

April Board Meeting

Date: 15/04/2021 from 19h to 23h15

Location: ZOOM (online)

Present: Vanessa Aulehla – Bengt Davidsson – Catarina Duarte Gomes – Pim Gesquiere – Andrea Grgić – Sebastian Guerrero – Giles Houghton-Clarke – Raquel Jimenez Lopez – Szilvia Kalman – Natalia Karpenko – Ona Kostinaitė-Grinkevičienė – Roberta Maggio – Minna Melleri – Christine Pyka – Johanna Schulyok – Kevin Smith – Michael Teutsch – Marjo Toivo – Anna Yavorska – David Zelinger

Other: Anja Galle – Ferhan Pelister – Clémence Eugene

Absent: Tatiana Almeida - Anna Grömer

Introduction

1. [Approval of the agenda](#)

The agenda is approved by 89% of the Board (16 yes – 2 no 11% – 0 abstain)

2. [Approval of the postponed Board meeting date \(15 April 2021\)](#)

The postponed date is approved by 100% (19 yes – 0 no – 0 abstain)

Discussion points & votes

1. [Belgian Covid regulations announcement](#)

Canteen: The Belgian government introduced new rules on 14/4/2021 allowing the APEEE to serve warm canteen meals for nursery and primary pupils again. Secondary student cannot be served warm meals.

School buses: no changes are announced, the situation will remain the same as before Easter break. Nursery, Primary and Secondary pupils are required to wear a mask.

Extra-curricular activities: no changes are announced, the situation will remain the same as before Easter break. P4 and P5 will be asked to wear a mask.

The school requests the same configuration for the canteen service as before the Easter break, meaning warm meals for nursery, lunch boxes for primary and cafeteria for secondary.

If warm meals were to be served to primary and nursery, the nursery would be served as of Monday 19th (due to available stock) but primary would be served as of Thursday 22nd (no sufficient stocks).

The lunch boxes have not gained sufficient subscriptions to be economically viable, therefore the APEEE will incur substantial losses if the service is continued. Opening the canteen for just nursery meals and cafeteria is also highly loss making so not sustainable without also serving primary pupils. Significant further losses can only be avoided by either offering a full warm

meal service to nursery and primary plus cafeteria for secondary and teachers or to close the canteen completely.

Board votes:

Does the Board agree to open the Canteen services with the substantial financial losses (for the lunch boxes)?

The Board does not approve the opening by 70 % (5 yes 25% - 14 no 70% - 1 abstain 5%)

Unless the Board can deliver warm meals to Primary and Nursery, the Board agrees to close the Canteen.

The Board approves by 84% (16 yes 84% – 1 no 5% – 2 abstain 11%)

EEB2 Covid decisions

Questions from parents are raised concerning why the school is not applying the same measures as Belgian schools for example in still requiring masks in P4, not allowing warm meals to be served to Primary, why S1-3 are not permitted to have full in-situ schooling etc

The Board will also suggest a better distribution of the weeks *in situ* following parents' remarks (regarding S1 & S3 especially).

Action point: The Board will contact the school management to ask them to explain their decisions in their communication.

2. [Top up April for staff](#)

Following the pandemic uncertainty and what next year holds, the Board suggests the Budget working group reflects on whether the monthly top-up to staff on chomage temporaire can be continued, and if so for how long (it was only foreseen as a temporary measure and has a significant cost attached which may not be sustainable given the continued losses in the canteen). The Board member with a conflict of interest does not participate.

Action point: The Budget working group will discuss future monthly top-up and report back in the next Board meeting.

Board votes:

Does the Board agree the April top-up for the staff?

The Board approves the top-up for the month of April by 78% (14 yes 78% - 1 no 5% - 3 abstain 17%)

3. [IP debrief BoG](#)

The IP meeting took place throughout 3 days (Tuesday 13th – Thursday 15th).

Next BoG meeting will take place on Monday 30th August and will organise the election of the new Secretary General. Parents have requested details on the election process. It is important parents are informed as this represents a change of individual in the most important and powerful position in the European schools system. Sustainable development and the creation of a well-being inspector position were also discussed during the IP meeting.

5th school – the Board of Governors is requested to agree that the 5th school will be secondary only, on condition that the temporary schools of Evere and Berkendael are made permanent

Baccalaureate: decision to cancel oral exams and replace the exam mark of the oral subjects with the A grade achieved. Parents have raised the concern that the decision had been taken too early in the school year.

Possibility to moderate the final bac grades in case the marks are too positive or too negative compared to previous years. APEEE Representatives have opposed the possibility to downgrade the final bac mark considering the learning difficulties the pandemic has created.

New marking scheme: the passing grade has been moved from 6 to 5 which triggers the need to change the equivalence table of the national systems. 9 to 10 member states have taken this opportunity to downgrade the Baccalaureate Diploma versus their national grades which will make it harder for European schools to access their universities.

A letter has been drafted to highlight the analysis of the downgrade with the IP presidency and the point was shared with the BoG.

Action point: V. Aulehla to share the drafted letter with Board members.

Educational Support: discussion to provide continuity to the education support but to dissociate the additional educational needs created by the pandemic. The concern that educational needs linked to the pandemic should not consume the E. S budget will be shared with the BoG.

Action point: B. Davidsson to provide a transcript of the meeting.

An IP confidentiality agreement has been drafted and representatives have been asked to sign and treat certain IP and BoG documents as confidential.

4. School calendar for the rest of the year

Request 1: The school has requested the canteen refectory for the S6 and S7 exams, which will take place from 28th May to 22nd June.

- If the Canteen is closed, no further issues. If the canteen opens after Easter break, and has to close during the exams, the closure will implicate losses. The question was asked whether these losses will be compensated by the School.

Request 2: The 4 directors of the ES want for the two last weeks of school to finish the classes at lunchtime for Nurery and Primary, and school ending completely for S5 and S6 on 14 June. 2 July will be the last day of school.

Different Board members state that they are against the closure of half a day for the last two weeks of school for all pupils, in particular for the primary and nursery children. Some show understanding for the school decision.

Action point: A. Galle to contact service managers for info what can be done to change Services to accommodate last days organisation. Meeting will be held with WG coordinators to review options.

Agreement to bring up the concerns during the meeting with Ms. Malik scheduled next week.

5. [Well-being advisory group – debrief and appointment of APEEE representatives](#)

The well-being advisory group (for secondary pupils) is a group that has been set up following the well-being survey launched last year. The group discusses issues regarding the well-being with representatives of parents, students, APEEE and teachers.

The group needs two representatives from the APEEE. 4 members are volunteering as representatives. Participation to the advisory group requires members to have signed the confidentiality agreement, which two of the 4 volunteering members have not. It is also stated that information shared in the Wellbeing Group is defined as confidential by the school – and because of its highly sensitive nature would be treated as such by the APEEE also.

Pim Gesquiere and Anna Yavorska, who wish to stand as members of the group but have not signed the APEEE confidentiality agreement raise the fact that the School does not require to sign a confidentiality agreement.

Board votes on APEEE representatives:

Szilvia Kalman for well-being advisory group representative: 16 yes 80% - 2 no 10% - 2 abstain 10%

David Zelinger for well-being advisory group representative: 16 yes 80% - 1 no 5% - 3 abstain 15%

Anna Yavorska for well-being advisory group representative: 3 yes 15% - 14 no 70% - 3 abstain 15%

Pim Gesquiere for well-being advisory group representative: 3 yes 15% - 15 no 75% - 2 abstain 10%

The Board elects Szilvia Kalman and David Zelinger as APEEE representatives to the well-being advisory group.

6. [Survey on impact of pandemic on student learning and wellbeing](#)

The CEES group is working on the survey and will present it when finalised. The Board agrees to extend the survey to the primary cycle but keep it about the pedagogical matter and not the services.

7. [Next steps on the planned code of conduct](#)

The drafted code of conduct was sent to the Board prior to the meeting. M. Teutsch suggests giving approximately 10 days to the members to give feedback and comments in order to move forward with the launch of the code of conduct for feedback to class representatives.

8. [Time limit duration of Board meetings](#)

The Board votes on a time limit for the Board meetings. It is agreed to balance time given to discussion points depending on their importance. The items that have not been dealt within the time limit, will be automatically postponed to the next Board meeting.

Board votes:

Do we agree to limit Board meetings by 10.00 pm (with an extra 5 mins maximum – 10.05 pm)?

Board votes and approves by 80% (16 yes – 2 no 10% - 2 abstain 10%)

9. [Workgroup activity plans and priorities](#)

a. *Active School Community working group*

Priorities have been sent to working group members, and the coordinator awaits feedback and approval before presenting to the Board.

b. *Budget working group*

Presentation of the priorities by the coordinator.

Board votes and approved the 2021 priorities by 100% (20 yes – 0 no – 0 abstain).

c. *Task force: Digital Privacy Awareness*

Presentation of the priorities by the coordinator.

Board votes and approves the 2021 priorities and change of the task force name by 95% (19 yes – 0 no – 1 abstain 5%).

Action point: S. Guerrero to send A. Yavorska information on a phishing awareness program/website for the Task force.

Any Other Business

1. [Call for flexible approach during remaining school year](#)

Not all members have received the adequate information for the Board to discuss the matter. The subject has been postponed to the next Board meeting.

2. [Conflict of interest](#)

Concern raised by some class representatives about a Board member also employed as a Periscolaire teacher being the Periscolaire working group coordinator.

Board discusses the situation. Some Board members are of the opinion that this is a straightforward case of a conflict of interest. It is clarified that the Board member only offered to take the position because no one else wanted to, and had not sought it out. He did not inform the Board of the conflict of interest at the time of his candidacy. He is happy therefore to step aside if there are concerns. R. Maggio states that she can take over this position in the case of need on a temporary basis. The Board member employed as a Periscolaire states that all members should be held to the same governance standards therefore it is expected all Board members will sign the Confidentiality agreement and declare any personal interests when issues are discussed.

The Board agrees to discuss the matter further during another meeting and postpone the issue as it is very late.

Next Board meeting is scheduled to take place on **4 May 2021**.