

Curriculum change, investment in education to dominate Convention 2021

Curriculum change, investment in second-level schools, and teachers' working conditions are the key issues for debate at this year's ASTI Annual Convention.

The 99th ASTI Annual Convention will be held remotely on April 6th and 7th 2021. Approximately 500 delegates from all over the country will attend this online event.

Senior Cycle

Change to the Senior Cycle will dominate the Education Policy Session of Convention. In 2019, the ASTI commissioned research that concluded that significant Senior Cycle change is not tenable over the next few years due to lack of capacity at school level, uncertainty about the outcomes of the Framework for Junior Cycle, a deterioration in teachers' working conditions, and other factors. This year's Annual Convention includes a motion that the ASTI demand a full review of the implementation of the Junior Cycle Framework before any further changes are proposed/ implemented at Senior Cycle. Another motion emphasises the need for depth of treatment in future Leaving Certificate specifications.

Investment

Ireland's poor record for investment in second-level education will also be highlighted. One motion calls on the ASTI to adopt a policy of a maximum class size of 24 students for general subjects and 20 for practical subjects. The resourcing of special needs education will also feature with a call for training for subject teachers as well as other supports.

Entry to teaching

The treatment of recently qualified teachers is another key topic, with motions calling for minimum-hours contracts and payment for student teachers carrying out teaching work.

Other motions on teachers' working conditions cover pensions, posts of responsibility, voluntary re-deployment, and supervision and substitution.

The motions for Convention 2021 are on pages 6-11.

KEY EVENTS

The 99th Annual ASTI Convention will be held remotely on 6th and 7th April, 2021.

Tuesday 6th April

- Election of President and Vice-President 2021/2022
- President's Address
- Debate on motions

Wednesday 7th April

- General Secretary's Report
- Debate on motions



Watch ASTI President's Address Live

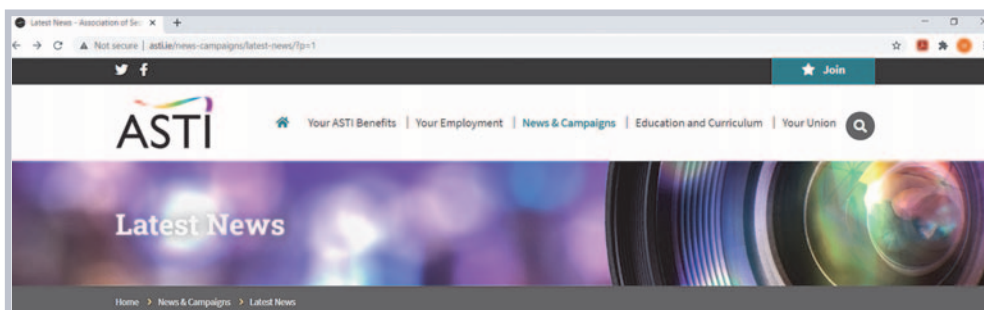
The ASTI President's Convention Address will be live on the ASTI website, www.asti.ie at **4.25 p.m.** approximately on **Tuesday 6th April**. Keep up with Convention debates as they happen by following us on

Facebook (<https://www.facebook.com/astiteachers/>) and

Twitter (@astionion). The Twitter hashtag is #ASTI2021.



ANN PIGGOTT
ASTI President



Update your email and access new benefits

A new members' area of the ASTI website will launch in 2021. Members will be able to register for a ASTI MyUnion web account and access additional benefits via the website such as direct email links to their Head Office contacts/ elected representatives and a sick leave calculator. Once registered, members can update their contact details at any time, and can opt to receive a range of ASTI publications by email rather than hard copy. To register for an account, your email address must match the one we have for you on our members' database. If you do not currently receive regular emails from ASTI Head Office, this may be because we do not have your email address, or because the one we have is no longer in use. Update your email address in time for the launch of ASTI MyUnion by emailing updateinfo@asti.ie.

GOT A QUERY?

You can contact ASTI Head Office at any time through the ASTI website:
<http://www.asti.ie/contact-us/>

Or by emailing any of the following departments:

Leave and Teaching Council Queries leavequeries@asti.ie

Accounts and Medical Benefits accounts@asti.ie

Membership/Recruitment membership@asti.ie

Substitute Placement Service substitute@asti.ie

ASTIR Magazine astir@asti.ie

Each school is allocated an industrial relations official, who is based in Head Office, to represent and advise ASTI members in that school. Check <http://www.asti.ie/contact-us/> to find out which official is responsible for your school.

General queries can be emailed to info@asti.ie

Members' FAQs

The ASTI website FAQs section is regularly updated to reflect the current concerns of members. Recent FAQs cover all aspects of the Leaving Cert 2021 and the re-opening of schools.

Visit www.asti.ie



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Facebook and

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CANDIDATE FOR PRESIDENT

EAMON DENNEHY

Nominating branches:

Carbery	Carlow	Cork North
Desmond	Dublin North 1	Dublin North East
Dublin North West	Dublin South 1	Dublin South 2
Dublin South Central	Dublin South West	Drogheda Sean Higgins
Dungarvan	East Cork	East Mayo
Fermoy	Fingal	Galway
Iar-thuaisceart	Kildare	Kilkenny
Laois	Limerick South	Longford
Mullingar	Nenagh	New Ross
Stillorgan	Tuam	West Limerick
West Mayo	Wexford Tony Boland	Wicklow

The term of office for the next ASTI President is
August 1st 2021 to July 31st 2022.



EAMON DENNEHY

CANDIDATES FOR VICE-PRESIDENT

MIRIAM DUGGAN

Nominating branches:

Carbery	Carlow	Cavan
Carrick-on-Shannon	Cork North	Cork South Paddy Mulcahy
Desmond	Dublin North 1	Dublin North East
Dublin North West	Dublin South 1	Dublin South 2
Dublin South Central	Dublin South West	Dungarvan
East Mayo	Enniscorthy	Fingal
Iar-thuaisceart	Kildare	Laois
New Ross	Tuam	Waterford
Wexford Tony Boland		



MIRIAM DUGGAN

*(See candidate profile on
page 4)*

GERALDINE O'BRIEN

Nominating branches:

Clare	East Cork	Fermoy
Kerry	Kilkenny	Limerick South
Limerick North	Longford	Mullingar
Navan	Nenagh	Roscrea
Stillorgan	Tipperary	Tullamore
Wicklow		



GERALDINE O'BRIEN

*(See candidate profile on
page 5)*

PROFILE OF CANDIDATE FOR VICE-PRESIDENT

MIRIAM DUGGAN

BECAUSE TEACHERS MATTER...

Priorities

I believe the classroom teacher must be at the heart of all ASTI policy and, as Vice-President, my priorities would include:

- **Restoration of Pay Equality** – this injustice must be righted;
- **Working Conditions** – we must address initiative overload, increased S&S demands, ever-growing bureaucracy, a safe and healthy working environment, poor discipline procedures in schools, Croke Park hours and the extra work they generate;
- **Curricular issues** - the professional voice of teachers must lead any change to Senior Cycle; it is essential that external assessment and high standards be retained; Junior Cycle and its implementation must be fully evaluated prior to Senior Cycle change;
- **Posts of Responsibility** – a proper promotion system requires more posts, a marking system that reflects teachers' broad experience in education and a fairer appeal structure;
- **The Student and Parent Charter** excludes teachers and must be replaced by a Schools Charter acknowledging the rights and responsibilities of all stakeholders in education;
- **Pensions** – we must seek a single pension scheme in order to address lesser pensions for post-2013 entrants and we must staunchly defend pension parity;
- **Restoration of monies lost to members** due to unfair imposition of FEMPI legislation;
- **Working with other unions** to address the assaults on our pay and working conditions.

ASTI Experience

An active member of the ASTI since the 1980s, my involvement has included the following:

- School Steward
- ASTI Board of Management Representative/Chairperson
- Dublin North 1 Branch Organiser, Secretary, Chairperson
- Regional Organiser
- Member of CEC
- Member of Standing Committee (2014-2020)
- Member of Finance Committee
- Member of ASTIR Editorial Board
- Member of ASTI Equality Committee
- Member of ASTI Community and Comprehensive Advisory Committee
- Member of ASTI Safety, Health and Welfare Committee
- Member of Steering Committee
- ASTI representative on POR Appeals Committee
- ASTI representative for English on NCCA Course Committee
- ASTI representative for SPHE on NCCA Subject Development Committee
- ASTI delegate to ICTU Biennial Conference (2013, 2015, 2017, 2019)
- ASTI delegate to ICTU Women's Conference (2016, 2018)
- ASTI delegate to ICTU Summer School
- National Cheque signatory/scrutineer

As Vice-President, I would serve our members' welfare by being a strong advocate for teachers, promoting respect for our work and fairness in our workplace.

Bhéinn an-bhuíoch as ucht do vóta ar son Leas-Uachtarán ASTI.



MIRIAM DUGGAN

**ASTI Vice-Presidential
Candidate 2021/22**

**Living in Malahide and
working in Rosmini
Community School,
Dublin 9**

**Teaching English,
SPHE, RE**

**B.Rel. Sc. (Hons),
NUI, Maynooth**

**M. Ed. (Leadership and
Management), OU.**

PROFILE OF CANDIDATE FOR VICE-PRESIDENT

GERALDINE O'BRIEN

Personal Profile

- Secondary Education: Drumkeerin, Co. Leitrim, Ursuline, Sligo
- Third Level: St. Angela's College of Education, Sligo, Trinity College Dublin
- Adapted the Intel Teach to the Future Manual for the Irish Curriculum
- Presenter at National and International Conferences
- Lectured in two modules, supervised and graded students studying for the M. Ed. in UL
- Member of Kilkee Golf Club, Doonbeg GAA Club

Priorities

- **Equal Pay for Equal work** – 3 pay agreements failed to address restoration of equal pay. Another strategy must be deployed;
- **Junior Cycle** – no changes to Senior Cycle until the Junior Cycle has been fully implemented and evaluated with teacher input;
- **Senior Cycle** – independent external assessment by the SEC to protect standards;
- **Syllabi/Specifications** – must include depth of treatment and teacher guidelines;
- **Teachers' Safety, Health and Welfare** – I will highlight the need to support the safety, health and welfare of the classroom teacher. During the Covid-19 pandemic, it is imperative that the school environment must be safe for teachers;
- **Inclusive Education** – adequate CPD and a reduction in class size for teachers whose mainstream classes include special needs students;
- **Pension Parity** – to protect pensions and maintain pension parity;
- **Teachers' Charter** – teachers have a right to a Schools Charter which incorporates Professional Status, Professional Development, Professional Learning Environment, and Personal Rights in Society;
- **Reform of Post Structure** – clear and transparent marking system for the awarding of posts, and the grounds for appeal need to be broadened

If you elect me as your Vice-President, I will be a voice for classroom teachers.

Union Experience

- School Steward: dual union school
- Clare Branch Chair, Vice-Chair, Secretary, Equality Officer, Branch Organiser
- Delegate to Annual Convention; ICTU Biennial Conference, and ICTU Women's Conference
- Experience dealing with the Department of Education and VEC during an amalgamation and advising other members in schools on related issues
- Member of Central Executive Committee (CEC); CEC Appeals Sub-Committee; Community and Comprehensive Advisory Committee (current chair); Safety, Health and Welfare Committee
- Standing Committee (SC) rep. for Region 4
- Member of SC Finance Committee; SC sub-committees for SEN inclusion, Junior Cycle implementation, and Senior Cycle reform
- ASTI National Cheque Signatory/Scrutineer
- ASTI rep. for IT and Computer Science on NCCA course committee; NCCA Subject Development Committee for LC Computer Science



GERALDINE O'BRIEN

ASTI Vice-Presidential
Candidate 2021/22

Living in Doonbeg and
teaching in St. Joseph's
Community College, Co.
Clare

M.A. (University of
Limerick)

H. Dip. Learning Support
(St. Angela's College)

Teaching Home
Economics, Computing,
CSPE, SPHE, and PLC

CONVENTION MOTIONS 2021

LEAVING CERTIFICATE

MOTION 77 - Leaving Certificate Subject Specifications

That the ASTI demand that the NCCA include depth of treatment and range of subject knowledge, in the design template of all future Leaving Certificate Specifications, including those currently under development. **(Clare)**

JUNIOR CYCLE

MOTION 81 - Review of Junior Cycle Framework Implementation

That the ASTI demand an assurance that a full and comprehensive review of the implementation of the Junior Cycle framework be undertaken and published by an independent educational body prior to any further changes being proposed and/or implemented at Senior Cycle. **(Dublin South Central, Galway, Mullingar)**

SENIOR CYCLE

MOTION 79 - Co-operation with changes to Senior Cycle

That the ASTI refuse to cooperate with any further changes to Senior Cycle until a full and comprehensive report on the new Junior Cycle is compiled, completed and fully discussed in joint meetings involving the DES, SEC, NCCA, TUI and ASTI. **(Cork South Paddy Mulcahy) (Requires ballot)**

Amendment

That motion 79 be amended with the insertion of the word longitudinal between the words comprehensive & report. The motion will then read:

That the ASTI refuse to co-operate with any further changes to the Senior Cycle, until a full and comprehensive longitudinal report on the new Junior Cycle is compiled, completed and fully discussed in joint meetings involving the DES, SEC, NCCA, TUI and ASTI. **(Fingal)**

CLASS SIZE

MOTION 27 - Class Size

That the ASTI adopt a policy of maximum class size of 24 students for general subjects and a maximum class size of 20 students for all practical subjects. **(Wexford Tony Boland)**

PAYMENT FOR STUDENT TEACHERS

MOTION 12 - Student teachers' payment

That, in keeping with the practice in other professions, the ASTI seek to negotiate payment for teaching work carried out by student teachers during their Postgraduate Master of Education course. **(Stillorgan)**

Amendment

Amend motion 12 by addition after the words " Postgraduate Masters of Education course" the following "and seek to work with student unions and other relevant stakeholders in furtherance of this aim"

The motion will then read:

That, in keeping with the practice in other professions, the ASTI seek to negotiate payment for teaching work carried out by student teachers during their Postgraduate Master of Education course and seek to work with student unions and other relevant stakeholders in furtherance of this aim. **(Dublin South 1)**

SLAR MEETINGS

MOTION 5 - Substitution for attendance at SLAR meetings

That the ASTI negotiate with the Department of Education for the provision of full substitution cover for teachers attending SLAR meetings. **(Dublin South Central)**

CONTRACTS

MOTION 26 - Casualisation of the teaching profession

To combat the increased casualisation of the teaching profession, that contracts for all parttime and newly qualified teachers should be for a minimum of 12 hours and 40 minutes. **(Kildare)**

CONVENTION MOTIONS 2021

MOTION 17 - Posts of Responsibility

That the ASTI seek an immediate review of the current selection criteria for appointments to posts of responsibility, with a view to the reinstatement of seniority and experience as major determinants of suitability for appointment.

(Dublin North West, Galway)

POSTS OF RESPONSIBILITY

MOTION 23 - Superannuation

That ASTI negotiate restoration of the pension scheme for all teachers to pre-2004 levels in the interest of equality. **(Dublin North West)**

PENSIONS

MOTION 24 - Redeployment

That a committee be formed to survey ASTI members regarding commuting, geographical proximity to their place of work and opportunities for redeployment. The results of this survey to be used to support a demand to the DES for implementation of a nationwide voluntary redeployment scheme. **(Fermoy)**

REDEPLOYMENT

MOTION 44 - Supervision and Substitution

That the ASTI negotiate with the Department of Education and Skills an annual opt-out from the Supervision and Substitution scheme to be available to all teachers after 15 years' service. **(Tullamore, Mullingar)**

S&S SCHEME

MOTION 45 - Supervision and Substitution

That the ASTI negotiate with the Department of Education and Skills an opt-in or opt-out from the Supervision and Substitution scheme on an annual basis.

(Wexford Tony Boland, Kildare, Galway)

S&S SCHEME

MOTION 65 - Special Educational Needs

That, in the light of the introduction of the new Special Educational Needs (SEN) model, the ASTI approach the Department of Education, with a view to providing adequate and meaningful training for all teachers without delay. **(Stillorgan)**

SEN

MOTION - ASTI Rules and Constitution

Rule 110

- (a) A special committee, to be responsible to Standing Committee, shall be elected and known as the Equal Opportunities Committee; Equal Opportunities shall be deemed to refer to issues in relation to gender, marital status, sexual orientation, age, religious belief, ethnic or national origin, the traveller community or disability.
- (b) The Committee shall consist of the President, President-elect, where applicable, and Vice-President for the time being and nine members duly elected at Annual Convention every second year.

RULES & CONSTITUTION

CONVENTION MOTIONS 2021

- (c) The Equal Opportunities Committee shall advise Standing Committee on such equal opportunities matters:
 - (i) as are remitted to it by Standing Committee, or
 - (ii) on such other equal opportunity issues as the Committee itself wishes to investigate.
- (d) The Committee shall remain in office for two years, shall meet not less than three and not more than seven times a year and members shall be eligible for re-election.
- (e) In the event of a vacancy arising for an elected member during the period of office of the Committee the vacancy shall be filled by election at the next CEC meeting or Annual Convention, whichever is the earlier.
- (f) The Committee shall meet within one month from the conclusion of Convention each year. At this meeting the Committee shall elect one of its members as Chairperson. The Chairperson shall hold office for one year and shall be eligible for re-election but shall not hold office for more than four years consecutively.
- (g) The Committee shall submit an annual report to Convention which will be published in the Convention Handbook, after that report has been submitted to and approved by Standing Committee.
- (h) All activities of the Committee involving expenditure shall be subject to the approval of Standing Committee.

Amend Rule 110 as follows:

By deletion of the words Equal Opportunities Committee after the words "A special committee, to be responsible to Standing Committee, shall be elected and known as the" in paragraph (a)

By insertion of the word Equality Committee after the words "A special committee, to be responsible to Standing Committee, shall be elected and known as the" in paragraph (a)

By deletion of the words Equal Opportunities after the semi colon in paragraph (a)

By insertion of the words Equality after the semi-colon in paragraph (a)

By insertion of the words "or any other matter related to equality as might be assigned to the committee by Standing Committee." After the words "the traveller community, or disability." in paragraph (a)

By deletion of the words Equal Opportunities Committee after the words (c) The

By insertion of the word Equality Committee after the letter (c) The

By deletion of the words equal opportunity after the words "(ii) on such other" in paragraph (c)

By insertion of the word "equality" after the words "(ii) on such other" in paragraph (c)

Rule 110 shall then read as follows:

- (a) A special committee, to be responsible to Standing Committee, shall be elected and known as the Equality Committee; Equality shall be deemed to refer to issues in relation to gender, marital status, sexual orientation, age, religious belief, ethnic or national origin, the traveller community, or disability, or any other matter related to equality as might be assigned to the committee by Standing Committee.
- (b) The Committee shall consist of the President, President-elect, where applicable and Vice-President for the time being and nine members duly elected at Annual Convention every second year.
- (c) The Equality Committee shall advise Standing Committee on such equal opportunities matters:
 - (i) as are remitted to it by Standing Committee, or
 - (ii) on such other equality issues as the Committee itself wishes to investigate.

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- (d) The Committee shall remain in office for two years, shall meet not less than three and not more than seven times a year and members shall be eligible for re-election.
- (e) In the event of a vacancy arising for an elected member during the period of office of the Committee the vacancy shall be filled by election at the next CEC meeting or Annual Convention, whichever is the earlier.
- (f) The Committee shall meet within one month from the conclusion of Convention each year. At this meeting the Committee shall elect one of its members as Chairperson. The Chairperson shall hold office for one year and shall be eligible for re-election but shall not hold office for more than four years consecutively.
- (g) The Committee shall submit an annual report to Convention which will be published in the Convention Handbook, after that report has been submitted to and approved by Standing Committee.
- (h) All activities of the Committee involving expenditure shall be subject to the approval of Standing Committee.

If passed, this motion would require as a consequence changes to rule 108 as follows:

Amend Rule 108 as follows:

- (i) By deletion of the words "Equal Opportunity Committee" after the words "Education Committee and".
- (ii) By insertion of the words Equality Committee after the words "Education Committee and".

Rule 108 shall then read as follows:

With the exception of the President and Vice-President, no member may serve on more than one of the following committees namely, Standing Committee, Education Committee and Equality Committee, during a concurrent term of office.

(Standing Committee)

MOTION - ASTI Rules and Constitution

Rule 4

4. The objects of the Association shall be:

- (a) To regulate the relations between members and their employers and between members and Local Authorities and Government Departments;
- (b) to promote post-primary education in Ireland and to co-operate with kindred organisations for that purpose;
- (c) to unite and organise those categories of teachers eligible for membership and to promote their interests and to improve their conditions of employment;
- (d) to safeguard the interests of the post-primary teaching profession by maintaining a suitable system of registration;
- (e) to secure for members adequate salaries with regular increments, adequate pension schemes, reasonable fixity of tenure, and an impartial Appeal Board;
- (f) to obtain direct representation on such educational boards, committees, and other public bodies as the Association may approve;
- (g) to act as a scholastic bureau in the interests of its members;
- (h) to advise and assist individual members of the Association in professional matters;
- (i) to foster among members a sense of professional honour and esprit de corps;

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- (j) to purchase, take on lease or in exchange, to hire, or otherwise acquire in the names of the trustees, any real and personal property and any rights or privileges which the Convention may think necessary or convenient for the attainment of the objects of the Association and to see, improve, manage, develop, exchange, lease, mortgage, dispose of, turn to account, or otherwise deal with all or any part or parts of the said real and personal property and rights of the Association;
- (k) to establish and administer a fund or funds for the purpose of providing assistance to members or their dependents;
- l) to publish and produce a periodic journal;
- (m) to guarantee, up to such limits as shall be determined by the CEC from time to time, housing loans sought by members from any bank, building society, or any other financial institution approved by the CEC;
- (n) to represent, as a trade union concerned with education, the views of the membership on questions relating to education both in Ireland and outside Ireland, and to take such action as Convention considers to be appropriate in furthering those views;
- (o) to represent the views of the membership as trade unionists in Ireland;
- (p) to affiliate to any trade union group which Convention or CEC determines to be of advantage to the Association in the pursuit of its objectives, and to support the policies of any such group insofar as those policies do not conflict with these rules or the policy of the Association;
- (q) to encourage the promotion and development of ASTI Credit Union.

Amend Rule 4 as follows:

By insertion of the words "(r) to promote equality in education and in society as a whole." Immediately after the words "(q) to encourage the promotion and development of ASTI Credit Union."

Rule 4 shall then read as follows:

RULE 4

4. The objects of the Association shall be:

- (a) To regulate the relations between members and their employers and between members and Local Authorities and Government Departments;
- (b) to promote post-primary education in Ireland and to co-operate with kindred organisations for that purpose;
- (c) to unite and organise those categories of teachers eligible for membership and to promote their interests and to improve their conditions of employment;
- (d) to safeguard the interests of the post-primary teaching profession by maintaining a suitable system of registration; (e) to secure for members adequate salaries with regular increments, adequate pension schemes, reasonable fixity of tenure, and an impartial Appeal Board;
- (f) to obtain direct representation on such educational boards, committees, and other public bodies as the Association may approve;
- (g) to act as a scholastic bureau in the interests of its members;
- (h) to advise and assist individual members of the Association in professional matters;
- (i) to foster among members a sense of professional honour and esprit de corps;
- (j) to purchase, take on lease or in exchange, to hire, or otherwise acquire in the names

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of the trustees, any real and personal property and any rights or privileges which the Convention may think necessary or convenient for the attainment of the objects of the Association and to see, improve, manage, develop, exchange, lease, mortgage, dispose of, turn to account, or otherwise deal with all or any part or parts of the said real and personal property and rights of the Association;

- (k) to establish and administer a fund or funds for the purpose of providing assistance to members or their dependents;
- (l) to publish and produce a periodic journal;
- (m) to guarantee, up to such limits as shall be determined by the CEC from time to time, housing loans sought by members from any bank, building society, or any other financial institution approved by the CEC;
- (n) to represent, as a trade union concerned with education, the views of the membership on questions relating to education both in Ireland and outside Ireland, and to take such action as Convention considers to be appropriate in furthering those views;
- (o) to represent the views of the membership as trade unionists in Ireland;
- (p) to affiliate to any trade union group which Convention or CEC determines to be of advantage to the Association in the pursuit of its objectives, and to support the policies of any such group insofar as those policies do not conflict with these rules or the policy of the Association;
- (q) to encourage the promotion and development of ASTI Credit Union;
- (r) to promote equality in education and in society as a whole.

(Standing Committee)



ASTI Convention 2020



PÁDRAIG MURPHY
Honorary Treasurer

Committees for Election at Convention 2021

Election and nomination arrangements will be forwarded to members of Annual Convention.

**To be elected by all members of Convention
(Branch Delegates and CEC members):**

Education Committee	9 (Nominations Closed)
Equal Opportunities Committee	9 (7 Nominees have been received and deemed elected, vacancies will be dealt with at the next CEC meeting)
Non-Permanent Teachers Committee	6 (Nominations Closed)
Trustees	3
Steering Committee	5
Investment Committee	4
Rules Committee	5
Safety Health and Welfare Committee	6
Sickness Benefit Committee	6
Pensions Sub-Committee	5

There was only one nomination received for Honorary Treasurer and Pádraig Murphy has been deemed elected.

Survey Monkey will be used. Link will be sent out after Convention webinar to all delegates/ CEC members who attended (week beginning April 12th).

Election and nomination arrangements will be forwarded to members of CEC.

To be elected by CEC members only:

Honorary National Organiser	1
Benevolent Fund Committee	3
Awards Committee	3
Business of CEC Sub-Committee	3
CEC Appeal Sub-Committee	5
Regional Organisers	18

Survey Monkey will be used. Link will be sent out at the end of May CEC online meeting to all delegates/ CEC members who attended.