

## Ballots on Junior Cycle and posts

### Your vote – your future

In the coming days ASTI members will receive ballot papers on the Junior Cycle proposals and on Posts of Responsibility.

#### CEC decides to ballot members on JC proposals

The Junior Cycle ballot comprises two ballot papers. The first ballot paper asks members to vote on the Junior Cycle proposals contained in the negotiated document *Junior Cycle Reform: Joint Statement on Principles and Implementation (including Appendix)*.

**Do you accept the negotiated document entitled ‘Junior Cycle Reform – Joint Statement on Principles and Implementation’ (including the appendix ‘Professional Time to Support Implementation’) as a basis for commencing implementation of the revised Junior Cycle?**

Following a lengthy campaign by the ASTI and the TUI a set of proposals negotiated by the teacher unions and the Department of Education and Skills emerged in May 2015. Professional time for teachers was negotiated separately in July 2015. ASTI Central Executive Council (CEC) has decided that these proposals should be put to a ballot of members.

The second ballot paper asks members to vote on industrial action, in the event that the Junior Cycle proposals are rejected. A vote for industrial action will ensure the ASTI has a mandate to continue its campaign of opposition in the event that members reject the proposals.

The document *Junior Cycle Reform: Joint Statement on Principles and Implementation including Appendix to the Joint Statement* will be distributed with the ballot papers. It is also available on the ASTI website. See page 2 for the key elements of the document.

As a result of the Junior Cycle negotiations, a revised *Framework for Junior Cycle* has been issued. The revised Framework is available on the ASTI website. While members are not voting on the revised Framework, it is recommended that all members read it.

See page 5 for key differences between the original 2012 Junior Cycle proposals and the 2015 negotiated proposals which members are voting on.

#### Directive on Posts of Responsibility

A separate ballot, being held in conjunction with the ballot on the Junior Cycle proposals, asks members to authorise ASTI Standing Committee to direct all members not to undertake Post of Responsibility duties unless pensionably paid for this work (see page 5).

### Warning

The closing date for receipt of returned ballot papers on the Junior Cycle proposals and Posts of Responsibility is Wednesday, September 23rd.

To ensure that your ballot papers reach us on time, please post them before Friday, September 18th.

**ASTI ballot  
information  
meetings – see  
page 6**

The TUI is also balloting its members on the Junior Cycle proposals

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**Your vote – your future**

## Junior Cycle Proposals – key elements

(All members are advised to read the full document *Junior Cycle Reform: Joint Statement on Principles and Implementation including Appendix to the Joint Statement*)

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June terminal State examination restored

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There will be no school-based or classroom-based assessment by teachers for State Certificate purposes

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New maximum weekly class contact time: 21 hours 20 minutes

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The max class contact time is reduced by 40 minutes (one class period) per week for every Junior Cycle teacher

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- Written exams, of no longer than two hours, will be set and marked by the State Exams Commission (SEC) in June of each year.
- Two classroom based assessments for each subject – one in second year and one in third year – will be undertaken by students during class time.
- Examples of classroom-based assessments include project tasks, oral language tasks, practical or designing and making tasks, field studies, and artistic performance.
- Classroom-based assessments will substitute other assessments currently undertaken in the school such as in-house examinations, as appropriate.
- A written Assessment Task, based on the third year classroom based assessment – which will be completed under the supervision of the teacher – will be sent to the State Exams Commission to be marked and will form part of the overall State exam result.
- Students will study a maximum of 10 subjects for State Certification. Schools may offer a small number of short courses. Two short courses will be the equivalent of one subject, and these will be assessed through classroom based assessment. NCCA guidelines will help ensure short courses do not displace subjects.
- Students must also undertake learning in a new area entitled 'Wellbeing'. This area of learning will incorporate Physical Education, SPHE (incorporating RSE) and CSPE.
- In September each year, the SEC will issue the State Junior Cycle exam results to students in the normal way.
- Separately, the school will issue to each student a school report (Junior Cycle Profile of Achievement) before Christmas following third year. It will include reporting on classroom based assessments.
- There will be no school-based or classroom-based assessment by teachers for State Certification purposes.
- A range of Level 2 qualifications will be available for students with very significant special educational needs.

**Your vote – your future**

## How is additional teacher time addressed?

Five categories of additional professional time for teachers have been identified:

- Whole school professional activities to support the Junior Cycle (schools will close during these activities)
- Individual and Subject Department professional activities: Assessment for Learning, feedback and reporting for the Junior Cycle Profile of Achievement (all JC teachers)
- Subject Learning and Assessment Review meetings (all JC teachers)
- Time for some teachers to coordinate Subject Learning and Assessment Review meetings (one teacher for each JC subject meeting on a rotated basis)
- Time for administration of SEC Assessment Task

### This additional professional time is addressed in the Appendix as follows:

- Class periods of a minimum of 40-minutes duration for all schools from the commencement of the 2017/18 school year (Department direction will require this).
- With effect from the school year 2017/18, the weekly class contact time for all full-time teachers with any Junior Cycle classes will be reduced from 33 (40 minute) periods to 32 (40 minute) periods – i.e. a maximum class contact time each week of 21 hours and 20 minutes rather than 22 hours. (This reduction in class contact time will generate 22 hours of professional time for each full time teacher each year – i.e. one 40 minute timetabled period per week in a 33 week school year.)
- Pro-rata reduction in class contact time for part-time teachers from 2017/18 which generates pro-rata professional time for those teachers – see page 4.
- In addition to the 22 hours (or its pro-rata equivalent) of professional time, a further two hours will be provided in respect of each Subject Learning and Assessment Review meeting to facilitate the preparation for and co-ordination of that meeting. One teacher of each Junior Cycle subject will be allocated these two additional hours by school management (i.e. 2 hours reduction in class contact time). To foster capacity building in each subject department, this activity and the associated two hours will be rotated among the relevant teachers.
- In addition to the 22 hours professional time and the 2 hours for facilitating preparation and co-ordination of each Review meeting, the school administration of the Assessment Task (AT) will be resourced through the allocation of additional hours and necessary resources to the school's management. Therefore, the school administration of the AT may not and will not be added to the workload of the classroom teacher or to the duties of a post of responsibility holder (e.g. examinations secretary)

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In addition to the 22 hours professional time per annum, a further 6 hours is provided during school hours for whole-school activities to support the new Junior Cycle

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Reduced class contact time will create approximately 800 new teaching jobs

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**Your vote – your future**

“The reforms will not impose additional workload on our teachers” -

*(Junior Cycle Reform: Joint Statement on Principles and Implementation)*

### Get the facts

Read official ASTI information

Read the document *Junior Cycle Reform: Joint Statement on Principles and Implementation (including Appendix)*

Read the reissued *Framework for Junior Cycle*

Visit the ASTI website

Attend the ASTI ballot information meetings (see page 6)

Got a question? E-mail [info@asti.ie](mailto:info@asti.ie)

- The estimated time that will be required for each Subject Learning and Assessment Review meeting that will be attended by subject teachers to support the structured Classroom-Based Assessments is two hours. A teacher of two subjects to both second year and third year students will attend four review meetings per annum, amounting to eight hours of (the 22 hours of) professional time.
- In addition to facilitating professional collaboration, teachers may also use the professional time (within the 22 hours or its pro-rata equivalent) for individual planning, feedback or reporting activities relating to Junior Cycle.
- In advance of the general introduction of 22 timetabled professional hours in September 2017 and the attendant reduction in maximum class contact time to 21 hours 20 minutes per week, professional time will be made available to teachers of English, Science and Business
- Teachers of English will have 10 hours less class contact time in 2015/16 and 14 hours less in 2016/17. Science and Business teachers will have 8 hours less in 2016/17. This professional time will be generated and funded by the allocation of additional paid substitution hours to schools in the 2015/16 and 2016/17 school years in order to phase in the timetable changes for English, Science and Business teachers. It should be noted that there is no connection between these additional paid substitution hours and the existing Supervision and Substitution (S&S) scheme and that the S&S scheme may not be used for this purpose.
- In accordance with Circular Letter 20/2014, a further 6 hours (over and above the 22 professional hours and the 2 hours for facilitating review meetings) are provided to facilitate whole-school professional activities to support the Junior Cycle during the phased period to June 2022. School management will facilitate this time provision through school closure. It is important to note that while the 6 hours provided under CL 20/2014 will be available only during the phasing-in period (i.e. to June 2022), the 22 hours of professional time and the 21 hours 20 minutes maximum for class contact and the other provisions set out above will be a continuing, integral element of a teacher’s timetable.
- The reduction in class contact / teaching time will create a requirement for approximately 800 new teaching jobs.

## Pro-Rata Professional Time for Part-Time Teachers

Part-time teachers’ class contact time will be reduced on a pro-rata basis with no loss of pay as a result

Hours in Teacher’s Contract	Annual reduction in Class Contact Time
11 hrs or less .....	11 hrs 20 mins
11 hrs 1 min to 11 hrs 29 mins .....	11 hrs 20 mins
11 hrs 30 mins to 11 hrs 59 mins .....	12 hrs
12 hrs to 12 hrs 29 min .....	12 hrs
12 hrs 30 mins to 12 hrs 59 mins.....	12 hrs 40 mins
13 hrs to 13hrs 29 mins .....	13 hrs 20 mins
13 hrs 30 mins to 13 hrs 59 mins.....	14 hrs
14 hrs to 14 hrs 29 mins .....	14 hrs
14 hrs 30 mins to 14 hrs 59 mins.....	14 hrs 40 mins
15 hrs to 15 hrs 29 mins .....	15 hrs 20 mins
15 hrs 30 mins to 15 hrs 59 mins.....	16 hrs
16 hrs to 16 hrs 29 mins .....	16 hrs
16 hrs 30 mins to 16 hrs 59 mins.....	16 hrs 40 mins
17 hrs to 17 hrs 59 mins .....	17 hrs 20 mins
18 hrs or more .....	22 hrs

# Key differences between 2012 proposals and 2015 negotiated proposals

	<b>October 2012 proposals (from Minister Ruairi Quinn):</b>	<b>2015 Junior Cycle proposals:</b>
<b>State Certification</b>	No State Certificate at Junior Cycle Level.	State Certificate comprising grades awarded by SEC. Results provided in the normal way each September.
<b>Terminal exams</b>	Terminal, externally assessed State Exams abolished.	Terminal, externally assessed State Exams in June restored.
<b>School-based assessment</b>	All Junior Cycle subject assessment (except Irish, English and Maths) including written exams and practicals to be carried out in school by teachers.	Externally assessed State (SEC) terminal exams along with external State (SEC) assessment of a third year classroom-based task for each subject. There will be no school-based or classroom-based assessment for State Certification.
<b>Teachers' time</b>	No provision for extra demands placed on teachers' time and workload.	From September 2017, class contact time for Junior Cycle teachers to be reduced so that the maximum class contact time each week will be 21 hours and 20 minutes (rather than the current 22 hours) and a pro rata reduction for teachers not on full timetables. Additional paid substitution hours will be allocated to schools this year and in September 2016 to phase in changes for English, science and business teachers.
<b>Jobs for teachers</b>	No specific commitment.	Reduction in class contact time for all teachers teaching the Junior Cycle will lead to creation of approximately 800 new teaching jobs - equivalent to more than one fulltime teaching position per school.

## Directive on Posts of Responsibility

A separate ballot, being held in conjunction with the ballot on the Junior Cycle proposals, asks members to authorise ASTI Standing Committee to direct all members not to undertake post of responsibility duties unless pensionably paid for this work.

Members are urged to vote YES in this ballot so that the ASTI can continue its campaign for the reinstatement of all posts of responsibility. While a limited alleviation has been achieved, there remain huge personnel gaps in every school and this has contributed to increased workload and responsibilities for classroom teachers, principals and deputy principals.

## Who votes?

All ASTI members are entitled to vote in the ballot on the Junior Cycle proposals. All members, except Emeritus members, are entitled to vote in the ballot on industrial action (to be taken in the event of rejection of the Junior Cycle proposals) and in the ballot on Posts of Responsibility. Emeritus members do not vote in any ballot which involves industrial action.

All members, including Emeritus members, will be entitled to vote in the ballot on the Lansdowne Road proposals in late September.

## Junior Cycle and Posts of Responsibility ballots

Ballot paper 1 – Junior Cycle proposals

Ballot paper 2 – Junior Cycle Industrial Action

Ballot paper 3 – ‘Yes’ to ban unpaid post of responsibility work

## Ballot on Lansdowne Road proposals – late September

A ballot of members on the Lansdowne Road proposals will take place following the Junior Cycle and Posts of Responsibility ballots.

CEC is recommending to members the rejection of the Lansdowne Road proposals.

Ballot papers will issue to members from September 21st. A special Nuacht on the Lansdowne Road proposals will issue to members in advance of the ballot.

## Ballot information meetings – September

### Have your questions answered

An ASTI Officer will address briefing meetings on the ballots as follows:

Thursday, September 3rd	Glasshouse Hotel, Sligo	7p.m.
Monday, September 7th	Regency Hotel, Drumcondra	5p.m.
Tuesday, September 8th	Newpark Hotel, Kilkenny	7p.m.
Wednesday, September 9th	Clayton Hotel, Galway City	7p.m.
Wednesday, September 9th	Green Isle Hotel, Dublin	7p.m.
Thursday, September 10th	Silver Springs Hotel, Cork	7p.m.
Thursday, September 10th	Hodson Bay Hotel, Athlone	7p.m.
Monday, September 14th	South Court Hotel, Limerick	7p.m.

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