



Administrative Board Meeting/Réunion du Conseil d' Administration

Brussels Thursday, 6th May 2021

ZOOM Video Meeting: 12:35-14:45

Present: Cerasela Botoroaga, Stephanie Buus, Marianna Cosco, Kristin Dijkstra, Alexandre Grigorescu Negri, Karim Kettani, Nadia Kichaout, Vladas Kukulskis, Dan Nicolae, Tzvetomir Penev, Dana Adriana Puia Morel, Luigi Rosario Filippo Sciusco, Tobias Stricker, Iulian Vasile, Diane Werhert.

Absent : Sophie Jeannon, Horst Nickels.

Excused : Mariana Ghitoi, Maria Koidu, Victoria Petrova, Pénélope Vlandas.

Proxy : Mariana Ghitoi and Maria Koidu to Alexandre Grigorescu Negri, Victoria Petrova to Stephanie Buus, Pénélope Vlandas to Nadia Kichaout, Luigi Rosario Filippo Sciusco to Kristin Dijkstra from 1:56 pm.

Guest: Manuela Pamio, Secretariat of APEEE and, Eric Piettre, the Director of the APEEE of Brussels IV.

Minutes 6.05.2021

The quorum is present. Ms Dijkstra chairs the Administrative Board meeting.

1. Approval of agenda.

ADOPTED

2. Approval of Minutes from April 15th, 2021.

Approved with Ms Dijkstra's additions.

3. VP Admin - Dan Nicolae to step forward, Horst Nickels to switch to back-up.

The Administrative Board agrees that Mr Nickels and Mr Nicolae may switch their respective roles: Vice-President for Administrative affairs and back-up. Mr Nicolae will take the front lead and Mr Nickels will become the back-up. Consequently, Mr Nicolae will take the lead on the working group for the recruitment of Eric's successor.

4. Recruitment Eric's successor.

During the last Executive Committee meeting held on 22nd April 2021, the Executive Committee members discussed the different avenues that could be taken for the recruitment of Eric's successor. It was also raised the possibility of going with an external human resources recruitment agency. This option might be expensive, but the agency recruiters are professionally trained to assess candidates in a neutral and impartial way. They would do interviews with the different Board members in order to create the right profile for filling up the position. Recruitment agencies have access to far more people

with the correct profile because they already have a vast talent network. The discussion focuses on whether we should use a recruitment agency to find the best candidate or handle the full cycle recruiting process by ourselves. The recruitment committee is made up of the following Board members: Mr Nicolae, Ms Botoroaga, Mr Grigorescu-Negri, Mr Nickels, Mr Sciusco, Mr Stricker and Ms Vlandas.

It is explained that Ms Ecker, a section representative from the German section, is willing to give a training session to the group of people who would be working on the recruitment for free before we make a decision. She has professional experience in recruitment. Mr Nicolae refers that our finances are not the best and if we have in-house expertise to handle our hiring needs, we could manage the recruitment process directly.

Mr Piettre sent to the Board three offers from the external agencies as well as his job description for consideration. He announces that two additional offers are coming in and once the file is completed, it would be better to proceed to a vote by written procedure. The Director of the APEEE explains that the recruitment agencies' fees are around 25 per cent to 30 per cent of the Director's annual salary.

The following actions are identified:

#	Action	Owner	Deadline
01 CA 6/05/2021	To send the entire file by e-mail to the Board (1 mail including: 5 offers from the external human resources recruitment agencies + the Director job description)	Eric Piettre	By the end of the week

#	Action	Owner	Deadline
02 CA 6/05/2021	To look at all documents sent out by the Director.	ALL	In the coming days

#	Action	Owner	Deadline
03 CA 6/05/2021	To put the recruitment committee in touch with Ms Ecker. To contact Ms Ecker in order to set up a time to discuss with her.	Stephanie Buus and Kristin Dijkstra The recruitment committee	In the coming days

5. EEIV Electric buses.

Mr Piettre announces that the three Brussels APEEEs (BXL I, BXL II, BXL III) have decided to explore the possibility of electric buses next year. These parents' associations have not yet placed an order for electric buses because they are analysing the purchase offers. The cost of an electric bus is two or three times higher than a diesel one.

The President of the APEEE outlines that the APEEE of Brussels IV is also concerned about green initiatives as the other APEEEs based in Brussels but we have chosen to go down a different path for a number of logistical and practical reasons. In fact, we are the only APEEE using CNG buses. Last year, the APEEE of Brussels IV decided to invest in five CNG buses. Two new CNG contracts are planned for the upcoming academic year.

6. APEEE Services 2021-2022: inscriptions.

Mr Piettre is pleased to announce that the enrolment to the transport service for the 2021-2022 academic year will open on 17th May 2021. This information will be published on the APEEE website and send out to parents in due time. The enrolment to the extracurricular activities for the next academic year will be launched in June or later. Ms Vlandas, the Board member responsible for extracurricular activities and Mr Herrera, the extracurricular activity manager, have planned a dedicated meeting next week. The aim is to discuss the budget as well as to finalise the 2021-2022 extracurricular programme.

The Director of the APEEE announces that a new business model for the canteen will be submitted at the next Executive Committee meeting scheduled on 20th May 2021. A preliminary discussion on this topic between Mr Stricker and Mr Minoche will be held next week. The President of the APEEE considers very important to clarify with the school management the condition of access to the canteen space for next year. At the moment, the school has not any alternative spaces to put 'tartinistes'. Currently, 'tartinistes' are mixed together with the children registered to the canteen service due to the pandemic situation. In order to discuss in detail these needs, it is essential to fix a health and security working group meeting with the school management by the end of the school year. Our parents' association will be able to run its services provided that we have access to the canteen space and to the rooms for the extracurricular activities.

#	Action	Owner	Deadline
04 CA 6/05/2021	To have a meeting with Mr Stricker and Mr Minoche in order to discuss the Business model for the canteen.	Eric Piettre	Next week

#	Action	Owner	Deadline
05 CA 6/05/2021	To submit the Business model for the canteen at the next Executive Committee meeting for approval (COMEX 20/05/2021).	Eric Piettre	Next week

Mr Piettre reminds that, according to our Statutes (article 4.3), the APEEE membership fee must be paid before any use of the services and facilities of the Association. Therefore, he suggests that the 2021-2022 canteen enrolment announcement should clearly indicate that the payment of the APEEE membership is compulsory for all cafeteria users. Different points of views are expressed on this matter. It is discussed if the payment of the APEEE membership fee should be extended to all users of the cafeteria and canteen services who are staff members but not parents of children attending the EEBIV. Mr Kettani notes a loophole in the Statutes that would allow us not to treat the staff members who are not parents of pupils of EEBIV as parents. We might decide for this group of people to either not have any fee at all or fix a very symbolic one. On the other hand, it is noted that there are parents who do not use the APEEE services, but they pay the APEEE membership fee only to exercise their voting rights as class representatives. It is clarified that the payment of the APEEE membership fee is not only related to services but also to the representation. The parents' association is not just services, but it represents the educational and family interests of parents with regard to the school, the local, regional, national and European authorities. It provides guidance and support to parents in relation to educational and pedagogical services.

7. Informing new parents of APEEE services.

Mr Piettre informs the Board that the transport enrolment announcement for the next academic year as well as the presentation of the APEEE services will be transmitted to the newcomers in the coming weeks. It is very important that parents understand not only the difference between the School and

the APEEE but also the different things that our association does. Ms Kichaout would like that the membership fee explanation may be included in the presentation that we will be sent out to new parents.

8. Non-Disclosure Agreement-Need for a vote.

Ms Buus has sent to the Board the non-disclosure agreement produced by Interparents in the WhatsApp Group. There is a quick discussion at Board level on this matter before going back to Interparents. The issue is not rewording the NDA but not having one at all. The NDA is considered too restrictive, and a communication policy is a better way to go. It is clarified that Interparents does not treat personal data which should be confidential but only administrative, budgetary, and regulatory issues which are public.

The Administrative Board gives the mandate to Ms Buus and Mr Kettani to go back to Interparents and have a discussion about our concerns with regards to the NDA and our understanding of the need to have some sort of communication policy in place and find out what kind of solution can be found.

9. L2 setting/streaming policy.

The President of the APEEE will inform the Interparents Bureau that our Board supports the L2 setting/streaming policy proposed by the APEEE of EEB1, which will be presented at the OSG Pedagogical Reform WG if adopted as an Interparents position.

10. AOB.

-APEEE position on Covid-19 at EEBIV.

The Treasurer of the APEEE of Brussels IV has expressed in an open letter¹ his formal position on how the education should be organized in the EEBIV during the pandemic situation. He is fully aware that the members of the Board have different positions and opinions on this matter, but it is very important to discuss together and reach a minimum common position.

Mr Grigorescu-Negri formally disagrees with the school's decision to reopen full mandatory in situ lessons for all pupils of 17/05/2021 and asks the members of the Board to take a stand on this decision. He refers that the EEs have not right to oblige the parents to choose between their safety and their children's education. Therefore, the mandatory attendance should be lifted during the pandemic, allowing parents to keep their children at home on the basis of their own risk assessment. In exchange, parents accept to take over the extra work required to help their children meet the educational standards, and on condition of attending scheduled evaluation sessions in situ.

Within the COVID WG, members have different opinions: there are those who would like to close school and others who would like to have 100% in situ attendance. There are differing views due to the specificity of the matter which is linked to a public health issue. Mr Kettani thinks that it is not possible for the APEEE to have a common view on the substance, but we could take a stance on a Covid-19 related issue on a general line. Ms Kichaout refers that we should not impose our point of view to the whole school community without knowing the figures and all parents' points of view. At this stage, we should follow the school's decisions and help those families who would like to keep their children at home. We must not forget the well-being of all pupils and their anxiety level in these difficult times. Mr Nicolae thinks that our role as APEEE, is to best implement experts' decisions and help the school to have a safer and better environment.

Mr Kettani refers that it would be fruitful to narrow the discussion on two main issues:

-The first one regards the vulnerable people, both parents and pupils, and how to deal with the situation because maybe their voice has not been heard enough. We need to have more details about what their cases of medical certificates are being rejected or other issues. This might be done at school level.

¹ See Annex

-The second one is the liberty of choice for parents who would want to keep their pupils at home. This implies that the rules on obligatory attendance included in the General Rules of the European schools should be modified and submitted to the Board of Governors. If our Board supports this position, we might go through Interparents and involve the other Brussels APEEEs.

The following actions are identified:

#	Action	Owner	Deadline
06 CA 6/05/2021	To circulate to the Board the IP documents produced by the Vulnerability Working group for the Joint Teaching Committee in October.	Stephanie Buus	In the coming weeks

#	Action	Owner	Deadline
07 CA 06/05/2021	To review our positions and think about what we have discussed today and then to submit our questions via e-mail or WhatsApp and to plan a dedicated meeting if necessary.	ALL	In the coming weeks

-Financial Request from S7 students to the Community Fund Committee for the Graduation Ball.

It is explained that S7 students have submitted to the APEEE Community Fund Committee a financial request for the Graduation Ball which is not financially feasible. It is important to work on a clear guidance for S7 students and a give them a notion of what is economically feasible. There are also concerns about whether it will be possible to organize this party under the current pandemic-related restrictions.

-School's plans for the end of the school year.

Yesterday the Directors of the four European Schools in Brussels informed all parents that as from Monday, 17th May 2021, school will be in situ for all students five days a week. The Administrative Board of the APEEE of Brussels IV clarifies that the canteen service remains suspended until the end of this academic year and all students will eat their own packed lunches according to the lunch schedules fixed by the school. It is referred that secondary students are always allowed to eat outside, and new benches have been installed under the covered area of the canteen building.

During the week of 24th May, S7 students will no longer be physically onsite, and B tests will start. To date, there is no official communication from the school regarding the organisation of half days starting June 22nd, 2021. This change of the school calendar has been decided without consulting either the OIB or our parents' association. The OIB and the EEBIV are in close contact to put an arrangement in place for students from the noon period to 3:00 pm (school lunch supervision, after-school day care).

The Board meeting ends at 2:45 pm.

.....

Next Meetings:

- Executive Committee Meeting on 20th May 2021.
- Administrative Board Meeting on 3rd June 2021.

ANNEX - Open letter from the Treasurer

Brussels, 05/05/2021

Dear board members,

I formally disagree with the school's decision to reopen full mandatory in situ lessons for all pupils as of 17/05/2021 and I ask the members of the board to take a stand on this decision.

The pandemic has cost more than 1 million lives in Europe alone since January 2020. To put it in perspective it means 16 airplanes crashing everyday in Europe since January 2020.

This does not take into account the effects of Long Covid killing and affecting people long after the infection.

The Belgian government and the EEBs by extension have chosen the "Living with the virus" strategy aiming at imposing lockdowns and restrictions just enough to allow the hospitals to cope. This strategy has failed!

Not only has the "Living with the Virus" strategy failed until now, but it is also bringing new and potentially bigger threats, as it allows variants to emerge. Some variants have already proven to be more contagious and therefore more deadly or present mutations that escape the vaccines.

The combination of this strategy with a vaccination campaign reaching out only to the adult population and the gradual opening up will result in children being directly exposed to the virus with no prevention and no medication available for the moment.

The EEBs should use their prerogative of going beyond Belgian rules for being an international school to distance themselves from this failing strategy and protect their students and teachers by adopting the ZeroCovid strategy which has demonstrated its efficiency in countries such as New Zealand, Australia and South Korea at better protecting people and the economy alike.

Press release:

<https://www.institutmolinari.org/2021/04/02/zero-covid-42-times-fewer-deaths-and-five-times-less-contraction-in-gdp/>

Study:

https://www.institutmolinari.org/wp-content/uploads/sites/17/2021/03/etude-zero-covid2021_en.pdf

What it means in our school:

- Mandatory masks for all. Inside and outside. Only surgical and FFP2 masks allowed, tissue masks not allowed.
- Physical distancing of 1.5 m, meaning 9m²/person in any closed space.
- Co2 monitors in all closed spaces at all times
- Hepa filters in all closed spaces at all times
- Bubble definition is one class not an entire year.
- One positive case in a bubble implies quarantine for the entire bubble.
- one family member is a high risk contact, all family members are high risk
- 2 auto test/week for all persons that enter in a closed space inside the school.
- Positive to an autotest requires a negative PCR test to come back to school.
- The risk level each of us is ready to take is a very personal decision. The EEBs have
- no right to oblige the parents to choose between their safety and their children's education. Therefore, the mandatory attendance should be lifted during the pandemic, allowing parents to keep their children at home on the basis of their own risk assessment. In exchange parents accept to take over the extra work required to help their children meet the educational standards, and on condition of attending scheduled evaluation sessions in situ.

Alexandre Grigorescu-Negri
Treasurer APEEE BRU IV