

Approved *in form* + released  
4-10b. 3/31/16 *OH*

**WINCHENDON SCHOOL COMMITTEE**  
**Thursday, November 21, 2013**  
**Executive Session**  
**Town Hall Auditorium**

Call to Order: 7:51pm

Present: School Committee members: Mike Niles, Andrea Suchocki, Susan Burdsall, Superintendent Dr. Salah Khelfaoui, and School Business Administrator Melissa Ann L. Dunnet.

Also present: Ann Cataldo (Grievant), and representatives of AFSCME Council 93, Nadine Kennedy and Dena Fleno. The grievant chose not to have local Association representation present.

- M. Niles reviewed the Grievance process to ensure all parties agreed the grievance process was followed correctly. In accordance with contract language, the grievance appropriately rose to the level of the School Committee after being unresolved at both Step 1 (the Business Manager) and Step 2 (Superintendent). Step 3 is an appeal to the School Committee.
- In opening statements, the Grievant claimed she was demoted for no just cause, being moved from Cafeteria Manager at Toy Town Elementary to Head Cook at MMHS.
- The School Business Administrator explained it was a reassignment as part of a reorganization of Food Services to improve services District wide. As a result, the grievant experienced no loss of hours or no decrease in pay. Further, the reorganization of Food Services was facilitated as part of an effort to preserve the status quo and to avoid privatization.
- AFSCME Council 93 representative Nadine Kennedy stated the grievant reassignment was not a lateral move. She was unaware that the previous AFSCME Counsel 93 rep, Nancy Grenier, had worked closely with the union leadership of the local association and the School Business Administrator prior

to making any changes and Nancy Grenier supported these changes.

- M. Niles and Superintendent Khelfaoui provided additional information providing the reasoning and necessity for organizational change within Food Services in an attempt to sustain cafeteria workers in their present jobs.
- The grievant was provided another opportunity to speak and provide any further evidence to support her claim.
- At 8:45pm, the grievant and AFSCME representatives left and the School Committee began deliberation.
- Discussion occurred for approximately 30 minutes in consideration of the grievant's claims, the AFSCME representative's statements, and comments made by the Superintendent and the School Business Administrator. A motion was made by S. Burdsall, seconded by A. Suchocki to deny the appeal citing the contract had specific language that allows reassignment of cafeteria workers within the District as well as redistribution of duties and responsibilities. Motion approved. S. Burdsall-Aye, A. Suchocki-Aye, M. Niles-Aye.
- M. Niles will send notification to all appropriate parties.

Motion to adjourn from executive session and into open session at 9:15pm by S. Burdsall, second by A. Suchocki. Approved 3-0, M. Niles – Aye, A. Suchocki. – Aye. S. Burdsall. – Aye.

Motion to adjourn from open session at 9:15pm by A. Suchocki, second by S. Burdsall. Approved 3-0, M. Niles – Aye, A. Suchocki. – Aye. S. Burdsall. – Aye.

Respectfully submitted:

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Melissa Ann L. Dunnet, School Business Administrator

Winchendon

PUBLIC SCHOOLS

Harris, Dawn <dharris@winchendonk12.org>

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**Ex. Session minutes**

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Gini Tate <gtate@mhtl.com>  
To: "Harris, Dawn" <dharris@winchendonk12.org>

Tue, Mar 29, 2016 at 10:19 AM

Hi Dawn, Yes, they can be released. Gini

Regina Williams Tate, Esq.

Murphy, Hesse, Toomey, and Lehane, LLP

300 Crown Colony Dr.

Quincy, MA 02169

617-479-5000

gtate@mhtl.com

**From:** Harris, Dawn [mailto:dharris@winchendonk12.org]

**Sent:** Tuesday, March 29, 2016 8:49 AM

**To:** Gini Tate

**Subject:** Fwd: Ex. Session minutes

[Quoted text hidden]

# Winchendon

PUBLIC SCHOOLS

Harris, Dawn &lt;dharris@winchendonk12.org&gt;

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## Ex. Session minutes

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Harris, Dawn <dharris@winchendonk12.org>  
To: Gini Tate <gate@mhtl.com>

Tue, Mar 29, 2016 at 8:49 AM

Gini, as you may have suspected from our silence Winchendon School's have had a great turn around with our new committee and new Superintendent Haddad.  
I hope all is well with you.

Can you please take a look at the attached Executive Session minutes from Nov. 21, 2013 and advise if we can release.

There is not a single member in our committee at this time which was involved in this past issue.

Thank you,  
Dawn Harris  
Winchendon School Committee  
tel: 978-696-1641

----- Forwarded message -----

From: **Hendricks, Carolyn** <chendricks@winchendonk12.org>  
Date: Tue, Mar 29, 2016 at 7:55 AM  
Subject: Re: Ex. Session minutes  
To: "Harris, Dawn" <dharris@winchendonk12.org>

The state has requested that these be released or held with reason. I wonder if your committee can release these and state that no one on the committee was present or on the committee at the time of this decision? I just need to give the state department of records a reason why we are not releasing these, or tell them we released them and then I can send a copy to Mr. Cataldo.

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Carolyn Hendricks  
Administrative Assistant to the Superintendent  
Winchendon Public Schools  
175 Grove Street  
Winchendon, MA 01475  
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