

Convention to defend new teachers

Defending young and newly qualified teachers against unprecedented attacks on their terms and conditions of employment is a key theme of this year's Annual Convention in Cork.

Nine of 14 motions refer to attacks on new entrants to teaching or to the plight of thousands of second-level teachers who are currently seeking full-time secure employment in teaching.

Attacks on pay, pensions

The pay for new entrants to teaching was slashed by approximately 14% in Budget 2011. In addition, proposals for a new public service pension scheme announced in 2010 will mean new teachers will pay more into their pensions than they will receive in pension benefit.

Temporary teachers

Only between 5 and 10% of newly qualified second-level teachers are in permanent employment one year after graduation. For many teachers the period spent in temporary or part-time posts can last five years or more. This situation has been exacerbated by recent cuts in the number of teachers in schools. In addition, a further 500 teaching posts will be cut in September (as announced in Budget 2011).

Convention delegates will debate:

- ◆ The recent attacks on new teachers' pay and pensions.
- ◆ The need to rescind an amendment to Section 30 of the Teaching Council Act which allows unregistered teachers to be employed in a teaching capacity.
- ◆ The ASTI's campaign to restore the pupil-teacher ratio to 18:1.

ASTI Annual Convention will be attended by over 500 delegates from all over the country. Twenty-one motions will be debated over the three days from April 26th to 28th. Fourteen motions on education and trade union issues will be debated in open session which is also attended by members of the press.

A full list of motions for this year's Annual Convention can be found on pages 8-10.

See key Convention speeches by webcast

You can watch the key speeches at this year's Annual Convention live by webcast.

Visit www.asti.ie for details.

News from Convention

ASTI Annual Convention takes place from April 26th to 28th. As well as attracting media coverage, reports from Convention will be available at www.asti.ie, on [Facebook](#) and on [Twitter](#).

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Convention 2011
Key topics

Protecting new teachers

Protecting pensions

**Impact of the post of
responsibility moratorium**

Convention 2011
Key events

Tuesday April 26

Election of President and
Vice-President 2011-2012

Address by ASTI
President

Debate on motions

Wednesday April 27th

Election of Trustees and
Honorary Treasurer

General Secretary's report

Debate on motions

Thursday April 28th

Debate on motions

Convention 2011

Convention 2011 will be held in Cork City from Tuesday 26th to Thursday 28th of April. Over 500 delegates will attend the event in the Silver Springs Moran Hotel Cork and will be addressed by ASTI President, Jack Keane and General Secretary, Pat King.

Convention Dinner

A dinner for delegates will be held on the night of Tuesday, 26th April in the Silver Springs Hotel. Tickets are priced at €45 and will be on sale in the Conference Foyer, Silver Springs Hotel from 1.30 pm to 2.30 pm on Tuesday 26th April. If your branch reserves a table of 10 before Friday, April 8th, it will cost only €350 - a saving of €100. Contact info@asti.ie, reference 'Annual Convention'.

Convention business

Each year ASTI branches around the country send motions to ASTI Head Office for inclusion in the Convention Programme. The ASTI Steering Committee is responsible for timetabling motions to ensure that important decisions can be made, new policy formed and committees established.

Candidates for election

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

Candidate for President

Brendan Broderick

Nominating branches:

Athlone, Bray, Carbery, Carlow, Carrick-on-Shannon, Cavan, Clare, Cork North, Cork South, Donegal, Drogheda Sean Higgins, Dublin North Central, Dublin South 1, Dublin South 2, Dublin South West, Dublin South County, East Cork, East Galway, East Mayo, Fermoy, Fingal, Iar Thuaisceart Thir Chonaill, Kerry, Kildare, Laois, Limerick North, Limerick South, Monaghan, Mullingar, Nenagh, New Ross, Roscrea, Stillorgan, Tipperary, Waterford, West Limerick, West Mayo, Wexford Tony Boland, Wicklow.



**Committees for election
2011**

Candidates for Vice-President

Gerry Breslin

Nominating branches:

Athlone, Carlow, Carrick-on-Shannon, Clare, Cork South, Donegal, East Cork, East Galway, East Mayo, Iar Thuaisceart Thir Chonail, Kilkenny, New Ross, Sligo, Tipperary, West Limerick, West Mayo



Patrick Collins

Nominating branches:

Dublin South 1, Dublin South West, Dungarvan



Sally Maguire

Nominating branches:

Bray, Carbery, Cavan, Dublin South 2, Dublin South County, Dun Laoghaire, Limerick South, Roscrea, Stillorgan, Wicklow



David Martin

Nominating branches:

Dublin North 1



Education Committee
9 members

**Equal Opportunities
Committee**
9 members

Steering Committee
5 members

**Sickness Benefit
Committee**
7 members

Investment Committee
4 members

Rules Committee
5 members

Gerry Breslin

Candidate for Vice-Presidency

Gerry Breslin



- A native of Bundoran, Co.Donegal
- Secondary Education: St. Macartans College, Monaghan.
- B. Comm. - U.C.D. H.Dip.Ed. - N.U.I. Maynooth.
- Married, with family of four and one grandchild.
- Teacher of Business and Maths in Colaiste Cholmcille, Ballyshannon.
- Present School Steward.
- Member of C.E.C. from 2002.
- Member of Equality Committee 2005 - 2007.
- Member of Standing Committee, Region 1.
- Member of Finance Committee.
- ASTI rep. on Committee dealing with Bullying and Harassment in C. & C. schools.

Immediate Priorities:

- Having accepted the Croke Park Deal we must demand that the incoming Government stand by its side of the agreement.
- Reversing the proposed new pension and salary arrangements for newly appointed teachers. We cannot have a two tier level of employment for our members.
- That all curriculum changes be consistent with ASTI policy, with particular reference to school based assessment.
- Rejection of the FAS Work Placement Scheme as it is open to the exploitation of unemployed teachers and non- permanent teachers .
- Removing the moratorium on posts of responsibility.
- Resist any amendment to the Teaching Council act that allows unregistered people to be employed in a teaching capacity.

In the long term I am committed to:

- Improving the position whereby 20% of teachers are non-permanent.
- Getting more members actively involved in the ASTI at school and branch level.
- Continued close co-operation with other teaching unions.
- Continued involvement in curriculum development that is adequately resourced to ensure that any proposed changes are of benefit to our students
- Maintaining a safe and healthy environment in which to teach. Many of our members are facing more difficult situations in our classrooms daily and they must be protected.

Patrick Collins



Patrick Collins
Candidate for Vice-Presidency

- Born and educated in Cork - Togher N.S., Colaiste Iognaid Ris, Deerpark CBS and UCC.
- Teaching economics, accounting and business studies at Dungarvan CBS. Have also taught mathematics, history and religion in the past.
- Junior Certificate and Leaving Certificate Examiner in business studies and economics for over 25 years.
- Member of ASTI for 32 years and teacher in C.B.S., Dungarvan since 1979.
- Active in managing school hurling teams, business enterprise projects and have also organised chess and athletics in the school.
- Secretary Waterford Post Primary Schools GAA for over 20 years and past Chairman of Munster Colleges and All Ireland Colleges GAA.
- Branch Chairman Dungarvan ASTI, Member of CEC. Presently on ASTI Investment Committee. ASTI Subject Convenor in economics. Past member of ASTI CEC Appeals Committee.
- Have acted as Branch Treasurer, School Steward and have attended annual conventions since early 1980's.

Vision and priorities

1. To ensure that there is fairness of treatment in educational cutbacks; that the burden of cutbacks is shared and does not fall more heavily on new incoming teachers.
2. To restore self belief and public belief in the teaching profession after the onslaught of attack from the media over a number of years.
3. To maintain high educational standards and stress the value of a good educational system for the future of the country.
4. To protect the quality of education from being diluted down and to preserve the Junior and Leaving Certificate as examinations with external assessment.
5. To interact with politicians of all parties through encouraging ongoing continuous visits by ASTI Members to TD's clinics.
6. To establish more links with teacher unions in other countries with a view to sharing knowledge on working conditions so as to be in a better position to defend against any worsening of teaching working conditions.
7. To highlight that teachers pay for their pensions, and that the government even still does not set contributions aside to pay for future pensions.
8. To continuously challenge the validity of the Public Sector Pensions Levy.
9. To seek to reduce the pupil teacher ratio without any cost to the exchequer by absorbing the large numbers of temporary teachers into a reduced pupil teacher ratio.

Sally Maguire

Candidate for Vice-Presidency

Sally Maguire

- Born and educated in Dublin
- BA HDE, UCD, 1978
- Post-Graduate Diploma in Business Studies, DBS, 2003
- Taught Maths, French and Irish in Mater Dei Secondary School, Basin Lane 1978 - 1993
- Redeployed to St. Raphaela's Secondary School in 1993
- Currently teaching students with Special Educational Needs
- Member of ASTI since 1978 - Dublin South 2 and Stillorgan Branches
- Former School Steward
- Former Stillorgan Branch Secretary and Chairperson
- Member of CEC
- Member of Standing Committee since 2006
- ASTI Representative on the Working Group to Review Child Protection Guidelines for Schools
- ASTI Representative on the NCSE Consultative Forum



Aims and objectives for the ASTI

To seek justice and equality for all our members

- To continue the campaign to reverse the paycuts and restore salaries to former levels
- To protect jobs for our younger members
- To restore conditions of work for all our members
- To fight to restore the pupil-teacher ratio to 18:1
- To protect Non-Permanent Teachers against exploitation
- To make every effort to eliminate the two-tier pay scale and restore the starting salary of new teachers
- To seek an end to the moratorium on Posts of Responsibility
- To maintain pension-parity at all costs
- To resist the proposed changes in the Public Service Pension scheme and to seek the support of other unions in the implementation of the recommendations of the Trident Report
- To maintain the ASTI as a strong, unified and vibrant union
- To encourage our young members to take an active part in union activities
- To promote the role of women in our union
- To ensure continuity of resources for all students with Special Educational Needs

To fight against disadvantage in all areas of Education

David Martin

- Lives in Greystones, Co.Wicklow since 1981
- Teaches religious education, history, media studies, SPHE and LCA in Mount Temple Comprehensive School, Dublin 3
- Serves on Board of Management, Drumcondra Education Centre
- Born in Whitehead, Co.Antrim, educated in Enniskillen Model primary school Portora Royal School and Trinity College Dublin
- David and his wife Eithne have two children in the Irish Diaspora, James 28 who has two sons Samuel and Joshua, and Rachel 25.



David Martin

Candidate for Vice-Presidency

ASTI experience

- School steward Mount Temple 1985-1990
- First Convention attended 1987 Kilkenny
- Branch secretary Dublin North 1
- Branch chairperson 1989-2009
- CEC 1989
- Elected by CEC as National Convenor for Religious Education and for - Media Studies
- Endorsed by ASTI to contest Senate seat University of Dublin four times.

ASTI Vision

- Representing a positive public profile of professional Secondary teaching
- Reaffirmation of teachers in the rebuilding of Irish social solidarity
- Resourcing and rebuilding Irish Schooling
- Recognition of the historical and future role of committed teachers (sports and arts)
- Reanimation of ASTI regional and Branch organisation

Priorities

- Restoration of the social contract that encourages lifetime relationship to teaching - pension, inservice, upskilling and professional development
- Develop benefits of ASTI membership financial, social, health, and dental
- Career development within teaching service (professional management training)
- Recognition by time audit of ancillary and voluntary contribution of teachers

**Convention 2011 will also
elect Trustees and ASTI
Honorary Treasurer**

Convention motions 2011

Unregistered teachers

Section 30 of Teaching Council Act - Motion 31

That the ASTI endorse the Teaching Council's objections to non-qualified persons being employed in teaching positions and condemns the Minister for Education and Skills' Amendment to Section 30 of the Teaching Council Act which allows for unregistered teachers to be employed in a teaching capacity. (Tipperary, Sligo, Dublin South 2, Carbery, Wicklow, Galway)

Appointment of examiners

Examiners and superintendents - Motion 18

That the ASTI negotiate with the State Examinations Commission to ensure that serving teachers would be given first priority in the appointment of examination superintendents and assistant examiners for the State Examinations. (Carbery, New Ross, Kildare, Sligo, Wexford Tony Boland)

Amendment

Amend by insertion after 'serving' "second-level" (Enniscorthy)

Unannounced inspections

Classroom inspections - Motion 65

That the practice of unannounced classroom inspections, as evident in the current model of Inspection in primary schools, be opposed. (Wexford Tony Boland)

Moratorium

Posts of responsibility moratorium - Motion 11

That the ASTI demands the immediate end of the Post of Responsibility moratorium, seeks to ensure that all posts are restored and that no teacher is expected to carry out post of responsibility duties without remuneration. (Stillorgan, Donegal, Nenagh, Dublin South 1, Dublin South County, Waterford, Dublin South County)

New pension arrangements

Pension parity and Trident Report - Motion 13

That Convention affirm its commitment to the policy objects of:

- (a) Parity between pensions and salary;
- (b) Opposing calculation of pension benefits based on career averaging, and that the ASTI be proactive in furthering the aims of the Trident Report. (Waterford, Dublin South County)

ASTI assessment policy

Assessment of orals - Motion 57

That in light of NCCA proposals on curriculum and assessment changes and in view of the proposed introduction of an oral component in Junior Certificate language subjects, the ASTI reasserts its vehement opposition to teachers assessing their own students for State Examinations. (Kerry, Nenagh, Stillorgan)

Change in PTR

Pupil-teacher ratio - Motion 26

That the ASTI seeks the immediate restoration of the pupil-teacher ratio to 18:1. (Cork North, New Ross, Stillorgan, Waterford)

Retention of Junior Cert

Junior Certificate examination - Motion 59

In view of the proposed changes to the Junior Certificate examination, that the ASTI calls for the retention of the full examination after three years, not a modular system. (Kerry)

Science resources

School resources - Motion 54

That the ASTI resists changes to the Junior Certificate and Leaving Certificate Science syllabi or the introduction of project work at senior level until all schools have adequate resources, fully equipped laboratories, laboratory technicians and until teachers are provided with the necessary training and guidelines. (Dublin South 2, Stillorgan)

Non-permanent teachers - pay and pensions - Motion 21

That the ASTI reaffirms its commitment to our non-permanent teachers in terms of pay and conditions, particularly in the light of the proposed changes to the pension scheme. (Stillorgan)

Amendment

Amend by addition: insert after the word 'non-permanent' "and in-coming" (Enniscorthy)

CIDs - Motion 22

That the ASTI will negotiate with the Department of Education to ensure that service in different schools accumulates towards the calculation of eligible years for a Contract of Indefinite Duration in view of the cross-sectoral redeployment. (Carbery)

Panels of registered teachers - Motion 24

The ASTI demands that the Department of Education establishes regional panels of registered teachers of at least three years' service who have not yet secured full-time employment for the purpose of filling vacancies within schools in the region. (Carbery)

Pay and conditions of new teachers - Motion 1

That the ASTI vehemently opposes any attempt to diminish the pay, pensions and conditions of new teachers. (Dublin South 2, Galway, Wicklow, Dublin South 1)

FÁS Work Placement Programme - Motion 39

That ASTI vehemently opposes the introduction of the FÁS Work Placement Programme for qualified teachers because of its potential to expose teachers to exploitation. (Galway)

Amendment

Amend by addition: "and because it would be detrimental to the professionalism of teachers" (Enniscorthy)

Teaching Council Subscription - Motion 101

In light of the recent cutbacks, that the ASTI seek a substantial decrease in the annual subscription to the Teaching Council. (Wexford Tony Boland)

Rule 14(b) - Motion 89

Amend Rule 14(b) by insertion of
 ", as a branch delegate to an ASTI Convention, as a member of a committee or sub-committee of the ASTI" immediately after the word "committee", by deletion of the words "on any ballot on industrial action" and by insertion of the words "in any national ballot or ballot on industrial action" after the word "vote".

Rule 14(b) to read as follows:

Emeritus members shall have the power to exercise all the rights and privileges of all members except the right

- (i) to act as a Branch Officer, as a member of Standing Committee, as a branch delegate to an ASTI Convention, as a member of a committee or sub-committee of the ASTI or as a representative on the Central Executive Council;
 - (ii) to vote in any national ballot or ballot on industrial action, or to be a candidate in any election for Trusteeship of the Association.
- (Standing Committee)

Rule 71 - Motion 90

Convention shall appoint annually a reputable firm of Accountants who shall carry out an annual audit of the accounts of the Association. Such firm of Accountants shall be entitled to charge and be paid for such audit at their usual rates.

Non-permanent teachers

Non-permanent teachers

Filling vacancies

New teachers' pay and pensions

Work Placement Scheme

Teaching Council fee

Emeritus members

Annual accounts

Investment Committee

Delete Rule 71 and replace it with a new rule to read as follows: "The Trustees shall annually nominate, for adoption by Convention, a reputable firm of accountants who shall carry out an annual audit of the accounts of the Association. Such firm of accountants shall be entitled to charge and be paid for such audit at their usual rates. The Trustees shall cause the annual audit to be held". (Standing Committee)

Rule 147 - Motion 95

So much of the funds of the Association as may not be required for immediate use, or to meet the usual day to day expenditure, may at the discretion of the CEC or Standing Committee be invested in any investment in which Trustees are for the time being authorised by law to invest trust funds.

Amend Rule 147 as follows:

- (i) by deletion of the words "in which Trustees are for the time being authorised by law to invest trust funds" after the word "investment", and by insertion of the words "authorized by law" after the words "investment".
- (ii) by insertion of the letter "(a)" immediately before the words "so much".
- (iii) by addition of the following at the end of the rule: "(b) The Trustees shall meet with the Honorary Treasurer and the Investment Committee to review finances and investments at least twice annually."

Rule 147 shall then read as follows:

- (a) So much of the funds of the Association as may not be required for immediate use, or to meet the usual day to day expenditure, may at the discretion of the CEC or Standing Committee be invested in any investment authorised by law.
 - (b) The Trustees shall meet with the Honorary Treasurer and the Investment Committee to review finances and investments at least twice annually.
- (Standing Committee)

Rule 150 - Motion 96

The Trustees may attend the Conventions of the Association and may speak at Convention on matters pertaining to their duties but they shall not act as delegates to Convention.

Amend Rule 150 by addition of the following:

"An annual report by the Trustees, which records their account of their duty to safeguard the ASTI property and funds, shall be included in the Convention Handbook and such report may be presented to Convention by the Trustees".

Rule 150 shall then read as follows:

"The Trustees may attend the Conventions of the Association and may speak at Convention on matters pertaining to their duties but they shall not act as delegates to Convention. An annual report by the Trustees, which records their account of their duty to safeguard the ASTI property and funds, shall be included in the Convention Handbook and such report may be presented to Convention by the Trustees". (Standing Committee)

ASTI Trustees

Proposed new pension scheme

Prior to the General Election the ASTI, INTO and TUI sought a commitment from the various political parties that they would not introduce the proposed new public service pension scheme in its current form.

If implemented the proposed new scheme will see new teachers paying more into their pension than they will receive in benefit.

The ASTI will publish the responses from the political parties shortly. The teacher unions will continue to campaign vigorously against the proposed new scheme. See www.asti.ie. ♦

ASTI membership figures

Despite record numbers of retirements, the number of full ASTI members has remained relatively stable with only a negligible decrease in the number of full members last year.

Membership currently stands at 17,915 (December 2010). This includes 12,810 full members and 3,939 part-time and/or non-permanent members.

The ASTI has 3,447 members in the Community and Comprehensive schools sector which represents approximately 60 per cent of the teachers working in these schools. ♦

Career breaks - new arrangements

The Department of Education and Skills has issued a revised circular on career breaks, which includes new arrangements. These include:

- ♦ The duration of a career break has been extended to 10 years (max. 5 years at any one time).
- ♦ In order to be eligible a teacher must be employed with their current employer for a period of 12 months continuous employment at the end of the school year in which they apply.
- ♦ A career break shall commence at the start of a school year and a return to duty in the school/ VEC that granted the career break shall not be permitted other than on the start of the succeeding school year.
- ♦ Teachers can take a maximum of 5 years career break at any one time. A subsequent career break may be granted if the teacher returns to work for the period of time equal to the duration of their previous career break (this is waived for those wishing to undertake voluntary service abroad; missionary, diplomatic, military, or Oireachtas service; or study leave).
- ♦ Written notice of approval/ refusal must be issued by the employer by April 1st.
- ♦ The applicant is not permitted to withdraw his/ her applications after April 14th.

Circular 0010/2011 is available on the ASTI website, along with questions and answers on the Career Break Scheme. ♦

ASTI Scholarship

The ASTI offers an annual scholarship to assist ASTI members in undertaking further third-level studies. The annual scholarship of €4,000 is awarded to one ASTI member, with preference given to members who do not hold any other scholarships or financial awards for study.

Any ASTI member who is currently in service, or who is on paid study leave, is eligible to apply.

The closing date for applications is April 29th. An application pack is available on the ASTI website - www.asti.ie.

Would you like to teach English in Ethiopia?

Trócaire is seeking three volunteers qualified to work with street children on their English language and confidence building skills in Tigray Region, northern Ethiopia for five weeks over July and August 2011. If you are interested in this volunteer opportunity, contact hr@trocaire.ie or call 01-5053232. Applications must be received by midnight on Wednesday 09th March 2011.

Did you complete a course in 2010?

Apply to the Teacher Fee Refund Scheme and you could receive funding towards the cost of your course or examination fees.

Registered teachers can apply to the scheme on successful completion of in-career development courses approved by the Department of Education and school authorities.

Applications must be made by 31 March. For more information contact: The Administrator, Teacher Fee Refund Scheme, Marino Institute of Education, Griffith Avenue, Dublin 9; Tel: (01) 8535102; e-mail: refundoffeescheme@mie.ie.

AVC Plan Annual Report

Members of the AVC Plan (Group Policy Number: 608399-ASTI) should note that the Trustees of the AVC scheme, Irish Life Trustee Services Ltd. have prepared an annual report for the year ending 31st March 2010. A copy of this report is available on receipt of a written request to ASTI Head Office.

FAS Work Placement Programme

School Stewards are requested to advise ASTI Head Office immediately if any teacher is placed in their school under the FAS Work Placement Scheme.

CID notification deadline

Principals must notify the Dept of teachers eligible for CID next year by the 4th March.

New maternity leave circular

A new Department maternity leave circular contains important changes to maternity protection entitlements for teachers.

- ◆ Teachers can now begin maternity leave 22 weeks before their expected confinement date.
- ◆ A period of pregnancy related sick leave will not be counted towards a teacher's entitlement to paid sick leave
- ◆ The circular makes clear that as State Exam days are not school vacation days, where a teacher's leave in lieu period overlaps with the first 12 days of the State Exams, the leave in lieu days begin during these days.
- ◆ The notice period required from teachers opting to take non-statutory additional unpaid maternity leave to the end of the school year has been extended to 6 weeks.

Non-permanent rights

The new circular explicitly states that teachers on fixed-term contracts have full maternity leave entitlements during the term of their contracts and the granting or taking of maternity leave entitlements should not affect a fixed term/fixed purpose appointment or the renewing of such an appointment.

This has been the case under legislation but had not previously been set out in a Department circular.

It is important to read the Department Circular to be sure of your rights and entitlements. Circular 0011-2011 is available on the ASTI website, where you can also find more information on your leave entitlements - www.asti.ie. ◆

Teaching Council extends probation period

The Teaching Council has announced that newly-qualified teachers who are unable to complete the 300 hours teaching service required for full registration within the allocated three years may apply for an extension to their probation period.

In order to gain full registration with the Teaching Council, second-level teachers must complete 300 hours service as a teacher in a recognised second-level school within three years.

The Teaching Council will now allow teachers to apply for an extension if they are unable to complete the requirements within the three year period. The teacher will be required to outline the difficulties or extenuating circumstances preventing the completion of the required service. Every application for an extension will be evaluated on its own merits. For more information, see www.teachingcouncil.ie. ◆