



Annual Activity Report

2024-2025



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1. Overview of the APEEE main activities in 2024 -2025

1. Introduction

This report presents an overview from our Administrative Board of the main activities, initiatives, and achievements of the EEB4 Laeken Parents' Association during the past academic year 2024-2025.

The general information about administrative and financial affairs, together with the operation of our services (Canteen, Extracurricular and Transport) plus the initiatives with the families and the school (Pedagogical affairs, Interparents, Social Fund, Community Fund and Somerfest) are included in this report.

2. Representation and Governance

- Representation of parents in meetings with the School Management, including the Director and Deputy Directors.
- Active participation in Board meetings, contributing to discussions and strategic decision-making of the association.
- Participation in other official school bodies.
- Follow-up on matters discussed in these bodies and communication of relevant information to parents.
- Coordination of the work of the Executive Committee and class and section representatives.

3. Communication with Parents

- Regular communication with parents through newsletters, emails, and meetings.
- Maintenance and updating of the Parents' Association's communication channels (website and/or social media).
- Collection of parents' feedback and concerns and liaison with the school where appropriate.

4. Community Building and Events

- Organization and support of social, cultural, and community-building events throughout the year.
- Support for initiatives promoting inclusion, diversity, and intercultural exchange within the school community.
- Encouragement of parent involvement through volunteering and participation in activities.

5. Support to Students and Parents

- Support to families in need through the APEEE Social Fund, providing assistance with established criteria and in cooperation with the school where appropriate.
- Financial and logistical support for school projects and student initiatives via our Community Fund and project with the CdE.
- Contribution to wellbeing-related actions, including initiatives focused on mental health, inclusion, and student safety.



6. Collaboration with Teachers and School Staff

- Ongoing constructive dialogue with teachers and administrative staff.
- Support for initiatives aimed at improving communication and cooperation between parents and teachers.
- Participation in discussions related to educational matters and school policies affecting students.

7. Challenges and Key Topics Addressed

- Consideration of key concerns raised by parents.
- Engagement with school management to seek constructive solutions.
- Adaptation to changes and developments within the European School system.

8. Outlook for the Coming Year

The Parents' Association aims to:

- Strengthen parent representation and engagement.
- Improve communication and transparency.
- Continue supporting families, student wellbeing, and community cohesion.
- Develop new initiatives in collaboration with the school.

9. Acknowledgements

I would like to thank the Board members, class and section representatives, APEEE staff, volunteers, school management, teachers, and all parents for their trust, commitment and cooperation throughout the year.

Thank you for your work and support!

Mr. Dan Nicolae

APEEE BRU IV President



1.1 The APEEE administrative structure and composition

1.1.1 VP for Administrative Affairs

During the 2024-2025 school year, I took the role of Vice-President for Administrative Affairs, working closely with the director and APEEE staff, mainly on human resources and staff management within the Parents' Association.

We prioritized re-building our team, leading to the appointment of new colleagues in key positions, including an accountant and a communication officer, ensuring smooth transitions and minimal disruptions to APEEE activities. The director and managers helped new appointees settle into their roles.

We teamed up with external financial experts to assist our accountant, director, and treasurer in handling complex financial matters and improving compliance. This collaboration boosted transparency and solid financial practices.

In February 2025, two new assistants joined our extracurricular service, greatly enhancing its operation. Their dedication and professionalism were highly valued.

Regarding HR, we managed 23 active contracts, alongside short-term ones for extracurricular supervisors, to support after-school activities. We also maintained external agreements with specialists to ensure smooth operations.

The APEEE partnered with Belgian wellness experts to prioritize staff wellbeing, offering guidance and best practices for a healthy work environment. Some staff received first aid training through collaboration with the school.

As the 2025-2026 school year began, we reactivated an HR Working Group to update key documents, aiming to align our policies with current realities and legal requirements. We plan to complete this review by the end of the school year.

We have the support of the Securex Social Secretariat for the most technical issues on HR and use our Wiki platform for archiving, document exchange and board votes.

Other HR activities included:

- Managing staff, contractors, and service providers with the Director, President, and Treasurer;
- Clarifying roles and responsibilities;
- Assisting with recruitment;
- Ensuring compliance with employment requirements;
- Coordinating between staff and Board members on HR matters.



These actions focused on fostering a stable, professional, and efficient environment, ensuring the Parents' Association's sustainability and long-term success.

Ms. Marianna Cosco

Vice-President for Administrative Affairs

1.1.2 VP for Pedagogical Affairs- Pedagogical Working Group

During the 2024-2025 school year, the APEEE Pedagogical Working Group (PWG) has continued to work on its goal of creating a school environment where the whole school community – pupils, educators and parents – is well and flourishes. Its main objective is to identify issues that Nursery, Primary and Secondary students are facing, bring them to the attention of the school management and, where possible, co-create actions and solutions that could be put in place to alleviate those issues.

The PWG is composed of language Section Representatives (Section Reps) that are elected every year, APEEE Board members that work on pedagogical issues, and the APEEE Vice-president for Pedagogical Affairs. The PWG meets every month to discuss issues that come up in the language sections or that concern the school as a whole. Section Reps are invited to bring up issues that do not pertain to individual cases and are not confidential in nature. In addition, the issues to be discussed shall not concern transport, canteen and after-school activities. Some of the issues discussed in the PWG are escalated by the Ped core team* in the monthly meetings with the school management or proposed for discussion in the Secondary or Nursery/Primary Education Councils, respectively. Some examples of the issues discussed are as follows: B-tests, pre-BAC and BAC; school trips; teachers' absences, replacement and/or recruitment; parents-teachers' relationships; homework policy etc.

On Jan 10, 2025, the PWG had a 2 hrs workshop in *Salle de Bal*, facilitated by Dana Puia Morel – VP Pedagogical Affairs. The goal of the workshop was to discuss and evaluate our priorities. Below are the outcomes of the brainstorming:

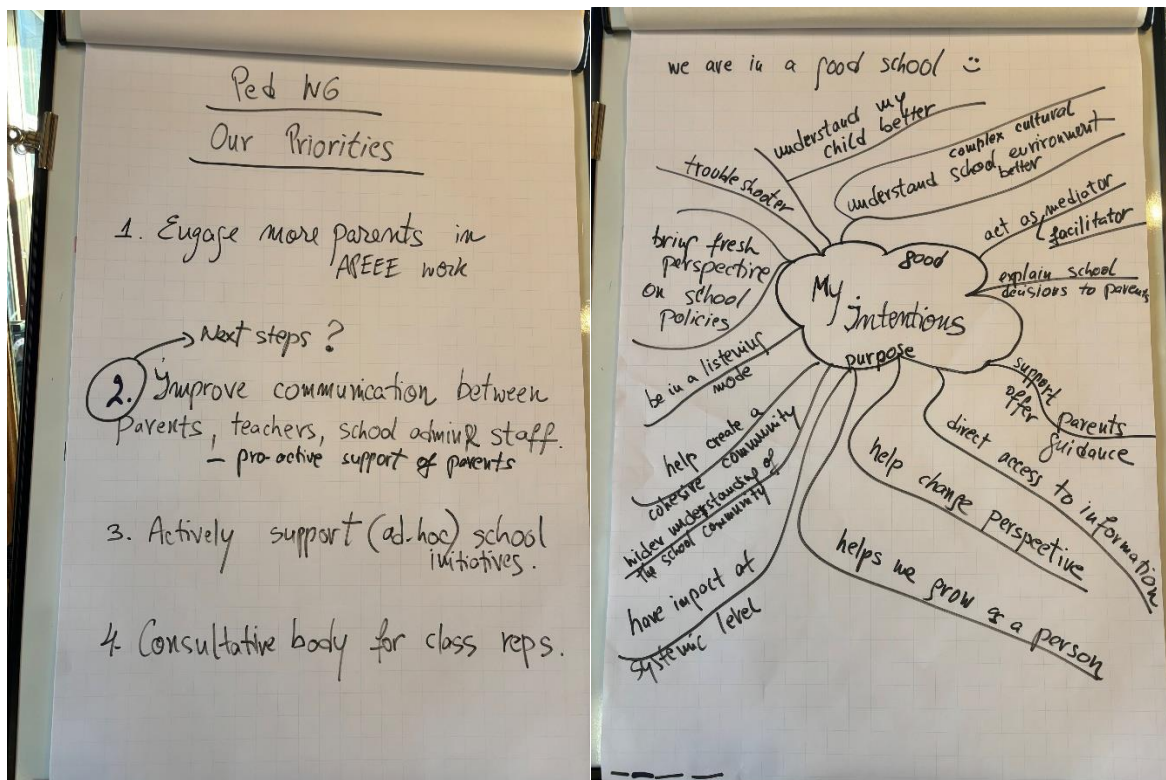
Our PWG priorities:

1. Engage more parents in APEEE work: volunteering, communicating, raising awareness on the role of *representative*.
2. Improve communication between parents, teachers, the school administration, and staff, and offer pro-active support to parents.
3. Actively support ad-hoc school initiatives.
4. Serve as a consultative body for *class reps*.

Our Purpose:



- Act as a facilitator/mediator and explain school decisions to parents; offer guidance and support to parents;
- Have a wider understanding of the school environment; help to create a cohesive community;
- Bring a fresh perspective on school policies; help change perspective, and have impact at systemic level;
- Listen, troubleshoot and have direct access to information;
- Grow as persons and understand children better.



The PWG has also offered individual support to parents on a case-by-case basis, to the extent possible.

For more information, comments or suggestions about the PWG, please feel free to contact the Ped Core team*at pedagogie@bru4.eu

Ms Dana Puia Morel

APEEE Vice-president for Pedagogical Affairs



1.1.3 The APEEE IV as part of the Interparents federation



INTERPARENTS ANNUAL REPORT 2024-2025 SCHOOL YEAR

September-December 2024 meetings with OSG and preparatory meetings:

Oct 24 IP pre-JTC in Brussels – OCT 24 JTC in Brussels – NOV 24 IP pre-BC online – NOV 24 BC in Brussels – Nov 24 IP pre-JTC in München – DEC 24 BoG in Brussels.

In between the meetings, InterParents delegates across the system participated in different Working Group meetings.

Highlight of the topics discussed:

- **Cypriot presidency 2024/2025 priorities: well-being, sustainability and governance.**
Survey on well-being organized for teachers; Pupils well-being Ambassadors project in primary; Holistic approach on sustainability.
- **Revision of the Guidelines on Organizing Student's Mobility from and to the European Schools**
InterParents raised serious concerns on the revised document, especially regarding the legal obligations put to parents' associations (request families for recent criminal record extract) and pupils (use of alcohol and drugs and driving vehicles) and in general Inter Parents role in this programme. This was considered and clarified in the final document.
- **BAC 2024 report; School failures report:** IP welcome OSG proposition of a chief examiner to assure an extra layer of QA. Very low marks in Math and in general in scientific subject. Big differences among schools and this are the same students who have had a very positive results in PISA. IP insist in having harmonised learning material and references for all subjects.
- **Mission and Vision of the European Schools** – IP actively participated and contributed to the discussions and workshops.
- **The school year consists of 180 working days / suspension of classes during the BAC exams.**
This topic was raised and presented by InterParents to the JTC back in October 2022. Parents were concerned about S1-S6 pupils losing every year 10 days of lessons in large schools and 5 days of lessons in smaller schools due to the organisation of BAC oral exams at the end of the school year. Now, 2 years later, the work of the OSG Task Force on "Suspension of lessons during BAC oral exams" has finally ended. The changes were discussed at OSG Task Force where OSG, directors, inspectors, European Commission and parents were represented and prepared the proposal to BoG. Finally, the BoG approved the proposed amendment to the Annex of the



General Rules and gave the power of the decision to the schools Administrative Boards. The new amendment foresees the following:

- In case the BAC oral exams last up to five Working days, the school will not organise any replacement activities (but PA can do so) OR the school can organise replacement activities either optional or compulsory.
- In case the BAC oral exams take place during more than five working days, the Administrative Board may choose between the two following options: The school will organize replacement compulsory activities for the number of days above five working days OR organise replacement activities during the entire duration of the oral examinations, with the option to make them all compulsory or designate five working days as optional and the remaining duration as compulsory.

Schools were encouraged to organise surveys among the stakeholders.

February-June 2025 meetings with OSG and preparatory meetings:

Feb 25 IP pre-JTC in Brussels – Feb 25 JTC in Brussels – March 25 IP pre-BC online – March 25 BC in Brussels – April 25 IP pre-JTC online – April 25 BoG in Nicosia, Cyprus – June 25 extraordinary BoG online (where revised Mission and Vision of the European Schools was approved).

In between the meetings, InterParents delegates across the system participated in different Working Group meetings.

Amongst others, following topics and reports were discussed and approved (with the link to official documents):

- [Global Annual Activity Report 2024](#)
- [Annual Activity Report 2024 of the Office of the Secretary-General](#)
- [Annual Plan 2025 of the Secretary-General of the European Schools](#)
- [Multi-Annual Plan 2025-2029](#) of the European Schools system (highly recommended reading)
- [BAC 2024 report](#)
- **Budget 2026**
- **Framework and Guidelines on Generative AI** for education in the ES, with the immediate entry into force
- **Inclusion of Catalan among ONL** – InterParents generally welcomes more choice being offered to parents regarding their language options. However, we asked for a clarification of the definition of ONL. Given that there were parents in favour and against of this proposal, InterParents abstained in this topic.
- **School fees revision:** CAT 2 and CAT 3 school fees were revised in the light of the European Parliament's Resolution.
- **Educational Support Assistants in the European Schools** – Revision of the profile, job description and working conditions. Entry into force 01/09/2025.



- Revision of **Implementing Regulations for the appointment and evaluation of Directors and Deputy Directors**. InterParents proposed in the WG that as parents are part of the evaluation committee, parents should also be consulted in the directors' appointment process, especially if the candidate has been working in the school already. The proposal, however, did not find the necessary support from some stakeholders.
- [Updated Mission & Vision of the European Schools](#). The document was finalised and approved at the extra-ordinary Board of Governors meeting in June. The guiding principles of the document will have to be translated in concrete actions into the Multiannual and Annual plans of the schools, as well as into the various policies that will be presented at the BoG.

Update on InterParents general activities 2024/2025

Yearly activities:

- In September 2024, an informative meeting for APEEE presidents was held about the preparation for the Schools Administrative Board meetings.
- In February 2025 the General Assembly (hybrid) was organised
- In May 2025, participation in EP CULT Committee plenary session about the follow-up of CULT Committee report of 2023
- In June and July close following of the BAC exams via InterParents BAC platform and in collaboration with OSG BAC Unit.

Webinars organised for the whole European Schools parent community:

- 20/05/2025 **“Empowering parents in the digital age: AI, media literacy, and combating fake news”** by Kari Kivinen
- 12/06/2025 **“Impact of Technology on Child’s Mental Health”** by Colman Noctor

Follow-up of the decisions adopted at the General Assembly on February 2025:

- In March – August 2025 InterParents Statutes were aligned with the new Luxembourgish law and amended Statutes were approved at Extraordinary General Assembly on 28/08/2025.
- InterParents website was revamped and is waiting to go live as soon as some technical problems are solved.
- Preparation to migrate to MS 365 with emails and document repository as soon as the technical problems are solved.



If you feel that you are interested in participating and contributing to InterParents work, please write to secretariat@bru4.eu .

InterParents members:

Ms Marzia Brofferio Celeste

Ms Angela Guarino

Ms Penelope Vlandas

2. Services reports

2.1. Canteen / Cafeteria

2.1.1. Introduction & Staff

Canteen is one of the APEEE Services with the mission of serving, at everyday service, the in-house preparation of healthy, balanced and tasty meals respectful of the planet, for all school pupil from nursery to secondary and from all linguistic sections, within the dedicated school's premises guaranteeing the comfort and safety of the kids.¹

Being a moment for reloading energy, the lunch is also a time of learning on the good practices of food necessary for the proper development of your child.

The Canteen staff is led by Mr. Evangelos Pilatos as the manager of the service. Working in the food and beverage industry for the past 20 years, he gained a wealth of experience in the field. He has experience in all aspects of food and beverage management, from ordering and inventory to staff training and customer service. He coordinates the whole service, which means the Canteen staff and the subcontractor, and he is also the contact person with the school for the events for which catering services are required.

The Chef Audrey Clepkens is working with her team to prepare healthy and nutrient-rich diet meals for students in a spirit of respect for the environment. She has been part of the EEB4 team since the creation of the Canteen.

As part of our team in charge of Economie and Hygiene supervision, we have Mr. Pascal Pierard taking care of the Canteen suppliers and the stock.

Together with the Chef de Cuisine, there is a team of highly motivated and amazing professionals in charge of preparing all the meals for the pupils, teachers and staff school:

¹ The Canteen also provides daily meals to the school's teachers and the school staff in the so-called "Canteen-professors, located in a dedicated part of the Canteen refectories.



Min-Jae Huh	Sous-chef
Vasileios Tsaprasidis	Chef de partie - Hot Section
Aziz Sanhaji	Chef de partie - Hot Section
Naoufel Derouiche	Demi-Chef de partie - Cold Section
Mohamed Agharbi Abrighach	Commis - Cold Section
Moustapha Boumedian	Waiter - Staff Canteen
Marie-Josée Mugeni	Commis – Waitress - Snack Shack
Vincent Gérard	Commis – Waiter - Cafeteria

More information: <https://www.bru4.eu/en/canteen/the-chef-and-his-team/>

2.1.2. Activities performed

a. Canteen Strategy

In 2024-2025 we kept working on initiatives and needs, in cooperation with the school. Our main goal has been to keep the quality of our food with the same price, i.e. raising further the quality of the products, variety and providing different options for our pupils. A particular attention was given to nutritional balance, taste, and presentation of the meals. Efforts were made to diversify the hot meal menus, in order to better meet the pupils' expectations while maintaining consistent quality standards. At the same time, the service has continued to raise awareness to pupils and parents about the benefits of balanced and healthy foods via several recurrent initiatives like the Canteen weeks (where parents in groups can come and meet the Canteen team in the Canteen premises in autumn), the Mobility week's breakfasts (for which the Canteen offers breakfast to pupils, teachers and school staff that come to school green ways of transportation during the Mobility week in September), and healthy food workshops (where the Canteen manager and his team initiate nursery and early primary pupils to some good habits and elementary knowledge about healthy food).

All these actions are also part of the Canteen strategy for food waste reduction, thereby contributing to a reduction of the Canteen's ecological footprint. The initiatives mentioned above have an impact on food waste reduction. In addition, the service has kept implementing measures to improve controls, portion management and better planning of meal production. In parallel, targeted training sessions were



organized for the service team to strengthen operational skills and increase overall productivity, resulting in more efficient service delivery.

For the current school year 2025-2026 our goals are as follows:

1. Keep maintaining the quality with similar prices: Reduce operational costs without increasing menu prices, ensuring that the canteen remains budget-friendly for everyone.
2. Decrease further food Waste by further monitoring portioning and by improving planning, and daily operations.
3. As new initiative, the service will be providing (i) monthly Canteen recipes to share some of the Canteen best-sellers and give the opportunity to our school community to reproduce them at home (ii) daily breakfasts to provide pupils, teacher and school staff with more food and drink options. In collaboration with our dietitian, this idea will become a reality as of February 2026, giving our community a delicious start to the day.

b. Canteen Registrations 2024-2025

The information about the number of registrations during the school year 2024-2025 is as follows:

- ✓ Tri1 - 1941 students
- ✓ Tri2 - 1943 students
- ✓ Tri3 - 1921 students

Which represents 60% of total of students in school and an increase of 4% compared with the previous school year (56% of school year 2023-2024)

Please find below the detailed information per trimester and days/week:

- Tri1 - 1941 students
 - 2 days per week: **187**
 - 3 days per week: **265**
 - 4 days per week: **1397**
 - 5 days per week: **92**
- Tri2 - 1943 students
 - 2 days per week: **205**
 - 3 days per week: **280**
 - 4 days per week: **1378**
 - 5 days per week: **80**
- Tri3 - 1922 students
 - 2 days per week: **202**



- 3 days per week: **276**
- 4 days per week: **1366**
- 5 days per week: **78**

c. Canteen subscription prices evolutions

The Canteen prices have been quite stable compared to last school year. As shown in the following tables the prices increase has been minimal, lower the price inflation rate in Belgium (which was above 2% for that period).

The first table exhibits the price for the past school year 2023-24. The first instalment (T1) had 71 days and the second (T2) had 50 days and the third instalment (T3) had 58 (and 48 for S1-S6) days. For classes S1-S6 the third instalment had 48 days.



2023-24 Canteen in EEBIV: subscription prices

2023 - 2024				
M 1-2, P 1-2, S7	2 days	3 days	4 days	5 days
1st instalment	222.63 €	324.01 €	383.60 €	486.35 €
2nd instalment	179.81 €	237.35 €	287.70 €	359.63 €
3rd instalment	206.78 €	276.91 €	338.05 €	417.17 €
Year Total	609.22 €	838.27 €	1,009.35 €	1,263.15 €
S1-S6 3rd instalment	170.82 €	229.44 €	280.51 €	345.24 €
Year Total	573.26 €	790.80 €	951.81 €	1,191.22 €
Daily meal price - 1st instalment	8.56 €	7.54 €	6.85 €	6.85 €
Daily meal price - 2nd and 3rd instalments	8.99 €	7.91 €	7.19 €	7.19 €

2023 - 2024 (with 10% family discount)				
M 1-2, P 1-2, S7	2 days	3 days	4 days	5 days
1st instalment	200.37 €	291.61 €	345.24 €	437.72 €
2nd instalment	161.83 €	213.62 €	258.93 €	323.66 €
3rd instalment	186.11 €	249.22 €	304.24 €	375.45 €
Year Total	548.31 €	754.45 €	908.41 €	1,136.83 €
S1-S6 3rd instalment	153.74 €	206.50 €	252.46 €	310.72 €
Year Total	515.94 €	711.73 €	856.63 €	1,072.10 €
Daily meal price - 1st instalment	7.71 €	6.78 €	6.17 €	6.17 €
Daily meal price - 2nd and 3rd instalments	8.09 €	7.12 €	6.47 €	6.47 €



The following table shows the prices for the school year 2024-25. The first instalment (T1) has 71 days, the second (T2) has 55 days and the third instalment (T3) had 52 (and 42 for S1-S6) days.

2024-25 Canteen in EEBIV: subscription prices

Year 2024-2025				
Daily price	2 days	3 days	4 days	5 days
M1-2, P1-2		7.19 €	6.85 €	
P3-5, S	8.64 €	7.92 €	7.20 €	7.20 €

M 1-2, P 1-2	2 days	3 days	4 days	5 days
1st instalment		309.28 €	383.60 €	
2nd instalment		237.35 €	301.40 €	
3rd instalment		215.78 €	280.85 €	
Year Total		762.41 €	965.85 €	

P 3-5, S 7	2 days	3 days	4 days	5 days
1st instalment	224.64 €	340.56 €	403.20 €	511.20 €
2nd instalment	190.08 €	261.36 €	316.80 €	396.00 €
3rd instalment	172.80 €	237.60 €	295.20 €	374.40 €
Year Total	587.52 €	839.52 €	1,015.20 €	1,281.60 €

S 1-6	2 days	3 days	4 days	5 days
1st instalment	224.64 €	340.56 €	403.20 €	511.20 €
2nd instalment	190.08 €	261.36 €	316.80 €	396.00 €
3rd instalment	138.24 €	190.08 €	237.60 €	302.40 €
Year Total	552.96 €	792.00 €	957.60 €	1,209.60 €



2024- 2025 (with 10%family discount)				
M 1-2, P 1-2	2 days	3 days	4 days	5 days
Tri1		278.35 €	345.24 €	
Tri2		213.62 €	271.26 €	
Tri3		194.20 €	252.77 €	
Year Total		686.16 €	869.27 €	

P 3-5, S 7	2 days	3 days	4 days	5 days
Tri1	202.18 €	306.50 €	362.88 €	460.08 €
Tri2	171.07 €	235.22 €	285.12 €	356.40 €
Tri3	155.52 €	213.84 €	265.68 €	336.96 €
Year Total	528.77 €	755.57 €	913.68 €	1,153.44 €

S 1-6	2 days	3 days	4 days	5 days
Tri1	202.18 €	306.50 €	362.88 €	460.08 €
Tri2	171.07 €	235.22 €	285.12 €	356.40 €
Tri3	124.42 €	171.07 €	213.84 €	272.16 €
Year Total	497.66 €	712.80 €	861.84 €	1,088.64 €

d. New Canteen Registrations System – XAFAX:

The 2024–2025 school year marked an important transition for the Canteen service with the replacement of the previous payment system by the new myNetPay app. The reason for that change was to have a better and more modern system to facilitate the payments to the families.

The system was implemented in collaboration with Xafax, a company with proven experience working with EEB1, EEB3, and several universities in Belgium. Although the transition presented initial challenges, the system became fully operational after the first few weeks. Once established, the new payment solution functions smoothly and efficiently. Both pupils and parents provided positive feedback, highlighting the improved usability and convenience of the myNetPay app.

More information: <https://www.bru4.eu/en/canteen/apeee-bru-iv-app-2/>



e. Financial results

There has been a very favorable development of the financial results of the Canteen over the last recent years. Please find below the evolution of the financial results for the canteen service²:

Evolution of the financial results over the last three years

	2022-2023	2023-2024	2024-2025
Incomes	2.275.540€	2.502.254€	2.676.275€
Expenses	-2.239.305€	-2.339.585€	-2.446.062€
First result	36.235€	162.669€	230.213€
Management fees³	-122.773€	-110.462€	-105.315€
Final result	-86.537€	52.207€	124.898€
% Profit / total revenues	-3.80%%	2.09%	5%

2024-25 financial results – Breakdown by departments

	2024-2025	
Incomes	2.676.275€	100%
<i>Cafeteria</i>	266.201€	9.9%
<i>Snack Shack</i>	153.851€	5.7%
<i>Canteen Staff</i>	70.335€	2.6%
<i>Canteen pupils</i>	1.773.678€	66.4%
<i>Events</i>	39.789€	1.5%
<i>Other</i>	372.421€	13.9%

f. Events, school year 2024-2025

Besides its standard activity of providing meals to pupils, teachers and school staff, the Canteen also provides a commercial catering service for various event organised in the school. This additional activity supports the Canteen financial results.

Welcome Day Staff (September 2024). - Every year school is organizing a day to welcome staff members. The Canteen provides *pains au chocolate* in the morning and lunch for everybody. Number of people attending: 400.

² These figures include the results of the results of all the APEEE food and beverage, i.e. the cafeteria and the Snack Shack.

³ Management Fees are the costs - *not directly linked to a service/department* - of:

- Director, HR/Accountant, Communication resp. & Secretary.
- APEEE structure (IT, furnitures...)
- Fees (Chartered accountant, auditors, lawyers...)

reduced by the annual membership fees paid by each family.



Admin Board meeting (September 2024). - The Canteen provides food and drinks for the meeting of the school's board. Number of people attending: 20.

Mobility Week (September 2024). - During the European mobility weeks, Canteen offers the breakfast to pupils and staff members who come to school by green ways of transportation.

Canteen Weeks (October 2024). - Parents visited the Canteen premises, discussed with the manager and had the opportunity to try the same food as their children eat in the canteen. Number of people attending: 65.

Austrian School visit (October 2024). - Lunch for teachers and students visiting our school. Number of people attending: 40.

Pedagogical day (November 2024). - Breakfast snack and lunch for school's staff members. Number of people attending: 300.

Whole school inspection (November 2024). - Lunch for guests coming for school's inspection. Number of people attending: 13.

Hot Chocolate distribution (December 2024). - Every year school is asking the Canteen to prepare thermos with hot chocolate which we distribute in staff's break rooms. Number of people attending: 370.

French Ambassador (Janvier 2025). - Special menu prepared to honour the French ambassador visiting our school and having lunch with school's management. Number of people attending: 5.

Europa Bistro (Fevrier 2025). - As in previous years, our school is hosting the Europa Bistro event on February 12, 2025, starting at 19:00. The event will be organised for the members of the Office of the Secretary-General, ES inspectors, and the members of the European schools' management members. Number of people attending: 61.

Love Of Reading (Fevrier 2025). - "Love of Reading" is the global project, led by the school library, which brings together and promotes all initiatives around reading. During Book Week, the library organises a reading aloud competition in the multi-purpose hall, that involves many pupils and requires a professional Jury with teachers out of the secondary cycle. Number of people attending: 38.

Philoday (March 2025). – Annual event organized by the librarians of secondary. We prepare the sandwiches for the students involved in the event and we welcome the staff members for lunch in the Staff Canteen. Number of people attending: 18.

FAMES (March 2025). - The school organized the annual FAMES event, bringing together students from various European schools. As part of the event, the school canteen service was responsible for managing



and delivering all food and beverage requirements. Catering services were provided for approximately 300 students and included a wide selection of snacks, freshly prepared sandwiches, and hot meals. Special attention was given to ensuring timely service, variety, and quality in order to meet the needs of an international group of participants and to support the smooth running of the event throughout its duration. Number of people attending: 275.

Healthy food workshops (May 2025). - In March, in cooperation with primary director Mr. Mc Grath and Ms. Guikmin (EN section) we organised visits from nursery students in our kitchen premises. They had a tour by the canteen manager. They met the kitchen staff members, and they saw the place where the team prepares daily the food served in our school. In May, we provided in the classes the materials for them to make a cake. They made it in class and after we took it in the kitchen and baked it. It was the dessert all nursery pupils ate the day after during their hot meal in the refectory.

Open Days (May 2025). The school organised an information session for new parents and the APEEE set up several information points to inform new parents about transport, canteen and extracurricular services. The Canteen, in addition to providing information about registration, menus, allergens, etc., organised a snack for all attendees. The event was very successful and allowed those who attended to get a first-hand look at some of the food and drinks offered by the canteen. Number of people attending: 200.

Performing Arts Day (June 2025). -The Extracurricular Service organised the PAD as the final event of the extracurricular activities carried out during the 2024-2025 school year and commissioned the Canteen to organise the food and beverage service. It was the first time such a comprehensive event had been organised on the Canteen terrace, and the result was very positive. Number of people attending: 800.

BAC Ceremony (July 2025) - As part of our annual traditions, a reception is organized each July following the Bacalaureate Ceremony. This event marks an important milestone for the S7 pupils and provides an opportunity to celebrate together with their families. The reception includes a selection of soft drinks, cava served to parents, and a variety of finger foods. Number of people attending: 1100.



2.1.3. Statistics

Inscriptions per sections and levels

Tri 1	M	P1	P2	P3	P4	P5	S1	S2	S3	S4	S5	S6	S7	
	BG	9	10	6	4	8	11	15	11	8	16	10	3	3
	DE	15	11	8	14	16	15	17	18	16	16	13	9	9
	EN	15	5	19	16	22	32	31	40	41	42	38	23	9
	ET	10	6	5	6	7	6	6	6	6	0	0	0	0
	FR	42	39	45	60	50	54	90	70	98	101	68	52	40
	IT	6	4	10	14	8	10	11	18	7	15	11	21	7
	NL	3	7	5	6	4	11	13	19	15	22	6	8	11
	RO	21	12	14	10	15	12	20	12	15	21	10	10	6

Ms Adja Awa Sissoko

Board Member in charge of the Canteen

2.2. Transport

2.2.1. Introduction & Staff

The mission of the transport service is to offer students from nursery to secondary and from all linguistic sections the possibility to travel between home and school in the morning and school and home or nursery in the afternoon.

We also offer occasional travel on our routes with the help of tickets, available for sale on our online registration site.

Our Goals

The goals of the transport service are:

- To ensure the safety of all pupils during the journey;
- To train bus monitors on preventive measures in the event of an incident in order to best meet the above objective;
- To keep travel time to a minimum.



The Transport Office Team

The Transport service is comprised of a manager, full-time assistant managers, and a half-time support staff member, who mostly works as a bus monitor but also helps train the new recruits. When there is no transport, he can help us with admin tasks and filing.

Anne ROBERTZ – Transport manager

Linda MARTENS – Assistant Transport manager

Aude VAN DEN BOSCH - Assistant Transport manager

Daniela COTICI - Assistant Transport manager

Moustapha BOUMEDIAN – Support and bus monitor

The team of bus monitors

For the past three years, we have been moving away from having monitors working under a large series of regimes (ALE cheques, bénévolat, contrats APEEE) and professionalising the job by having the adult bus monitors hired via an external service provider named Group Cleaning & Services, who were already active in EEB2. Before the end of the school year, the bus monitors who hadn't signed a contract yet with Group Cleaning & Service were made aware of the fact that the next school year would be the only way for them to work with us. Out of 23 ALE worker only one has signed a contract. Same with the bénévoles (volunteers): only 1 out of 13 signed a contract with Goup Cleaning & Services. Both statuses are actually a way for people who are unemployed to safely earn some money, while still being considered unemployed and receiving unemployment benefits.

The goal is to have all the adult bus monitors hired via Group Cleaning & Services and have the student monitors hired and paid as volunteers. We also have one monitor hired under a contract with the APEEE and who is combining hours working for Transport with hours working at the Canteen.

2.2.2. Activities performed

- **Transport Subscriptions**

The school population is quite stable now and the number of subscriptions remains similar, which in return means we don't need to create multiple new bus lines

	2022	2023	2024
Subscriptions	2568	2651	2785
Price	1.731,33 €	1.950,00 €	2.167,88 €
Morning bus stops	331	349	349
Wednesdays stops	371	334	329
Morning bus lines	53	54	54



15:20 departures lines	32	23	24
16:10 departures lines	35	35	35
Wednesdays lines	50	49	49
Adult bus monitors	66	71	122
Student monitors	19	33	49
Bus companies	10	11	11

- **Together school: the boarding list and tracking app**

In 2023-2024 we had our first complete school year using the app. The KPI (Key Performance Indicator) collected made it possible for us to more easily assess seat availabilities allowing, in turn, to be accepted on bus lines that were officially full (i.e. based on the number of subscriptions) instead of remaining on the waiting list. The same applied to the possibility for parents to buy tickets.

On the parents' side, being able to track the bus as it is on its way to their stop must have relieved most parents from the daily stress of wondering if the bus is late or even running at all. The in-app notification system allows the Transport service to reach all the actual users on the particular day the notification is sent, since the contact details are automatically updated daily.

What could be improved to avoid mis-selection of a student when checking them in would be having the monitor's NFC devices read the student's cards instead of the monitor having to check the name by hand on their devices. We are working on such a solution together with the developer and the school, since what we need to put into place requires special contracts between the APEEE, the school and the app developers (Together School). We are looking for a resolution during school year 2025-2026.

- **Follow up on the number of trip cancellations by bus companies**

We keep seeing the benefits of reducing the number of routes for the return trips at 15:20. As shown on the graphic, a better balance between the number of bus lines, in the morning and on the return trips, has drastically reduced the number of return trip cancellations, which makes life so much more comfortable for students and parents alike. The number of morning trip cancellations has also continued to decrease. Besides this, the use of the Together ESB4 app improved communication towards parents as they receive it in their app. We can also pinpoint notifications for a particular stop or even a single parent. Being able to track their child's bus as it reaches their stop, or not, is very helpful and gives everyone peace of mind when it allows them to get organised more quickly.

- **Looking ahead**

As mentioned, we are professionalizing our bus monitor teams and setting up a training program with the Group Cleaning & Services team.



As we are using the Together ESB4 app more and more, we seek to improve it and work toward an integration with the module developed and being tested for the Extracurricular service. Being able to read the student badges instead of checking their names will lower the occasional human errors when checking students as present or absent from a bus trip or an activity.

There are improvements we could bring to the service on so many levels, especially proactively but during 2024-2025 we could feel how we are actually understaffed and have been reacting too many times, while with more time and staff we could plan and prepare more ahead of possible issues. We are looking into the having a fifth full time Assistant Transport manager.

Another important objective for 2025-2026, with the support of the Director and the Board members, is to create an Updated Strategy Paper for the Transport Service updating the procedures and implementing new protocols to improve the service.

- **Financial results**

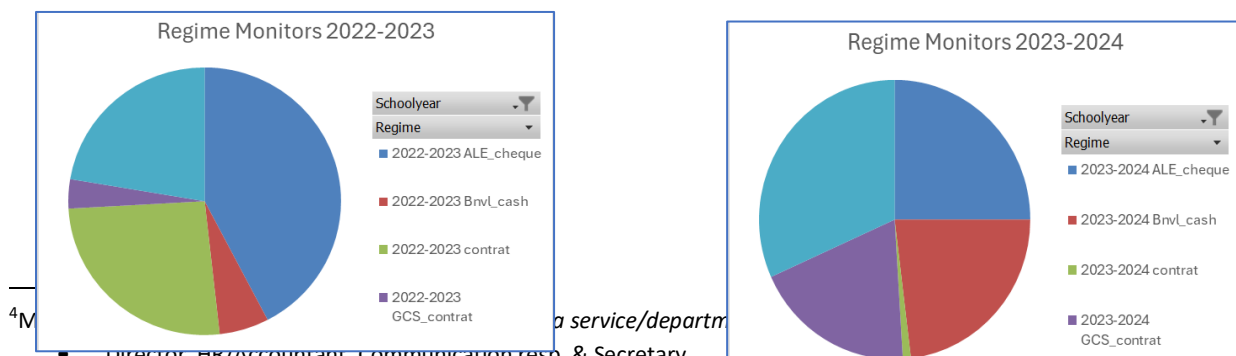
There has been a very favorable development of the financial results of the Transport over the last recent year. Please find below the evolution of the financial results for the transport service:

	2022-2023	2023-2024	2024-2025
Incomes	4.265.956€	5.105.543€	5.738.896€
Expenses	-4.083.182€	-4.965.687€	-5.169.161€
First result	182.774€	139.856€	569.735€
Management fees ⁴	-228.798€	-222.136€	-225.834€
Final result	-46.024€	-82.281€	343.901€
% Profit / total revenues	-1.08%	-1.61%	6%

2.2.3. Statistics

Bus Monitors:

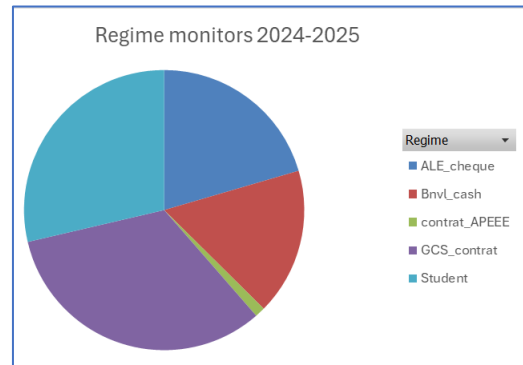
In the graphs you can see how this shift has been evolving over the past three years.



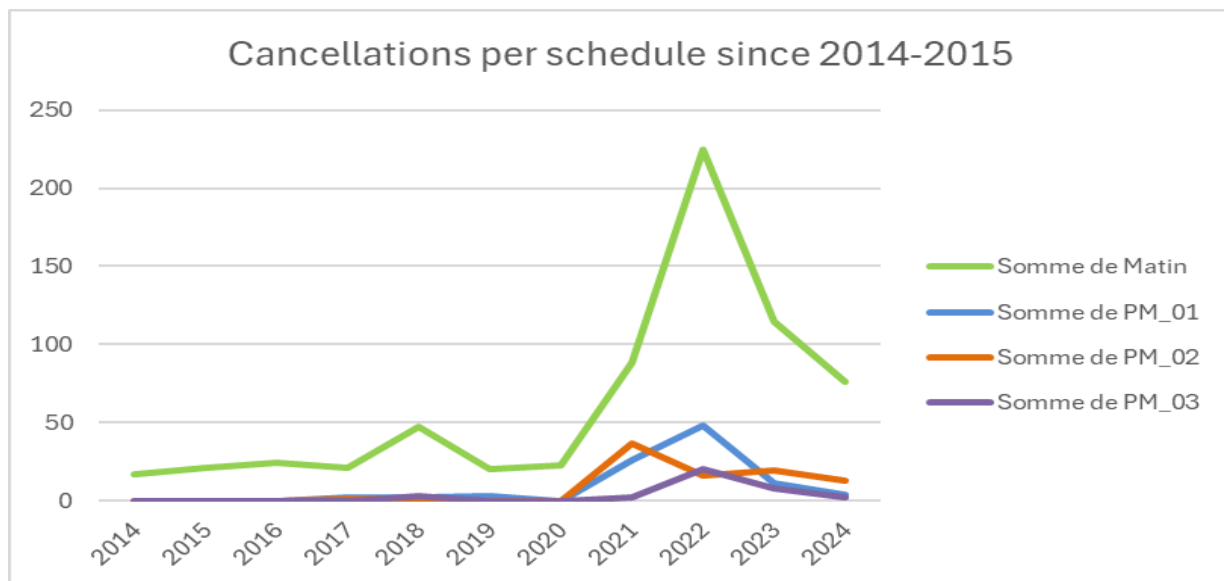
- Director, HR/Accountant, communication resp. & Secretary.
 - APEEE structure (IT, furnitures...)
 - Fees (Chartered accountant, auditors, lawyers...)
- reduced by the annual membership fees paid by each family.



ALE Cheques
 Bénévoles_cash
 Contrats APEEE
 Group Cleaning & Services
 Student_monitors



Cancellations



Mr Jordan Toujarov

Board member in charge of Transport



2.3. Extracurricular activities

2.3.1. Introduction & Staff

The **mission** of the extracurricular service is to provide high-quality sports, artistic, musical, and linguistic activities to the EEBIV pupils, from nursery to secondary school and across all language sections, supporting their holistic development and complementing the school's educational offer

Our Goals

- To offer an ever-widening choice of activities in sport, music, languages and art and leisure that spark children's curiosity and interests.
- To create enjoyable learning experiences where children can have fun, explore and learn at their own pace.
- **To accompany children as they grow, helping them blossom, discover new passions, gain confidence and build meaningful friendships.**

Our Staff:

Changes occurred within the team in charge of extracurricular activities during the 2024-2025 school year. The Manager, Ms Stéphanie Baldelli, was on maternity leave from March to August and was temporarily replaced by the director, Ms. Beatriz Soler Navarro. The extracurricular assistant, Ms. Marie Cazaban, left her position at the end of February, and two new team members joined the extracurricular team: Mr. Martin Redonda Fernandez and Mr. Fabrice Boyenge. It was a busy period for these two new persons, but they handled it successfully thanks to the support of their interim manager Ms. Beatriz Soler Navarro.

The team of monitors is composed of 53 dynamic and motivated people. They are present throughout the year to ensure the supervision and facilitation of the various activities offered. In addition, the service relies on a team of about 15 supervisors distributed throughout the week. Some are present in nursery activities to assist the instructor, while others provide support to supervise primary school students before and after activities, particularly at the meeting point.



2.3.2. Activities performed

- **Extracurricular service strategy:**

For the 2024-2025 school year, our strategy for extracurricular services has been to increase both the number and quality of activities and private lessons, while increasing enrolments and making these opportunities accessible to a greater number of pupils. A strong focus was also placed on improving communication with parents, through more direct and targeted exchanges on issues of particular interest to them.

The service also aimed to increase participation in the PAD by offering parents the opportunity to meet monitors and see their children's progress throughout the school year.

Finally, an important objective for 2024-2025 was to enrich the Summer Camp offer by introducing six different camps and increasing the number of outings and activities outside the school, **allowing pupils to explore, learn and have fun beyond the school environment.**

- **Registrations:**

The number of enrolments has steadily increased year after year across all three cycles: nursery (+16%), primary (+10%), and secondary (+16%).

This growth can be attributed to the diversification of services offered, including supervision, the introduction of new activities, private lessons starting from nursery, and an increased number of places available in the Summer Camp.

- **Activities' fee:**

For the 2024-2025 school year, fees for activities were slightly adjusted, with increases limited to 2–3%. At the same time, the price for a trial group activity session was significantly reduced, from €25 to €15, making it more affordable and attractive for families. As a result, the participation in trial sessions more than doubled, increasing from 21 to 47.

- **Activities:**

During the 2024–2025 school year, more than 66 activities were offered to pupils, responding to their diverse interests and passions. across sports, music, languages, arts and leisure.

- **Arts and Leisure:** 30 different activities, including new offerings such as *Get cooking! - A culinary adventure (P3-P5)* and *Enjoy Life Skills (P3-P5)*.
- **Languages:** 2 activities, including a new option to meet demand: English classes for nursery pupils.
- **Music:** 9 different activities, with new additions such as *Musical games & instruments discovery (P1-P2)*.
- **Sports:** 25 activities, including new options such as *Babysport (Nurs.)*, *Ninja Kid (P3-P5)*, *Gym (P3-P5 +S1-S3)* and *Parkour (S1-S7)*.



The activities are organized by school levels: M1-M2; P1-P2; P3-P5; S1-S3; S4-S7.

- **Private lessons:**

Pupils also had the opportunity to further develop their skills through private lessons. A total of 102 students took part, supported by 18 dedicated teachers.

Lessons covered a wide range of musical instruments, such as piano, guitar, flute, violin, drums, clarinet, saxophone, and singing, as well as language courses in English, French, German, Spanish, Japanese, and Romanian.

- **Supervision:**

In addition to regular supervision organized on Wednesdays and Fridays (with or without activities), special supervision was arranged on December 9, 2024, during the closure of the OIB APPS, and on March 26, 2025, to welcome students for the FAMES Day.

Furthermore, two multi-activity Friday afternoons were offered on 13 and 20 September, from 12:50 to 3:00 PM, bringing together a total of 130 students over the two afternoons.

- **Ski Trip :**

During the Carnival holidays, from February 22 to March 1, 2025, 56 students took part in a one week ski trip to Leysin, Switzerland. They were accompanied by five adults, including one extracurricular assistant and four instructors. The students enjoyed their time on the slopes and in the evenings, thanks to the activities organized by the supervising team. The trip was a great success.

- **Performing Arts Day (PAD):**

On Saturday 14 June 2025 the service organised the Performing Arts Day (PAD), an exceptional day highlighting the artistic and athletic talents of our students. The programme included amazing theatre performances in English and French, dance, yoga and music concerts (piano, guitar, clarinet, flute), art and fashion expo, comics exhibition, open classes on science, watercolour and STEAM; also sport tournaments and exhibitions on chess, judo, gym, boxing, football, basketball and aikido.

The event provided a valuable opportunity to (re-)discover the children's talents after the whole year of to foster exchanges between parents and monitors.

- **Summer Camp :**

From 23 June to 3 July 2025, the extracurricular service organised a new edition of the Summer Camp, offering 164 places for S1 to S3 students.



Apart from the 6 camps proposed, several outings were organised for all students including Aqualibi, Walibi, Escalade, Museum visit and Paintball.

The Mini Summer Camp organised during the first week offered climbing, sports, pump track, parkour, and an epic paintball session, complaining fun and teamwork.

The remaining five Camps organised over two weeks, included:

- Sports Camp: A wide range of sports, combined with pump track, parkour, climbing, Aqualibi, paintball and Olympiads promoting teamwork and perseverance.
- Art Camp: A creative environment with painting, visual arts, art yoga, relaxation yoga and an introduction to parkour.
- English Theatre Camp: An immersive experience combining theatre workshops in English with sports and outdoor activities, ending with a live performance.
- Coding Camp: An introduction to video game programming and electronics, complemented by sports and parkour activities.
- Football Camp: A first week focused on football skills and teamwork, followed by a second week with diversified sports, paintball and Olympiads.

• Financial results

Please find below the favorable evolution of the financial results for the extracurricular service:

	2022-2023	2023-2024	2024-2025
Incomes	568.202€	684.366€	732.213€
Expenses	-495.236€	-593.140€	-613.179€
First result	72.966€	91.226€	119.034€
Management fees ⁵	-16.565€	-29.785€	-28.814€
Final result	56.401€	61.441€	90.220€ ⁶
% Profit / total revenues	9.93%	9%	12%

More detailed financial information is provided in the Treasurer's report.

⁵ Management Fees are the costs - *not directly linked to a service/department* - of:

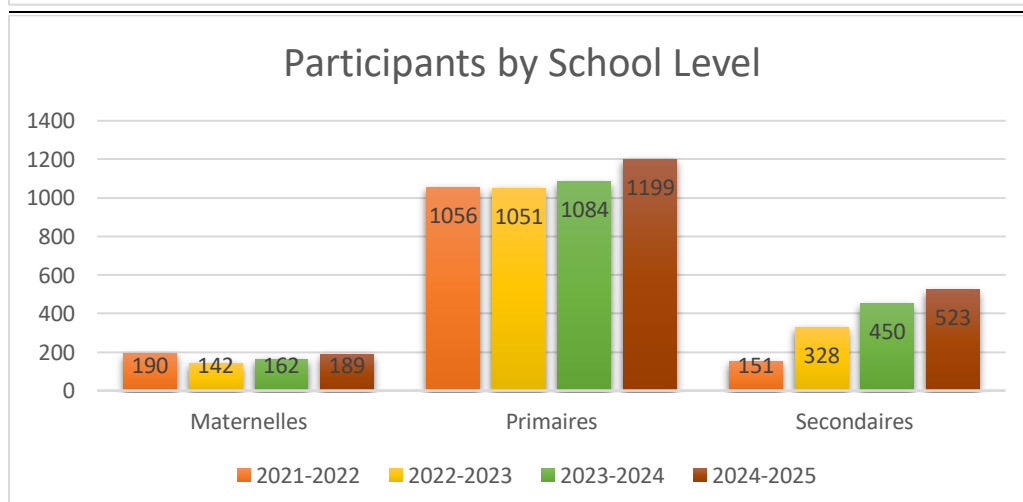
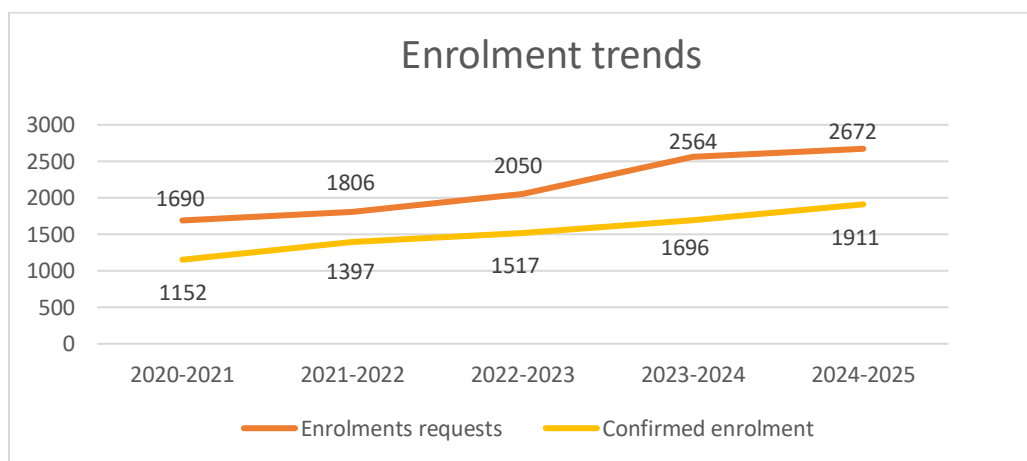
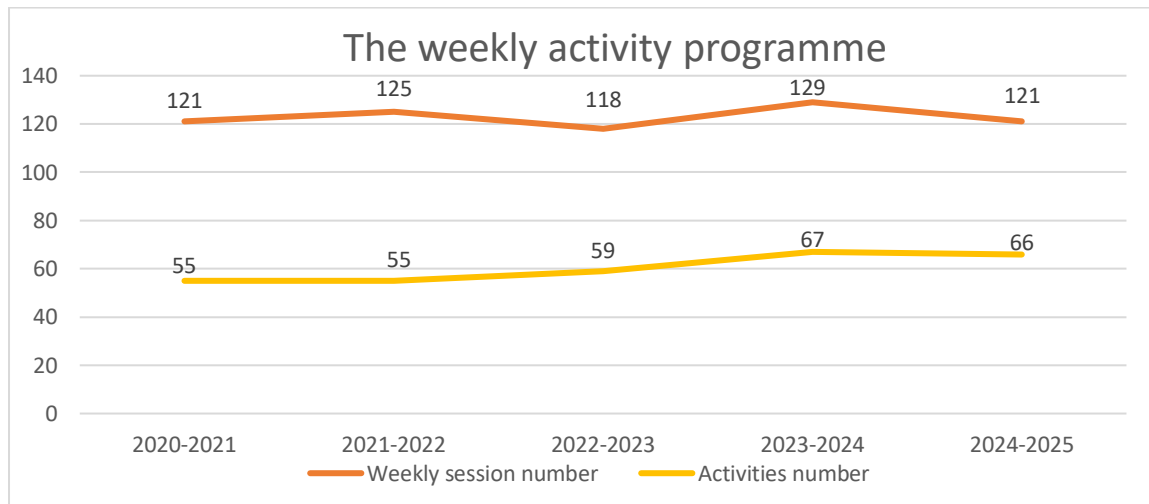
- Director, HR/Accountant, Communication resp. & Secretary.
- APEEE structure (IT, furnitures...)
- Fees (Chartered accountant, auditors, lawyers...)

reduced by the annual membership fees paid by each family.

⁶ The final result will be added to build the APEEE reserves



2.3.3. Statistics





<i>Instructors</i>	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
APEEE contract	39	38	26	26	24
Self-employed	22	12	11	16	18
Subcontractors	5	2	2	1	//
Volunteers ⁷	-	8	13	10	12
TOTAL	66	60	52	53	54

Angela Guarino
Board member in charge of Extracurricular

3. School Community

3.1. Community Fund

The APEEE Community Fund supports projects from all members of the school community (students, teachers, parents, staff) that bring positive benefits to the school. In the 2024-2025 school year, the fund helped foster community spirit, enhance the school environment, and support cultural and educational initiatives.

Key Insights

The fund provides a transparent way to manage APEEE non-operational funds and promote equal access to project funding across the community.

Projects are selected based on criteria such as pedagogical innovation, contribution to student well-being, promotion of diversity, and sustainability.

Funded projects are required to submit a report detailing their impact, which helps the committee share successes and encourage further community involvement.

Funded Projects and Initiatives

During the 2024-2025 period, the Community Fund supported a variety of projects that enriched school life.

Cultural and Events The fund supported EEB4 Secondary Choir's music tour in Rome (11–14 October 2025) for concerts and partially financed visits to the museum l'Air et de l'Espace in Bourget on 13 February 2025 and a second visit on 18 June 2026.

⁷ In 2025, a volunteer can participate in an activity and be compensated for a maximum of €1,692.51 per year.—



School Environment and Well-being Initiatives such as the "KiVa" anti-bullying program, development of emotional intelligence in primary cycles, and gardening projects have received support.

Educational Support To develop the Literacy competence and multilingual competences of all nursery and primary pupils in the EN section and the P4 and P5 L2 EN students of other sections the fund supported an event providing the opportunity to listen to and participate in a live workshop with a world renowned Story Teller, Niall de Burca.

The pupils were able to identify, understand and interpret concepts, feelings and facts from the oral form which assisted them in their written works in L1 and L2 and the Love of Reading project. The pupils were exposed to the use of different language in the oral form of storytelling. There was a chance for the pupils to develop their cultural awareness and expression competence through the oral art of storytelling as well as an understanding of another culture through civic competence based on their exposure to and understanding of the social concepts in the stories.

Financial Overview

The Community Fund's sustainability relies on transfers from the APEEE budget, as well as donations and fundraising initiatives. Applications for funding are reviewed based on financial viability and expected impact on the community, with a formal process involving calls for proposals to ensure transparent management.

Members of the school community interested in applying for funding or learning more about the process can find [Form and Guidance](#) information online.

Community Fund Committee

3.2. Social Fund

Social Fund Purpose

The APEEE Social Fund provides short-term financial assistance to individuals and families experiencing temporary financial hardship. Support is allocated based on verified needs, eligibility criteria, and available budget. Requests made to the Social Fund are kept confidential and handled on a case-to-case basis following the Social Fund's Rules of procedure. The rules of procedure of the APEEE Social Fund are available here: <https://www.bru4.eu/en/community/social-fund>

Key Areas of Support

During the reporting period, assistance focused on essential and priority needs, including:

- **Education-related expenses** (e.g. obligatory school activities)
- **Basic living costs**, including housing-related expenses



- **Emergency one-off support** for unforeseen circumstances

Assessment Criteria

Each request was reviewed individually, taking into account:

- Household income and available budget
- Fixed monthly expenses
- Number of dependents
- Nature and urgency of the request

Support was provided in line with Social Fund guidelines.

Financial Overview

- Funds were allocated responsibly and in accordance with approved limits
- Expenditure was monitored on an ongoing basis
- The Social Fund maintained a positive balance at the end of the reporting period, ensuring continued operational sustainability

Outcomes and Impact

The Social Fund interventions :

- Helped alleviate short-term financial pressure
- Supported access to education and essential services
- Promoted social inclusion and stability

Conclusion

The Social Fund continues to operate effectively, providing targeted support while ensuring transparency, fairness, and sound financial management.

Social Fund Committee

3.3. Somerfesto

Date: 17th May 2025 from 12:00 to 18:00

Venue: EEBIV

Coordination Committee: Jane Okafor; Johanna Al-Khafaji; Angela Guarino; Dan Nicolae; Josephine Norris and

Eventbrite Registration: 4895

People checked-in: 3610

Volunteers on the day: over 100 Including around 25 members of staff and 50 students with an average of 3 hours per volunteer.

National Food Stands Over 10 diversified food stands

Stand/Activity Coordinators: 20+ Volunteers helping with logistics before and during the event including: finding volunteers, setting up stands, preparing ticket envelopes, etc.

Student Stands: Giraffe Project, CdE pupils' committee, Fancy Fair Games

Activities (Inflatables): Arcade Run (P5-S3), Ninja Run (S4-S7 and adults) Giant Twister (6y+), Boxing Ring + Sumo Suits (6y+), Battle Zone (6y+), Rock n'Roll (6y+), Bouncy Castles (2-12y), Giant Lego (6y+)

Other stands and activities: Bar, Face Painting, Cupcakes, Candy Floss, Candy, Popcorn Ice cream/Coffee, APEEE stand, Photo Booth, Science Fair & Mario Kart &, Opening of Eureka! (school's lost and found service).

Somerfesto is the community event of the EEB4 school community, organised by a committee of APEEE board members with support from the school and APEEE Services staff. It relies on contributions and volunteer work from parents, pupils, teachers, and staff. The revenue is essential for organising the following year's event and contributing to the Community Fund, without which the event could not take place. During the 2025 edition, more than 200 people volunteered. Students who volunteered for more than three hours received a volunteer certificate in recognition of their commitment.



Entrance, ticket sales and distribution

APEEE Supervisors: Jane Okafor and Angela Guarino

As the school required all participants to register for the event, the organising committee opted for using the Eventbrite platform for its free service and convenient mobile check-in capabilities. The registration and check-in process went smoothly without significant issues.

Bar & Food Stands

APEEE Supervisor: Josie Norris

The Bar and Food stands proved to be a significant success at Somerfesto with all stands producing a profit. Each stand had a dedicated coordinator responsible for organising volunteers and overseeing operations during the event. Central supplies and logistics were organised and procured by the APEEE. Ultimately, the food and drink stands relied on the valuable contribution of over 50 volunteers as well as considerable assistance from the APEEE canteen manager. In addition to the main food stands, there was a cupcake stand, candy floss, popcorn, sweets and a coffee and tea stand and a bar.

Set-up and clean-up

APEEE Supervisor: Dan Nicolae

A dedicated team of 10+ volunteers undertook the crucial task of setting up everything necessary for the successful execution of the event. Responsibilities included arranging tables and chairs, assembling tents, and overall event preparation. Post-event, the team efficiently dismantled and disassembled the setup and ensured that the items ordered from external suppliers were returned.

Ensuring the school premises were left in impeccable condition, the team focused on thorough clean-up and restoration. This meticulous effort aimed at returning the school to optimal conditions, ensured a smooth reopening on the subsequent Monday.

Logo contest

The logo contest has become a cherished and eagerly awaited staple of Somerfesto and engages students in the event from the very beginning. It is launched in early February with the deadline in early March. The logo is subsequently used in all communications regarding Somerfesto. The Logo Contest stands as a remarkable chapter in the artistic legacy of Somerfesto, and we thank everyone for their enthusiasm and creative contributions.

Somerfesto Committee