

# eolas

*A nation's greatness depends upon the education of its people*

into 

Irish National Teachers' Organisation  
Cumann Múinteoirí Éireann

February 2016

## 'Vote YES' to end moratorium

Dear Colleague,

We are writing to you to urge you to Vote YES to support INTO's call for non-cooperation with school self-evaluation.

This month the INTO will ballot members on industrial action in the form of a directive to be issued by the CEC on non-cooperation with school self-evaluation. The proposed action is a response to the continued ban on promotion in schools and the increasing workload of members.

We have looked for an end to the ban on promotions. To date, the DES has not responded positively to this demand.

The continued ban on promotions affects everyone.

- If you are an un-promoted teacher you are being denied opportunities for promotion.
- If you are a promoted teacher you are doing additional work because of the ban.
- If you are a principal teacher you are trying to run a modern school without a full in-school management team.

That's why we want all members to support this action with a YES vote.

Introduced in 2009 the continued ban on promotion is no longer acceptable. The loss of thousands of promotions is an intolerable burden on schools, has severely limited teachers' career prospects and increased workload all round.

A YES vote will bring that message home to the DES.

Despite the continued moratorium the DES is planning to further increase the workload of teachers in the area of school self-evaluation.

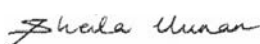
The ban on promotion means more and more schools are struggling with the current demands of school self-evaluation, never mind extended involvement in the process.

There is increased workload stress in primary teaching caused by increased paperwork and the continued moratorium on promotion.

We want the DES to respond positively to the INTO's demand to lift the moratorium on posts in schools and to co-operate in alleviating teacher workload.

Your YES vote is a key step along that road.

Yours,



Sheila Nunan  
General Secretary



Emma Dineen  
President

into   
Irish National Teachers' Organisation  
Cumann Múinteoirí Éireann

**VOTE  
YES**



**Cast your vote**  
29 February –  
4 March 2016

Check the INTO  
website for your  
Ballot meeting  
details

**Head Office**  
Vere Foster House  
35 Parnell Square  
Dublin 1

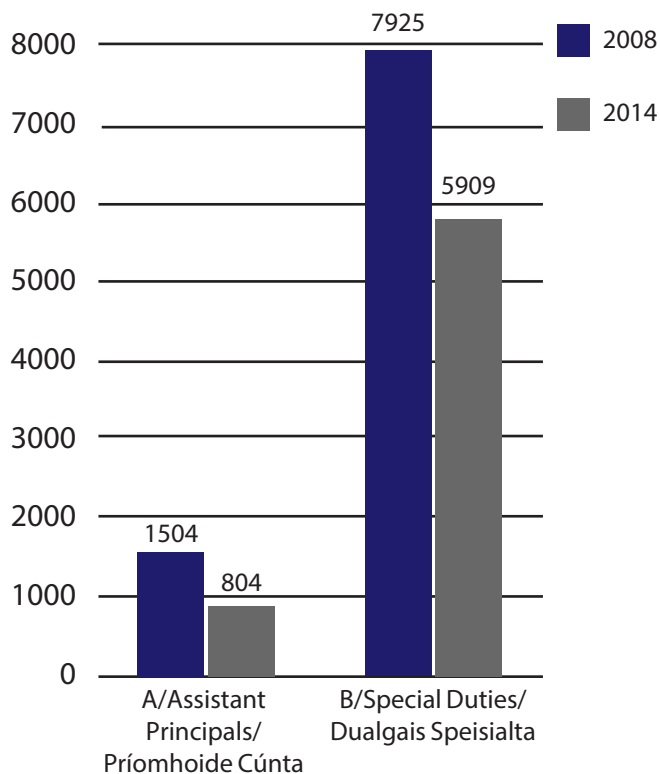
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## Impact of the moratorium/Tionchar an Mhoratóra



### Some questions answered

**Is a ballot necessary? Can the CEC not simply issue a directive?**

Yes, a ballot is necessary under the terms of the Industrial Relations Act for any type of industrial action. Once a majority has been secured then the CEC can issue a directive.

**I am on leave without pay, can I vote?**

Yes if your absence totals or is scheduled to total less than a year.

INTO Rule 76(B) states that: "Teachers on leave without pay including extended sick leave and extended maternity leave, as well as teachers on career breaks do not have the right to vote at meetings or in elections or ballots where their absence from school totals, or is scheduled to total, a period in excess of one school year."

### Ballot arrangements

Each branch will conduct a ballot of its members during the week of the 29 February 2016. Your staff representative will let you know the time and venue.

Members must attend in person to collect and cast their ballot during the specified time for the meeting.

Ballot papers cannot be handed out before the poll is open.

At the closing of the poll, the ballot will be counted in public and the result declared.

As each branch is conducting its own ballot it is not possible for members in one branch area to cast their votes in a neighbouring branch.

The CEC will meet on 10/11 March to consider the outcome of the ballot.

### Impact of the moratorium

In 2005, 49% of teachers were promoted. In 2009, the Government decided that schools could no longer make any appointments to assistant principal and special duties posts, or replace post holders on leave of absence.

The percentage of teachers now holding a promoted post has fallen to less than 40%.

### Tionchar an mhoratóra

Sa bhliain 2005, bhí ardú céime ag 49% de mhúinteoirí. Sa bhliain 2009, chinn an rialtas gan ceapacháin mar phríomhoidí cúnta nó mar mhúinteoirí le freagrachtaí speisialta a cheadú i scoileanna nó folúntais a líonadh. Tá líon na múinteoirí le poist fhreagrachta faoi bhun 40% anois.

### Impact in your school

The table on page 3 shows the posts your school should have.

### Tionchar i do scoil

Léiríonn an tábla ar leathnach 3 na poist is ceart a bheith i do scoil.

### Ceisteanna agus Freagraí

**An bhfuil gá le ballóid? Nach féidir leis an LárChoiste Feidhmiúcháin treoir a eisiúint?**

Tá gá le ballóid i leith aon ghníomhaíocht thionsclaíoch de réir an Achta Caidrimh Thionscail. Má bhíonn tromlach i bhfabhar, eiseoidh an LárChoiste Feidhmiúcháin treoir.

**Táim ar saoire gan phá, an bhfuil cead agam vóta a chaitheamh?**

Tá cead vótála agat má tá do thréimhse saoire gan phá níos lú ná bliain.

De réir rial 76(B) i rialacha an Chumainn ní féidir le múinteoirí ar saoire gan phá, ar nós saoire breise tinnis nó saoire breise máithreachais, nó múinteoirí ar shos gairme, vóta a chaitheamh ag cruinnithe, i dtoghcháin nó i mballóidí, má bhíonn breis is bliain scoile i gceist leis an tréimhse easnaimh ón scoil.

### Socruithe Ballóide

Eagróidh gach craobh ballóid dá baill i rith na seachtaine dar tús 29 Feabhra 2016. Cuirfidh d'ionadaí foirne ionad agus am na ballóide in iúl duit

Ní mór do bhaill a bheith i láthair go pearsanta chun an páipéar ballóide a bhailiú agus vóta a chaitheamh i rith na tréimhse ama socraithe do chruinniú na craoibhe.

Ní féidir páipéir bhallóide a thabhairt amach sula dtosaíonn an vótáil.

Nuair a chríochnaíonn an vótáil, déanfar an bhallóid a chomhaireamh go poiblí agus fógrófar an toradh.

Toisc go n-eagraíonn gach craobh a ballóid féin ní féidir le baill vóta a chaitheamh ag cruinnithe craoibhe seachas ag cruinnithe a gcraoibhe féin.

Beidh cruinniú ag an LárChoiste Feidhmiúcháin ar an 10/11 Márta chun toradh na ballóide a phlé.



## Primary Posts Schedule/Sceideal poist ag an mbunleibhéal (Circular 07/03)

This table shows how many posts schools were entitled to before the moratorium

Number of Authorised Posts (incl principal)/ Líon na bpost ceadaithe (príomhoide san áireamh)	Principal/ Príomhoide	Deputy Principal/ Leas-phríomhoide	Assistant Principal Posts/ Poist mar phríomhoide cúnta	Special Duties Posts/ Poist um dhualgais speisialta
1	1	0	0	0
2	1	0	0	1
3	1	1	0	0
4	1	1	0	1
5	1	1	0	1
6	1	1	0	1
7	1	1	0	2
8	1	1	0	2
9	1	1	0	3
10	1	1	0	3
11	1	1	0	3
12	1	1	0	4
13	1	1	0	4
14	1	1	1	4
15	1	1	1	4
16	1	1	1	5
17	1	1	1	5
18	1	1	1	6
19	1	1	1	6
20	1	1	2	6
21	1	1	2	6
22	1	1	2	7
23	1	1	2	7
24	1	1	3	7
25	1	1	3	7
26	1	1	3	8
27	1	1	3	8
28	1	1	3	9
29	1	1	3	9
30	1	1	3	10
31	1	1	3	10
32	1	1	4	10
33	1	1	4	10
34	1	1	4	11
35	1	1	4	11
36	1	1	5	11
37	1	1	5	11
38	1	1	5	12
39	1	1	5	12
40	1	1	6	12
41	1	1	6	12
42	1	1	6	13
43	1	1	6	13
44	1	1	7	13
43	1	1	7	13

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Feabhra 2016

## Cuir deireadh leis an Moratóir - 'Vótáil Tá'

A Chomhghúinteoir,

Táimid ag scríobh chugat chun a áiteamh ort vótáil chun tacú le héileamh Chumann Múinteoirí Éireann gan comhoibriú le féin-mheastóireacht scoile.

Eagróidh CMÉ ballóid do bhaill an mhí seo maidir le treoir, a eiseoidh an LárChoiste Feidhmiúcháin, gan comhoibriú le féinmheastóireacht scoile. An cosc leanúnach ar phostanna freagrachta a líonadh agus ualach oibre mhúinteoirí is cúis leis an mballóid seo.

Lorgaíomar deireadh leis an gcosc seo ach freagra dearfach ní bhfuairéamar ón Roinn Oideachais go fóill.

Tá impleachtaí ag an gcosc leanúnach seo do gach duine.

- Más múinteoir tú gan post freagrachta níl deiseanna ardú céime agat.
- Más múinteoir le post freagrachta tú tá obair bhreise ar siúl agat mar gheall ar an gcosc.
- Más príomhoide tú tá iarracht á déanamh agat scoil a rith gan foireann iomlán bainistíochta scoile.

Is ar na cúiseanna sin atá Cumann Múinteoirí Éireann ag iarraidh ort tacú leis an ngníomhaíocht seo trí vóta 'Tá' a chaitheamh.

Cuireadh an cosc i bhfeidhm sa bhliain 2009 ach níl glacadh leis a thuilleadh. De bharr cailliúint na mílte post freagrachta, tá ualach dofhulaingthe ar scoileanna, tá deiseanna forbartha gairme teoranta ann do mhúinteoirí agus tá méadú ar ualach oibre i gcoitinne.

Tabharfaidh vóta dearfach 'Tá' an teachtaireacht sin don Roinn Oideachais.

In aineoinn go bhfuil cosc leanúnach i bhfeidhm tá sé beartaithe ag an Roinn cur le hualach oibre mhúinteoirí sa bhféin-mheastóireacht scoile.

Mar gheall ar an gcosc ar arduithe céime tá sé ag dul dian ar scoileanna plé le féin-mheastóireacht scoile mar atá, gan trácht ar chur leis an obair.

Tá brú oibre breise ar mhúinteoirí bunscoile de bharr méadú ar an bpáipéarachas agus an cosc leanúnach ar ardú céime.

Tá Cumann Múinteoirí Éireann ag éileamh ar an Roinn freagra dearfach a thabhairt ar ár n-éileamh deireadh a chur leis an gcosc ar phostanna freagrachta a líonadh agus ualach oibre mhúinteoirí a laghdú.

into   
Irish National Teachers' Organisation  
Cumann Múinteoirí Éireann

VÓTÁIL  
TÁ



**Caith do Vóta**  
**29 Feabhra –**  
**Márta 2016**

Tá eolas maidir leis na cruinnithe ballóide ar shuíomh gréasáin CMÉ

Is céim ar an mbóthar seo do vóta 'Tá'.  
Le gach dea-ghuí,



Sheila Nunan  
ArdRúnaí



Emma Dineen  
Uachtarán