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Association of Secondary Teachers, Ireland



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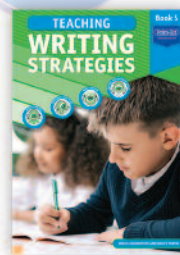
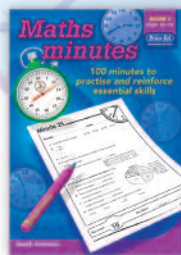
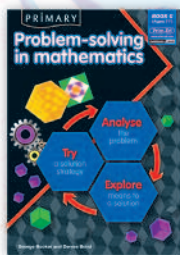
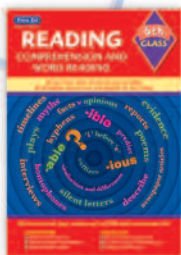
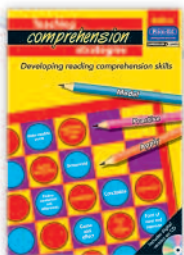
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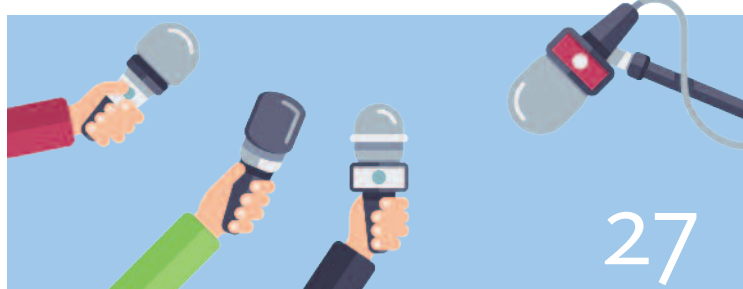
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The *ASTIR* Editorial Board is interested in receiving feedback on *ASTIR*.

Members can email astirfeedback@asti.ie or text 087-9349956.



READY TO MEET OUR CHALLENGES

May I wish you all best wishes for the year ahead, be you a member of long standing or someone who is embarking on what can be a wonderful and fulfilling career. Teaching is a formidable job and we are very fortunate in Ireland to have such a highly educated, motivated and committed teaching profession. It is due to the high calibre of our profession that generations of students have been provided with a premier post-primary education. In seeking to maintain these standards, we face a number of challenges.

The fact that newer entrants to the profession are still not afforded the simple and moral imperative of Equal Pay for Equal Work, is inexcusable of Government. The consequence of this inequality has been the recruitment and retention crisis in teaching. We foretold this and it has now come to pass. The ASTI is the one union that took strike action on behalf of our lesser-paid members, and we remain committed to achieving pay equality. This is essential if we are to recruit and retain teachers of the highest quality to work in our education system. We will work with other unions in order to accomplish this in the next public sector pay negotiations, which should commence shortly.

Senior Cycle

Senior Cycle review has been taking place since 2016 and the report on this process is due for public consultation over the next couple of months. The Leaving Certificate as we know it is a fair, transparent and robust examination system, which research shows is valued by students, parents and teachers. It is internationally recognised to be of quality. While the ASTI welcomes a review of the Senior Cycle, we must ensure that the best aspects of our education and examination system are maintained in any change proposals. Transition Year, as a standalone option, offers a valuable experience to both learners and teachers; this opportunity must remain available to students.

It is in everyone's interest that our young people continue to experience Ireland's superb second-level education, the benefits of which are life long. To this end, it is essential that the expertise and knowledge held by the teaching profession is respected and utilised in the next stage of the Senior Cycle review process, and in developing any proposals for change. Teachers should ensure that they are actively involved in the next stage of the Senior Cycle consultation process. Members can log on to the NCCA or ASTI websites to find out more about the ways that they can be part of the consultation process over the next few months and ensure that their professional voice is heard. Teachers are the key to ensuring that equality of opportunity and fairness for all are the foundations of any revision of the Senior Cycle.



Deirdre Mac Donald

ASTI President

TEACHING IN IRELAND

Every school year brings new challenges. There are some that just seem to continue interminably. The ongoing new entrant, lesser-paid teachers' pay campaign is a case in point. Resolution of Junior Cycle issues and the review of Leaving Certificate being undertaken by the NCCA also loom large. There is an ever-expanding workload and list of issues that the ASTI will address.

The pay and conditions of teachers will undoubtedly feature during the coming school year. On these I have written a more substantial article elsewhere in this edition (pages 10-11). The ASTI will explore every avenue to ensure that the damage inflicted since the onset of the recession is undone, and that the profession that we are all proud to be part of will return to being an attractive and rewarding career.

One is reminded of the trip this year by the Minister for Education and Skills to the United Arab Emirates. He hoped to entice teachers that had moved there to return to Ireland. Reports suggest that his reception was somewhat frostier than envisaged, despite the climate in Dubai and Abu Dhabi. It seems issues identified by these teachers included difficulties regarding registration with the Teaching Council, red tape around application for posts, and procedures and complications relating to transfer of service and/or seniority from their host country.

Of course, other considerations also impact the situation. First and foremost would be the structural pay inequality they will face in staffrooms on their return. There has been a pension entitlements deterioration in recent years too. Sick leave entitlements have been trimmed back and teachers operate in the context of an excessively high pupil-teacher ratio in many instances. Add in poor promotional prospects and general under resourcing, and it is small wonder that there is a recruitment and retention problem. There is a mountain to climb.

Climate change

The ASTI has been supportive of the global climate strikes organised by students in Ireland and across the world. Further actions are planned. It is astonishing that what started on August 20, 2018, when 15-year-old Swedish student Greta Thunberg decided to protest outside the Swedish parliament due to its inaction on global warming, has grown into such an enormous international movement. One has also to be mindful that the students are demonstrating because adults have so far failed to take action to avoid global warming. Every single major scientific organisation, comprising the vast majority of the brightest minds in the scientific community in every democracy in the world, argues the imperative to do so. It would seem as if it takes the students to teach their elders an extremely valuable lesson. Of course, as teachers we have always known the extent that we can learn from our students. As the expression goes: "The best education is not given to students; it is drawn out of them".

Finally, I want to wish all ASTI members every success in their endeavours throughout the year.



Kieran Christie

ASTI General Secretary

Pregnancy-related sick leave

Following consultations between public service unions and the Department of Public Expenditure and Reform (DPER) on pregnancy-related sick leave, the Department has published a flier clarifying additional protections for female workers during pregnancy. This information can be accessed on the ASTI website (<https://www.asti.ie/pay-and-conditions/leave/sick-leave/>).

The flier outlines additional protections in respect of pregnancy-related illness. These include access to “extended” pregnancy-related sick leave in situations where paid sick leave at full and half pay have been exhausted. The following examples demonstrate how the additional protections might apply to ASTI members:

Example 1 – Prior to commencement of maternity leave

Teacher A has reached her four-year threshold for paid sick leave (i.e., 183 days under ordinary illness or 365 days under critical illness) and has been signed out on certified pregnancy-related sick leave for one month (30 days): Teacher A will be paid half pay for the duration of this absence regardless of the fact that normal sick leave limits have been exceeded. This will be recorded as pregnancy-related sick leave and will not be counted towards Teacher A’s normal sick leave.

Example 2 – After maternity leave

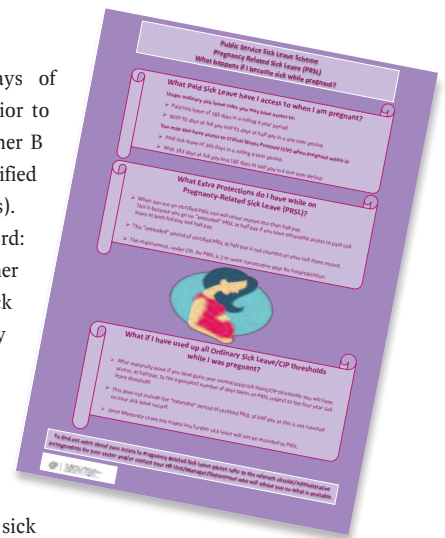
Teacher B has reached her four-year threshold for paid sick leave. This is a

result of accumulating 62 days of pregnancy-related sick leave prior to going on maternity leave. Teacher B has now been signed out on certified sick leave for one month (30 days).

Breakdown of sick leave record: Looking back four years, the teacher has accumulated 183 days of sick leave, 62 of which were pregnancy related; therefore, normal sick leave amounted to 121 days (i.e., 183 minus 62).

Teacher B’s pregnancy-related sick leave will be credited back at half pay subject to the normal sick leave limits (i.e., 183 days under ordinary illness or 365 days under critical illness) and therefore will be paid half pay for the duration of this absence, bringing her normal sick leave to a total of 151 days (i.e., 121 + 30).

Note: Teacher B would also have a further 32 days of sick leave at half pay available before she reached the normal limit under ordinary illness provisions (i.e., 183 minus 151).



We would like to thank the management and staff of all of our Partnership Schools who accommodated our Post Primary student teachers this academic year.



We look forward to continuing our work with you in the future.

If you would like to be added to our Partnership School List and facilitate Hibernia College Post Primary student teachers, please email

Ann Murray
AMurray@hiberniacollege.net



HIBERNIA COLLEGE

General Secretary on ICTU Executive

ASTI General Secretary Kieran Christie has secured a seat for the ASTI on the Executive of the Irish Congress of Trade Unions (ICTU). The election took place at the ICTU Biennial Delegate Conference in July. An ASTI motion on the health of workers was proposed by ASTI Standing Committee representative Miriam Duggan and seconded by ASTI President Deirdre Mac Donald.

Seminar for Principals and Deputy Principals

The ASTI seminar for principals and deputy principals will be held on Wednesday, November 6, in the Sheraton Hotel, Athlone. As well as discussions and presentations, the new ASTI Principals' and Deputy Principals' Advisory Committee will be elected at this seminar. For more information or to register your interest, please check www.asti.ie or contact ASTI Head Office.

Have we got your up-to-date contact details?

The ASTI regularly ballots its members on key issues. 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; and,
 - your email address,
- to ensure that 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 that affect your career, teaching as a profession, and the education service.

FÉILTE 2019

FÉILTE (the Teaching Council's annual Festival of Education in Learning and Teaching Excellence) will take place in NUI Galway on September 27 and 28. The theme for this year's FÉILTE is 'Education 360: Learning from Others' and speakers will include: renowned education researcher Prof. Andy Hargreaves; Aobhinn Ní Shuilleabháin; the Ombudsman for Children, Niall Muldoon; and, many other voices in education.

Tickets are free and you can apply for your ticket now at www.teachingcouncil.ie.

Training and seminars for ASTI members

School steward training

Training for ASTI school stewards will take place in venues around the country in September and October. School steward training will cover a variety of important topics including the role of the school steward, information on how best to help ASTI members in your school, and an update on national issues. This training kicks off on September 17 in Dublin, followed by other regions. Substitution cover is available for one school steward per school through the ASTI. Please contact the ASTI for more details on how to avail of substitution cover.

Board of management training

Board of management training for ASTI members will take place in October and November, beginning in Kilkenny on October 23, followed by other regions. Topics covered will include: structure of boards; boards' responsibilities; finance; role of staff representatives; board as employers; health and safety; agreements; and, ASTI role.

Retirement seminars

Retirement seminars for ASTI members will commence in November and courses will be held around the country. Courses run over two days and cover topics such as: how to retire; calculating your pension; retirement options; enhancing your pension; and, increasing your retirement benefits.

Professional development for prospective posts of responsibility applicants

A seminar on professional development for those interested in applying for posts of responsibility will be held in Limerick on September 28 and again in Dublin on October 5. This one-day training will be of interest to teachers applying for promotional posts. The seminar will focus on the four domains of leadership as set out in Circular 03/18, and advice on CV and interview preparation will also be provided.

For more information on upcoming training and information sessions for ASTI members, visit www.asti.ie.

ASTI gain for SEN job-share teachers

Job-share teachers who previously received the Special Education Needs Allowance (prior to being appointed as job-share teachers) may be entitled to the allowance and to back pay for the school years 2017/18 and 2018/19, following a claim lodged by the ASTI at the Teachers' Conciliation Council.

It has now been agreed that the allowance will continue to be paid to job sharers who currently hold/previously received the allowance, so long as they spend at least six hours per week working with students with special education needs. Eligible job-share teachers will receive the allowance on a pro-rata basis, i.e., half of the allowance. The details are set out in Circular 0037/2019.

The allowance was abolished for new beneficiaries in 2012 and is currently only payable to those who held it prior to February 1, 2012, and who meet the criteria for the allowance. The ASTI continues to seek the restoration of the allowance for those appointed to positions after February 1, 2012, and who otherwise meet the allowance criteria.

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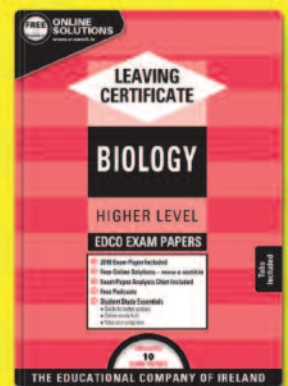
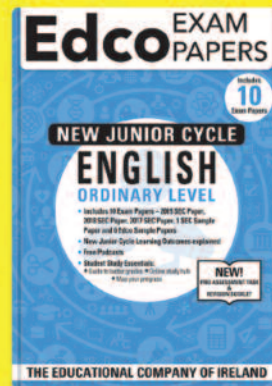
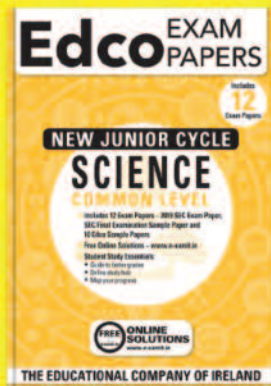
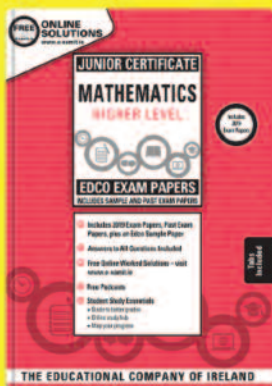
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Being well and staying well

Many workplaces are recognising the importance of employees' health, including mental health, and prioritising it on their agendas. Schools are no different. We spend a good portion of our day working, and a happy and healthy staff is in everyone's best interest. Teachers play a vital role in supporting their students' health in its many dimensions and helping them to reach their potential, so it is important for teachers to prioritise their own health and to take care of themselves. With this in mind, the Teaching Council has been promoting teachers' health and wellness in a number of ways, through FÉILTE, webinars, ezines, and working with the Wellbeing for Teachers and Learners' Group. The Council is now delighted to launch a communications campaign, which aims to help teachers be well and stay well: 'Take Care of You/Tabhair Aire Duit Féin'. This campaign is in collaboration with the Department of Education and Skills, the teaching unions (INTO, TUI and ASTI), and the school management bodies (ETBI, JMB, CPSMA and ACCS).

As part of this campaign, all registered teachers recently received an email on teachers' mental health, which included teacher testimonials and recordings from the Wellbeing for Teachers and Learners conference and links to the 'Take Care of You/Tabhair Aire Duit Féin' page on the Teaching Council website. This page lists a number of services that offer support to teachers across different areas of their lives – personal, professional and financial. Go to www.teachingcouncil.ie for more information.

A bilingual poster highlighting teachers' well-being is also being circulated to all schools this month so you should find this in your staffroom.

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Droichead applications

Applications for Droichead (the Professional Induction Framework for newly qualified teachers) will be accepted for 2019/2020 from teachers registered under Route 1 – Primary, or Route 4 – Other, who have a condition of Droichead or Probation attached to their registration and who are:

- employed in a school offering Droichead;
- on a job-share contract for the duration of the full academic year (including those employed as replacement teachers); or,
- on a part-time contract of not less than half hours (12.5 hours) for the duration of the academic year.

Applications should be submitted by September 30, 2019.

HPV vaccination for first-year boys

The 2019/20 HSE Schools Immunisation Programme for first-year students begins in September. While first-year girls have been offered the HPV vaccination for a number of years, boys in first year will be offered the vaccine for the first time this year. The usual booster vaccinations for protection against meningitis and other diseases will also be offered. As the HPV vaccination is given in two doses, HSE immunisation teams will visit all second-level schools twice during the 2019/20 school year. Consent forms for distribution to parents of first-year students will arrive in schools in September.

Information materials used in the Schools Immunisation Programme are available from www.hse.ie/eng/health/immunisation/pubinfo/schoolprog/school.html.

World Teachers' Day 2019

World Teachers' Day 2019 takes place on Saturday, October 5, and will celebrate teachers with the theme 'Young Teachers: The Future of the Profession'. The day provides the occasion to celebrate the teaching profession worldwide, to take stock of achievements, and to address some of the issues central to attracting and keeping the brightest minds and young talents in the profession.

Staffroom cake

ASTI school staff can organise a staffroom cake during the week of World Teachers' Day and recoup the cost by submitting receipts directly to their Branch Treasurer. This offers ASTI staff an opportunity to welcome new members to the ASTI.

For more information and resources on World Teachers' Day, visit <https://en.unesco.org/commemorations/worldteachersday>.



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Using an online application you review and score your school's level of GCE activity across 6 categories (Passport 'stamps'), providing examples for what your school is doing in each.

WWGS externally appraise the application. The final score achieved across all 6 stamps will determine which of the three Passport Award levels is awarded to your school.

What is Global Citizenship Education?

An educational process which enables students to develop the knowledge, skills, attitudes and values necessary to become global citizens who take action to transform the world we live in for the better.



PRINCIPAL SYMPOSIUM INVITATION

Irish Aid in cooperation with **WorldWise Global Schools** cordially invites post-primary school Principals and Deputy Principals to the 'Global Citizenship Education and School Culture & Ethos' symposium.

DATE	Thursday 14 November 2019
TIME	10:00am – 2:30pm
VENUE	Iveagh House, 80 St Stephens' Green, Dublin 2
INFO & RSVP	lizzy.noone@worldwiseschools.ie

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WWGS is being implemented through a consortium comprising Self Help Africa, Concern Worldwide and the City of Dublin Education and Training Board Curriculum Development Unit.



PAY AND CONDITIONS

The ASTI will continue to fight for pay equality, and for the trade union rights of teachers, says Kieran Christie, ASTI General Secretary.



There have been a number of notable events over the past year that frame the scenario for developments in the coming period. The new entrants' salary measure agreed in September 2018 was one of them but, sadly, it failed to bring that sorry saga to a close. Pay equality must be restored, as it constitutes an abhorrent and unacceptable stain on our profession. The ASTI will not relent until pay equality is fully addressed.

Another significant event was the nurses' dispute in the spring, and indeed a series of other actions taken since that have placed an enormous strain on the credibility of the current public service pay agreement (the Public Service Stability Agreement [PSSA]).

It is clear that there will need to be developments in the coming months at national level to find the way forward. For our part, the ASTI will be to the forefront of efforts that seek to ensure that the particular interests of our members are advanced and protected.

It has been noteworthy that there have been a series of calls over the summer period by trade unions for a review of the current public pay agreement. The review should be undertaken to take account of creeping rises in inflation and the emerging wage pressures, and should yield pay rises to complement the economic growth in the country.

There is a sense that claims for increases accompanied by industrial unrest will emerge and gain significant momentum in the absence of clear direction and progress in that regard.

In the context of the recruitment and retention crisis in teaching, moves on pay are now an imperative.

There are currently exploratory talks in progress between the Irish Congress of Trade Unions (ICTU) Public Services Committee and the Department of Public Expenditure and Reform. These have yielded no progress so far. It will be important that there is some movement soon if a course of more significant action on the part of public sector unions is to be avoided.

It is also clear that the model that has been in use for a long time now needs considerable adjustment. The one size fits all approach will no longer do. A more sophisticated mechanism that allows for a local bargaining clause will

The ASTI is seeking that **pay levels for members will be restored to the level they would have been had no loss of increments taken place between July 2016 and June 2017.**

be needed to allow longstanding claims to be dealt with. The extra, unremunerated hours that were conceded in previous agreements in the context of the recession need to be clawed back too.

The necessity for some forum or mechanism to be developed that will see progress on issues of concern to ASTI members, pay related and otherwise, is paramount. The current instability cannot be allowed to continue.

Of course, other considerations are also important when framing agreements. Not least of these is the health of our workforce. The ASTI proposed the following motion, and it was unanimously accepted, at the recent Biennial Delegate Conference of the ICTU: "This conference calls on the incoming Congress Executive to encourage as a matter of policy, that all productivity measures which form part of proposed pay agreements allow that due recognition be given to the health of workers, as prescribed in legislation".

ASTI complaints

The ASTI has been active in pursuing matters that might be regarded as residual issues from our industrial dispute of recent years.

Constitutional case

Following the industrial dispute by the Irish Nurses and Midwives Organisation (INMO) and its implications for the PSSA and, in particular, the application of Financial Emergency Measures in the Public Interest (FEMPI) legislation, the ASTI has taken a constitutional case to the courts. It is simply unacceptable that ASTI members would be treated differently to other workers under the terms of the same legislative framework.

In essence, the ASTI is seeking that pay levels for members will be restored to the level they would have been had no loss of increments taken place between July 2016 and June 2017.

In addition, we are seeking that the losses suffered by ASTI members as a result of the Government's actions in suspending the pay increments in 2016 will be reimbursed to ASTI members.

We will await developments.

The ASTI has also met with Department of Education and Skills officials to discuss this matter and it is envisaged that further discussions will take place.

International Labour Organisation complaint

The ASTI has lodged a complaint with the International Labour Organisation (ILO) against the use by Government of emergency legislation to restrict the trade union rights of teachers. The intent behind this complaint to the ILO's Committee on Freedom of Association (CFA) concerns the Irish Government's failure to comply with the provisions of ILO Conventions 87 and/or 98, namely the Freedom of Association and Protection of the Right to Organise Convention 1948, and the Right to Organise and Collective Bargaining Convention 1949, both of which were ratified by Ireland in June of 1955.

SENIOR CYCLE REVIEW

The National Council for Curriculum and Assessment (NCCA) has been organising a series of events as part of their Senior Cycle review over the past year. As part of that process, a public consultation on the Senior Cycle review is now open. The NCCA is inviting feedback on the areas of development from the review to date contained in the interim report and the accompanying consultation document.

Individuals and organisations can provide feedback through an online survey, by making a written submission, or by attending a regional focus group meeting. The ASTI will be fully participating to ensure that the voices of our members are heard.

Details of how to make a submission and links to all documentation can be accessed online at www.ncca.ie/en/senior-cycle/senior-cycle-review/consultation.

Consultation events are being held in a series of venues throughout the country during September and October. Further information, together with an online registration facility, is available on the NCCA website. It is vital that ASTI members familiarise themselves with this process and participate to the maximum possible extent.

European Committee of Social Rights complaint

The ASTI has also lodged a complaint to the European Committee of Social Rights. The intent behind that complaint is to ask the European Committee of Social Rights to find that the Government of Ireland did not act in conformity with Article 5 of the European Social Charter. By according favourable treatment to a colleague/rival trade union as regards pay and increments for its members, it interfered with the right to freedom of association guaranteed to teachers who are ASTI members.

The ASTI will vigorously pursue all of the foregoing matters in the coming weeks and months.



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STAND UP TO OVERCROWDING

Overcrowded classes mean less teaching and learning. Use the ASTI class size policy in your classroom.



The ASTI policy on class size aims to allow teachers to maintain high standards of teaching and education in their classrooms, foster positive classroom relationships, and assist in promoting positive behaviour. Overcrowded classes have a negative impact on teaching and education. Contact your school steward or ASTI Head Office if you are affected.

Overcrowded classes have a negative impact on teaching and education.

The table explains the maximum class sizes that should be permitted in schools for each subject.

To see the full list of ASTI's maximum class sizes, visit www.asti.ie/about-asti/policy/asti-policy-for-schools/class-sizes/.

Class size directive

In accordance with ASTI policy on class size the following are the maximum class sizes which should be permitted in schools (see table).

Home Economics	20
Art	24
Agricultural Science	24
Construction Studies	24
Engineering	24
Leaving Cert Applied	24
Leaving Cert Vocational Programme	24
Materials Technology (wood)	24
Metalwork	24
Music	24
Science	24
Technical Drawing	24
Technical Graphics	24
Technology	24
Transition Year Programme	24
All other classes	30

HIGH COURT ACTION: ASTI SUCCESSFULLY CHALLENGES REDEPLOYMENT DECISIONS

The ASTI continues to support members who are forced to take legal action against their schools.

The ASTI recently supported two members in a successful challenge to decisions to redeploy them to other schools by taking judicial review proceedings in the High Court.

Aisling McTiernan and Aimee Costello took separate actions against the Board of Management of Meán Scoil Muire Gan Smál in Roscommon Town and the Minister for Education and Skills.

The proceedings were initiated after they were selected for redeployment under the terms of the teachers' redeployment scheme.

Their selection for redeployment arose after the school was informed that it would be above quota, with teaching staff numbers in excess of its approved allocation for the academic year 2019/2020.

Both teachers had unsuccessfully appealed the decisions in accordance with the provisions of the scheme, and it was felt that there was no alternative but to have recourse to the courts.

In their High Court actions, it was claimed that the decisions to redeploy them breached the Department's Circular, ran contrary to fair procedures, and were irrational and unreasonable.

Among the grounds put forward were that the school, in making the decisions to propose them for redeployment, failed, in breach of Section 7 of the Redeployment Scheme, to consider the position of each teacher below them in the list of seniority for the purpose of deciding whether the school could cope with the loss of that teacher from within its existing approved resources.

It was also alleged that the Board of Management failed to base its decisions both on an objective curricular audit containing accurate data and the individual teaching capacities both of those teachers further down the list of seniority, and of Ms Costello and Ms McTiernan.

Moreover, it was claimed that the school had erroneously concluded that science, geography, history, Irish and English were "in surplus" at the school, and had also failed to specify any, or any adequate, justification for their redeployment nominations.

Proceedings against the Minister

The proceedings against the Minister were taken under a number of grounds, including claims that there had been a failure to address the Circular and the manner in which the processes and procedures adopted by the Board of Management had failed to comply with same. It was also alleged that there was also a failure to give any or any adequate reasons for the decision reached.

Out-of-court contacts were established between ASTI lawyers representing Ms McTiernan and Ms Costello and those representing other parties.



Outcome

The Department of Education and Skills agreed to an order quashing the decision of the Minister for Education to refuse to uphold the appeal. The Department specifically identified the point on which they conceded, i.e., they failed "to give any or any adequate reasons for the decision reached". They further stated that their offer to concede was not intended to impact in any way upon the decision of the Board of Management, which was also the subject of the proceedings. Counsel for the Board of Management of the school advised shortly thereafter that the school had decided not to continue to defend the proceedings and was prepared to consent to an order quashing the decision of the Board of Management to redeploy Ms McTiernan and Ms Costello. Mr Justice Noonan issued the necessary orders in early August. In addition, orders were made by the Court that the costs of both actions, to be taxed in default of agreement, would be awarded to the applicants in each case.

The effect of this outcome is that both teachers remain in their employments in the school.

This represents an excellent outcome for the ASTI and the members concerned.

Without reference to any of the details of this case, the ASTI fully acknowledges the necessity and the benefits of the Redeployment Scheme. Moreover, in order to maintain trust and confidence in its operation, decisions must be made in a manner that is rigorously in accordance with fair procedures, and in accordance with established criteria, on each and every occasion.

TIME TO RAISE THE ROOF

Teachers are among the many thousands affected by the current housing crisis.



As the housing crisis continues, rising house prices and rents mean that more teachers are struggling to manage housing costs. The ASTI is supporting the Raise the Roof housing campaign organised by a coalition of organisations, including the Irish Congress of Trade Unions (ICTU).

The Raise the Roof campaign is calling for a radical shift in housing policy towards a significant programme of public housing construction, action on rents and tenant security, and the creation of a new, legal right to housing.

A right to housing is seen by housing experts – including the UN Special Rapporteur on Housing – as part of an overall solution to the current problem. It would not automatically entitle people to a new home, but would help shape and inform official policy in this area, similar to the right to education. The Raise the Roof campaign is based on the premise that housing must be seen as a human right and not as a plaything for speculators and investors.

Impact on teachers

The housing crisis affects nearly all sectors of society, including teachers, particularly those on the inferior post-2011 pay scale and those living or teaching in the areas most affected by rising housing costs – Dublin, Cork, Galway, Limerick and Waterford.

An ICTU report on housing published in Autumn 2018, *A Right to a Place Called Home*, states that more people than ever in Ireland are living in private rental accommodation, in a rental market the report describes as “characterised by high levels of insecurity in relation to tenure and uncertainty with regard to rent”. Recent daft.ie data shows that average rents are now 25% above their previous peak nationwide, and 34% above their previous peak in Dublin.

One teacher affected by rising rents is Derek, who teaches in Dublin where he lives with his wife and four children. Derek graduated with his HDip in 2016. Having lived in several rental properties, as rents continued to rise, Derek and his family were made homeless in late 2016. The family was approved for the Housing Assistance Payment (HAP), which enables them to rent a three-bedroom house.

“I served in the army, in four different conflict zones, and I never felt as helpless as I did that day in court, being told to present to the Regional Housing Executive,” Derek says. “We’re on the social housing list now and we’ve found out recently that we’re fourth on the list to receive a house. As renters, we’ve no security of tenure; we’re constantly dreading the letter from the landlord saying they’re selling the house. If we had a council house, we would feel so much more secure.”

On a more positive note, Derek points out that his experience means that he can relate to students in his school who are in emergency accommodation. “Other teachers might not realise why a student doesn’t have the right materials day after day, but I understand what might be going on for them,” he says.

Increasing prices

Although purchasing a home can provide greater security, increasing prices mean that this is out of reach for many workers. Since 2013, house prices have increased by over 80% in Dublin and by 75% nationwide.

Siobhan* teaches in a school in a commuter town about one hour from Dublin, and is in her late thirties. She wants to purchase a house to escape the precarious situation of renting, but has found it difficult to find somewhere



Then ASTI President Breda Lynch with ASTI General Secretary Kieran Christie at the Raise the Roof rally in Dublin.

within her budget. Although she is not in a major urban area, Dublin commuters have driven up house prices in her town. For the past year she has been staying in a friend's front room during the school year, and going back to her home city to stay with her parents during the school holidays, in order to try and save enough money for a deposit on a house: "I have mortgage approval but it's not for very much. Anything within my budget requires a huge amount of renovation, which I just have to hope I will be able to get another loan to cover".

She has recently gone sale agreed on a house, but she is apprehensive about the move: "Honestly, I feel trapped. I'm glad I can afford to buy a house, but it's not in good condition or in an area I'm sure about. Most people I graduated with have emigrated, but I don't want to do that. I've lived abroad before and I don't want to do that again. I really do love this town and my job. I've made friends here. Even if I did get a job somewhere else, I would lose permanency, so it would be at least another two years before I would get a mortgage there. I feel like I just don't have any good options".

*Name has been changed to protect anonymity.

ASTI members are encouraged to sign the Raise the Roof petition asking the Government to introduce a legal right to housing here by visiting www.raisetheroof.ie



Holocaust Education Trust Ireland



The Crocus Project
 Registration is now open for 2019/20
Participation is FREE!

A project for young people, remembering all the children who were murdered in the Holocaust.

Schools from 12 countries across Europe take part in The Crocus Project every year. Teachers can post messages, share photographs and swap stories of their experiences of The Crocus Project on our Facebook group The Crocus Club.

For more information and to download a registration form, visit our website
<http://bit.ly/TheCrocusProject>

HETI will send the crocus bulbs and teachers packs to schools in early October.


Co-funded by the Europe for Citizens Programme of the European Union and Supported by the Department of Education and Skills Ireland








For further information please contact:
 Holocaust Education Trust Ireland, Clifton House, Lower Fitzwilliam Street, Dublin 2, Ireland.
 Tel: + 353 1 6690593 Email: info@hetireland.org www.hetireland.org



Holocaust Education Trust Ireland



Gate tower, Auschwitz-Birkenau

Learning from the Holocaust
 Continuous Professional Development
Study Visit to Kraków, 27-31 October 2019




A five-day study visit to Kraków, Auschwitz-Birkenau, including encounters with survivors, and supported by preparation and reflection seminars at Trinity College Dublin. This programme is designed to help teachers and educators grasp the enormity of the Holocaust and an understanding of Jewish life in Poland before World War II.



Fee: €595 (inclusive of flights, hotels, seminars, lunches and tours)

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

Download a registration form from our website
<http://bit.ly/Learning-from-the-Holocaust>

"The speakers, the visits, the tours were all second to none... a most absorbing, interesting and thought-provoking visit."

For further information please contact:
 Holocaust Education Trust Ireland, Clifton House, Lower Fitzwilliam Street, Dublin 2, Ireland.
 Tel: + 353 1 6690593 Email: info@hetireland.org www.hetireland.org

NEW TO TEACHING?

ASTI ADVICE AND SUPPORT

Many newly qualified teachers are starting their teaching careers. The ASTI has all the information you need to help you settle in.

Most new teachers begin their careers in temporary or part-time roles, covering for teachers on leave or covering concessionary hours. When you begin a new role, it is important that you understand the contract you have and the conditions that go along with it.

Contracts

The type of contract you hold depends on the reason for the position being vacant and the type of hours that you cover. Regardless of the type of contract you have, you are entitled to receive clear written information on the terms and conditions of your job, in the form of a letter of appointment, a written contract, or a written statement.

Always keep a copy of your contract and any related documents as they may be needed in the future. If you are unsure of anything in your contract ask your ASTI school steward or ASTI Head Office for clarification or advice.

Before you sign a contract, make sure 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; and,
- 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 with non-permanent contracts. 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 **casual teacher** is appointed where there is a casual need for hours to be covered (fewer than 150 hours in a school year), usually covering for a teacher on short-term sick leave or parental leave. A casual qualified teacher is paid a standard rate.

A **non-casual part-time teacher** is appointed when a teacher is needed for over 150 hours in a school year but for less than the full school year. Usually they are covering for maternity leave or carer's leave. The qualified non-casual rate per hour worked is the teacher's own personal point on the pay scale divided by 735.

A **regular part-time teacher** is appointed when a teacher is needed for a full school year, but for less than the full 22 hours a week, for example covering a job share contract. A regular part-time teacher will be paid on the same basis as a whole-time teacher, pro-rata to the number of hours worked.

A **temporary whole-time fixed-term teacher** is appointed to work full hours for at least one full school year, generally covering a career break/secondment. They will be paid in accordance with their incremental point on the salary scale.

Permanent/CID contracts

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 spent teaching (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 see www.asti.ie.

Salary

Your pay depends on:

- when you first started teaching;
- your contract;
- your hours; and,
- your teaching experience.

Teachers are paid based on an incremental salary scale or according to annual rates. If 2019 is your first year teaching you will be on the first point of the post-January 2011 pay scale (see 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.

Permanent teachers/full-time CID teachers are paid over 12 months and their salary is based on the relevant point on the appropriate scale. For full details see www.asti.ie.

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. Casual and non-casual teachers will accumulate statutory annual leave to the value of 12% of time worked. Teachers are required to take their statutory annual leave entitlement during the school closure periods, i.e., Christmas, Easter, summer.

Droichead

Droichead is an integrated professional induction framework for NQTs. It includes school-based and additional professional learning activities to address the needs of teachers as they begin their careers. From September 2019, all NQTs who are teaching in a school with 200 or more pupils or are employed in special educational needs posts, e.g., resource teacher, can only complete their induction through the Droichead model. For schools in these categories, it is important to note that post-primary NQTs employed in the school will not be able to avail of the traditional processes of post-qualification employment (PQE). Currently, the only exception to this is where a post-primary NQT has a contract of fewer than 200 hours in a post-primary school. In this situation, they can “bank” their time towards PQE. However, if the post-primary school is not offering Droichead and the NQT has a contract of more than 200 hours, there will be no route to induction available to them in that school during that contract.

An NQT has three years to address the Teaching Council condition of induction upon their registration. If a registered teacher is unable to complete the requirements of a registration condition within the specified period, he or she may apply to the Council for an extension. The Council will consider such requests in the context of the nature of the registration condition, the progress made to date, and the work that remains to be completed. Every application for an extension is evaluated on its own merits. In the event that a school with 200 or more students does not offer Droichead in the coming school year, an NQT can legitimately apply for and will normally be granted an extension for one year on that basis should he or she need it.

When you begin a **new role**, it is important that you **understand** the **contract** you have and the **conditions**.

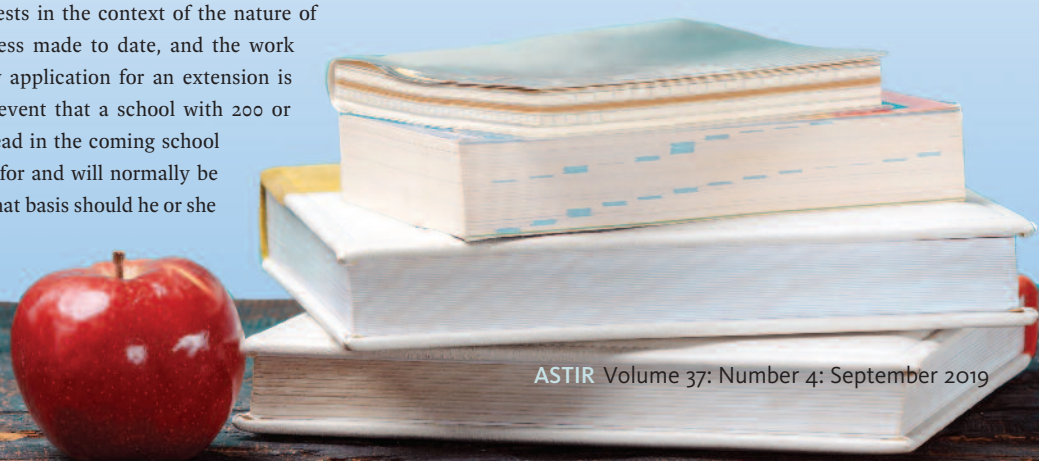
Pay scale from September 1, 2019, for those appointed on or after January 1, 2011.

Point	€		€
1	€36,953	15	€57,824
2	€38,466	16	€59,688
3	€40,192	17	€59,688
4	€40,981	18	€59,688
5	€42,090	19	€62,259
6	€43,431	20	€62,259
7	€44,935	21	€62,259
8	€46,451	22	€62,259
9	€47,717	23	€65,655
10	€49,978	24	€65,655
11	€51,383	25	€65,655
12	€53,062	26	€65,655
13	€54,733	27	€69,407
14	€56,417		

Revised casual hourly part-time rates from September 1, 2019, for post-primary teachers who entered teaching on or after January 1, 2011:

Category	Ongoing rate from 1/09/19 €	Value of statutory annual leave accumulated per hour worked from 1/09/19
Hourly casual qualified	€40.53	€5.53
Hourly unqualified	€35.99	€4.91

The ASTI leads the campaign for equal pay for equal work and will continue to do so until equal pay is achieved.



ASTI MEMBERS SHARE THEIR EXPERIENCES

What advice would you give to someone entering their first year of teaching?

Christopher Davey

St Leo's College, Carlow: teacher of science and physics

"Don't be afraid to ask for help. We were all first-year teachers, and nobody expects you to understand how the school works, especially the specifics of the school. Don't be afraid to ask for help within or outside of your department for certain things. It's okay, it's expected that you'll depend on others in the first couple of stages of your career."

Deirdre Mac Donald

ASTI President: Coláiste Eamonn Ris, Wexford: teacher of maths and SPHE

"Don't be afraid to ask for help. Speak your fears. That is where a good school steward, or maybe somebody who is in your own department, comes in. Some schools have mentoring programmes, and that's very good. Often, just putting your fears out there is the biggest part, and knowing that there was someone there often took away the anxiety. Regarding fears, you might feel at the beginning that it's thirty versus one, but it's no mean task to control thirty people, and then to educate them and engage them as well. It's about growing, like in any job."

Free ASTI membership for new teachers

New teachers, in their first year of membership, are entitled to apply for free membership by completing the relevant section of the ASTI membership form.

Research demonstrates that contact with trade union member colleagues, including trade union representatives in the workplace, is the most effective way of recruiting new members. The ASTI encourages its members to talk to new teachers in their staffrooms about the importance of trade union membership, and about the ASTI's campaign for equal pay for post-2010 teachers.

New teachers can join the ASTI by filling out the 2019 membership form available from their school steward, or by downloading the form from www.asti.ie/asti-membership/join-asti.

Eoin Ó hAodha

Meánscoil Gharman, Enniscorthy, Co. Wexford: teacher of Design and Communications Graphics (DCG), Technical Graphics and Technology as Gaeilge

"First of all, get involved with the school. Offer your services. Of course you will teach to the best of your ability but be enthusiastic and participate in extra-curricular activities. You will build up respect among the management, your colleagues and the students. Your teaching will also improve. But, do pace yourself and protect that work-life balance. When negotiating, push for 18 hours plus. This will give you security and shows commitment from your employer. Get involved with your union. It is at the start of your career that you really need union protection. Remember, there is no strength without unity – Ní neart go cur le chéile!"

Gloria Helen

Mount Saint Michael in Cork: teacher of English and French

"Always keep a copy of your contracts of employment. Put them together in a file that you can easily put your hand on should the need arise. I would also strongly advise all teachers to be members of a trade union. Thirdly, due to the precarious nature of employment when starting off in teaching, I often found I was overpaying tax. As a result, each year I began reviewing my tax. Open an account on revenue.ie and review your tax. Finally, plan for the future, as the Single Public Service Pension Scheme is currently far less lucrative than teachers' pension schemes of the past."

WHY YOU
SHOULD
JOIN THE

ASTI

We stand up for teachers' professional status.

We are the only union working exclusively for second-level teachers.

We provide up-to-date information on the latest developments in your profession through our website, social media, magazine, emails and texts.

We provide industrial relations and legal advice/support.

We are a campaigning union.

We fought for and achieved two-year CIDs for teachers.

We are committed to equal pay for recently qualified teachers.

We took strike action to advance equal pay for recently qualified teachers.

We have negotiated a range of financial offers for teachers.

We provide free membership for your first year of teaching.

Find out about these and many more benefits at www.asti.ie.

STRONGER TOGETHER

Contact us: ☎ 1850 418 400 ✉ info@asti.ie 📱 @astiteachers 🐦 @astionion

Keep up to date: www.asti.ie

YOUR PAYSリップ EXPLAINED

1. Basic pay

This refers to payment for hours worked, and does not include your allowances, if applicable.

2. Deductions

Deductions including PAYE, USC, income levy, Pension Related Deduction (PRD) and PRSI (including health levy) are detailed here. Payments for your pension contribution are also included (listed as two deductions – pensions grouped and 1.5% spouse and children’s scheme), along with other at-source deductions such as: additional voluntary contributions to pension; certain savings schemes; certain insurance schemes, including salary protection; credit union deductions; Teaching Council registration fee; and, ASTI subscription.

3. PRSI class

All employees, whether full-time or part-time, are liable for PRSI. All teachers employed before 1995 are Class D contributors. Class A is the predominant rate at which PRSI is paid.

4. Tax credit

This refers to the total tax credit you are entitled to for this payroll period, including your PAYE credit, individual tax credit and other credits based on your individual circumstances. Notice of your tax credits is sent to you at the beginning of each year by the Revenue Commissioners. Check www.revenue.ie for more details of tax credits or to see what you can claim.

5. Cut-off point

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


6. Net pay

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

7. Year-to-date totals

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

Department of Education and Skills
Payroll Division
Cornamaddy
Athlone
Co. Westmeath



An Roinn Oideachais agus Scileanna
Rannán Páiríle
Corn a Madadh
Baile Átha Luain
Co. na hIarmhí

Date
Name
Address
Address
Address


Payroll Period	Start Date	End Date	Issue Date	Roll No.	Scale Point
201806	16-JAN-18	29-JAN-18	01-FEB-18	12345A	5
PPSN	1122334L	Payroll No	7654321	Employer Reg No	0081300S

A minus sign beside gross earnings indicates a deduction and a minus sign beside a deduction indicates a refund
'E' in the Tax Code field indicates you are on emergency tax. You should contact your tax office to obtain a current tax certificate.

Gross Earnings		Deductions	
1	BASIC PAY	0000.00	7
		P.A.Y.E.	000.00
		EMPLOYEES PRSI	00.00
		ASTI	0.00
		USC	00.00
		PEN RELATED DEDN	00.00
		PENSIONS GROUPED	00.00
		1.5% SP&CH. -GROS	00.00
Total Earnings		0000.00	Total Deductions 000.00

PRSI Class	Weeks	Tax Basis	4	Tax Credit	Cut Off Point	Taxable Gross	Pre Tax Deductions	6	Nett Pay
A1	2	CUMULATIVE	3	000.00	0000.00	0000.00	000.00	5	0000.00

Gross Pay YTD	Tax Credits YTD	Cut Off Point YTD	Tax YTD	Pension and/or AVC	PRSI YTD	PRD YTD	USC YTD	LPT YTD
0000.00	000.00	0000.00	000.00	000.00	000.00	000.00	000.00	000.00



MEET YOUR STANDING COMMITTEE REPRESENTATIVES



PÁDRAIG MURPHY

Honorary Treasurer

Teaches at: St Declan's College, Cabra, Dublin

I got involved in the ASTI because ...

I was invited to join by an ASTI member who was the school steward in St Peter's Community School in Passage West, Co. Cork. I was a student in University College Cork, completing the Higher Diploma in Education. Joining the ASTI was an excellent choice to make as a student teacher in St Peter's Community School. I would recommend to any person completing their student teacher training in 2019/2020 to join the ASTI.

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

Equal pay, curriculum reform and pensions. The concept of equal pay for equal work is important for serving teachers and for all

those who are considering joining the profession in the future. The Junior Cycle Framework needs to be fully reviewed, so that it is fit for purpose. External assessment of all elements of assessment will be necessary in the Senior Cycle, to enable people to have confidence in it as a method of final certification for students. Teachers need to know more about their pension scheme, because decisions you make during your career can have a significant effect on the value of your pension benefits when you decide to retire.

People may not know about me ...

I teach in St Declan's College, Nephin Road, Cabra, in Dublin. I was an ASTI branch member in Dublin North West attending meetings in the Half Way House on the Navan Road, before joining the Kildare Branch. I like to walk on the Curragh Plains in Co. Kildare, watching the majestic thoroughbred racehorses cantering in their early morning workouts. I like to hike along the scenic sections of the Kerry Way walking trail. I enjoy walking on the many beautiful beaches in South Kerry stretching from Rossbeigh to Derrynane.



RICHIE BELL

Standing Committee Region 3: Galway, Tuam, East Galway

Teaches at: St Mary's College, Galway

I got involved in the ASTI because ...

As a teacher of History, the key role unions have played in both employee rights and, more importantly, human rights, could not be lost on you. From four year olds slaving through 14-hour days in Victorian mines, through lockouts and on to the struggle for equal pay for equal work, good and strong people in good and strong unions have always stood up, sacrificed and made a difference. Secondly, as 'a lucky one', who landed a permanent job on day one, I found myself in a wholly active and committed ASTI school where not joining the ASTI was akin to not wearing a seatbelt! I still serve on a staff where we all, including management – buy into the notion of adherence to union guidelines. I also am a member of a great branch in Galway, led by committed officers and attended by decent numbers of genuinely active, interesting

and opinionated members; thus, meetings are rarely a chore.

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

The injustice of a two-tiered teaching profession in regards to pay, pension and the casualisation of lower-paid teacher (LPT) jobs. We must address the fact that we are not all the same; it is hard to be a union if everyone feels divided. The mess that is the Junior Cycle, and even more importantly the potential cataclysmic disaster (for both teacher welfare and education) that the new Leaving Certificate will become, if the same people are allowed drive the bus. Special educational needs (SEN) is a monster waiting to happen, with this Government's do more with less attitude. I would like to see us as a union formulate a five-year plan, thereby becoming less reactive and more proactive. This understandably is not going to be easy in the ever-changing political climate. I would like to see a move towards a single secondary teacher union, one with bite.

People may not know about me ...

My hobbies include amateur drama and music. I am also a proud and long-suffering Mayo supporter, on the missions in Co. Galway.

MEET THE NEW ASTI PRESIDENT

New ASTI President Deirdre Mac Donald spoke to *ASTIR* about the people who have influenced her, and the importance of supporting new teachers.



Where did you go to second-level school?

I went to St Mary's College in Arklow, a school that gave a very full and holistic education. The two things I got out of that school were, apart from a very good academic education, an ability for and a love of public speaking, and music. I sing in a choir, and it's a great thing to have in your life. Singers live longer – for two reasons. One, it's actually using your breathing apparatus and usually you hold yourself properly. Secondly, is the camaraderie – we're like a union. It is the power of the collective voice: one voice on its own might be ordinary enough but collectively it's powerful.

What positions have you held in the ASTI prior to becoming President?

At local level I have been branch organiser and branch chairperson. At national level I have served on the Central Executive Council and several committees, including Steering Committee and Standing Committee, and I initiated and chaired the Safety, Health and Welfare Committee.

What advice would you give to school stewards trying to increase union membership and participation in their school?

With a new teacher, you should sit down, have a cup of coffee and talk. If possible, try and find out about the person, where they may need support. Maybe it's their first job, just out of training, or it's a new school for them – find out how you can support them. Obviously, you tell them about the ASTI, but listening is just as important. Make sure that the person knows that you are not judgemental – you are a supportive colleague with ASTI back-up.

What has been your proudest moment to date as an ASTI member?

It would have to be being elected President. It is something I will forever take great pride in, but am also very humbled by. For people to put their trust in me is very humbling. Apart from that, I would say I am proud of raising awareness around workplace health. Our union is at the forefront of it. I'm very proud of this, as along with climate change (physical environment), mental health (psychological and social environment) is recognised as an issue of great importance now and for the future.

How can the system support young or new teachers?

More needs to be done to ensure that teachers are not given subjects on their timetable that they do not have training in. This is fundamental, and it is more likely to happen with younger teachers. More experienced teachers in permanent positions feel that, to some extent, they can say: "I'm sorry but I am not trained in that area. I'm not comfortable in that subject area so it is in everyone's best interest that I make use of my expertise in my own subject areas".

A young teacher, in a non-permanent position, would need to be a very assertive individual to say that. It can be very stressful for a young person if they are put into that position. The system can also support young teachers with a good mentoring system, one that is truly supportive, confidential and non-judgemental.

What are your interests outside of teaching?

As a philosopher once said, music is the food of the soul, and I agree completely. My two favourite genres of music are classical and jazz. My favourite classical musician is Mahler, particularly the Mahler symphonies. I love Erik Satie, and his music translates so well into jazz so you can have it in the classical mode or jazz. For jazz, it's Jacques Loussier. I like the crossover between classical and jazz.

I love reading and I read a lot, across genres. I have just finished *America*, *America* by Ethan Canin – a really excellent book. I have also recently read *A Bold and Strong Family*, which is a true story, from Italy, about the fight against fascism in the early 1900s up to and including the Second World War. I am currently reading *In Praise of Walking*.

Who are your icons?

Nelson Mandela, from my father who was particularly interested in the anti-apartheid movement. I was involved in the movement in school, college and then as a young teacher. Mandela is a very strong icon of mine and also the Dunnes Stores workers who refused to handle South African produce. They were awesome people. For people to take a stand like that, it is utterly amazing how principled they were.

Another icon is Marie Curie, a woman in science. As someone who comes from a science background myself, if you think of all our technologies and scientists nowadays, somebody like her is just amazing. With so little, she could do so much. She was also a pioneer in that when she left school, as a female she could not enter university in her own country. She had to study in secret and eventually moved to Paris. A truly remarkable woman in many ways.

Finally, Frank Lloyd Wright, who believed in designing structures that were in harmony with humanity and its environment – he called it organic architecture. I like modern architecture and he was a real innovator.

What is important about school apart from the academic life?

Forming relationships. If you want to have good mental health then it is well documented that friendships are absolutely the best immunisation you can get to support your mental health. The joy and the fun that friendships bring to your life is so important. Also, the things that you often bring out of school, that you may not realise until long after, are the extracurricular activities: both in terms of the skills learned from the actual activity, and also the potential for new experiences and friendships involving these activities, for the rest of your life.



 Erasmus+
OCTOBER DEADLINE!
11:00am 01 October 2019

Join over 50 schools that have received Erasmus+ grants this year for staff training courses and job shadowing in Europe under **Key Action 1 Mobility Projects**. There is a second deadline for these projects on 01 October 2019. We will hold **application clinics on 11 September (Athlone) and 14 September (Dublin)**. For more information and to register, contact tbulnes@leargas.ie





 eTwinning
The Community for
Schools in Europe

- Enhance your students' digital skills
- Provide a safe online environment for your students
- Avail of professional development opportunities
- Collaborate with schools across Europe

eTwinning is the main European Union e-learning programme for the effective integration of ICT in education and training systems in Europe. The Digital Strategy Action Plan 2019/2020 recommends using eTwinning as a means of 'fostering collaboration between schools'.

etwinning.ie


ASTI CELEBRATES MEMBERS' CONTRIBUTIONS

Teachers from all over the country were honoured by the ASTI in May for their outstanding contributions both inside and outside the classroom.



Left: Pictured with ASTI General Secretary Kieran Christie and then ASTI President Breda Lynch was ASTI Centenary Scholarship recipient Stephen Dunne (centre). Right: Pictured with ASTI General Secretary Kieran Christie and then ASTI President Breda Lynch were ASTI Honorary Life Membership recipients Peter Quinn of the Clare Branch (left), and Gearóid Ó Ciaráin of the Bray Branch.

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.

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. This year's recipients were Gearóid Ó Ciaráin (Bray Branch) and Peter Quinn (Clare Branch).

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 that has significant benefits for ASTI members.

This year the Thomas MacDonagh Medal was awarded to David Briscoe (Cork North Branch), Brian Burke (Navan Branch), Sean Carr (Donegal Branch), Fergus Hassett (Tuam Branch), Kathlyn Hennelly (Fingal Branch), Denis Kennedy (New Ross Branch), Ita McAteer (Dublin South West Branch), James McGovern (Enniscorthy Branch), Michael McGrath (Dungarvan Branch), Noelle Moran (Tuam Branch), Nora Ní Chongaille (Bray Branch), Bernadette Normoyle (West Limerick Branch), Matthew

O'Connor (West Limerick Branch), Ray St John (Wicklow Branch), Rose Walsh (Nenagh Branch), and Pat Younger (New Ross Branch).

PJ Kennedy award

The PJ Kennedy Award is presented to ASTI members who have given valuable service to the union at branch level.

The recipients of the PJ Kennedy Award were John Englishby (Dundalk Branch), Colette Jenkins (Limerick South Branch), Mary Kilgallen (Wicklow Branch), Helena O'Gorman (Nenagh Branch), Máire Uí Chongaille (Galway Branch), and Gerry Whelan (Dublin North Central Branch).

ASTI Centenary Scholarship

Stephen Dunne, a teacher in Coláiste na Mí, Navan, 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 scholarship of €4,000 is awarded to one ASTI member each year.

Stephen is currently undertaking a Doctorate of Education with specialism in teacher training in DCU, and his research will investigate the degree to which second-level teachers seek to make their lessons inclusive to build the social and cultural capital of people affected by the nine grounds of discrimination named in the equality legislation – gender, marital status, family status, sexual orientation, religion, age, disability, race, and



ASTI Outstanding Individual Achievement Award winner John Kiely
(Photo by Seb Daly/Sportsfile).

membership of the Traveller community.

Stephen is passionate about education research; as well as his BA in French and English and his PGDE teaching qualification, he has also completed a Master's in Education and a postgraduate diploma in education leadership. His research will look particularly at initial teacher education and to what extent teachers are being guided and supported to make their lessons and school environments more inclusive for those represented in the nine grounds of discrimination. The research will also examine to what extent Department of Education and Skills and Equality Authority guidelines around inclusion and discrimination are being implemented in schools on a day-to-day basis.

The ASTI Centenary Scholarship is determined by the Scholarship

Selection Committee, and selection criteria include: relevance of the proposed course of study to the professional lives of teachers and second level; potential for study to inform the ongoing policy agenda and work of the ASTI; and, potential for research to enhance the quality of teaching and learning. Stephen's research was believed to best meet these criteria.

As well as his successes in sport, John Kiely is a dedicated school principal.

ASTI Achievement Awards

School principal John Kiely was awarded the 2019 ASTI Outstanding Individual Achievement award for his outstanding contributions to the GAA. As well as carrying out his role as principal in the Abbey CBS, Tipperary, John led the Limerick senior hurling team to their first All-Ireland title in 45 years in 2018.

Originally from Galbally, Co. Limerick, John has both a county senior hurling medal and county senior football medal from his time as a player. He also played both hurling and football at inter-county level, winning a Munster medal as a member of the Limerick squad in 1996 and later captaining the Limerick football team.

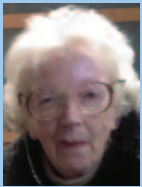
He has held a number of roles with Limerick teams, including managing intermediate and U-21 teams. After leading the U-21 team to an All-Ireland title in 2015 he became manager of the Limerick senior team. His team was one of the youngest and least experienced teams ever to win an All-Ireland. In the celebrations that followed their win, John did not allow his team to bring the Liam MacCarthy Cup to any pubs, sending a clear message about alcohol abuse to young fans. Instead, he asked players to visit schools and clubs with the cup in order to encourage the next generation of Limerick hurlers.

As well as his successes in sport, John is a dedicated school principal. When he first took on the role of principal of the Abbey CBS in 2014, John took a year-long break from the GAA in order to allow himself to focus fully on his new role. His experience as a teacher and principal has stood to him as a manager as well. Matt O'Halloran of Limerick local paper the *Weekly Observer* said of John: "He has brought fantastic organisation. He is a school principal by day and he has an innate talent for handling people and meeting everybody at their own level. He's the type of guy that people just want to do something for".

John is a deserving recipient of this award thanks to his outstanding dedication to the GAA and to his role as principal of his school.

For more photos of ASTI Awards 2019 see www.asti.ie.

Eileen Brennan



It is with deep sadness that we mark the first anniversary of the passing of Eileen Brennan (née Creagh), a former National Secretary and long-time committee member of the Retired Secondary Teachers' Association (RSTA) and one of the founding members of the RSTA's Wicklow Branch.

Born in 1936, Eileen enjoyed a rewarding teaching career that started in Kilkenny, developed in Wexford and Waterford, and culminated in a 28-year position in Loreto Secondary School, in Bray, Co. Wicklow, until her retirement in 1997. She passed away on August 17, 2018.

Eileen had teaching in her genes: her father and both her maternal grandparents were national school teachers. According to one former colleague, Eileen remained very proud of her father's and other relations' roles in education and believed passionately in the role of the teacher in the classroom.

Eileen was a much loved and highly respected member of the Loreto Bray staff. She was an inspiring teacher of Home Economics, steering young Home Economics teachers forward in their careers and imparting her knowledge and high standards to generations of pupils.

Indeed, many past pupils still fondly remember Eileen as a "lovely lady". Colleagues and friends also remember Eileen's grace, elegance, gentleness, and vast array of knowledge and pastimes. She involved herself in a variety of interests and activities, including Irish, history and gardening, to name a few. She was also one of a small group who formed a link in 2002 with the Belfast Branch of the retired teachers' association of NASUWT, which has flourished ever since. Over the years, Eileen helped to organise and attended many retired teachers' visits and exchanges, north and south of the border. But more than this, Eileen is fondly remembered for her helpfulness, dedication to tackling injustice, and great sense of fun. She was always ready to join in a staff party and loved our staff 'away trips'.

Happily, these fun trips did not stop when Eileen retired. A lover of travel, Eileen regularly holidayed in the south of Spain, inviting friends to join her and creating many happy memories. Even in the final weeks and months of her life, Eileen's concern for others and sense of humour did not desert her. Her strong faith and trust in God sustained her during her last months of sickness and her bravery inspired all around her.

Eileen Brennan left an indelible mark on those who knew her as a teacher, colleague, friend and family member. We offer our condolences to her son Leo, daughter-in-law Zsuzsi, darling grandson Tom, her brothers Jim and John, and their families. Ní bheidh a leithéid ann go deo arís. Ar dheis Dé go raibh a h-anam dílis.

In Ómós do Shéamus Ó Cadhain

In Earrach na bliana seo tháinig a mhuintir, a chairde agus pobail dhá Ghaeltacht éagsúla le chéile i gConamara le slán a fhágáil ag fear óg a sciobadh uainn go tobann agus é i lár a mhaitheasa. Nuair a cuireadh Séamus Ó Cadhain faoin bhfód i Reilg Chill Chiaráin fágadh muid ar fad croíbhriste. Ní hamháin go raibh muid ag caoineadh ár gcara dílis agus fear uasal ach bhí laoch teanga, laoch Gaeltachta agus oideachasóir den scoth imithe uainn. Ag am a bháis bhí Séamus mar Phríomhoide ar Mheánscoil San Niocláis sa Rinn, i nDéise na Mumhan, ach bhí a ród ansiúd ag síneadh ó dheas ó Ghaeltacht Chonamara.

Rugadh agus tógadh Séamus i gCill Chiaráin áit ar fhreastail sé ar Scoil Náisiúnta Naomh Ciaráin roimh a chuid iar-bhunoideachais a fháil i bPobalscoil Charna. Chuaigh sé ar aghaidh go hOllscoil Luimnigh ansin, áit ar bhain sé céim amach san innealtóireacht agus cáilíocht mar mhúinteoir. Thosaigh sé ar a ghairm mhúinteoireachta i gColáiste Ráithín, Gaelcholáiste, i mBré, Co. Chill Mhantáin. Ní raibh Ráithín ach roinnt bheag blianta ar an bhfód ag an am agus ba iontach an acmhainn é fear óg díograiseach cumasach le togha na Gaeilge aige a bheith ar an bhfoireann. Ní hamháin sin ach bhí tuiscint agus grá aige don teanga, do na daltaí agus do ghairm na múinteoireachta.

D'fhoghlaim Séamus a cheird go tapaidh agus bhí sé chomh spreagúil sin mar oide gurbh éigean múinteoir breise ina ábhar a fhostú gan mhoill. Bhain sé amach post freagrachta sa Choláiste ní ba dhéanaí, ag feidhmiú mar cheannaire bliana. Bhí Séamus mar bhall gníomhach de Chraobh Bhré de

Chumann Meánmhúinteoirí na hÉireann agus bhí sé mar thoscaire craoibhe, roinnt blianta as a chéile, chuig Comhdháil Náisiúnta Bhliantúil an Chumainn. Níorbh fhada go raibh tóir ar an gcáil a bhí imithe roimhe agus d'ardaigh sé a sheolta ó dheas go dtí na Déise, áit ar ceapadh é mar Phríomhoide Tánaisteach i Meánscoil San Nioclás. Nuair a d'athraigh sé go Gaeltacht na Mumhan d'aistrigh sé go Craobh Dhún Garbháin den gcumann.

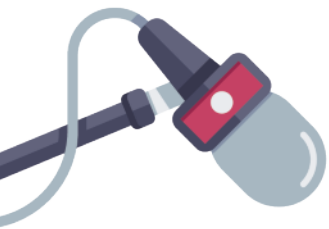
Thit sé i ngrá láithreach leis an muintir ó dheas agus is minic a bhíodh sé ag déanamh riméid as a bheith lonnaithe sa nGaeltacht arís. Chuaigh sé i mbun oibre go stuama agus tar éis feidhmiú mar Phríomhoide Gníomhach ar feadh roinnt blianta ceapadh é mar Phríomhoide na scoile. Tháinig borradh agus fás ar an gColáiste faoina stiúir agus bhí grá agus omós phobal na scoile idir dhaltaí, thuismitheoirí, fhoireann agus Bhord Bainistíochta le mothú go láidir ag a thoramh ó dheas agus arís ag a shochraide thiar i gConamara. Ba iontach éisteacht le ceol a chuid scoláirí agus Gaeilge bhlasta na nDéise, i dteannta ceoil agus Gaeilge bhlasta a mhuintire féin ag Aifreann a shochraid.

Cé go raibh Séamus lonnaithe ó dheas agus é sásta thíos ba óna mhuintir i gCill Chiaráin, dream an Oileáin Iarthaigh agus an Talaimh Bháin, a fuair sé a mhórtas cine. Dar ndóigh, bhí a ghrá don sean-nós gan deireadh ar bith agus cé go raibh fonnadóirí na nDéise thar barr, ní raibh siad chomh maith lena mhuintir féin, dar leis! B'údar grinn é seo go minic.

Bhí Séamus tiomanta don Ghaeloideachas agus bhí sé an-bhródúil as a chomhghleacaithe ar a fhoireann sa Mheánscoil. Bhí sé páirteach sa ndíoschúrsa náisiúnta in eagraíocht Ghaeloideachais agus in eagraíocht Phríomhoidí Bhoird Oideachais agus Oilíúna na hÉireann. Faraoid, tháinig an bás aniar aduaidh air tar éis tinnis ghairid sula raibh seans aige lorg níos láidre a fhágáil ar an ndíoschúrsa seo. Beimid níos boichte dhá uireasa. Comhbhrón ó chroí lena mháthair, Bríd, lena dheirfiúracha, a dheartháireacha agus a mhuintir uilig. Suaimhneas síoraí dá anam uasal. N. Ní Ch.

EXAM ISSUES

ASTI representatives took to the airwaves to discuss the Leaving Certificate exams and results.



“Cuts to funding and resources in second-level education came at a time when a number of major change initiatives were thrust upon schools,” said Deirdre Mac Donald. “Many of these changes are ongoing and involve significant additional workload and responsibilities for teachers. They have been implemented without any consideration of their impact on the welfare of teachers.”

Deirdre Mac Donald, ASTI President, *Wexford People*, August 6

“In a context where Ireland is languishing at the bottom of international tables for funding to schools the ASTI is dismayed that the amount does not even reach the full 5% increase promised in the budget last year.”

Kieran Christie, ASTI General Secretary, *The Irish Times*, June 13

“My advice for somebody who didn’t get what they had hoped to in terms of their expectations and where they thought they might like to go next year or do in the coming academic year is, first of all, don’t panic. And try – and this is difficult – try not to judge yourself against anybody else. The most wonderful progress has been made over the last two decades that there are so many different ways to the same career path. The shortest path isn’t necessarily the best one by the way, the life learning you get by sometimes going a different route with the same end point can be great learning. So, you can still be what you want to be. It may take longer. Or, in that journey you may find that you actually don’t want to be that after all and there’s something else you would much rather do instead.”

Deirdre Mac Donald, ASTI President, *Today FM, Dermot and Dave Show*, August 13





“[Ann Piggott, ASTI Vice President] said that students are today living more stressful lives – and exams often add to that stress. ‘I think in general students live more anxiously,’ she said. ‘They’re anxious in ways they wouldn’t have been 20 years ago.’ While acknowledging that not every student experiences severe stress during exam periods or during term time, she called for ‘far more guidance and counselling in schools.’”

Ann Piggott, ASTI Vice President, *TheJournal.ie*, June 4


“President of the Association of Secondary Teachers Ireland, Breda Lynch, called on students to remember that the exams are just ‘one aspect’ of their education. She also advised students to ‘avoid post-mortems and the inevitable social media hype’ after each exam. She added: ‘Students and parents can rest assured that each exam will be marked objectively and that their efforts will be evaluated in a fair and transparent way’.”

Breda Lynch, then ASTI President, *Irish Mirror*, June 4


Holocaust Education Trust Ireland

History Teachers' Association of Ireland
Cumann Múinteoirí Staire na hÉireann


Holocaust Education Trust Ireland
in association with the
History Teachers' Association of Ireland



**The Mary Elmes Prize
in Holocaust Studies**
*for Transition Year students,
launching September 2019*

**History Essay
or
Creative responses:
Literary – Musical – Artistic**
Submission date: 10 December 2019

PRIZE RESULTS
The prize-winners will be announced immediately after
the February mid-term break, 2020.

Full details about The Mary Elmes Prize
and how to enter are available at:
www.hetireland.org/programmes/mary-elmes-prize/
www.htai.ie

RSTA: MARKING THE NEW SCHOOL YEAR

For all teachers, serving and retired alike, as well as students, the new school year marks a significant milestone in the advance of time and change.

Traditionally, the school year opened in September; now, teachers and students are returning earlier. In RSTA circles, September heralds new membership that increases vitality in the branches, coupled with planned AGMs and election of officers. At national committee level the RSTA welcomes three new members: Lily Cronin from the Kerry Branch, who is organising the National Conference for May 2020 in Killarney; Pat Younger from the Waterford Branch, who takes over as National Treasurer; and, Mary Francis Ni Chonghaile from the Galway Branch, who chaired the local organising sub-committee of the National Conference 2019.

The contribution of the three outgoing officers is much appreciated: Pat Cahill and Catherine McHugh from the Dublin branch, and John McDonnell from the Mayo branch.

The RSTA National Conference took place this year in Galway. Responding to the popular mood and backed by a strong climate action motion, it was a plastic-free event, with paper name tags and folders. An equality motion reinstated existing statutory policy. Other motions raised the insurance implications of trips abroad, welcomed the social and cultural programmes being developed by the National Library Services, and condemned the use of high-pressure sales techniques by some utility and financial service companies. In the social programmes, the trip to Connemara on that sunny day evoked many Gaeltacht memories of youth.

Unfortunately, this year the National Conference clashed with the ASTI

Standing Committee meetings. The President and General Secretary were unable to attend. The RSTA was most grateful to incoming Vice President Ann Piggott who made the journey after a full day's class as their representative.

The RSTA was pleased to accept an invitation from the Donegal ASTI Branch to attend its retirement function in May. The event was also attended by the ASTI President and Assistant General Secretary. The Mayo Branch held its retirement function also, and this was attended by Carmel Heneghan, former RSTA President.

Outings and lunches were the main feature of the RSTA local branches during the summer months, with the Tipperary Branch visiting their local Coolmore Stud. Waterford members are planning their autumn trip to Central Europe, and the Mayo Branch members are taking bookings for their trip to Tuscany and surrounding cities.

Pension policy featured at the ASTI Annual Convention in Wexford this year. Retired colleagues welcomed the support demonstrated in the debate and the determination to maintain the link between the level of retired teachers' pension and the corresponding increase in teachers' salaries at the upcoming 2020 negotiations that will follow the Public Service Stability Agreement (PSSA).

The RSTA looks forward to discussing this further with the ASTI, along with the other matters of mutual interest dealt with at the annual officers' meeting this term.

RSTA membership application/renewal

Name:

Address:

Home phone:

Mobile:

Email:

RSTA branch:

Annual subscription: €24
Annual renewal date: September 1

Payment options: Bank standing order (recommended by RSTA) or cheque (payable to RSTA)

Return to: Mrs Muriel McNicholas, Cordarragh, Kiltimagh, Claremorris, Co. Mayo.

Contact: murielmcnicholas@gmail.com or 085-118 1330

The personal information requested here is required to administer your membership of the RSTA. It is used by the RSTA in compliance with the General Data Protection Regulation (GDPR). See the RSTA Data Protection and Privacy Policy on the RSTA website – www.rsta.ie.

Standing order set-up form

Please complete in **BLOCK CAPITALS** using black or blue pen.

To: The Manager (Bank name and full address)

I hereby authorise and request you to DEBIT my account:

Account name/s:

IBAN BIC

And to credit the account of:

RETIRED SECONDARY TEACHERS' ASSOCIATION

IBAN: IE55 AIBK 9323 6112 7290 80 (BIC: AIBKIE2D)

with the amount of **€24** (twenty four euro)

Start Date: ___/___/20___ **Frequency:** Annually until further notice

Reference: (To identify member's subscription on RSTA bank statement):

Member name and RSTA branch

Signature: Date: ___/___/20___

Coffee morning for hospice – September 19

Ireland's Biggest Coffee Morning for Hospice Together with Bewley's, will return for its 27th year on Thursday, September 19. Mayo Roscommon Hospice is calling on schools in Mayo and Roscommon to host a coffee morning to help raise vital funds for their local hospice and homecare services.

Since the first coffee morning, over €35m has been raised by people around Ireland. You can help to make a difference in someone's life by hosting a coffee morning to help raise funds for their local hospice and homecare service. Register at www.hospicecoffeemorning.ie or by calling 1890 998 995. Schools willing to host a coffee morning in Mayo and/or Roscommon can also call Mayo Roscommon Hospice on 093-938 8666 to register. Hosts are provided with a coffee morning pack containing Bewley's coffee, posters and invitations free of charge. Remember, every cup counts.



Show Racism the Red Card

The anti-racism charity Show Racism the Red Card has launched an education pack for schools. The new education pack contains online resources and an accompanying video, featuring high-profile sportspeople such as Ireland international footballers Aiden O'Brien, Darren Randolph and David Meyler.



The education pack is available to download, free of charge, from www.theredcard.ie.

Young Social Innovators

Each year over 8,000 young people take part in Young Social Innovators (YSI), tackling issues that matter to them through YSI's Junior and Senior Action Programmes. These youth-led, team-based programmes see young people working in teams as they are challenged to identify social issues affecting them, their communities, or wider society, and to come up with and implement creative solutions. Teamwork, critical analysis and entrepreneurial thinking are just some of the key skills developed. YSI's new Junior Action Programme adds 20+ hours to schools' Junior Wellbeing Offering, adding to students' Portfolio of Achievement and Other Areas of Learning. The Senior Programme is ideal for Transition Year and prepares students for Senior Cycle Key Skill. Teacher training is being offered at various locations throughout Ireland in September.

To find out more please email educate@youngsocialinnovators.ie, call 01-645 8030, or visit youngsocialinnovators.ie.

Anti-bullying programme for schools

The Anti-Bullying Campaign programme developed by Dr Mary Kent and Seán Fallon is a comprehensive whole-school anti-bullying programme. The Anti-Bullying Campaign programme uses an "Awareness-raising" strand to develop a culture in schools where the nature and impact of bullying are recognised, and bullying behaviour is then rejected and reported by pupils.

The programme also uses a "Resolving Situations" strand to try to resolve any bullying situations that may arise. It uses a "Reform, not Blame" approach, as required by the Department of Education and Skills' 'Anti-Bullying Procedures for Primary and Post-Primary Schools', to try to deliver a win-win outcome for all concerned in a bullying situation.

The Anti-Bullying Campaign – Feachtas FrithBhulaíochta – is also available for the most part as Gaeilge by selecting 'Irish' from a drop-down menu on the website's home page.

For more information, visit www.antibullyingcampaign.ie or phone Seán Fallon at 01-451 3314 or 086-849 6460.

AN TSRAITH SHINSEARACH
SENIOR CYCLE

Senior Cycle Review
Public consultation
Open until November 1st

Online Survey

Written Submission

Focus Groups

www.ncca.ie/seniorcycle
#seniorcyclereview

NCCA
An Ombudsmaire Náisiúnaí Tuairiscí agus Measúnúcháin
National Council for Curriculum and Assessment

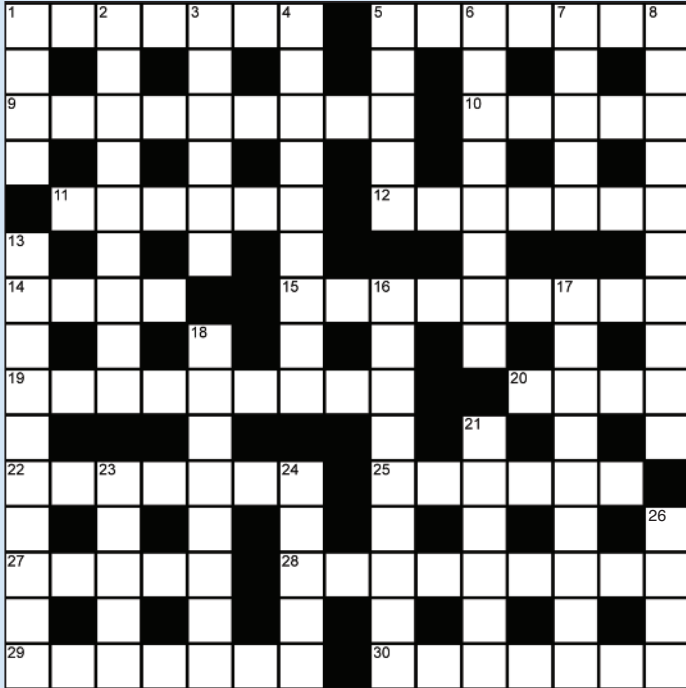


Sponsored by ASTI Credit Union

ASTIR CROSSWORD NO. 1904

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. 1904, Think Media,
The Malthouse, 537 NCR, Dublin 1.

To arrive by: Friday, October 18, 2019

CLUES ACROSS:

- 1. Charles Lindbergh or Amelia Earhart, for example (7)
- 5. Inflict cruelty with a knife? And a fork? (7)
- 9. Logarithm may help with problem solving operation (9)
- 10. Capital of America beside New York island (5)
- 11. Hang around drinking area (6)
- 12. Characterised by a lack of civic order (7)
- 14. That shower in Iran! (4)
- 15. Unpleasant intestinal disorder (9)
- 19. Railway worker who operates the points (9)
- 20. We are stronger together with this sparkling Italian wine (4)
- 22. Unknown or inconspicuous (7)
- 25. Breaking the rules is encouraged with this licence (6)
- 27. A sort of Sunday lunch (5)
- 28. Head protector for Crimean battle (9)
- 29. The very last part of something (4,3)
- 30. E-currencies with no cure may be heartfelt (7)

CLUES DOWN:

- 1. Greek hero cleans kitchen (4)
- 2. Toenail having its edges embedded in surrounding flesh (9)
- 3. Hornet beloved of royalty (6)
- 4. Second largest city in the Netherlands (9)
- 5. Humpy hopeless home place (5)
- 6. Group action from workmate (8)
- 7. Educate, call to mind (5)
- 8. Former East European country (10)
- 13. A noblewoman, Rita Castro for example (10)
- 16. State capital of Maryland (9)
- 17. Mule-like and obdurate (9)
- 18. Diamond cut in long rectangular shape with 14 facets (8)
- 21. Layman canoed into church (6)
- 23. Secret police of the German Democratic Republic (5)
- 24. Faded away, declined (5)
- 26. Two degrees for movie pig! (4)

Solution to ASTIR Crossword No. 1903

Across

- 1. Toilets
- 5. Attempt
- 9. Applegate
- 10. Ultra
- 11. Forest
- 12. Croesus
- 14. Imps
- 15. Conveyance
- 19. Double back
- 20. INRI
- 22. Gruyere
- 25. Lead in
- 27. Ample
- 28. Inaudible
- 29. Eurasia
- 30. Earnest

Down

- 1. Toad
- 2. Impromptu
- 3. Eyelet
- 4. Smart bomb
- 5. Attic
- 6. Tautonym
- 7. Myths
- 8. Transgenic
- 13. Biodegrade
- 16. Vacillate
- 17. Nonviable
- 18. Clueless
- 21. Gander
- 23. Upper
- 24. Evita
- 26. Belt

Did you miss?

- Teachers and the housing crisis 14
- New to teaching 16

CONGRATULATIONS

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