

## **LOCAL NEGOTIATING COMMITTEE FOR TEACHERS**

At a Meeting of the Local Negotiating Committee for Teachers held on Tuesday, 12 December 2006 in Meeting Room 2, Council Offices, Garshake Road, Dumbarton at 9.30 a.m.

**Present:** Councillor Denis Agnew\*; Terry Lanagan, Head of Service for the Schools' Estate; Rae Strang, Head Teacher, Bonhill Primary School; Margaret Mackay, Quality Improvement Officer (substitute); Stewart Paterson, Teachers' Convener, E.I.S.; Jan Cleife, E.I.S.; Josephine McDaid, E.I.S.; Kathleen Burns, E.I.S.; Janice Wardrop, E.I.S.; Olean Allison, E.I.S. and Alex McEwan, S.S.T.A.

\*Arrived later in the meeting.

**Attending:** Lorraine Beveridge, Administrative Assistant, Legal and Administrative Services.

**Apologies:** Apologies for absence were received from Liz McGinlay, Director of Education and Cultural Services; Charles Docherty, E.I.S. and Norman Bissell, E.I.S., Area Officer (Adviser).

**Ms Jan Cleife in the Chair**

### **MINUTES OF PREVIOUS MEETING**

The Minutes of the Annual General Meeting of the Local Negotiating Committee for Teachers held on 26 September 2006 were submitted and approved as a correct record.

In relation to the item under the heading 'Programme of Meetings', when it had been agreed that specific items would be placed on future agendas, Mr Paterson advised that items in addition to those previously agreed would also be placed on future agendas.

The Committee noted the position.

### **E.I.S. SUBSTITUTE**

The Committee had under consideration the appointment of a named substitute for E.I.S.

In this respect, Mr Paterson advised the Committee that at the Annual General Meeting of the Local Negotiating Committee for Teachers held on 26 September 2006, Mr Stephen McNally was appointed as E.I.S. substitute, however as there could be occasions when two members of the E.I.S. would be unable to attend the LNCT meetings, a second substitute would allow full E.I.S. representation on the Committee.

After consideration, the Committee agreed that Ms May McDonald, Teacher, Clydebank High School would be appointed as an E.I.S. substitute on the Committee.

### **A TEACHING PROFESSION FOR THE 21<sup>ST</sup> CENTURY – REVISED PROMOTED POST STRUCTURES IN PRIMARY SCHOOLS**

A report was submitted by the Director of Education and Cultural Services proposing the revision of promoted post structures in primary schools within West Dunbartonshire.

In this respect, the Teachers' Side reminded the Committee of a decision which had been reached at a previous meeting of the Committee held on 13 January 2003, when paragraph 4.2 of the Promoted Post Structures in Schools Report was amended to read "Hold discussions with Head Teachers, the Teaching Unions and other relevant staff on the basis of the outline proposals to determine issues to address, including transitional arrangements".

After discussion and having heard both Sides, the Committee agreed:-

- (1) that in view of the above decision, the proposal to revise promoted post structures in primary schools within West Dunbartonshire Council would be discussed at a Sub-Group of the LNCT;
- (3) that the membership of the Sub-Group would be agreed by the Joint Secretaries; and
- (4) that following the Sub-Group's discussions a report would be submitted to the next meeting of the Committee.

### **REVIEW OF THE PROMOTED POST STRUCTURE IN SECONDARY SCHOOLS**

A report was submitted by Mr Paterson, Joint Secretary, LNCT seeking agreement from West Dunbartonshire Council to review the effectiveness of Faculties in the promoted post structure in West Dunbartonshire secondary schools.

After discussion and having heard both Sides, the Committee agreed:-

- (1) that the proposal to review the effectiveness of Faculties in the promoted post structure in West Dunbartonshire secondary schools should not be looked at in isolation from other issues;

- (2) that the Management Time Sub-Group, the membership of which had previously been agreed by the Committee at its meeting held on 14 March 2006, would meet to discuss the review of the promoted post structure in secondary schools together with a report by the Teachers' Agreement and Communication Team (TACT), which was due to be released in the near future; and
- (3) that following the Sub-Group's discussions, a report, with the aforementioned report attached as an Appendix, would be submitted to the next meeting of the Committee.

### **“A TEACHING PROFESSION FOR THE 21<sup>ST</sup> CENTURY” ANNEXE C**

A report was submitted by the Joint Secretaries, LNCT, seeking agreement on methods to be used by the Joint Secretaries to collect evidence of “The Wider Cultural Climate in West Dunbartonshire School” and making recommendations thereon.

After discussion, when reference was made to the meaning of collegiality in schools, and having heard the Joint Secretaries, LNCT, in response to members' questions, the Committee agreed:-

- (1) that the questionnaire on ‘The Wider Cultural Climate in West Dunbartonshire Schools’, as detailed in Appendix 2 to the report, would be sent to all teachers in West Dunbartonshire;
- (2) that the Joint Secretaries, LNCT, would collect other evidence by:-
  - visiting a sample of schools; and
  - having joint meetings with the Senior Management Team (SMT) and staff negotiators;
- (3) that when the questionnaires had been returned and other evidence collected the Joint Secretaries, LNCT, would submit a report to the Scottish Negotiating Committee for Teachers (SNCT); and
- (4) that a copy of the report submitted to the SNCT would be submitted to the next meeting of the LNCT for information.

### **SECONDARY MANAGEMENT TIME**

A report was submitted by Mr Stewart Paterson, Joint Secretary, LNCT, seeking agreement from West Dunbartonshire Council to review the Management Time allocated to Secondary Promoted Post Holders.

After discussion and having heard both Sides, the Committee agreed:-

- (1) that the proposal for West Dunbartonshire Council to review the Management Time allocated to Secondary Promoted Post should not be looked at in isolation from other issues;
- (2) that the Management Time Sub-Group, the members of which had previously been agreed by the Committee at its meeting held on 14 March 2006, would meet to discuss (i) the proposal to review the management time allocated to secondary promoted post holders together with information from the TACT team and any other sources; and (ii) the proposal to review the promoted post structure in West Dunbartonshire secondary schools, as agreed earlier in the Meeting; and
- (3) that following the Sub-Group's discussions, a report, with the aforementioned report attached as an Appendix, would be submitted to the next meeting of the Committee.

The meeting closed at 10.35 a.m.