

# CONFIDENTIAL

## CLOSED EXECUTIVE SESSION MINUTES September 8, 2015

Board President Fleres called the executive session of the West Windsor-Plainsboro Regional School District Board of Education to order at 6:38 PM in the faculty dining room at Grover Middle School. The following Board members were present:

Mr. Anthony Fleres	Ms. Rachel Juliana	Mr. Scott Powell
Mr. Isaac Cheng	Ms. Michele Kaish	Mr. Yingchao "YZ" Zhang
Ms. Louisa Ho	Ms. Dana Krug	

Board Member Zhong was absent. Present also were: Dr. David Aderhold, Superintendent of Schools; Mr. Larry Shanok, Assistant Superintendent for Finance/Board Secretary; Mr. Martin Smith, Assistant Superintendent, Curriculum & Instruction; Mr. Gerard Dalton, Assistant Superintendent, Pupil Services/Planning; 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. Negotiations with WW-P Service Association. [REDACTED]  
[REDACTED] 12(C) COLLECTIVE NEGOTIATIONS
2. Pending litigation: Special education settlement. The Superintendent and Mr. Dalton provided background on this unilateral placement. Our attorney recommends settlement. The proposed settlement is \$25,000 for each of the four-years of high school.  
"20 - ONGOING INVESTIGATION"
3. Anticipated litigation: Wicoff School. [REDACTED]  
[REDACTED]
4. Personnel: RFP for Board Counsel. The Superintendent and Mr. Schumacher noted the desire for new representation for general counsel and labor related legal issues. The district is not seeking to change counsel providing either special education or business office related legal services. An RFP has been prepared. An internal review team will be formed to consider finalist firms.

By motion of Mr. Cheng, seconded by Ms. Ho, 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

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CLOSED EXECUTIVE SESSION MINUTES  
January 26, 2016

Board Vice President Kaish called the executive session of the West Windsor-Plainsboro Regional School District Board of Education to order at 6:45 PM in the faculty dining room at Grover Middle School. The following Board members were present:

Ms. Louisa Ho

Ms. Rachel Juliana

Ms. Michele Kaish

Ms. Dana Krug

Mr. Scott Powell

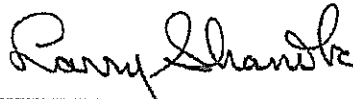
Board Members Fleres, Cheng, Zhang, and Zhong were absent. Present also were: Dr. David Aderhold, Superintendent of Schools; Mr. Larry Shanok, Assistant Superintendent for Finance/Board Secretary; Mr. Martin Smith, Assistant Superintendent, Curriculum & Instruction; Mr. Gerard Dalton, Assistant Superintendent, Pupil Services/Planning; Mr. Russell Schumacher, Special Assistant for Labor Relations; and, Ms. Alicia Boyko, Director of Human Resources. Board attorney Mark Toscano, Esq., was also present.

Purpose: Matters concerning labor negotiations.

Mr. Fleres arrived at 6:52 p.m. and Mr. Cheng arrived at 6:55 p.m.

1. WWPEA Negotiations: Request for sabbatical leave. The Superintendent described the current sabbatical request from a High School North teacher. He indicated that he had worked out the framework of a compromise that, with the Board's approval, would reduce the cost to the District than if approval was given in accordance with the terms in the collective negotiation agreement. The consensus of the Board of Education was to support the superintendent's recommendation to approve the sabbatical in accordance with the terms and conditions he described.
2. WWPEA Negotiation: Review of draft proposal. Mr. Toscano reviewed the draft document and answered questions from board members. He indicated the Board negotiations team would exchange proposals with the WWPEA negotiations team on Thursday, January 28, 2016.

By motion of Ms. Ho, seconded by Ms. Juliana, it was the unanimous vote of all Board members present to return to public session at 7:42 PM.



Larry Shanok, Board Secretary

CLOSED EXECUTIVE SESSION MINUTES  
February 16, 2016

Board Vice President Kaish called the executive session of the West Windsor-Plainsboro Regional School District Board of Education to order at 6:37 PM in the faculty dining room at Grover Middle School. The following Board members were present:

Ms. Louisa Ho	
Ms. Rachel Juliana	Mr. Scott Powell
Ms. Michele Kaish	Mr. Yingchao "YZ" Zhang

Board Members Fleres, Cheng, Krug, and Zhong were absent. Present also were: Dr. David Aderhold, Superintendent of Schools; Mr. Larry Shanok, Assistant Superintendent for Finance/Board Secretary; Mr. Martin Smith, Assistant Superintendent, Curriculum & Instruction; Mr. Gerard Dalton, Assistant Superintendent, Pupil Services/Planning; and, Ms. Alicia Boyko, Director of Human Resources. Also in attendance was board attorney Mark Toscano of Comegno Law Group.

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

Mr. Zhang was absent from the room for the next items.

1. Matters subject to attorney client privilege: Transgender Policy. The Superintendent introduced board attorney Mark Toscano to address the issue of a transgender policy. Mr. Toscano described

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ATTY/CLIENT

Mr. Zhong arrived, as did Mr. Cheng.

2. Negotiations with the West Windsor-Plainsboro Education Association: Sidebar agreement regarding sabbatical leave. Mr. Toscano described the situation in this instance. It will not serve as past practice. The Board of Education agreed with the action to be taken.
3. Personnel: Matters subject to attorney-client privilege: middle school teacher.

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ATTY/CLIENT

Ms. Krug arrived.

4. Personnel: Matters subject to attorney-client privilege: elementary school teacher.

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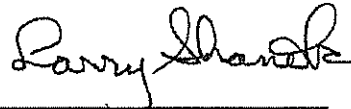
ATTY/CLIENT

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Mr. Zhang left the meeting.

5. Negotiations with the West Windsor-Plainsboro Education Association: Status of negotiations.  
The Superintendent and Mr. Toscano spoke on the upcoming negotiation meeting schedule. They noted the WWPEA's three year percentage pay increase proposal.

By motion of Mr. Powell, seconded by Ms. Juliana, it was the unanimous vote of all Board members present to return to public session at 7:38 PM.



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Larry Shanok, Board Secretary

CLOSED EXECUTIVE SESSION MINUTES  
March 8, 2016

Board President Fleres called the executive session of the West Windsor-Plainsboro Regional School District Board of Education to order at 6:38 PM in the faculty dining room at Grover Middle School. The following Board members were present:

Mr. Anthony Fleres	Ms. Louisa Ho	Ms. Dana Krug
Mr. Isaac Cheng	Ms. Michele Kaish	Mr. Scott Powell
		Mr. Yingchao "YZ" Zhang

Board Members Juliana and Zhong were absent. Present also were: Dr. David Aderhold, Superintendent of Schools; Mr. Larry Shanok, Assistant Superintendent for Finance/Board Secretary; Mr. Martin Smith, Assistant Superintendent, Curriculum & Instruction; and Mr. Gerard Dalton, Assistant Superintendent, Pupil Services/Planning. Also present was board attorney Eric Harrison.

1. Matters involving anticipated or pending litigation, including matters of attorney client privilege, and specifically: bid protest. Mr. Shanok noted that the district received a bid protest last night relating to tonight's agenda item to award a contract for Grover Middle School. Our board attorney for construction matters recommends proceeding with tonight's agenda item.
2. Matters involving personnel issues, including but not limited to, the employment, appointment, termination of employment, terms and conditions of employment, evaluation of performance, promotion or discipline of any public officer or employee, and specifically attorney client privilege – FERPA issue relating to OPRA request. Mr. Harrison noted that
3. Matters involving anticipated or pending litigation, including matters of attorney client privilege, and specifically Special Education settlement Agency Ref. #2016-23928. Mr. Harrison described the
4. Matters of personal confidentiality rights, including but not limited to, staff and/or student discipline matters, and specifically: Tenure Review. The Superintendent noted that the district is close to having a statement of charges to serve on this middle school teacher. The district is being careful with the details but this action will unfold in the coming weeks.
5. Matters involving quasi-judicial deliberations and specifically HIB review. The Superintendent noted that the board's general counsel recommends that this item be on each closed executive session but that there is no item to discuss tonight.


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ATTY/CLIENT

Mr. Zhang left the room for the next item.

6. Matters concerning negotiations, and specifically: Negotiations with WWPEA. The Superintendent and negotiation team members commented on meetings to date. The next negotiation session is Thursday evening.

By motion of Mr. Powell, seconded by Ms. Krug, it was the unanimous vote of all Board members present to return to public session at 7:27 PM.

  
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 Larry Shanok, Board Secretary

# CONFIDENTIAL

## CLOSED EXECUTIVE SESSION MINUTES March 22, 2016

Board President Fleres called the executive session of the West Windsor-Plainsboro Regional School District Board of Education to order at 6:34 PM in the faculty dining room at Grover Middle School. The following Board members were present:

Mr. Anthony Fleres	Ms. Rachel Juliana	Ms. Dana Krug
Ms. Louisa Ho	Ms. Michele Kaish	Mr. Scott Powell
		Mr. Yingchao "YZ" Zhang

Board Members Cheng and Zhong were absent. Present also were: Dr. David Aderhold, Superintendent of Schools; Mr. Larry Shanok, Assistant Superintendent for Finance/Board Secretary; Mr. Martin Smith, Assistant Superintendent, Curriculum & Instruction; Mr. Gerard Dalton, Assistant Superintendent, Pupil Services/Planning; Mr. Russell Schumacher, Special Assistant for Labor Relations; and, Ms. Alicia Boyko, Director of Human Resources. Board attorney Mark Toscano, Esq. was present

1. Matters concerning negotiations: WWPAA salary provision. Mr. Schumacher described the research done to establish the starting pay of the Town Center principal appointee. The candidate is covered by grandfathered elements of the contract regarding credit for prior administrative experience.
2. Matters involving personnel issues: Introduction of the Superintendent's recommendation for Town Center principal. The Superintendent provided background on his recommendation. The candidate joined the meeting and she and the Board of Education had a "meet and greet." After a conversation, the candidate departed.
3. Matter of student discipline/attorney client privilege: Agreement in lieu of expulsion. The

21  
ONGOING  
INVESTIGATION

4. Matter of litigation: Bid protest of the Dutch Neck chiller replacement project. Our attorney finds

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ATTY/CLIENT

5. Matters involving personal issues.: Preparation for tenure dismissal charges. Mr. Toscano described

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ATTY/CLIENT

Mr. Zhang left the meeting.

# CONFIDENTIAL

6. Matters involving negotiations: WWPEA contract. Mr. Schumacher described the negotiations meeting of March 10<sup>th</sup> and the expected direction of the March 23<sup>rd</sup> meeting tomorrow..

By motion of Ms.Kaish, seconded by Mr.Powell, it was the unanimous vote of all Board members present to return to public session at 7:27 PM.

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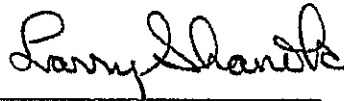
The Executive Closed Session resumed at 9:32 p.m. In attendance was the Superintendent, all board members except for Board Member Cheng, and Board Attorney Mark Toscano.

7. Matters involving personnel: Superintendent's performance. At the outset, Dr. Aderhold stated that he had requested that the Board President convene this second Executive Closed Session in order to allow for a discussion on his performance as Superintendent; and, that he had waived the requirement of a RICE notice for the discussion that evening. The board members individually discussed their respective reviews of Dr. Aderhold's performance as Superintendent during the current school year.

At 10:29 p.m., the meeting reconvened to open session and by voice vote, the board agreed to extend the meeting for an additional hour and immediately returned to close executive session at 10:30 PM.

The Board Members continued their discussion.

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 10:45 PM.



Larry Shanok, Board Secretary

# CONFIDENTIAL

## CLOSED EXECUTIVE SESSION MINUTES

April 12, 2016

Board President Fleres called the executive session of the West Windsor-Plainsboro Regional School District Board of Education to order at 6:36 PM in the faculty dining room at Grover Middle School. The following Board members were present:

Mr. Anthony Fleres  
Ms. Louisa Ho

Ms. Michele Kaish  
Ms. Dana Krug

Mr. Scott Powell  
Mr. Yingchao "YZ" Zhang

Board Members Cheng, Juliana and Zhong were absent. Present also were: Dr. David Aderhold, Superintendent of Schools; Mr. Larry Shanok, Assistant Superintendent for Finance/Board Secretary; Mr. Russell Schumacher, Special Assistant for Labor Relations; and, Ms. Alicia Boyko, Director of Human Resources. Also present was board attorney Mark Toscano.

1. Matters involving attorney client privilege and specifically: suspension of teacher's certificate.

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ATTY/CLIENT

Ms. Juliana arrived at 6:42 PM.

2. Matters of personnel subject to attorney-client privilege, specifically: tenure dismissal charges.

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Mr. Zhang left the meeting.

3. Matters concerning negotiations and specifically: negotiations with the West Windsor-Plainsboro Regional School District Education Association, Mr. Schumacher noted that both parties to the negotiations agreed to declare impasse, but to continue scheduled negotiation meetings so long as we continue to make progress. It may be some time before a mediator is assigned and has time in his/her schedule to meet.

However, the association canceled last night's session. The next session is scheduled for April 21, 2016.

By motion of Ms. Ho, seconded by Ms. Krug, it was the unanimous vote of all Board members present to return to public session at 7:34 PM.



Larry Shanok, Board Secretary

# CONFIDENTIAL

## CLOSED EXECUTIVE SESSION MINUTES May 10, 2016

Board President Fleres called the executive session of the West Windsor-Plainsboro Regional School District Board of Education to order at 6:42 PM in the faculty dining room at Grover Middle School. The following Board members were present:

Mr. Anthony Fleres  
Mr. Isaac Cheng

Ms. Louisa Ho  
Ms. Michele Kaish

Mr. Scott Powell  
Mr. Yingchao "YZ" Zhang

Board Members Juliana, Krug and Zhong were absent. Present also were: Dr. David Aderhold, Superintendent of Schools; Mr. Larry Shanok, Assistant Superintendent for Finance/Board Secretary; Mr. Gerard Dalton, Assistant Superintendent, Pupil Services/Planning; Mr. Russell Schumacher, Special Assistant for Labor Relations; and, Ms. Alicia Boyko, Director of Human Resources. Board Attorney Mark Toscano was present.

Mr. Zhang was absent from the room for the next two items.

1. Negotiations with the West Windsor-Plainsboro Education Association: Update.

13  
COLLECTIVE  
BARGAINING  
NEGOTIATIONS

Ms. Krug arrived at 6:52 PM.

2. Negotiations with the West Windsor-Plainsboro Education Association/Personnel: Approval of New Jersey School Boards Association for salary guide preparation and assistance. Mr. Schumacher presented a recommendation that the Board of Education engage the NJ School Boards Association for assistance with salary guides. The consensus of the Board was to proceed with using the NJSBA services.

Mr. Zhang returned to the room and participated in the next items.

3. Pending litigation: Tenure dismissal charges.
4. Matter involving quasi-judicial deliberation: HIB matter.

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ATTY/CLIENT

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ATTY/CLIENT

By motion of Ms. Kaish, seconded by Ms. Krug, it was the unanimous vote of all Board members present to return to public session at 7:31 PM.

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All Board members except Ms. Juliana were present. Mr. Smith, Mr. Dalton, Mr. Schumacher, Ms. Boyko and Mr. Shanok voluntarily were not in attendance during the second Executive Session. Also present was the Superintendent and Mr. Toscano, Board Attorney.

Mr. Toscano was asked to keep the minutes in light of Mr. Shanok's absence.

The second Executive Session began at approximately 9:35 p.m.

5. Personnel: Superintendent's evaluation. The Board discussed the criteria, procedure and deadlines for the annual evaluation of the Superintendent.
6. Matter subject to attorney client privilege: Question regarding board member' email.
7. Student Matter: Transfer. Dr. Aderhold discussed a potential student transfer issue with the Board.
8. Personnel: Non-affiliated employees' compensation. Dr. Aderhold and the Board discussed potential salaries for non-affiliated staff members for the upcoming 2016-2017 school year. Consensus of the Board was obtained to move forward with the proposed salaries for formal consideration and approval at the Board's next meeting.

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ATTY/CLIENT

At 10:30 p.m. a resolution to end the second Executive Session was made by Mr. Zhang and seconded by Ms. Krug. All Board members that were present voted in favor of ending the second Executive Session.

  
Larry Shanok, Board Secretary

# CONFIDENTIAL

## CLOSED EXECUTIVE SESSION MINUTES May 24, 2016

Board President Fleres called the executive session of the West Windsor-Plainsboro Regional School District Board of Education to order at 6:41 PM in the faculty dining room at Grover Middle School. The following Board members were present:

Mr. Anthony Fleres  
Mr. Isaac Cheng  
Ms. Louisa Ho

Ms. Rachel Juliana  
Ms. Michele Kaish  
Ms. Dana Krug

Mr. Scott Powell  
Mr. Yingchao "YZ" Zhang

Board Member Zhong was absent. Present also were: Dr. David Aderhold, Superintendent of Schools; Mr. Larry Shanok, Assistant Superintendent for Finance/Board Secretary; Mr. Martin Smith, Assistant Superintendent, Curriculum & Instruction; Mr. Gerard Dalton, Assistant Superintendent, Pupil Services/Planning; Mr. Russell Schumacher, Special Assistant for Labor Relations; and, Ms. Alicia Boyko, Director of Human Resources. Also present was board attorney Mark Toscano.

Purposes: Personnel matters; negotiations with West Windsor-Plainsboro Education Association; bid protest; and personnel issues as noted on agenda.

Mr. Zhang was absent from the room for the next item.

1. Negotiations with the West Windsor-Plainsboro Education Association: Update. Upcoming meetings are scheduled for June 1<sup>st</sup> and June 6<sup>th</sup>. It was noted that communication with individual Board members may be necessary late at night (very early morning) by the negotiations team, depending on the direction of the negotiations.

Mr. Zhang rejoined the meeting for the next items.

2. Matter subject to attorney-client privilege: Advocacy on issues related to high school graduation requirements.

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ATTY/CLIENT

3. Pending litigation: Status of tenure dismissal charges.
4. Personnel: Secretary: Nonrenewal and administrative leave. The Superintendent informed the Board of Education that in order to avoid disruption in the Board of Education offices, pay in-lieu of requiring services has been instituted for a non-renewed secretary for the balance of her term of her contract through June 30, 2016.

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5. Personnel: Instructional assistant: Suspension with pay pending outcome of investigation. The
6. Personnel: Ongoing investigation.
7. Matter subject to attorney-client privilege: Award of HS North track bid.

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ATTY/CLIENT

Mr. Smith, Mr. Dalton, Mr. Schumacher, Ms. Boyko and Mr. Shanok voluntarily were not in attendance during the second Executive Session, which began at approximately 7:25 p.m. Mr. Toscano, the Board Attorney, was asked to keep the minutes in light of Mr. Shanok's absence.

The Board discussed the following:

8. Personnel: Assistant Superintendent employment contracts. It was noted that the contracts are similar to previous years and will be brought forward on the June 14<sup>th</sup> agenda.
9. Personnel: Merit goals for Superintendent. It was shared with the Board that the Superintendent's goals will be provided for their review by the June 14<sup>th</sup> Board of Education meeting.
10. Personnel: Evaluation of Superintendent. The Superintendent has submitted documentation to NJ School Boards Associations. Board members now must log-in to submitted information to the NJSBA to complete the next step of the evaluation process.

At 7:44 a resolution to end the second Executive Session was made by Mr. Zhang and seconded by Ms. Krug. All Board members that were present voted in favor of ending the second Executive Session.

  
Larry Shanok, Board Secretary

# CONFIDENTIAL

## CLOSED EXECUTIVE SESSION MINUTES June 14, 2016

Board President Fleres called the executive session of the West Windsor-Plainsboro Regional School District Board of Education to order at 8:58 PM in the faculty dining room at Grover Middle School. The following Board members were present:

Mr. Anthony Fleres  
Mr. Isaac Cheng  
Ms. Louisa Ho

Ms. Rachel Juliana  
Ms. Michele Kaish  
Ms. Dana Krug

Mr. Scott Powell  
Mr. Yingchao "YZ" Zhang  
Mr. Yu "Taylor" Zhong

Present also were: Dr. David Aderhold, Superintendent of Schools; Mr. Larry Shanok, Assistant Superintendent for Finance/Board Secretary; Mr. Martin Smith, Assistant Superintendent, Curriculum & Instruction; Mr. Gerard Dalton, Assistant Superintendent, Pupil Services/Planning; Mr. Russell Schumacher, Special Assistant for Labor Relations; and, Ms. Alicia Boyko, Director of Human Resources. Also present was board attorney Mark Toscano, Esq.

1. Matters involving anticipated or pending litigation including matters of attorney client privilege, and specifically: Update on tenure dismissal case. 8  
ATTY/CLIENT
  
2. Personal: Update on employee investigations. 21  
ONGOING  
INVESTIGATION
  
3. Matter involving attorney-client privilege: Court decision in favor of board on HS North track bid protest. 8  
ATTY/CLIENT
  
4. Matter involving pupil privacy/matter involving attorney-client privilege: Tuition student from another district. The Superintendent informed the Board that he expects this high school student to attend in the Fall but more information is being sought on where the child would be placed instructionally.  
  
Mr. Zhang left the meeting for the next item.
  
5. Collective negotiations with the West Windsor-Plainsboro Education Association: Review of memorandum of agreement negotiated with the Board negotiations team. Mr. Schumacher described the all night mediation session of June 6-7. The mediator helped bring the two groups to a tentative Memorandum of Agreement (MOA). Both sides worked on salary guides and the board team met Sunday morning to focus on acceptable guides. The association will present the MOA this week and if passed by the association membership, the Board of Education will vote to approve it at the June 28<sup>th</sup> Board of Education meeting.

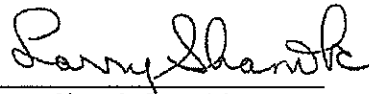
Mr. Zhang rejoined the session.

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Mr. Shanok, Mr. Smith, Mr. Dalton, Mr. Schumacher and Ms. Boyko were not in attendance for the next part of the Executive Session, which began at approximately 9:32 p.m. Mr. Toscano, board attorney, was asked to keep the minutes in light of Mr. Shanok's absence.

6. Personnel: Evaluation of Superintendent. The Board discussed the evaluation.

At 10:20 p.m. a resolution to end the Executive Session was made by Mr. Zhang and seconded by Ms. Krug. All Board members present voted in favor of ending the Executive Session.



Larry Shanok, Board Secretary

# CONFIDENTIAL

CLOSED EXECUTIVE SESSION MINUTES  
BOE Retreat  
June 21, 2016

Board President Fleres called the executive session of the West Windsor-Plainsboro Regional School District Board of Education to order at 9:15 PM in the multipurpose room at Central Office. The following Board members were present:

Mr. Anthony Fleres  
Mr. Isaac Cheng  
Ms. Louisa Ho

Ms. Rachel Juliana  
Ms. Michele Kaish  
Ms. Dana Krug

Mr. Scott Powell  
Mr. Yingchao "YZ" Zhang  
Mr. Yu "Taylor" Zhong

Present also were: Dr. David Aderhold, Superintendent of Schools.

1. Matters of personal confidentiality rights, including but not limited to, staff and/or student discipline matters, and specifically: Personnel. The merit goals for the Superintendent and the Superintendent's evaluation were discussed.

A motion to adjourn the closed meeting was made by Ms. Juliana, seconded by Mr. Cheng. All Board members that were present voted in favor of adjourning the meeting.

At 10:00 p.m., the Board returned to public session.



Larry Shanok, Board Secretary



CLOSED EXECUTIVE SESSION MINUTES  
June 28, 2016

Board President Fleres called the executive session of the West Windsor-Plainsboro Regional School District Board of Education to order at 6:36 PM in the faculty dining room at Grover Middle School. The following Board members were present:

Mr. Anthony Fleres	Ms. Michele Kaish
Ms. Louisa Ho	Ms. Dana Krug
	Mr. Scott Powell

Board Members Cheng, Juliana, Zhang and Zhong were absent. Present also were: Mr. Larry Shanok, Assistant Superintendent for Finance/Board Secretary; Mr. Martin Smith, Assistant Superintendent, Curriculum & Instruction; and, Ms. Alicia Boyko, Director of Human Resources. Also present was board attorney Mark Toscano, Esq.

1. Matters concerning negotiations, and specifically: West Windsor-Plainsboro Education Association's Approval of the Memorandum of Agreement and salary guides. Mr. Toscano noted that the WWP Education Association ratified the MOA. He reviewed the major elements of the agreement that is up for Board of Education approval tonight.

Board Member Juliana arrived at 6:42 p.m.

2. Matters involving anticipated or pending litigation, including matters of attorney client privilege, and specifically: Update on [redacted] tenure dismissal case.

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ATTY/CLIENT

3. Matters of personal confidentiality rights, including but not limited to, staff and/or student discipline matters, and specifically: Review of issues related to HS North Child Study Team Members

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ATTY/CLIENT

4. Matters involving personnel issues, including but not limited to, the employment, appointment, termination of employment, terms and conditions of employment, evaluation of performance, promotion or discipline of any public officer or employee, and specifically: Review of issues related to instructional assistant

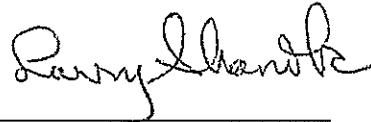
Mr. Zhang arrived at 7:18 p.m.

CONFIDENTIAL

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ATTY/CLIENT

A motion to adjourn the meeting was made by Ms. Krug, seconded by Ms. Juliana. All Board members that were present voted in favor of adjourning the meeting.

At 7:27 p.m., the Board returned to public session.



Larry Shanok, Board Secretary