

# CONFIDENTIAL

## CLOSED EXECUTIVE SESSION MINUTES

July 24, 2012

President Hemant Marathe called the executive session of the West Windsor-Plainsboro Regional School District Board of Education to order at 6:08 PM in Central Office. The following Board members were present:


Ms. Rachele Feldman Hurwitz  
Mr. Anthony Fleres  
Mr. Robert Johnson

Ms. Michele Kaish  
Mr. Richard Kaye  
Ms. Dana Krug

Mr. Hemant Marathe  
Ms. Ellen Walsh

Board Member Xu was absent. Present also were: Dr. Victoria Kniewel, Superintendent of Schools; Dr. David Aderhold, Deputy Superintendent; Mr. Larry Shanok, Assistant Superintendent for Finance/Board Secretary; Martin Smith, Assistant Superintendent, Curriculum & Instruction; and, Mr. Russell Schumacher, Special Assistant for Labor Relations. Also, in attendance were Eric Harrison, Esq., special legal counsel for the board, and Dr. Deborah Batchelor, Special Service Supervisor.

Purpose: Matters concerning personnel; matters covered under attorney-client privilege; pending and potential litigation; and, labor negotiations.

1. Pending Litigation: OCR Complaint. Mr. Harrison reviewed the history of the OCR matter. He 
2. Personnel: Resignation. A resignation just came for a guidance person and will be walked in for the open session.

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The consensus of the Board was to move into public session to vote on the Resolution Agreement for Case No. 02-08-1283.

By motion of Mr. Fleres, seconded by Mr. Johnson, it was the unanimous vote of all Board members present to return to public session at 7:18 PM.

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The closed session was reconvened at 7:21 PM.

In attendance were Board Members Feldman Hurwitz, Fleres, Kaish, Kaye, Krug, and Marathe. Board Members Johnson, Walsh, and Xu were absent. Also, present was administrators Kniewel, Aderhold, Shanok, Smith, and Schumacher.

1. Negotiation: WWPSA. Chair of the Board Committee, Mr. Fleres, indicated that he would send a summary of the recent negotiating session.

By motion of Mr. Kaye, second by Ms. Feldman Hurwitz, it was the unanimous vote of all Board members present to return to public session for immediate adjournment at 7:25 PM.

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Larry Shanok, Board Secretary

# CONFIDENTIAL

## CLOSED EXECUTIVE SESSION MINUTES

July 17, 2012

President Hemant Marathe called the executive session of the West Windsor-Plainsboro Regional School District Board of Education to order at 6:04 PM in the media center at Community Middle School. The following Board members were present:


Ms. Rachelle Feldman Hurwitz  
Mr. Robert Johnson

Ms. Michele Kaish  
Mr. Richard Kaye

Ms. Dana Krug  
Mr. Hemant Marathe

Board Member Walsh arrived at 6:15 PM and Board Members Fleres and Xu were absent. Present also were: Dr. Victoria Kniewel, Superintendent of Schools; Dr. David Aderhold, Deputy Superintendent; Mr. Larry Shanok, Assistant Superintendent for Finance/Board Secretary; Martin Smith, Assistant Superintendent, Curriculum & Instruction; Mr. Russell Schumacher, Special Assistant for Labor Relations; and, Ms. Alicia Boyko, Director of Human Resources. Richard Golden, Esq., board attorney, and High School North administrators Mike Zapicchi and Melissa Levine were also present.

Purpose: Matters concerning personnel; matters covered under attorney-client privilege; pending and potential litigation; and, labor negotiations.

1. Attorney-Client Privilege: Easement. Dr. Aderhold provided an update on the Penn Lyle Project. The district received DOE approval. Next step is site plan approval from West Windsor Township.
2. Attorney-Client Privilege: DRCC. Dr. Aderhold stated that earlier this evening, Delaware and Raritan Canal Commission gave their approval of High School South's 2006 bond referendum addition and the proposed athletic field lights. The documents will now go to the Department of Community Affairs, then to the West Windsor Planning Board in September.
3. Personnel/Attorney-Client Privilege: Donaldson Hearing. Richard Golden, Esq., board attorney, 
4. Personnel: Informal Appearance by C.C. and her Legal Counsel before the Board. At 6:30 PM C.C. and her attorney appeared. Her attorney asserted reasons, including prior performance evaluations, for reinstating C.C. to her position.
5. Personnel/Attorney-Client Privilege: Board Discussion Regarding C.C. Principal Zapicchi described what occurred this past school year that led him to believe that continuing employment was not in the best interests of students. The administrators responded to Board discussion. The administrators departed at 7:01 PM and the board attorney at 7:05 PM.
6. Personnel: Recommendation for Transfers of Teacher and Guidance Counselors. The Superintendent and Deputy Superintendent addressed the coming transfers.
7. Personnel: Recommendations for Increment Withholdings of Teachers. The Superintendent and Deputy Superintendent spoke of the three withholdings of increment under consideration.

CONFIDENTIAL

8. Personnel: Superintendent's Review of Community Education Personnel Matter. The Superintendent and Deputy Superintendent spoke of the review to date concerning an employee responsible for the adult program of Community Education. The Superintendent recommended continued employment with a Personal Improvement Plan.
9. Negotiations/Personnel: Decertification of WWPSSSA. Mr. Schumacher described the actions taken by the group formerly known as the WWPSSSA. These employees are likely to be included among the non-affiliated employees of the district should PERC allow the decertification.
10. Negotiations/Pending Litigation: 8<sup>th</sup> Grade Special Ed Teacher Grievance. The Superintendent and Mr. Schumacher described the grievance and the remedy sought by the union. Dr. Aderhold noted that steps had been taken so that this is not an issue for 2012-2013 school year schedules.

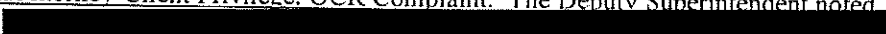
By motion of Mr. Johnson, seconded by Mr. Kaye, it was the unanimous vote of all Board members present to return to public session at 7:59 PM.

The closed session was reconvened at 8:31 PM.

In attendance were Board Members Marathe, Feldman Hurwitz, Kaish, Kaye, Krug, and Walsh. Board Members Fleres, Johnson and Xu were absent. Also present was administrators Kniewel, Aderhold, Shanok, Schumacher, and Boyko.

11. Litigation: Charter School. Virtual and hybrid charters will impact districts as additional legislation comes to pass. There was discussion of what the district might do and how it might act in concert with other districts and professional associations.

At 9:17 PM Eric Harrison, Esq., special legal counsel for the Board, joined the meeting.

12. Pending Litigation/Attorney-Client Privilege: OCR Complaint. The Deputy Superintendent noted that Mr. Harrison 

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By motion of Mr. Kaye, seconded by Ms. Feldman Hurwitz, it was the unanimous vote of all Board members present to return to public session for immediate adjournment at 9:58 PM.

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Larry Shanok, Board Secretary

# CONFIDENTIAL

## CLOSED EXECUTIVE SESSION MINUTES

August 21, 2012

President Hemant Marathe called the executive session of the West Windsor-Plainsboro Regional School District Board of Education to order at 6:38 PM in the media center at Community Middle School. The following Board members were present:

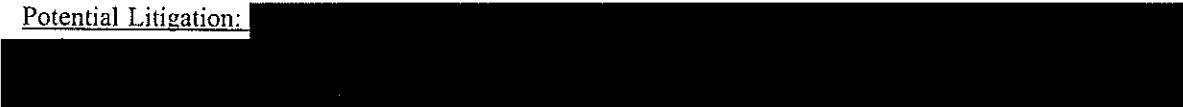
Mr. Anthony Fleres  
Mr. Robert Johnson

Ms. Michele Kaish  
Mr. Richard Kaye  
Ms. Dana Krug

Mr. Hemant Marathe  
Ms. Ellen Walsh  
Mr. Yiabo Xu

Board Member Feldman Hurwitz was absent. Present also were: Dr. Victoria Kniewel, Superintendent of Schools; Dr. David Aderhold, Deputy Superintendent; Mr. Larry Shanok, Assistant Superintendent for Finance/Board Secretary; Martin Smith, Assistant Superintendent, Curriculum & Instruction; Mr. Russell Schumacher, Special Assistant for Labor Relations; and, Ms. Alicia Boyko, Director of Human Resources.

Purpose: Matters concerning personnel; matters covered under attorney-client privilege; and pending and potential litigation.

1. Personnel: Recommendations for withholding of increments for three teachers. The Superintendent indicated that the process is the same as that recently utilized for an administrator increment withholding. A meeting was held with each. The teachers involved are contrite; the action demonstrates modeling of behavior. The consensus of the Board was to support the administration.
2. Personnel: Resignations of Management Information Manager and Director of Community Education. The Superintendent described the outlines of the situation. Violation of board policy and misuse of time are central issues. The Board understands the resignations.
3. Personnel: Decertification of WWPSSSA. Mr. Schumacher describes this process that was initiated by the members of the union. The group has successfully decertified. The district will have to address policy issues to facilitate the placement of these employees among the non-affiliated.
4. Matter Covered by Attorney-Client Privilege: An OPRA request initiated by a repeat OPRA/legal suit individual will involve legal hours for necessary redaction of the material. This is ironic in that legal expenses are a continuing element of this person's alleged concern.
5. Potential Litigation: 

Ms. Boyko and Mr. Schumacher depart at 7:06 PM.

6. Personnel: Interim Activities In Regard to CE and MIS Functions. The superintendent described the realignment of activities occurring to cope with necessary actions in these two areas. Stipends were outlined for several employees due to the unusual amount of effort being made. These stipends will continue for about four months as potential reorganization and/or new hires are found. These stipends will be added to tonight's agenda. Suggestions to adjust the wording of the walk-in agenda were made. The Board supports the actions.

By motion of Mr. Johnson, seconded by Ms. Kaish, it was the unanimous vote of all Board members present to return to public session at 7:26 PM.

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Larry Shanok, Board Secretary

# CONFIDENTIAL

## CLOSED EXECUTIVE SESSION MINUTES September 11, 2012

President Hemant Marathe called the executive session of the West Windsor-Plainsboro Regional School District Board of Education to order at 6:36 PM in the media center at Community Middle School. The following Board members were present:

Ms. Rachelle Feldman Hurwitz	Ms. Michele Kaish	Mr. Hemant Marathe
Mr.	Mr. Richard Kaye	Ms. Ellen Walsh
Mr. Robert Johnson	Ms. Dana Krug	Mr. Yiabo Xu

Mr. Fleres arrived at 6:46 PM. Present also were: Dr. Victoria Kniewel, Superintendent of Schools; Dr. David Aderhold, Deputy Superintendent; Mr. Larry Shanok, Assistant Superintendent for Finance/Board Secretary; Martin Smith, Assistant Superintendent, Curriculum & Instruction; Mr. Russell Schumacher, Special Assistant for Labor Relations; and, Ms. Alicia Boyko, Director of Human Resources.

Purpose: Matters concerning personnel, negotiations and pending litigation.

1. Personnel: Salary increases for employees formerly represented by WWPSSSA. Dr. Kniewel outlined the bases for the recommendations for salary increases for the four employees who were formerly represented by the former WWPSA which has been decertified as a union. The Board Members supported their recommendations.
2. Negotiations with WWPSA: Update on status of negotiations. Mr. Schumacher informed the Board that the WWPSA representative had not yet filed the notice of impasse.
3. Pending Litigation: Arbitration on WWPEA 8<sup>th</sup> Grade Special Education Teacher Grievance. The

[REDACTED]

12 (b)

4. Pending Litigation: Bus Accident (Summer 2010). Mr. Schumacher reviewed a lawsuit filed against the

[REDACTED]

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5. Pending Litigation: Roof Contractor.

[REDACTED]

7, 11

By motion of Ms. Krug, seconded by Mr. Kaye, it was the unanimous vote of all Board members present to return to public session at 7:03 PM.

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Larry Shanok, Board Secretary

CONFIDENTIAL

# CONFIDENTIAL

## CLOSED EXECUTIVE SESSION MINUTES October 2, 2012

President Hemant Marathe called the executive session of the West Windsor-Plainsboro Regional School District Board of Education to order at 7:00 PM in the media center at Community Middle School. The following Board members were present:

Mr. Anthony Fleres  
Mr. Robert Johnson

Ms. Michele Kaish  
Mr. Richard Kaye  
Ms. Dana Krug

Mr. Hemant Marathe  
Mr. Yiabo Xu

Board Member Feldman Hurwitz was absent. Board Member Walsh arrived at 7:08 PM. Present also were: Dr. Victoria Kniewel, Superintendent of Schools; Mr. Larry Shanok, Assistant Superintendent for Finance/Board Secretary; Martin Smith, Assistant Superintendent, Curriculum & Instruction; Mr. Russell Schumacher, Special Assistant for Labor Relations; and, Ms. Alicia Boyko, Director of Human Resources.

Purpose: Matters concerning personnel and matters covered under attorney-client privilege.

1. Personnel: Resignation of Instructional Assistant. Dr. Kniewel advised that a resignation had been received from an instructional assistant whose name had been listed on the original personnel agenda with a recommendation for termination. Dr. Kniewel noted that the employee had attempted to submit the resignation electronically prior to the publication of the original agenda. The agenda has been revised to reflect the change to a resignation.
2. Matter Covered Under Attorney-Client Privilege. Dr. Kniewel discussed her recommendation to retain the services of Parker McCay to analyze proposed charter school regulations and to provide a summary of issues that may form the basis for comments to the State Board of Education. Dr. Kniewel stated that the cost to the district would be one-third of approximately 20 hours of legal work, as the cost will be shared with two neighboring districts. The Board supported this action.

By motion of Ms. Krug, seconded by Ms. Kaish, it was the unanimous vote of all Board members present to return to public session at 7:13 PM.

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Larry Shanok, Board Secretary

# CONFIDENTIAL

## CLOSED EXECUTIVE SESSION MINUTES October 16, 2012

President Hemant Marathe called the executive session of the West Windsor-Plainsboro Regional School District Board of Education to order at 7:02 PM in the media center at Community Middle School. The following Board members were present:

Ms. Rachele Feldman Hurwitz	Ms. Michele Kaish	Mr. Hemant Marathe
Mr. Anthony Fleres	Mr. Richard Kaye	Ms. Ellen Walsh
Mr. Robert Johnson	Ms. Dana Krug	Mr. Yiabo Xu

Present also were: Dr. Victoria Kniewel, Superintendent of Schools; Dr. David Aderhold, Deputy Superintendent; Mr. Larry Shanok, Assistant Superintendent for Finance/Board Secretary; Mr. Martin Smith, Assistant Superintendent, Curriculum & Instruction; and, Ms. Alicia Boyko, Director of Human Resources. Dr. Aderhold arrived at 7:10 PM.

Purpose: Matters concerning personnel; matters covered under attorney-client privilege; and, labor negotiations.

1. Negotiations with WWPSA: Status. The association finally filed documentation of impasse with the state. A mediator has been appointed. Efforts will be made by all parties to set a date.
2. Negotiations with WWPEA: Preparation. Work on the appropriate scattergram has begun. The association has indicated a desire to begin as soon as possible.
3. Personnel: Former Employee. The erratic behavior described at earlier closed sessions continues, escalates. Concerns have led to notifying police and state agencies. The Human Resources group continues to observe tighter access to their area.
4. Matter Covered Under Attorney Client Privilege: Consequences for off-campus conduct. There are indications that police are investigating allegations of breaking and entry, under-age partying and destruction of property by young people of high school age. This may involve district students. As a police matter the district is presently limited in its actions. The district has consulted with its attorney. It should be noted that [REDACTED]

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By motion of Ms. Feldman Hurwitz, seconded by Mr. Kaye, it was the unanimous vote of all Board Members present to return to public session at 7:24 PM.

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Larry Shanok, Board Secretary



CONFIDENTIAL

CLOSED EXECUTIVE SESSION MINUTES  
November 27, 2012

President Hemant Marathe called the executive session of the West Windsor-Plainsboro Regional School District Board of Education to order at 8:16 PM in the media center at Community Middle School. The following Board members were present:

Ms. Rachele Feldman Hurwitz	Ms. Michele Kaish	Mr. Hemant Marathe
Mr. Anthony Fleres	Mr. Richard Kaye	Mr. Yibao Xu
Mr. Robert Johnson	Ms. Dana Krug	

Present also were: Dr. Victoria Kniewel, Superintendent of Schools and Mr. Larry Shanok, Assistant Superintendent for Finance/Board Secretary.

Purpose: Matters concerning personnel.

1. Personnel: Selection of Board Member. The Board assessed the individuals that presented themselves for consideration for the Plainsboro Board member vacancy position. After discussion about all six candidates consensus was reached in support of Alapakkam Manikandan as the replacement Board member from Plainsboro. The plan is to appoint the replacement Board member at the December 11, 2012, board meeting.

By motion of Mr. Kaye, seconded by Ms. Feldman Hurwitz, it was the unanimous vote of all Board members present to return to public session for immediate adjournment at 9:15 PM.

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Larry Shanok, Board Secretary

CONFIDENTIAL

CLOSED EXECUTIVE SESSION MINUTES  
November 13, 2012

President Hemant Marathe called the executive session of the West Windsor-Plainsboro Regional School District Board of Education to order at 6:37 PM in the media center at Community Middle School. The following Board members were present:

Mr. Anthony Fleres  
Mr. Robert Johnson

Ms. Michele Kaish  
Mr. Richard Kaye

Mr. Hemant Marathe  
Mr. Yibao Xu

Board Member Krug arrived at 6:48 PM; Board Member Feldman Hurwitz was absent. Present also were: Dr. Victoria Kniewel, Superintendent of Schools; Dr. David Aderhold, Deputy Superintendent; Mr. Larry Shanok, Assistant Superintendent for Finance/Board Secretary; and Mr. Martin Smith, Assistant Superintendent, Curriculum & Instruction. Also in attendance was attorney Eric Harrison, Esq., board attorney.

Purpose: Matters concerning litigation; and matters covered under attorney-client privilege.

1. M.B. Eric Harrison reviewed [REDACTED]

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2. D.V. Eric Harrison reviewed [REDACTED]

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3. B.M. Eric Harrison [REDACTED]

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By motion of Mr. Xu, seconded by Ms. Kaish, it was the unanimous vote of all Board Members present to return to public session at 7:19 PM.

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Larry Shanok, Board Secretary

# CONFIDENTIAL

## CLOSED EXECUTIVE SESSION MINUTES December 11, 2012


President Hemant Marathe called the executive session of the West Windsor-Plainsboro Regional School District Board of Education to order at 8:28 PM in the media center at Community Middle School. The following Board members were present:

Ms. Rachelle Feldman Hurwitz	Ms. Michele Kaish	Mr. Alapakkam Manikandan
Mr. Anthony Fleres	Mr. Richard Kaye	Mr. Hemant Marathe
Mr. Robert Johnson	Ms. Dana Krug	Mr. Yibao Xu

Present also were: Dr. Victoria Kniewel, Superintendent of Schools; Dr. David Aderhold, Deputy Superintendent; Mr. Larry Shanok, Assistant Superintendent for Finance/Board Secretary; Martin Smith, Assistant Superintendent, Curriculum & Instruction; Mr. Russell Schumacher, Special Assistant for Labor Relations; and, Ms. Alicia Boyko, Director of Human Resources.

Purpose: Matters concerning personnel; matters covered under attorney-client privilege; pending and potential litigation; and, labor negotiations.

### 1. Labor Negotiations

WWPSA: Mr. Fleres reviewed the WWPSA negotiations to date. 



12 (c)

WWPEA: Mr. Schumacher spoke of the upcoming WWPEA negotiations. An initial meeting is on December 18, 2012, but proposals and scatter-grams are yet to be determined. The board team will meet before the first January negotiations meeting with the WWPEA.

2. Negotiations of Interlocal Services Agreements with Each Township Regarding Cable Television Channel and Station Manager. The Superintendent reviewed the history of such agreements dating back to 2003. Upcoming agenda items will align the dates for the two towns and initiate the first year of a five year agreements.
3. Personnel: Coaches. The Superintendent noted that Bryan Fisher will not return as lacrosse coach and was removed from the agenda. She also advised that Todd Smith, while continuing to teach at Millstone River and coaching track, will not return as football coach.

By motion of Mr. Manikandan, seconded by Ms. Kaish, it was the unanimous vote of all Board members present to return to public session for immediate adjournment at 8:45 PM.

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Larry Shanok, Board Secretary

# CONFIDENTIAL


## CLOSED EXECUTIVE SESSION MINUTES January 15, 2013

President Hemant Marathe called the executive session of the West Windsor-Plainsboro Regional School District Board of Education to order at 6:34 PM in the media center at Community Middle School. The following Board members were present:


Ms. Rachele Feldman Hurwitz	Ms. Michele Kaish	Mr. Anthony Fleres
Mr. Richard Kaye	Mr. Hemant Marathe	Mr. Yibao Xu
Mr. Robert Johnson	Ms. Dana Krug	

Board Member Manikandan was absent. Present also were: Dr. Victoria Kniewel, Superintendent of Schools; Dr. David Aderhold, Deputy Superintendent; Mr. Larry Shanok, Assistant Superintendent for Finance/Board Secretary; Mr. Martin Smith, Assistant Superintendent, Curriculum & Instruction; Mr. Russell Schumacher, Special Assistant for Labor Relations; and, Ms. Alicia Boyko, Director of Human Resources.

Purpose: Matters concerning personnel; matters covered under attorney-client privilege; pending and potential litigation; and, labor negotiations.

1. Pending Litigation: D. A. Nolt Lawsuit. Mr. Shanok provided a summary of the D.A. Nolt lawsuit involving a claim for additional compensation related to the 2011 roof work at South and Wicoff. Mr. Shanok explained that administration believes the claims for the additional monies is too high and will defend the position.
2. Matter Covered Under Attorney-Client privilege: Proposed Settlement of D.V. Placement. Dr. Aderhold reviewed the proposed settlement issues pertaining to the placement of the student D.V. Mr. Harrison, Esq., board attorney, appeared before the Board in October to inform them of the  

3. Personnel: Consideration of Interim Language Arts Supervisor. Mr. Smith reviewed the supervisory needs in the language/arts department resulting from the vacancy that will occur due to the current supervisor's resignation. Rosanne Zeppieri, former instructional supervisor, was available and the administration would be recommending her appointment as the Interim Language Arts Supervisor on a part-time basis. The Board had no objections in pursuing this arrangement with Ms. Zeppieri.
4. WWPEA Negotiations: Language Arts Coordinator, Grades 6-12. Mr. Smith explained the need to supplement the work that would be performed by the interim language arts supervisor. He indicated that the recommendation of administration was to establish a language arts coordinator for grades 6-12 with a teacher filling this role. Currently, a teacher performs the coordination at the K-5 level. As it involves a teacher at the 6-12 level, a stipend would need to be negotiated with the WWPEA. Mr. Smith indicated that this negotiation should not be an issue since the model for this position has already been established.

# CONFIDENTIAL

5. Personnel: Teacher Temporary Disability Leave-Article 14:9. Mr. Schumacher advised the Board that a teacher had requested an extended leave of absence due to illness. Pursuant to Article 14:9 of the WWPEA agreement, she has an entitlement to this leave because she has met the conditions for mandatory granting of the leave.
6. Personnel: Recommendation regarding Cafeteria Aide. The Board was provided an opportunity to review the documents prepared by the cafeteria aide. The Superintendent recommendation is for termination of the cafeteria aide; the recommendation was upheld by the Board.
7. WWPEA Negotiations: Review of Draft Proposal. 

12 (c)

By motion of Ms. Kaish, seconded by Mr. Kaye, it was the unanimous vote of all Board members present to return to public session at 7:23 PM.

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The closed session was reconvened at 9:45 PM. Board Members Feldman Hurwitz and Manikandan were absent.

8. WWPSA: Mediation. Mr. Schumacher reviewed the process to date and stated that a mediation session is scheduled with the WWPSA on February 20, 2013.

By motion of Mr. Kaye, seconded by Mr. Xu, it was the unanimous vote of all Board members present to return to public session for immediate adjournment at 10:21 PM.

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Larry Shanok, Board Secretary

# CONFIDENTIAL

## CLOSED EXECUTIVE SESSION MINUTES January 29, 2013

Board Member Fleres called the executive session of the West Windsor-Plainsboro Regional School District Board of Education to order at 6:34 PM in the media center at Community Middle School. The following Board members were present:

Ms. Rachelle Feldman Hurwitz	Ms. Michele Kaish	Mr. Alapakkam Manikandan
Mr. Anthony Fleres	Ms. Dana Krug	Mr. Yibao Xu

Board President Marathe arrived at 6:37 PM. Board Members Johnson and Kaye were absent. Present also were: Dr. Victoria Kniewel, Superintendent of Schools; Dr. David Aderhold, Deputy Superintendent; Mr. Larry Shanok, Assistant Superintendent for Finance/Board Secretary; Mr. Martin Smith, Assistant Superintendent, Curriculum & Instruction; Mr. Russell Schumacher, Special Assistant for Labor Relations; and, Ms. Alicia Boyko, Director of Human Resources.

Purpose: Matters concerning labor negotiations and pending litigation.

1. Negotiations with WWPEA: Review of negotiations proposals. Mr. Schumacher noted that the simultaneous exchange of proposals with the association occurred on January 23, 2013. Mr. Fleres outlined the proposals made by both sides.
2. WWPEA Negotiations: Language Arts Coordinator, Grades 6-12; agreement to establish position with \$1,623 stipend. Mr. Smith informed the Board that the WWPEA had agreed to apply the stipend for other content area coordinators to this new position, which will be an asset while the district searches for a replacement district language arts coordinator. Posting of this position will occur soon.
3. Pending Litigation: Review of complaint regarding high school musical production. The

7, 12(b)

By motion of Ms. Feldman Hurwitz, seconded by Ms. Krug, it was the unanimous vote of all Board members present to return to public session at 7:15 PM.

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Larry Shanok, Board Secretary

# CONFIDENTIAL

## CLOSED EXECUTIVE SESSION MINUTES February 12, 2013

Vice President Robert Johnson called the executive session of the West Windsor-Plainsboro Regional School District Board of Education to order at 6:37 PM in the media center at Community Middle School. The following Board members were present:

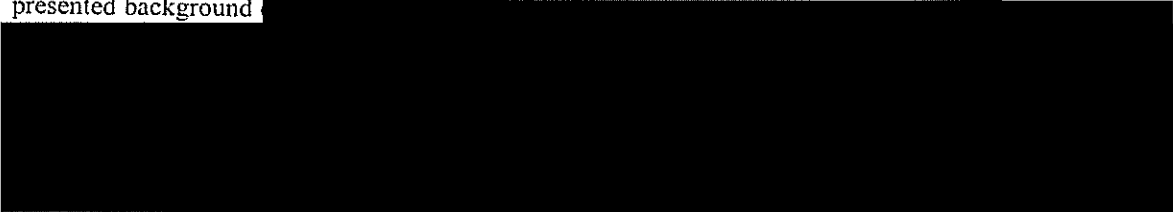


Mr. Anthony Fleres  
Mr. Robert Johnson

Ms. Michele Kaish  
Ms. Dana Krug

Mr. Alapakkam Manikandan  
Mr. Yibao Xu

Board Member Feldman Hurwitz arrived at 6:40 PM. Board President Marathe arrived at 6:42 PM. Board Member Kaye was absent. Present also were: Dr. Victoria Kniewel, Superintendent of Schools; Dr. David Aderhold, Deputy Superintendent; Mr. Larry Shanok, Assistant Superintendent for Finance/Board Secretary; Mr. Martin Smith, Assistant Superintendent, Curriculum & Instruction; Mr. Russell Schumacher, Special Assistant for Labor Relations; and, Ms. Alicia Boyko, Director of Human Resources.

Purpose: Matters concerning labor negotiations, personnel; and, pending litigation.

1. Negotiations with WWPEA: Update on negotiations. Mr. Schumacher and Mr. Fleres updated the board on the association's proposals and responses to the Board's.
2. Negotiations with WWPEA: Grievance regarding 8<sup>th</sup> grade MS teachers' schedules. Dr. Kniewel presented background  12 (b)  
Dr. Kniewel stated that the WWPEA had moved the grievance to arbitration and informed the Board that the assessment by board counsel  7, 12 (b)
3. Personnel: Recommended pay adjustment for bus mechanic. An experienced bus mechanic joined the district about a year ago. He recently requested that a contract provision that allows consideration of past experience in step placement be utilized. The superintendent supports moving him to step 7. The board agreed and this action will be part of a personnel addendum tonight.
4. Pending Litigation: Review of complaint  12 (c)
5. Pending Litigation: R.O. Lawsuits. The Superintendent referenced the board attorney's summary of the long series of litigation filed by RO.

By motion of Ms. Kaish, seconded by Mr. Fleres, it was the unanimous vote of all Board members present to return to public session at 7:16 PM.

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Larry Shanok, Board Secretary

CONFIDENTIAL

CLOSED EXECUTIVE SESSION MINUTES  
March 12, 2013

President Hemant Marathe called the executive session of the West Windsor-Plainsboro Regional School District Board of Education to order at 9:05 PM in the media center at Community Middle School. The following Board members were present:

Ms. Rachelle Feldman Hurwitz	Ms. Michele Kaish	Mr. Alapakkam Manikandan
Mr. Anthony Fleres	Mr. Richard Kaye	Mr. Hemant Marathe
Mr. Robert Johnson	Ms. Dana Krug	Mr. Yibao Xu

Purpose: Matters concerning personnel.

1. Personnel: The Board discussed the superintendent's intention to resign at the end of the school year and their options for a replacement process.

By motion of Mr. Johnson, seconded by Mr. Fleres, it was the unanimous vote of all Board members present to return to public session for immediate adjournment at 10:00 PM.

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Larry Shanok, Board Secretary



CONFIDENTIAL

CLOSED EXECUTIVE SESSION MINUTES  
March 27, 2013

President Hemant Marathe called the executive session of the West Windsor-Plainsboro Regional School District Board of Education to order at 8:15 PM in the media center at Community Middle School. The following Board members were present:

Mr. Anthony Fleres	Mr. Richard Kaye	Mr. Hemant Marathe
Mr. Robert Johnson	Mr. Alapakkam Manikandan	Mr. Yibao Xu

Board Members Feldman Hurwitz, Kaish and Krug were absent.

Purpose: Matters concerning personnel.

1. Personnel. The Board discussed the replacement process for the superintendent's vacancy.

By motion of Mr. Johnson, seconded by Mr. Fleres, it was the unanimous vote of all Board members present to return to public session for immediate adjournment at 9:00 PM.

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Larry Shanok, Board Secretary

# CONFIDENTIAL


## CLOSED EXECUTIVE SESSION MINUTES April 16, 2013

President Hemant Marathe called the executive session of the West Windsor-Plainsboro Regional School District Board of Education to order at 6:32 PM in the media center at Community Middle School. The following Board members were present:

Ms. Rachelle Feldman Hurwitz	Ms. Michele Kaish	Mr. Alapakkam Manikandan
Mr. Anthony Fleres	Mr. Richard Kaye	Mr. Hemant Marathe
	Ms. Dana Krug	Mr. Yibao Xu

Board Member Johnson arrived at 6:38 PM. Present also were: Dr. Victoria Kniewel, Superintendent of Schools; Dr. David Aderhold, Deputy Superintendent; Mr. Larry Shanok, Assistant Superintendent for Finance/Board Secretary; Mr. Martin Smith, Assistant Superintendent, Curriculum & Instruction; Mr. Russell Schumacher, Special Assistant for Labor Relations; and, Ms. Alicia Boyko, Director of Human Resources.

Purpose: Matters concerning personnel and negotiations.

1. Personnel: Nonrenewal of secretary. The Superintendent informed the Board that she had determined that a nontenured secretary in the payroll department, who had served in her position for 6 months, not be offered reemployment. Due to the nature of the responsibilities in the payroll department and the employee's access to payroll data combined with the critical need for accuracy and meeting deadlines, the Superintendent requested the Board to authorize her to provide the employee with notice of nonreemployment, and, in lieu of requiring service, not have the employee report to work for the remainder of the school year. The board members all supported the Superintendent's recommendation.
2. Personnel: Nonrenewal of computer support specialist. This Superintendent informed the Board that she has determined that a computer support specialist, who had been given successive opportunities to improve over a three year period, not be offered reemployment. The consensus of the board was in agreement with the superintendent's action. Due to the nature of the employee's responsibilities and access to the district's computer system, the Superintendent requested that Board to authorize her to provide the employee with notice of nonreemployment, and, in lieu of requiring service, not have the employee report to work for the remainder of the school year. The board members all supported the Superintendent's recommendation.
3. Personnel: Transfers of supervisors. The Superintendent discussed the recommended transfer of a current supervisor to a new supervisory position, which is part of a restructuring of teacher facilitator position, that will result in the addition of only one FTE. She explained that the restricting will assist the district in meeting the demands of the new evaluation system. The consensus of the board was to proceed with the transfer of the supervisor.
4. Negotiations: WWPEA. Mr. Fleres reviewed the status of negotiations. 

# CONFIDENTIAL

By motion of Mr. Fleres, seconded by Ms. Krug, it was the unanimous vote of all Board members present to return to public session at 7:28 PM.

The closed session was reconvened at 8:15 PM.

5. Personnel: Superintendent: The discussion centered on the superintendent appointment.

By motion of Mr. Johnson, seconded by Mr. Fleres, it was the unanimous vote of all Board members present to return to public session for immediate adjournment at 9:15 PM.

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Larry Shanok, Board Secretary

# CONFIDENTIAL

## CLOSED EXECUTIVE SESSION MINUTES

April 30, 2013

President Hemant Marathe called the executive session of the West Windsor-Plainsboro Regional School District Board of Education to order at 9:35 PM in the media center at Community Middle School. The following Board members were present:

Ms. Rachelle Feldman Hurwitz	Ms. Michele Kaish	Mr. Alapakkam Manikandan
Mr. Anthony Fleres	Mr. Richard Kaye	Mr. Hemant Marathe
Mr. Robert Johnson	Ms. Dana Krug	Mr. Yibao Xu

Present also were: Dr. Victoria Kniewel, Superintendent of Schools; Dr. David Aderhold, Deputy Superintendent; Mr. Larry Shanok, Assistant Superintendent for Finance/Board Secretary; Mr. Martin Smith, Assistant Superintendent, Curriculum & Instruction; Mr. Russell Schumacher, Special Assistant for Labor Relations; and, Ms. Alicia Boyko, Director of Human Resources.

Purpose: Matters concerning personnel (West Windsor board member vacancy).

1. Personnel: Selection of Board Member. The Board assessed the individuals that presented themselves for consideration for the West Windsor board member vacancy position.

Upon motion by Mr. Kaye, seconded by Mr. Johnson, and by unanimous voice vote of those present, return to public session at 10:25 PM to extend the meeting until 11:00 p.m.

The closed session was reconvened at 10:28 PM.

2. Personnel: Selection of Board Member. After discussion about all four candidates a majority emerged in support of Louisa Ho as the replacement board member from West Windsor. The plan is to appoint the replacement board member at the May 14, 2013, board meeting.

By motion of Mr. Johnson, seconded by Mr. Kaye, it was the unanimous vote of all Board members present to return to public session for immediate adjournment at 10:47 PM.

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Larry Shanok, Board Secretary

# CONFIDENTIAL

## CLOSED EXECUTIVE SESSION MINUTES May 9, 2013

President Hemant Marathe called the executive session of the West Windsor-Plainsboro Regional School District Board of Education to order at 7:06 PM in the administrative conference room at High School North. The following Board members were present:

Ms. Rachelle Feldman Hurwitz	Ms. Michele Kaish	Ms. Dana Krug
Mr. Anthony Fleres	Mr. Richard Kaye	Mr. Hemant Marathe

Board Members Manikandan and Xu were absent. Mr. Xu arrived at 8:36 PM. Present also were: Dr. Victoria Kniewel, Superintendent of Schools; Dr. David Aderhold, Deputy Superintendent; Mr. Larry Shanok, Assistant Superintendent for Finance/Board Secretary; Mr. Martin Smith, Assistant Superintendent, Curriculum & Instruction; and Mr. Russell Schumacher, Special Assistant for Labor Relations.

Purpose: Matters concerning personnel and negotiations.

1. Personnel: Assistant Superintendent for Pupil Services/Planning: The Deputy Superintendent outlined the search process that has culminated in having the candidate come tonight to engage in an interview with the Board of Education. After the interview, the consensus of the Board was to support the Superintendent's recommendation.
2. Personnel: Grover Principal: The Deputy Superintendent introduced the candidate to the Board Members. Board Members had a conversation with the candidate; discussions included their educational perspectives and experiences. The consensus of the Board was to support the Superintendent's recommendation to appoint the candidate.

It was the consensus of the Board of Education that there was no need to seek a second assistant superintendent candidate to interview. It is anticipated that the candidates will be on the May 14, 2013 agenda.

3. Negotiations: WWPEA: Based on a suggestion by the Board President the Special Assistant for Labor Relations contacted the agency that appoints mediators. The mediator now assigned to the WWPSA negotiations has been named to the WWPEA negotiations; this averts many weeks of bureaucratic process and can result in June meeting dates. Dates will be communicated and confirmed.

By motion of Ms. Kaish, seconded by Mr. Fleres, it was the unanimous vote of all Board members present to return to public session at 9:21 PM.

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Larry Shanok, Board Secretary

# CONFIDENTIAL

## CLOSED EXECUTIVE SESSION MINUTES May 14, 2013

President Hemant Marathe called the executive session of the West Windsor-Plainsboro Regional School District Board of Education to order at 6:30 PM in the media center at Community Middle School. The following Board members were present:

Ms. Rachelle Feldman Hurwitz	Mr. Richard Kaye	Mr. Hemant Marathe
Mr. Anthony Fleres	Ms. Dana Krug	Mr. Yibao Xu
Ms. Michele Kaish		

Mr. Manikandan arrived at 6:32 p.m. Present also were: Dr. Victoria Kniewel, Superintendent of Schools; Dr. David Aderhold, Deputy Superintendent; Mr. Larry Shanok, Assistant Superintendent for Finance/Board Secretary; Mr. Martin Smith, Assistant Superintendent, Curriculum & Instruction; and, Ms. Alicia Boyko, Director of Human Resources.

Purpose: Matters concerning personnel.

1. Personnel: Guidance Agenda. The Deputy Superintendent described the background regarding the walk-in agenda re-appointing an administrator.
2. Personnel: Non-affiliates. The Superintendent described the general concept for non-affiliate pay in the 2013-2014 school year. The Superintendent indicated that there is recognition that this group is further along than others in the four year process of higher employee health contributions. The Board President encouraged anyone with questions to ask now since the Finance Committee will settle in on the specifics at their next committee meeting.

Administrators, except for the Superintendent and Deputy Superintendent exited the meeting.

The Superintendent continued the non-affiliate discussion.

By motion of Mr. Kaye, seconded by Ms. Kaish, it was the unanimous vote of all Board members present to return to public session at 6:58 PM.

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Larry Shanok, Board Secretary

# CONFIDENTIAL

## CLOSED EXECUTIVE SESSION MINUTES May 28, 2013

President Hemant Marathe called the executive session of the West Windsor-Plainsboro Regional School District Board of Education to order at 6:37 PM in the media center at Community Middle School. The following Board members were present:

Ms. Louisa Ho	Ms. Michele Kaish	Mr. Alapakkam Manikandan
Ms. Rachelle Feldman Hurwitz	Mr. Richard Kaye	Mr. Hemant Marathe
Mr. Anthony Fleres	Ms. Dana Krug	

Board Member Xu arrived at 6:47 PM. Present also were: Dr. David Aderhold, Deputy Superintendent; Mr. Larry Shanok, Assistant Superintendent for Finance/Board Secretary; Mr. Martin Smith, Assistant Superintendent, Curriculum & Instruction; Mr. Russell Schumacher, Special Assistant for Labor Relations; and, Ms. Alicia Boyko, Director of Human Resources.

Purpose: Matters concerning personnel; pending and potential litigation; and, labor negotiations.

1. Personnel: Middle School Teacher. Mr. Schumacher described [REDACTED] 7, 12(a), 12(b)
2. Personnel: Assistant Principals. Dr. Aderhold described the potential staff moves given an upcoming leave. The board will see the situation unfold in upcoming agendas. The principals impacted are in the discussion.
3. Pending Litigation: Worker's Compensation Petition. The administration advised the Board of a worker's compensation petition that was filed by a middle school teacher.
4. Negotiations: WWPSA. Mr Fleres noted the June 6 mediation meeting next week and reviewed [REDACTED] 12(c)
5. Negotiations: WWPEA. Mediation sessions are scheduled for June 12 and 18.
6. Contract Matters: WWPSA ; WWPEA. [REDACTED] 7, 12(c)

By motion of Ms. Krug, seconded by Ms. Feldman Hurwitz, it was the unanimous vote of all Board members present to return to public session at 7:18 PM.

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Larry Shanok, Board Secretary

# CONFIDENTIAL

## CLOSED EXECUTIVE SESSION MINUTES March 19, 2013

President Hemant Marathe called the executive session of the West Windsor-Plainsboro Regional School District Board of Education to order at 7:40 PM in the conference room at High School North. The following Board members were present:

Mr. Anthony Fleres  
Mr. Robert Johnson

Ms. Michele Kaish  
Mr. Richard Kaye  
Ms. Dana Krug

Mr. Alapakkam Manikandan  
Mr. Hemant Marathe  
Mr. Yibao Xu

Board Member Feldman Hurwitz was absent. Present also was: Dr. Victoria Kniewel, Superintendent of Schools and Dr. David Aderhold, Deputy Superintendent.

Purpose: Matters concerning personnel.

1. Personnel: The Board discussed possible upcoming vacancies at Central Office.

By motion of Ms. Kaish seconded by Ms. Krug, it was the unanimous vote of all Board members present to return to public session for immediate adjournment at 8:00 PM.

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Hemant Marathe, Board President



# CONFIDENTIAL

## CLOSED EXECUTIVE SESSION MINUTES June 4, 2013

President Hemant Marathe called the executive session of the West Windsor-Plainsboro Regional School District Board of Education to order at 7:00 PM in the conference room at Central Office. The following Board members were present:

Ms. Rachelle Feldman Hurwitz	Ms. Michele Kaish	Mr. Alapakkam Manikandan
Ms. Louisa Ho	Mr. Richard Kaye	Mr. Hemant Marathe
Mr. Anthony Fleres	Ms. Dana Krug	Mr. Yibao Xu

Present also were: Dr. Victoria Kniewel, Superintendent of Schools; Dr. David Aderhold, Deputy Superintendent; Mr. Martin Smith, Assistant Superintendent, Curriculum & Instruction; and Mr. Russell Schumacher, Special Assistant for Labor Relations.

Purpose: Matters concerning personnel and negotiations.

1. Personnel: Community Principal: The Deputy Superintendent introduced the candidate to the Board Members. Board Members had a conversation with the candidate; discussions included their educational perspectives and experiences. The consensus of the Board was to support the Superintendent's recommendation to appoint the candidate.
2. Negotiations: WWPEA: Mr. Fleres updated the Board with respect to the upcoming negotiation sessions.

By motion of Ms. Kaish, seconded by Mr. Fleres, it was the unanimous vote of all Board members present to return to public session at 8:00 PM.

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Hemant Marathe, Board President

# CONFIDENTIAL

## CLOSED EXECUTIVE SESSION MINUTES June 11, 2013

President Hemant Marathe called the executive session of the West Windsor-Plainsboro Regional School District Board of Education to order at 8:15 PM in the media center at Community Middle School. The following Board members were present:

Ms. Louisa Ho	Ms. Michele Kaish	Mr. Alapakkam Manikandan
Ms. Rachelle Feldman Hurwitz	Mr. Richard Kaye	Mr. Hemant Marathe
Mr. Anthony Fleres	Ms. Dana Krug	

Board Member Xu was absent. Present also were: Dr. Victoria Kniewel, Superintendent of Schools; Dr. David Aderhold, Deputy Superintendent; Mr. Larry Shanok, Assistant Superintendent for Finance/Board Secretary; Mr. Martin Smith, Assistant Superintendent, Curriculum & Instruction; Mr. Russell Schumacher, Special Assistant for Labor Relations; and, Ms. Alicia Boyko, Director of Human Resources.

Purpose: Matters concerning personnel and attorney-client privilege.

1. Negotiations – WWPSA: [REDACTED] 12 (c)
2. Negotiations – WWPEA: Mr. Fleres noted that a mediation session is scheduled for June 12<sup>th</sup>. He [REDACTED] 12 (c)
3. Charter Schools: The attorney that has written documents in the past for the three school districts that joined together in opposition to PIACS has noted [REDACTED] 7

By motion of Ms. Kaish, seconded by Ms. Ho, it was the unanimous vote of all Board members present to return to public session for immediate adjournment at 8:48 PM.

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Larry Shanok, Board Secretary

# CONFIDENTIAL

## CLOSED EXECUTIVE SESSION MINUTES June 25, 2013

President Hemant Marathe called the executive session of the West Windsor-Plainsboro Regional School District Board of Education to order at 6:36 PM in the media center at Community Middle School. The following Board members were present:

Ms. Rachelle Feldman Hurwitz	Ms. Michele Kaish	Mr. Alapakkam Manikandan
Mr. Anthony Fleres	Mr. Richard Kaye	Mr. Hemant Marathe
Ms. Louisa Ho	Ms. Dana Krug	

Board Member Xu was absent. Present also were: Dr. Victoria Kniewel, Superintendent of Schools; Dr. David Aderhold, Deputy Superintendent; Mr. Larry Shanok, Assistant Superintendent for Finance/Board Secretary; Mr. Martin Smith, Assistant Superintendent, Curriculum & Instruction; Mr. Russell Schumacher, Special Assistant for Labor Relations; and, Ms. Alicia Boyko, Director of Human Resources.

Purpose: Matters concerning personnel and labor negotiations.

1. Negotiations with WWPEA: Review of Settlement. Mr. Fleres described the settlement's key



12 (c)

2. Personnel: Grover Middle School Teacher. The superintendent reminded the board of earlier events



12 (a) , 12 (b)

Except for Dr. Aderhold, staff departed the meeting at 7:02 PM.

3. Goals. The board of education discussed goals for the coming year.

By motion of Mr. Manikandan, seconded by Ms. Krug, it was the unanimous vote of all Board members present to return to public session at 7:28 PM.

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Larry Shanok, Board Secretary