A meeting of Laois and Offaly Education and Training Board was held on Monday 25th September 2017 at 5pm at Banagher College, Coláiste na Sionna.

PRESENT

Ms. Molly Buckley

¢llr. John Carroll

Ms. Mary Cotter-Bracken

¢llr. Eamon Dooley

¢llr. Caroline Dwane-Stanley

Cllr. Catherine Fitzgerald

¢llr. Eddie Fitzpatrick

Mr. William Flanagan

Ms. Vivienne Keenan

Cllr John King

Cllr. Jerry Lodge

Cllr. Sean Maher

Cllr. Paschal McEvoy

Cllr. Liam Quinn

Mr. Frank Smith

Cllr. Mary Sweeney

IN ATTENDANCE

Mr. Joe Cunningham, Chief Executive

Ms. Marie Bracken, Director of OSD

Ms. Sadie Aherne, APO

Ms. Pam Nolan, APO

Ms. Jean Keating, Clerical Officer

Paddy Scales, Principal of Banagher College – Coláiste na Sionna welcomed members to the school and gave a brief talk about the facilities in the school and programmes on offer.

. APOLOGIES

Apologies were received from Ms. Maura Brophy, Ms. Anne Starling and Mr. Joe Thompson.

2. MINUTES OF PREVIOUS LOETB MEETING

The minutes of the previous meeting, which took place on 26 June 2017, were circulated to members. Members approved the minutes and they were signed by the Chairperson.

Proposed by: Molly Buckley Seconded by: Mary Sweeney

3. MATTERS ARISING FROM THE MINUTES

There were no matters arising from the minutes.

Schools

Name of School	School Activity	School Enrolments
Portlaoise College	 Recent notification of whole school inspection New School Bus 	2016: 729 2017: 769
Tullamore College	 Physics students in Geneva Upcoming cookery demo by Clodagh McKenna (24/10) 	2016: 610 2017: 630
St Fergal's Rathdowney	 Application for new gymnasium submitted to DES 	2016: 294 2017: 301
Ard Scoil Chiaráin Naofa Clara	 Awaiting additional accommodation Happiness, Health and Wellbeing Week (Rose of Tralee visited) 	2016: 275 2017: 297
Clonaslee College	 Maths Inspection: Draft Report New doors installed after break in at school 	2016: 267 2017: 262
Banagher College	 Award winners in Microsoft Office Specialist UK competition 	2016: 547 2017: 550
Dunamase College	 Official Opening has taken place Phase 2 of building works currently underway 	2016: 0 2017: 37
Coláiste Naomh Cormac, Kilcormac	 Student Awards Day took place on Monday 25/9 Study skills workshops underway 	2016: 180 2017: 180
Oaklands Community College, Edenderry	 Home Economics room is back in commission after a fire. Awaiting additional accommodation Careers Night planned for October 2nd. in Edenderry 	2016: 711 2017: 761

General Update

- An increase in enrolments of 174
- Year Head Training: 3 dates scheduled (Tullamore and Portlaoise Venue)
- Student Council Training for Council Chairpersons and Council Secretaries
- Droichead Training scheduled for Principals and Deputies
- New Principal and New Deputy Principal training to take place this week
- Art Teachers: 2 planned sessions for LOETB Teachers

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- Guidance Counsellors: 2 planned sessions for LOETB Guidance Counsellors: Whole School Guidance Planning
- LOETB Academic Achievement: Awards night 20/10/17 in Tullamore

Further Education and Training

Quality Assurance

LOETB will meet with QQI on 8 November to discuss the development of a new Quality Assurance agreement for all FET Services. This meeting will also be used to discuss the completion of an Executive Self Evaluation of FET Services. The Self Evaluation will include a review of FET Governance and structures will involve the development of an agreed Programme Improvement Plan.

LOETB FET Strategy

In line with the national FET Strategy 2014-19, our FET Services is developing a set of agreed actions for 2018. Working Groups have been established in Technology Enhanced Learning (TEL), Quality Provision, Literacy and Numeracy, Employer Engagement, Learner Information and Recruitment, and Communications.

Clean Room/Bio-Pharma

Our plans to develop a Clean Room Training Facility and Electrical Apprenticeship continue. These projects will go to e-tender in early October with a planned construction start date of December 2017. Discussions with the local MedTech sector are ongoing with a planned Traineeship at QQI Level 5/6 due to start in Q1, 2018.

FET Beneficiaries 2017

We provided FET programmes to 10,590 beneficiaries in 2016. This figure will grow to 11,000 in 2017. In the year to date the FET Services have seen a significant increase in demand. In particular:

 Apprenticeship Services: The number of live apprentices has grown by 72% in 2017 (282 live apprentices – Sept 2017)

• Employee Development: LOETB provided 28 training courses for 212 employed people in Laois Offaly (May – Sept 2017)

• Community Training: In 2016 there were 3 Local Training Initiatives (LTIs) in Offaly and none in Laois. By the end of 2017 there will be 5 LTIs in Offaly and 4 in Laois.

• Construction Provision (Mount Lucas): 3 construction courses were provided in 2016. This figure has grown to 7 in 2017 and will continue to grow in 2018 in line with industry demands and the FET Strategy.

• Traineeships: 2 traineeships were provided in 2016. This figure has grown to 12 in 2017 in Construction, Hospitality, Beauty Therapy, Healthcare and Engineering. MedTech and additional Engineering and Construction Traineeships will see further growth in 2018.

Organisation Support and Development Services

Capital Projects

Work is commencing on the installation of additional accommodation (temporary) at Ard Scoil Chiaráin Naofa, Clara and Oaklands Community College, Edenderry. Work on the second phase of refurbishment had commenced on Dunamase College.

Recruitment

The following appointments were made since June 2017:

- 73 Teaching Posts,
- 1 Centre Manager, Mount Lucas
- 4 Training Officers
- 1 Caretaker
- 2 Cleaners
- FE Tutor Panel
- Panel of Bus Escorts
- SNA Panel
- Skills for Work Co-ordinator

Competency-Based Interview Training was held for Board members on the 30 June. This training was led by Barbara Gilligan. We will commence recruitment for Posts of Responsibility in the coming weeks.

Payroll

There was 569 employees paid on the 31/08/2017

Retirements

9 Staff members retired on the 31/08/2017

Risk Management

FET Register has been updated and was presented to Audit Committee at their meeting in July last. Meetings to examine the Corporate Risk Register and Schools Risk Register are to take place with Senior Management Team.

Health and Safety:

Manual Handling training for staff took place on Friday 23 June, 2017 and 27 staff attended.

Insurance

There was a break-in to Clonaslee College in May 2017 and claims are ongoing.

A break-in and fire damage occurred in Oaklands Community College on 4 July, 2017 and a final claim has been sent to IPB.

Garda Vetting

Retrospective vetting of staff is currently being undertaken. School Principals are working very closely with Liaison Person to have all non-teaching staff in our schools vetted. The Teaching Council is retrospectively vetting the teaching staff, all which must take place before end December 2017.

Freedom of Information

Freedom of Information requests to date have been answered and there is no request currently on hand.

Data Protection

All Data Protection requests to date have been answered. Preparations are currently taking place for the EU General Data Protection Regulation which will apply from 25 May, 2018.

Protected Disclosures

No Protected Disclosure received to date.

Budgets

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A summary of finances to the 31 August 2017 is included in members' folders.

ESF

ESF returns for Adult Literacy, Youthreach and BTEI for the 2016 financial year are being compiled. Returns have to be entered on the new E-cohesion system.

Youth Work

A Youth Club Equipment Grant in the amount of €164,507.77 has been allocated to LOETB. The closing date for applications from groups is 20 October and it is anticipated that payment to groups will be made by 10 November, meaning a short timeframe to have grant agreements in place. All grants have to be expended by 31 December 2017 and LOETB has to report on these by the end of January 2018.

Procurement

Letters of notification for the national framework for school books have been issued. The standstill period ended on 20 September. Five suppliers have been appointed to the Laois and Offaly ETB Lot. We will be using this framework from the 2018/2019 school year.

Project	School/Centre	Successful Tenderer	Status of Project
Heating Oil/Bulk Fuels	Various centres and Admin Offices	Topaz	Government Framework extended to 31/07/2019 with option to extend for further 2 years
School Books	All 2 nd Level Schools	4 Companies Midland Books All Books The Book Haven Irish Stationery Supplies	LOETB received a pricing schedule from the various bookshops for the 2017/2018 school year. The 4 companies listed are eligible to provide school books.
Gas Supply	Schools, Centres and Offices	Bord Gais	Government Framework extended to 31/05/2018.
ICT Consumables	Offices, schools and centres	Datapac	Government Framework extended to 16/07/2019.

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	Training Services	Night Provision	KTC Training Metac Ltd	Contract from 1/09/2017 to 31/12/2017 with the option to extend for a further 12 months
	Stationery	Offices, schools and centres	Stakelums Office Supplies	Government Framework in place to 5/12/2018 with option to extend for further 6 months.
	External Workplace Investigation Service	Schools, Centres and Offices	Collier Broderick Management Consultants	Government Framework in place to 26/03/2018.
	ICT Support and Maintenance	Schools, Centres and Offices		Tenders received and evaluated. Standstill period ends on 27 September.
Kalamazoo - 32576,000	Online Payments System	Schools	Way 2 Pay	Laois and Offaly ETB are joining a tender completed by Limerick and Clare ETB and Cork ETB for Online Payments Systems. The system will be installed in LOETB's nine schools.
A STATE OF THE STA	Additional Accommodation - Prefabs	Ard Scoil Clara & Oaklands Edenderry	Consultant: McCarthy O'Hora Contractors:- Instaspace Ltd – Edenderry	To be installed by the end of mid- term break in early November.
			McAvoy Group - Clara	7
	Additional Accommodation – Furniture/ICT	Ard Scoil Clara & Oaklands Edenderry	Peter Walshe Furniture	Tenders received and sent to Department for Approval. Grant of C90,000 received by

				Oaklands CC for ICT.
Kalaniazoo - 32576.000	Heating	Clara	Consultant: Gerry Geaney Contractor:- Offaly Plumbing Services Ltd	Approval received from Department for Emergency Works. Work started 28 th August 2017 to be completed as soon as possible.
	Refurbishment Phase 1 and Phase 2	Dunamase College	Consultant: McCarthy O'Hora	Phase 1 of refurbishment completed 28/08/2017. Phase 2 to start asap.
	Furniture/Equipment/ICT	Dunamase College		Approval received from DES for Furniture and Equipment. Contracts placed with Suppliers. ICT requirements to be completed as soon as possible.
	Phase 2 Classrooms, HE, Science & Offices	Tower Hill	Consultant: McCarthy O'Hora Contractor: BCB Contracting	Work has been completed.
	Classroom Partition	Portarlington	Consultant: Kenny Lyons Contractor: P. Bracken	Three tenders were received and have been evaluated. Work to be completed by the end of mid-term.
	Windows	Portarlington	Consultant: McCarthy O'Hora Contractor: Portlaoise Windows	Work on Windows completed. Doors to be fitted in 6 to 8 weeks.
	Painting of FEC's	Portarlington; Abbeyleix; Mountmellick; Youthreach Banagher	Contractor: Kevin O'Brien	Portarlington – Finished Abbeyleix – Finished

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	Edenderry		Mountmellick – Finished Youthreach Edenderry - Finished Youthreach Banagher – To be finished by first week in October, weather permitting.
Refurbishment of Offices	Tullamore	Michael Bracken & Sons	Work completed.
Industrial Unit & Offices	Tullamore	Consultant: McCarthy O'Hora Supplier:- Glade Securities	New Advert placed early August 2017 in Tullamore Tribune. One response received from Glade Securities 23/08/2017.
Classrooms & Offices	Tullamore	Consultant: McCarthy O'Hora Landlord: Kane & Carberry	Additional accommodation being leased from September 2017 for education and training.

Joe Cunningham 25 September

Members discussed the CE's report in detail. Members complimented the CE and administrative staff on the success of the official opening of Dunamase College and thanked Aoife Elster, Principal of Dunamase College, for her inspirational speech on the day.

Members paid tribute to the HR department for their efficiency and hard work in the recruitment drive over the summer. An issue regarding the revised rates of travel and subsistence payment (CL 0039/2017) which board members receive for their role on an interview board was raised. A discussion took place on the matter and members requested the CE to write a letter to the Minister for Education and Skills on their behalf, highlighting their concerns.

The CE proposed to members that in the event that LOETB cannot get a Board Member to sit on an interview board, that an ETB nominee be used in their place. Members agreed with this proposal.

Proposed by: Frank Smith Seconded by: Eddie Fitzpatrick

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5. FINANCE REPORT

Credit Card

Sadie Aherne informed members that permission was sought from the Finance and Audit Committees to acquire credit card. It is necessary for LOETB to have a credit card as an increasing number of areas of procurement are limited to payment only by credit card. The credit card will be administered from Head Office. The Finance and Audit Committees approved same.

The Board gave their approval for LOETB to get a credit card.

Proposed by: John King

Seconded by: Mary Cotter-Bracken

6. REPORT FROM THE CHAIRMAN OF THE FINANCE COMMITTEE

The Chairman of the Finance Committee, Mr Peter Scully, prepared a report for the Board, outlining the items discussed at the Finance Committee Meeting which took place on the 18 September 2017 as follows:

Mountrath Road, Portlaoise, 18/9/2017

To: Chairman LOETB

Dear Chairman,

I wish to report that the Finance Committee met on Monday, 18th September 2017.

We considered the following:

Details of Finances to 31/8/2017
Capital Expenditure and Balances to 31/8/2017
Monthly Balancing Statement for August 2017 (V4)
Proposed Letting Agreements — Clonasice College
Updated list of procurement frameworks at 31/8/2017

We were satisfied with all of the above and with the answers to our queries. We recommend acceptance of the accounts as presented for the above period.

Yours sincerely,

Peter Scully

Chairman, Finance Committee. 18th September 2017

A copy of the report was circulated to members for their information.

Report from the Chairman of the Audit Committee to LOETB Board

I wish to report that a meeting of The Audit Committee took place on Monday September 11th 2017 at 2.30 pm.

Minutes of the last Audit Committee were read and adopted.

A member sought clarification on the roll out of on-line payments by schools and centres and was informed that it is hoped that this should happen in early October in schools and in centres before the end of December.

- Minutes of the Finance Committee meeting 6th June 2017 were reviewed and noted.
- Minutes of LOETB meeting 26th April 2017 were reviewed.

Members discussed retrospective Garda Vetting and asked how many staff will have to complete it. The process is currently underway for those not already Garda Vetted.

Minutes of LOETB meeting 26th June 2017 were reviewed.

An update was given on the opening of Dunamase College. The meeting was informed that $\in 1.2$ was provided by DES for refurbishment of buildings.

An update was also given on the proposed purchase land at Mount Lucas.

Both sets of minutes were noted.

4. Risk Management

There was no update on risk management.

Updated list of Procurement Framework / Projects at 31st August 2017

An updated list was examined and members were satisfied with the progress to date on the projects.

6. Credit Card Policy

Members examined a draft copy of Laois and Offaly ETB Credit Card policy .A discussion took place and members approved the policy and will submit it to the September meeting of the Board for adoption.

7. Conflict of Interest

The Committee agreed that 'Conflict of Interest' would be standing agenda item going forward.

Signed: Quer yat borner

Oliver Mc Cormack Chairman Audit Committee Date: 11/09/2017

A copy of the report was circulated to members for their information.

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8. CORRESPONDENCE

Item No	Correspondence From	Date / Ref No.	Details	Comment Notes	/
1.	Cynthia Deane, CE, Kilkenny Carlow ETB	21 August 2017	Governing Body – Institute of Technology, Carlow	Members congratulate Jerry Lodge his appointn	on
2.	Department of Education and Skills	CL0046/2017	Eligibility Criteria for Recruitment/Promotion for Administrative Staff in Education and Training Boards	Noted by members	
)	Department of Education and Skills	CL0047/2017	Supervision and Substitution Scheme: Opt-out and Opt-in (Lansdowne Road Agreement)	Noted by members	
4.	Department of Education and Skills CL0048/2017 Public Service Stability Agreement 2013 - 2018 (Haddington Road Agreement/Lansdowne Road Agreement) and the Financial Emergency Measures in the Public Interest Acts 2013 and 2015		Noted by members		
5.	Department of Education and Skills	CL0049/2017	Revised Procedure and Sequence for Filling Available Teacher Posts/Hours (Revision to Circular 34/2009)	Noted by members	
6.	Department of Education and Skills	CL0050/2017	Home Tuition Grant Scheme 2017/2018 - Special Education Component	Noted by members	
7.	Education and Skills – Two Strands - Children w		Home Tuition Grant Scheme 2017 2018 – Two Strands - Children without a school place & Children in Care without a school place	Noted by members	
8.	Department of Education and Skills	CL0052/2017	Home Tuition Grant Scheme 2017 /2018 – Maternity Related Absences Component	Noted by members	
	Department of Education and Skills	CL0054/2017	Revision of Teacher Salaries with effect from 1 September 2017	Noted by members	
10.	Department of Education and Skills	CL0057/2017	HSE Post-Primary School Vaccination Programme 2017/2018	Noted by members	
11.	Department of Education and Skills	CL0058/2017	Statistical Returns in respect of part-time courses in ETB Schools/Colleges in the 2016/2017 School Year	Noted by members	
12.	Department of Education and Skills	CL0061/2017	Scheme for Leave Of Absence Following Assault for Registered Teachers in Recognised Primary and Post-Primary Schools	Noted by members	Chairn Initia

9. DRAFT MINUTES OF BOARD OF MANAGEMENT MEETINGS FOR CONFIRMATION

The following Board of Management minutes were circulated to members prior to the meeting. Members confirmed the minutes as follows:

Coláiste Naomh Cormac: 12th June 2017

Proposed by: Liam Quinn

Seconded by: Mary Cotter-Bracken

Portlaoise College: 29th September 2016 *Proposed by:* Caroline Dwane-Stanley

Seconded by: Mary Sweeney

Birr OEC: 24th February 2017, 26th May 2017

Proposed by: Vivienne Keenan Seconded by: John Carroll

10. POLICIES FOR ADOPTION

The following policies were circulated to members prior to the meeting. Members approved the policies as follows:

Schools:

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St Fergal's College, Rathdowney: Code of Behaviour 2017

Proposed by: John King Seconded by: Jerry Lodge

LOETB:

Draft Hospitality Policy

Proposed by: Molly Buckley Seconded by: Frank Smith

Draft Email Communication Policy

Proposed by: John King Seconded by: Liam Quinn

Draft Credit Card Policy

Proposed by: Jerry Lodge Seconded by: Eamon Dooley

Draft Records Management Policy including Records Retention Schedule

Amendment to the Records Retention Schedule:

The Records Retention Schedule was approved subject to the addition of:

- Traineeship
- Bridging
- Local Training Initiatives and
- Community Training Centres

and the removal of:

• Traveller Training under the Programme for Employability, Inclusion and Learning (PEIL) 2014-2020 in the ESF guidelines section.

Members adopted the Draft Records Management Policy including Records Retention Schedule with the amendment.

Proposed by: Liam Quinn Seconded by: John Carroll

Draft Travel and Subsistence Procedures

Amendment to Travel and Subsistence Procedures:

Members of LOETB staff travelling to another venue (e.g. to serve on an interview board), will be paid expenses by LOETB.

Similarly, members of staff from another ETB travelling to LOETB (e.g.to serve on an interview board), will be paid expenses by their employing ETB.

Members adopted the Draft Travel and Subsistence Procedures with the amendment.

Proposed by: Molly Buckley Seconded by: Mary Sweeney

11. NOMINATION OF MALE PARENT REPRESENTATIVE TO LOETB

The Chairperson read a letter from the ETB Schools National Parents Association, confirming Derek Scully as the new male parent representative of the ETB Schools National Parents Association to LOETB.

Members approved same.

Proposed by: Mary Cotter-Bracken

Seconded by: Liam Quinn

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12. NOMINATION TO THE BOM OF TULLAMORE COLLEGE

The Chairperson informed members that Sinead Dooley resigned from the Board of Management of Tullamore College.

Members nominated Eddie Fitzpatrick to replace Sinead Dooley on the Board of Management of Tullamore College.

Nominee: Eddie Fitzpatrick Proposed by: Liam Quinn Seconded by: Frank Smith

13. NOMINATION TO THE BOARD OF OFFALY SPORTS PARTNERSHIP

The Chairperson read a letter from Eamon Henry, Coordinator, Offaly Sports Partnership, requesting the nomination of a representative from LOETB to the Board of Offaly Sports Partnership for the coming year.

Members nominated Eddie Fitzpatrick as LOETBs representative to the Board of Offlay Sports Partnership.

Nominee: Eddie Fitzpatrick *Proposed by:* Vivienne Keenan

Seconded by: Caroline Dwane-Stanley

14. BOARD OF MANAGEMENT OF DUNAMASE COLLEGE

The CE explained that the composition of the Board of Management for Dunamase College will include:

3 members of LOETB

- 3 members of An Foras Pátrúnachta
- 2 staff representatives
- 2 parent representatives
- 2 community representatives

The Chairperson asked for nominees to the Board of Management for Dunamase College.

Nominee 1: Mary Sweeney
Proposed by: John King

Seconded by: Vivienne Keenan

Nominee 2: Catherine Fitzgerald Proposed by: Paschal McEvoy Seconded by: Jerry Lodge

Nominee 3: Caroline Dwane-Stanley

Proposed by: Molly Buckley Seconded by: Vivienne Keenan

15. FURTHER EDUCATION AND TRAINING RISK REGISTER

A copy of the Further Education and Training Risk Register was circulated to members in advance of the meeting for their consideration. Members adopted the Further Education and Training Risk Register.

Proposed by: Molly Buckley Seconded by: Eamon Dooley

16. PROPOSED LEASE/PURCHASE OF LAND AGREEMENTS

Marie Bracken, Director of Organisation Support and Development, informed members of the following proposed lease agreements, which were approved by the Finance Committee;

Proposed lease of Community Centre, Clonaslee

Lease for the period 1/1/2016 - 31/12/2018. Members approved same.

Proposed by: Vivienne Keenan Seconded by: Molly Buckley

Proposed lease of additional classroom space, Castle Buildings
Due to increased levels of enrolment on FET classes, LOETB needs to lease
additional unit space in Castle Buildings for extra classrooms. Approximately
100 square metres of space is required. Members approved the lease.

Proposed by: Vivienne Keenan Seconded by: Molly Buckley

17. VOTES OF SYMPATHY

A vote of sympathy was passed to:

- To Anne Van Dorpe, Midlands Prison Education Centre, on the passing of her Mother, RIP.
- To Sheila Dowling, Abbeyleix FET Centre, on the passing of her Sister, RIP.
- To Nancy Gillespie, former Board member of Co. Laois VEC, on the passing of her husband Terry, RIP.
- To Emily McAuley, Admin Staff in Head Office, on the passing of her Aunt Margaret Corcoran. Margaret was a former staff member of Co. Laois VEC, RIP.

18. VOTES OF CONGRATULATIONS

A vote of congratulations was passed to:

- Anna-May McHugh and her team on the excellent job in organising the National Ploughing Championship 2017 in Screggan, Tullamore
- To the Garda Síochana for the excellent traffic management system put in place during the National Ploughing Championship. Members requested the CE to write to Garda Chief Superintendent John Scanlon and express their gratitude for same
- To Paddy Scales, Principal in Banagher College, for hosting the Board Meeting

19. AOB (WITH PERMISSION OF THE CHAIRPERSON)

Oaklands Community College

A member asked the CE if there is an update on Oaklands Community College, Edenderry. The CE informed members that the process has progressed and LOETB has received the Schedule of Accommodation template for a new school build for 850 students. A member queried if a build for 850 students is sufficient due to the increasing number of enrolments in Edenderry. The CE confirmed that he has asked the Department of Education and Skills to review the level of enrolment prior to completing the Schedule of Accommodation and we await a response.

20. DATE & VENUE OF NEXT LOETB MEETING

The next meeting of Laois and Offaly ETB will take place on Monday 27th November 2017 at 4.30pm. Venue to be confirmed.

Members also agreed that the December meeting of Laois and Offaly ETB will take place on Monday 11th December 2017. Venue to be confirmed.

Signed: Caroline Ducine Stanley Date: 27/11/14.

Chairperson