

# Equal pay and terms and conditions to dominate Convention '17

Equal pay for equal work for recently qualified teachers, the deterioration of teachers' terms and conditions, and students' second-level education are the top issues at this year's Annual Convention.

## TREATMENT OF RECENTLY QUALIFIED TEACHERS

An ASTI teacher starting out today has a salary which is nearly 21% below the 2010 starting salary. That means they earn an astonishing €8,000 less a year. That gap continues year after year, meaning young teachers will never earn the same as their colleagues. The ASTI estimates that more than 3,000 second-level teachers are affected by inferior pay scales.

As the ASTI continues its campaign for income equality for recently qualified teachers, Convention 2017 will debate a motion that the union vigorously oppose any future national pay agreement that does not guarantee equal pay for equal work.

The same motion, submitted by the Fingal branch, states that the ASTI must also oppose any pay agreement which does not terminate the Financial Emergency Measures in the Public Interest (FEMPI) legislation.

FEMPI legislation is currently being used to worsen the conditions of ASTI members because they voted to reject the Lansdowne Road Agreement.

## STUDENTS' EDUCATION

Leaving Cert students who experience extraordinary situations during their exams – such as losing an immediate family member – should have an opportunity to sit repeat exams, according to ASTI members in East Mayo. The branch has put forward a motion that the Department of Education and Skills facilitate repeat exams in the summer/autumn at regionally designated examination centres.

The motion will be taken during the Convention 2017 education session on Wednesday, April 19th. Other education motions focus on the need to support science education by appointing lab technicians in schools with more than 300 students and the need to ensure teachers are involved in the design stage of curricular reform.

A motion on Wednesday morning calls on the ASTI to seek the full restoration of Posts of Responsibility in Schools. Second-level schools endured a series of savage cuts to resources since 2008. These cuts included a moratorium on Posts of Responsibility. ASTI research has found that pastoral care services have been severely impacted by the loss of Posts of Responsibility in schools.

## News from Convention

This year's Annual Convention will be held in the INEC Killarney Convention Centre, Killarney, Co. Kerry from 18th-20th April, 2017. As well as attracting media coverage, reports from Convention will be available at [www.asti.ie](http://www.asti.ie) and on Facebook and Twitter.

## Watch ASTI President's Address Live

The ASTI President's Convention Address will be live on the ASTI website [www.asti.ie](http://www.asti.ie) at 4.25p.m. approximately on Tuesday 18th April. Keep up with Convention debates as they happen by following us on Facebook and Twitter.

## See Convention 2017 motions inside

# CONVENTION 2017

The 95th Annual ASTI Convention will be held in Kerry on 18th, 19th and 20th April, 2017. More than 500 delegates will attend the event in the INEC Killarney Convention Centre, Killarney, Co. Kerry.

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

## CANDIDATE FOR PRESIDENT

### GER CURTIN

#### Nominating Branches:

Athlone, Carbery, Carlow, Cavan, Clare, Cork North, Cork South Paddy Mulcahy, Desmond, Drogheda Sean Higgins, Dublin North 1, Dublin North East, Dublin North West, Dublin South 1, Dublin South 2, Dublin South Central, Dublin South County, Dungarvan, East Galway, East Mayo, Fingal, Galway, Iar Thuaisceart, Kerry, Kildare, Kilkenny, Laois, Limerick South, Monaghan, Mullingar, New Ross, Roscrea, Sligo, Stillorgan, Tipperary, Tuam, West Limerick, West Mayo, Wexford Tony Boland, Wicklow



**GER CURTIN**  
CANDIDATE FOR PRESIDENT

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#### Guest Speaker

The ASTI President Ed Byrne has invited Dr Geraldine Mooney Simmie as guest speaker at Convention 2017.

Geraldine is Senior Lecturer in the School of Education, Faculty of Education and Health Sciences, University of Limerick where she is also Course Co-Director of the Structured PhD in Education and Course Director of the Masters of Educational Mentoring.

Prior to taking up her lecturing post at the University of Limerick, Geraldine was a physics and maths teacher at Coláiste Iognáid SJ, Gaillimh and an active member of the ASTI.

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## CANDIDATE FOR VICE-PRESIDENT

### BREDA LYNCH

#### Nominating Branches:

Athlone, Carbery, Carlow, Cavan, 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 County, Dungarvan, East Galway, East Mayo, Fingal, Iar Thuaisceart, Kerry, Kildare, Kilkenny, Laois, New Ross, Roscrea, Stillorgan, Tuam, West Limerick, Wexford Tony Boland.

### KEY EVENTS

#### Tuesday 18th April

- Election of President and Vice President 2017/2018
- President's Address
- Guest Speaker's Address
- Debate on motions

#### Wednesday 19th April

- General Secretary's report
- Debate on motions

#### Thursday 20th April

- Debate on motions

## PROFILE OF THE CANDIDATE FOR VICE-PRESIDENT

### BREDA LYNCH

I was born in Dublin and moved to Cavan aged eleven. I completed my degree (Maths and Theology) and H.Dip in Education in St. Patrick's College, Maynooth. I have taught in Muckross Park College for most of my career. I have been an active member of the ASTI for many years, attending Annual Convention every year since 1995 and serving on CEC since 2007.

I am currently school steward and treasurer of the Dublin South Central Branch and have been the Standing Committee representative for Region 18 for the past five years. While on Standing Committee, I have been a member of the finance committee and a cheque signatory. I also serve as an ASTI representative on the Dublin Council of Trade Unions and have represented the ASTI in the national media on numerous occasions including on the Pat Kenny Show, Newstalk News, Claire Byrne Live and Drivetime.

#### Priorities:

- The ASTI must continue its fight on behalf of Lesser Paid Teachers until the common basic scale is restored.
- We must defend any teacher threatened with redundancy rather than redeployment.
- We must insist that the concerns of the classroom teacher are listened to, when it comes to educational reform.
- We must maintain our opposition to assessing our own students, for certification purposes.
- We must claim back our pay and working conditions conceded in previous agreements. Unreasonable productivity demands must be opposed in any future agreement.
- We must defend against any attack on our pensions.
- Posts of Responsibility must be restored to pre-moratorium levels and changes in this area must be properly negotiated.
- We must promote Teacher Welfare, by addressing issues leading to increased workload on our members, tackling the issue of indiscipline in our schools, and fighting for the reversal of the many cuts that have affected our members and their pupils.



**BREDA LYNCH  
CANDIDATE FOR  
VICE-PRESIDENT**

## CONVENTION MOTIONS 2017

### MOTION 12 - PAY AND FEMPI

That the ASTI vigorously oppose any future national pay agreement that does not:

- Guarantee equal pay for equal work
- Provide an end date for pay restoration
- Terminate FEMPI legislation (**Fingal**)

### MOTION 23 - VOLUNTARY REDEPLOYMENT

That the ASTI demand that the voluntary redeployment scheme be extended to all provinces of the Republic of Ireland and that teachers may carry their CID with them if they choose to take a job in another school. (**Stillorgan**)

### MOTION 48 - INSPECTION

That the ASTI insist that inspectors in the DES only inspect subjects in which they are qualified. (**Wexford Tony Boland**)

### MOTION 14 - POSTS OF RESPONSIBILITY - COMPOSITE MOTION

That ASTI seek full restoration of Posts of Responsibility in schools to pre-moratorium levels. (**Dublin South Central, Donegal**)

Equal Pay

FEMPI

Redeployment

Inspections

Posts of Responsibility

**MOTION 29 - SUPERVISION AND SUBSTITUTION - COMPOSITE MOTION**

That ASTI seek to negotiate the right for teachers to opt in or out of the Supervision and Substitution Scheme on an annual basis. **(Dublin South 1, Cork South Paddy Mulcahy, Dublin South Central)**

Supervision and  
Substitution

**MOTION 59 - SCHOOL SELF EVALUATION**

That, in relation to School Self Evaluation, the ASTI direct its members not to engage in peer assessment and /or review. **(Desmond)** *NOTE: This would require a ballot of members.*

School Self Evaluation

**MOTION 49 - LABORATORY TECHNICIANS - COMPOSITE MOTION**

That ASTI negotiate with the Department of Education and Skills to ensure that every school has a minimum of one Laboratory Technician and that, for schools of over 300 students, further Laboratory Technicians should be employed. **(Carbery, Clare).**

Lab Technicians

**MOTION 51- EXAMINATION ARRANGEMENTS**

That the ASTI insist that the Department of Education and Skills make provision for any Junior or Leaving Certificate candidate who is bereaved by the death of a close family member or who becomes seriously ill or injured close to the time of the State Examinations, to sit repeat examinations later in the summer / autumn, at a regionally designated examination centre. **(East Mayo).**

Repeat Leaving Cert exam

**MOTION 41- ADVANCING SCHOOL AUTONOMY - COMPOSITE MOTION**

That ASTI oppose any policy or measures introduced in line with the Advancing School Autonomy in Ireland Research Paper (Department of Education and Skills, December 2015) **(Fingal, Stillorgan).**

School Autonomy proposals

**MOTION 60 - CURRICULAR REFORM**

That the ASTI vehemently oppose any further implementation of both junior and senior cycle reform until the DES agrees to change its structures in order to facilitate teachers' active involvement in the design stage of all curricular reform. **(Stillorgan).**

Teachers' involvement in  
curricular reform

**MOTION 57 - TEACHING COUNCIL - COMPOSITE MOTION**

That ASTI negotiate with the Department of Education and Skills and the Teaching Council so that funds will be made available to pay the cost of legal representation incurred by ASTI for representing members at investigation and disciplinary proceedings. **(Clare, Dublin South County).**

Teaching Council  
investigations

**MOTION 55 - CONTINUOUS PROFESSIONAL DEVELOPMENT**

That the ASTI reject any attempt to link Continuous Professional Development and the annual renewal of registration with the Teaching Council. **(Dublin North East)**

Continuous Professional  
Development

**MOTION 46 – SICK LEAVE**

That the ASTI demand that the DES not count holiday leave as part of sick leave entitlement. **(Wexford Tony Boland)**

Sick Leave

**MOTION 70 - ELECTION OF HONORARY TREASURER**

Election of Treasurer  
Rule 27

That rule 127 be amended by the addition of 'The Treasurer may be elected 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'.

ASTI Honorary Treasurer

The rule will then 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'. **(Galway)**

Standing Committee Regions

**STANDING COMMITTEE MOTION 1 - ASTI REGIONS**

Amend Rule 96 (e) by deletion of the word “two” from the first sentence and replacing it with the word “four”.

The new rule will then read:

“(e) Candidates for election as regionally elected representatives on Standing Committee shall be nominated from amongst those who are full members of the Association for at least four years, by a branch in the relevant region or by 50 members in a branch or branches in the relevant region. Notice of nomination shall be given, on the appropriate nomination form, to the General Secretary not later than 7th January of the year in which the election is scheduled. Copies of the appropriate nomination form shall be available from the General Secretary. Not later than 31st January, the General Secretary shall forward to each branch secretary in the appropriate region the names of those candidates duly nominated for election in that region.” **(Standing Committee)**

Standing Committee Regions

**STANDING COMMITTEE MOTION 2 - ASTI REGIONS**

Amend Rule 96 (k) by deletion of the word “five” immediately after the word “every” and replacing it with the word “three”.

The new rule will then read:

“(k) A review of regional electoral divisions and procedures shall be undertaken by a special committee, consisting of the Honorary National Organiser and five members, elected by Convention for that purpose every three years.”

**(Standing Committee)**

Standing Committee Regions

**STANDING COMMITTEE MOTION 3 - ASTI REGIONS**

Amend APPENDIX C REGIONS FOR ELECTIONS TO STANDING COMMITTEE by deletion of the word “Nenagh” from the list of branches in Region 4 and insertion of the word “Nenagh” in the list of branches in Region 9.

Region 4 will then read “Region 4 Clare, Limerick North, Limerick South”

Region 9 will then read “Region 9 Tipperary, Roscrea, Kilkenny, Nenagh”

**(Standing Committee)**

Standing Committee Regions

**STANDING COMMITTEE MOTION 4 - ASTI REGIONS**

Amend APPENDIX C REGIONS FOR ELECTIONS TO STANDING COMMITTEE by deletion of the word “Longford” from the list of branches in Region 11 and insertion of the word “Longford” in the list of branches in Region 2.

Region 11 will then read “Region 11 Athlone, Mullingar, Navan, Tullamore”

Region 2 will then read “Region 2 West Mayo, East Mayo, Carrick-on-Shannon, Longford” **(Standing Committee)**

Standing Committee Regions

**STANDING COMMITTEE MOTION 5 - ASTI REGIONS**

Amend APPENDIX C REGIONS FOR ELECTIONS TO STANDING COMMITTEE by deletion of the word “Carlow” from the list of branches in Region 10 and insertion of the word “Carlow” in the list of branches in Region 14, and by deletion of the word “Bray” from the list of branches in Region 14 and insertion of the word “Bray” in the list of branches in Region 13

Region 10 will then read “Region 10 Kildare, Laois”

Region 14 will then read “Region 14 Stillorgan, Dun Laoghaire, Wicklow, Carlow”

Region 13 will then read “Region 13 Dublin South County, Dublin South 2, Bray” **(Standing Committee)**

ASTI/TUI Unity

**MOTION 82 - TEACHER UNITY**

That members be balloted on the question that the ASTI shall enter into negotiations with the TUI with the aim of forming a single post-primary teachers’ union. **(Fermoy)**

# Committees for Election at Annual Convention 2017

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## Convention 2017 will also elect:

ASTI President  
ASTI Vice-President  
ASTI Honorary Treasurer

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**Education Committee**  
9 members

**Investment Committee**  
4 members

**Equal Opportunities Committee**  
9 members

**Safety, Health and Welfare Committee**  
6 members

**Steering Committee**  
5 members

**Non-Permanent Teachers' Advisory Committee**  
6 members

**Rules Committee**  
5 members

**Trustees**  
3 members

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## Convention Dinner

The Convention Dinner will take place in the Gleneagle Hotel on Tuesday April 18th at 8.30 p.m.

The cost of a Banquet ticket is normally €48, but if your Branch reserves a table of ten before Friday, 31st March, 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](mailto:info@asti.ie), reference 'Annual Convention Dinner'.

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The ASTI has made a submission to the Public Sector Pay Commission. The ASTI submission is available at [www.asti.ie](http://www.asti.ie)

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## Campaigns Update

Convention 2017 presents an opportunity to highlight the ASTI's key campaigns to the public. These are:

- Equal Pay for Equal Work
- Sound Junior Cycle reform
- Repeal of the Financial Emergency in the Public Interest legislation

Convention will include activities aimed at creating awareness about these issue. Members can keep up to date by visiting [www.asti.ie](http://www.asti.ie) or by following the ASTI on Facebook or Twitter (@astunion).

In the meantime, leaflets explaining the ASTI's position on Equal Pay for Equal Work and Junior Cycle reform have been distributed to schools. A political lobbying campaign is also underway.

### Fact:

An ASTI teacher starting out today has a salary which is nearly 21% below the 2010 starting salary. That means they earn an astonishing €8,000 less a year. That gap continues year after year, meaning young teachers will never earn the same as their colleagues.

### Fact:

As part of its campaign for sound reform of the Junior Cycle, the ASTI has called for:

- Independently-assessed exams
- A State Certificate for Junior Cycle students
- More modes of assessment
- High standards maintained
- Fairness and equity
- Minimal additional bureaucracy
- A wide range of subjects
- The availability of different levels in subjects
- Wellbeing learning to be assessed and certified

### Fact:

At the Irish Congress of Trade Unions biennial conference in 2015 the following motion, proposed by ASTI, was adopted:

*That this conference demands:*

- (i) That the Government repeals all aspects of FEMPI legislation, and*
- (ii) That any future attempt by the Government to impose unilateral changes to the pay and working conditions of public sector workers be vigorously opposed and rejected by the ICTU.*