

Pay, Senior Cycle change, and safety at work to dominate Convention

Teachers' pay will dominate the first day of Annual Convention 2022.

ASTI members will demand equal pay for post 2010 entrants to teaching, a pay increase to offset cost of living increases and an end to unpaid additional working hours.

Despite the extraordinary efforts of schools and teachers throughout the pandemic, teaching continues to be undervalued:

- entry into the profession is a demoralising experience for young teachers due to unequal pay and an "hours" culture;
- ASTI members continue to be financially penalised for taking industrial action over unequal pay and working conditions in 2016;
- teachers have experienced a real-terms pay cut due to high inflation; and
- additional working hours (introduced under the Croke Park and Haddington Road agreements) fail to recognise the nature and extent of teachers' work and roles.

Junior Cycle/Senior Cycle

Teachers' voice is key to any curriculum change process, as is the use of sound scientific research and evidence. In 2019 ASTI-commissioned research by Dr Brian Fleming concluded that significant Senior Cycle curriculum change is not suitable in the next few years due to the lack of capacity at school level, uncertainty about the outcomes of the Framework for Junior Cycle, the deterioration in teachers' working conditions, and other factors. Dr Fleming called for a rigorous independent evaluation of the Framework for Junior Cycle, including an examination of the impact of the Framework on the learning that is taking place in classrooms.

Motions at Convention 2022 include that the ASTI will refuse to engage in discussion on Leaving Cert change until a full, open and transparent study of the Framework for Junior Cycle has been undertaken.



EAMON DENNEHY
ASTI President

Watch ASTI President's Address Live

The ASTI President's Convention Address will be broadcast live on the ASTI website www.asti.ie at 4.25 p.m. approximately on Tuesday 19th 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 #ASTI22.



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The 100th Annual

ASTI Convention

will be held on

April 19th, 20th & 21st

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

Visit www.asti.ie
for updates on
Convention 2022

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Health and safety at work

A number of motions relate to teachers' concerns about their health and safety in the workplace.

Occupational hazards for teachers can include workplace stress, physical injury, disease transmission, psychosocial hazards and burnout.

Motions include a demand for a review of Department of Education policies to ensure that teachers are protected in line with Health and Safety legislation.

CONVENTION DECIDES ASTI POLICY

ASTI policy is decided by Annual Convention and Special Conventions. At ASTI Annual Convention motions which have been developed and prioritised by branches around the country are debated by approximately 500 ASTI delegates. Delegates are selected by branches. Prior to Convention, ASTI Steering Committee considers all motions and amendments and agrees an agenda. Motions are proposed, seconded and following a debate they are voted on. Where motions are adopted by Convention they become ASTI policy.

THE 100TH ANNUAL ASTI CONVENTION will be held on 19th – 21st April, 2022.

KEY EVENTS

Tuesday 19th April

- Election of President and Vice-President 2022/2023
- President's Address
- Minister's Address
- Guest Speaker's Address
- Debate on motions

Wednesday 20th April

- General Secretary's Report
- Debate on motions



Guest speaker: Dr John Cunningham

John Cunningham is a lecturer in History at NUI Galway. He is author of *Unlikely Radicals: Irish Post-Primary Teachers and the ASTI, 1909-2009* (Cork University Press, 2009) among many publications in labour history, education history and Irish local history. A former editor of *Saothar: Journal of Irish History*, he is co-director of the Irish Centre for the Histories of Labour and Class, and co-Principal Investigator on the Tuam Oral History Project, which has been working with Survivors of the Tuam Mother and Baby institution. Dr Cunningham's recent contribution to the President of Ireland's Machnamh series of reflections on the Irish revolution may be seen here: <https://www.youtube.com/watch?v=DPFbtO4WS6Q>



CANDIDATE FOR PRESIDENT

MIRIAM DUGGAN

Nominating branches:

Carbery	Carlow	Clare
Cork North	Cork South Paddy Mulcahy	Desmond
Donegal	Dublin North 1	Dublin North East
Dublin North West	Dublin South 1	Dublin South 2
Dublin South Central	Dublin South West	Dungarvan
East Cork	East Mayo	Enniscorthy
Fingal	Galway	Iar Thuaisceart Thir Chonaill
Kildare	Laois	Limerick South
Longford	Navan	Nenagh
New Ross	Roscrea	Stillorgan
Tullamore	Tuam	Waterford
West Mayo	Wexford Tony Boland	Wicklow

The term of office for the next ASTI President is
August 1st 2022 to July 31st 2023.



MIRIAM DUGGAN

CANDIDATES FOR VICE-PRESIDENT

GERALDINE O'BRIEN

Nominating branches:

Athlone	Carlow	Clare
Dublin North West	East Mayo	Limerick North
Limerick South	Longford	Navan
Nenagh	New Ross	Roscrea
Stillorgan	West Waterford	Wicklow



GERALDINE O'BRIEN

(See candidate profile on
page 4)

MARK WALSH

Nominating branches:

Carbery	Cork North	Cork South Paddy Mulcahy
Desmond	Dublin North 1	Dublin North East
Dublin South 1	Dublin South 2	Dublin South Central
Dublin South County	Dublin South West	Dungarvan
Fingal	Kildare	Laois
Tuam		



MARK WALSH

(See candidate profile on
page 5)

PROFILE OF CANDIDATE FOR VICE-PRESIDENT

GERALDINE O'BRIEN

Personal Profile

- Secondary Education: Drumkeerin, Co. Leitrim, Ursuline, Sligo
- Third Level Education: St. Angela's College of Education, Sligo, Trinity College Dublin
- University of Limerick: (M.A.)
- H. Dip. Learning Support
- Teacher of Home Economics, Computer Science, CSPE, SPHE, SEN and PLC
- 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 M. Ed. in UL
- Member of Kilkee Golf Club, Doonbeg GAA Club

My Priorities

- **Equal Pay for Equal work** – restoration of equal pay for LPTs, 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 implemented and evaluated with teacher input.
- **Senior Cycle** – independent external assessment by the SEC to protect educational standards.
- **Syllabi/Specifications** – must include depth of treatment and teacher guidelines.
- **Teachers' Health Safety and Welfare** - I will highlight the need to support the Health, Safety and Welfare of the classroom teacher with no further erosion of our professional working conditions.
- **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.
- **School Community Charter** – teachers have the right to Professional Status, Professional Development, Professional Learning Environment and Personal Rights in Society.
- **Reform of Post Structure** – clear, transparent marking system for the awarding of posts, the grounds for appeal broadened.

Union Experience

- School Steward; Branch Secretary; Vice-Chair; Chair; Equality Officer; Branch Organiser
- Delegate to Annual Convention; ICTU Women's Conference; ICTU Biennial Conference
- Experience dealing with the DoE and VEC during an amalgamation and advising ASTI members in other schools on amalgamation challenges
- Member of Central Executive Committee (CEC); CEC Appeals Sub-Committee; Community and Comprehensive Advisory Committee (current chair); Safety, Health and Welfare Committee; Steering Committee; Pensions Committee; Benevolent Committee; Rules Committee
- Standing Committee (SC) representative for Region 4
- Member of SC Finance Committee; SC sub-committee for SEN inclusion, Junior Cycle implementation and Senior Cycle reform; sub-committee which drafted guidelines on the use of Information Technology in a Covid-19 context
- ASTI representative for IT and Computer Science on NCCA course committee; NCCA Subject Development Committee for LC Computer Science
- ASTI National Cheque Signatory/Scrutineer

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



GERALDINE O'BRIEN

ASTI Vice-President
Candidate 2022

*Teacher of Home Economics,
Computer Science, CSPE, SPHE,
SEN and PLC at St. Joseph's
Community College, Co. Clare*

PROFILE OF CANDIDATE FOR VICE-PRESIDENT

MARK WALSH

My Priorities

- **Pay & pensions** – End unequal pay – Pursue genuine pay increases above inflation – Reverse FEMPI penalties, restore increment dates – Return teachers to a dedicated teachers' pension scheme: the 2013 Single Scheme is particularly detrimental to teachers – Maintain pension parity
- **Posts of Responsibility** – Pursue an immediate, comprehensive review of Circular 0003/2018 in the interests of fairness and equality
- **Changes in Education policy** – Continue to pursue reform of Junior Cycle reform – Agree ASTI policy on changes to Senior Cycle – Develop a policy paper on CPD – Seek time as the essential resource in implementing new SEN model
- **Out-of-hours work** – Protect personal/family time by reversing exponential growth in unpaid out-of-hours work (CP hours, SLARs, 'elective' CPD etc.) – Challenge Building Momentum decision to exclude teachers from reduction in unpaid hours
- **Bring ASTI closer to members** – Improve communication – Promote branch attendance, workplace trade unionism, routine Standing Committee visits to schools – Educate members on ASTI's history
- **ASTI committees** – Develop a more integrated, productive approach to operation of committees
- **Recruitment and retention crisis** – Oppose marketing-based 'solutions' e.g. 'Teachers Inspire' – Insist always and everywhere that improvements in teachers' pay and conditions are the only way forward

Union Experience

- ASTI member since 2005, Convention delegate since 2006
- Member of several branches as a non-permanent teacher: DN1, DS2, Bray, DNW
- Branch Secretary, Dublin North East, since 2012
- Member of Rules Committee, Education Committee (2013-2015), CEC
- Regional Organiser
- Member of Standing Committee, Finance Committee, Cheque Signatory (2015-2021)
- Proposer of Standing Committee sub-committee and of commissioned research leading to publication of *Accountability and Regulation in Education: A Better Way*
- CEC-elected contributor to Nuacht ballot specials since Haddington Road Agreement
- ICTU Biennial Delegate Conference delegate (2015, 2017, 2019, 2021)
- Teaching Council Research Engagement Group member
- ASTI rep on NCCA Development Groups for JC Modern Foreign Languages, LC Computer Science; Dublin Council of Trade Unions
- ASTI Subject Rep for Spanish, Computer Science
- Local, national media experience representing members' interests

Education

- BA (Hons) Languages with Computing, University of Limerick
- Higher Diploma in Education (Hons), UCD
- Teacher of French, Spanish, Computer Science, Coding, ICT at St. Finian's Community College, Swords
- Established Spanish, Computer Science as new subjects in St. Finian's
- School ICT Coordinator



MARK WALSH

ASTI Vice-President
Candidate 2022

*Teacher of French, Spanish,
Computer Science,
Coding and ICT at
St Finian's Community
College, Swords, Dublin*

CONVENTION MOTIONS 2022

PAY

Motion 1 - Pay

That the ASTI ballot members with a view to undertaking industrial action, up to and including strike action, starting in September 2022 until the following demands are met:

1. The elimination of the post-2011 pay scale and the establishment of one common pay scale for all teachers;
2. A pay rise for all teachers to counter the increasing costs of living within our country;
3. Full repayment of monies lost to teachers for lost and delayed increments imposed by FEMPI;
4. The end of unpaid work currently done under Croke Park and Haddington Road Agreements. **(Carlow)**

COST OF LIVING

Motion 5 - Cost of Living

That the ASTI, in the negotiations on the successor to Building Momentum, demand cost of living increases in line with inflation. **(Fingal)**

TEACHER QUALIFICATIONS

Motion 42 - Teacher Qualifications

In light of the current shortage of teachers at second-level, that the ASTI campaign, as a matter of urgency, to have a one-year course made available to graduates, to provide them with a qualification to teach in second-level schools. **(Clare)**

HEALTH AND SAFETY

Motion 33 - Health and Safety

That, in light of the continuing assault of teachers, physically, verbally and online, the ASTI demand that the Department of Education review its policies to ensure the protection of teachers under Health and Safety legislation. **(Dublin North West)**

SICK LEAVE

Motion 25 - Sick Leave

That, as a matter of urgency, the ASTI seek a written assurance from the Department of Education that school management does not require teachers on sick leave to submit work for their classes. **(Drogheda Sean Higgins)**

PME STUDENTS

Motion 41 - PME students

That the ASTI negotiate with the DES so that second year PME students be paid for all teaching hours worked through the academic year. **(Carbery)**

PENSIONS

Motion 14 - Pensions

That as a matter of urgency, the ASTI commission a comprehensive report, assessing the current contributions made under the different pension schemes, with a view to promoting equity for our members. **(Dublin North 1)**

LEAVING CERTIFICATE

Motion 47 - Leaving Certificate

That the ASTI refuse to engage in any discussion on Leaving Cert Reform until a full, open and transparent study of the Junior Cycle has been conducted and its findings made public. **(Desmond)**

STUDENT WELLBEING

Motion 51 - Student Wellbeing

That the ASTI seek that there be no more than one CBA per subject in junior cycle in the interest of student wellbeing. **(Dublin North West)**

JUNIOR CYCLE

Motion 52 - Junior Cycle

That the ASTI pursue a review of the minimum hours per subject at Junior Cycle with the intention of increasing class contact hours to implement the specifications to satisfactory levels. **(Dungarvan)**

CONVENTION MOTIONS 2022

Motion 48 – Leaving Certificate Assessment

That the ASTI insist that the assessment and grading of the leaving certificate remain the sole remit of the State Examinations Commission. **(Desmond)**

LEAVING CERTIFICATE ASSESSMENT

Motion 28 – Inspections

That the ASTI insist that teachers should maintain autonomy over the way they teach and be free to determine for themselves the best pedagogical methods for their classes. As such, teachers' methodologies should not be used as a criterion in whole-school and/or subject inspections and should not be referenced in any subsequent written report or publication. **(Dublin North East)**

INSPECTIONS

Motion 26 – Inspections

That ASTI negotiate with the Department of Education to ensure that no WSE Inspection or Subject Inspection takes place during the period between the 1st of May and the end of the academic year. **(Drogheda Sean Higgins)**

INSPECTIONS

Motion 24 – Supervision and Substitution

That the ASTI negotiate with the Department of Education to allow pregnant teachers opt out of Supervision and Substitution duties for the duration of their pregnancy. **(Drogheda Sean Higgins)**

SUPERVISION AND SUBSTITUTION

Motion 62 – Global Solidarity

That the ASTI establish a Global Solidarity Committee.

Aims of this committee:

- To raise awareness amongst ASTI members of the challenges faced by teachers and their representative associations across the globe.
- To promote the United Nations Sustainable Development Goal 4: 'Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.'
- To promote the principle of equality in all aspects of education and the teaching profession globally.
- To promote the right to education.
- To promote the rights of workers, especially teachers, and their unions where they are being victimised and/or denied human rights or trade union rights.
- To enable ASTI to express solidarity on humanitarian issues, in the context of global challenges such as world poverty, growing inequality, human rights abuses, denial of trade union rights and climate crisis. **(Tuam)**

GLOBAL SOLIDARITY

Motion 12 – Posts of Responsibility

That the ASTI begin negotiations with the Department of Education to revisit the criteria for selection of candidates for AP1 positions, specifically that some recognition be given for teaching experience/years of service. **(Tullamore)**

Amendment:

Amend by addition of "and AP2" after "AP1" and before the word "positions".

(Tipperary)

POSTS OF RESPONSIBILITY

Motion 18 – Supervision and Substitution

That the ASTI insist that Supervision and Substitution be uncoupled so that teachers can opt in or out of supervision and/or substitution on an annual basis from September 2023. **(Dublin South Central)**

SUPERVISION AND SUBSTITUTION

CONVENTION MOTIONS 2022

CPD

Motion 45 – Continuous Professional Development

That the ASTI resist any attempt by the Department of Education to introduce a policy of out-of-hours CPD. **(Dublin North East)**

VETTING

Motion 44 - Vetting

That the ASTI do all in its power to have the changes to the vetting and re-vetting process for teachers reversed, so that only court convictions would be taken into account, as was previously the case. **(Dublin North East)**

LEAVE

Motion 20 - Leave

That the ASTI enter into discussions with the Department of Education to ensure that any teacher who takes leave for part of a day, only has that part of the day recorded as leave, and that any leave less than two hours be not counted. **(Athlone)**



Committees for Election at Annual Convention 2022

Steering Committee

Investment Committee

Rules

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

Honorary Treasurer

There was only one nomination received for Honorary Treasurer.



PÁDRAIG MURPHY

ASTI Honorary Treasurer

Convention Dinner

The Convention Dinner will take place on Tuesday April 19th in the Conference Centre in the Clayton Hotel Silver Springs.

The cost of a ticket is normally €55 but if your branch reserves a table for 10 of its delegates before 25th March 2022, it will cost only €500. If your branch wishes to join with another branch for a table, please book under one of the branch names by emailing info@asti.ie, reference 'Annual Convention'.

Payment for branch reserved tables must reach the ASTI Accounts Department on or before 1st April 2022.

Book early to avoid disappointment!

Convention 100

Convention 2022 is the 100th ASTI Annual Convention. To mark this historic event a special reception in the Clayton Hotel Silver Springs for delegates will be held on the evening of Wednesday April 20th.

For further information visit www.asti.ie