



Schola Europaea

Office of the Secretary-General

Ref.: 2019-10-D-28-en-2

Original: EN

Sharing of the costs of seconded staff amongst the Member States (Cost Sharing)

Board of Governors

Meeting on 3-5 December 2019 – Brussels

BACKGROUND

The 'Cost Sharing' agreement adopted in November 2013 by written procedure, which would have come to an end this year, was replaced by a decision of the Board of Governors taken at its meeting in Athens in April 2019. The newly approved Cost Sharing agreement is based on four main elements:

1. the number of pupils by nationality,
2. the number of seconded staff members by nationality,
3. the target level for the number of seconded staff members.
4. the language section structure of the system, which implies a correcting coefficient

The number of pupils on roll is recorded on 15 October each year. All – and only – pupils with EU nationality are taken into account – except the pupils of the European School, Munich. 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, etc.).

All types of seconded posts (teaching, managerial, supervisory, etc.) are taken into account when defining the allocation of posts. The 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.

In order to determine the target level for the overall number of secondments, as a basis for the calculations, the number of seconded staff currently in place was taken and the number of Full-Time Equivalent (FTE) Locally Recruited Teachers (LRT) was added. Then 65% of this number represents the target level for the overall number of secondments, to reach the target ratio of 65/35% for seconded teachers and LRT respectively.

Each national contribution in terms of secondments is calculated on the basis of the percentage of pupils and the target level for the total number of secondments and then amended using the correcting coefficients of the language sections.

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 only some language sections. Based on this categorisation, two correcting coefficients have been introduced. The difference between the two coefficients should remain 0.2¹ and the coefficients should be close to 1. The coefficients are then determined, so that the target level remains unchanged after their application (multiplication with respect to each national contribution in terms of secondments).

Member States have been given a period of five years to reach the expected level of secondments.

The first year, Member States would be requested to make one fifth of the secondments expected at the end of the five years. Fractions of posts resulting from the calculation would be rounded off to the nearest integer.

¹ The difference of 0.2 in correcting coefficients, for Member States where one of the L2s of the European Schools (English, French or German) has official status and all other Member States, corresponds to the calculated difference in teaching time in L1 and L2 in the European Schools' curriculum.

Year by year, Member States would be requested to make $1/X$ (X will be equal, year by year, to 4, 3, 2 and finally 1) of the secondments expected at the end of the X^{th} year. Fractions of posts will always be rounded off to the nearest integer.

It should be noted that the target level of secondments that each Member State would need to make will need to be updated (recalculated) every year, on the basis of the updated number of pupils' nationalities, the number of seconded teachers and the target level for the overall number of secondments.

Since several delegations have expressed the need to know in advance the expected contribution in terms of secondments, it has been decided to use the figures for the year N to calculate the expected contribution for the year $N+2$.

This means that the figures for pupil population and seconded teachers for the year N are used to calculate the expected contribution in terms of secondments for the year $N+2$. In this way, since the results of these calculations are available in December of the year N , delegations will have the time required to make the resources available, in order to meet their obligation in year $N+2$.

Hence, the expected contribution will be known sufficiently in advance and it will nevertheless be possible for the dynamics of the process to be respected.

This means that the BoG has already decided on the expected contribution for September 2020, based on the new Cost Sharing model and on the figures for pupils' nationalities and seconded teachers for the last school year (situation on 18 October).

The Cost Sharing tables for September 2019, 2020 and 2021 appear below.

PUPILS COMING FROM THE MEMBER STATES/SECONDED TEACHERS BY MEMBER STATE IN ALL SCHOOLS AUTUMN 2018 WITHOUT MUNICH											
A	B	C	D	E	F	G	H	I	L	M	N
Nationalities / Member States	Pupils with an EU nationality enrolled 15.10.2018	% Pupils with an EU nationality	Seconded Staff in post per Member State in October 2018	% Staff out of a Member State	Staff share required in function of pupils	Language section coefficient	Target level (F*G)	Difference (D-H)	expected seconded post contribution in 2019	total expected secondments in 2019 (D+L)	Seconded Staff in post per Member State in October 2019
AT	292.67	1.24	16	1.31	15.1	1.0	15.1	0.9	0	16	16
BE	2,811.17	11.90	157	12.87	145.1	1.0	145.1	11.9	0	157	165
BG	479.33	2.03	14	1.15	24.7	0.8	19.8	-5.8	6	20	17
CY	54.16	0.23	2	0.16	2.8	0.8	2.2	-0.2	0	2	2
CZ	495.83	2.10	18	1.48	25.6	0.8	20.5	-2.5	3	21	21
DE	2,501.17	10.59	186	15.25	129.1	1.0	129.1	56.9	0	186	175
DK	435.83	1.84	28	2.30	22.5	0.8	18.0	10.0	0	28	27
EE	238.50	1.01	10	0.82	12.3	0.8	9.9	0.1	0	10	11
EL	1,018.67	4.31	38	3.11	52.6	0.8	42.1	-4.1	4	42	37
ES	2,145.00	9.08	90	7.38	110.7	0.8	88.6	1.4	0	90	95
FI	508.83	2.15	29	2.38	26.3	0.8	21.0	8.0	0	29	28
FR	2,952.58	12.50	191	15.66	152.4	1.0	152.4	38.6	0	191	192
HR	171.17	0.72	1	0.08	8.8	0.8	7.1	-6.1	6	7	1
HU	566.42	2.40	17	1.39	29.2	0.8	23.4	-6.4	6	23	17
IE	402.00	1.70	57	4.67	20.8	1.0	20.8	36.2	0	57	58
IT	2,526.50	10.69	99	8.11	130.4	0.8	104.4	-5.4	5	104	91
LT	401.33	1.70	15	1.23	20.7	0.8	16.6	-1.6	2	17	17
LU	237.42	1.00	18	1.48	12.3	1.0	12.3	5.7	0	18	19
LV	279.83	1.18	4	0.33	14.4	0.8	11.6	-7.6	8	12	5
MT	85.08	0.36	5	0.41	4.4	1.0	4.4	0.6	0	5	5
NL	756.58	3.20	58	4.75	39.1	0.8	31.3	26.7	0	58	56
PL	944.58	4.00	32	2.62	48.8	0.8	39.0	-7.0	7	39	35
PT	697.00	2.95	31	2.54	36.0	0.8	28.8	2.2	0	31	32
RO	591.17	2.50	13	1.07	30.5	0.8	24.4	-11.4	11	24	15
SE	541.08	2.29	28	2.30	27.9	0.8	22.3	5.7	0	28	26
SI	251.00	1.06	7	0.57	13.0	0.8	10.4	-3.4	3	10	9
SK	329.17	1.39	13	1.07	17.0	0.8	13.6	-0.6	1	14	13
UK	915.17	3.87	43	3.52	47.3	1.0	47.3	-4.3	4	47	38
TOTAL	23,629.24	100.00	1,220	100.00	1,220.0		1,081.3	138.5	66	1286	1223

The Cost Sharing table for September 2019 is still based on the old Cost Sharing calculation and data on 15 October 2018.

REVISED COST SHARING AGREEMENT: EXPECTED SITUATION IN SEPTEMBER 2020
PUPILS COMING FROM THE MEMBER STATES/SECONDED TEACHERS BY MEMBER STATE IN ALL SCHOOLS AUTUMN 2018
WITHOUT MUNICH

A	B	C	D	E	F	G	H	I	J	K
Nationalities / Member States	Pupils with an EU nationality enrolled 15.10.2018	%	Seconded Staff in post per Member State in October 2018	Staff share required in function of pupils	Language section coefficient	Target level (F*E)	Total expected seconded posts (G-D)	expected seconded post extra contribution in 2020 (H/5)	Total expected secondments in 2019	Total expected seconded posts in place on 2020 (I+J)
AT	292.67	1.24	16	18	1.11	20	4	1	16	17
BE	2,811.17	11.90	157	170	1.11	189	32	6	157	163
BG	479.33	2.03	14	29	0.91	26	12	2	20	22
CY	54.16	0.23	2	3	0.91	3	1	0	2	2
CZ	495.83	2.10	18	30	0.91	27	9	2	21	23
DE	2,501.17	10.59	186	151	1.11	168	0	0	186	186
DK	435.83	1.84	28	26	0.91	24	0	0	28	28
EE	238.50	1.01	10	14	0.91	13	3	1	10	11
EL	1,018.67	4.31	38	62	0.91	56	18	4	42	46
ES	2,145.00	9.08	90	130	0.91	118	28	6	90	96
FI	508.83	2.15	29	31	0.91	28	0	0	29	29
FR	2,952.58	12.50	191	178	1.11	199	8	2	191	193
HR	171.17	0.72	1	10	0.91	9	8	2	7	9
HU	566.42	2.40	17	34	0.91	31	14	3	23	26
IE	402.00	1.70	57	24	1.11	27	0	0	57	57
IT	2,526.50	10.69	99	153	0.91	140	41	8	104	112
LT	401.33	1.70	15	24	0.91	22	7	1	17	18
LU	237.42	1.00	18	14	1.11	16	0	0	18	18
LV	279.83	1.18	4	17	0.91	15	11	2	12	14
MT	85.08	0.36	5	5	1.11	6	1	0	5	5
NL	756.58	3.20	58	46	0.91	42	0	0	58	58
PL	944.58	4.00	32	57	0.91	52	20	4	39	43
PT	697.00	2.95	31	42	0.91	39	8	2	31	33
RO	591.17	2.50	13	36	0.91	33	20	4	24	28
SE	541.08	2.29	28	33	0.91	30	2	0	28	28
SI	251.00	1.06	7	15	0.91	14	7	1	10	11
SK	329.17	1.39	13	20	0.91	18	5	1	14	15
UK	915.17	3.87	43	55	1.11	62	19	4	47	51
TOTAL	23,629.24	100.00	1,220	1,427		1,427		56	1286	1,342
			1,427		1.11465					

The Cost Sharing table for September 2020 is based on the new Cost Sharing calculation and data on 15 October 2018.

The number of extra secondments to be made by each Member State is shown in column I. For the Member States' reference, the total number of secondments expected in 2020, based on the situation existing when the agreement was reached (2018-19), is also shown, in column J.

REVISED COST SHARING AGREEMENT: EXPECTED SITUATION IN SEPTEMBER 2021										
PUPILS COMING FROM THE MEMBER STATES/SECONDED TEACHERS BY MEMBER STATE IN ALL SCHOOLS AUTUMN 2018										
WITHOUT MUNICH										
A	B	C	D	E	F	G	H	I	J	K
Nationalities / Member States	Pupils with an EU nationality enrolled 15.10.2019	%	Seconded Staff in post per Member State in October 2019	Staff share required in function of pupils	Language section coefficient	Target level (F*E)	Total expected seconded posts (G-D)	expected seconded post extra contribution in 2021 (H/4)	Total expected seconded posts in place on 2020	Total expected seconded posts in place on 2021 (K+I)
AT	279.84	1.16	16	17	1.1	19	3	1	17	18
BE	2,903.66	12.03	165	174	1.1	194	29	7	163	170
BG	532.50	2.21	17	32	0.9	29	12	3	22	25
CY	57.17	0.24	2	3	0.9	3	1	0	2	2
CZ	545.09	2.26	21	33	0.9	30	9	2	23	25
DE	2,506.91	10.39	175	150	1.1	168	0	0	186	186
DK	399.66	1.66	27	24	0.9	22	0	0	28	28
EE	231.50	0.96	11	14	0.9	13	2	1	11	12
EL	1,106.00	4.58	37	66	0.9	61	24	6	46	52
ES	2,141.67	8.87	95	129	0.9	118	23	6	96	102
FI	476.83	1.98	28	29	0.9	26	0	0	29	29
FR	2,980.91	12.35	192	179	1.1	200	8	2	193	195
HR	185.50	0.77	1	11	0.9	10	9	2	9	11
HU	602.42	2.50	17	36	0.9	33	16	4	26	30
IE	394.17	1.63	58	24	1.1	26	0	0	57	57
IT	2,628.91	10.89	91	158	0.9	144	53	13	112	125
LT	432.00	1.79	17	26	0.9	24	7	2	18	20
LU	254.92	1.06	19	15	1.1	17	0	0	18	18
LV	288.83	1.20	5	17	0.9	16	11	3	14	17
MT	89.58	0.37	5	5	1.1	6	1	0	5	5
NL	745.25	3.09	56	45	0.9	41	0	0	58	58
PL	1,008.16	4.18	35	61	0.9	55	20	5	43	48
PT	710.16	2.94	32	43	0.9	39	7	2	33	35
RO	652.16	2.70	15	39	0.9	36	21	5	28	33
SE	512.92	2.13	26	31	0.9	28	2	1	28	29
SI	257.17	1.07	9	15	0.9	14	5	1	11	12
SK	341.50	1.41	13	21	0.9	19	6	2	15	17
UK	871.50	3.61	38	52	1.1	58	20	5	51	56
TOTAL	24,136.89	100.00	1,223	1,449		1,449		73	1,342	1,415
			1,449		1.115					

The Cost Sharing table for September 2021 is based on the new Cost Sharing calculation and data on 15 October 2019.

The number of extra secondments to be made by each Member State is shown in column I. For the Member States' reference, the total number of secondments expected in 2020, based on the situation existing when the agreement was reached (2018-19), and the expected secondments in the subsequent years, according to the agreement, are also shown, in column J.