

Equal pay, working conditions, curriculum change to dominate Convention

Equal pay will once again dominate the first day of ASTI Annual Convention.

An urgent motion calling on the ASTI to intensify its campaign to secure full restoration of the pre-2011 pay scale for all teachers will be debated on the first day of Annual Convention.

Other key issues to be debated include Senior Cycle change, psycho-social hazards for teachers, the unfair application of FEMPI to ASTI members and class size.

The motions for Convention 2020 are on pages 5-8.

CONVENTION 2020

The 98th Annual ASTI Convention will be held in Wexford on 14th, 15th and 16th April, 2020. Approximately 500 delegates will attend the event in the Clayton Whites Hotel, Wexford.

KEY EVENTS

Tuesday 14th April

- Election of President and Vice President 2020/2021
- President's Address
- Guest Speaker's Address
- Debate on motions

Wednesday 15th April

- General Secretary's Report
- Debate on motions

Thursday 16th April

- Debate on motions

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 14th 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 #ASTI20.



Deirdre Mac Donald
ASTI President



Prof. Ciarán O'Boyle
Guest Speaker



Ann Piggott
ASTI Vice President

GUEST SPEAKER

PROF. CIARÁN O'BOYLE

Dr. Ciarán O'Boyle is a Professor of Psychology at the Royal College of Surgeons Ireland with over 35 years' experience as an educator, researcher and trainer. He is currently Director of the new RCSI Centre for Positive Psychology and Health which he founded in 2019. He established the first Department of Psychology in an Irish Medical School in 1987 and led the team that established the RCSI's Institute of Leadership in 2005, which he directed for 15 years. He established RCSI Dubai in 2007 and led it until 2019. Ciaran has published extensively, with over 100 scientific publications, in the fields of pharmacology and psychology. He lectures extensively in Ireland and internationally and spends considerable time in the Middle East and in Sub-Saharan Africa. He also has extensive experience as a consultant psychologist for a range of national and international public and private sector organisations in the military, aviation, financial services, education, government and healthcare sectors.

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

CANDIDATE FOR PRESIDENT

ANN PIGGOTT

Nominating Branches:

Bray, Carbery, Carlow, Cork North, Cork South Paddy Mulcahy, Desmond, Donegal, Drogheda Sean Higgins, 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, Fermoy, Fingal, Galway, Iar Thuaisceart, Kildare, Kilkenny, Laois, Limerick South, Longford, Monaghan, Mullingar, Navan, New Ross, Stillorgan, Tuam, Tullamore, Waterford, West Limerick, Wicklow.

The term of office for the next ASTI President is August 1st 2020 to July 31st 2021.

CANDIDATES FOR VICE PRESIDENT

EAMON DENNEHY

Nominating Branches:

Bray, Carbery, Carlow, Cork North, Cork South Paddy Mulcahy, Desmond, Dublin North 1, Dublin North East, Dublin South Central, Dublin South 1, Dublin South West, Dungarvan, East Cork, Enniscorthy, Fingal, Kildare, Kilkenny, Laois, Mullingar, New Ross, Wexford Tony Boland.

GERALDINE O'BRIEN

Nominating Branches:

Athlone, Clare, Donegal, Drogheda Sean Higgins, Dublin North West, Fermoy, Iar Thuaisceart, Limerick North, Limerick South, Longford, Navan, Nenagh, Roscrea, Stillorgan, Tipperary, Tullamore, Wicklow.

PROFILE OF CANDIDATE FOR VICE PRESIDENT: EAMON DENNEHY

Bheinn an-bhuíoch as do thacaíocht sa toghchán seo.

PRIORITIES

- Restoration of Equal Pay
- Pension Parity must be maintained
- The Junior Cycle must be fully implemented and evaluated before any changes are made to Senior Cycle
- Senior Cycle Reform:
 - ✓ Leaving Certificate - all elements must be externally assessed
 - ✓ Knowledge based, with high standards maintained
 - ✓ Equality of access regardless of socioeconomic background must be guaranteed
 - ✓ High quality in-service must be provided prior to any changes being implemented
- Reversal of unfair and discriminatory sanctions imposed on ASTI members in retaliation for legitimate industrial action
- SEN: Time and CPD needed to equip teachers to deal with the demands of inclusion of students with SEN
- Posts of Responsibility: Increase in the number of posts is needed. Criteria for awarding of posts must be fair and transparent
- FEMPI: All vestiges of this draconian anti trade union legislation, must be removed
- Poor Pay and Deteriorating Working Conditions are a threat to recruitment and retention of teachers and to the quality of education provision
- Close cooperation between unions to tackle issues of common concern and to encourage all workers to be part of the trade union movement

ASTI INVOLVEMENT

- School Steward
- BOM representative
- Branch Secretary - Laois
- ASTI representative on NCCA Course Committee for Engineering and LCVP
- Member of Education Committee
- Regional Organiser – Region 10
- Member of Standing Committee 2014 to 2020 and 1994 to 1996
- Cheque Signatory and Scrutineer
- Chair of Standing Committee Sub-Committee dealing with SEN Inclusion, Junior Cycle Implementation, Senior Cycle Reform and other issues
- ASTI representative on Kildare Trades Council

EDUCATION

Qualifications

- B. Tech. Ed. Hons Engineering, Thomond College Limerick
- Graduate Diploma in SEN, Trinity College

Experience in Education

- Teacher of Engineering, Technical Graphics/DCG, LCVP and SEN
- Involved in setting up and running Agricultural Engineering PLC course
- Designed Engineering module taught CAD and Mechanical Engineering
- Introduced and coordinated LCVP
- Year Head
- Attendance Officer

M'aidhmeanna

- Chun coinníollacha obair agus pá a fheabhsíú
- Chun caighdeán ard san oideachas a chosaint

Má eiríonn liom sa toghchán seo oibreoidh mé ar do shon go dícheallach agus go díograiseach agus seasfaidh mé mar ghuth láidir ar son cearta gach ball ar fud na tíre.

Go raibh maith agat.



Eamon Dennehy

**ASTI Vice President Candidate
2020/2021**

Living in Portlaoise and working
in Heywood Community School,
Co. Laois.

Teaching Engineering, Technical
Graphics/DCG, LCVP and SEN.



Geraldine O'Brien

**ASTI Vice President Candidate
2020/2021**

Living in Doonbeg and working in
St. Joseph's Community
College, Co. Clare.

Teaching Home Economics,
Computing, CSPE, SPHE, and
PLC.

PROFILE OF CANDIDATE FOR VICE PRESIDENT: GERALDINE O'BRIEN

- Born in Drumkeerin, Co. Leitrim
- Primary Education: Drumkeerin N.S.
- Secondary Education: Lough Allen College, Drumkeerin and Ursuline, Sligo
- Third Level Education:
St. Angela's College of Education, Sligo
Trinity College Dublin
University of Limerick: (M.A.)
St. Angela's College, Sligo: (H. Dip. Learning Support)
- Teacher of Home Economics, Computing, CSPE, SPHE, and PLC
- Married to Michael and living in Doonbeg, Co. Clare for the past 25 years.
- Intel Teach to the Future Master Tutor
- Adapted the Intel Teach to the Future Manual for the Irish Curriculum
- Intel Teach to the Future presenter in Maynooth
- Lectured in two modules on the Masters in Digital Media in Education in the University of Limerick (UL)
- Supervised and graded students studying for the Master in Education in UL
- Managed hospitality in Coláiste Eoghain O Curry, Carraig an Chabhaltaigh for 10 years
- Member of Kilkee Golf Club

MY PRIORITIES

- Equal Pay for Equal work – restoration of equal pay for LPTs
- Junior Cycle – no changes to Senior Cycle until the Junior Cycle has been fully 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 and Welfare – I will highlight the need to support the wellbeing of the classroom teacher and ensure that there is 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
- Teacher Charter – teachers have the right to Professional Status, Professional Development, Professional Learning Environment and Personal Rights in Society
- FEMPI – end the punitive sanctions imposed on teachers

If you elect me as your Vice President I will be a voice for classroom teachers on the difficult journey ahead working for improvements in the pay and working conditions of all our members.

UNION EXPERIENCE

- Active member of the ASTI for over 30 years
- Current School Steward in Community College, Kilkee
- Clare Branch Secretary, Equality Officer, Branch Organiser
- Branch Vice-Chairperson, Chairperson
- Branch Delegate to Annual Convention for Clare branch since 1988
- Member of Central Executive Council
- Standing Committee representative for region 4
- ASTI delegate to ICTU Biennial Conference
- Delegate to ICTU Women's Conference
- Member of the ASTI Community and Comprehensive Advisory Committee
- Currently Chairperson of the ASTI Community and Comprehensive Advisory Committee
- Member of the ASTI Safety, Health and Welfare Committee
- ASTI representative for IT and Computer Science on NCCA course committee
- ASTI representative on NCCA subject development committee for Leaving Certificate Computer Science
- Member of the Standing Committee subcommittee that has dealt with SEN inclusion, Junior Cycle implementation and Senior Cycle reform
- ASTI national cheque signatory

CONVENTION MOTIONS 2020

URGENT MOTION

That the ASTI intensify its campaign to secure full restoration of the pre-2011 pay-scale for all teachers. **(Standing Committee)**

MOTION 77

That the ASTI demand that a comprehensive review of the fully implemented Framework for Junior Cycle be carried out and published by an independent educational body, and an assurance of no further changes prior to its completion be sought from the DES, before any further changes are proposed and/or implemented at Senior Cycle. **(Dublin South Central, Galway, Mullingar, Tullamore)**

MOTION 68

That the ASTI negotiate that school holidays should not be counted when calculating a teacher's sick leave. **(Wicklow)**

MOTION 91

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)**

MOTION 11

That as part of the replacement of the Public Service Stability Agreement, the ASTI negotiate restoration of increments for all members, including a realignment to the dates which existed prior to June 10th 2017. **(Fingal, Cork South Paddy Mulcahy)**

MOTION 3

That the ASTI insist that the Croke Park hours not form part of the next pay agreement. **(Dublin North East)**

MOTION 46

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

MOTION 73

That the ASTI vehemently oppose the introduction of a statutory Student and Parent Charter, which encourages students and parents to initiate complaints against teachers and simultaneously overlooks and fails to include the rights of teachers. **(Cork South Paddy Mulcahy)**

MOTION 53

That the ASTI negotiate an annual opt out option from the S&S scheme for all members who have given 15 years' service. **(Mullingar)**

MOTION 105

That the ASTI vehemently oppose any future Senior Cycle which is modelled on the Junior Cycle. **(Cork South Paddy Mulcahy)**

MOTION 20

That the ASTI seek to negotiate with the DES that the allocation of posts of responsibility based on seniority be reinstated. **(Tipperary)**

MOTION 31

That, in light of the new Junior Cycle changes which focus on changed teaching methodology and active student participation in lessons, the ASTI robustly insist on maximum class sizes of 20 for all subjects. **(Cork South Paddy Mulcahy)**

EQUAL PAY

REVIEW OF JC FRAMEWORK

SICK LEAVE

VETTING PROCESS

INCREMENT DATES

CROKE PARK HOURS

INSPECTIONS

STUDENT AND PARENT CHARTER

SUBSTITUTION AND SUPERVISION

SENIOR CYCLE REFORM

POSTS OF RESPONSIBILITY

CLASS SIZE

STUDENT AND PARENT CHARTER

FEMPI

PME ALLOWANCE

SENIOR CYCLE REFORM

PAY RESTORATION

TEACHERS' HEALTH & SAFETY

BEREAVEMENT LEAVE

ASTI RULES AND CONSTITUTION

CONVENTION MOTIONS 2020

MOTION 74

That the ASTI seek that the proposed Student and Parent Charter be extended to include teachers. **(Dublin South 1)**

MOTION 9

That monies lost by ASTI members, as a result of FEMPI punishments, be repaid in full and with interest. **(Carlow)**

MOTION 41

In light of current teacher shortages and in keeping with the practice in other professions such as the Gardaí, Army personnel, Naval personnel and Nurses, that the ASTI seek the introduction of a training allowance for student teachers during their Professional Master in Education course. **(Stillorgan, Cork South Paddy Mulcahy)**

MOTION 96

That the ASTI direct members not to assess their own students for certification purposes in any revised Senior Cycle curriculum. **(Wexford Tony Boland, West Mayo – Requires a Ballot)**

MOTION 12

That the ASTI vehemently demand that all punitive measures applied to teachers since 2008 be removed and/or reversed. **(Cork South Paddy Mulcahy)**

MOTION 44

That the ASTI negotiate with the Department of Education and Skills with the aim of establishing an independent and mandatory audit for each school of teachers' psycho-social hazards and stresses. **(Drogheda Sean Higgins)**

MOTION 36

That the ASTI seek that bereavement leave be extended to include parents bereaved in the case of non-viable pregnancies. **(Stillorgan)**

STANDING COMMITTEE MOTION

Amend Rule 96. (d) by deletion of the words "at the end of Annual Convention" and replace with "on August 1st save for the provisions in the interim arrangements as provided for in (h)."

Amend Rule 96. (h) by deleting everything after the words "term out of office" in the second sentence and inserting the following text.

Notwithstanding that the term of office for regionally elected representatives shall normally be two years the following interim arrangements shall apply.

For Regions 1, 3, 5, 7, 9, 11, 13, 15, 17 the terms of office will run from the end of Annual Convention 2021 to 31st July, 2023

For Regions 2, 4, 6, 8, 10, 12, 14, 16, 18 the terms of office will run from the end of Annual Convention 2022 to 31st July, 2024.

In 2023, the elected members for Regions 1, 3, 5, 7, 9, 11, 13, 15, 17 terms of office will run from the 1st August 2023 to 31st July 2025.

In 2024, the elected members for regions 2, 4, 6, 8, 10, 12, 14, 16, 18 terms of office will run from the 1st August 2024 to 31st July 2026.

Thereafter, at the end of the term of office of the regionally elected representatives on Standing Committee, half of the seats of the regionally elected representatives, chosen in alternate numerical sequence, shall become vacant and an election shall be held to fill such vacant seats. Subsequent terms of office for all regionally elected representatives on Standing Committee shall be of two years' duration other than in the case of a by election as provided for in (i).

CONVENTION MOTIONS 2020

Rule 96. to then read as follows:

STANDING COMMITTEE

96.

- (a) The President, Vice-President, Honorary Treasurer, Immediate Past-President (from August 1st to the end of next Annual Convention), President Elect (from Annual Convention to July 31st), Honorary National Organiser and regionally elected representatives shall be members of Standing Committee. Members may not hold office concurrently as regionally elected representatives and as President, Vice-President, Honorary Treasurer, President-Elect or Honorary National Organiser.
- (b) For the purposes of electing representatives to Standing Committee on a regional basis, the branches of the Association shall be divided into eighteen regional divisions as defined in Appendix C of the Rules and Constitution of the ASTI.
- (c) The branch elections of representatives to Standing Committee shall be by the proportional representation system at secret ballots held at a specific time, date and venue or venues as determined by the branch in accordance with (f) below; such determination shall be reached following agreement with the candidates concerned and where such agreement is not possible, the matter shall be determined by Standing Committee.
- (d) Members in the branches in the regions defined in Appendix C of the Rules and Constitution of the ASTI, shall elect a member from the region to Standing Committee; such election shall be held in accordance with (c) above in the respective region during the period commencing not more than eight weeks before the first day of Annual Convention and ending not less than two weeks before the first day of Annual Convention and the elected member shall take up office on August 1st save for the provisions in the interim arrangements as provided for in (h).
- (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 two 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.
- (f) The elections shall be conducted and the votes counted in accordance with procedures approved by CEC from time to time.
- (g) The successful candidate shall be the one securing the highest cumulative vote cast at the branch meetings in the respective region.
- (h) The term of office for regionally elected representatives shall normally be two years and a member may be re-elected to serve for a maximum of three consecutive full terms.

Members of Standing Committee who serve as regionally elected representatives for the maximum number of consecutive terms shall have the right to stand for election to office as regionally elected representatives after a minimum period of one term out of office.

Notwithstanding that the term of office for regionally elected representatives shall normally be two years the following interim arrangements shall apply.

For Regions 1, 3, 5, 7, 9, 11, 13, 15, 17 the terms of office will run from the end of Annual Convention 2021 to 31st July, 2023

Committees for Election at Annual Convention 2020

Steering Committee	5
Sickness Benefit Committee	7
Investment Committee	4
Rules Committee	5
Pensions Sub-Committee	5
Business of CEC Sub-Committee	3

Childcare Facilities

Monday March 16 is the deadline for booking/ receipt of registration for childminding facilities (signature required). Late booking fees apply. See <https://www.asti.ie/news/events/annual-convention-2020/play-centre/>

CONVENTION MOTIONS 2020

For Regions 2, 4, 6, 8, 10, 12, 14, 16, 18 the terms of office will run from the end of Annual Convention 2022 to 31st July, 2024.

In 2023, the elected members for Regions 1, 3, 5, 7, 9, 11, 13, 15, 17 terms of office will run from the 1st August 2023 to 31st July 2025.

In 2024, the elected members for regions 2, 4, 6, 8, 10, 12, 14, 16, 18 terms of office will run from the 1st August 2024 to 31st July 2026.

Thereafter, at the end of the term of office of the regionally elected representatives on Standing Committee, half of the seats of the regionally elected representatives, chosen in alternate numerical sequence, shall become vacant and an election shall be held to fill such vacant seats. Subsequent terms of office for all regionally elected representatives on Standing Committee shall be of two years' duration other than in the case of a by election as provided for in (i).

- (i) In the event of a vacancy for a regionally elected representative on Standing Committee arising, other than at the end of a term of office, such vacancy shall be filled by election held within 70 school days of the vacancy occurring. The timetable for nominating candidates and for the conduct of the ballot will be as decided by Standing Committee. The organisation of the ballot shall be in accordance with the standard procedures as approved from time to time. The successful candidate shall serve until the expiry of the term of office of the representative from the relevant region.
- (j) Regionally elected representatives on Standing Committee shall have the right to attend branch meetings in their regions, and the role and activities of regionally elected representatives of Standing Committee shall otherwise be as defined by Standing Committee from time to time.
- (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 five years.

(Standing Committee)

STANDING COMMITTEE MOTION

Amend Rule 151 by deletion of everything after the words “(b) Regional Organisers to act under the direction of the Honorary National Organiser.” and replace with “The Honorary National Organiser shall have been a member of ASTI for not less than ten years. They shall be elected by a simple majority vote at CEC. The Honorary National Organiser shall hold office for one year and shall be eligible for re-election each year to serve a maximum of five consecutive years.”

Rule 151. to then read as follows:
151.

At its first meeting after Convention, the CEC shall appoint from among its members:

- (a) An Honorary National Organiser, and
- (b) Regional Organisers to act under the direction of the Honorary National Organiser.

The Honorary National Organiser shall have been a member of ASTI for not less than ten years. They shall be elected by a simple majority vote at CEC. The Honorary National Organiser shall hold office for one year and shall be eligible for re-election each year to serve a maximum of five consecutive years.

(Standing Committee)

Convention Dinner

Convention dinner takes place on Tuesday April 14th in the McLure Suite, Clayton Whites Hotel. The cost of a ticket is normally €50. If your branch reserves a table of 10 before **Friday March 20** the cost is €400 (a saving of €100). Payment for reserved tables must reach ASTI Accounts on or before Friday, April 3. Book early to avoid disappointment. A branch can book a table with another branch (please book under one branch name) by emailing info@asti.ie.

A small number of tickets may also be on sale on Tuesday, April 14 in the Business Centre, Clayton Whites Hotel from 2.30-3p.m. (cost €50).