

Equal pay, curriculum reform and conditions of work to dominate Convention

The treatment of post-2010 entrants to teaching will once again dominate ASTI Annual Convention.

A number of motions up for debate at Convention 2019 in Wexford capture ASTI members' concerns that entry into second-level teaching is becoming increasingly unattractive for graduates, many of whom now require a two-year Master's. Under the current two-tier pay arrangements, these teachers will earn significantly less over the duration of their careers than the colleagues they work alongside.

Wexford Tony Boland branch is proposing a motion that the ASTI work with the Public Services Committee of the Irish Congress of Trade Unions (ICTU) to ensure that in the next pay negotiations the government commit to the principle of equal pay for equal work and a timetable for its realisation.

Other motions relating to recently qualified teachers include that the ASTI demand that substitute teachers who attend in-service on a day when they would otherwise be working are paid.

CURRICULUM REFORM

In the context of recent changes to the Junior Cycle and the ongoing review of the Senior Cycle, the ASTI is calling for meaningful engagement with teachers and a full review of the new Junior Cycle Framework before the development of reform proposals for Senior Cycle.

A motion that, in line with the recommendation of the Oireachtas Report on Leaving Certificate Reform, the ASTI insist that all elements of assessment which contribute to final certification be externally assessed will be taken during the Convention education session on Wednesday, April 24th.

A second motion on Senior Cycle seeks an undertaking from the Department of Education and Skills that the Leaving Certificate remain in place until a comprehensive review of the new Junior Cycle is carried out.

News from Convention

This year's Annual Convention will be held in Clayton Whites Hotel, Wexford on 23rd, 24th and 25th April, 2019. As well as attracting media coverage, reports from Convention will be available at www.asti.ie and on Facebook (<https://www.facebook.com/astiteachers/>) and Twitter (@astiunion). The Twitter hashtag is #ASTI19.

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 23rd April.

**Convention 2019 motions
see pages 6 and 7.**

A number of motions will be debated on teachers' terms and conditions including increased work demands. These motions include that the ASTI negotiate an ex-quota post for a Special Education Co-ordinator for schools and that adequate training and supports be implemented for classroom teachers teaching students with special education needs. Motions on supervision and substitution include a composite motion from Dublin South Central and New Ross branches that, in order to enhance wellbeing, all teachers be allowed to opt in and out of supervision and substitution.

CONVENTION 2019

The 97th Annual ASTI Convention will be held in Wexford on 23rd, 24th and 25th April, 2019. Approximately 500 delegates will attend the event in the Clayton Whites Hotel, Wexford.



Breda Lynch
ASTI President

ASTI President Breda Lynch will address the Convention on Tuesday April 23rd.

KEY EVENTS

Tuesday 23rd April

- Election of President and Vice President 2019/2020
- President's Address
- Minister's Address
- Guest Speaker's Address
- Debate on motion

Wednesday 24th April

- General Secretary's report
- Debate on motions

Thursday 25th April

- Debate on motions

GUEST SPEAKER



KATHLEEN LYNCH is a Professor in the UCD School of Education. She was the UCD Professor of Equality Studies from 2003-2018 where she played a central role in founding the UCD Equality Studies Centre in 1990 and the UCD School of Social Justice in 2005. Her teaching and research are guided by the belief that the purpose of scholarship and research is not just to understand the world but to change it for the good of all humanity. She has worked over many years to promote equality and social justice inside the university system, and outside with non-governmental organisations and statutory bodies. Kathleen has written extensively on equality and justice issues in education, the labour market, care and gender. Her most recent

book (co-authored with Grummell and Devine) *New Managerialism in Education: Commercialization, Carelessness and Gender* (2015) examines the impact of new managerialism and neoliberal ideology on primary, secondary and tertiary education. She is now working on a new book based on a range of empirical studies she has undertaken on *The Conflict between Care and Capitalism*.

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

CANDIDATE FOR PRESIDENT

DEIRDRE MAC DONALD

Nominating Branches:

Athlone, Carbery, Cork North, Cork South Paddy Mulcahy, Desmond, Donegal, Dublin North 1, Dublin North East, Dublin North West, Dublin South 1, Dublin South 2, Dungarvan, East Cork, East Mayo, Fermoy, Fingal, Galway, Iar Thuaisceart Thir Chonail, Laois, Limerick South, Monaghan, Mullingar, Roscrea, Stillorgan, Tipperary, Tuam, Waterford, Wexford Tony Boland, Wicklow.

The term of office for the next ASTI President is August 1st 2019 to July 31st 2020.



Deirdre Mac Donald
ASTI Vice President

CANDIDATES FOR VICE PRESIDENT

NOEL BUCKLEY

Nominating Branches:

Carlow, Cork North, Drogheda Sean Higgins, Dundalk, East Cork, Fermoy, Kilkenny, Limerick North, Limerick South, Longford, Mullingar, Navan, Roscrea, Sligo, Stillorgan, Tipperary, Waterford.

ANN PIGGOTT

Nominating Branches:

Bray, Carbery, Cork South Paddy Mulcahy, Desmond, Dublin North 1, Dublin North East, Dublin North West, Dublin South 1, Dublin South Central, Dublin South County, Dublin South West, Dungarvan, East Mayo, Fingal, Laois, Tuam, Tullamore, West Waterford, Wexford Tony Boland.

PERSONAL PROFILE OF CANDIDATE FOR VICE PRESIDENT: NOEL BUCKLEY

Having contested the election for Vice President in 2018, I am putting myself forward this year for the 2019/20 Vice Presidential election. I believe I have the skills, experience and drive to make a positive impact on teachers' pay and working conditions.

- Teaching Religion, History, Life Skills. Currently Programmes Coordinator.
- Previously Learning Support Teacher, Year Head.
- A lesser-paid teacher until 1998. I have personal experience of this inequity and of how ASTI secured Equal Pay in the past.
- My eldest son entered teaching in 2012.
- Worked with TippFM as producer and presenter. Have represented ASTI in the national media - Pat Kenny Show, Last Word, Drive Time.
- Served as GAA coach, Juvenile Secretary, Senior Chairman – St Mary's Hurling Club.
- A founding member of Gaelscoil Cluain Meala.

ASTI Experience:

Extensive leadership experience at national, branch and school level

- School Steward for 23 years.
- Tipperary Branch Chairperson, Equality Officer, Branch Secretary.
- Regional Organiser.
- Honorary National Organiser.
- Member of Standing Committee.
- Chairperson of Education Committee.
- ASTI representative on NCCA for Learning Support, History, Religion and TY.
- Member of Steering and Benevolent Committees.
- Convention delegate since 1993.
- Member of CEC and its sub-committees.
- ASTI delegate to ICTU Conference.
- Elected by teachers to the Teaching Council 2009-16.
- ASTI Chairperson of the Teaching Council's Education Committee, Post-Primary Panel and member of the organising committee of Féilte.

Priorities:

I am committed to restoring the status of the teaching profession. In doing so I will build strong alliances with the other teacher unions.

My Priorities:

1. Defend teaching as a lifelong occupation. We must end pay inequality and casualization.
2. Pursue restoration of original increment date and a shortening of the incremental pay scale; one of the longest in the public service.
3. Ensure any Leaving Cert reform will maintain it as a high stakes exam that has integrity and public confidence. Maintain ASTI external assessment policy.
4. Reduce initiative overload which is impacting on teachers' health and wellbeing.
5. Build the membership base of ASTI and overhaul how we communicate with members.
6. Improve media image of teachers.
7. Protect our pension, maintain pension parity.

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Noel Buckley

**ASTI Vice-President Candidate
2019/2020**

Teaching in Presentation
Secondary School, Clonmel
since 1985.

Third level education – Mater Dei
Institute and NUIM B.Rel.Sc.
Diplomas in: Learning Support,
Pastoral Ministry, Youth
Management & Training.

PERSONAL PROFILE OF CANDIDATE FOR VICE PRESIDENT: ANN PIGGOTT

Please elect me as your Vice-President to protect your profession.

My Priorities:

- Senior Cycle: preserve educational standards and independent assessment by the SEC
- No change in Senior Cycle until a comprehensive review of Junior Cycle is complete
- Equality: restoration of full pay for LPTs
- Well-being of teachers: no additional demands on personal time, no further erosion of working conditions
- Supervision and substitution: paid and optional

Other Areas of Concern:

- Posts of responsibility: widening burdens, inconsistencies in allocated duties and appointment criteria
- Student support files: lack of training and time
- PME students: assigned additional unpaid classes
- Substitute teachers: no remuneration while on in-service or school trips
- Pension parity

ASTI:

- Standing Committee Representative Region 6
- Member of ASTI Finance Committee
- Member of Central Executive Council (CEC)
- Member of Cork South Paddy Mulcahy Branch
- Branch positions held: Vice-Chairperson, Secretary, Treasurer, Equality Officer
- Former member of Equality Committee, Bullying subcommittee, Post Primary Education Forum
- Delegate to ICTU Global Solidarity and Biennial Conferences and National Women's Council

Other Union Experience:

- President of the Cork Council of Trade Unions, representing 30,000 workers in different trades and professions for 3 years; Vice-President for 2 years
- Completed the *Educate to Organise* trade union course
- Played an active role in the successful Vita Cortex dispute
- I have represented ASTI in local and national media

In the Classroom:

- Teacher of Mathematics and English
- Have also taught CSPE, PE, Photography, Drama, Film-making and Cultural Studies
- My students have won ICTU Film competitions, Garda Achievement awards, debating, public speaking, photography competitions and Show Racism the Red Card.
- My students were instrumental in the release of human rights activist Rosalba Gavira Toro from a Colombian prison. She travelled to Ireland to meet them and this story featured on world media.

Educational Involvement

- Member of the Governing Body, Cork Institute of Technology, 2010-2019
- Worked with the SEC as Chief Advising Examiner, Advising Examiner and Examiner in Mathematics for 25 years
- Previously Mathematics representative NCCA
- Attended FÉILTE, Cosán and European Trade Union Committee for Education

Other:

- Co-ordinator of *The Spirit of Mother Jones Festival and Summer School*

Working together, we can generate a stronger energised union with dynamic branches and increasing engaged membership.



Ann Piggott

**ASTI Vice-President Candidate
2019/2020**

Living in Cork and working
in Kerry

(Pobalscoil Inbhear Scéine
in Kenmare)

Master's Degree in Education,
UCC, first class honours

CONVENTION MOTIONS 2019

PAY EQUALITY

MOTION 11

That the ASTI work with the Public Services Committee of ICTU to ensure that in the next pay negotiations the government commit to the principle of equal pay for equal work and a timetable for its realisation. **(Wexford Tony Boland)**

SUBSTITUTE TEACHERS

MOTION 24

ASTI vigorously demands that substitute teachers who attend in-service on a day when they would otherwise be working are paid. **(Cork South Paddy Mulcahy)**

PME STUDENTS

MOTION 65 - COMPOSITE MOTION

That ASTI demand that PME students not be officially timetabled in schools without a cooperating teacher who is the official teacher assigned to the class for the DES returns and that any additional hours carried out by PME students within schools be fully remunerated. **(Bray, Cork South Paddy Mulcahy)**

INITIATIVE OVERLOAD

MOTION 44

In light of the Minister for Education's acknowledgement of 'initiative overload' and the impact this is having on teachers' wellbeing, that the ASTI, in conjunction with other willing education partners where possible, negotiate a scaling back of certain initiatives and/or a reduction in class-contact time in order to provide the necessary professional time to manage such initiatives. **(Dublin North East)**

WELLBEING

MOTION 60

To ensure a whole school approach to wellbeing, all Whole School Inspections must include examination of and reporting on the school's Safety Statement and its compliance with the Safety, Health & Welfare at Work Act. **(Wexford Tony Boland)**

SUPERVISION AND SUBSTITUTION

MOTION 52 - COMPOSITE MOTION

That in order to enhance teacher wellbeing, the ASTI negotiate with the Department of Education & Skills to allow teachers to opt in and out of the Supervision & Substitution scheme on an annual basis, regardless of their years of service. **(Dublin South Central, New Ross)**

SUPERVISION AND SUBSTITUTION

MOTION 51

For teachers who take part in the Supervision and Substitution scheme, the ASTI demands that the 5 class periods availability be changed to 3 class periods availability per week. **(Cork South Paddy Mulcahy)**

SUPERVISION AND SUBSTITUTION

MOTION 50

That the ASTI demand that teachers who partake in the S & S scheme are paid for doing so; and teachers who do not partake will have their consequential salary deduction reversed. **(Cork South Paddy Mulcahy)**

LEAVING CERTIFICATE

MOTION 77

In line with the recommendations of the Oireachtas Report on Leaving Certificate Reform, the ASTI insist that all elements of assessment which contribute to the final certification be externally assessed. **(Wexford Tony Boland)**

LEAVING CERTIFICATE

MOTION 82

That the ASTI seek an undertaking from the Department of Education and Skills that the Leaving Certificate Examination will remain in place until the Junior Cycle is fully implemented and until a comprehensive review on the success and operation of the Junior Cycle is complete. **(Cork South Paddy Mulcahy)**

SPECIAL EDUCATION COORDINATOR

MOTION 71

The ASTI negotiate with the Dept. of Education and Skills for an ex quota post for a Special Education Coordinator similar to the programme coordinator's post with a detailed breakdown of the hours to be allocated for administration based on the number of pupils with learning support needs in the school. **(Tipperary)**

CONVENTION MOTIONS 2019

MOTION 81

That in the interest of SEN Students, the ASTI resist the roll out of circular 0014/2017 until such time that every teacher is trained and equipped to offer these students the support and education they deserve. **(Dublin North West)**

MOTION 21

That the ASTI support retired secondary teachers by giving effect to the long standing policy of pay and pension parity:

- That, when increases to the salary of secondary teachers are being processed, the ASTI shall as a matter of course raise a claim that a corresponding pro rata increase be applied to retired secondary teachers' pensions. **(Waterford)**

MOTION 31 - COMPOSITE MOTION

That the ASTI seek to negotiate with the relevant Minister(s) a return to the pre-September 2014 sick leave arrangements. **(Cork South Paddy Mulcahy, Mullingar)**

MOTION 30

That the ASTI demand that the DES not count public holidays, weekends and all other school closures as sick leave. **(Clare)**

MOTION 41

That the ASTI negotiate with the Department of Education and Skills to amend Circular Letter 19/00 relating to bereavement leave, in order to allow seven consecutive days' leave in the case of the death of a spouse, partner, child or parent. **(Drogheda Sean Higgins)**

MOTION 95

Amend rule 128 by deletion of the words “prior to the end of the opening session of Convention” in the first sentence and their substitution with the words “not later than the 31st of January each year”

Rule 128 to then read

Nominations for the office of Honorary Treasurer must be submitted in writing to the General Secretary not later than the 31st of January each year. The election procedure shall be in accordance with that which applies to the election of President and Vice-President. **(Dublin South 1)**

MOTION 101 - COMPOSITE MOTION - ELECTION OF TREASURER

Election of Treasurer

Rule 127

That Rule 127 be amended by the addition of “The Treasurer may be re-elected each year to serve a maximum of six consecutive years” after “The Honorary Treasurer shall be elected by a simple majority vote at the Annual Convention from among the members of the incoming CEC”

The rule then to read:

“The Honorary Treasurer shall be elected by a simple majority vote at the Annual Convention from among the members of the incoming CEC. The Treasurer may be re-elected each year to serve a maximum of six consecutive years”. **(Dublin South Central, Fingal)**

Amendment

“That motion 101 be amended by deletion of the word “six” wheresoever it appears and its replacement by the word “five”. **(Dungarvan)**

MOTION 78

That the ASTI resolve as a matter of policy that renewal of teachers' registration will not at any time be subject to engagement with Continuous Professional Development. **(Drogheda Sean Higgins)**

SPECIAL EDUCATION NEEDS

PAY AND PENSION PARITY

SICK LEAVE

SICK LEAVE

BEREAVMENT LEAVE

NOMINATION OF TREASURER

ELECTION OF TREASURER

TEACHING COUNCIL

Convention Dinner

The Convention Dinner will take place on Tuesday April 23rd 2019 in the McLure Suite, Clayton Whites Hotel, Wexford.

The cost of a Banquet ticket is normally €50, but if your Branch reserves a table of 10 before Friday 12th April, it will cost only €400 – 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\(at\)asti.ie](mailto:info(at)asti.ie), reference 'Annual Convention'.

Payment for branch reserved tables must reach the ASTI Accounts Department on or before Monday 15th April 2019. Book early to avoid disappointment.

A small number of tickets will also be on sale from 2:30pm - 3pm in the Business Centre, 1st floor, Clayton Whites Hotel, Wexford on Tuesday 23rd April at a cost of €50.

Committees for Election at Annual Convention 2019

Awards Committee	Nominated at Convention
Benevolent Committee	Nominated at Convention
Business of CEC Sub-Committee	3 members
CEC Appeals Sub-Committee	Nominated at Convention
Equal Opportunities Committee	9 members
Education Committee	9 members
Honorary National Organiser	Nominated at Convention
Investment Committee	4 members
Non-Permanent Teachers' Advisory Committee	6 members
Regional Organisers	Nominated at Convention
Rules Committee	5 members
Safety Health and Welfare Committee	6 members
Standing Committee Regional Election Committee	5 members
Steering Committee	5 members
Trustees	3 members
Convention 2019 will also elect:	ASTI President ASTI Vice-President ASTI Honorary Treasurer

Convention Childcare Facilities

Child minding facilities will only be provided for delegates who have booked in advance and completed the registration form to ensure it arrives at Head Office no later than Friday 22nd March 2019.

Please note that there is a late booking fee of €75.00 per child for children booked into the ASTI Play Centre after the deadline of Friday 22nd March 2019 for insurance reasons.

Information available at:

<https://www.asti.ie/news/events/annual-convention-2019/play-centre/>