



Ref.: 2022-12-D-7-en-2
Original



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

Meeting on 6,7 and 8 December 2022 - Brussels (Hybrid)

Approved by written procedure No 2022/64 on 10 January 2023

IV. A ITEMS

A. 1. Update of the documents Language Policy (2019-01-D-35) and Organisation of Studies in the European Schools (2019-04-D-13) (2022-09-D-85-en-2)

The Board of Governors approved, with immediate entry into force, this formal update proposed in the framework of administrative simplification of the document “Language Policy” and the document “Organisation of studies in the European School system”.

This updated document “Language Policy” 2019-01-D-35-en-4 cancels and replaces the following documents:

1/ From the document “Organisation of studies” 2019-04-D-13:

- The Chapter 2: General regulations for language teaching in the European Schools;
- The Chapter 3: SWALS – mother tongue provision for pupils for whom there is no language section of their own in their school;
- and the Annex 1 Procedure for deciding to offer the Host Country Language as a Language 2 - Measure aiming at an effective entry into force in P1 in September 2023.

2/ The document “Basic proficiency level” 2013-08-D-11

3/ The document “Languages of tuition for Economics in the European Schools system” 2012-05-D-23

A. 2. Proposal to amend the Article 59.5 of the General Rules of the European Schools (2022-07-D-23-en-2)

The Board of Governors approved the proposed amendment to Article 59.5 clarifying the assessment in S4. This decision will enter into force in September 2023.

A. 3. Revision of the Indemnity of the Judges of the Complaints Board of the ES (2022-10-D-41-fr-2)

The Members of the Board of Governors approved the proposal to increase the flat-rate fee of the members of the Complaints Board by 40% and the following wording of Article 16.2 of the Statute of the Complaints Board:

“2. Members of the Complaints Board shall be entitled to a flat-rate fee, to be fixed by the Board of Governors; it shall stand at € 350.00 per case handled.”

The amendment will enter into force on 1 January 2023.

A. 4. Update of the European Baccalaureate Fees (2022-09-D-19-en-3)

The Board of Governors scrutinised the present document and approved the proposal and financial statement for implementation as of 1 January 2023.

V. JOINT REPORT OF THE CROATIAN PRESIDENCY OF THE BOARDS OF INSPECTORS AND OF THE JOINT TEACHING COMMITTEE – 2021-2022 SCHOOL YEAR + Annex “Pedagogical Development and Quality Assurance of the European Schools (2021-2022) - Follow up on 30 June 2022” – 2021-07-D-31-en-6 (2022-09-D-77-en-2)

The Board of Governors took note of and approved the joint report of the Croatian Presidency of the Boards of Inspectors and of the Teaching Committee for the nursery, primary and secondary cycles for the 2021-2022 school year and the annex thereto.

VI. REPORTS ON THE 2022 EUROPEAN BACCALAUREATE

a) Report of the Chair of the 2022 European Baccalaureate Examining Board (2022-09-D-11-en-2)

The Board of Governors took note of and approved the report of the Chair of the 2022 European Baccalaureate session.

b) Report on the 2022 European Baccalaureate (2022-10-D-1-en-3 + Annex)

The Board of Governors took note of and approved the report on the 2022 European Baccalaureate and the annex thereto.

VII. REPORT OF THE CHAIR OF THE BUDGETARY COMMITTEE – 2021-2022 (2022-10-D-38-en-2)

The Board of Governors took note of and approved the report of the Croatian Chair of the Budgetary Committee for the 2021-2022 school year.

VIII. FINAL REPORT OF THE COURT OF AUDITORS – Year 2021 (2022-10-D-34-en-2)

The Board of Governors took note of the Final Report of the Court of Auditors on the annual accounts of the European Schools for the financial year 2021 and of the Secretary-General's replies. The Board of Governors would take the necessary steps to follow up on the recommendations.

IX. B ITEMS

B.1. Amendment to the 2023 Budget of the European Schools (2022-10-D-37-en-2)

The Board of Governors gave a positive opinion on the modifications proposed so that the contribution from the EU Budget and from EPO in the European Schools Budget be increased to match the ones found in the EU Budget and in the Budget of EPO respectively. The final

adoption of the 2023 Budget of the European Schools will be conditional to the final adoption of the EU Budget and of the EPO Budget.

B.2. IAS Strategic Internal Audit Plan and prolongation of IAS mandate (2022-10-D-33-en-2)

The Board of Governors took note of the proposed audit topics of the 2023-2025 strategic internal audit plan for the European Schools and approved the prolongation of the IAS mandate for a period of three years starting from 1 July 2023.

B.3. Creation and suppression of seconded posts - 2023-2024 school year (2022-09-D-72-fr-2)

The Members of the Board of Governors discussed and approved the posts proposed in the annex of the document.

B.4. Cost Sharing (2022-10-D-35-en-2)

The Board of Governors approved the following:

- the proposal to maintain the target of the 65/35 minimum ratio of seconded and locally recruited teachers;
- the target number of teaching staff (excluding protected functions requiring English native speakers);
- the alternative language section coefficient proposed by the French delegation, as outlined in the document 2022-10-D-35-en-2-ADD-1 and in the table below and illustrated in Annex 1 of these decisions;

Number of language sections	MS	Language section coefficient (French proposal)
0 up to 2 LS	BG, CZ, DK, EE, FI, HR, HU, LT, LV, PL, PT, RO, SE, SL, SK	0.83
3 up to 10 LS	CY, EL, ES, NL, IT	0.93
More than 10 LS	AT, DE, FR, IE, LUX, MT	1.23
	BE	1.1

- the three-step approach linked to the enforcement mechanism including the proposed review of the revised Cost Sharing Agreement in the 2025/26 school year;

- The revised cost sharing agreement will enter into force as of the 2024/25 school year in order to allow delegations to adjust their recruitment policy to the revised target level of secondment;

and

- the proposed follow-up with respect to the aspect of an efficient use of teaching resources and the n+2 review clause: the target level of secondments will need to be reviewed yearly on the basis of pupils enrolled in October and subject to a decision of the BoG in December for the year n+2 following the implementation of the previous target level.

The Belgian delegation abstained.

B.5. Proposals for the Future Structures of the Brussels European Schools (2022-10-D-17-en-3)

As to the future structure of the European Schools in Brussels, the decision of the Board of Governors is as follows:

- As to the future distribution of the language sections across European Schools in Brussels in 2028, the Board of Governors adopted Model A3 with the following amendments:
 - A fifth Anglophone section is envisaged at the European School Brussels 5, provided that the demand for the language section is sufficient.
 - The Spanish Nursery and Primary section to be maintained on both sites of European School Brussels 1, that is both on the site in Uccle and the one in Berkendael.
- The Board of Governors approved the proposed gradual implementation of the envisaged structure, illustrated in chapter 3 b) linked to:
 - the proposed transfer of 'satellite language sections' to the 5th school,
 - the proposed transfer of EL 'satellite classes' to the 5th school.
- The Board of Governors approved the proposed gradual approach for an optimal use of the Berkendael and Evere sites as of the 2023/24 school year which aims to address the situation of overcrowding and the efficient use of teaching resources by avoiding parallel structures in the same school. To do so, a two-step approach was adopted:
 - Step 1: As of the 2023/24 school year, gradual consolidation of the Nursery and Primary cycle of language sections with parallel structures in ESB1 (exception FR and ES language sections) and ESB2 (exception FI, LT, NL, PT, SV language sections);
 - Step 2: In September 2028, *en bloc* transfer of FI, LT, NL, PT and SV language sections from WOL site to EVE site.

- The Board of Governors approved the amendment of the concept of protection of siblings by limiting it in principle to the protection of siblings in the same cycle at the same school.

The final decisions of the Board of Governors will be reflected in the Guidelines for Enrolment for the 2023/24 school year which are also to be approved by the Board of Governors at its meeting in December 2022.

Finally, the Board of Governors mandated the Steering Committee Brussels to monitor the implementation of the Board's decisions including a regular review on the language needs of the system and to provide the Board with a comprehensive report in December 2024 at the latest.

The Cypriot and the Greek Delegations, objecting the creation of a Hellenic language section at the European School Brussels 5, voted against the proposals.

B.6. Central Enrolment Authority for the Brussels European Schools: Review of the results of the 2022-2023 Enrolment Policy and proposed guidelines for the 2023-2024 Policy (CEA) (2022-11-D-15-en-1)

The Board of Governors took note of the results of the 2022-23 Enrolment Policy and approved the Guidelines for the 2023-2024 Enrolment Policy.

B.7. Amendments to the General Rules related to Safety and Security (2022-09-D-35-en-3)

The Board of Governors approved the proposals submitted with the aim of amending Articles 5, 14, 15, 35 and 38 of the General Rules of the European Schools, with a view to their taking effect on 1 January 2023.

B.8. Simplification Working Group – Follow up (2022-10-D-13-en-2)

- The Board of Governors approved the report and the recommendations proposed, as a package for simplification. The HR and Budget sub-WGs will prepare a detailed and precise Action Plan in order to achieve the recommendations.
- The Board of Governors mandated the Simplification WG (HR sub-WG) to prepare and launch an open tender for a digital solution of HR Management and to look for ways to self-finance the preparation phase in 2023 and the pilot phase in 2024. Prior to the complete implementation, the group will prepare a detailed request for budget for 2025, accompanied by a precise calculation on the forecast of costs and savings and a thorough evaluation of the pilot phase.
- The Board of Governors mandated the Digitalisation sub-WG to look into ways of financing the implementation of a digital signature tool within the current budgetary means available for 2023.

- The Board of Governors approved that the remaining long-term recommendations of the Digitalisation sub-WG be relocated to the IT-Admin WG, acknowledging the fact that digitalisation is an on-going and constant process.

B.9. Proposals to the Board of Governors concerning the Single Spine salary grid and other adaptations to the Service Regulations (2022-09-D-61-fr-2)

Regarding the five proposals presented in the document, the members of the Board of Governors decided the following:

- In order to take into account years of service within the system of the European schools, it is foreseen that staff members in the Annex 2 category before the 2019 reform be granted two additional steps and staff members in the Annex 3 category before the 2019 reform be granted one additional step, provided the necessary budgetary means is approved by the Board of Governors based on the following timetable:
 - Assuming that the corresponding budget is approved by the Board of Governors in April 2023, staff members in the Annex 2 category prior to the 2019 reform will be granted the first additional step in the salary grid on 1 January 2024.
 - Assuming that the corresponding budget is approved by the Board of Governors in April 2024, staff members in the Annex 2 category prior to the 2019 reform will be granted the second additional step in the salary grid on 1 January 2025.
 - Assuming that the corresponding budget is approved by the Board of Governors in April 2024, staff members in the Annex 3 category prior to the 2019 reform will be granted a single additional step on 1 January 2025.
- Science technicians in the schools in Belgium, Germany and Luxembourg will be able to continue their career beyond the highest grade to which their function is currently confined. To this end, a fourth grade will be temporarily created for their function and the Service Regulations for Administrative and Ancillary Staff will be adapted accordingly, as outlined in the document. Newly recruited science technicians will automatically and as a minimum be positioned at the grade and step at which the lowest ranked science technician is placed in the salary grid, which will allow them to advance together on the salary grid and once they have reached the highest grade, the base grade will be eliminated from the salary grid.
- AAS staff representatives in schools with two sites will be given two hours of extra time off per week, just like the teachers' representatives. Article 15(2) of the Service Regulations for the Administrative and Ancillary Staff will be adapted accordingly.
- Telework is recognised as a possible alternative working arrangement within the ES system. The Service Regulations for the Administrative and Ancillary Staff will be adapted accordingly.
- Article 25 of the Service Regulations for the Administrative and Ancillary Staff, which deals with salary variations, is restructured in order to avoid any confusion between salary variations due to national salary indexation systems and variations due to the decisions of the Board of Governors in the framework of the revision of the grids

foreseen every six years. The date of the first revision of the salary grids by the Board of Governors has also been deleted as being out of context.

B.10. Enrolment of Ukrainian Pupils at the European Schools (2022-10-D-42-en-4)

The members of the Board of Governors approved the 'Framework for the Enrolment of Ukrainian Pupils in the European Schools in the 2023/24 School Year'.

B.11. PISA-based test for the European Schools 2022 – Results and Follow-up Planning (2022-09-D-58-en-2)

The Board of Governors took note of the presentation of the results and the draft follow-up plan of the PISA-based test for the European Schools in 2022.

B.12. Distance Teaching and Learning Framework for the European Schools during temporary suspension of regular teaching in situ (2022-09-D-13-en-2)

The Board of Governors approved the document with immediate entry into force.

The document 2022-09-D-13-en-2 cancels and repeals the document 2020-09-D-10-en-5, with immediate entry into force.

A new Memorandum on 'Distance Teaching and Learning Policy for the European Schools' will be communicated, and all other related documents will be adapted accordingly.

B.13. Pedagogical Reform WG - Curricular Proposals (2022-09-D-59-en-2)

The Board of Governors supported the proposed curricular changes and approved the document linked to these proposals. The Board mandated the Pedagogical Reform Working Group in cooperation with the relevant Sub-Working Groups and other Working Groups to continue their work so as to develop the details of the proposals and their implementation plans.

B.14. Proposal for a Junior Laureate Certificate for pupils promoted at the end of S5 (2022-04-D-6-en-5)

The Board of Governors approved the proposal for a European Schools Junior Laureate Certificate for pupils promoted at the end of s5.

B.15. Draft timetable of the European Baccalaureate examination session 2023 (2022-11-D-1-de/en/fr-3)

The Board of Governors approved the draft timetable for the 2023 European Baccalaureate session examinations.

B.16. Cancellation of Secondary Lessons During the Bacculaureate Oral Exams (2022-09-D-66-en-3)

The Board of Governors approved the creation and the mandate of the 'task force' including one modification requested by the representatives of the Directors, underlined below:

Chapter 5. Task Force

"The following activities are foreseen as part of the task force:

[...]

Proposal: The task force will assess whether it is feasible to organise replacement activities considering current regulations and the resources of the individual schools. Whenever that is found to be possible, the task force will propose potential solutions that are as close as possible to the schools' mission. The task force will also assess whether sufficient means are available to put the rules in place. Any solution should include a reporting system to facilitate the oversight going forward.

Immediate entry into force.

B.17. ACCREDITED EUROPEAN SCHOOLS

General Interest File - Accredited European School Tirol (Austria) (2022-08-D-10-de-2)

The Board of Governors expressed a favourable opinion on the General Interest File submitted by the Austrian authorities concerning the setting up of an Accredited European School at Tirol (Austria).

The Austrian authorities were invited to submit a dossier of conformity for primary and secondary education.

Dossier of Conformity S6-S7 - Accredited European School Edward-Steichen (Luxembourg) (2022-09-D-6-fr-2)

The Board of Governors expressed a favourable opinion on the dossier of conformity S6-S7 - Accredited European School Edward-Steichen (Luxembourg) and mandated the Secretary-General to organise an audit.

Dossier of Conformity S6-S7 - Accredited European School Mondorf-les-Bains (Luxembourg) (2022-09-D-27-fr-2)

The Board of Governors expressed a favourable opinion on the dossier of Conformity S6-S7 - Accredited European School Mondorf-les-Bains (Luxembourg) and mandated the Secretary-General to organise an audit.

Dossier of Conformity S6-S7 - Accredited European School Warsaw (Poland) (2022-09-D-25-en-2)

The Board of Governors expressed a favourable opinion on the dossier of Conformity S6-S7 - Accredited European School Warsaw (Poland) and mandated the Secretary-General to organise an audit.

Dossier of Conformity S6-S7 - Accredited European School Ljubljana (Slovenia) (2022-09-D-78-en-2)

The Board of Governors expressed a favourable opinion on the dossier of Conformity S6-S7 - Accredited European School Ljubljana (Slovenia) and mandated the Secretary-General to organise an audit.

Updated N-S5 Dossier of Conformity - Accredited European School Parma (Italy) (2022-02-D-29-en-2)

The Board of Governors approved the updated N-S5 Dossier of Conformity - Accredited European School Parma (Italy).

Updated N-S5 Dossier of Conformity - Accredited European School Helsinki (Finland) (2022-06-D-36-en-2)

The Board of Governors approved the updated N-S5 Dossier of Conformity - Accredited European School Helsinki (Finland).

B.18. Renewal of the Mandate of the Accredited European Schools Working Group (AES WG) (2022-11-D-22-en-1)

Due to time constraints, the Board of Governors decided to submit the item to the Board of Governors for approval by means of written procedure.

XI. Fixing of the date of the next meeting:

The Board of Governors fixed the date of the next meeting for **12, 13 and 14 April 2023**, in Dublin, under the Irish Presidency.

Cost Sharing table applicable to the 2024/25 school year as approved by the Board of Governors

COST SHARING TABLE							
PUPILS COMING FROM THE MEMBER STATES/SECONDED TEACHERS BY MEMBER STATE IN ALL SCHOOLS AUTUMN 2022 WITHOUT MUNICH (applicable to the 2024/25 school year)							
A	B	C	D	E	F	G	H
Seconding Member State	Pupils with an EU nationality enrolled 14.10.2022	%	Seconded Staff in post per Member State in October 2022	Staff share required according to pupils	New Language Section Coefficient	Target level	Total expected seconded posts
AT	265	1.09%	13	16.51	1.2	20	7
BE	3132	12.87%	183	195.18	1.1	215	32
BG	628	2.58%	18	39.16	0.8	33	15
CY	80	0.33%	2	4.98	0.9	5	3
CZ	628	2.58%	23	39.14	0.8	32	9
DE	2490	10.23%	186	155.16	1.2	191	5
DK	308	1.26%	26	19.17	0.8	16	0
EE	257	1.06%	13	16.02	0.8	13	0
EL	1280	5.26%	61	79.78	0.9	74	13
ES	2293	9.42%	100	142.88	0.9	133	33
FI	382	1.57%	29	23.78	0.8	20	0
FR	3033	12.46%	192	189.01	1.2	232	40
HR	224	0.92%	14	13.98	0.8	12	0
HU	641	2.63%	19	39.94	0.8	33	14
IE	350	1.44%	54	21.82	1.2	27	0
IT	2655	10.91%	111	165.45	0.9	154	43
LT	479	1.97%	19	29.83	0.8	25	6
LU	263	1.08%	14	16.38	1.2	20	6
LV	361	1.48%	7	22.49	0.8	19	12
MT	99	0.41%	5	6.17	1.2	8	3
NL	643	2.64%	44	40.08	0.9	37	0
PL	1166	4.79%	41	72.67	0.8	60	19
PT	690	2.83%	33	42.99	0.8	36	3
RO	897	3.68%	19	55.89	0.8	46	27
SE	416	1.71%	24	25.94	0.8	22	0
SI	297	1.22%	12	18.51	0.8	15	3
SK	387	1.59%	16	24.11	0.8	20	4
TOTAL	24344	100.00%	1,278	1,517.02		1518.0	297.0
Total minimum required			1,517				