



Schola Europaea

Office of the Secretary-General

Pedagogical Development Unit

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Funding of the system: sharing of the costs of seconded staff amongst the Member States (cost sharing)

Board of Governors

Meeting on 17,18 and 19 April 2018 – Tallinn

The Board of Governors approved the cost sharing agreement by means of a written procedure in June 2014.

The agreed cost sharing target level calculation model is based on four main elements:

1. the number of pupils by nationality,
2. the number of seconded staff members by nationality,
3. the language section structure of the system,
4. the average annual national salary costs of seconded staff from each EU Member State.

The number of pupils on roll is recorded on 15 October each year. All – and only – pupils with EU nationality are taken into account. Pupils with dual nationality or more are calculated as shares (dual nationality as 0.5+0.5, triple nationality as 0.33+0.33+0.33).

All types of seconded posts, both teaching and managerial posts, are taken into account when defining the allocation of posts and funding.

Pupils and seconded staff members of the European School, Munich are excluded from implementation of the Cost Sharing Structural Model on account of its special regime, laid down in the Agreement signed in 1977, according to which the Munich School refunds the national salaries of seconded staff members to the seconding Member States.

The language section coefficients are based on the fact that there are Member States with a language section in all or nearly all schools and there are Member States without a language section or with some language sections. Based on this categorisation, two correcting coefficients have been introduced. The language section coefficients are:

- 0.8 for Member States without any or with some language sections
- 1.0 for Member States with language sections in all or most of the schools

The average annual national salary costs of seconded staff from each EU Member State are based on the average of the total annual salary costs of seconded staff of each Member State. Total salary costs are divided by the average number of seconded posts in the respective financial year. All salary costs of seconded staff will be taken into account when defining the average annual salary of each Member State.

The Member States were given five years to reach their target level, with the objective of reaching 20% of the target level per year by seconding additional teachers.

At the December Board of Governors' meeting, each Member State is requested to take a position on the creation of new posts.

If the Member State will be seconding teachers, it can indicate this at the meeting.

Cost Sharing Mechanism

At the end of the five years, Member States' financial contributions will be collected as revenue in the special fund kept in the budget of the Office of the Secretary-General. In accordance with Article 4 of the Financial Regulation, the revenue will be used to cover expenditure on the creation of cost sharing seconded posts in the first instance.

The remaining funds will be used to refund, proportionately and incrementally, those Member States which 'oversubscribe' in terms of seconded posts, the ultimate aim being to achieve true cost sharing.

At the December Board of Governors' meeting, the creation of seconded posts for the next school year will be discussed. The Board of Governors will also decide which of these posts are cost sharing posts, which will be refunded to the seconding Member State using the fund.

The creation of cost sharing seconded posts is subject to the total amount of revenue collected.

The evolution of the cost sharing measures have been monitored annually so far and the Board of Governors should review the situation in 2020, or earlier, if the Board of Governors so decides.

The cost sharing process was initiated at the December 2014 meeting.

Below is a copy of the cost sharing agreement corresponding to the first four years of implementation of the said agreement.

Cost sharing table - 2014 - 2015

PUPILS COMING FROM THE MEMBER STATES/SECONDED TEACHERS BY MEMBER STATE IN ALL SCHOOLS AUTUMN 2014 WITHOUT MUNICH												
A	B	C	E	E	F	G	H	I	J	K	L	M
Nationalities / Member States	Pupils with an EU nationality enrolled 15.10.2014	%	Secoded Staff in post per Member State in September 2014	% Staff out of a Member State	Staff share required in function of pupils	Language section coefficient	Target level	Difference	National average salary	Calculated contribution	Expected contribution in 2015 (20%)	OR expected seconded post contribution in 2015 (20%)
AT	297,00	1,39	18,00	1,34	18,70	1,00	18,70	-0,70	€ 40.284	€ 28.199	€ 5.640	
BE	2.269,00	10,65	202,00	15,05	142,86	1,00	142,86	59,10	€ 51.683	€ 0	€ 0	
BG	308,00	1,45	7,00	0,52	19,39	0,80	15,51	-8,50	€ 4.436	€ 37.706	€ 7.541	2
CY	33,00	0,15	0,00	0,00	2,08	0,80	1,66	-1,70	€ 42.323	€ 71.949	€ 14.390	0
CZ	308,00	1,45	15,00	1,12	19,39	0,80	15,51	-0,50	€ 13.135	€ 6.568	€ 1.314	
DE	2.689,00	12,62	203,00	15,13	169,31	1,00	169,31	33,70	€ 53.860	€ 0	€ 0	
DK	559,00	2,62	28,00	2,09	35,20	0,80	28,16	-0,20	€ 53.730	€ 10.746	€ 2.149	
EE	225,00	1,06	6,00	0,45	14,17	0,80	11,33	-5,30	€ 9.293	€ 49.253	€ 9.851	1
EL	805,00	3,78	38,00	2,83	50,69	0,80	40,55	-2,50	€ 19.713	€ 49.283	€ 9.857	1
ES	1.978,00	9,28	86,00	6,41	124,54	0,80	99,63	-13,60	€ 28.334	€ 385.342	€ 77.068	3
FI	593,00	2,78	31,00	2,31	37,34	0,80	29,87	1,10	€ 37.702	€ 0	€ 0	
FR	2.747,00	12,89	187,00	13,93	172,96	1,00	172,96	14,00	€ 31.085	€ 0	€ 0	
HR	48,00	0,23	0,00	0,00	3,02	0,80	2,42	-2,40	€ 11.400	€ 27.360	€ 5.472	0
HU	357,00	1,67	14,00	1,04	22,48	0,80	17,98	-4,00	€ 6.638	€ 26.552	€ 5.310	1
IE	428,00	2,01	61,00	4,55	26,95	1,00	26,95	34,10	€ 48.489	€ 0	€ 0	
IT	2.218,00	10,41	89,00	6,63	139,65	0,80	111,72	-22,70	€ 28.215	€ 640.481	€ 128.096	5
LT	321,00	1,51	8,00	0,60	20,21	0,80	16,17	-8,20	€ 5.223	€ 42.829	€ 8.566	2
LU	204,00	0,96	17,00	1,27	12,84	1,00	12,84	4,20	€ 91.629	€ 0	€ 0	
LV	217,00	1,02	3,00	0,22	13,66	0,80	10,93	-7,90	€ 3.893	€ 30.755	€ 6.151	2
MT	73,00	0,34	5,00	0,37	4,60	1,00	4,60	0,40	€ 15.332	€ 0	€ 0	
NL	909,00	4,26	75,00	5,59	57,23	0,80	45,79	29,20	€ 46.774	€ 0	€ 0	
PL	532,00	2,50	23,00	1,71	33,50	0,80	26,80	-3,80	€ 9.300	€ 35.340	€ 7.068	1
PT	582,00	2,73	30,00	2,24	36,64	0,80	29,32	0,70	€ 24.606	€ 0	€ 0	
RO	293,00	1,37	2,00	0,15	18,45	0,80	14,76	-12,80	€ 5.750	€ 73.600	€ 14.720	3
SE	552,00	2,59	37,00	2,76	34,76	0,80	27,80	9,20	€ 42.804	€ 0	€ 0	
SI	126,00	0,59	3,00	0,22	7,93	0,80	6,35	-3,30	€ 21.661	€ 71.481	€ 14.296	1
SK	227,00	1,07	11,00	0,82	14,29	0,80	11,43	-0,40	€ 7.912	€ 3.165	€ 633	0
UK	1.416,00	6,64	143,00	10,66	89,16	1,00	89,16	53,84	€ 33.846	€ 0	€ 0	
TOTAL	21.314,00	100,00	1.342,00	100,00	1.342,00		1.201,08	141,04		€ 1.590.607	€ 318.121	19

PUPILS COMING FROM THE MEMBER STATES/SECONDED TEACHERS BY MEMBER STATE IN ALL SCHOOLS AUTUMN 2015 WITHOUT MUNICH												
A	B	C	E	E	F	G	H	I	J	K	L	M
Nationalities / Member States	Pupils with an EU nationality enrolled 15 October 2015	%	Seconded Staff in post per Member State in October 2015	% Staff from a Member State	Staff share required in function of pupils	Language section coefficient	Target level	Difference	National average salary	Calculated contribution	Expected contribution in 2016 (25%)	OR expected seconded post contribution in 2016
AT	318.83	1.42	20	1.52	18.69	1.00	18.69	1.30	€ 40 284	€ 0	€ 0	0
BE	2 568.42	11.45	190	14.45	150.56	1.00	150.56	39.40	€ 51 683	€ 0	€ 0	0
BG	370.83	1.65	8	0.61	21.74	0.80	17.39	-9.40	€ 4 436	€ 41 698	€ 8 872	2
CY	39.50	0.18	0	0.00	2.32	0.80	1.85	-1.90	€ 42 323	€ 80 414	€ 0	0
CZ	390.83	1.74	16	1.22	22.91	0.80	18.33	-2.30	€ 13 135	€ 30 211	€ 13 135	1
DE	2 596.17	11.57	201	15.29	152.19	1.00	152.19	48.80	€ 53 860	€ 0	€ 0	0
DK	522.83	2.33	30	2.28	30.65	0.80	24.52	5.50	€ 53 730	€ 0	€ 0	0
EE	232.50	1.04	7	0.53	13.63	0.80	10.90	-3.90	€ 9 293	€ 36 243	€ 9 293	1
EL	869.17	3.87	38	2.89	50.95	0.80	40.76	-2.80	€ 19 713	€ 55 196	€ 19 713	1
ES	2 024.33	9.02	87	6.62	118.67	0.80	94.93	-7.90	€ 28 334	€ 223 839	€ 56 668	2
FI	559.00	2.49	30	2.28	32.77	0.80	26.21	3.80	€ 37 702	€ 0	€ 0	0
FR	2 802.25	12.49	188	14.30	164.27	1.00	164.27	23.70	€ 31 085	€ 0	€ 0	0
HR	100.83	0.45	0	0.00	5.91	0.80	4.73	-4.70	€ 11 400	€ 53 580	€ 11 400	1
HU	454.08	2.02	15	1.14	26.62	0.80	21.29	-6.30	€ 6 638	€ 41 819	€ 13 276	2
IE	421.67	1.88	58	4.41	24.72	1.00	24.72	33.30	€ 48 489	€ 0	€ 0	0
IT	2 334.24	10.41	98	7.45	136.83	0.80	109.47	-11.50	€ 28 215	€ 324 473	€ 84 645	3
LT	364.83	1.63	10	0.76	21.39	0.80	17.11	-7.10	€ 5 223	€ 37 083	€ 10 446	2
LU	216.33	0.96	14	1.06	12.68	1.00	12.68	1.30	€ 91 629	€ 0	€ 0	0
LV	247.33	1.10	3	0.23	14.50	0.80	11.60	-8.60	€ 3 893	€ 33 480	€ 7 786	2
MT	74.50	0.33	5	0.38	4.37	1.00	4.37	0.60	€ 15 332	€ 0	€ 0	0
NL	878.00	3.91	70	5.32	51.47	0.80	41.17	28.80	€ 46 774	€ 0	€ 0	0
PL	693.67	3.09	25	1.90	40.66	0.80	32.53	-7.50	€ 9 300	€ 69 750	€ 18 600	2
PT	635.00	2.83	30	2.28	37.22	0.80	29.78	0.20	€ 24 606	€ 0	€ 0	0
RO	385.00	1.72	4	0.30	22.57	0.80	18.05	-14.10	€ 5 750	€ 81 075	€ 23 000	4
SE	595.25	2.65	33	2.51	34.89	0.80	27.91	5.09	€ 42 804	€ 0	€ 0	0
SI	187.83	0.84	4	0.30	11.01	0.80	8.81	-4.80	€ 21 661	€ 103 973	€ 21 661	1
SK	283.67	1.26	12	0.91	16.63	0.80	13.30	-1.30	€ 7 912	€ 10 286	€ 0	0
UK	1 265.83	5.64	119	9.05	74.20	1.00	74.20	44.80	€ 33 846	€ 0	€ 0	0
TOTAL	22 432.72	100.00	1 315	100.00	1 315.00		1 172.33	142.48		€ 1 223 119	€ 298 495	24

PUPILS COMING FROM THE MEMBER STATES/SECONDED TEACHERS BY MEMBER STATE IN ALL SCHOOLS AUTUMN 2016 WITHOUT MUNICH												
A	B	C	E	E	F	G	H	I	J	K	L	M
Nationalities / Member States	Pupils with an EU nationality enrolled 15 October 2016	%	Seconded Staff in post per Member State in October 2016	% Staff from a Member State	Staff share required according to No of pupils	Language section coefficient	Target level	Difference	Average national salary	Calculated contribution	Expected contribution in 2017 (50%)	OR expected seconded post contribution in 2017
AT	306.33	1.33	20	1.56	17.08	1.00	17.08	2.90	€ 40 284	€ 0	€ 0	0
BE	2 682.75	11.63	174	13.53	149.61	1.00	149.61	24.40	€ 51 683	€ 0	€ 0	0
BG	425.33	1.84	14	1.09	23.72	0.80	18.98	-5.00	€ 4 436	€ 22 180	€ 13 308	3
CY	50.67	0.22	1	0.08	2.83	0.80	2.26	-1.30	€ 42 323	€ 55 020	€ 42 323	1
CZ	423.50	1.84	17	1.32	23.62	0.80	18.89	-1.90	€ 13 135	€ 24 957	€ 13 135	1
DE	2 556.00	11.08	193	15.01	142.54	1.00	142.54	50.50	€ 53 860	€ 0	€ 0	0
DK	506.67	2.20	31	2.41	28.26	0.80	22.60	8.40	€ 53 730	€ 0	€ 0	0
EE	258.50	1.12	8	0.62	14.42	0.80	11.53	-3.50	€ 9 293	€ 32 526	€ 18 586	2
EL	903.50	3.92	32	2.49	50.38	0.80	40.31	-8.30	€ 19 713	€ 163 618	€ 78 852	4
ES	2 118.91	9.19	88	6.84	118.16	0.80	94.53	-6.50	€ 28 334	€ 184 171	€ 85 002	3
FI	536.50	2.33	28	2.18	29.92	0.80	23.93	4.10	€ 37 702	€ 0	€ 0	0
FR	2 907.33	12.61	193	15.01	162.13	1.00	162.13	30.90	€ 31 085	€ 0	€ 0	0
HR	119.84	0.52	1	0.08	6.68	0.80	5.35	-4.30	€ 11 400	€ 49 020	€ 22 800	2
HU	496.08	2.15	16	1.24	27.66	0.80	22.13	-6.10	€ 6 638	€ 40 492	€ 19 914	3
IE	418.33	1.81	61	4.74	23.33	1.00	23.33	37.70	€ 48 489	€ 0	€ 0	0
IT	2 369.42	10.27	100	7.78	132.13	0.80	105.71	-5.70	€ 28 215	€ 160 826	€ 84 645	3
LT	367.17	1.59	11	0.86	20.48	0.80	16.38	-5.40	€ 5 223	€ 28 204	€ 15 669	3
LU	233.25	1.01	17	1.32	13.01	1.00	13.01	4.00	€ 91 629	€ 0	€ 0	0
LV	266.83	1.16	3	0.23	14.88	0.80	11.90	-8.90	€ 3 893	€ 34 648	€ 15 572	4
MT	74.75	0.32	5	0.39	4.17	1.00	4.17	0.80	€ 15 332	€ 0	€ 0	0
NL	833.84	3.62	65	5.05	46.50	0.80	37.20	27.80	€ 46 774	€ 0	€ 0	0
PL	773.75	3.36	27	2.10	43.15	0.80	34.52	-7.50	€ 9 300	€ 69 750	€ 37 200	4
PT	661.50	2.87	30	2.33	36.89	0.80	29.51	0.50	€ 24 606	€ 0	€ 0	0
RO	457.84	1.99	6	0.47	25.53	0.80	20.43	-14.40	€ 5 750	€ 82 800	€ 40 250	7
SE	577.34	2.50	36	2.80	32.20	0.80	25.76	10.24	€ 42 804	€ 0	€ 0	0
SI	205.83	0.89	5	0.39	11.48	0.80	9.18	-4.20	€ 21 661	€ 90 976	€ 43 322	2
SK	311.67	1.35	12	0.93	17.38	0.80	13.90	-1.90	€ 7 912	€ 15 033	€ 7 912	1
UK	1 217.09	5.28	92	7.15	67.87	1.00	67.87	24.13	€ 33 846	€ 0	€ 0	0
6 Page TOTAL	23 060.52	100.00	1 286	100.00	1 286.00		1 144.75	141.47		€ 1 054 219	€ 538 490	43

PUPILS COMING FROM THE MEMBER STATES/SECONDED TEACHERS BY MEMBER STATE IN ALL SCHOOLS AUTUMN 2017 WITHOUT MUNICH

Nationalities / Member States	Pupils with an EU nationality enrolled 15.10 2017	%	Seconded Staff in post per Member State in October 2017	% Staff out of a Member State	Staff share required in function of pupils	Language section coefficient	Target level	Difference	National average salary	Calculated contribution	Expected contribution in 2018 (50%)	OR expected seconded post contribution in 2018
AT	288	1.2	18	1.5	15.3	1	15.3	2.7	€ 38,546	€ 0	€ 0	0
BE	2,773.50	11.9	157	12.7	146.9	1	146.9	10.1	€ 46,523	€ 0	€ 0	0
BG	467.17	2	14	1.1	24.7	0.8	19.8	-5.8	€ 2,962	€ 17,180	€ 8,886	3
CY	57.67	0.2	2	0.2	3.1	0.8	2.4	-0.4	€ 19,287	€ 7,715	€ 0	0
CZ	455	2	17	1.4	24.1	0.8	19.3	-2.3	€ 9,558	€ 21,983	€ 9,558	1
DE	2,502.00	10.7	186	15.1	132.5	1	132.5	53.5	€ 45,644	€ 0	€ 0	0
DK	479.83	2.1	29	2.4	25.4	0.8	20.3	8.7	€ 56,020	€ 0	€ 0	0
EE	263.5	1.1	9	0.7	14	0.8	11.2	-2.2	€ 11,719	€ 25,782	€ 11,719	1
EL	978.67	4.2	38	3.1	51.8	0.8	41.5	-3.5	€ 14,297	€ 50,040	€ 28,594	2
ES	2,123.33	9.1	84	6.8	112.5	0.8	90	-6	€ 31,670	€ 190,020	€ 95,010	3
FI	530.33	2.3	27	2.2	28.1	0.8	22.5	4.5	€ 40,851	€ 0	€ 0	0
FR	2,920.58	12.5	192	15.6	154.7	1	154.7	37.3	€ 28,563	€ 0	€ 0	0
HR	142.5	0.6	1	0.1	7.5	0.8	6	-5	€ 6,696	€ 33,480	€ 20,088	3
HU	541.25	2.3	17	1.4	28.7	0.8	22.9	-5.9	€ 5,563	€ 32,822	€ 16,689	3
IE	413.33	1.8	58	4.7	21.9	1	21.9	36.1	€ 43,164	€ 0	€ 0	0
IT	2,438.17	10.5	101	8.2	129.2	0.8	103.3	-2.3	€ 26,683	€ 61,371	€ 26,683	1
LT	393	1.7	13	1.1	20.8	0.8	16.7	-3.7	€ 5,352	€ 19,802	€ 10,704	2
LU	238.25	1	18	1.5	12.6	1	12.6	5.4	€ 65,856	€ 0	€ 0	0
LV	278.33	1.2	3	0.2	14.7	0.8	11.8	-8.8	€ 4,347	€ 38,254	€ 17,388	4
MT	78.08	0.3	6	0.5	4.1	1	4.1	1.9	€ 22,846	€ 0	€ 0	0
NL	789.42	3.4	62	5	41.8	0.8	33.5	28.5	€ 50,524	€ 0	€ 0	0
PL	864.08	3.7	29	2.4	45.8	0.8	36.6	-7.6	€ 8,437	€ 64,121	€ 33,748	4
PT	669.17	2.9	31	2.5	35.4	0.8	28.4	2.6	€ 26,020	€ 0	€ 0	0
RO	503.83	2.2	7	0.6	26.7	0.8	21.4	-14.4	€ 6,774	€ 97,546	€ 47,418	7
SE	561.42	2.4	32	2.6	29.7	0.8	23.8	8.2	€ 41,275	€ 0	€ 0	0
SI	235	1	6	0.5	12.4	0.8	10	-4	€ 17,841	€ 71,364	€ 35,682	2
K	305.67	1.3	14	1.1	16.2	0.8	13	1	€ 6,947	€ 0	€ 0	0
UK	985.67	4.2	62	5	52.2	1	52.2	9.8	€ 32,531	€ 0	€ 0	0
TOTAL	23,276.75	100	1,233.00	100	1,233.00		1,094.50	138.4		€ 731,479	€ 362,167	36

In absolute terms, it is undeniable that the agreement has contributed to reducing negative contributions in most cases:

A	2014	2015	2016	2017
Nationalities / Member States	Difference	Difference	Difference	Difference
AT	-0.70			
BE				
BG	-8.50	-9.40	-5.00	-5.80
CY	-1.70	-1.90	-1.30	-0.40
CZ	-0.50	-2.30	-1.90	-2.30
DE				
DK	-0.20			
EE	-5.30	-3.90	-3.50	-2.20
EL	-2.50	-2.80	-8.30	-3.50
ES	-13.60	-7.90	-6.50	-6.00
FI				
FR				
HR	-2.40	-4.70	-4.30	-5.00
HU	-4.00	-6.30	-6.10	-5.90
IE				
IT	-22.70	-11.50	-5.70	-2.30
LT	-8.20	-7.10	-5.40	-3.70
LU				
LV	-7.90	-8.60	-8.90	-8.80
MT				
NL				
PL	-3.80	-7.50	-7.50	-7.60
PT				
RO	-12.80	-14.10	-14.40	-14.40
SE				
SI	-3.30	-4.80	-4.20	-4.00
SK	-0.40	-1.30	-1.90	
UK				
TOTAL	-98.50	-94.10	-84.90	-71.90

Some other observations can also be made.

If the pattern of development of the number of pupils is compared with that of the number of seconded teachers:

A	B1	B2	B3	B4		E1	E2	E3	E4	
Nationalities / Member States	Pupils with an EU nationality enrolled 15.10.2014	Pupils with an EU nationality enrolled 15.10.2015	Pupils with an EU nationality enrolled 15.10.2016	Pupils with an EU nationality enrolled 15.10.2017	Difference B4-B1	Seconded Staff in post per Member State in September 2014	Seconded Staff in post per Member State in October 2015	Seconded Staff in post per Member State in October 2016	Seconded Staff in post per Member State in October 2017	Difference E4-E1
AT	297.00	318.83	306.33	288.00	-9.00	18	20	20	18	0.00
BE	2,269.00	2,568.42	2,682.75	2,773.50	504.50	202	190	174	157	-45.00
BG	308.00	370.83	425.33	467.17	159.17	7	8	14	14	7.00
CY	33.00	39.50	50.67	57.67	24.67	0	0	1	2	2.00
CZ	308.00	390.83	423.50	455.00	147.00	15	16	17	17	2.00
DE	2,689.00	2,596.17	2,556.00	2,502.00	-187.00	203	201	193	186	-17.00
DK	559.00	522.83	506.67	479.83	-79.17	28	30	31	29	1.00
EE	225.00	232.50	258.50	263.50	38.50	6	7	8	9	3.00
EL	805.00	869.17	903.50	978.67	173.67	38	38	32	38	0.00
ES	1,978.00	2,024.33	2,118.91	2,123.33	145.33	86	87	88	84	-2.00
FI	593.00	559.00	536.50	530.33	-62.67	31	30	28	27	-4.00
FR	2,747.00	2,802.25	2,907.33	2,920.58	173.58	187	188	193	192	5.00
HR	48.00	100.83	119.84	142.50	94.50	0	0	1	1	1.00
HU	357.00	454.08	496.08	541.25	184.25	14	15	16	17	3.00
IE	428.00	421.67	418.33	413.33	-14.67	61	58	61	58	-3.00
IT	2,218.00	2,334.24	2,369.42	2,438.17	220.17	89	98	100	101	12.00
LT	321.00	364.83	367.17	393.00	72.00	8	10	11	13	5.00
LU	204.00	216.33	233.25	238.25	34.25	17	14	17	18	1.00
LV	217.00	247.33	266.83	278.33	61.33	3	3	3	3	0.00
MT	73.00	74.50	74.75	78.08	5.08	5	5	5	6	1.00
NL	909.00	878.00	833.84	789.42	-119.58	75	70	65	62	-13.00
PL	532.00	693.67	773.75	864.08	332.08	23	25	27	29	6.00
PT	582.00	635.00	661.50	669.17	87.17	30	30	30	31	1.00

RO	293.00	385.00	457.84	503.83	210.83	2	4	6	7	5.00
SE	552.00	595.25	577.34	561.42	9.42	37	33	36	32	-5.00
SI	126.00	187.83	205.83	235.00	109.00	3	4	5	6	3.00
SK	227.00	283.67	311.67	305.67	78.67	11	12	12	14	3.00
UK	1,416.00	1,265.83	1,217.09	985.67	-430.33	143	119	92	62	-81.00
TOTAL	21,314.00	22,432.72	23,060.52	23,276.75	1,962.75	1,342	1,315	1,286	1,233	-109.00

It can be seen that while the pupil population increased from 21,314 to 23,277 pupils, i.e. a positive difference of 1963 pupils, the number of secondments decreased from 1,342 to 1,233 teachers, i.e. a difference of -109.

This phenomenon is also confirmed when the total number of secondments, compared with the total number of full-time equivalent locally recruited teachers, is considered.

School Year	LRT	%	SEC	%	TOT
2014-15	707	32.9	1441	67.1	2148
2015-16	825	36.6	1428	63.4	2253
2016-17	911	39.4	1401	60.6	2312
2017-18	1007	42.7	1351	57.3	2358

These figures, taken from the Secretary-General's report, differ from the ones used for the cost sharing agreement, because data for the Munich School are also included.

In any event, they unquestionably show a decrease in the overall number of secondments, which is accompanied by an even more substantial increase in the total number of full-time equivalent locally recruited teachers.

The overall increase in the number of full-time equivalent teachers (seconded and locally recruited) is in line with the increase noted in the number of pupils in the System.

This year a large number of teaching posts, corresponding to the teaching of languages, have been proposed for creation:

EN	114
FR	64
DE	33
NL	3
BG	2
DK	1
EL	2
ES	8
FIN	1
HU	1
HR	2
IT	3
LT	3
RO	4
EN/FR/DE	44
Total	285

Delegations have announced their intention of filling only a small proportion of these posts, meaning that an increasing number of full-time teaching posts will remain covered by teachers recruited locally.

The contribution to the System's budget from the Member States and the European Commission over the same years:

		2014	2015	2016	2017
Member	€	54 479 484	55 008 107	53 339 888	51 626 805
States	%	19.60%	19.60%	18.11%	16.67%
Commission	€	167 205 308	168 938 943	177 859 779	189 878 637
	%	60.10%	60.00%	60.38%	61.67%

shows a marked decrease in the Member States' contributions, in both absolute and percentage terms, and a marked increase in the European Commission's contribution, again in both absolute and percentage terms.

As a point of reference, it might be interesting look at the pattern of development of the pupil population and of their categories over the same years:

School Year	Cat1	%	Cat2	%	Cat3	%	Total
2014-15	19823	78.1	1139	4.5	4423	17.4	25385
2015-16	20530	80.9	1085	4.3	4288	16.9	25903
2016-17	21310	83.9	1077	4.2	4304	17.0	26691
2017-18	21874	86.2	1011	4.0	3992	15.7	26877

Conclusion of the Budgetary Committee

The Budgetary Committee took note of the follow-up on Cost Sharing and invites the Board of Governors to address this issue as a matter of priority.



EUROPEAN COMMISSION
DIRECTORATE-GENERAL
HUMAN RESOURCES AND SECURITY
Directorate HR.E – Legal Affairs & Partnerships
Director

Brussels,

Mr Giancarlo Marcheggiano
Secretary-General of the European
Schools
OSG-SECRETARY-
GENERAL@eursc.eu

Subject: Recruiting and retaining teachers in the European Schools and cost-sharing

Gentile Segretario Generale,

Dear Mr Marcheggiano,

As you know, during the meetings held in the last trimester of 2017 between Commissioner Oettinger and the Directors of the European Schools as well as with Interparents and Parents' Associations representatives, the question of the attractiveness and retention of teachers in the European Schools System was discussed.

Moreover, in the decision-making bodies, the issue of the cost-sharing model has been raised frequently in view of the lessons learned, the proportion between the seconded teachers and the local recruited teachers and the fact that the model should be reviewed before September 2020.

Also, Commissioner Oettinger announced his intention to hold further discussions and raise awareness of the Member States on a fair cost-sharing between the Member States and the EU budget.

In order to tackle these two important issues, a better understanding and a more comprehensive analysis of both is required.

However, so far, regarding the capacity of the European Schools to attract and retain teachers, we don't dispose of concrete data reflecting the real situation of each European School. As regards the locally recruited teachers, some proposals are under discussion in the context of the relevant Working Group and will be submitted to the Budgetary Committee and the Board of Governors.

In our meetings held in January and February at your level, respectively with Ms Saúde and myself, the subject has been raised and in particular the need to have a clearer picture of the situation by School. Moreover, during the last meeting of the Working Group of

Locally Recruited Teachers, the Commission requested that concrete information be provided, namely:

- the profile of teachers that are more difficult to attract: in which cycle/language/subject;
- in which locations are the European Schools facing this problem and/or are salaries of locally recruited teachers no longer competitive in comparison with national salaries and/or international and accredited schools.

The same data would need to be provided for seconded staff:

- which Member States are facing difficulties to second teachers (profile of the teacher by language of tuition/subject) and to which European Schools,
- number of refusals by the teachers to be seconded to a particular European School or a location (e.g. Luxembourg) in a given Member State.

Therefore, the Commission requests the provision of such an analysis before the next meetings of the Budgetary Committee and the Board of Governors, in order to enable a focused and evidence-based discussion on the most appropriate and effective measures to be taken accordingly.

Concerning the cost-sharing model, as you know, the number of seconded teachers compared with locally recruited teachers has been constantly decreasing, being now around 55% versus 67% in the school year 2013/14. Consequently, the financial contributions resulting from the Member States revenues are decreasing from a budget to another, e.g. around 19 % in 2014 to 16% in the budget 2018. This occurs despite the fact that the founding principle of the ES system is based on secondment or assignment of teachers by Member States.

Taking into account the length of the discussions of the existing cost-sharing model before it entered into force, it's urgent to start the reflexion on the new cost model to be applied as from September 2020.

In this context, the Commission proposes that a discussion takes place on both subjects, on the basis of factual data, during the next Board of Governors.

Yours sincerely,

Cordialité



Marco Umberto MORICCA

Copy: Ms Katre Mehine (Estonian Presidency)
Ms Mariana Saude, Head of Unit DG HR.E.4