

## Convention 2024 – Leaving Cert, workload, teacher shortages, student wellbeing

**T**he impact of assessment changes on students is the top issue for ASTI Convention 2024.

The three motions most prioritised by ASTI branches focus on proposed changes to Leaving Cert assessment, the Junior Cycle CBA process, and the consequences of these for students and their teachers.

A key motion examines the risk AI poses to Leaving Certificate additional component assessment, particularly in the context of the Minister’s proposal that 40% of Leaving Cert subject grades be allocated to additional components.

### Wellbeing

Another motion demands the reversal of the Minister’s decision to schedule Leaving Cert oral exams at Easter, in the interest of student and staff wellbeing. A motion on Junior Cycle CBAs and student wellbeing calls for no more than one CBA per subject. A separate motion on student wellbeing calls for properly resourced psychological support services for students and schools.

### Workload

Teacher workload will also feature strongly at Convention 2024. Motions on additional hours (e.g. Croke Park hours), the need for reduced teaching time for post holders, and for teachers of Leaving Cert subjects with additional components, and the impact of supervision & substitution duties on teachers’ working life, will be debated. Separately, a motion calls for a survey of ASTI members on the psychosocial stressors they experience in their working lives. Another motion will consider the need for stronger legislation to deal with online harassment.

Important motions on teachers’ working conditions deal with compassionate/ bereavement leave, sick leave and the need to close the gender pensions gap.

Teacher shortages will be prominent again this year, with motions calling for recognition of all years of teaching service abroad, a one-year PME, and a reduction in the 25-year teachers’ salary scale.



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## KEY EVENTS

The 102<sup>nd</sup> Annual ASTI Convention will be held from  
2<sup>nd</sup> to 4<sup>th</sup> April, 2024.

### Tues. 2<sup>nd</sup> April

- President’s Address
- Guest Speaker’s Address
- Debate on Motions

### Wed. 3<sup>rd</sup> April

- General Secretary’s Report
- Debate on Motions

### Thurs. 4<sup>th</sup> April

- Debate on Motions



**GERALDINE O’BRIEN**  
ASTI President’s Address to  
Convention – see page 2



**GERALDINE O'BRIEN**  
ASTI President

## 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 2<sup>nd</sup> April.**

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

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

X, formerly known as Twitter (@astiunion).  
The X hashtag is #ASTI24.



**DR CHRISTINA COLCLOUGH**

## Guest Speaker – Dr Christina Colclough

Guest Speaker **Dr Christina Colclough** will address Convention on **Tuesday 2<sup>nd</sup> April.**

Regarded as an expert on the future of work(ers) and the politics of digital technology, Dr Christina Colclough is an advocate for the workers' voice and for strong, quality public services.

Christina's background is in labour market research and in the global labour movement.

Christina is a Fellow of the Royal Society of Arts in the UK and Advisory Board member of Carnegie Council's new programme: AI and Equality Initiative. She is also a member of the UNESCO #Women4EthicalAIPlatform, the OECD One AI Expert Group. She has also undertaken work on behalf of Education International (EI).



**PÁDRAIG MURPHY**  
ASTI Honorary Treasurer

## Committees for Election at Convention 2024

**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):**

**Global Solidarity Committee**

**Investment Committee**

**Rules Committee**

**Sickness Benefit Committee**

**Standing Committee Regional Election Committee**

**Steering Committee**

Pádraig Murphy was the only nomination received for Honorary Treasurer.

# CANDIDATE FOR PRESIDENT

## DONAL CREMIN

### Nominating branches:

Athlone  
Carbery  
Clare  
Cork South Paddy Mulcahy  
Cork North  
Desmond  
Donegal  
Dublin North Central  
Dublin North 1 Miriam Duggan  
Dublin North East  
Dublin North West  
Dublin South 1  
Dublin South Central

Dungarvan  
East Cork  
East Galway  
East Mayo  
Enniscorthy  
Fingal  
Galway  
Iar Thuaisceart Thir  
Chonail  
Kerry  
Kildare  
Kilkenny  
Laois

Limerick South  
Mullingar  
Nenagh  
New Ross  
Sligo  
Stillorgan  
Tipperary  
Tuam  
West Waterford  
Wexford Tony Boland  
Wicklow



**DONAL CREMIN**

The term of office for the next ASTI President is August 1<sup>st</sup> 2024 to July 31<sup>st</sup> 2025.

# CANDIDATE FOR VICE-PRESIDENT

## PADRAIG CURLEY

### Nominating branches:

Athlone  
Carbery  
Cavan  
Cork South Paddy Mulcahy  
Cork North  
Desmond  
Donegal  
Dublin North Central  
Dublin North 1 Miriam Duggan  
Dublin North East  
Dublin North West  
Dublin South 1  
Dublin South Central

Dundalk  
Dungarvan  
East Cork  
East Galway  
East Mayo  
Enniscorthy  
Fingal  
Iar Thuaisceart Thir  
Chonail  
Kerry  
Kildare  
Kilkenny  
Laois

Limerick South  
Mullingar  
Nenagh  
New Ross  
Sligo  
Stillorgan  
Tipperary  
Tuam  
West Waterford  
Wexford Tony Boland  
Wicklow



**PADRAIG CURLEY**  
(See candidate profile on page 4)

# SPECIAL EVENTS AT CONVENTION 2024

## CONVENTION DINNER

The dinner will be held in the **Convention Centre Clayton Whites Hotel, Wexford** on **Tuesday 2<sup>nd</sup> April at 8.30 pm.**

The cost of a ticket is normally €55 but if your Branch reserves a table of ten for its delegates before **Thursday 14<sup>th</sup> March 2024** by emailing [info@asti.ie](mailto:info@asti.ie), reference 'Annual Convention Dinner', it will cost only €450. Payment for branch reserved tables must reach the ASTI Accounts Department on or before **Friday 22<sup>nd</sup> March 2024**. If your Branch wishes to join with another Branch for a table of ten, please book under one Branch's name by emailing [info@asti.ie](mailto:info@asti.ie), reference 'Annual Convention Dinner'. Book early to avoid disappointment.

## CONVENTION CHILDCARE FACILITY

Childcare facilities are available for Convention delegates with children if booked by **Friday 15<sup>th</sup> March 2024**. For more information see [www.asti.ie](http://www.asti.ie).

## PADRAIG CURLEY

I would be honoured and humbled to become Vice-President of the ASTI.

I believe that my extensive experience during the past 25 years as an active member of the ASTI has equipped me for this important role. Through my involvement in the ASTI and my tenure on the Board of Management of my school, I have gained invaluable experience in dealing with the Department of Education, the Inspectorate, and the NCCA. We truly are stronger together and I am proud of the ASTI's long tradition of advancing teachers' interests. As Vice-President, I intend to be a strong advocate for teachers' rights, promote respect for our work and fairness in our workplace.

### Teaching

- Bachelor of Technology Degree in Education from the University of Limerick.
- Teacher of Design and Communication Graphics (DCG), Construction Studies, Wood Technology and JC Graphics at Loreto Community School, Milford, Co Donegal.
- I have worked as an SEC examiner of the written papers and as a project examiner every year since 2002.
- I am committed to sport and have both played and managed GAA and football teams for 23 years.

### ASTI

- School Steward (10 years)
- Represented my colleagues as the School Staff Liaison Officer
- ASTI Board of Management Representative
- Branch Organizer
- Branch Delegate to Annual Convention
- Regional Organiser (Region 1)
- Member of CEC (past and current)
- Member of Standing Committee (2019-present)
- Member of Finance Committee (second term)
- Member of ASTI Community and Comprehensive Advisory Committee (second term)
- Chair of ASTI Digital Rights Sub-Committee
- Chair of ASTI Post of Responsibility Sub-Committee
- ASTI Subject Rep for MT(Wood) and Graphics
- ASTI Representative for MT(Wood) on NCCA subject development committee
- ASTI Delegate to ICTU Biennial Conference (2021)

### My main priorities

**Senior Cycle redevelopment** is a serious concern. The professional voice of teachers must be at the heart of any change to our current system. While our red line issue of external assessment has been retained, through much effort, we need to remain vigilant.

A meaningful **evaluation of the Junior Cycle**, including its implementation, must be carried out and must include teacher input.

**Retention and recruitment** are key issues. Teaching as a profession must once again become an attractive career option.

A fair system of **career progression for all teachers**.

**Reform of the current post of responsibility structure**, with more posts in schools and a clearer marking system for the awarding of posts. Most crucially, the grounds for appeal are far too narrow and need to be broadened.



PADRAIG CURLEY

*Padraig Curley was the only nomination received for Vice-President.*

# CONVENTION MOTIONS 2024

## Motion 73 – ASSESSMENT AND CERTIFICATE EXAMINATIONS

That the ASTI seek that there be no more than one CBA per subject at Junior Cycle in the interest of student wellbeing. **(Mullingar)**

## Motion 72 – COMPOSITE MOTION – ASSESSMENT AND CERTIFICATE EXAMINATIONS

That the ASTI restate its demand that the Easter and midterm breaks and weekends not be used for the sitting of state examinations and that senior cycle oral examinations be scheduled during term time in the interest of student and staff wellbeing and health and safety. **(Dublin South 1) (Mullingar)**

## MOTION 69 – COMPOSITE MOTION – ASSESSMENT AND CERTIFICATE EXAMINATIONS

Given the recent developments in A.I. and the unique nature of each subject, that the ASTI urgently seek to ensure flexibility in the percentage of marks allocated (currently set at a minimum of 40% by the Minister for Education) to the additional component assessment(s) (coursework, orals, or practical examinations) of each Leaving Certificate specification (syllabus).

Further, the percentage marks allocated to the additional component assessment(s) of each subject, be determined by each individual NCCA Leaving Certificate development group at a minimum of 20% of the overall marks. **(Dublin North West) (Clare)**

### **Amendment**

Amend by deletion of “at a minimum of 20% of the overall marks.”

The amended motion will then read as follows:

Given the recent developments in A.I. and the unique nature of each subject, that the ASTI urgently seek to ensure flexibility in the percentage of marks allocated (currently set at a minimum of 40% by the Minister for Education) to the additional component assessment(s) (coursework, orals, or practical examinations) of each Leaving Certificate specification (syllabus). Further, the percentage marks allocated to the additional component assessment(s) of each subject, be determined by each individual NCCA Leaving Certificate development group. **(Carbery)**

## MOTION 70 – ASSESSMENT AND CERTIFICATE EXAMINATIONS

That the ASTI insist, that in relation to second components of all state examinations, the digital compilation of, storage of, and submitting of students’ work to the State Examinations Commission not be the remit of a subject teacher. **(Desmond)**

## MOTION 6 – SALARIES AND ALLOWANCES

That the ASTI demand that all years of teaching service abroad in recognised second-level schools shall be included in the calculation of incremental credit. **(Dungarvan)**

## ASSESSMENT AND CERTIFICATE EXAMINATIONS

## SALARIES AND ALLOWANCES

## SALARIES AND ALLOWANCES

### MOTION 8 - SALARIES AND ALLOWANCES

That the ASTI negotiate a reduction of the 25-point incremental scale to a 20-point incremental scale. **(Kerry)**

#### **Amendment**

Amend by addition of the word 'substantial' before the first appearance of the word 'reduction' in the original motion and also by deleting the words 'to a 20-point incremental scale' and directly substituting the words 'including a reduction in the amount of time for the payment of the Long Service Allowance'.

The amended motion will then read as follows:

That the ASTI negotiate a substantial reduction of the 25-point incremental scale including a reduction in the amount of time for the payment of the Long Service Allowance. **(Tuam)**

## CONDITIONS OF WORK

### MOTION 27 - CONDITIONS OF WORK

That the ASTI campaign for the abolition of the Croke Park Hours, without any financial penalty to teachers. **(Cork South Paddy Mulcahy)**

### MOTION 30 - CONDITIONS OF WORK

That the ASTI campaign for the PME to be reduced to one year. **(Cork South Paddy Mulcahy)**

### MOTION 34 - CONDITIONS OF WORK

Recognising the importance of providing humane and compassionate support to our members during times of bereavement, this convention compels the ASTI to seek a review of Circular Letter 0078/2022, with a view to amending the circular so that a more flexible, humane and compassionate application of the Bereavement Leave Entitlements therein be applied. In particular, the ASTI will seek a modification of the Circular Letter so that:

- the commencement of bereavement leave be at the discretion of the bereaved teacher, taking into consideration funeral arrangements and individual circumstances; and
- bereaved teachers can be afforded the option to split the bereavement leave entitlement, providing teachers with the flexibility to manage their leave in a manner they deem necessary.

This convention further authorises the ASTI to engage in meaningful dialogue with relevant stakeholders to ensure that any amendments made to Circular Letter 0078/2022 align with the collective needs and concerns of our union members. **(Dublin North East)**

### MOTION 38 - CONDITIONS OF WORK

That the ASTI seek the restoration of teachers Sick Leave entitlements to the arrangements pertaining before the economic crash of 2008. **(Dublin South 1)**

## MOTION 26 - CONDITIONS OF WORK

In view of the additional workload placed on teachers of Leaving Certificate subjects containing additional components, the ASTI demand that the Department of Education makes within-timetable professional time available for individual teachers of those Leaving Certificate subjects containing additional components (coursework, orals or practical examinations), which it is proposed will be rolled out for all Leaving Certificate subjects. The professional time made available should be in the form of 66 hours per school year, or 2 hrs per week. **(Clare)**

### **Amendment**

Amendment by adding the words “per subject” after the words or 2 hrs per week”.

The amended motion will then read as follows:

In view of the additional workload placed on teachers of Leaving Certificate subjects containing additional components, the ASTI demand that the Department of Education makes within-timetable professional time available for individual teachers of those Leaving Certificate subjects containing additional components (coursework, orals or practical examinations), which it is proposed will be rolled out for all Leaving Certificate subjects. The professional time made available should be in the form of 66 hours per school year, or 2 hrs per week, per subject.

**(Carbery)**

## MOTION 48 - CONDITIONS OF WORK

That the ASTI negotiate an annual opt out option from the supervision and substitution scheme for all members who have given 15 years’ service. **(Mullingar)**

## MOTION 51 - CONDITIONS OF WORK

That the ASTI take immediate action to ensure the abolition of all Croke Park extra working hours and all Haddington Road extra working hours for all members of the teaching profession. **(Wicklow)**

## MOTION 39 - CONDITIONS OF WORK

That the ASTI lobby for the enactment of stronger laws to prevent online abuse and harassment on social media platforms. **(Dublin South Central)**

## MOTION 36 - CONDITIONS OF WORK

The ASTI work with other teacher unions to bring the issue of Croke Park hours to every relevant forum to negotiate their end. **(Dublin North West)**

## MOTION 44 - CONDITIONS OF WORK

That the ASTI ballot members with a view to taking industrial action, up to and including strike action, if the unpaid 33 Croke Park hours are not terminated before the beginning of the 2025/26 school year. **(Fingal)**

## MOTION 49 - CONDITIONS OF WORK

That the ASTI conduct a survey of its members to establish the psychosocial risks (stressors) that teachers are experiencing in their working lives. **(Wexford Tony Boland)**

## CONDITIONS OF WORK

# CONVENTION MOTIONS 2024

## POSTS OF RESPONSIBILITY

### MOTION 18 - POSTS OF RESPONSIBILITY

That ASTI negotiate for all Post Holders, in all schools, to receive a time allowance to enable them to carry out the extra duties and work required for their post. AP1s should receive a minimum of 4 hours while AP2s should receive a minimum of 2 hours. **(Waterford)**

### MOTION 16 - POSTS OF RESPONSIBILITY

That the ASTI demand that points awarded to seniority in posts of responsibility interviews be reinstated. **(Stillorgan)**

### MOTION 11 - POSTS OF RESPONSIBILITY

The ASTI demand that all interviews for posts of responsibility in all second-level schools be carried out by an independent interview panel, not to include any current or former principal, in the interest of equality and fairness to all applicants. **(Dublin North West)**

## EDUCATION

### MOTION 52 - COMPOSITE MOTION - EDUCATION

That the ASTI insist, in the interests of ensuring that teacher voice is central to the development of new specifications, that the chairperson of each NCCA subject development group be elected by the members of each group. In addition, that all feedback received in the consultation process for the draft specifications (syllabi) be forwarded to each member of the relevant subject development group so that a consensus report on the feedback may be published by the subject development group. **(Clare) (Dublin North West)**

### MOTION 53 - EDUCATION

The ASTI demands that the Department of Education formalise the role of coordinator of educational supports for students with additional educational needs (sometimes known as the Special Educational Needs Coordinator, SENCO, or AENCO) and ensure standardised responsibilities, training, and support for educators in these positions. **(Dublin North Central)**

## SUPERANNUATION

### MOTION 23 - SUPERANNUATION

That the ASTI take immediate action to ensure the restoration of pre-2013 pensions provision for all members of the teaching profession. **(Wicklow)**

### MOTION 21 - SUPERANNUATION

That the ASTI investigate the impact on pensions of female members of the teaching profession given that pensions are now based on career average earnings. A report on this investigation will be presented to Convention 2025. **(Tipperary)**

## SOCIAL SOLIDARITY

### MOTION 79 - SOCIAL SOLIDARITY

That the ASTI strongly support the rights of children, both nationally and internationally, to education, to water, to food, to shelter, to medical assistance and to freedom from violence and murder. **(Cork South Paddy Mulcahy)**

## SCHOOL RESOURCES

### MOTION 64 - SCHOOL RESOURCES

ASTI calls on the Minister for Education to immediately provide properly resourced psychological services, specifically designated to schools so that students can access appropriate and timely clinical and therapeutic interventions and supports. **(Mullingar)**