

STRICTLY CONFIDENTIAL TO MEMBERS



# ASTI

## Preliminary **Agenda**

**Motions for  
Annual  
Convention  
2020**

**AMENDMENTS TO MOTIONS FOR  
ANNUAL CONVENTION, 2020  
MUST BE SUBMITTED TO THE GENERAL SECRETARY,  
TO REACH HEAD OFFICE NOT LATER THAN  
JANUARY 31st 2020 (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.**

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

**SALARIES AND ALLOWANCES**

1. That the principle of pay and pensions parity be enshrined in any pay negotiations by the ASTI.  
**(Carbery) (Already Policy)**
2. That the ASTI ballot members to engage in a reinvigorated campaign for equal pay for teachers.  
**(Cork South Paddy Mulcahy)**
3. That the ASTI insist that the Croke Park hours not form part of the next pay agreement.  
**(Dublin North East)**
4. That the ASTI seek a mandate for industrial action, up to and including strike action, for equal pay. Assuming a Yes vote in a ballot of members, the mandate be held in reserve by Standing Committee and used only in collective action with at least one other teachers' union.  
**(Dublin North East) (Requires Ballot)**
5. That the ASTI demand that, where paid substitution to cover a teacher absence is available outside of the S&S scheme, that the teacher supervising the class be paid such money as would normally be paid to a substitute teacher, in addition to the regular salary.  
**(Dublin North East)**
6. That the ASTI demand that privately paid teachers, who are registered with the Teaching Council and have taught since before 2011, must be placed on the pre 2011 pay scale should they become DES paid.  
**(Dublin South 2)**
7. That the ASTI immediately reinvigorate its campaign to secure full restoration of the pre-2011 pay scale for all teachers.  
**(Stillorgan)**
8. That the ASTI act in unison with the other teacher unions for the achievement of pay equality for all members who began service since 2011.  
**(Wicklow) (Already Policy)**
9. That monies lost by ASTI members, as a result of FEMPI punishments, be repaid in full and with interest.  
**(Carlow)**
10. That the ASTI negotiate with the DES a part-deferred salary to cover the costs of a sabbatical year if a teacher so desires.  
**(Carlow)**
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)**
12. That the ASTI vehemently demand that all punitive measures applied to teachers since 2008 be removed and/or reversed.  
**(Cork South Paddy Mulcahy)**
13. That the ASTI raise with the Teachers Conciliation Council the issue of recognition of service in the United Arab Emirates, for the purpose of incremental credit in Ireland, being equitable for both primary and second level teachers.  
**(Dungarvan) (Already Policy)**
14. That the ASTI negotiate with the DES for payment of a masters allowance to teachers who were required to complete the 2 year Masters in Education since 2012.  
**(Tipperary)**
15. That allowances for AP1 and AP2 positions be increased in line with any future pay increases  
**(Wexford Tony Boland)**
16. In light of the restoration of allowances in other sectors, that the ASTI negotiate the restoration of the allowances that were removed during the financial crisis.  
**(Wicklow) (Already Policy)**

**POSTS OF RESPONSIBILITY**

17. That the ASTI demand where a post is outlined in Dept. of Education and Skills guidelines, e.g. Well-being Coordinator in the Well-being Guidelines and SPHE Coordinator in the Child Protection Guidelines, that it be recognised as a post for remuneration similar to the programmes coordinator and it be outside the schedule of posts within a school, due to the workload expected of them  
**(Dublin South 2)**

18. That the ASTI seek a review of the present workload/duties associated with posts of responsibility. **(Fingal)**
  19. That the ASTI negotiate with the DES that the ASD Coordinator role should be an ex-quota post for a suitably qualified teacher. **(Fingal)**
  20. That the ASTI seek to negotiate with the DES that the allocation of posts of responsibility based on seniority be reinstated. **(Tipperary)**
  21. In order to achieve consistency, this Convention elects a subcommittee to examine, review and make recommendations on what duties constitute API and APII positions in second level schools. **(Cork South Paddy Mulcahy)**
  22. That the ASTI demand that the coordinators of the new Special Educational Needs Model be allocated additional time equal to 10% of the overall allocation of Special Educational Needs hours in the school for coordination and administration of same. **(Dungarvan)**
  23. That the ASTI look for the post of Junior Cycle Coordinator to be allocated to schools on an ex-quota basis similar to that of the Programmes Coordinator. **(Tullamore)**
  24. Given that AP1 post holders are now part of the school management team, with increased responsibilities and workload, that the ASTI negotiate with the DES for a reduction in their timetabled hours in order to carry out their duties. **(Tipperary)**
- ### **SUPERANNUATION**
25. That ASTI insist that the DES comply with legislation requiring employers to issue annual updates on pension contributions. **(Dublin North East)**
- ### **EXAMINERS AND SUPERINTENDENTS**
26. That ASTI demand that the SEC revert to issuing Junior Cycle results in mid-September. **(Cork South Paddy Mulcahy)**

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

**CONTRACTS OF INDEFINITE DURATION**

27. That the ASTI vigorously campaign for CID rights for teachers who have completed substitution of more than 1500 hours. **(Cork South Paddy Mulcahy)**

**PART-TIME AND FIXED TERM TEACHERS**

28. That, the ASTI demand that where paid substitution to cover a teacher absence is available outside of the S&S scheme, priority in the allocation of such substitution be given to part-time teachers already on staff. **(Dublin North East) (Already Policy)**
29. In light of increased casualisation in the teaching profession, that contracts for all part-time and newly qualified teachers be banded for a specific minimum number of hours. 3 bands could include 6 hours and 40 minutes, 13 hours and 20 minutes and full hours. **(Enniscorthy)**

**CLASS SIZE**

30. That, in light if the Department of Education and Skills' commitment to SEN inclusion in mainstream classes, the ASTI demand that class numbers shall not exceed 18 pupils for all classes. **(Carbery)**
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)**

**CONDITIONS OF WORK**

32. That the ASTI negotiate paid substitution for teachers who are participating in committees related to Junior Cycle. **(Carbery)**
33. Given that Other Areas of Learning now make up part of the Junior Cycle Profile of Achievement, that ASTI negotiate that teachers who facilitate extra-curricular activities get time in lieu off their timetable. **(Carbery)**

34. That the ASTI demand that teachers be granted five working days bereavement leave in the case of death of a spouse, child or parent, and three working days bereavement leave in the case of a brother, sister, grand-parent, aunt, uncle or parent-in-law, as distinct from five days leave or three days leave as is the current position. **(Cork South Paddy Mulcahy)**

35. That the ASTI negotiate with the Department of Education and Skills to amend circular letter 19/00 relating to Bereavement Leave in order to allow the leave to be taken at the teacher's discretion within one calendar month of the bereavement. **(Kildare)**

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

37. That the ASTI demand that the Minister for Education and Skills ensure school authorities provide a safe working environment for employees, to support staff who have been intimidated and to ensure appropriate action is taken to safeguard against recurrence. **(Cork South Paddy Mulcahy)**

38. That the ASTI call on the Minister for Education and Skills to ensure that Boards of Management recognise that all employees and students have a right to a workplace free from sexual harassment and each board ensure that all employees and students are able to experience this right and that sexual harassment will not be tolerated in schools. **(Cork South Paddy Mulcahy) (Already Policy)**

39. That the ASTI condemn the practice of discretionary referrals of teachers by school principals and/or Boards of Management to Medmark in situations where such referrals are prescribed merely as punishment for the teacher. **(Cork South Paddy Mulcahy)**

40. That the ASTI demand an end to nepotism in Irish schools, whereby the practice of granting of jobs to privileged applicants who have political, religious or management connections must stop. **(Cork South Paddy Mulcahy)**

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)**
42. That ASTI forcefully oppose the practice of unfounded criticisms and harassment of individual teachers on social media. **(Cork South)**
43. In light of increasing workload and concern for the well-being of teachers, that the ASTI seek abolition of the 33 hours.  
**(Cork South Paddy Mulcahy) (Already Policy)**
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)**
45. That the ASTI negotiate with Department of Education and Skills to allow pregnant teachers opt out of Supervision and Substitution duties for the duration of their pregnancy.  
**(Drogheda Sean Higgins)**
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)**
47. That the ASTI insist that teachers should maintain autonomy over the way in which 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 or subject inspections, and should not be referenced in any subsequent written report or publication. **(Dublin North East)**
48. That, in the interest of the well-being of both students and teachers, the ASTI negotiate that no new initiatives be imposed on second-level teachers for the next five years.  
**(Carbery, Stillorgan)**
49. That the ASTI insist that the DES provide adequate toilet, cleaning and changing facilities, where required, in all schools in anticipation of students with additional needs as opposed to in reaction to such students. **(Dublin North East)**
50. That, in order to facilitate collaboration among teachers, the ASTI campaign for a reduction in class contact time to a maximum of 18 hours for all teachers, with the balance of hours to be used for collaboration. **(Dublin North East)**
51. That the ASTI seek to negotiate with the DES a system whereby all teachers may opt in or out of supervision and substitution on an annual basis.  
**(Galway) (Already Policy)**
52. That the ASTI seek an opt-out from the Supervision and Substitution scheme on an annual basis with regard to the teacher's personal circumstances.  
**(Dublin South 1) (Already Policy)**
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)**
54. That the ASTI negotiate with DES that teachers who opt out of S&S scheme in their school are no longer financially penalised for opting out. **(West Mayo)**
55. That the ASTI demand a health and safety audit be carried out in every school, prior to new initiatives being unilaterally introduced to schools by the Department of Education and Skills and/or local management **(Dublin South 2)**
56. That the ASTI adopt the position that any changes to members' working conditions or work practices must be accompanied by a comprehensive assessment of the potential workplace health and safety hazards that may arise from such changes. A substantive portion of the assessment must explore the likely impact on psychosocial health arising from any of the proposed changes. That the ASTI issue a directive to members not to comply with any changes to members' working conditions or work practices that have not been through this process.  
**(Dublin South County) (Requires Ballot)**

57. In view of the considerable amount of ongoing professional time invested by school stewards, health & safety representatives and BOM representatives, in the effective, safe and proper operation of schools and their essential work supporting the positive workplace conditions necessary for the well-being of staff and students, that the ASTI demand that the Department of Education and Skills reduce the annual supervision & substitution time commitment or opt-out penalty for school stewards, health & safety representatives and BOM representatives by at least fifty percent. **(East Mayo)**
58. In the interests of genuine partnership and dialogue between the DES and teachers, that all school inspections include a report on the practical facilities and IT infrastructure at each school and that this report be compiled by both the inspector and the relevant teacher(s) and be carried out against specifications published by the DES. **(Enniscorthy)**
59. In the interests of genuine partnership and dialogue between the DES and teachers, that the ASTI seek for the DES to consult directly with teachers on any new curriculum development, that the findings be published and that all consultation take place during the working day. **(Enniscorthy) (Already Policy)**
60. That the ASTI negotiate with the DES that all teachers be allowed opt out of the current S&S scheme. **(Fingal) (Already Policy)**
61. That the ASTI negotiate with the DES that the ten discretionary Croke Park hours be available to all teachers and not at the discretion of management. **(Fingal) (Already Policy)**
62. That ASTI negotiate extended paid parental leave in the event of miscarriage, this leave to remain separate from present leave entitlements. **(Galway)**
63. That ASTI demand that the DES not implement new policies or initiatives that adversely impact on the workload of teachers. **(Galway)**
64. That this union adopt as policy that members' private lives be defended from the impact of any demands to do any work in response to messages over information and communication technologies outside of the members' contracted working time in the interests of their health, safety and welfare. **(Kilkenny)**
65. That the ASTI demand that any teacher required to teach students with special education needs be adequately trained. **(Limerick South)**
66. That, in light of the introduction of the new Special Educational Needs (SEN) model, the ASTI approach the Department of Education and Skills (DES), with a view to securing adequate and meaningful training for all teachers without delay. **(Stillorgan)**
67. That the ASTI negotiate with the DES a better mileage rate for those attending CPD. **(Tipperary)**
68. That the ASTI negotiate that school holidays should not be counted when calculating a teacher's sick leave. **(Wicklow)**

## EDUCATION, SCHOOL RESOURCES, TEACHING COUNCIL, CONTINUOUS PROFESSIONAL DEVELOPMENT, ASSESSMENT, CERTIFICATE FRAMEWORK

### EDUCATION

69. That the ASTI negotiate with the government an increase of total expenditure on second level education as a percentage of GDP in line with the OECD average. **(Carbery)**
70. That ASTI seek the restoration of the ex-quota allocation hours to support students from minority groups such as travellers, asylum seekers and those in Direct Provision Centres. These allocations should be specifically allocated to students from these groups and be in addition to hours granted under the new SEN model. **(Cork South)**
71. Arising from the specific shortage in recruiting Guidance Counsellors, that the ASTI seek the introduction of a Postgraduate Diploma in Guidance Counselling funded by the Department of Education Skills similar to what already exists in the area of Special Needs Education. **(Cork South Paddy Mulcahy)**
72. That the ASTI demand that the time period to become a qualified second-level teacher in Ireland be no longer than 4 years. **(Cork South Paddy Mulcahy)**
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)**
74. That the ASTI seek that the proposed Student and Parent Charter be extended to include teachers. **(Dublin South 1)**
75. That this union oppose timetabling PME students to teach subjects, thereby replacing qualified teachers' hours. **(Kilkenny)**
76. That the ASTI seek to be consulted and included in any discussions relating to any policy formation affecting teachers, including the current Student and Parent Charter. **(New Ross)**
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)**
78. That the ASTI commission independent research on the efficacy of the current Learning Outcomes model underpinning Junior Cycle reform. **(Fingal)**
79. Following the report on Senior Cycle Reform *Making Education policy Work* by Dr Brian Fleming, that the ASTI demand that the DES commit to commissioning a robust independent evaluation of curricular reform to date. **(Fingal)**
80. That the ASTI seek to have modern foreign languages and Irish treated as practical subjects with a maximum of 24 students, in light of the emphasis on oral competency for Junior and Senior Cycle. **(Sligo)**

### SCHOOL RESOURCES

81. That the ASTI demand an audit of the €1769 paid by teachers who do not partake in S&S in schools and a report be published on how this money is used in schools. **(Cork South Paddy Mulcahy)**
82. That the ASTI insist that where teachers need IT to fulfil their obligations under their school's ethos/policy/teaching-and-learning strategies, the school/ETB/DES supply any such IT equipment as may be required to the teachers, and that such devices be of sufficient quality, capacity and capability so as to allow the teachers to fulfil their obligations. This includes providing IT equipment which allows teachers to prepare lessons and resources outside of an individual classroom. Where such technological support is not made available, the teachers should not be disadvantaged in any whole school or subject inspection. **(Dublin North East)**

83. That the ASTI demand that Droichead funding to schools be expanded to allow PST members to continue to assist 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)**
84. That the ASTI demand that the DES provide all schools with the funding to employ support staff to maintain, manage and develop IT facilities in the school. **(Dublin North East) (Already Policy)**
85. That the ASTI demand that the Department of Education and Skills restore and increase the allocation of guidance counsellors to schools in order to address and support students, particularly the 6% of students who are not attending due to anxiety and depression that was highlighted by TESS in November 2019. **(Dublin South 2)**
86. That the ASTI demand that the Transition Year Programme be available to all second level students and remain a stand-alone year. **(Dublin South Central)**
87. That the ASTI negotiate with the DES the provision of full substitution cover for teachers attending SLAR meetings. **(Dublin South Central)**
88. That the ASTI call on the Government to allow children in direct provision or in emergency direct provision access to their nearest school and the necessary supports, resources, teacher allocation and funding be provided. **(Fingal)**
89. That the ASTI call on the DES to extend the current free book scheme to all secondary school students. **(Fingal)**
90. That the ASTI negotiate that the ex-quota provision for guidance counsellors be reinstated in full. **(Galway) (Already Policy)**

## TEACHING COUNCIL

91. That the ASTI does 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)**
92. That the ASTI negotiate with the Teaching Council a review of the necessity for the 2 year PME, in light of the current teacher shortage. **(Tipperary)**

## CONTINUOUS PROFESSIONAL DEVELOPMENT

93. That the ASTI insist that the DES make more CPD available on an individual and whole school basis to allow teachers to upskill and develop in the area of SEN, AEN and EAL. **(Dublin North East)**
94. That the ASTI demand CPD be provided prior to the introduction of all new Senior Cycle Specifications equivalent to the CPD previously offered for the new Leaving Cert Subjects of Politics and Society and Computer Studies. **(Clare)**

## ASSESSMENT

95. That the ASTI carry out a review of the current grading system of CBAs and prepare a report for convention 2021. **(Tipperary)**
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)**



## CERTIFICATE EXAMINATIONS

97. That the ASTI demand that a further hour per week of professional time be allocated to teachers to facilitate the additional onerous work involved in implementing the Junior Cycle programme.  
**(Carbery)**
98. That the ASTI demand that the NCCA include depth of treatment and range of subject knowledge in the design template for design of the new Leaving Certificate Science Specifications currently under development.  
**(Clare)**
99. That ASTI demand that the length of time given to Junior Certificate written examinations be extended by half an hour in order to allow all students ample time to complete them.  
**(Clare)**
100. That the ASTI vigorously demand that CBAs, SLAR Meetings and the JCPA be abolished.  
**(Cork South Paddy Mulcahy)**
101. That the ASTI demand that CBAs be mandatory at most once per subject in the course of the three years of Junior Cycle.  
**(Cork South Paddy Mulcahy)**
102. That the ASTI campaign for the Junior Cycle Profile of Achievement to be discontinued.  
**(Cork South Paddy Mulcahy)**
103. That the ASTI vigorously oppose all efforts to introduce a Senior Cycle Profile of Achievement.  
**(Cork South Paddy Mulcahy)**
104. That the ASTI demand a break in school change overload and actively support the freezing of changes in Senior Cycle until at least 2025.  
**(Cork South Paddy Mulcahy)**
105. That the ASTI vehemently oppose any future Senior Cycle which is modelled on the Junior Cycle.  
**(Cork South Paddy Mulcahy)**
106. That the ASTI campaign for the new Junior Cycle to be scrapped and revert to the Junior Certificate.  
**(Dublin North East)**
107. In light of the fallout from the changes to Modern Foreign Languages and Gaeilge in Junior Cycle, that the ASTI insist that the time has come for the DES to invest in an external oral exam conducted by the SEC.  
**(Dublin North East)**
108. That the ASTI seek an extension of the Senior Cycle Review in light of the inadequacy of the NCCA consultation with teachers and schools this year.  
**(Dublin South 1)**
109. That the ASTI insist on the development of syllabi at Senior Cycle which outline content to be studied and depth of treatment required.  
**(Dublin South Central)**
110. In light of the 2018 SEC *Report on the Trialling of the Assessment of Practical Work in Leaving Certificate Biology, Chemistry and Physics*, in light of the 2019 ASTI publication *Making Education Policy Work* and in the case of all subjects with a practical component, that the ASTI campaign to have the DES inspect practical teaching facilities and IT facilities in all schools against published DES specifications and have inadequacies addressed before teaching of such subjects be allowed to commence in the interest of health and safety, fairness and equality of opportunity for all.  
**(Enniscorthy)**
111. That the ASTI demand an urgent review by the NCCA of the T1 and T2 Junior Cycle Irish specifications.  
**(Limerick South)**

## RULES AND CONSTITUTION

112. That rule 8 be amended in its final paragraph by deletion after the word “teachers” the words “who have or may assert the sole power to appoint or dismiss members of a school’s teaching staff”. The final paragraph of rule 8 to then read:

Notwithstanding anything contained in parts (a), (b) and (c) above lay principal teachers shall not be eligible for membership of the Association.

**(Dungarvan)**

113. 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)

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:

“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, 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:

“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

114. That the ASTI establish a Global Solidarity Committee to foster greater understanding of the causes and effects of global poverty and inequality.  
(Cork South Paddy Mulcahy)
115. That the ASTI call on teacher unions to expel members who give paid grinds to students from a colleague's classes on the school premises.  
(Cork South)
116. That ASTI conduct a survey of teachers to ascertain the levels of stress experienced by members due to initiative overload and to report to CEC January 2021.  
(Desmond)
117. With all subject specifications coming on stream in September 2020, Convention instructs Standing Committee to research and publish its findings on the experience of learners within the current Junior Cycle Framework, with a particular focus on stress amongst second and third year students as they complete CBAs and ATs, using international comparisons to make recommendations for urgent changes to these Government-imposed assessment structures.  
(Dublin North East)
118. This Convention instructs Standing Committee to organise and fund an ongoing focused campaign on achieving adequate funding related to all children and students with Special Educational Needs, Additional Educational Needs, EAL support and disabilities, including provisions for high achievers and intellectually gifted students.  
(Dublin North East)
119. This Convention instructs Standing Committee to:
1. Gather case studies to exemplify the range of experiences women have at work as they pass through the menopause;
  2. Liaise with other organisations and unions, where possible, to raise the profile of this issue and develop some best practice guidance for members;
  3. Develop advice for school leaders, managers, and those with responsibility for staff well-being to help them support women who declare that they need help; and
4. Fund a campaign to educate members and leaders about the menopause and encourage women to speak out when they feel they need help. **(Dublin North East)**
120. This Convention welcomes the positive work carried out to date by the union and in particular the Equal Opportunities Committee in supporting LGBTI+ staff and students. However, this Convention is concerned that there are still many members in schools who don't feel confident in challenging LGBTI+ bullying or discriminatory behaviour or language. Convention believes that eradicating prejudice and discrimination from our schools is a collective issue and therefore instructs Standing Committee to:
1. Organise a working party of union activists, with other willing education partners where possible, to produce training packs and sessions to be delivered to school groups to enable members to feel confident in challenging discrimination and prejudice in the workplace.
  2. Promote and disseminate examples of good practice throughout the union;
  3. Work with providers of Initial Teacher Education where possible in order to ensure equality training modules for trainee teachers;
  4. Set up a working group to produce an ASTI LGBTI+ Charter for Schools to set a benchmark of expectations for the treatment of LGBTI+ students and teachers; and
  5. Demand that the DES provide training and resources to all schools to help them combat bullying and discriminatory behaviour and language used against LGBTI+ staff and students.  
**(Dublin North East)**
121. That the ASTI issue a letter reminding all ASTI principals and deputy principals that they too are governed by ASTI rules and should always act accordingly.  
**(Dublin North East)**
122. That the ASTI use its publications, both print and online, to highlight to members the flaws in the NCCA Senior Cycle consultation process, as identified in the ASTI's 'Making Education Policy Work' document.  
**(Dublin North East)**

123. That the ASTI produce a recruitment video in line with the Standing Committee decision of June 2018, that is, a video highlighting what the ASTI has won for all secondary teachers in recent decades; the video to be ready for use as part of the union's recruitment campaign in September 2020.  
**(Dublin North East)**
124. That the ASTI highlight to members in its publications, both online and in print, the breaches of the *Joint Statement on Principles and Implementation* to date, and any future breaches as they arise.  
**(Dublin North East)**
125. That the ASTI reject any form of tracking or other monitoring, that predicts exam results for students.  
**(Dublin South 2)**
126. That ASTI recommend that the Honorary National Organiser convene a meeting of the Regional Organisers and the Honorary Life Members in September of each year to determine how they may assist collectively in promoting the ASTI through school and branch visits in liaison with the Regional Standing Committee Representatives. **(Dungarvan)**
127. That delegates accredited to Annual Convention be required to sign in for all sessions.  
**(Dungarvan)**
128. That a committee be set up with a view to reviewing the schedule and structure of Convention and report to Convention 2021.  
**(Enniscorthy)**
129. That the ASTI establish a Thomas MacDonagh prize to be awarded for a piece of work by an artist, writer, poet, film-maker or musician that effectively communicates current teaching issues in context.  
**(Enniscorthy)**
130. That the ASTI join with other unions in a campaign to repeal the 1990 Industrial Relations Act. **(Fingal)**
131. 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)**
132. That the ASTI approach our fellow unions and other relevant bodies with a view to exploring access to reproductive leave.  
**(Stillorgan)**
133. That the ASTI ask the DES to commission the ESRI to conduct research on teacher well-being. **(Tipperary)**
134. That a committee be set up to investigate the possibility of setting a fixed term of office for school principals  
**(Wexford Tony Boland)**