

Education Councils of the European School of Brussels 1 Resolution of [date] on the situation of locally recruited teachers

in line with Article 21 (2) of the General rules of the European schools whereas the Education Councils “may adopt resolutions for submission to the competent authorities of the European Schools.”

Background

The Primary and Secondary Education Councils of the European School of Brussels 1 have serious concerns about the contractual situation of our locally recruited staff. We feel that it has a disruptive and negative effect on the European School of Brussels 1 community and in particular on students and teachers and that it threatens the stability and sustainability of the educational provision.

These issues have continuously been raised at the meetings of EEB1 bodies, like the Education Council and the School Administrative Board. Recruitment and retention of locally recruited teachers continues to be a concern within our school and has been identified as a risk in the school's risk register.

Main issues of concern for the Educational Councils:

- The European School of Brussels 1 is compelled each year to open posts already filled by high-quality locally recruited teachers, often outstanding teachers who have played a central role in our children's education. Posts are open irrespective of the employment contract (fixed-term or open-ended) of the teacher in place. Due to this annual procedure, the job situation of locally recruited teachers is very fragile as teachers know that they will be listed for replacement every year.
- Teachers' precarious situation is aggravated by a lack of guaranteed teaching hours; hours can significantly change from year to year with negative consequences for teachers' income, exacerbated by a lack of independent legal recourse in case of disputes.
- This also **undermines efforts to make EEB1 teaching posts more “attractive”** on the international market. The high concentration in Brussels of international schools with more attractive salaries and offering better job security has an impact on the EEBs' ability to attract and retain highly qualified LRTs.
- This situation disproportionately impacts vehicular sections/languages (French, German and English) and in particular the English section, which has spent recent years (since the UK stopped seconding teachers) building up a strong team of locally-hired teachers. We believe that the options to address this, such as the creation of “protected posts”, true indefinite contracts or remuneration bonuses to fill the current gaps, are underutilised in the rules on locally recruited teachers.
- This makes it difficult to apply the rule that the appointment of a non-native speakers should remain a “pragmatic and exceptional answer to a scarcity situation”.
- It creates different conditions for teaching and learning between traditional and accredited European Schools even though all students complete their studies with the same European Baccalaureate.
- Finally, this is not in the spirit of the European Pillar of Social Rights, Principle 5 on Secure and adaptable employment, which seeks to prevent employment relationships that lead to precarious working conditions. Paradoxically, in many instances the approach does not lead to real cost savings for the Commission.

The position of the Primary and Secondary Education Councils of the European School of Brussels 1

Secondment of teachers to the European Schools is welcomed as it brings stability and predictability and offers teachers a fair and competitive compensation for their work. Locally recruited teachers also play a huge role in our system and are an essential and instrumental part in delivering high level education. They should also be entitled to security, stability and predictability in their employment with a fair and competitive compensation for their work.

We would request that the system would examine how we can ensure that our seconded based system remains protected while ensuring that locally recruited teaching staff within our school are offered security in their employment with an attractive and competitive compensation which would ensure that we can continue to attract and retain the high-quality teaching staff that has been the foundation of our school for many years, including by providing interpretation how Member States can assign teachers in line with the Article 3(2) of the Convention defining the Statute of the European Schools and paying more attention to the challenges.

The Education Councils instruct Director of the European School of Brussels 1 to forward this resolution to the Secretary General of the European Schools and the Board of Governors.

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