



## TO BOARDS OF MANAGEMENT, PRINCIPAL TEACHERS AND TEACHING STAFF IN PRIMARY SCHOOLS

### Staffing arrangements in Primary Schools for the 2018/19 school year

#### Introduction

The purpose of this circular is to inform all primary school management and staff of the staffing arrangements for primary schools for the 2018/19 school year.

The allocation of teaching posts to schools is contingent on schools complying with the redeployment arrangements in place for the 2018/19 school year.

The redeployment of surplus permanent/CID holding teachers is the mechanism used to fill teaching posts and is key to the ability of the Department to manage within its payroll budget and ceiling on teacher numbers. **Boards of Management will not be permitted to commence a recruitment process to fill a teaching vacancy until the Department is satisfied that vacant positions are not required for the redeployment of any remaining surplus permanent/CID holding teachers.**

The key points to note are:

- All Special Education cluster posts remain in place for the 2018/19 school year
- **Friday, 23<sup>rd</sup> February 2018** is the key date for schools to:
  - Notify relevant Panel Operator of any permanent or fixed term vacancy
  - Return Main Redeployment Panel Application Form (Appendix E) for surplus permanent/CID holding teachers to the Department's Primary Teacher Allocations Section
  - Return "CID Declaration Form 18" (Appendix G) in respect of all teachers awarded a CID in or before the 2017/18 school year and a Main Panel Application Form, if applicable, to the Department's Primary Teacher Allocations Section
  - Submit completed Staffing Appeals Form (Appendix F) for the March meeting of the Primary Staffing Appeals Board to the Department's Primary Teacher Allocations Section
- The Main Redeployment Panels will be published at the end of March 2018 with a timeline up to mid-April for schools to appoint teachers from the panels to vacancies

## Contents of Circular

This circular is structured as follows and contains the following information:

- Section 1:** Staffing arrangements for the 2018/19 school year
- Section 2:** Background detail on the staffing arrangements for the 2018/19 school year
- Section 3:** Redeployment Arrangements for the 2018/19 school year
- Section 4:** Primary Staffing Appeals process for the 2018/19 school year
- Appendix A:** [Primary Staffing schedule tables for the 2018/19 school year](#)
- Appendix B:** [Enrolment thresholds for Administrative Principal and Administrative Deputy Principal post for the 2018/19 school year](#)
- Appendix C:** [Updated list of all schools showing the following allocations data for the 2018/19 school year](#)
- NCSE hours allocated to each school
  - Fulltime posts, shared posts (base schools) and part-time hours in each school under Special Education Teacher allocation
  - Permanent EAL allocation for schools with high concentration of pupils that require language support
- Appendix D:** [Form S.E.T.Cluster2018 - Notification of newly clustered Special Education Teacher posts for the 2018/19 school year on the basis of hours that were not clustered in 2017/18](#)
- Appendix E:** [Application Form for Permanent/CID Holding Teachers' Access to the Main Redeployment Panel for the 2018/19 school year - Main Redeployment Panel Application Form](#)
- Appendix F(a-g):** Application to the Primary Staffing Appeals Board 2018/19 School Year [Part A](#), [Part B](#), [Part C](#), [Part D](#), [Part E](#), [Part F](#), [Part G](#)
- Appendix G:** [“CID Declaration Form 18” in respect of all teachers awarded a CID in or before the 2017/18 school year](#)
- Appendix H:** [Form CIDApp \(18/19\) – Application for Department sanction for the award to a teacher of a Contract of Indefinite Duration \(CID\) in the 2018/19 school year under the terms of Circular 0023/2015](#)

## **Further information/FAQs**

Any additional information on the teacher allocation process and also regular updates on progress on clearing redeployment panels will be published on the Department's website.

The Department has also published an [FAQ \(Frequently Asked Questions\) document on Redeployment Arrangements at Primary Level for Surplus Permanent and CID Holding Teachers through the Main Panel](#) and an [FAQ document on Circular 0010/2018](#) Staffing Arrangements in Primary Schools for the 2018/19 School Year.

## **Queries**

If, after reading this circular and the related FAQ documents, you have queries in relation to the staffing allocation for your school, you may e-mail the queries to [primaryallocations@education.gov.ie](mailto:primaryallocations@education.gov.ie). Please include the school roll number and school name in the subject line with any email enquiry.

Paraic Joyce  
Principal Officer  
Teacher Allocations Section

February 2018

## Key Dates & Forms for Completion by Schools in relation to the Teacher Allocation and Redeployment Process 2018/19

Key action	Form To Be Completed and Returned to Primary Allocations	Date for action to be completed
<p>The staffing schedule enrolment tables at <b>Appendix A</b> enables schools to check their mainstream staffing levels for the 2018/19 school year.</p> <p>The enrolment thresholds in <b>Appendix B</b> enables schools to check if they are entitled to Administrative Principal and/or Administrative Deputy Principal status.</p>		Immediate
<p>Schools must notify their relevant Panel Operator (e.g. Diocesan Secretary, etc.) of any impending permanent and fixed term vacancy as a consequence of the staffing schedule or any other reason known at this stage. Teachers who plan to retire on or before 31 August 2018 should notify their Board of Management.</p>		Friday, 23 <sup>rd</sup> February 2018
<p>Subsequent permanent and fixed term vacancies must be notified by schools to their relevant Panel Operator (e.g. Diocesan Secretary etc.) within 5 working days of the vacancy becoming known to the Chairperson or Principal.</p>		Within 5 working days of vacancy becoming known to the Chairperson or Principal
<p><b>Appendix C</b> sets out the allocation of NCSE hours, the fulltime permanent posts in these hours, the shared posts (base schools), and part-time hours not clustered into fulltime posts.</p> <p>All Special Education cluster posts remain in place for the 2018/19 school year</p> <p>Schools can now (for the 2018/19 school year) cluster part-time S.E.T. hours into new fulltime permanent (25 hour) shared S.E.T. posts with neighbouring schools</p>	Appendix D: <a href="#">Form S.E.T. Cluster 2018</a>	Friday, 23 <sup>rd</sup> February 2018
<p>Schools that have surplus permanent/CID holding teachers should arrange for the completed Main Redeployment Panel Application Form(s) (MPF) to be returned to the Department's Primary Teacher Allocations Section.</p>	Appendix E: <a href="#">Form MPF</a>	Friday, 23 <sup>rd</sup> February 2018
<p>Schools must return a "CID Declaration Form 18" to the Primary Teacher Allocations Section notifying the Department of any teacher awarded a CID <b>in or before the 2017/18 school year</b> under the terms of Part A1 or A2 of Circular 0023/2015.</p>	Appendix G: <a href="#">CID Declaration Form 18</a>	Friday, 23 <sup>rd</sup> February 2018
<p>The Staffing Appeals Board will be holding its meetings in March, May and October. The first meeting will be held in March 2018. Applications for the March meeting must be submitted to Primary Allocations.</p>	Appendix F: Application to the Primary Staffing Appeals Board 2018/19 School Year	Friday, 23 <sup>rd</sup> February 2018
<p>The Department is aiming to have the redeployment panels published by end March 2018.</p>		End March 2018

Closing date for schools to submit their application for developing post(s) on the basis of their projected enrolments for September 2018.		Wednesday, 14 <sup>th</sup> March 2018
Schools with vacancies have until mid-April to fill their vacancies from the Main Redeployment Panels. Thereafter, Panel Officers will be appointed to facilitate the redeployment of surplus permanent/CID holding teachers.		Mid-April Date will be advised when redeployment panels are published
Schools must apply to Primary Teacher Allocations Section for Department sanction for any Contract of Indefinite Duration proposed to be awarded from the <b>commencement of the 2018/19 school year</b> under Part A1 or A2 of Circular 0023/2015.	Appendix H: <a href="#">Form CIDApp (18/19)</a>	Friday, 23 <sup>rd</sup> February 2018

## **Section 1**

### **Staffing arrangements for the 2018/19 school year**

The following are the main elements of the staffing arrangements that will operate in primary schools for the 2018/19 school year:

#### **1. Mainstream Classroom Teaching Posts**

Under the provisions of Budget 2018 there will be a one point improvement to the primary staffing schedule for the 2018/19 school year. The primary staffing schedule will operate on the basis of a general average of 1 classroom teacher for every 26 pupils. Lower thresholds apply for DEIS Band 1 schools.

The enrolment tables for the operation of the staffing schedule for the 2018/19 school year are listed at **Appendix A** of this Circular. This enables schools to now check their mainstream staffing levels for the 2018/19 school year.

The enrolment tables at Appendix A include the staffing schedules for DEIS Urban Band 1 schools.

Posts allocated on the basis of the staffing schedule are specifically for mainstream classes and should be deployed accordingly. School authorities are requested to ensure that the number of pupils in any class is kept as low as possible, taking all relevant contextual factors into account (e.g. classroom accommodation, fluctuating enrolment etc.). However, school authorities should, where possible, use their autonomy under the staffing schedule to implement smaller class sizes for junior classes. DEIS Urban Band 1 Vertical schools should implement the recommended 20:1 ratio at junior level and 24:1 at senior level.

Schools that have been contacted by Schools Capital Appraisal Section in relation to issues such as demographic growth in particular areas, appropriate Long Term Projected Staffing (LTPS), capacity of school buildings, etc, should manage their enrolments as advised.

#### **2. Administrative Principal and Administrative Deputy Principal**

The criteria for the appointment of Administrative Principal and Administrative Deputy Principal posts are based on pupil numbers.

The relevant enrolment thresholds are outlined in **Appendix B** of this Circular.

### 3. Developing School Criteria for the 2018/19 School Year

A developing school is defined as a school where the enrolment on 30 September 2018 is projected to exceed the enrolment on 30 September 2017:

- i) by a minimum numerical increase (as specified at (a) and (b) below)

and

- ii) by having a stipulated excess of 5 pupils above the required appointment figure

Where a school is expanding the number of intake classes which would generate a new stream, the school must have received prior approval for such expansion from both the school patron and from the Planning and Building Unit of the Department.

Schools that have been contacted by Schools Capital Appraisal Section in relation to issues such as demographic growth in particular areas, appropriate Long Term Projected Staffing (LTPS), capacity of school buildings, etc, should manage their enrolments as advised.

- (a) For primary schools with a staffing of Principal plus 6 Mainstream Class Teachers or fewer for the 2018/19 school year based on the staffing schedule, the minimum numerical increase in enrolment over the 30 September 2017 enrolment referred to at (i) above is 15 pupils. An average class size in excess of 26 pupils must also apply to such schools seeking a post under this criterion (see exceptions below). This is calculated by applying the number of mainstream posts anticipated for the 2018/19 school year (excluding developing post) to the number of pupils projected to be enrolled in September 2018.
- (b) For primary schools with a staffing of Principal plus 7 Mainstream Class Teachers or greater for the 2018/19 school year based on the staffing schedule, the minimum numerical increase in enrolment over the 30 September 2017 enrolment referred to at (i) above is 25 pupils.

Schools must qualify under both criteria at (i) and (ii) above and in the case of such schools, an additional permanent post(s) may be sanctioned provisionally pending the confirmation of the valid enrolment on 30 September 2018. The staffing will be adjusted in the light of the actual valid enrolments on 30 September 2018.

Confirmation of enrolments for staffing purposes should be done via the submission of the National School Annual Census through the Primary Online Database (POD). Schools with a provisionally approved post should ensure that their returns are completed as soon as possible after the census becomes available on 1<sup>st</sup> October 2018. Schools who have any difficulties completing the census return should contact the POD Helpdesk at [pod@education.gov.ie](mailto:pod@education.gov.ie).

## Two exceptions exist:

### 1. **Developing schools seeking the appointment of the 2nd mainstream class teacher (P+2)**

In such instances, schools projecting a minimum numerical increase on 30 September 2018 of 15 pupils in excess of 30 September 2017 enrolment are not required to meet either the stipulated excess number of 5 pupils on the appointment figure or the stipulated average class size. However, the minimum projected enrolment of 54 pupils must be achieved to secure a 2nd mainstream class teacher on developing school grounds for the 2018/19 school year.

### 2. **Schools seeking the appointment of more than one developing school post**

In such instances, schools must meet the requirement of the minimum numerical increase and the stipulated excess number of 5 pupils on the appointment figure for the first developing school post. In the case of each post sought thereafter, the stipulated excess number of 5 pupils on the appointment figure must be met.

Schools should submit a completed [application form for an additional teaching post\(s\) on developing grounds](#) to the Department's Primary Teacher Allocations Section, [primaryallocations@education.gov.ie](mailto:primaryallocations@education.gov.ie) on or before **Wednesday 14<sup>th</sup> March 2018**. While later applications will also be considered, schools are encouraged to have their applications sent to the Department's Primary Teacher Allocations Section by this date.

**Schools are reminded that in the context of seeking additional resources from the Department on developing school grounds it is very important that the projected enrolment is realistic.** The school's staffing will be adjusted downwards in light of projected enrolment not being achieved on 30 September 2018.

## 4. **Island Schools**

### **One Teacher Island Schools** (ie. Principal only)

As provided for in Budget 2017, where a primary school is the only school on the island, a second mainstream teacher was allocated to the school with effect from September 2017.

### **Three Teacher Island Schools** (ie. P+2)

In the event that a reduction in the pupil numbers of an island school will result in the loss of the third classroom post, the third post may be retained, subject to the total number of pupils in the school being 45 or above and the school being the only primary school on the island.

## 5. **Special Education Teacher Posts (S.E.T. Posts)**



The Special Education teaching allocation for each school was notified by the NCSE in March 2017.

**Appendix C** of this circular sets out the special education teaching allocation of hours as notified to each school by the NCSE.

These hours are shown as full-time posts (on the basis of 25 hours being equivalent to 1 teaching post), shared posts (base schools), and the balance of hours and minutes not in a cluster for each school.

Schools that are in an existing clustering arrangement (agreed for the 2017/18 school year) do not need to notify the Department as these clusters will remain in place for 2018/19.

Schools with part-time hours may enter into a cluster arrangement to achieve a full-time permanent post (25 hours) through sharing arrangements with other neighbouring school(s). The base school in the cluster should submit the Form S.E.T.Cluster2018 (**Appendix D**) to the Primary Allocations Section by **Friday 23<sup>rd</sup> February 2018**.

Following this school-led process, a Department led clustering process may be initiated for any remaining S.E.T. hours to facilitate the redeployment of any remaining surplus permanent teachers.

Schools are reminded that once a S.E.T. cluster has been established it will remain in place until the next review of the Special Education teaching allocation by the N.C.S.E.

#### **Status of S.E.T. Posts**

All full-time S.E.T. posts, both full-time in one school and base posts for S.E.T. clusters are permanent posts and should be filled in accordance with the redeployment arrangements.

Part-time hours remaining in a school that are not clustered into fulltime posts can only be filled in a temporary capacity.

#### **Amalgamated and newly established schools which open for the 2018/19 school year**

Schools that are newly established or newly amalgamated in the 2018/19 school year will have their Special Education allocation calculated by the N.C.S.E./Special Education Section of the Department.

## **6. Additional Allocations for Schools with High Concentrations of Pupils that require Language Support (EAL)**

The Special Education Teaching allocation model provides that all schools will have a basic allocation to assist pupils who have learning and literacy difficulties, including those arising from English as an Additional Language (EAL) needs.

Additional support is available for schools with high concentrations of pupils that require language support.

Schools that were allocated a permanent language support post(s) (EAL) in the 2017/18 school year will retain this post(s) for the 2018/19 school year. The relevant schools are listed at **Appendix C**.

The continued requirement for the permanent language support post(s) will be reviewed on a regular basis by the Department, having regard to enrolment trends and the number of pupils requiring language support.

**Appeal Process:**

See Section 4 for the appeal criterion for additional temporary language support post(s) provided on the basis of appeals to the Primary Staffing Appeals Board.

## **Section 2**

## **Background detail in relation to Staffing Arrangements for the 2018/19 school year**

### **1. Redeployment Arrangements**

**It is important for schools to note that while the main panel is in operation, permanent and fixed term teaching vacancies can only be filled from the relevant main redeployment panel.**

Boards of Management are not permitted to commence a recruitment process to fill a permanent or fixed term teaching vacancy in any other manner until the Department is satisfied that vacant positions are not required for the redeployment of any remaining surplus permanent/CID holding teachers on a main panel.

The timing of when teaching vacancies can be filled in any other manner will depend on how quickly surplus permanent/CID holding teachers are redeployed into vacancies. The Department will publish regular panel updates on its website which will inform schools and teachers of progress being made on the redeployment of surplus permanent/CID holding teachers.

### **2. Filling a permanent vacancy through the Main Redeployment Panel**

Schools have the option of using a website, i.e., [www.educationposts.ie](http://www.educationposts.ie) or [www.staffroom.ie](http://www.staffroom.ie) as a means of engaging with the Main Redeployment Panel. This can be done by the school using the website as a means to invite teachers on the relevant Main Redeployment Panel to express an interest in a permanent post. See FAQ document on Redeployment Arrangements at Primary Level for Surplus Permanent & CID Holding Teachers – Q 6.3.2.

**It remains the case however that all teachers on the main panel must be redeployed before permission is given to fill remaining permanent posts in any other manner or to fill any fixed term teaching vacancies.**

### **Deputy Principal Appointments**

Circular 0063/2017 “Leadership and Management in Primary Schools” provides for the appointment of Deputy Principal Posts by open competition for schools with 18 classroom teachers or more in the 2018/19 school year. Such schools with Deputy Principal vacancies for the 2018/19 school year should advertise the post as soon as the vacancy becomes known to the school. If the Deputy Principal is appointed from within the existing school staff, the resultant vacancy must be filled through the published redeployment arrangements. If the Deputy Principal vacancy is filled through external appointment, no vacancy arises for the Panel.

Circular 0063/2017 allows that where no internal applicant applies for the Deputy Principal post in schools with less than 18 classroom teachers, the school may proceed to fill the post through open competition. In this situation, no vacancy arises for the Panel. The Deputy Principal post must be advertised through open competition, so as to avoid overstaffing.

### **3. CIDs under the terms of [Circular 0023/2015](#)**

#### **(i) Teachers awarded a CID in or before the 2017/18 school year**

A school must complete and return the “CID Declaration Form 18” (Appendix G) to Primary Teacher Allocations Section on or before **Friday, 23<sup>rd</sup> February 2018** for each teacher with a CID awarded under the terms of Part A1 or A2 of Circular 0023/2015.

Schools should note that a CID holder remains in their own school as long as there is a vacancy, either permanent or fixed-term available for him/her in the school.

In the event that there is no post available and the CID holder is the most junior surplus permanent/CID holding teacher in the school, a Main Panel Application Form should also be completed and returned to the Department.

#### **(ii) Teachers due to be awarded a CID from the commencement of the 2018/19 school year**

Schools are required to apply for Department sanction for the award of a CID in respect of a teacher who is deemed eligible to be awarded a CID for the first time or a CID for additional hours from the commencement of the 2018/19 school year. Circular 0023/2015 sets out the eligibility requirements for a CID.

Schools should note that it is permissible to use a permanent post which is available in the school for the 2018/19 school year as the viable post required for the CID.

Application should be made on **Appendix H** - Form CIDApp(18/19).

Return completed forms to Primary Teacher Allocations Section by **Friday, 23<sup>rd</sup> February 2018**.

**(iii) Position of a teacher who has been awarded a part-time CID prior to the 2018/19 school year**

If the school wish to combine the part-time allocation into a full-time S.E.T. cluster post with that school as the base school, the part-time CID holder may take up the full-time S.E.T. cluster post.

#### **4. Filling a Provisionally Approved Post**

Certain posts will be allocated to schools on a provisional basis, and will not be confirmed for the 2018/19 school year until the school confirms that it has achieved projected enrolment for 30<sup>th</sup> September 2018. These posts are:

- a permanent developing school post
- a permanent post approved under the staffing appeals criterion for small schools
- a permanent post approved under the staffing appeals criterion for alleviating some of the pressure on class sizes at infants level for primary schools that make a significant contribution by absorbing demographic growth
- a temporary post approved under the staffing appeals criterion for EAL support

**The only circumstance in which the permanent posts listed above can be filled on a permanent basis from 1<sup>st</sup> September 2018 is if the post is being filled by a permanent/CID holding teacher in the school who is due to be redeployed through the Main Panel but is being retained in one of the posts above. A surplus permanent teacher in the school may opt to defer his/her panel rights to take up a temporary EAL post allocated to the school by the Primary Staffing Appeals Board. If the required enrolment is not achieved, the teacher will be placed back on the Main Panel.**

The permanent posts should not be filled on a permanent basis by teachers on the Supplementary Panel unless notified that the post is not required for the redeployment of a permanent/CID holding teacher.

Otherwise, schools that are given provisional approval for one of the teaching posts above may only fill these post(s) on a temporary basis up to **Friday, 26<sup>th</sup> October 2018**.

As early as possible in October, the Department will inform the relevant schools whether this vacancy is required to facilitate the redeployment of a surplus permanent/CID holding teacher on the Main Panel. If the post is required for the redeployment of a teacher, the fixed-term contract must cease on Friday, 26<sup>th</sup> October 2018. It is important that this arrangement is reflected in the terms of the fixed-term contract.

If the post is not required for the redeployment of a surplus permanent teacher, it can be filled at that stage in the following manner:

- Where teachers remain on the Supplementary Panel in the school's panel area, the teacher must be appointed from the Supplementary Panel by the first working day of November.
- Where the Supplementary Panel is clear in the school's panel area, the school will be given permission to proceed to open advertising.

- The latest date for filling a permanent post on a permanent basis is Monday 5 November 2018. Thereafter, a permanent post may be filled only on a fixed term basis unless the appointee is a permanent/CID holding teacher from the Main Panel.

It is important to note that schools cannot commence the advertising and recruitment process for these vacancies until the Department has given permission to do so.

These arrangements do not apply to Principal posts which will continue to be filled in the normal manner on a permanent basis.

## **5. Valid Enrolments**

The number of mainstream class teachers appropriate to a school for the 2018/19 school year is determined by reference to the school's valid enrolment on 30 September 2017. The schedule of enrolment of pupils required for the appointment and retention of mainstream class teachers for the 2018/19 school year is attached at Appendix A.

Only pupils who were **validly** enrolled on 30 September 2017 are taken into account for the purpose of determining staff numbers. In this regard the terms of Department Circulars 24/02 - Determination of Valid Enrolment in Primary Schools - and 32/03 – Retention of Pupils in Primary Schools - must be adhered to. Schools are reminded that a child must not be allowed to attend or be enrolled in a primary school before the fourth anniversary of his/her birth.

Pupils retained on the school register on 30 September for the purpose of compliance with the Education and Welfare Act, 2000 should not be counted towards valid enrolment for the purpose of determining staff numbers.

It is important to note that valid enrolments are only those pupils that are enrolled on 30 September and who are expected at that stage to continue to be enrolled in the school for the duration of the school year. If there are any short-term enrolments in the school (including pupils from another country that are temporarily enrolled to help improve their standard of English or where it is known that pupils will transfer to another school shortly after 30 September) these pupils cannot be included in the enrolment return from the school.

Boards of Management and Principal Teachers are reminded about the importance of ensuring the accuracy of enrolment returns to the Department. They have a responsibility to immediately notify the Department of any error or irregularity in their enrolment returns. The Department's standard policy for cases that involve any deliberate overstatement of enrolments is to refer them to An Garda Síochána.

## Section 3

### Redeployment Arrangements for the 2018/19 school year

The detailed redeployment arrangements are set out in **FAQ** format on the Department website.

The redeployment arrangements involve the following:

#### 1. Redeployment process for permanent/CID holding teachers

- (i) Each main panel is created for surplus permanent/CID holding teachers in order to ensure that vacancies are offered in the first instance to these teachers.

It is envisaged that the main panels will be published at the end of March 2018. The latest date by which schools must have filled their vacancies from the main panel will be advised at that stage. Thereafter, Panel Officers will be appointed to facilitate the redeployment of any remaining surplus permanent/CID holding teachers.

- (ii) Teaching vacancies must be filled within this timeframe by permanent/CID holding teachers on a main panel in the following order of priority:

- a. Permanent vacancies within the panel area (e.g. diocese)
- b. Specified-purpose vacancies and fixed-term vacancies within the panel area (e.g. diocese) that are for the duration of the full school year or are sanctioned on or before the first working day of November and are for the duration of the remainder of the school year.  
In situations where a teacher has been redeployed to a temporary vacancy in a neighbouring school and a permanent post subsequently becomes available in the teacher's panel area, the Department reserves the right to redeploy the teacher into the permanent post.

- (iii) Surplus permanent/CID holding teachers may opt to accept a post outside the 45km radius and this can help reduce the requirement for the operation of the contingency arrangements set out at No. 2 and No. 3 below.

#### 2. Inter-diocesan redeployment

Where the arrangements outlined at No. 1 above do not bring about the redeployment of all surplus permanent/CID holding teachers on a diocesan panel, all posts remaining vacant in schools in adjoining dioceses must be available to those teachers, with the filling of those post(s) to be achieved through inter-diocesan co-operation on a fixed-term basis.

### **3. Redeployment arrangements for any residual surplus permanent/CID holding teachers**

If, following the processes outlined at 1 & 2 above, there are any residual surplus permanent/CID holding teachers, additional arrangements will be required to facilitate their redeployment into vacancies in schools.

These additional arrangements will be used only in those cases where no viable alternative options are available for the redeployment of the remaining surplus permanent/CID holding teachers. The precise arrangements to be used will be determined on a case by case basis in discussions with the relevant education partners and the relevant Patron. The following principles will be used for the operation of these arrangements:

- (i) In the first instance the position will be examined on whether any flexibility in the Haddington Road Agreement 2014-2016 in relation to the 45km radius for redeployment can be appropriately applied as a means of redeploying the surplus permanent/CID holding teacher to a school of the same patronage.
- (ii) In the second instance the scope for the redeployment of the surplus permanent/CID holding teacher to be achieved on an elective basis will be examined through the teacher applying to be placed on a panel of a different patronage. It will be a matter for the relevant Patron to consent to this application.
- (iii) If no other viable option is available then a temporary assignment to a vacancy in a school of a different type of patronage will be made. This temporary assignment will be for the duration of the relevant school year. Any teacher on a temporary assignment in this manner will retain their existing panel rights for the relevant redeployment panel for their original school. Such teachers will not acquire panel rights in respect of the redeployment panel associated with the school of temporary assignment. These teachers will be required to adhere to the requirements of the Board of Management in relation to its obligation to uphold the ethos of the school, consistent with law.

The Department's approach in relation to the operation of the residual arrangements outlined will be to seek agreement through consensus. In this regard there will be on-going consultation with all the relevant stakeholders in relation to the operation of the redeployment process.



## Section 4

### Primary Staffing Appeals Board

#### 1. Arrangements for 2018/19 School Year

The Primary Staffing Appeals Board, which operates independently of the Minister and the Department, will review appeals for the 2018/19 school year. The appeals criteria are set out at 4 below.

The first meeting of the Primary Staffing Appeals Board to deal with appeals for the 2018/19 school year will be held in March 2018. Further meetings will be held in May and October 2018.

The closing dates for submission of staffing appeals for the first meeting of the Primary Staffing Appeals Board is **Friday, 23<sup>rd</sup> February 2018**.

The closing dates for submission of staffing appeals and dates of future meetings will be posted on the Department website in due course.

**Please note that closing dates will be strictly adhered to and accordingly, appeals received after a particular closing date will not be considered by the Board at that meeting.**

Appeals must be submitted to Primary Teacher Allocations Section, Department of Education and Skills, Cornamaddy, Athlone, Co. Westmeath, on the standard application form, clearly stating the criterion under which the appeal is being made. Please mark the envelope “Staffing Appeals”.

The standard application form is available at **Appendix F(a) – F(g)**.

The DEIS status of a school will be taken into account in any appeal application.

#### 2. Ombudsman

In light of amendments to the Ombudsman Act 2012, any school taking the view that the Primary Staffing Appeals Board has not applied the appeals criteria fairly to its appeal may submit a complaint to the Ombudsman.

The role of the Ombudsman in relation to any appeal is to review that the Appeal Board dealt with it fairly and in accordance with the appeals criteria. It is not therefore an avenue for schools to seek additional resources.

The Office of the Ombudsman can be contacted at [www.ombudsman.gov.ie](http://www.ombudsman.gov.ie)

### **3. A Board of Management may appeal only once in a particular case**

The Appeals Board's adjudication will be regarded as a final determination in relation to the post(s) and no further applications to the Appeals Board in respect of the 2018/19 school year shall be considered **unless there is change in the circumstances of the school e.g. additional enrolments.**

### **4. Appeals Criteria**

The Appeals Board may determine that a departure from the staffing schedule is necessary in the circumstances outlined at (a) to (g) below:

#### **a) Exceptional accommodation difficulty**

Where a departure from the staffing schedule is requested to meet exceptional accommodation difficulties. The school must demonstrate to the Board's satisfaction why an additional teaching post is warranted to meet the exceptional accommodation difficulty.

#### **b) October 2017 enrolment**

Where the Appeals Board is satisfied, on the basis of verifiable evidence, that the required pupil numbers were enrolled in September\* or October 2017, but due to circumstances outside the control of the school were not enrolled on the 30 September 2017. However, for staffing purposes, a pupil can be included in the enrolment of only one school in any school year\*\*.

\*A pupil who leaves the school before 30 September and does not return to the school in the school year will not be eligible for consideration under this criterion.

\*\* In the event that the school in which the pupil was enrolled on 30 September can verify that the pupil did not need to be counted for the appointment or retention of a teacher in that school, the Appeals Board will consider allowing the pupil to be counted as part of the enrolment for staffing purposes in the school to which s/he has transferred.

#### **c) Developing Post based on additional enrolments after 30 September 2018**

This criterion applies only to those schools provisionally sanctioned for a developing post(s) which did not reach sufficient enrolments on 30 September 2018 to retain the post. As this criterion relates to verification of actual enrolment on 30 September 2018, the Appeals Board can only consider appeals under this criterion at the October Appeals Board meeting.

Where the Board considers that, in relation to the granting of a post under the developing school criterion, the projected pupil numbers required to retain the post were enrolled or

are likely to be enrolled by the last day of term in December 2018, but due to circumstances outside the control of the school were not enrolled as expected on 30 September 2018. Enrolment forms/letters from parents confirming the expected date of enrolment of the pupils must be provided with the appeal.

A post allocated by the Appeals Board under this criterion will be sanctioned on a provisional basis subject to confirmation of the required enrolment being achieved by the last day of term in December 2018. As with Criterion B, a pupil can be included in the enrolment of just one school in any school year.

In the event that the school in which the pupil was enrolled on 30 September 2018 can verify that the pupil did not need to be counted for the appointment or retention of a teacher in that school, the Appeals Board will consider allowing the pupil to be counted as part of the enrolment for staffing purposes in the school to which s/he has transferred. Where the pupil(s) was not enrolled in a school in Ireland on 30 September 2018, a letter from the parents confirming this must be provided with the appeal.

#### **d) EAL support**

Where at least 20% of the total enrolment of the school is made up of pupils that require EAL (English as an additional language) support (pupils with less than B1 (Level 3) proficiency), the Board of Management can lodge an appeal for a review of the proposed allocation for pupils requiring EAL support.

Having considered the circumstances outlined by the school and having regard to the high number of pupils requiring EAL support, additional post(s) may be approved to meet the educational needs of such pupils. In considering the level of EAL support in the school, the Appeals Board will consider those pupils in the school with less than B1 (Level 3) proficiency that have received less than 3 years EAL support.

Schools should note that decisions by the Board, based on projected enrolments of EAL pupils, are subject to review after confirmation of 30 September 2018 enrolment. The decision may be revised if projected enrolments do not materialise.

Schools sharing the same campus can make a joint application to the Appeals Board for an EAL post based on the combined EAL enrolment in both schools.

#### **e) Small schools**

As part of Budget 2012 measures, the pupil thresholds in small schools were increased. This appeals criterion is applicable to these schools and they may submit an appeal in the following circumstances:

1. Where a school with four classroom teachers or less which is **losing** a classroom post for the 2018/19 school year provides supported evidence that the enrolment will increase sufficiently by 30 September 2018 to retain the post for the subsequent school year (i.e. the 2019/20 school year) the Appeals Board can allow the school to retain the mainstream classroom post (MCT).

- A threshold of 17 pupils applies for the retention of the existing 2<sup>nd</sup> MCT (i.e. P + 1).
- A threshold of 51 pupils will apply for the retention of the existing 3<sup>rd</sup> MCT (i.e. P+ 2).
- A threshold of 81 pupils will apply for the retention of the existing 4<sup>th</sup> MCT (i.e. P + 3).
- A threshold of 15 pupils applies for the retention of the 2<sup>nd</sup> MCT (i.e. P + 1) for those schools situated 8km or more from the nearest school of the same type of patronage/language of instruction.
- A threshold of 15 pupils applies for the retention of the 2<sup>nd</sup> MCT (i.e. P + 1) where there will be at least 6 class groupings taught in the school in the 2018/19 school year.

Or

2. Where a school with three classroom teachers or less is not gaining a mainstream classroom post for the 2018/19 school year but can provide evidence that the enrolment will increase sufficiently by 30 September 2018 to gain the additional classroom post for the subsequent school year (i.e. the 2019/20 school year), assuming no change in the staffing schedule the Appeals Board can allow the school to gain a post for the 2018/19 school year.

- A threshold of 18 pupils applies for the appointment of the 2<sup>nd</sup> MCT (i.e. P+1).
- A threshold of 54 pupils will apply for the appointment of the 3<sup>rd</sup> MCT (i.e. P +2).
- A threshold of 84 pupils will apply for the appointment of the 4<sup>th</sup> MCT (i.e. P + 3).
- A threshold of 15 pupils applies for the appointment of the 2<sup>nd</sup> MCT (i.e. P + 1) for those schools situated 8km or more from the nearest school of the same type of patronage/language of instruction.
- A threshold of 15 pupils applies for the appointment of the 2<sup>nd</sup> MCT (i.e. P + 1) where there will be at least 6 class groupings taught in the school in the 2018/19 school year.

**f) School losing 3 or more posts**

If a school is losing 3 or more permanent posts, an application can be made to the Staffing Appeals Board with a view to seeking to have a portion of the loss in posts deferred to the 2019/20 school year on the basis that it is impacting in a particularly adverse manner on a school's overall allocation.

**g) Alleviating some of the pressure on class sizes at infants level for schools that make a significant contribution by absorbing demographic growth**

This appeals criteria is targeted at schools that are not gaining an additional teaching post under the developing schools criteria but nevertheless make a significant contribution to the provision of school places which assists the response to demographic growth within their area and as a result are under significant pressure on their class sizes at infants'

level. A key indicator in relation to these schools is a significant increase in junior infants' enrolments.

It is envisaged that these schools will typically be in areas of significant population growth. Each school should note that if it is expanding the number of intake classes which would generate a new stream, the school must have received prior approval for such expansion from both the School Patron and from the Planning and Building Unit of the Department.

Schools that meet the four criteria listed below may submit an appeal to the Appeals Board for an additional teaching post for the 2018/19 school year.

The four criteria to enable an appeal to be submitted are as follows:

1. The school is projecting, on a realistic basis, an increase in its overall enrolments for 30 September 2018 and the level of the projected increase:
  - a) is sufficient for the school to gain an additional teaching post for the 2019/20 school year (assuming no change in the staffing schedule)
  - b) is insufficient for the school to gain an additional teaching post for the 2018/19 school year under the Developing School Criteria
2. The school had an increase in its overall enrolments in each of the last 2 school years (2017/18 and 2016/17)
3. The school enrolled a minimum of 30 junior infants on 30 September 2016 and the number of junior infants enrolled has increased each year since.
4. That as a result of the increasing enrolment of junior infants, the school is under significant pressure on its class sizes at infants level (junior and/or senior infants).

Each application to the Appeals Board will be considered on its merits. The Appeals Board will assess whether, in its opinion, the school is deploying all of its mainstream classroom teachers in an appropriate manner. The Appeals Board will prioritise those schools that, in its opinion, are under greatest pressure on their class sizes at infants' level as a result of their increasing enrolments of junior infants. Any posts granted by the Appeals Board will be allocated on a provisional basis pending confirmation of actual enrolments on 30 September 2018.

## **5. Accuracy of Enrolment Information Submitted as Part of Appeals to the Primary Staffing Appeals Board**

Boards of Management and Principal Teachers are reminded about the importance of ensuring the accuracy of enrolment information submitted to the Primary Staffing Appeals Board. The Department's standard policy for cases that involve any deliberate overstatement of enrolments for the purposes of obtaining any additional resources from the Department is to refer these cases to An Garda Síochána.