

TRANSCRIPT OF MEETING

OAK RIDGE SCHOOLS - OAK RIDGE BOARD OF EDUCATION

REGULAR MEETING

SCHOOL ADMINISTRATION BUILDING BOARD ROOM

MONDAY - APRIL 22, 2013

7:00 p.m.

BOARD MEMBERS

MR. W. KEYS FILLAUER, CHAIRMAN

MS. ANGI AGLE

MR. DAN DIGREGORIO

MR. ROBERT EBY

MS. JENNIFER RICHTER

ALSO PRESENT:

DR. BOB SMALLRIDGE, INTERIM SUPERINTENDENT OF
SCHOOLS

DR. LARISSA HENDERSON, INTERIM ASSISTANT
SUPERINTENDENT

MS. KAREN GAGLIANO, DIRECTOR OF BUSINESS & SUPPORT
SERVICES

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1 CHAIRMAN FILLAUER: I would like
2 to call to order the regular meeting of the Oak
3 Ridge Board of Education on Monday April 22, 2013.

4 First on the agenda under the
5 Committee of the Whole. We welcome the preschool,
6 Ms. Melinda White, principal of the preschool will
7 introduce our guests and tell us what they are going
8 to do and then we will be entertained.

9 (Whereupon, the preschool
10 performed and the Pledge was recited)

11 CHAIRMAN FILLAUER: Thank you to
12 the preschool. Ms. Shelton, thank you. Parents and
13 grandparents and others, thank you for allowing us
14 to have your children entertain us tonight. And
15 this is what it's all about right here. Thank you
16 very much.

17 MR. EBY: Mr. Chairman, I think
18 for the presentation of the budget to the city, we
19 don't need to make a presentation, we need to have
20 them go sing and if they turn any of that down.

21 CHAIRMAN FILLAUER: Absolutely.
22 If anybody seated on this side would like to move
23 over here, feel free to.

24 I would like to also welcome two

1 individuals who are here tonight from the Clinton
2 City Board of Education. The chairman of the
3 Clinton City Board, Mr. Tim Bible and the vice
4 chairman, Mr. Brian Jenkins. They have agreed to
5 come tonight and one of the things that each Board
6 of Education in the State of Tennessee has the
7 opportunity to do is to go through a process whereby
8 completing that process you would become a Board of
9 Distinction. And that is something this Board of
10 Education achieves to do each year. And part of
11 that process is that you have to be evaluated by
12 members of other boards and they are here tonight.
13 Gentlemen, if you would stand, please, and welcome
14 them. Give them a round of applause so they will do
15 a good job on this evaluation. We appreciate you
16 being here tonight to do that.

17 The next item under the Committee
18 of the Whole is the Public Forum. The public forum
19 is for anyone in the audience who would like to
20 address the Board on a topic that is not on the
21 Board agenda. The Board does not take action at
22 this time but may have questions and then may direct
23 the superintendent to provide additional information
24 or direct you to the appropriate staff member. If

1 you choose to speak, please sign your name and
2 address at the podium and then state your name and
3 address. You will have three minutes to speak. Is
4 there anyone who wishes to address the Board at this
5 time? I have a feeling what you are going to
6 address the Board on is on the agenda.

7 MS. SUMMERS: I was going to say
8 thank you.

9 CHAIRMAN FILLAUER: Well, in that
10 case come on down. You can come twice. I'll give
11 you five minutes.

12 MS. SUMMERS: My name is Lisa
13 Summers. I live at 126 Netherlands Road. My son is
14 part of the Oak Ridge High School boys soccer team
15 and they are playing tonight or more parents would
16 be here and they would be here. We just wanted to
17 thank you for addressing all the issues that are
18 already on the agenda but we wanted to say thank you
19 for considering the use of Blankenship Field in the
20 event that we do not make way on the progress on the
21 other field. On behalf of the president of the
22 Booster Club and John Day, our coach, we wanted to
23 say thank you.

24 CHAIRMAN FILLAUER: Thank you very

1 much. The thanks should really go to Mr. Alan
2 Thacker and his staff for all the work that they
3 have done to get this problem, and he is going to
4 talk about it in just a few moments. We greatly
5 appreciate that. It's one of those things,
6 obviously, we wish had not happened and it happened
7 at an inopportune time. But Alan and his staff have
8 been right on top of it. And he will tell us that
9 we are on our way to completion in a very short
10 amount of time. And if the weather and things
11 cooperate we will be back on that field in two or
12 three weeks playing. So that is good news. Thank
13 you very much. We appreciate it. Thank you.
14 Anyone else?

15 Seeing no one else, then I will
16 adjourn the Committee of the Whole and call to order
17 our Regular Meeting. The next item on the agenda is
18 to approve the agenda for our regular meeting. I
19 would like to make one change, actually two changes,
20 or additions. The first is a change. Under Special
21 Report I would like to move from Items for
22 Information update on sinkhole, move that from there
23 and move that to Item D under Special Report. And
24 then I would also under Items for Action Curriculum

1 and Instruction make and add Item D, which would be
2 approval of the Volunteer Recognition Award, which
3 you have information before you. Any other
4 additions or corrections? Then I would entertain a
5 motion.

6 MR. DIGREGORIO: Move for
7 approval.

8 MS. AGLE: Second.

9 CHAIRMAN FILLAUER: All those in
10 favor, signify by saying aye.

11 (Whereupon, all members voted aye)

12 CHAIRMAN FILLAUER: Opposed?
13 Motion carries.

14 Next under Special Report is our
15 Good News and we will start with Mr. Eby.

16 MR. EBY: Mr. Chairman, I have two
17 sets of good news today. First is from the
18 preschool and we had three teachers from the
19 preschool awarded grants for math and technology
20 enhancements in the classroom and they will be used
21 to enhance learning based on the preschool Common
22 Core Curriculum, which is in alignment with the
23 district's kindergarten Common Core Curriculum and
24 district initiatives. My next good news all comes

1 from Glenwood. Glenwood raised over \$4,200 during
2 their jump rope for heart event and all proceeds go
3 to the American Heart Association. Furthermore, we
4 had 13 Glenwood students who were selected to
5 exhibit their art work at the Oak Ridge Arts Council
6 Show. And two Glenwood kindergarten students will
7 have their art work displayed at the Knoxville
8 Dogwood Arts Festival at Clayton Center on Maryville
9 College during April. This is the first year that
10 kindergarten entries have been accepted and students
11 from all over east Tennessee applied. And that is
12 good news.

13 CHAIRMAN FILLAUER: Thank you.
14 Ms. Agle.

15 MS. AGLE: From Woodland
16 Elementary fourth grader Bridget Turner won first
17 place in her age group at the Dogwood Arts Festival
18 Student Art Exhibition. She received a certificate
19 and a cash prize for her clay monster. From
20 Jefferson the Jefferson Math Counts Team took first
21 place in the regional competition at University of
22 Tennessee Knoxville and placed third at the state
23 competition in Nashville. Fifth graders from
24 Jefferson Middle School were the youngest group to

1 enter the University of Tennessee Geographic
2 Information Council 2013 GIS Contest. The group was
3 led by teacher Brian Smith. The Jefferson library
4 received a thousand dollar grant from the Oak Ridge
5 Public Schools Education Foundation to purchase
6 three Kindle paperwhites and e-books to go with
7 them. And that is very good news.

8 CHAIRMAN FILLAUER: My good news
9 comes from the superintendent's office in a press
10 release where the Oak Ridge Schools names two
11 principles to our staff. One is not really new but
12 has carried the title of Interim principal of the
13 preschool but now we can say it is official that
14 Ms. Melinda White will assume the position of
15 principal of the Oak Ridge Schools Preschool. And
16 congratulations to her. And thank you very much for
17 all that you do for the preschool. And she is here.
18 And second, we are pleased to announce and
19 Dr. Smallridge if you may help me with this if I
20 mispronounce the last name. Mr. James Huntermark
21 will assume the position of principal of
22 Robertsville Middle School effective July 1, 2013.
23 And we will welcome him to our staff and are pleased
24 to have these two people in position and move

1 forward in these two schools. And I know they both
2 will continue to do a good job and we will look
3 forward to meeting Mr. Huntermark and I know
4 Robertsville staff is excited about having him there
5 as well. Ms. Richter.

6 MS. RICHTER: I look at this list
7 of good news from this week and I realize how much
8 we have left out because Oak Ridge Schools were in
9 the news a lot this week and it was all good. Even
10 the feature on the sinkhole on tonight's news was.
11 They did a good job of showing how quickly we
12 responded, and so on. But limiting it to what we
13 have got here, one of our Robertsville seventh
14 graders, Addie Suchifkamar, (phonetic) some of you
15 already know, won Tennessee's Geographic Bee and
16 will be traveling to represent us in Washington, DC
17 next month to compete in the nationals. Quite an
18 accomplishment. Social studies teacher, Greg
19 Hamilton, helped Addie prepare for the competition.
20 Also at Robertsville Julie Kinder, a Robertsville
21 8th grade language arts teacher received a 2013
22 Belz-Lipman Educator of the Year Award from the
23 Tennessee Holocaust Commission. 27 Robertsville TSA
24 students competed at the Tennessee TSA State

1 Conference in Chattanooga. They entered 22
2 different group and individual events and captured a
3 top three finish in nine of those events. Advisers
4 for the Robertsville TSA Chapter include community
5 volunteers, Angi and Chuck Agle, Bob and Janet
6 Cushman. Our Robertsville staff adviser is Todd
7 Livesay. I would not want to forget to mention that
8 many of you also probably noticed in the News
9 Sentinel this week that we had several academic
10 achievers listed in the News Sentinel and I'm sure
11 we will discuss them at the next meeting.

12 CHAIRMAN FILLAUER: Mr.
13 DiGregorio.

14 MR. DIGREGORIO: My good news is
15 from Oak Ridge High School. Patrick Williams was
16 named to the NISCA Academic All America's Team for
17 swimming. Pretty good. The Oak Ridge High School
18 Technology Student Association competed at the
19 University of Tennessee on February 22nd. Both
20 teams placed first in the state division. They also
21 competed in the state conference over the spring
22 break March 14 through 17 and had four first places,
23 one second place and two third place finishes. And
24 all participants and teams are invited to

1 participate in the National TSA Conference in
2 Orlando, Florida June 29th through July 2. And
3 that's my good news from Oak Ridge High School. And
4 I want you all to encourage Mr. Fillauer to write my
5 good news in a bigger font.

6 CHAIRMAN FILLAUER: And that is
7 just some of the good news that is taking place in
8 the Oak Ridge Schools.

9 Next under Special Report is a
10 report on meetings with city council members. This
11 Board has taken upon ourselves to initiate
12 individual meetings with members of city council.
13 At this point in time each council member has met at
14 least once with a Board member and some of the
15 council members have met with multiple Board
16 members. And we thought we would take just a few
17 minutes if anyone who has been involved in these
18 meetings would like to make a comment and I will
19 close this out and make a comment at the end. Mr.
20 Eby.

21 MR. EBY: Yes, Mr. Chairman, I met
22 with both Charlie Hensley and David Mosby and I
23 think they were both very appreciative of the effort
24 of the Board of Education to meet with city council

10

1 and just basically talk about various issues and
2 things that are coming down and facing the city in
3 the future. One thing that Councilman Mosby
4 suggested was a summit between city council and the
5 school board. I said certainly that was something
6 that may be of value. We actually had one of those
7 a little over a year ago and we made the comment at
8 that point in time if we are where we are a year
9 from now still where we were, we haven't made any
10 progress. And David and I talked about that clearly
11 if we were to do something like that we need to have
12 specific goals and make some specific progress. And
13 that's the key. We cannot just continue to talk
14 about it, we have got to take action.

15 CHAIRMAN FILLAUER: Anyone else?
16 Mr. DiGregorio.

17 MR. DIGREGORIO: I met with five
18 of our seven city council persons. I've met with
19 Trena Baughn, Ann Garcia Garland, David Mosby, Chuck
20 Hope and Charlie Hensley. Just like what Bob said,
21 my conversations were very cordial and they
22 expressed great appreciation for the Board
23 initiating this. And I think we need to give credit
24 to Chairman Fillauer for initiating this idea

12

11

1 because I think this was your idea. I think it was
2 a good one. One of the things that they did point
3 out to us or at least to me is that I hope this is
4 not a one-time thing, that the conversations
5 continue because it is the relations-building part
6 of this that is really going to probably pay off
7 down the road. Like what Bob just said about with
8 David Mosby, we had the same conversation about the
9 summit and we agreed the same thing. If there is no
10 follow-through, we are just spinning wheels again.
11 So actionable goals came up in our conversation as
12 well. We did our main talking points that I have
13 tried to do talking about SRO school safety, CIP
14 school maintenance and budget concerns, which we
15 didn't talk about too much because we don't know
16 what the budget concerns are at this point until we
17 know a little bit more about that, about the money
18 situation. We went into these conversations, myself
19 and the five, with the idea that there would be --
20 we wouldn't commit to anything, all we wanted to do
21 was chat. And it proved to be really nice chats for
22 an hour or hour and forty-five minutes just talking
23 about these four different things. We also managed
24 to touch on things like fiberoptics and some other

13

1 issues in the school. We did have, we agreed that
2 there was probably common ground between city
3 council and the Oak Ridge Board of Education. The
4 whole idea here will be to find that common ground
5 and to work from there. I want to thank the city
6 council persons for agreeing to meet with me, we had
7 really, really favorable chats.

8 CHAIRMAN FILLAUER: I think that
9 what both Mr. Eby and Mr. DiGregorio said really
10 sums up where we are. They have been interesting
11 conversations where it is just a time to sit down
12 and talk about issues, not to make, as Dan said,
13 commitments, other than to let's not let this be the
14 end, let's continue doing this. I have met with
15 Mayor Beehan, Mr. Hope and vice mayor Miller. And
16 Mr. Hensley. And I think this provides us a basis
17 for beginning dialogue and continuing dialogue that
18 will be beneficial to both the Board of Education
19 and to council and ultimately to the community as a
20 whole so we will continue doing that.

21 Next item report on meeting with
22 PTA and PTO Council. I met a couple of weeks ago
23 with PTA and PTO Council to bring them up to date on
24 the selection of our new superintendent, Dr. Bruce

1 Borchers, and to also talk with them about another
2 idea that has come to my mind. And they are taking
3 this idea back to their respective schools and
4 discussing that with their councils at the school
5 building and then they are going to come back to the
6 system wide council and kind of see where we are at
7 this point. But they were very receptive of this
8 idea. And my idea was something that we did when I
9 was at Robertsville a number of years ago to try to
10 draw in maybe families that we don't touch or maybe
11 families that don't always come to the events at the
12 school and to once again open lines of communication
13 where the parents and families can learn more about
14 Oak Ridge education. And what we did was we would,
15 through our PTSO at that time would find a host
16 family in the Robertsville community and they would
17 host a neighborhood meeting and staff members and
18 principal would go to this, very informal
19 conversation again, and talk about things that are
20 on their minds but certainly at a level that it is
21 not going to be a complaint session or a finger
22 pointing session, it is a learning session. My idea
23 was to expand that to the Board so I have come up
24 with something else for you to do next year, if we

1 can work this out. Whereas each school within our
2 district would establish one of these community
3 meetings and then a Board member and a person from
4 the central office staff would go and have the
5 opportunity in someone's home as they invited their
6 neighbors in to discuss education in Oak Ridge. As
7 I said, the PTA/PTSO council was very receptive to
8 this idea and this will take significant planning
9 and work to get this done. But we have got to start
10 somewhere and it may or may not be something that we
11 might want to do one time and say it really didn't
12 work but I think it's something once again that we
13 as a Board can do to expand the knowledge of our
14 community on things that we are doing in Oak Ridge
15 education. So we will see how that works. I just
16 wanted to bring you up to date on that. We will see
17 what happens and see if we can get a plan developed.

18 Next item is the Consent Agenda.
19 Do I hear a motion?

20 MS. RICHTER: Move for approval.
21 MR. EBY: Second.
22 CHAIRMAN FILLAUER: Any
23 discussion? All those in favor of approving the
24 Consent Agenda signify by saying aye.

1 (Whereupon, all members voted aye)
2 CHAIRMAN FILLAUER: Opposed?
3 Motion carries.

4 Next item on the agenda under
5 Items for Action Business and Support Services
6 approval of revisions to custodial salary schedule.
7 This is the second reading of that. Dr. Smallridge.
8 DR. SMALLRIDGE: Mr. Chairman,
9 there really has been no change in what we presented
10 to the Board last month. And with the Board
11 approval the new schedule will go into effect, I
12 think we said March 25, if I remember correctly. So
13 I recommend approval of the revisions to the
14 custodial salary schedule on second reading.

15 CHAIRMAN FILLAUER: You have heard
16 the superintendent's recommendation. Do I hear a
17 motion?

18 MR. EBY: So move.
19 MS. AGLE: Second.

20 CHAIRMAN FILLAUER: Discussion?
21 I'll just mention and I think this was very helpful
22 to us, we had an opportunity as a Board when we
23 visited with maintenance to have Alan review some of
24 this information for us in a little bit more detail

1 and that was very helpful and we appreciate that.
2 So with no discussion, you have a motion. The
3 motion is to approve the revisions to the custodial
4 salary schedule to be effective after March 25, 2013
5 and this is second reading. All those in favor
6 signify by saying aye.

7 (Whereupon, all members voted aye)

8 CHAIRMAN FILLAUER: Opposed?

9 Motion carries.

10 Next under Curriculum Instruction
11 approval for reading textbooks for grades K through
12 five. Following the recommendation of K through
13 five reading adoption committees. Dr. Smallridge.

14 DR. SMALLRIDGE: Members of the
15 Board, I have the report from staff. The effort was
16 headed up by Ms. Julie Givens and Ms. Donna Farmer.
17 We are talking about a total cost of \$357,370.90,
18 estimated cost at this point. And I recommend
19 approval of the reading textbooks for grades K
20 through five and this is from FY '14 funds, next
21 year's funds.

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?

5 Mr. Eby.

6 MR. EBY: Yes, I'm curious. How
7 did we go about selecting the balanced literacy
8 model and the advantage of that versus...?

9 DR. SMALLRIDGE: That was before
10 my time I came on board so I guess Ms. Givens will
11 respond to that.

12 MS. GIVENS: It was actually
13 before my time when Oak Ridge began implementing
14 balanced literacy but it exhibits best practices and
15 Oak Ridge is actually ahead of the game in following
16 that four-step process. Where there is whole group
17 instruction. As we move to common core that is
18 essential and is why we have asked for the Journey's
19 adoption because every student in the classroom must
20 be exposed to the grade level text with the text in
21 his hand and teacher instructing and modeling and
22 that carries over into the pink section that is
23 interactive reading. The green section that you see
24 is the heart of balanced literacy and that is where

1 we differentiate students are in groups according to
2 their reading abilities. So they can grow at their
3 pace while they have been exposed to the grade level
4 text in the whole group. And then of course there
5 is the independent reading as well. So there is
6 instruction that follows seamlessly throughout the
7 day. And something that you don't see reflected is
8 the state will be moving year after next to a new
9 RTI response to intervention plan and that is going
10 to require a pretty substantial portion of the day
11 be committed to reading instruction. And to have
12 this model already puts us at an advantage.

13 MR. EBY: I had heard that some
14 teachers were supplementing some of the balanced
15 literature with some basal readers. Are there
16 benefits in doing that?

17 MS. GIVENS: Well, at this point
18 with what the publishers have put out we had
19 basically two different things to look at. We had
20 the company benchmark which you see that is
21 exclusively balanced literacy. And that provides
22 leveled readers for those green times in particular.
23 They do have materials that can be used for the
24 large group but their materials are not common core,

1 they do not meet common core text. So if you look
2 at the ratings from the teachers and from the
3 committee you saw that they got pretty equal
4 standing. The Journeys, there were three vendors
5 that are basal, although they are using a new term,
6 community text now. Basically, what they are are
7 bound books of pre-published materials of trade
8 books. And they are almost 50-60 percent are the
9 common core exemplars, all text meet common core
10 expectations for the complex text at each grade
11 level. And every text is paired with an equal text
12 so you might have drama paired with informational
13 text. You might have a folk tale paired with a news
14 article. And that carries throughout and that is a
15 another common core expectation. So we didn't see
16 where benchmark had met that need yet. But we saw
17 where Journeys did so we are hoping to get the best
18 of both. Journeys would be used for the large
19 group, the whole group, modeled instruction for the
20 pink. The benchmark will be used to supplement what
21 we already have and we already have some reading
22 rooms but that's been six years ago since we gave
23 them money and some of those books are getting kind
24 of worn so we would like to supplement.

1 MS. AGLE: There is a significant
2 disparity in the cost per grade level. Why is first
3 grade more than double what some of the others are?

4 MS. GIVENS: First grade is very
5 expensive. I don't know why. If you were to look
6 at the catalogue, especially for Journeys, it's the
7 same as Benchmark. When they divide out the
8 community text it actually has six editions and then
9 they have big books and little big books and big
10 packages of kits and things that they need when they
11 have emerging readers. So the needs at kindergarten
12 and first grade especially are deeper. The
13 kindergarten wouldn't be as expensive because their
14 basal or community text is more like a workbook. So
15 as first graders are really learning to read they
16 are getting lots and lots more materials in their
17 kit. It is prime time.

18 CHAIRMAN FILLAUER: Thank you.

19 DR. SMALLRIDGE: I should have
20 introduced Ms. Cross, Holly Cross is also curriculum
21 specialist.

22 CHAIRMAN FILLAUER: Motion on the
23 floor is approval of reading textbooks for grades K
24 through five. All those in favor signify by saying

1 aye.

(Whereupon, all members voted aye)

3 CHAIRMAN FILLAUER: Opposed?
4 Motion carries.

5 I apologize. In my haste to move
6 through this agenda, I looked right over something I
7 had moved. So I'm going to move back to that, if no
8 one objects, and that would be item D under Special
9 Reports. And Alan, you should have jumped up long
10 ago when I did that. So we are going to go to our
11 sinkhole man and we are going to hear an update on
12 our sinkhole.

13 MR. THACKER: Trying to fly under
14 the radar. Since this project has been ever moving
15 I have tried to get a report together for you but
16 wasn't able to get it in the original Board packet
17 so you will have a simple report that I put
18 together. I will highlight some of the history of
19 this and where we are and where we hope to be and
20 what the timeframe will be. On Monday, April 8th I
21 received a call from the athletic director at the
22 high school, Mr. Mike Mullins, and he informed me
23 that the soccer coach had found a depression in the
24 field and when he probed it with his foot an 18-inch

1 hole fell out that was roughly four feet deep and
2 was cavernous 360 degrees around. I immediately got
3 somebody over there to secure that area and make
4 sure it was safe, it was late in the day and most of
5 my staff had gone home. And we made plans in the
6 morning to excavate that area and take a look at it.
7 The next morning we came in and began clearing the
8 sod off and figured we might be able to excavate
9 this out, there might be fill material left over
10 from the high school project or ground water. So we
11 needed to open the hole up to see what it actually
12 was. As soon as we started excavating we discovered
13 that this hole sunk down quite a bit and we removed
14 about 25 to 30 yards of dirt out of the original
15 hole and we reached the limits of what our backhoe
16 bucket could reach down in the hole. It was that
17 deep. So we probed further and we found that the
18 mud line underneath would go another three to four
19 feet without restriction. At this point we had a
20 question. Was it the geothermal well field because
21 we could obviously see the pipes from the well in
22 the area. Or was it ground water such as a
23 sinkhole. The first thing we did is we called in
24 our water treatment company that handles our

1 geothermal well field and they did testing on our
2 wells and determined that those were not leaking.
3 So the next phase was to get a geotechnical company
4 in and we contacted GEO Services who provided this
5 service at Woodland with the ground sinking there.
6 And they came in and looked at it and quickly said
7 you have a sinkhole here and we need to do test
8 borings. They luckily were working in the area and
9 were able to get their equipment out the same day
10 and we did two test borings. What we discovered was
11 that the bedrock level was about 12 feet deep and
12 that the soils were murky at certain levels and we
13 hit water at eight feet. At this point they
14 recommended that we bring in a company to excavate.
15 So in the course of time taking place here I got the
16 report last Thursday with their recommendations and
17 we contacted Blount Excavating upon their
18 recommendation. They were actually the original
19 excavators for the site during the construction
20 project and they have extensive experience in
21 dealing with sinkholes in well fields. As the
22 course took place today, if you will notice on the
23 third page, some photographs of them actually
24 digging the hole. We have located what we believe

1 to be the fisher where the sinkhole is and water is
 2 still coming into that hole and that hole is at 13
 3 feet deep. The fisher is a little bit deeper than
 4 the actual bedrock at 11 1/2 to 12 feet. So the two
 5 pipes that you seen in that photograph are also the
 6 geothermal well that it is adjacent to. We
 7 anticipate that they will be complete within two
 8 days weather permitting. They finished the
 9 excavation part today, installed the liner and they
 10 should start placing the large stone agra in there,
 11 they will be putting in what we call reverse rock
 12 filter. So there will be several layers of
 13 different sizes of stone agra up to a certain level
 14 and then we will bring in clay fill and top with
 15 topsoil and then my team will come back in and we'll
 16 put sod in. If all goes well and weather
 17 permitting, we should be able to lay sod either this
 18 Friday or Monday and then we have ten to 14 days
 19 that we'll be watching that sod very carefully to
 20 make sure it takes good root. And if it does in
 21 that timeframe we should be able to be back on the
 22 field playing. Any questions?

23 CHAIRMAN FILLAUER: Ms. Richter.

24 MS. RICHTER: So to stop the

1 movement of the water and to stop the water from
 2 continuing to fill you are using this liner or
 3 something?

4 MR. THACKER: Actually we are not
 5 going to stop the water. You are not going to be
 6 able to stop the water. Water is going to penetrate
 7 through that fisher in the bedrock continuously.
 8 The liner will be to keep your soils from going
 9 below into that fisher and falling out underneath.
 10 The rock agra will hold the soil level at the top.

11 That's what we're hoping to do. Water will
 12 eventually penetrate into this area and migrate out
 13 along the top of bedrock and find its own way out.

14 CHAIRMAN FILLAUER: One of the
 15 things that we have discussed with the
 16 superintendent and Board members have discussed is
 17 there is an obvious cost to this. The company is
 18 working on time and materials, which can go from
 19 here to there depending on what occurs. One of the
 20 things that city council has indicated to us in
 21 regard to projects such as this, emergency projects,
 22 even back to the Woodland project that if we have
 23 situations like this that occur we need to come to
 24 the city and make them aware of it and let them know

1 what our needs are. Particularly since our budget
 2 for items such as this has been decreased and, from
 3 what we know at this point in time, that potential
 4 remains to continue that decrease at a lower level
 5 than what we have been receiving. I would like to
 6 recommend, unless the Board has other directions, I
 7 would recommend and direct the superintendent to get
 8 with you, Alan, and come up with what we can best
 9 project the cost to be and go to the city and make
 10 them aware of this need and ask for their assistance
 11 in funding this emergency need. Mr. Eby.

12 MR. EBY: I support that, in fact,
 13 I think it is very consistent with what the city
 14 council has told us when we would have emergency
 15 situations they want us to come to them with those
 16 specific items. I don't necessarily agree that is
 17 the right approach. I think you have a capital
 18 maintenance budget in your budget specifically to
 19 address things like these. And we have had that for
 20 many years. But the city has determined to reduce
 21 that budget and has asked us to come forward. So
 22 clearly, I agree with the chairman that this is the
 23 right approach and we should go to the city and tell
 24 them how much it costs and we expect to be

1 reimbursed for it.

2 CHAIRMAN FILLAUER: Ms. Agle.

3 MS. AGLE: Have we ascertained the
 4 source of the water? Is there any potential that it
 5 is a leaking water pipe from one direction or
 6 another because that is in reasonably close
 7 proximity to where the end of the old A building was
 8 where we had some issue. I'm kind of wondering if
 9 we are playing (inaudible) with the sinkhole.

10 MR. THACKER: We actually looked
 11 carefully at the layout of any of the water
 12 utilities in the area, whether it be supply or
 13 sewer, and there was no water utilities in the well
 14 field area with the exception of the well field. We
 15 tested the ground water for PH levels to determine
 16 whether it had chemical additives such as chlorine
 17 or if it was coming from fresh water pipes or
 18 whether it had chemical treatments as well. And
 19 there was no indication this was anything but ground
 20 water. This is not far from the mud seam location
 21 that we ran into when we were putting the original
 22 well field in. This is actually just about center,
 23 it's right outside the center circle of the soccer
 24 field and we are probably 20 to 30 feet off that mud

1 seam. So it is possible that with a fisher in the
2 rock that mud seam has migrated up through the
3 fisher.

4 CHAIRMAN FILLAUER: Thank you once
5 again, Alan, for the work that you and your staff do
6 in taking care of these issues. It keeps life
7 interesting, doesn't it?

8 MR. THACKER: Constantly.

9 CHAIRMAN FILLAUER: If you and Dr.
10 Smallridge will get together and pull together what
11 you can and transmit that, I believe that would be
12 the direction the Board would want you to take.

13 MR. THACKER: I should have good
14 numbers by Friday.

15 CHAIRMAN FILLAUER: Thank you.
16 Back to where we were next is
17 approval of recommendation relative to fee structure
18 for Oak Ridge Schools Summer Credit Recovery Program
19 2013. Dr. Smallridge.

20 DR. SMALLRIDGE: This program has
21 two components. One is the middle school or seventh
22 and eighth grade students needing additional help.
23 These are students that are in danger perhaps of not
24 meeting AYP, annual yearly progress. And then the

1 high school for students relative to trig and some
2 other courses. Again we are not recommending any
3 change from the cost as they were last year. There
4 is no change from the previous year for any program.
5 Ms. Sherrie Fairchild-Keyes handles this, she has a
6 class at U.T. and could not be here this evening but
7 I will recommend approval of the summer credit
8 course as contained in the Board memorandum.

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

12 MS. RICHTER: Move for approval.

13 MR. DIGREGORIO: Second.

14 CHAIRMAN FILLAUER: Discussion?

15 The motion is to approve the fee structure for the
16 Oak Ridge School Summer Credit Recovery Program
17 2013, which includes the middle school and the high
18 school. All those in favor signify by saying aye.

19 (Whereupon, all members voted aye)

20 CHAIRMAN FILLAUER: Opposed?

21 Motion carries.

22 Next item under curriculum and
23 instruction is approval of recommendation relative
24 to a field trip Oak Ridge High School boys

1 basketball team. Dr. Smallridge.

2 DR. SMALLRIDGE: I'm bringing this
3 trip to the Board because it does involve travel out
4 of the country, even though it is below our \$25,000
5 threshold. I provided the Board some basic
6 information about the trip. It is to the Bahamas to
7 Freeport. The Bahamas became an independent country
8 in 1973 and they are now part of the British
9 Commonwealth. A little additional information.
10 They will be flying out of Knoxville McGhee Tyson
11 Airport assuming the Board approves this. This is
12 the 14th annual tournament for the Tabernacle
13 Baptist Christian Academy. The director of that
14 tournament is Norris Baine, who is the school
15 principal and also the head basketball coach. And
16 he was recently named educator of the year in the
17 Bahamas. It is a private school and this is an
18 invitational tournament sanctioned by the Bahamas
19 Secondary Schools Athletic Association, which is
20 comparable to our TSSAA. There have been a number
21 of schools that have participated in this tournament
22 in recent years. Science Hill. Tennessee High.
23 Volunteer High School. Cherokee High School. Unaka
24 Siegle High School and Chattanooga Brainerd. In

1 addition to Oak Ridge High School, this year would
2 be Jefferson County High School is going and South
3 Green High School. We have checked. There will be
4 security at all of the basketball games and also
5 security at the hotel. The tournament will bus the
6 team, staff and parents to and from the games and
7 they will be staying at the Wyndham Fortuna Beach
8 Resort. We will of course have parental permission
9 slips and waivers and medical information sheet. I
10 did ask the attorney to review the contract because
11 I felt it was different enough going out of the
12 country and he has looked at it. We checked with
13 the Tennessee Risk Management Trust and the student
14 accident insurance will be in force. Workman's comp
15 will be in force. Our cost will be, we will need
16 three substitutes for the Wednesday before the
17 Thanksgiving. And then there is a \$2,000 forfeiture
18 clause if for any reason we should fail to actually
19 attend and go to the tournament. Our attorney feels
20 that that needs to be signed by either, first of
21 all, approved by the Board and then signed by either
22 the chairman of the Board or by me as
23 superintendent. Coach Green is here and I'm sure
24 whatever I didn't cover he would be glad to respond.

1 So I would recommend that the Board approve the
2 field trip for the Oak Ridge High School boys
3 basketball team.
4 CHAIRMAN FILLAUER: You have heard
5 the superintendent's recommendation. Do I hear a
6 motion?
7 MR. DIGREGORIO: Move for
8 approval.
9 MR. EBY: Second.
10 CHAIRMAN FILLAUER: Questions
11 and/or discussion? Ms. Richter.
12 MS. RICHTER: Dr. Smallridge, you
13 may not know but does anyone recall whether or not
14 we have approved an extra territorial field trip in
15 the past?
16 DR. SMALLRIDGE: I'm trying to
17 think way back to my time and, Mr. Green, I can't
18 remember that we have. Possibly to Canada.
19 MR. EBY: Certainly, there have
20 been plenty of overseas trips, whether it's the band
21 or Spanish Club or French Clubs.
22 MS. RICHTER: Has the band been
23 overseas?
24 MR. EBY: The band went, when my

1 wife and my brother were both in the band they went
2 and played in concerts in Europe. That was back in
3 the -- I better not say how old she is.
4 CHAIRMAN FILLAUER: Some time ago.
5 MS. RICHTER: I ask because the
6 last time I remember this question of overseas
7 travel coming up we decided at that time as a Board,
8 I believe it was an orchestra trip that they were
9 contemplating for a cruise ship somewhere in the
10 Carribean. And at that time we elected not to
11 support that concept since it would take students
12 out of the country and the cost could be so
13 potentially great, there are so many things that are
14 outside of our control that can't necessarily be
15 foreseen. What I'm wondering about now is what kind
16 of standard this sets, what kind of precedent it
17 sets, what we are going to do, you are talking about
18 a fairly small group of people right now. But what
19 are we going to do if the band does come back or the
20 orchestra comes back or another team comes back, the
21 soccer team wants to go watch professional soccer in
22 Spain or participate in a tournament in Spain. I
23 think we have got to really think long and hard
24 about this. The value of it, the precedent that we

1 are setting, the expectations that we create and
2 decide whether this is something we want to adopt
3 right now, think about it, look at other things and
4 decide whether or not this is the direction that we
5 want to take our field trips for the Oak Ridge
6 Schools. I have got some obvious concerns about
7 opening up that door.
8 CHAIRMAN FILLAUER: Mr.
9 DiGregorio.
10 MR. DIGREGORIO: What would make
11 this trip different from some of the field trips
12 that occur at the end of the school year that are
13 still school-sponsored like the Japan trip and the
14 Sister City trip?
15 MS. RICHTER: Well, I think that
16 is one of the things we have to decide. Number one,
17 if you are going to say that field trips can go
18 outside the country and we know that we have to be
19 prepared to kick in for the costs of students who
20 couldn't go, we have a different sort of obligation
21 than we used to in the past. With the Sister City
22 Program we have had some funding from the city,
23 we've had a little bit of funding from the school,
24 there have been fund raisers, and so on. But again

1 you are talking about a more manageable size. If
2 you start looking at taking the band or the
3 orchestra out of the country, or for any of these
4 programs that are long distance and expensive, we
5 have got to be prepared to say that that is where we
6 plan to spend our money for the students who can't
7 afford it. It is a different thing than it was even
8 then.
9 CHAIRMAN FILLAUER: But at the
10 same time they are not asking for us to set aside
11 any money to cover this trip except what would be
12 covered for the three subs on that day, right?
13 MR. EBY: I have some questions
14 because, as I recall, from all of our school board
15 training, if it happens during classroom time then
16 doesn't that mean that we cannot require the
17 individuals to pay but we, in fact, it is possible
18 the schools would have to pay. Isn't that right,
19 Dr. Henderson?
20 DR. HENDERSON: That is right.
21 MR. EBY: As I look at these
22 dates, November 26th to December 1st, I know
23 Thanksgiving is in there and I would expect that at
24 least an hour of that is probably during school time

1 and I think we'd get into an issue there. My
2 question has to do with liability, what kind of
3 liability are we taking on and what kind of
4 responsibility and then we have to pay \$2,000 if,
5 when you said that the chairman had to sign, I'm
6 glad he's got a good checking account and I guess
7 that kind of surprised me that that would be the
8 school system's response over that.

9 CHAIRMAN FILLAUER: But we don't
10 have to pay. It would be the Boosters who are
11 raising the money to cover this trip.

12 MR. EBY: That is the question I
13 was asking.

14 CHAIRMAN FILLAUER: Is that
15 correct, Coach Green?

16 COACH GREEN: Correct. The
17 financial coverage would be by Booster Club, the
18 school is paying zero. That's the money we would
19 raise.

20 MS. RICHTER: I remember not so
21 long ago when my daughter and others were involved
22 in some high school sports and at certain times
23 booster clubs had required commitments basically.
24 So again we are talking about expensive stuff here

1 and we are talking about precedent-setting decisions
2 that we are going to make as a school board because
3 I guarantee you that we will see more requests like
4 this. So some boosters clubs are just absolutely
5 voluntary, you put in what you can put in and other
6 people will help make up for you. And others, we
7 are not that way. Hopefully, we have ferreted that
8 out and narrowed any requirements whereby you have
9 to pay a certain amount as a booster club member, I
10 hope we don't have any of that. But we have got to
11 be very, very careful about what we are talking
12 about because you are talking about your parents.
13 And some parents are going to be able to afford this
14 and some parents are not going to be able to afford
15 this kind of thing.

16 CHAIRMAN FILLAUER: Again, they
17 are not asking the parents to pay for anything. The
18 money, if I remember, you had a list of things that
19 you were going to do to raise money from auction to
20 car wash to, and I don't remember all the items, but
21 you are not asking the parents to pay.

22 COACH GREEN: Correct, the only
23 financial part that we have to pay is the flight.
24 The tournament hosts 16 people which would be twelve

1 players and four of our staff. The resort is all
2 inclusive, all the meals and hotel rooms and
3 transportation to and from the games are covered.
4 The only financial obligation we have is the flight.

5 MR. EBY: Who pays for the resort
6 then?

7 COACH GREEN: The tournament, the
8 tournament covers that. That's one of the unique
9 things about it is it's actually financially very
10 reasonable considering it is out of the country in
11 the Bahamas.

12 CHAIRMAN FILLAUER: Go back and I
13 think Dan made a good point. We have kind of set a
14 precedent by allowing our students to travel to
15 Japan. We have done that.

16 MS. RICHTER: I would distinguish
17 that from a field trip.

18 MR. DIGREGORIO: We have
19 encouraged that.

20 MS. RICHTER: And I'm asking you
21 again, if the soccer team comes next year and wants
22 to go to a soccer tournament in Spain? How do we
23 address that?

24 CHAIRMAN FILLAUER: I think, in my

1 opinion, if they came we would address it
2 individually on the merits of that. And I think one
3 of the concerns that we have to deal with is the
4 cost. If we are being asked as a board to fund the
5 trip, I think that is different than an organization
6 coming and asking to approve the trip without any
7 funding attached. I think that is the difference.
8 And if the soccer team came and they were able to
9 raise X amount of dollars to go to Scotland, I would
10 be for that too. Ms. Agle.

11 MS. AGLE: There is a couple of
12 things and they are very small things but I have not
13 found them on the list of things that are paid for.
14 Is there any chance that families of some of these
15 students would be unable to afford the passport, the
16 required immunizations and that sort of stuff that
17 is necessary to leave the country to go anywhere?

18 COACH GREEN: That's been
19 discussed and we will have tryouts in May so we
20 haven't actually picked our team based on the spring
21 sports. But the price of a passport, from my
22 research, I think is \$165, if I'm accurate on that.
23 And that's something that if they can't afford we
24 will try to help.

1 CHAIRMAN FILLAUER: Mr. Eby.
 2 MR. EBY: I appreciate that this
 3 would not cost the schools and I think that would
 4 clearly need to be part of any motion that there is
 5 no dollars that would come out of the schools to do
 6 that. I'm still concerned though that by state law
 7 if there is school time missed that we are
 8 responsible for picking up the cost of anybody that
 9 can't afford so I guess I'm struggling with the law
 10 versus our intent here. And Dr. Smallridge, you
 11 said you talked to the attorney and have you asked
 12 him specific questions about -- I really want to
 13 understand what liabilities are we taking on whether
 14 they be financial, insurance liabilities. A lot of
 15 times, too, even though our intent may be that the
 16 Boosters or somebody will pay insurance, just our
 17 association with it the courts, we could be liable
 18 or end up in court if something happened on a trip
 19 that we acknowledged and supported this. And those
 20 are the kind of questions I would like to know if
 21 you talked to the attorneys about that.
 22 DR. SMALLRIDGE: I don't know if
 23 we really covered that specifically. I explained to
 24 him we had student accident insurance, workman's

1 comp and we really didn't get in much beyond that.
 2 He did mention and I think I made the point that he
 3 would want the school system, the chairman or me, to
 4 sign off on this. Beyond that, we didn't get into
 5 the specifics of additional liability.
 6 MS. RICHTER: I would like to make
 7 one last comment about the cost. I can appreciate
 8 that there is no cost to the school system. But
 9 there is cost to somebody and this trip may have
 10 arrangements such that the only cost involved would
 11 be flights but those are still flights and those
 12 costs go up all the time. Other trips that will
 13 come to us will not have all those conditions where
 14 hotel and food are paid for. So whether the school
 15 system is on the hook for those costs, I guarantee
 16 you that parents are going to be pressured to come
 17 up with those kinds of costs and it seems to me that
 18 we are truly opening up the door for some very
 19 excessive costs for our families. We can call them
 20 Booster Clubs but the Boosters are made of our
 21 families. And these are very expensive things for
 22 our families to do. We have been concerned every
 23 year about the cost of going to Williamsburg, which
 24 we know has incredible value associated with it.

1 And I know the people who run those programs have
 2 been very, very thoughtful about those rising costs.
 3 When you start opening up the world of Europe and
 4 extra territories outside the U.S. I just think that
 5 we have got to be very, very careful about opening
 6 that door because somebody is paying for it, whether
 7 it is our system or our families.
 8 MR. DIGREGORIO: But again the
 9 door is already open. Even in my active employment
 10 days when the current interim superintendent put me
 11 in charge of the Japan trip. I don't see that there
 12 is a whole lot of difference in this actually. You
 13 can call one a field trip and one an educational
 14 trip but, frankly, they are both educational trips,
 15 at least that is my opinion. And I just don't see a
 16 whole lot of difference. They are both extra
 17 territory and if you don't think that was pressure,
 18 that was a lot of pressure. It was not only eight
 19 and two volunteers, there was three others that
 20 traveled with me at that point. I'm not sure. I'm
 21 going to support the motion because I think the
 22 educational value in this is something that we just
 23 don't want to give up at this point. We keep giving
 24 stuff up like this because of cost which is a

1 concern, then I think maybe we have got to rethink
 2 what we are doing.
 3 CHAIRMAN FILLAUER: Let me go back
 4 to a question that you asked and see if we can get
 5 some clarity on that. If I'm going on a field trip
 6 and I leave school at midday, let's just say, and
 7 this field trip, whatever it is or wherever it is
 8 I'm going, let's just call it a trip, costs me to go
 9 on the trip \$200. Because I'm missing part of
 10 school then that cost of \$200 I could request that
 11 the school pay for that, correct? That is what you
 12 were asking, correct?
 13 DR. HENDERSON: That is correct.
 14 CHAIRMAN FILLAUER: However, in
 15 this case those student athletes who are going are
 16 not being asked to pay anything. So consequently
 17 the right for them to ask because they are missing
 18 does not exist, correct? Am I making sense with
 19 that? Let me back up again. If I'm a basketball
 20 player going on this trip and I were missing, based
 21 on the policy that we have, and I were missing part
 22 of a day of school and I, as the basketball player,
 23 were paying the money to go on this trip, then I
 24 could say I can't afford it and, based on the

1 policy, the school should pay that for me, right?
2 But here on this trip that does not exist.

3 MR. EBY: Not necessarily.

4 DR. HENDERSON: I think the policy
5 you are referring to is state law. That was
6 something that we had no control over that the state
7 did. But if it occurred during school time we could
8 request it but we could not require a student to do
9 that. That is why the Williamsburg trips have been
10 worked around fall breaks, and so forth, because it
11 had to be during time school was in session.

12 MR. EBY: If in fact, first let me
13 say that I'm not averse to international travel or
14 to educational opportunities like this. I think
15 it's a great opportunity. My issue has to do with
16 liability and stewardship of the school system. I
17 think, though, legally if the Boosters came back and
18 they came up a thousand dollars short or \$2,000
19 short or some reason they said they weren't going to
20 pay for it they, in fact, say I'm not going to pay
21 for it and then the schools would be liable for
22 paying for it. Whether you sign it or not because
23 it is done during school time. What I think you
24 would have to do is have some manner to assure that

1 there was going to be no cost to the schools and
2 then I still want to understand the liability if
3 there were an accident, or something like that, that
4 happened on the trip, where the school system or
5 Board of Education what our liabilities would be
6 associated with that. Those are the concerns I
7 have. I support the trip, I think it is a great
8 opportunity for some students to see a part of the
9 world that they probably would never ever get a
10 chance to see. But I also have to look at it from
11 the Oak Ridge Schools because we are stewards of the
12 Oak Ridge Schools as to what liabilities are we
13 taking on for doing it.

14 MS. GAGLIANO: I think because
15 it's a school-sponsored trip, one. And two, that it
16 is occurring during school. Those two things kick
17 in the law that requires you to pick up the tab for
18 those that can't afford it. I don't think there is
19 any way of writing yourself out of that.

20 DR. SMALLRIDGE: I guess I looked
21 at this, you know, we have got a group of students
22 going to St. Louis for robotics. And the difference
23 here I guess is we are going out of the country but
24 we have the same liability and the same issues with

1 the trip to St. Louis as we do a trip to the
2 Bahamas. And that is kind of the way I looked at
3 it. If you are looking at it as a precedent, that
4 could be something the Board needs to deal with.
5 But I think liability-wise we have got the same
6 liability going to St. Louis with a group.

7 CHAIRMAN FILLAUER: Ms. Agle.

8 MS. AGLE: I struggle with this
9 because it does take place during the school day,
10 which makes the burden of it being a
11 school-sponsored trip more defined. And I think
12 that Ms. Richter has made some very salient points
13 in saying that if this is okay it is not going to be
14 long before there are other such requests. And
15 while, yes, we do have liability for our students on
16 any school trip, whether they are going to
17 Gatlinburg or the Bahamas, I would venture to say
18 that the risks are greater when you leave this
19 country, the laws are different in other countries.
20 Immunization requirements are different and every
21 student who goes would have to receive immunizations
22 against things we don't normally get in this country
23 unless we are leaving. I do have considerable
24 reservations about it because I do think the risk is

1 greater. And it would be a fabulous trip and it may
2 be the only time these students ever get a chance to
3 do this. At the same time I'm not sure I can accept
4 that precedent and that level of risk for the school
5 system.

6 CHAIRMAN FILLAUER: Other
7 questions, comments? Mr. Eby.

8 MR. EBY: Let me ask this. When
9 do you have to commit by?

10 COACH GREEN: As soon as possible.

11 MR. EBY: Is this something that

12 --

13 COACH GREEN: We have already
14 signed the contract, that was the \$2,000 penalty, so
15 to speak.

16 MR. EBY: We have already
17 committed to that?

18 COACH GREEN: Yes.

19 DR. SMALLRIDGE: I think it is
20 because the contract said Oak Ridge High School and
21 that they were going to be responsible for that and
22 I certainly emphasized that when I found out that
23 they had signed it that if something happened Oak
24 Ridge High School would ultimately be responsible.

1 But I think we probably would ultimately be
 2 responsible too. But it's different than -- I think
 3 the Board approving it would make it even more a
 4 stronger case that we would be responsible.
 5 MR. EBY: Before I would vote to
 6 support this I would really like to hear from our
 7 attorney. And I agree with Ms. Agle I think going
 8 out of the country is a greater risk than going to
 9 St. Louis or driving to St. Louis versus flying out
 10 of the country. I'm not sure there is any special
 11 immunization requirements for the Bahamas but I do
 12 think there is greater risk when you get outside the
 13 laws of the United States. I really would like to
 14 understand and that's why I wanted to know how soon
 15 you need to know what the liabilities are associated
 16 with this trip.
 17 MR. DIGREGORIO: If we are going
 18 to question that then I think we need to question
 19 all extra territorial field trips or trips that have
 20 Oak Ridge Schools name attached to it. Every one of
 21 them. Whether they are language field trips to
 22 Spain or the Japan trip or a trip to Russia for the
 23 other sister city. I think we need to question
 24 every one of them.

1 COACH GREEN: I would stress that
 2 there is four East Tennessee schools that are
 3 actually going on the trip with us, when I say with
 4 us they will be on the flight and they will be in
 5 the resort, which will be Jefferson County High
 6 School, South Green High School and Brainerd High
 7 School. Those three other schools have already
 8 committed and will be going on the trip. And I
 9 would like to reiterate that Tennessee High, Science
 10 Hill, Volunteer High School, Cherokee, Unaka and
 11 Murfreesboro Siegel have also participated in this
 12 tournament in the last five or six years.
 13 MS. RICHTER: It might be
 14 interesting to find out other high schools that have
 15 approved foreign travel as part of their field trip
 16 experience or part of their athletic team
 17 experience. It might be interesting to find out
 18 whether they have continued to receive requests to
 19 travel out of the country and how they have squared
 20 that with some of the larger groups when it comes to
 21 this other issue of having to pay for it or be
 22 prepared to pay for it, kick in the costs if a
 23 student can't afford it during the school time. I
 24 think it is worth finding more out about that.

1 Because it is one thing again to talk about a
 2 basketball team or seven people traveling to Japan,
 3 it's an altogether different thing to talk about the
 4 football team going to play in Mexico or the
 5 orchestra traveling to England. When you talk about
 6 the potential for expenses for the school system,
 7 you are opening up the door and I think we ought to
 8 see what other systems have done with that.
 9 CHAIRMAN FILLAUER: Mr. Eby.
 10 MR. EBY: When a teacher takes a
 11 group to France over the summer months, is that
 12 through Oak Ridge Schools? I didn't think it was.
 13 DR. SMALLRIDGE: I don't believe
 14 that is school sponsored.
 15 CHAIRMAN FILLAUER: I guess my
 16 comment final and we will draw a close unless anyone
 17 else has another final comment to make. I would
 18 support this motion for several reasons. I agree
 19 with Mr. DiGregorio, I think our attorney has looked
 20 at this, he said that we are covered. I do
 21 understand that going to the Bahamas is not like
 22 going to Gatlinburg but, in this day and time, it
 23 really does not matter where you travel, there is
 24 all kind of risks you are going to take. And I

1 don't have a problem if the soccer team or the
 2 football team wants to approach the Board to travel
 3 somewhere, I think we would have to take it on a
 4 case by case basis. The finance would concern me if
 5 the Board was being asked to pay for it or if each
 6 student were being asked to pay for it. I think it
 7 is a different scenario. Again here the money is
 8 going to be raised. If the money is not raised,
 9 then I assume you are not going.
 10 COACH GREEN: Correct.
 11 CHAIRMAN FILLAUER: Period. So it
 12 is not a burden on this Board to say and if I'm the
 13 one to sign or Dr. Smallridge, I would not assume we
 14 would give approval until the money has been raised.
 15 MR. EBY: Mr. Chairman, I'm going
 16 to make a motion that we table this for a couple --
 17 I mean this is really the first night that I've ever
 18 even heard about this. And this is a fairly
 19 monumental decision I think we have to make. And I
 20 would like to hear from our attorney and be sure we
 21 have asked all the right questions and we get the
 22 right answers. I would move that we table this
 23 motion at the current time.
 24 MS. RICHTER: I'd second.

1 MS. AGLE: Second.
 2 MR. DIGREGORIO: Now we are
 3 discussing that, right?
 4 MR. EBY: You can't discuss a
 5 tabled motion.
 6 CHAIRMAN FILLAUER: I'm offering a
 7 suggestion along with that tabling. You said for a
 8 couple of weeks. We meet again to begin budget on
 9 Monday the 13th of May. That is for the budget
 10 presentation but we could put that in as an item for
 11 action on that date, I guess is what I'm saying.
 12 MR. DIGREGORIO: How does that
 13 affect him?
 14 COACH GREEN: I don't know. It
 15 will be at the mercy of the tournament director. I
 16 don't know until I talk to him whether or not he
 17 will be able to hold our spot not knowing from a
 18 timing standpoint. Just from directing tournaments
 19 myself, it will be an issue on their end as far as
 20 for them to fill our vacancy if we cannot go. So
 21 from that standpoint, timing will be important. Out
 22 of respect to them, I wouldn't want to put them off
 23 and us not be able to do the trip and out of respect
 24 them not be able to fill that vacancy because that

1 is not an easy vacancy to fill in a short period of
 2 time.
 3 MR. DIGREGORIO: The larger
 4 question is how it affects Coach Green and his staff
 5 and however many kids, that is the question.
 6 CHAIRMAN FILLAUER: Let me offer a
 7 different solution to your motion. We can do those
 8 same things that you had asked to be done. Dr.
 9 Smallridge can make that contact and verify that.
 10 Can Dr. Smallridge get back to me and I can contact
 11 each Board member and we can make a decision sooner?
 12 MR. EBY: I have no problem making
 13 a decision sooner if we get the information. There
 14 is a motion on the floor to table it. We can talk
 15 about it -- we can do it over the next three days.
 16 I'm fine with that. But I do think we need to have
 17 our questions.
 18 CHAIRMAN FILLAUER: There is a
 19 motion on the floor to table this to a date to be
 20 determined. The motion has been seconded. Any
 21 other discussion on that? Any other questions about
 22 what we are doing?
 23 DR. SMALLRIDGE: Mr. Chairman,
 24 could I get some clarification on the specific

1 questions that you would like to have me answer?
 2 CHAIRMAN FILLAUER: If this motion
 3 passes, yes. All those in favor of the motion
 4 signify by saying aye?
 5 MR. EBY: Aye.
 6 MS. AGLE: Aye.
 7 MS. RICHTER: Aye.
 8 MR. DIGREGORIO: No.
 9 CHAIRMAN FILLAUER: No. Motion
 10 carries three to two. Now answer the
 11 superintendent's question.
 12 MR. EBY: First I want something,
 13 I want our attorney to tell me how we can assure
 14 that the Oak Ridge Schools would not be paying any
 15 of the funds based on the state law that says this
 16 is happening during the school time. And if
 17 somebody is unwilling to pay, I don't care whether
 18 it is Boosters or a student, if for some reason all
 19 the money is not raised and we have committed that
 20 we are going to this thing, we may be asked to pay
 21 the \$2,000 or pay \$4,000 or you are committed to
 22 going and because it's coming in school time, it's
 23 dollars out of the school budget has to pay for it.
 24 I want it some way from the attorney to demonstrate

1 to me at a high enough level this is not going to
 2 cost the Oak Ridge Schools any money on this trip,
 3 point one. Point two is by us giving our support
 4 for this trip I want to understand what liabilities
 5 we have to the school system if an incident were to
 6 happen on the trip. This could happen whether it is
 7 in St. Louis or whether it's in the Bahamas but I do
 8 agree that outside the country the laws are
 9 different than the laws are in the United States.
 10 And so protections are different so I would need to
 11 know if something happened in the Bahamas what would
 12 be our responsibility there. And I want to just
 13 have a few days myself to think about this and
 14 understand what precedents are we setting, as Ms.
 15 Richter says, and what does this mean down the road.
 16 Those are my questions.
 17 CHAIRMAN FILLAUER: Anyone else?
 18 MS. AGLE: If I could, I would
 19 like a few hours to think about it and e-mail you in
 20 the morning.
 21 CHAIRMAN FILLAUER: In regard to
 22 questions?
 23 MS. AGLE: Yes.
 24 CHAIRMAN FILLAUER: Then let me

1 direct the Board, if you have additional questions
 2 other than the ones Mr. Eby indicated, if you would
 3 please get those to the superintendent in the
 4 morning or sometime tomorrow, if you would do that
 5 and then let's just say if you haven't heard by
 6 Board members by noon tomorrow, contact our attorney
 7 with the questions that you do have. Everybody in
 8 accord with that? I guess my next question is as a
 9 time frame I can poll the Board after information,
 10 you would e-mail the Board on the information you
 11 find to the questions. And once the board has done
 12 that, I can poll each individual Board member to see
 13 whether they approve or do not approve of the
 14 recommendation. But my concern here is that this
 15 has been tabled, whether I can do that since the
 16 motion to do it has been tabled or not. I need to
 17 call my son and ask him.

18 MR. EBY: I think there's a couple
 19 of things that maybe a parliamentarian does, I think
 20 you have got to remove it from the table is one
 21 motion. But my feeling is there is enough concern
 22 here that just to get an answer from our attorneys
 23 and then for you to poll the other Board members we
 24 would not have the benefit of discussions about our

1 concerns and that very well could sway my vote and
 2 may sway other people's votes. So I feel like this
 3 would require us getting back together and having
 4 another discussion or at least having a telephonic
 5 Board meeting or something.

6 MS. RICHTER: Mr. Eby took the
 7 words out of my mouth. I think this is a big enough
 8 potentially precedent-setting decision that we
 9 should meet again as a group in public and discuss
 10 it further. And so I would like to see us discuss
 11 this in a meeting. I understand the urgency of this
 12 particular trip but we are just now discussing it,
 13 as Ms. Agle pointed out, for the first time we are
 14 able to discuss this as a group tonight. So I
 15 understand that individual trip's urgency but I'm
 16 looking down the road and trying to see ahead the
 17 kinds of things that we can expect to encounter from
 18 this. Again, I go back to this booster club may
 19 have the wherewithal to support something like this.
 20 We are going to have a lot of trips where we have a
 21 lot of parents who cannot afford a trip like this.
 22 So we have got to go through this carefully,
 23 cautiously and take the time that it needs rather
 24 than be in a rush, even though I recognize the needs

1 for this trip.

2 CHAIRMAN FILLAUER: How about
 3 Monday the 29th?

4 MS. RICHTER: April you are
 5 talking about?

6 CHAIRMAN FILLAUER: Yes.

7 MS. RICHTER: Question, we are
 8 talking about setting up a meeting strictly for this
 9 issue rather than tying it into, for instance, what
 10 Mr. Eby suggested one of the previously scheduled
 11 budget discussions?

12 CHAIRMAN FILLAUER: That was me
 13 but that was on the 13th.

14 MS. RICHTER: I guess I remember
 15 some single issue meetings when we were building the
 16 high school.

17 CHAIRMAN FILLAUER: Many of them.

18 MS. RICHTER: That is fine with
 19 me.

20 MR. DIGREGORIO: Yes.

21 CHAIRMAN FILLAUER: Six. What
 22 about the two of you all? Dan, does that work for
 23 you?

24 MR. DIGREGORIO: Let me make sure

1 I understand what we are looking at. You have asked
 2 the superintendent just specifically for this trip
 3 and not for all trips?

4 CHAIRMAN FILLAUER: Based on the
 5 questions that were asked, I think that will give us
 6 some guidelines for future trips if we have to make
 7 a decision on a future trip and maybe any trip,
 8 whether it be out of country or not. This is
 9 probably a discussion worth having based on the fact
 10 that we do have a number of kids that travel
 11 throughout the year to various places in the United
 12 States. So I think it would be just a good
 13 discussion and it has been a good discussion to see
 14 where we are and what our responsibilities as a
 15 board are. Thank you, Coach.

16 Item D is a volunteer appreciation
 17 award. You have before you a recommendation for the
 18 approval of submission of the application for TSBA
 19 School Volunteer Recognition Award. Dr. Smallridge.

20 DR. SMALLRIDGE: This just came to
 21 me today and that is why it is last minute. But
 22 basically, it is an award that goes to volunteers,
 23 in this case a lady who has worked apparently very,
 24 very hard, very long and hard at Linden School and

1 she has almost single-handedly collected and counted
2 over 30,000 box tops and raised over \$3,000 for
3 Linden School. This is a TSBA award and I would
4 recommend that the Board, it requires Board approval
5 and I would recommend that the Board approve this
6 recommendation for this award.

7 CHAIRMAN FILLAUER: You have heard
8 the recommendation. Do I hear a motion?

9 MS. AGLE: Move for approval.

10 MS. RICHTER: Second.

11 CHAIRMAN FILLAUER: Discussion?

12 If you will remember two years ago, I think we had a
13 submission, Angie Palau, and she received regional
14 honors and from there moved on to the state level,
15 did not win at the state level but was recognized
16 and so we appreciate Mr. Ward submitting this
17 nomination. We have many superb volunteers and this
18 is one of them and we will, with Board approval,
19 submit this and move on and hope for the best. Any
20 other questions? All those in favor of accepting
21 the nomination for the volunteer recognition award
22 for TSBA signify by saying aye.

23 (Whereupon, all members voted aye)

24 CHAIRMAN FILLAUER: Opposed?

1 Motion carries.

2 Next under Items for Discussion
3 Board's self-evaluation. One of the other things
4 that we have to do for Board of Distinction and we
5 do regardless of that is our Board self-evaluation.
6 With the -- what was the word you used, Mr.
7 DiGregorio? The flux?

8 MR. DIGREGORIO: Influx.

9 CHAIRMAN FILLAUER: Influx, thank
10 you, that we have been in with superintendent
11 search, and so forth, we have not done a
12 superintendent evaluation and we will be moving
13 forward with that with the new superintendent. But
14 we do need to do the Board self-evaluation and there
15 is two parts to that, if you remember. The only
16 part we will be able to do is part one of that
17 evaluation because the other part is tied into goals
18 related to what the superintendent's goals are. So
19 Dan is going to review that just to make sure we are
20 in the right position and once he does that, I'll be
21 getting out, or Lynne will be getting to you, a copy
22 of the part one Board self-evaluation. If you would
23 complete that and I'll give you a time frame to do
24 that.

1 MR. DIGREGORIO: What was your
2 target date for this?

3 CHAIRMAN FILLAUER: Well, I'd like
4 to have it done, if we could, in a couple of weeks
5 once we get it out at the latest.

6 MR. DIGREGORIO: Can we do this
7 all electronically?

8 CHAIRMAN FILLAUER: I hope so.

9 MR. DIGREGORIO: Please.

10 CHAIRMAN FILLAUER: Yes, that
11 would be our plan.

12 MR. DIGREGORIO: I'll be your best
13 friend.

14 CHAIRMAN FILLAUER: And I'll do it
15 in big font. So we will move on with that.

16 Next under Items for Information
17 each Board member has received a big picture summary
18 budget concepts for the FY '14 budget prepared by
19 Karen and Dr. Smallridge. This is just an item for
20 Information and beginning soon we will be having
21 more detailed discussion. And, hopefully, we will
22 win the lottery before we have to have that
23 discussion. Maybe not but -- so any comments you
24 all would like to make at this point?

1 DR. SMALLRIDGE: No, we have been
2 working on it, obviously, working on the budget with
3 staff and had some lengthy discussions with
4 administrative staff, with each of the principals
5 and made some tentative decisions which are not
6 pretty but it is a very, very tight budget. Our
7 revenues are down, down even from what we projected
8 for this year. And then we've got some of our fixed
9 expenses that are going up as I shared with
10 administrative staff. Utilities, Blue Cross Blue
11 Shield four or five hundred thousand dollars. Just
12 the step on the index for people about another four
13 or five hundred thousand dollars. So it is a very,
14 very tough budget. I remarked to the staff several
15 times that back in my day 15 years ago, and Mr. Eby
16 will remember, we had some tight budgets but I have
17 to say honestly I haven't seen anything like this.
18 So I hate to paint such a poor picture but we will
19 work through it one way or another, we will work
20 through it with the Board and, hopefully, get
21 something that we can all live with.

22 CHAIRMAN FILLAUER: Next under
23 Items for Information is the Education Foundation
24 Grants awarded for 2013. You had those listed. Dr.

1 Smallridge, you wanted to say a couple of things and
2 mention the event that will take place this coming
3 Friday.

4 DR. SMALLRIDGE: Yeah, this is the
5 largest amount I believe that the educational
6 foundation has ever awarded. \$71,328 and we got
7 some great grants and I'm pleased to see the
8 teachers that will be receiving these. I think it
9 will make a difference in their classrooms. I wish
10 we could have funded all of them because I think we
11 had a number of good recommendations or good
12 projects to be funded. But there is an event,
13 Dreams and Innovation this Friday April 26th at five
14 p.m. at New Hope Center where there will be
15 demonstrations from past grant winners, information
16 booths. And members of the Board and everybody,
17 well, the whole community really and certainly our
18 staff are invited to this event. And I hope we will
19 have a good attendance because the foundation has
20 sure been very generous to us.

21 CHAIRMAN FILLAUER: Next is
22 Enrollment Report. Any comments or questions?
23 Financial report. Any comments or
24 questions?

1 Any old business?

2 MR. DIGREGORIO: Mr. Chairman, I
3 realize I should have asked this question minutes
4 and minutes ago. Talking about out of country
5 travel. Do we have a policy on foreign travel?

6 CHAIRMAN FILLAUER: No.

7 MR. DIGREGORIO: We need one.

8 CHAIRMAN FILLAUER: I think that
9 could be an end result of our meeting for that
10 discussion on the 29th. And be thinking about that.
11 We probably do. I agree. But we do not.

12 MR. DIGREGORIO: After tonight,
13 there is no question.

14 CHAIRMAN FILLAUER: That is
15 something we can be putting on our list to do.

16 Any new business? This is not
17 really business but just a reminder to the Board
18 that we begin our budget meetings on May 13, the
19 budget presentation at 5:30 and then follow it on
20 the next evening, May 14th at 5:30 and we will go
21 over the budget line item by line item. And then
22 our schedule proceeds from there with public hearing
23 and additional meetings as needed. As we look at
24 this budget ready for final adoption and

1 presentation to city council. And I believe the
2 city manager is presenting tonight in a work session
3 his recommendations for the city's budget so we will
4 be waiting for that information as well.

5 Communications? Ms. Agle.
6 MS. AGLE: Just a couple of
7 legislative items. I don't have the full list of
8 things that TSBA has supported and opposed but a
9 couple of them that may be of interest is there was
10 a bill passed this year during a session that allows
11 us to receive federal or private grants and to
12 expend those grant funds when it changes the bottom
13 line of our budget without taking it back to city
14 council. So it covers, unless it requires matching
15 funds or some match on our part, if it's a grant
16 like the education foundation grants. If it should
17 change the bottom line budget we don't have to take
18 it back to city council. That is one thing that
19 will make it a little easier. Another thing that
20 passed that I was interested in was the High
21 Performing School Districts Flexibility Act and I
22 went through the criteria listed in the bill and we
23 would meet it based on the current ACT scores,
24 graduation rates and some of those sorts of things.

1 We do meet the standard of a high performing school
2 district, which means that we get a waiver for the
3 state teacher evaluation process. We can come up
4 with something different. And there are a number of
5 other things that we could get waivers for that the
6 state requires. Some of the things that we can't do
7 is change the number of days that we go to school.
8 So we don't get any flexibility on that one. But
9 there are a number of things that we could say, you
10 know, we are doing well and we would like a waiver
11 on this item or that item. So it gives us a little
12 more flexibility from the state mandates, as long as
13 we can maintain that status. We have to declare
14 ourselves as such and we would have to do so prior
15 to July 1st for it to be in effect for the coming
16 year. And that is something that we may want to
17 think about doing in June.

18 CHAIRMAN FILLAUER: Thank you.
19 And thank you for keeping us updated on what is
20 going on in Nashville or has been going on in
21 Nashville. That's a task in itself.

22 Hearing no other comments and
23 nothing else left on the agenda, Tim and Brian,
24 thank you again for your willingness to come tonight

1 and we appreciate that greatly.

2 We are adjourned.

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W. Keys Fillauer

Oak Ridge Board of Education

W. Keys Fillauer, Chairman

Robert J. Smallridge

Interim Superintendent, Oak Ridge Schools

Dr. Bob Smallridge, Ed.D.

5/28/13

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 71 pages are a true and correct transcript of the proceedings taken by me in this cause on the 22nd day of April, 2013.

This the 20th day of May, 2013.



Joan S. Roberts, Court Reporter