

Support Teachers in Lithuania.

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Erasmus+ project «Development of Support System for Novice Teachers» (SupportTeachers)

project No.2021-1-LV01-KA220-SCH-000024284



Problems in Lithuania:

- 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 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



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+10 % from 2024 January

+ no less than 10 % from 2024
September

Goal Teachers' salaries seek 130 %
of the average salary in the country



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

- Paid study leave (10 days full or 20 partly)
- 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
- Up to 3 days for volunteering work
- Alignment of the pay system with the TU (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 initiatives to support novice teachers:

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

ŠMSM

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



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LESTU initiatives:

In 2023 LESTU and a team from Mykolas Romeris University made research that reveals significant concerns regarding violence and bullying in the educational sector in Lithuania.



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Research showed

- - Half of the educators reported social and verbal violence from students, while about a third experienced sexual violence from students and violence from parents.
- - Nearly a fifth of educators faced physical harm instigated by students, with about two-fifths experiencing instigations to disobey and insult the teacher. Additionally, nearly a tenth encountered offensive messages, photos, or videos, with more than a tenth suffering intentional property damage.
- - Verbal abuse and threats were the most common forms of violence from parents.
- - Specific groups of educators, such as pre-school teachers, subject teachers, and primary education teachers, experienced different forms of violence more frequently.
- - Urban educational institutions reported a higher frequency of all types of violence (except property damage from students) compared to other settings.

Research showed

- Inadequate Legal Regulation: The current legal framework in Lithuania is insufficient in protecting educators and educational staff from violence inflicted by students or their parents. The response to such incidents is often left to the personal emotional and financial capabilities of the educators.
- Culture of Bullying: More than half of the educators surveyed have witnessed instances where parents or guardians ridiculed teachers. There is also a significant presence of bullying among educators themselves and from administration towards teachers.

Recommendations from the project team

- Support for Novice Teachers by mentors
- Competitive Remuneration and Financial Support
- Professional Development and Training
- Legislation and Administrative Support
- Attracting Young Talent
- Class Size and Working Environment
- Safety in workplace
- Stakeholder Engagement

Recommendation on Competitive Remuneration and Financial Support

1. Establish a National Commission on Teacher Salaries
2. Legislate Minimum Wage Standards for Teachers
3. Ensure Equitable Funding Across Regions
4. Implement Tax Benefits for Teachers
5. National Campaigns to Elevate the Teaching Profession
6. Regular State-level Consultations with Trade Unions
7. Support Research on Teacher Workforce Dynamics: Fund research to understand the dynamics of the teacher workforce

Recommendations for supporting novice teachers by mentors

1. National Framework for Mentorship Programs
2. Mandatory Induction and Mentorship for Novice Teachers
3. Standardized Training for Mentors
4. Peer Support Networks
5. Diverse Supervisory Roles

Recommendations for Legislation and Administrative Support

1. Administrative Support for Addressing Teacher Shortages
2. Enhance Administrative Efficiency in Schools
3. National Strategies to Address Teacher Shortages
4. National Policies for Teacher Workload Management
5. Participatory Policy Development

Recommendations To attract young talent into the teaching profession.

1. Attractive Salary and Positive Profession Perception
2. Incentives and Career Advancement Links
3. Attractive Compensation Packages
4. Professional Development and Support

Recommendations for addressing Class Size and Working Environment issues.

1. Optimize Class Sizes
2. Assess and Adjust Workloads
3. Implement Stress-Reduction Programs
4. Teacher Training on Classroom Management
5. Community and Parental Engagement

Recommendations for engaging stakeholders

1. Foster Quality Social Dialogue with Trade Unions
2. Incorporate Trade Unions in Decision-Making
3. Transparency and Cooperation
4. Address Teacher Concerns and Needs
5. Regular Feedback and Review Mechanisms
6. Engage in Constructive Negotiations

Recommendations for Teachers' Safety and Psychological Well-Being:

1. Conduct Regular Microclimate Surveys
2. Evaluate Preventative Programs
3. Promote Interventions to Neutralize Bullying Culture
4. Publicize Cases of Violence
5. Improve Understanding of Children's Behavior
6. Develop Skills for Positive Organizational Culture
7. Adhere to a Zero-Tolerance Policy



THANK YOU!

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