shakespeare?

14 MR. SCOTT: Yeah, that's a great
15 question. Obviously, the Robotics course, as you
16 saw earlier and had an opportunity to meet some of
17 those students, that is a group of rabidly
18 enthusiastic students about their content interest.
19 I anticipate that that course will probably end up
20 maxing and we will have a wait list for the next
21 year and we will go by class seniority. So that
22 will be a course that will be in high demand. The
23 theatre courses right now at the high school, very
24 similar to Robotics, the Masquers Organization has

1 been up and going for about the last three years.
2 It has on average about 60 students participating
3 and they work the same hours as the Robotic
4 students. So there is a tremendous amount of
5 interest. We have tried to give them an outlet
6 through offering a dual credit course through Roane
7 State for the last two years in theatre in the
8 evenings. It's not proven to be terribly
9 accessible for our students. Plus there is
10 inconsistency instructionally. So this year we
11 discussed; one, that we have a need, that was where
12 it came from, that's the start. We have students
13 who want a course. The second step was finding the
14 right fit within our departments and in our
15 faculty. One art teacher has theatrical experience
16 in college and wanted to put together a design
17 class. Back of the house, you know, how to put
18 sets together, makeup, costumes. And then we have
19 a new hire who taught theatre at another high
20 school so it was a really great fit to be able to
21 bring in not just an acting class but really put
22 together a theatre program that between those two
23 courses and the collaboration of the instructors
24 they can put full productions together where it's

1 not just a club but students are really learning
2 the fundamentals of what goes into putting on a
3 full play.

4 MR. EBY: Let me ask a question.
5 Dr. Smallridge, you mentioned that with the
6 addition of these classes that you expect these
7 classes to meet and you would know once they sign
8 up. That's five additional classes. Are there
9 five classes that are being removed from Oak Ridge
10 Schools? The population isn't growing that much.
11 Or is there -- how does the balance work out?

12 MR. SCOTT: We did remove several
13 courses last year. Courses that had not made for
14 several years we have removed from our curriculum.
15 We are removing a course this year from the
16 curriculum that hasn't made for several subsequent
17 years. The ebbs and flow as far as students,
18 especially within our elective courses, varies with
19 the groups that come through. So some courses will
20 reappear. Some courses will rotate. I'll give an
21 example. Genetics and microbiology in science were
22 both taught this year. Next year neither will be
23 offered. Instead we will offer astronomy and
24 geology. And then in 2014/15 genetics and

1 microbiology will return. And those types of
2 relationships within courses even across
3 departments develop after we put them out and see
4 what students are interested in. Even if a course
5 doesn't make, I think it's important curricularly
6 that we continue to offer a variety of classes.
7 That coupled with new schedules for next year are
8 going to allow students to be able to delve more
9 into elective course as one of our goals. And that
10 came both from community feedback and our student
11 feedback. So that's really where these are aimed.

12 MR. EBY: So I assume then these
13 would be funded and we have funds to run these
14 courses if they meet for that reason?

15 MR. SCOTT: Right.

16 MR. EBY: Very good.

17 DR. SMALLRIDGE: I think we do
18 each year, at least the way it was done in the
19 past, I know we had to look very carefully at the
20 budget and staffing levels and sometimes it makes
21 some hard decisions about whether you would go
22 ahead with a course at a particular enrollment or
23 not. And that's something that has to be done
24 every year.

1 MR. SCOTT: And that occurs every
2 year. We have courses that do not make every year
3 at the high school because we offer a rich program
4 of studies.

5 MR. EBY: And I would encourage
6 you to keep on doing that. That is one thing that
7 makes Oak Ridge so unique and such an educational
8 opportunity. Any other questions? If none, all in
9 favor of accepting these new courses signify by
10 saying aye.

11 (Whereupon, all members voted aye)

12 MR. EBY: Opposed? Motion
13 carries. Next item.

14 DR. SMALLRIDGE: The next item is
15 requesting the Board to approve an increase in the
16 district-wide reading specialist position from .4
17 to .5 during the period January 1, 2013 to June
18 30th. Basically, we are asking to add a tenth of a
19 position for the second semester. And Ms. Marian
20 has outlined the sequence and why we have this
21 additional one-tenth of a position. And it will be
22 just for this semester that we are in right now.
23 So I recommend that the Board approve that
24 additional one-tenth.

1 forward?

2 MS. GAGLIANO: We are just coming
3 into the most significant months for the property
4 tax collection so within the next month or so we
5 will have a better idea of where we are at. How
6 it's tracking compared to last year at this time;
7 both the property and sales tax are flat, if not a
8 little bit less than we received last year at this
9 time. So we are continuing to monitor it closely
10 and we will be looking in January at how our
11 expenditures are shaping up with the health
12 insurance changes and the salaries settling out and
13 we will adjust accordingly if we need to. We will
14 keep you up to date on that.

15 MR. EBY: Any questions or
16 comments on the Financial Report?
17 Any Old Business?
18 Any New Business?
19 Any Communications?
20 Any reason not to adjourn?

1 MR. EBY: The Superintendent has
2 given us the recommendation. Is there action from
3 the Board?

4 MR. DIGREGORIO: Move for
5 approval.

6 MS. RICHTER: Second.

7 MS. AGLE: Second.

8 MR. EBY: A motion and second. Is
9 there any discussion? No discussion. All in favor
10 signify by saying aye.

11 (Whereupon, all members voted aye)

12 MR. EBY: Opposed? Motion
13 carries.

14 Next is Items for Information.
15 The Enrollment Report. Any comments or questions?

16 Financial reports. I've got a
17 comment or question here somewhere if I can get to
18 the right page. Maybe I pulled up the wrong
19 version. Basically, Karen, I see that we are 42
20 percent of the year spent or gone through but our
21 revenues and our expenditures are lagging by eight
22 or ten percent or something like that. I'm
23 grateful that you can manage the budget within the
24 revenues but how does it look for the year going

W. Keys Fillauer

Oak Ridge Board of Education

W. Keys Fillauer, Chairman

Robert J. Smallridge

Interim Superintendent, Oak Ridge Schools

Dr. Bob Smallridge, Ed.D.

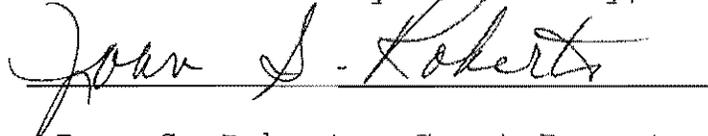
2/25/13

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
49 pages are a true and correct transcript of the
proceedings taken by me in this cause on the 7th
day of January, 2013.

This the 28th day of January, 2013


Joan S. Roberts, Court Reporter