

## **LOCAL NEGOTIATING COMMITTEE FOR TEACHERS**

At the Meeting of the Local Negotiating Committee for Teachers held in Meeting Room 3, Council Offices, Garshake Road, Dumbarton on Tuesday, 11 December 2007 at 10.00 a.m.

**Present:** Councillors May Smillie and Jonathan McColl and Liz McGinlay, Executive Director of Educational Services, Terry Lanagan, Head of Service, Gordon Bone, Head Teacher, Dumbarton Academy; Rae Strang, Head Teacher, Bonhill Primary School; Stewart Paterson, Teachers' Convener, E.I.S.; Josephine McDaid, E.I.S.; Kathleen Burns, E.I.S.; Janice Wardrop, E.I.S.; Olean Allison, E.I.S.; and Alexander McEwan, S.S.T.A.

**Attending:** Margaret Mackay, Quality Improvement Officer, Personnel, Educational Services; Geraldine Lyden, Personnel Advisor, Educational Services; Brian Clark, S.S.T.A. and Lorraine Beveridge, Legal, Administrative and Regulatory Services.

**Apologies:** Apologies for absence were intimated on behalf of Councillor George Black, Jan Cleife, E.I.S. and Charles Docherty, E.I.S.

### **Councillor May Smillie in the Chair**

## **MINUTES OF THE PREVIOUS MEETING**

The Minutes of the Annual General Meeting of the Local Negotiating Committee for Teachers held on 25 September 2007 were submitted and approved as a correct record subject to the position of Ms Jan Cleife being amended to read Vice-Chair for the Teachers' Side.

Thereafter the Committee sought clarification in relation to named substitutes attending meetings of the Committee when the member for whom they were substituting was present.

After discussion and having heard Mr Lanagan, the Committee noted that named substitutes could be in attendance but could take no part in the proceedings.

## **VARIATION IN THE ORDER OF BUSINESS**

Having heard Mr Paterson, the Committee agreed that the order of business be varied as hereinafter minuted.

## **MONITORING WORKING TIME AGREEMENTS**

With reference to the Minutes of Meeting of the Local Negotiating Committee for Teachers held on 25 September 2007, a report was submitted by the Joint Secretaries of the LNCT seeking agreement to adopt the revised paragraph 3.2 of the LNCT Agreement on Procedures for Supporting and Monitoring Working Time Agreements.

After discussion and having heard both Sides, the Committee agreed that paragraph 3.2 of the agreement on "Procedures for Supporting and Monitoring Working Time Agreements" be adopted with the second sentence being amended to read as follows:-

"Representatives of the school or team, one from the management side and one from the teachers' side will be permitted to speak and answer questions put to them by members of the LNCT."

### **35 HOUR WEEK AGREEMENT: OUR LADY AND ST. PATRICK'S HIGH SCHOOL**

A report was submitted by the Joint Secretaries of the LNCT highlighting issues that had resulted in the failure to arrive at a Working Time Agreement for 2007/08 at Our Lady and St. Patrick's High School (OLSP) and making recommendations thereon.

After discussion, the Committee agreed:-

- (1) that one representative from the management side and one representative from the teachers' side from OLSP be invited to outline their respective positions and to answer questions put to them by members of the LNCT;
- (2) that the representatives would then be asked to withdraw from the meeting while the LNCT discussed the matter and endeavoured to come to an agreement which would be communicated to both parties; and
- (3) that if the LNCT could not agree, the matter would be referred to the Scottish National Committee for Teacher (SNCT) for further consideration.

In this respect, to aid the process a procedure, previously agreed by the Joint Secretaries of the LNCT, was circulated to members of the Committee.

Thereafter, prior to inviting the representatives from the management side and the teachers' side to address the Committee, to ensure impartiality a coin was tossed to decide which representative would be heard first.

Mr Charlie Rooney, Head Teacher, Our Lady and St. Patrick's High School, representative of the management side and Mr Jimmy Moore, teacher, representative of the teachers' side from OLSP were then invited to the meeting and invited to outline their respective positions. In this respect, summaries of their presentations were circulated to the Committee for information.

After hearing Mr Rooney and Mr Moore in relation to their positions and in answer to members' questions, the representatives were then requested to withdraw.

Note: The Executive Director of Educational Services left the meeting during discussion of the above item.

## **ADJOURNMENT**

At this point, the Committee agreed to adjourn for a short period of time.

The meeting reconvened at 11.50 a.m. with all those members shown on the sederunt in attendance with the exception of the Executive Director of Educational Services.

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

- (1) that as agreement could not be reached that the matter would be referred to the SNCT for further consideration;
- (2) to note that the status quo in relation to the 35 hour week agreement at Our Lady and St. Patrick's High School would apply until such time as agreement for the current school session was reached; and
- (3) that both sides would be informed of the Committee's decision.

## **SNCT HANDBOOK OF CONDITIONS OF SERVICE**

A report was submitted by the Joint Secretaries of the LNCT:-

- (a) advising the Committee about the adoption of the new SNCT handbook of Conditions of Service with effect from August 2007; and
- (b) seeking agreement to adopt the conditions contained within the aforementioned handbook.

After discussion, the Committee agreed:-

- (1) to acknowledge the handbook and agree it as a minimum provision;
- (2) that where current local arrangements provided a more generous provision, this would remain;
- (3) that current agreements which offered more generous provision should be identified and stored alongside this handbook to ensure awareness and consistency of practice; and

- (4) that a memorandum by the Joint Secretaries of the LNCT would be circulated to all West Dunbartonshire schools advising of the publication of the handbook and that it could either be accessed through the internet or purchased by individual schools.

#### **CHAIR'S REMARKS**

Councillor Smillie, Chair, wished all members of the Committee a Merry Christmas and a Happy New Year.

The meeting finishes at 12.45 p.m.