



Ref.: 2025-12-D-17-en-3
Original



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

Meeting on 9, 10 and 11 December 2025 Brussels (Hybrid)

Approved by written procedure No 2025/40 on 5 January 2026

III. WRITTEN COMMUNICATION

a) Outcome of Written Procedures addressed to the members of the Board of Governors (2025-11-D-3-en-1)

Outcome of the Written Procedure No 2025/10 – Revised proposal for extending the total length of secondment of seconded teachers in case of a transfer to another European School

By means of Written Procedure initiated on 23 May and ending on 9 June 2025, the Board of Governors approved the Revised proposal for extending the total length of secondment of seconded teachers in case of a transfer to another European School (2025-04-D-44-en-4).

Result of the voting:

29 yes: Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, ECB, EIB, EPO, Estonia, EUIPO, European Commission, Finland, Germany, Greece, Hungary, Ireland, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Sweden.

2 no: France, Italy.

1 abstention: Spain.

Outcome of the Written Procedure No 2025/12 – Draft Decisions of the enlarged meeting of the Board of Governors of the European Schools of 9, 10 and 11 April 2025 in Nicosia (Cyprus) – Document reference: 2025-04-D-2-en-1

By means of the Written Procedure initiated on 29 April and ending on 15 May 2025, the Board of Governors approved the Draft Decisions of the enlarged meeting of the Board of Governors of the European Schools of 9, 10 and 11 April 2025 in Nicosia (Cyprus) – Document reference: 2025-04-D-2-en-1.

Result of the voting:

32 yes: Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, ECB, EIB, EPO, Estonia, EUIPO, European Commission, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden.

0 no

0 abstentions

You will find the decisions: 2025-04-D-2-en-2 on DOCEE.

Outcome of the Written procedure No 2025/18 – Appointment of the Finnish inspector for the nursery and primary cycle

By means of written procedure initiated on 1 July 2025 and ending on 15 July 2025, the Board of Governors appointed **Ms Minna HARMANEN** as Finnish member of the Nursery and Primary Board of Inspectors, replacing Ms Arja-Sisko HOLAPPA, as of 1 September 2025.

Result of the voting:

32 yes: Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, ECB, EIB, EPO, Estonia, EUIPO, European Commission, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden.

0 no

0 abstentions

Outcome of Written procedure No 2025/19 – Appointment of the Luxembourg inspector for the secondary cycle

By means of written procedure initiated on 1 July 2025 and ending on 15 July 2025, the Board of Governors appointed **Ms Christina MUNNICH** as the Luxembourg member of the Secondary Board of Inspectors, replacing Mr Max WOLFF, with effect from **1 January 2026**.

Result of the voting:

32 yes: Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, ECB, EIB, EPO, Estonia, EUIPO, European Commission, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden.

0 no

0 abstentions

Outcome of written procedure No 2025/20 – Amending Budget 1/2025: Intermath

By means of written procedure initiated on 4 July 2025 and ending on 17 July 2025, the Board of Governors approved the Amending Budget 1/2025: Intermath (2025-06-D-43-en-2).

Result of the voting:

32 yes: Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, ECB, EIB, EPO, Estonia, EUIPO, European Commission, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden.

0 no

0 abstentions

Outcome of Written Procedure No 2025/21 – Draft Decision of the extraordinary meeting of the Board of Governors of the European Schools on 30 June 2025 (2025-06-D-53-en-1)

By means of the Written Procedure initiated on 7 July and ending on 14 July 2025, the Board of Governors approved the Draft Decisions of the extraordinary meeting of the Board of Governors of the European Schools on 30 June 2025 (2025-06-D-53-en-1).

Result of the voting:

32 yes: Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, ECB, EIB, EPO, Estonia, EUIPO, European Commission, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden.

0 no

0 abstentions

You will find the decisions: 2025-06-D-53-en-2 on DOCEE.

Outcome of the written procedure No 2025/22 – Proposal for appointment of the Chair of the 2026 European Baccalaureate Examining Board (2025-06-D-7-en-2)

By means of written procedure initiated on 17 July and ending on 31 July 2025, the Board of Governors approved the Proposal for appointment of the Chair of the 2026 Baccalaureate Examining Board (2025-06-D-7-en-2).

Result of the voting:

32 yes : Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, ECB, EIB, EPO, Estonia, EUIPO, European Commission, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden.

0 no

0 abstentions

Outcome of the Written procedure No 2025/23 – Appointment of the Spanish inspector for the nursery and primary cycle

By means of written procedure initiated on 4 August 2025 and ending on 19 August 2025, the Board of Governors appointed **Ms Josefa SELVA GARCÍA** as Spanish member of the Nursery and Primary Board of Inspectors, replacing Ms Mercedes GARZÓN LÓPEZ, as of 1 September 2025.

Result of the voting:

32 yes: Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, ECB, EIB, EPO, Estonia, EUIPO, European Commission, Finland, France, Germany,

Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden.

0 no

0 abstentions

Outcome of the Accelerated Written Procedure no. 2025/24 – Update of Annex II of the General Rules of the European Schools - Change of Equivalence table for Latvia (2025-08-D-6-en-1)

I am hereby submitting to the written procedure the document: Update of Annex II of the General Rules of the European Schools - Change of Equivalence table for Latvia (2025-08-D-6-en-1).

Kindly inform me **by 16.00 on 18 August 2025** at the latest whether or not you can approve the proposal or whether you wish to abstain. Any delegation who fails to respond by the deadline specified will be deemed to approve the document.

Outcome of the Written procedure No 2025/25 – Appointment of the Estonian inspector for the nursery and primary cycle

By means of written procedure initiated on 11 August 2025 and ending on 26 August 2025, the Board of Governors appointed **Ms Elisabeth NIIDO** as Estonian member of the Nursery and Primary Board of Inspectors, replacing Ms Elen RUUS, as of 1 September 2025.

Result of the voting:

32 yes: Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, ECB, EIB, EPO, Estonia, EUIPO, European Commission, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden.

0 no

0 abstentions

Outcome of the Accelerated Written Procedure No 2025/26 – Appointment of the Austrian inspector for the nursery and primary cycle

By means of written procedure initiated on 29 September 2025 and ending on 6 October 2025, the Board of Governors appointed **Ms Manuela DUNDLER-STRASSER** as Austrian member of the Nursery and Primary Board of Inspectors, replacing Mr Franz SCHIMEK.

Result of the voting:

32 yes: Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, ECB, EIB, EPO, Estonia, EUIPO, European Commission, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden.

0 no

0 abstentions

Outcome of the Accelerated Written Procedure No. 2025/31 – Appointment of the Lithuanian Inspector for the Secondary Cycle

By means of written procedure initiated on 10 October 2025 and ending on 17 October 2025, the Board of Governors appointed **Ms Vaida Jurgilė** as the Lithuanian member of the Secondary Board of Inspectors, replacing Ms Jūratė Veniūtė-Švėgždė, with effect from 1 October 2025.

Result of the voting:

32 yes: Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, ECB, EIB, EPO, Estonia, EUIPO, European Commission, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden.

0 no

0 abstentions

Outcome of the Written procedure No 2025/32 – Amending budget 2/2025 “Final adjustments to the 2025 Budget” (document 2025-10-D-8-en-2)

By means of written procedure initiated on 17 October 2025 and ending on 31 October 2025, the Board of Governors approved the Amending budget 2/2025 “Final adjustments to the 2025 Budget” (document 2025-10-D-8-en-2).

Result of the voting:

32 yes: Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, ECB, EIB, EPO, Estonia, EUIPO, European Commission, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden.

0 no

0 abstentions

Outcome of the Written procedure No 2025/33 - Arrangements for Implementing the Regulations for the European Bacculaureate (Applicable for the Year 2026 European Bacculaureate session) (document: 2015-05-D-12-en-49)

By means of written procedure initiated on 5 November 2025 and ending on 19 November 2025, the Board of Governors approved the Arrangements for Implementing the Regulations for the European Bacculaureate (Applicable for the Year 2026 European Bacculaureate session) (document: 2015-05-D-12-en-49).

Result of the voting:

32 yes: Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, ECB, EIB, EPO, Estonia, EUIPO, European Commission, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden.

0 no

0 abstentions

- b) Overview on managerial posts of the European Schools as of 1 September 2025 (2024-09-D-43-en-4)**
- c) Follow-up of the implementation of recommendations of the Court of Auditors and Internal Audit Service (2025-10-D-33-en-2)**
- d) Risk Management in the European Schools (2025-10-D-29-en-2)**
- e) Recruitment of Administrative and Ancillary Staff in the Office of the Secretary-General in 2025 (2025-11-D-12-en-1)**
- f) AES cost neutrality: 2026 bills (2025-10-D-40-en-2)**
- g) Report on school failures and repeat rates in the European Schools – 2024-2025 (2025-09-D-32-en-2)**
- h) Priorities under the Cyprus Presidency of the European Schools 2024-2025 – Status Report (2025-04-D-19-en-4)**
- i) Statutes of the Intermath Commission (2025-09-D-44-en-2)**
- j) Changes to n-s5 Dossiers of Conformity for all Luxembourg AES (2025-03-D-9-en-1)**
- k) Changes to Dossier of Conformity N-s5 - AES Saarland (DE) (2025-04-D-6-en-1)**

IV. A ITEMS

1. Framework for the Enrolment of Ukrainian Pupils in the European Schools in the 2026-2027 School Year (2025-07-D-13-en-4)

The members of the Board of Governors approved the Draft Framework for the Enrolment of Ukrainian Pupils in the European Schools in the 2026/27 school year.

2. Review of Annex II of the General Rules - Table of Equivalences (2025-09-D-28-en-2)

The members of the Board of Governors approved the proposed changes to the 'Table of Equivalences' which are highlighted in blue in Annex to the document 2025-09-D-28-en-2.

The new version of the General Rules including these changes will be published on the website of the European Schools in January 2026.

3. Update of the Harmonised procedure for the reimbursement of national emoluments of staff seconded to the European School of Munich (2019-10-D-29-en-9)

The Board of Governors approved the proposal for the update of the Harmonised procedure for the reimbursement of national emoluments of staff seconded to the European School of Munich, in accordance with the text enclosed under Annex I of document 2019-10-D-29-en-9).

4. Update of the Charter of tasks and responsibilities for the Accounting Officer function (2018-10-D-67-en-8)

The Board of Governors approved the proposed update of the Charter of tasks and responsibilities for the Accounting Officer function, as detailed under Annex I of the document 2018-10-D-67-en-8.

5. Creation of Implementing Rules establishing the rights and Procedures of the Representation of the Administrative and Ancillary Staff of the European Schools (2025-09-D-51-en-3)

The Board of Governors approved the proposal to create implementing rules establishing the rights and procedures of the representation of the administrative and ancillary staff of the European Schools.

6. AES Steering Committee: Requested change to the composition (2025-05-D-10-en-2)

The Board of Governors approved the request to amend the composition of the AES Steering Committee by adding a representative of the AES Directors as a full member to the current composition, which consists of two Inspectors, a representative of the ES Directors, and a mandated representative of the Secretary-General.

7. Draft Timetable of the European Bacculaureate examinations for the 2026 session (2025-10-D-3-en-2)

The Board of Governors approved the draft timetable for the 2026 European Bacculaureate session examinations.

V. Report of the Cypriot Presidency

The Board of Governors took note of the Report of the Cypriot Presidency of 2024-2025 School year.

VI. Report on the 2025 European Bacculaureate (2025-06-D-31-en-3)

The Board of Governors approved the Report on the 2025 European Bacculaureate.

VII. REPORT OF THE CHAIR OF THE BUDGETARY COMMITTEE - 2024-2025 (2025-10-D-31-en-2)

The Board of Governors took note of the report of the Cypriot Chair of the Budgetary Committee for the 2024-2025 school year.

VIII. FINAL REPORT OF THE COURT OF AUDITORS – Year 2024 (2025-10-D-28-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 2024 and of the Secretary-General's replies. The European Schools will take the necessary steps to follow up on the recommendations made with a view to further improving the accounting and internal control systems.

IX. B ITEMS

1. Amending letter to the 2026 budget (2025-11-D-10-en-2)

The Financial Regulation (Article 22bis) stipulates that the Board of Governors shall take appropriate steps in order to achieve an identical EU contribution from the EU Budget and from the budget of EPO.

To this end, the Board of Governors adopted the modifications proposed so that the contribution from the EU Budget and from EPO in the European Schools Budget be adjusted to match the ones found in the EU Budget and in the Budget of EPO respectively. The final adoption of the 2026 Budget of the European Schools is now conditional to the final adoption of the EU Budget and of the EPO Budget.

2. Cost Sharing:

a) Draft Report on the Implementation of the Cost Sharing Agreement 2022 (2025-08-D-4-en-4)

The members of the Board of Governors approved the draft report on the Cost Sharing Agreement and agreed that the Enlarged Presidency Working Group will prepare concrete proposals based on the discussion of the Board and the outcome of the survey launched with the Heads of Delegation. These proposals shall be presented to the Board of Governors in April 2026 for approval.

b) Target for 26/27 (2025-10-D-32-en-2)

The Board of Governors took note of the attached calculation for voluntary contributions and secondment targets for 2026/27.

3. Creation and suppression of seconded posts in the Nursery, Primary and Secondary cycles for the school year 2026-2027 (2025-10-D-25-en-2)

The Board of Governors approved the creation and suppression of seconded posts in the Nursery, Primary and Secondary cycles for the 2026–27 school year, incorporating the corrections and amendments from the Board members during the meeting.

4. a) Outcome of the IAS Audit on the governance arrangements in the pedagogical area – Recommendations and action plan (2025-09-D-23-en-4)

The Board of Governors took note of the IAS Audit report on the governance arrangements in the pedagogical area, including the outlined recommendations and the related action plan.

b) Working group mandates for the implementation of the action plan of the IAS Audit recommendations in the pedagogical area (2025-11-D-9-en-2)

The Board of Governors approved the working group mandates established to develop proposals for implementing the IAS recommendations of the Audit report on the governance arrangements in the pedagogical area, subject to a minor adjustment. For discussions under Mandate 2 of the Enlarged Presidency Working Group, the Chair

of the Working Group *Roles and Duties of the European Schools' Inspectors* will be added to the composition. The members will rotate in line with the Presidency cycle. Interim reports are foreseen until the respective target dates for the execution of the tasks, to report on progress.

5. Central Enrolment Authority for the Brussels European Schools: Review of the results of the 2025-2026 Enrolment Policy and proposed guidelines for the 2026-2027 Policy (CEA) (2025-10-D-55-en-1)

The Board of Governors took note of the review of the results of the 2025-2026 Policy on Enrolment and approved the proposed guidelines featuring in Annex II on the basis of which the Central Enrolment Authority will devise the Policy on Enrolment in the Brussels European Schools for the 2026-2027 school year.

6. Amendments to the Implementing Rules establishing the rights and procedures of the representation of the teaching staff of the European Schools: Enhancing Social Dialogue Mechanisms (2025-09-D-63-en-4)

The Board of Governors approved the amendments to the Implementing Rules establishing the rights and procedures of the representation of the teaching staff of the European Schools. Entry into force: 1 January 2026.

7. Employer Pension Contribution for Locally Recruited Teachers in the European School Bergen (Netherlands): Proposal for Amendment of Article 35 of the Service Regulations for Locally Recruited Teachers in the European Schools (2025-09-D-62-en-3)

The Board of Governors approved the proposal to amend Article 35 of the Service Regulations for Locally Recruited Teachers of the European Schools and to introduce a new Annex 6. Following an intervention by the European Commission, supported by Germany and France, the Board agreed that the amendment will enter into force on 1 September 2026, without retroactive effect.

8. ACCREDITED EUROPEAN SCHOOLS

General Interest File - AES Schifflange (LU) (2025-08-D-8-en-2)

The Board of Governors approved the General Interest File of the Accredited European School in Schifflange.

General Interest File - AES West Luxembourg (LU) (2025-08-D-9-en-2)

The Board of Governors approved the General Interest File of the Accredited European School of West Luxembourg.

General Interest File - AES Central Luxembourg (LU) (2025-08-D-10-en-2)

The Board of Governors approved the General Interest File of the Accredited European School in Central Luxembourg.

General Interest File - AES Madrid (2025-09-D-31-en-2)

The Board of Governors approved the General Interest File for the of the Cardenal Herrera Oria school in Madrid, Spain.

9. Draft Calendar of meetings for the 2026-2027 school year (2025-11-D-8-en-1)

The Board of Governors approved the calendar of meetings for the 2026-2027 school year.

10. Report of the Working Group for the Review of the Financial Regulation (2025-10-D-35-en-2)

The Board of Governors approved the Report of the Working Group for the Review of the Financial Regulation, including the proposals for certain changes in the text of the Financial Regulation applicable to the Budget of the European Schools, stated under Annex I of the report, subject to a minor adjustment: adoption of the expression “*relevant Union institutions, bodies, offices and agencies in accordance with the Convention*” when referring to EU entities whose budget is not integrated in the budget of the EU, and do contribute to the budget of the ES system on the basis of Participation Agreements.. These changes ensure alignment of the terminology concerning entities contributing to the budget of the European Schools (Articles 1.2; 22; 22bis; 23; and 52 of the Financial Regulations). Other complementary changes approved:

- Minor terminology/deadlines adjustments for the sake of consistency (Articles 33.4; 73; 75 and 81).
- Inclusion of a new article (100) which declares that the version of the Financial Regulation to be considered as authentic and prevailing in case of potential discrepancies/different legal construction is the original text in English.
- Article 101 (former Article 100) is adjusted for consistency purposes to refer to the Articles on which changes are approved and to indicate for such changes an immediate entry into effect.

X. OTHER BUSINESS

XI. Fixing of the date of the next meeting: 15,16 and 17 April 2026 Latvian Presidency

On 15, 16 and 17 April 2026 in Riga (Latvia).