



# ASTI

A century of service

# Preliminary Agenda

## Motions for Annual Convention 2025

AMENDMENTS TO MOTIONS FOR ANNUAL CONVENTION, 2025  
MUST BE SUBMITTED TO THE GENERAL SECRETARY,  
TO REACH HEAD OFFICE NOT LATER THAN JANUARY 31st 2025 (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.**

STRICTLY CONFIDENTIAL TO MEMBERS

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

**SALARIES AND ALLOWANCES**

1. That the ASTI negotiate with the Department of Education (and any other relevant government department) on behalf of teachers who commenced their teaching careers by accepting temporary positions as substitutes for permanent teachers on maternity leave /sick leave /study leave prior to 2001 and that these teachers receive incremental credit for such service. **(Drogheda Sean Higgins)**
2. That the ASTI demand the immediate reinstatement of professional allowances for teachers who graduated on or after 2011. **(Drogheda Sean Higgins) (Already Policy)**
3. In order to address the worsening teacher supply crisis, the ASTI, in conjunction with the other teacher unions, urgently demands that teachers' salary scales be shortened in line with other public servants' pay scales especially in light of the negative impact of such long salary scales on teachers' pensions. **(Dublin North West)**
4. The ASTI acknowledges that new entrant teachers are still down approximately €40,000 over the course of the first 10 years of their career and undertakes escalating industrial action in September 2025 to end the two tier payscale introduced in 2011 and to have all teachers on 1 common payscale. **(Sligo) (Requires a ballot)**
5. In light of the 6% real pay decrease suffered by teachers since 2015 according to the OECD, the ASTI undertake escalating industrial action in September 2025 to add 6% to all levels of the payscales to counter these real pay decreases. **(Sligo) (Requires a ballot)**
6. That the ASTI seek the support of all affiliate unions of ICTU to ensure a reversal of the Increment freeze imposed on ASTI members as a result of FEMPI legislation. **(Wexford Tony Boland)**

**POSTS OF RESPONSIBILITY**

7. That the ASTI negotiate with the management bodies that all vacant AP1 and AP2 posts advertised include details of the duties within that post. **(Carbery)**
8. That the ASTI negotiate with the Department of Education the establishment of a scheme allowing all senior and middle management postholders to take a career break type step back from their post for a defined period of time. **(Galway)**
9. That the ASTI negotiate the allocation of timetabled time allowance for post holders in voluntary secondary schools, equivalent to the provisions currently afforded to colleagues in Education and Training Board (ETB) and Community and Comprehensive schools. **(Stillorgan)**

**SUPERANNUATION**

10. That the ASTI commission an independent report into the different options that are available to members so that they can make a more informed choice in choosing the best possible option available to them to improve their pension. This would consider associated costs and benefits for specific pension schemes (AVCs, PRSAs and Notional Service etc). **(Clare)**

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

### CONDITIONS OF WORK

11. That the ASTI negotiate with the Department of Education that the role of Additional Educational Needs Coordinator (AEN) is ex quota to ensure the full needs of all AEN students be met. **(Carbery)**
  
12. That the ASTI negotiate with the Department of Education that any hours spent on extracurricular activities be considered part of Croke Park hours. **(Carbery)**
  
13. That the ASTI negotiate that a teacher who has completed one year of service in a school be given successive rights to any position which may become available in their subject area in that school. **(Carbery)**
  
14. In view of the fact that teachers are required to certify that Additional Assessment Component coursework submitted to SEC is solely that of the student, that the ASTI demand that all teachers be indemnified against any subsequent actions or legal cases taken by students against teachers as a result of the SEC withholding results due to suspected cheating with the aid of AI or other means. **(Clare)**
  
15. That the ASTI demand that job sharing teachers not be timetabled for more than 3 days per week, if that is the job sharer's preference. **(Cork South Paddy Mulcahy)**
  
16. That the ASTI strongly negotiate for the recognition of a teacher's 11 hours of job-sharing to qualify for Carer's Benefit. **(Cork South Paddy Mulcahy)**
  
17. That the ASTI in any negotiations with the Dept of Education or State Examinations Commission reiterate that the compilation of, storage of and forwarding of Additional Assessment Components to the State Examinations Commission is not the remit of the classroom practitioner. **(Desmond) (Already Policy)**
  
18. That the ASTI negotiate with the Department of Education with the aim of introducing domestic violence leave for members so that members in such circumstances can avail of 10 working days paid leave, 5 days paid in a hotel for emergency accommodation and other supports to protect their financial independence. **(Drogheda Sean Higgins)**
  
19. With regard to physical aggression in the classroom, that the ASTI conduct a survey of its members with regard to physical aggression experienced in the workplace and negotiate with the Department of Education to provide the following measures for injured school staff, namely:
  - 1) immediate financial assistance to cover expenses relating to medical bills, therapy sessions and medication.
  - 2) assault leave for teachers for the duration of their medically certified leave.
  - 3) a comprehensive support system for teachers who have become victims of violence.
  - 4) research the correlation between mental health issues and physical escalation by students and establish a best practice model for teachers, should such a correlation be found. **(Drogheda Sean Higgins)**
  
20. That the ASTI negotiate with the Department of Education with the aim of introducing paid leave for members who have suffered a miscarriage or who are undergoing IVF treatment. **(Drogheda Sean Higgins)**
  
21. 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)**

22. 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. This audit should be carried out on a biennial basis.  
**(Drogheda Sean Higgins)**
23. That, as a matter of priority, the ASTI negotiate with the Department of Education with the aim of amending the sick leave scheme, as outlined in Circular 0013/2024, so that sick leave days exclude weekends and public holidays.  
**(Drogheda Sean Higgins)**
24. That the ASTI write to the school management bodies to request what steps they will recommend to their members to identify, mitigate and eliminate coercive work practices and conduct in the workplace.  
**(Drogheda Sean Higgins)**
25. That the ASTI negotiate with the Department of Education to amend Circular M58/04 so that schools can begin parent-teacher meetings before 16:15 should they wish, with 16:15 being maintained as the latest time that a parent-teacher meeting can begin. The ASTI will also seek to maintain the practice of schools closing 15 minutes earlier than normal and all meetings concluding by 18:45 at the latest.  
**(Dublin North East)**
26. That the ASTI negotiate with the Department of Education with the aim of revising the terms of Parent/Teacher meetings, as outlined in Circular M58/04, in order to accommodate the one-hour class timetable and earlier closing hours adopted by schools.  
**(Drogheda Sean Higgins)**
27. That the ASTI refuse to cooperate with new initiatives being introduced into second-level schools without adequate resources, including finances, equipment and personnel when required, being provided upfront and in place before the initiative is rolled out, in the interest of supporting teachers and students.  
**(Dublin North West) (Requires a ballot)**
28. That the ASTI demand that EAL (English as an Additional Language) training be provided for teachers in schools in the interest of supporting teachers and some of our most vulnerable students.  
**(Dublin North West)**
29. That the ASTI insist that the new SPHE specifications in second-level schools be redrafted with more clarity in the interest of the wellbeing of teachers and students.  
**(Dublin North West)**
30. That, in order to support teachers who fall ill, the ASTI seek a doubling of the current sick leave entitlements as a step towards the restoration of the arrangements pertaining before the economic crash of 2008.  
**(Dublin South 1)**
31. That the ASTI campaign for funding to be made available to encourage more graduates to enrol in a PME course.  
**(Dublin South Central)**
32. This Convention calls for the election of a committee to review the Supervision and Substitution scheme in second-level schools and how it affects teachers' health and wellbeing.  
**(Dublin South County)**
33. That the ASTI seek to ensure that members who go out on sick leave/maternity leave shall not have their timetables arbitrarily altered and that management shall be required to engage in meaningful discussions with the member before any changes are implemented.  
**(Galway)**
34. In the interest of work/life balance the ASTI seeks to ensure that all scheduled in-house exams (excluding homework and class tests) shall be corrected during scheduled hours. These hours should be allocated from Croke Park hours.  
**(Galway)**

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

### EDUCATION

#### 35. **Composite Motion:**

That the ASTI demand that an independent review be carried out by an international organisation, outside of Ireland, into the quality of all aspects of curriculum design and procedures being undertaken by the National Council for Curriculum and Assessment, including aspects that prevent subject development groups having access to submissions made as part of the public consultation process.

**(Dublin North West) (Clare)**

36. To ensure the sustainability of the education reform process, the ASTI demands a new education body be established with the following provisions:

A. That the National Council for Curriculum and Assessment, State Examinations Commission and OIDE be amalgamated to ensure effective coordination and alignment of the education reform process.

B. That both the governing council and subject development groups of this new body have a majority represented by practising pedagogical professionals to ensure curriculum design, assessment and CPD provision are fit for purpose and that the teachers' voice is to the forefront of the reform process. **(Clare)**

37. In order to provide the necessary support to students as they work on their Additional Assessment Component, the ASTI demands a time allocation for teachers of a minimum of two hours per subject per week in the academic year in which the Additional Assessment Component is conducted in that subject. **(Desmond)**

38. That the ASTI elect a committee to investigate and identify the ongoing issues with AEN provisions and practises in schools and propose workable solutions for the betterment of the whole school community. The committee should report back to the next convention. **(Dublin South 1)**

### CONTINUOUS PROFESSIONAL DEVELOPMENT

39. That the ASTI, in partnership with the TUI, seek to ensure that a comprehensive programme of subject specific CPD take place in the year prior to the implementation of subject specifications in schools. **(Wexford Tony Boland)**

### ASSESSMENT

40. In considering the 2023 Convention Motion Number 50, and based on the accessibility of Artificial Intelligence, that the ASTI reinvigorate its efforts to seek the abolition all CBAs at Junior Cycle. **(Cork South Paddy Mulcahy)**

*Note: 2023 Annual Convention Motion Number 50 stated as follows: That the ASTI engage with the Department of Education with the aim of abolishing all CBAs in Junior Cycle.*

41. That the ASTI adopt the position that all aspects of senior cycle assessment should remain the responsibility of the State Examinations Commission.

That the ASTI direct teachers not to engage in any scheduling, administering, supervising, storing or correcting of the additional assessment component associated with the senior cycle redevelopment.

**(Dublin South County) (Requires a ballot)**

42. That the ASTI, in partnership with the TUI, work to ensure that from 2026 onwards, students complete a maximum of one CBA in each Junior Cycle Subject and no Assessment Tasks.

**(Wexford Tony Boland)**

## CERTIFICATE EXAMINATIONS

43. That the ASTI demand that higher level and ordinary level exam papers are available for all subjects in the Junior Cycle examination, except for Irish, English and Maths where higher, ordinary and foundation levels will be available for examination. **(Cork South Paddy Mulcahy)**
44. That the ASTI demand that the grading bands currently used in the Junior Cycle exams be revisited, re-examined and replaced with a fairer system which adequately recognises and rewards the different standards of student results. **(Cork South Paddy Mulcahy)**
45. That the ASTI demand that the submission of Leaving Cert Home Economics Coursework revert to its previous form. **(Cork South Paddy Mulcahy)**
46. That the ASTI vigorously oppose the introduction of the new Senior Cycle until schools and members are adequately equipped and prepared to absorb such changes. **(Cork South Paddy Mulcahy)**
47. That the ASTI seek a mandate from members to take industrial action in support of our campaign to achieve our demands around Senior Cycle redevelopment. **(Dublin North East) (Requires a ballot)**
48. That the ASTI refuse to cooperate with the introduction from September 2025 of the redeveloped Senior Cycle unless the following demands are met:
- Specifications for all subjects meet our demands for depth of treatment
  - Assessment weightings respect the unique nature of each subject and are not restricted to a 'one size fits all' 40-60 per cent approach
  - All necessary documentation including specifications, sample papers, sample marking schemes, and teacher guidelines are made available to teachers in advance of the introduction of any new specification
- Full training is provided to all teachers of the subject
  - Agreed ICT resources necessary for Senior Cycle are available in all schools
  - All Science labs in all schools are brought up to agreed minimum standards. **(Dublin North East) (Requires a ballot)**
49. That the ASTI immediately embark on a high profile and sustained media campaign (including social media) to highlight teachers concerns about the impact of the junior cycle and the new senior cycle on educational standards in Ireland. **(Dublin North West)**
50. In light of teachers' concerns in relation to Senior Cycle redevelopment that the ASTI undertake a campaign to call for reform of the CAO points system. **(Dublin North West)**
51. That, no change to state examinations be introduced until a minimum of two years after sample papers and marking schemes have been published and training for teachers has commenced. **(Galway)**
52. That the ASTI seek the abolition of the introduction of the new Leaving Certificate Gaeilge prescribed literature for the 2027 cohort, in light of the planned implementation of the revised Senior Cycle Gaeilge specification for the 2030 Leaving Certificate cohort. **(Stillorgan)**
53. That the ASTI engage with the Department of Education in considering the ramifications of the possible use of AI in coursework for state examinations. **(Waterford)**
54. That the ASTI take immediate action to seek to ensure the postponement of the introduction of Senior Cycle subjects for at least one year. **(Wicklow)**

## RULES AND CONSTITUTION, ORGANISATION AND ADMINISTRATION

### RULES AND CONSTITUTION

#### 55. **Composite Motion**

That Rule 5 of “ASTI Rules and Constitution” be deleted. (Carlow) (Sligo)

*Note: Rule 5 of the ASTI Rules and Constitution states as follows:*

*No political or sectarian topic shall be introduced or discussed at any meeting of the Association.*

#### 56. Amendment to Rule 52 by addition of the following:

“The handover of all such materials should be complete within 90 days of the relinquishing of office.”

RULE 52 should then read:

*“On relinquishing office, Branch office holders shall hand over to their successors in office all books, papers, and monies appertaining to or connected with the business of the Branch or in the case of dissolution to Head Office. The handover of all such materials should be complete within 90 days of the relinquishing of office.”* (Carlow)

#### 57. Insert new rule immediately after Rule 111.

*“A Rules Committee of five members shall be elected at Annual Convention every second year. The Rules Committee shall keep the rules under review by scrutinising the rules to ensure that the description therein of the processes, procedures and practices of the Association are democratic, member-centred, relevant and effective. The Rules Committee shall be convened by the President before the end of the school year in which it is elected.”* (Dublin South 1)

#### 58. Amendment to Rule 108:

Amend by addition of the following after the word office: *“and further, a member may only serve on two other committees of the association.”*

The Rule to then read:

*“With the exception of the President and Vice-President, no member may serve on more than one of the following committees namely, Standing Committee, Education Committee, Safety Health & Welfare Committee and Equality Committee during a concurrent term of office and further, a member may only serve on two other committees of the association.”* (Waterford)

### ORGANISATION & ADMINISTRATION

#### 59. That a meeting take place of branches in the same region once a year. This meeting would have no formal decision-making status, therefore keeping in line with “ASTI Guidelines for the Operation of Branches” and the “ASTI Rules and Constitution.” (Carlow)

#### 60. That as a matter of priority, the ASTI conduct a survey of its members with regard to their experience of anti-union behaviour by employers with the aim of negotiating protections for workplace representatives as part of a National Action Plan on Collective Bargaining. (Drogheda Sean Higgins)

#### 61. **Composite Motion:**

That Annual Convention elect a committee of six to;

- research and review ASTI membership levels in our schools
- research the extent of engagement by members at both school and branch level
- explore solutions to the problem of the lack of participation and involvement of teachers in the union (lack of attendance at branch meetings, participation on ASTI national committees and shortage of delegates at convention by some branches)
- find mechanisms and ways to encourage members to get involved.

This Committee should report back with recommendations to Annual Convention in 2026. (Wexford Tony Boland) (Dublin South County)  
(Dublin North West) (Drogheda Sean Higgins)

62. That the ASTI insist that all three teacher unions be represented on the Department of Education's Teacher Supply Steering Group.

**(Dublin South Central)**

63. This Convention demands that any future sale of second-level school land for housing development, must include provision for affordable housing for teachers to buy and or rent as an incentive to alleviate the teacher shortage.

**(Dublin South County)**