



# Preliminary Agenda

STRICTLY  
CONFIDENTIAL  
TO MEMBERS

## Motions for Annual Convention

AMENDMENTS TO MOTIONS FOR ANNUAL CONVENTION, 2023  
MUST BE SUBMITTED TO THE GENERAL SECRETARY,  
TO REACH HEAD OFFICE NOT LATER THAN JANUARY 31st 2023 (RULE 72(d)).

Branches may asterisk **eight** motions from the Preliminary Agenda  
indicating their choice in order of priority.

**Motions which are already Association Policy have been annotated.**

# ASTI

# 2023

**SALARIES AND ALLOWANCES, POSTS OF RESPONSIBILITY,  
SUPERANNUATION, EXAMINERS AND SUPERINTENDENTS, REDEPLOYMENT**

**SALARIES AND ALLOWANCES**

1. That the ASTI demand that monies due to ASTI members as a result of the increment freeze in 2016/2017 be repaid with immediate effect.  
**(Wexford Tony Boland) (Already Policy)**

**POSTS OF RESPONSIBILITY**

2. That the ASTI renegotiate Circular Letter 0003/2018 with the Department of Education regarding posts of responsibility so that interview boards exclude personnel employed in the school or college named in the advertisement.  
**(Carbery)**

***Composite Motion***

3. That the ASTI demand an immediate review of the current appointment system to posts of responsibility in schools as per circular 0003/2018 in the interests of retention of teachers.  
**(Dublin North West, Tuam)**
4. That the A.S.T.I. form a committee to conduct research into the awarding of Posts of Responsibility with a view to ensuring/reaffirming there is no discrimination or inequality in the process.  
**(Donegal)**

***Composite Motion***

5. That the ASTI seek additional allocation of teaching hours to provide for a reduction in teaching time on a pro-rata basis, to allow AP1 and AP2 post holders to perform their duties.  
**(Clare, Fermoy, Mullingar)**
6. That the ASTI conduct a full and comprehensive review of the workload attached to AP1 and AP2 posts and insist that a time allowance for all post holders be mandatory in all schools.  
**(Dublin South 1)**
7. That the ASTI insist that the Department of Education, in conjunction with the teachers unions and management bodies, conduct a comprehensive review into the interview, selection and appeals process for Assistant Principal posts.  
**(Dublin South Central) (Already Policy)**

***Composite Motion***

8. That the ASTI begin negotiations with the Department of Education to demand that a significant portion of the overall marks for the selection of candidates for AP1 and AP2 positions be allocated for teaching experience and seniority.  
**(Carbery, Donegal) (Already Policy)**
9. That the ASTI demand that, in addition to their post allowance, Assistant Principals be given a time allowance of 4 hours per week for AP1 and 2 hours a week for AP2, to enable them to fulfil their duties.  
**(Wexford Tony Boland)**

**SUPERANNUATION**

10. That the ASTI negotiate with the Department of Education, that each teacher be provided with a statement of their pensionable service on an annual basis.  
**(Carbery)**
11. That the ASTI commission advice into the different options available to members for providing the best possible pension. This would consider associated costs and benefits for specific pension schemes (AVCs, PRSAs and Notional Service etc).  
**(Clare)**
12. That the ASTI negotiate with the relevant Government departments that changes be made to pension arrangements for teachers paying Class A PRSI who wish to work in retirement prior to reaching State Pension age, in order to bring them in line with the pension rights of retired teachers in the Class D PRSI scheme working before reaching State Pension age.  
**(Tuam)**
13. This Convention calls on the ASTI Pension Committee to make recommendations to review the current Pension arrangements for post 2011 Teachers. This review will be presented to Convention in 2024.  
**(Dublin South County)**
14. This convention demands that in view of the increased cost of living that the 1.5% spouse and child salary deduction be made optional for all serving teachers.  
**(Dublin South County)**

15. That ASTI demand from the Department of Education that teachers who work beyond 40 years of pensionable service and continue to have pension contributions deducted from their salary be given appropriate pension benefits for the additional years worked, or have the additional contributions returned.

**(Waterford)**

## **EXAMINERS AND SUPERINTENDENTS**

16. In an effort to explore a solution to the shortage of examiners for the State Examinations the ASTI seek that all remuneration for State Examinations Commission work be taxed at the standard rate.

**(Desmond)**

## **REDEPLOYMENT**

17. That the ASTI demand that the Department of Education establish a nationwide voluntary redeployment scheme for post-primary teachers.

**(Dublin North East) (Already Policy)**

**CONTRACTS OF INDEFINITE DURATION, PART-TIME AND FIXED TERM TEACHERS,  
CLASS SIZE, CONDITIONS OF WORKERS**

**CONDITIONS OF WORK**

- 18 That the ASTI demand that special leave be granted to those who experience a miscarriage or who are partners of those who experience a miscarriage; equivalent to that given for compassionate leave as is in the case of a parent, child or spouse bereavement  
**(Bray)**
- 19 That the ASTI demand that the Department of Education provide paid substitution cover for staff members who avail of marriage leave during school term.  
**(Bray)**
- 20 That the ASTI enter into negotiations with the Department of Education to ensure that ASTI members be allowed to opt out of supervision and substitution at any stage after 10 years of service.  
**(Carbery)**
- 21 This Convention demands that the Department of Education make the Supervision and Substitution Scheme voluntary for Teachers.  
**(Dublin South County) (Already Policy)**
- 22 That the ASTI engage in relevant negotiations to end the Croke Park hours.  
**(Cork South Paddy Mulcahy) (Already Policy)**
- 23 That the ASTI demand that immediate whole time permanent jobs are available to teachers who take up employment in schools.  
**(Cork South Paddy Mulcahy) (Already Policy)**
- 24 That the ASTI negotiate with the Department of Education with the aim of introducing menopause leave which will allow teachers to request suitable workplace adjustments such as flexibility, time off to attend medical appointments and work task adjustments when teachers are experiencing symptoms.  
**(Drogheda Sean Higgins)**
- 25 That the ASTI negotiate with the Department of Education with the aim of establishing an independent and mandatory audit of teachers' psycho-social hazards and stresses in each school.  
**(Drogheda Sean Higgins)**
- 26 That the ASTI demand, in the interests of health and safety, that all teachers be given access to the flu vaccine free of charge.  
**(Dublin North West)**
- 27 That the ASTI demand an alleviation in additional hours (Haddington Road Agreement) as given to other public servants outlined in the report of the Independent Hours Body established under the Building Momentum Agreement 2021-2022.  
**(Dublin North West)**
- 28 That in view of the deterioration of the sick leave entitlements of teachers as a result of the economic crash of 2008 the ASTI now seek significant improvements in teachers' sick leave entitlements.  
**(Dublin South 1)**
- Composite Motion**
- 29 That the ASTI negotiate with the Department of Education for teachers to be able to opt-in and opt-out annually from the Supervision and Substitution scheme.  
**(Donegal, Galway, New Ross) (Already Policy)**
- 30 That the ASTI seek to have the wording in Circular 0042/2014,  
Appendix 1 - Agreed arrangements for the creation of the substitution roster PRELIMINARY WORK BY PRINCIPAL (Part 1 a, b, & c) amended from the current wording:  
Calculation of the number of substitution slots to be filled: The Principal calculates the total number of substitution slots to be filled, based on the weekly class period commitment of the teachers who have not opted out of S&S duties, as set out in Circular 0006/2014:  
a. Each teacher working up to and including 12 hours class contact per week = 3 class periods  
b. Each teacher working more than 12 and up to and including 17 hours class contact per week = 4 class periods  
c. Each teacher working more than 17 hours class contact per week = 5 class periods  
To the following:  
a. Each teacher working up to and including 12 hours class contact per week = 120 minutes

b. Each teacher working more than 12 and up to and including 17 hours class contact per week = 160 minutes

c. Each teacher working more than 17 hours class contact per week = 200 minutes

**(Galway)**

31. That the ASTI seek to have a reduction in the number of class periods a teacher must be available for substitution where the school has increased the length of the class period above 40 minutes.

**(Mullingar)**

32. That the ASTI demand of the Department of Education, in the interest of wellbeing and fairness, that all members are granted partial personal days if and when requested. It should not be at the school's discretion.

**(New Ross)**

33. That the ASTI enter into negotiations with the Department of Education regarding the current requirement of Croke Park hours, to seek a reduction to reflect concessions made in other sectors of the public service.

**(Tipperary)**

34. The ASTI calls on Department of Education to consider/facilitate the allocation of job-sharing on the basis of two teachers sharing a full/fixed weekly timetable (as happens in Primary Schools) and with class groups sharing two teachers per subject (e.g., English/Irish/Maths).

**(Tullamore)**

35. That the ASTI insist that classroom visits by members of a school's management team to observe and/or inspect teaching and learning, do not take place in the absence of an agreed national procedure governing such visits.

**(Waterford)**

## CLASS SIZE

36. The ASTI enters into negotiations with the Department of Education to reduce class size to 24 in all subjects across the board (with the current limit of 20 for Home Economics to remain in place).

**(Tullamore)**

EDUCATION, SCHOOL RESOURCES, TEACHING COUNCIL, CONTINUOUS PROFESSIONAL DEVELOPMENT, ASSESSMENT, CERTIFICATE EXAMINATIONS

**EDUCATION**

37. That the ASTI demand, in the light of the covid-19 pandemic being recognised as an adverse childhood experience (trauma), that the ex-quota status be reinstated for all guidance counsellors, in all second level schools, as a matter of urgency.  
**(Clare) (Already Policy)**

38. The ASTI urge the Department of 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)**

**Composite Motion**

39. That the ASTI demand an increase in the services provided by the National Educational Psychological Service to all secondary schools to ensure sufficient SEN provision so that schools can provide inclusive education for all students.  
**(Dublin North West, Dungarvan)**

40. That the ASTI, in view of the ever-increasing diverse population, engage in discussions with the Department of Education with a view to appointing a Diversity and Inclusion Officer in all schools, similar to those engaged in some Government Departments.  
**(Stillorgan)**

41. That, in the light of the severe shortage of qualified teachers in schools nationwide, the ASTI engage immediately with the Department of Education with a view to carrying out a complete review of the recruitment process for teachers, to include training, inclusivity and remuneration.  
**(Stillorgan)**

**ASSESSMENT & CERTIFICATE EXAMINATIONS**

42. In the interest of student and teacher welfare and given that such an option has been trialled as a result of the Covid19 pandemic, that the ASTI negotiate with the Department of Education, the option to complete only one CBA per state-examined subject and to discontinue the Assessment Task of the Junior Cycle.  
**(Carbery)**

**Composite Motion**

43. That the ASTI demand, that for all future Leaving Certificate syllabi (specifications), the Department of Education, the NCCA and SEC publish the full range of syllabus documentation concurrently and not less than 12 months prior to implementation of the syllabus. The syllabus documentation to include; a detailed syllabus which embeds depth of treatment and comprehensive teacher guidelines into the syllabus, sample examination papers and sample marking schemes.  
**(Clare, Dublin North West)**

44. That the ASTI seek that there be no more than 1 CBA in each subject at Junior Cycle and that the completion of these CBAs be spread across second and third year and that the Assessment Task in relation to the CBAs be removed.  
**(Dublin South 1)**

45. In the interest of equity of assessment for students, that the ASTI insist that the assessment and grading of present and future state-examined subjects in Senior Cycle remain the sole remit of the State Examinations Commission.  
**(Carbery) (Already Policy)**

46. That, in the light of the announcement on 29th March 2022 by Minister for Education Norma Foley on a vision for the reform of Senior Cycle education in Ireland, the ASTI will remain steadfast in keeping with its current policies on teachers assessing their own students for state certification.  
**(Clare) (Already Policy)**

**Composite Motion**

47. That the ASTI demand that the State Examinations Commission not schedule the oral and practical examinations during the Easter holidays.  
**(Carrick on Shannon, Dublin North East, Dublin North West, Mullingar, Tipperary)**

48. The ASTI seek the State Examinations Commission to issue the breakdown of marks written on the examination paper for students completing their Junior Cycle Examination.  
**(Mullingar)**

49. That the ASTI engage with the SEC to ensure that marks are allocated in advance for all individual questions in all subject papers for the Junior Cycle Final Examinations, and subject teachers be informed accordingly.  
**(Cork South Paddy Mulcahy)**

50. That the ASTI engage with the Department of Education with the aim of abolishing all CBAs in Junior Cycle. **(Cork South Paddy Mulcahy)**
51. That the ASTI insist that the Department of Education reinstate Higher and Ordinary Level papers, as well as Foundation Level papers where appropriate, in place of the Common Level paper in all relevant Junior Cycle subjects, so that all students may achieve at an appropriate level. **(Desmond) (Already Policy)**
52. That the ASTI insist that the supervision and correction of all terminal State Examinations continue to be the remit of the State Examinations Commission and that appointment for such work remain on a voluntary and contractual basis. **(Desmond)**
53. That a committee be formed to develop a set of positive proposals for Senior Cycle reform that the ASTI can promote as an alternative to the Minister's proposals. **(Dublin North East)**
54. That the ASTI insist that teachers of Music and other practical subjects be remunerated for the preparation and facilitation of the practical exam, similar to other subjects such as Home Economics. **(Dublin South 1)**
55. That the ASTI demand that the Easter and Midterm breaks and weekends are not used for the sitting of State Examinations. **(Dublin South 1)**
56. That the ASTI vehemently oppose the proposal to hold English and Irish Leaving Certificate paper 1 at the end of Fifth year. **(Dublin South 1)**
57. That the ASTI refuse to cooperate with the proposal to move Paper 1 in English and Gaeilge to Fifth Year. **(Dublin North East)**
58. The ASTI opposes any attempt for students to sit a Leaving Certificate exam in 5th year. **(Fermoy)**
59. That, in support of student wellbeing and in valuing students' work, the ASTI seek a reduction of CBAs from two to one in all Junior Cycle subjects and that one CBA is externally assessed and is awarded a maximum 10%, in lieu of the Assessment Task, which goes towards the final JC subject result. **(Stillorgan)**
60. That the ASTI establish a committee to review the operation and effectiveness of SLAR meetings and ASTI's current policy in relation to SLARs and report to Annual Convention 2024. **(Tipperary)**
61. (a) That the ASTI commission independent research into:  
 (1) comparing the depth of treatment of Accounting, Business and Economics in the new common level Junior Cycle Business Studies specification and that of those subjects in the previous higher and ordinary Junior Certificate Business Studies and compare their effect on students' prior knowledge after completion of these courses ahead of embarking on studying current Leaving Certificate syllabi/subject specification(s) in those subject areas.  
 (2) comparing the depth of treatment of Physics, Biology and Chemistry in the new common level Junior Cycle Science specification and that of those subjects in the previous higher and ordinary Junior Certificate Science syllabi and compare students' prior knowledge in both cases ahead of embarking on studying current Leaving Certificate syllabi/subject specification(s) in those subject areas.
- (b) Pending the completion of this research and its results, that the ASTI consider an appropriate response, if any, ahead of any further new subject specifications being developed for these subjects. **(Tuam)**
62. That the CEC, at its next meeting after Convention 2023, elect a committee to advise how the established practice of the State Examinations Commission employing experienced teachers to mark the oral, practical, and written components of the Certificate Examinations can be guaranteed, and that this committee report back to the January CEC, 2024. **(Waterford)**
63. That the ASTI oppose the examination of any element of state examinations during school breaks, other than the summer break. **(Wexford Tony Boland)**
64. That the ASTI object to Classroom Based Assessments in SPHE and CSPE due to the negative impact this has on student wellbeing. **(Wicklow)**

**RULES AND CONSTITUTION,  
ORGANISATION AND ADMINISTRATION, MISCELLANEOUS**

**RULES AND CONSTITUTION**

**65. Rule 8 – Full Membership**

That Rule 8 be amended by deleting the word “lay” from the three locations in which it currently appears. The rule to read as follows:-

Full membership of the Association shall be open to:

(a) all serving teachers who hold the qualifications necessary for registration as secondary teachers in the Republic of Ireland,

(b) all serving teachers who hold a primary university degree or other qualifications acceptable to the Registration Council, other than those who teach in the schools which comply with the Rules for Secondary Schools as defined in the Intermediate Education (Ireland) Acts 1878 to 1924, and

(c) all those entitled under the Rules of the Association to become “associate members” or “members on leave”, who elect to apply for full membership.

Notwithstanding anything contained in parts (a), (b) and (c) above, principal teachers who have or may assert the sole power to appoint or dismiss members of a school’s teaching staff shall not be eligible for membership of the Association. **(Dungarvan)**

**66. RULE 9 – ASSOCIATE MEMBERSHIP**

That Rule 9 be amended by deletion of the word “lay”. The rule to read as follows:-

The following are eligible for Associate Membership of the ASTI:

(i) All part-time teachers qualified as in (a) or (b) of Rule 8 and who are teaching in Secondary, Community and Comprehensive Schools and Community Colleges, and,

(ii) such category or categories of teachers as defined by Standing Committee from time to time.

**(Dungarvan)**

**67. RULE 11 – STUDENT MEMBERSHIP**

That Rule 11 be amended by deleting the word “lay” from the two locations in which it currently appears. The rule to read as follows:-

Higher Diploma in Education students, final year students in colleges who, when qualified, would be entitled to register as secondary teachers are eligible for student membership of the ASTI. Student members shall be eligible for ASTI membership rights and privileges subject to the following provisions:

a student member shall not be entitled to act as an officer of a branch, as a representative on the Central Executive Council or as a member of Standing Committee. **(Dungarvan)**

**ORGANISATION AND ADMINISTRATION**

68. That the ASTI introduce an app which can be downloaded by all members in order to access union information, news and surveys.

**(Drogheda Sean Higgins)**

69. That the ASTI establish a sub-committee to examine the feasibility of employing in-house legal counsel on a full-time basis.

**(Drogheda Sean Higgins)**

70. That the ASTI commit to exploring the formation of one Second Level Teachers union in a timely fashion, in the interest of the advancement of the teaching profession.

**(Dublin North West) (Already Policy)**

***Composite Motion***

71. That this Convention elect an ASTI Rejuvenation Committee to review engagement of ASTI members in union activity at school and Branch level. This Committee will report back to CEC in January 2024.

**(Dublin South County, Wexford Tony Boland)**

72. That the ASTI negotiate with the Department of Finance and the Revenue Commissioners, a tax relief for teachers to allow them to recoup, annually, some or all of the costs of upgrading and investing in technology, teaching supplies and equipment purchased for teaching purposes.

**(Dublin South Central)**

73. This Convention demands that all ASTI members on the Teaching Council be facilitated to attend all meetings. If ASTI members are impeded from attending, this Convention authorises the ASTI to take all appropriate action until teachers are facilitated to attend.

**(Dublin South County)**

74. This Convention demands that all ASTI-endorsed teacher representatives are facilitated to attend ASTI-endorsed meetings [including Teaching Council meetings]. If ASTI-endorsed teacher representatives are impeded from attending, this Convention authorises the ASTI to take action where deemed appropriate, so that teachers are facilitated to attend.

**(Galway)**

75. That the ASTI reinstate the hybrid format for CEC meetings and Annual Convention to increase accessibility for members to attend.

**(Stillorgan)**

76. That ASTI note with pride the contribution ASTI members make to education research and reform; that ASTI encourage members to engage with university and third level projects, bring to the research the teacher experience, and articulate the application and aspirations of union policy when pertinent.

**(Waterford)**

77. That the ASTI conduct a survey of its members to establish the stressors in their workplaces.

**(Wexford Tony Boland)**