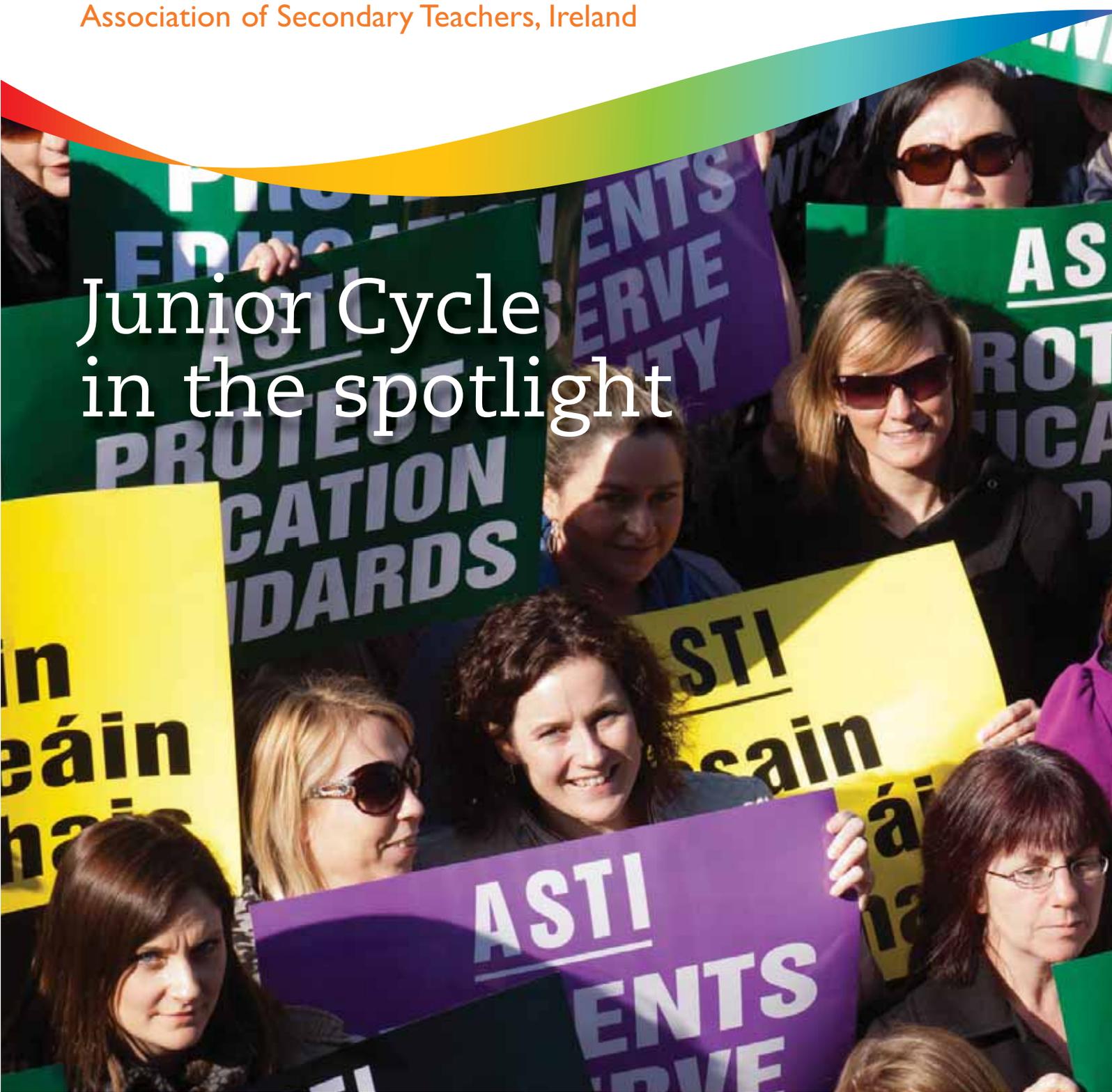


# ASTIR

Association of Secondary Teachers, Ireland



## Junior Cycle in the spotlight

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this school year?

New sick leave  
arrangements explained

Advice for teachers facing  
financial difficulties

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Volume 32: Number 2: March/April 2014  
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Cover picture: teachers from three Tuam schools – St Jarlath's College, Presentation College, and St Brigid's Secondary School – joined together in the lunchtime protests on Junior Cycle on March 11. Photo: Andy Newman.

ASTIR is published five times annually by the Association of Secondary Teachers, Ireland. The opinions expressed in ASTIR are those of individual authors and are not necessarily endorsed by the ASTI. While every reasonable effort has been taken to ensure information published is accurate, the ASTI cannot accept responsibility for articles or advertisements. The ASTI reserves the right to edit all material submitted for publication.



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All submissions will be considered by the ASTIR Editorial Board. Email [astir@astie.ie](mailto:astir@astie.ie).

## Working together to protect education standards

I want to sincerely thank the thousands of teachers around the country who stood together to show the strength of their opposition to the Minister's Junior Cycle proposals on March 11. Mile buíochas daoibh go léir. You made sure that the lunchtime protest did exactly as we hoped it would: it highlighted teachers' serious concerns about the Junior Cycle Framework to parents and to the public; it demonstrated just how committed teachers are to protecting education standards and to preserving equity among schools; and, it showed the Minister that we will not simply acquiesce to plans in which we do not have confidence. It is indicative of how little the Minister is willing to listen to teachers that he chose to respond to this protest, not by acknowledging our legitimate concerns but, instead, by asking us to provide details of the resources necessary to implement the proposals we protested against. Securing adequate resources is, of course, a key concern. However, the Minister continues to ignore the essential point: the very teachers charged with implementing his Junior Cycle reform believe that his proposals will fundamentally damage the education their students receive. As teachers, we want the very best for our students. We have worked hard to build a quality education system, in which the public have huge trust (see page 21). We will not sit back and allow that education system to be threatened. That is why we, along with our TUI colleagues, have repeatedly engaged with the Minister and his Department to make clear what we believe is necessary to safeguard the quality of Junior Cycle education: fair and transparent certification; no assessment of our own students; adequate time for preparation and training; a guarantee that additional resources will be provided; and, assurance that the time we have available to spend in the classroom teaching our students will not be diminished. ASTI Convention is our next big opportunity to make a public statement on Junior Cycle. Many of the motions for debate will centre on teachers' Junior Cycle concerns and Convention will also see the launch of research into the impact of education cutbacks and the capacity of schools to implement Junior Cycle reform. Convention is the biggest event in the ASTI's calendar and, like the March 11 protest, it is an opportunity to work collaboratively and collectively. We must remember the power of working together towards common goals as we continue our Junior Cycle campaign. Ní neart go cur le chéile! I look forward to meeting many of you at Convention. If you can't make it, please keep up with what's happening at your Convention at [www.asti.ie](http://www.asti.ie) or on Facebook and Twitter.



**Sally Maguire**  
ASTI President

## Making teachers aware of changes in the profession

### Important information on sick leave

The new public sector certified sick leave arrangements will be introduced for teachers in September 2014. The arrangements arise from proposals from the Government/employer side to introduce a new sick leave scheme in the public sector. The original employer proposals were rejected by the trade unions and the matter was referred to the Labour Court, which issued its decision in July 2012. The new arrangements include a number of significant changes to previous arrangements. It should be noted that representations made by trade unions, including the ASTI, resulted in key aspects of the employer's proposals being dropped. For example, the proposal that public sector employees be limited to one instance of critical illness paid leave in a career does not appear in the new arrangements. It is vital that every teacher is familiar with these new sick leave arrangements. This issue of *ASTIR* contains 'frequently asked questions' on the new arrangements. In addition, the ASTI website contains up-to-date information on all aspects of the new scheme. The ASTI and the other teacher unions have commenced discussions on exactly how the new scheme will apply to teachers and a Department Circular is due to be issued. If you have queries on sick leave, please do not hesitate to contact Head Office .

### FEMPI legislation must go

During the initial negotiations on sick leave changes, the ASTI sought legal advice and was advised that because of the existence of the Financial Emergency in the Public Interest Act (FEMPI), the Government can unilaterally change long-standing contractual conditions. A key motion at this year's Annual Convention is that trade unions work as one to force a repeal of this draconian legislation. This piece of legislation, which poses a serious threat to the spirit of collective bargaining and to trade union solidarity, must be removed from the statute books. Other issues set to dominate this year's Annual Convention include the ASTI's Junior Cycle campaign and the treatment of new teachers. The issue of increased Junior Cycle workload must be discussed in every staff room in the country. Increased workload will affect every teacher. Teachers must be fully aware of this. On the issue of young teachers, while some progress has been achieved in terms of new teachers' salaries and job security, much more needs to be done. Young teachers are our most vulnerable members. These members hold the key to the future of second-level teaching and the future of the ASTI. We must ensure they remain a priority issue.



**Pat King**  
ASTI General Secretary

## ASTI membership growing

ASTI membership increased by 531 in 2013, making the ASTI one of the fastest growing unions in Ireland. While the number of full members (members on full hours) fell by just under 300, the number of members on short-term and part-time contracts increased by more than 600. The number of members in the community and comprehensive schools and colleges also grew in 2013 – from 3,361 members to 3,457 members. Total ASTI membership in December 2013 was 17,341. Women make up 70% of ASTI members.

## Best wishes to Maire Mulcahy, Assistant General Secretary



After more than three decades of service to the ASTI, Maire Mulcahy, Assistant General Secretary, leaves Head Office this April. Maire is an industrial relations official and has also worked to provide expertise and advice to the ASTI Equal Opportunities Committee and the Community and Comprehensive Committee for a long number of years. Maire has served as ASTI representative on the ICTU Women's Committee, the ICTU

Disability Committee, and the National Women's Council. We wish Maire the best in all her future endeavours.

## ASTI achieves extension of voluntary redeployment scheme

A pilot voluntary redeployment scheme, which operated last year in Sligo, has been extended to the whole of Connacht for redeployments from September 2014. The scheme allows permanent/CID teachers in Connacht schools to express an interest in being redeployed to a school in another area in Connacht, or in another part of the country. The closing date for applications for September 2014 redeployments has now passed, but the ASTI will be pushing to continue and further extend the scheme in 2015.

## Irish teacher unions to host International Women's Conference

The four teacher unions – ASTI, INTO, TUI and IFUT – in conjunction with Education International (EI), will welcome 350 delegates from all over the world to Dublin in April for the second EI World Women's Conference. The conference theme is 'Women in trade unions and in education: from words to action'. It aims to provide the space and opportunity for representatives of EI's affiliates to share, analyse, and provide feedback on good union practices that have concretely improved equality for women and men in unions and in education.

Read more in the May edition of *ASTIR*.



UNIVERSITY of LIMERICK  
OLLSCOIL LUIMNIGH

Attention 'out-of-field' Post-Primary Teachers of Mathematics

## PROFESSIONAL DIPLOMA IN MATHEMATICS FOR TEACHING (PART-TIME)

DIOPLÓMA GAIRMIÚIL SA MHATAMAITIC DON MHÚINTEOIREACHT

The National Centre for Excellence in Mathematics and Science Teaching and Learning (NCE-MSTL) at the University of Limerick is pleased to announce that a third cohort for the two-year part-time Professional Diploma in Mathematics for Teaching (Level 8)/Diplóma Gairmiúil sa Mhatamaitic don Mhúinteoireacht has been approved by the Department of Education and Skills. Consequently we are in a position to invite applications from eligible teachers.

This programme is jointly accredited by the University of Limerick and NUI Galway. The Teaching Council has confirmed that registered teachers successfully completing the diploma will meet the Teaching Council's requirements for mathematics.

The programme is free to eligible post-primary teachers and fully funded by the Department of Education and Skills as part of the national strategy to support the implementation of Project Maths and improve standards in mathematics education in post-primary schools by up skilling out-of-field teachers of mathematics. This university-accredited Professional Diploma (Level 8) is delivered nationally in a blended learning format through local nodes in associate partner institutions located in the regions, in face-to-face and/or on-line modalities.

The Diplóma Gairmiúil sa Mhatamaitic don Mhúinteoireacht is also offered through the medium of Irish for out-of-field teachers of mathematics in Irish medium and Gaeltacht schools nationwide.

Eligible teachers may apply online. Please note that quotas apply for each region. Further information on the programme and the terms and conditions of eligibility available at: [www.graduateschool.ul.ie](http://www.graduateschool.ul.ie) or alternatively contact: Postgraduate Admissions Office, University of Limerick Tel: +353-61-234377 or Email: [postgradadmissions@ul.ie](mailto:postgradadmissions@ul.ie)

The online applications system will be open from March 19, 2014 until May 30, 2014.



## Stillorgan retirement function



*Pictured at a recent Stillorgan Branch function to honour retired ASTI members are: back row (from left): Ray St John, ASTI Honorary Treasurer; Mairéad MacSiosta, Branch Secretary; Máire Mulcahy, ASTI Assistant General Secretary; Pat King, ASTI General Secretary; Keith Ryan, retiree from Oatlands College; Enda Whelton, Branch Chairperson; Mel Reilly, retiree from St Tiernan's Community School; Liz Crummey, Branch Equality Officer; Rosabelle Crampton, Branch Treasurer. Front row: Sally Maguire, ASTI President; Pat Quinn, retiree from Sion Hill; Vivienne Dowling, retiree from St Tiernan's Community School; Helen Whelan, retiree from Willow Park.*

### Quick tip

if you have your membership number to hand when you call ASTI Head Office, or you include it in your email or letter, we'll be able to find your details on our database quickly and we can be sure we are working from the correct member record.

## Schools to be subject to new follow-up inspection

Guidelines for a new form of inspection, which will review schools' progress in implementing recommendations from previous inspection reports, will issue this month.

During follow-through inspections, inspectors will look at how the school has improved since the previous inspection and will discuss the improvements with individual teachers, groups of teachers, and others where appropriate. Read more about inspections at [www.asti.ie](http://www.asti.ie), or see the ASTI poster on school inspections issued to schools earlier this year.

## CIDs now awarded after three years

The Haddington Road Agreement reduced the number of years' employment a teacher must have in a school in order to qualify for a contract of indefinite duration (CID) from four to three. The ASTI is aware of many teachers who have benefited from the new criteria, including Rachel Renaghan, who was awarded her CID last month. Rachel is in her fourth year teaching in Beneavin College in Dublin and was hoping to receive a CID next year, if she secured another fixed-term contract for that year. Now, with her CID in place a year early, she says this is the first summer in six years of teaching that she won't spend anxiously awaiting news about her contract renewal.

If you think you could be entitled to a CID, you should discuss the matter with your principal. If the principal is unwilling to grant you a CID, you should write without delay to the Board of Management/VEC formally seeking one. If you are refused, you can appeal the decision to the adjudicator. You must appeal within four weeks of the date of refusal by the Board. Your ASTI industrial relations official will be happy to discuss your eligibility for a CID, and can support you through the application process.

## This issue in numbers...

**531**

The number by which ASTI membership increased in 2013. (P.5)

**9,830**

The number of teachers who have signed the ASTI petition on Junior Cycle. (P.10)

## Junior Cycle protest a big success



Teachers from Colaiste Bride, Ennischorthy.



Teachers from Beneavin College, Dublin.

Teachers protested across the country on Wednesday March 11. Thank you to everyone who sent in photos from their school's lunchtime protest. Take a look at pictures from over 80 schools on the ASTI Facebook page – see if you can spot yourself! Read more on the Junior Cycle campaign on page 10.

## Standardised school year circular issued

The Department of Education and Skills has issued details of the standardised school years 2014-2015 to 2016-2017. The circular sets out dates for Christmas, Easter and mid-term breaks and details the arrangements for unforeseen school closures. Circular 0016/2014 is available on the ASTI website – [www.asti.ie](http://www.asti.ie).

## A look ahead to Convention 2014

Next month, more than 450 ASTI members will gather in Wexford to discuss and determine ASTI policy priorities for the coming year. Junior Cycle reform will be under the spotlight, along with other priority issues such as the situation facing new and non-permanent teachers.

### Decisions are made by members

All ASTI policy decisions are made by members, either at Convention or by elected committees such as Standing Committee or CEC.

### Convention will be addressed by:

ASTI President, Sally Maguire;  
ASTI General Secretary, Pat King; and,  
Minister for Education and Skills, Ruairí Quinn.

### Elections

A number of important elections take place at Convention, including the election of ASTI President and Vice President 2014/2015. More information on the candidates for election is available in *Nuacht* and on the ASTI website.

### Keep up with what's happening

If you can't make it along to Convention, you can keep up with what's happening on Twitter and Facebook. Key speeches will also be streamed live on the ASTI website on Tuesday, April 22. Convention will be covered in the national media and a full report on Convention will feature in the May edition of *ASTIR*.

## Do we have your up-to-date contact details?

If you have changed address or phone number recently, please let ASTI Head Office know. Contact our membership department on 01-604 0162 or [membership@asti.ie](mailto:membership@asti.ie).

**31/08**

**Teachers retiring** before August 31, 2014 benefit from the Haddington Road grace period. (P.26)

**82%**

**The percentage of public satisfaction** with the Irish education system, which is well above average. (P.21)

## More discounts for ASTI members

The ASTI Membership Plus scheme means you can enjoy up to 50% discount at over 1,000 restaurants, shops, gyms, and golf clubs nationwide. New offers are added all the time, so make sure you check out [www.membershipplus.ie/asti](http://www.membershipplus.ie/asti) for details. The Membership Plus app makes it even easier to search for discounts close to you – you can browse by current location or category, and save your favourite offers. Download for iPhone or Android.

### And the winner is...

Congratulations to ASTI member, Catherine Higgins, Co. Wicklow who won a two-night break at Jury's Inn, Dublin in a recent Membership Plus competition.

## Gain a qualification in maths teaching

A free two-year, part-time diploma course that allows out-of-field maths teachers to upskill is now open for applications. The Professional Diploma in Mathematics for Teaching is taught at a number of locations nationwide, led by the National Centre for Excellence in Mathematics and Science Teaching and Learning (NCE-MSTL), based in the University of Limerick (UL). For more information or to apply, visit [www.ul.ie](http://www.ul.ie).

## Tributes paid to Seán Flynn

The ASTI was saddened to learn of the recent death of Seán Flynn, Education Editor of the *Irish Times*.

Seán was instrumental in putting education issues in the spotlight, and he made a huge contribution to education discourse through insightful and informed analysis and commentary.

Tributes to Seán's integrity and passion were voiced by many from the worlds of education, media, and politics, including Tánaiste Eamon Gilmore and Minister for Education and Skills, Ruairí Quinn.

We extend our sincere sympathies to Seán's wife, Elaine, who is an ASTI member, and to his family and friends.

## Teaching Council registration renewal – now more important than ever

Since January 28, teachers must be registered with the Teaching Council in order to be employed as a teacher and paid from state funds.

Teachers must renew their registration with the Teaching Council annually. As many teachers' registration renewals fall due in March, the ASTI is urging members to check their renewal date and make sure they have taken the necessary steps to renew registration.

You can check your renewal date or renew your registration at [www.teachingcouncil.ie](http://www.teachingcouncil.ie).



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For further information about the programme please contact Claire Dooley ([c.dooley@ucc.ie](mailto:c.dooley@ucc.ie)) or Anita Cronin ([a.cronin@ucc.ie](mailto:a.cronin@ucc.ie)) at (021) 4902467.

Applications must be made online at <http://www.pac.ie/ucc> (select APPLY - EU TAUGHT).

**Closing date: 2 May, 2014.**

If all places are not filled there may be an additional closing date in June.



## Heart health



*Pictured with Pumped.ie Ambassador and Olympic Boxing Silver Medallist, Kenneth Egan (left); and Pumped.ie Ambassador and Olympic pentathlete, Natalya Coyle (right); are the winners of the Pumped Schools' Video Awards from St. Joseph's College, Lucan (left to right): Gabrielle Fullam; Audrey Doyle, Principal; Lisa Browne; Declan Doherty, teacher; and, Tina Ehiguese.*

The awards, run by the Irish Heart Foundation, seek to encourage young people to get creative about science and health and to produce mini movies on a heart health topic. St Joseph's College was awarded a first prize of €5,000 for its science budget with each team member winning a tablet computer. The winning videos can be seen at [www.pumped.ie](http://www.pumped.ie).

## Inviting guest speakers for RSE or SPHE?

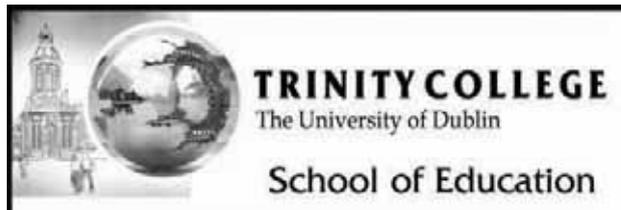
Circular 23/2010 sets out guidance for schools that wish to enhance or supplement SPHE/RSE by inviting visitors to the classroom. Any visitor or visiting group should adhere to the guidelines of good practice set out in the SPHE Handbook Section 7, which are condensed in the circular. All second-level circulars are available on the ASTI website – [www.asti.ie](http://www.asti.ie).

## News from your branch?

Do you have news to share from your school or another school in your branch? Has your branch run any interesting events lately? Do you want to highlight an ASTI colleague's achievement?

Let us know! We can include branch news and events on the ASTI website, so members can login and keep up to date. We'll also highlight news and events from ASTI branches in *ASTIR*.

So get in touch, or send your news and photographs to [astir@asti.ie](mailto:astir@asti.ie).



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The closing date for applications for the academic year 2014/15 is 31st May 2014. Applications for all specialisms for 2014/15 can be made through the online system at [www.tcd.ie/courses/postgraduate/faculty/subjects.php](http://www.tcd.ie/courses/postgraduate/faculty/subjects.php)

Applicants to the 1-year full-time M.Ed. must submit a research proposal as part of the application process. For further details, and an outline of the format required, please contact [master.education@tcd.ie](mailto:master.education@tcd.ie)

### Further Information

For further information please visit <http://www.tcd.ie/Education/courses/masters.php>. For all other enquiries please contact the course administrators on 01 896 3568/1290 or by email to [master.education@tcd.ie](mailto:master.education@tcd.ie).





Teachers from Marist College, Dundalk joined thousands of teachers nationwide in lunchtime protests to highlight teachers' concerns on Junior Cycle on March 11.



ASTI President, Sally Maguire (far left), ASTI General Secretary, Pat King, and TUI General Secretary, John MacGabhan (far right), joined Newpark Comprehensive union representatives Jimmy Kelly (TUI) and Gearoidin O'Dwyer (ASTI) in their school's lunchtime protest.



Teachers from St Cuan's College taking part in the lunchtime protests.

# Teachers' voice

Get the full picture on the ASTI Campaign to ensure Junior Cycle reform is educationally sound and properly resourced.

## Background to the campaign

In October 2012, the Minister for Education published *A Framework for Junior Cycle*, setting out his plans for the Junior Cycle.

### The Framework differed significantly from NCCA proposals

Teachers had not been consulted on this Framework, which differed from proposals put forward by the National Council for Curriculum and Assessment (NCCA) in November 2011. The NCCA proposals had been based on consultation with teachers and other stakeholders and had included externally-set and externally-marked exams and a national state certificate.

### ASTI consultation brought teachers' concerns to light

An ASTI consultation with members on the Minister's framework was the first opportunity teachers had to express their views on the Minister's proposed reform. The results of that consultation, published

in *Teachers' Voice* in March 2013, found that teachers believe that key aspects of the Framework have the potential to undermine educational standards in schools, rather than to improve them.

### Teachers concerns are not being addressed

A crucial outcome of ASTI talks with the Department of Education and Skills in November 2013 was the establishment of a working group to consider the specific concerns of teachers in relation to Junior Cycle reform and to make recommendations on how they might be addressed. Despite strong ASTI representations at all levels, teachers' concerns remain unaddressed by the Department of Education and Skills.

The ASTI's efforts to have the voice of teachers – the classroom practitioners – listened to have been met with an inadequate response from the Minister and his Department.



Teachers from Pobalscoil Chloichcheannfhaola in Falcarragh, Co. Donegal taking part in the lunchtime protests.



Teachers from The High School, Dublin taking part in the lunchtime protests.

## Campaign activities

### Members balloted on non-cooperation

As this *ASTIR* goes to print, ASTI members are being balloted on withdrawal of co-operation with the implementation of the Junior Cycle Framework, including industrial action.

The ASTI is opposing the implementation of the Junior Cycle Framework until teachers' concerns about potential negative impacts on education standards are adequately addressed.

Members have voted on industrial action to ban co-operation with the following Junior Cycle Framework activities:

- school-based assessment;
- CPD;
- planning;
- short courses;
- network school activities; and,
- standardised testing.

### Thousands of teachers protest

Up to 27,000 second-level teachers made their views on the Junior Cycle Framework heard on March 11, when they took their message outside the school gate in protest.

The lunchtime protest highlighted the depth of feeling among teachers to parents, the wider public, and the Minister.

### Adverts in the national newspapers

We ran adverts in national newspapers, explaining why teachers are concerned about proposed changes to Junior Cycle.

### Meeting for parents on Junior Cycle framework concerns

The ASTI and TUI held joint public meeting aimed at parents on the Framework for Junior Cycle in March. Parents were given information on the proposed abolition of the Junior Cycle exam and certificate, and teachers' views on how this will impact on their children's experience of second-level education.

### Website for parents

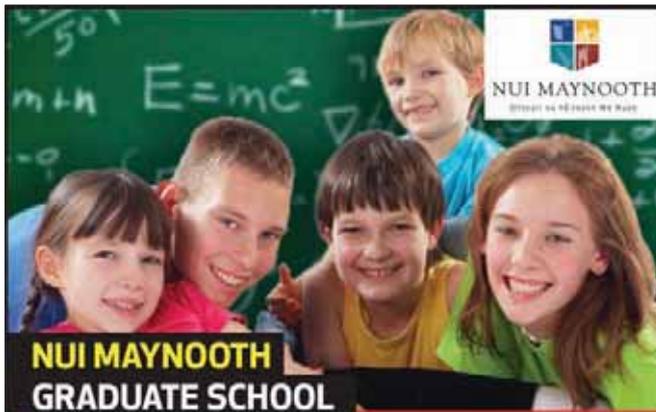
A website to explain teachers' concerns on the Junior Cycle Framework has been set up – take a look at [www.juniorcyclecampaign.com](http://www.juniorcyclecampaign.com).

### Petition

Over 9,800 teachers have signed an ASTI petition on the Junior Cycle Framework.

### Political lobby and survey of members

A lobby of politicians and surveys of ASTI members and teachers of English are ongoing. More details are available at [www.asti.ie](http://www.asti.ie).



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Teachers from Seamount College, Kinvara taking part in the lunchtime protests.



Teachers from Coláiste Chríost Rí, Cork taking part in the lunchtime protests.



Teachers from St Ciaran's, Kells, Co. Meath taking part in the lunchtime protests.



## Key concerns on Junior Cycle

### Assessment

- The abolition of a state Junior Cert has the potential to undermine education standards at Junior Cycle and could mean the status of the certificate varying from school to school.
- There must be an external assessment model. The ASTI is open to different modes of assessment but objects to the change in teachers' role from advocate to judge.
- Every student is entitled to a fair, impartial and transparent Junior Cycle examinations system.
- The Minister's proposals do not allow for national grading/marking standards to be maintained.

### Resources

- Schools are at breaking point and teachers are under huge stress. This context must be considered.

- Teachers must be supported through good teaching resources, including on-going professional development and whole-school in-service.
- Teachers of English who must implement the Framework in September 2014 have not been given adequate training and information. If the Framework goes ahead, all teachers will implement the Framework in the coming years.

### Consultation

- There is a lack of information about how the new Framework will actually work on the ground.
- Classroom teachers understand what does and does not work in the classroom. They must be listened to.

# Teachers speak out on Junior Cycle reform

The ASTI's Junior Cycle campaign has been the focus of much media attention.

"Education that doesn't change is dead; education has to change. What we want is a change that, number one, we have faith in; and, number two, that is fair and objective. In fact, many of the changes being proposed, we fully accept and we support. Our problem is with the assessment procedure that is being put in place ... Minister, we provided you with a 40-page comprehensive analysis of what we wanted; we consulted all our members, which is something sadly that wasn't done by your good self ... We want a fair and objective system."  
**ASTI General Secretary, Pat King debates Junior Cycle reform with Minister Ruairi Quinn, Prime Time, RTÉ One, March 10**

"At the moment we have a robust, impartial, transparent exam system that's equitable across schools so all parents, teachers and students can have confidence in that system. Now that system is about to be abolished ... First of all it's going to change the student-teacher relationship; teachers are going to become judges of their students, rather than their advocates. Secondly, it is going to mean that standards may not be consistent across all schools ... Bear in mind, it's all very fine for us to say it's a low stakes exam, but for a 14 or 15 year old and their parents, it's a very important exam and it's a measurement of where they're at."  
**ASTI President, Sally Maguire, Morning Ireland, RTÉ Radio One, March 11**

"English teachers are due to start teaching in September; they are having one day of training before that and that is totally inadequate for a whole new course which is going to cause a whole new culture change in schools ... Society changes, therefore, education has to change, so of course change is necessary and there is a huge amount of very good change in this Junior Cycle ... our difficulty is that there won't now be a State assessed exam, so there won't be an exam that is impartial like it is now. The Junior Cert and Leaving Cert exams, they're impartial, they're transparent, they're robust, and everybody has confidence in them. That's the problem – that they will not have confidence that the standards will be maintained across schools ... There's a window of opportunity for the Minister to look at this again and to listen to what we are saying."  
**ASTI President, Sally Maguire, Newstalk Breakfast, March 11**

"I think for the credibility of the whole teaching profession, it needs outside external moderation. I do not want to be the judge or the jury for my students. I want to be an advocate for them to do well in their examinations.



*ASTI President Sally Maguire is interviewed during the lunchtime protest.*

At this present moment in time, under the current Junior Cert, there is one level; it's fair, it's transparent, and it's the same for everybody, meaning everybody has the same equality of opportunity to do well."  
**ASTI Standing Committee Representative, Sean O'Neill, Prime Time, RTÉ One, March 10**

"The *Irish Times* spoke to the Association of Secondary Teachers Ireland (ASTI) president Sally Maguire during the protest at the gates of Newpark Comprehensive School in Blackrock. Ms Maguire said teachers believed the proposals posed serious threats to education standards. 'The key issue here is the assessment - there is no transparency and how will it be implemented? Will it be the same in Wexford as it is in Galway?' Ms Maguire said teachers were in agreement that the current Junior Certificate programme needed to be changed. However, she said more discussions on the details needed to be held between the Minister and teachers."  
***Irish Times*, March 11**

"ASTI President, Sally Maguire, who attended the protest outside Newpark Comprehensive School, Blackrock, Co. Dublin, said teachers wanted a fair, transparent, objective, and equitable exams process for Junior Cycle students. She said anything less had 'the potential to seriously undermine education standards and to exacerbate inequalities between students and schools'."  
***Irish Independent*, March 12**

# New Publications 2014

The Educational Company of Ireland

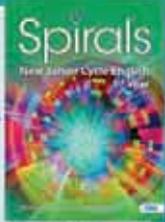
Edco e-books Available to purchase on student e-books www.edcoebooks.ie

edco DIGITAL Teacher e-books and interactive resources are available on www.edcodigital.ie

## SPIRALS

New Junior Cycle English – First Year  
Philip Carrigan · Declan O'Neill

- A brand new First Year English text written specifically for the New Junior Cycle Course for implementation in 2014
- Covers all the Strands (Oral, Reading & Writing), the Learning Outcomes and the Key Skills
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- A range of digital resources and activities for students and teachers can be accessed at [www.edco.ie/spirals](http://www.edco.ie/spirals)
- Comprehensive Teacher's Resource Book with yearly plans, lesson plans, assessment & group work sections
- FREE How to Create an ePortfolio e-book for teachers
- "Crescents" for 2<sup>nd</sup> & 3<sup>rd</sup> Year will be available in 2015



## MAKE THE TRANSITION ENGLISH 2<sup>ND</sup> EDITION

Transition Year English  
Edmond Behan

- Newly revised text which facilitates the transition from Junior to Senior cycle
- A vibrant, lively and attractive layout
- Develops key skills in comprehending, composing, personal and critical reading and writing
- New Short Fiction unit introduces the comparative writing task
- Includes revised texts, new media and multimodal texts, film studies unit, a literacy gym feature, plus a reflection and reference section



## NEW DISCOVERY 2016

Leaving Certificate English Higher & Ordinary Level  
Kevin McDermott · Patrick Murray  
Karel Sadleir · Mary Slattery

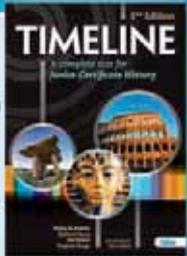
- A new student-friendly poetry text
- Clear and visually attractive with photographic illustrations
- A biographical introduction for every poet and useful guidelines and questions with every poem
- Snapshots, 8 sample essays and timelines for all Higher Level poets included
- Exam-style and general discussion questions for all poems
- Guidelines for reading unseen poetry, with sample poems and questions



## TIMELINE 2<sup>ND</sup> EDITION

Junior Certificate History  
Stephen Tonge · Gráinne Henry · Tim Nyhan  
Maïre de Buitléir · Special Advisor M.E. Collins

- New & improved comprehensive edition
- Concise and student-friendly with colourful illustrations
- Each chapter includes key learning objectives, key terms, explanations, relevant up-to-date questions and new "Did you know?" boxes
- An Exam Guide with a breakdown of study topics, advice on studying history, expert exam tips and pointers
- A selection of exam-style questions, sample answers, spider diagrams, maps and photographs
- Students can access multiple-choice quizzes on [www.edcoexamcentre.ie/timeline2](http://www.edcoexamcentre.ie/timeline2)
- Teachers can access an interactive textbook and free digital resources including WebQuests & online interactive presentations



## MAKE THE TRANSITION FRENCH 2<sup>ND</sup> EDITION

Transition Year French  
Lucy Hamill

- A new and fully updated, modern French text with engaging magazine-type material
- Activities integrated with each theme including new activities such as Chinese, mini-company, work experience and more
- Covers oral, aural, reading & written skills
- Exam-type questions with fun tasks and activities
- FREE Student CDs to accompany the text
- Teacher's CDs with a clear easy-to-follow script



## PATHS TO POETRY 2016

Leaving Certificate English Ordinary Level  
Kevin McDermott · Patrick Murray  
Karel Sadleir · Mary Slattery

- New, student-friendly and attractively illustrated text
- A biographical introduction for every poet & useful guidelines and questions with every poem
- Includes questions that explore themes and techniques
- Treatment of poems includes thinking about the poem, taking a closer look and imagining
- Includes guidelines for reading unseen poetry, exam preparation advice and exam-style questions



## MAKE THE TRANSITION GAEILGE 2<sup>ND</sup> EDITION

Transition Year Gaeilge  
Nuala Bunting

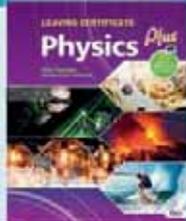
- New and exciting approach to learning Irish through enjoyable activities and projects
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## PHYSICS PLUS

Leaving Certificate Physics Higher & Ordinary Level  
Tom Tierney  
(Special Advisor: Pat Doyle)

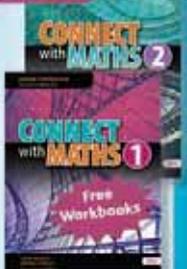
- A brand new, exam-focused text for Leaving Certificate Physics
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## CONNECT WITH MATHS 1 & 2

Junior Certificate Project Maths  
John McKeen · Gillian Russell · Michelle Kelly

- The complete package for the CIC and Junior Cycle Project Maths
- A clear, concise layout indicating where all of the strands are interlinked
- Each chapter has learning outcomes, worked examples, activities, a revision section, exam-style questions, key points and summaries
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## LEARNING THROUGH WORK EXPERIENCE

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Gerry Jeffers

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- Emphasis on Multiple Intelligence Theory
- Also suitable for LCV, LCA & PLC courses



## ROMEO AND JULIET

Shakespearean Play for Junior Cycle  
Edited with notes & guidelines by Patrick Murray

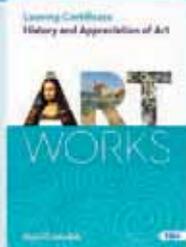
- New, beautifully-illustrated text with a modern approach
- Contains the complete text of the play, along with detailed notes and summaries
- Each scene is accompanied by plot summary, questions, key points, quotes and timelines
- Exam-based questions and guidelines on answering questions
- A special section explores major themes and context, plot analysis and character and relationship analysis
- Model answers to questions



## ART WORKS

Leaving Certificate History and Appreciation of Art  
Sean O'Lothain

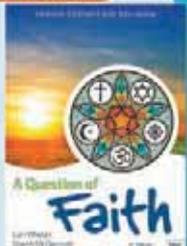
- A new, concise and beautifully-illustrated Art History text
- User-friendly and logical approach to looking at works of art & architecture
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- Full-colour photographs, illustrations, diagrams, compositional analyses of artworks and links to relevant websites



## A QUESTION OF FAITH 2<sup>ND</sup> EDITION

Junior Certificate Religion  
Niamh McDermott · Lori Whelan

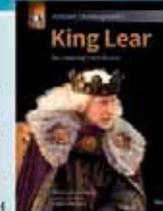
- New, updated, comprehensive and easy-to-navigate Religion text
- Exam-focused with exam-style questions and includes sample answers
- Covers all major world religions & current topics
- Full-colour illustrations & photographs
- A separate section on the Journal includes advice, ideas, past titles and a sample journal
- Includes a literacy library, in-context questions, concepts, definitions, discussion ideas, group activities and useful web links
- Suitable for students taking the exam at both higher and ordinary levels, as well as non-exam classes



## KING LEAR

Leaving Certificate Shakespearean Play  
Edited with notes & guidelines by Patrick Murray

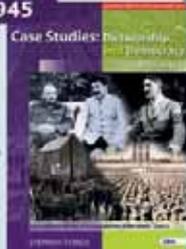
- A new and beautifully illustrated edition of King Lear
- Includes the complete text of the play with detailed notes and summaries
- Each scene has a plot summary, questions, key points and quotes
- A special section explores major themes and context, analysis of plot and character and relationship analysis
- Examination-based questions, guidelines and model answers



## CASE STUDIES: DICTATORSHIP AND DEMOCRACY 1920-1945

Leaving Certificate History  
Stephen Tonge

- Covers the case studies for 2016 & 2017 syllabus: The Show Trials, The Nuremberg Rallies, The Jarrow March
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For further details on our programmes visit:

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## An bhfuil céim mhaith agat sa Ghaeilge? Ar mhaith leat cur le do dheiseanna fostaíochta?

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Tá líon áirithe scoláireachtaí ar fáil do na cúrsaí seo.



**Spríoclá Iontrála:** 30 Meitheamh 2014

Gheofar eolas breise faoi na cúrsaí agus faoi na scoláireachtaí ó:

Dr. Regina Uí Chollatáin, Stiúrthóir an Chúrsa  
Ríomhphost: [regina.uichollatain@ucd.ie](mailto:regina.uichollatain@ucd.ie)

*Is cúrsaí iad seo atá á gcur ar fáil mar chuid lárnach de gheallúint UCD chun oideachas ceannródaíoch ceathrú leibhéal a sholáthar agus a ndéantar comhordú orthu tríd an Scoil Iarchéime, Coláiste na nEalaíon agus an Léinn Cheiltigh, UCD. Tá na cúrsaí seo á gcur ar bun le tacaíocht ón Roinn Ealaíon, Oidhreacht agus Gaeltachta tríd an Udarás um Ard-Oideachas.*

[www.ucd.ie/icsifl/postgrad/nua-ghaeilge](http://www.ucd.ie/icsifl/postgrad/nua-ghaeilge)

# ASTI seminar for principals and deputy principals

Schools need more resources to help increasing number of students with emotional difficulties, an ASTI seminar has heard.



*Pictured at the seminar (from left) are: Gerry Doherty, Presentation College, Athenry; Sally Maguire, ASTI President; Gay McManus, Dunmore Community School, Athenry; and, Paul Byrne, Carrick-on-Shannon Community School.*



*From left: Una Byrne, Mean Scoil Mhuire, Longford; Diarmaid de Paor, ASTI Deputy General Secretary; and, Ann Walsh, CBS Kilkenny, attended the seminar on March 12.*

More than 100 principals and deputy principals from schools nationwide attended an ASTI seminar on March 12. Attendees were updated on changes to sick leave, due for implementation from September, and the implementation of the Haddington Road Agreement. They also heard from educational psychologist Dr Fergus Heffernan on students' emotional difficulties.

The seminar was addressed by:

- ASTI General Secretary, Pat King, who updated attendees on changes to public service sick leave and on the Haddington Road Agreement;
- ASTI Deputy General Secretary, Diarmaid de Paor, who reported on an ongoing ASTI workload survey;
- educational psychologist, Dr. Fergus Heffernan, who gave the attendees advice on dealing with teenagers who are experiencing emotional difficulties, including those affected by cyber-bullying;
- solicitor, Michelle Ní Longáin of Byrne Wallace Solicitors, who gave an update on recent legal developments for schools; and,
- solicitor, Lorraine Smyth of Byrne Wallace Solicitors, who gave a talk entitled: 'Cyberbullying: Your responsibilities and how to minimise potential liability'.

Presentations from the seminar are available in the events section of the ASTI website.



*From left: Michele Ní Longáin, seminar speaker; John O'Donovan, Chairperson of the ASTI Principals' and Deputy Principals' Advisory Committee; and, Lorraine Smyth, seminar speaker.*

Principals and deputy principals are represented within the ASTI by the Principals' and Deputy Principals' Advisory Committee, which is elected biennially at the Principals' and Deputy Principals' Seminar.

# ASTI wins increased CID hours

ASTI case results in CID calculated on average hours

A case taken on behalf of a teacher whose hours were reduced in the year prior to the granting of her contract of indefinite duration (CID), has resulted in her CID hours being increased to the average number of hours she worked over the previous four years.

The teacher had been employed on three successive fixed-term contracts in the school, each for in excess of 21 hours. In her fourth year, she received two contracts: a fixed-term contract for 16 hours 30 minutes from September 1; and, another contract, three months later, for a further three hours 40 minutes 'appointment hours'.

The following year she received a CID based on the hours of the 16 hours 30 minutes contract only. She was also given a fixed-term contract for three hours 41 minutes.

## ASTI case

The ASTI argued that the teacher should have received a CID for all of the hours worked in the year previous to the award of the CID, as there

were no 'objective grounds' to separate out the hours into two contracts, or to classify one as not meriting a CID.

The ASTI case contended that these hours and the work attaching to them formed part of the teacher's full contract for the first three years and were only separated out on the fourth contract and reclassified, subsequently, as being exempt from the protections of the Fixed-Term Act.

The ASTI pointed out that the commencement of her fourth year was the only time that the teacher was not on full hours and that some of the classes the teacher had held until then were reassigned to two new employees rather than given to the teacher. The ASTI further noted that other teachers employed on their fourth contract in the same year and in contention for a CID in the following year did not have their hours reduced.

## The finding

In his finding, the Rights Commissioner noted that in each year prior to her fourth, the teacher worked in excess of 21 hours. He noted also that immediately after the teacher was awarded a CID, she was working 20 hours and 10 minutes, having been issued with a fixed-term contract as well as her CID. In the following year, she was again working 21 hours 59 minutes.

The Rights Commissioner found that the school "offered no credible explanation as to why the claimant alone of those teachers on their fourth year of fixed-term contracts of employment and in contention for a CID, had her hours reduced".

He concluded that: "The reason for the reduction in the claimant's weekly working hours for a relatively short period of three months from that which she had worked previously and, indeed, has also worked subsequently, was related to the fact that she was imminently entitled to a CID and was an effort to reduce her entitlement in respect of working hours in that regard."

The Rights Commissioner found that the three-month period when the teacher worked reduced hours was actually "an aberration not reflective of her normal working weekly hours". He found that her normal weekly working hours over the four years, excluding that period, was on average 21 hours and 22 minutes. Accordingly, he deemed the teacher entitled to a CID for at least 21 hours and 22 minutes.



## ICT Partnerships for Schools across Europe

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The member was represented by Maire Mulcahy, ASTI Assistant General Secretary.

# Fitness to practice

With the Teaching Council's role in investigating fitness to practice set to commence this year, we look at what this will mean for teachers.



The Teaching Council is the professional standards body for teachers in Ireland; it maintains standards in the teaching profession and supports the high level of public confidence in our schools and teachers. The Council was established following a long campaign by the teacher unions for teachers to have their own regulatory body – as is the case for other professional groups.

Included in the Teaching Council's remit is the investigation of complaints about registered teachers' fitness to practice. These powers have not yet commenced, but it is expected that this will happen in the coming year.

Once these powers commence, any person may apply to the Teaching Council for an inquiry into a registered teacher's fitness to teach, where:

- it is alleged that the teacher has contravened certain education legislation;
- it is alleged that their behaviour constitutes professional misconduct;
- it is alleged that their registration is erroneous; or,
- it is alleged that they are medically unfit to teach.

ASTI representatives on the Teaching Council work to ensure that Council procedures operate in a fair manner and in accordance with natural justice.

## Disciplinary procedures will continue at school level

It is important to note that existing disciplinary procedures will continue to operate at school level, alongside the Teaching Council's investigative role.

It is expected that Teaching Council investigations will only occur after existing disciplinary procedures have been exhausted.

## If a complaint is made

The provisions governing the Teaching Council's role in investigating fitness to teach will be similar to the procedures that apply to other professional regulatory bodies such as the Medical Council.

If a complaint is made about a registered teacher, the Council will have the authority to investigate the complaint; deal with it through its disciplinary procedures; and, if appropriate, impose sanctions against the teacher in question.

Complaints about a registered teacher's fitness to teach will first be

*Since January 28, teachers must be registered with the Teaching Council in order to teach in a school and be paid from state funds.*

submitted to the Teaching Council Investigating Committee, which will conduct a preliminary inquiry into whether the case merits sending forward to the Disciplinary Committee. The Investigating Committee will be obliged to take account of any Section 24(3) procedures that may be ongoing (for more details on Section 24, see [www.asti.ie](http://www.asti.ie)). Where the Investigating Committee determines that the complaint merits a disciplinary inquiry, such an inquiry will be held. Procedures for the conduct of disciplinary inquiries are currently being drafted and are subject to approval by the Minister. The panel hearing a disciplinary inquiry will have a majority of teacher members.

## If a complaint is upheld

If a complaint is upheld after the disciplinary inquiry, sanctions consistent with the seriousness and nature of findings may be imposed on a teacher.

A teacher could be obliged, for example, to comply with conditions such as seeking the assistance of a service relating to teacher health and welfare, or attending a specified professional development course. In very serious cases, teachers may be removed or suspended from the register. The Minister for Education and Skills announced in January that he intends to amend the Teaching Council's legislation to add further sanctions of advice, admonishment, or a censure in writing to the range of sanctions available to the Council. This is consistent with good practice in other regulatory bodies and it will also mean that a teacher will not have to be deemed 'unfit to teach' before the Teaching Council can impose sanctions.

Out of the 33 members of the Teaching Council, 22 are teachers – 11 representing primary education and 11 representing second level. Teachers are represented on all Teaching Council committees, including the Investigating Committee, and Disciplinary Committee. ASTI representatives on the Teaching Council work to ensure that Teaching Council procedures are fair and in accordance with natural justice.

# TEACHING THE HOLOCAUST

CONTINUOUS PROFESSIONAL DEVELOPMENT

Three-day Summer Course for Teachers  
18, 19 and 20 August 2014

This course is an intensive three-day programme for post-primary teachers that addresses the complex subject of the Holocaust and how to teach it in the classroom. Lectures, interactive seminars, workshops, material and resources presented by expert international Holocaust educators. The programme considers the context of the Holocaust, pedagogic challenges, cross-curricular perspectives and interdisciplinary approaches.



**TOPICS INCLUDE:** Historical context of the Holocaust; the Holocaust timeline; Ghettos; Persecution and murder; The roles of perpetrators, victims, bystanders, rescuers, and resisters; Trivialisation and Holocaust denial; Teaching the Holocaust in the Irish classroom; The relevance of Holocaust Studies for our students today.

This programme can be taken independently or as part of the Certificate in Holocaust Education awarded by Trinity College Dublin

#### Presenters:

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- Anthony McEligott, University of Limerick
- Yiftach Meiri, Yad Vashem, Jerusalem
- Zuleika Rodgers, Trinity College Dublin
- Paul Salmon, Institute of Education, University of London
- Juliane Wetzel, Centre for Research on Antisemitism, Berlin

Venue: Trinity College, Dublin 2  
Fee: €295 (includes lunch each day)



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Learning from the Past - Inspiring the Future



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For further information and an application form, please contact:

Holocaust Education Trust Ireland, Clifton House, Lower Fitzwilliam Street, Dublin 2, Ireland.  
Tel: + 353 1 6690593 Email: info@helireland.org www.helireland.org

# Certificate in Holocaust Education

Continuous Professional Development

A programme comprising 4 modules  
Special Purpose award at NQ level 7 carrying 20 ECTS



TRINITY COLLEGE DUBLIN

COLÁIÚN NA TRÍONÓIDE, BAILE AEDHA CLAIRÍ



A certificate in Holocaust education for post-primary teachers providing in-depth tuition on the historical significance and contemporary resonance of the Holocaust. The programme provides participants with information, tools and skills to address this subject in their areas of work, and to develop pedagogic expertise to complement their knowledge. The programme is divided into four modules, all of which must be completed by participants.

**Course Duration:** One year

**Accreditation:** The Certificate in Holocaust Education is awarded by Trinity College Dublin, standardised by the EU and acknowledged internationally. The programme is co-ordinated through the Herzig Centre.

**Enrolment:** August or October.



1. **Teaching the Holocaust:** Intensive three-day summer programme for teachers that addresses the complex subject of the Holocaust and how to teach it in the classroom. Lectures, interactive seminars, workshops, materials and resources presented by distinguished international Holocaust educators.
2. **Learning from the Holocaust:** Six-day programme that includes a four-day study visit to Krakow and Auschwitz-Birkenau. In Poland seminars, testimonials, tours and lectures are incorporated into the schedule. The programme is supported by two separate seminar days, one in preparation for the study visit and one on reflection afterwards.
3. **Irish Seminar at Yad Vashem International School, Jerusalem:** Eight-day programme for teachers at Yad Vashem International School for Holocaust Studies. The course is specially tailored for Irish teachers, providing in-depth exposure to the many facets of the Holocaust. The programme is supported by two separate seminar days, one in preparation for the study visit and one on reflection afterwards.
4. **Assignments:** There are four assignments to be completed on this programme: two essays, one field diary and one dissertation or special project.

**Fee:** €1,200 for registered teachers which includes all tuition, travel and accommodation (p.p.a.) For other applicants who do not qualify for sponsorship, the fee is €2,995. This programme may qualify for the Teacher Incentive Scheme.

For detailed information about this certificate and other teacher education programmes, contact the HEI1 office or visit the website: www.helireland.org

Supported by the Teacher Education Section of the Department of Education and Skills (Ireland) and in appreciation of Claims Conference's (USA) for supporting this educator training programme.



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# And now for some good news...

A number of recently published reports give teachers good reason to feel proud of their work and profession – take a look at just some of the positive news to emerge.



## Irish school completion rate is among the highest in the EU

Over 90% of Irish students stay in school to complete their Leaving Certificate, according to a report published by the Department of Education and Skills in February. The report shows that the proportion of early school leavers in Ireland last year was 9.7%, which is well below the EU average of 14%.

The report shows that the retention rates for students who entered first year in 2007 are almost 8% higher than those who began in 1997. The number of young men staying on at second level has risen dramatically by nearly 15% in this period, while the retention rate for DEIS schools continues to increase year-on-year and is up 12% since 2001.

## Parents and inspectors are positive on schools and teaching

A report from the Chief Inspector on quality and standards in schools, released last November, found very high levels of satisfaction with schools among parents. At second level, 87% of parents surveyed felt that teaching was good in their child's school. Acknowledging the "challenging environment" currently facing schools, the Chief Inspector reports that 85% of lessons observed at second level between 2010 and 2012, were satisfactory or better.

Launching the Chief Inspector's Report 2010-2012, Minister for Education and Skills, Ruairi Quinn attributed the many strengths of the Irish school system to the efforts of dedicated teachers and school leaders.

## Public satisfaction with the education system is highest in OECD

An OECD report has found that Ireland has the highest level of public satisfaction with the education system across all of the OECD's 34 countries.

"I want to acknowledge here today that we are deeply indebted to [teachers] and grateful for their assistance and I know we would not be the organisation we are today without their help ... Voluntary extra-curricular activities deserve recognition."  
GAA President, Liam O'Neil,  
GAA Congress in February.

The OECD 'Government at a Glance 2013' report showed that, at 82%, public satisfaction with education in Ireland is very high, particularly in comparison with the OECD average of 66%. In addition, more people expressed satisfaction with the Irish education system than the healthcare system, the judiciary, national government, or the police.

## Teachers are to be praised for their contribution to life skills development

The results of a survey released in January found schools are contributing in a significant way to student health and are extremely active in supporting students in physical activity outside of school hours. The 'Life Skills Survey 2012' identifies the good work that is being done by many schools in equipping students with essential life skills that will enable them to cope with the many demands and pressures they face, both with and outside of the education system.

The survey found 96% of second-level schools engage in sporting activities outside of school time and 86% encourage physical activities during breaks. "This is a manifestation of the dedication of teachers in encouraging their pupils in sporting competitions and activities, even where this is not a mandatory requirement," the report states.

## Schools equip students to be high achievers

As reported in the last issue of ASTIR, Ireland is one of the world's top performers in reading literacy, coming fourth out of 34 OECD countries and seventh out of 65 participating countries in the latest PISA study, published last December.

The report showed Ireland moved up the rankings in all subjects, while Irish students' science scores show a marked improvement on previous cycles.

# Finding it difficult to manage your debts?

Selina Gilleece of the ASTI Credit Union offers some advice on managing your money in difficult economic circumstances

There is no doubt that many people are experiencing financial hardship as the Irish economy continues to emerge from the economic meltdown over the past number of years. Many households are in a constant struggle to make ends meet. For those in extreme financial distress who are insolvent, the Government has introduced a number of initiatives under new legislation.

## Personal insolvency

The Insolvency Service of Ireland (ISI) is an independent statutory body, established in 2013, following the introduction of the Personal Insolvency Act 2012. This legislation was enacted by Government to address growing indebtedness and to provide options to individuals who are unable to repay debts and who can see no way out of their financial distress. Under the new regime, there are four options available to return to solvency in a fair, transparent, and equitable way.

### Solution 1 – Debt relief notice (DRN)

A debt relief notice enables an eligible insolvent debtor with limited disposable income and assets to write off qualifying debts of up to €20,000, where the debtor is insolvent and it is unlikely that their financial situation will improve in the next three years. There are a number of conditions which must be met in order to qualify for a DRN. As well as meeting other conditions, you must have a net income of €60 or less after reasonable living expenses. You must owe €20,000 or less in respect of your qualifying debts and you must have assets of €400 or less.

### Solution 2 – Debt settlement arrangement (DSA)

A debt settlement arrangement is an arrangement between a debtor and his or her unsecured creditors. A DSA only includes unsecured debts without a limit on the amount of the debt. However, certain unsecured debts cannot be included and certain other unsecured debts require the consent of the creditor prior to being included. There are a number of conditions which must be met in order to qualify for a DSA. As well as meeting other conditions, you must be insolvent and unable to pay debts as they fall due; you must have one or more unsecured creditors; and, you must have obtained a statement from a Personal Insolvency Practitioner (PIP) that includes confirmation that you are eligible to make a proposal for a DSA. You can only seek a DSA through a PIP, who will act on your behalf throughout the process.



### Solution 3 – Personal insolvency arrangement (PIA)

A personal insolvency arrangement enables an eligible insolvent debtor to reach agreement with creditors (both secured and unsecured) in relation to the settlement and/or restructuring of his/her debts, where the debtor is insolvent and satisfies other statutory requirements. There are a number of conditions which must be met in order to qualify for a PIA. As well as meeting other conditions, you must be insolvent; you must owe debt to at least one secured creditor holding security over Irish property or assets; your secured debts must be less than €3 million; and, you must have obtained a statement from a personal insolvency practitioner (PIP) that includes confirmation that you are eligible to make a proposal for a PIA. You can only seek a PIA through a PIP who will act on your behalf throughout the process.

### Solution 4 – Bankruptcy

Bankruptcy is a process where the ownership of an insolvent person's property transfers to the official assignee in bankruptcy to be sold by him for the benefit of those to whom the individual owes debts (creditors). There are a number of conditions which must be met before seeking to make yourself bankrupt, including making reasonable efforts to utilise the alternative solutions, including a DSA or PIA. Bankruptcy can affect your capacity to act as a director, etc., of a company. You may not necessarily lose the family home; however these and other impacts need to be carefully considered before choosing bankruptcy as an option.

The information provided is intended as a general introductory guide to the various options available. Full information can be found on the ISI website – [www.isi.gov.ie](http://www.isi.gov.ie). If you are considering any of these options, you may need to access professional advice.

**Selina Gilleece**

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Selina Gilleece is Manager of ASTI Credit Union, and is a certified Financial Planning Professional<sup>®</sup> and a qualified financial adviser. [www.asticu.ie](http://www.asticu.ie)

# Are you teaching abroad this summer?

**We want  
to help you  
help others...  
with €10,000**

Closing date: 30<sup>th</sup> April 2014  
Winners will be announced on 19<sup>th</sup> May  
(to ensure you are set up before you go!)

**[folens.ie/fotf](http://folens.ie/fotf)**

## What's it all about?

We at Folens believe everyone has a right to education, and we actively support this through our Giving Programme. With this in mind, we are very excited to launch an initiative that gives us the opportunity to contribute on many levels simultaneously.

The *Folens Overseas Teaching Fund* will award €10,000 to Primary and Post-Primary teachers in Ireland who are committing their time and energies to teaching as part of a volunteer or charitable programme over the summer.

The €10,000 will be split into ten individual awards of €1,000. Each winning candidate will receive €500 to help finance their trip and the balance of €500 will be donated to their programme, school or organisation.

## Am I eligible?

- ✓ Qualified Primary or Post-Primary teacher?
- ✓ Signed-up to work as part of a recognised volunteer or charity educational programme?
- ✓ Have documentation you can send us to prove eligibility?

## How do I apply?

**Simple! Just log onto [folens.ie/fotf](http://folens.ie/fotf).** Send us a 200-word paragraph outlining the programme and why you are doing it, some details, and you're in!

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# Changes to sick leave

With changes to teachers' sick leave due for implementation from September 2014, we answer some questions from members.



The information provided here refers to sick leave arrangements after September 1, 2014. Until September 1, 2014, a teacher may take up to 365 days sick leave on full pay over a rolling four-year period. From September 1, 2014 teachers' sick leave entitlement will be brought in line with other public servants, and the arrangements outlined in this article will apply.

## How much sick leave will I be entitled to after September 1?

### *Non-critical illness*

With effect from September 1, 2014 teachers may take up to 183 days sick leave for non-critical illness in a rolling four-year period.

### *Critical illness*

For critical illness, the limit is extended to 365 days in a rolling four-year period.

See opposite to find out how you will work out your sick leave entitlement and rate of sick pay.

## What if my paid sick leave is exhausted, but I am not yet able to return to work?

If sick leave is exhausted and you remain out of work due to illness, temporary rehabilitation remuneration (TRR) may be paid for up to 548 days following non-critical illness leave and for up to 1,095 days following critical illness leave.

TRR will be equivalent to the rate of pension you would be entitled to at that point in time. TRR will not be less than the illness benefit rate paid by the Department of Social Protection to Class A PRSI employees.

## What will constitute 'critical illness'?

A protocol for critical illness has been established. This protocol means that, if your illness meets requirements to be deemed 'critical', you will have access to the extended 'critical illness' sick leave allowance (365 days in a rolling four-year period).

In order for your illness to be deemed 'critical' you should ordinarily be under the recent or current care of a consultant. The Occupational Health Service (Medmark) will assess your case and your illness may be deemed critical if you meet one of the following criteria:

- you have an acute life threatening physical illness;
- you have a chronic progressive illness, with well-established potential to reduce life expectancy where there is no medical intervention;

- you have suffered major physical trauma, ordinarily requiring corrective acute operative surgical treatment; or
- you are in need of in-patient hospital care of two consecutive weeks or more (in the case of pregnancy-related illness this is reduced to two or more consecutive days of in-patient hospital/clinic care).

Management has discretion to grant 'critical illness' leave, even when the above conditions are not met. For full information on the protocol for critical illness sick leave see [www.asti.ie](http://www.asti.ie).

## What is a rolling period?

A rolling period means that any period to be taken into consideration in determining your remaining sick leave moves as the date progresses. So, if you took sick leave on April 1, 2010, that leave would count against your sick leave entitlement on April 1, 2014, but would no longer count against your entitlement on April 2, 2014.

## What if I have periods of critical illness interspersed with periods of non-critical illness?

If you are deemed to have a critical illness, you will continue to retain the entitlement to extended critical illness leave while you continue to be absent on critical illness or for a year following the first incidence of your critical illness sick leave. After that has passed, you will revert to 'non-critical illness' entitlement. However, if you need to take sick leave again following critical illness, management does have the discretion to apply the critical illness protocol on a case-by-case basis.

## Will sick leave I have already taken be considered when the new arrangements are in place?

Yes, under both the old and the new arrangements, a rolling four-year period applies to determine your sick leave entitlement. This means that any sick leave taken in the four years previous to your latest day of sick leave will be taken into consideration.

## If I am on sick leave when the new arrangements are implemented, does my entitlement reduce immediately?

No, as a phasing-in arrangement, teachers who are absent on sick leave when the new arrangements come into operation on September 1, 2014 will continue to retain their existing sick leave entitlements (365 days in a rolling four-year period), until they return to work. Once they return to work, however, the new sick leave arrangements will apply to them.

## Working out your sick leave

Because rolling look-back periods apply, remaining sick leave entitlement is worked out on a day-by-day basis. If you need to take sick leave, there are two reference periods to consider – one look-back over four years to determine how much paid sick leave you have remaining and another look back over 12 months to consider what rate you will be paid during any remaining sick leave. This is called a ‘dual look-back’.

### Non-critical illness

#### *First step (non-critical illness sick leave)*

Firstly, you look back over the previous four-year period to determine how much sick leave you have taken during that period, including both certified and uncertified leave. If you have taken less than 183 days sick leave during that period, you are entitled to paid sick leave for the remaining number of days. If you have exceeded that amount, you are not entitled to any more paid sick leave for non-critical illness.

#### *Second step (non-critical illness sick leave)*

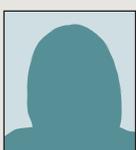
Secondly, if you are entitled to paid sick leave, to determine which rate of pay you will be paid during your sick leave (full-pay or half-pay), you look back at how much sick leave you have taken in the previous 12 months, including both certified and uncertified leave. You may take up to 92 days sick leave on full pay in a 12-month period, so if you have taken less than that amount you will be on full pay until you reach that limit. After that, you will be on half pay for up to a further 91 days (this is subject to a limit of 183 days of paid ‘non-critical illness’ sick leave in a four-year period).

#### *Examples (non-critical illness)*



Philip needs to take sick leave on October 1, 2014. He looks back four years to October 1, 2010 to see how many sick leave days he has taken since then. Philip has taken 100 sick leave in that period, so on October 1, 2014 he has 83 days of his 183 days paid sick leave left.

Philip then looks back 12 months to see at what rate his remaining 83 days sick leave will be paid. Philip took 50 days sick leave on full pay during that 12-month period, so he has 42 days of sick leave on full pay left. Philip’s 83 days of remaining sick leave are therefore made up of 42 days on full pay and 41 days on half pay.



Sarah needs to take sick leave on October 1, 2014. She looks back to October 1, 2010 to see how many sick leave days she has taken since then. Sarah has taken 150 sick leave days in that period, so on October 1, 2014 she has 33 days of her 183 days entitlement to paid sick leave left.

Sarah then looks back 12 months to see at what rate her remaining 33 days will be paid. None of Sarah’s sick leave days were in the last 12 months, so all of her remaining 33 days of sick leave will be paid at full pay.

### Critical illness

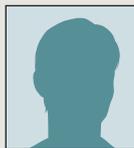
#### *First step (critical illness sick leave)*

Firstly, you look back over the previous four-year period to determine how much sick leave you have taken during that period. If you have taken less than 365 days sick leave during that period, you are entitled to paid sick leave for the remaining number of days. If you have exceeded that amount, you are not entitled to any more paid sick leave.

#### *Second step (critical illness sick leave)*

Secondly, if you are entitled to paid sick leave, to determine which rate of pay you are entitled to during your sick leave (full pay or half pay), you look back at how much critical sick leave you have taken in the previous 12 months. You may take up to 183 days sick leave on full pay in a 12-month period, so if you have taken less than that amount, you will be on full pay until you reach that limit. After that, you will be on half pay for up to a further 182 days (this is subject to a limit of 365 days of paid ‘critical illness’ sick leave in a four-year period).

#### *Examples (critical illness)*



Tom satisfies the criteria for his sick leave to be treated under the critical illness protocol. Tom needs to take sick leave on October 1, 2014. He looks back to October 1, 2010 to see how many sick leave days he has taken since then. Tom has taken 100 days sick leave in that period, so on October 1, 2014 he has 265 days of his 365 days of paid sick leave left.

Tom then looks back 12 months to see at what rate his remaining 265 sick leave days will be paid. Tom took 50 days sick leave on full pay during that period, so he has 133 days of sick leave on full pay left. Tom’s remaining 265 days of sick leave are, therefore, made up of 133 days on full-pay and 132 days on half-pay.



Rachel satisfies the criteria for her sick leave to be treated under the critical illness protocol. Rachel needs to take sick leave on October 1, 2014. She looks back to October 1, 2010 to see how many sick leave days she has taken since then. Rachel has taken 150 sick leave days in that period, so on October 1, 2014 she has 215 days of her 365 sick leave left. Rachel then looks back 12 months to see at what rate her remaining 215 days will be paid. None of Rachel’s sick leave days were in the last 12 months, so she has 183 days sick leave on full pay left. Rachel’s remaining 215 days of sick leave are, therefore, made up of 183 days on full pay and 32 days leave on half pay.

# Retiring this school year?

Whether you are retiring before the end of the year, or planning for further down the line, find out the basics of retirement and pensions.

The information provided relates to the Teachers' Superannuation Scheme, which applies to teachers who entered the profession before January 1, 2013. A new single public service pension scheme applies to all public servants – including teachers – who entered the profession on or after January 1, 2013.



## Retirement options

You are free to retire at any age, but pension benefit is only payable under certain conditions and age restrictions. If you have a minimum of two years of teaching service, and you wish to leave teaching before your pension is payable, you can defer drawing down pension benefits until you reach pension age.

The following retirement options are available to teachers:

### Compulsory retirement

Teachers who commenced teaching before April 1, 2004, must retire no later than the end of the school year in which they reach their 65th birthday. There is no compulsory retirement age for teachers who came into the system after April 1, 2004.

### Optional retirement at age 60

Teachers who commenced teaching before April 1, 2004, may opt to retire on pension at age 60, or at any time thereafter, and will receive a pension based on their years of membership of the Superannuation Scheme.

### Optional retirement at age 55

A teacher who has reached the age of 55, and has 35 years of actual teaching service, may apply to retire on pension. In calculating your teaching service, four years of pre-service training (typically for a H.Dip) counts as two years of service, and three years of pre-service training (typically qualifying without a H.Dip) counts as one year of teaching service. Teachers may count their job-sharing years as full

years for the purpose of qualifying for the 55/35 early retirement scheme, but these years count as half years for the purpose of pension calculation.

### Cost-neutral retirement

Teachers who entered service before April 1, 2004, may retire with pension from age 50, and those who entered on or after April 1, 2004, may retire from age 55. These options are defined as 'cost neutral', as actuarial reduction is applied to the pension and lump sum, based on the age of the retiring teacher.

### Retirement on grounds of ill health

Teachers who are not capable of performing their duties due to illness, may retire with a disability pension if the Department of Education and Skills is satisfied that the teacher is not capable of performing his/her duties and the infirmity is likely to be permanent.

### Notice of retirement

You are required to give at least three months' notice of your retirement to your school, or one months' notice if you work in the ETB sector. You must also apply to the pensions section of the Department of Education and Skills for payment of your pension. This year, due to an anticipated increase in the number of retirements before August 31, 2014, the Department of Education and Skills asked that teachers who intend to retire during or at the end of the school year give notice and apply for pension by March 31, in order to facilitate timely pay out of benefits. Early notification to the Department of Education and Skills' Pensions Unit is not mandatory, but notification after March 31 may result in a delay in pension

## Considering your options?

If you are considering retirement, you can apply to the Department of Education and Skills for a statement of your retirement benefits to help you decide if retirement is financially viable for you – see [www.education.ie](http://www.education.ie).

payments. Application forms to apply to the Department for pension benefit are available at [www.education.ie](http://www.education.ie).

### What pension benefits will I receive?

On retirement you will be entitled to a fortnightly pension and a lump sum, provided you have a minimum of two years' actual pensionable service. Pension and lump sum payments are determined by:

- total pensionable service – based on completed years and days of service, subject to a maximum of 40 years; and,
- pensionable remuneration on the last day of service. Broadly speaking, pensionable remuneration is made up of incremental salary, plus pensionable allowances. If a pensionable allowance has not been held during each of the last three years immediately before retirement, it will be averaged based on the number of days on which the allowance was held in the preceding three years.

### Lump sum

The lump sum you receive on retirement will amount to 3/80ths of gross pensionable remuneration for each year of pensionable service, subject to a maximum of 120/80ths. This payment is currently tax free up to €200,000.

### Fortnightly pension

Pension payments will be made fortnightly into your bank account by the retired teachers' payroll section of the Department of Education and

Skills, which makes any appropriate deductions, including income tax. If you pay D Rate PRSI, your annual pension will be 1/80th of your pensionable remuneration for each year of pensionable service. If you pay A Rate PRSI, you will receive what is known as a 'co-ordinated pension'. The amount of your annual pension will be 1/200th of your pensionable remuneration that does not exceed the maximum personal rate of State Pension (Contributory) multiplied by 3.333333, plus 1/80th of the pensionable remuneration that exceeds that figure for each year of pensionable service. Pension benefit for fixed-term employees is based on notional full-time salary and actual service, pro rata.

The ASTI website has a dedicated retirement and pensions section, which includes more detail on the information above – [www.asti.ie/pay-andconditions/retirement-pensions](http://www.asti.ie/pay-andconditions/retirement-pensions).

## Grace period before August 31

A teacher who retires on or before August 31, 2014 will have their benefits calculated based on the pay scales and pensionable allowances that applied to them on June 30, 2013, i.e., before the Haddington Road pay cuts and withdrawal of S&S allowance applied.



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- M.A. in Media Studies
- M.A. in Medieval Studies

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English Language & Literature; French Studies; Gaelige; German Studies; Geography; History; Mathematics and Computer Studies; Media Studies; Music; Philosophy; Psychology; Theology and Religious Studies.

**DEADLINES FOR COMPLETED APPLICATIONS:**  
**May 30th 2014**

**FURTHER INFORMATION**  
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F: + 353 61 204903 E: [admissions@mic.ul.ie](mailto:admissions@mic.ul.ie)

# Meet Head Office staff

We introduced you to the industrial relations team in the November issue of *ASTIR*. Now, get to know the rest of Head Office.



An introduction to the Industrial Relations team was featured in the November 2013 issue of *ASTIR* – available at [www.asti.ie](http://www.asti.ie)

## Serving members



Back row (from left): Sarah Cullington; Cillian Tobin; and, Jane Hopkins.  
Front row (from left): Elaine McLoughlin; Geraldine Duff; and, Maura Harpur.

### Reception/administration

Many members will know Jane Hopkins, who looks after Head Office reception; Jane takes up to 100 calls daily from ASTI members and directs them to various departments. She also receives a similar number of letters and emails. Sarah Cullington assists with reception and administration duties.

### Membership/IT

The membership department is where Jane routes much of the correspondence. Geraldine Duff is responsible for processing membership applications, updates and payments, and answering queries in relation to membership. She also looks after the ASTI membership database. Cillian Tobin, who has responsibility for IT at Head Office, also assists in the membership department.

### Accounts

The accounts department looks after finances and accounts. Maura Harpur processes and tracks members' claims for benefits, travel, and subsistence, and deals with queries relating to these. Elaine looks after the ASTI's finances and assists in the preparation of the union's accounts.

## The Office of the General Secretary and President



From left: Sally Maguire; Pat King; and, Danielle Cullen.

The ASTI General Secretary and President manage the implementation of ASTI policy decisions and strategy, and ensure that members' decisions are carried out or progressed.

The ASTI President is elected each year at Annual Convention for a one-year term, and takes a sabbatical to work from Head Office during their presidency. Sally Maguire, the current ASTI President, has taken a sabbatical from her teaching job in Dublin to lead the ASTI for 2013/2014. The ASTI General Secretary, Pat King is entrusted with managing the daily business of the ASTI and the execution of ASTI policy. He promotes the interests of the union and its members in relation to salary and conditions of employment and the wellbeing of the education service at national and international level.

Danielle Cullen assists both Pat and Sally in their day-to-day work. She looks after their diaries, prepares documentation, arranges meetings, and manages their considerable correspondence.

Diarmaid de Paor is ASTI Deputy General Secretary. He supports the General Secretary in his role and has specific responsibility in the areas of communication and education policy, relations with parents, and the interests of principals and deputy principals.

Jacqueline Kearns Executive Officer has responsibility for managing the general administration of ASTI Head Office and the organisation of conferences and seminars, including ASTI Annual Convention.

## Education, research, and communications



From left: Gemma Tuffy; Clare Manning; Moira Leydon; Eileen O'Rourke; and, Brigid Fitzgerald.

### Education and research

The education and research department is run by Moira Leydon, Assistant General Secretary. She works in collaboration with the Education Committee and ASTI subject representatives to develop education policy, to further the educational aims of the ASTI, and to represent teachers' concerns and priorities in relation to curriculum development and other education issues. This includes developing submissions and position papers, conducting research and negotiations on education matters, and liaising with and representing the ASTI on education bodies. Eileen O'Rourke assists Moira in her day-to-day work in delivering the objectives of the education and research department.

### Media and communications

The media and communications office is run by Gemma Tuffy, Executive Officer who works to develop and maintain a positive public profile for the ASTI and its members and to promote the union's policies, concerns and campaigns. Clare Manning assists Gemma in media relations and public affairs work including media monitoring and research. The office also produces *ASTIR*, *Nuacht* and other publications throughout the year and ensures online communications are up to date. Brigid Fitzgerald assists Gemma in producing publications and has a role in maintaining and updating the ASTI website and social media.

The ASTI industrial relations staff featured in November 2013 *ASTIR*, which is available on the ASTI website [www.asti.ie](http://www.asti.ie).

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# Your payslip explained

A detailed explanation of each section of your payslip.

## Gross earnings

Basic pay refers to payment for the hours you have worked in the payroll period. Payment in respect of any allowances you hold will be detailed separately below this. FEMPI deductions are also detailed under gross earnings, as minus figures

## Deductions

Statutory deductions such as tax (PAYE), PRSI and Universal Social Charge (USC) are detailed here. Your pension contributions (Aoisliuntas – Group and 1.5 SP & CH) are also included, along with the public service pension-related deduction.

You can elect to have other deductions made directly from your salary, and these will also be listed here. Examples include: additional voluntary contributions to pension; contributions to certain savings schemes; certain insurance schemes, including salary protection and health insurance; credit union deductions; and, your ASTI subscription. Some at-source deductions are eligible for tax relief – see pre-tax deductions below.

## PRSI

### PRSI class

All teachers employed since April 5, 1995 are Class A PRSI contributors. Class A is the normal rate at which PRSI is paid. Those employed prior to April 5, 1995, pay Class D PRSI.

### PRSI weeks

This refers to the number of weeks you have contributed PRSI in this tax year.

## Tax

### Tax basis

This lets you know on what basis you are paying tax. This is likely to be O for 'ordinary', but you may be paying emergency tax for a time when you begin work – if so this will be indicated by the letter 'E'.

### Tax credit

This refers to the amount of tax credit you are entitled to for this payroll period. It includes your PAYE credit, your individual tax credit and other credits you may be entitled to, based on your personal circumstances. Any tax liability for this payroll period is reduced by this amount. Check [www.revenue.ie](http://www.revenue.ie) for more details on tax credits.

### Cut-off point

Your cut-off point refers to the point at which you start to pay the higher rate of tax. The standard PAYE rate is 20%. You are taxed at this rate on earnings up to your cut-off point. After that, earnings are taxed at the higher rate of 41%. The figure here indicates your cut-off point for this particular pay period.

### Taxable gross

This is the amount on which you will pay tax. It is equal to your gross pay, less any at-source deductions that are eligible for tax relief (pre-tax deductions).

### Pre-tax deductions

This is the total amount of at-source deductions made during this period that are eligible for tax relief. This amount is deducted from your gross income before tax is calculated, thereby lessening your tax liability. Examples of pre-tax deductions that qualify for tax relief are: your pension contributions; the public service pension levy; and, salary protection payments.

### Net pay

This figure indicates how much is actually paid into your bank account after tax, PRSI and other deductions.

## YTD (year-to-date) totals

Year-to-date totals let you know how much you have earned, been paid, or been credited to date in this tax year. The tax year runs from January 1 to December 31.

## Haddington Road Agreement and your payslip

Until recently you will have seen a 'FEMPI' deduction listed on your payslip. From March 20, this deduction should have changed to 'FEMPI/HRA'. This is an interim measure until such time as the Department of Education and Skills' payroll section has dealt with all adjustments necessary, due to ASTI members' acceptance of the Haddington Road Agreement.

The Haddington Road Agreement applies from July 1, 2013 and adjustments to ASTI members' increments and salary will apply from that date. These adjustments and any necessary pay restoration are being made on a phased basis. Increments should now have been restored to all those earning less than €65,000 and new salary scales should have been applied to post-2011 and post-2012 entrants. From March 20, adjustments will be made to those earning over €65,000. The adjustment for S&S alleviation or reduction must be inputted manually, so this may take some time. If you have any queries, you should contact the payroll section of the Department of Education and Skills.

# Attention all RSTA members

Changes to annual membership subscription for RSTA members.

The facility to have the annual membership subscription deducted from pension has been withdrawn by the Department of Education and Science. From January 1, 2014 the options available to members are:

1. bank standing order; and, 2. cheque.

To retain your membership of RSTA, please use the application form below to indicate your preferred payment option.



## MEMBERSHIP APPLICATION FORM

---

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Home phone: \_\_\_\_\_ Mobile: \_\_\_\_\_

Email: \_\_\_\_\_ RSTA Branch: \_\_\_\_\_

**Annual subscription €24. Subscription payment options:**

**1. Standing order set up form**

Please complete in BLOCK CAPITALS using black or blue pen.

To the manager: (Name of Member's Bank): \_\_\_\_\_ Date: \_\_\_\_ / \_\_\_\_ /20

Bank branch and full address: \_\_\_\_\_

*I hereby authorise and request you to DEBIT my account.*

Bank Account No:

Account Name: \_\_\_\_\_ with the amount of €24. Amount in words: Twenty four euro

Frequency: Annually until further notice

And to CREDIT the account held in the name of:

**Retired Secondary Teachers' Association** AIB Bank, Sutton Branch

NSC: 93-23-61 Account Number: 12729-080 IBAN: IE55 AIBK 9323 6112 7290 80 BIC: AIBKIE2D

Member's Name: (To show on RSTA Statement) \_\_\_\_\_ Starting Date: \_\_\_\_ / \_\_\_\_ /20

Member's signature: \_\_\_\_\_ Date: \_\_\_\_ / \_\_\_\_ /20

(You can cancel this Standing Order instruction at any time by writing to your Bank. The amount of the payment authorised above may not be altered except by your instruction to your Bank.)

**2. Online bank transfer**

Please refer to the standing order form above for details of the RSTA bank account.

**3. Cheque**

Cheques should be made payable to 'RSTA' and posted with this form to the National Treasurer RSTA.

**Please return the completed application to:** Mrs Muriel McNicholas, National Treasurer RSTA, Cordarragh, Kiltimagh, Co. Mayo.

## Teacher swap

**Home economics and religion** teacher in south Dublin seeks swap with same in Louth/Monaghan area.

Contact [homeeconomicteacherswap@gmail.com](mailto:homeeconomicteacherswap@gmail.com).

Permanent **home economics and religion** teacher in Louth seeks swap with same in Leitrim/Cavan/Longford area.

Contact [homeecteacherswap@gmail.com](mailto:homeecteacherswap@gmail.com).

Permanent **home economics** teacher in south Mayo seeks to swap with same in Sligo area. Contact [sligoteacherswap@gmail.com](mailto:sligoteacherswap@gmail.com).

Permanent **biology and science** teacher in southeast seeks swap with same in the Limerick, north Cork, or east Clare region.

Contact [scienceteacherswap@gmail.com](mailto:scienceteacherswap@gmail.com).

**Art teacher** in Leitrim seeking job swap with same in the Roscommon/east Galway/south Mayo, or other suitable midlands region. Contact [artteacherswap@gmail.com](mailto:artteacherswap@gmail.com).

Teacher of **science and maths** in Connemara, Co. Galway is seeking exchange with teacher in Galway city, south Galway, or east Galway. Contact [schoolswop@yahoo.com](mailto:schoolswop@yahoo.com).

Teacher of **geography, business, and maths**, based in Dublin seeks swap with teacher in Galway/Mayo region.

Contact [geogd9@gmail.com](mailto:geogd9@gmail.com) for more information.

Teacher of **Irish and geography** in north Dublin seeks swap with teacher in Limerick, north Kerry, or north Cork.

Contact [gaeilgeswap@gmail.com](mailto:gaeilgeswap@gmail.com).

Teacher of **English with religion and guidance counseling** in Kerry seeks swap with teacher in Dublin.

Contact [englishkerrydublinjobswap@gmail.com](mailto:englishkerrydublinjobswap@gmail.com).

Permanent teacher of **English with geography and CSPE**, based in Dublin, seeks swap with teacher in north Mayo or Sligo.

Contact [engjobswap@gmail.com](mailto:engjobswap@gmail.com).

CID (18+ hours) teacher of **English and geography** in Dublin seeks a swap with a teacher from Louth. Contact

[Dublin.louth.teacher.swap@hotmail.com](mailto:Dublin.louth.teacher.swap@hotmail.com).

The ASTI takes no responsibility for job swap notices.

## NQT documentary

Midas Productions are developing a six-part observational TV documentary series, which will follow the journey of six newly-qualified teachers as they embark on their first year in front of a classroom. If you know a student teacher who might be interested in taking part, please ask them to contact [aine@midasproductions.ie](mailto:aine@midasproductions.ie).

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[www.nicolasedgwick.com](http://www.nicolasedgwick.com)

## Research into principals' leadership styles

A doctorate student in the University of Limerick is undertaking research into the leadership styles of principals and the resulting impact on the school organisation. The research will involve an online survey and a possible follow up face-to-face audio-recorded interview. If you are interested in participating in the research, contact [0102253@ul.ie](mailto:0102253@ul.ie) for further details.

## Anti-bullying training

The Professional Development Service for Teachers (PDST) is currently providing online supports and resources aiming to assist schools in the development of their anti-bullying policy. Workshops are also being held in local education centres to provide an overview of the revised procedures on bullying. One member of staff, preferably the principal, is invited to attend. In the next school year it is planned to offer support to staff in the area of awareness-raising and prevention and intervention strategies. See [www.pdst.ie](http://www.pdst.ie) for more information.

## Cyberbullying workshop

The Anti-Bullying Centre (ABC) is running a one-day workshop for parents and teachers called 'Cyberbullying: What Schools Need to Know' on April 15. For more information see: [www4.dcu.ie/abc/training.shtml](http://www4.dcu.ie/abc/training.shtml).

## Interested in Junior Social Innovation ACTION programme?

YSI is designing a Social Innovation ACTION programme for first, second, and third years. We would love to hear from any teacher or school who would like to be involved in a pilot of this from September 2014. Contact the YSI Education Team at [educate@youngsocialinnovators.ie](mailto:educate@youngsocialinnovators.ie).

## Fundraising barter for CARI

The CARI Foundation, which provides therapy and support to children affected by sexual abuse, is offering student-training modules, including Criminal Law and Introduction to Psychology and Therapy, in exchange for students' participation in fundraising events within their schools. Find out more at [www.cari.ie](http://www.cari.ie).

## CPD opportunity: The Global Teachers Award

The Global Teachers Award (GTA) is a teacher-training programme, which aims to raise the profile and quality of development education provision through the creation of a standardised development education training and award scheme for teachers. The GTA progresses over three levels. Level one is currently available and involves a six-hour module validated by Liverpool Hope University (UK). The training is free of charge. For more information, contact Vicky Donnelly at [education@galwayowc.org](mailto:education@galwayowc.org) or on 091-530 590.

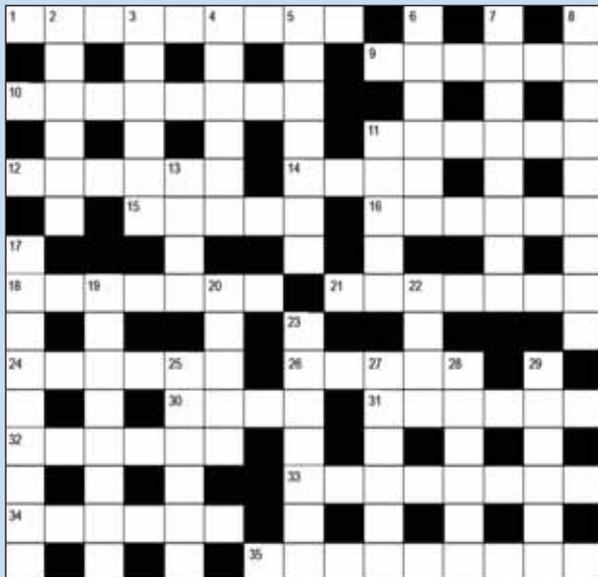


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ASTIR CROSSWORD NO. 1402

The winner will receive €200

If you wish to keep your copy of *ASTIR* intact you may send a photocopy of the crossword. One entry only per member.



Name

School

Address




ASTI Branch

Entries to: ASTIR Crossword No. 1402, Think Media, The Malthouse, 537 NCR, Dublin 1.

To arrive by: Thursday, April 17, 2014

CLUES ACROSS:

- 1 What could be better though you haven't got a light! (9)
- 9 Muddled pagers might be found on hospital bedside locker! (6)
- 10 Aysmmetrical (8)
- 11 To be in extreme is a big mistake (6)
- 12 Strauss opera, Wilde play looking for a head (6)
- 14 Panache (4)
- 15 across, 7 down: Method of working often shortened to M.O. (5,8)
- 16 Poem division (6)
- 18 Sinatra, a craftsman! (7)
- 21 Norma composer (7)
- 24 Pasta for the simpleton (6)
- 26 Shoppers' aids (5)
- 30 A real member of the nobility (4)
- 31 Young reporter has her little angel (6)
- 32 Inclines towards spots for skiing (6)
- 33 They permit the police to make arrests (8)
- 34 You may see them with a leg in the sea though usually on high (6)
- 35 Dance here with steady devotion (9)

CLUES DOWN:

- 2 Jacket for an obsessive! (6)
- 3 "it is a ..... More honour'd in the breach than the observance" (Hamlet / Shakespeare) (6)
- 4 The boy showed the way when spooning! (6)
- 5 Dad & Tess are not the happiest (7)
- 6 Passionate in Arden today! (6)
- 7 See 15 across
- 8 A skinny problem sounds painful to the eye (9)
- 11 A test of flavour (5)
- 13 A rolling stone doesn't gather any (4)
- 17 Threads in fashion lost their sheen (9)
- 19 Diligent tho' crude (8)
- 20 Regions are as fields of study (5)
- 22 Call others though reluctant (4)
- 23 Audibly permitted (7)
- 25 Reeled and looked suggestively (6)
- 27 Like hens' teeth! (6)
- 28 One in teens most unusual in this assembly (6)
- 29 There's decay, I see, in the countryside (6)

Solution to ASTIR Crossword No. 1401

Across	Down
8. Assessor	1. Assisi
9. Praise	2. Tennyson
10. Sienna	3. Escapade
11. Gravitas	4. Fragile
12. Siesta	5. Sprang
13. Legalese	6. Daniel
15. Deed	7. Assassin
17. Counter	14. Edge
19. Genuine	16. Erat
22. Area	18. Obtruded
24. Staccato	20. Eastward
27. Setter	21. Ulterior
29. Autumnal	23. Rowling
30. Warned	25. Cruise
31. Lessee	26. Apnoea
32. Narcotic	28. Eyelid

DID YOU MISS?

GAA President full of praise for teachers.  
 Financial concerns – some helpful advice.  
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page 21.  
 page 22.  
 page 28.

Congratulations

Congratulations to the winner of Crossword No. 1401:

Kieran McCarthy, St Angela's School, Co. Waterford.

Waterford RSTA Branch member.

## Online Teacher Resource Website

Teachers can access Edco Interactive Textbooks, plus a bank of FREE Digital Resources at [www.edcodigital.ie](http://www.edcodigital.ie). edcodigital contains over 200 Online Textbooks and over 20,000 Interactive Resources, such as Interactive Websites, PowerPoints, Videos, Exercises, Quizzes, Weblinks, Audio files, Podcasts, Teacher's Resource Books and much more.

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