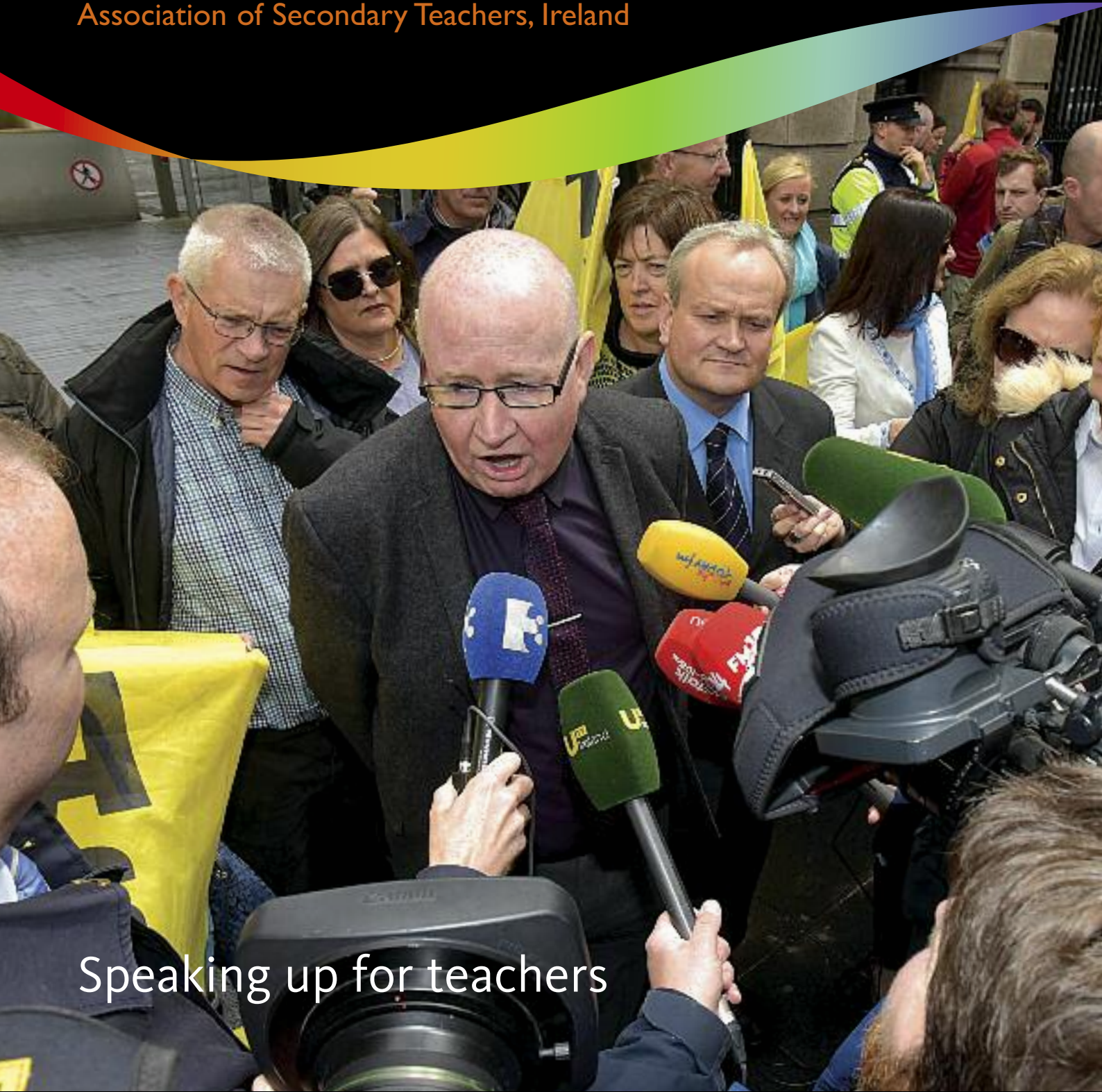


Volume 34: Number 4: September 2016
ISSN 0790-6560

ASTI
A century of service

ASTIR

Association of Secondary Teachers, Ireland



Speaking up for teachers

Junior Cycle and
LRA updates

Advice for new
teachers

ASTI commemorates
founder

Bring the world
into your classroom...
bring your class into
the Irish Aid Centre in
Clonmel Street, Dublin 2

SCHOOLS' WORKSHOPS ON DEVELOPMENT AND IRELAND'S ROLE IN FIGHTING GLOBAL POVERTY AND HUNGER

For:
Transition Year
CSPE
Senior Cycle

- » Workshops are FREE
- » 90 minutes long
- » 10.00 and 12.00 Mon–Fri
Afternoons on request

**“Once again I was
thrilled to bring
my students to
the Centre, it has
an enormous
impact on them
when they return
to the classroom”**

Visiting teacher



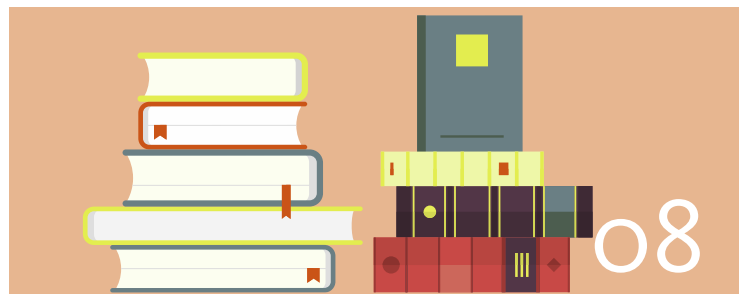
Students from Loreto College, Swords participating in Irish Aid workshops

To make a booking:
contact Ana Maria Barbu
T 01 408 2832
E anamaria.barbu@dfa.ie

Irish Aid Centre
3 Clonmel Street (off Harcourt St.)
Dublin 2
www.irishaid.ie

CONTENTS

4	From the President's desk <i>Challenges ahead</i>
4	General Secretary's update <i>Time for a united union</i>
5	News
8	News features
8	<i>Junior Cycle campaign update</i>
10	<i>FEMPI must go</i>
11	<i>Government moves to escalate LRA dispute</i>
12	ASTI in the media <i>Challenging inequality</i>
14	Feature <i>ASTI commemorates founder</i>
16	New to teaching
16	<i>Your first teaching job</i>
17	<i>Social media</i>
18	<i>Advice from principals</i>
20	Feature <i>ASTI honours members</i>
22	Meet the President <i>Meet the new ASTI President, Ed Byrne</i>
24	Profile <i>Strength in numbers</i>
26	RSTA news
27	Committee profile <i>Meet your Standing Committee representatives</i>
29	Obituary
29	Noticeboard
30	Crossword



Editorial Board

Ed Byrne	President
Kieran Christie	General Secretary
Máire G. Ni Chiarba	Immediate Past President
Ger Curtin	Vice President
Ray St John	Honorary Treasurer
Sean O'Neill	Standing Committee Nominee
Mary Ohle	Standing Committee Nominee

Media and Communications Officer:

Gemma Tuffy

www.asti.ie

Cover photo by Tommy Clancy

Published on behalf of ASTI by Think Media.

Editorial: Ann-Marie Hardiman, Paul O'Grady and Colm Quinn
Design: Tony Byrne, Tom Cullen and Niamh Short
Advertising: Paul O'Grady

ASTI
Thomas MacDonagh House,
Winetavern Street, Dublin 8
Do8 P9V6
Tel: 01-604 0160
Fax: 01-897 2760
astir@asti.ie

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.

The ASTIR Editorial Board is interested in receiving feedback on ASTIR.
Members can email astirfeedback@asti.ie or text 087-9349956.



CHALLENGES AHEAD

Hello colleagues and welcome back to what promises to be a momentous and difficult year.

It would be remiss of me not to highlight some of the difficulties ahead. We are in dispute with our employer, the Department of Education and Skills (DES), on a number of issues. In no particular order I will deal with a number of these.

Firstly, we have the unacceptable position of teachers who have joined the profession since 2011/2012. They have been subjected to reduced pay scales and the denial of qualification allowances. It is this more than any other reason that caused our members to vote no to the Lansdowne Road Agreement (LRA). We will be balloting our members in the near future if the Government fails to rectify this inequity. The proposed pay review body and the time scales involved do not in my opinion deal adequately with our concerns.

The LRA has not received the support of our members mainly because many of its provisions copper-fasten measures brought in by emergency legislation during the financial crisis. Part of this includes the 33 hours of unpaid time known as the 'Croke Park hours'. In a recent ballot, we decided to withdraw our co-operation with these unpaid hours. This has brought an amazing overreaction by the DES, since our initial withdrawal in no way threatened to shut schools. This cannot be said of the DES action: the threat to the supervision and substitution payment most definitely will result in disruption in second-level schools if ASTI members withdraw from further unpaid work. Once more the Department is using FEMPI legislation to bully ASTI members in a direct attack on the democratic process.

We continue our industrial action around the issue of posts of responsibility. The Government introduced a moratorium on these posts in 2009 as a response to the bank-induced financial crisis. Despite improving growth and economic forecasts the moratorium remains in place. This has placed enormous pressure on schools by hollowing out the middle management structure and denying many teachers the legitimate expectation of promotional opportunities. Our directive must be adhered to in an effort to bring an end to this injustice.

Teachers are returning to schools where they have the respect of the vast majority of their students. Unfortunately, there is a minority of students with behavioural issues who make teaching and learning extremely difficult. Teachers in such circumstances require the full support of school management and parents. The health and welfare of teachers, and indeed of the majority of students, demand no less.

Schools have suffered continuous cuts; these must be reversed if we as professionals are to deliver the services our students so richly deserve. It is now time for teachers, teacher unions, parents, parent organisations and management bodies to campaign for the resources necessary.

All the very best to each and every one of you in the year ahead.



Ed Byrne
ASTI President

TIME FOR A UNITED UNION

Undoubtedly, ASTI members face into seriously challenging times at the beginning of this new school year. I know that the President addresses many of the issues elsewhere on this page. Whether it is the ending of the inequitable treatment of newly qualified teachers or the reinstatement of terms and conditions that all teachers lost during the recession, there is a litany of matters to be resolved. And of course, the need to address our outstanding issues of concern regarding Junior Cycle reform continues to loom large. In all these matters the ASTI has sought to be constructive, but firm in our resolve that sticking plasters will not do. We have engaged on a number of occasions throughout the summer with both the Minister for Education and Skills and his officials. As I write this a further meeting is scheduled. Our objective has always been to seek to have matters resolved for the benefit of our members and the students we teach. During the summer it was appalling to witness the outrageous attack on ASTI members by the Government, using emergency legislation that had been designed for use in the context of a sinking economy, rather than the growing and improving one that we all have made so many sacrifices to ignite. FEMPI legislation has no place in modern industrial relations and must be repealed.

Junior Cycle

Regarding Junior Cycle reform, the ASTI has been consistent in its position. Members rejected the current proposals and a better set of proposals will have to be achieved. The ASTI is aware of the enormous burden that the long-running dispute has imposed on the work of teachers of English in particular, and is grateful for the fortitude these members have shown at the sharp end of the dispute. They will now be joined by their colleagues who teach science and business studies. It is a tribute to our members that throughout this dispute they have placed the preservation of standards at Junior Cycle level, together with a steadfast insistence that there must be equity and fairness for all students, at the heart of their actions. The ASTI will continue to strive to bring the matter to a full conclusion.

On a general point, as you read further articles in this edition of *ASTIR*, you are bound to be struck by the extent to which teachers and education are persistently under attack at this time. Articles on the threat from TTIP, FEMPI legislation implemented against teachers, and the issues at the heart of the LRA dispute, serve to underline the fact that teachers' terms and conditions of work are hard won and difficult to retain. It further highlights the need for a strong, united and proactive union that is constantly vigilant. Hence, it was heartening to witness the enormous turnout in our ballot of members in May, when 75% of members deliberated on the issue in question and voted. It points to an interested and participative membership and long may that continue.



Kieran Christie
ASTI General Secretary

ASTIR mentioned in the Dáil

The article 'Three colleagues, three pay scales' – published in the May edition of *ASTIR* – made it onto the national agenda when it was raised in Dáil Éireann.

Ruth Coppinger TD said: "An interesting article on the ASTI website, entitled 'Three colleagues, three pay scales', tells the story of three teachers teaching in the same school. There is about a year or two in the age difference among them and they are getting three different levels of pay. That is outrageous. When will this end? The three teachers concerned in Presentation College, Bray, are Michael Berigan who is 31 years of age, Yvonne Rossiter who is 27 years of age and Michael Browne who is also 27 years of age. They teach alongside each other and they graduated within a couple of years of each other. Michael Berigan is on the pre-2011 salary scale, Yvonne Rossiter is on the 2011 new entrant salary scale and Michael Browne is on the 2012 new entrant salary scale. The gap in earnings among them amounts to thousands of Euro every year. I ask the Minister tonight when he will end that disgraceful inequality that was forced on many workers: teachers, nurses and other workers in the public service".



Duaisbhronnadh – award for excellence in languages



Máire G. Ni Chiarba (then ASTI President and Duaisbhronnadh guest speaker) presents the Pat Cox Perpetual Trophy for excellence in modern languages to Máire-Jo Nic Liam of Coláiste an Phiarsaigh, Gleann Maghair, Co. Chorcaí.

Board of management training

This October and November, the ASTI will be offering one-day training seminars for teacher representatives on boards of management. Topics covered will include: structure of boards; boards' responsibilities; finance; role of staff representatives; board meetings; and, the ASTI's role.

Board representatives who wish to attend and who have not already attended an ASTI board of management course should contact Danielle Cullen at dcullen@asti.ie or 01-604 0160.

Thomas MacDonagh honoured



From left: Margaret Kent (Chair, ASTI Education Committee), Muriel McAuley (granddaughter of Thomas MacDonagh), Ann O'Sullivan (emeritus member, ASTI, and former member of the Equality Committee) and Matt Bermingham (honorary life member, ASTI).

A 1916 centenary commemoration took place in St Colman's College, Fermoy (the birthplace of the ASTI) in May. The Past Pupils Union (PPU) of St Colman's commissioned sculptor Mike Wilkins to make a commemorative plaque honouring 1916 proclamation signatory Thomas MacDonagh, who taught in St Colman's from 1903-1907/08. The plaque was unveiled by Kevin O'Keeffe TD.

A fascinating account of Thomas MacDonagh's early career in teaching and his time in St Colman's and Fermoy was given by retired teacher and ASTI member Jim Field.

Muriel McAuley, granddaughter of Thomas MacDonagh, also addressed the gathering, speaking about her grandfather's life as a teacher, and thanked the PPU for their work in commemorating him.

School steward training

The ASTI is providing training workshops for school stewards throughout September and October. These workshops will take place in venues around Ireland and will include information on the role of the school steward and the role of the ASTI, updates on national issues affecting members, and information on terms and conditions, so that school stewards can help members in their schools. Substitution cover is available for school stewards – please enquire when registering. For more information or to register, call 01-604 0170 or email eileen@asti.ie.

Carlow Branch retirement dinner



Recently retired ASTI members are pictured at a Carlow Branch retirement function, along with Máire G. Ni Chiarba (then ASTI President), Ed Byrne (then ASTI President Elect), Diarmaid de Paor (ASTI Deputy General Secretary), Susie Hall (RSTA Secretary), Eamonn Dennehy (Standing Committee Representative) and Vanessa Byrne (Chairperson, ASTI Carlow Branch).

President visits Crescent College Comprehensive, Limerick



Máire G. Ni Chiarba (then ASTI President) is presented with the Crescent College Centenary Anniversary Book by her niece Clodagh Kirby, during a visit to the Jesuit college. Also included in the photo are (from left): Shane McDonagh (ASTI School Committee), Cian Kirby and Neil Kirby (nephews of the then President), Karin Fleming (Principal) and Nora Cafferkey (ASTI School Committee).

Cork North Branch retirement dinner



Pictured with members at a recent Cork North Branch retirement function are Máire G. Ni Chiarba (then ASTI President), Carmel Henahan (RSTA President) and David Briscoe (Cork North Branch Chairperson).

TTIP threat to working conditions and public services

The proposed Transatlantic Trade and Investment Partnership (TTIP) and Comprehensive Economic and Trade Agreement (CETA) trade deals pose an insidious threat to democratic institutions by elevating corporations above citizens and civic society, according to the Irish Congress of Trade Unions. The CETA and TTIP trade deals are currently being negotiated between the EU and Canada and between the EU and the United States, and are due to be completed in the coming months.

The Irish Congress of Trade Unions says that the current proposals place corporations above people in terms of legal rights and access to the judicial

system. In addition, the trade deals make public services, including education, vulnerable to market access and privatisation, and threaten the status of collective bargaining agreements and labour standards. Congress is campaigning for a rejection of the agreements by the Irish Government. It believes that Ireland should only support a trade deal that has strong and enforceable labour standards, which guarantees the exclusion of public services from market access, and which does not give investor rights precedence over citizens' concerns. Read the Irish Congress of Trade Unions paper 'No Deal: Why Unions Oppose TTIP and CETA' at www.ictu.ie.

St Flannan's wins NASA competition

Four students from St Flannan's College, Ennis, Co. Clare, have won first prize in the most senior category of the prestigious NASA Ames Space Settlement Design Contest 2016. The students were guided by teachers John Conneely (physics), Michael Horgan (biology) and Grainne O'Brien (chemistry). The brief from NASA was to design a space settlement capable of supporting at least 10,000 people. The team from St Flannan's called their design AgriScout, as it was to be sited in orbit around Ceres, in the asteroid belt. Ceres was the Roman goddess of agriculture. The four students, with John Conneely and Michael Horgan, travelled to the International Space Development Convention (ISDC) in San Juan, Puerto Rico, in May to present their winning project to space industry scientists and NASA personnel. John Conneely said: "The event allowed our pupils to meet students from all over the world and was a fantastic experience. We would like to thank Cornmarket, the ASTI and the ASTI Credit Union for their support and sponsorship".



Michael Horgan (biology teacher at St Flannan's) and Lynne Zielinski (National Space Society), with winning students Jason Herbert, Eoghan Keane, Kieran Maher and Sean Donnell at the presentation of their certificates.

Information on paternity leave

With effect from September 1, 2016, teachers will be entitled to revised paternity leave entitlements as follows:

A period of two consecutive weeks' paid leave will be available to a relevant parent on the birth/adoption of a child, where the date of birth/date of placement of the child falls on or after September 1, 2016.

At the time of going to print, the Department of Education and Skills has

advised that a circular letter in relation to this will be published shortly. Teachers who wish to avail of this leave are advised that they must apply to their employer in writing four weeks in advance of intending to take such leave. Class A, E and H PRSI contributors may be entitled to Paternity Benefit. Further information is available from the Department of Social Protection's website.

CYCLONE REP

Cyclone Rep is a Theatre-in-Education company touring to venues and schools throughout Ireland with the acclaimed Shakespeare and Bullying Prevention Sessions. Our mission is to provide young audiences with engaging theatrical experiences that educate and entertain.

King Lear Session
Hamlet Session
Romeo & Juliet Session
Merchant Session
Bullying Prevention Sessions

"Superb performance, students engaged from beginning to end. Grabbed the attention of all pupils, irrelevant of academic ability. Ultimately made Shakespeare incredibly accessible."
 - Mary Rose Connolly, Mayo Teacher

"I cannot say enough about this project. It is making waves and is without a doubt changing the world we all inhabit for the better"
 - Brendan Scathil, Community Worker, HSE Cork North East
 (Bullying Prevention Session)

☎ 021 235 5356 ✉ info@cyclonerep.com 🌐 www.cyclonerep.com



JUNIOR CYCLE CAMPAIGN UPDATE

The ASTI is committed to its campaign to protect education standards at Junior Cycle.



The ASTI's campaign to protect education standards at Junior Cycle continues. The campaign has had many achievements to date and has resulted in a significantly changed set of proposals to those announced by the then Minister for Education and Skills in 2012. However, a number of key outstanding concerns remain, including:

- the lack of ordinary and higher level options for most Junior Cycle subjects – the ASTI believes that students must have the opportunities to reach their potential in all subjects
- the lack of externally assessed oral exams for Gaeilge and modern languages – in order to give oral proficiency the status it requires at Junior Cycle level, oral language skills must be independently assessed as part of the State-certified Junior Cycle exam
- standardised testing must be decoupled from the Framework for Junior Cycle – standardised testing is a separate issue and it should not appear in the Framework text, nor texts relating to the implementation of the Framework.

Other concerns relate to the preservation of standards at Junior Cycle level, equity and fairness for all students, and teacher workload.

Junior Cycle Directive

The ASTI Directive on the Framework for Junior Cycle remains in place. The Directive instructs ASTI members as follows:

1. Not to attend CPD organised in connection with the Junior Cycle Framework proposals.
2. Not to attend meetings associated with the Junior Cycle Framework proposals.
3. Not to attend any planning meetings or participate in any planning activities organised in connection with the Junior Cycle Framework proposals.
4. Not to engage in any aspect of school-based assessment for the purpose of the Junior Cycle Profile of Achievement (JCPA).
5. Not to engage in any development or delivery of Junior Cycle Framework short courses.
6. Not to engage in any event or function related to points 1-5 above.

Talks with the Minister

During the summer period, ASTI representatives met with the Minister for Education and Skills, Richard Bruton TD, and officials from his Department to discuss the continuing Junior Cycle dispute. Both sides stated their commitment to resolving the dispute. The ASTI stated that standards, quality, equity and fairness in Junior Cycle education are key to any resolution.

Escalation of campaign

In order to ensure that any discussions or negotiations on Junior Cycle reform are meaningful in terms of addressing ASTI members' key concerns, the ASTI has decided to escalate its campaign of industrial action this autumn. This is essential so as to bring about a resolution and to protect teachers of English who have been teaching the Framework for Junior Cycle specification for English since September 2014, while at the same time refusing to carry out the Classroom-Based Assessment (CBA) element of the specification (see below). To this end, a number of days of protest/action are envisaged. Full details will be available on the ASTI website.

Advice for teachers of English

Teachers of English are obliged to teach the relevant Framework for Junior Cycle subject specification. The ASTI Directive prohibits teachers of English from undertaking the specified CBAs.

The ASTI website contains specific advice for teachers of English, including advice on 'Collection of Texts (Portfolios)', and on incidental and subject inspections.

Advice for teachers of business studies and science

Teachers of business studies and science are obliged to teach the Framework for Junior Cycle business studies specification and science specification. Teachers of business studies and science are not required to undertake CBA until second and third year.

The ASTI website contains specific advice for teachers of business studies and science, including advice on teaching the new specifications, and on incidental and subject inspections.

Further information, including the ASTI Directive on Junior Cycle reform, is available on the ASTI website – www.asti.ie.

The World's Most Popular School ICT Certification

Free eLearning
and testing
for All Teachers



ECSDL

Ireland

.....
16 Courses
External Assessment
Dedicated Support

“Every child should
learn the fundamentals
of Computing”

Contact us for more information

Web: www.ecdl.ie

Ph: 01 23 77 789 E: info@ecdl.ie

FEMPI MUST GO

The ASTI continued its campaign to repeal draconian FEMPI legislation.



Then ASTI President Elect Ed Byrne addresses the media outside Leinster House during an ASTI protest on the FEMPI legislation in July.

The ASTI continued its campaign for the repeal of Financial Emergency Measures in the Public Interest (FEMPI) legislation during the summer. Recent activities have included a political lobbying campaign and a protest outside Leinster House.

FEMPI legislation gives extraordinary powers to governments to impose unilateral changes to the pay and working conditions of public sector workers without any negotiation.

The ASTI has been seeking the repeal of FEMPI since the first Act was implemented in 2009. In 2013, the FEMPI Act 2013 was used against ASTI members prior to the union's acceptance of the Haddington Road deal. The 2015 Act is currently being used in the context of the Lansdowne Road Agreement. This is despite the fact that Ireland's financial emergency has now passed.

The ASTI maintains that FEMPI legislation is being used to punish trade unions who do not sign up to collective agreements. This diminishes the role of collective bargaining, normal industrial relations processes and democratic decision-making.

FEMPI extended

Under Section 2 of the 2013 Act, the Minister for Public Expenditure and Reform was obliged to carry out a review of the legislation before June 30, 2016, and present a report to the Oireachtas. In advance of the review, members of ASTI Standing Committee lobbied politicians and political parties. ASTI representatives called on the Government to repeal the legislation, stating that if it was not repealed, the ASTI would mount a legal challenge. The ASTI lobby resulted in a number of debates on the legislation in the Dáil; however, when Minister Paschal Donohue TD presented his report to the Oireachtas it included his decision to extend the legislation on the basis that it was needed. There was no vote on the issue.

Presenting the report, the Minister stated: "There is a strong view held by

Government that continued economic recovery is predicated, particularly in these uncertain times, on continued prudent management of public finances".

ASTI protest

In response to the Minister's decision, members of ASTI Standing Committee held a protest outside Leinster House on Friday, July 1. As a result of ASTI lobbying, Dáil time was allocated for statements on FEMPI on Friday, July 8. The ASTI is currently working with its lawyers with a view to challenging the continuation of FEMPI legislation.



Pictured at a lobbying meeting at Leinster House on the FEMPI legislation were (from left): Joan Burton TD (Labour), Sean Sherlock TD (Labour), Máire G. Ni Chiarba (then ASTI President) and Kieran Christie (ASTI General Secretary).

GOVERNMENT MOVES TO ESCALATE LRA DISPUTE

The Government's move to worsen the terms and conditions of ASTI members will be met with a robust response.

In June 2016, ASTI Standing Committee announced that it was directing members to withdraw from the Croke Park hours with effect from July 11. The decision followed a ballot of ASTI members in May 2016 in which members voted by 68.5% to 31.5% to withdraw from the Croke Park hours. When announcing the directive, the ASTI made it clear that withdrawal from the Croke Park hours would not cause schools to close. Schools can operate fully and effectively without the Croke Park hours. However, the Department of Education and Skills viewed the announcement as a "repudiation" of the Lansdowne Road Agreement. In July 2016, the Department issued Circular 0045/2016 outlining measures to be taken against ASTI members.

Measures being taken against ASTI members

As outlined in Department Circular 0045/2016, the measures being taken against ASTI members include:

- an incremental freeze from July 11, 2016, until June 30, 2018
- from September 1, 2016, the removal of the alleviation from the Financial Emergency Measures in the Public Interest (FEMPI) Act 2013 pay cuts for teachers earning in excess of €65,000 per annum
- no payment of the supervision and substitution moiety of €796 to the pay scale on September 1, 2016
- no access to CIDs after two years for ASTI members
- no access to the redeployment scheme.

Background to the dispute

The membership of the ASTI rejected the Lansdowne Road Agreement by 74% to 26% in October 2015. In May 2016 members voted to withdraw from the Croke Park hours upon completion of the Haddington Road Agreement. Members delivered on their commitments under the Haddington Road Agreement until it expired on July 1, 2016.

Robust response

The ASTI President has described the Department's response to the withdrawal of the Croke Park hours as "an amazing overreaction". Withdrawal from the Croke Park hours does not threaten the functioning of schools or the education of students.

Most of the measures being taken against ASTI members are set out in the FEMPI Act (read about the ASTI's campaign for the repeal of FEMPI on page 10). However, some measures – such as the withdrawal of CIDs after two years – are in addition to the implementation of FEMPI legislation.

Standing Committee has stated that any worsening of members' conditions will be met with a ballot on industrial action, up to and including strike action. For updates, see www.asti.ie.



Qualifax

THE NATIONAL LEARNERS' DATABASE

www.qualifax.ie



ARE YOU CONSIDERING FURTHER AND HIGHER EDUCATION AND TRAINING COURSES

Do you need more information?

Qualifax will help you to make an informed choice. Use the website to research those courses which best suit your needs.

Qualifax will help you if you are a student, a parent, an adult returning to education and training or a Guidance Professional.

CHALLENGING INEQUALITY

ASTI members have continued to defend the rights of teachers in the media during the summer months.



ASTI President Ed Byrne was interviewed on Sunday AM, TV3, on August 14.



Máire G. Ní Chiarba, then ASTI President, was interviewed on the ASTI's directive on the Croke Park hours on Six One News, RTÉ 1, on June 28.

“Teachers have experienced a significant deterioration in their working conditions in recent years. Young and newly qualified teachers have been disproportionately affected due to the introduction of new pay scales and new pension arrangements. Many of these teachers are unable to obtain secure employment and do not earn a full salary.”

Máire G. Ní Chiarba, then ASTI President, Irish Independent, June 28

“The way the rate of pay is for us compared to people we sit in the staff room with, I’m already €100,000 worse off in my career. That could be money off a house; that’s horrific...We’re told we’re in recovery and doing great, but they’re still using emergency legislation that was for recessionary times... I’m in work from 7.30 for breakfast club, which is voluntary, and I stay for after-school study and clubs. I don’t leave until 5.30 every day...We’ve been bullied for long enough, we’ve sat down for long enough and it’s had a huge impact on us – that can’t continue.”

Jason Poole, Dublin North West, thejournal.ie, July 10

“The 33 hours are what we call unproductive. Now the truth is that us withdrawing from the 33 hours does not have the potential to shut any school or lose any class time. Why we’ve got a fight over it is because it is a poor use of time; it is detention for teachers. In fairness, we were looking to stand outside the LRA because the Lansdowne Road Agreement, and this was one of the repudiations, said no cost-increasing claims, and that would have tied our hands with regard to the newly qualified entrants. But the 33 hours are just the first symptom of a wider malaise within the system.”

Ed Byrne, ASTI President, The Pat Kenny Show, Newstalk, August 8

“We have a direction from our Convention that unless the pay scales were equalised with regard to new entrants before the 31st of August we would ballot for industrial action. The Government again prevaricates and says there’s a pay commission and the pay commission will look at new entrants’ pay. Quite simply, new entrants’ pay was cut on the floor of the Dáil; it was done without negotiation and if it can be done in that fashion then I believe it can be returned in that fashion.”

Ed Byrne, ASTI President, Morning Ireland, RTÉ Radio 1, August 8

“There is a big difference between a new entrant to teaching and a new entrant to the public service. A new entrant to teaching may come in on 10 hours per week teaching, which scarcely gets them to a living wage. But if you take a new entrant to the public sector, they’re coming in on full hours, albeit at a reduced wage compared to their more senior colleagues. That would be a very important point, and it would be important to have all teachers on the common basic scale. This has gone on quite a long time now at this stage and we’ve given lots of time and opportunity for progress on this issue and it hasn’t been done.”

Ger Curtin, ASTI Vice President, DEISE AM, WLRFM, August 10

“There is an enormous amount of disparity among teachers in relation to pay scales for newly qualified teachers. There’s actually three pay scales for teachers, following on from the Troika arriving in the country, and indeed the Government introduced further cuts in 2012 with the removal of allowances for newly qualified teachers, which means that there’s a huge inequity there with regards to newly qualified teachers.”

Kieran Christie, ASTI General Secretary, Ireland AM, TV3, August 10



Edco EXAM PAPERS



Ireland's No.1 Exam Papers



**FREE
Solutions
Online!**

www.e-xamit.ie

Exclusive to Edco Papers

Exam Extras

- › CD-ROMs
- › Printable Scripts
- › Exam Analysis Charts
- › Study Planners
- › Podcasts
- › Guide to Better Grades and lots more...

Order
Directly
from
Edco



FROM
ONLY
€2.50



The Educational Company of Ireland

Text your order FREE to 50123, with the keyword EDco entered first and then your details. You can also phone (01) 4500611, fax (01) 4607330, email: info@edco.ie or contact your local representative directly.

ASTI COMMEMORATES FOUNDER

A recent ASTI event commemorated union founder and 1916 leader Thomas MacDonagh.



CLOCKWISE FROM ABOVE: From left: Ed Byrne (then ASTI President Elect), Kieran Christie (ASTI General Secretary), Máire G. Ní Chiarba (then ASTI President) and Ger Curtin (ASTI Vice President); From left: Andrew Phelan (Standing Committee Representative Region 15) and Mark Walshe (Standing Committee Representative Region 17); Máire G. Ní Chiarba (then ASTI President) and Joe Casey (Cloughjordan Heritage Centre).

The ASTI held a reception at Cloughjordan Heritage Centre, Cloughjordan, Co. Tipperary, in April to commemorate ASTI founder and signatory of the 1916 Proclamation, Thomas MacDonagh. Cloughjordan was home to the 1916 leader and his family. The event was attended by ASTI Standing Committee members and ASTI activists from the local area. Joe Casey of the Cloughjordan Heritage Centre spoke about the importance of volunteerism to society and the value of having a history of volunteering in an area.

Addressing the attendees, then ASTI President Máire G. Ní Chiarba said: “Is ócáid stairiúil í a bheith anseo in Ionad Oidhearachta Thomáis Mhic Dhonnacha, i gClough Shiurdáin tharr cheann Chumann na Meánmhúinteoirí, Éire. Táimid anseo inniu chun aitheantas speisialta a thabhairt do Thomás Mac Donnacha, múinteoir cróga a léirigh tionscnaíocht sa bhliain 1909 nuair a bhí sé mar dhuine de bhunaitheoirí ár gCeardchumann, an ASTI. “We in the ASTI are very proud of our direct connection to Thomas MacDonagh, as he was one of the founding members of our highly respected Association.

“This Heritage Centre is a credit to the people of Cloughjordan. How fitting to have this Heritage Centre in the home town of one of the leaders of Eirí Amach na Cásca 1916 and signatory to the Proclamation.

“I want to acknowledge, as ASTI President, Thomas MacDonagh, the teacher, the son of two national teachers, the young man who was educated at Rockwell College, Co. Tipperary.

“Thomas MacDonagh relished the role of teacher, and ASTI members, who are enthusiastic, professional educators, identify with MacDonagh and his love for the teaching profession.

“Léirigh sé an-suim sa teanga agus thóg sé cinneadh gur theastaigh uaidh a bheith in ann Gaeilge a labhairt go líofa. D’eirigh leis an aidhm sin a bhaint amach.

Tá dlúth-cheangal idir Tomás Mac Donnacha agus an ASTI. Fé mar a dúirt mé níos luaithe, is onóir an-mhór dúinn é a bheith anseo mar Bhuan Choiste Chumann na Meánmhúinteoirí, Éire chun aitheantas a thabhairt do laoch 1916 agus duine de bhunaitheoirí an ASTI – Tomás Mac Donnacha”.



DCU Institute of Education

Ireland's Leading Provider of Expertise and Excellence in Teacher Education

Established through the incorporation of St Patrick's College, Drumcondra, Mater Dei Institute of Education, Church of Ireland College of Education and the DCU School of Education Studies, DCU's Institute of Education represents the largest body of expertise in education in Ireland.

Delivering programmes in education and training, early childhood education and teacher education, we provide our graduates with the knowledge, understanding and skills needed to excel in a variety of educational contexts, including preschools, schools, vocational, adult and community settings.



As part of our continuing commitment to academic excellence and innovation, we host a range of research centres in key areas of priority, confident in the knowledge that our graduates will flourish in the challenging and complex contexts of 21st century societies.

Further Information:

W www.dcu.ie/ioe

E ioe@dcu.ie



Institiúid Oideachais
Institute of Education

YOUR FIRST TEACHING JOB

All the information you need to know as you begin your career in teaching.

Teaching jobs

The number of teacher appointments in a school is linked to the number of students attending that school. The current pupil–teacher ratio is 18.7:1, so for every 18.7 students, one permanent full-time teaching position is allocated (in fee-charging schools the ratio is 23:1 and in DEIS schools it is 17.95:1). These positions are called ‘in quota’ positions and are funded by the Department of Education and Skills. Schools can also apply to the Department for ‘concessionary’ teaching hours, which are granted depending on a school’s individual needs. Some schools may also pay for teaching hours directly from their own funds. Most second-level teachers begin their careers in part-time and temporary positions.

Contracts

The type of contract you hold depends on the reason for the position being vacant and the type of hours you cover. Regardless of the type of contract you have, you should make sure you receive clear written information on the terms and conditions of your job, either in the form of a letter of appointment, a written contract or a written statement. You are entitled to this information and it is important that you have it so that you fully understand the nature of your employment. Remember to keep copies of all documents, as they may be important in the future. Don’t sign a contract until you know exactly what you are signing, and if there is anything you are unsure of, ask your ASTI school steward or ASTI Head Office for clarification or advice. Before you agree to a contract, make sure that it includes the following information:

- the nature and duration of your employment
- the type of contract under which you are employed – fixed-term or permanent; part-time or whole-time
- the number of hours per week you are contracted to teach
- the subjects and levels you will be teaching
- the reason for the vacancy you are filling
- whether you will be paid by the Department of Education and Skills, the school or the Education and Training Board (ETB).

Non-permanent contracts

Many newly qualified teachers (NQTs) will begin their teaching careers in temporary positions covering for teachers on leave or covering concessionary hours. A non-permanent contract should only be given when the need for the teacher’s service is genuinely a temporary one, for example, where you are replacing a teacher on leave. There are four categories of non-permanent teaching contract for qualified teachers:

A regular part-time teacher is appointed where the need for a teacher for a certain number of hours per week (fewer than 18 hours) is viable for at least a year. For example, you would have a pro-rata contract where you are covering concessionary hours or a career break.

A temporary whole-time teacher is appointed to work full hours (18-22 hours) on a temporary basis, normally for at least one year, for example, where you are replacing a teacher on secondment or where the Department doesn’t sanction a permanent position.

A non-casual part-time teacher is appointed where there is a specific need for a teacher for less than a year but for more than 150 hours in total in the year, for example, if you are covering for a teacher on maternity leave.

A casual part-time teacher is appointed where there is a casual need for hours to be covered, for example, when you are replacing a teacher on short-term sick leave.

Regular part-time, temporary whole-time and non-casual part-time contracts are all types of fixed-term contracts.

Permanent contracts and contracts of indefinite duration

Permanent contract

Permanent teachers are contracted to teach up to 22 hours a week. If you receive a permanent job, you may receive a permanent probationary contract, but once the probationary period has been served you should receive a permanent contract.

Contracts of indefinite duration

A contract of indefinite duration (CID) gives a teacher the same job security as other permanent teachers. The only differences are that salary is based on the number of hours teaching per week (which can be less than full hours), and the awarding of the contract is normally the result of the teacher acquiring the requisite amount of teaching service in a sustainable teaching post. For more information on eligibility requirements for a CID, please visit www.asti.ie.

Salary

Your pay depends on:

- when you first started teaching
- your contract
- your hours
- your teaching experience.

Teachers are paid based on an incremental salary scale or according to annual rates. If 2016 is your first year teaching you will be on the first point of the post-February 1, 2012, pay scale (see table on page 17).

If you are employed by a voluntary secondary school, or a community or comprehensive school, you will be paid by the Department of Education and Skills from their offices in Athlone, Co. Westmeath, directly each fortnight.

If you are employed by a community college or vocational school, you will be paid by the relevant ETB at least once a month, out of funds allocated to them from the Department of Education and Skills. If you are employed privately by the school, you will be paid directly by the school.

REMINDER FOR CID HOLDERS ON 18 HOURS OR MORE

A CID holder on 18 hours or more may be paid a full-time salary if they agree in writing to be timetabled up to 22 hours per week. To do this, a Form H22 must be completed and returned to the Department of Education or ETB to enable teachers to have their salary adjusted. It is

the responsibility of the CID holder to return this completed form to the Department of Education or ETB. This means that they will be paid the full incremental salary of their relevant point on the salary scale plus allowances, if applicable.

Permanent teachers/full-time CID teachers are paid over 12 months and their salary is based on the relevant point on the appropriate scale, plus allowances. Regular part-time teachers, part-time CID teachers and temporary whole-time teachers are paid over 12 months and their salary is based on a pro-rata fraction of the relevant point on the salary scale, plus any allowances, depending on how many hours they teach.

A payslip stating your gross pay, net pay and deductions, including PAYE tax, income levy and PRSI (including health levy) will be sent to your chosen address. Payments for your pension contribution are also included, along with other at-source deductions you may have such as Teaching Council registration fee and ASTI subscription.

Registration and vetting

The Department of Education and Skills or ETB require evidence that you are registered with the Teaching Council. You should be registered and have proof of both your registration and Garda vetting when seeking a teaching position.

Salary scales

1	€31,009	6	€39,251	13 – 16	€47,225
2	€33,168	7	€40,700	17 – 20	€50,170
3	€33,950	8	€42,160	21 – 23	€53,423
4	€36,576	9	€43,380	24	€58,765
5	€37,795	10 – 12	€44,996	25	€59,940

Please visit www.asti.ie for all salary scales.

WHAT ARE YOUR TIPS FOR NEW TEACHERS?



My top five tips to my colleagues new to teaching are:

- build relationships and friendships with colleagues
- join the union most represented in your school (preferably the ASTI!) – get active and involved
- always seek a balance between teaching and personal commitments
- be organised and prepared but flexible – tús maith, leath na hoibre!
- no two teaching days are the same – enjoy the experience and learn from the challenges!

Ciara Kinsella, St Raphaela's Secondary School, Dublin



Remember that teaching is not just about having good pedagogical knowledge and classroom management – it is also very important to have good interpersonal skills and to treat each student as an individual. Collegiality is paramount. At all times be professional and ensure that you look after your physical and mental wellbeing by maintaining a good work–life balance.

Sinead Corkery, St Patrick's Cathedral Grammar School, Dublin

SOCIAL MEDIA

Follow your school's internet policy and keep your accounts as private as possible, but understand that there is no such thing as real privacy on social media.

Social media use can be challenging for teachers but the following information can help you to navigate using social media as an education professional. As you begin your teaching career, you should consider how you use social media and implement these tips to ensure that you maintain your privacy and your professional image online.

- When you start in a new school ask your principal or a colleague for a copy of the school's internet use policy. Read through it carefully and follow the expectations set out in the policy.
- Privacy settings on social media platforms change constantly, so it's important that you check yours regularly. Look at your pages while logged out of your accounts to see how they appear to others. Make sure that only those you know and permit can access your information.
- Avoid 'friending' or 'following' students' personal accounts. Some teachers avoid unwanted connections by changing the spelling of their name or using the Irish version online.

Before you post

Remember that anything you say or post online could potentially be seen by your colleagues or your students, so consider its suitability for all audiences. Even if you have the strictest privacy settings, you should always consider everything you post online as public, as there is always the potential for it to be seen and shared publicly by someone else. Beware of:

- posting material that may be perceived as criticism of colleagues or students
- sharing information about students, colleagues or yourself on social networking sites
- accessing personal social media, e.g., Facebook, during working hours – even if you are using your own internet connection, the time and location of a posting may appear on your post.

Other people's posts

Be mindful of content posted by other people and how it may reflect on you. Although you cannot control everything posted about you online, you can take the following steps to protect your image online:

- don't permit images of yourself to be taken and posted online without your approval
- use appropriate privacy safeguards; 'review tag' settings on Facebook
- if inappropriate content is posted about you by somebody else, ask them to remove it. You can also contact the owner/administrator of the website to ask that it be removed. Each site has its own guidelines as to what content it deems unacceptable.

Please see the [Teaching Council's Professional Code of Conduct for Teachers](#) for more information.

ADVICE FROM PRINCIPALS

To assist job-seeking new teachers, *ASTIR* talked to some of the people in charge of hiring them.



After spending years getting qualified, you need to make sure you carry that hard work into the job-seeking process. Knowledge of your subject area and teaching ability are the two main areas employers look at when hiring. John O'Donovan, principal of St Joseph's Secondary School, Ballybunion, Co. Kerry, says that good grades in teaching practice are especially important.

CVs and application forms

When applying for a job, you'll usually have to send a cover letter and a CV. A CV should not be longer than two pages. You might think that reading it many times ensures that there can't be any mistakes in it. While you should read it carefully, it is often because you've read it so much that you can't see any mistakes. Always give it to someone to proofread.

John says that it should be clear what subjects you teach: "Sometimes you can spend ten minutes reading through a CV trying to figure out what subjects [applicants] are qualified in".

Eilis Casey, principal of Scoil na Tríonóide Naofa in Doon, Co. Limerick, says: "Less is more. We don't need to know what you were doing back in TY".

Tailor your CV to each application, but always include your contact details, professional experience, voluntary experience, and education history. It's a good idea to bullet point key skills and experience.

Eilis says that if you've given one of your lecturers as a referee, the chances are that when the school tries to track them down, they won't reach them: "It is more important to get someone you were on your teaching practice with".

Always make sure your referees know you have used their names, and that they're expecting a call. If they don't, this looks quite bad to someone phoning them, someone who was probably seriously considering hiring you at that stage.

Interview preparation

"The interview is the key element of the decision," says Michael O'Loughlin, Deputy Principal of Presentation Secondary School, Clonmel, Co. Tipperary.

"Always present professionally at the interview and it is important that [you] prepare."

John says: "Look up the website, know how many students there are, how many teachers. Know a bit about the ethos of the school. Also, be familiar with child protection".

He also expects teachers to be familiar with the marking scheme of their subject: "I've been on interview panels where we asked people about [exam] papers, and they weren't even familiar with what section they were in or whether [questions were] compulsory or optional".

Think of questions you may be asked and what you would like to get across in answering these.

Plan your journey to the school and know what you're going to wear. Choose appropriate clothing but ensure that you're comfortable.

Interview

Eilis says: "The impression you give coming in the door is vital. You can tell a lot by someone's body language". She says to ensure that "you're on time, that you acknowledge the people who are interviewing you, that you make eye contact with them and that you engage with them".

You need to show you're confident, that your skills and experience will improve the school, and that you're enthusiastic about the job.

Michael says you should promote yourself in the area of extra-curricular activities, although this isn't as important to all. Eilis said: "For me personally, I don't need to know that you're involved in coaching the under-12s team. I want to know if you can teach".

If you don't understand a question or if you don't know the answer, say so. Don't try to blag your way through it.

Eilis said: "The day is gone where an interview panel is out to get anyone ... Of course there's going to be a certain amount of nervousness but if you can't handle the nervousness in an interview with four people, how are you going to manage a class?"

And showing how you would manage a class is important, as is how you would impose discipline. You should think about the kind of questions you would ask if you were interviewing someone. Don't get distracted if you think you've made a mistake. Just focus on the next question.

Nutritional benefits of breakfast programmes

Kellogg's



Since 1998 Kellogg's has helped to create school and community breakfast programmes which provide children from lower socioeconomic groups with a nutritional breakfast in the morning before school. The programme which started in the UK has now expanded to Ireland, Spain, Germany, Sweden, Denmark and Russia. In all of these countries Kellogg's works with local partners to ensure that each breakfast project is run according to local cultural and educational needs.

Children and young people from lower socioeconomic groups:

- Are more likely to be overweight or obese
- Are more likely to miss breakfast in the morning
- Eat less fruit & vegetables

In children and young people, evidence of low intakes and/or status exists in some European countries for one or more micronutrients. These include:



Evidence suggests micronutrient intakes and/or status may be lower in lower socioeconomic groups compared to higher socioeconomic groups.

Evidence of Hidden Hunger exists in some European countries. The re-emergence of rickets in the UK is an example.



Hidden Hunger is a chronic lack of micronutrients, the effects of which may not be immediately apparent and which may result in long term negative health consequences.

Breakfast plays an important role in providing children with these essential micronutrients; including children who come from lower socioeconomic backgrounds.

A 30g serving of Kellogg's Cornflakes and 125ml of semi-skimmed milk will provide an 11 year old girl with:



- 13% of their daily Calcium needs
- 54% of their daily Vitamin B2 needs
- 25% of the Vitamin D they need every day
- 23% of their daily Folic Acid needs
- 22% of the Iron they need every day

A bowl of Kellogg's Corn Flakes (30g) excluding milk contributes 3% of a child's reference value for sugar (based on 85g sugar/day)



A breakfast project that provides fruit like Bananas, Apples, Oranges and Wholemeal Bread will also help children and young people get the magnesium, potassium, vitamin C and fibre that they need.

School and community breakfast programmes like those provided by Kellogg's and its partners helps kids and young people get the good things they need!



Kellogg's Breakfasts for Better Days™

© Kellogg Company 2016

ASTI HONOURS MEMBERS

Awards and a scholarship were presented to recognise ASTI members' service and achievements at a recent ceremony.



Honorary life membership recipients (from left): Gerry Breslin, Bernadine O'Sullivan, Sally Maguire and Mary Lyndon, with then ASTI President Máire G. Ní Chiarba (centre) and ASTI General Secretary Kieran Christie (far right).

Teachers from all over the country were honoured by the ASTI in May for their outstanding contributions both inside and outside the classroom. The annual ASTI awards ceremony, held in the Gresham Hotel, Dublin, honoured those who have provided invaluable service to the teaching profession and the union.

Thomas MacDonagh Medal

The Thomas MacDonagh Medal recognises outstanding service in a representative capacity within the ASTI or an outside body. It may also include an action or position taken by an ASTI member, which has significant benefits for ASTI members.

There were 13 recipients of the medal: Dermot Curran (Kilkenny), Mary Fitzgerald (East Cork), Enda Grimes (Limerick North), Gloria Helen (Carbery), Michael Halton (Monaghan), John Holian (West Mayo), Tom Hughes (Dublin South 2), Margaret Kinsella (Stillorgan), Edward McCarthy (Fingal), Liz McCarthy (East Cork), Fintan O'Mahony (Waterford), Jim O'Neill (Dublin North Central) and Mary Shiel (Bray).

PJ Kennedy Award

The PJ Kennedy Award is presented to ASTI members who have given valuable service to the union at branch level. This year the medal was awarded to: Liam Glynn RIP (Galway), Dan Healy (Cork North), Marcia McGee (Dublin North West) and Pierce O'Malley (Galway).

Honorary life membership

This award is given in recognition of a member who has given singular and exceptional service to the ASTI, and who has displayed outstanding leadership

and served as an inspirational role model. The four recipients were: Gerry Breslin (Sligo), Mary Lyndon (Roscrea), Sally Maguire (Stillorgan) and Bernadine O'Sullivan (Dublin North West).

ASTI Centenary Scholarship

Claire Redmond, a teacher at Maryfield College, Drumcondra, is this year's recipient of the ASTI Centenary Scholarship. The ASTI offers an annual scholarship to assist ASTI members in undertaking further third-level studies. The annual scholarship of €4,000 is awarded to one ASTI member, with preference given to members who do not hold any other scholarships or financial awards for study.

Claire is a PhD student in her second year at the National University of Ireland, Dublin, whose research focuses on media representation of teachers, their unions and policy makers, using media coverage of the Irish Junior Cycle as a case study. The aim of the study is to allow teachers to consider the role that the media plays in the representation of teachers as a profession. Claire hopes that the findings will facilitate teacher reflection about their role in the teaching and learning process, and how this is represented to the general public.

The ASTI Centenary Scholarship is determined by a scholarship selection committee, whose selection criteria include: the relevance of the proposed course of study to the professional lives of teachers and second-level education; and, the potential for the study to inform the ongoing policy agenda and work of the ASTI. It was believed that Claire's studies best matched the criteria, making her the preferred candidate for the scholarship.

For more photos of the ASTI Awards 2016 see www.asti.ie.



ABOVE: Thomas MacDonagh Medal recipient Jim O'Neill (Dublin North Central), with Kieran Christie (ASTI General Secretary) and Máire G. Ní Chiarba (then ASTI President).




RIGHT: ASTI Centenary Scholarship recipient Claire Redmond (centre) with then ASTI President Máire G. Ní Chiarba and ASTI General Secretary Kieran Christie.

Learning from the Holocaust

Continuous Professional Development
Study Visit to Krakow
 01-04 November 2016

This programme includes a four-day study visit to Krakow and Auschwitz-Birkenau.



Gift Shop, Auschwitz-Birkenau

This programme is designed to help teachers grasp the enormity of the Holocaust and an understanding of Jewish life in Europe up to its Second World War. It introduces them to the complex and challenging subject of the Holocaust encouraging them to develop lessons suitable for their pupils.





The programme is supported by two separate seminar days, one in preparation for the study visit and one on reflection afterwards.

Visit includes:

- Tours to: Kazimierz, Galicia Jewish Museum, Schindler's Factory, The Jewish Ghetto, Krakow concentration camp, Oswiecim Jewish Centre and Auschwitz-Birkenau.
- Testimonies from Holocaust survivors and Polish Righteous Among the Nations.
- Lectures: Dr Eithne Gower, University of Krakow.

Fee: €265 (PNS) inclusive of flights, hotel, seminars, lunches and buses.

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

© HolEd 2016. All rights reserved. No part of this publication may be reproduced without the prior written permission of the publisher.

Holocaust Education Trust Ireland, Clifton House, Lower Fitzwilliam Street, Dublin 2, Ireland.
 Tel: +353 1 3099353 Email: info@holocaust.org www.holocaust.org

Certificate in Holocaust Education

Continuous Professional Development
 Special Purpose award of NPQ level 7 covering 20 ECTS




A certificate in Holocaust education for post-primary teachers, providing in-depth tuition on the historical, significant 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 (part time)

Accreditation: The Certificate in Holocaust Education is awarded by Trinity College Dublin, standardised by the QQI and acknowledged internationally.

Enrolment: Prior to commencement of module 1, 2 or 3.

1. **Teaching the Holocaust (August):** Intensive three-day summer programme for teachers that addresses the core subject of the Holocaust and how to teach it in the classroom.
2. **Learning from the Holocaust (October):** Six-day programme that includes a four-day study visit to Krakow and Auschwitz-Birkenau. 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 (July):** Eight-day programme for teachers at Yad Vashem International School for Holocaust Studies.
4. **Assignments:** There are three assignments to be completed on this programme.

Fee: €1,500 for registered teachers which includes university registration, all tuition, travel and accommodation (pays). For other applicants who do not qualify for sponsorship, the fee is €2,000. The programme may qualify for the Award of Free School.






© HolEd 2016. All rights reserved. No part of this publication may be reproduced without the prior written permission of the publisher.

Holocaust Education Trust Ireland, Clifton House, Lower Fitzwilliam Street, Dublin 2, Ireland.
 Tel: +353 1 6660660 Email: info@holocaust.org www.holocaust.org

LIFELONG TRADE UNIONIST

New ASTI President Ed Byrne came to teaching as a mature student, and is deeply committed to education and to trade unionism.



What subjects do you teach?

I currently teach geography and business studies at Coláiste Choilm CBS, Swords, Co. Dublin.

Where did you go to school?

I attended Mean Scoil Naomh Colm in Crumlin, Dublin 12. The school sadly closed its doors for the last time in 2006.

Why did you become a teacher?

It was a profession I was always interested in and when I was made redundant from a long employment I decided to go to university as a mature student.

I attended Trinity College, and studied geography and economics. I then immediately did the Higher Diploma in Education. Many of my friends in college, mature and not so mature, envied that from the beginning I knew exactly what I wanted to do.

What is the best thing about teaching?

Listening and learning from each cohort that passes through my hands. To be a teacher is to be fully engaged in lifelong learning. It is truly a life-affirming profession, and has thrown up some of the funniest moments in my life, not, I might add, always intended.

And the most challenging thing?

There are many challenges in teaching, and elsewhere in this *ASTIR* I have dealt with those on a macro level. However, on a micro level, one of the most challenging things is the frustration of a minority of students with behavioural and underachievement issues, the first usually causing the second. If left unaddressed by the system, this can have a serious impact on teachers' well-being and students' learning. The cliché 'you can't put an old head on young shoulders' comes to mind.

When did you first become involved in the ASTI?

In my previous career I was a member of the Marine Port and General Workers Union (MPGWU) so I already had some background in trade unions. When I started teaching I taught in Marian College in Dublin, where I met union stalwarts like Bernard Lynch, Robbie Cronin and the then school steward Dave Kelly. They made sure I was quickly signed up. I then crossed the city to teach in my current school, where I met my great friend and mentor the late Larry McGuinness. At Fingal Branch meetings I met Sheila Parsons, Eddie McCarthy and Kathlyn Hennelly. At this stage I was hooked.

Why should a new teacher join the ASTI?

I'm a strong believer in the concept that an injury to one is an injury to all.



Believing in this leads me to conclude that we are stronger together – stronger together in the protection of rights and stronger in negotiations. We are also a fun bunch when we let our hair down (metaphorically speaking).

What is your main priority for your year as ASTI President?

We are in dispute with our employer, the Department of Education and Skills, on many fronts, and I hope to make progress on them all. Junior Cycle reform continues to be a major concern and the General Secretary deals with this elsewhere in this publication. While all issues are of great importance, the one issue I believe needs to be solved above all others is the different pay scales imposed on new entrants since 2011. This is an affront to the very heart and soul of a trade union.

What are your interests outside of teaching?

I have a love of all sports, especially those involving a ball. I'm a member of Coiste Na Reiteoirí (Átha Cliath) and continue to referee matches regularly. I also have a love of Leeds United going back to my childhood and still attend Elland Road when I can.

Who in public life (politics, sport, writing, music, etc.) do you most admire?

I admire all people who are determined and passionate about what they

To be a teacher is to be fully engaged in lifelong learning. It is truly a life-affirming profession.

do, both professionally and voluntarily. I mentioned I have a lifelong passion for Leeds United and my particular hero was always John Giles. I have admired John from his playing days up to his recent TV work. On a sporting day the only thing that can put Leeds in a shadow is if the Dubs are playing and for this reason I greatly admire current Dubs boss Jim Gavin. Jim appears to be a man who controls the things he can and understands the things he can't. This is a great quality in any person and something I try to bring to my own life. Finally, I also love singer/songwriters and I very much admire Billy Bragg. Billy's song 'Between the Wars' should be on the English syllabus for Leaving Cert.

STRENGTH IN NUMBERS

A school union committee can be a great way to share the responsibilities of the school steward role.



Eleanor Egan and Joan Brophy, with Aidan O’Leary (ASTI Standing Committee Representative, Region 9) at the 1916 commemoration event in the Thomas MacDonagh Heritage Centre in Cloughjordan, Co. Tipperary. Máire Cleary, a member of the School Union Committee.

Joan Brophy, Eleanor Egan and Máire Cleary make up the ASTI School Union Committee in Coláiste Phobal Ros Cré, Roscrea, Co. Tipperary. Joan is the school steward, the official representative of the ASTI in the school, and Eleanor and Máire support and assist Joan with some of the duties and responsibilities of the school steward role. Joan told *ASTIR* how the three-person School Union Committee system works for them:

We have a team of three school stewards, with one main steward and two assisting stewards. This structure was originally started in our school by Michael O’Shea. When Michael retired, I was already on the team, as was Máire Cleary. On Michael’s retirement, I became the main school steward. Máire became number two and Eleanor Egan joined us as number three. I have indicated that this is my last year as school steward and it is expected that either Máire or Eleanor will take over the role in May 2017 and we will look for a third person for the team.

School steward is not a job for life and it is a job that should be shared. However, not all members want to become school steward but some are forced into the job. Having a team ensures that there is always one, or hopefully two, members willing to take on the role when there is a vacancy.

Sounding boards and different strengths

Eleanor and Máire are good sounding boards and I discuss all issues with them before liaising with all ASTI members in the school. Both are extremely supportive. I feel it is important for a school steward to know that you have that support. It is especially important in a dual-union school. Eleanor is interested in social media, and keeps up with what is trending on Twitter. She is also instrumental in recruiting new members. This year we had four new members, which is big for us as we are the smaller union in a dual-union ETB school. Máire shares the administrative work with me. I act as negotiator/facilitator and deal with management if the need arises.

Benefits of acting as school steward

When you serve as school steward, you gain more knowledge and insight into the union and how it works. Knowledge is key to helping us to make more informed decisions. Being a school steward or a member of the School Union Committee motivates you to be more informed on ASTI issues. You become more aware of the work of the union, and of the value of that work. You appreciate the importance of support and guidance from Head Office and elsewhere. We are fortunate to have Aidan O’Leary as our Standing Committee Representative. He keeps us motivated and we can turn to him, as well as to Head Office and to our branch, whenever we need guidance or assistance.

Difficult time in dual-union schools

It has been a difficult time for ASTI members in our school, since in-service started for the new Junior Cycle Framework. Most of the English teachers in our school, of which Eleanor is one, are ASTI members. We also have three members who are science teachers. Some of these are newly qualified and are on short-term contracts. They are concerned whether membership of ASTI will damage their job prospects in a dual-union school. So, it is important to have more than one person to allay their fears. When we are small in numbers, we need to have the strength of our convictions and we are united in that strength. As a team of school stewards, we have peer support, we brainstorm, we disseminate and we spread the ASTI doctrine.

ASTI training for school stewards will take place in September and October 2016. For more information on training dates and on the role of the school steward, visit the ASTI School Stewards section on the ASTI website – www.asti.ie.



THE BUILD A BANK CHALLENGE

The AIB Build a Bank Challenge is Back

Teacher Ger Cadogan shares his experience

Why our school took part

The AIB Build a Bank Challenge nurtures an awareness of self-directed learning, where students reflect on their newly acquired knowledge and development.

Valuable skills

An assigned Student Officer teaches many business and life skills to the selected Bank Team, and acceptable work standards are established from the beginning. Pupils are guided through each stage of the operations of a successful School Bank: Opening Day Strategy, Advertising, Marketing, Opening Accounts, Lodgements, Business Plans, etc. The ambition, enthusiasm, determination and attention to detail of the Student Officer has a very positive influence on the Team.

Why I'd recommend it

2015 / 2016 has been an amazing year for our Build a Bank Team, their Student Officer, AIB Ardkeen, the school and their parents. Not only did the Team raise €11,113 in aid of the Irish Cancer Society, but their determination, along with their Student Officer's, brought the National Title to St. Angela's. The momentum the girls gained from the Regional Finals inspired them further in their quest to win the National Final.

The Build a Bank Challenge has provided a forum for our TY students to engage with the real world by making business work for themselves and their community, which is a wonderful foundation for these young adults of the future.

Ger Cadogan

St. Angela's, Ursuline Convent, Waterford

Email buildabank@realnation.ie to register

JOIN THE RSTA

The RSTA and ASTI are mutually supportive.

The RSTA Conference 2016 was a huge success, due in part to the generous hosting by the Wexford Branch of the RSTA and the wholehearted support of the ASTI branches in Wexford, Enniscorthy and New Ross. The RSTA deeply appreciated the attendance of then ASTI President Elect Ed Byrne and General Secretary Kieran Christie, who pledged their support in pursuit of common interests, such as the repeal of FEMPI, pension parity with pay (a policy it inherited from the RSTA) and the implications of pay provisions in the Croke Park, Haddington Road and Lansdowne Road agreements.

The RSTA endorsed the ASTI's support for newly qualified teachers, with speakers recalling previous campaigns against injustice and inequality in which RSTA members were active.

Numerical strength is crucial in any campaign. Consequently, the RSTA appeals to all retiring teachers to join. The cost is minimal and the cause is very worthwhile. The RSTA welcomes all retiring teachers, and offers social and cultural enjoyment, as well as serious deliberations. Join and encourage your colleagues and friends to join also.

RSTA Membership Application/Renewal

First Name: Surname:

Address:

Home Phone: Mobile:

Email: RSTA Branch:

Annual Subscription €24. Payment options:

1. Standing Order: Please complete the set-up form below and send to the RSTA National Treasurer.
2. Cheque: Please make the cheque payable to "RSTA" and send with this form to the RSTA National Treasurer.
3. Online Bank Payment: To make a transfer or set up a Standing Order online please refer to the Standing Order Form below for details of the RSTA Bank Account.

PLEASE RETURN COMPLETED APPLICATION FORM TO:

RSTA National Treasurer: Mrs Muriel McNicholas, Cordarragh, Kiltimagh, Co. Mayo.
E: rstatreasurer@gmail.com M: 085-118 1330.

Please complete in BLOCK CAPITALS using black or blue pen.

To The Manager: Date:

(Name of Member's Bank)

Bank Branch and Full Address:

I hereby authorise and request you to DEBIT my account.

Bank Account No: National Sort Code (NSC):

Account Name: with the amount of €24. Amount in words: **Twenty Four Euro**

Frequency: **Annually Until Further Notice** Start Date for payment:

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 & RSTA Branch:

(To identify the member's payment on the RSTA bank statement)

Member's Signature: Date:

(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.)

MEET YOUR STANDING COMMITTEE REPRESENTATIVES



Miriam
Duggan

Represents: Dublin North 1, Dublin North Central
School: Rosmini Community School, Drumcondra, Dublin 9

I got involved because...

I have always believed that our strength lies in working together. My colleagues were strong (and vocal!) ASTI supporters so I felt at home in the union from the get-go. I have been a school steward, Board Rep and Branch Secretary, Chair and CEC Representative of the Dublin North 1 Branch. Through committee work and CEC/Convention debate, I have learned so much and I respect the intellectual rigour of my colleagues, even when I don't agree with their analysis. I am very grateful to the members of Region 16 for giving me the opportunity to be their Standing Committee Representative, and I hope to justify their trust in me by working hard in this role.

The ASTI's biggest priorities right now are...

1. The unconscionable treatment of NQTs – we should have a common pay scale and I'm glad that other unions are finally

waking up to this issue.

2. The Junior Cycle – retaining an externally-based, fair and transparent system of assessment and certification is critical to maintaining standards in education. Shorter exams, the introduction of common level papers and the possibility of standardised testing all threaten the quality of the service we provide.

3. The moratorium on posts of responsibility is both impracticable and divisive. If you add to this mix the current 'initiative overload', teaching is becoming a decreasingly attractive career choice.

People may not know... that during a career break, I did a stint in the BBC Light Entertainment Department. I also edited an entertainment free-sheet and was instrumental in setting up the Irish branch of the International Music Managers' Forum, which lobbied for fairer royalties for artists and brought the International Music Week Conference to Dublin in 1994. Part of my work involved devising and delivering an education programme for managers in the music business.



Jim Duffy

Represents: Carrick on Shannon, East Mayo, West Mayo
School: Balla Secondary School, Castlebar, Co. Mayo

I got involved because... it was my turn to be school steward. I started attending branch meetings regularly, and was nominated at one to run for the Equal Opportunities Committee. I was reluctant to accept but was glad I did as I enjoyed the meetings in Dublin and it gave me an insight into the work done at Head Office. There is tremendous work done by this committee to fight discrimination under the nine grounds.

The ASTI's biggest priorities right now are...

1. To support in every way possible the Junior Cert English

teachers who feel isolated and on the frontline of the Junior Cert campaign. There is a duty on all members to canvass their local TDs to get the incoming minister to listen to teachers' genuine concerns.

2. The different pay scales and casualisation of the teaching profession are unfair and unjust, making teaching unattractive, and will result in a shortage of NQTs taking up employment in this country.

People may not know ... my favourite way of relaxing is to cycle the roads and greenways of Mayo, where some of the most beautiful scenery in the world can be enjoyed. Along with this, I also enjoy participating in charity cycle events.



**YOUR VOTE
MATTERS**



YOUR ASTI VOTE

HAVE WE GOT YOUR CORRECT CONTACT DETAILS?

The ASTI has balloted its members on a number of key issues over the past year including Junior Cycle reform and withdrawal from the 33 Croke Park hours.

ASTI Ballots may be conducted via the school structure or by posting individual ballot papers to members' home addresses. It is therefore vital that ASTI Head Office has your up-to-date contact details including

- Your school address
- Your home address
- Your mobile number
- Your email address

to ensure you have your vote.

If you have changed your school or home address recently, please email your most up-to-date information and contact details to membership@asti.ie. Please note that the best time to do this is well before a ballot. For administrative reasons ballot material is prepared in advance of any ballot voting period. Once ballot papers are issued they cannot be rescinded. Being a member of the ASTI means that you get to participate in important decisions which affect your career, teaching as a profession, and the education service.

Liam Glynn (RIP February 24, 2016)



Liam (Billy) Glynn was a proud Galway man, born and reared in Renmore. He was also one of the many past pupils teaching in St Joseph's College ('the Bish'), although he took a circuitous route back to his alma mater. He spent five years teaching in Sacred Heart Secondary School in Roscrea and another 16 with the Marists in Moyle Park College, Clondalkin, before arriving in the Bish in 2002, employed by the then

principal, Peadar O hIci. French was his major subject but he also taught English and drama. Liam always took a great interest in his pupils, especially those who struggled with a subject. However, he was never just content to teach the course. Liam always strove to broaden his students' horizons. This often involved trips to the cinema or theatre to experience French culture or, for example, bringing French cheese and bread into his classes so that they could get a flavour of French food.

Liam was a people person, at ease in conversation with friend or stranger. He was blessed with a great sense of humour and his hearty laugh could often be heard in the staffroom. Of course we have all heard so many of "Mr Glynn's jokes". Things like, "did you hear about the deaf fishmonger who was hard of herring?", or "how big is the wingspan of an eagle flying towards the sun?" spring to mind. It didn't matter that you might have heard them numerous times already; they were still told as if it was the first time.

Always a committed union man, Liam joined the Galway Branch of the ASTI when he returned to Galway in January 2002. He soon became a regular contributor at meetings. When he spoke, he had the ability to capture everyone's attention with his wit and eloquence. He served as vice-chairperson of the Galway Branch from October 2003 until 2006, and again from 2009 until 2011. Over the years he was a delegate at Annual Convention many times. Liam was always willing to help out when the Branch was arranging events or retirement functions. He was also on the organising committee when Annual Convention was held in Galway in 2010.

Branch officers past and present were shocked at the news of Liam's passing. Although he held strong opinions, he enjoyed a good debate and was always prepared to hear the other side of the argument. When a few of the Branch officers were reminiscing about Liam recently, the common threads in their memories were that he was a gentleman, had a wonderful turn of phrase and was a kind person.

Finally, Liam was also a kidney transplant recipient. However, it never defined him, except maybe in promoting the great work of the Irish Kidney Association. Every Easter he would organise a group of fifth-year students from the Bish to help with the forget-me-not flag day.

Liam Glynn was a remarkable person and we were blessed to have had him as a colleague in the Bish and as an active ASTI member. We will remember him fondly and miss him terribly. Our thoughts are with his heartbroken wife Anne, daughter Grace and family, whom he loved dearly.

Ar dheis Dé go raibh a anam.

Mary Immaculate reunion

The Mary Immaculate College Reunion 2016 will take place on Saturday, October 1. For further information, please telephone 061-774 786, or email alumni@mic.ul.ie.

Leinster schools table tennis

The Leinster Schools Table Tennis Association organises the Leinster Schools League and Leinster Schools Cup throughout Leinster. Entry forms will be distributed in September to over 80 schools that are currently, or have formerly been, entered in the events. If you would like to have your school details included on the mailing list, or for further information, please check out www.leinstertt.org, and click on the 'Schools' tab at the top of the page.

ITUC and Labour Party archives now online

The public can now access the Irish Trades Union Congress and Labour Party archive through the National Archive's online portal at <http://centenaries-ituc.nationalarchives.ie/>. This contains the executive reports and ITUC&LP Congress Debates from 1901 to 1925.

These records contain information on the industrial relations issues of the time, as well as a number of significant political events, such as the Home Rule Crisis, the foundation of the Labour Party, the Easter Rising, the War of Independence and the Civil War. Previously these records were only available to dedicated scholars but they have now been digitised by the Irish Congress of Trade Unions and made available online by the National Archives as part of their Decade of Centenaries web portal.

Going Places with Bus Éireann

Transition Year students are being encouraged to take part in a new competition from Bus Éireann in the 2016/2017 academic year. Students are asked to submit innovative proposals on how Bus Éireann's public bus transport and school transport can best continue to support schools and wider society into the future. Participation is voluntary and open to Transition Year students only. Five regional winners will receive €3,000 in prize money for their school with two runner-up prizes in each region too. The overall winners will also receive a day trip to Tayto Park for their class, including coach hire and Tayto Park passes. The closing date for entries will be March 2017. Full details are available at www.buseireann.ie/goingplaces.

Could you spare an hour or two to help Barnardos?

Barnardos' National Collection Day, Buckets for Barnardos, takes place on Friday, September 16, 2016. They urgently need volunteers to help with on-street collections and organised bag packs across the country. Teachers, staff and TY students: by volunteering for just a couple of hours you can make a real difference to the lives of vulnerable children in your community and across Ireland.

For more information about what's happening in your area and how you can get involved, call 1850 217 217, email buckets@barnardos.ie, or see www.barnardos.ie/buckets.

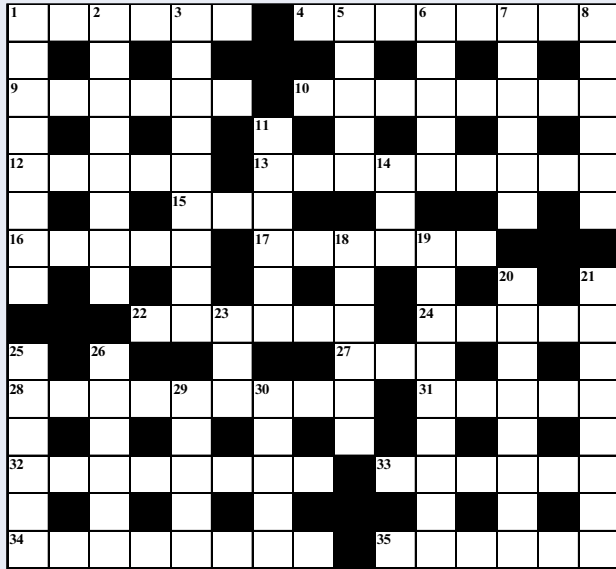


Sponsored by ASTI Credit Union

ASTIR CROSSWORD NO. 1604

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. 1604, Think Media,
The Malthouse, 537 NCR, Dublin 1.

To arrive by: Friday, October 14, 2016

CLUES ACROSS:

- 1 The king took a bit to leave the union (6)
- 4 See 13 across
- 9 Re bitterly regretting NUIG (6)
- 10 Man abnormally self-obsessed (8)
- 12 See 13 across
- 13 across; 19 down; 4 across; 12 across; 25 down; 21 down:
FEMPI in short! (9,9,8,(2,3),6,8)
- 15 Once called (3)
- 16 O to be empty and egg shaped (5)
- 17 Improvised musically (6)
- 22 Stellar (6)
- 24 ".....bread is soon forgotten" (5)
- 27 Man of ancient Rome (3)
- 28 Many of one across promises have gone thus (2,2,5)
- 31 The wild ones served in European armies in the 16th, 17th and 18th centuries (5)
- 32 S sounds like it is contained in generous gifts (8)
- 33 All inclusive in ancient Ireland (6)
- 34 Fanciful notions at a nice cost (8)
- 35 Baby swan (6)

CLUES DOWN:

- 1 Tex-Mex treats (8)
- 2 Run for it! (8)
- 3 Insinuations might end unions (9)
- 5 Goad in the shape of 16 across (3,2)
- 6 This organisation that helps the homeless is called after of Cyrene (5)
- 7 Erin or a French Impressionist painter (6)
- 8 Balanced equine housing (6)
- 11 Assuming, hypothetically (2,4)
- 14 Smartphone download (3)
- 18 See 26 down
- 19 See 13 across
- 20 Plato, Demosthenes for example (8)
- 21 See 13 across
- 23 The piper's son or Jerry's adversary! (3)
- 25 See 13 across
- 26 down and 18 down: Recently retired, he was General Secretary of the ASTI from 1980-1991 (6,6)
- 29 Could be a kind of mentality (5)
- 30 Beginning notes (5)

Solution to ASTIR Crossword No. 1603

Across

- 8. Insomnia
- 9. Analog
- 10. Resist
- 11. Lodgings
- 12. Ensign
- 13. Rational
- 15. Ciel
- 17. Tresses
- 19. Matilda
- 22. Lean
- 24. Unspoken
- 27. Adonis
- 29. Geometry
- 30. Orator
- 31. Serene
- 32. Epidemic

Down

- 1. Unseen
- 2. Politics
- 3. Instance
- 4. Failure
- 5. Bandit
- 6. Calico
- 7. Longhand
- 14. Alma
- 16. Isle
- 18. Rendered
- 20. Anabolic
- 21. Isolated
- 23. Enzymes
- 25. Pamper
- 26. Kitten
- 28. Ironic

Did you miss?

- Guidelines and advice for new teachers 16
- Meet the new ASTI President 22

Congratulations

Congratulations to the winner of
Crossword No. 1603:
Carmel Murphy,
"Fastnet", Wilton Road,
Cork, Cork RSTA.

Back to School blues?



Cheer up with a car loan from your Credit Union?

Car loans at 6.99% APR variable

e.g. €10,000 over 5 years at 6.99%

127 fortnightly instalments of €92.03 inclusive
of interest and a final instalment of €72.27
inclusive of interest.

Total amount repayable €11,760.08,
cost of credit €1,760.08

Choose to repay your loan over 1 to 5 years

* Borrow from €1,000 to €40,000

* Quick and easy application

* Terms & Conditions apply

WARNING:

If you do not meet the repayments on your loan, your account will go into arrears. This may affect your credit rating, which may limit your ability to access credit in the future.

6.99%
APR (variable)



cornmarket
group financial services ltd



TEACHERS GET UP TO

**60%
OFF***

YOUR CAR INSURANCE

As well as great benefits including:



Windscreen cover



Motor Rescue



Legal expenses cover

Call us today on
(01) 408 6200

Image © Advert for W/N 07/16

*60% discount available to customers who have been claims free for the past 5 years
(subject to a minimum premium of €311.71, inclusive of Government Levy).

Eligibility, terms and conditions apply. RSA Insurance Ireland Ltd is regulated by the Central Bank of Ireland. DAS Legal Expenses Insurance Company Limited is authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority of the United Kingdom and regulated by the Central Bank of Ireland for conduct of Business rules. MAPFRE ASISTENCIA Compañía de Seguros y Reaseguros SA trading as MAPFRE ASSISTANCE Agency Ireland and MAPFRE WARRANTY is authorised by the Dirección General de Seguros y Fondos de Pensiones del Ministerio de Economía y Hacienda in Spain, and is regulated by the Central Bank of Ireland for conduct of business rules. Reg No. 925874. Cornmarket Group Financial Services Ltd. is regulated by the Central Bank of Ireland. Cornmarket is part of the Great-West Lifeco group of companies, one of the world's leading life assurance organisations.