



Educational Institute of Scotland

Perth and Kinross Local Association

Minute of a meeting of the EXECUTIVE COMMITTEE of the Local Association held in the Algo Business Centre, Perth, at 7pm, on **Thursday 3rd November 2011**, with the President, Mr Mike Conlon, in the chair.

1. **Sederunt:** H. Conlon, M. Conlon, J. Devine, P. Duncan, A. MacKenzie, S. Peddie, C. Rose, D. Stewart, Carolyn Weston.
2. **Apologies:** Graeme Campbell, Audrey McAuley, Doreen McFarlane, Sandra MacKinnon, E. Millar, J. Millar, T. Summers, C. Weston.
3. **Minutes of previous meetings (03.11.11)**
Minutes of Executive 03.11.11 Proposed by H. Conlon, seconded by J. Devine.
4. **Matters arising:**
 4. Minister contacted re website biography for the late Isobel Pearson, unfortunately his eulogy was no longer available. Executive committee members suggested contacting C. Mackie/M. McMartin for further information.
 7. Working Time Agreement still ongoing hopefully completed by late November.
5. **Reports**
 - a) **Executive Sub-committee (21.09.11) D.Stewart reporting:**
HMIE: Discussion surrounding primary schools recently inspected; Our Lady's, Logierait, Blair Atholl and Murthly Primaries. Blair Atholl Primary's Service Manager felt the school's HMIE report was harsh. Murthly Primary's Headteacher and Councillor Grant disputed timescales for development
 - b) **EIS Council (30.09.11) A McAuley reporting:**
Leave of Absence: local Authorities tightening up, some refusing paid leave. To be taken up for further consideration.
Current EIS Priorities: Pensions/McCormac Review/Curriculum for Excellence.
Education Scotland: subsuming previous HMIE matters.
Pay & Conditions: SNCT handbook amendments have been addressed by working parties over the summer.
SGM: Motions discussed.
Salaries: Surrogacy leave agreed.
 - c) **JNCT (04.10.11) A. McAuley reporting:**
Modernising Middle Management: D. Stewart contacted EIS HQ. Drew Morrice advised COSLA joint chair should have contacted PKC re their stand point on the current dispute. An outcome is still awaited.
Teachers' Travelling Expenses: No acceptance of proposed changes.
Local Recognition Procedure Agreement: Further updates/amendments discussed. Management side proposed a reduction of representatives to 5/6. It was argued that 10 members is a fairer representation as it allows for expertise from all sectors 3 -18. Any reduction in numbers limits the consultation process. It was also suggested that meetings take place between 2.30 and 4pm to minimise disruption for teachers' representatives. It was argued that time would still have to be given for pre meetings.
Supply Teachers: Clarification was sought that all Supply teachers had been fully informed of changes and all teachers were being paid at the correct rate. Supply teachers to contact D. Stewart for guidance if required.
Conditions of Service: Consultation on implementation of changes. D.Stewart to meet C. Baird re school closure dates. Chartered Teachers on or completing modules to be paid at the appropriate scale point. Teachers on conserved salaries written to re changes. Probationers on point 0.8 not 0.82.
Violence and Aggression: Slight upward trend.
 - d) **Teachers' Travelling Expenses meeting (24.10.11) D. Stewart reporting:**
D. Stewart stated the current position in a meeting with K. Kidley/P.McAvoy. In PKC 3 out of 4 teachers' will lose out under current proposals. In Dundee/Angus few teachers' lost out, due mainly to geographic location, Fife 'bought out' high claimants with a one off payment. It was indicated that a one off payment may be a possibility

in PKC. Figures would have to be looked at and a further meeting was arranged for mid Nov. There are currently 3 options available 1. Status quo 2. One off payment 3. Impose proposals
Imposition would create significant backlash from teachers.

e) Special meeting of EIS Council (28.10.11) P.Duncan reporting:

Amendments to the motions for the SGM were viewed and discussed. P. Duncan handed out copies of the proposed motions and amendments. All motions/amendments were carried. (Copies are available for Executive members not present on 03.11.11.) Salaries rep. Dougie Mackie stated that the profession had enjoyed a period of relative stability since the publication of TP21. Many of the recommendations given in the McCormac Review were not based on concrete fact, study or evidence and as a result were vague or of 'poor quality'. D. Mackie advocated the retention of Annexes (b) and (c) of the TP21 agreement. Findings based on an output model were potentially threatening to the profession and showed a lack of trust. In a meeting on 4th Oct, with the Cabinet Secretary Mike Russell little agreement could be reached. M. Russell offered no opinion. In discussion all Trade Unions were in agreement that only 4 of the recommendations could be supported.

f) Lifelong Learning (02.11.11) A. McAuley reporting:

Attainment: Positive picture. SQA levels above all 13 national average figures. S5 showed an upward trend, S6 performed particularly well in all subjects with an exception of biology/administration. Departments 'struggling' to be given support from the centre.
Inclusion: Deprived areas showed a 4 point increase in tariff scores. D. Stewart commended teachers and staff.
Curriculum for Excellence: S. Devlin stated CfE was fully in place.
Inspecting Schools in Scotland: S. Devlin reported that Education Scotland/HMIE would continue to 'inspect' on a 7 year cycle, with greater emphasis being placed on Local Authority Learning and Achievement visits.
Inspections to fall by one third and reports to be brief. Monsignor McCaffrey questioned the value of reports. B. Vaughn to report back on the paper to ensure standards were not 'slipping'. An 18 month review was agreed.
Local Authorities to choose 40 schools for inspection. S. Devlin/ P. Mc Avoy indicated that innovative schools would also be chosen for inspection to highlight good practice.
BMIP/Performance Exception Report: Report highlighted areas over/under target. A question was raised as to why there were no figures for absence the response given was that figures were 'on target'
Social Work: It was stated that there were no staff delays in recruitment and the service would soon be back on target. Figures given for the number of families/children living in deprived areas in PKC were inaccurate. The increasing need to recruit carers for children in foster care was highlighted. Teenage placements are particularly problematic, with some children being placed out with PKC.
LAC Programme: Coping/showing signs of improvement.
Early Years Strategy: Discussed the involvement of more men in the early years. There has been no improvement to the barriers faced by men working in this sector of education.

g) Treasurer's Report S.Peddie reporting:

Accounts stand at £79, 000. Accounts not yet returned from the auditors. Reminder given to Executive Committee members to declare travelling expenses.

6. National Ballot on Strike Action

Percentage result was low compared to the 80%+ vote for strike action in the 1980's/90's. Feedback given by schools visited recently by the National President indicated that EIS members had not received adequate information about threats to pensions. D. Stewart indicated that he had not been approached by members for advice/further clarification. Trade Union pressure has resulted in a revised Government offer. Further guidance on taking industrial action will be issued in due course.

7. Special General Meeting, 12th November, Assembly Rooms, Edinburgh

2010/11 AGM delegates to attend. SGM motions to form basis/give a starting point for the SNCT to negotiate with COSLA and the Scottish Government. EIS expected to formulate policy by Spring 2012.

8. Local Association Newsletter

There will be another Local association Newsletter mailing before Christmas. Issues highlighted will include pensions, raising further member's awareness of the Violence and Aggression profile, an update on travelling expenses and an appeal for contact details for all current EIS reps.

9. Local Association Office Furniture

D. Stewart requested the purchase of two new chairs, at the cost of £189 per chair, for members' meetings taking place in the Local Association office. The amount was agreed, proposed by J. Devine, seconded by P. Duncan.

10. Local Association Secretary

D. Stewart intimated his intention to stand for Local Association Secretary again next March. It is his intention to retire next August (2012) and he will step aside as Secretary in June in order for there to be a hand over period with the incoming Secretary.



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11. Executive Committee Vacancies

There are currently 3 vacancies on the Executive Committee

12. Date of next meeting

Executive Thursday 15th December Algo Business Centre 7pm

Christmas Meal Assistant Sec. to book Breazh for dinner prior to the next Executive meeting, details to follow.