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| **MINUTE** of meeting of the Committee of Management held in the Tontine Hotel, Greenock **December 4th, 2019** |
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| **Sederunt** | S McCole (Chair) | P McEwan | C Nicol |
|  | A Bryden | D Matthew |  |
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| **Apologies** | M Nellany | S McCrossan | J Girkins |
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| **The meeting was inquorate – this is a note of the meeting. Decisions will be homologated in January.** |
| **Previous Minutes** | Proposed:  | Seconded:  |
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| **Matters Arising** | * S Blane had a very successful meeting with ELC teachers on November 25th. Email thinking the members was read to the meeting.
* No nominations have been received for STUC Congress.
* IS day feedback shared with HQ and will be used nationally (anonymised) as best practice. It will also be shared with LNCT.
* FEIS nomination form completed and will be sent off this month.
* An email, seeking AGM motion proposals, had been sent to members and responses will be forwarded to Secretary. These are regarding 1+2 Languages in primary and SQA course changes.
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| **Secretary’s report****Including LNCT report** | **LNCT Meeting – next meeting December 11th****Secretary’s Report*** Email from General Secretary regarding EIS/NEU joint membership protocol. It is assumed that members in this position would self-identify to school reps.
* Letter from J MacLeod, accountant re AGM delegation (3) and Council delegation (2)
* Email from Clydeforth Promotional Products re outstanding balance. Confirmed that this had been paid timeously.
* Letter from A Bradley re Send My Friend coalition. Secretary will forward to reps and members.
* Email from A Bradley re EIS guidance on pupil climate strikes. Secretary has already sent this to reps.
* Email from L Flanagan re AGM motions and rule change/standing order change deadlines.
* Email from J Cook re NQT placements – reps have been asked to forward details but there are still 14 outstanding. Secretary will chase these up.
* Following a request from a rep the 2018 AGM motion on Homework Apps was forwarded by A Bradley. This will be shared with reps.
* Email from L Warren, Campaigns, Policy and Research Coordinator re member survey. Discussion took place around association specific questions to be included. Secretary will send response.
* Emails from L Flanagan re Council election deadline (Feb 2nd) National President and Vice-President election deadline (Feb 1st), and local Office Bearer election paperwork for elections at local association AGM in March. All relevant dates will be sent to reps and members for notes of interest in the first instance.
* Email from former Committee Member J McDaid re affiliation to Irvine and North Ayrshire Trades Union Council. This was passed to the Treasurer. A donation of £100 has been sent in previous years and it was agreed to repeat that.
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| **IC Education Committee**  | **Next meeting January 21st**  |
| **EIS Council** | **November 22nd****Executive Committee*** Sale of EIS Financial Services progressing
* LA subscriptions paper passed to Treasurer- shift to a flat fee to be discussed at a later date
* TTTW Campaign – see AOCB
* Change of Council meeting scheduled for May 8th, 2020

**Education Committee*** Change to HMIE focus from schools choosing a QI to choosing part of the Empowerment agenda
* SNSA implementation continues to need challenged at authority level. Scottish Government have re-issued their advice which mirrors union’s position. Secretary will forward the government advice to reps for members.
* 11 EIS supported candidates in upcoming GTCS elections
* SQA advice issued re late changes to NQs in sciences, art and history – hybrid approach will be followed. Changes are based on most recent examination diet and SQA cannot always hold back on these

**Employment Relations*** Benevolence – £4,000 ‘top-up’ grants homologated as the fund is no longer restricted. 14 grants totalling £32,500 were authorised
* Legal Affairs - £82,121 settled on behalf of 3 members
* Claim management regulations have changed. Case Handling protocol complies with the new code and LA Secretaries are reminded to always have it completed.

**Equality Committee*** Bullying and Harassment advice is being updated. This takes account of both sides – accuser and accused.
* Impact of Poverty on Education survey results will form standalone press and member releases
* STUC disabled workers committee have highlighted the potential for members to need reasonable adjustments for those affected by medicine shortages caused by Brexit.
* Scottish School Welcome Packs are now available in each local authority for refugee/immigrant families arriving in Scotland. Booklets were available for committee to browse.

**Salaries Committee*** SNCT issues
	+ Job-sizing review criteria will be drawn up – no presumption that review means change
	+ Independent analysis and research on teachers’ pay and conditions will be undertaken with a timeline to allow results to feed into next pay campaign.
	+ Three working groups on Career Pathways established – Lead Teacher/Career Progression, Headship and Beyond, a National Model for Sabbaticals. All three meet for the first time before Christmas.
	+ Feedback on use of additional in-service days will be sought
* Pensions – McCloud/Sargeant case update in January and so further information will be available then

**Motions*** Desk-based research on the impact to exposure of age inappropriate computer games and social media platforms on the mental health and wellbeing of primary aged pupils – passed. Discussion took place around the nature of these games and the gambling element that is hidden within them. Secretary will draft an AGM motion on ‘loot boxes’
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| **Treasurer** | * Labour Research magazines were distributed
* Two rooms will be booked in Dundee for national AGM delegates.
* For information – Accounts are submitted and have been passed the Accountants. A query was raised regarding the charities account held by the Association. The meeting agreed that two of the four payments were affiliations rather than charitable donations and that response will be forwarded.
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| **Equality Rep**  | No report |

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| **AOCB** | * Workload campaign
	+ Feedback will be used nationally as an example of best practice
	+ Proposal to host a reps meeting in January – organising agenda, review of first in-service day and possibilities for second in-service day in February. This was agreed. Secretary will organise and publicise with reps.
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| **The meeting closed with a vote of thanks to the chair** |