



EUROPEAN COMMISSION

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## ORIENTATIONS ON THE FUTURE EU CONTRIBUTION

### FOR CHILDREN OF STAFF IN TYPE II SCHOOLS

#### 1. BACKGROUND

In the context of the ongoing reform process of the European Schools, the European Commission has expressed at Ministerial level its willingness and commitment to contribute financially, according to the number of children of EU staff, in the future type II schools, in parallel to the main commitment and responsibility of those national authorities who create such schools (see the Presidency Conclusions of the Ministerial meeting of 13.11.2006).

Type II schools will be national or international schools which provide European Schooling to the children of European Union Staff where European Institutions, Agencies or equivalents are existing or about to be founded and which are entitled to offer the European Baccalaureate. These schools are governed and financed by the host country authorities, whilst the European Union will contribute financially according to the number of children of EU staff attending them. The host country authorities will be responsible for the financial planning, management, resources as well as review and reporting procedures related to outcomes, activities and expenditure according to national legislation and rules. Type II schools will also comply with the procedures of Accreditation and Cooperation Agreement of the European Schools system.

As a first step, the Board of Governors decided in October 2007 to amend the Accreditation and Cooperation Agreement by adding article 9 as follows:

*"This agreement is subject to the conditions precedent of conclusion by the accredited school of a financing agreement with the European Commission (or another European Community Organisation), the purpose of which shall be to provide financial compensation, resulting from application of Article 8. ..."*

Furthermore, it is foreseen that type II schools would be linked to the European Schools system by Attainment Contracts, covering pedagogical, financial and practical aspects. Conclusions or agreements on the EU financial contribution for the children of staff in

the type II schools will be made separately on a bilateral level between the European Commission (or other EU Institution/agency or equivalent) and the school (or provider) as stated in the article 9 above.

The necessity to amend the Convention and to define the appropriate legal bases to allow this type of financing will have to be assessed in due time, once the agreement at political level is also reached on the main key issues of the reform at Ministerial level to ensure the global coherence.

## **2. PROPOSED APPROACH**

As mentioned beforehand, the approach proposed by the Commission is based on the principle that the EU financial contribution should be limited to the number of children of EU staff in each accredited school.

### **2.1. Defining the recipients**

The type II schools will have relative autonomy within the framework of the Attainment contract defining pedagogical and financial requirements and reporting obligation.

The issue concerning to which recipient the contribution should be paid is to be defined first, since it influences the definition of the actual contribution.

Direct payment should be made to the schools as the future contribution is a financial incentive for establishing type II schools on Member States territory.

### **2.2. Definition and nature of costs to be "covered"**

In the current type I schools salaries, pedagogical material and running costs (heating, etc.) are included in the contribution from the EU budget. The teachers' salaries represent 85% of the total European schools budget.

However, the Ministerial conclusions of 13.11.2006 clearly state that the Member States must bear a greater financial responsibility for delivering type II schools than in the current European schools.

Therefore, it is proposed that, for type II schools, the EU contribution be based solely on the teachers' salaries.

#### ***References for the EU contribution***

The type of costs to be considered being defined, it is crucial to determine which elements should be used as a reference to determine the teachers' salary costs and, therefore, the EU contribution.

After thorough reflection, the following is proposed:

a) The contribution would be based on a standard formula which would use two elements of reference:

- the average national salary of teachers in the host country of each type II accredited school (here called "national based reference")

and

- the average salary of seconded teachers within the current European Schools (here called "EU based reference").

By ensuring such a mixed balance between an average ES teachers' salary and an average teachers' national salary, the approach implies in itself a corrective mechanism, which introduces more equity having regard to the respective average of national costs for teachers while keeping global incentive for type II schools. It has to be emphasised that the average salary of seconded teachers in the ES is higher than the best national average salary (see annex 1) and that this corrective mechanism is a precondition to take into account the wide range of national average costs (showing a proportion from 1 to 20) and their evolution in the future.

b) Starting from this reference other parameters could be taken into consideration. They have to be assessed in order to fix the final balance during the negotiation. These parameters to set the contribution might amongst others and for instance include:

- the balance between the two basic elements of reference (averages for the EU based and the national based references)
- the share between primary and secondary level and their respective costs
- if need be, the incentive nature of the final contribution

c) The standard formula and the parameters will be used as a basis for fixing the EU contribution per EU staff child.

d) The approach offers the following advantages:

- the formula takes into account the fact that the type II schools will need both expatriated and locally recruited teachers: this is fully in line with the spirit and organisation of the European School System;
- in terms of transparency, the bases and the calculation of the contribution will be known to Member States in advance. This would ease to forecast the total cost for the EU and the income for the schools;
- the approach will ensure an incentive for the Member States as all type II schools would get a more attractive amount per pupil than in the national system;
- moreover, it will allow through the various parameters to have a better consideration of the local specificities.

e) As a matter of fact, all these parameters have to be carefully analysed in order to determine their final balance and their impact on the EU contribution.

***Outstanding issues***

Bilateral Financing Agreements between the concerned Member State and/or individual type II school (or provider of education) and the European Commission (or other EU Organisation) would need to be defined as well as practical modalities.

**Salaires nationaux moyen des enseignants du secondaire sur base enseignants détachés dans les EE type I en 2005/2006**

Etat membre d'origine	Traitement national (1)	Traitement européen moyen 2006 (2)
Allemagne	4.221 €	6.170 €
Autriche	2.847 €	6.170 €
Belgique	3.853 €	6.170 €
Bulgarie		6.170 €
Chypre		6.170 €
Danemark	4.066 €	6.170 €
Espagne	2.294 €	6.170 €
Estonie		6.170 €
Finlande	2.457 €	6.170 €
France	2.587 €	6.170 €
Grèce	1.598 €	6.170 €
Hongrie	531€*	6.170 €
Italie	2.331 €	6.170 €
Irlande	4.098 €	6.170 €
Lettonie		6.170 €
Lituanie	312 €	6.170 €
Luxembourg	5.787 €	6.170 €
Malte		6.170 €
Pays-Bas	2.841 €	6.170 €
Pologne	920 €	6.170 €
Portugal	5.190 €	6.170 €
Rép. Tchèque	737€*	6.170 €
Roumanie		6.170 €
Royaume-Uni	3.103 €	6.170 €
Slovaquie	293€*	6.170 €
slovénie	1511€*	6.170 €
Suède	2.923 €	6.170 €

(1) les traitements ci-dessous ne sont que très partiellement représentatifs de la moyenne des salaires nationaux : certaines données représentent la moyenne des salaires d'une vingtaine de personnes d'âge différent, alors que d'autres sont le salaire d'un individu parfois en début de carrière, parfois en toute fin de carrière; de plus, pour donner une idée la plus complète possible de l'éventail des rémunérations nationales, certaines rémunérations, suivies d'un astérisque, sont celles de 2005 (pas de détachement en 2006)

(2) la majorité des enseignants des EE sont détachés à un âge leur permettant de bénéficier de l'échelon maximal actuellement prévu au moment du recrutement (7ème échelon); c'est donc cette valeur qui est prise en compte (montant 2006); avec les allocations diverses qui s'ajoutent au traitement de base, la moyenne constatée dans l'ensemble des écoles est supérieure (7175€)

**Salaires nationaux moyen des enseignants du primaire sur base enseignants détachés dans les EE type I en 2005/2006**

Etat membre d'origine	Traitement national (1)	Traitement européen moyen 2006 (2)
Allemagne	3.631 €	4.676 €
Autriche	2127€*	4.676 €
Belgique	2.936 €	4.676 €
Bulgarie		4.676 €
Chypre		4.676 €
Danemark	3.521 €	4.676 €
Espagne		4.676 €
Estonie		4.676 €
Finlande	2.164 €	4.676 €
France	2.270 €	4.676 €
Grèce	1.672 €	4.676 €
Hongrie	426 €	4.676 €
Italie	1.645 €	4.676 €
Irlande	3.892 €	4.676 €
Lettonie		4.676 €
Lituanie		4.676 €
Luxembourg	4.599 €	4.676 €
Malte		4.676 €
Pays-Bas	2.140 €	4.676 €
Pologne	517€*	4.676 €
Portugal	3.632 €	4.676 €
Rép. Tchèque	276€*	4.676 €
Roumanie		4.676 €
Royaume-Uni	3.322 €	4.676 €
Slovaquie		4.676 €
Slovénie	1062€*	4.676 €
Suède	2.996 €	4.676 €

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