

# 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.
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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