



Ref.: 2023-04-D-2-en-2
Original

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

Meeting on 12, 13 and 14 April 2023 in Dublin (Ireland) – Hybrid

Approved by written procedure No. 2023/18 on 28 April 2023

IV. A ITEMS

A. 1. Evaluation of Seconded and Locally Recruited Teachers in the European Schools (2023-01-D-32-en-2)

The Board of Governors approved the document, grouping together all procedures governing the evaluation of both seconded and locally recruited teachers. The entry into force is immediate for locally recruited teachers and on 1 September 2023 for seconded teachers.

Following entry into force, the document replaces the following documents:

2012-09-D-11-xx-4 (Pedagogical standards); 2012-09-D-11-xx-4 bis (Pedagogical standards for distance teaching); 2015-09-D-40-xx-7 (Evaluation of teachers in the European School system); 2015-09-D-3-xx-5 (Quality teaching in European Schools - Booklet); 2018-09-D-27-xx-2 (Locally recruited teacher evaluation – Report on the Working Group for Evaluation of Locally Recruited Teachers); 2019-08-D-13-en-2 (Missions to evaluate Locally Recruited Teachers); 2022-09-D-44-xx-1 (Evaluation of Locally Recruited Teachers – Proposal: Roles and Responsibilities).

A. 2. Proposal to amend Article 26 of the General Rules of the ES (2023-01-D-61-fr-2)

The Board of Governors approved the proposed amendments to Article 26 of the General Rules of the European Schools, with an entry into force on 1 September 2023.

A. 3. Proposal to adapt the rules and the evaluation grid for AAS staff (2019-02-D-31-fr-7)

The Board of Governors approved the adapted version of the 'Implementing Rules for the Evaluation and Progression of Members of the AAS of the European Schools' and the related updated 'Performance evaluation report', with an entry into force on 1 September 2023.

A. 4. Amendments to the Regulations for Members of the Seconded Staff of the European Schools

a.) Proposal to adapt the texts of the Statutes regarding place of origin (Parallelism with EU COM statutes for overseas territories) 2023-01-D-49-en-4

The Board of Governors approved the following:

Firstly, the reimbursement of removal expenses when taking up a new post in the European Schools should remain linked, by analogy with the European Commission, to the place of recruitment, wherever that is.

Secondly, with regard to Article 86 of the Statute of the European Schools, which provides for a similar interpretation of articles analogous to the EU Regulations, Article 59.4 of the Regulations for Seconded Staff members is to be amended in order to align the interpretation of the place of origin to the one of the EC.

It is proposed to amend Art 59.4 as follows:

Should a member of staff's previous place of employment have been situated outside the ~~European Union's territory~~ territories of the EU Member States (as well as outside the

countries and territories listed in Annex II to the Treaty on the Functioning of the European Union and the territories of the Member States of the European Free Trade Association), the Capital of the country of which he is a national shall be regarded as the place of origin when he takes up his appointment.

Finally, Memorandum on Entitlements should be corrected to keep the same wording and same interpretation.

**b.) Proposal to extend the solidarity contribution for another 10 years (Art 50 of the Seconded Staff Regulations)
2023-01-D-50-en-4**

The Board of Governors approved the amendment of Article 50 of the Seconded Staff Regulations, thereby extending the solidarity contribution for a period of 10 years beyond 31 December 2023.

**c.) Extension of the period to be taken into account for the reimbursement of relocation expenses (Art. 58 of the Seconded Staff Regulations)
2023-01-D-51-en-4**

The Board of Governors approved the proposed amendment of Article 58.7 of the Seconded Staff Regulations to ensure equal treatment between the members of the seconded staff by re-establishing the initial resettlement time frame of 3 years.

A.5. Extension of the time-frame for fulfilment of the Board of Governors' mandate related to the revision of the tasks and responsibilities of Accounting Correspondents, in relation to their system of remuneration (2023-02-D-42-en-2)

The Board of Governors agreed on the proposed granting of an extension, until 31 December 2025 at the latest, of the time frame for the fulfilment of the Board of Governors' mandate of reference, related to the revision of the tasks and responsibilities for the positions of Accounting Correspondents, in relation to their system of remuneration, so that a concrete proposal to the Board of Governors can be presented by December 2025, at the latest.

A.6. Determination of the number of protected teaching functions for the 2024/25 school year (2023-02-D-34-en-2)

The Board of Governors approved the proposal to maintain for the 2024/25 school year the current criteria for the definition of additional 'protected functions' and to fix the percentage for additional 'protected functions' in the 2024/25 school year again at 25%.

A.7. Revised procedure for the interpretation of the national salary slips (2023-02-D-50-en-2)

The Board of Governors approved the simplified procedure for the interpretation of the national salary slips by the Member States and agreed to begin applying this simplified procedure starting in 2023 with effect from 1 January 2024.

A.8. Continuation of the Latvian and Slovakian Language Sections at the European School Brussels I (2023-01-D-66-en-3)

The Board of Governors approved the proposal concerning the continuation of the Latvian and Slovakian language sections in the secondary cycle at the European School, Brussels I as of the 2024/25 school year.

A.9. Proposal to include Spanish (Host Country Language) as a Language 2 at the European Schools of Alicante (2023-02-D-45-en-2)

The Board of Governors approved the proposal formulated by the Administration Board of the European School, Alicante to include Spanish language in the set of L2 offered at the European School, Alicante with an entry into force in P1 and S1 as from 1 September 2023.

A.10. Inspectorate of the European Schools – Update of the current document (2020-09-D-35-en-9)

The Board of Governors approved the updated document on the ‘Inspectorate of the European Schools’.

Entry into force: 1 September 2023.

A.11. Statutory appointments – 2023-2024 school year (2023-01-D-74-en-1)

The Board of Governors approved the Statutory appointments for the 2023/24 school year.

V. ANNUAL REPORT FOR THE YEAR 2022 OF THE CHAIRMAN OF THE COMPLAINTS BOARD OF THE EUROPEAN SCHOOLS (2023-03-D-20-en-1)

The Board of Governors took note of the annual report for the year 2022 of the Chairman of the Complaints Board of the European Schools.

VI. ANNUAL REPORT OF THE INTERNAL AUDIT SERVICE (2023-02-D-35-en-2)

The Board of Governors took note of the 2022 annual report of the Internal Audit Service.

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

a.) Global Annual Activity Report 2022 (Art. 33.4 FR 2017) (2023-02-D-2-en-2)

The Board of Governors approved the Global Annual Activity Report 2022.

b.) Annual Activity Report 2022 of the Office of the Secretary-General (2023-02-D-1-en-2)

The Board of Governors approved the Annual Activity Report 2022 of the Office of the Secretary-General.

VIII. ANNUAL PLAN 2023 OF THE SECRETARY-GENERAL OF THE EUROPEAN SCHOOLS
(2023-02-D-14-en-2)

The Board of Governors approved the Annual Plan 2023 of the Office of the Secretary-General setting objectives in the area of pedagogy, human resources, finance, accounting and administration.

IX. ICT REPORT 2022 & ICT PLAN FOR 2023
(2023-02-D-46-en-2)

The Board of Governors approved the ICT Report 2022 and ICT plan for 2023.

X. STATISTICAL REPORT ON THE PROVISION OF EDUCATIONAL SUPPORT AND INCLUSIVE EDUCATION IN THE EUROPEAN SCHOOLS IN THE SCHOOL YEAR 2021-2022
(2022-12-D-6-en-5)

Annex: Analyses of the educational support budget
(2023-03-D-30-en-1)

The Board of Governors approved the Statistical Report on the Provision of Educational Support and Inclusive Education in the European Schools in the 2021-2022 school year and took note of the related annex on Analyses of the educational support budget. The approved Statistical Report will be published on the website: www.eursc.eu.

XI. B ITEMS

B.1. FINANCIAL YEAR 2021

Discharge to the Authorising Officer of the European Schools and to the Administrative Boards of the Schools for their respective responsibilities for the implementation of the 2021 budget
(2023-02-D-38-en-3)

On the basis of Article 87 of the Financial Regulation, the Board of Governors examined the Global Annual Activity Report 2021, the final consolidated accounts for 2021, and the Report of the European Court of Auditors for the financial year 2021, together with the replies of the Authorising Officer of the European Schools.

The Board of Governors agreed on the granting of the 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 2021 budget.

The only vote against was cast by the European Commission.

B.2. Proposal to reinforce the Pedagogical Development Unit in the areas of Continuous Professional Development and data analysis
(2023-01-D-41-en-3)

The Board of Governors approved the proposal to create a seconded post for Central Coordinator for Continuous Professional Development and a seconded post for Educational Data Analyst within the Pedagogical Development Unit as of 1 January 2024.

B.3. Online correction of the Pre-Baccalaureate and Baccalaureate examinations

(2023-02-D-48-en-2)

The Board of Governors scrutinised and approved the proposals as outlined in the document concerning the mandatory implementation of the online correction tool during the Pre-Baccalaureate and Baccalaureate examinations in all schools offering the European Baccalaureate as of the 2024 Baccalaureate Session.

B.4. Proposal for the revision of the “Internal Structures” of the European Schools

(2023-01-D-64-en-4)

The Board of Governors formulated a request to engage in a benchmarking exercise in order to gain information on practices applied in Member States for the structure of teachers' timetables and discharge for particular tasks.

In the meantime, the Board of Governors approved the following:

1. To consolidate the decision taken by the Board of Governors in December 2022 and to keep for the future, from the school year 2023-2024, the established time credit, which is considered to be the minimum necessary for the efficient organisation of the Large-Scale Events.
2. To grant the timetable reduction in the school year 2023-2024, necessary for the organisation of the Climate Academy at the European School Brussels II
3. To create specific time credit for the implementation of the Harmonisation of Pedagogical Planning in the nursery, primary and secondary cycles and embedding of the 8 key competences for the school years 2023-2024, 2024-2025 and 2025-2026.

Further request for timetable reductions, including for the task of the Digital Learning Coordinator and for preparation of timetables will be reconsidered in light of the above-mentioned benchmarking exercise.

The Netherlands abstained.

B.5. 2024 BUDGET OF THE EUROPEAN SCHOOLS

a.) New/converted and discontinued posts in the 2024 Budget Administrative and Ancillary Staff (AAS) **(2023-02-D-33-en-2)**

The Board of Governors examined the requests, revised following the Budgetary Committee, for creation and upgrade of Administrative and Ancillary Staff posts and the appropriations intended for temporary posts for 2024, 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>	<i>Description</i>	<i>Cost</i>
Mol	0.5	Psychologists	45,756
Munich	0.5	Psychologists	37,384
Varese	0.3	Psychologists	29,600
Total	1.3		112,740

Table 2: Posts related to pedagogy and pupils' wellbeing

<i>School</i>	<i>Posts</i>	<i>Description</i>	<i>Cost</i>
BXL III	0.5	Nurse	47,934
BXL IV	0.5	Nurse	47,934
Munich	0.5	Lab assistant (automatic creation)	29,860
Mol	0.5	Lifeguard (Legal obligation)	30,767
Varese	0.2	Librarian	0
Total	2.2		156,495

Table 3: Administrative posts

<i>School</i>	<i>Posts</i>	<i>Description</i>	<i>Cost</i>
OSG	1.0	Digital Media Officer*	0
Total	1.0		0

*Transformation of a temporary post (Brexit) into a permanent post

Total new posts	4.5	Cost	269,235
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Annex II: Appropriations for temporary posts for 2024

Table 4: Temporary positions

<i>School</i>	<i>Posts</i>	<i>Description</i>	<i>Cost</i>
OSG	1.0	ICT Assistant	74,087
Total	1.0		74,087

Annex III: Upgrades for 2024

Table 5: Upgrades

<i>School</i>	<i>Posts</i>	<i>Description</i>	<i>Cost</i>
OSG	5.0	Secretary into Assistant HoU	65,639
BXL I	0.5	Technician into Secretary	
LUX I	1.0	Technician into assistant accountant	
LUX I	1.5	Secretary into assistant accountant	
Total	8.0		65,639

b.) Preliminary Draft Budget 2024 (2023-02-D-32-en-2)

The Board of Governors examined the Preliminary draft Budget for 2024 as modified by the Budgetary Committee and gave its approval.

Following the adoption of internal structures for the Harmonisation of Pedagogical Planning, the Board of Governors agreed to include the relevant appropriations to the 2024 Draft Budget.

B.6. Follow-up of the Court of Auditors' Report for the Financial Year 2021 (2023-01-D-7-en-4)

With respect to the function of the Deputy Secretary-General, the Board of Governors unanimously approved:

- The inclusion of the function in Article 49.3 of the Staff Regulations, with immediate entry into force,

and approved

- The non-recovery of amounts paid in form of a special allowance prior to this decision linked to this function.

Germany abstained.

The Board of Governors noted the remark made by France regarding equal treatment of all staff members.

The Board of Governors decided to postpone the decision on:

- the taxation of the **severance grant** and of the **special allowance** taxes and on modalities of entry into force,
- the recovery of related amounts,
- whether the severance grant is paid only once when a staff member terminates his/her secondment independently of the statute

The discussion and the decision are postponed until either a potential extraordinary meeting of the Board of Governors in October 2023 or the next ordinary meeting of the Board in December 2023. In the meantime, the Office of the Secretary-General will provide further documentation regarding the taxation of the severance grant and of the special allowance, as well as a proposal for the necessary clarifications in the Staff Regulations. Based on this analysis, the delegations will be requested to finalise their internal consultation and formulate a solid position on the matter.

B.7. Proposal to change the method of reimbursement of removal costs (Seconded and Locally Recruited Staff Regulations) (2023-01-D-48-en-4)

The Board of Governors discussed and adopted the proposed new method for the reimbursement of removal costs. The Board of Governors examined and approved the revised wording of Article 62 of the Regulations for Members of the Seconded Staff, Article 37 of the Service Regulations for the Locally Recruited Teachers, which is also the Article 30 of the Service Regulations for Locally Recruited Managerial Staff, and the proposed Annex to be added to the Regulations for Members of the Seconded Staff.

The decision cancels the Memoranda referring to the amended Articles, namely:

- Memorandum (Ref 2019-05-M-3/GM) - Amendments of the Service Regulations for

Locally Recruited Teachers in the European Schools: Chapter VI- Emoluments 3.
Removal Cost,

- Organisation of removals and reimbursement of their costs during the COVID-19 pandemic (Ref: 2020-06-LD-4 GM),
- Memorandum (Ref: 1999-M-15) Removal expenses Article 62 of the Regulations for seconded staff.

The the new mechanism enters into force for all removals taking place after 1st August 2023 (school year 2023-24).

Following the request of teachers, the appropriateness of the new method will be re-assessed after two years of implementation.

B.8. “Methodology to determine the pedagogical objectives of the European Schools and to ensure the system’s pedagogical development” (2011-09-D-54) – Proposal to adjust the mandate of the Quality Assurance Working Group (2022-01-D-49-en-2)

While taking into account the opinions expressed by the Joint Board of Inspectors and the Joint Teaching Committee at their respective meetings, the Board of Governors approved unanimously the document and the proposals to adjust the mandate of the Quality Assurance Working Group and to clarify its tasks and role as indicated in the document.

Entry into force: immediate

B.9. Arrangements for Implementing the Regulations for the European Baccalaureate (Applicable for the Year 2024 European Baccalaureate session) (2015-05-D-12-en-37)

The Board of Governors scrutinised the proposed amendments and approved the document of the Version 37 of the “*Arrangements for Implementing the Regulations for the European Baccalaureate*”, applicable for the year 2024 European Baccalaureate session.

B.10. Report of the Simplification Working Group: action plans (2023-02-D-43-en-2)

The Board of Governors approved the action plans of the sub-WGs HR, Budget and Digitalisation of the Simplification WG.

The Netherlands abstained.

B.11. MySchool SMS (2023-02-D-44-en-2)

The Board of Governors approved the proposals for the project with regard to the prolongation and gradual replacement of the MySchool School Management System software as follows:

1. Extend the current contract with SMS for 3 more years (1 January 2024 – 31 December 2026),
2. During this period implement a gradual replacement of the functionalities in SMS,

3. Replace the core SIS solution at the end of the extended contractual period.

B.12. First Report of the AES Working Group (2023-03-D-18-en-2)

The Board of Governors took note of the 'First Report of the AES WG' and endorsed the action points and draft planning of the WG as outlined in the report.

B.13. ACCREDITED EUROPEAN SCHOOLS

Dossier of Conformity

Dossier of Conformity N-S5 - Accredited European School Tyrol (Austria) 2023-01-D-9-de-2

The Board of Governors approved the Dossier of Conformity N-S5 of the Accredited European School Tyrol (Austria) and mandated the Secretary-General, as the next step in the accreditation procedure, to organise an audit in the school.

Changes to the Dossier of Conformity

Changes to the Dossier of Conformity – Ecole Internationale Mersch (Luxembourg) (2023-01-D-10-fr-2)

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

Changes to the Dossier of Conformity - Europese School Den Haag Rijnlands Lyceum (The Netherlands) (2023-03-D-12-en-1)

The Board of Governors approved the updated N-S5 Dossier of Conformity - Accredited European School, as detailed below.

The Board of Governors approved the gradual phasing out of the Spanish language section as 2023/24 school year, noting the objection of the Spanish Delegation, whilst unanimously approved the amendment to Annex A, reflecting the fact that children of seconded national experts to EPO are granted category 1 status.

Audit Reports

Renewal of accreditation

Audit Report - European School Helsinki (Finland) – Renewal N-S7 (2022-10-D-54-en-2)

The Board of Governors approved the Audit Report of the European School Helsinki (Finland) and mandated the Secretary-General to renew the Accreditation Agreements for the Nursery cycle up to year S7.

Audit Report - European School of Strasbourg (France) – Renewal N-S7 (2022-11-D-25-en-2)

The Board of Governors approved the Audit Report of the European School of Strasbourg (France) and mandated the Secretary-General to renew the Accreditation Agreements for the Nursery cycle up to year S7.

Audit Report - Centre for European Schooling, Dunshaughlin (Ireland) – Renewal N-S5 (2022-12-D-12-en-2)

The Board of Governors approved the Audit Report of the Centre for European Schooling, Dunshaughlin (Ireland) and mandated the Secretary-General to renew the Accreditation Agreement for the Nursery cycle up to year S5.

Audit Report - European School The Hague (The Netherlands) – Renewal N-S7 (2022-12-D-31-en-2)

The Board of Governors approved the Audit Report of the European School The Hague (The Netherlands) and mandated the Secretary-General to renew the Accreditation Agreements for the Nursery cycle up to year S7.

Audit Report - International European School Warsaw (Poland) – Renewal N-S5 (2022-12-D-23-en-2)

The Board of Governors approved the Audit Report of the International School Warsaw (Poland) and mandated the Secretary-General to renew the Accreditation Agreement for the Nursery cycle up to year S5.

New requests for accreditation

Audit Report - Lënster Lycée International School (Junglinster) (Luxembourg) - Initial additional accreditation S6-S7 (2022-12-D-27-en-2)

The Board of Governors approved the audit report of the Lënster Lycée International School and mandated the Secretary-General to sign the Initial Additional Accreditation Agreement for years S6 and S7.

Audit Report - École internationale Gaston Thorn (Luxembourg-Merl) (Luxembourg) – Initial accreditation N-S5 (2022-12-D-32-fr-2)

The Board of Governors approved the audit report of the École internationale Gaston Thorn (Luxembourg-Merl) and mandated the Secretary-General to sign the Initial Accreditation Agreement for years N1 up to S5.

Audit Report - European School of Brussels -Argenteuil (Belgium) – Initial additional accreditation S6-S7 (2022-12-D-24-en-2)

The Board of Governors approved the audit report of the European School of Brussels-Argenteuil (Belgium) and mandated the Secretary-General to sign the Additional Initial Accreditation Agreement for years S6 and S7.

B.14. Draft Calendar of meetings for the 2023-2024 school year (2023-02-D-16-en-1)

The Board of Governors approved the Draft Calendar of the meetings for the 2023-2024 school year.

XII. Fixing of the date of the next meeting:

The Board of Governors fixed the date of the next meeting for **5, 6 and 7 December 2023**, in Brussels, under the Italian Presidency.