

Junior Cycle, education cuts, pay to dominate Convention

Annual Convention 2015 – Key issues this year

Junior Cycle and reversing the worst of the education cuts, including cuts to teachers' pay and the diminishing of their terms and conditions, are the key themes of this year's Annual Convention.

Two key motions will address new teachers' pay.

Budget 2011 slashed new teachers' pay by 10%. In addition, most allowances above the basic salary were abolished for new beneficiaries from 2012. While the teacher unions advanced the issue of new teachers' pay during the Haddington Road Agreement discussions, inequalities continue to exist.

A motion proposed by four ASTI branches states:

That in the interests of equality for all its members, the ASTI demands the restoration of the pre 2011 common basic scale for all teachers.

A related motion demands that the ASTI seek the reinstatement of qualification allowances for all post 2011 entrants.

A motion calling for the abolition of the public service pension levy will be debated on the first day of Annual Convention (Tuesday, April 7th). This pension levy has had the effect of reducing teachers' pay by approximately 7.5%.

Education cutbacks

Cutbacks to guidance counselling provision and posts of responsibility have had a damaging impact on student wellbeing services in schools. An ASTI survey in 2013 found that seven in 10 second-level schools have reduced one-to-one guidance counselling for students. In addition many schools' pastoral care services have been significantly reduced due to the moratorium on posts of responsibility.

Terms and conditions

Other motions reflect the increased demands on teachers at a time of greatly diminished resources in schools.

A full list of this year's Annual Convention motions can be found on pages 7 & 8.

Junior Cycle

Developments in relation to Junior Cycle will dominate the first day of Convention. This will include a full report on the ASTI's Junior Cycle campaign. The ASTI President Philip Irwin will also outline his position on Junior Cycle in his address to Convention on Tuesday afternoon.

News from Convention

This year's Annual Convention will be held in the Killarney Convention Centre, Killarney, Co. Kerry, from 7th-9th April, 2015. As well as attracting media coverage, reports from Convention will be available at www.asti.ie and on Facebook and Twitter.

Watch ASTI President's Address Live

The ASTI President's Convention Address will be streamed live on the ASTI website at 4.20 pm on Tuesday, April 7th. Keep up with Convention debates as they happen by following us on Facebook and Twitter etc.



Máire G. Ní Chiarba

Candidate for President

KEY EVENTS

Tuesday 7 April

- Election of President and Vice President 2015-2016
- Address by ASTI President
- Debate on Motions
- Election of Honorary Treasurer

Wednesday 8 April

- General Secretary's report
- Debate on motions

Thursday 9 April

- Debate on motions

Convention 2015

Convention 2015 will be held in Co. Kerry from Tuesday 7 April – Thursday 9 April. More than 500 delegates will attend the event in the Killarney Convention Centre, Killarney, Co. Kerry.

Each year delegates elect a new ASTI President and Vice-President. This year's candidates are:

Candidate for President

MÁIRE G. NÍ CHIARBA

Nominating branches:

Athlone, Bray, Carbery, Carlow, Cork North, Cork South Paddy Mulcahy, Desmond, Donegal, Drogheda Sean Higgins, Dublin North 1, Dublin North East, Dublin North West, Dublin South 1, Dublin South 2, Dublin South Central, Dublin South County, Dublin South West, Dungarvan, East Mayo, Fermoy, Fingal, Galway, Iar Thuaisceart Thir Chonaill, Kerry, Kildare, Kilkenny, Laois, Limerick North, Limerick South, Longford, Mullingar, Nenagh, New Ross, Roscrea, Sligo, Stillorgan, Tipperary, Tuam, Waterford, West Limerick, West Waterford, Wexford Tony Boland, Wicklow.

Candidates for Vice-President

ED BYRNE

Nominating Branches

Athlone, Carbery, Cork North, Cork South Paddy Mulcahy, Dublin North 1, Dublin North East, Dublin North West, Dublin South 1, Dublin South Central, Dublin South West, Dungarvan, Fermoy, Fingal, Tuam, West Waterford

NEIL CURRAN

Nominating Branches

Desmond, Donegal, East Mayo, Iar Thuaisceart Thir Chonaill, Sligo, West Limerick

FINTAN O'MAHONY

Nominating Branches

Bray, Carlow, Drogheda Sean Higgins, Dundalk, Enniscorthy, Kilkenny, Mullingar, New Ross, Roscrea, Stillorgan, Tipperary, Waterford

SEÁN O'NEILL

Nominating Branches

Dublin South 2, Dublin South County

PROFILES OF THE CANDIDATES FOR VICE-PRESIDENT

Ed Byrne

Personal Profile

- I am married to Carol and we have one adult daughter. Although a native of Dublin, I have lived in Ratoath Co. Meath for the past thirteen years.
- *Primary Education:* St. Agnes National School and Scoil Colm C.B.S., Armagh Road, Crumlin, Dublin 12.
- *Secondary Education:* Meanscoil Naomh Colm C.B.S., Captains Road, Crumlin, Dublin 12.
- *Third Level Education:* Trinity College Dublin, Degree and Higher Diploma in Education.
- I am currently teaching Geography and Business Studies in Coláiste Choilm, Dublin Road, Swords, Co. Dublin.
- I previously taught in Meanscoil Naomh Colm, Crumlin, Dublin 12 and in Marian College, Ballsbridge, Dublin 4.
- Former Chairperson and Treasurer of Trinity College Dublin Mature Students' Society.
- Active member of Coiste na Reiteoirí, Átha Cliath.
- Member for over twenty years of Naomh Eanna GAA (Crumlin), sadly now disbanded.
- Founding member of Kimmage-Crumlin Community Association Youth Club.
- Distribution Manager, Demesne Records (Handi- Pak Ltd) Dublin 7 for eleven years.

ASTI Experience

- I joined the ASTI on commencing teaching and am a past member of the MPGWU.
- I served my current school Coláiste Choilm, as School Steward for eight years, two years prior to being made permanent.
- I have served the Fingal Branch as Vice Chairperson, Secretary, Annual Convention Delegate, CEC Rep, and for the past five years as Chairperson.
- I have served the ASTI nationally for the past six years as Standing Committee Rep for Region 17 while also serving on the Finance Committee for the last three of those years.
- I have been a member of a number of sub-committees, currently the Branch Review Committee convened at last year's Convention.

Priorities

- To maintain our Campaign for a complete externally assessed State certified Junior Cycle.
- Strongly campaign for a return to a Single Salary Scale for ALL teachers.
- Progress the setting up of the non-permanent teacher panel as stated in the Haddington Road Agreement.
- To promote a proper sustainable entry route for newly qualified teachers.
- Vigorously campaign for a sick leave scheme that is negotiated by the Unions with an emphasis not just on the letter of the law, but also on its spirit and justice.
- To hold a strong position in the next round of pay talks, with an emphasis on regaining lost salary - without conceding any further productivity.
- To put an end to the unjust Public Service Pension Levy.
- To support and promote the health and wellbeing of teachers and to highlight the problems of indiscipline in the class room.

Teachers continuously gave, with and without their permission, a great deal during the recent crisis. It is time that we got our rightful Pay and Conditions returned!

If elected, I will be a strong and persistent voice for All teachers, in our fight to regain everything that has been conceded in the past number of years.



Ed Byrne

Candidate for Vice-President



Neil Curran

Candidate for Vice-President

PROFILES OF THE CANDIDATES FOR VICE-PRESIDENT

Neil Curran

Personal Profile

- Born in Glenties, Co. Donegal.
- Primary education – St. Conal's Boys N.S. Glenties.
- Secondary education – St. Columba's Comprehensive School, Glenties (First of the Donogh O'Malley free education generation).
- Third level education – University College Dublin.
- 2011 Masters in Education(Mentoring New Teachers) UCD.
- Teaching Geography and History in St. Columba's College, Stranorlar, Co. Donegal since 1977.
- Also taught Maths, CSPE, PE, Technical Graphics, Computers.
- Assistant Principal-Junior Cert Year Head.
- Staff representative on B.O.M. of St. Columba's College, Stranorlar since early 1990's.
- Served 3 terms on B.O.M. of Stranorlar Vocational School.
- Member of B.O.M. of Donegal Education Centre.
- Facilitator for the National Induction Programme for Teachers delivering courses to newly qualified teachers in the North West.

ASTI Experience

- Joined ASTI on first day teaching in 1977.
- School steward in St. Columba's College for many years.
- Served Donegal Branch as Chairperson, PRO, Treasurer, Branch Organiser and Convention Delegate.
- Branch co-ordinator of the campaign against government education cuts culminating in the march to the ASTI/TUI/INTO Rally in Croke Park Dec. 1985.
- Member of CEC for over 20 years.
- Served as Regional Organiser for Region 1.
- Served as ASTI National Convenor for Environmental and Social Studies.
- Current ASTI National Convenor for Leaving Cert. Geography.
- Represented Donegal Branch on CEC for over 20 years.
- In 3rd term as Standing Committee representative for Region 1.

Priorities

- New JCA must be 100% externally assessed.
- National campaign to highlight and deal with the growing problem of indiscipline in schools.
- Encourage co-operation at local level with TUI members on issues common to all second level teachers.
- A review of the increasing workload being put on classroom teachers by the introduction of new technology in schools ie Eportal, VSware etc.
- That the job specification for the appointment of the new General Secretary must include a requirement that candidates have served as a second level teacher within a specified time period.
- That postal ballots be replaced by a school based ballot.
- Restoration of the single salary pay scale for teachers.
- Review of the use of Croke Park hours to include more of the voluntary work done by teachers in schools.

PROFILES OF THE CANDIDATES FOR VICE-PRESIDENT

Fintan O'Mahony

Personal Profile

- I was born and raised in Clonmel, Co. Tipperary and attended St Mary's CBS and the High School CBS, graduating from UCD with a BA (Hons) in English and History followed by a HDip in Education.
- I began teaching English, History and Drama in Scoil Mhuire, Carrick-on-Suir in 1993 and have been there ever since.
- For many years I examined History at Junior and Leaving Certificate.
- I am a member of both the HTAI and INOTE, speaking recently at the HTAI Conference on the use of social media in the classroom.
- I'm married with three daughters aged 8, 6 and 2.

ASTI Profile

- I joined the ASTI during my HDip year in St David's Artane in 1992 while still a student.
- I have served as School Steward in Scoil Mhuire since 1999, as Waterford Branch Secretary from 2003 to 2011 and as Region 8 Organiser from 2009 to 2012.
- I was elected a member of Standing Committee for Region 8 in 2011.
- I am ASTI English Convenor and am a member of NCCA Subject Specification Committee and well as the Leaving Cert English Texts Committee.
- I was selected by Standing Committee to be a Member of ICTU's 1913 Schools Committee and was elected at Convention to Rules Committee in 2008.

When you vote for me

You will get a representative who:

- Proposed the ballot for strike action on Junior Cycle reform which CEC approved and members overwhelmingly endorsed.
- Repeatedly spoke at NCCA meetings about the danger of introducing English with school based assessment, without CPD and without resources for schools.
- Made the case repeatedly for prioritising the restoration of New Entrants' pay.
- Spoke out at Convention about Career Guidance cuts.
- Proposed that Standing Committee formulate a policy on the restoration of promotional posts .
- Is an active, public voice for teachers in print, on radio and on television.
- Believes the voice of the classroom teacher needs to be restored in our union.
- Wants to reconnect with ASTI members in schools by promoting school visits.
- Maintains that a union with ideas would be a stronger union.
- Will voice our discontent when necessary, but channel it into action.
- Will work to make the ASTI an accountable, inclusive and progressive union.



Fintan O'Mahony

Candidate for Vice-President



Seán O'Neill

Candidate for Vice-President

PROFILES OF THE CANDIDATES FOR VICE-PRESIDENT

Seán O'Neill

Personal Profile

- Born in Drumcondra, Dublin.
- Educated at Saint Vincent's Primary and Secondary Schools, Glasnevin, Dublin 11.
- Emigrated to the UK, as like many other people I was unable to find work in Ireland.
- I remained in the UK for eleven years.
- Active member of the following trade unions in the UK: Communication Workers Union, National Union of Students and National Union of Teachers.
- Studied at Saint Martin's College, Lancaster. Graduated from Lancaster University, UK: BA (Hons) and a Post Graduated Certificate in Education.
- English Teacher and Year Head at St Laurence College, Loughlinstown, Dublin.
- Living in Finglas, Dublin. Married to Ashley, a Secondary School Teacher and we have a baby son.

ASTI Experience

- Member since 2000. Former member of Fingal Branch (1999 – 2000) and member of Dublin South County Branch (2000 – present).
- Chairperson, Dublin South County Branch, 2005 – 2009.
- Branch Secretary, Dublin South County Branch, 2009 – present.
- Held other Branch positions in Dublin South County, including Treasurer.
- Served as School Steward at St Laurence College, Loughlinstown, Dublin.
- Member of CEC since 2004.
- Former member of the Business of CEC Committee.
- Elected to Standing Committee for Region 13 in 2009.
- ASTI representative to Youth Connect programme in 2011.
- ASTI Cheque signatory.
- Standing Committee Nominee to the ASTIR Editorial Board.

Priorities

The ASTI needs to:

- prepare to restore working conditions and cuts in take home pay at the end of the Haddington Road Agreement 2016.
- campaign against many aspects of the recent major changes in public sector sick pay arrangements.
- work to highlight and campaign against the recent erosion of pension provision particularly the move from final salary to average earning based pensions.
- counteract education cuts.
- provide a voice against education reforms which are detrimental to our students and the teaching profession.
- address the concerns of teachers over the role, function and cost of The Teaching Council.
- remain steadfast on assessment and state certification of the Junior Cycle framework. The validity of short courses must also be addressed.
- be pro-active in highlighting the issue of discipline in our schools and supporting our members.

CONVENTION MOTIONS 2015

CROKE PARK HOURS – MOTION 24

In light of the recent economic recovery the ASTI demand that the Croke Park hours be rescinded.

(Desmond)

5 CROKE PARK HOURS – MOTION 23

That the ASTI negotiates with the Department of Education and Skills that the 5 Individual Croke Park hours becomes an entitlement of all teachers in all schools and not subject to management decision in individual schools as is currently the case.

(Tuam)

PENSION LEVY – MOTION 2

That the Public Service Pension Levy be removed.

(Fermoy)

POSTS OF RESPONSIBILITY DUTIES – MOTION 14 – COMPOSITE MOTION

That the ASTI issue a directive to members not to undertake Post of Responsibility duties unless pensionably remunerated for this work.

(Wicklow, Dublin South County)

Steering Committee note: As this motion involves industrial action it will require a ballot of members.

SICK LEAVE – MOTION 39

That the ASTI demand a reversal of the current sick leave arrangements introduced in July 2014.

(Fingal)

SUPERVISION AND SUBSTITUTION OPTION – MOTION 27 – COMPOSITE MOTION

That the ASTI negotiate with the Department of Education and Skills that the Supervision and Substitution scheme would become optional for teachers giving them the right to opt in or to opt out.

(Cork South Paddy Mulcahy, Sligo, Fingal, Dublin South 1, East Mayo)

SUPERVISION AND SUBSTITUTION ANNUAL OPTION – MOTION 28

That the ASTI demand that all teachers have the right to opt in or out of Supervision and Substitution on an annual basis.

(Dublin South Central)

COMMON BASIC SCALE – MOTION 6 – COMPOSITE MOTION

That in the interests of equality for all its members, the ASTI demand the restoration of the pre 2011 common basic scale for all teachers.

(Navan, Dublin South Central, Mullingar, Dublin North East)

QUALIFICATIONS ALLOWANCES – MOTION 8 – COMPOSITE MOTION

That the ASTI, in negotiations with the Department of Education & Skills, seek the reinstatement of qualifications allowances for all post 2011 entrants to the teaching profession.

(Wexford Tony Boland, Fingal)

POSTS OF RESPONSIBILITY MORATORIUM – MOTION 11 – COMPOSITE MOTION

In the light of the changed economic circumstances and economic growth, this Convention calls on the Department of Education and Skills to lift the moratorium on Posts of Responsibility and to restore the number of AP and SDT posts to the pre 2008 level.

(Carlow, Galway, Dublin South County)

POSTS OF RESPONSIBILITY STRUCTURE – MOTION 10

That the ASTI actively resist any changes in the post structure referred to in the JMB/ACCS document "A Proposal for Management Structures for Post Primary Schools" and continues to campaign for the reinstatement of the post structure.

(Dundalk)

EX-QUOTA GUIDANCE – MOTION 41 – COMPOSITE MOTION

That the ASTI prioritise student welfare and work for the restoration of the ex-quota Guidance and Counselling allocation in schools and colleges to ensure compliance with Section 9 (c) of the Education Act 1998.

(Nenagh, Carbery)

Committees for Election 2015 at Annual Convention

Education Committee

9 members

Equal Opportunities Committee

9 members

Steering Committee

5 members

Rules Committee

5 members

Investment Committee

4 members

Safety, Health and Welfare Committee

6 members

Trustees

3 members

Convention 2015 will also elect:

ASTI President

ASTI Vice President

ASTI Honorary Treasurer

Convention Dinner:

The Convention Dinner will take place on Tuesday April 7, in the Brehon Hotel, Killarney.

The cost of a Banquet ticket is normally €48, but if your Branch reserves a table of 10 before Friday March 20th, it will cost you only €380 – a saving of €100. If your Branch wishes to join with another Branch for a table, please book under one Branch's name by emailing info@asti.ie, reference 'Annual Convention Dinner'.

Payments for reserved tables must reach the ASTI Accounts Department on or before Friday March 27th, 2015.

A limited number of tickets will also be on sale from 2.30 pm – 3.30 pm in the Convention Lobby, Killarney Convention Centre on Tuesday 7th April at a cost of €48.00. Book early to avoid disappointment.

ASSESSMENT FOR STATE CERTIFICATION – MOTION 60

That the ASTI refuses to co-operate with any school based assessment for State Certification.

(Cork South Paddy Mulcahy)

PREGNANCY RELATED ILLNESS – MOTION 36

That the ASTI negotiate that all pregnancy related illnesses be recognised as such and not be considered as part of the general Sick Leave Scheme.

(Stillorgan)

CONTINUOUS PROFESSIONAL DEVELOPMENT – MOTION 56

That the ASTI demands that any DES or Teaching Council CPD is conducted during school hours.

(Carbery)

GENERAL SECRETARY – MOTION 88

Rule 135: Delete the words "The General Secretary shall be appointed by the CEC." and replace them with the words "The General Secretary shall be elected by a plebiscite by all members of the Association." Rule 135 would then read: "The General Secretary shall be elected by a plebiscite of all members of the Association. A written contract of employment shall be made between the ASTI and the General Secretary setting forth the conditions of the General Secretary's employment and the duties which the General Secretary shall perform. The remuneration of the General Secretary shall be fixed by the CEC. The CEC and, when the CEC is not in session, Standing Committee shall have the power to discipline the General Secretary, including the power to suspend, impose sanctions and dismiss. The procedures to be followed in relation to any such disciplinary action shall be as specified in any contract of employment with the General Secretary."

Rule 112: Immediately before the words "the Immediate Past President", delete the words "the General Secretary and". Add a new sentence: "The General Secretary shall be elected in accordance with Rule 135." The amended Rule 112 would then read: "The Association shall have the following Officers: President, Vice-President, President Elect (from the end of Annual Convention to July 31st) and immediate Past President (from August 1st to the end of Annual Convention), General Secretary and Honorary Treasurer. All the officers, with the exception of the General Secretary, shall be honorary positions and with the exception of the Immediate Past President, the holders thereof shall be elected from year to year in accordance with these Rules. The General Secretary shall be elected in accordance with Rule 135."

(Dublin North East)

UNITY WITH TUI – MOTION 78

That the ASTI open discussions with the TUI with a view to forming one single union to represent secondary teachers.

(Dublin North East)

TEACHING COUNCIL SECTION 31 – MOTION 51

That the ASTI negotiate that any legal expenses incurred by teachers involved in procedures under Section 31 of the Education Act be funded by the Teaching Council.

(Carbery)

SPECIAL CONVENTION – COMPOSITE MOTION – MOTION 85

That this Convention request the President to convene a Special Convention to deal with the rule changes that were on the agenda for the Special Convention on the 14 and 15 November 2014, but not dealt with; that those proposed rule changes that are time bound be appropriately amended by Standing Committee and that this Convention be held on a date or dates in 2015.

(Dublin South County, Clare, Dublin South 2, Dundalk, Stillorgan, Enniscorthy)

Amendment

By addition after the first semi colon the following, "that the President consult with the Rules Committee when setting the agenda for the Special Convention;"

(Waterford)

SCHOOL BASED BALLOTS – MOTION 65

That the ASTI should consider the feasibility of introducing school based ballots.

(Carlow)