

STRICTLY
CONFIDENTIAL
TO MEMBERS



Preliminary Agenda

Motions for Annual Convention

AMENDMENTS TO MOTIONS FOR
ANNUAL CONVENTION, 2022
MUST BE SUBMITTED TO THE GENERAL SECRETARY,
TO REACH HEAD OFFICE NOT LATER THAN
JANUARY 31st 2022 (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.**

2022

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

SALARIES AND ALLOWANCES

1. That the ASTI ballot members with a view to undertaking industrial action, up to and including strike action, starting in September 2022 until the following demands are met:
 1. The elimination of the post-2011 pay scale and the establishment of 1 common pay scale for all teachers;
 2. A pay rise for all teachers to counter the increasing costs of living within our country;
 3. Full repayment of monies lost to teachers for lost and delayed increments imposed by FEMPI;
 4. The end of unpaid work currently done under Croke Park and Haddington Road Agreements.

(Carlow)
2. That the ASTI commission a comprehensive report to quantify the financial impacts of the two-tier pay scale on lower-paid teachers and the report be utilised to assist ASTI in restoring equal pay scales for all teachers. **(Clare)**
3. That the ASTI promote a campaign to set up a working group involving all teacher unions to work together to resolve all outstanding issues of pay discrimination. **(Dublin North West)**
4. That the ASTI reinvigorates its equal pay for equal work campaign in order to achieve justice for lesser-paid teachers. **(Dublin South 1)**
5. That the ASTI, in the negotiations on the successor to Building Momentum, demand cost of living increases in line with inflation. **(Fingal)**
6. That the ASTI demand that fortnightly payment of salary be reinstated for all ASTI members. **(Fingal)**
7. That teachers who commenced their careers by accepting temporary positions as substitutes for permanent teachers on maternity/study/sick leave before 2001 be given incremental credit for such service. **(Tipperary)**

POSTS OF RESPONSIBILITY

8. 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 advertised post(s). **(Carbery)**

9. That, in any review of Circular Letter 0003/2018 (Posts of Responsibility), the ASTI seek a comprehensive review of the grounds for appeal. **(Dublin North East)**
10. That the ASTI demand an impartial, transparent and orderly path to promotion that takes account of all relevant experience in the interest of the retention and recruitment of teachers. **(Dublin North West).**
11. That the ASTI set up a committee to review the workload attached to AP1 and AP2 posts with particular reference to the difference in workload depending on school size and report to CEC by January 2023. **(Fingal)**
12. That the ASTI begin negotiations with the Department of Education to revisit the criteria for selection of candidates for AP1 positions, specifically that some recognition be given for teaching experience/years of service. **(Tullamore)**
13. That the ASTI call on the Department of Education to increase the remuneration and time allocated to AP1 and AP2 posts of responsibility and ensure that these conditions and pay be applied uniformly across all schools in the post-primary sector. **(Tullamore)**

SUPERANNUATION

14. That as a matter of urgency, the ASTI commission a comprehensive report, assessing the current contributions made under the different pension schemes, with a view to promoting equity for our members **(Dublin North 1)**
15. That the ASTI resist any measures including levies which would further adversely affect public sector pensions **(Dublin North West)**
16. That ASTI negotiate restoration of the pension scheme for all teachers to pre-2004 levels in the interest of equality. **(Dublin North West)**

CONTRACTS OF INDEFINITE DURATION, PART-TIME AND FIXED TERM TEACHERS, CONDITIONS OF WORK, PART-TIME AND FIXED TERM TEACHERS

CONDITIONS OF WORK

Note: Supervision and Substitution

The ASTI is currently pursuing a claim at the Teachers Conciliation Council for teachers to acquire the right to opt in or opt out of the Supervision and Substitution Scheme on an annual basis.

17. 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
(Athlone)
18. That the ASTI insist that Supervision and Substitution be uncoupled so that teachers can opt in or out of supervision and/or substitution on an annual basis from September 2023.
(Dublin South Central)
19. That the ASTI seek an optional opt out of the Supervision and Substitution scheme for all members who have completed 15 years of service.
(Fingal)
20. That the ASTI enter into discussions with the Department of Education to ensure that any teacher who takes leave for part of a day, only has that part of the day recorded as leave, and that any leave less than two hours be not counted.
(Athlone)
21. Given the importance of air quality and comfortable temperatures inside classrooms, that the ASTI seek as a matter of urgency, the implementation of a comprehensive government programme of works, to ensure that all classrooms are provided with an appropriate mechanical ventilation or air conditioning system, capable of introducing warmed filtered fresh air and reducing room CO₂ levels to a value below 900ppm.
(Clare)
22. That the ASTI demand that high-efficiency particulate air purifiers be installed in all classrooms by September 2022.
(Fingal)
23. That the ASTI negotiate with the Department of Education with the aim of establishing an independent and mandatory audit for each school of teachers' psycho-social hazards and stresses.
(Drogheda Sean Higgins)
24. That the ASTI negotiate with the Department of Education to allow pregnant teachers opt out of Supervision and Substitution duties for the duration of their pregnancy.
(Drogheda Sean Higgins)
25. That, as a matter of urgency, the ASTI seek a written assurance from the Department of Education that school management does not require teachers on sick leave to submit work for their classes.
(Drogheda Sean Higgins)
26. That ASTI negotiate with the Department of Education to ensure that no WSE Inspection or Subject Inspection takes place during the period between the 1st of May and the end of the academic year.
(Drogheda Sean Higgins)
27. That the ASTI demand that the Department of Education provide all schools with the funding to employ support staff to maintain, manage and develop IT facilities in the school.
(Dublin North East)
28. That the ASTI insist that teachers should maintain autonomy over the way they teach and be free to determine for themselves the best pedagogical methods for their classes. As such, teachers' methodologies should not be used as a criterion in whole-school and/or subject inspections and should not be referenced in any subsequent written report or publication.
(Dublin North East)
29. That the ASTI include Leaving Certificate Computer Science and Leaving Certificate Physical Education in the ASTI class sizes directive, with a maximum class size of 24 students for both subjects.
(Dublin North East) (Already Policy)
30. That ASTI demand that partners be given approved leave to attend 12 and 20 week pregnancy scans.
(Dublin North East)

31. That the ASTI demand that extra health and safety measures be put in place for high risk and pregnant teachers during the pandemic, ensuring two metre physical distancing at all times and minimising unnecessary extra contacts, including, but not limited to: parent-teacher meetings; open evenings; and staff meetings. **(Dublin North East)**
32. That the ASTI demand the reinstatement of the 'very high risk' status of teachers who were downgraded to 'high risk', considering the vaccines are less effective as time progresses and the high rate of hospitalisation of Covid patients with underlying conditions. **(Dublin North East)**
33. That, in light of the continuing assault of teachers, physically, verbally and online, the ASTI demand that the Department of Education review its policies to ensure the protection of teachers under Health and Safety legislation. **(Dublin North West)**
34. That the ASTI negotiate with the Department of Finance and Revenue a tax incentive/relief, similar to the 'bike to work scheme' whereby teachers can recoup some or all of the costs of upgrading and investing in technology and equipment annually for teaching purposes. **(Dublin South Central)**
35. That the ASTI seek to promote diversity in the teaching profession reflecting the diversity in our student body and our society. **(Dublin South Central)**
36. That ASTI direct members to not engage with digital learning platforms unless their school IT policies include guidelines on appropriate communication between staff members, management and staff, students and staff, parents / guardians and staff, with these policies to be agreed in consultation with staff. **(Fermoy)**
(This would require a ballot of members)
37. That the ASTI meet with the Department of Education to explore and discuss introducing wellbeing leave for post-primary school teachers. **(Stillorgan)**
38. That the ASTI call on the 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)**
39. In view of the ongoing impact of the Covid-19 pandemic on the physical and mental health of staff and students in schools, that the ASTI immediately enter negotiations with the Department of Education and the other teaching unions to secure a reduction in class size. **(Wicklow)**
40. That the ASTI immediately enter negotiations with the Department of Education and the other teaching unions to secure proper investment in the necessary resources to help schools cope with the ongoing and long-term impact of the Covid 19 pandemic on the physical and mental health of staff and students. **(Wicklow)**

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

EDUCATION

41. That the ASTI negotiate with the DES so that second year PME students be paid for all teaching hours worked through the academic year. **(Carbery)**
42. In light of the current shortage of teachers at second-level, that the ASTI campaign, as a matter of urgency, to have a one-year course made available to graduates, to provide them with a qualification to teach in second-level schools. **(Clare)**

SCHOOL RESOURCES

43. The ASTI demand that Droichead funding to schools be expanded to allow Professional Support Team (PST) members to continue to assist Newly Qualified Teachers (NQTs) into their second year of teaching after they have fulfilled the Droichead requirement as set out by the Teaching Council. This additional funding will allow for continued professional support such as PST-NQT meetings and additional classroom observations where requested by an NQT. **(Dublin North East)**

TEACHING COUNCIL

44. 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)**

CONTINUOUS PROFESSIONAL DEVELOPMENT

45. That the ASTI resist any attempt by the Department of Education to introduce a policy of out-of-hours CPD. **(Dublin North East)**

CERTIFICATE EXAMINATIONS

46. That the A.S.T.I. demand of the Department of Education that Junior Cycle Geography be given equal status with Junior Cycle History. **(Cork North)**
47. That The A.S.T.I. refuse to engage in any discussion on Leaving Cert Reform until a full, open and transparent study of the Junior Cycle has been conducted and its findings made public. **(Desmond)**
48. That The A.S.T.I. insist that the assessment and grading of the leaving certificate remain the sole remit of the State Examinations Commission. **(Desmond)**
49. That the A.S.T.I insist that teachers should not examine students in their own school for state certification purposes. **(Desmond)**
50. That the ASTI set up a committee to establish what the ASTI is in favour of in terms of Senior Cycle reform. **(Dublin North East)**
51. That the ASTI seek that there be no more than one CBA per subject in junior cycle in the interest of student wellbeing **(Dublin North West)**
52. That the ASTI pursue a review of the minimum hours per subject at Junior Cycle with the intention of increasing class contact hours to implement the specifications to satisfactory levels. **(Dungarvan)**
53. That the ASTI demand that the Department of Education and the State Examinations Commission make a statement committing to the Junior Cycle examination and its future. **(Fingal)**
54. That the ASTI insist that the Department of Education prioritise completion of its review of the new Junior Cycle Curriculum. **(Stillorgan)**
55. That the ASTI insist that the Department of Education remove the Junior Cycle Assessment Task as an assessment tool in each Junior Cycle subject and instead allocate some of the Junior Cycle marks based on a review of the actual CBA2 carried out by the student. **(Stillorgan)**

**RULES AND CONSTITUTION,
ORGANISATION AND ADMINISTRATION**

RULES AND CONSTITUTION

56. Branch Delegates

Rule 60

That rule 60 be amended with the addition of “Only members who are serving teachers or honorary life members of the ASTI will be entitled to claim expenses for Convention.” after “each year.” and before “Credentials for delegates...”

The rule will then read:

Branch Delegates

60.

“The names and addresses of Branch delegates shall be forwarded by each Branch Honorary Secretary to the General Secretary so as to reach the General Secretary not later than January 31st in each year. Only members who are serving teachers or honorary life members of the ASTI will be entitled to claim expenses for Convention. Credentials for delegates shall be sent by the General Secretary to delegates along with the Convention Programme. In the event of an elected delegate being unable to act, a substitute may be appointed by the Branch, in which case the delegate withdrawing must return the delegate’s credentials to the General Secretary who will then issue credentials to the substitute.”

If passed, this motion would require as a consequence changes to rules 14(b), 159 and 160 as follows:

Rule 14(b) to be amended with the addition of “(iii) to claim expenses for Convention” after “(ii) to vote on any ballot on industrial action or to be a candidate in any election for Trusteeship of the Association”

The rule will then read:

“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 or as a representative on the Central Executive Council
- (ii) to vote on any ballot on industrial action or to be a candidate in any election for Trusteeship of the Association
- (iii) to claim expenses for Convention.”

Rule 159 to be amended with the addition of “who are serving teachers or honorary life members of the ASTI” between “delegates to Convention” and “Deputations”.

The rule will then read:

159.

“Travelling expenses shall be allowed to members of the Central Executive Council, Standing Committee, delegates to Convention who are serving teachers or honorary life members of the ASTI, Deputations, and Sub-committees and Convenors of Educational Sub-committees (who shall be allowed expenses for not more than two meetings per year) who are required to travel in order to attend such meetings. Where no suitable public transport is available to members travelling to meetings, the Honorary Treasurer may allow a mileage allowance, such allowance to be decided from time to time by the Standing Committee.”

Rule 160 to be amended with the addition of “who are serving teachers or honorary life members of the ASTI” between “delegates to Convention” and “Deputations”

The rule will then read:

160.

“Members of CEC, Standing Committee, delegates to Convention who are serving teachers or honorary life members of the ASTI, Deputations, and Sub-committees (except Educational sub-committees) shall be allowed personal expenses at a rate to be determined by Standing Committee and approved by Convention.” **(Galway)**

ORGANISATION AND ADMINISTRATION

57. That the ASTI seek an emergency meeting with the Department of Education to investigate the reasons for the crisis with regard to the recruitment and retention of teachers in post primary schools with a view to reporting back to CEC in January 2023

(Dublin North West)

58. That the ASTI withdraw from the Irish Congress of Trade Unions. **(Dungarvan)**
(Requires a ballot of members)
59. That the ASTI, in light of a recent successful ICTU motion on Industrial Relations Legislation, recognise that the restrictions on trade union action in the 1990 Industrial Relations Act need to be opposed and that the Act should be replaced or reformed to restore rights which trade unions had before 1990. **(Fingal)**
60. That a committee be formed to investigate the cost of second-level education in Ireland and a report be produced for January CEC 2023 on its findings. **(Fingal)**
61. That the ASTI begin the process of establishing a new branch for retired members, which will give those retired members the right to attend Convention in the same representative numbers as members of any other branch of the ASTI. **(Galway)**
62. That the ASTI establish a Global Solidarity Committee. Aims of this committee:
- To raise awareness amongst ASTI members of the challenges faced by teachers and their representative associations across the globe.
 - To promote the United Nations Sustainable Development Goal 4: 'Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.'
 - To promote the principle of equality in all aspects of education and the teaching profession globally.
 - To promote the right to education.
 - To promote the rights of workers, especially teachers, and their unions where they are being victimised and/or denied human rights or trade union rights.
 - To enable ASTI to express solidarity on humanitarian issues, in the context of global challenges such as world poverty, growing inequality, human rights abuses, denial of trade union rights and climate crisis. **(Tuam)**



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