|  |  |
| --- | --- |
|  | **Schola Europaea** / Office of the Secretary General  General Secretariat |

Ref.: 2019-01-D-56-en-3

Original: EN

Draft Proposals to Increase the Attractiveness of the European Schools for the Teaching Staff

**Board of Governors - Meeting on 9 to 12 April 2019 - Athens**

1. Introduction

The Board of Governors discussed at its meeting first draft proposals to increase the attractiveness of the European Schools for the teaching staff.

These proposals concerned both, seconded and locally recruited teachers.

After intensive discussions, the Board of Governors mandated the Enlarged Presidency Working Group to provide - in consultation with the representatives of the teaching staff and the Directors - for the meeting of the Board of Governors in April 2019 concrete proposals for approval which:

* **do not affect negatively the remuneration of seconded staff members, but grant that each seconded staff member would at least receive a minimum monthly 'European Remuneration' of €2.000 ('additional special allowance' up to a maximum amount of € 2.000) – proposal 1 (2) ‘particular allowance – fixed amount’ on page 9 of document 2018-10-D-66-en-2),**
* **provide the legal framework for a prolongation of the length of secondment up to 12 years in exceptional cases,**
* **provide a legal frame for multiple secondments,**
* **align the salary of locally recruited teachers to the one of competing national state schools,**
* **offer to locally recruited teachers contracts for an indefinite period of time as of the first year,**
* **establish permanent posts for locally recruited teachers for functions which require English native speakers,**
* **establish 'middle management functions' open to locally recruited teachers.**

Moreover, the Board of Governors mandated the Office of the Secretary-General to further elaborate the feasibility to review the salary mechanism for seconded staff members and to establish a 'daily allowance system' in a long term perspective.

Finally, the Board of Governors stressed the importance of professional development in order to attract and retain qualified teaching staff.

This document provides concrete proposals for the areas highlighted in **bold**.

These concrete proposals have been discussed in a meeting of the ‘Enlarged Presidency Working Group’ on 11 January 2019 and in the ‘Joint Working Group’, composed of representatives of the teaching staff, the Directors and the EU Commission, on 23 January 2019.

The discussions of the Enlarged Presidency Working Group and the Joint Working Group are reflected in this document.

1. **Concrete proposals**
2. **Concrete proposals to attract and retain seconded staff**

This chapter focuses on concrete proposals to attract and retain qualified s**econded staff** and seconded teachers in particular. These proposals found the general support of the members of the Board of Governors at their meeting in December 2018.

1. **Salary conditions**

The Board of Governors mandated the Enlarged Presidency Working Group to provide a concrete proposal that

* **does not affect negatively the remuneration of seconded staff members, but grant that each seconded staff member would at least receive a minimum monthly 'European Remuneration' of €2.000 ('additional special allowance' up to a maximum amount of €2.000) – proposal 1 (2) ‘particular allowance – fixed amount’ on page 9 of document 2018-10-D-66-en-2).**

**aa) Concept**

The concept of a ‘additional special allowance’ with a fixed amount ensures for each seconded teacher a minimum difference of EURO between the national emolument and the remuneration offered by the European Schools.

This will ensure a minimum attractiveness of secondment at each school in the system of the European Schools.

In order to find a balance between the targeted number of beneficiaries and the budgetary implications, it is proposed that the minimum amount should take as a reference

* the difference between the national emolument and the EU basic salary plus the expatriation allowance.

This will ensure that seconded teachers with families are not discriminated.

The ‘Compensation Allowance’ will be paid once in a year at the end of the school year. This will minimize the administrative burden.

The ‘Compensation Allowance’ will not be offset with other payments or allowances.

Such a ‘Compensation Allowance’ would address the current difficulties of the schools to recruit and retain qualified seconded teachers.

According to a survey carried out with the Directors of the 13 Schools and the National Inspectors at the beginning of the 2018/19 school year the schools face in particular difficulties to recruit and retain teachers seconded from Germany, Ireland Denmark and Luxembourg (see for the details document 2018-10-D-24-en-2 - ‘Overview – Difficulties to Recruit and retain Qualified Teaching Staff’). The main area of concern are teaching functions requiring English, German and French native speakers.

The following table summarizes the main findings of document 2018-10-D-24-en-2[[1]](#footnote-1):

|  |  |  |
| --- | --- | --- |
| **School** | **Nursery/Primary** | **Secondary** |
| **Alicante** |  | * 4 functions requiring EN language skills * 3 functions requiring FR language skills * 3functions requiring EN or FR language skills |
| **Bergen** | * 1 function requiring NL native * 1 function requiring FR native * 1 one function requiring EN native | * 1 function requiring EN, NL or FR language skills |
| **Brussels I** |  |  |
| **Brussels II** |  | * 1 function requiring DE language skills * 1 function requiring EN/IRL ONL |
| **Brussels III** | * 1 function requiring DE native | * 1 function requiring DE language skills * 1 function requiring EN native * 1 function requiring EN language skills * 1 function requiring NL language skills * 1 function requiring EL language skills |
| **Brussels IV** |  | * 1 function requiring DE language skills |
| **Frankfurt** | * 1 function requiring DE native |  |
| **Karlsruhe** | * 1 function requiring DE native * 1 function requiring EN native | * 1 function requiring EN native |
| **LUX I** | * 2 functions requiring DE natives | * One function requiring FR native * One function requiring EN language skills * One function requiring DE language skills |
| **LUX II** |  | * One function requiring DE native * One function requiring DE language skills |
| **Mol** | * 2 functions requiring EN natives | * One function requiring FR native * one function requiring FR language skills * one function requiring EN or FR language skills |
| **Munich** |  | * three functions requiring DE natives * one function requiring DE language skills * one function requiring FR native * one function requiring FR language skills * one function requiring EN language skills |
| **Varese** |  | * one function requiring DE native * one function requiring FR language skills |

Teachers seconded from these Member States are the main target group and representing the main group benefitting from the proposed allowance:

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **MS** | **BE** | **DE** | **DK** | **IE** | **LUX** | **others** | **total** |
| **No** | 20 | 128 | 14 | 13 | 16 | 5 | 196 |

**bb) Budgetary implications**

The estimated costs for a warranted minimum amount of € 1.000 between the national emolument and the EU basic salary plus a potential expatriation allowance would amount to approximately € 1.6 Mio.

In case the Board of Governors would decide to take as a reference for the minimum amount of € 1.000 the difference between the national emolument and the EU basic salary the estimated costs would amount to approximately 2.6 Mio

For the details see the table below:

|  |  |  |
| --- | --- | --- |
| **School** | **New Model:**  **€ 1.000**  **difference between national salary and EU basic salary**  **(number of beneficiaries)** | **New Model**  **€ 1.000**  **Difference between national salary and EU basic salary + expatriation allowance** |
| **Alicante** | 215.000 (21) | 106.000 (15) |
| **Bergen** | 7.000 (3) | 1.000 (1) |
| **Brussels I** | 306 000 (32) | 112.000 (21) |
| **Brussels II** | 162.000 (23) | 66.000 (9) |
| **Brussels III** | 199.000 (25) | 96.000 (17) |
| **Brusels IV** | 178.000 (18) | 103.000 (12) |
| **Frankfurt** | 250.000 (25) | 222.000 (20) |
| **Karlsruhe** | 214.000 (21) | 205.000 (20) |
| **Luxembourg I** | 220.000 (27) | 100.000 (10) |
| **Luxembourg II** | 263.000 (25) | 146.000 (19) |
| **Mol** | 70.000 (10) | 45.000 (6) |
| **Munich** | 358.000 (36) | 346.000 (35) |
| **Varese** | 212.000 (22) | 85.000 (11) |
| **total** | **2.654.000 (286)[[2]](#footnote-2)** | **1.633.000 (196)[[3]](#footnote-3)** |

In this context it needs to be stressed that recruiting and retaining seconded teachers from the Member States targeted by the ‘Compensation Allowance’ will have a positive budgetary impact in the medium and long term as it should result in an increase of secondments from these Member States and it should result in retaining seconded staff members from these Member States.

The following table illustrates the average costs of secondments per nationality including the proposed ‘Compensation Allowance’ and the average costs of a locally recruited teacher.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **MS** | **Average cost seconded teacher** | **Average ‘Compensation Allowance’** | **total** | **Average cost LRT** | **‘savings’** |
| **BE** | 55.535 | 8.331 | 63.866 | 70.000 | **€ 6.134** |
| **DE** | 45.670 | 8.331 | 54.001 | 70.000 | **€ 15.999** |
| **DK** | 45.407 | 8.331 | 53.738 | 70.000 | **€ 16.262** |
| **IE** | 53.396 | 8.331 | 61.727 | 70.000 | **€ 8.273** |
| **LUX** | 22.147 | 8.331 | 30.478 | 70.000 | **€ 39.522** |
|  |  |  |  |  |  |

This table demonstrates that attracting and retaining seconded teachers from the Member States referred to will help mitigating the risk of future budget increases.

Taking in consideration the feedback received from national inspectors with respect to the 2018/19 school year recruitments the following number of teaching functions could not be filled by seconded teachers respectively were left vacant due to the early termination of secondments due to salary conditions:

|  |  |  |  |
| --- | --- | --- | --- |
| **MS** | **Number of functions left vacant** | **Potential ‘saving’ per secondment** | **Total amount** |
| **BE** | 2 | € 6.134 | € 12.268 |
| **DE** | 14 | € 15.999 | € 223.986 |
| **DK** | 3 | € 16.262 | € 48.786 |
| **IE** | 2 | € 8.273 | € 16.546 |
| **LUX** | 5 | € 39.522 | € 197.610 |
| **total** |  |  | **€ 499.196** |

**cc) Concrete proposal**

It is proposed to amend the Service Regulations for Members of the Seconded Staff of the European Schools **as of 1 September 2019** as follows (changes are in **bold**):

‘

**Section 1 – BASIC SALARY**

**Article 49**

1. In accordance with this chapter and save as expressly provided otherwise, a member of staff shall be entitled to the remuneration carried by his post and his step in the salary scale for such a post, as laid down in Annex IV to these Regulations.

2. (a) The competent national authorities shall pay the national emoluments to the member of staff and shall inform the Director of the amounts paid, specifying all the components taken into account for calculation purposes, including compulsory social security deductions and taxes.

(b) The School shall pay the difference between the remuneration provided for in these Regulations and the exchange value of all national emoluments, minus compulsory social security deductions. The exchange value shall be converted into the currency of the country in which the member of staff performs his duties, on the basis of the exchange rates used for the salaries of officials of the European Communities**.**

These exchange rates shall be compared with the monthly exchange rates in force for the implementation of the budget. Should there be a difference of 5% or more in one or more currencies compared with the exchange rates used hitherto, an adjustment shall be made from that month. Should the trigger threshold not be reached, the exchange rates shall be updated after six months at the latest.

If the exchange value is higher than the remuneration provided for in these Regulations for a calendar year, the member of staff concerned shall be entitled to the difference between the two sums.

(c) Should the amount levied in taxes on the national salary be different from the amount which would be levied on the remuneration provided for in these Regulations pursuant to the regulations applicable to officials of the European Communities laying down conditions and procedures for applying the tax for the benefit of the Community, a positive or negative adjustment, equal to the difference between the above two amounts, shall be made in order to ensure an equal salary for members of staff from different countries of origin.

The final calculation of this adjustment shall be made on the basis of the tax certificate drawn up by the national tax authorities competent for the member of staff, disregarding income other than national salary but ensuring that any tax advantages reducing the amount of national tax payable are taken into consideration.

3. Directors and the Central Accounting Officer shall qualify for a special allowance equal to 15% of their basic salary.

**Section 4 – OTHER ALLOWANCES**

**Article 56**

1. Members of staff appointed, seconded or assigned to the School by governments other than that of the country in which the School is situated shall be paid an **EXPATRIATION ALLOWANCE** equal to 16% of the total amount of the basic salary, plus household allowance and dependent child allowance to which they are entitled. The expatriation allowance shall not be less than the amount laid down in Annex IX.

2. This provision shall not apply to members of staff who during the five years ending six months before they entered the service did habitually reside or carry on their main occupation within the European territory of the State where the School is situated. For the purpose of this provision, circumstances arising from work carried out in the service of their government shall not be taken into account.

**Article 56 bis**

1. **Where the difference between the monthly national emolument referred to in Article 49.2 and the basic salary referred to in Article 49.1 of these Service Regulations is lower than € 1.000 per month, the member of staff shall be entitled to a COMPENSATION ALLOWANCE up to € 1.000[[4]](#footnote-4). This allowance shall warrant a minimum difference of € 1.000 between the monthly national emolument and the basic salary and a potential expatriation allowance as referred to in Article 56 of these Service Regulations.**

**2. The allowance shall be paid once per year at the end of the school year and will not be offset with other allowances or payments.**

**b) Length of secondment and multiple secondments**

The Board of Governors mandated the enlarged Presidency Working Group to provide a concrete proposal to

* **provide the legal framework for a prolongation of the length of secondment up to 12 years in exceptional cases and**
* **provide a legal frame for multiple secondments.**

**aa) Concept**

According to Article 29 of the Regulations for Seconded Staff Members of the European Schools the **length of secondment** of the teaching staff is limited to nine years and can be prolonged exceptionally by one additional year up to ten years. Moreover, a second secondment is in general not possible.

The majority of the members of the Board of Governors considered that a prolongation of the secondment might help punctual in a particular situation and concluded that – without prejudice to the national secondment policy - in very exceptional cases a prolongation of the secondment up to 12 years (9 + 3) should be allowed.

With respect to the possibility of **multiple secondments** the members of the Board of Governors stressed the need to not affect the national secondment policy. This means Member States will maintain their autonomy to provide within their national secondment policy deviating rules respecting the frame set by the Service Regulations.

Moreover, Members of the Board of Governors underlined the importance of an at least temporary return to the national educational system and – where possible – a change of school.

**Therefore, the conditions for multiple secondments should be:**

* return to the national system for a minimum period of time[[5]](#footnote-5),
* a positive evaluation at the end of the fifth year of secondment and
* - where possible – a change of school.

The requirement of “changing the school where possible” will be established in a MEMORANDUM guiding the national delegations and the schools in the implementation of the proposed amendment of the Service Regulations.

**bb) Budgetary implications**

The possibility of an exceptional prolongation of the secondment up to 12 years will lead in the short term to a slight budgetary increase as teachers seconded before 2011 and benefitting from the old, more beneficial salary grids, might stay a little bit longer in the system. On the long term the possibility of a prolongation up to 12 years will lead to minor savings.

The calculation of the ‘severance grant’ will also in future be based on a nine-years-secondment.

The concept of multiple secondments does not have any budgetary implications.

In case the Board of Governors would decide that a return in the national system is not mandatory, this would imply potential savings linked to the fact that the severance grant would have to be paid only once.

**cc) Concrete proposal**

It is proposed to amend the Service Regulations for Members of the Seconded Staff of the European Schools **with immediate effect** as follows (changes are in **bold**):

**Article 29**

At the end of the probationary period referred to in Article 28 of these Regulations:

(a) (i) The secondment of a member of the teaching or supervisory staff **as defined in Article 6 (b) of these Regulations** for whom a confirmation decision has been taken shall be extended for a three-year period, minus any lengthening of the probationary period, renewable once for four years.

(ii) The total period of secondment **of a member of the teaching or supervisory staff** may not be more than nine years, except as specified in this article.

(iii) **Not withstanding national provisions, i**n special**, duly justified** cases, on request of the Director **or on request of the seconding authority** ~~duly justified in the School's interest~~ **an extension up to a maximum period of another three years** ~~one-year extension~~ may be **granted, if this is agreed between the seconding authority, the Director and the teacher.** ~~granted by the seconding authority~~ ~~on a proposal from the Director and with the national Inspector's agreement~~,

(**iv**) In the case of a member of the teaching or supervisory staff whose secondment takes effect in accordance with Article 3 of these Regulations during the period from 1 September to 31 December, the secondment shall, for the purpose of Articles 28 and 29(a) (i) and (ii) above, be deemed in all cases to have taken effect from 1 September of the first school year of the secondment. A**n** ~~one-year~~ extension **up to three years** may be granted in accordance with Article 29(a) (**iii**) above.

(**v**) In the case of a member of the teaching or supervisory staff whose secondment takes effect in accordance with Article 3 of these Regulations on or after 1 January, the secondment shall, for the purpose of Articles 28 and 29(a) (i) and (ii) above, be deemed to have taken effect from 1 September of the following school year. ~~The one-year extension referred to at~~~~Article 29(a) (ii) above may not be granted in such cases.~~

(b) **Without prejudice to Article 29 (a) above and notwithstanding national provisions on secondment, the seconding authority may agree on further secondments of members of the teaching and supervisory staff provided that between the last secondment and the new secondment the member of the teaching or supervisory staff has returned to a national system for a minimum period of three years and his/her last evaluation within the European Schools was positive.[[6]](#footnote-6)**

**(c)** The secondment of managerial staff **as defined in Article 6 (c) of these Regulations** shall be confirmed for either a specified or an unlimited period.

**(d)** ~~Any one person's period of secondment may not be extended, with the exception of a post appointment to which is the responsibility of the Board of Governors.~~

**(d)** The length of secondment of members of the Directors and Deputy Directors for the secondary cycle and the nursery and primary cycle are laid down in the ‘Implementing Regulations for the appointment of Directors and Deputy Directors’.

**(e)** The length of secondment of Deputy Directors for Finance and Administration shall not exceed five years in the same School. On request of the Director concerned and taking into account recent results of internal and external audits, a further prolongation of the secondment to the same School for a period of a maximum of three years may be granted by the Secretary-General in agreement with the seconding authority, under the condition that mitigating controls or desensitising measures related to the sensitive tasks to be accomplished by the Deputy Director for Finance and Administration are in place.

The Secretary-General will inform the Board of Governors about the prolongation of the secondment.

Further prolongations of the secondment of the Deputy Directors for Finance and Administration to other European Schools will be possible under the same conditions.

**2. Concrete proposals to attract and retain locally recruited teachers**

This chapter focuses on concrete proposals to attract and retain qualified **locally recruited teachers**. These proposals found the general support of the members of the Board of Governors at their meeting in December 2018.

**a) Review of the salary scheme at certain schools**

The Board of Governors mandated the enlarged Presidency Working Group to provide a concrete proposal to

* **align the salary of locally recruited teachers to the one of competing national state schools.**

**aa) Concept**

The European Schools do not face on all sites (hosting Member States) the same difficulties to recruit and retain qualified locally recruited teachers.

Those schools which are no longer competitive with national and in particular international schools in the same area are suffering most.

Therefore, it is proposed to align the salary of the locally recruited with the salaries offered by competing national state schools.

The alignment to the salaries offered in national state schools would have a considerable budgetary impact in particular with respect to the two schools in Luxembourg. The estimated costs of an alignment at these two schools would amount to € 6.7 Mio (for the details see Annex II of this document).

Taking in consideration these budgetary implications of a potential alignment with the national salary a multiple step approach is proposed:

The Board of Governors should commit itself to the political vision that the working conditions, including the salary, for locally recruited teachers should be competitive with the working conditions offered by public state schools.

This commitment includes the vision that - at least in a longer term perspective - the salary of locally recruited teachers should be - as a minimum - on the same level as the salary offered by public state schools in the hosting Member States.

In order to comply with this commitment, the Board of Governors should agree to increase as of 1 September 2019 in a first step the salary of locally recruited teachers at the schools where the salary is below the salary offered by public state schools by a certain percentage **which should not exceed 12%.**

Currently, the average salary in the ES Frankfurt is around 5,5% lower than in the national state schools in Hessen. In the ES Karlsruhe the average salary is around 7.5% lower than in public state schools in Baden-Württemberg.

Finally, the average salary offered by the two European Schools in Luxembourg is at least 40% lower than in public state school in Luxembourg.

Taking in consideration these figures, it is proposed to increase the salaries for locally recruited teachers

* in the ES Frankfurt by 5 %,
* in the ES Karlsruhe by 7 % and
* in the two ES in Luxembourg by 12%.

This will bring up the salary at the schools in Frankfurt and Karlsruhe close to the level provided by public state schools and at the schools in Luxembourg this would lead to a substantial increase of attractiveness for locally recruited teachers.

As a second step the Office of the Secretary-General will provide the Board of Governors by April 2021with a Mid-Term Report which should contain an in depth analysis of the attractiveness of the European Schools.

This analysis will in particular address the effects of all the measures adopted by the Board of Governors in April 2019.

Based on this analysis the Board of Governors will decide in April 2021 if further steps and in particular a further adjustment of the salaries of locally recruited teachers are required to assure qualified teaching and learning in the different European Schools.

Such a multiple step approach would address the particular situation at the schools in Frankfurt, Karlsruhe and Luxembourg with immediate effect (1 September 2019), but with less budgetary implications.

More concretely, the impact on the budget of the four schools concerned would be the following:

|  |  |
| --- | --- |
| **School** | **Impact/year** |
| **Frankfurt** | € 312.243 |
| **Karlsruhe** | € 280.000 |
| **Luxembourg I** | € 971.985 |
| **Luxembourg II** | € 896.993 |
| **total** | **€ 2.471.221** |

Moreover, the first step (increase of salary by 12%) will not create any additional administrative burden or legal ambiguity. Finally, the method of annual salary adjustment could remain the same as the current one.

**bb) Budgetary implications**

The budgetary implications would amount to € 1.868.978 at the two schools in Luxembourg and to € 312.243 at the European School Frankfurt and € 280.000 at the European School Karlsruhe.

Currently, the approach would have no impact on the budget of the other nine European Schools.

The situation at these schools (as well as the situation at the schools in Frankfurt, Karlsruhe and Luxembourg) will be reviewed by April 2021.

**b) Job security**

The Board of Governors mandated the enlarged Presidency Working Group to provide a concrete proposal to

* **offer to locally recruited teachers contracts for an indefinite period of time as of the first year.**

**aa) Concept**

Currently, locally recruited teachers receive a permanent contract only after four years. The schools offer first a temporary contract of one, two or three years, which can be prolonged once up to four years.

In order to be competitive with other national and international schools it is proposed **to open the possibility** to offer a permanent contract already from the beginning, subject to a probationary period of one year.

In order to guide the Directors, a MEMO providing criteria for offering a permanent contract will be established. A permanent contract should only be offered if the teacher is duly qualified.

At the end of the probationary period an evaluation should be carried out, which should involve the Director and **a** National Inspector.

Nevertheless, the Board of Governors agreed that in general the principle of the ‘priority of secondments’ should be maintained, as long as the current system of financing of the European Schools is maintained. This means that in case a Member State can replace a locally recruited teacher, the school may end the contract of the locally recruited teacher in accordance with Article 17 of the Service Regulations for Locally Recruited Teachers in the European Schools. In any case, the school has to undertake efforts to provide a redeployment of the teacher concerned in another European School.

In this context, the Board of Governors supported the proposal to review the period of notice established in Article 17 of the Service Regulations in order to provide a minimum level of security.

As Member States have to indicate each year by December their willingness to fill in seconded posts, the minimum period of notice established in Article 17 of the Service Regulations could be extended from three to six months.

**bb) Budgetary implications**

This proposal is likely to create some savings.

It should lead to less expenditures in the school internal administration as it improves the attractiveness of the European Schools and reduces the turnover of locally recruited teachers.

On the other hand, in cases where a contract for an indefinite period is offered from the first year, the involvement of national inspectors in the evaluation at the end of the probationary period will require additional resources.

Moreover, the longer period of notice foreseen for contracts for an unlimited period (in comparison with the period of notice for contracts of an indefinite duration of time) may have budgetary implications although - in principle – the teacher concerned is required to provide his/her services during the period of notice.

**cc) Concrete proposal**

It is proposed to amend the Service Regulations for Locally Recruited Teachers in the European Schools as of 1 September 2019 as follows (changes are in **bold**):

**Article 11**

**General principle**

**Deleted**

~~Without prejudice to Article 12 paragraph 3 and Article 38, contracts of employment with locally recruited teachers shall be concluded for a fixed term period, which is defined in the Articles 12 and 13 of these Service Regulations.~~

**Article 12**

**School year(s) Teaching contracts**

1.A ~~fixed term~~ school year(s) teaching contract **may be concluded for a fixed term period or for an indefinite period of time[[7]](#footnote-7).**

**In case of a contract concluded for a fixed term period this contract may** last~~s~~ from one up to three school years and may only be prolonged once up to a total of four school years.

2. To cover school year teaching needs with the same locally recruited teacher beyond a fourth year, only contracts for an indefinite period may be concluded**.**

~~3. A~~ **In this case, a** contract for an indefinite period shall only be concluded

* after an evaluation carried out by the Director and **a**~~n~~ national inspector and
* on condition that the results of the evaluation carried out in conformity with Article 22 are positive.

**Article 14**

**Probationary period**

1. **School year(s) teacher shall serve a probationary period** ~~For school year(s)~~ ~~teaching contracts~~**. This** ~~the~~ probationary period ends at the end of the schooling period of the first year of contract. During this period each of the two parties may without giving reasons terminate the contract in writing subject to **four** ~~two~~ weeks’ notice.

At the end of the probationary period the Director **and – in case of a contract for an indefinite period – a national inspector carry**~~, who may consult a national inspector, and carries~~ out an evaluation. The contract must be terminated at the end of the probationary period in case the evaluation states that the performance is not satisfying.

2. For ad interim teaching contracts the parties may agree on a proportionally shorter probationary and notice periods to be fixed in the individual contract. The evaluation at the end of the probationary period is carried out by the Director who may consult a national inspector.

**Article 15**

**End of the contract**

The contract shall automatically end without notice or compensation in case of:

* fixed term school year(s) teaching contracts on the last day of the (final) ‘school year’ as defined in the contract and in Article 4 of these Service Regulations;
* ad interim teaching contracts, on the day the temporary teaching need defined in the contract ceases to exist and at the latest at the end of the ‘schooling period’ as defined in Article 4 of these Service Regulations;
* extraordinary termination of the contract in accordance with Article 18 and 45 of these Service Regulations;
* at the end of the school year in which the locally recruited teacher reaches the legal retirement age of the host country of the school, unless both contracting parties agree on a prolongation; in this case the notice period will be eight weeks;
* death.

**Article 16**

**Termination**

1. Without prejudice to Article 14 and 15 of these Staff Regulations and where a locally recruited teacher is recruited for a fixed term period, each of the parties may terminate the contract within four weeks.

2. Where a locally recruited teacher is recruited for an indefinite period in accordance with Article 12.~~2~~**1** and 12.~~3~~**2** each of the parties may terminate the contract.

Unless stated differently in an agreement signed by the Director and the locally recruited teacher the period of notice shall not be less than one month for each completed year of service, subject to a minimum of three months and a maximum of 10 months.

3. During the period of notice both parties are obliged to fulfil their obligations laid down in these Service Regulations and in the contract signed by both parties. Absences of the locally recruited teacher do not interrupt or suspend the period of notice.

**Article 17**

**Termination in the case of secondment**

1. In case it is envisaged that a seconded teacher will take a post which is currently taken by a locally recruited teacher the Director will firstly verify the possibility to offer the locally recruited teacher teaching hours/periods in his school.

2. In case this will not be possible, the Director will verify the possibility of a transfer of the locally recruited teacher to another European School in the same city by respecting Article 38.

3. In case this will not be possible, the Director will verify the possibility of a transfer of the locally recruited teacher to another European School by respecting Article 38.

4. In case this will not be possible or the locally recruited teacher refuses the new teaching hours/periods or the post in another European School, the contract will be terminated ~~in line with the notice periods foreseen in Article 16~~ **by respecting without prejudice to Article 16 a minimum period of notice of six months.**

**Article 22**

**Evaluation**

1. An evaluation in accordance with Article 14 shall be carried out at the end of the probationary period.

2. An evaluation in accordance with Article 12.~~3~~**2** shall be carried out ~~before a contract for an indefinite period is concluded. The evaluation should be duly carried out~~ at least three months before the fixed-term contract period expires.

3. Furthermore, the pedagogical performance and competence of each locally recruited teacher with a contract for an indefinite period shall be the subject of an evaluation carried out by the Director and a national inspector at minimum every four years. The Director will consult a national inspector in order to carry out the evaluation.

4. A copy of the evaluation report, signed by the Director, shall be given to the locally recruited teacher concerned and a second copy will be kept in the personal file. The locally recruited teacher concerned shall be entitled to add all comments thereon which he/she deems relevant.

5. The aforementioned evaluations shall be duly carried out in line with guidelines to be defined by the Office of the Secretary General. In the event of disagreement between the Director and the inspector, the Director’s judgement shall preponderate.

**c) Creation of protected posts for locally recruited teachers[[8]](#footnote-8)**

The Board of Governors mandated the enlarged Presidency Working Group to provide a concrete proposal to

* **establish permanent posts for locally recruited teachers for functions which require English native speakers.**

**aa) Concept**

The annual efforts to fill teaching posts with seconded teachers as well as the discussions linked to the revision of the ‘cost sharing mechanism’ confirm that by far not all teaching obligations can be covered by seconded teachers.

Within the current discussions of the ‘cost sharing mechanism’ a target level of 70% of teaching needs covered by seconded teachers is under discussion.

The remaining 30% of the teaching needs refer on one hand to teaching needs in the thirteen schools which do not justify the creation of a full time post.

But they also concern fulltime posts which require English native speakers.

The further loss of seconded teachers with UK nationality due to the BREXIT may justify special measures for posts which require English native speakers.

The members of the Board of Governors agreed that one option could be to declare posts linked to this profile as ‘permanent posts’.

This would mean that these posts would no longer be published for secondment.

A limitation of such a measure to posts requiring English native speakers can be based on Article 31.2 of the Convention of the European Schools which entitles the Board of Governors to agree upon particular measures in case a Member State is leaving the system of the European Schools.

**bb) Budgetary implications**

The proposal may lead to savings as these posts do not have to be published.

**cc) Concrete proposal**

It is proposed to create posts in each school, which are not necessary ‘permanent’, as the teaching need might disappear, but ‘protected’ because they will not be published for secondment.

More concretely, the Administrative Board of each school would establish/confirm each September a list of protected posts. This list will be forwarded - together with the list of seconded posts to be created - to the Board of Governors in December for approval.

The ‘protection’ refers to the post and not necessarily to the staff member holding the post.

Such a proposal does not require changes of the text of the Service Regulations. Nevertheless, a clarification in Article 1 of the Service Regulations might be considered.

Currently, Article 1 of the Service Regulations reads as follows:

***Article 1***

***General principle***

*The posts created by the Board of Governors and shown in the organogram shall be held as a matter of priority by members of the seconded staff. In case no seconded teacher is available, the post can be taken by a locally recruited teacher.*

In the interest of clarification, it is proposed to amend Article 1 as follows:

***Article 1***

***General principle***

*The posts created by the Board of Governors and shown in the organogram shall* ***– in principle -*** *be held as a matter of priority by members of the seconded staff. In case no seconded teacher is available, the post can be taken by a locally recruited teacher.*

***In duly justified cases the Board of Governors may decide to create posts which are reserved for locally recruited teachers exclusively****.*

Moreover, a clear MEMO addressing the process of creating seconded teaching posts will be established to guide the Administrative Boards of the Schools each year when identifying these protected posts requiring English native speakers.

**d) Career opportunities**

The Board of Governors mandated the enlarged Presidency Working Group to provide a concrete proposal to

* **establish 'middle management functions' open to locally recruited teachers.**

**aa) Concept**

So far, locally recruited teachers are subject to a merit based step system, but do not have real career opportunities within the European Schools.

Independently from the discussions on attractiveness of the European Schools for the teaching staff, the ‘Educational Adviser Working Group’ has prepared a proposal to establish a ‘middle-management structure’ in the schools as of the 2020/21 school year[[9]](#footnote-9).

The concrete proposal foresees to create in each school two middle management functions (one in the nursery/primary cycle and one in the secondary cycle), which will be open for secondments as well as for locally recruitments.

It is proposed to give - like for other teaching posts - priority to secondments. But in case no qualified seconded candidate can be appointed, the function would be open for a local recruitment. In this case, it is proposed to publish the post first internally in the system of the European Schools.

The appointment to this function would be limited to a maximum of nine years, similarly to the executive functions in the schools.

This will open some career opportunities for locally recruited teachers.

In general, the members of the Board of Governors supported the idea of career opportunities for locally recruited teachers.

**bb) Budgetary implications**

The annual costs per school will depend on the final salary conditions.

In the seven schools where the function of a Principal Education Adviser is filled this function will be gradually replaced by the proposed new function of Assistant Deputy Director Secondary Cycle.

The total costs for the system for the new function in the secondary cycle might amount to approximately € 430.000/year for the whole system.

For the nursery/primary cycle it is proposed to create in seven schools a new full-time function. In the other six schools, with a pupil number of less than 1.000 pupils in the nursery/primary cycle, it is proposed that the new function in the nursery/primary cycle will be a part-time function. The post holder would maintain teaching obligations of 12 hours/week.

The total costs for the new functions in the nursery/primary cycle might amount to approximately € 380.000/year for the whole system.

The fact that these functions might be opened also to locally recruited teachers will have a minor impact.

The proposal is part of the document ‘Middle Management and Educational Adviser Teams’ (doc. 2019-01-D-57-en-3) and will be subject to a separate decision of the Board of Governors.

According to the proposal of Working Group a gradual implementation of the new Middle Management structure is foreseen as of 1 September 2020.

The following table illustrates the envisaged implementation process in the 13 Schools:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **School year** | **Creation of function of AST DDN/P[[10]](#footnote-10)** | **Creation of function AST DDS[[11]](#footnote-11)** | **Suppression of function of PEA[[12]](#footnote-12)** | **Suppression of function EA[[13]](#footnote-13)** |
| **2020/21** | 10,5 | 9 | -4 | -3 |
| **2021/22** |  | 1 | -1 | -1 |
| **2022/23** |  |  |  |  |
| **2023/24** |  | 1 | -1 | -1 |
| **later** |  | 2 | -2 |  |
| **total** | **10,5** | **13** | **-8** | **-5** |

**III. Particular measure linked to the potential BREXIT**

**1. Concept**

The number of seconded teachers from the UK has decreased from 247 teachers in the 2010/11 school year to 52 teachers in the current school year.

This decrease needed to be compensated by non-native seconded teachers and locally recruited teachers and it is obvious that all schools face more and more difficulties to recruit qualified English native teachers (see for the details document 2018-10-D-24-en-2). Nevertheless, the situation at the European Schools in Luxembourg have become even more difficult than at the other schools due to the particular demanding competition with a number of other international schools with a high demand of English native speakers.

The situation will become even more critical with the envisaged BREXIT.

The BREXIT will lead to an end of secondments from the UK as of 1 September 2020 in case of a ‘no deal’ BREXIT and as of 1 September 2021 in case of a BREXIT with a Withdrawal Agreement (for the details see the ‘Fourth Report of the BREXIT Working Group’ – doc. 2019-02-D-27-en-2).

In order to mitigate the risks linked to the BREXIT and to address the particular situation at the two European Schools in Luxembourg it is proposed in the event of BREXIT to reimburse as of 1 September 2020 the national salary to Member States seconding English native speakers to one of the two European Schools in Luxembourg.

The reimbursement would require that

* the secondment takes effect after 31 August 2020,
* the seconding Member State has fulfilled its quota established in the revised cost sharing mechanism established by the Board of Governors in April 2019 and
* that the number of secondments would exceed the number of secondments by this Member State as on 1 September 2019.

This special measure linked to the BREXIT could be based on Article 31 of the Convention defining the Statute of the European Schools which reads as follows:

*“The Board of Governors shall decide which organizational measures, including staff measures, are to be taken as result of denunciation by any of the contracting Parties.”*

**2. Budgetary Implications**

Such a measure would be taken only in exceptional cases.

The budgetary implications will depend on the nationality of the seconded teacher and the comparison between the average cost for a seconded teacher from the Member State concerned and the average costs for a locally recruited teacher amounting to € 70.000.

For example, for a teacher seconded from Ireland the additional costs in comparison to a locally recruited teacher would amount to approximately € 38.000 per year.

**IV. Other measures addressed to both categories of teaching staff**

Other aspects which attract teachers and help to retrain them are:

* training possibilities,
* opportunities to further qualify,
* job enrichment,
* support the teachers and their families when taking over the function in the European Schools,
* measures to support the teachers when they reintegrate the national system.

These are measures referred to by several experts during the European School Summit which need further elaboration.

Currently, the Office of the Secretary-General and the European Commission are in the process of establishing a Service Level Agreement (SLA) which would allow members of staff of the European Schools to participate in specific programs to support the integration of new staff and their families.

**IV. Conclusions of the Joint Board of Inspectors**

The Joint Board of Inspectors took note of the proposals and generally supported them.

**V. Conclusions of the Joint Teaching Committee**

The Joint Teaching Committee expressed a favorable opinion on the Draft Proposal to Increase the Attractiveness of the European Schools for Teaching Staff, which would be subject to some adjustments. The document would be presented to the Budgetary Committee and then to the Board of Governors for decision.

**VI. Conclusions of the Budgetary Committee**

The Budgetary Committee expressed various views. A large number of delegations expressed a positive opinion on the different proposals that involved few or no additional financial costs. The Budgetary Committee sent its comments forward to the Enlarged Presidency Working Group and invited the Working Group to present a revised version to the Board of Governors so that the latter could adopt it.

**VII. Proposal**

The Board of Governors is invited to discuss the revised proposals and to commit itself to increase the attractiveness of the European Schools for the teaching staff in order to keep the European Schools competitive and to ensure a high standard of teaching and learning.

In the light of this commitment the Board of Governors adopts the following proposals:

1. Introduction of a ‘Compensation Allowance” of a maximum of € 1.000 per month as illustrated in chapter II.1.a) as of 1 September 2019.
2. Introduction of the possibility a prolongation of secondments in exceptional cases as illustrated under chapter II.1.b) with immediate effect.
3. Introduction of the possibility of multiple secondments under the conditions illustrated in chapter II.1.b) as of 1 September 2019.
4. Increase of the salaries of locally recruited teachers at the European Schools in Frankfurt by 5%, in Karlsruhe by 7% and in the schools in Luxembourg by 12% as illustrated in chapter II.2.a) as of 1 September 2019.
5. Introduction of the possibility of offering permanent contracts for locally recruited teachers as illustrated in chapter II.2.b) as of 1 September 2019.
6. Introduction of the possibility of determination of protected functions as illustrated in chapter II.2.c) as of 1 September 2019.
7. Introduction of a Middle-Management Structure as illustrated in chapter II.2 d) and document 2019-01-D57-en-3 as of 1 September 2020.
8. Introduction of a reimbursement of the costs of secondments of an English native teacher under the conditions illustrated in chapter III. as of 1 September 2020.
9. Signing of a Service Level Agreement (SLA) between the Office of the Secretary-General and the European Commission allowing members of the staff of the European Schools to participate in specific programs to support the integration of new staff and their families.

Moreover, the Board of Governors mandates the Office of the Secretary-General to provide an in-depth analysis of the impact of the adopted measures by April 2021. This analysis should also address the potential impact of the new Cost Sharing Mechanism to be adopted by the Board of Governors in April 2019 on the staffing situation at the European Schools.

**Annex I**

**Budgetary Implications of a ‘Compensation Allowance’ per school:**

|  |  |  |
| --- | --- | --- |
| **School** | **New Model:**  **€ 1.000**  **difference between national salary and EU basic salary**  **(number of beneficiaries)** | **New Model**  **€ 1.000**  **Difference between national salary and EU basic salary + expatriation allowance** |
| **Alicante** | 215.000 (21) | 106.000 (15) |
| **Bergen** | 7.000 (3) | 1.000 (1) |
| **Brussels I** | 306 000 (32) | 112.000 (21) |
| **Brussels II** | 162.000 (23) | 66.000 (9) |
| **Brussels III** | 199.000 (25) | 96.000 (17) |
| **Brusels IV** | 178.000 (18) | 103.000 (12) |
| **Frankfurt** | 250.000 (25) | 222.000 (20) |
| **Karlsruhe** | 214.000 (21) | 205.000 (20) |
| **Luxembourg I** | 220.000 (27) | 100.000 (10) |
| **Luxembourg II** | 263.000 (25) | 146.000 (19) |
| **Mol** | 70.000 (10) | 45.000 (6) |
| **Munich** | 358.000 (36) | 346.000 (35) |
| **Varese** | 212.000 (22) | 85.000 (11) |
| **total** | **2.654.000 (286)[[14]](#footnote-14)** | **1.633.000 (196)[[15]](#footnote-15)** |

**Annex II**

**Costs of an increase of the salaries of the locally recruited teachers at the European Schools in Frankfurt, Karlsruhe and Luxembourg**

|  |  |
| --- | --- |
| **Schools** | **Amount per year** |
| **Frankfurt** | € 312.243 |
| **Karlsruhe** | € 280.000 |
| **Luxembourg I** | € 971.985 |
| **Luxembourg II** | € 896.993 |
| **total** | **€ 2.471.221** |

**Annex III**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  |  |  |  |  |
|  | **Table 1: Comparison with Locally Recruited Teachers in public schools in Luxembourg** | | |  |
|  |  |  |  |  |
|  | **Luxembourg salaries** |  | EUROS |  |
|  | Primary |  | 76,480 |  |
|  | Secondary |  | 91,509 |  |
|  |  |  |  |  |
|  | **European Schools salaries** |  |  |  |
|  | Primary |  | 48,960 |  |
|  | Secondary |  | 65,520 |  |
|  |  |  |  |  |
|  | **Difference** |  |  |  |
|  | per teacher Primary |  | 27,520 |  |
|  | per teacher Secondary |  | 25,989 |  |
|  |  |  |  |  |
|  | **Locally recruited teachers (FTE)** | |  |  |
|  |  |  | *Total* |  |
|  | FTE Primary |  | 80 |  |
|  | FTE Secondary |  | 114 |  |
|  | Total |  | **194** |  |
|  |  |  |  |  |
|  | **Additional cost in Luxembourg in 2019** | |  |  |
|  |  |  |  |  |
|  | Total Primary |  | 2,201,577 |  |
|  | Total Secondary |  | 2,962,748 |  |
|  | Social Charges (30%) |  | 1,549,297 |  |
|  | Total |  | **6,713,622** |  |
|  |  |  |  |  |

|  |  |  |
| --- | --- | --- |
| **Table 2a: Comparison with Locally Recruited Teachers in Frankfurt** | | |
|  |  |  |
| **Local salaries** |  | EUROS |
| Primary |  | 51,700 |
| Secondary |  | 65,000 |
|  |  |  |
| **European Schools salaries (corr. coeff. = 97.5)** | | |
| Primary |  | 47,736 |
| Secondary |  | 63,882 |
|  |  |  |
| **Difference** |  |  |
| per teacher Primary | | 3,964 |
| per teacher Secondary | | 1,118 |
|  |  |  |
| **Locally recruited teachers (FTE)** | | *Total* |
|  |  |  |
| FTE Primary |  | 42 |
| FTE Secondary | | 45 |
| Total |  | **87** |
|  |  |  |
| **Additional cost in ES Frankfurt in 2019** | |  |
| Total Primary |  | 166,488 |
| Total Secondary | | 50,310 |
| Social Charges (30%) | | 65,039 |
| **Total** |  | **281,837** |
|  |  |  |
|  |  |  |

|  |  |  |
| --- | --- | --- |
| **Table 2b: Comparison with Locally Recruited Teachers in Munich** | | |
|  |  |  |
| **Local salaries** | | EUROS |
| Primary |  | 51,700 |
| Secondary |  | 63,800 |
|  |  |  |
| **European Schools salaries (corr. coeff. = 107.5)** | | |
| Primary |  | 52,632 |
| Secondary |  | 70,434 |
|  |  |  |
| **Difference** |  |  |
| per teacher Primary | | -932 |
| per teacher Secondary | | -6,634 |
|  |  |  |
| **Locally recruited teachers (FTE)** | | *Total* |
|  |  |  |
| FTE Primary |  | 34 |
| FTE Secondary | | 29 |
| Total |  | **63** |
|  |  |  |
| **Additional cost in the ES Munich in 2019** | |  |
| Total Primary | | -31,688 |
| Total Secondary | | -192,386 |
| Social Charges (30%) | | -67,222 |
| **Total** |  | **-291,296** |
|  |  |  |

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Table 2c: Comparison with Locally Recruited Teachers in Karlsruhe** | | |
|  |  |  |  |
|  | **Local salaries** | | EUROS |
|  | Primary |  | 55,470 |
|  | Secondary |  | 67,080 |
|  |  |  |  |
|  | **European Schools salaries (corr. coeff. = 94.6)** | | |
|  | Primary |  | 46,316 |
|  | Secondary |  | 61,982 |
|  |  |  |  |
|  | **Difference** |  |  |
|  | per teacher Primary | | 9,154 |
|  | per teacher Secondary | | 5,098 |
|  |  |  |  |
|  | **Locally recruited teachers (FTE)** | | *Total* |
|  |  |  |  |
|  | FTE Primary | | 22 |
|  | FTE Secondary | | 25 |
|  | Total |  | **47** |
|  |  |  |  |
|  | **Additional cost in the ES Karlsruhe in 2019** | |  |
|  | Total Primary | | 201,384 |
|  | Total Secondary | | 127,452 |
|  | Social Charges (30%) | | 98,651 |
|  | **Total** |  | **427,487** |
|  |  |  |  |

**Annex IV**

**Excerpt from document 2018-10-D-24-en-2: “Overview – Difficulties to Recruit and Retain Qualified Teaching Staff”**

**Overview replies National Inspectors:**

**DENMARK**

**Table Nursery/Primary Cycle**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Language** | **subjects** | **School** | **Potential reason** | **Could you finally find a teacher?** |
| DK | Teacher in Nursery | LUX II | In the school year 2017/18 the Danish Ministry appointed the third candidate with the almost right profile. She did not have a lot of experiences, but showed an enthusiastic interest to step into the job. The first two candidates accepted to receive the poste. But after a few days, they declined without any reasons. The two candidates were fully qualified with a lot of experiences as nursery teachers. In DK it is easy to get a post as nursery teacher at the moment, so we maybe have to work on how to make the posts in the European Schools more attractive? | The poste is now replaced by a local recruited teacher. |

**Table Secondary Cycle**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Language** | **Mother language required?**  **Yes/No** | **Subjects** | **School** | **Potential reason** | **Could you finally find a teacher?** |
| DK | Yes | Math, Philo | Lux II | There was only one candidate with the right profile in spite of the fact that there are many teachers in DK with that profile. None of them wanted a job at the ES. Most of the candidates were from teachers who did not already have a job as a teacher. | The only candidate with the right profile came back after some years in China and he got the job. It was on the point of failing because the school informed him that he could come back in August to learn more about his salary. But he is teaching at the school now. |
| DK | Yes | Danish/French or English | Lux II | No competent candidate asked for the job. There is a big amount of teachers in DK with this profile. | NO |
|  |  |  |  |  |  |

Conclusion: The ES don’t attract many teachers already in a job in DK and with a good experience. Nevertheless, normally we find new seconded teachers, but often when we have informed them that they have got the job, they start to count and often they decline. Often we have to take number two, three or four on the list, and some time we are not happy with the one we find.

Last year we wanted a teacher in Bio/Chem for Lux II. We found eventually one who had five children. It was not possible for him for find a house in Luxembourg he could afford and he declined. We had to make three rounds of applications before we found one.

There should be at the schools a little committee to receive the new teachers (un comité d’accueil) with the right information addressed directly to the new teacher with the relevant papers. The new teacher should not just have references to paragraphs in the stature and elsewhere. We have had several teachers during the years who go to visit the schools and then decline. It is clear that a better salary would convince more teachers from DK. We did not have these problems before 2011.

**FRANCE**

**Table Nursery and Primary Cycle**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Language** | **Mother language required?**  **Yes/No** | **subjects** | **School** | **Potential reason** | **Could you finally find a teacher?** |
| FR | Yes | CL teacher | FRA | - Pas de problème de recrutement dans le primaire.  -Il est à noter que dans certains cas, les autorités académiques locales refusent le détachement (manque de personnel). | Beaucoup plus de candidats que de postes à pourvoir. |

**Table Secondary Cycle**

La France a choisi de remplacer chaque professeur qui termine sa mission. Une transformation de poste a été opérée l'an dernier à Bruxelles III et devrait être rétablie cette année.

Nous n'avons pas de difficultés de recrutement et pouvons pourvoir tous les postes. Cependant, la situation est plus tendue pour les écoles de Mol et Bergen, voire pour les écoles en Allemagne qui sont moins demandées : une dizaine de dossiers pour un poste à Bruxelles vs 2 ou 3 dossiers pour un poste à Mol.

**Germany**

**Table Nursery and Primary Cycle**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Language** | **Mother language required?**  **Yes/No** | **subjects** | **School** | **Potential reason** | **Could you finally find a teacher?** |
| DE | Yes | CL teacher  nursery | FRA | No candidate despite extraordinary publication by ZfA | no |
| DE | yes | CL teacher  nursery | KA | No candidate despite extraordinary publication by ZfA | no |
| **DE** | **yes** | CL teacher  primary | **Lux** | **Two candidates withdraw for personal reasons**  **One candidate accepted another offer** | **no** |
| **DE** | **YES** | CL teacher  primary | **Lux** | **1 teacher, recruited as of 01.09.2018, resigned as of 31.08.2019 due to insufficient salary conditions** |  |

**In Luxembourg, Frankfurt and Munich it happens frequently that teachers withdraw their application due to the salary conditions, although they are attracted by the ES as such.**

**The costs of living are higher in these places as in their current place.**

**In comparison to the German national system do work nursery/primary teachers more than in the German national system, but do not earn more.**

**The system of the ES is relatively unknown to German teachers.**

**There is a competition with the over 100 German Schools abroad. Many teachers are interested to work outside of Europe.**

**There is a lack of nursery and primary teachers in Germany.**

**Table secondary Cycle**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Language** | **Mother language required?**  **Yes/No** | **subjects** | **School** | **Potential reason** | **Could you finally find a teacher?** |
| DE | YES | CH/BIO | BR3 | Very difficult to find MINT-teachers in Germany  Conditions not attractive enough | NO, but a partial transfer was organized from BR4 to BR3, only an emergency solution, not a permanent one |
| DE | NO | ARTS | BR4 | Conditions were not sufficient for applicants | NO |
| DE | NO | EP | BR4 | Conditions were not sufficient for applicants | NO |
| DE |  | MA/PY | LUX 1 | Conditions were not sufficient for applicants also subjects difficult to find in Germany | NO |
| DE |  | MA/CH | LUX 2 | Conditions were not sufficient for applicants, also subjects difficult to find in Germany | NO |
| DE |  | MATH,ICT | MUC | Conditions were not sufficient for applicants also subjects difficult to find in Germany |  |
| DE |  | MATH, PHY | MUC | Conditions were not sufficient for applicants also subjects difficult to find in Germany |  |
|  |  |  |  |  |  |
| DE |  | BIO, CHI | MUC | Conditions were not sufficient for applicants also subjects difficult to find in Germany |  |
| DE |  | L1, GEO | MUC | Conditions were not sufficient for applicants |  |
| DE |  | BIO, SPORTS |  | Conditions were not sufficient for applicants |  |

**For Brussels, Luxembourg, Frankfurt and Munich it happens that teachers withdraw their application due to the salary conditions, although they are attracted by the ES as such.**

**The costs of living are higher in these places as in their current place, this is especially true for Luxembourg, Frankfurt and Munich**

**The system of the ES is relatively unknown to German teachers.**

**There is a competition with the over 100 German Schools abroad. Many teachers are interested to work outside of Europe.**

**There is a lack of MINT- teachers in Germany. In two consecutive years it has not been possible to recruit sufficient science teachers for Brussels, Luxembourg and Munich.**

**LUXEMBOURG**

**Nursery/primary cycle**

Did not have problems to recruit seconded teachers for the vacant posts in the last years.

**Secondary Cycle**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Language** | **Mother language required?**  **Yes/No** | **subjects** | **School** | **Potential reason** | **Could you finally find a teacher?** |
| FR | No | Economics | BXL IV | No candidate for this post. | Post was probably afterwards occupied by a LRT. |
| DE | No | Arts | Frankfort | No candidate for this post. | Post was probably afterwards occupied by a LRT. |
| FR | No | Philosophy | BXL III | No candidate for this post. | A 10th year was given to the actual teacher. Post will again be announced here in Luxembourg for the upcoming school year. |
| DE/FR/EN | No | Physical Education | MUNICH | No candidate for this post. | A 10th year was given to the actual teacher. Post will again be announced here in Luxembourg for the upcoming school year. |
| FR | No | Mathematics | Alicante | Seconded teacher resigned during his 4th year. | Resigned now – end of secondment – August 2019. |

**NETHERLANDS**

**Table Nursery and Primary Cycle**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Language** | **Mother language required?**  **Yes/No** | **subjects** | **School** | **Potential reason** | **Could you finally find a teacher?** |
| NL | yes | CL teacher | Munich | Teacher leaves during her fifth year, because of personal and team/section reasons | Yes, we will be able to replace her. |

**Table Secondary Cycle**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Language** | **Mother language required?**  **Yes/No** | **subjects** | **School** | **Potential reason** | **Could you finally find a teacher?** |
| NL | Yes | Math, Physics, Dutch L1-L3 | Several | Shortage of teachers in these subjects in the Netherlands | Yes, but only after a second recruitment procedure and extra effort. |
|  |  |  |  |  |  |

**IRELAND**

**Table Nursery and Primary Cycle**

One position advertised. One teacher successfully recruited for Frankfurt.

**Table Secondary Cycle**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Language** | **Mother language required?**  **Yes/No** | **subjects** | **School** | **Potential reason** | **Could you finally find a teacher?** |
| EN | Irish language required for position and some competence in DE | Hist and Irish | MU | One candidate called to interview. He withdrew ahead of interview. | **NO**  Very difficult, currently, to recruit teachers of Irish in Ireland, so even more difficult to recruit teachers of Irish for secondment. |
| En | Irish language required for position and some competence in Fr | Irish with English (preferably) or any of Hist; Geo; PE; Maths, Economics | Bxl IV | This position had to be advertised due to the unexpected resignation of the teacher of Irish and English seconded to Bxl IV. The teacher had to resign for personal family reasons. | **NO**  Special sanction was sought to advertise the position. 1 candidate called to interview but withdrew at the last moment when offered a position in the Far East.  Again special sanction sought and position re-advertised. Interviews held in June. 2 candidates interviewed. First successful candidate offered the position but declined for family reasons. 2nd successful candidate also declined possibly because the offer came too late for her to really prepare for the challenge and change. |
|  |  |  |  |  |  |

1. Annex IV provides an overview on the difficulties faced by the national inspectors during the recruitment process for the current school year. [↑](#footnote-ref-1)
2. BE 32, DE 170, DK 21, IE 23, LUX 18; NL 8; ES, FIN, FR, IT, SE and UK less than 5 each). [↑](#footnote-ref-2)
3. BE 20, DE 128, DK 14, IE 13, LUX 16; NL, FR and IT less than 5 each. [↑](#footnote-ref-3)
4. The concrete amount needs to be fixed. Annex I provides a simulation with different amounts. [↑](#footnote-ref-4)
5. The representatives of the teaching staff are not in favor of the concept of a mandatory return to the national system. In their view, in case of no interruption of the secondment, a change of the school could be foreseen [↑](#footnote-ref-5)
6. Some members of the Enlarged Presidency Working Group stressed that – where possible – a return to the same school should be avoided. [↑](#footnote-ref-6)
7. Members of the Enlarged Presidency Working Group underlined that contracts for an indefinite period of time should only be offered to duly qualified teachers. [↑](#footnote-ref-7)
8. Reservation of EU COM as the ‘new approach’ might contradict with Article 1 of the Service Regulations for Locally Recruited Teachers. [↑](#footnote-ref-8)
9. See document 2019-01-D-57-en-3. [↑](#footnote-ref-9)
10. AST DDN/P = Assistant Deputy Director Nursery and Primary Cycle [↑](#footnote-ref-10)
11. AST DDS = Assistant Director Secondary Cycle [↑](#footnote-ref-11)
12. PEA = Principal Educational Adviser [↑](#footnote-ref-12)
13. EA = Educational Adviser [↑](#footnote-ref-13)
14. BE 32, DE 170, DK 21, IE 23, LUX 18; NL 8; ES, FIN, FR, IT, SE and UK less than 5 each). [↑](#footnote-ref-14)
15. BE 20, DE 128, DK 14, IE 13, LUX 16; NL, FR and IT less than 5 each. [↑](#footnote-ref-15)