

## **LOCAL NEGOTIATING COMMITTEE FOR TEACHERS**

At a Meeting of the Local Negotiating Committee for Teachers held in Meeting Room 3, Council Offices, Garshake Road, Dumbarton on Tuesday, 13 March 2007 at 9.30 a.m.

**Present:** Liz McGinlay, Director of Education and Cultural Services; Terry Lanagan, Head of Service for the Schools' Estate; Gordon Bone, Head Teacher, Dumbarton Academy; Margaret Mackay, Quality Improvement Officer (substitute); Paul McGowan, Section Head, Personnel, Education and Cultural Services (substitute); Lesley Robertson, Head Teacher, Aitkenbar Primary School (substitute); Stewart Patterson, Teachers' Convener, E.I.S.; Jan Cleife, E.I.S.; Josephine McDaid, E.I.S.; Janice Wardrop, E.I.S.; Olean Allison, E.I.S.; May McDonald, E.I.S. (substitute) and Alex McEwan, S.S.T.A.

**Attending:** Craig Stewart, Administrative Assistant, Legal and Administrative Services.

**Apologies:** Apologies for absence were received from Tricia O'Neill, Head of Personnel; Rae Strang, Head Teacher, Bonhill Primary School and Norman Bissell, E.I.S., Area Officer (Adviser).

**Ms Jan Cleife in the Chair**

### **MINUTES OF PREVIOUS MEETING**

The Minutes of Meeting of the Local Negotiating Committee for Teachers held on 12 December 2006 were submitted and approved as a correct record.

Having heard Mr Lanagan, the Committee welcomed Mr Gordon Bone, Head Teacher of Dumbarton Academy, to his first meeting of the Committee.

With reference to the item under the heading 'Secondary Management Time', an update on the current position was given by Mr Lanagan and it was noted that a number of options were being considered by the Sub-Group in relation to Management Time. It was also noted that a report on this issue would be submitted to a future meeting of the Committee at the appropriate time.

## **SUPPORT STAFF (LEARNING ASSISTANTS) REMITS & RESPONSIBILITIES - AWAITING OUTCOME OF EQUAL OPPORTUNITIES COMMISSION REVIEW**

With reference to the Minutes of Meeting of the AGM of the LNCT when it had been agreed that the above item would be placed on the Agenda of this meeting, the Chair, Ms Cliefe, invited Mr Paterson to be heard in respect of this matter.

After discussion and having heard both Sides, it was agreed that a report, providing an update and clarification of the current position concerning the number of Support Staff (Learning Assistants) in schools and how they are utilised, would be submitted to the next meeting of the Committee for consideration.

## **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 seeking approval for the revision to primary school management structures as proposed in Appendix 2 to the report.

During consideration, the Committee agreed that the meeting be adjourned for a short period to allow both Sides to consider the recommendations within the aforementioned report.

Thereafter, the Committee reconvened with all those on the sederunt present.

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

- (1) that the undernoted amendments be incorporated into the Director's report:-
  - (a) Paragraph 2.1 – delete 2<sup>nd</sup> sentence “This agreement reflected the budget available for restructuring at that time and it was designed to afford maximum support for head teachers in implementing the Teachers’ Agreement”;
  - (b) Revise 2<sup>nd</sup> sentence to read “In October 2006, the Director of Education and Cultural Services instructed that promoted post structures be reviewed with any changes to the management time allocation coming into force from August 2007”;
  - (c) Paragraph 3.3. - revise bullet point 4 to read “all staff affected by the new structure would have lifetime conservation of salary”;
  - (d) Paragraph 3.3 – insert new bullet point 5 “surplus promoted staff would not be required to undertake management duties unless agreed management time is given”;

- (e) Paragraph 4.2 – revised 2<sup>nd</sup> sentence to read “Staff affected will be guaranteed an interview for any vacant equivalent promoted posts for a further period of 4 years”;
  - (f) Paragraph 5.2 – revised 2<sup>nd</sup> sentence to read “Where appropriate, job resizing will reflect the changes in the remit of the post”;
  - (g) Paragraph 6.1 – Change this to 6.2 and delete the sentence “This will be dealt with in the policy and procedures to be developed”; and
  - (h) Paragraph 6.1 – insert new sentence to read “Policy and procedures will be developed to reflect the principles agreed in this paper”.
- (2) to note the Teachers’ side position that, once in place, the position with regard to primary school management structures could be revisited in light of experience.

#### **DATE OF NEXT MEETING**

It was noted that the next meeting of the Committee would take place at 9.30 a.m. on Tuesday, 8 May 2007.

The meeting closed at 10.32 a.m.