

Convention 2025 to focus on AACs, curriculum policy, teachers' health and safety

Key motions at ASTI Annual Convention will examine the impact of changes to the Leaving Certificate, under the Senior Cycle redevelopment programme.

From September 2025 new and revised Senior Cycle subject specifications will include a minimum 40% Additional Assessment Component. The ASTI has warned that schools and the education system are not equipped to effectively implement the Senior Cycle redevelopment programme and that this will lead to fairness and equity issues for Leaving Cert students.

A motion from Clare branch (motion 14) on the use of AI by students for AACs is the most prioritised motion for Convention 2025. A recent RedC survey, commissioned by the ASTI, found that the majority of second-level teachers are concerned about authenticating students' work for AACs. Teachers are also concerned that a blanket decision that AACs will account for minimum 40% of students' Leaving Cert grades is inappropriate for many subjects.

Other Annual Convention motions relating to the Senior Cycle redevelopment programme call for:

- The weighting (i.e. the percentage of overall marks) allocated to AACs to be decided on a subject-by-subject basis;
- Full training to be provided to teachers in advance of the implementation of revised specifications; and
- All aspects of Senior Cycle assessment to remain the responsibility of the State Exams Commission.

Health and safety

Teachers' health, safety and welfare will feature prominently at Annual Convention 2025, including motions on sick leave, miscarriage and IVF leave, and workplace menopause policies. A motion on physical aggression in the classroom calls for improved supports for teachers who are victims of violence in their workplace.

Make teaching attractive

Motions on pay and conditions focus on making teaching an attractive and sustainable career and cover teachers' pay, workload, career progression and pensions.

Education focus

Education motions include calls for supports for special needs education and a review of how Ireland develops curriculum policy.



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ASTI President's Address to Convention – see page 2

Visit www.asti.ie
for updates on
Convention 2025



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Minister for Education
and Youth
Helen McEntee will
address ASTI
Convention on
Tuesday April 22nd.



KEY EVENTS

The 103rd Annual ASTI Convention will be held from
22nd to 24th April, 2025.

Tues. 22nd April

- President's Address
- Minister's Address
- Debate on Motions

Wed. 23rd April

- General Secretary's Report
- Debate on Motions

Thurs. 24th April

- Debate on Motions

Watch ASTI President's Address Live

The ASTI President's Convention Address will be live on the ASTI website, www.asti.ie at **4.25p.m.** approximately on **Tuesday 22nd April.**

Keep up with Convention debates as they happen by following us on:

Facebook (<https://www.facebook.com/astiteachers/>)

X (@astionion).

The X hastag is #ASTI25.

CONVENTION DINNER

**The Convention dinner will be held in the
INEC Convention Centre,
Killarney
on Tuesday 22nd April at 8:30 p.m.**

The cost of a ticket is normally €60 but if your Branch reserves a table of ten for its delegates before **Wednesday 2nd April 2025** by emailing info@asti.ie, reference 'Annual Convention Dinner', it will cost only €500.

Payment for branch reserved tables must reach the
ASTI Accounts Department on or before
Friday 11th April 2025.

If your Branch wishes to join with another Branch for a table of ten, please book under one Branch's name by emailing info@asti.ie, reference 'Annual Convention Dinner'.

Book early to avoid disappointment.

CANDIDATE FOR PRESIDENT

PADRAIG CURLEY

Nominating branches:

Athlone
Carbery
Cork North
Cork South Paddy Mulcahy
Donegal
Drogheda Sean Higgins
Dublin North East
Dublin North West
Dublin South 1
Dublin South 2
Dublin South Central
Dublin South County

Dundalk
Dungarvan
East Cork
East Mayo
East Galway
Enniscorthy
Galway
Iar Thuaisceart Thir
Chonail
Kerry
Kildare
Kilkenny

Laois
Limerick South
Mullingar
Nenagh
New Ross
Sligo
Tipperary
Tuam
Tullamore
Wexford Tony Boland



PADRAIG CURLEY

The term of office for the next ASTI President is August 1st 2025 to July 31st 2026.

CANDIDATE FOR VICE-PRESIDENT

RICHARD BELL

Nominating branches:

Athlone
Carbery
Cork North
Cork South Paddy Mulcahy
Donegal
Drogheda Sean Higgins
Dublin North East
Dublin North West
Dublin South 1
Dublin South 2
Dublin South Central
Dublin South County

Dundalk
Dungarvan
East Cork
East Galway
East Mayo
Enniscorthy
Galway
Iar Thuaisceart Thir
Chonail
Kerry
Kildare
Kilkenny

Laois
Limerick South
Mullingar
New Ross
Sligo
Tipperary
Tuam
Tullamore
Waterford
Wexford Tony Boland



RICHARD BELL

(See candidate profile on page 4)

CANDIDATE FOR HON. TREASURER

NOELLE MORAN

Nominating branches:

Athlone
Carbery
Cork North
Cork South Paddy Mulcahy
Donegal
Drogheda Sean Higgins
Dublin North East
Dublin North West
Dublin South 1
Dublin South 2
Dublin South Central

Dublin South County
Dublin South West
Dundalk
Dungarvan
East Cork
East Galway
East Mayo
Enniscorthy
Galway
Iar Thuaisceart Thir
Chonail

Kerry
Laois
Limerick South
Mullingar
New Ross
Sligo
Tipperary
Tuam
Tullamore
Wexford Tony Boland



NOELLE MORAN

(See candidate profile on page 5)

PROFILE OF CANDIDATE FOR VICE-PRESIDENT

RICHARD BELL

I am honoured by the opportunity to serve as ASTI Vice-President. Throughout my career, I have been deeply involved in the ASTI. I am a dedicated, passionate educator with 32 years' experience teaching History and Religion. I value relationship-building in my life and will prioritise that in the role of Vice President.

My union and professional experience

- **ASTI member since 1993**
- **Proud and active member of the Galway Branch**
- **Held various branch officer positions** – Actively participating in local union activity.
- **Member of CEC since 2012** – Contributing to policy.
- **Regional Organiser for three terms** – Strengthening union structures and engagement.
- **Subject Representative for Religion on two occasions** – Advocating for subject-specific curricular needs.
- **Five terms on Steering Committee** – Participating in decision-making.
- **Region 3 Representative at Standing Committee since 2019** – Influencing national policy and strategy.
- **Chair of multiple sub-committees** – Contributing to policy on critical issues.
- **Member of Digital Rights and Safety Sub-Committee** – Addressing the challenges in digital education.
- **Current Chair of the Rules Committee** – Ensuring transparency and fairness.
- **Board of Management Staff Representative (2007-2013)** – Advocated for teachers and contributed to school policy.
- **School Steward (2014-2021)** – Supported colleagues in workplace matters.
- **Current member of the three-person School Committee** – Collaborating to optimise working conditions.

My vision

I am committed to the principles and values of our union. I pledge to serve with integrity, make teachers' voices heard and our profession valued. I will address key issues to achieve the respect, support, and working conditions we deserve.

My priorities

1. **Reduce Croke Park hours**
 - Eliminate unnecessary, unproductive hours.
2. **Reduce work overload**
 - Excessive administrative burdens and new initiatives are pushing teachers beyond their limits.
3. **Restore promotional opportunities**
 - In 2008, 58% of teachers held posts of responsibility; in 2024, only 38% do. This must be reversed.
4. **Review the Junior Cycle programme**
 - A comprehensive, objective review is essential to address existing issues.
5. **Develop the Senior Cycle responsibly**
 - Teachers' voices must be central to ensure fair and practical assessment methods.
6. **Protect and restore working conditions**
 - Safeguard teachers' income, pensions, and overall conditions.
7. **Renew and reinvigorate the branch structure**
 - Strengthen grassroots participation.
8. **Halt initiative overload**
 - Teachers cannot solve societal problems without adequate training and resources.

A stronger future together

I am excited by the opportunity to contribute to our union's future and work alongside all of you. Together, we can tackle the challenges ahead and advocate for our profession with unity and determination.



RICHARD BELL

Richard Bell was the only nomination received for Vice-President.

CANDIDATE FOR HONORARY TREASURER

NOELLE MORAN

Having joined the ASTI when I started teaching in the late 1990s, I have always valued my membership of the ASTI, especially my involvement with the Tuam Branch since I started teaching in Tuam in September 2000.

Professional experience

- Accounting teacher with an honours degree specialising in accounting. Múinteoir Gaeilge le céim onórach.
- School Steward previously and again currently.
- Board of Management Staff Representative for 3-year term.
- ASTI Subject Representative for Accounting for many years and member of the NCCA Subject Development Group which is currently active in designing the new Senior Cycle Accounting Specification. Very committed to doing my best to ensure a quality subject specification which delivers for teachers and students.

ASTI & financial matters experience

- Longstanding ASTI activist for education and teachers' pay and conditions.
- Active member of ASTI Tuam Branch.
- ASTI Tuam Branch Treasurer.
- Previously Branch Chairperson.
- Member of Standing Committee (SC) for Region 3 (Galway, Tuam, East Galway) for the maximum of 3 consecutive 2-year terms 2013-2019.
- Member of ASTI Finance Committee (subcommittee of SC) 2014-2019.
- Member of CEC, elected annually, for 15+ years.
- Member of ASTI Investment Committee previously and again currently.
- Member of ASTI Pensions Subcommittee since 2021. I have actively campaigned on issues affecting those currently in receipt of pensions and serving teachers in different pension schemes, including bringing a unanimously supported motion via Tuam Branch to Convention 2023 on Class A & D PRSI pension issues which I later proposed at the ICTU Biennial Conference 2023 on behalf of ASTI and which is now ICTU policy to progress.
- Current member of ASTI Equality Committee.
- Member and previously chairperson of ASTI Global Solidarity Committee.
 - (I proposed the motion at Convention 2022 to establish the ASTI Global Solidarity Committee. This motion was hugely supported.)
- Member of ASTI Education Committee 2011-2013.
- Member of ASTI Non-Permanent Teachers' Committee 2008-2013.

Additional relevant experience

- ASTI nominee to the Teaching Council 2016-2022 (two terms) and elected to the roles of chairperson and deputy chairperson during different terms.
- Chair of the Teaching Council Finance Committee 2016-2018 and actively involved in drafting and approving an ethical investment policy.
- Current member of Galway Education Support Centre (GESC) Management Committee and a member of its Finance, Audit & Risk Subcommittee.

I will be delighted and honoured to serve as an officer of the ASTI in the role of Honorary Treasurer. I am committed to doing my best for members. I look forward to the year ahead. Ní neart gur cur le chéile.



NOELLE MORAN

Noelle Moran was the only nomination received for Honorary Treasurer.

SENIOR CYCLE

MOTION 14 – SENIOR CYCLE

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)**

MOTION 48 – SENIOR CYCLE

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)

Amend Motion 48 by the:

- (a) removal of '40-60 percent approach' after 'one size fits all' to be replaced by 'minimum of 40 percent approach' in the second bullet point.
- (b) insert 'at least one year' after 'teachers' and before 'in advance' in the third bullet point.

The amended motion will then read as follows:

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' minimum of 40 per cent approach
- All necessary documentation including specifications, sample papers, sample marking schemes, and teacher guidelines are made available to teachers at least one year 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.
(Clare)

CONVENTION MOTIONS 2025

MOTION 41 - SENIOR CYCLE

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)

MOTION 51 - SENIOR CYCLE

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)**

MOTION 19 - HEALTH AND SAFETY

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)**

MOTION 23 - HEALTH AND SAFETY

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)

MOTION 30 - HEALTH AND SAFETY

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)**

MOTION 12 - TERMS AND CONDITIONS OF WORK

That the ASTI negotiate with the Department of Education that any hours spent on extracurricular activities be considered part of Croke Park hours. **(Carbery)**

MOTION 10 - TERMS AND CONDITIONS OF WORK

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)**

HEALTH AND SAFETY

TERMS AND CONDITIONS OF WORK

EDUCATION

MOTION 44 - EDUCATION

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)**

Amend Motion 44 by the insertion of "includes a percentage mark and" after the word "which".

The amended motion will then read as follows:

That the ASTI demand that the grading bands currently used in the Junior Cert exams be revisited, re-examined and replaced with a fairer system which includes a percentage mark and adequately recognises and rewards the different standards of student results. **(Desmond)**

MOTION 43 - EDUCATION

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)**

MOTION 11 - EDUCATION

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)**

MOTION 35 - EDUCATION

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)**

MOTION 39 - EDUCATION

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)**

CONVENTION MOTIONS 2025

MOTION 9 - POSTS OF RESPONSIBILITY

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)**

MOTION 7 - POSTS OF RESPONSIBILITY

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)**

MOTION 20 - EQUALITY

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)**

MOTION 21 - EQUALITY

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)**

MOTION 3 - SALARIES AND ALLOWANCES

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)**

MOTION 6 - SALARIES AND ALLOWANCES

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)**

MOTION 15 - SALARIES AND ALLOWANCES

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)**

MOTION 49 - CERTIFICATE EXAMINATIONS

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)**

POSTS OF RESPONSIBILITY

EQUALITY

SALARIES AND ALLOWANCES

CERTIFICATE EXAMINATIONS



MISCELLANEOUS

CONVENTION MOTIONS 2025

MOTION 61 - MISCELLANEOUS

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)**

2025 ANNUAL CONVENTION KIDS' CAMP

A Kids' Camp for children of delegates will be available during Convention sessions. The Kids' Camp is for children aged from 4 to 12 years only and will be held in the Aquila Club, Gleneagle Hotel. Places must be reserved in advance by emailing jkearns@asti.ie with the registration form which is available on the ASTI website before **Friday, 21st March 2025**.

There are limited babysitting services available during Convention sessions for delegates' children who are staying in the Gleneagle Hotel. Places must be reserved in advance by emailing jkearns@asti.ie before **Friday 14th March 2025**.

For more information please see www.asti.ie

CONVENTION WEB PAGE

The ASTI website includes a page on Convention 2025. Frequently asked questions on the running of Convention, motions for debate, committees up for election, key dates and times, livestream feeds, information on the hotel kids' camp and babysitting service, and links to accommodation in the Gleneagle Hotel and in Killarney are available the webpage:

**[www.asti.ie/member-benefits/events/
convention-2025/](http://www.asti.ie/member-benefits/events/convention-2025/)**

ELECTIONS AT CONVENTION 2025

Elections will take place for the following positions at Annual Convention 2025:

- President
- Vice-President
- Honorary Treasurer

Elections will take place for the following committees at Convention 2025:

- Business of CEC Sub-Committee
- Education Committee
- Equality Committee
- Investment Committee
- Non-Permanent Teachers' Advisory Committee
- Pensions Sub-Committee
- Rules Committee
- Safety, Health and Welfare Committee
- Steering Committee

The following will be nominated at Annual Convention 2025 but the election for these positions will take place at the May meeting of the Central Executive Council:

- Honorary National Organiser
- Regional Organisers
- Awards Committee
- Benevolent Fund
- CEC Appeals Sub-Committee

ASTI Convention is
made up of the ASTI
Central Executive
Council and Branch
Delegates.



Delegates pictured at Annual Convention 2024.

CHANGE THE WAY YOU RECEIVE NUACHT

MyUnion, the members' only area of the ASTI website, allows members to decide how they would like to receive our publications – digitally or by post.

Once you have created an account, you will have access to information about your membership and can request digital or hard copies of all our publications, including Nuacht.

Members can also update their personal details directly in the MyUnion area, for example your home address and email address, to ensure that you receive the most up-to-date correspondence from the ASTI.



You can do this at www.asti.ie/my-union/

ASTI SENIOR CYCLE REDEVELOPMENT CAMPAIGN

Senior Cycle redevelopment is a key focus of ASTI Annual Convention 2025. Get the latest information on Senior Cycle redevelopment and the ASTI's campaign to have teachers' voice heard at <https://www.asti.ie/news-campaigns/campaigns/seniorcycleredevelopment/>

This page includes a timeline of Senior Cycle redevelopment plus a timeline of the ASTI's campaign including research undertaken by the ASTI and others.

SHARE YOUR VIEWS IN ASTI SURVEY ON PSYCHOSOCIAL HAZARDS FOR TEACHERS AND SCHOOL LEADERS

Well-being and stress at work are key areas of concern for ASTI members – whether in the classroom or in school leadership roles. In response, the ASTI has commissioned RED C Research & Marketing Ltd to survey ASTI members on aspects of psychosocial risks in their work in order to identify key stressors.

The questionnaire takes just a few minutes to fill out and will provide valuable evidence-based data to ensure that members' voices are central to policy change for schools.

Check your email for the survey link which will be sent to members in mid-March.