

Part-time teachers welcome new CIDs circular

A new Department of Education and Science circular which provides new opportunities for part-time CID holders to obtain full-time positions has been welcomed by the ASTI Part-time and Non-Permanent Teachers' Committee.

The circular, which is due to issue to schools shortly, follows discussions between the ASTI, the other teachers' unions and the official side under the aegis of a facilitator. It provides that, in so far as is possible, schools with vacancies should give consideration to teachers wishing to transfer from part-time to full-time hours.

Where a school has a vacancy, and it has established that there is no teacher on the premises who is qualified to receive a CID in the coming year and that there is no

teacher to be redeployed into the school, the school should seek to provide part-time CID holders with an opportunity to undertake additional hours (up to full-time hours) so that they earn a full salary.

Welcoming the new Circular, Mary Crowley, Chair of the ASTI Part-time and Non Permanent Teachers' Committee said "This circular is good news for part-time CID holders. The ASTI has campaigned for significant improvements in the terms and conditions for part-time and temporary teachers in recent years. One of the key achievements has been the establishment of CIDs, which have benefited many teachers on fixed-term contracts. This new circular is a further improvement for teachers with CIDs which are less than full hours." ♦



President to attend ASTI Centenary Dinner

The ASTI is pleased to confirm that the President of Ireland, Mary McAleese will attend the ASTI Centenary Gala Dinner in March 2009. The event will be held in the Mansion House in Dublin, the site of the first official meeting of the ASTI.



Pictured with students from Moate Community School who exhibited their project "The Shock of Your Life" at the Young Social Innovators Exhibition in the RDS earlier this month are: John White, ASTI General Secretary and Sinead Mannion, YSI Leader and teacher of RE and English at Moate Community School.

Inside this issue:

Message from the President	3
Occupational Health Service	4
Salary Scales	6

School Development Planning grants

Applications for grants for School Development Planning (SDP) for January to June 2008 must be submitted before May 16th 2008.

A further deadline date of 1 December 2008 applies to applications for grants for Autumn 2008.

Grant-aid can be claimed towards costs such as:

- Venue hire, catering and handouts for an SDP session;
- Facilitation fees and expenses, where these are payable by the school;
- Other incidental SDP costs such as reference materials, printing and other resources.

A grant information sheet and application form is available at www.sdpi.ie. ♦

Meeting of ASTI Gay and Lesbian Network

A meeting of the ASTI Gay and Lesbian Network will be held on Saturday 24th May at 12 noon. The meeting will take place in ASTI Head Office, Winetavern Street, Dublin 8.
New members are very welcome to attend.

Many students employed illegally, survey finds

Many employers employing second-level students may be acting in breach of the Protection of Young Persons Act, according to a study carried out by Kevin Brogan, a teacher at St Joseph's CBS Drogheda and member of Drogheda Sean Higgins branch of the ASTI.

His survey of 294 Drogheda-based second-level students found that 54 per cent had part-time jobs in 2007. Many were employed illegally. For example, 43% of those who worked during the school term were aged between 14 and 16 years of age which is prohibited under the Protection of Young Persons Act. Other breaches of legislation included expecting students to work before 6a.m. and past 11p.m. during the school week, failing to request evidence of age, and failing to display a summary of the Protection of Young Persons Act in workplaces where young people were employed. ♦

JC syllabus consultation process

The consultation process on the 'rebalancing' of five Junior Certificate syllabuses continues until the end of May.

The aims of rebalancing are to reduce curriculum overload and overlap at Junior Cycle and to provide more time and space for quality teaching and learning.

Following a rebalancing process conducted by the NCCA, draft syllabuses have been published for the following Junior Certificate subjects: Art, Craft and Design; English; History; Home Economics; and Music.

The draft syllabuses are available on the NCCA website alongside information on the differences between the current syllabuses and the 'rebalanced' versions. There is also an on-line questionnaire which allows teachers to comment on the changes. Visit www.ncca.ie. ♦

Message from the President

Our conditions of work are vitally important

Given the strategic importance of the work that we teachers do and the benefits it brings to students and to society, it was little short of a scandal, particularly in the recent boom years, that many teachers could not get either a permanent or a full-time job and worked for years on a small income with no job security.

The recent introduction of CID contracts - which give the holder the same conditions of employment as other permanently employed colleagues - has been a great improvement, albeit it, perhaps, not with full hours.

A new circular - to be implemented for the first time in the coming school year 2008/2009 - increases the possibility that part-time CID holders can be brought up to full hours. While it may not be possible to bring every CID holder up to full hours, it is clear from the circular and accompanying memorandum that "the regular form of indefinite and permanent posts is in full time teaching posts". Thus, it is very important that any teacher who wishes to be on full hours talks to her or his Principal *this* term. It has been agreed that there will be a review by all parties to the agreement of the exceptional cases that were not granted full hours next November.

All ASTI members should read both the recent special Nuacht and this one and give their support to this new initiative. Our School Stewards, teacher representatives on Boards of Management, Branch Officers, Standing Committee and CEC members have all been briefed specially. Make sure you talk to one of them.

I am concerned that teachers' conditions are starting to be threatened in the current talks under the first module of Towards 2016 - and this in the context where the pay agreed has not matched inflation. We are particularly reluctant to agree to a further deterioration of conditions in such circumstances. Equally reluctantly, we may have to defend our conditions.

As this goes to print, I am putting to CEC that we now move ahead to full implementation of the 2007 Annual Convention decisions to rejuvenate our branches, which are the heart of our organisation. You have told us in surveys that you want branch meetings to answer your need for information and support on the many issues you face in your professional work - I look forward to that coming to fruition next year. ♦



ASTI President,
Patricia Wroe

Retiring in 2008? – important news

Teachers who are retiring this year, and who are in a position to choose their date of retirement, should note that there is a financial advantage to being in service on September 1st, 2008. This is because there is a 2.5% pay increase due to teachers on September 1st. As a teacher's pension and lump sum are based on salary at retirement, a teacher who is retiring but who can remain in service until after September 1st will have the 2.5% applied to both their pension and lump sum.

Teachers who are retiring, but who stay on until after September 1st can be replaced by a permanent teacher if they retire before September 8th. If they retire after this date they cannot be replaced by a permanent teacher for the school year 2008/ 2009. ♦

Reminder - Teacher Refund Scheme

Friday, May 30th is the closing date for applications for grants under the Teacher Fee Refund Scheme. Teachers who successfully completed a course or modules during the period September 2006 to August 2007 may be eligible for a partial refund of fees. For more information visit www.mie.ie/refundoffees.htm.

New Occupational Health Service

An Occupational Health Service is being put in place for the teaching profession. The service will be responsible for adjudicating on teachers' medical fitness to teach and will replace the Chief Medical Officer who has been advising the Department of Education and Science on teachers' health matters on an ad hoc basis.

The service will assess medical fitness to teach in the following circumstances:

- Appointment of a teacher;
- On return of a teacher following an absence from teaching of more than two years;
- During a lengthy absence due to illness or injury;
- Where there are concerns regarding medical fitness to teach;
- Where ill health retirement is being considered.

The service will be based on the recognition of the responsibility of employers for the health and safety of teachers; for ensuring that the wellbeing of students is not placed at risk arising from the ill-health of teachers; for managing sickness absence appropriately; and for the implementation of reasonable adjustments to enable those with disabilities to teach. Employers will have a responsibility to ensure that any individual being referred to the Occupational Health Service is fully aware of the reasons for the referral. ♦

Notice to teachers of Religious Education

The ASTI has received complaints that in a communication from the Religious Education Support Service it was stated that teachers must provide an individual class plan for the class in which they are being inspected. The ASTI wishes to make it clear that this is not required. Page 11 of *A Guide to Subject Inspection at Second Level*, which is also a guide for subject inspections being carried out as part of a Whole School Inspection, states: "It is expected that teachers will be able to indicate to inspectors a broad written plan of their work on a termly and yearly basis. However, it is not necessary that teachers prepare individual written lesson plans for the purpose of inspection". ♦

Classics classes

The Classical Association of Ireland has set up an Academy in Ancient Greek and Latin to promote the learning of classical languages. The Association will provide classes in Latin and Ancient Greek to students who do not have access to them in their own schools and who wish to take these subjects at Junior Cert and Leaving Cert.

Classes in Latin and Classical Greek will be held from September 2008 and will run after school during term time only. Students will be required to attend one session per week in addition to attending one Saturday morning workshop of three hours duration per month. Classes will be held over two / three years and will lead to Junior Certificate qualifications.

If you would like to find out more about becoming part of the teaching team or organising a group in your area/school, please visit www.caiteachers.com or contact Daniel O'Connor on 086-8497840, Jim O'Dea on 087-9280797 or Mary Boissel on 087-9398060. ♦

Grinds make no difference, study claims

A study carried out by Dr Emer Smyth of the Economic and Social Research Institute shows that, on average, grinds make no difference to a student's academic performance. The study is to be published in *The Oxford Review of Education*.

Responding to the study, ASTI General Secretary, John White said it reaffirms the ASTI's long-held belief that a student who is motivated, attends class, engages in learning, works consistently and follows the advice of his or her teachers regarding exams, can achieve his or her potential without the necessity for expensive grinds. Parents should not be led astray by glossy brochures and peer pressure, said John White. ♦

New Minister for Education and Science

Batt O'Keeffe has been appointed the new Minister for Education and Science. Minister O'Keeffe is TD for Cork North-West and is originally from Mallow, Co. Cork. He most recently served as Minister of State at the Department of the Environment, Heritage and Local Government with special responsibility for Housing, Urban Renewal and Developing Areas. He also served as Chair of the Health and Children Oireachtas Committee. He formerly lectured in Cork Institute of Technology. ♦



Minister for Education and Science, Batt O'Keefe T.D.

Analysis of science achievement

The second national report on PISA 2006 was published by the Educational Research Centre in April. The report, entitled *Ready for Tomorrow's World: Main Report*, provides indepth analysis of the PISA 2006 data from an Irish perspective.

PISA 2006, which measured the performance of 15-year-olds across a range of domains with a particular focus on science, showed Irish students performing slightly but significantly above average in science literacy tests (14th out of 30 OECD countries), significantly above average in reading literacy tests (5th out of 29 OECD countries) and average in maths literacy tests (16th out of 30 OECD countries).

The second national report on PISA 2006, which examined factors affecting student performance in science, found that while Ireland was above the OECD average on most affluence indicators (possessions such as cars, dishwashers, mobile phones, etc.) associated with performance, it was slightly below average on educational and cultural resources associated with performance (possessions such as books, a study desk at home, etc.).

The report also found that Irish schools "perform at a reasonably similar level to each other. . . Ireland is part of a subset of countries in which consistency across schools was accompanied by a reasonably high level of performance".

The report *Ready for Tomorrow's World: Main Report* is available at www.erc.ie/pisa. ♦

Salary Scales

A salary increase was paid to all teachers under the terms of Towards 2016 in the salary payment of March 27th (with effect from March 1st 2008).

Below are the revised salary scales.

Point on Salary Scale	01/03/2008
1	€31,804
2	€32,930
3	€34,058
4	€35,188
5	€36,941
6	€38,078
7	€39,213
8	€42,072
9	€43,500
10	€45,207
11	€46,905
12	€48,616
13	€50,046
14	€51,940
15	€51,940
16	€51,940
17	€54,552
18	€54,552
19	€54,552
20	€54,552
21	€58,003
22	€58,003
23	€58,003
24	€58,003
25	€61,816
Including allowance paid after 10 years on maximum of scale	
	€64,202

Principal's Allowance

Band 1 (1 to 3)	€9,561
Band 2 (4 to 5)	€10,713
Band 3 (6)	€12,568
Band 4 (7 to 8)	€14,747
Band 5 (9 to 10)	€17,155
Band 6 (11 to 12)	€19,598
Band 7 (13 to 15)	€21,963
Band 8 (16)	€24,353
Band 9 (17 to 19)	€26,112
Band 10 (20 to 22)	€27,930
Band 11 (23 to 26)	€30,579
Band 12 (27 to 30)	€32,370
Band 13 (31 to 35)	€35,833
Band 14 (36 to 40)	€37,001
Band 15 (41 to 50)	€40,133
Band 16 (51 to 60)	€41,875
Band 17 (61+)	€43,614

Part-time Salary Rates

1. Qualified casual hourly rate
(incl. 22% holiday pay) : €48.39

2. Unqualified hourly rate
(incl. 22% holiday pay) : €41.95

3. Qualified non-casual teachers are
paid at their personal point on the
Common Basic Scale plus
qualifications divided by 735.

Deputy Principal's Allowance

01/03/08

Issue No 5 - May 2008

Band 1 (1 to 3)	€3,870
Band 2 (4 to 5)	€5,065
Band 3 (6)	€6,696
Band 4 (7 to 8)	€8,393
Band 5 (9 to 10)	€10,036
Band 6 (11 to 12)	€11,752
Band 7 (13 to 15)	€13,403
Band 8 (16)	€15,024
Band 9 (17 to 19)	€16,302
Band 10 (20 to 22)	€17,548
Band 11 (23 to 26)	€19,477
Band 12 (27 to 30)	€20,671
Band 13 (31 to 35)	€23,256
Band 14 (36 to 40)	€23,761
Band 15 (41 to 50)	€25,961
Band 16 (51 to 60)	€26,961
Band 17 (61+)	€27,950

Director of Adult Education

A	€3,870
B	€5,065
C	€6,696
D	€8,393
E	€10,036
F	€11,752
G	€13,403
H	€15,024
I	€16,302
J	€17,548
K	€19,477
L	€20,671
M	€23,256

Other In-school Management (Post of Responsibility) Allowances

Assistant Principal	€8,749
Special Duties Teacher	€3,870
Special Functions Allowances 1	€3,317
Special Functions Allowances 2	€5,065
Special Functions Allowances 3	€6,696
Special Functions Allowances 4	€8,393
Special Functions Allowances 5	€8,749

Qualification Allowances

1.(a) (i) H. Dip in Ed. (Pass)	€607
(ii) Higher Froebel Cert.	€607
(b) (i) H. Dip. in Ed (1st or 2nd Hons)	€1,269
(ii) Ard Teastas Gaeilge	€1,269
(c) Primary Degree (Pass)	€1,892
(d) Masters Degree (Pass)	€5,051
(e) Primary Degree (Hons)	€5,051
(f) Masters Degree (1st or 2nd Hons)	€5,644
(g) Doctors Degree	€6,305

Either of the allowances (a) or (b) may be held together with any one of the allowances (c) to (g)

2. Allowance payable to teachers with a Primary Degree (Pass) and the Higher Diploma in Education (1st or 2nd hons) who, prior to 1st July, 1968 were in receipt of an allowance of £110	€4,393
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Other Allowances

(i) Teaching through Irish	€1,625
(ii) Gaeltacht Grant	€3,145
(iii) Island Allowance	€1,892
(iv) Allowance for Diploma for Teachers of Deaf Children Allowance for Diploma for Teachers of Blind Children Allowance for Diploma for Teachers of Mentally and Physically Handicapped Children	€2,502
(v) Special Allowance payable to teachers appointed before 1/1/1987 in Comprehensive Schools	€2,538
(vi) Allowance for teachers with 35 years service (long Service allowance - payable after 10 years completed on the maximum point of the salary scale)	€2,386

Access to pension scheme for persons with a disability granted to a teacher

The next issue of Nuacht will be in the 2008/2009 school year.

Please note that the ASTI website will continue to carry news and information relevant to ASTI members.
www.asti.ie

The ASTI has long made the case for access to the secondary teachers superannuation scheme for persons with a disability, specifically for those teachers who are well short of retirement age, who may not be deemed medically fit to give regular service following admission to the scheme, and who, upon admission, may be medically compelled to seek early retirement on the grounds of disability.

The Equal Opportunities Committee of the ASTI has been anxious to promote equal treatment including access to the pension scheme and pension benefits for persons with a disability.

It is an encouraging first step though not a blanket assurance for all such affected teachers, that a teacher in the later stages of a seriously disabling condition who is well short of retirement age and who is medically unfit has, following repeated representations by the ASTI, been admitted by the Department of Education and Science to the scheme. The ASTI will continue to seek that other similarly affected teachers may not find themselves debarred from access to the superannuation scheme. ♦

Our President, Patricia Wroe wishes to thank you and all our members for your valuable contribution to your students and to society in your work this year. She hopes you will have time to relax and re-energise in the weeks ahead.



Pictured at the opening of a new library in CBS James' Street, Dublin are Bernie Kiely, Assistant National Coordinator, Junior Cert School Programme (JCSP); Aideen Cassidy, National Coordinator JCSP; Willie O'Brien, Principal of CBS Secondary School, James' St; John White, ASTI General Secretary; Dympna Kiernan, Librarian CBS Secondary School, James' St; Kathleen Moran, Senior Project Librarian with JCSP Demonstration Library Project; and Pat Hogan, JCSP Coordinator, CBS Secondary School, James' St.

The library, opened as part of the JCSP Library Initiative, is designed to meet the needs of JCSP students while working with the school's whole-school approach to literacy and reading.