

Convention to highlight need for investment in schools

The need for increased investment in our second-level schools is a key theme for this year's ASTI Annual Convention in Killarney, which takes place from March 25th to 27th.

Several motions which will be debated at this year's Convention point to the gross under-investment in spending on second-level education in Ireland compared to other OECD countries. A number of branches have proposed motions relating to pupils with special educational needs including a call for schools to have ex-quota co-ordinators to co-ordinate the implementation of individual education plans (IEPs) in schools.

Branches have also proposed a number of motions relating to teachers' terms and conditions including motions on the length of the salary scale, allowances, and teaching hours.

For the list of this year's Annual Convention motions see page 3. ♦

Towards 2016 pay increase

The third pay increase due under the partnership agreement Towards 2016 will be implemented for teachers in the salary payment of March 27th 2008 (with effect from March 1st, 2008). The new salary scales for teachers are published inside.

Supervision and substitution money

The first portion of supervision and substitution money for the 2007/2008 school year will be paid on Thursday, February 28th. The second payment will be made at the end of the school year.

Discussion document on federated union for Convention

Following discussions between the ASTI, IFUT, INTO and TUI, a discussion document on a Federated Teachers' and Lecturers' Union will be presented to Annual Convention.

The discussions follow the adoption of a motion at the 2007 Annual Convention which stated:

"That the ASTI commits itself to formal discussions with a view to formulating proposals for a Federated Teachers' and Lecturers' Union. These proposals to be presented to Annual Convention 2008".

A similar motion was passed by the other three unions. It has been agreed by all the unions that any further discussions will explore areas of common purpose while retaining the identities of the separate unions. ♦

Teaching Council Registration

The ASTI has received a number of queries in relation to registration with the Teaching Council and the payment of the registration fee. The answers to some of your queries are published in this Nuacht (pages 8-9)

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Key events at Convention 2008

Tuesday, 25th

- Official opening
- Election of President and Vice-President 2008/2009
- Debate on Convention motions
- Address by Minister for Education and Science
- Address by President
- Address by guest speaker
- Convention Banquet

Wednesday, 26th

- Election of Trustees and Honorary Treasurer 2007/2008
- General Secretary's Report
- Debate on Convention motions

Thursday, 27th

- Debate on Convention Motions



Pat Hurley
Candidate for President



Bernard Lynch
Candidate for Vice-President



Joe Moran
Candidate for Vice-President

Convention 2008

Convention 2008 will be held in Killarney from Tuesday March 25th to Thursday March 27th. Over 500 delegates will attend the event in the Malton Hotel, Killarney and will be addressed on the opening evening by ASTI President, Patricia Wroe and the Minister for Education and Science, Mary Hanafin.

Convention Banquet

A banquet for delegates to Convention 2008 will be held on Tuesday March 25th in the Malton Hotel. Tickets are €45 per delegate. However, branches can book a table for 10 for the reduced price of €350, which is €35 per delegate. For information visit www.asti.ie.

Convention Business

Each year ASTI branches send motions to ASTI Head Office for inclusion in the Convention programme. The ASTI Convention Steering Committee is responsible for timetabling motions to ensure that key decisions can be made, new policy formed and key committees established.

New Delegates

An informal introductory session for new delegates to Convention will be hosted by the President and Vice-President on Tuesday morning at 12 noon.

Convention Golf Outing

Golf will take place on Tuesday 25th March at Mahony's Point, Killarney. Tee is reserved from 8.00 am to 10.00 am. Early booking is essential and a fee per person of €50.00 is required.

Officer elections

Each year delegates elect a new President and Vice-President and this year the candidates are:

Candidate for President PAT HURLEY

Nominating Branches

Athlone, Bray, Carlow, Carrick-on-Shannon, Cavan, Clare, Cork North, Cork South, Desmond, Donegal, Drogheda Sean Higgins, Dublin North East, Dublin North West, Dublin North Central, Dublin South 1, Dublin South 2, Dublin South Central, Dublin South County, Dungarvan, East Cork, East Galway, Fermoy, Galway, Iar Thuaisceart Thír Chonaill, Kerry, Kildare, Laois, Limerick North, Limerick South, Longford, Mullingar, Nenagh, Roscrea, Sligo, Stillorgan, Tuam, Tullamore, West Limerick, West Waterford, Wicklow

Candidates for Vice-President

BERNARD LYNCH

Nominating Branches

Athlone, Bray, Carbery, Dublin North East, Dublin North West, Dublin South 1, Dublin South 2, Dublin South Central, Dublin South West, Dublin South County, Dungarvan, Dun Laoghaire, Fingal, Laois, Mullingar, New Ross, Stillorgan, West Mayo, West Waterford

JOE MORAN

Nominating Branches

Carrick-on-Shannon, Cavan, Clare, Cork North, Cork South, Desmond, Donegal, Drogheda Sean Higgins, Dublin North Central, Dundalk, East Cork, East Galway, Fermoy, Galway, Iar Thuaisceart Thír Chonaill, Kildare, Kilkenny, Limerick North, Limerick South, Longford, Nenagh, Roscrea, Tipperary, Waterford, West Limerick

Committees for election at Convention 2008

Steering Committee	(5 members)
Rules Committee	(5 members)
Investment Committee	(4 members)
Sickness Benefit Committee	(7 members)
Pensions Sub-Committee	(5 members)

Convention Motions 2008

Class size - Motion 56

That the ASTI establishes a policy of maximum class size of 20 for all subjects. (Carbery)

Section 29 of the Education Act - Motion 71

That the ASTI negotiate with the Department of Education and Science to amend Section 29 of the Education Act to place the emphasis on the right of the majority of pupils to be taught and the teacher to teach without disruption. (Drogheda Sean Higgins)

Length of salary scale - Motion 2

That the ASTI adopt as a key priority the achievement of a significant reduction in the length of the teachers' basic salary scale in any future pay negotiations with the Department of Education and Science, e.g. a new national pay deal, benchmarking exercise or negotiations held under the terms of free collective bargaining. (Wicklow)

Special needs qualification / allowance - Motion 8

That the ASTI campaign that the current diploma allowance in Special Education Needs payable to qualified teachers working as Special Needs Teachers be also made available to teachers who have:

- a graduate diploma in Learning Support;
- equivalent qualifications in Special Education, acquired in third level institutions either within or outside of Ireland, or
- undergone comprehensive training organised by the Department of Education and Science prior to such training being accredited by third level colleges or institutions. (Waterford)

Post of Responsibility / teaching hours - Motion 13 and Amendment - Composite Motion

That, in view of the increased responsibility and burden of accountability which arise as a result of recent legislation, the ASTI through negotiation with the Department of Education and Science and the Managerial Authorities seeks to ensure that the teaching hours of Assistant Principals in all schools are reduced to 18 per week and the teaching hours of Special Duties Teachers are reduced to 20 per week and that schools are compensated for this with an extra staffing allocation. (Clare, Fermoy, Carbery, Donegal, Kildare)

Amendment

Insert a full stop after the word "week" and delete the following: "and that schools are compensated for this with an extra staff allocation". (Cork North)

To read:

That, in view of the increased responsibility and burden of accountability which arise as a result of recent legislation, the ASTI through negotiation with the Department of Education and Science and the Managerial Authorities seeks to ensure that the teaching hours of Assistant Principals in all schools are reduced to 18 per week and the teaching hours of Special Duties Teachers are reduced to 20 per week.

Class size

Education act

Salary scale

Special needs allowance

Teaching hours

Retirement strands

Inspections

Teacher absences

Parent-teacher meetings

Project work

Special educational needs

Individual education plans

Science preparation periods

English language teaching

Retirement strands - Motion 18

That the ASTI seek to maintain that Strand 1, 2 and 3 be maintained permanently and improved. (Drogheda Sean Higgins)

Inspections - Motion 34

That the ASTI seek an undertaking from the Department of Education and Science that inspectors will not carry out inspections of schools in the final term of the school year due to the unnecessary disruption of the exam preparation. (Drogheda Sean Higgins)

Teacher absences - Motion 50

That the ASTI negotiate with the Department of Education and Science that, at the end of each school year, they will automatically issue all teachers with a detailed list of their absences for that particular year and that a system be put in place to rectify any inaccuracies which may show up. (Cork South)

Parent-teacher meetings - Motion 31

That ASTI undertakes a review of parent-teacher meetings outside school hours on the grounds of health and safety, also to take into account parity of arrangement as pertains for primary teachers. (Kerry)

Project work - Motion 77

That the onus on the class teacher to sign off on project work for state examinations be discontinued. (Fingal)

Special educational needs - Motion 67 - Composite Motion

That the ASTI:

- (a) supports the principle that all schools should have in place policies which actively support equality of access and participation so that all schools cater for SEN students in their catchment area, in order to ensure that the practice of some schools "cherry picking" their intake and other schools bearing a disproportionate number of SEN students would cease, and
- (b) the ASTI calls on the Department of Education and Science to audit the intake of students with Special Educational Needs and either to accord incentives to those schools who are educating these students, and/ or put in place a penalty system for those schools who are effectively discouraging the enrolment of these students. (Stillorgan, Wicklow)

IEPs - Motion 74

That this Convention calls on the Department of Education and Science to:

- (a) clarify the position regarding the introduction of IEPs;
- (b) outline arrangements for the provision of a comprehensive inservice programme for all teachers;
- (c) proceed with the appointment of an ex-quota IEP co-ordinator for each school;
- (d) define clearly the role, if any, that the learning support/special needs co-ordinator will be expected to undertake in relation to IEPs. (Carlow)

Science preparation periods - Motion 24

That the ASTI negotiate with the Department of Education and Science that teachers of science subjects be allowed one class period to prepare for each double laboratory period. These class periods to be part of their class contact allocation. (Cork North)

English language for newcomer students - Motion 72

That the ASTI vigorously engages with the Department of Education and Science to establish an appropriate school based facility to ensure an adequate competency in the English language for each newcomer student prior to their inclusion in mainstream classes. (West Mayo)

Home school liaison teacher allocation - Motion 62

That all schools be allocated an ex-quota home school liaison teacher.
(Cork South)

Home school liaison
teachers

CID teaching hours - Motion 46

That the ASTI would make as the one issue in future pay discussions with the Department of Education and Science the bringing of non-permanent teachers and existing CID holders up to full teaching hours. (Full hours being 18 hours in the case of a Voluntary Secondary school and 22 hours in the case of a Community and Comprehensive school). (Tipperary)

CID teaching hours

Rule 14(b) - Emeritus members - Motion 86

Amend Rule 14(b)(i) by inserting the words 'as a member of Standing Committee,' immediately before the word 'or'.

Rule 14(b) to read as follows:

Emeritus members shall have the power to exercise all the rights and privileges of all members except the right

- (i) to act as a Branch Officer, as a member of Standing Committee, or as a representative on the Central Executive Council
- (ii) to vote on any ballot on industrial action or to be a candidate in any election for Trusteeship of the Association. (Standing Committee)

Emeritus members

Rules 8, 9 and 11 - ASTI membership - Motion 84

That the following rule changes are adopted by Convention:

- 1.1 amend Rule 8(a) by deletion of the word 'lay' and
- 1.2 amend Rule 8(b) by deletion of the word 'lay' and
- 1.3 amend the last sentence in Rule 8 by deletion of the word 'lay';
- 1.4 amend Rule 8 by the addition of the following paragraph:

Notwithstanding anything contained in parts (a) (b) and (c) above, a member of a trustee organisation who holds a teaching position reserved exclusively for the trustee organisation's members shall not be eligible for membership of the association.

Rule 8 to read as follows:

Full membership of the Association shall be open to:

- (a) all serving teachers who hold the qualifications necessary for registration as secondary teachers in the Republic of Ireland,
- (b) all serving teachers who hold a primary university degree or other qualifications acceptable to the Registration Council, other than those who teach in the schools which comply with the Rules for Secondary Schools as defined in the Intermediate Education (Ireland) Acts 1878 to 1924, and
- (c) all those entitled under the Rules of the Association to become "associate members" or "members on leave", who elect to apply for full membership.

Criteria for ASTI
membership

Notwithstanding anything contained in parts (a), (b) and (c) above, principal teachers who have or may assert the sole power to appoint or dismiss members of a school's teaching staff shall not be eligible for membership of the Association.

Notwithstanding anything contained in parts (a) (b) and (c) above, a member of a trustee organisation who holds a teaching position reserved exclusively for the trustee organisation's members shall not be eligible for membership of the Association.

2.1 amend Rule 9 by deletion of the word 'lay';

Rule 9 to read as follows:

The following are eligible for Associate Membership of the ASTI:

- (i) all part-time teachers qualified as in (a) or (b) of Rule 8 and who are teaching in Secondary, Community and Comprehensive Schools and Community Colleges, and,
- (ii) such category or categories of teachers as defined by Standing Committee from time to time.

3.1 amend Rule 11 by deletion of the word 'lay' after the word 'education' and by deletion of the word 'lay' after the word 'year';

Rule 11 to read as follows:

Higher Diploma in Education students, final year students in colleges who, when qualified, would be entitled to register as secondary teachers are eligible for student membership of the ASTI. Student members shall be eligible for ASTI membership rights and privileges subject to the following provisions:

A student member shall not be entitled to act as an officer of a branch, as a representative on the Central Executive Council or as a member of Standing Committee. (Standing Committee)

Principals and Deputy Principals

Vetting of teachers

ASTI Principals and Deputy Principals - Motion 92 - Composite Motion

That this Convention elects a sub-committee to investigate and report on the role of Principals and Deputy Principals within the ASTI, this sub-committee to report back to CEC in January 2009. (Carbery, Cork North)

Vetting of teachers - Motion 108

That the information provided from the vetting of teachers should be contained within the structures of the Teaching Council accreditation system. (West Mayo)



Kerry Branch Convention Committee
Front (L to R): Lily Cronin, Breda Lyons
Back (L to R): Mary Crowley, Sean O' Brien,
John O' Donovan and Eileen Revington

**For further information on ASTI Convention
visit www.asti.ie ♦**

Teachers experiencing professional difficulties - the facts

There has been much media comment in relation to ongoing discussions between teacher unions, management bodies and the Department of Education and Science regarding procedures for dealing with teachers who are experiencing professional difficulties.

The facts are:

- o There are procedures currently in place to deal with teachers experiencing professional difficulties. Separate procedures operate in the various school sectors. A key difference is that the procedures for the primary and VEC sectors include the involvement of the Department of Education and Science Inspectorate whereas in the voluntary secondary and community and comprehensive sectors there is no such involvement.
- o Under Section 24 (3) of the Education Act, 1998, procedures to deal with teachers experiencing professional difficulties may be agreed from time to time between the Minister, the patron of the school, recognised school management organisations, and any recognised trade union representing teachers.
- o As part of the partnership agreement Towards 2016, the Department of Education and Science, school management authorities and teacher unions have agreed to review and revise existing procedures.

The discussions to create standardised procedures are ongoing and the ASTI and other parties are bound by a confidentiality agreement in relation to the drafting of the revised procedures. The teacher unions have stated that the revised procedures should include the following:

1. A system of providing supports should be clearly enunciated in any document arising from these talks.
2. There should be two separate processes for dealing with alleged professional difficulties on the one hand and alleged conduct on the other.
3. The Inspectorate should have involvement in issues relating to professional difficulties.
4. There must be a proper appeal mechanism in place. ♦

Book wanted

Scéal na hIomána
by Liam P. Ó Caithnín
(An Clóchomhar Teoranta, 1980).
Contact: 087- 6401682

"Your child and schools in Ireland"

Jesuit Refugee Service: Ireland has produced a booklet aimed at assisting international parents to understand post-primary schools, their requirements and the educational opportunities offered to students.

It is available in Arabic, Chinese, French, Lithuanian, Polish, Romanian, Russian and English. For more information, visit www.jrs.ie



Pictured left at the National Association of Community Education Directors (NACED) Annual Conference are Robbie Harold, NACED Chairman; Diarmaid de Paor, ASTI Deputy General Secretary; Pat Hurley, ASTI Vice-President; Maria Kelly, ASTI Cork South Branch; and Sean McCann, former General Secretary of Association of Community Colleges and Schools (ACCS).

Teaching Council registration

The ASTI has received a number of queries in relation to registration with the Teaching Council and the payment of the registration fee. Here follows the answers to some of these queries.

1. Do I have to register with the Teaching Council?

Most teachers are already registered with the Teaching Council (those who were in service on 28th March, 2006 had an automatic right to registration). To maintain this right to registration teachers had to apply for registration before 28th March, 2007. Teachers who did so will have received confirmation of registration from the Teaching Council during February, along with a registration renewal form. The form must be completed and returned to the Teaching Council, along with the renewal fee (€90), by 3rd March, 2008. The fee may be paid by a number of methods including deduction from salary, credit card, Laser card, cheque, bank draft or postal order.

A second mailing issued in February to teachers who were in service on 28th March 2006, but who did not renew their registration before March 28th, 2007 as required by the Teaching Council Act, 2001. Teachers in this category wishing to be registered with the Teaching Council will be offered the opportunity to apply for registration under Section 31(5) of the Teaching Council Act, 2001. In accordance with this Section of the Act they will be required to undergo the full application process. A standard initial registration fee of €90 will come into effect on March 28th, 2008.

Full information on the registration process is available on the Teaching Council website, www.teachingcouncil.ie.

2. Why do we need a Teaching Council?

The Teaching Council is an independent statutory body established by the Teaching Council Act, 2001. Its aim is to promote teaching as a profession. The Council is charged with establishing standards, policies and procedures for the education and training of teachers and with establishing and maintaining a register of qualified teachers. Similar bodies exist for other professions.

Examples of such bodies include the Medical Council, the Law Society and An Bord Altranais (Irish Nursing Board).

3. Why do I have to pay the fee?

The Council has been funded by the Minister for Education and Science for the past two years (this was allowed for under the Act) but this period will expire on 27th March 2008 at which time the Council must become a self-financing body. The Council will be funded by way of annual registration renewal fees.

The €90 is a renewal fee (not a joining fee). The renewal fee must be paid annually in order to maintain registration with the Teaching Council.

This fee is tax deductible (payment is approximately €52 after tax deduction) and the Council will send a list to Revenue of all teachers who have paid in order to ensure that their tax credit is applied.

Registration also confers a right to vote for teachers to be elected to the Teaching Council.

4. What will happen if I do not pay the renewal fee?

If you do not register with the Council, your status as a registered teacher will lapse and this will be noted on the register, which will be publicly available. This will also mean that when Section 30* of the Act comes into effect in the coming months your salary will no longer be payable from State funds. Should you subsequently wish to renew your registration with the Council, you will be required to re-register under the terms of Section 31(5) of the Teaching Council Act, 2001, i.e. you will be required to undergo the full application process.

5. Section 30 has not commenced yet so why do I have to pay the fee now?

If you do not renew your registration and pay your renewal fee by the deadline set down by the Teaching Council your registration will lapse and

The ASTI, INTO, and TUI first called for a Teaching Council over 30 years ago. Being part of a recognised collective professional identity with statutory authority enhances teachers' individual status and identity. It also gives teachers a key role in relation to regulation and education, training and continuing professional development within the teaching profession. The majority of members on the Teaching Council are teachers – 22 out of 37 members.

you will need to undergo the full application process to re-register. The Teaching Council is a self-regulating body and the Council has decided on the renewal deadline date. The Department of Education and Science has informed the teacher unions that Section 30 will be implemented this year.

6. I am retiring in August. Should I continue to pay the fee?

Yes, you must pay the fee to be registered until August. It is possible to pay the fee by salary deduction and if this method of payment is chosen by teachers retiring in August their salary deductions will cease in August.

It should be noted that if a retired teacher wishes to do substitution or temporary work after retirement then he/she will need to contact the Teaching Council in order to arrange payment.

7. I am a job-sharer / part-time / substitute teacher, do I have to pay the full fee?

Yes. There is currently no arrangement for payment at a reduced rate.

8. I am on career break, do I need to maintain my registration?

A teacher who chooses not to maintain registration while on career break will need to reapply for registration and will need to go through the full application process, which requires original documentation. This full process takes approximately

four months so a teacher on career break who does not maintain their registration will need to re-apply for registration at the end of April, at the latest. Teachers should also be aware that if they have been out of service for more than three years that they will be required to undergo Garda Vetting and that this can take up to three months. Maintaining registration while on career break will allow a teacher to do substitute work if they so wish.

8. What is the ASTI's involvement in the Teaching Council

The Teaching Council is made up of 37 members, 22 of whom are teachers. Sixteen of the teachers were elected by teachers. The ASTI has seven members on the Teaching Council, as follows:

Ms Máire Ní Laoire, ASTI Nominee
Mr Christy Maginn, ASTI Nominee

Ms Lily Cronin, Voluntary Secondary -
Connaught, Munster, Ulster
Mr Jack Keane, Voluntary Secondary -
Connaught, Munster, Ulster
Mr Dermot Quish, Voluntary
Secondary - Leinster
Ms Bernadine O'Sullivan, Voluntary
Secondary - Leinster
Ms Susie Hall, Community and
Comprehensive

For more information visit the
Teaching Council Website,
www.teachingcouncil.ie. ♦

***Section 30 of the Teaching Council Act, 2001 provides for the compulsory registration of teachers.**

The Department of Education and Science has informed the teacher unions that Section 30 will be implemented this year. Section 30 states that:

*A person who is employed as a teacher in a recognised school but -
a) is not a registered teacher, or
b) is removed or suspended from the register under Part 5 (i.e. Fitness to Teach), shall not be remunerated by the school in respect of his or her employment out of monies provided by the Oireachtas.*



Pictured at the recent retirement function for Daltún O'Ceallaigh, former General Secretary of the Irish Federation of University Teachers (IFUT) are: Jim Dorney, retiring General Secretary of the TUI, Mike Jennings, General Secretary of IFUT, Daltún O'Ceallaigh, and John White, General Secretary of the ASTI.

Gay and Lesbian Equality Network

A meeting of the ASTI Gay and Lesbian Equality Network will take place on March 1st at 12 noon in ASTI Head Office.

Salary Scales

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

Please note: these scales are calculated by the ASTI and are not official Department of Education and Science salary scales

Part-time Salary Rates

1. Qualified casual hourly rate (incl. 22% holiday pay) : €48.39
2. Unqualified hourly rate (incl. 22% holiday pay) : €41.95
3. Qualified non-casual teachers are paid at their personal point on the Common Basic Scale plus qualifications divided by 735.

Point on Salary Scale	Current	01/03/2008
1	€31,028	€31,803
2	€32,127	€32,930
3	€33,227	€34,057
4	€34,330	€35,188
5	€36,040	€36,941
6	€37,149	€38,078
7	€38,257	€39,214
8	€41,046	€42,072
9	€42,439	€43,500
10	€44,104	€45,206
11	€45,761	€46,905
12	€47,430	€48,616
13	€48,825	€50,046
14	€50,673	€51,939
15	€50,673	€51,939
16	€50,673	€51,939
17	€53,221	€54,552
18	€53,221	€54,552
19	€53,221	€54,552
20	€53,221	€54,552
21	€56,588	€58,002
22	€56,588	€58,002
23	€56,588	€58,002
24	€56,588	€58,002
25	€60,308	€61,816
Including allowance paid after 10 years on maximum of scale		
	€62,636	€64,202

Principal's Allowance

Band 1 (1 to 3)	€9,328	€9,561
Band 2 (4 to 5)	€10,452	€10,713
Band 3 (6)	€12,261	€12,568
Band 4 (7 to 8)	€14,387	€14,747
Band 5 (9 to 10)	€16,737	€17,156
Band 6 (11 to 12)	€19,120	€19,598
Band 7 (13 to 15)	€21,427	€21,963
Band 8 (16)	€23,759	€24,353
Band 9 (17 to 19)	€25,475	€26,112
Band 10 (20 to 22)	€27,249	€27,930
Band 11 (23 to 26)	€29,833	€30,579
Band 12 (27 to 30)	€31,580	€32,370
Band 13 (31 to 35)	€34,959	€35,833
Band 14 (36 to 40)	€36,099	€37,002
Band 15 (41 to 50)	€39,154	€40,133
Band 16 (51 to 60)	€40,854	€41,875
Band 17 (61+)	€42,550	€43,614

Deputy Principal's Allowance

	Current	01/03/08
Band 1 (1 to 3)	€3,776	€3,870
Band 2 (4 to 5)	€4,941	€5,064
Band 3 (6)	€6,533	€6,696
Band 4 (7 to 8)	€8,188	€8,392
Band 5 (9 to 10)	€9,791	€10,036
Band 6 (11 to 12)	€11,465	€11,751
Band 7 (13 to 15)	€13,076	€13,403
Band 8 (16)	€14,658	€15,025
Band 9 (17 to 19)	€15,904	€16,301
Band 10 (20 to 22)	€17,120	€17,548
Band 11 (23 to 26)	€19,002	€19,477
Band 12 (27 to 30)	€20,167	€20,671
Band 13 (31 to 35)	€22,689	€23,256
Band 14 (36 to 40)	€23,181	€23,760
Band 15 (41 to 50)	€25,328	€25,962
Band 16 (51 to 60)	€26,303	€26,961
Band 17 (61+)	€27,268	€27,949

Other In-school Management (Post of Responsibility) Allowances

Assistant Principal	€8,536	€8,750
Special Duties Teacher	€3,776	€3,871
Special Functions Allowances 1	€3,236	€3,317
Special Functions Allowances 2	€4,941	€5,064
Special Functions Allowances 3	€6,533	€6,696
Special Functions Allowances 4	€8,188	€8,392
Special Functions Allowances 5	€8,536	€8,750

Qualification Allowances

1.(a) (i) H. Dip in Ed. (Pass)	€592	€607
(ii) Higher Froebel Cert.	€592	€607
(b) (i) H. Dip. in Ed (1st or 2nd Hons)	€1,238	€1,269
(ii) Ard Teastas Gaeilge	€1,238	€1,269
(c) Primary Degree (Pass)	€1,846	€1,892
(d) Masters Degree (Pass)	€4,928	€5,052
(e) Primary Degree (Hons)	€4,928	€5,052
(f) Masters Degree (1st or 2nd Hons)	€5,506	€5,644
(g) Doctors Degree	€6,151	€6,305

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

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

€4,286	€4,393
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Other Allowances

(i) Teaching through Irish	€1,585	€1,624
(ii) Gaeltacht Grant	€3,068	€3,145
(iii) Island Allowance	€1,846	€1,892
(iv) Allowance for Diploma for Teachers of Deaf Children Allowance for Diploma for Teachers of Blind Children Allowance for Diploma for Teachers of Mentally and Physically Handicapped Children	€2,441	€2,502
(v) Special Allowance payable to teachers appointed before 1/1/1987 in Comprehensive Schools	€2,476	€2,538
(vi) Allowance for teachers with 35 years service (long Service allowance - payable after 10 years completed on the maximum point of the salary scale)	€2,328	€2,386

Director of Adult Education

A	€3,870
B	€5,064
C	€6,697
D	€8,393
E	€10,036
F	€11,751
G	€13,403
H	€15,025
I	€16,302
J	€17,548
K	€19,477
L	€20,671
M	€23,257

Health and Safety Training

Eight one-day seminars for staff safety representatives are being organised during February and March by the ASTI in venues throughout the country.

Over 250 safety representatives are expected to attend the seminars at which advice and information will be provided on their role and rights. Each school staff is encouraged to elect a safety representative to act as their spokesperson in matters of health and safety.

This year the seminars will be addressed by an expert in conflict identification and resolution as this issue is seen as a common cause of work-related ill-health and distress for teachers.

The seminars will be held during February, March and April in Dublin, Sligo, Mullingar, Kilkenny, Galway, Kerry and Cork. Safety representatives who wish to attend should immediately contact Sarah Fagan at 01-6040173 or email sfagan@asti.ie.

ASTI Subject Reps to NCCA

The NCCA plays an extremely important role in Irish education. Through the NCCA curriculum, syllabi and assessment forms are determined which in turn impact on the work of teachers in classroom. The ASTI is entitled to have two representatives on each of the committees / working groups of the NCCA. These positions are filled by Convenors and Second Representatives who are elected biennially at the May CEC meeting.

Elections for convenors will take place at the CEC meeting on Saturday 10th May. Convenors are considered the senior representative on the NCCA committee and conditions for election include:

- (a) knowledge of the subject;
- (b) third-level qualifications in the relevant subject;
- (c) current or recent (within the past two years) experience of teaching the subject and familiarity with ASTI policy on assessment.

If you are interested in being nominated for the position for any subject area, contact your Branch Secretary.

Further information on the role of the Convenor is available from Head Office. Contact library.asti@asti.ie or phone Library at 01-6040170. ♦

Codes of Practice for Community and Comprehensive Sector

Community Schools

Teacher unions and the ACCS are currently reviewing the Code of Practice for dealing with complaints of bullying and harassment of staff in community and comprehensive schools and Code of Practice on dealing with complaints of sexual harassment in community and comprehensive schools. Members who may have used the above codes are welcome to submit their views on same.

Community Colleges

Trade unions representing staff in VEC-managed schools and the IVEA have agreed a revised grievance procedure.

A circulation date has yet to be agreed. ♦

Pictured right at a recent ASTI NCCA Convenors and Second Representatives meeting are (left to right): Michael McGinley, Convenor for Chemistry; Pauline Nagle, Second Rep for Chemistry; Hugo Martin, Second Rep for Gaeilge; and Margaret Friel, Convenor for German.

