

TRANSCRIPT OF PROCEEDINGS

OAK RIDGE SCHOOLS - OAK RIDGE BOARD OF EDUCATION

REGULAR MEETING

SCHOOL ADMINISTRATION BUILDING BOARD ROOM

MONDAY - MARCH 26, 2012

7:00 p.m.

BOARD MEMBERS

MR. W. KEYS FILLAUER, CHAIRMAN

MS. ANGI AGLE

MR. DAN DIGREGORIO

MR. ROBERT EBY

MS. JENNIFER RICHTER

ALSO PRESENT:

DR. THOMAS BAILEY, SUPERINTENDENT OF SCHOOLS (ABSENT)

MR. KEN GREEN, ASSISTANT SUPERINTENDENT OF SCHOOLS

MS. KAREN GAGLIANO, DIRECTOR OF BUSINESS & SUPPORT

SERVICES

JOAN S. ROBERTS - COURT REPORTER

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1 MR. FILLIAUER: I'd like to call to order
2 the Oak Ridge Schools Board of Education regular
3 meeting. The first on the agenda is the Committee of
4 the Whole. Tonight we're pleased to have Glenwood
5 Elementary School here as our guest, and I think
6 they'll be coming this way any moment. I will
7 mention, if you notice the Board gets distracted
8 during the course of this meeting we'll be going to
9 our Ipads checking the score of the Lady Vols-Baylor
10 game. So, if we have any updates we'll keep you
11 informed. And I will introduce Ms. Kathy Casey who
12 will let us know what's going to happen.

13 MS. CASEY: Thank you so much. We're
14 excited about singing for you tonight. We have two
15 songs from a musical that we did and it's about
16 healthy eating habits and healthy ways to live and
17 exercising and all that sort of thing. The first song
18 is called "Eat a Rainbow" and that's kind of why we're
19 dressed like a rainbow tonight. And the second song
20 is a song about helping me grow, and it's actually a
21 message to the adults in our children's lives. So, it
22 applies to me, to their parents, to everyone, every
23 adult, that really encounters them. It's their
24 message to us. And tonight we have Derrick Presley

1 public forum is for anyone in the audience who would
2 like to address the Board on a topic that is not on
3 the Board agenda. The Board does not take action at
4 this time but may have questions and then may direct
5 the Superintendent to provide additional information
6 or direct you to the appropriate staff member. If you
7 choose to speak, please, sign your name and address at
8 the podium and then state your name and address. You
9 will have three minutes to speak. Is there anyone who
10 wishes to address the Board at this time? Seeing no
11 one, I will adjourn the Committee of the Whole and
12 call to order the regular meeting. The first item on
13 the agenda is the approval of the agenda. Any
14 additions or corrections? I will note I think you
15 received information that under Special Presentation
16 that should be FY '13 in both A and B, instead of FY
17 '12 was on the original agenda. Hearing no changes or
18 additions, do I hear a motion for approval?

19 MR. DIGREGGIO: Move for approval.

20 MS. AGLE: Second.

21 MR. FILLIAUER: All in favor signify by
22 saying aye.

23 (Whereupon, all members voted aye)

24 MR. FILLIAUER: Opposed? Motion carries.

1 who would like to lead us in the Pledge of Allegiance.
2 (Whereupon, the Pledge of Allegiance was
3 recited and students from Glenwood Elementary
4 performed.)

5 MR. FILLIAUER: Okay, Steve, work with me
6 on this. Guys, your parents are here and we
7 appreciate them being here, but maybe out in TV land
8 your next-door neighbor or your grandparents or
9 somebody is watching, so the people on the first row
10 look right at the camera. Mr. Cinnamon is going to
11 scan each one of you on the front row. And when I say
12 "one" I want just the front row to wave. Okay? Just
13 the front row. Ready? One. Okay. First row, kneel
14 down. Thank you. Second row, it's your turn. When I
15 say "one" wave to the camera. Ready? One. And
16 smile, yes, absolutely. Forget that. Okay. Second
17 row, kneel down. Third row, it's your turn, on "one".
18 One; smile and wave. Thank you very much. Ms. Casey,
19 thank you, always a pleasure. And, as Ms. Agle said,
20 this is always the best part of the School Board
21 meeting right here. Third grade from Glenwood
22 Elementary School, you guys were great. Thank you
23 very much. Parents, thank you. Next item under the
24 Committee of the Whole is the public forum. The

1 I would mention Mr. Green is handling the meeting from
2 the Superintendent's office today or tonight. Dr.
3 Bailey, I'm sure he's home watching, is having some
4 back issues and had a treatment for that and we hope
5 that went well, and he'll be back as spry as ever
6 tomorrow or the next day, we hope. Next on the agenda
7 is Special Report, and that's Good News, things that
8 are happening in the Oak Ridge Schools. Mr. Eby.

9 MR. EBY: Yes, Mr. Chairman. My good
10 news comes from Woodland School and it's a
11 congratulations to those Woodland chess students who
12 competed in the team regional qualifying tournament
13 during the first weekend of March. The primary K
14 through 3B team earned first place in their division.
15 The elementary K through 6A team placed sixth in their
16 division. And the primary K through 8 team earned
17 first place in the division, and they qualified to
18 compete in the State tournament finals on March 24th
19 in Cookeville, Tennessee, and that's great news.

20 MR. FILLIAUER: Ms. Agle.

21 MS. AGLE: From Robertsville, Mr. Greg
22 Hamilton, a 7th grade teacher and a member of the
23 Tennessee Geographic Alliance, received the Tom and
24 Stella Malayne Geographic Teacher of the Year Award at

1 the Tennessee Council for the Social Studies
 2 Conference in Knoxville on March 9th. The award was
 3 presented by Dr. Kirk Butefish, Coordinator of the
 4 Tennessee Geographic Alliance. Mr. Hamilton was
 5 presented a plaque and a check from the Alliance. The
 6 Malayne Award is bestowed to teachers in grades 7
 7 through 12 and nominations were accepted from the
 8 teachers' peers. The award was established as a
 9 result of donations by a generous benefactor at the
 10 University of Tennessee-Knoxville. It is named after
 11 a dedicated K-12 educator, Thomas Malayne, who taught
 12 high school in northern New Jersey and was routinely
 13 voted the outstanding teacher at his school. Mr.
 14 Hamilton's students have excelled at the State and
 15 National levels of the National Geography Bee. Two
 16 Robertsville students, Hunter Ripley and Simon Crowe,
 17 won the State competition and advanced to the National
 18 Bee in Washington, DC, last year. Last year Addie
 19 Sujakar placed second in the state as a fifth
 20 grader. Addie will once again represent Robertsville
 21 in the State Geography Bee for 2012. And that is good
 22 news.

23 MR. FILLAUER: And my good news is
 24 actually here in person. We would like to welcome the

1 Boy Scouts from Troop 129 who are here observing this
 2 meeting for their Communications Merit Badge. And,
 3 guys, as I call your name if you'd stand up, please.
 4 Daniel Mountain — and remain standing until I have
 5 called everybody — Seth Bouchert; Austin Vineyard;
 6 Darzyl Bonner; and Michael Bittelle-Lanier. So, you
 7 all are working, this is one of the items that you
 8 have to do to get this merit badge, is that correct,
 9 observe a meeting? We're glad you're here. Stay with
 10 us as long as you'd like. Thank you very much. You
 11 can be seated. Thank you. Ms. Richter.

12 MS. RICHTER: My good news is that
 13 Jefferson Middle School won third place in the
 14 Department of Energy Science Bowl recently and the top
 15 three prize winners won cash prizes and trophies. So,
 16 our Jefferson Middle School students won a cash prize
 17 of \$250. The team was comprised of Katherine
 18 Humphreys, Colleen Riley, Joe Andres, and Alex Fahey,
 19 and Lawrence Zang, and they were coached by Jill
 20 Williford. So, congratulations to that group of
 21 students who spent extra time learning all sorts of
 22 things about astronomy, chemistry, biology, earth and
 23 general science, along with mathematics.

24 MR. FILLAUER: Thank you, Mr.

1 DiGregorio.

2 MR. DIGREGORIO: I have in my hand the
 3 February 2012 edition of American School, which is the
 4 American School Board journal. And as I am skimming
 5 through it, I find on page 6 an article called, "2012
 6 Provides Opportunities to Be a Strong Advocate for
 7 Schools," and headlining this is a picture of the
 8 front of Oak Ridge High School. And after reading the
 9 article and looking at the picture I don't have any
 10 idea what they have to do with each other, frankly.
 11 But somebody thought it was a good photo to put on
 12 that article. So, there you go.

13 MR. FILLAUER: We'll take them anywhere
 14 we can get them. And that's some of the good news
 15 that's taking place in the Oak Ridge Schools. Next
 16 item on the agenda is the Consent Agenda. Do I hear a
 17 motion?

18 MS. AGLE: Move for approval.

19 MR. EBY: Second.

20 MR. FILLAUER: Motion has been made and
 21 seconded. All those in favor signify by saying aye.

22 (Whereupon, all members voted aye)

23 MR. FILLAUER: Opposed? Motion carries.
 24 Next under Items for Action, under Curriculum

1 Instruction, the approval of the recommendation of AP
 2 Psychology, Art, Music, Literature, and CTE Textbook
 3 Adoption Committees for the school year 2012-2013.
 4 Mr. Green.

5 MR. GREEN: Yes, Mr. Chairman. The
 6 Superintendent recommends —

7 MR. FILLAUER: Wait. I've lost my mind
 8 here. Do I have a motion?

9 MS. RICHTER: Move for approval.

10 MS. AGLE: Second.

11 MR. FILLAUER: Now, Mr. Green.

12 MR. GREEN: We are recommending the
 13 approval of the AP Psychology, Art, Music, Literature,
 14 and CTE Textbooks for the textbook adoption cycle
 15 beginning July 1, 2012. As you know, these adoptions
 16 go through a six-year cycle. And so, this is the
 17 sixth year cycle for these books. These books that we
 18 are currently using have been in the district for six
 19 years, and this is the time that we would ordinarily
 20 approve the next adoption.

21 MR. FILLAUER: Comments or questions?
 22 Mr. Eby.

23 MR. EBY: So, are we going to be voting
 24 on all of them at once?

1 MR. GREEN: That would be an option for
2 the Board. You may certainly take each one
3 individually or --

4 MR. EBEL: Well, I had a couple of
5 questions on some of them. I just didn't know whether
6 we were going to go through them individually or not.
7 But, I mean, I can skip over to the ones I've got
8 questions on.

9 MR. FILLAUER: Why don't you, let's go
10 ahead and get the questions that you have, the ones
11 that you have questions on and then we'll do it as a
12 unit.

13 MR. EBEL: Okay. I notice on the Art
14 textbooks they're Ebooks, Davis Digital Ebooks, and
15 there's -- kind of hard to tell what page this is on
16 -- but it gives a price like \$998.95 for a first grade
17 student and teacher Ebook. My question is how does
18 the cost of the Ebooks compare to the cost of
19 textbooks?

20 MR. GREEN: The cost of Ebooks right now
21 are generally cheaper than standard textbooks are.
22 There are still some built-in disadvantages as the
23 companies are trying to leverage as much of the
24 dollars as they can without, you know, they're not in

1 the business of losing money. So, if you say Ebooks
2 are cheaper therefore they ought to sell them they
3 would disagree with that notion until they could
4 figure out how to recoup that cost. And I thought
5 there might be some questions about overall the idea
6 of going to Ebooks.

7 MR. EBEL: Right. That was my next
8 question.

9 MR. GREEN: Yeah. So, some of the
10 companies are moving more aggressively than others in
11 that regard. There are a number of internal and
12 external barriers to that. It would be a great study
13 for our economic students on the power of free market
14 systems and capitalism until a big player steps up to
15 the plate on both the State side, meaning California,
16 Texas, New York, Illinois, Chicago. Until one of
17 those players steps up to the table and matches or
18 partners with a very large vendor, I still don't think
19 we're going to see the availability of them in such a
20 way that it becomes profitable or beneficial for both
21 sides. It is an idea that I say is growing and it's
22 growing exponentially faster, but it appears to be
23 still another, in tech terms, three years, and then
24 you're talking about Tennessee and Oak Ridge and at

1 the point that it reaches, you know, this level, I see
2 it working from the outside in. So, it is a real, it
3 has become an option. It is something that I know
4 even in our Technology Department, in fact, they are
5 exploring the availability of the textbooks. Right
6 now, if you decided to go with that option, you would
7 limit some of the options that our folks would have.
8 And so, I think that's why you see Tennessee still
9 doing really an adoption that looks very much like
10 what we've always done. But you will see almost on
11 every one of these an increase in the number of
12 technology resources, Ebooks, or otherwise.

13 MR. EBEL: On the Ebooks, is this like a
14 certain edition and then if they came out with another
15 edition you'd have to buy again, or can they just make
16 a little change?

17 MR. GREEN: Right now, I'm not as clear
18 on that, but everything else seems to function with an
19 update. And so, I would think that you would do that
20 type of work if you had a mid-cycle update. I think
21 you ought to, and that would be something I think
22 probably to negotiate at the State level. What
23 they're doing right now, what tends to be the pattern,
24 is you buy the book. They give you an electronic

1 option. And so, very similar to how the video
2 industry evolved now if you buy the video they give
3 you a downloaded copy. They just want to hold onto
4 that revenue.

5 MR. DIGREGORIO: What are they using to
6 read? The computer?

7 MR. GREEN: They would use their
8 computer. You'll see teachers using them in their
9 classroom using overhead projection, SmartBoards, and
10 at home.

11 MR. FILLAUER: It's probably worth
12 mentioning that the total for the Ebook student and
13 teachers' edition is \$4,500 and a few dollars. In
14 addition, the ancillaries, which are free, the total
15 is \$6,131 if you just bought those alone.

16 MR. GREEN: Correct. It gives you an
17 idea of the difference in cost. So, somehow someone
18 is going to have to figure out how to make up that
19 kind of revenue.

20 MR. EBEL: My next question is then
21 experiencing choral music textbooks. And I'm all for,
22 don't get me wrong, I'm all for having the latest
23 textbooks and what we can, but my question and our
24 budget situation where we are right now and our cost

1 situation, how much do we gain, I mean, I don't know
2 how much music changes from one six years to the next
3 six years in choral music. But help me understand the
4 spending of that money versus using that money for
5 science textbooks or something else.

6 MR. GREEN: Wow. That's a tough
7 question to answer. See if I can work my way through
8 it. There would, obviously, be options on the part of
9 any district. And districts have certainly made
10 decisions down the road in the past to not adopt.
11 Some districts, for budgetary purposes, will skip an
12 entire adoption. And if they think there are subjects
13 where it simply has not changed, and I can think of
14 some cases in this adoption where the content simply
15 did not change significantly, and so the resources
16 that they had become, were just adequate for the work
17 they needed to do. I think that has to be evaluated
18 on a case-by-case basis and it probably has to be
19 evaluated fiscally what is most prudent for the
20 district to do. It's always risky to take a
21 discipline out of its cycle simply because the cycle
22 doesn't come around for another six years. And so,
23 it's not so much do you think that the music has
24 changed in six years, it's do you think it will have

1 changed in any significant ways in ten years, do you
2 think it will have changed in eleven years, because
3 you'll be into a twelve-year adoption cycle at that
4 point if you chose to adopt again. There will be
5 other costs that come into play simply because books
6 need replacing for repair. It's significantly lower
7 but you do have to replace books just simply because
8 students wear them out over time. So, that's probably
9 the best option I can give you.

10 MR. EBY: Well, let me ask this
11 question. I'm not advocating we do this at this point
12 in time. But if we get into the budget and we find
13 that we're short on finances or, you know, and we have
14 to cut, just because we approve the textbook adoption
15 now doesn't mean we necessarily approve the funding to
16 buy those?

17 MR. GREEN: That does not. These
18 expenditures do not occur until June at the earliest
19 and they come out of the next budget cycle. We just
20 hold them with the publisher at about June.

21 MR. FILLAUER: Other questions? Mr.
22 DiGregorio.

23 MR. DIGREGORIO: I notice in the
24 Language Arts/Literature textbooks the school system

1 has chosen not to adopt. Is that true?

2 MR. GREEN: That is correct. And that
3 is at both the advice of the State and it is also the
4 recommendation of the Assistant Commissioner, but it's
5 also from the conversation with the language arts
6 teachers when they heard the information about the
7 common core and changes in the curriculum they felt it
8 was also most prudent. And this statement actually is
9 in the Board packet. But, essentially, for the
10 general public so that we know, Tennessee is in the
11 process of transitioning from the State standards that
12 we adopted a few years ago to the common core
13 standards that are based on national standards and a
14 group of states who have signed on to this set of
15 standards, especially in math and language arts. What
16 that means, however, is that in between this cycle,
17 this is a six-year cycle, part way through this cycle
18 we will switch from the standards for which our books
19 are aligned and adopt the common core standards for
20 which these books really are not strongly aligned and
21 the level of, the depth of analysis and the level of
22 literature stands to go up significantly. So, the
23 advice from the State is to delay and to hold that
24 money. They have designated an account that that

1 money will be held in and that you will make those
2 purchases the next year as part of the adoption that's
3 coming up next year. There is good evidence that the
4 textbook companies will have had time to catch up with
5 the common core standards in their own publications by
6 that time. So, that's the advice.

7 MR. FILLAUER: Other questions?

8 MR. EBY: Under that scenario then would
9 that one be on a five-year cycle or does it start a
10 new six-year cycle at that point in time?

11 MR. GREEN: I believe it would be, you
12 would probably have five years. It would come around
13 again at the same time, six years. So, it would be
14 five years, technically, for that particular book.

15 MR. FILLAUER: Motion on the floor is
16 approval of the adoption of AP Psychology, Art, Music,
17 Literature, and CIE textbook for the school year
18 2012-2013. All those in favor signify by saying aye.

19 (Whereupon, all members voted aye)

20 MR. FILLAUER: Opposed? Motion carries.
21 Next item on the agenda is the approval of the
22 2013-2014 calendar. Do I hear a motion?

23 MR. EBY: So move.

24 MS. AGLE: Second.

1 MR. ELLAUER: Mr. Green.
 2 MR. GREEN: Mr. Chairman, the
 3 Superintendent recommends that based on the summary of
 4 votes received on four options presented he
 5 recommended approval of Option B for the 2013-2014 Oak
 6 Ridge Schools calendar for all school sites with the
 7 exception of Willow Brook Elementary and the
 8 preschools. There was a question I note regarding the
 9 starting of that calendar on a Tuesday, and I wanted
 10 to make sure that the Board understood that the only
 11 reason for that starting on Tuesday were the
 12 guidelines set forth by the Board that we use as right
 13 now our guide for what we will, will not do, what we
 14 can and cannot do. But the Board at any time can
 15 certainly, it is a minor adjustment, it is an option
 16 for the Board if the preference is to move that day
 17 this particular year to a Monday. And you can do that
 18 probably without changing the parameter even. It
 19 would just be a case where in the event that following
 20 these parameters require that the school year start on
 21 a Tuesday and end on a less desirable day that might
 22 impact attendance that we do differently.
 23 MR. ELLAUER: I believe we had some
 24 discussion on this when this came before us last time

1 changing this particular calendar for this school
 2 year.
 3 MR. GREEN: This option. We will not
 4 change these parameters until the Board directs us to
 5 do so.
 6 MR. DIGREGGIO: We also change the
 7 balance by a day.
 8 MR. ELLAUER: Correct.
 9 MR. EBY: Exactly, in the right
 10 direction.
 11 MR. ELLAUER: Correct. Do I hear a
 12 motion to do that, to get us moving at least from
 13 additional discussion, if any?
 14 MR. EBY: I would move that we begin the
 15 school year, students would report on Monday, August
 16 the 12th, and then whatever adjustment for the
 17 teachers report, I assure that would be Monday, August
 18 the 5th, and that the last day then would be Friday,
 19 May 30th.
 20 MS. AGLE: Second.
 21 MS. RICHER: Question.
 22 MR. ELLAUER: Ms. Richter.
 23 MS. RICHER: Mr. Green, I suspect that
 24 that was a part of the topic of discussion when you

1 and there was, as I best remember, there was
 2 considerable opinion that this is something the Board
 3 might want to take a look at doing for this particular
 4 calendar year. So, I would open for discussion to see
 5 what the Board's feelings are at this time. Mr. Eby.
 6 MR. EBY: So, if we took this calendar
 7 for 2013-2014 and we did that, I want to make sure,
 8 and students would report on Monday, August 12,
 9 instead of Tuesday, August 13, and their last day
 10 would be Friday, May 30, instead of Monday, June 2; is
 11 that correct?
 12 MR. GREEN: That is correct as it is set
 13 up, yes. There are other adjustments that may
 14 possibly be made but, yes.
 15 MR. EBY: It seems like that would,
 16 again, I understand the concern we had before, things
 17 moving up and moving up and moving up, but under these
 18 unusual years like this where it starts on a Tuesday
 19 and ends on a Monday, if I were a parent, I would
 20 prefer to start on Monday and end the previous Friday
 21 and have that weekend.
 22 MR. ELLAUER: And if we did this we
 23 would not be changing the parameters by which you
 24 would develop calendars in the future; we're only

1 were talking about these calendars. Was there any
 2 opposition from the teachers or from parents or
 3 anything that was remarkable that we ought to know
 4 about?
 5 MR. GREEN: There was not anything
 6 particularly concern that came up. It was very
 7 routine process.
 8 MS. RICHER: Okay.
 9 MR. ELLAUER: Motion on the floor is to
 10 change, let's see, yes, the motion on the floor is to
 11 change the selection, we're not approving the
 12 calendar, we're just, the motion is just to change the
 13 calendar from the beginning date, which would
 14 currently be Tuesday, August 13th, we're changing that
 15 to Monday, August 12th, for students. And the ending
 16 date would be Friday, May the 30th for students and
 17 teacher reporting and ending days would be adjusted
 18 accordingly. All those in favor of that motion
 19 signify —
 20 MR. DIGREGGIO: I thought there was one
 21 more change, too. The teachers' reporting date,
 22 August 5th.
 23 MR. EBY: That's what Keys was saying
 24 that they would adjust the teachers' day accordingly.

1 MR. DIGREGORIO: I thought we were
2 talking about the end time for that.
3 MR. FILLAUER: It would be adjusted
4 accordingly.
5 MR. EBY: Everything would be adjusted.
6 MR. FILLAUER: Everything would be
7 adjusted accordingly for the teachers.
8 MR. DIGREGORIO: You have to make things
9 clear for me.
10 MR. FILLAUER: All those in favor of the
11 motion signify by saying aye.
12 (Whereupon, all members voted aye)
13 MR. FILLAUER: Opposed? Motion carries.
14 Now, the other motion on the floor is for the approval
15 of the 2013-2014 calendar. All those in favor signify
16 by saying aye.
17 (Whereupon, all members voted aye)
18 MR. FILLAUER: Opposed? Motion carries.
19 Next item on the agenda is the approval of the fourth
20 grade AAA safety patrol trip to Washington, DC, for
21 Glenwood Elementary, Linden Elementary, and Willow
22 Brook Elementary, the dates of June 1-4, 2012. Do I
23 hear a motion?
24 MS. RICHTER: Move for approval.

1 MR. DIGREGORIO: Second.
2 MR. FILLAUER: Mr. Green.
3 MR. GREEN: Mr. Chairman, the
4 Superintendent recommends the Board approve the fourth
5 grade AAA safety patrol trip to Washington, DC, for
6 Glenwood Elementary, Linden Elementary, and Willow
7 Brook Elementary Schools, dated June 1 through the
8 4th, 2012. Each year the fourth grade safety patrol
9 students participate in before and after school
10 activities which help ensure the safety of our younger
11 students. They are then invited on the year-end trip
12 to Washington, DC, which is sponsored by AAA of East
13 Tennessee.
14 MR. FILLAUER: Questions? Ms. Agle.
15 MS. AGLE: Does Woodland not have a
16 safety patrol?
17 MR. GREEN: I do not believe Woodland
18 has a safety patrol.
19 MR. FILLAUER: Motion on the floor is
20 the approval of the recommendation for the fourth
21 grade safety patrol trip to Washington, DC, for
22 Glenwood, Linden and Willow Brook Elementary on June
23 1st through the 4th, 2012. All those in favor signify
24 by saying aye.

1 (Whereupon, all members voted aye)
2 MR. FILLAUER: Opposed? Motion carries.
3 Next item under Business and Support Services is the
4 approval of the audit firm for Fiscal Year 2012 for
5 financial audit. Before I hear a motion, Mr. Green,
6 I'll go to you first.
7 MR. GREEN: We recommend the approval of
8 a contract with Rugh and Company to perform the FY '12
9 financial audit at a fee of \$55,000.
10 MR. FILLAUER: You've heard the
11 recommendation. Do I hear a motion?
12 MR. DIGREGORIO: Move for approval.
13 MR. EBY: Second.
14 MR. FILLAUER: Mr. Green, additional
15 information?
16 MR. GREEN: Yes. Schools are required
17 to contract with independent auditors annually for the
18 provision of an independent audit of all financial
19 activities. The FY '12 proposal for Rugh and Company
20 represents an increase of 5.4% over the FY '11
21 contract. And we also have representatives from Rugh
22 and Company here if the Board has any questions for
23 them as well.
24 MR. FILLAUER: Questions?

1 MS. RICHTER: I have a question for
2 Karen, if you recall. This would represent a 5.
3 something percent increase from last year. Do you
4 remember what last year's costs represent in terms of
5 an increase?
6 MS. GAGLIANO: Off the top of my head, I
7 believe that, and I just looked at this on Friday, I
8 want to say it was like \$42,000 and then it actually
9 went up to \$52,000 because of additional services that
10 were required with regards to additional audits that
11 were required for like First to the Top, the stimulus.
12 All of the additional federal grants required
13 additional auditing procedures. And so, actually, it
14 went up from like \$52,000 to \$55,000 for this year.
15 And the auditors are here to explain some of those
16 additions if you'd like to have some further detail on
17 that because we talked about it as well last week.
18 MR. FILLAUER: We just didn't want you
19 to come and sit. We wanted to make you work just a
20 little bit tonight.
21 RUGH & COMPANY REPRESENTATIVE: I'll go
22 ahead and start. Overall, the audit fee is a
23 conjunction of over time there has been several
24 expanded audit requirements and they include GASB 34

1 where we were reporting debt and capital assets, new
2 fund balance reporting this year, (indiscernible)
3 studies need to be done where we contract an actuary
4 and evaluate those studies. We talked at the last
5 Board meeting about interest rate swaps. And there's
6 been increased grant activity over time, which those
7 are challenging to test. So, this year the student
8 activity fund manual is changing as well. So, as Dr.
9 Bailey noticed at the last meeting, it seems like just
10 with the expanded requirements and so forth we
11 basically carp(ed) out, as he said. It's just a lot of
12 work to be done. And the audit fee still does
13 include, we do not extra bill for what's new during
14 the year, including all those things that have
15 occurred in the past few years. And the audit does
16 include both the financial audit, the full reporting,
17 which is a pretty thick report now a days, and also a
18 separate report on the student activity funds.
19 Anything you want to add to that?

20 FUGH & COMPANY REPRESENTATIVE: Just for
21 an example, your Federal words, of course, a lot was
22 due to stimulus doubled in the last two years, and
23 there's continued like the First to the Top, they used
24 to call it Race to the Top, you know, that's going to

1 be new this year. So, we're constantly having ever-
2 expanded scope of our services. And in the prior
3 years, years ago audits, we didn't have quite that
4 much change over a shorter period of time like we have
5 now. So, for example, the report sizes have more
6 than, the final report has doubled in size as far as
7 number of pages just in the last four years. So, it's
8 just time is money and money is time. So,
9 unfortunately, we can't pick and choose what we want
10 to do and not do, so.

11 MS. RICHER: So, essentially, it's a
12 greater cost for more work?

13 FUGH & COMPANY REPRESENTATIVE: I'm
14 sorry?

15 MS. RICHER: Greater cost for more
16 work?

17 FUGH & COMPANY REPRESENTATIVE: Yes.
18 Yes.

19 MS. RICHER: Okay.

20 MR. FILLAUER: John had been involved
21 with the audit for a number of years and you mentioned
22 that within the last four years the increase in the
23 things that you're being asked to do, required things,
24 has doubled or tripled in the last four years.

1 FUGH & COMPANY REPRESENTATIVE: As far
2 as the financial reporting it has. And in some cases,
3 there's not a lot of clear guidance due to your unique
4 structure of being a municipal school district because
5 all the guidance that comes from Nashville is based on
6 a county school district. And so, sometimes it's like
7 apples and oranges. But we just have a lot of
8 uniqueness here but, yeah, it's just a lot of expanded
9 scope requirements.

10 MR. FILLAUER: Anyone else? Thank you
11 both very much, and thank you for being here. We
12 appreciate that.

13 FUGH & COMPANY REPRESENTATIVE: We
14 appreciate your business. Thank you.

15 MR. FILLAUER: Motion is to approve the
16 contract with Fugh and Company to perform the FY '12
17 financial audit at a fee of \$55,000. All those in
18 favor signify by saying aye.

19 (Whereupon, all members voted aye)

20 MR. FILLAUER: Opposed? Motion carries.
21 Next under Special Presentation, one of the things
22 that we always look forward to each year because it
23 signifies the beginning of the budget season for this
24 Board. So, I'm not sure who's doing the, now, I see

1 who's doing the school administrators' FY '12 salary
2 proposal. The tandem, the Goins tandem, is making
3 this presentation.

4 MS. GOINS: We are honored and pleased
5 to be able to present before the Board tonight the
6 administrators' salary proposal. And I will turn it
7 now over to Dr. Jody Goins.

8 DR. GOINS: Good evening. It's been a
9 distinct pleasure working on this particular
10 initiative with my mom. I have to say though that I'm
11 a bit concerned because she withheld food portions and
12 worked me like a dog.

13 MS. GOINS: You weren't supposed to tell
14 that.

15 DR. GOINS: I'm very pleased that this
16 proposal is now finalized and we can present it to you
17 all this evening. It's been a pleasure working with
18 our administrative staff again this year on the Oak
19 Ridge Schools Administrators' Salary Proposal for the
20 FY '13 budget. We always send out a survey to the
21 administrative team in Oak Ridge Schools. And what
22 we're going to do now is just a very quick analysis of
23 the survey results and then we'll open it up for
24 questions that maybe the Board of Education may have

1 before we close this evening. Throughout the survey
 2 the results indicated, and there were fourteen
 3 different individuals who responded to the survey, if
 4 we can go ahead and click to the next slide. The main
 5 part of the survey, I always like to bring this up as
 6 the result section, we basically ask the question,
 7 "Are we going to request a pay increase beyond the
 8 step increase, or are we going to be requesting no pay
 9 increase beyond the step increase." And the results
 10 this year indicated that 93% of our administrators
 11 surveyed do not want to request a pay increase beyond
 12 the step increase. Once again, that's 13 individuals
 13 who all responded to the survey. Just some additional
 14 statistics for the Board of Education to consider, of
 15 the 14 individuals surveyed years of experience and
 16 their current administrative capacity, 1 to 3 years
 17 would account for 5, which is 35.7%; 4 to 7 years for
 18 a total of 6 is 42.9%; and then 8 years and beyond
 19 currently employed in their administrative capacity is
 20 a total of 3 at 21.4%. Individuals who are currently
 21 at the top of the administrative scale, 7 years or
 22 beyond is 10 out of 14. Ten of our current
 23 administrators have topped out on our current
 24 principal or vice principal salary schedule. If we

1 can move to the final slide, please. The overall
 2 recommendation of the Oak Ridge Schools administrators
 3 would be to not request a pay increase beyond the step
 4 increase for the 2012-2013 instructional year. Oak
 5 Ridge Schools administrators would like for the Oak
 6 Ridge Schools Board of Education to consider a pay
 7 increase beyond the step increase if the budget
 8 allows. We certainly want them to put "if" the budget
 9 allows because we understand the extreme economic
 10 despair that we'll be facing this spring and I
 11 certainly don't want to see any part of our staff,
 12 certified or non-certified, endure a cut to see an
 13 administrator receive a pay raise beyond the natural
 14 step increase. Any questions regarding the Oak Ridge
 15 Schools Administrators' Salary Proposal for this year?
 16 MR. FILLAUER: We'll be searching for
 17 money. You know, in all seriousness and, hopefully,
 18 someday that this Board or whatever Board is seated
 19 here can step forward and deal with our most, our
 20 second most important commodity. Our first commodity
 21 are our students. Our second most important commodity
 22 are our staff members and our administrators. And I
 23 can't recall exactly how many years it has been but
 24 several where both administrators and staff have

1 stepped forward and said, you know, we understand the
 2 conditions, this is what we would like if it works,
 3 but if it doesn't we're going to continue to do the
 4 quality job that we always do. And I know and I can
 5 speak for the Board, I believe, that, you know, that
 6 is commendable, but we hope the day comes where we can
 7 still commend you and add to it as well. But greatly
 8 appreciated. Any questions?

9 MS. RICHIER: I just want to make sure.
 10 Seven of our staff among the 14 will not get any kind
 11 of step raise? Did I hear that correctly? Ten, okay.

12 DR. GOINS: Ten of the fourteen have
 13 already topped out at seven years or more on their
 14 administrative salary schedule.

15 MS. GOINS: He'll get a step increase; I
 16 will not.

17 MR. EBY: And how much have gas prices
 18 gone up?

19 DR. GOINS: Gas prices are significant.

20 MR. FILLAUER: Any other questions?

21 Thank you both very much. We appreciate it.

22 MR. DIGREGORIO: You know, listen to
 23 that again and I want to purposely request not to have
 24 a pay increase and you'll wonder how you'll react in a

1 situation like this. And, you know, it's just a
 2 little bit sad that this situation, you know, balloons
 3 like this. I certainly commend you all for doing that
 4 but, as Keys said, you can't help but feel just a
 5 little bit sad for the whole situation.

6 MR. EBY: I think it shows that our
 7 teachers and our staff work for the students; they
 8 don't, you know, it's certainly not the money and it
 9 is a sad state of affairs that we continually not
 10 reward them for the efforts that they do.

11 MR. FILLAUER: Next, Mr. Steve Reddick,
 12 I guess. The Oak Ridge Education Association FY '13
 13 salary proposal.

14 MR. REDDICK: Okay. If that was the
 15 Goins tandem this is the Mike and Steve show. We're
 16 like brothers so that's got to count for something.

17 MR. FILLAUER: Did you take his food
 18 away, too?

19 MR. REDDICK: No, we actually dined
 20 together tonight. I saw Ms. DiGregorio there; she was
 21 happy that she was dining alone. That's all I'm going
 22 to say. I've got a short window of opportunity before
 23 we lose the guy there on the end, not Mr. Green, but
 24 the one in. But I wanted to, he always encourages you

1 not to turn this into a fifteen stanza of Bob Dylan
 2 song and he's usually not successful in that. But let
 3 me go ahead and start out by just saying I want to
 4 thank you for the opportunity to make our annual
 5 salary and benefits proposal to you tonight. On
 6 behalf of the certified staff of the Oak Ridge Schools
 7 we'd like to just say once again it's a privilege to
 8 work for a Board that supports what we do and treats
 9 and respects us as professionals. And we're grateful
 10 to work in the school system that takes its mission so
 11 seriously in a community that values education. Too
 12 often we hear and we know that this is not the case in
 13 a lot of other communities. In reflecting back over
 14 the past year and looking forward to the year ahead,
 15 it's difficult to know where to even begin. The pace
 16 of change has been extraordinary if not mind boggling.
 17 Some days it feels virtually impossible to do
 18 everything that we are being asked to do. And,
 19 likewise, it's impossible to keep up with all the
 20 reform proposals that keep popping up in the
 21 legislature on the State Department of Education. So,
 22 we just simply keep teaching knowing some day somebody
 23 will shed light on what's going on. To put it
 24 charitably, this year has produced a lot of anxiety

1 and quite a lot of wailing and gnashing of teeth for
 2 teachers. And did I mention sleepless nights? If
 3 we're sleeping at all, it's with one eye open because
 4 I think we can all say we're never sure what the next
 5 directive is going to be. And just when we think we
 6 understand what it is we're being asked to do it seems
 7 like it, whatever it is, changes. I want to believe,
 8 and I think we all want to believe, that every horse
 9 that's leaving the barn in Nashville or here locally
 10 is a winner. But I think it's a little premature to
 11 say that we've got this change thing down to an art
 12 form, and the jury is still out on a lot of different
 13 aspects of it. But now's not the place or now's not
 14 the setting for discussion about the merits of all the
 15 Race and First to the Top reforms. The bottom line is
 16 whether we agree with the changes, whether we like the
 17 changes that are occurring, we have spent the past
 18 year adjusting to them. And, as a staff, we're having
 19 the essential conversations with ourselves and each
 20 other about what we teach and how we teach it. We're
 21 looking at the data. We're meeting with our PLCs.
 22 We're differentiating our instruction. We're
 23 attending trainings that are helping us to understand
 24 what all this is about. And I dare say we're all

1 working much longer hours, more of us trying to do
 2 what's being asked of us. As Mr. Green and others
 3 will tell you, though, these changes have not been
 4 easy nor have they gone without complaint or
 5 constructive criticism, occasionally just criticism,
 6 but it's been a healthy process in a lot of ways. I
 7 will say this. Mr. Green's willingness to listen to
 8 our concerns, at least listen as a sign that these
 9 discussions are possible in this school system, which
 10 is another local reality that we are grateful for. He
 11 may not always agree with our assessment of the
 12 situation or make the changes that we propose, but the
 13 fact that we can have the conversation at all speaks
 14 volumes about this school system and his willingness
 15 to at least hear us out. He has also taken us off of
 16 caller block ID, which we really appreciate. I think
 17 one of the bottom lines that I feel as a teacher year
 18 in and year out is that professional educators and
 19 policy makers do not have to be confrontational when
 20 discussing matters involving the future of public
 21 education in the state. Well, unfortunately, that's
 22 not how it's being played out by some of our critics
 23 in the legislature and the armchair pundits who hold
 24 sway in certain arenas. Our schools are not failing.

1 Our teachers are not failing. And our students are
 2 not failing. The only thing that's failing is our
 3 ability as a state and a nation to have truthful
 4 reality-based, non-partisan discussions with the
 5 policy makers and politicians whose favorite inco-
 6 sistent sport has become to fix public education. Are there
 7 things that we do need to fix and things that aren't
 8 working well? Of course, there are, and we've got to
 9 start somewhere. I'm just not sure that the somewhere
 10 that's currently being implemented in so many
 11 different ways is not actually over the rainbow, or
 12 worse, simply promoting an agenda that does not seem
 13 so hidden at times. As Mr. DiGregorio loves to say, I
 14 digress. We will stay the course. We may question it
 15 but we are committed to it for the long haul, or at
 16 least until it changes again. And since we would like
 17 to get paid while we're doing it and our families
 18 would like to eat, it gives me great pleasure to
 19 introduce my colleague and good friend, the father
 20 confessor of the Oak Ridge Schools, and co-president
 21 of OREA, Mr. Mike Haygood, to present our salary
 22 proposal.

23 MR. HAYGOOD: You'd think I'd learn not
 24 to have to follow Steve Reddick, wouldn't you? It's

1 got to be the worst job in the world to follow Steve
 2 in a presentation. I've given you a handout, and I'm
 3 not going to go through all of this, but what I want
 4 to make you aware of, I've included some information
 5 in the packet that I think will just give you a good
 6 perspective on where we stand in Oak Ridge compared
 7 with other school systems. And I've broken that down
 8 into salaries for teachers based on experience level,
 9 based on degrees. I also looked at principal
 10 salaries, even the Superintendent's salary. And I've
 11 included a page in there which I think you'll find
 12 interesting; you're probably aware of this. I think
 13 it's important to know where we stand in the state in
 14 terms of funding from all levels of funding, from the
 15 Federal Government, from the State Government, and
 16 from the local. And that speaks volumes for this
 17 community when you look at how much of our total
 18 budget is coming out of local dollars. But it also
 19 says volumes about the state as a whole that many,
 20 many school systems in this state, unfortunately, just
 21 refuse to fund education. We hear a lot about the
 22 ability to pay; we don't hear much about the
 23 willingness to pay. And that's what it boils down to
 24 in this state, unfortunately, sometimes. This

1 district has always had the ability and the
 2 willingness to pay, sometimes maybe more willing than
 3 the ability. There are many, many school systems that
 4 just absolutely refuse to support education at the
 5 local level. They want to fund the entire budget out
 6 of Federal or State dollars. So, before I begin I do
 7 want to just, I want you to look on page five in that
 8 booklet, if you would, of the little handout, the
 9 fifth page which looks at salary ranking comparisons.
 10 That's just a small summary to show you where we stand
 11 currently and what has happened over the past several
 12 years with our budget. Back in 2003 you can see that
 13 we were sixth in the state on a minimum level starting
 14 salary and we were first in the state with a Master's
 15 degree and maximum experience. One thing that really
 16 impacts our overall budget is a high number of
 17 teachers we have with a Master's or a Master's Plus or
 18 Educational Specialist Degree and also at the high end
 19 of the scale. It really creates a huge impact on our
 20 budget, but it's great for our students and for our
 21 community. We were first in that category, always
 22 have been first for years. When I first came to Oak
 23 Ridge that was just a given, at the Master's level our
 24 teachers were first in the state. Go forward to 2011

1 and you can look, we are now 14th in beginning
 2 teacher's salary on both the B.S. and the M.S. degree
 3 and we've dropped to 7th in the state on a Bachelor's
 4 at the maximum level and to 5th with a Master's degree
 5 at the maximum level. That's important from the
 6 standpoint we have a large number of teachers
 7 retiring; we know that is what's going to happen over
 8 the years. In trying to replace good quality teachers
 9 the reality of it is these teachers are looking at
 10 what is in it for me, the money that's involved, and
 11 the total package benefit. So, I think you can see
 12 it's getting a little more difficult to compete when
 13 our starting salaries are continuing to drop. That's
 14 just the way things are right now. So, briefly, in
 15 this packet, I'm not going to go through everything
 16 but I want you to understand what I have in there,
 17 there's just a brief statement of philosophy, which
 18 you are aware of. I do want you to just look at the
 19 salary and benefits and compare that to especially
 20 benchmark cities that we know we're competing against.
 21 Look at the Maryville, look at the Knoxville, the
 22 areas around, Franklin, because those are the people
 23 we're competing for for new teachers. I've even
 24 included the Director of Schools' salary in there and

1 I think that's important given the conversation we've
 2 had tonight. When you guys start looking at the next
 3 Superintendent you've got a hard decision to make on
 4 what that salary range is going to be. It's going to
 5 have to be competitive if you want to draw good people
 6 in here. And if you look at where we are now the
 7 reality of it is we're not real competitive in that
 8 arena. The last thing I put in there is the cost of
 9 living information from 1975 to 2011. If you just
 10 look at that over the past several years, it's very
 11 obvious we have not kept up with inflation. So, given
 12 that information, I'm going to give the proposal. One
 13 more bit of information first, one piece first. I
 14 wanted to look, and I just got this information today,
 15 I've had trouble getting it, trying to look at what
 16 other school systems, how they fared over the past
 17 year, two years, which everyone is feeling the budget
 18 crunch. So, what I looked at is last year, 2011-2012,
 19 or I guess that's this current year, there was a 1.6%
 20 salary increase was provided on the state on the
 21 minimum salary level. Thirty-five systems provided
 22 that full 1.65% increase and passed that along to
 23 their employees. Fifty-seven school systems provided
 24 the minimum, 1.6% of their salary schedule, and

1 forty-three systems actually gave more than the 1.6%
2 last year. That's one of the reasons we're kind of
3 dropping a little bit. There are systems out there
4 that are upping the salary a little bit. They're
5 realizing they have to compete with Oak Ridge as well.
6 So, given that information, what we're proposing this
7 year, if you'll look on —

8 MR. FILLAUER: Before you do that, would
9 you give those numbers one more time, please?

10 MR. HAYGOOD: The last ones, last few on
11 the 1.6%?

12 MR. FILLAUER: Yes.

13 MR. HAYGOOD: Yes, I will. Thirty-five
14 school systems last year provided the full 1.6%. You
15 know we're talking about — Karen can explain this
16 better than I could, but the BEP formula, they passed
17 that full amount on to all employees even those above
18 the 1.6%. Forty-three systems went beyond that amount
19 and gave something over 1.6. It could have been 1.61,
20 2, 3% I think was the highest last year. And then 57%
21 took that minimum amount and divided that among all
22 employees so that they still received, it may not have
23 been the 1.6, because that was on the minimum scale of
24 the BEP. There was one system last year that gave no

1 maintain our current health insurance, eye care, and
2 dental benefits at the current levels. We're not
3 asking for any increase, just to maintain those at the
4 current levels. The things that we're looking at is a
5 possible bonus for some teachers, if possible. We've
6 asked for this in the past but we would like to see a
7 one-time bonus pay of \$100 for certified staff for
8 each year of service within the Oak Ridge Schools
9 payable upon retirement with the maximum bonus pay
10 would be capped at \$3,000 for any teacher who has
11 taught in Oak Ridge Schools within thirty years. We
12 think that could actually be funded through those
13 teachers who retire. When we hire new teachers
14 they're going to be coming in at a lesser level. This
15 is a pretty common benefit in lots of places. I
16 noticed Loudon County had just done this for this
17 year's budget. Knox County does something similar. I
18 think, if I'm not mistaken, Clinton or Anderson County
19 does something similar. Another low cost item would
20 be looking at providing just one additional personal
21 leave day for all full-time staff members. And,
22 lastly, we're looking at providing one additional
23 holiday leave day, which would be the Wednesday before
24 Thanksgiving. The reality of it is Oak Ridge teachers

1 increase. I don't know which system that was, but one
2 system in the state, only one, gave no increase at all
3 last year. So, given that information, what we're
4 proposing for this year is to increase the base salary
5 by 2.5%. We're hoping that's what the Governor, that
6 is our latest understanding that he is proposing and
7 we would like to see that passed along to our
8 employees. The COLA last year for December of 2011
9 was 3.6%. So, even if we found a way to fund the
10 total 2.5% it still would not keep up with the cost of
11 living. Number two, we're asking that we maintain
12 funding for all staff positions and certified teaching
13 assistants. As everyone has said earlier, I think the
14 one thing that makes this system special is all of its
15 employees, all of them, from the custodians to the
16 teaching assistants, the bus drivers, everyone, so
17 we'd like to keep those positions maintained at the
18 current level. We want to increase all eligible
19 personnel by the experience of those that are
20 eligible, and that's beginning to be a smaller number
21 every year as, you top out in Oak Ridge after fifteen
22 years so any teacher with more than fifteen years
23 experience really does not receive a step increase
24 except for a one-time step twenty. We want to

1 also teach more days, at least probably six to nine
2 more days, than most other systems around. We work a
3 183-day contract. The State says everyone works a
4 180-day contract, but that's not the reality of it
5 because of the way the hours are figured on an hourly
6 basis. So, many systems like Knoxville, the teachers
7 will actually work 173 days with students and then
8 they'll have in-service days built in. So, we think
9 we could do that, that day, the Wednesday before
10 Thanksgiving, and really not impact instructional time
11 and that would be pretty much a no-cost item. With
12 that, I thank you. Any questions, I'll be glad to
13 answer.

14 MR. FILLAUER: Ms. Richter.

15 MS. RICHIER: I know having listened to
16 ten of these proposals, I don't know how many
17 proposals, quite a few of these proposals, but they
18 are always carefully and thoughtfully done. And,
19 Steve, I'd like to say that I think if I could
20 synthesize your statement earlier it sounded much like
21 the way the auditors explained to us, the scope of
22 work has increased for teachers. So, I realize that
23 this comes to us from a very thoughtful perspective,
24 and I suspect that there was a great deal of

1 discussion. If I'm not wrong, I think a 1% increase
2 for staff and teachers amounts to something like
3 \$300,000 to \$350,000. Given that, have there been
4 discussions among your group as to where the School
5 Board could find the sums, other than to go to the
6 City, which seems to be, in my opinion, reluctant to
7 fund something like this.

8 MR. HAYGOOD: One of the things that I
9 would ask, and Steve and I have talked about this
10 somewhat, I have some suggestions I'm not prepared to
11 make publicly at this time.

12 MS. RICHER: Okay.

13 MR. HAYGOOD: But one of the things I
14 would like the City to look at or the schools to look
15 at, if I read the paper correctly, the City has just
16 had a windfall from the Rarity properties with the
17 property tax. Some of that money should be school
18 system money. Any tax revenue coming in,
19 approximately I think 50% of the City budget goes to
20 the schools. Does that sound correct, Karen?

21 MS. GAGLIANO: The City tax base is
22 different than the county. The City, our allocation
23 from the City is made up of a number of revenues, and
24 that would be one of the revenues that goes into the

1 pot that our allocation comes out of.

2 MR. HAYGOOD: As a general rule, if we
3 had a million dollars in tax revenue approximately
4 what percent of that one million dollars would come to
5 the schools in all forms? Do you know?

6 MS. GAGLIANO: It depends on which
7 county it's in.

8 MR. HAYGOOD: It would be Roane County,
9 obviously.

10 MS. GAGLIANO: Right. I'd have to get
11 with you on that.

12 MR. HAYGOOD: I think that's one thing
13 we could look at. I think we can look at, as we're
14 hiring new teachers look at real costs on what we're
15 talking about and making the difference in the salary
16 schedules. I talked to Dr. Bailey about that and I
17 think he's making a real concerted effort this year to
18 look if we're losing a teacher that's making at the
19 top end and we're hiring somebody else in at step
20 five, what is that actual savings. And if we have 25
21 teachers doing that or 30 teachers or whatever, lots
22 of potential savings with that. I think we need, and
23 I will applaud Dr. Bailey and Mr. Green that they've
24 kept us in the loop with everything that's going on.

1 We meet with them regularly, so nothing is being
2 blindsided to us. And I realize it's not our
3 responsibility to try to do your job to tell you where
4 to find money but it is our responsibility to look at
5 where we think savings might could be made. Sometimes
6 it comes down to really, really tough choices. When
7 we talked to teachers last year, over the years
8 there's been a decrease in support staff it seems like
9 year after year after year. One of the things almost
10 unanimously from the teachers is they don't really
11 want that. As Steve said, the demands on everyone's
12 time is just increased dramatically. It's like
13 there's been a major public attack on education, on
14 teachers, on what we do. I get very frustrated at
15 times out of Nashville when we have a school system
16 here that has operated well, thirty plus years, forty
17 plus years, and yet very few people ever ask us what
18 we're doing, why do the teachers and the School Board
19 get along so well here. And no one asks that. They
20 just assume that everyone else knows best for Oak
21 Ridge, for us, or whatever, and it's frustrating to
22 everyone, very, very frustrating. We've had a great
23 communication with the Board, with the Superintendent,
24 everyone over the years, and I think that's important

1 we keep that. We're all playing the same game. We
2 all have the same outcome and that's doing what's best
3 for the kids.

4 MR. DIGREGORIO: Mike.

5 MR. HAYGOOD: Yes, sir.

6 MR. DIGREGORIO: This table right here
7 that you give a ranking comparison, that's very
8 instructive. But I think, to me, what hits me right
9 between the eyes is those following tables, because I
10 know where our system was at one point and how we've
11 just seemed to have taken steps backwards yearly. And
12 that is also very, very sad to me.

13 MR. HAYGOOD: You know, we can make
14 statistics a lot of times, as you all know, we can
15 make them say all kinds of things and I've tried to be
16 very honest and fair. Oak Ridge has been a great
17 place to work. From a salary standpoint, we have
18 always done well. We've paid our teachers well. And
19 it's always in the past we have had the highest
20 average teacher salary in the state. But as I
21 mentioned before, there's a reason for that, and
22 that's because 80% of your teachers have a Master's
23 Degree and most are at the top level. This year it's
24 going to be interesting to see where we stand next

1 year when we're having a high number retiring and we
2 know that's going down. The problem financially is
3 we're dealing, we're competing now against places like
4 Franklin with Wilson County, which has a tax base
5 that's, we could not recognize. And so, it's really
6 hard to compete with that from a financial standpoint
7 because raising \$385,000 for those folks for a 1%
8 increase is not a real stretch. For us, the reality
9 of it it is. And I wish I had a better answer for
10 that. But I do think we can find some ways to do that
11 within this budget. I think there's some things, I
12 just don't feel comfortable at this point talking
13 before I do some more research on that.

14 MR. FILLAUER: Just to add to that, I
15 think and I'll look a little closer, but I think it's
16 interesting to take the three charts that you have,
17 the one that's the percent funded by the Federal
18 Government, by the State Government, and the local
19 government, and lay those side by side and look and
20 you can see, have we not almost reversed the fact that
21 the State's looking at those communities who step
22 forward with funding and back down, I mean, to me,
23 that's an extreme inadequacy right there.

24 MR. HAYGOOD: That's the problem with

1 the entire funding in the state of Tennessee, and it's
2 not about ability to pay; it's about the willingness
3 to pay. Truly, that's the bottom line. I won't
4 mention any counties but I know for a fact, I know
5 counties, I know teachers that teach there, and
6 someone may have \$100,000 house and pay \$200 a year in
7 property taxes and they complain they wanted to raise
8 property taxes by one penny to fund the schools
9 because they think it's the State's responsibility or
10 the Federal responsibility, and the locals shouldn't
11 do it. And that's a problem. I mean, that's just a
12 reality. That is a problem in this state. When we
13 talk about the BEP formula and fully funding
14 education, we're not fully funding education. If you
15 wanted to drop — Karen, correct me if I'm wrong, or
16 Chris — the BEP gives us, what is it, 320 teachers,
17 roughly.

18 CHRIS: 303.

19 MR. HAYGOOD: 303. And we have roughly
20 400. Lay off 100 teachers; you can balance your
21 budget. We can be, you know, just have money rolling
22 in. Well, what's that going to do to education?
23 What's it going to make Oak Ridge? And as we change
24 over time we continue to out program after program

1 after program. It's the death of Oak Ridge Schools.
2 You know, keeping up with what's been going on and
3 it's finally actually come out, some people are saying
4 now and starting to question, should we have Oak Ridge
5 City Schools. That's a sad statement to me. Yes, we
6 should have Oak Ridge City Schools. We should be
7 proud because of what we've done and where we want to
8 go. And I think to do that we've got to compensate
9 everyone from the Superintendent to our teaching
10 assistants to our teachers. Maybe not the best in the
11 state anymore but they deserve a good standard of
12 living, a good quality, because the reality of it is I
13 guarantee you the staff here works as hard or harder
14 than anyone else in the state. And for sure they work
15 longer hours than anyone in the state. If I looked at
16 the hours worked counting the schedules in the days
17 there's at least two weeks more per year that this
18 staff works than any other system in the state.

19 MR. FILLAUER: This Board appreciates
20 your all's time and effort and your presentation and
21 we'll move forward.

22 MS. AGLE: Not as fast as we might like.

23 MR. FILLAUER: Next we're under Items
24 for Information. Any questions about the Enrollment

1 Report? Any questions about the Financial Report?
2 Ms. Richter, I'm going to turn Item C over to you
3 because this is an item you had requested to be put on
4 the agenda and I think it's a very appropriate item.
5 Obviously, it is or it wouldn't be there. But it is
6 something that we all need to be aware of and we have
7 two gentlemen here that are going to maybe give us a
8 little more information. So, I'm going to pass that
9 to you if you would.

10 MS. RICHTER: And I hope my request for
11 this to be placed on the agenda didn't require you to
12 do a massive amount of work, but I kept reading, and
13 the other Board members, I know, were aware of and
14 kept reading about changes that were coming about in
15 the food program. And it occurred to me that it would
16 be helpful not only for me and for the rest of the
17 Board, but helpful for the public, too, to get some
18 idea of what everybody is talking about when they say
19 that there are going to be some changes. I don't know
20 if they're minor, if they're major, if it involves
21 more fresh food. I've read all sorts of things, so I
22 just thought it would be helpful if you could give us
23 some idea of what was happening.

24 MR. GLUCH: I was very fortunate to

1 attend the Tennessee School Nutrition Administrators
 2 Study Council March 14-16, during spring break. It's
 3 the second State meeting I've been able to attend and
 4 this was probably the most informative because we
 5 actually had someone from the USDA present to discuss
 6 the changes that had been proposed, they had been
 7 finalized, to pass on to us as school nutrition
 8 professionals of the impact. And it was really very
 9 interesting to see that the more you listened and you
 10 got to find out what was going on. More fruits and
 11 vegetables, definitely that's what they're pushing
 12 for. They're looking for more vegetables in the dark
 13 greens and the oranges and yellows and the reds to
 14 give children more variety of the nutrients that come
 15 from there and to go away from opening up a box,
 16 putting it in the oven and heating it up. And in that
 17 instance, Oak Ridge Schools, we're way ahead of the
 18 power curve for what's coming up with school
 19 nutrition. We should be very proud. I know I'm very
 20 proud of my team for what we've accomplished in the
 21 last two years. And we're probably 90% compliant with
 22 the requirements for next year, and that's just
 23 because we've just been, we've been fortunate with
 24 Aramark to have folks in Washington that kept touch

1 with what was going on, give us a heads up, develop
 2 programs, implemented recipes, standardized recipes.
 3 We've implemented those. Menuing has been a big part
 4 of that. And portioning is something that we really
 5 benefited from in this school district. So, long
 6 story short is there are schools that are going to
 7 have it a little rough. For example, you take an
 8 elementary school system, the requirement currently,
 9 minimum requirement is for them to get a quarter cup
 10 serving of vegetables or a quarter cup serving of
 11 fruit, and in an offer versus serve environment that
 12 would pass if they had themselves let's say an apple,
 13 had example, a hamburger and a quarter cup of green
 14 beans and a milk, you know, that became a reimbursable
 15 meal for that student. Here in Oak Ridge what we've
 16 done is it's not a quarter cup serving, it's a half
 17 cup serving of either the fruit or vegetable. That's
 18 what the new standard is coming to. We're there
 19 already. So, that was good to hear. The big change
 20 though in terms of reimbursable meals for the school
 21 district is the fact that the child has to have a
 22 serving of fruit or vegetable on their tray for it to
 23 be considered reimbursable. So, we're going to have a
 24 learning curve. We're already talking to our staff

1 and our cashiers and we're going to have a time to
 2 educate the children as they're coming through the
 3 line, you know, the opportunity to get some fruits and
 4 vegetables.

5 MS. RICHIER: So, they'll have to take
 6 it?

7 MR. GLUCH: They'll have to. Yeah, they
 8 won't be able to just get a hamburger and a milk and
 9 past the cashier they go. No, they'll actually have
 10 to have a serving of a fruit or vegetable. I know it
 11 will be a half cup.

12 MS. RICHIER: And that will start
 13 applying this fall?

14 MR. GLUCH: Yeah.

15 MS. RICHIER: Okay.

16 MR. GLUCH: July of 2013, yes. And
 17 there's some changes in the breakfast program, very
 18 minor; we're already doing it. So, we don't see any
 19 impact on that at all until 2014.

20 MR. FILLAUER: You know, we can work —
 21 again, we're caught in the dilemma — we can work on
 22 solving the problems internally but we can't have the
 23 support from the outside that helps us with those
 24 internal programs, meaning we can get the kids to eat

1 good at school but when they go home. We can get the
 2 kids maybe to stay at school but when they go home,
 3 you know, I'm not going to get on that...but, you
 4 know, I appreciate, again, the good thing that we're
 5 hearing is, as we would expect, that we're already
 6 there. And that's an important factor.

7 MR. GLUCH: Basically, the only changes
 8 we're going to have to make are in menuing.
 9 Basically, just going to have to feature some
 10 different vegetable groups a little bit differently
 11 and we're there. We're already doing the wheats, the
 12 whole wheats, the whole grains, the brown rices, the
 13 green leafy vegetables. We're already doing four
 14 fresh fruits every day, okay, and a cooked vegetable.
 15 So, there's five vegetables for the students to pick
 16 from. There's at least three fresh vegetables for
 17 them to pick from every day right now plus a canned
 18 vegetable, so we're way ahead of a lot of school
 19 districts.

20 MR. FILLAUER: And this would hold true
 21 for our high school students that have a little more
 22 opportunity to pick and choose.

23 MR. GLUCH: Oh, definitely, yeah.
 24 Talking to other area school nutrition professionals,

1 in comparing our menus, and that was a great thing
 2 with the networking we were able to do. And they were
 3 just amazed. You offer all that stuff in your high
 4 school? Yeah, we do. We sure do. And none of it
 5 comes out of a box. We make the stuff from scratch.
 6 I showed them recipes. You know, lasagna, we make it
 7 from scratch. Well, we buy it frozen and put it in
 8 the oven. That's going to change, especially in 2014
 9 when the new rules for sodium start taking place.
 10 There's no changes right now for 2013 but for the next
 11 three years after that there are going to be steps
 12 increases in us lowering the amount of sodium that
 13 we're going to be able to menu and design into the
 14 children's menu on a daily basis.

15 MS. RICHIER: I realize that things take
 16 time and that it's all a process. Are you getting any
 17 feedback from students or parents with the changes
 18 that you've already made?

19 MR. GLUCH: The parents that I've had a
 20 chance to talk to that come to the office or I meet
 21 them in the hallway and I just kind of do an impromptu
 22 quick survey, you know, how do you feel about food
 23 services, is they've been very pleased with variety
 24 has probably been the biggest thing, especially

1 parents that have come from another school district.
 2 And they said, geez, you know, our children never got
 3 to choose from this many fresh fruits or vegetables.
 4 It was here it is. You know, they might have a canned
 5 vegetable and an apple. That's what the student's
 6 choice was for that day versus in our schools, any one
 7 of our schools, it's banana, orange, apple, and
 8 whatever our canned fruit feature is for that day.
 9 So, variety has been great. Our managers have done a
 10 good job with their production records. You know,
 11 that pretty much dictates how much they're going to
 12 make. They know because as our menus cycle through we
 13 know that last time we served 100 kids cheeseburgers
 14 so we know we'll probably sell about 100 cheeseburgers
 15 again. So, that's our way operationally to stay on
 16 top of the costs that are associated with this.

17 MR. EBY: I have to ask the question:
 18 what about pink slime?

19 MR. GLUCH: It's been a hot topic for
 20 the USDA. I shared with Karen some information on
 21 Emails I've been receiving from the USDA that,
 22 basically, yeah, it's possible that some of the
 23 commodity products that USDA has has the substance in
 24 it. Can they tell us if Oak Ridge Schools has that?

1 No, they couldn't do that. There's so many
 2 distributors and packers that they deal with, I don't
 3 even know if they can tackle it or if they don't want
 4 to tackle it; I'm not real sure. One of the very
 5 encouraging things though is we've already placed our
 6 commodity order for next year and I believe on the
 7 19th the USDA put out a memo that said, hey, we're
 8 going to offer school systems the opportunity that
 9 have ordered ground beef that we're going to take out
 10 the option for companies to put in this pink slime and
 11 we're going to put in there we're just going to have
 12 pure 100% ground beef, no additives, you know, the
 13 natural stuff. And I was very pleased to see that the
 14 two big items that we use, ground beef and hamburger
 15 patties, are on that list that will not have the pink
 16 slime in it. So, we're in good shape. I feel really
 17 good about that.

18 MR. FILLAER: Any other questions?

19 MS. RICHIER: No, but I do appreciate
 20 you being here and explaining that to us. I had just
 21 read enough to be dangerous but not really know what
 22 was going on.

23 MR. GLUCH: Absolutely. I understand.
 24 Thank you.

1 MR. FILLAER: Thank you very much. Any
 2 old business? New business? Communications? Update
 3 on the score? Not good?

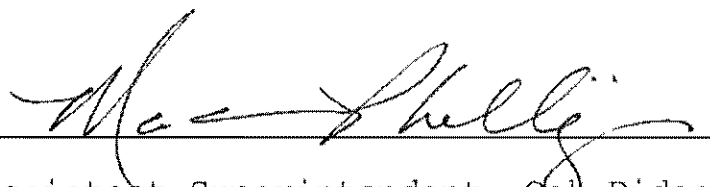
4 MR. EBY: It's 35-20 at half. Now, it's
 5 43-34 so they've come back with 13 minutes to go.

6 MR. FILLAER: 43-34 with 13 minutes to
 7 go. And we stand adjourned.



Oak Ridge Board of Education

W. Keys Fillauer, Chairman



Assistant Superintendent, Oak Ridge Schools

~~Ken Green~~ *Marian Phillips*

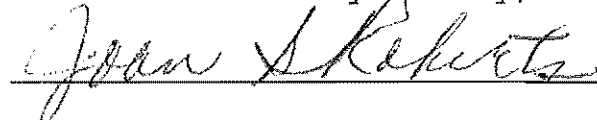
6-25-12

Date Approved

C E R T I F I C A T E

I, Joan S. Roberts, Notary Public at Large for the State of Tennessee, and Licensed Court Reporter do hereby acknowledge that the foregoing 62 pages are a true and correct transcript of the proceedings taken by me in this cause on the 26th day of March, 2012.

This the 21st day of May, 2012



Joan S. Roberts, Court Reporter