



Ref.: 2022-04-D-10-en-2

Original.

Decisions of the enlarged meeting of the Board of Governors of the European Schools

Meeting of 6, 7 and 8 April 2022, Dubrovnik (Croatia)

Approved by written procedure No 2022/25 on 2 June 2022

IV. POINTS A

A.1. Arrangements for Implementing the Regulations for the European Baccalaureate (applicable to the 2023 European Baccalaureate session) 2015-05-D-12-en-30

The Board of Governors carefully examined the proposed modifications and decided to approve them for entry into force during the 2022/2023 school year.

A.2. Update of the General Regulations concerning the European Schools 2022-01-D-51-fr-2

The Board of Governors approved the update made to Article 30.3.f. in line with its decision of December 2017 linked to implementation of the new grading scale from September 2018 onwards.

New text	
f)	Absences from the written compositions in classes 4 to 6
(...)	
iii.	A student who is absent (justified absence) from one or more second-semester compositions and who has not had the opportunity to take a replacement test must take a promotion examination in the first few days after the start of the school year, in the subjects for which they did not submit a composition, unless they obtained a mark of at least 6 in these subjects in the first semester and a grade A of at least 6 in the second semester.

A.3. Proposed revision of the Internal structures of the European Schools 2022-01-D-36-en-3

The Board of Governors decided to approve, with immediate effect:

1/ On the one hand, the proposal to extend, by at least one year, its decision taken in April 2020 linked to the additional discharge granted for large-scale events organised by the European Schools and its evaluation.

The additional discharge would thus be valid for the 2021/2022 (already approved in April 2020) and 2022/2023 school years. The expected evaluation could then be conducted.

To reiterate, the discharge granted is as follows:

“Schools hosting a large-scale event will benefit from a single discharge for a total of eight hours/periods per week, which can be spread across two years¹. In the case of the Model European Council (MEC), the discharge must be divided between the school hosting the event and the teaching staff who are permanently responsible for the MEC”.

Subject to changes in the health situation, certain events are scheduled to be organised during the 2022 calendar year (see schedule in Annex 2).

2/ On the other hand, if the health situation should once again prevent such events from being organised, the proposal is that this additional discharge automatically be extended to the following school year, together with the expected evaluation, without the Board of Governors once again being required to make a decision concerning this extension.

3/ The decision to instruct a working group to establish, in the near future, specific proposals concerning the need to review the internal structures in general and/or the creation of specific internal structures:

- Based on the work planned by the working group above in point I.
- While taking account of the results of the different analyses and evaluations to be conducted.
- While also taking into consideration changes to the system, particularly those resulting from consequences linked to the pandemic, and the decisions taken by the different committees and boards throughout the 2020/2021 school year and during the first semester of the 2021/2022 school year. The latter warrant particular attention from the working group as they could also have an impact on the internal structures.

These proposals will also be accompanied by a proposal to update the document entitled Internal Structures of the European Schools, Annex I-2 to document 2019-04-D-13 Organisation of Studies.

A.4. Statutory appointments – 2022/2023 school year 2022-01-D-86-fr-1

APPOINTMENT OF THE REPRESENTATIVES OF THE TEACHING STAFF COMMITTEE

The Board of Governors decided that the members of the teaching staff presented in document 2022-01-D-86-fr-1 be designated as the representatives of the Teaching Staff Committee.

APPOINTMENT OF REPRESENTATIVES OF PARENTS' ASSOCIATIONS TO THE ADMINISTRATIVE BOARDS

The Board of Governors decided that the parents presented in document 2022-01-D-86-fr-1 be designated as representatives of the Parents' Associations on the Administrative Boards.

APPOINTMENT OF THE CHAIRS OF THE BOARDS OF INSPECTORS, THE TEACHING COMMITTEES AND THE BUDGETARY COMMITTEE

Pursuant to Article 3 of the internal regulations of the Board of Governors, the chairmanship of the boards and committees during the period running from 1 August 2022 to 31 July 2023 should be held by:

¹ For example: five hours/periods in the first year and three hours/periods in the second year, according to the workload.

Mr John FITZGERALD

For the nursery and primary Board of Inspectors and for the Joint Teaching Committee

Ms Deborah QUIGLEY

For the secondary Board of Inspectors and for the Joint Teaching Committee

Dr Leo KILROY

For the Budgetary Committee

Chair of the Board of Governors:

Mr Gary Ó DONNCHADHA

V. 2021 ACTIVITY REPORT OF THE CHAIR OF THE COMPLAINTS BOARD OF THE EUROPEAN SCHOOLS

The Board of Governors took note of the 2021 activity report of the Chair of the Complaints Board of the European Schools and approved it.

VI. ANNUAL REPORT OF THE INTERNAL AUDIT DEPARTMENT 2022-02-D-31-en-1

The Board of Governors took note of the 2021 Annual Report of the Internal Audit Department and approved it.

VII. ANNUAL REPORTS OF THE SECRETARY-GENERAL OF THE EUROPEAN SCHOOLS

- **2021 annual activity report (Art. 33.4 RF 2017) (Annex: data concerning budget implementation) 2022-02-D-02-en-2**

The Board of Governors took note of the 2021 annual activity report of the European Schools and approved it.

- **2021 annual activity report of the Office of the Secretary-General 2022-02-D-01-en-2**

The Board of Governors took note of the 2021 annual activity report of the Office of the Secretary-General and approved it.

VIII. ANNUAL ICT REPORT OF THE IT/STATISTICS UNIT HEAD FOR 2021 2022-01-D-83-en-2

The Board of Governors took note of the fact that the proposed plan for 2021 emphasises the reinforcement and improvement of the entire infrastructure and all IT services of the European Schools.

The Board of Governors took note of the annual ICT report of the IT/Statistics Unit Head for 2021, clearly supported it and approved it.

IX. STATISTICAL REPORT CONCERNING THE OFFER OF EDUCATIONAL SUPPORT AND INCLUSIVE EDUCATION IN THE EUROPEAN SCHOOLS FOR THE 2020/2021 SCHOOL YEAR. 2021-11-D-31-en-4

The Board of Governors took note of the statistical report concerning the offer of educational support and inclusive education in the European Schools for the 2020/2021 year.

XI. POINTS B

B.1. FINANCIAL YEAR 2020

Discharge to the authorising officer of the European Schools and to the Administrative Boards of the Schools with regard to their respective responsibilities in implementing the 2020 budget 2022-02-D-40-en-2

On the basis of Article 87 of the Financial Regulation, the Board of Governors, account taken of the Global AAR for the financial year 2020, of the consolidated accounts for the financial year 2020, and of the report of the European Court of Auditors for the mentioned financial year 2020, decided, with the exception of the European Commission who voted against, to grant a discharge to the Authorising Officer of the European Schools and to the Administrative Boards of the Schools for their respective responsibilities in the implementation of the 2020 budget.

B.2. 2023 BUDGET OF THE EUROPEAN SCHOOLS

– Creation/conversion/abolition of administrative and ancillary staff posts (AAS) – 2023 - 2022-02-D-46-en-2

The Board of Governors examined the requests for administrative and ancillary staff posts, revised following the Budgetary Committee, the requests for revalorisation of administrative and ancillary staff posts and the appropriations intended for temporary posts for 2023, as indicated in Annexes I, II and III and decided to approve them.

Annex I (Creation of new posts):

Table 1: Psychologists

<i>School</i>	<i>Posts</i>		
Bergen	0.5	Psychologists	35,000
Brussels II	0.5	Psychologists	42,548
Brussels III	0.5	Psychologists	42,548
Brussels IV	0.5	Psychologists	42,548
Karlsruhe	0.5	Psychologists	39,317
Luxembourg I	0.5	Psychologists	36,224
Luxembourg II	0.5	Psychologists	36,224
Total	3.5		274,408

Table 2: DPO

<i>School</i>	<i>Posts</i>		
Bergen*	0.3	DPO	-10,000
Frankfurt	0.2	DPO	16,440
Mol	0.3	DPO	55,188
Munich	0.2	DPO	16,621
Total	1.0		78,249

Table 3: Other posts

<i>School</i>	<i>Posts</i>		
OSG	0.5	Assistant to the Head of the IT Unit: head of project	41,250
Brussels I	0.2	IT technician	14,006
Brussels III	1	Worker	49,470
Total	1.7		104,726
Total posts	6.20		457,383

*Currently, the Bergen school has a contract for the services of the DPO. Obtaining this 0.3 post would allow savings to be made every year.

Annex II (Temporary posts for 2023):**Table 4: HR Assistants**

<i>School</i>	<i>Posts</i>		
Alicante	0.5	HR Assistant	0
Brussels I	0.5	HR Assistant	0
Brussels IV	0.5	HR Assistant	0
Karlsruhe	0.5	HR Assistant	0
OSG	0.5	Legal Assistant	0
Total	2.5		0

Table 5: Accountants

<i>School</i>	<i>Posts</i>		
OSG	0.25	Assistant to the Central Accounting Unit	0
Brussels I	0.5	Accountant	0
Brussels II	0.5	Accountant	0
Munich	1	Accountants	0
Total	2.25		0

Table 6: Nurses

<i>School</i>	<i>Posts</i>		
Brussels II	0.5	Nurse	0
Brussels III	0.5	Nurse	0
Brussels IV	0.5	Nurse	0
Total	1.5		0

Table 7: Secretaries

<i>School</i>	<i>Posts</i>		
Brussels III	1.0	Secretary	0
Brussels IV	0.2	Secretary	0
Frankfurt	0.5	Secretary	0
Total	1.7		0

Table 8: Other temporary posts

<i>School</i>	<i>Posts</i>		
Luxembourg I	0.5	IT Technician	0
Luxembourg II	0.5	Technician (preparer)	0
OSG, Brussels	1.0	Engineer	82,500
Total	2.0		

Total posts	9.95		82,500
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Annex III (Promotions):**Table 9:**

<i>School</i>	<i>Posts</i>	<i>Description of the promotion</i>	<i>Costs</i>
Brussels II	1.0	Accountant to HR Assistant	15,067
Luxembourg I	1.0	0.5 Chief Accountant & 0.5 Accounting Assistant to 1 Accountant	-843
Luxembourg II	1.0	0.8 Ancillary staff to 1 Accounting Assistant	-439
Alicante	0.7	Auxiliary to Secretary	7,804
Bergen	1.0	Accountant to Chief Accountant	13,000
OSG	1.0	IT helpdesk to IT Assistant	13,502
OSG	1.5	Secretary to Assistant	20,270
OSG	1.0	Secretary to IT Assistant of Head of Unit	13,514
OSG	0.5	Secretary to Assistant of Head of PEDANA Unit	6.757
Total	8.7		89,475

**– Preliminary draft of the 2023 budget of the European Schools
2022-02-D-43-en-2**

The Board of Governors adopted the preliminary draft of the 2023 budget of the European Schools.

The financial implications of any modifications adopted during the meeting were incorporated into the proposed 2023 budget and the amounts concerned adjusted.

B. 3. Roles, functions and work environment of psychologists in the European Schools 2021-01-D-60-en-8

The Board of Governors decided to approve the document entitled *Roles, functions and work environment of psychologists in the European Schools*, which will come into effect on 1 September 2022, given that the posts will only be available from January 2023 in accordance with the three-year plan.

B.4. Report of the Simplification working group: proposals of the Meeting Organisation sub-working group and the Documents sub-working group 2022-01-D-61-en-4 and 2022-02-D-28-en-2

The Board of Governors took note of the report of the Simplification working group and decided to approve the request for an extension of its mandate.

The Board of Governors also decided to approve the present report and the recommendations presented herein, supporting the idea of flexibility granted by the Secretary-General regarding the meeting organisation and a subsequent evaluation of this practice after one year.

With regard to interpretation, the Board of Governors decided to maintain the compromise decided in 2011, i.e. that of also using the languages of the host countries of a traditional European School (NL, IT, ES), and the language of the presidency on request.

B.5. AAS working group – follow-up 2022-02-D-22-fr-2

The members of the Board of Governors examined the document entitled Report to the BoG: implementation of the Single Spine salary grid 2020–2021 – adaptation of the Statute and decided to approve the following points, already included in the 2023 budget:

1. *To amend the 'Varese salary grid' as proposed in document 2022-02-D-22-en-2.*
2. *To introduce the professional category 'Head Accountant' in the 'Bergen salary grid' as proposed in document 2022-02-D-22-en-2.*
3. *To introduce in all salary grids the professional category of psychologist as proposed in document 2022-02-D-22-en-2.*
4. *To amend Article 7.5 to 7.7 of the AAS Regulations as proposed in document 2022-02-D-22-en-2.*

5. *To amend Articles 5, 10 and 31 of the AAS Regulations as proposed in document 2022-02-D-22-en-2 in order to comply with the requirements of moral and integrity within the European Schools.*

To give the Secretary-General a mandate to introduce similar rules in other Staff Regulation.

The members of the Board of Governors furthermore decided that the following points would be examined at a later date:

6. *The recognition of the professional experience of AAS already recruited before 1 January 2020.*
7. *The correct integration of Science Lab Assistants in the salary grid of each European School.*

B.6. Seconded teaching staff posts filled for the 2022/2023 school year 2022-01-D-11-en-3

The members of the Board of Governors carefully examined the *seconded teaching staff posts filled for the 2022/2023 school year* and decided to approve them.

B.7. Attractiveness measures for the teaching staff of European Schools 2022-01-D-26-en-3

The members of the Board of Governors decided to examine and adopt the different proposals and/or to postpone their decisions separately as follows:

1. To **revise the method of calculation of the compensation allowance for seconded staff** by
 - a. ~~moving from a monthly to a~~ **yearly calculation** and **excluding the expatriation allowance** from the calculation. and to amend Article 56 bis of the Regulations for Members of the Seconded Staff accordingly.

This amendment will enter into force as of 1 September 2023.

- ⇒ **The members of the Board of Governors approved this proposal by a two-thirds majority. The EPO voted against; the French, Dutch and Slovenian delegation abstained.**
2. To **keep the salaries of Locally Recruited Teachers unchanged** and to launch a **new benchmark in the 2023/2024 school year**. The outcome of this benchmark should be presented to the Board of Governors in April 2024.

⇒ **The members of the Board of Governors approved this proposal unanimously.**
 3. To **enlarge the concept of protected posts as of the 2023/2024 school year**.

The percentage of additional protected posts will be decided by the Board of Governors on a yearly basis at its meeting in April for the school year n+1. At this meeting, the Board

will also define the criteria for the creation of the additional protected posts. At the following meeting in December, the Board will approve the list of additional protected posts for the following school year.

For the 2023/2024 school year, the percentage of additional protected posts should **not exceed 25%** of the total number of posts eligible for secondments.

The **criteria** for this additional number of protected posts are those presented in document 2022-01-D-26-en-3 (page 20).

⇒ **The members of the Board of Governors approved this proposal by a two-thirds majority. The Belgium delegation voted against.**

4. To provide for the possibility of a **school fee reduction** in exceptional cases, in the event of redundancy of a locally recruited teacher, and to amend Article 39 of the Service Regulations for Locally Recruited Teachers accordingly.

This amendment will enter into force as of 1 September 2022.

⇒ **The members of the Board of Governors approved this proposal by a two-thirds majority. The EPO abstained.**

Moreover, the Board of Governors invited the Joint Working Group to further explore on proposals:

5. to address **disparities within the salary scales of the teaching staff and**
6. **to promote in a joint effort, the visibility of the European Schools** in the seconding Member States.

Finally, the Board of Governors invited the Office of the Secretary-General to further work on a proposal to recognise the relevant professional experience of newly recruited teachers and to provide the Budgetary Committee and the Board of Governors with such a proposal by November 2022 at the latest.

B. 8. Amendment of the implementation procedures establishing the rights and procedures for the representation of the teaching staff of the European Schools 2022-02-D-24-fr-2

The members of the Board of Governors decided unanimously to approve the proposed amendment of Article 16 of the implementation procedures as follows:

Article 16

Discharge

1. *Each seconded member of the Teaching Staff Committee is released from their teaching duties for three hours/periods per week. In accordance with their personal preferences, teaching staff who are members of the Teaching Staff Committee benefit from three additional hours/periods per week in their work schedule or are released from their teaching duties for three hours/periods per week.*

2. *An additional discharge of one hour/period per week is granted to members of the Teaching Staff Committee of schools with more than 2,000 pupils.*

3. *An additional discharge of two hours/periods per week is granted to members of the Teaching Staff Committee of schools with one cycle spread across two different sites. If both cycles are spread across two different sites, the total additional discharge will be four hours/periods per week. This additional discharge guarantees adequate representation of the teaching staff at both sites.*

4. *The Chair of the Inter-School Teaching Staff Committee and their deputy benefit from a discharge of one hour/period.*

The amendment will come into effect on 1 September 2022.

B.9. Proposal for a multi-annual plan for the European Schools system 2022/2024 2022-01-D-21-en-3

The members of the Board of Governors carefully examined the proposal for a multi-annual plan for the European Schools system 2022–2024 and decided unanimously to adopt it.

B.10. 2022 annual plan of the Office of the Secretary-General of the European Schools 2022-02-D-04-en-2

The Board of Governors took note of the 2022 annual plan of the Office of the Secretary-General of the European Schools and decided unanimously to adopt it.

B.11. Proposal for a European Schools multi-annual IT plan – 2022/2026 – 2022-02-D-6-en-3

The Board of Governors examined the European Schools multi-annual IT plan and issued a favourable opinion.

B.12. Proposal for a European Schools pupil well-being policy framework and recommendations of the Child Welfare working group 2021-12-D-31-en-4

The Board of Governors decided to approve document 2022-01-D-6-fr-1 entitled *European Schools pupil well-being policy framework*. It will come into effect on 1 September 2022. It will thus cancel and replace document 2007-D-441-fr-5 entitled *Child Welfare*.

The Board of Governors approved the following recommendations of the Child Welfare working group:

- The School Inspections working group was invited to study the possibility of including certain indicators in its criteria designed to evaluate the awareness and promotion of well-being in the European Schools.
- Particular attention must be paid to the impact of overcrowding on the well-being and mental health of the pupils in future works of the steering group of the Brussels European Schools.
- The Child Welfare working group underlined the importance of schools having a sufficient number of psychologists and support staff with a view to implementing the pupil well-being management and policy framework effectively and appropriately.
- The Child Welfare working group therefore invited the Educational Support Policy working group to communicate a proposal for a minimum ratio of psychologists per pupil to the Board of Governors in April 2022.
- The Evaluation working group was invited to study the opportunity to outline a homework policy framework that would also take into account the issue of pupil well-being in order to encourage the schools to (continue to) develop a specific homework policy and to ensure a certain degree of harmonisation in the European school system.

These recommendations will then be communicated to the relevant working groups.

B.13. ACCREDITED EUROPEAN SCHOOLS:

Renewals of accreditation agreements:

➤ Audit reports – Tallinn European School (ES) – Renewal M-S7 2021-10-D-55-en-2

The Board of Governors approved the audit report for the Tallinn European School (ES) and decided to give the Secretary-General a mandate to renew the Accreditation Agreement for the Nursery cycle until year S7.

➤ Audit report – Brussels-Argenteuil European School (BE) – Renewal M-S5 2021-10-D-56-en-2

The Board of Governors approved the audit report for the Brussels-Argenteuil European School and decided to give the Secretary-General a mandate to renew the Accreditation Agreement for the Nursery cycle until year S5.

➤ Audit report – Heraklion European School (EL) – Renewal M-S7 2021-10-D-57-en-2

The Board of Governors approved the audit report for the Heraklion European School and decided to instruct the Secretary-General to renew the Accreditation Agreement from the Nursery cycle until year S7.

- **Audit report – International School, Differdange (LU) – Renewal M-S5 2021-10-D-61-en-2**

The Board of Governors approved the audit report for the Differdange International School and decided to give the Secretary-General a mandate to renew the Accreditation Agreement for the Nursery cycle until year S5.

- **Audit report – Paris-la-Défense European School (FR) – Renewal M-S7 2021-10-D-64-en-2**

The Board of Governors approved the audit report for the Paris-la-Défense European School and decided to give the Secretary-General a mandate to renew the Accreditation Agreement for the Nursery cycle until year S7.

- **Audit report – Lille European School (FR) – Renewal M-S5 2021-10-D-63-en-2**

The Board of Governors approved the audit report for the Lille European School and decided to give the Secretary-General a mandate to renew the Accreditation Agreement for the Nursery cycle until year S5.

New requests for accreditation:

- **Audit report – Saarland European School (DE) – Initial accreditation M-S5 2021-10-D-58-en-2**

The Board of Governors approved the audit report for the Saarland European School and decided to give the Secretary-General a mandate to sign the initial Accreditation Agreement for the Nursery cycle until year S5.

- **Audit report – Copenhagen European School (DK) – Initial accreditation S6-S7 2021-10-D-59-en-2**

The Board of Governors approved the audit report for the Copenhagen European School and decided to give the Secretary-General a mandate to sign the additional initial Accreditation Agreement for years S6 and S7.

- **Audit report – Mersch Anne Beffort International School (LU) – Initial accreditation M-S5 2021-10-D-60-en-2**

The Board of Governors approved the audit report for the Mersch Anne Beffort International School and decided to give the Secretary-General a mandate to sign the initial Accreditation Agreement for the Nursery cycle until year S5.

- **Audit report – Differdange International School (LU) – Initial accreditation S6-S7 2021-10-D-62-en-2**

The Board of Governors approved the audit report for the Differdange International School and decided to give the Secretary-General a mandate to sign the additional initial Accreditation Agreement for years S6 and S7.

B. 14. Amendment to the Arrangements for Implementing the Regulations for the European Bacculaureate for the 2022 session

Preparing for the 2022 European Bacculaureate in the context of the COVID-19 pandemic: report from the Preparation Task Force for the 2022 European Bacculaureate session – 2015-05-D-12-en-28.2

The Board of Governors carefully examined the amendments proposed by the Task Force for the preparation of the 2022 European Bacculaureate session and decided to approve them with immediate effect.

B.15. Update and consultation on the critical recommendation of the IAS 2022-02-D-07-en-2

The Board of Governors took note of the proposed model (third agreement) and decided to approve the proposed steps, i.e. initially, until the summer, continued discussions concerning safety and security and then, in a secondary phase, preparation for adoption of the General Regulations if no agreement could be found

B.16. Update on enrolments in the Brussels European Schools: first enrolment phase for the 2022/2023 school year 2022-03-D-16-en-1

The Board of Governors took note of the update on enrolments in the Brussels European Schools for the 2022/2023 school year following the first enrolment phase.

B.17. Temporary admission of Ukrainian pupils to the European Schools 2022-03-D-26-en-1

The members of the Board of Governors unanimously adopted the composition, schedule and scope of activity of the Admission of Ukrainian Pupils to European Schools working group.

B.18. Revision of the definition of vulnerable staff 2022-03-D-27-fr-1

The members of the Board of Governors approved the new definition of vulnerable staff, which will be applicable from 15 April 2022 until the end of the 2021/2022 school year.

B.19. Climate Academy in the European Schools 2022-01-D-16-en-4

The Board of Governors decided

- to support the Climate Academy through the European Schools from a pedagogical point of view;
- to secure the operational capabilities of the Climate Academy in the Brussels II European School (reduced timetable and partnership with the media): see financial sheet in point 10.

A fully operational Climate Academy for two groups of 12–16 pupils in years S6 and S7 would represent seven discharge periods (reduced timetable) per week:

- three periods for the Coordinator of the Climate Academy
- two periods for the Science Officer
- two periods for the Media Officer

This discharge will also be used to develop teaching and learning materials in cooperation with EPO and to integrate Green Framework Competences (GreenComp) into the curricula of European schools. In this sense, the discharge is applied to Brussels II but will have an impact on all the European Schools.

Financial sheet

	Per week	Total per year
three periods for the Climate Academy Coordinator	€166.29	€8,647.08
two periods for the Science Officer	€110.86	€5,764.72
two periods for the Media Officer	€110.86	€5,764.72
		€20,176.52

B.20. Draft schedule of meetings for the 2022/2023 school year 2022-04-D-3-en-1

The Board of Governors approved the draft schedule for the 2022/2023 school year.

XII. Setting the data and place of the next meeting:

The next meeting will be held on 6, 7 and 8 December 2022 in Brussels, under the Irish Presidency.