



LOCAL NEGOTIATING COMMITTEE FOR TEACHING STAFF

**Wednesday 29 May 2002 at 10.30 a.m.
Committee Room, Education Office, Dumfries**

Minutes

Present

Gordon McIntosh	-	EIS Representative
(Chairman)		
Anne Beck	-	SSTA Representative
Margaret Campbell	-	EIS Representative
John F K Crichton	-	SSTA Representative
John Dennis	-	EIS Representative
Graham Herbert	-	Head Teacher, Lockerbie Academy
Dorothy Logan	-	Head Teacher, Noblehill Primary School
Irene McCourtney	-	EIS Representative
Moira McCrossan	-	EIS Representative
Sarah McKenzie	-	Head Teacher, Hardgate Primary School
John McMillan	-	EIS Representative
Fraser Sanderson	-	Director for Education

Apologies

Scott Anderson	-	NAS/UWT Representative
David Archibald	-	Head of Personnel Services
Christine D Dignan	-	Head of Education (School & Adult Services)

In Attendance

Alan Scott	-	EIS Representative
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**Christine D Dignan
Gordon McIntosh
Joint Secretaries**

1. **MINUTE OF MEETING** of 17 April 2002

Decision -

APPROVED.

2. **MATTERS ARISING**

NOTED that Terry Pierce had resigned from this Committee and James Leggat, Head Teacher, Annan Academy would take his place.

3. **A TEACHING PROFESSION FOR THE TWENTY-FIRST CENTURY**

3(a) **35 Hour Week - Progress (including School Agreements)**

Decision -

NOTED that arrangements seemed to be going fairly smoothly and AGREED that a copy of the school agreements be sent out to LNCT members.

3(b) **Probationers**

Decision -

NOTED that -

3(b).1 the full complement of 70 - 35 primary and 35 secondary - had been sought. To date, the names of primary school staff had been received and most had been matched to schools. The names of secondary staff were expected imminently.

3(b).2 compulsory transfers had been given priority treatment before the placing of probationers;

3(b).3 a number of schools were being allowed to remain above the staffing formula with no compulsory transfers being made; and

3(b).4 a number of temporary contracts had been terminated.

3(b).5 AGREED to discuss termination of temporary contracts at a future meeting.

3(c) **Job-Sizing**

Decision -

NOTED that -

3(c).1 a job-sizing tool kit was about to be trialled across Education Authorities with a consultation period to follow. Thereafter, job analysts would be identified and the job-sizing exercise would take place over the October 2002 - June 2003 period. It is likely that Dumfries and Galloway would have 4 job analysts including representation from the teacher unions; and

3(c).2 a report was being submitted to the June Education Committee.

3(d) Continuing Professional Development

Decision -

AGREED that the existing CPD working group draw up a set of guidelines for the longer term.

Agreed to discuss the following two items together

3(e) Budget

7. Education Department Budget

Decision -

NOTED that in December savings required of the Education Department had been set against McCrone funding but with the agreement that it should be restored in the new financial year.

Keith Best entered the meeting and it was agreed to take the following item:-

12.3 Forward Planning

Decision -

12.3.1 NOTED the information distributed by Keith Best.

12.3.2 AGREED that Irene McCourtney, Margaret Campbell, Moira McCrossan and Dorothy Logan meet with Keith Best to go over the papers distributed.

Keith Best left the meeting

4. MALICIOUS ACCUSATIONS AGAINST TEACHERS

Decision -

4.1 NOTED the stress caused to staff when false accusations were made against them.

4.3 AGREED to consult Legal Services to find out if it was possible for anything to be done about this and to consider distributing a letter to staff indicating what support would be available to them.

5. SCHOOL HOLIDAY AND SESSION DATES**Decision -**

NOTED that the staff side wished to retain the status quo of a 2 day break in February, 2 inservice days in February and any extra time added on to the summer break with a full review for next session encompassing the whole school year.

6. C.A.T. RESULTS**Decision -**

6.1 NOTED requests the staff side had received for a full review of this procedure.

6.2 AGREED that, if necessary, a review would be carried out at a suitable point.

7. EDUCATION DEPARTMENT BUDGET

Discussed with Item 3(e).

8. COUNCIL RE-STRUCTURING**Decision -**

NOTED -

8.1 that there would be three corporate departments with three corporate directors;

8.2 the Education and Community Services Department would include Education, Social Services, Community Resources, Housing and Registration; and

8.3 the interviews for the post of for Education and Community Services Director would be held on 17 and 18 June.

9. SPEAKING TESTS IN MODERN LANGUAGES**Decision -**

NOTED that it was difficult to carry out these tests in a full class and that consideration should be given to resourcing departments to allow these to be carried out outwith the class.

10. PERIPATETIC STAFF

10.1 NOTED the Note of the meeting held with Expressive Arts Staff on 11 December 2001.

AGREED -

10.2 to issue the Note for comment/approval to the group involved in the discussions; and

10.3 to set up a working group to bring forward as a matter of urgency a report in line with the McCrone recommendations which were to be in place for 2004.

11. SCHEDULE OF FUTURE MEETINGS**Decision -**

AGREED the following dates for future meetings:-

Tuesday 17 September 2002

Tuesday 26 November 2002

Tuesday 11 February 2003

Tuesday 13 May 2003 (AGM)

12. ITEMS DEEMED URGENT BY THE CHAIRMAN**12.1 Primary 1 School Day****Decision -**

NOTED that a report was being submitted to the June Education Committee recommending that parents should have the choice of their child attend a full day or a half day until the October break.

12.2 Stress in Teaching**Decision -**

NOTED the paper distributed and AGREED to discuss at a future meeting.