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Leadership –

being a voice of novice teachers/ trade union/social dialogue.

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Training course
"Professionally Supported Novice Teacher"
15-17 September 2023
«Development of Support System for Novice Teachers» (SupportTeachers)
project No.2021-1-LV01-KA220-SCH-000024284

WARM UP!



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TEACHERS**



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**SUPPORT
TEACHERS**

Leadership is influencing
other people to follow;
Leadership happens at all
levels;
Effective leadership enables
followers to succeed.



Problems:

- lack of attractiveness and low prestige of the teacher's profession;
- low relative salaries of teachers;
- lack of well-supported environment.



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Social dialogue in Lithuania

- Social partnership is supplemented:
 - by setting up and participating in bilateral and tripartite councils and concluding agreements on labour, social and economic matters;
 - by initiating the collective bargaining and conclusion of collective agreements;
 - In the context of information and consultation procedures
 - In conflict resolution: by initiating collective disputes over rights and collective disputes over interests



Social partnership in Lithuania may be conducted at the following levels:

- national;(1)
- sectoral;(1)
- territorial;(8)
- the workplace.(63)



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National Level

Kvalifikacinė kategorija	Pastoviosios dalies koeficientai						
	pedagoginio darbo stažas (metais)						
	iki 2	nuo daugiau kaip 2 iki 5	nuo daugiau kaip 5 iki 10	nuo daugiau kaip 10 iki 15	nuo daugiau kaip 15 iki 20	nuo daugiau kaip 20 iki 25	daugiau kaip 25
Nesuteiktos kvalifikacinės kategorijos							
Mokytojas	8,11	8,14	8,21	8,36	8,62	8,65	8,7
Suteiktos kvalifikacinės kategorijos							
Mokytojas	8,71	8,73	8,74	8,79	8,81	8,84	8,91
Vyresnysis mokytojas		8,92	8,95	8,99	9,35	9,4	9,44
Mokytojas metodininkas			9,53	9,7	10,01	10,05	10,12
Mokytojas ekspertas			10,83	11,01	11,29	11,34	11,39
Vidutinis brutto: 1794,09							
Kvalifikacinė kategorija	Pastoviosios dalies DU (brutto)						
	pedagoginio darbo stažas (metais)						
	iki 2	nuo daugiau kaip 2 iki 5	nuo daugiau kaip 5 iki 10	nuo daugiau kaip 10 iki 15	nuo daugiau kaip 15 iki 20	nuo daugiau kaip 20 iki 25	daugiau kaip 25
Nesuteiktos kvalifikacinės kategorijos							
Mokytojas	1508,46	1514,04	1527,06	1554,96	1603,32	1608,9	1618,2
Suteiktos kvalifikacinės kategorijos							
Mokytojas	1620,06	1623,78	1625,64	1634,94	1638,66	1644,24	1657,26
Vyresnysis mokytojas		1659,12	1664,7	1672,14	1739,1	1748,4	1755,84
Mokytojas metodininkas			1772,58	1804,2	1861,86	1869,3	1882,32
Mokytojas ekspertas			2014,38	2047,86	2099,94	2109,24	2118,54
Vidutinis brutto: 1794,09							
Kvalifikacinė kategorija	Pastoviosios dalies DU (netto)						
	pedagoginio darbo stažas (metais)						
	iki 2	nuo daugiau kaip 2 iki 5	nuo daugiau kaip 5 iki 10	nuo daugiau kaip 10 iki 15	nuo daugiau kaip 15 iki 20	nuo daugiau kaip 20 iki 25	daugiau kaip 25
Nesuteiktos kvalifikacinės kategorijos							
Mokytojas	935,25	938,70	946,78	964,08	994,06	997,52	1003,28
Suteiktos kvalifikacinės kategorijos							
Mokytojas	1004,44	1006,74	1007,90	1013,66	1015,97	1019,43	1027,50
Vyresnysis mokytojas		1028,65	1032,11	1036,73	1078,24	1084,01	1088,62
Mokytojas metodininkas			1099,00	1118,60	1154,35	1158,97	1167,04
Mokytojas ekspertas			1248,92	1269,67	1301,96	1307,73	1313,49
Vidutinis netto: 1112,34							

In accordance with this collective agreement, teachers have the following additional rights and guarantees:

- 2 paid days for self-development or volunteering
- paid study leave
- 5 paid days to improve health (with employer's notice)
- TU participation in the investigation of misconduct or professional misconduct
- TU involvement in the investigation of a case of psychological violence
- TU information and consultation
- abolition of the works council in the institution
- use of salary savings to be coordinated with the TU
- right of the TU to give an opinion when the head of the institution is evaluated.



Lithuanian education sector the following additional rights and guarantees are provided for teachers:

- Paid study leave
- 5 paid days to improve health (with employer's notice)
- 3 additional days of annual leave
- 72 paid hours for trade union activities for members of governing bodies
- 3 paid working days for TU members to attend TU events
- Alignment of the pay system with the PS (pre-school and general education schools)
- Reduction of a TU member's workload only for objective reasons
- Remote working for TU members
- Coordination with the TU on the period of aggregate working time accounting.



Collective agreements at employer level mostly cover:

- working and rest time
- the conclusion and performance of employment contracts
- teleworking arrangements
- setting the remuneration system
- additional guarantees for trade union members
- trade union rights to information and consultation
- allocation of teachers' workloads and vacancies;
- work during school holidays, etc.



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Ministry of Education, Science and Sports has made decisions:

- pay scholarships:
319/539 euros per month;
- expand pedagogical studies.
- "I choose to teach!" program.



Municipal initiatives:

- finance the acquisition of a teacher's qualification or pedagogical bachelor's studies with their own funds;
- compensate teachers' commuting expenses.



LIETUVOS SAVIVALDYBIŲ
ASOCIACIJA



https://www.youtube.com/watch?v=9Wwym-dSAQk&ab_channel=Lietuvos%C5%A1vietimoirmo%ksloprofesin%C4%97s%C4%85junga

- What can you personally do to solve the problems and improve the teacher's position at school ?

A project is an idea of how to solve the problem

Working groups task

- Create an idea for a new project
- Discuss possible partnerships (Who could be the partners)
- Discuss possible activities
- Create the list of results

Main rules

- All ideas are good ideas
- If needed, create smaller groups in the group
- Take contacts of possible partners
- Have fun!

