

Convention 2023 – Senior Cycle change, workload, quality education

The Minister for Education's plan for Senior Cycle, as announced in March 2022, will dominate ASTI Annual Convention 2023.

The lack of consultation with teacher unions prior to the Minister's announcement, the proposal to move English and Gaeilge Paper 1 to the end of 5th year, and new arrangements for music practicals and modern language / Gaeilge orals, will be discussed by Convention delegates.

Other key issues for ASTI delegates this year are teacher workload, working hours, class size, and health and safety in the workplace.

Senior Cycle

Minister for Education Norma Foley published 'Equity and Excellence for All' in March 2022. In response, the ASTI began an internal consultation process with members on the Minister's proposals in autumn 2022. This consultation process has included discussions at branch meetings and the holding of a special Central Executive Council meeting to develop policy responses to the Minister's proposals.

Motion 43, the most popular Convention motion amongst branches, calls on the ASTI to demand that all future subject specifications include a detailed syllabus – which embeds depth of treatment – and comprehensive guidelines for teachers. The motion states that sample exam papers and marking schemes must also be made available. Another motion proposes that the ASTI establish a special committee to develop a set of proposals for the Senior Cycle as an alternative to the Minister's proposals.

A number of Convention motions will highlight teachers' concerns regarding the Minister's announcement that students entering 5th year this September will sit Paper 1 in English and Gaeilge at the end of 5th year. Other motions warn against holding oral and practical exams during students' Easter break. Delegates are also likely to reaffirm the ASTI's longstanding policy that State exams continue to be externally assessed.

Workload

Teacher workload will also feature strongly at Convention 2023. Motions on class size, additional hours worked by teachers, the need for reduced teaching time for post holders, and the impact of supervision and substitution duties on teachers' working life, will be debated.

Students' experience of education will be discussed during debates on the Framework for Junior Cycle, class size, and resources for students with special education needs. Important motions on teachers' sick leave arrangements and the need for miscarriage leave will also be taken.



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ASTI LGBTQI+ Group Event

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MIRIAM DUGGAN

ASTI President's Address to
Convention – see page 2

Senior Cycle will dominate Convention 2023. For the latest news on the ASTI's Senior Cycle campaign visit -

www.asti.ie/news-campaigns/campaigns/seniorcycleredevelopment/

Visit www.asti.ie for updates on Convention 2023



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KEY EVENTS

The 101st Annual ASTI Convention will be held from 11th to 13th April, 2023.

Tuesday 11th April

- Election of President and Vice-President 2023/2024
- President's Address
- Minister's Address
- Guest Speaker's Address
- Debate on Motions

Wednesday 12th April

- General Secretary's Report
- Debate on Motions
- ASTI LGBTQI+ Group Event

Thursday 13th April

- Global Solidarity Event
- 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 **4.25p.m.** approximately on **Tuesday 11th April.**

Keep up with Convention debates as they happen by following us on



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

Twitter(@astiunion).
The Twitter hashtag is #ASTI23.

CANDIDATE FOR PRESIDENT

GERALDINE O'BRIEN

Nominating branches:

Athlone
Bray
Carbery
Clare
Cork North
Cork South Paddy Mulcahy
Desmond
Drogheda Sean Higgins
Dun Laoghaire
Dublin North East
Dublin North West
Dublin South Central
Dublin South 1
Dublin South 2

Dungarvan
East Cork
East Mayo
Enniscorthy
Fermoy
Fingal
Galway
Iar Thuaisceart Thír
Chonail
Kerry
Kildare
Kilkenny
Laois
Limerick North

Limerick South
Mullingar
Navan
Nenagh
Roscrea
Sligo
Stillorgan
Tipperary
Tuam
Wexford Tony Boland
Waterford
Wicklow



GERALDINE O'BRIEN

The term of office for the next ASTI President is August 1st 2023 to July 31st 2024.

CANDIDATES FOR VICE-PRESIDENT

DONAL CREMIN

Nominating branches:

Carbery
Cork North
Cork South Paddy Mulcahy
Dublin North East

Dublin South 1
Dublin South 2
Dungarvan
East Galway

Fingal
Kerry
Kildare
Tuam



DONAL CREMIN

(See candidate profile on page 4)

RAY ST. JOHN

Nominating branches:

Athlone
Bray
Clare
Drogheda Sean Higgins
Dublin North West
East Mayo
Enniscorthy

Fermoy
Kilkenny
Limerick North
Limerick South
Mullingar
Navan
Nenagh

Roscrea
Stillorgan
Tipperary
Tullamore
Waterford
Wicklow



RAY ST. JOHN

(See candidate profile on page 5)

PROFILE OF CANDIDATE FOR VICE-PRESIDENT

DONAL CREMIN



DONAL CREMIN

ASTI Vice-Presidential
Candidate 2023

Teacher of Engineering,
CSPE and
Technical Graphics at
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Sliabh Luachra,
Rathmore, Co. Kerry

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ASTI
A century of service

I have decided to put my name forward as a candidate for Vice President of the ASTI.

I have been involved in trade unions since starting work, initially as an AUEW member and then as a member of the ASTI for over 30 years. Firstly, joining Dublin North East Branch, then Cork North Branch, and finally linking up with the Kerry Branch from 1998 to date. I have acted as school steward on many occasions, serving on the Board of Management at Secondary and Community School level. Presently a member of Standing Committee. Have served as Regional Organiser, on the Finance Committee, Rules Committee and Posts of Responsibility sub-committee. I have participated in media interviews as an ASTI representative.

I believe that my industrial experience and over 30 years of teaching experience will assist me in carrying out the duties of Vice-President and serving the members of the ASTI.

Qualifications

- Bachelor of Technology Degree ED.
- Masters in Education – UCC 2002.
- Guidance and Counselling – UL 2005.
- Certificate in Mentoring – UL 2007.
- Currently a facilitator with the induction programme NIPT for NQTs in Tralee Education Centre, as well as teaching full-time Engineering, CSPE and Technical Graphics at Scoil Phobail Sliabh Luachra, Rathmore, Co. Kerry.

In a voluntary capacity, I have served as a Director of Rathmore & District Credit Union. I have also served the region of Kerry and West Limerick as Chairman, Insurance Officer, PRO and Treasurer of Chapter 23 Credit Unions over many years.

Areas of concern:

- Leaving Certificate changes to examinations taking place at the moment must be resisted.
- All corrections and assessment to be conducted by SEC only.
- Posts of responsibility, now a broken system, must be replaced by a fairer system which enhances promotional opportunities for teachers.
- The SEN workload has increased exponentially and needs to be addressed by reduced time and appropriate pay increases.
- Improvements to Sick Leave and Compassionate Leave.
- Pay increases must be kept in line with inflation.
- Pension parity always.
- Upholding of "Democracy" for teachers: where teachers are voted on to statutory bodies they must be released to attend.
- Reduce S & S from 43 to the original 37 hours. Croke Park hours reduced from 33 to 27 hours.

Should I be successful, I look forward to serving the ASTI with enthusiasm and representing members' interests at all times.

**Gabhaim buíochas libh,
Is mise le meas**

VOTE DONAL CREMIN FOR VICE-PRESIDENT

PROFILE OF CANDIDATE FOR VICE-PRESIDENT

RAY ST. JOHN

Personal Profile

- From Thurles Co. Tipperary.
- Living in Wicklow.
- Teaching in Coláiste Chill Mhantáin: Science and Tech Graphics.
- B. Tech. Ed Thomond College Limerick.
- Graduate Diploma in Education Studies NUIG.

ASTI Experience

- School Steward.
- Wicklow Branch Equality Officer, Vice Chair and Treasurer.
- Delegate to Annual Convention through the years.
- Member of CEC.
- Member of Standing Committee (Region 14).
- National Honorary Treasurer.
- Negotiated Salary Protection Scheme on three occasions and the introduction of Pink and Blue Power.
- Member of Finance Committee.
- Member of ASTIR Editorial Board.
- Chair of Benevolent Committee.
- Chair of Investment Committee.
- ASTI Board of Management Representative.
- Part of ASTI delegations to the Department of Education through the years.
- Part of ASTI delegations to meet other education partners.
- Delegate to ASTI Education Conference.
- ASTI delegate to ICTU Biennial Conference (2007 to 2017)
- ASTI delegate to ICTU Women's Conference on three occasions.
- Represented ASTI at the National Union of Teachers conference in Britain.
- Represented members' interests in national and local media.

Priorities

- **Pay** – In the next pay agreement we need to see increases above inflation, so that they have a real impact for teachers. This would help in making teaching an attractive career option again.
- **Pensions** – Pension Parity must be maintained. The lesser pensions of the Post 2013 entrants also need to be addressed.
- **Working Conditions** – As Building Momentum failed to reduce teachers' unpaid hours, we must now press along with our fellow teacher unions for such a reduction.
- **Senior Cycle** – Teacher's voice must be central to all discussions on Senior Cycle. All elements of the Leaving Cert must be externally assessed by the SEC. Unworkable proposals on Paper 1 (English and Gaeilge) and orals/ practicals will mean extra stress for students/ teachers and must go.
- **Posts** – We need a fair posts structure, which enhances teacher morale and trust, and time off for post duties.
- **Teacher Welfare** – We must demand a safe and healthy working environment and resist the ever-growing workload brought about by initiative overload and increasing demands and expectations.

Má roghnaítear mé oibreoidh mé chun glór na múinteoirí a chuir chun chinn.



RAY ST. JOHN

ASTI Vice-Presidential
Candidate 2023

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ASTI
A century of service

ASSESSMENT & CERTIFICATE EXAMINATIONS

MOTION 43 - COMPOSITE MOTION - ASSESSMENT & CERTIFICATE EXAMINATIONS

That the ASTI demand, that for all future Leaving Certificate syllabi (specifications), the Department of Education, the NCCA and SEC publish the full range of syllabus documentation concurrently and not less than 12 months prior to implementation of the syllabus. The syllabus documentation to include; a detailed syllabus which embeds depth of treatment and comprehensive teacher guidelines into the syllabus, sample examination papers and sample marking schemes.

(Clare, Dublin North West)

Amendment

Amend by adding the words "rationale and research-based evidence that underpin the changes to/or introduction of syllabi" after the words "sample marking schemes".

The amended motion will then read as follows:

That the ASTI demand, that for all future Leaving Certificate syllabi (specifications), the Department of Education, the NCCA and SEC publish the full range of syllabus documentation concurrently and not less than 12 months prior to implementation of the syllabus. The syllabus documentation to include; a detailed syllabus which embeds depth of treatment and comprehensive teacher guidelines into the syllabus, sample examination papers, sample marking schemes, rationale and research-based evidence that underpin the changes to/for introduction of syllabi. **(Stillorgan)**

MOTION 53 - ASSESSMENT & CERTIFICATE EXAMINATIONS

That a committee be formed to develop a set of positive proposals for Senior Cycle reform that the ASTI can promote as an alternative to the Minister's proposals.

(Dublin North East)

MOTION 56 - ASSESSMENT & CERTIFICATE EXAMINATIONS

That the ASTI vehemently oppose the proposal to hold English and Irish Leaving Certificate paper 1 at the end of 5th year. **(Dublin South 1)**

MOTION 57 - ASSESSMENT & CERTIFICATE EXAMINATIONS

That the ASTI refuse to cooperate with the proposal to move Paper 1 in English and Gaeilge to 5th year. **(Dublin North East)**

MOTION 58 - ASSESSMENT & CERTIFICATE EXAMINATIONS

That the ASTI oppose any attempt for students to sit a Leaving Certificate exam in 5th year. **(Fermoy)**

MOTION 47 - ASSESSMENT & CERTIFICATE EXAMINATIONS - COMPOSITE MOTION

That the ASTI demand that the State Examinations Commission not schedule the oral and practical examinations during the Easter holidays. **(Carrick on Shannon, Dublin North East, Dublin North West, Mullingar, Tipperary)**

MOTION 55 - ASSESSMENT & CERTIFICATE EXAMINATIONS

That the ASTI demand that the Easter and Midterm breaks and weekends are not used for the sitting of State Examinations. **(Dublin South 1)**

CONVENTION MOTIONS 2023

MOTION 28 - CONDITIONS OF WORK

That in view of the deterioration of the sick leave entitlements of teachers as a result of the economic crash of 2008 the ASTI now seek significant improvements in teachers' sick leave entitlements. **(Dublin South 1)**

MOTION 33 - CONDITIONS OF WORK

That the ASTI enter into negotiations with the Department of Education regarding the current requirement of Croke Park hours, to seek a reduction to reflect concessions made in other sectors of the public service. **(Tipperary)**

MOTION 27 - CONDITIONS OF WORK

That the ASTI demand an alleviation in additional hours (Haddington Road Agreement) as given to other public servants outlined in the report of the Independent Hours Body established under the Building Momentum Agreement 2021-2022. **(Dublin North West)**

MOTION 12 - SUPERANNUATION

That the ASTI negotiate with the relevant Government departments that changes be made to pension arrangements for teachers paying Class A PRSI who wish to work in retirement prior to reaching State Pension age, in order to bring them in line with the pension rights of retired teachers in the Class D PRSI scheme working before reaching State Pension age. **(Tuam)**

MOTION 5 - POSTS OF RESPONSIBILITY - COMPOSITE MOTION

That the ASTI seek additional allocation of teaching hours to provide for a reduction in teaching time on a pro-rata basis, to allow AP1 and AP2 post holders to perform their duties. **(Clare, Fermoy, Mullingar)**

MOTION 6 - POSTS OF RESPONSIBILITY

That the ASTI conduct a full and comprehensive review of the workload attached to AP1 and AP2 posts and insist that a time allowance for all post holders be mandatory in all schools. **(Dublin South 1)**

MOTION 9 - POSTS OF RESPONSIBILITY

That the ASTI demand that, in addition to their post allowance, Assistant Principals be given a time allowance of 4 hours per week for AP1 and 2 hours a week for AP2, to enable them to fulfil their duties. **(Wexford Tony Boland)**

MOTION 36 - CLASS SIZE

That the ASTI enter into negotiations with the Department of Education to reduce class size to 24 in all subjects across the board (with the current limit of 20 for Home Economics to remain in place). **(Tullamore)**

MOTION 39 - EDUCATION - COMPOSITE MOTION

That the ASTI demand an increase in the services provided by the National Educational Psychological Service to all secondary schools to ensure sufficient SEN provision so that schools can provide inclusive education for all students. **(Dublin North West, Dungarvan)**

CONDITIONS OF WORK

SUPERANNUATION

POSTS OF RESPONSIBILITY

CLASS SIZE

EDUCATION

ASSESSMENT & CERTIFICATE EXAMINATIONS

MOTION 44 - ASSESSMENT & CERTIFICATE EXAMINATIONS

That the ASTI seek that there be no more than 1 CBA in each subject at Junior Cycle and that the completion of these CBAs be spread across second and third year and that the Assessment Task in relation to the CBAs be removed.

(Dublin South 1)

MOTION 50 - ASSESSMENT & CERTIFICATE EXAMINATIONS

That the ASTI engage with the Department of Education with the aim of abolishing all CBAs in Junior Cycle. **(Cork South Paddy Mulcahy)**

ORGANISATION AND ADMINISTRATION

MOTION 74 - ORGANISATION AND ADMINISTRATION

This Convention demands that all ASTI-endorsed teacher representatives are facilitated to attend ASTI-endorsed meetings [including Teaching Council meetings]. If ASTI-endorsed teacher representatives are impeded from attending, this Convention authorises the ASTI to take action where deemed appropriate, so that teachers are facilitated to attend. **(Galway)**

CONDITIONS OF WORK

MOTION 18 - CONDITIONS OF WORK

That the ASTI demand that special leave be granted to those who experience a miscarriage or who are partners of those who experience a miscarriage; equivalent to that given for compassionate leave as is in the case of a parent, child or spouse bereavement **(Bray)**

MOTION 30 - CONDITIONS OF WORK

That the ASTI seek to have the wording in Circular 0042/2014, Appendix 1 Agreed arrangements for the creation of the substitution roster PRELIMINARY WORK BY PRINCIPAL (Part 1 a, b, & c) amended from the current wording:

Calculation of the number of substitution slots to be filled:

The Principal calculates the total number of substitution slots to be filled, based on the weekly class period commitment of the teachers who have not opted out of S&S duties, as set out in Circular 0006/2014:

- a. Each teacher working up to and including 12 hours class contact per week = 3 class periods
- b. Each teacher working more than 12 and up to and including 17 hours class contact per week = 4 class periods
- c. Each teacher working more than 17 hours class contact per week = 5 class periods

To the following:

- a. Each teacher working up to and including 12 hours class contact per week = 120 minutes
- b. Each teacher working more than 12 and up to and including 17 hours class contact per week = 160 minutes
- c. Each teacher working more than 17 hours class contact per week = 200 minutes **(Galway)**

CONVENTION MOTIONS 2023

MOTION 20 - CONDITIONS OF WORK

That the ASTI enter into negotiations with the Department of Education to ensure that ASTI members be allowed to opt out of supervision and substitution at any stage after 10 years of service. **(Carbery)**

Amendment

Amend by deletion of the number '10' after the word 'after' and replacement with the number '15' so that the motion reads:

That the ASTI enter into negotiations with the Department of Education to ensure that ASTI members be allowed to opt out of supervision and substitution after 15 years of service. **(Desmond)**

MOTION 29 - CONDITIONS OF WORK - COMPOSITE MOTION

That the ASTI negotiate with the Department of Education for teachers to be able to opt-in and opt-out annually from the Supervision and Substitution scheme. **(Donegal, Galway, New Ross) (Already Policy)**

MOTION 52 - ASSESSMENT AND CERTIFICATE EXAMINATIONS

That the ASTI insist that the supervision and correction of all terminal State Examinations continue to be the remit of the State Examinations Commission and that appointment for such work remain on a voluntary and contractual basis. **(Desmond)**

MOTION 49 - ASSESSMENT AND CERTIFICATE EXAMINATIONS

That the ASTI engage with the SEC to ensure that marks are allocated in advance for all individual questions in all subject papers for the Junior Cycle Final Examinations, and subject teachers be informed accordingly. **(Cork South Paddy Mulcahy)**

RULES MOTION

Amend Rule 11 by deletion of "Higher Diploma in Education lay students, final year lay students in colleges who" and substitute with "Professional Masters of Education students in colleges and others who"

Rule 11 to read as follows: Professional Masters of Education students in colleges and others who, when qualified, would be entitled to register as secondary teachers are eligible for student membership of the ASTI. Student members shall be eligible for ASTI membership rights and privileges subject to the following provisions: a student member shall not be entitled to act as an officer of a branch, as a representative on the Central Executive Council or as a member of Standing Committee.

RULES MOTION

Motion for new Rule: The new rule to read:

- a) A special committee, to be responsible to Standing Committee, shall be elected and known as the Safety Health & Welfare 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 Safety Health & Welfare Committee shall advise Standing Committee on such Safety Health & Welfare matters:
 - (i) as are remitted to it by Standing Committee, or

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- (ii) on such other Safety Health & Welfare 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.

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

Amend Rule 108 as follows:

- (i) By inclusion of the words "Safety Health & Welfare Committee" after the words "Education Committee".

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, Safety Health & Welfare Committee and Equality Committee during a concurrent term of office.

Committees for Election at Convention 2023

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):

- Trustees
- Education Committee
- Equality Committee
- Non-Permanent Teachers' Advisory Committee
- Steering Committee
- Rules Committee
- Investment Committee
- Pensions Sub Committee /
- Safety, Health and Welfare Committee
- Business of CEC Sub Committee



PÁDRAIG MURPHY
ASTI Honorary Treasurer

Pádraig Murphy was the only nomination received for Honorary Treasurer.

SPECIAL EVENTS AT CONVENTION 2023

CONVENTION DINNER

Convention dinner will be held in the **Convention Centre Clayton Whites Hotel, Wexford** on **Tuesday 11th April** at **8.30p.m.**

The cost of a ticket is normally €55 but if your Branch reserves a table of 10 for its delegates before **Thursday 16th March 2023** by emailing info@asti.ie with the reference 'Annual Convention Dinner', it will cost only €450. Payment for branch reserved tables must reach the ASTI Accounts Department on or before **Friday 24th March 2023**.

If your Branch wishes to join with another Branch for a table of 10, please book under one Branch's name by emailing info@asti.ie with the reference 'Annual Convention Dinner'.

Book early to avoid disappointment.

GLOBAL SOLIDARITY EVENT

For the first time, a Global Solidarity fringe event will take place during Convention. The event will take place on last day of Convention, **Thursday 13th April**, at **12 noon** in the **McCarthy Suite in Whites Hotel** and will focus on ensuring the right to education for all children. This is an informal event and all delegates are welcome.

ASTI LGBTQI+ GROUP

The newly formed ASTI LGBTQI+ group will be holding an event at 6p.m. on **Wednesday 12th April** in the **McCarthy Suite in Whites Hotel**. All are welcome, but particularly our LGBTQI+ colleagues. If you are interested in becoming involved in the group, please email lgbtqi@asti.ie in strictest confidence.

CONVENTION CHILDCARE FACILITY

Childcare facilities are available for Convention delegates with children, if booked by **March 21st 2023**. For information see www.asti.ie



ASTI Convention 2022



ASTI Convention is made up of the ASTI Central Executive Council and branch delegates

ASTI EDUCATION CONFERENCE

“Curriculum for the Future: Getting Policy and Practice Right” is the theme of the ASTI Education Conference 2023, taking place on **Saturday March 4th** in the **Strand Hotel, Limerick**.

Speakers include:

Professor Damian Murchan,
Trinity College Dublin.

Andrea Bradley,
General Secretary,
Education Institute of
Scotland.

Dr Majella Dempsey,
Maynooth University.

The conference moderator is former broadcaster Cathal Mac Coille. Material from the conference will be available on the ASTI website following the conference. For information visit www.asti.ie

MEMBERS' AREA OF THE ASTI WEBSITE

ASTI members can now access **MyUnion**, a new members' area of the ASTI website. Once you have created an account, you will have convenient access to information about your membership. This includes:

- ◆ the personal details the ASTI holds for you, e.g., name, phone number, school
- ◆ your school steward's name and email address
- ◆ your industrial relations official's name and email address
- ◆ the names of your elected representatives on CEC
- ◆ the names and email addresses for your branch, and
- ◆ the name and email address of your Standing Committee representative.

ADDITIONAL SUPPORTS FOR ACTIVISTS

Members in activist roles such as school stewards and branch secretaries will receive additional supports by logging into **MyUnion**, which will assist them in their roles.

ASTI EVENTS

ASTI events and training are listed in the Events section of www.asti.ie where members can find dates, details and how to book their place.

Use the filter to search for different types of events or scroll through the calendar to find upcoming dates. Find the Events section at the bottom of the homepage or go to www.asti.ie/member-benefits/events/

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