

TRANSCRIPT OF PROCEEDINGS

OAK RIDGE SCHOOLS - OAK RIDGE BOARD OF EDUCATION

REGULAR MEETING

SCHOOL ADMINISTRATION BUILDING BOARD ROOM

MONDAY - MARCH 25, 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. LARISSA HENDERSON, 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 regular scheduled meeting of the
3 Oak Ridge Board of Education, the Committee of the
4 Whole. But before we start I need to establish
5 something here just in case it happens. My phones
6 are laying out on the desk right here and I think I
7 have them turned off but I may not. And if they
8 ring we have superintendent candldates that are
9 flying in tonight and in the morning, we hope. So
10 I'm waiting on calls to see if they've made the
11 flight or if they have arrived. So if they ring
12 just bear with us and we may have to adjourn for a
13 minute and take that call. We hope to have them in
14 town tomorrow. It wasn't supposed to snow in
15 March.

16 We have some special guests
17 tonight from Glenwood Elementary and we will ask
18 Ms. Pearl Goins, the principal, to introduce our
19 guests for us tonight.

20 (Whereupon, Ms. Goins introduced
21 the students, who then performed; the scouts then
22 led the Pledge)

23 Next under the Committee of the
24 Whole is the Public Forum. The Public Forum is for

1 anyone in the audience who would like to address
2 the Board on a topic that is not on the Board
3 agenda. The Board does not take action at this
4 time but may have questions and then may direct the
5 Superintendent to provide additional information or
6 direct you to the appropriate staff member. If you
7 choose to speak, please sign your name and address
8 at the podium and then state your name and address.
9 You will have three minutes to speak. Is there
10 anyone who wishes to address the Board at this
11 time?

12 Seeing no one, I will adjourn the
13 Committee of the Whole and call to order our
14 Regular Meeting.

15 The next item on that agenda is
16 the approval of the agenda. Do I hear any
17 additions or changes to the agenda? I think you
18 received information moving an item off the Consent
19 Agenda to Items for Action so that's been taken
20 care of in the copy of the agenda you should have
21 now. Seeing or hearing no changes, do I hear a
22 motion?

23 MR. EBY: So move.

24 MR. DIGREGORIO: Second.

2 1 CHAIRMAN FILLAUER: All those in
2 favor of approving the agenda signify by saying
3 aye.

4 (Whereupon, all members voted aye)

5 CHAIRMAN FILLAUER: Opposed?

6 Motion carries.

7 Next item under Special Report is
8 Good News. Mr. DiGregorio, we will start with you.

9 MR. DIGREGORIO: My good news is
10 from Linden. Two Linden students were award
11 winners at the Clinch Valley Science Fair on
12 February 24th. Christina Mai received first place
13 in 4th grade earth science and Danny Joy won first
14 place in 4th grade physical science. Danny Joy was
15 also named Grand Champion and won a week of space
16 camp in Huntsville. I wonder if he will want me to
17 go.

18 CHAIRMAN FILLAUER: No, he doesn't
19 want you to go with him, I don't think.

20 MR. DIGREGORIO: Congratulations.

21 CHAIRMAN FILLAUER: Yes, that's
22 great. Ms. Richter.

23 MS. RICHTER: My good news comes
24 from Woodland where several of our students from

3 1 Woodland Elementary participated in the Regional
2 State Team Chess Tournament. The elementary group
3 grades 4-6 included Jacob Kesterson, Matthew
4 Swigert, Joshua Leach and Kevin Lin and they placed
5 7th in the competition. The primary group grades
6 K-3; Josh Kesterson, Xin Ying Bi, Pryce Palmer and
7 Blake Steed won 3rd place and qualified to compete
8 in the state tournament on March 23rd. So
9 congratulations to those students and the group
10 from Woodland.

11 CHAIRMAN FILLAUER: My good news
12 comes from Oak Ridge High School where we received
13 information that two teachers at Oak Ridge High
14 School have received recognition and awards for
15 outstanding teaching of the humanities. There were
16 five teachers across the state of Tennessee that
17 received this award and Oak Ridge High School had
18 two of them. Those two teachers were Ms. Sylvia
19 Woods who teaches English at Oak Ridge High School.
20 And I'll read just a little bit of the release that
21 I have; Sylvia has been a classroom teacher for 41
22 years and will use her professional development
23 award to travel to Ireland to visit sites and
24 libraries associated with Yeats, Shaw, Joyce and

1 Heni. Probably didn't pronounce those correctly.
2 The other is Ms. Elizabeth Berry who teaches French
3 at Oak Ridge High School. She has been a classroom
4 teacher for 19 years and will use her professional
5 development award to participate in the immersion
6 program for French teachers hosted by the French
7 Traveler. Congratulations to both of those
8 teachers at Oak Ridge High School.

9 Ms. Agle.

10 MS. AGLE: From Robertsville
11 Middle School the Robertsville Rams completed their
12 basketball season by finishing 24-1 with their only
13 loss coming in the championship game to the 2013
14 Triple AAA East Tennessee Sectional Tournament.
15 The Robertsville Rams are coached by John Spratling
16 and Ronnie Scott. The Robertsville Lady Rams
17 completed their season by finishing 22-7. It's the
18 first time since 1992-93 that the Lady Rams have
19 won 20 or more games in a season. The Robertsville
20 Lady Rams are coached by Scott Hinton and Jennifer
21 Hitchcock. Students from the Robertsville Middle
22 School took the top three prizes in the recent
23 Black History Month essay contest sponsored by the
24 Oak Ridge Chapter of Blacks in Government. The

1 trophy for having the highest overall participation
2 in the essay contest was accepted on behalf of
3 Robertsville by 8th grade language arts teacher
4 Traci Russell and Julie Kinder. Students wrote an
5 essay on the topic of "Why was the march on
6 Washington important to you or to the United States
7 of America?" Robertsville MATHCOUNTS team
8 participated in the recent February competition and
9 came in second place. Two students placed in the
10 top 12. Logan Rumbaugh placed 3rd in Individual
11 and advanced to the state competition.

12 CHAIRMAN FILLAUER: Mr. Eby.

13 MR. EBY: Yes, Mr. Chairman, my
14 good news comes from the Oak Ridge High School Band
15 which recently participated in the East Tennessee
16 School Band and Orchestra Association Senior Clinic
17 in Gatlinburg, Tennessee. They were chosen to be
18 auditioned to perform within one of four honor
19 bands. Oak Ridge High School had 17 students play
20 and a total of ten different instruments. First
21 chair or the top honors went to Kyoung-A Cho, tenor
22 saxophone who also participated in the East
23 Tennessee Band All-State band clinic in April. And
24 he, along with Wyatt Parks, alto sax and A.J. Toth,

1 piano, also earned spots in this year's Band
2 Association Jazz Clinic. That's my good news.

3 CHAIRMAN FILLAUER: And that is
4 just some of the good news that is taking place in
5 the Oak Ridge Schools.

6 Next item on the agenda the Board
7 was presented a month or so ago with a request from
8 our head boys' basketball coach at Oak Ridge High
9 School for us to take a look at certain fees that
10 are within Board Policy in regard to use of the
11 facilities. And each Board member has a copy of
12 that. And we felt like the next step and I believe
13 I mentioned to you that we would wait until the
14 State Tournament was over to get Coach Green here
15 to just tell us a little bit about his proposal, to
16 answer any questions that the Board might have.
17 And then the next step from this would be for the
18 superintendent, who also has a copy of this to take
19 a look at it and come back with a recommendation.
20 So at this point in time and kind of by way of an
21 introduction, if you had an opportunity to see the
22 Oak Ridge boys play this year, you saw a very
23 exciting team out on the floor, an extremely
24 competitive team. If you didn't get to see them

1 play you missed out. They were fun to watch, a
2 very talented team. Made it as one of eight Triple
3 AAA teams to the State Tournament, a lot of teams
4 didn't make it there. And I know talking with
5 Coach Green that you always want to go and play
6 that last game but just getting there is a
7 tremendous accomplishment for this group. They had
8 an outstanding year. And we will just mention by
9 the way of introducing Coach Green he was recently
10 selected as Coach of the Year for Region Two Triple
11 AAA. Also, I think along with District Coach of
12 the Year. Am I not correct on all those accolades?
13 Yes, I thought so. So Coach Green, if you will
14 come to the microphone, welcome and congratulations
15 from the Board on an outstanding season. Let's
16 give him a round of applause as well. Thank you.

17 COACH GREEN: My good news is my
18 daughter led the singing that we just heard.

19 CHAIRMAN FILLAUER: Who is going
20 to take Ms. Casey's place.

21 COACH GREEN: That's right, she is
22 going to take over. So that's my good news for the
23 day. Thank you for having me. Let me first say
24 thank you for the job that you do. I think Oak

1 Ridge Schools is one of the best in the southeast
2 and it's due in part to your leadership that you
3 provide.
4 Let me first start by talking
5 about the importance of camps and how they impact
6 our program. Individual camps and the way we run
7 them are for first through eighth grade. The
8 majority, when I say majority, roughly about 90%,
9 of the students that partake in our camps are Oak
10 Ridge residents. And I think the biggest, from an
11 individual camp standpoint, the most important
12 thing is, if I had to pick one thing that's a key
13 component to have a successful athletic program,
14 more specifically a successful basketball program
15 is your feeder program. Not just our middle
16 schools, Jefferson and Robertsville, but also our
17 elementary-aged kids as far as getting them
18 involved. I truly believe it's the lifeline of our
19 success or failure in athletics at the high school
20 level. Also, let's not kid ourselves. Times have
21 changed. We have competition to keep our own kids
22 here. If you look at Grace, Webb, Catholic just to
23 name a few. I know I spent about a month and a
24 half ago right before our post season started

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1 trying to convince one of our eighth graders, one
2 of our better athletes at Robertsville not to go to
3 Ensworth in Nashville but to stay here and be a
4 part of our program here at Oak Ridge. Also,
5 another factor as far as the importance of
6 individual camps is we have some of the best
7 facilities in the country, not just the state but
8 in the country as far as public facilities. And I
9 think we need to get our young kids in there to see
10 those facilities. I think we need to get those
11 young kids in there to meet and be around our staff
12 and current players. And just as important for
13 elementary school-aged kids is to get them in there
14 and teach them the basics of the game of
15 basketball. Just as they learn the basics in the
16 classroom at an early age which is going to impact
17 them as they get into middle school and obviously
18 into high school. The same exists from a
19 basketball standpoint of teaching those skills
20 allowing our staff and our players to be involved
21 in those teachings. And with our current fees it's
22 made it really difficult to continue to have camps.
23 For example, we have had to shorten the number of
24 days to two and three-day camps. We have had to

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1 raise the cost of the price of admission per camper
2 to participate just to cover our fees. And it's
3 become more and more difficult to continue to have
4 those. Team camps. Why are team camps important
5 to continue to build our program and be the best we
6 can be. Number one; having team camps at our
7 facility saves our kids and our school and our
8 program money. We save roughly each summer by
9 hosting our own team camp roughly about a thousand
10 to fifteen hundred dollars that we would have to
11 pay to go elsewhere just for entry fees. Not to
12 mention the travel there. Our basketball teams,
13 when we host our own team camps, can participate
14 for free. Our freshman team, our JV team and our
15 varsity team obviously participates for free.
16 There is no charge. And honestly over the last two
17 summers if it wasn't for Dr. Goins' support we
18 probably would not have even been able to have a
19 team count based on the current rental fees. So I
20 thank him for that. What are the expenses to
21 conduct a camp; some of those would be insurance.
22 If you want to run a camp the right way, camp tee
23 shirts, trophies, referees, score keepers, clock
24 keepers, camp staff and the list goes on and on.

12

1 And I'm not sure, I think most of you have a copy
2 of the comparison of the fee. If you just look at
3 the, most of you have this already, I think the
4 only thing I added at the bottom was the team camp
5 cost but if you just look at the fees in doing a
6 little research on just taking our baseball team
7 and football team as a comparison, on a four-day
8 camp that is four days in length and only four
9 hours per day in length the baseball team pays \$64
10 to rent the city football field for that time
11 period. Sixty-four total dollars they pay, not
12 including their insurance but it's \$64 for the four
13 days totaling 16 hours. The football team, if they
14 had a camp of one through eighth grade similar to
15 what we have at the practice field it's a per event
16 fee of \$250 and then obviously if you go on down
17 and look at what it would cost our boys basketball
18 program to host a camp with the same amount of days
19 with the same amount of hours and using both gyms
20 and the reason you would want to use both gyms is
21 you want to separate your younger kids from your
22 older kids is the main reason for using both
23 gymnasiums. The cost for us to have that camp
24 would be \$2,015. So I think if you just look at

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1 the numbers that was probably the thing that jumped
2 out most to me was the \$2,015 for the basketball
3 program to have a camp and \$64 for the baseball
4 just seemed unfair. And in other athletic programs
5 at the high school I think the baseball team and
6 football team, for example, if they are wanting to
7 have camps they are not having to work under the
8 same financial constraints that we are. And last
9 and researching this even further I found that most
10 of our competitors in the area do not pay any fee
11 at all to host their camps. In contacting
12 Maryville they have no fee to host their basketball
13 camp. The head coach has no fee to host a
14 basketball camp at his facility nor does Science
15 Hill, Anderson County, Clinton, any Knox County
16 School or even Cleveland City Schools have no fees
17 for their own coach to use their own gymnasium for
18 summer camps. I'm sure you have questions. That's
19 just a snapshot. I don't want to talk all night,
20 I'm good at that. I appreciate you taking the time
21 to review the policy and I'm sure you have
22 questions and I'll be happy to answer them.
23 CHAIRMAN FILLAUER: Questions.
24 Ms. Agle.

15

1 MS. AGLE: Does anyone know the
2 comparable rental rate for the civic center
3 gymnasium because there's probably some maintenance
4 cost differences between a basketball gym floor and
5 a grass field. Does anyone know what that is?
6 COACH GREEN: I do not, sorry.
7 CHAIRMAN FILLAUER: We can find
8 that out, though. Mr. Eby.
9 MR. EBY: Let me understand for
10 the football rental fee you say it's \$250 per
11 event. An event would be a full camp or is that a
12 day at a camp?
13 COACH GREEN: I would assume that
14 would mean a full camp. Per event the event
15 meaning a duration of a camp or any other event
16 outside a camp, I assume. That's how the wording
17 is in the policy.
18 CHAIRMAN FILLAUER: Ms. Richter.
19 MS. RICHTER: I'm dying to ask is
20 that what we are calling the outside track area, I
21 guess, it's the only thing I can find?
22 COACH GREEN: Yes, ma'am.
23 MS. RICHTER: And then do we have
24 requests, does anybody know if we have requests

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1 from other groups who want to have basketball camps
2 in that gym during the summer? Does anybody know?
3 COACH GREEN: No.
4 MS. RICHTER: No. So the only
5 requests we get are from our head coaches?
6 DR. GOINS: Our basketball
7 program, head girls basketball coach and boys
8 basketball coach.
9 UNKNOWN SPEAKER: (Indiscernible,
10 no mic)
11 COACH GREEN: The Rocky Top League
12 is a league that's several of our Oak Ridge
13 players, Isaac Marion and Jalynn Henderson, just to
14 name two, participate. And this is not what I'm
15 referring to but I'll explain what that is. In the
16 fall the student athletes that participate in
17 basketball that are not involved on a football team
18 are invited to play in a fall Rocky Top League
19 similar to the Tennessee Rocky Top League the
20 Tennessee players participate in during the summer.
21 They are allowed to participate in that in the fall
22 and those are played at different high schools
23 throughout the area on Saturdays and we hosted one
24 of those on one Saturday and actually lost money on

17

1 the event.
2 MR. EBY: And that's charged at
3 the same rate as this other?
4 COACH GREEN: Yes, and honestly
5 from an outside standpoint I really can't speak for
6 an outside group and the Rocky Top League would be
7 an outside group and there's no complaint for us
8 paying that but we didn't make enough in the
9 concession stands to cover the fees for the
10 particular event he's referring to and did not have
11 it the following year because of that. I'm just
12 referring to our basketball camps during the
13 summer. I have no argument of any outside group
14 having to obviously pay the cost.
15 MR. EBY: Do you run more than one
16 four-day camp?
17 COACH GREEN: Usually, like I said
18 earlier, we had to shorten those to two-day events
19 and three-day events, shooting camps being a
20 two-day event and our individual skills camp being
21 a three-day event simply because of the cost.
22 Generally, a camp will generally run four to five
23 days.
24 MR. EBY: But you only do one

1 during the summer or do you run them --
2 COACH GREEN: Last year we did one
3 shooting camp and two three-day skill camps. A
4 total of eight days.

5 CHAIRMAN FILLAUER: Mr.
6 DiGregorio.

7 MR. DIGREGORIO: Coach, if you
8 mentioned this, I apologize. Why is the B gym
9 rental twice as much as the arena?

10 COACH GREEN: That's a great
11 question.

12 MR. DIGREGORIO: I always ask
13 great questions.

14 COACH GREEN: I would assume and
15 again I've always been told not to assume anything
16 but I would assume that that's because the B gym
17 has, I don't know, locker room facilities connected
18 to it, weight room connected to it, I don't know,
19 that would be my guess but that don't make any
20 sense either. I've asked myself that question.

21 MR. DIGREGORIO: I can't imagine
22 why it would be double.

23 CHAIRMAN FILLAUER: Mr. Eby.

24 MR. EBY: So these other schools

1 like Maryville and Anderson County that don't pay
2 anything; are they totally, I mean, the school
3 system actually covers all the cost or is that
4 covered by somebody else in the city or do you
5 know?

6 COACH GREEN: What they relayed to
7 me was there are no fees related to, as a head
8 coach, related to their use of their own gym for
9 summer camps. And that was just the six that I
10 contacted and just simply ask the question do you
11 pay any fees/charges to use your gym during the
12 summer for camps. And that was the answer that I
13 got.

14 CHAIRMAN FILLAUER: Ms. Richter.

15 MS. RICHTER: This is really for
16 Allen. Are these spaces that we would cool during
17 the summer if we didn't have people using it? And
18 any idea of what the costs of cooling the areas
19 would be?

20 MR. THACKER: We do not have those
21 areas submetered so what we've done is done an
22 estimate of what the cost of utilities for that
23 area would be. Being a large open space it's not
24 going to be a cheap item to run and that is one of

1 our most expensive areas to operate. That's why
2 the utility fee was added. Maybe to answer your
3 question about why the B gym was twice as much as
4 the other gym; if you look the idea was to have the
5 Wildcat Arena cost to be at a lower rate to
6 accommodate the camps, the school-sponsored camps
7 originally. The B gym rate was never changed from
8 what it was originally at the time before
9 construction. So it was \$80 to rent that area
10 there before construction, according to the records
11 that I had.

12 MR. DIGREGORIO: So it's not twice
13 as much because it costs twice as much to operate
14 it?

15 MR. THACKER: Right, the cost was
16 never changed after we added Wildcat Arena to rent
17 out.

18 MR. DIGREGORIO: So if it went to
19 40, there wouldn't be any reason for that either,
20 it would have just gone to 40?

21 MR. THACKER: Right.

22 CHAIRMAN FILLAUER: Mr. Eby.

23 MR. EBY: I think the question is
24 what is the true incremental cost? In other words,

1 if you didn't have camps, what does it cost to
2 maintain the gyms and then what's the true
3 incremental cost? Obviously, this is not the true
4 incremental cost since the B gym is \$80.

5 MR. THACKER: These costs were set
6 up shortly after construction and we didn't even
7 have the full building under system yet so we've
8 never went back and revisited those costs.

9 MR. EBY: What would it take for
10 you to get those?

11 MR. THACKER: A few days. I can
12 probably pull that information up and give you a
13 cost per square footage and it will be rough
14 estimate because you are looking at a much larger
15 open volume space as compared to a classroom.

16 MR. EBY: What I'd be looking for,
17 like I say, is the delta, in other words, you are
18 going to have to have custodial maintain it as it
19 is.

20 MR. THACKER: Sure.

21 MR. EBY: But to bring in this
22 camp how much extra is it costing you?

23 MR. THACKER: I can pull that up.

24 COACH GREEN: If I may add, during

1 the summertime we are allowed to practice from June
2 time our school dismisses to I think this year it's
3 June 24th we have got about 18 days roughly to get
4 ten days of competition. You are allowed ten days
5 for competition. You are allowed five additional
6 days to practice. So also during that timeframe we
7 will be using the facility to practice, lift
8 weights during that time which the air and lights
9 are on during that time as well. Sometimes we
10 practice right after camp. I have never known the
11 gym air conditioner to be off, just to be quite
12 frank with you, during the summer months.

13 CHAIRMAN FILLAUER: Mr. Eby,

14 MR. EBY: So that's interesting,
15 so you are telling me that you have your camps
16 during this 18-day period --

17 COACH GREEN: I will say I think
18 there were two that occurred in July but two years
19 ago I think we had one or two of the camps during
20 that June period.

21 MR. EBY: I guess, Mr. Thacker,
22 two questions I'd be looking for. One is what is
23 the incremental cost if you had the camp during
24 that same period, that would be the least cost.

1 And then the second is if you had the camp outside
2 of that period when you might not be cooling and
3 lighting the building.

4 COACH GREEN: Generally, our camps
5 have been Monday through Friday in the times
6 between eight and five, excuse me, eight and one.
7 I do not think that there is anything wrong with
8 paying a utility per diem per day. I think what's
9 in the policy, if I'm correct, is \$20 per day to
10 cover a utility per diem. I think that's
11 completely fair to pay since you are using the
12 facility.

13 CHAIRMAN FILLAUER: Other
14 questions?

15 MS. RICHTER: Yes, one. I noticed
16 that we don't have anything that is just separate.
17 At least I don't see it in your write-up that's
18 separate for custodial cost or clean-up. I take it
19 that's incorporated in that fee?

20 COACH GREEN: While he's coming
21 up, the civic center gymnasium is \$420 for an
22 all-day rental. \$315 for an eight-hour block. And
23 \$157 for a four-hour block and \$52.50 for a
24 one-hour block.

1 MS. RICHTER: Do you remember my
2 question? I'm curious, it doesn't look like we
3 have an assessed custodial fee but I suspect that
4 there is more cleaning that is done after the gym
5 is occupied by a camp. So is that covered by that
6 fee?

7 MR. THACKER: We've tried to work
8 with Coach Green and they do a lot of their own
9 cleaning and we kind of follow behind and try to
10 take care of that since we do have staff there
11 during the school year. On a regular standard
12 rental we get with the head custodian and figure up
13 how many hours it's going to take to clean up after
14 an event and then we charge a fee based on that, on
15 the scale, I think it's \$35 per hour per custodian.

16 MR. DIGREGORIO: I've got one
17 more. Allen, I guess this is to you. What would
18 be the cost, I'm sure I can find this but I don't
19 want to look it up, what would be the cost to an
20 outside group that wants to rent the arena?

21 MR. THACKER: Hang on a second.

22 CHAIRMAN FILLAUER: It would be
23 this cost, would it not? Be the same or is it
24 different? I guess that's a good question.

1 MR. EBY: Isn't it in our policy
2 right here, these are the rates?

3 MR. THACKER: Yeah, it's \$160.

4 MR. DIGREGORIO: Flat fee?

5 MR. THACKER: These are hourly
6 charges.

7 MR. DIGREGORIO: Hourly?

8 MR. THACKER: Yeah. And if you
9 figure the game is going to be approximately two
10 hours for set-up activity and close down so you are
11 talking about two hours for an activity of a single
12 game.

13 CHAIRMAN FILLAUER: Anyone else?
14 I think again some great questions. Coach Green,
15 thank you for some good information. This may spur
16 us to not only take a look at your specific
17 situation but this situation as a whole to see if
18 this policy is in line with what we feel like it
19 should be at this particular time. One of the
20 things that we try to do is review our policies
21 periodically to see if they are within reason and
22 up to this day's time of what costs and charges
23 would be. I think the next step would be to ask
24 the superintendent to take the information that

1 he's heard and he may want to sit down and have a
2 discussion with you again. And after that come
3 back to the Board with a recommendation so we have
4 something on the table we can discuss either yes
5 this is a good idea or no we don't like this and
6 we'd rather do this. But we are now at a starting
7 place to make a decision.

8 COACH GREEN: Our team camps,
9 which I touched on earlier, are a huge part of our
10 development during the summer. And based on what
11 the current policy states if we pay what it states
12 we would pay \$5,520 for four days of team camp.
13 That's based on the hours that we had last summer.
14 Again that's \$5,520 for our own team to use our own
15 facility for four days. Basically, what would
16 happen and again if it wasn't for Dr. Goins the
17 last two years helping us through this based on
18 what the policy says we would not have been able to
19 actually have camps and would have had to spend
20 money traveling elsewhere and other fees to
21 accommodate those four days.

22 CHAIRMAN FILLAUER: Obviously,
23 what we are going to need to see is a policy
24 recommendation that outlines each of these

1 specifics that you have talked about and the need
2 that you see and what a recommendation would be for
3 a change. And that's what we need as a Board to
4 have in our hands. Would everybody agree with
5 that?

6 COACH GREEN: And also from a
7 custodial standpoint, we try to clean it up better
8 than what we found it so in order for us to save
9 money our staff, our players, would clean the
10 facility to save those custodial costs as well. So
11 that's kind of what we've done in the past.

12 CHAIRMAN FILLAUER: I think Mr.
13 Eby had one more question.

14 MR. EBY: This \$5,520 dollars;
15 does that come from fees paid by the students to
16 participate in the camp or where do those fees come
17 from and if that got changed would that fee be
18 reduced?

19 COACH GREEN: Let me explain. I
20 took last year's team camp four days and took the
21 hours and multiplied it times the cost for four
22 days and that's what it came out to. Each team is
23 charged a fee to participate to cover, again we
24 have to have referees, we have to have

1 clock-keepers, we have to have scorekeepers,
2 etcetera. Each team is charged a fee to come for
3 those four days and we would not have enough money
4 based on that to cover anywhere close to \$5,520.

5 MR. EBY: So that's just a number
6 if you had those....and just go back to the \$2,000
7 just for your four-day camp; where do those fees
8 come from and would those fees be reduced
9 proportionately?

10 COACH GREEN: Yeah, we charge a
11 per camper fee, I think it's \$75, which is really
12 high for a three-day camp. And we would obviously,
13 if these were adjusted, we could lower that price
14 and have more participants and have a longer
15 duration of camp that makes it more worth the
16 campers' while about building our program and
17 getting kids in our facility. And that's where
18 that comes in. We can't...I maybe get to go to one
19 or two middle school games a year because of our
20 schedule. I don't get to go to any of the Boys
21 Club games so again this is a huge opportunity to
22 get younger kids involved in our program. That's
23 the biggest thing that I want to stress. It's a
24 huge opportunity to get younger kids, our kids, our

1 feeder kids involved in our program.

2 MR. EBY: Do you have scholarships
3 or what happens because I can't imagine that every
4 child could pay \$75?

5 COACH GREEN: Well, we do, we just
6 say come for free, that's kind of our scholarship
7 if we have a kid that obviously...we've had several
8 and usually we will send out an e-mail if you have
9 a student that really loves basketball and can't
10 afford it, give me their name and we will just send
11 them on and try to do it that way.

12 CHAIRMAN FILLAUER: Thank you,
13 Coach Green.

14 COACH GREEN: Thank you.

15 CHAIRMAN FILLAUER: Moving next to
16 Special Presentations. The first item under that
17 would be the School Administrators' FY'14 Salary
18 Proposal.

19 DR. GOINS: Good evening.
20 Chairman, Vice Chairman, fellow Board of Education
21 members, it's a pleasure to stand before you this
22 evening to present quite possibly the most
23 simplistic administrators' salary proposal in the
24 history of Oak Ridge Schools Board of Education.

1 So here it is. Each year we send out a survey and
 2 communicate with everyone that's part of the
 3 administrative team in Oak Ridge Schools. It was
 4 no different this year, we sent out a survey very
 5 similar to previous years' survey. And the first
 6 question we asked is; do we want to recommend a
 7 salary increase as part of our salary proposal.
 8 Generally the answer to that question is yes.
 9 Unequivocally we would like to recommend some type
 10 of increase. But there is always a second question
 11 to that survey. We never want to do it at the
 12 expense of anybody else, any other program or any
 13 other person who is being cut throughout the
 14 district. Generally people like to make more
 15 money. I think that's a very basic question. So
 16 the answer to question number one is yes. But very
 17 quickly the tenor of the conversation changes as we
 18 move throughout the survey. So our proposal this
 19 evening is very simple. We administratively will
 20 not be recommending a salary increase for FY'14.
 21 We would like for the Board of Education to
 22 consider a salary increase if it does not come at
 23 the expense of any other program or any other
 24 personnel in Oak Ridge Schools. And the rate that

1 we would like for you all to consider that as long
 2 as it is not at the expense of any other program or
 3 any other personnel in Oak Ridge Schools is two
 4 percent. I'll field any questions at this point in
 5 time.

6 CHAIRMAN FILLAUER: We have a very
 7 simplistic question. We don't have any. But I do
 8 have a comment in all seriousness and this is just
 9 me speaking. I'm at this point not speaking for
 10 any of the other Board members, they can chime in
 11 if they choose to. I think we've....and I don't
 12 know what Steve's going to say or -- you are not
 13 going to say anything? That would be a first. I
 14 don't know what Mr. Haygood is going to say. But
 15 year after year we have heard both the
 16 administrators and teaching staff stand up and say
 17 something very similar to what you just said. We
 18 certainly would like a raise, everybody likes to
 19 make more money. But if it's going to be at the
 20 expense of programs that hurt students, we don't
 21 want one. Two things; I can't think of any other
 22 profession that would probably ever say that. I
 23 just don't know of any other profession that would
 24 say that. And two; I don't know and there may be

1 because I don't know equivocally across the board
 2 but I don't hear of other teaching staffs or
 3 administrative staffs in other systems saying that
 4 either. We are very fortunate in Oak Ridge and the
 5 Board does understand this and we try to speak to
 6 this as often as we can that the caliber of people
 7 that we have in the Oak Ridge Schools are not just
 8 high quality teachers and administrators, they are
 9 high quality people who care about education. Now
 10 with that said, I think we as a Board at some point
 11 in time we've got to again....Dan, you and I were
 12 kind of having this discussion earlier on another
 13 topic but I think we've got to have the discussion
 14 of let's take money out of the picture for a minute
 15 and let's discuss where we need to be with salaries
 16 in these two areas and then let's figure out how we
 17 are going to get there. I think we have to do that
 18 across the board. We have had to step up as a
 19 Board, as everyone is aware, and increase the
 20 salary level for a new incoming superintendent
 21 because that's what the demand is. If you are
 22 going to find a person who is qualified to run this
 23 school system you just had to offer a little bit
 24 more. Well, if we are doing that then we've got to

1 also get to the point where we sit down and look
 2 across the board at our other administrative staff,
 3 our other central office staff, our teaching staff
 4 and we've got to figure out how we can now bring
 5 those people up to where they need to be as well.
 6 So I think that's a goal that this Board needs to
 7 have. I don't know that it will happen this year
 8 but it's a discussion that we have to start this
 9 year and figure out a resolution to because, and I
 10 appreciate what you've just said, but I'm also
 11 somewhat, as a member of this Board of Education
 12 somewhat, embarrassed by the fact that that's the
 13 statement we have to hear. And that's the
 14 statement we should not be able to accept. So
 15 we've got to figure out a way where we say thank
 16 you, we appreciate that but we are not going to
 17 accept that, we are going to find a way to make it
 18 better. So I think that's what we will try to do.
 19 Ms. Richter.

20 MS. RICHTER: I do have a comment
 21 now that I've thought about it. You said we would
 22 all like to make more money and we've all sort of
 23 chuckled about that because we would all like to
 24 make more money. But I think there should be an

1 acknowledgement that gas prices go up, mortgages go
2 up, insurance goes up, cable goes up, telephone
3 goes up, everything goes up so I do chuckle and I
4 do accept that yes we would all like to make more
5 money but I think we also all acknowledge and
6 realize that all of your costs are going up too.
7 So we do recognize that. I do know that, we all
8 know that up here because we are facing the same
9 things. So we do truly appreciate what you are
10 saying and we do know that you are not in it for
11 the money.

12 CHAIRMAN FILLAUER: Mr. Eby,

13 MR. EBY: Particularly I think the
14 staff in this school system year after year after
15 year have not gotten even cost of living raises so
16 you continue to go further and further behind. You
17 can do that for a short period of time but you
18 cannot do that over the long haul and expect to
19 have the quality of teachers and quality of staff
20 and quality administrators that we want in this
21 school system. I agree with Chairman Fillauer; I
22 don't accept your proposal. I appreciate it but if
23 this Board and this city can't pay for school
24 teachers, administration staff, custodial staff we

1 are going to get what we pay for and we've got to
2 do something about it.

3 MR. DIGREGORIO: Ditto.

4 Appreciate what you said but, like they said, no,
5 we have to work harder.

6 DR. GOINS: Thank you all.

7 CHAIRMAN FILLAUER: Next will be
8 the Oak Ridge Education Association FY'14 Salary
9 Proposal.

10 MR. HAYGOOD: I won't be quite as
11 nice as Mr. Goins. Mr. Fillauer, I think you must
12 have read my opening comment because I'm going to
13 be repeating a lot of what you said, I think. So
14 please excuse me if it sounds a little redundant.
15 Mr. Reddick is handing out a packet and, trust me,
16 I'm not going to go through this entire packet.
17 But this is going to give you information that
18 maybe this Board needs and maybe we need to look at
19 for long-term solutions. There is a lot of
20 comparisons in here with how funding takes place in
21 the state of Tennessee. How it compares from
22 system to system in teacher salary, in
23 expenditures. There is a section there with how
24 the cost of living increases changed over the years

1 and how that compares with Oak Ridge Schools. So
2 I'm not going to go over all this at this time
3 unless you have specific questions. But last week
4 Steve and I had the privilege of meeting with Dr.
5 Smallridge just to talk about some things and that
6 was one of the things I discussed with him that I
7 would like to see at some point in the future we
8 all sit down and look at a long-term solution.
9 Every year I come before you and I'm preaching to
10 the choir and I know that and I know you guys would
11 do what you can to assure that we maintain a
12 quality school system. But it's becoming more and
13 more difficult, as you know. So with that, let me
14 just take a couple of minutes to make a couple of
15 opening comments. I will keep it very brief.
16 Obviously, to stand before you representing the Oak
17 Ridge Education Association and our teachers and
18 staff is truly an honor for me. It's an honor that
19 I don't take lightly as an educator who has 40
20 years of experience and 32 years of those with the
21 Oak Ridge Schools. I have been blessed to work
22 with and for some of the most competent and
23 dedicated professionals anywhere. Tonight in some
24 ways seems like old times to me. Dr. Smallridge, I

1 started my career in Oak Ridge when you were the
2 superintendent and it's kind of nice to see you
3 back in the helm again. Gosh, here it is literally
4 30 some odd years later, it's pretty impressive.
5 So when you were here we were a top school system,
6 I think we are still the top school system in the
7 state if not the entire country and I want to see
8 that continue. It goes without saying that our
9 professional staff is highly trained and committed
10 to educating all of our students in an environment
11 that encourages both academic and personal growth.
12 Many of our teachers have been recognized for their
13 excellence at both the state and national level.
14 Approximately, 80 percent of our certified staff
15 have a master's degree or above. This fact speaks
16 volumes about our educators and their dedication to
17 the profession. As proud as I am to be an Oak
18 Ridge teacher, I must admit that the past few years
19 have been more difficult to maintain a positive and
20 upbeat attitude. There have been many changes
21 dealing with curriculum, with evaluations, testing,
22 common cores and PLCs just to name a few. It seems
23 before I can grasp my mind around one more new idea
24 or objective another comes around to take its

1 place, often before anyone can evaluate the
 2 effectiveness of these changes. As difficult as
 3 some of this has been, it has been my fellow
 4 teachers and administrators that have risen to the
 5 occasion and assisted me and others in remaining
 6 positive and keeping the focus on student learning.
 7 Our number one goal has always been and continues
 8 to be our students. That, in my mind, is the Oak
 9 Ridge tradition, simply put, students first. The
 10 question then becomes how do we maintain our degree
 11 of excellence and how do we continue to follow our
 12 tradition of putting students first. It starts
 13 quite simply; by finding and hiring the best
 14 possible candidates to replace those that have left
 15 our system. This past year we said goodbye to
 16 around 40 of our most dedicated and effective staff
 17 members. Replacing those individuals was not an
 18 easy task and in the future the task will be more
 19 and more difficult if we don't find a way to offer
 20 a salary and benefits package that attracts future
 21 hires and keeps them in Oak Ridge. Recently this
 22 Board realized that it had to increase the pay for
 23 a new superintendent if it was to attract strong
 24 candidates for the job. The same is true for

1 teachers. If you want the best, the salary and
 2 benefits package must be attractive. With that
 3 said, the Oak Ridge Education Association would
 4 like to present its 2014 salary and benefits
 5 request. And in your packet, I think it's on about
 6 the third page, it's very short, one page, it has
 7 our proposal. And the first one is an increase in
 8 the base salary of 2.5 percent. The consumer price
 9 index for 2011 was 3.6 percent and for 2012 it was
 10 1.6 percent. Over the past ten years the consumer
 11 price index has averaged 2.38 percent annually and
 12 during that same time our annual salary increase
 13 has averaged just 1.6 percent. This modest
 14 increase will help restore some of the buying power
 15 while allowing Oak Ridge Schools to remain
 16 competitive with other top school systems. As Mr.
 17 Goins pointed out and I would totally agree, our
 18 number two thing is to maintain funding for all
 19 staff positions certified and teaching assistants,
 20 that is a priority with us. We don't want to see
 21 anything cut that is going to impact students.
 22 Increase all eligible personnel by one experienced
 23 increment. As you know, most of our teachers are
 24 at the top end of the pay scale so they do not

1 receive this benefit. But if you want to keep
 2 teachers and hire teachers into the system, we have
 3 to have a pay scale that will recognize their
 4 experience. We are asking that we maintain our
 5 health insurance, our eye care and dental benefit
 6 at their current levels. And we are asking again,
 7 we have talked about this in the past, it would be
 8 nice to have some way to recognize our retiring
 9 teachers so we are asking for a bonus pay of \$100
 10 per certified staff for each year of service within
 11 the Oak Ridge Schools payable upon retirement with
 12 a maximum of \$3,000 for those with 20 years or more
 13 experience. Number six is to provide one
 14 additional personal leave day a year for full time
 15 staff members. And lastly, we'd like you to
 16 consider providing one additional holiday and that
 17 would be the Wednesday before Thanksgiving for all
 18 staff members. With that, I am glad to give you
 19 our proposal and I will entertain any questions if
 20 you have any at this time.

21 CHAIRMAN FILLAUER: I have a
 22 couple and I'm not sure whether this is directed to
 23 you or, Karen, you may need to help with this. Or
 24 if we don't know the answer at some point in time

1 we'd appreciate, if it's reasonable, I may be
 2 asking a question that an answer is not a
 3 reasonable possibility but we will see. The
 4 governor's budget requests 1.5 percent increase so
 5 to increase the base salary by 2.5 percent we would
 6 basically have to come up, if that goes through, a
 7 one percent increase. What would be the budget
 8 cost to us for one percent?

9 MS. GAGLIANO: I have that figured
 10 but I don't have it with me.

11 MR. EBY: Mr. Chairman, it's
 12 actually going to be more than that because the 1.5
 13 percent does not cover --

14 CHAIRMAN FILLAUER: That's right.

15 MS. GAGLIANO: We only get about a
 16 third.

17 CHAIRMAN FILLAUER: So we'd have
 18 to figure in those that are...you're right. Thank
 19 you.

20 MR. DIGREGORIO: That's BEP only?

21 CHAIRMAN FILLAUER: Yes. So at
 22 some point in time...

23 MS. GAGLIANO: I have them, I just
 24 don't have them with me.

1 CHAIRMAN FILLAUER: Would you send
 2 it to everybody?
 3 MR. HAYGOOD: If memory serves me
 4 correctly, Karen, I think it was about \$380,000
 5 money for each one percent increase, does that
 6 sound accurate?
 7 MS. GAGLIANO: That's about what
 8 it was in the past and I've just looked at a lot of
 9 numbers in the last two days so I don't want to say
 10 until I get my numbers. But our step was a lot
 11 more expensive this year because we have younger
 12 staff moving on a schedule now. So I have that in
 13 my mind too so I don't want to give you the wrong
 14 number.
 15 CHAIRMAN FILLAUER: We'll just get
 16 that information. Second; do we have any way of
 17 knowing down on number six how many of our staff
 18 members or what percentage of our staff members
 19 actually use all their personal leave days?
 20 MS. GAGLIANO: Yes, we keep track
 21 of that in Skyward so we'd be able to find that out
 22 for you.
 23 CHAIRMAN FILLAUER: I'd like to
 24 know that too. And the only way we could figure

1 what it costs to the school when a staff member
 2 takes a personal day is what the cost of that
 3 substitute would be to replace them for that day,
 4 would that be correct? I know we are still paying
 5 them so that cost is still there. I guess I should
 6 have said additional cost would be just what the
 7 cost of that substitute is to replace them for that
 8 day?
 9 MS. GAGLIANO: Right and then for
 10 the people that don't have substitutes I guess you
 11 are just losing that workday.
 12 CHAIRMAN FILLAUER: On number five
 13 on that recommendation, would there be any
 14 consideration to setting a minimum number of years
 15 a teacher would have to serve to qualify? What
 16 would be your feeling of that? Let's just say,
 17 I'll just throw this out of the blue. Provide a
 18 one-time bonus pay of \$100 for certified staff who
 19 have completed at least ten years of service.
 20 MR. HAYGOOD: I'm not opposed to
 21 that at all. We have a --
 22 CHAIRMAN FILLAUER: And I'm just
 23 using ten as --
 24 MR. HAYGOOD: Program in place for

1 continuing health insurance coverage and I think we
 2 could use very similar language with that. To
 3 continue with health insurance when someone retires
 4 they have to have so many years within the system.
 5 We are looking primarily really to reward those who
 6 have been in Oak Ridge Schools. This is not an
 7 unusual benefit that many systems do. Knox County
 8 it's \$100 per day for unused sick days. I would
 9 walk out, if I was in Knox County, right now
 10 literally with a \$40,000 check if I was retiring
 11 from Knox County. That is one of the things that
 12 makes it more and more difficult for us to bring
 13 folks into our system because it's part of the
 14 total package.
 15 CHAIRMAN FILLAUER: And I kind of
 16 think, too, we've worked with our step schedule to
 17 attract teachers on the front end. That's
 18 something Knox County has done to keep them on the
 19 long end of it.
 20 MR. HAYGOOD: And they fund it --
 21 primarily I think they are making an assumption and
 22 Oak Ridge has been different than a lot of other
 23 systems in a very good way. The majority of
 24 systems, to save money if someone retires with 30

1 or 40 years experience, they hire a brand new
 2 teacher with a B.S. in zero and they save that gap.
 3 And I'm sure that's one way Knox County is funding
 4 this. They have suddenly had a teacher retire at
 5 the top end knowing they are probably going to hire
 6 someone in that's at the lesser end of the salary
 7 so it's a savings year after year after year. Oak
 8 Ridge has been really good about wanting to get the
 9 best they can get for the position when they hire a
 10 new teacher.
 11 CHAIRMAN FILLAUER: Mr. Eby,
 12 MR. EBY: Mr. Haygood, on number
 13 seven, provide one additional holiday. So I would
 14 assume that would be another holiday for the
 15 students too, I suppose?
 16 MR. HAYGOOD: I'm trying to find a
 17 way to word this in a nice way because I'm very
 18 appreciative for what our pay scale has been over
 19 the years compared to other systems. But the
 20 reality of it is we work also six more days than
 21 any other system within the state of Tennessee. So
 22 if you took away those six days in pay rather than
 23 ranking say 14th in beginning salary, we would
 24 probably drop down into twenties somewhere if you

1 reduced our pay that amount. I'm not suggesting
2 you reduce our pay. But I'm looking at a way that
3 we can possibly give something back to teachers
4 that is not a high cost item to the...we are still
5 going to be over the maximum number of days that
6 the state requires. The only thing you would --
7 obviously that might impact instruction to a degree
8 but the Wednesday before Thanksgiving is not a real
9 strong instructional day, as you can imagine. So I
10 don't think there is going to be a lot of
11 instructional time lost. We have a lot, I don't
12 know what the attendance rate is on that day but
13 the absenteeism is quite high, I'm sure.

14 MR. EBY: I guess I'd like to
15 know...the state minimum is what, 180 days and our
16 students go 186 days?

17 MR. HAYGOOD: 183. And then the
18 teachers have additional days that they will be on
19 that.

20 MR. EBY: So this would be 182
21 days.

22 MR. HAYGOOD: What it would impact
23 would be our snow policy more than anything else.
24 Because with the Wednesday schedules we don't -- we

1 can't bank days as other systems do so we have
2 three days and that would cut us down to two days
3 without having to look up some kind of make-up
4 procedure.

5 MR. EBY: Do we know what the
6 average school systems in the state of Tennessee
7 goes? Is it more than 180 or is it 180? Well, the
8 average would have to be more than 180 if the
9 minimum is 180.

10 DR. SMALLRIDGE: I think most
11 systems have some built-in snow days. Is that
12 accurate? I've been out of the loop so long.

13 MR. HAYGOOD: Most systems bank
14 their days by allowing...the state allows, most
15 systems go 30 minutes longer per day than is
16 required by state law and the state allows them to
17 bank, I think it's up to 13 days that way just by
18 going the extra time. So that's why when you see
19 these systems that are out 15 days for snow and you
20 think how are they not making this up, they bank
21 those days by going an extra 30 minutes a day.
22 Because of our Wednesday schedules that is not an
23 option for us.

24 CHAIRMAN FILLAUER: Ms. Richter.

1 MS. RICHTER: Which reminds me
2 that we would certainly need to take a look at the
3 kind of agreement that we hammered out last year
4 and not put any of those Wednesdays at risk or not
5 put that concept at risk. Because remember what we
6 ran into this past year and we wouldn't want to run
7 afoul of anything that we've got worked out in
8 terms of time in school and time in class per day
9 and stuff.

10 CHAIRMAN FILLAUER: Other
11 questions?

12 MR. DIGREGORIO: Probably Angi can
13 answer this one. Is there a bill pending now to
14 change the time spent in school to number of hours
15 instead of number of days?

16 MS. AGLE: Yes, and it is up in
17 the education committee this week. However, that
18 same bill also sets the earliest start date to the
19 4th Monday in August.

20 MR. DIGREGORIO: So they are tied
21 together?

22 MS. AGLE: I was sort of wishing
23 this afternoon that the good fairy would come along
24 and amend that bill to take out the mandatory start

1 date but leave the rest of it.

2 MR. DIGREGORIO: But that's still
3 pending, right?

4 MS. AGLE: It will be up in the
5 education committee this week.

6 MR. HAYGOOD: If I may say just
7 one more thing, please. When you are looking
8 through the packet and I know this Board is aware
9 of this, some of the information is accurate but
10 it's not always truthful. Statistics can do a
11 wonderful thing. When it looks at average
12 expenditures per child we always come out a loser
13 in the press and everywhere else because it looks
14 like we spend more per child than similar systems
15 that may be getting similar results. And we are
16 not comparing the same thing. And it's very
17 difficult without going system by system to make an
18 accurate comparison. When I listened to the
19 presentation earlier with the basketball coach and
20 what we have to pay or what he's having to pay, in
21 a lot of systems the city takes care of those
22 things. It doesn't come out of the school budget.
23 Maintenance, lawn mowing does not come out of city
24 in a lot of different places. So when you are

1 factoring in our costs I know this Board well
 2 enough and what we've gone through over the years
 3 pretty much everything that takes place in Oak
 4 Ridge Schools comes out of this Board's budget.
 5 It's not -- somebody else is not providing that
 6 service. Internet service or whatever. A lot of
 7 systems in Tennessee in which the local government
 8 provides Internet service for those schools. So
 9 when you look at that sometimes it can be very
 10 misleading. I know you are aware of that, that's
 11 why I'm hesitant sometimes when you give this
 12 information out and someone just looks at it at
 13 face value, yes, it's accurate. Or it's truthful
 14 but it's not always accurate I guess. I'm just
 15 cautioning you on some of these things to look at
 16 that. When you look at the average teacher's
 17 salary, we always do extremely well. I expect next
 18 year we are going to take a huge hit on that
 19 because we lost 40 teachers at that top end that
 20 inflated the average teacher's salary. So suddenly
 21 next year I suspect we will see us drop in that
 22 category. It doesn't mean we are any less
 23 effective or whatever, it's just that's what it's
 24 going to be. Thank you for your time and

1 consideration.
 2 CHAIRMAN FILLAUER: Thank you.
 3 Yes, Karen.
 4 MS. GAGLIANO: I just wanted to
 5 make a point to kind of reinforce what Mike said.
 6 Like with all the information that he sent out, his
 7 point before about the number of days in the year
 8 for the teachers versus other systems, that affects
 9 all this data. So the only true way to really
 10 compare from one district to the other on teachers'
 11 salary at these benchmark locations of master's and
 12 bachelor's and so on is to do it by daily rates
 13 because then you would be really comparing apples
 14 to apples. So like he said, the ratings would
 15 definitely fall because of the extended days that
 16 Oak Ridge has so just another thing to keep in mind
 17 as you are looking through this.
 18 MR. HAYGOOD: Thank you.
 19 CHAIRMAN FILLAUER: Thank you and
 20 thank both of you all for what you do for education
 21 at Oak Ridge and the relationship between the Oak
 22 Ridge Education Association and the Board of
 23 Education. It's always been one of open-endedness
 24 and discussion and we are very much appreciative of

1 that. Thank you.
 2 Next item on the agenda is the
 3 Consent Agenda. Do I hear a motion?
 4 MR. DIGREGORIO: So move.
 5 MS. RICHTER: Second.
 6 CHAIRMAN FILLAUER: All those in
 7 favor of approving the Consent Agenda signify by
 8 saying aye.
 9 (Whereupon, all members voted aye)
 10 CHAIRMAN FILLAUER: Opposed?
 11 Motion carries.
 12 MS. GAGLIANO: Excuse me. I have
 13 to make one correction in the second part of that
 14 Consent Agenda. It's just a typo but I don't want
 15 it to go on without being noticed. It's the second
 16 part of the second item the Budget Amendment
 17 032513, First Reading, Page Two of Five. So if you
 18 will go to that page, it's the page that has like a
 19 spread sheet. If you go to the column that says
 20 Fiscal Year To Date Revised Budget, the third
 21 column over and then go down two lines that
 22 forty-five million should be five million. There
 23 is a four instead of someone meant to be a dollar
 24 sign. So I didn't want that to go down in history

1 as the accurate number.
 2 CHAIRMAN FILLAUER: On page two of
 3 five.
 4 MS. GAGLIANO: Yeah, third column
 5 over revised budget second line down it says
 6 forty-five million-0-ninety-one. That should say
 7 five million-0-ninety-one.
 8 CHAIRMAN FILLAUER: Do I hear a
 9 motion on the floor to correct the FY'13 Budget
 10 Amendment 032513 Page Two third column to correct
 11 that typo from forty-five million to five million?
 12 I guess would be the cleanest way to do that.
 13 MR. EBY: So move.
 14 MS. AGLE: Second.
 15 CHAIRMAN FILLAUER: Any
 16 discussion? All those in favor signify by saying
 17 aye.
 18 (Whereupon, all members voted aye)
 19 CHAIRMAN FILLAUER: Opposed?
 20 Motion carries.
 21 Items for Action. Curriculum and
 22 Instruction. Approval of Willow Brook and Oak
 23 Ridge Schools Preschool 2014-15 Calendar. Dr.
 24 Smallridge.

1 DR. SMALLRIDGE: Both Willow Brook
2 and Preschool have been involved in developing this
3 calendar and it meets the specifications for number
4 of school days, and so on. And I recommend that
5 calendar be approved for the 2014-15 school year.
6 I believe people are here that could speak to that,
7 if the Board has questions.

8 CHAIRMAN FILLAUER: You have heard
9 the superintendent's recommendation. Do I hear a
10 motion?

11 MS. RICHTER: Move for approval.

12 MR. EBY: Second.

13 CHAIRMAN FILLAUER: Discussion?

14 MS. RICHTER: I've got a question.

15 CHAIRMAN FILLAUER: We've got
16 reports that in some of our previous meetings our
17 microphones were not working where people couldn't
18 hear us out in TV land. Now they are working so
19 well they can hear us without the microphones out
20 there. I think Mr. Cinnamon is making an
21 adjustment on that a little bit so we won't have
22 that feedback. Ms. Richter.

23 MS. RICHTER: I just noticed this
24 year how close the vote was. But we only have one

1 of the calendars. Were there significant
2 differences or were the calendars themselves that
3 were being offered so close? Really, if you look
4 at that vote total there aren't huge differences
5 except for a group of staff in one of the
6 buildings. Otherwise, the vote totals are very
7 close. Is everybody going to be happy with the end
8 result I guess is my question.

9 UNKNOWN SPEAKER: (Indiscernible,
10 no mic)

11 CHAIRMAN FILLAUER: Any other
12 questions? The motion is to approve the Willow
13 Brook and Oak Ridge Schools Preschool 2014-15
14 Calendar. All those in favor signify by saying
15 aye.

16 (Whereupon, all members voted aye)

17 CHAIRMAN FILLAUER: Opposed?
18 Motion carries.

19 Next under Business. First item
20 Approval of Audit Firm for FY'13 Financial Audit.
21 Dr. Smallridge.

22 DR. SMALLRIDGE: Schools are
23 required to contract with independent auditors
24 annually for the provision of an independent audit

1 for financial activities. And FY'13 Proposal from
2 Pugh & Company represents an increase of two
3 percent over the FY'12 contract. So I will
4 recommend approval of the contract with Pugh &
5 Company to perform the FY'13 Financial Audit at a
6 fee of \$56,100. And I think representatives from
7 Pugh & Company are here if the Board members have
8 questions in case they might want to comment.

9 CHAIRMAN FILLAUER: You have heard
10 the Superintendent's recommendation. Do I hear a
11 motion?

12 MS. RICHTER: Move for approval.

13 MR. DIGREGORIO: Second.

14 CHAIRMAN FILLAUER: Discussion or
15 comments. Mr. Eby.

16 MR. EBY: Karen, when was the last
17 time that we bid this contract? You all have been
18 here many, many years, right?

19 REPRESENTATIVE: Bacon & Howard
20 has -- Pugh & Company acquired Bacon & Howard a
21 couple of years ago.

22 MR. EBY: It was Bacon & Howard
23 when I was here before. So I'm just curious when
24 was the last time this thing was bid?

1 MS. GAGLIANO: The last bidding
2 session was just prior to myself coming aboard so
3 that was about 16 or 15 years ago. And it has not
4 been bid since.

5 MR. EBY: This is no reflection on
6 you but again it seems to me that it would be maybe
7 next year, if we approve this this year, that we
8 ought to at least look and see are we getting a
9 great deal here. Maybe we are. Sixteen years
10 since you've bid a contract.

11 MS. GAGLIANO: Everytime I brought
12 it up the staff cringed because apparently before I
13 came and there was the bid there was some bad
14 experience in the change-over, not with you but
15 people before you. And then we've gone through a
16 series of staff turnover and some upheaval but it's
17 probably long overdue.

18 CHAIRMAN FILLAUER: I would agree
19 with you. I think we are in the process of
20 changeover and when we get things on the ground and
21 again no issues here but just something in the
22 normal process of doing business that we probably
23 need to take a look at in the future. Other
24 questions? I know you took your time to come

1 tonight. I wish I could think of a question to ask
2 you but maybe that's good that we don't have any
3 other questions at this point and we appreciate you
4 being here.

5 REPRESENTATIVE: That's fine.
6 Thank you.

7 CHAIRMAN FILLAUER: The motion on
8 the floor is Approval of the Audit Firm for the
9 FY'13 Financial Audit. All those in favor signify
10 by saying aye.

11 (Whereupon, all members voted aye)

12 CHAIRMAN FILLAUER: Opposed?
13 Motion carries.

14 Next item is Approval of Revisions
15 to the Custodial Salary Schedule. Dr. Smallridge.

16 DR. SMALLRIDGE: In the interest
17 of remaining efficient and cost effectiveness, Mr.
18 Thacker has done a salary schedule review with
19 several area school systems and we are recommending
20 the salary schedule contained in this item, the new
21 salary schedule, which would be effective for
22 employees hired after March 25th. In other words,
23 if the Board approves this tonight then it would go
24 into effect immediately only for new employees.

1 The existing employees would remain on the old
2 salary schedule and of course over time that would
3 result in a considerable cost savings. So I'm
4 recommending approval of the revisions to the
5 custodial salary schedule as presented in this
6 item. And Mr. Thacker could respond to any
7 questions that members of the Board might have.

8 CHAIRMAN FILLAUER: You have heard
9 the Superintendent's recommendation. Do I hear a
10 motion?

11 MR. EBY: So move.

12 MS. RICHTER: Second.

13 CHAIRMAN FILLAUER: Questions or
14 discussion? Mr. Eby.

15 MR. EBY: Allen, I was having
16 difficulty maybe just going from page to page.
17 What I would like to see is a comparison from the
18 old schedule to the new schedule. You've got these
19 comparisons with all these other systems. Maybe
20 I'm missing it, do you have something side by side
21 old schedule versus new schedule?

22 MR. THACKER: I don't have that
23 available but I can get that to you.

24 MR. EBY: Generally, how does it

1 compare?

2 MR. THACKER: A Class A custodian
3 on our current schedule starts at \$10.24 an hour.
4 The new schedule starts them at \$9.50 an hour. He
5 tops out after 16 years, 16 steps at \$16.47 an
6 hour. And under the new schedule he would top out
7 at \$15.02 an hour. Each step is a 3.1 percent
8 increase. We have different schedules for each
9 individual classification. Elementary, small
10 elementary or other is 9.7 percent above the base
11 so they start at \$10.42 an hour. Currently that
12 would be \$11.23 an hour. Just to speed that along,
13 let me just give you the bottom and the top which
14 is our high school custodian. High school
15 custodians is 32.3 percent above base of 9.50 so
16 they would start at 12.57 an hour. Their current
17 starting pay is 13.55. They top out on the new
18 schedule at 19.87. Their current top-out pay is
19 \$21.89.

20 CHAIRMAN FILLAUER: Ok, stop right
21 there. Would you say that again?

22 MR. THACKER: Sure. Under the
23 current schedule a high school head custodian
24 starts out at \$12.57 an hour. After 16 steps he --

1 he starts at 12.57 and he tops out at 19.87. On
2 the current schedule he starts at 13.55 an hour and
3 tops out at 21.89.

4 MR. EBY: One more question.
5 Between steps you said was --

6 MR. THACKER: 3.1 percent.

7 MR. EBY: 3.1 percent. And they
8 are like the other step program and then if there
9 was a two percent raise in effect they would get
10 two plus 3.1?

11 MR. THACKER: Correct, unless they
12 are topped out and then all they get is the cost of
13 living.

14 MS. GAGLIANO: And the step
15 increments are basically what the existing schedule
16 has.

17 MR. EBY: For the professional
18 staff?

19 MS. GAGLIANO: For the custodians.

20 MR. EBY: How does the percentage
21 from one step to the next as a custodial staff
22 compare to the percentage for the professional
23 staff from one step to the next?

24 MS. GAGLIANO: The custodial

1 salary schedule is a straight 3.1 between steps
 2 through all 16 and the teachers' is indexed and
 3 it's loaded a little bit higher at the beginning so
 4 it's not really comparable.
 5 MR. DIGREGORIO: On the surface
 6 here it looks like it's a decrease.
 7 DR. SMALLRIDGE: It is.
 8 MR. EBY: It's to bring it more in
 9 line with the market, the competitive market,
 10 right?
 11 MR. THACKER: Right. One of the
 12 other --
 13 MR. DIGREGORIO: We are not going
 14 to do that with our teaching staff or
 15 administrators, are we? I mean, get in line with
 16 the market?
 17 DR. SMALLRIDGE: I think they will
 18 still be very, very competitive. You know, near
 19 the top of any district in the area what we looked
 20 at.
 21 MR. THACKER: Blount County would
 22 be the only school district that would be paid more
 23 than our custodial staff.
 24 MS. RICHTER: Blount County or

1 Lenoir City?
 2 MR. THACKER: Lenoir City starts
 3 out at a higher rate but they end at a lower rate.
 4 MR. EBY: A much lower rate. They
 5 end at \$12.85. We're 25 percent higher than that.
 6 MR. THACKER: Right.
 7 MS. RICHTER: How large is your
 8 staff that would be affected by this? How many
 9 people do we have in these categories?
 10 MR. THACKER: We have a total of
 11 42 custodial staff at this point in time. And this
 12 only affects new hires.
 13 MS. RICHTER: My next question
 14 then is of your current staff how many are kind of
 15 brand new hires? And by that I mean within the
 16 last year or so?
 17 MR. THACKER: I'd say we've got
 18 about five to six new hires within the past two
 19 years. However, we have a large student population
 20 as well. We've got quite a few employees that are
 21 going to school and will eventually graduate and
 22 look to go to a new career so they are basically
 23 here earning money for school so they are not
 24 long-term employees.

1 MS. RICHTER: Do you foresee any
 2 issue with having an employee who has been in the
 3 role for a year being paid a couple of dollars more
 4 than somebody who happens to be hired a year later?
 5 MR. THACKER: Well, that was one
 6 of our concerns -- that someone has been here 15,
 7 20, 30 years they all felt like being competitive
 8 in the marketplace was more important for us at
 9 this given time than these small differences
 10 because it's really not a huge difference, about a
 11 dollar and a half an hour.
 12 MR. DIGREGORIO: That's a big
 13 difference over a day. And a bigger difference
 14 over a month. I'm having trouble not understanding
 15 but accepting the table.
 16 CHAIRMAN FILLAUER: And you are
 17 right but, too, the question I think you have to
 18 ask is if a person is hiring in are they looking at
 19 the immediate impact or are they looking long term.
 20 If they are looking long term their gain is greater
 21 to hire in at this schedule than it would have been
 22 to hire in at the higher schedule. Right?
 23 MR. THACKER: Correct.
 24 MR. DIGREGORIO: But it looks to

1 me like they top off at a lower salary.
 2 CHAIRMAN FILLAUER: They top off
 3 at \$21.00.
 4 MR. THACKER: No, that's --
 5 CHAIRMAN FILLAUER: You're right.
 6 You're right.
 7 MR. EBY: This will save the
 8 school system money. My position is it saves the
 9 school system money and it's comparable or still
 10 competitive with the existing rates. And I think
 11 Allen has done an admirable job of what he's trying
 12 to do here.
 13 MR. THACKER: One of the other
 14 items that we did is we eliminate shift foremans on
 15 the new schedule. So as shift foremans move out,
 16 we will no longer have shift foremans. There is
 17 two reasons why we opted to do that. One is our
 18 training methods now have changed so we are cross
 19 training all our employees to be able to do all
 20 jobs. The other is originally we had a go-to
 21 person at night that carried the old fashioned
 22 radios, those were very expensive to purchase so we
 23 didn't have one for every employee. So we had one
 24 person you called to take care of things. Now with

1 zero rate cell phones, we call the person at the
2 site that we need to get ahold of and they can
3 adjust to whatever they need.

4 MR. DIGREGORIO: I'm having
5 trouble adjusting a salary schedule downward.
6 There is my issue. I don't want to do it for
7 teachers, I don't want to do it for administrators
8 and I'm not exactly sure I understand why we are
9 doing it for our custodial staff. I understand all
10 this part about saving money but we could save
11 money all the way across the board if we did that.
12 Is that what we want to do?

13 MS. RICHTER: I think the point
14 is, though, that if we looked around and we saw
15 that we were not competitive with teacher staffs or
16 custodial staffs or anything else because we were
17 on the low end that we would increase it. But
18 because we have one salary schedule that is out of
19 whack with the market we like being high and I know
20 we like being high and I know that you get what you
21 pay for and so on. But if you are quite a bit out
22 of the market then do you not also have a
23 responsibility to consider whether or not you are
24 expending your funds wisely.

1 MR. DIGREGORIO: I totally get it.
2 I understand all that. I'm just having trouble
3 adjusting it downward.

4 MS. GAGLIANO: Also I just wanted
5 to remind you that years ago the first step that we
6 took in the food service program was to introduce a
7 new schedule because we found ourselves extremely
8 high in that area. So we approached it in the same
9 manner that we didn't touch any of the existing
10 employees but anybody that was hired in new was put
11 on the new schedule. Then the second step to that
12 was when we elected to go a little bit further and
13 any new employees beyond that were hired as ARAMARK
14 employees so we gradually moved the employees over
15 from being Oak Ridge to ARAMARK. And that entailed
16 a different schedule again.

17 MR. EBY: Per students is the same
18 way, right? Transportation.

19 MS. GAGLIANO: That's right. So
20 we've done this before and it has been cost
21 effective in those support areas.

22 CHAIRMAN FILLAUER: Dr.
23 Smallridge.

24 DR. SMALLRIDGE: I looked at it a

1 little different and it does involve the way I
2 looked at it a cost savings but the average
3 difference on each step, the average difference is
4 about \$1.04 and if you look at a 40-hour week you
5 are looking at \$42 times, you know, it gives you
6 \$2,184 annual savings per employee. This is
7 assuming that you had everybody on the old salary
8 schedule compared with everyone if everyone was on
9 the new salary schedule in the same steps. And the
10 annual savings is just a little over \$90,000,
11 \$91,000. By the time everyone has transitioned to
12 the new salary schedule and assuming that they are
13 on the same step. Does that make sense? It's
14 about a ninety-some thousand dollar annual savings,
15 which is pretty significant.

16 CHAIRMAN FILLAUER: And the point
17 too is our current employees are not affected by
18 this at all. It's only people who we have not yet
19 hired.

20 MR. THACKER: Correct. And they
21 are still in a very competitive salary range for
22 the market.

23 MR. DIGREGORIO: Jenny has raised
24 a good question, though, about the equatibility if

1 you had two people doing the same job and just
2 because they got hired one year apart one guy is
3 making a dollar and some more than the other one
4 just because of that one year apart.

5 MR. EBY: They are at-will
6 employees, they are at-will of the company and if
7 they apply for this job they know exactly what
8 their salary schedule is. I would come back and
9 revisit this later if we are not able to encourage
10 people to come in and hire at this rate. If that
11 turns out to be a problem then maybe we need to
12 revisit. I don't think that's going to be a
13 problem.

14 CHAIRMAN FILLAUER: Speaking of
15 that just so I'm correct here. In talking with
16 Karen I believe we need two readings on this
17 because if adopted as a salary schedule it does
18 become part of our policy. So we have to have a
19 second reading on policy items so we will have to
20 -- you will have some time to contemplate all this
21 discussion and we will have to come back at our
22 next meeting for a second and final reading on
23 this.

24 MS. RICHTER: I do have one last

1 question. I know that traditionally one of the
2 reasons we had such a high custodial scale and it
3 is high when you look at it compared to these other
4 systems, it's obviously very high. But it was to
5 compete with the plants. Do we still have that
6 issue?

7 MR. THACKER: We don't have that
8 issue because there is very little hiring going on
9 at the plants at this time. At the time that
10 salary level was placed up there to help us be more
11 competitive with the plants, we would hire somebody
12 and train them and then the plants would hire them
13 away. That's not happening. In addition, over the
14 years since that took place the school district had
15 given cost of living increases that I think were
16 greater than other cost of living increases around
17 the districts around us at times when money was
18 available. So now we are seeing the result of
19 that. We have outpaced all the districts around us
20 in our salaries.

21 MR. DIGREGORIO: Have you talked
22 this over with your custodial staff?

23 MR. THACKER: I've talked it over
24 with the head custodial staff. I haven't brought

1 it to the lower level yet. I'll be presenting that
2 to them upon your all's approval.

3 MR. DIGREGORIO: And what was the
4 outcome of that particular conversation?

5 MR. THACKER: Well, I guess one of
6 the best things was Gary Patterson at the high
7 school...he's been with the school district almost
8 40 years. He said that's probably the wisest thing
9 we've done because we want to make sure that we
10 stay marketable because we don't want to get to a
11 point where we can't afford to have this valuable
12 department. I think this department is extremely
13 valuable and provides a super service for the
14 district. But if we get to the point where we
15 price ourselves out of a job you will have no
16 choice but to go somewhere else.

17 MR. DIGREGORIO: Is that pretty
18 much a consensus among all the custodians?

19 MR. THACKER: That is the
20 consensus. We want to stay effective and efficient
21 for this district. And, like teachers, we are
22 committed to be here and provide a service.

23 MR. DIGREGORIO: This is the first
24 reading, right?

1 CHAIRMAN FILLAUER: Other
2 questions? I've got one and maybe this goes back
3 to what Mr. Eby was saying. Just food for thought
4 question. I believe I have heard the answer but we
5 feel comfortable that at this rate because it is
6 compatible across the other school districts that
7 we can attract the quality person that we want to
8 be in this job at that rate because it is
9 compatible as opposed to and I think you said after
10 this goes through maybe...maybe and I go back to
11 the statement I made earlier, sometimes you have to
12 raise, as we found out, to get the quality person.
13 So if this works the way we are doing it and it can
14 be a cost savings and we are effective hiring
15 quality personnel to do this job then, yes. But if
16 we see some problems along the way it might need to
17 be reconsidered. But I guess that's just some food
18 for thought as we proceed with this.

19 MR. THACKER: We've reviewed this
20 pretty close for a long time now.

21 CHAIRMAN FILLAUER: Other
22 questions? Comment. Ms. Agle.

23 MS. AGLE: A comment on this; as a
24 sign of the economic times the state is doing

1 something very similar with the pension plan where
2 the new teacher who hired in this year is going to
3 get a defined benefit. They will know on day one
4 that they start teaching what their retirement
5 salary will be. The teacher who is hired in next
6 year; that is not likely to be true.

7 MR. DIGREGORIO: I will
8 reluctantly support this on the first reading.

9 CHAIRMAN FILLAUER: Other comments
10 or questions? The recommendation is the approval
11 of revision to the custodial salary schedule on
12 first reading. All those in favor signify by
13 saying aye.

14 (Whereupon, all members voted aye)

15 CHAIRMAN FILLAUER: Opposed?
16 Motion carries.

17 Item C; Approval of Budget
18 Transfer to Textbook Line. This is a second
19 reading. Dr. Smallridge.

20 DR. SMALLRIDGE: Right, I think
21 the Board is familiar with this. Obviously, this
22 is the second reading but it does transfer funds to
23 the textbook line item and do supplement funds for
24 purchase of literature textbooks. I recommend

1 approval on second reading.
 2 MS. AGLE: Move for approval.
 3 MR. EBY: Second.
 4 CHAIRMAN FILLAUER: Comments or
 5 questions? You have heard the motion to approve
 6 the budget transfer to textbook line item on second
 7 reading. All those in favor signify by saying aye.
 8 (Whereupon, all members voted aye)
 9 CHAIRMAN FILLAUER: Opposed?
 10 Motion carries.
 11 Next under Pupil Services Approval
 12 of Policy Regarding Services for Special Education
 13 Students, this is also a second reading. Dr.
 14 Smallridge.
 15 DR. SMALLRIDGE: Right. The Board
 16 approved this last time with one change which is
 17 highlighted in the written material highlighted in
 18 red the term disability. I recommend the Board
 19 approve the attached policy regarding services for
 20 special education students on second reading.
 21 CHAIRMAN FILLAUER: You have heard
 22 the Superintendent's recommendation. Do I hear a
 23 motion?
 24 MR. EBY: Move for approval.

1 MS. RICHTER: Second.
 2 CHAIRMAN FILLAUER: Discussion,
 3 comments or questions? The motion on second
 4 reading to approve the policy regarding services
 5 for special education students. All those in favor
 6 signify by saying aye.
 7 (Whereupon, all members voted aye)
 8 CHAIRMAN FILLAUER: Opposed?
 9 Motion carries.
 10 Next item under Pupil Services
 11 Approval of TSBA Proposed Board Policy 1.802,
 12 Section 504 and ADA Grievance Procedures. This is
 13 also a second reading. Dr. Smallridge.
 14 DR. SMALLRIDGE: I just recommend
 15 approval of that policy as contained here in the
 16 Board line item, recommend approval.
 17 CHAIRMAN FILLAUER: You have heard
 18 the Superintendent's recommendation. Do I hear a
 19 motion?
 20 MS. RICHTER: Move for approval.
 21 MS. AGLE: Second.
 22 CHAIRMAN FILLAUER: Questions or
 23 discussion? All those in favor of approving TSBA
 24 Proposed Board Policy 1.802 Section 504 and ADA

1 Grievance Procedures on second reading signify by
 2 saying aye.
 3 (Whereupon, all members voted aye)
 4 CHAIRMAN FILLAUER: Opposed?
 5 Motion carries.
 6 Next under Human Resources on
 7 first reading Approval of Recommendation for the
 8 School Volunteer Policy. Dr. Smallridge.
 9 DR. SMALLRIDGE: Right, this
 10 policy is an effort to maximize safety for all
 11 students and ensure consistent action across the
 12 district. Staff has developed a school volunteer
 13 policy as well as administrative guidelines and a
 14 volunteer agreement. The policy and guidelines are
 15 similar to those in place in other Tennessee
 16 districts and have been reviewed by Executive
 17 Committee, administrative council and the school
 18 attorney. The policy spells out three different
 19 volunteer service levels and the requirements for
 20 each level. Level three volunteers are those that
 21 would be working independently or unmonitored
 22 volunteers working independently with students and
 23 they will be required to go through the same
 24 criminal background checks as required for new

1 employees. Costs for the checks will be paid
 2 either by the school department or the volunteer.
 3 I recommend approval of this policy on first
 4 reading.
 5 CHAIRMAN FILLAUER: You have heard
 6 the Superintendent's recommendation. Do I hear a
 7 motion?
 8 MS. RICHTER: Move for approval.
 9 MR. EBY: Second.
 10 CHAIRMAN FILLAUER: Questions or
 11 discussion? Ms. Agle.
 12 MS. AGLE: Do we have any idea
 13 what the fiscal note is on this? How many level
 14 three volunteers do we currently have. I know that
 15 through the Readers and Leaders Program they are a
 16 pretty significant number. Mostly concentrated at
 17 Willow Brook. What is the cost of the background
 18 check per volunteer and what would the impact, the
 19 total cost, of all those level three volunteers be?
 20 DR. SMALLRIDGE: Let me ask Dr.
 21 Lee to respond to that question.
 22 DR. LEE: The cost is \$42 per
 23 volunteer. And I don't really have a number of the
 24 level three volunteers that we have in the system.

1 This policy came under discussion and development
2 because of a need at Oak Ridge High School where
3 they do a lot of one-on-one tutoring. And at that
4 time we were looking at about ten volunteers for
5 that program. I think there are several programs
6 involved and I can't tell you a total number.

7 MS. AGLE: I think just working
8 from memory from the beginning of the year
9 festivities, if you will, for the Readers and
10 Leaders Program I'm thinking that's about 50 people
11 who would fall under the level three category.

12 DR. SMALLRIDGE: Is that where
13 they would be working with students not under the
14 supervision of a teacher?

15 MS. AGLE: It's one-on-one
16 tutoring which as described in this policy would
17 meet the level three criteria. Different tutors
18 meet with their students in different places. I
19 normally am in the library at Willow Brook so I'm
20 there with the librarian in the room. But I know
21 there are others who use a meeting room where it's
22 just the tutor and the student in that room. So it
23 probably is a significant number of people. I
24 don't disagree that it's a good thing to know who

1 your volunteers are. Putting the cost of it on the
2 individual school or the volunteers themselves I'm
3 concerned that that could dramatically decrease the
4 participation in that program which is very
5 important and does a lot of good work.

6 DR. SMALLRIDGE: Since this is
7 first reading I think we could get back to you by
8 next time and have a firm count and a dollar figure
9 hopefully by second reading.

10 CHAIRMAN FILLAUER: And just to
11 add, that was one of the things that jumped out to
12 me. I think if we are going to do it I don't like
13 the word either in there. Let's pick one. I think
14 probably if we can the school ought to do that. I
15 don't want to be in a position to say, well, we
16 made you pay but you don't have to. I think we
17 need to be firm on that. So a number with that
18 information would be helpful. Mr. Eby.

19 MR. EBY: I'd like to ask Ms. Agle
20 what her options would be if we didn't do that,
21 have a background check. And I guess my feeling is
22 that even if it's \$42 a volunteer and there's 50
23 volunteers, by my math, that's basically \$2,000. I
24 would beg to say that we get much greater benefit

1 from the volunteers than \$2,000 worth a year. But
2 maybe what we do is require them to have a minimum
3 number of hours that they are going to volunteer to
4 assure the school is getting their value. But I
5 have a hard time asking the volunteer to pay \$42
6 for a background check for them to come in and help
7 our students and we, in fact, want them to come
8 into our school systems. I think we find that
9 volunteers are probably very, very effective in
10 what they do and so I think we ought to pay for
11 this.

12 MS. AGLE: I would tend to agree.
13 My concern is simply the language putting the
14 burden on the individual school, the individual
15 school budgets may not accommodate that \$2,000 cost
16 whereas the system-wide budget it could probably be
17 absorbed fairly easy.

18 CHAIRMAN FILLAUER: Anyone else?
19 Dan.

20 MR. DIGREGORIO: When you consider
21 all the volunteers, athletic coaches, one-on-one
22 tutors, etcetera, etcetera, how many total
23 throughout the system?

24 DR. LEE: Volunteer coaches,

1 anybody that is in some position or a non-staff
2 coach the system covers their cost. These are
3 volunteers that are not employees.

4 MR. DIGREGORIO: How many of these
5 volunteers?

6 DR. LEE: We are talking about the
7 level three volunteers, right? There is a lot of
8 volunteers that don't rise to the level of the
9 unmonitored-type volunteers. We are going to try
10 to ascertain a cost polling each school.

11 CHAIRMAN FILLAUER: Anyone else?
12 This is on first reading, approval of the
13 recommendation for the school volunteer policy.
14 All those in favor signify by saying aye.

15 (Whereupon, all members voted aye)
16 CHAIRMAN FILLAUER: Opposed?

17 Motion carries.

18 Next under Items for Information
19 is the Enrollment Report. Any comments or
20 questions there?

21 Financial Report; any comments or
22 questions?

23 Any old business?
24 Any new business?

1 I think Mr. Eby has a
2 Communication.

3 MR. EBY: Yes, I do. I received a
4 contact from Ms. Shirley Cox. She works with
5 TetraTech and what she indicated was that TetraTech
6 would like to have the opportunity to come and
7 present to the Board of Education a process for
8 determining a good path for increased school
9 security. I guess this is some of the consulting
10 business that they do. And what they would like to
11 do is maybe use the Oak Ridge Schools as a model
12 for other schools in the region and in the state.
13 So, Dr. Smallridge, I was going to give her your
14 name, maybe Allen Thacker's name. And they would
15 like to just come and talk to us about what they
16 might do for us.

17 CHAIRMAN FILLAUER: Very good.
18 Any others?

19 Hearing nothing else, appreciate
20 those in attendance tonight.

21 We are adjourned.
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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.

4/29/13

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 83 pages are a true and correct transcript of the proceedings taken by me in this cause on the 25th day of March, 2013.

This the 16th day of April, 2013.

A handwritten signature in cursive script, appearing to read 'Joan S. Roberts', is written over a horizontal line.

Joan S. Roberts, Court Reporter