



Ref.: 2026-04-D-7-en-2  
Original



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

---

Meeting on 15, 16 and 17 April 2026 Riga (Latvia) - Hybrid

Approved by written procedure No 2026/14 on 6 May 2026

### **III. WRITTEN COMMUNICATION**

- a) **Outcome of written procedures**  
**2026-03-D-15-en-1**
- b) **9-year contracts extended exceptionally in 2026-2027**  
**2026-02-D-49-en-1**
- c) **Risk Management system – Update**  
**2026-02-D-30-en-2**
- d) **Implementation of audit recommendations in the ES**  
**2026-02-D-31-en-2**
- e) **Posts of seconded teachers filled for the 2026-2027 school year**  
**2026-01-D-2-en-3**
- f) **Situation of enrolments in the Brussels European Schools: First enrolment phase for the 2026-2027 school year**  
**2026-03-D-16-en-1**
- g) **AES Audit Toolkits – Changes and updates**  
**2025-05-D-9-en-2**
- h) **Change to Dossier of Conformity N-S5 AES Tyrol (AT) – Opening of Nursery cycle**  
**2025-12-D-15-en-2**

### **IV. A ITEMS**

#### **A. 1. Arrangements for Implementing the Regulations for the European Baccalaureate (Applicable for the Year 2027 European Baccalaureate Session)** **(2015-05-D-12-en-50.2)**

The Board of Governors scrutinised the proposed amendments and approved the document for entry into force in September 2026.

#### **A. 2. Language Policy of the European Schools** **(2019-01-D-35-en-10)**

The Board of Governors approved the updates to the Language Policy of the European Schools as presented.

These updates clarify:

- the possibility for pupils to choose both ONL and L4, where timetable and organisational constraints allow; and

- the languages of instruction for Religion/Ethics, Latin and Advanced Mathematics in S4–S7.

The Board noted that these updates did not constitute policy changes but reflected current practice.

The approved updates shall enter into force on 1 September 2026.

The Board also noted that, since the proposal on the Introduction of Luxembourgish as an ONL in the European Schools (2026-01-D-50) was approved as well, it would be incorporated into the final version of the Language Policy, with a footnote specifying an entry into force in September 2027.

All relevant documents shall be amended accordingly, in particular the Baccalaureate Handbook and the document The European School Curriculum: Structure and Organisation of Studies and Courses in the European Schools.

### **A. 3. Update of the General Rules – Proposal to amend the Articles 18, 56 and 57 (2026-01-D-22-en-2)**

The Board of Governors approved the amendments to Articles 18, 56 and 57 of the General Rules of the European Schools with immediate entry into force.

### **A. 4. Concept for Protected Teaching Functions for the 2027/28 school year (2026-02-D-16-en-3)**

The Board of Governors approved the concept for ‘Protected Teaching Functions’ for the 2027/28 school year by maintaining the current criteria and agreed on the maximum percentage of 25% linked to these additional ‘protected functions’.

### **A.5. Statutory appointments – 2026-2027 school year (2026-01-D-74-en-1)**

The Board of Governors approved the statutory appointments for the 2026-2027 school year.

### **A.6. Multi-Annual Plan 2025-2029 – Update taking into account the recommendations of the IAS Audit on the governance arrangements in the pedagogical area (2025-01-D-46-en-7)**

The Board of Governors approved the changes to the Multi-Annual Plan 2025-2029 considering the action plan defined to implement the IAS recommendations from the Audit on the Governance in the Pedagogical area.

**A.7. Modifications of the Rules of Procedures of the Complaints Board of the ES  
(2026-02-D-24-en-2)**

The Board of Governors approved the proposed amendments to Articles 34 and 35 of Title III, Chapter IV – ‘Suspension of enforcement and other interim measures’ of the Rules of Procedures for the Complaints Board of the European Schools.

**A.8. Amending Budget 1/2026: New Pension Scheme for ES Bergen  
(2026-02-D-34-en-2)**

The Board of Governors approved the Amending Budget for 2026 to cover the employer pension contributions for Locally Recruited Teachers at the European School Bergen, following the entry into force of the measure on 1 September 2026.

**A.9. Revision of Annex 1 of the document “Profile, Duties, Rules for Appointment and Service Regulations of the Secretary-General and the Deputy Secretary-General” – (2010-D-362-en-17)  
(2026-01-D-42-en-3)**

The Board of Governors approved the Revision of Annex 1 of the document “Profile, duties, rules for appointment and Service Regulations of the Secretary-General and the Deputy Secretary-General” (ref.: 2010-D-362-en-17).  
The provision will enter into force upon the appointment of the new Deputy Secretary-General.

**A.10. Introduction of Luxembourgish as an ONL in the European Schools’ system  
(2026-01-D-50-en-3)**

Having regard to the positive opinions expressed by the Joint Board of Inspectors, the Joint Teaching Committee and the Budgetary Committee, the Board of Governors approved the Luxembourgish Delegation’s request to include Luxembourgish (LB) as an ONL as of 1 September 2027.

**A.11. Teachers’ Forum of the European Schools (TFES) – Guidelines and recommendations  
(2026-01-D-26-en-4)**

The Board of Governors approved the “Teachers’ Forum of the European Schools (TFES) – Guidelines and recommendations”, doc. Ref. 2026-01-D-26, with an immediate entry into force.

## **A.12. ACCREDITED EUROPEAN SCHOOLS**

### **Audit reports**

#### **Audit Report AES Dunshaughlin (IE) - Accreditation Renewal N-S5**

**2025-11-D-29-en-2**

The Board of Governors approved the audit report of the AES Dunshaughlin (IE) and mandated the Secretary-General to sign the renewal of the Accreditation Agreement for years N-S5.

#### **Audit Report AES The Hague (NL) - Accreditation Renewal N-S7**

**2025-11-D-30-en-2**

The Board of Governors approved the audit report of the AES The Hague (NL) and mandated the Secretary-General to sign the renewal of the Accreditation Agreement for years N-S5 and the renewal of the Additional Accreditation Agreement for years S6-S7.

#### **Audit Report AES Ljubljana (SI) - Accreditation Renewal N-S7**

**2025-11-D-31-en-2**

The Board of Governors approved the audit report of the AES Ljubljana (SI) and mandated the Secretary-General to sign the renewal of the Accreditation Agreement for years N-S5 and the renewal of the Additional Accreditation Agreement for years S6-S7.

#### **Audit Report AES Mondorf Les Bains (LU) - Accreditation Renewal N-S7**

**2025-11-D-32-en-2**

The Board of Governors approved the audit report of the AES Mondorf Les Bains (LU) and mandated the Secretary-General to sign the renewal of the Accreditation Agreement for years N-S5 and the renewal of the Additional Accreditation Agreement for years S6-S7.

#### **Audit Report AES Warsaw (PL) - Accreditation Renewal N-S7**

**2025-11-D-33-en-2**

The Board of Governors approved the audit report of the AES Warsaw (PL) and mandated the Secretary-General to sign the renewal of the Accreditation Agreement for years N-S5 and the renewal of the Additional Accreditation Agreement for years S6-S7.

#### **Audit Report AES Luxembourg-Ville (LU) - Initial Additional Accreditation S6-S7**

**2025-11-D-34-en-2**

The Board of Governors approved the audit report of the AES Luxembourg-Ville (LU) and mandated the Secretary-General to sign the Additional Accreditation Agreement for years S6-S7.

#### **Audit Report AES Mersch (LU) - Initial Additional Accreditation S6-S7**

**2025-11-D-35-en-2**

The Board of Governors approved the audit report of the AES Mersch (LU) and mandated the Secretary-General to sign the renewal of the Additional Accreditation Agreement for years S6-S7.

**Audit Report AES Helsinki (FI) – Accreditation Renewal N-S7**  
**2025-11-D-36-en-2**

The Board of Governors approved the audit report of the AES Helsinki (FI) and mandated the Secretary-General to sign the renewal of the Accreditation Agreement for years N-S5 and the renewal of the Additional Accreditation Agreement for years S6-S7.

**Audit Report AES Tyrol (AT) - Initial Additional Accreditation S6-S7**  
**2025-11-D-37-en-2**

The Board of Governors approved the audit report of the AES Tyrol (AT) and mandated the Secretary-General to sign the initial Additional Accreditation Agreement for years S6-S7.

**Audit Report AES Edward-Steichen (LU) - Accreditation Renewal N-S7**  
**2025-11-D-38-en-2**

The Board of Governors approved the audit report of the AES Edward-Steichen (LU) and mandated the Secretary-General to sign the renewal of the Accreditation Agreement for years N-S5 and the renewal of the Additional Accreditation Agreement for years S6-S7.

**Audit Report AES Strasbourg (FR) - Accreditation Renewal N-S7**  
**2025-11-D-39-en-2**

The Board of Governors approved the audit report of the AES Strasbourg (FR) and mandated the Secretary-General to sign the renewal of the Accreditation Agreement for years N-S5 and the renewal of the Additional Accreditation Agreement for years S6-S7.

**Audit report AES Tyrol (AT) - Accreditation Renewal N-S5**  
**2025-11-D-40-en-2**

The Board of Governors approved the audit report of the AES Tyrol (AT) and mandated the Secretary-General to sign the renewal of the Accreditation Agreement for years N-S5.

**V. JOINT REPORT OF THE CYPRIOT PRESIDENCY OF THE BOARDS OF INSPECTORS AND OF THE JOINT TEACHING COMMITTEE – 2024-2025 SCHOOL YEAR**  
**(2025-09-D-42-en-2)**

The Board of Governors took note of Joint Report of the Cypriot Presidency of the Board of Inspectors and of the Joint Teaching Committee – 2024-2025 School year.

**VI. FINAL REPORT OF THE CHAIR OF THE 2025 EUROPEAN BACCALAUREATE EXAMINING BOARD**  
**(2026-01-D-47-en-2)**

The Board of Governors took note of the Report of the Chair of the 2025 European Baccalaureate Examining Board.

**VII. ANNUAL REPORT FOR THE YEAR 2025 OF THE CHAIRMAN OF THE COMPLAINTS BOARD OF THE EUROPEAN SCHOOLS**  
**(2026-02-D-23-en-1)**

The Board of Governors took note of the annual report of the Chairman of the Complaints Board of the European Schools for 2025.

**VIII. ANNUAL REPORT 2025 OF THE INTERNAL AUDIT SERVICE**  
**(2026-02-D-33-en-2)**

The Board of Governors took note of the 2025 annual report of the Internal Audit Service.

**IX. ANNUAL REPORT OF THE SECRETARY-GENERAL OF THE EUROPEAN SCHOOLS**

**a.) Global Annual Activity Report 2025 (Art. 33.4 FR 2017)**  
**(2026-01-D-17-en-2)**

The Board of Governors approved the Global Annual Activity Report 2025 (Art.33.4 FR 2017).

**b.) Annual Activity Report 2025 of the Office of the Secretary-General**  
**(2026-01-D-16-en-2)**

The Board of Governors approved the Annual Activity Report 2025 of the Office of the Secretary-General.

**X. ANNUAL PLAN 2026 OF THE OFFICE OF THE SECRETARY-GENERAL OF THE EUROPEAN SCHOOLS**  
**(2026-01-D-72-en-2)**

The Board of Governors approved the Annual Plan 2026 of the Office of the Secretary-General containing objectives in Pedagogy, Human Resources, Finance, Accounting and Administration ensuring the implementation of the Multi-Annual Plan 2025-29.

**XI. ICT REPORT 2024 & ICT PLAN FOR 2026 – Digital Sovereignty**  
**(2026-01-D-27-en-2**  
**2026-03-D-25-en-1)**

The Board of Governors approved the ICT Report 2025 and ICT plan for 2026.

The Board of Governors approved the document 'Digital Sovereignty', setting out a strategic roadmap for strengthening digital sovereignty within the European Schools.

## **XII. STATISTICAL REPORT ON THE PROVISION OF EDUCATIONAL SUPPORT AND INCLUSIVE EDUCATION IN THE EUROPEAN SCHOOLS IN THE SCHOOL YEAR 2024-2025**

**(2025-12-D-22-en-3)**

The Board of Governors approved the Statistical Report on the Provision of Educational Support and Inclusive Education in the European Schools in the 2024-2025 school year. The approved Statistical Report will be published on the website: [www.eursec.eu](http://www.eursec.eu).

## **XIII. B ITEMS**

### **B.1. FINANCIAL YEAR 2024**

**Discharge to the Secretary-General, as Authorising Officer of the European Schools, and to the Administrative Boards for their respective responsibilities in the implementation of the 2024 budget**

**(2026-02-D-17-en-2)**

On the basis of Article 87 of the Financial Regulation, the Board of Governors examined the Global Annual Activity Report 2024, the final consolidated accounts for 2024, and the Report of the European Court of Auditors for the financial year 2024, together with the replies of the Authorising Officer of the European Schools.

The Board of Governors unanimously 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 2024 budget.

### **B.2. Needs and Recommendations for ICT Staffing at the European Schools (2026-01-D-77-en-3)**

The Board of Governors discussed the item “Needs and Recommendations for ICT Staffing at the European Schools”, including the proposal for a minimum ratio of IT staff under item B.3.a. “New/converted/discontinued Administrative and Ancillary Staff posts – 2027”.

Due to current budgetary constraints, the Board of Governors did not approve the proposed minimum ratio of IT staff and the consequent increase in ICT staffing levels at the European Schools. Several members expressed reservations regarding the incomplete benchmarking exercise and invited the IT Admin Working Group to provide more detailed and substantiated data in support of the proposal.

### **B.3. 2027 BUDGET OF THE EUROPEAN SCHOOLS**

**a.) New/converted/discontinued Administrative and Ancillary Staff (AAS) posts - 2027  
(2026-02-D-36-en-2)**

The Board of Governors examined the proposal for the creation, transformation and suppression of Administrative and Ancillary Staff posts, and for the creation of temporary positions, and adopted the following:

### AAS posts creations in the Office of the Secretary-General

	posts	EURO
BAC Assistant	1	113,434
Intermath Assistant	1	0
<b>SubTotal</b>	<b>2</b>	<b>113,434</b>

### Posts transformations

School/OSG	posts	EURO	Net post
OSG	2 Assistant HoU into Assistant to SG	36,000	0
ES Munich	1 Technician into Superior Technician	14,710	0
ES Brussels I	1 Head Technician, 0,5 workman and 0,5 secretary into 2 Technicians	0	0
ES Luxembourg II	2 Assistant accountants into 2 accountants	0	0
ES Mol	1 caretaker into 1 Technician	-17,000	0
<b>SubTotal</b>		<b>33,710</b>	<b>0</b>

### Post suppression

School/OSG	Posts	EURO	Net post
ES Bergen	0.5 Librarian	- 35,000	-0.5
<b>SubTotal</b>		<b>-35,000</b>	<b>-0.5</b>

### Appropriations for Temporary positions

School/OSG	posts	EURO	Net post
ES Frankfurt	Safety and Security Officer	45,873	0.5
<b>SubTotal</b>		<b>45,873</b>	<b>0.5</b>

### b.) Preliminary Draft 2027 Budget of the European Schools (2026-02-D-35-en-3)

The Board of Governors examined the Preliminary draft Budget for 2027, as modified by the Budgetary Committee and in light of the discussions under agenda items B.2 and B.3.a., and approved it.

The Board did not approve the allocation of €50,000 for the provision of security services for the garderie at the European School Brussels IV and encouraged the school to explore alternative options with the Office for Infrastructure and Logistics in Brussels (OIB).

### B.4. Proposal to reduce the salary discrepancies between cycles in the European Schools system and review the salaries of Educational Advisers (2026-02-D-15-en-3)

The Board of Governors acknowledged unanimously that measures must be taken to reduce the gap between N/P and S teachers' salaries. However, the two alternative options presented

in the document to that end could not find support in the context of current budgetary constraints.

In any case, the Board expressed a clear commitment to make a first step in the 2028 budget. The Joint Working Group was invited to propose a more modest and gradual approach. The European Commission also committed to raising this issue during the elaboration of the next Multiannual Financial Framework.

The Board of Governors approved amendments to the Regulations for Members of the Seconded Staff of the European Schools to reflect the current reality of the European Schools system. These amendments provide for the creation of the function of seconded School Psychologist, the removal of obsolete post categories, and the updating of the seconded salary scale through the removal of the post of Deputy Secretary-General.

In addition, the Board of Governors approved amendments to Annex I of the Service Regulations for Locally Recruited Teachers to align it with current school practice by introducing monthly remuneration for locally recruited Educational Advisers and Assistant Deputy Directors instead of hourly rates. These amendments enter into force on 1 September 2026.

## **B.5. Comparison of Locally Recruited Teachers' Salaries with National Public Education Systems in Host Member States**

**(2026-02-D-18-en-3)**

The Board of Governors took note of the 'Comparison of locally recruited teachers' salaries with national public education systems in host Member States' and approved the overall conclusions of the analysis, as well as the extension of the time allocated for the LRT Working Group to complete this task.

## **B.6. Proposals for the Revision of the Cost Sharing Agreement**

**(2025-12-D-31-en-4)**

The Board of Governors approved the proposals for the revision of the Cost Sharing Agreement.

In particular, the Board approved the maintenance of the 65% minimum target for secondments and a financial contribution mechanism for Member States not meeting their secondment target, through the establishment of a compensation payment to a solidarity fund. This mechanism follows a progressive approach, with no financial compensation in the first year of non-compliance, 50% compensation in the second year, and 100% compensation from the third year onwards. In addition, the Board approved the creation of at least 100 non-native posts per year, the creation of more posts requiring only one subject and the publication of a minimum number of posts to be published per school.

The Board took note that the introduction of a mandatory financial contribution would require unanimity and therefore remains subject to further consideration. It invited the Office of the Secretary-General and the European Commission, in close consultation with the Presidencies, to pursue appropriate political initiatives to reinforce the solidarity mechanism.

The Board further agreed that the Office of the Secretary-General will report annually on the implementation of the financial compensation mechanism. It may decide, at a later stage, on

the introduction of additional measures, including a potential compensation mechanism for Member States significantly exceeding their target.

The revised Cost Sharing Agreement will enter into force as of 1 September 2027 and will be reviewed in the third year of its implementation.

### **B.7. Proposals of the Management Structures Working Group (2026-01-D-48-en-3)**

The Board of Governors discussed the proposals of the Management Structures Working Group and approved the revised job descriptions for the different profiles as well as the register of *Duties of the Teachers in the European Schools*.

As regards the specific proposals with a budgetary impact, the Board expressed reservations and considered that they require further exploration.

With respect to the situation of the European Schools in Brussels, the Board approved the proposal to provide temporary reinforcement at the level of Assistant Deputy Directors in the secondary cycle until the opening of the fifth European School in Brussels. The Schools will need to find the necessary appropriations within the approved budget.

### **B.8. Review of the Careers Guidance' Regulations and suggested amendments to its Chapter 6 "remunerations" for CG lessons and coordination (2026-01-D-14-en-4)**

The Board of Governors approved the following:

- a) the Careers Guidance Regulations (doc. Ref.: 2025-10-D-41-en-3 – Annex 1 of the present document) that repeal and replace the following documents:

95-D-263 – National Expert Advisers.

2017-09-D-27 – Careers Guidance.

2020-06-M-3 – Memorandum Careers Guidance.

with an entry into force as of 1 September 2026.

- b) the proposed yearly indexation of 2% for dossier management.
- c) the increase of coordination time for CG by adding an extra period to sections with more than 4 classes in total in S2, S3, S5 and S6. (Proposal A).

Reservation entered by the EPO on the grounds of insufficient justification of point (c) of the proposal.

### **B.9. Proposal for Introducing Flexibility to the European Schools' Curriculum (2024-05-D-19-en-4)**

The Board of Governors approved the proposal for introducing new flexibility measures to the curriculum and assessment.

Entry into force:

- School year 2026-2027: update of regulations, constitution of the Central Eligibility Analysis Board, analysis and decision of the first proposals
- School year 2027-2028: implementation of the flexibility measures.

#### **B.10. Amended working group mandates for the implementation of the action plan of the IAS Audit on the governance arrangements in pedagogy (2025-11-D-9-en-4)**

The Board of Governors approved the amendment made to the mandates of the Working Group “Enlarged Presidency” dealing with the implementation of the action plan of the IAS Audit on the governance arrangements in pedagogy. Approved the participation of five inspectors – one from each MS, current, two former and the two and the two incoming presidencies – instead of the JBI Troika.

#### **B.11. ACCREDITED EUROPEAN SCHOOLS**

##### **Dossiers of Conformity**

##### **Dossier of Conformity, S6-S7 for AES Saarland (DE) (2026-01-D-9-de-2)**

The Board of Governors approved the Dossier of Conformity, S6-S7 for AES Saarland (DE).

##### **Dossier of Conformity, S6-7 for AES Madrid Cardenal Herrera Oria (ES) (2026-01-D-12-en-2)**

The Board of Governors approved the Dossier of Conformity, S6-S7 for AES Madrid Cardenal Herrera Oria.

#### **XIV. Fixing of the date of the next meeting:**

The Board of Governors fixed the date of the next meeting for **1, 2 and 3 December 2026**, in Brussels, under the Presidency of Lithuania.