

TRANSCRIPT OF MEETING

OAK RIDGE SCHOOLS - OAK RIDGE BOARD OF EDUCATION

REGULAR MEETING

ROBERT J. SMALLRIDGE SCHOOL ADMINISTRATION BUILDING

BOARD ROOM

MONDAY - JUNE 24, 2013

7:00 p.m.

BOARD MEMBERS

MR. W. KEYS FILLAUER, CHAIRMAN

MS. ANGI AGLE

MR. DAN DIGREGORIO

MR. ROBERT EBY (ABSENT)

MS. JENNIFER RICHTER

ALSO PRESENT:

DR. BRUCE BORCHERS, SUPERINTENDENT OF SCHOOLS

DR. LARISSA HENDERSON, INTERIM ASSISTANT

SUPERINTENDENT

MS. KAREN GAGLIANO, DIRECTOR OF BUSINESS & SUPPORT

SERVICES

JOAN S. ROBERTS - COURT REPORTER

P.O. BOX 1374

CLINTON, TENNESSEE 37717

865-457-4027

1 CHAIRMAN FILLAUER: I'd like to
2 call to order the regular scheduled meeting of the
3 Oak Ridge Board of Education being held in the
4 Robert J. Smallridge School Administration Building
5 for the first time.

6 The first item is the Committee of
7 the Whole, which I will call to order and I would
8 like those present to please stand and join me as we
9 honor America by giving the Pledge to Allegiance.

10 (Whereupon, the Pledge was
11 recited)

12 CHAIRMAN FILLAUER: Thank you and
13 you may be seated.

14 Next we start a new chapter in the
15 history of the Oak Ridge Schools tonight as we
16 welcome our new Superintendent, Dr. Bruce Borchers,
17 in place tonight. Welcome. I know that probably
18 the dump truck has moved in and just dumped all
19 kinds of stuff on you here but we are glad to have
20 you, we are excited to have you and your family here
21 in Oak Ridge and we look forward to many years of
22 excitement and moving the Oak Ridge Schools forward.
23 So welcome.

24 DR. BORCHERS: Thank you very

1 much. Thank you.

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

15 Seeing no one, I will adjourn the
16 Committee of the Whole and call to order the regular
17 meeting.

18 First item is the approval of the
19 agenda. Are there any additions or corrections to
20 the agenda? I have one, I guess we must have
21 thought that since school was out there was no good
22 news going on in the schools at this time but there
23 still is good news going on in the schools so I'll
24 place item three under approval of agenda good news.

1 Are there any others? Do I hear a motion to approve
2 the agenda as amended?

3 MR. DIGREGORIO: Move for
4 approval.

5 MS. RICHTER: Second.

6 CHAIRMAN FILLAUER: Any other
7 discussion? All those in favor signify by saying
8 aye.

9 (Whereupon, all members voted aye)

10 CHAIRMAN FILLAUER: Opposed?
11 Motion carries.

12 The next is good news and, Ms.
13 Agle, we will start with you.

14 MS. AGLE: My good news is from
15 Oak Ridge High School. A local company AquaChem,
16 Inc., has partnered with the Oak Ridge High School
17 Welding Program to support a coordinated effort for
18 the future welders of tomorrow. Jeff Hankins is the
19 welding class instructor and he's a former AquaChem
20 employee so he's training high school students in a
21 very good, very needed profession.

22 CHAIRMAN FILLAUER: Mr.
23 DiGregorio.

24 MR. DIGREGORIO: Yes, I have in my

1 hand a section from the Knoxville News Sentinel and
2 we should have taken care of this earlier and we are
3 remiss for this but this is May 14, 2013 listing the
4 top 20 scholars of 2013. There are four students
5 from Oak Ridge High School in this top 20. Jim
6 Andress, A.J. Toth, Jason Xiong and Sirui Ma.
7 Congratulations to those four students.

8 CHAIRMAN FILLAUER: Absolutely.
9 Ms. Richter.

10 MS. RICHTER: My good news is that
11 one of our recent high school graduates, Clayton
12 Aldridge, recently received a \$500 scholarship from
13 the Anderson County Farm Bureau Educational
14 Scholarship as a scholarship. And this is a
15 selection that is made from farm bureau agents and
16 directors who support this scholarship. They have
17 an educational committee and they consider the
18 different candidates who are college bound and this
19 one went to Clayton who will be attending University
20 of Tennessee in Chattanooga next year.

21 CHAIRMAN FILLAUER: And my good
22 news is a wish of good luck to the high school TSA
23 group who will be traveling this week to Orlando,
24 Florida for the National TSA Convention. We have a

1 number of students who are going and we will look
2 forward to their return and a report from them on
3 their success when they do return. And that's just
4 some of the good news that's going on in the Oak
5 Ridge Schools today.

6 Next item on the agenda is the
7 Consent Agenda. Do I hear a motion?

8 MS. RICHTER: Move for approval.

9 MS. AGLE: Second.

10 CHAIRMAN FILLAUER: Any
11 discussion? All those in favor of approving the
12 Consent Agenda signify by saying aye.

13 (Whereupon, all members voted aye)

14 CHAIRMAN FILLAUER: Opposed?

15 Motion carries.

16 Next item on the agenda under
17 Items for Action School Board Operations; approval
18 of Revised School Board Meetings Policy 1.40, this
19 is a first reading. Dr. Borchers.

20 DR. BORCHERS: Chairman, I would
21 make a recommendation to approve the Revised School
22 Board Meetings Policy 1.400 and that's a change in
23 the start time from seven to six p.m.

24 CHAIRMAN FILLAUER: You have heard

1 the Superintendent's recommendation. Do I hear a
2 motion?

3 MR. DIGREGORIO: Move for
4 approval.

5 MS. RICHTER: Second.

6 CHAIRMAN FILLAUER: Is there
7 discussion?

8 MS. RICHTER: I was just going to
9 say I hope we will make some comment so that we can
10 explain it to the public. I know I personally found
11 it to be beneficial and it seemed to be beneficial
12 for our audience to have those six o'clock start
13 times for those budget discussions. And I'm seeing
14 some community members nodding their heads, as well
15 as staff members. Those are my thoughts on it.

16 CHAIRMAN FILLAUER: One of the
17 things we are looking at by making this change is
18 that number one, we hope it would give the community
19 an opportunity to come to our meetings since they do
20 start earlier. I think we know that if you leave
21 work, for example, and go home the chance of you
22 coming back is somewhat limited. Particularly as
23 school starts, we have a number of programs during
24 our Board meetings that involve students and this

1 gives them an opportunity to come and see those
2 programs. Also, our administrative staff that is
3 here in this building; it shortens the amount of
4 time that they have before the meeting starts from
5 when they are finished with their day's work. And
6 it shortens our night here as well. And, Ms.
7 Richter, I think you are right. As we had earlier
8 start times, particularly during the budget session,
9 it seemed to work out quite well. We have sent out
10 to staff this proposal. I have heard no negative
11 comments. A couple of positive comments. One from
12 Mr. Reddick representing OREA. And one from Mr.
13 Bruce Lay also at Jefferson Middle School. Mr.
14 Reddick did point out it would be easier for him to
15 get home as he was approaching an older...more
16 mature age. Would that be correct?

17 MR. REDDICK: Getting harder to
18 grade papers late at night.

19 CHAIRMAN FILLAUER: There you go.
20 I would also like to ask our two individuals from
21 our newspapers that are here if you will make note
22 of this in the paper and maybe point out that if
23 there are those that have questions or concerns
24 certainly they could contact a Board member and do

1 that. And we would appreciate it if you would do
2 that. If this passes on first reading we would have
3 second reading, we do not have a meeting in July.
4 We have two meetings in August, the first one being
5 on August 5th, that meeting would still start at
6 seven. We would vote on second reading and if that
7 passes then the next meeting in August would be when
8 we start at six o'clock. So other questions or
9 comments?

10 Hearing none the motion and
11 recommendation is to approve the Revisal of the
12 School Board Meeting Policy 1.40 on first reading.
13 All those in favor signify by saying aye.

14 (Whereupon, all members voted aye)

15 CHAIRMAN FILLAUER: Opposed?
16 Motion carries.

17 Next item on the agenda is the
18 approval of the naming and dedicating of the Linden
19 Elementary gymnasium in honor of Dr. Shirley
20 Holt-Hale. Dr. Borchers.

21 DR. BORCHERS: Chairman, I
22 recommend approval of request for naming Linden
23 Elementary School gymnasium.

24 CHAIRMAN FILLAUER: You've heard

1 the Superintendent's recommendation. Do I hear a
2 motion?

3 MR. DIGREGORIO: Move for
4 approval.

5 MS. AGLE: Second.

6 CHAIRMAN FILLAUER: Discussion? I
7 think I will...let's start first, Mr. Ward, do you
8 want to start first and then we will go to the
9 Board.

10 MR. WARD: Thank you, Mr.
11 Fillauer. Eight years ago I came to Oak Ridge
12 Schools and received my staff roster and when I saw
13 Dr. Shirley Holt-Hale was my PE teacher I nearly
14 fell out of my chair. And here's why. When I
15 attended the University of Tennessee I probably got
16 one of the first, maybe the first edition or the
17 second edition of this book called Children Moving.
18 And in the PE methods classes that I took this was
19 the text that we used. And it had a companion
20 workbook or book that we used, as teachers, to plan
21 lessons. And I remember thinking that Dr. Holt-Hale
22 was well beyond her time because the way she
23 instructed PE classes was much different than the
24 way I had seen people instructing in other

1 classrooms. She did it right, I thought. And I was
2 so impressed with the differentiation I saw with the
3 addressing within her text children of poverty,
4 taking into consideration that all children can be
5 physically active no matter what, even children with
6 disability. It's an impressive book and it sets on
7 my shelf. As a matter of fact, I have the old one
8 on my shelf, one of the first editions. And Dr.
9 Holt-Hale was gracious enough to provide me with a
10 new copy. In this book there are pictures of Linden
11 students. And I think there are pictures of Linden
12 students in the very first one showing their skills.
13 And as you see these pictures, the pictures of the
14 students are pretty remarkable to me because they
15 are students that other teachers might have felt
16 like couldn't do. And Shirley has pictures of them
17 in the book being very skillful at what they are
18 doing. She is an amazing educator. I told her
19 before the meeting and I actually told Dr. Borchers
20 we need to find a way to rehire Shirley. And she
21 said no way. And I wanted to just highlight a few
22 things that make Shirley special and that cause her
23 to stand out. Shirley has actually taught a PE
24 lesson on the White House lawn under the tenure of

1 George H.W. Bush. She did that, that's pretty
2 remarkable. Our school ran a national demonstration
3 center in physical education for 25 years. The only
4 school in the U.S. that served in that capacity for
5 25 consecutive years. And what that meant was over
6 2,000 visitors came to Linden, national and
7 international visitors, to observe the Movement
8 Education Program in action. It was known
9 throughout the world. She was the National
10 Elementary Physical Education Teacher of the Year,
11 President of the National Association for Sports and
12 Physical Education and she was inducted into the
13 National Association for Physical Education and
14 Sports Hall of Fame. The only elementary school
15 teacher, the only elementary educator to be so
16 honored. And the thing that she's most proud of and
17 the thing that matters probably the most is that she
18 was the teacher of over 4,000 children at Linden
19 Elementary School for 38 years. I am privileged, I
20 was honored for her to serve on my staff, I'm
21 privileged to know her as a colleague and I value
22 that relationship. This honor is really not enough
23 for Shirley but I think it's symbolic of what she
24 deserves and I'm glad the Board is considering it.

1 CHAIRMAN FILLAUER: If I may, I'm
2 going to add a couple of items that we have here
3 with us as well that I think stick out to me. She
4 is a charter member of the Tennessee Governor's
5 Council for Physical Fitness and Health. She was
6 inducted into the National Association for Physical
7 Education and Sports Hall of Fame. The only
8 elementary educator to be so honored. And I think
9 what you said probably would be, and I'm not putting
10 words into your mouth, but I have a feeling knowing
11 you as I do of all the things that we just read,
12 probably the thing that sticks out most and is most
13 important to her is the last thing you said about
14 the teaching of over 4,000 students. So comments
15 from other Board members.

16 MS. RICHTER: I'd like to say
17 something. Shirley, you have inspired so many of
18 us. I know that you truly wrote the book, as Roger
19 just showed us all, I think the thing that stuck
20 with me was that everytime we came to Linden there
21 were the kids, everybody in that gym was moving. It
22 didn't matter what time of the morning it was. You
23 had them up, you had them moving, you could tell
24 that they liked what they were doing. You didn't

1 see any of the reluctant kids sitting on the edges
2 or in the fringes, they were all participating and I
3 really think that that speaks for itself. And you
4 speak for all of us, you've spoken for all of us for
5 a long time. I truly miss the fact that you are not
6 teaching for us anymore and I wish you well. And
7 I'm pleased to be on the Board while we are naming
8 this gym after you.

9 CHAIRMAN FILLAUER: Before we
10 finish you have sat back there long enough, you need
11 to come right up here behind this microphone.

12 DR. HOLT-HALE: Are you sure?

13 CHAIRMAN FILLAUER: I'm positive
14 because I have a feeling at the end you may not be
15 at a loss for words. One additional thing I would
16 like to say is that in the times that we are in in
17 public education and as we try in our system to
18 attract outstanding teachers, I hope that those new
19 teachers will have some way of looking at the
20 history of educators such as yourself to see what it
21 takes to be an outstanding educator. And we have
22 had many of those, very fortunately, in this system
23 and still do. But we need to find out a way, maybe
24 you could write another book, This Is The Way It

1 Should Be Done. But again, we are so appreciative
2 of what you have done for the Oak Ridge Schools,
3 what you continue to do for the Oak Ridge Schools
4 just because of who you are.

5 MR. DIGREGORIO: Well, I hope what
6 the Board is fixing to do here and if we do it, it's
7 a good thing. I'm very pleased to support this
8 motion.

9 CHAIRMAN FILLAUER: Ms. Agle.

10 MS. AGLE: I guess I'm the only
11 one here but you taught me and all four of my
12 children. What I remember from taking gym at Linden
13 was play. It was not go do calisthenics for half an
14 hour. It was play and it was a lot of different
15 kinds of play so that there was something that
16 everybody could love. It was not work, it was fun.
17 And we didn't realize the positive benefits, we
18 thought we were playing. And I appreciate that.

19 CHAIRMAN FILLAUER: And before I
20 go to you, the motion on the floor is for the
21 approval of naming and dedicating of the Linden
22 Elementary gymnasium in honor of Dr. Shirley
23 Holt-Hale. All those in favor of that motion
24 signify by saying aye.

(Whereupon, all members voted aye)

1 CHAIRMAN FILLAUER: Opposed? So
2 done and congratulations.

3 DR. HOLT-HALE: See, he knows it's
4 a good thing for them to vote before I get to speak
5 because he never knows what is going to come so it's
6 a good thing. Seriously. When I was first asked to
7 come to the school board meeting I thought, hmm, a
8 person is called before the school board only if
9 they are to be seriously reprimanded or dismissed.
10 Then Mr. Ward said I was to come to the school board
11 meeting because the gymnasium at Linden was perhaps
12 going to be named in honor of me. And I said to Mr.
13 Ward, that happens only after you die. So I have
14 retired so you cannot dismiss me although I'm sure
15 there are many times you wanted to. And to my
16 knowledge, I'm not yet dead. So here I am tonight.
17 I am deeply, deeply honored by this and very, very
18 humbled. My coming to you tonight is also somewhat
19 bittersweet, as most of you know, I came to you a
20 year ago. I love Linden Elementary School, I love
21 physical education. But more than that, I love
22 children. And I firmly, firmly believe that it is
23 the right of every child, every child, to have the
24

1 skills that they need to be healthy and to be
2 physically active for a lifetime. It is my dream,
3 it is my dream, it is my plea that before I die of
4 old age or whatever that we will see restored to all
5 children in this school system those programs that
6 give them the skills that Angi had. That give them
7 the skills that they need to be active and to be
8 healthy. This honor is beyond measure in what it
9 means to me but those programs for children would be
10 an even greater honor. And I simply say to you;
11 thank you.

12 CHAIRMAN FILLAUER: Next on the
13 agenda under Business and Support Services is the
14 approval of recommendation to approve the food
15 service contract. Dr. Borchers.

16 DR. BORCHERS: Mr. Chairman, I
17 recommend approval of the food service contract with
18 ARAMARK Educational Services, Incorporated for
19 fiscal year 2014. I think the corresponding
20 documents would spell out why and we get a great
21 service from this company.

22 CHAIRMAN FILLAUER: You have heard
23 the Superintendent's recommendation. Do I hear a
24 motion?

1 MR. DIGREGORIO: Move for
 2 approval.
 3 MS. AGLE: Second.
 4 CHAIRMAN FILLAUER: Discussion or
 5 comments? Karen.
 6 MS. GAGLIANO: I just wanted to
 7 let you know that Gary Gluch and Bart Turner are
 8 here tonight representing ARAMARK, if you have any
 9 questions or want to make any comments.
 10 CHAIRMAN FILLAUER: Any questions
 11 from members of the Board or comments? You know,
 12 Gary, if you had brought us some snacks or something
 13 tonight, we might have gone through this a little
 14 easier and now we may have to think up some
 15 questions.
 16 In all seriousness, we appreciate
 17 what you all do, your efforts, providing a
 18 nutritious...Gary was my guest on Focus on Education
 19 and we in a very short period of time talked about
 20 some of the things that they do and some of the
 21 things -- the food service business in schools has
 22 changed dramatically over the last number of years.
 23 Particularly, with new regulations and at the same
 24 time providing a healthy meal and at the same time

1 providing something that our students are going to
 2 enjoy eating. You know the old saying, I guess if
 3 you ever went to school, you always complained about
 4 the food in the cafeteria. I guess that's part of
 5 going to school at some point in time. But the
 6 changes that you all have made I think have been
 7 very positive. We appreciate the work and the
 8 effort that you and your staff do in this system.
 9 So the motion on the floor is to
 10 approve the food service contract. All those in
 11 favor signify by saying aye.
 12 (Whereupon, all members voted aye)
 13 CHAIRMAN FILLAUER: Opposed?
 14 Motion carries.
 15 Next item under Business and
 16 Support Services is the approval of purchase of a
 17 bucket truck. Dr. Borchers.
 18 DR. BORCHERS: Mr. Chairman, I
 19 recommend approval to purchase a 2008 Ford F550
 20 bucket truck from GNA Equipment, Incorporated of
 21 Lenoir City, Tennessee in the amount of \$39,500. As
 22 you can see from supporting documents, this is a
 23 budgeted replacement for FY '14.
 24 CHAIRMAN FILLAUER: You have heard

1 the Superintendent's recommendation. Do I hear a
 2 motion?
 3 MS. RICHTER: Move for approval.
 4 MR. DIGREGORIO: Second.
 5 CHAIRMAN FILLAUER: Discussion?
 6 Allen. Ms. Richter.
 7 MS. RICHTER: First I want to
 8 thank you for finding a refurbished truck, or
 9 whatever it's called, used truck I guess for most of
 10 us. I did have a couple of questions. One of which
 11 was whether this was something that we use
 12 frequently enough to justify a purchase and whether
 13 you have ever taken a look at exploring options, say
 14 with the City, for peacefully co-existing and
 15 sharing a truck.
 16 MR. THACKER: One of the issues
 17 with sharing a truck with the City comes with the
 18 size of the truck that the City uses. It requires a
 19 City personnel to come out and actually operate the
 20 truck. The one that we are getting here is small
 21 enough that we can utilize it without having special
 22 licenses for that purpose. So we wouldn't have to
 23 pay for personnel, we wouldn't have to get in their
 24 queue to say when can they come out and do the work.

1 And it allows us to have a quicker response time.
 2 As far as having enough work to use it with, we have
 3 everything from window washing, pressure washing the
 4 outside of the buildings, reaching the outside
 5 lights to change and maintain our levels of security
 6 outside. It is a constant issue to have a truck
 7 that we can actually reach these items. In the past
 8 what we had to do was we had a bucket truck but the
 9 boom was too small to reach a lot of our lighting so
 10 we'd have to wait until we had a percentage of
 11 lighting out enough to justify renting a piece of
 12 equipment to come out and change a large amount of
 13 lights, which left a lot of dark spots in the
 14 parking lots and along the areas. And that became a
 15 greater and greater safety issue so this is
 16 something we've utilized in the past and we feel
 17 like going forward it will be a benefit for us.
 18 MS. RICHTER: So have we owned one
 19 before?
 20 MR. THACKER: The City had passed
 21 one down to us and we had utilized it. It was at
 22 the end of its life span and we stretched it for
 23 another five years. The hydraulics went out on it
 24 and we could no longer get it recertified so when we

1 got to the point where we was having to rent one so
2 often, especially with the fiberoptic project going
3 in we are using it for that as well. We looked at
4 something that we could have a greater reach and
5 more flexibility as far as the size of the truck.
6 The one that the City had passed down to us was even
7 too small to reach a lot of our parking lot lights.

8 MS. RICHTER: Alright, thank you
9 very much.

10 CHAIRMAN FILLAUER: And I think in
11 an earlier discussion that you and I were having the
12 budgeted amount for this truck was \$50,000 and we've
13 got where the cost is \$39,500.

14 MR. THACKER: Correct.

15 CHAIRMAN FILLAUER: So a savings
16 from what the budget indicated.

17 MR. THACKER: Absolutely.

18 CHAIRMAN FILLAUER: Other
19 questions or comments?

20 The motion is for the approval of
21 the purchase of a 2008 Ford F550 bucket truck from
22 GNA Equipment, Incorporated of Lenoir City,
23 Tennessee in the amount of \$39,500. All those in
24 favor signify by saying aye.

1 (Whereupon, all members voted aye)

2 CHAIRMAN FILLAUER: Motion
3 carries.

4 Next item on the agenda under
5 Business and Support Services is the approval of
6 purchase of a district card reader access system.
7 Dr. Borchers.

8 DR. BORCHERS: Mr. Chairman, I
9 recommend approval to enter into a contract for
10 purchase and installation of a district card reader
11 access system from System Integrations, Incorporated
12 of Lebanon, Tennessee in the amount of \$178,460.07.

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

16 MS. RICHTER: Move for approval.

17 MS. AGLE: Second.

18 CHAIRMAN FILLAUER: Comments?

19 Allen? While you are coming up, I might just
20 mention obviously we are missing Mr. Eby tonight.
21 He is on travel, out of the country actually.

22 MR. THACKER: This system that we
23 are looking at putting in place is a card reader
24 access system for the whole district that will allow

1 us to change the way that we have access into the
2 buildings from a keyed entry to a card reader
3 access. It vastly improves our level of security
4 and it's one of the main components of our updated
5 security that we are trying to put in place for the
6 district. At current, if a teacher loses a key we
7 are in a bad situation of where did that key go. If
8 a teacher loses a card key, we can electronically go
9 in and disable that card and it will no longer be
10 valid and it can't be used to get in. So this
11 process gives us a whole lot more flexibility in
12 being able to issue keys to the teachers.

13 CHAIRMAN FILLAUER: Will that key
14 be similar to like, for example, the badge?

15 MR. THACKER: Yes, in fact, it
16 will be about the size of the badge. It will have
17 an antennae built into the plastic card and a micro
18 chip built into that as well so we can actually load
19 data on that. We've had discussions with the high
20 school in order to badge high school students so
21 that they can come and go through some of the doors
22 that we have now because we are going to lock down
23 all the exterior doors. This will allow them to
24 pass from one area of the building to the other area

1 of the building without having the doors left
2 unlocked all day.

3 CHAIRMAN FILLAUER: Ms. Agle,

4 MS. AGLE: So will the student
5 cards be programmed differently than staff cards so
6 that the student cards only work during the school
7 day but the staff cards may work outside school
8 hours?

9 MR. THACKER: Absolutely. We can
10 set the timeframe of each individual card of when it
11 has access. Staff cards would be available for
12 their current setup now for them to come in. What
13 we are going to do is try and recommend the staff
14 access cards be available from six in the morning
15 until the time the custodians go home at night so
16 that we can secure the building after that. We will
17 be working with the principals a little bit closer
18 on that as we set those schedules. As far as the
19 student cards at the high school, it would be set by
20 the principal for what hours are available. They
21 can also issue temporary cards to visitors that
22 would be having access in different areas of the
23 high school per se. And those cards would have a
24 temporary timeframe on them so that it could be

1 issued for that day only and then the card would no
2 longer be valid after that day if the card was not
3 returned to the office.

4 CHAIRMAN FILLAUER: Ms. Richter.

5 MS. RICHTER: When you say that
6 the card may be capable of containing some data, are
7 we talking about actually being able to track
8 something or what kind of data are you talking
9 about?

10 MR. THACKER: This gives us a
11 little bit of flexibility in the future. We could
12 actually load things such as the lunch payments that
13 students may make and we could set up a system so
14 that as they come through the lunch line they could
15 scan that and it would tell how much money is left
16 on their account. And then it would actually update
17 once they took that money off there. You could also
18 put other data on there such as you can actually put
19 different types of lock systems outside of the wired
20 system. So as an employee would take a card and
21 they would scan to a wired system, it would transmit
22 data to that chip that says, say, Ms. Gagliano's
23 card has been discontinued. Well, the next time
24 that you go to a door that's not in the wired-in

1 system it would transmit that data to that door and
2 now that door would be updated with the current
3 information. So not all the access portals would
4 have to be totally wired in. It gives us the
5 ability to expand a little bit further beyond.

6 MS. RICHTER: I take it it would
7 also mean that the administration would have the
8 ability to see who was accessing what door when?

9 MR. THACKER: Absolutely. It
10 would keep an ongoing record of when an employee or
11 a student came in a door, what time they came in and
12 would keep a running record of that. I think the
13 timeframe was up to four to six weeks.

14 MS. RICHTER: And I just have one
15 last question, if I don't lose track of my thought.
16 I forgot. Go ahead, Dan, I'll think of it in a
17 second.

18 MR. DIGREGORIO: Now I've lost
19 track of mine. Would that be true at every school?

20 MR. THACKER: Every school.

21 MR. DIGREGORIO: Even with the
22 little guys?

23 MR. THACKER: We wouldn't issue
24 cards to the younger students because they are going

1 with teachers. However, looking at the way the high
2 school is currently laid out, we've had
3 conversations with the principal about issuing cards
4 to them because the access from one area of the
5 building to the other area of the building may
6 require going outside the building.

7 MR. DIGREGORIO: Every student
8 then will have an ID card.

9 MR. THACKER: That is a
10 possibility that we are looking at. If a student
11 loses their ID card, then the only option is for
12 them to pay for a replacement and then at that point
13 they can be issued a new ID card.

14 MS. RICHTER: I remembered my
15 question. My question was whether or not we have
16 seen this system at work somewhere else.

17 MR. THACKER: Yes, I've actually
18 seen it in place at a couple of schools in middle
19 Tennessee where they've actually got this in place
20 and it's a very sweet system, it does a really good
21 job.

22 CHAIRMAN FILLAUER: What would be
23 our timeframe on having this up and ready to go?

24 MR. THACKER: I'll be able to

1 contact them upon your approval and let them know
2 that the funding will be made available July 1 from
3 CIP funds and then once the items are ordered, it
4 takes about four to six weeks for the equipment to
5 get here and then they are actually doing the
6 installation. And with the number of schools we
7 have it's about four to six weeks to get that in.
8 So I don't think we will be ready for the start of
9 school but shortly after then we should be in place.

10 MR. DIGREGORIO: You said that the
11 card is a possibility for each student?

12 MR. THACKER: At the high school
13 we would look at that.

14 MR. DIGREGORIO: How about for the
15 younger students? Middle? No?

16 MR. THACKER: It really wouldn't
17 be practical for them in the areas of the building
18 they will be going through.

19 MR. DIGREGORIO: If that's only a
20 possibility, how else is it going to work if a kid
21 doesn't have an ID card?

22 MR. THACKER: If we don't issue ID
23 cards to the students then they will have, since the
24 outside doors will be locked, then they will have to

1 move from one area of the building to the other
2 inside the building. So an example, if you are in
3 what is old AA building, you can't really go down
4 the outside steps to what is now the performing arts
5 area. You would have to route all the way down the
6 CS area, down the main stairwell, cross the
7 cafeteria and down the hallway, it's a long trek.

8 CHAIRMAN FILLAUER: I think, too,
9 it would be important as this is in place that we
10 continue to look at the success rate of it and I
11 think the possibility may exist that even down to
12 the middle school level this might be something we
13 would want to take a look at there as well.

14 MR. THACKER: We could filter it
15 down very easily.

16 CHAIRMAN FILLAUER: And I think
17 again here we are continuing to take a look at what
18 we need in this system to make our schools as safe
19 as we possibly can. And I don't want that point to
20 be lost in this conversation. This is just another
21 step in what we think is an appropriate step to make
22 this happen. And I think what it does...obviously,
23 one of our issues has been at Oak Ridge High School
24 because of the number of doors that we have right

1 there so this gives us some more accountability to
2 provide safety ingress and egress in that building.

3 MR. THACKER: It would also allow
4 students that go off campus lunch, they would use
5 their card to access back in and you would know
6 which students came back in after lunch.

7 MR. DIGREGORIO: Let me get the
8 new Superintendent involved so he can start earning
9 his keep. Have you seen this in operation before?

10 DR. BORCHERS: I have. At the
11 high school level specifically and also in another
12 district previous to that so two different
13 districts. And it is a change from the key process
14 but, as Allen is saying, it's a very effective
15 process, the losing of keys you can turn off the
16 keys, as Mr. Thacker has said, and it really is a
17 process, especially at the high school with the open
18 doors it's very much, I think, a great investment in
19 safety. Again, after if the Board would approve
20 getting a system in place at the high school looking
21 at that and, as you said, Mr. Chairman, looking at
22 the middle school if that's a possibility, this
23 system is very capable of doing that. I've seen it
24 used very effectively.

1 CHAIRMAN FILLAUER: Other
2 questions or comments? Ms. Agle.

3 MS. AGLE: I just want to say
4 thank you for following through with this. This
5 will be a huge safety improvement. We have all
6 known that the high school is probably our weakest
7 link simply because of the number of doors and the
8 fact that these doors have to remain open for
9 students to get between classes because if they all
10 had to go down that central stairway we'd have to
11 have 20 minutes between classes. It would be chaos.
12 This is a very proactive way to improve the safety,
13 to improve the security of the building and has some
14 potential for other uses that we may want to see in
15 the future. Thanks.

16 CHAIRMAN FILLAUER: The motion is
17 to approve to enter into a contract for the purchase
18 and installation of a district card reader access
19 system from Systems Integrations, Incorporated of
20 Lebanon, Tennessee in the amount of \$178,460.07.
21 All those in favor signify by saying aye.

22 (Whereupon, all members voted aye)

23 CHAIRMAN FILLAUER: Opposed?
24 Motion carries.

1 Next under Curriculum and
2 Instruction is the approval of the application for
3 Local Consolidated Plan. Dr. Borchers.

4 DR. BORCHERS: Mr. Chairman, I
5 recommend approval of the application for Local
6 Consolidated Plan to Titles One, Part A; Two, Part
7 A; Three, Part A; IDA, IDEA Part D and IDEA
8 Preschool. As the Board knows, this is done on a
9 yearly basis and I learned this morning that we went
10 to a digital format this year, not the paper format.

11 CHAIRMAN FILLAUER: You've heard
12 the Superintendent's recommendation. Do I hear a
13 motion?

14 MR. DIGREGORIO: Move for
15 approval.

16 MS. RICHTER: Second.

17 CHAIRMAN FILLAUER: Discussion or,
18 Dr. Borchers, comments? We've had a lot of
19 information on this, to say the least.

20 DR. BORCHERS: And I know we
21 talked this morning in executive committee that
22 moving to the digital piece was different but
23 probably well received more so than the paper and
24 we've got that completed or near completion at this

1 point.

2 CHAIRMAN FILLAUER: You've heard
3 the Superintendent's recommendation and the motion
4 is for the approval of the application for the Local
5 Consolidated Plan. All those in favor signify by
6 saying aye.

7 (Whereupon, all members voted aye)

8 CHAIRMAN FILLAUER: Opposed?

9 Motion carries.

10 Next under Human Resources is the
11 approval of extension of time to fulfill residency
12 requirements for Lisa Light. Dr. Borchers.

13 DR. BORCHERS: Mr. Chairman, I
14 recommend approval of extension of time to fulfill
15 residency requirement for Lisa Light.

16 CHAIRMAN FILLAUER: You've heard
17 the Superintendent's recommendation. Do I hear a
18 motion?

19 MS. AGLE: Move for approval.

20 MS. RICHTER: Second.

21 CHAIRMAN FILLAUER: Discussion or
22 comments? Ms. Richter.

23 MS. RICHTER: I'm full of comments
24 tonight. I just wanted to say that I want the

1 public to know that this Board takes the residency
2 requirement very seriously for the leaders of our
3 schools. And what I would especially like them to
4 know is that Ms. Light has done extensive work to
5 try to sell her property to enable her to move to
6 Oak Ridge. I think she should be applauded for that
7 and I'm very happy to support this recommendation.

8 CHAIRMAN FILLAUER: Good comment.
9 The recommendation is the approval of extension of
10 time to fulfill the residency requirement for Ms.
11 Lisa Light. All those in favor signify by saying
12 aye.

13 (Whereupon, all members voted aye)

14 CHAIRMAN FILLAUER: Opposed?

15 Motion carries.

16 Next under Items for Information
17 is the Enrollment Report. Any comments or
18 questions?

19 Next is the Financial Report.
20 Comments or questions?

21 Next is the Board of Distinction
22 Results. I would just like to mention that as part
23 of the process of becoming a Board of Distinction
24 there are a number of steps that you have to go

1 through. We recently completed our last steps and
2 submitted this information to TSBA and that last
3 step was to have two additional school board groups
4 to come and evaluate this particular board of
5 education as it conducted a meeting. And we did
6 that by having Clinton City School Board reps come
7 and Anderson County Board. And I would just like to
8 report to this Board that both school boards gave us
9 outstanding evaluation. The one comment that stood
10 out in all of them and I certainly appreciate this
11 from this Board and that comment was very well
12 informed and very prepared. And I think day in and
13 day out when we have this meeting this Board comes
14 very informed and very well prepared and that makes
15 it a pleasure to be on this Board I can tell you
16 time after time after time. So I appreciate that.
17 One of the recommendations that they had, however,
18 was that we should have an annual agenda. When I
19 looked at that I kept thinking, an annual agenda,
20 now we have an agenda for each Board meeting. How
21 could we possibly have an annual agenda like that.
22 I didn't really understand what they were talking
23 about so I kind of went back to some of the other
24 systems to see what their annual agenda was and I

1 was pleased to find out that we actually had an
2 annual agenda. We just called it something
3 different, we called it our calendar, that's our
4 annual agenda. So now when you get that calendar it
5 will say Oak Ridge Schools Calendar/Agenda. So
6 we've got that covered now. So any questions or
7 comments? I have that information from those two
8 boards that evaluated us and be glad to share those
9 with you if you would like to see them. Ms. Agle.

10 MS. AGLE: Might they have meant
11 that we handle certain things in certain months
12 every year like we normally do the Board's
13 self-evaluation in a particular month? Would that
14 be maybe what they were talking about?

15 CHAIRMAN FILLAUER: Well, no, they
16 were more or less talking about, from what I
17 gathered from all the other agendas, our meeting
18 dates, when we attend Day on the Hill, when we go to
19 Summer Law, when we go to TSBA Convention, when we
20 visit the schools. And there were a couple of other
21 things that escape my mind but that was basically
22 what they were talking about.

23 Moving along, any Old Business?

24 Any New Business? I want to take

1 a few minutes here, if we may, once again we can't
 2 hardly seem to go much time without the State
 3 deciding it's time to put something else on our
 4 shoulders to deal with. State Board of Education
 5 recently met and passed several items. One; that
 6 it's certainly going to be something we are going to
 7 have to take a look at to see exactly how it impacts
 8 this system. And that deals with the salary issue
 9 that the State Board of Education has decided that
 10 they now want to make some significant changes. So
 11 I thought it would be important to have just a brief
 12 discussion to see where we are to make sure this
 13 gets on Dr. Borchers's calendar and make sure it gets
 14 on Karen's calendar. And then at some point in time
 15 it comes back to us as a Board so we can have some
 16 discussion on this. I know coming up and one of the
 17 things when Dr. Borchers and I meet tomorrow is we
 18 will try to set a time for a Board retreat so we
 19 can, as a Board and new superintendent and when our
 20 new assistant superintendent gets onboard, we can
 21 begin to build what we need to build as our goals,
 22 and so forth, for this coming year and years in the
 23 future. I know Mr. Reddick and Mr. Haygood, as
 24 representatives of the Oak Ridge Education

1 significant number of teachers at the meeting with
 2 presentations made by TEA and other representatives
 3 of the teaching profession and the state, there
 4 were, from what I've read and heard, there were some
 5 rather testing and sometimes hostile exchanges. And
 6 there were statements made about, well, exactly how
 7 does an advanced degree really make you a better
 8 teacher further into your career and some things
 9 that have been cast in kind of a negative light and
 10 I don't, without rushing to judgment, I'm not sure
 11 of the context of everything that was said. I'm not
 12 sure I really want to sit down and watch a
 13 three-hour replay of the meeting or however long it
 14 lasted. But I guess what now is happening in the
 15 media and across the state is the spin of what
 16 happened. And Commissioner Huffman sent all of us
 17 an e-mail on Friday afternoon to help us to feel
 18 better about what had just happened at the State
 19 Board meeting. And probably like what is being
 20 played out in various media reports about it, the
 21 State's position on this is of course, and we
 22 understand this, that no teacher in our system or
 23 across the state will take a pay cut as a result of
 24 this measure that was adopted. We also get that

1 Association have been staying on top of this. I did
 2 send to each Board member and I think, Dr. Borchers,
 3 I copied you as well, a power point that Lee Harrell
 4 with TSBA sent to me today that reflected the
 5 discussion that came from the State Board's meeting
 6 when some of these decisions were made. So, Steve,
 7 could I call on you to make maybe a few comments and
 8 remember we are being recorded for future reference.
 9 MR. REDDICK: You will be
 10 delighted to know I don't have anything prepared to
 11 say and that's both a good thing and a bad thing
 12 because it could go south in a hurry. But prior to
 13 the State Board of Education's meeting this past
 14 Friday there was a great deal of concern expressed
 15 about this proposal to change the State salary
 16 schedule. This was a second reading and we started
 17 to catch wind...a lot of times things that happen at
 18 the state level we don't catch wind of until it's
 19 fairly late and far along the way. And this was
 20 certainly the case with this. I won't say we were
 21 caught off guard but probably no more or less than
 22 anybody else in the state was. Things don't tend to
 23 make headlines like this until it's at the very
 24 eleventh hour. Despite the presence of a

1 what the commissioner sees the value of this being
 2 is that local districts have all the flexibility in
 3 the world, ha, ha, to take this plan and run with it
 4 retaining their own current local schedule. It's
 5 very clear in the power point, it's written all over
 6 it. We are not here to tell you that you have to do
 7 things a certain way. You can do things your way
 8 but what's a little disingenuous about that argument
 9 is that if as the proposal is currently on paper the
 10 State is going to start using four to five-year
 11 increments to keep pay the same throughout a four to
 12 five-year cycle. It's four years initially for the
 13 advanced degrees and then you see a little more
 14 movement in the bachelor's level of teachers as they
 15 start out on this new schedule. There are some
 16 bumps in the beginning years and with the advanced
 17 degrees it's the same salary for the first five
 18 years. And so what I get from that, and I talked to
 19 a couple of you before the meeting, is the state
 20 will not change how much it funds salaries but if we
 21 are going to continue to not have people take a pay
 22 cut, which by law they can't, then it's putting more
 23 of the funding of the salaries onto the local school
 24 district's shoulders. And we all know that that has

1 gotten harder and harder to do, just funding
 2 realities across the state and here locally have
 3 been problematic for, I don't know, since time
 4 began, I think. And it's also somewhat ironic that
 5 they, the State's, new proposal is that they will
 6 only recognize two broad categories of degrees,
 7 bachelor's and master's level, there is no
 8 differentiation in how they recognize professional
 9 advancement or educational preparation for this
 10 certified profession. But the irony being they
 11 expect the local districts to use differentiation as
 12 they decide how to go forward with this plan, which
 13 is code a merit pay. We've had discussions over the
 14 past several years about merit pay and how it's
 15 difficult for us to in this system, you know, we've
 16 all said this is a very, very strong school system
 17 and has been historically and remains so now. But
 18 who is to say that a student who has achieved, is
 19 achieving, because of that one teacher and not
 20 because of what they are also picking up in related
 21 arts and physical education. And who is to say that
 22 the kindergarten teacher didn't have more of an
 23 impact on that child than their tenth grade advanced
 24 English teacher. So we've always in our discussions

1 mid thirties are done advancing salarywise. I just
 2 find that a little outrageous to ponder. I wrote an
 3 e-mail to the State Board people and I walked
 4 through a number of arguments basically saying,
 5 first of all, public education, since Thomas
 6 Jefferson and before, it has been perceived as the
 7 foundation for our democracy. So it stands to
 8 reason, if you accept that premise, that the people
 9 who teach in public education make up all the
 10 stakeholders of public education it's an investment
 11 that we as a society and as a political and a socio-
 12 economic system have decided to make. So it seems a
 13 little disingenuous and disturbing to think that the
 14 teachers in that public education system would be
 15 not recognized for their level of academic
 16 achievement, their years of experience. And I, for
 17 one, and maybe I'm completely naive about the real
 18 world beyond the classroom, but I don't know of
 19 another profession where advanced degrees and years
 20 of experience are not a factor in salary. And yet
 21 that's exactly the message that the State Board is
 22 sending with this measure that they approved last
 23 Friday. I think I'll finish with this and aren't
 24 you glad I didn't have anything prepared to say.

1 about merit pay tried to say we all play a role in
 2 it and I think that that is something that was going
 3 to be important to try to hold onto as we move
 4 forward from here. I think that a number of big
 5 concerns come up, well, first of all how is this
 6 supposed to work. Because from what I've seen so
 7 far, there is no real specific discussion of is this
 8 only going to affect, is this new salary schedule
 9 like the new TCRS Hybrid Requirement Plan, is it
 10 only going to involve new people, does it involve
 11 all current staff members. In a system like ours
 12 where you have a lot of people who are toward the
 13 top end, I mean, nobody can lose pay but will we all
 14 be reclassified according to this bachelor's and
 15 master's breakdown. I don't know. There's some
 16 practical questions like that that have yet to be
 17 determined. It concerns me and I know Mike and I
 18 haven't really had a chance to talk about it but
 19 Angi had mentioned this. And to think that a
 20 teacher would top out in their 11th year of their
 21 career and then from then on it's just cost of
 22 living increases, if those are granted or if the
 23 State decides to make a bump for everybody. It's
 24 hard to imagine and, like I say, somebody in their

1 The long term implications for this are probably
 2 most troubling because when we look at all the
 3 changes that have come down the pike in the past
 4 three to five years and we look at what this now
 5 says to a student coming out of college, coming out
 6 of a master's level program at U.T. or coming out of
 7 a bachelor's program at ETSU or one of the border
 8 region schools, as they look to start their teaching
 9 career in this state in the past three years we have
 10 seen their tenure requirements change, this
 11 evaluation system that has introduced rigor and
 12 confusion and concern about how you get to be a
 13 rock-solid teacher. And now we are sending the
 14 message that these young people, and really it's a
 15 message across a person's career, that we will value
 16 you up to this point and no further. And TEA, as
 17 they were preparing for the public relations and try
 18 to get people motivated to write their state board,
 19 talked about the cumulative effect of lost earnings
 20 over a lifetime if you compare it to today's current
 21 salaries and all the salary degree categories and
 22 all that. I'm not a numbers person but just this
 23 statement alone, if it's comparing the current
 24 system salary schedule to the one that's now been

1 passed, I guess that's the current one, but for
 2 thirty years the aggregate difference of missed
 3 career earnings over the time of a 30-year span
 4 would be almost \$70,000 for somebody with a master's
 5 degree compared to what they would make under the
 6 one we had just voted out. Somebody who is a
 7 master's plus 30 would lose over a 30-year career
 8 \$146,000. Somebody at the ed specialist degree
 9 cumulatively loses \$200,700. And somebody with a
 10 doctorate if they started under the old system -- or
 11 now started under this system, they are going to
 12 lose in the neighborhood of \$319,800 over a 30-year
 13 period. Again I'm repeating numbers. I'm not sure
 14 how you crunch numbers to get them to say those
 15 things but you look at what happens to a person's
 16 earning potential and it impacts everything from how
 17 much their TCRS contributions are to what their TCRS
 18 benefits will be. And it's pretty staggering. Lots
 19 of things -- well, Facebook nation is aflame, I'll
 20 just say that, with all kinds of things about send
 21 this letter to this person and sign that petition.
 22 And without being anymore alarmist or extreme than
 23 I've already perhaps sounded, I think it's just a
 24 matter of seeing how it's going to play out. And we

1 certainly want to be a part of the discussion, if
 2 there is one. And we've also seen our own roles
 3 have changed over the past couple of years as we no
 4 longer are the official spokes people but we welcome
 5 anybody to the table who wants to discuss this, for
 6 sure. I don't know if anything will change in the
 7 coming year on that front.

8 Mr. Haygood, do you have -- he can
 9 usually correct everything I've gotten wrong so I
 10 always defer to him.

11 MR. HAYGOOD: Never, ever ask me
 12 to follow Steve Reddick in a presentation. I always
 13 go first, remember that. I don't follow him.

14 CHAIRMAN FILLAUER: I'm making a
 15 little note of that so I won't forget.

16 MR. DIGREGORIO: I've got a
 17 question. I'm sure somebody must be able to answer
 18 this question. What is involved in this
 19 differentiated pay? How are they going to do that?
 20 I understood your preamble about kindergarten as
 21 opposed to 10th grade, I understood that part. But
 22 when it gets right down to the long and the short of
 23 this, who is going to decide?

24 CHAIRMAN FILLAUER: That's another

1 good thing they've done for us. We get to decide.

2 MR. DIGREGORIO: Well, that's
 3 going to be one of the questions because one of the
 4 criteria must be review teachers for performance
 5 based on state board-approved evaluation criteria.
 6 But we have just recently gone to where we have
 7 declared ourselves a high performing district, which
 8 means that we will get to make our own evaluation
 9 criteria.

10 CHAIRMAN FILLAUER: To a certain
 11 extent.

12 MR. DIGREGORIO: It will have to
 13 be approved by them, I understand that.

14 CHAIRMAN FILLAUER: And it also
 15 says in there, too, and this is something I don't
 16 know if I'll ever be able to get my hands around it
 17 but I'm trying, is I think it does say in that
 18 differentiated plan that you can even look at paying
 19 people who go beyond the school day and are involved
 20 in tutoring outside of the day or coaching.

21 MR. REDDICK: Instructional
 22 coaches, academic mentors. Also teachers in
 23 subjects that are hard to staff and hard to staff
 24 schools, this is going to apply to a lot of other

1 districts as well.

2 MR. DIGREGORIO: This almost gets
 3 to the point of my job is more important than your
 4 job among teachers and I've got issues with that
 5 part.

6 MR. REDDICK: The whole thing
 7 smacks of if it comes down to who has got better
 8 test scores and who's going to get more money at the
 9 end of the day, that is where it becomes problematic
 10 one way, at least from here, in my perspective.

11 CHAIRMAN FILLAUER: Let's be
 12 honest right here, too. If I'm a teacher coming out
 13 of school, I'm getting ready to graduate and looking
 14 for a job, and I'm going to be a good teacher, I
 15 know that I am. Where am I going to look first?
 16 I'm going to look at a private school, that's where
 17 I'm going to be attracted to.

18 MR. REDDICK: Because they are not
 19 bound by all the same things for sure. But as far
 20 as to go back to your merit pay question; several
 21 years ago you all were mandated with the directive
 22 to come up with a type of differentiated pay and I
 23 can't remember what mojo you worked, but you worked
 24 it so that it didn't sound quite like a merit pay

1 plan. More on the radar, I guess, but just whatever
2 you all, and we'll keep the dialogue going and
3 passing back and forth, hopefully, the things that
4 are factually and not too inflammatory. Thank you.

5 CHAIRMAN FILLAUER: Thank you,
6 Steve. And I'll get you up first next time. Ms.
7 Agle.

8 MS. AGLE: You all help me
9 remember because I'm working off memory but was not
10 the basis of our differentiated pay plan those
11 teachers who attained national certification and got
12 an extra amount? I believe that's the crux of what
13 our differentiated pay plan is.

14 MS. GAGLIANO: It was that and
15 then also positions that were hard to find, a
16 combination.

17 CHAIRMAN FILLAUER: And I know
18 this just occurred Friday so I'm sure you've got
19 your hands completely around this unlike myself.
20 But I guess one of the questions that we have to ask
21 and get an answer to at some point in time is this a
22 2013-2014 directive and we've got to determine if it
23 is going to have an impact on what we are doing now
24 and, if it is, what we have to do to correct it.

1 And if it isn't, we'll move right along and try to
2 deal with it. Ms. Richter.

3 MS. RICHTER: Just a thought.
4 With any luck a number of us are going to be going
5 to the Gatlinburg School Law.

6 CHAIRMAN FILLAUER: All of us.

7 MS. RICHTER: All of us. And I
8 would be hopeful that they are going to be
9 discussing this there. We might come back better
10 informed from that session in July.

11 CHAIRMAN FILLAUER: Yes, I agree
12 with you and, hopefully, it is something that again
13 it's one of those things that somebody thought it
14 was a great idea but they didn't know how to do
15 anything beyond the great idea. They didn't know
16 where to take us or give us directives of how to get
17 there. I know there is still a lot of concern from
18 both political parties that I've read about how this
19 happened and why it happened. I guess, and I will
20 leave this unless somebody else has a question, I
21 guess one of the things in answering in my mind if,
22 and I'm just using numbers, if the current salary
23 that you can go no lower than is say \$40,000, that's
24 what you are making now and I come in as a new

1 teacher and the state salary is set at \$32,000, do I
2 leave you as a new teacher at 32, or if our base
3 salary is 40, do I have to bring you up to that 40
4 along with bringing that 40 up to the next step? Do
5 you understand where I'm going with that? I mean,
6 that could be horrendous to figure that out, not
7 only how to do it but financially it would be -- I'm
8 not even going to think about that.

9 MR. DIGREGORIO: Karen may have to
10 have two spreadsheets for that.

11 CHAIRMAN FILLAUER: Ok, but it's
12 something that's there, we need to deal with it.
13 Steve, again, thank you for that information.

14 Any other comments or questions?

15 Before we adjourn I do need to
16 mention, Dr. Henderson, I think this will be your
17 last meeting. On August 5th Dr. Chris Marczak, our
18 new assistant superintendent, who will be here July
19 1st, will be at his first meeting. And on behalf of
20 the Board, I just want to thank you for what you
21 have done. Your willingness to step in as an
22 interim position to kind of do double duty, so to
23 speak, to keep pupil services kind of going and
24 dealing with the issues faced by that office. And

1 you've been spectacular. Again, you are one of
2 those people who make the Oak Ridge School Systems
3 what they are. And this Board greatly appreciates
4 what you've done.

5 (Whereupon, there was a round of
6 applause)

7 CHAIRMAN FILLAUER: Dr. Borchers,
8 I'm going to check my clock. That was about an hour
9 meeting so that's kind of in the future that's kind
10 of what we hope to stay on. I see some frowns and
11 we know that's not going to happen. But for tonight
12 thank everyone for being here, enjoy your summer and
13 we will see you back here in August.

14 We are adjourned.
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W. Keys Fillauer

Oak Ridge Board of Education

W. Keys Fillauer, Chairman

Bruce Borchers

Superintendent, Oak Ridge Schools

Dr. Bruce Borchers

8-5-13

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 54 pages are a true and correct transcript of the meeting taken by me in this cause on the 24th day of June, 2013.

This the 1st day of July, 2013.

A handwritten signature in cursive script, reading "Joan S. Roberts", is written over a solid horizontal line.

Joan S. Roberts, Court Reporter