



MR *International School Eindhoven*

To:	MR-PO	Minutes:	MR member
	Combined	Version:	1
What:	PMR and MR-PO meeting	Location:	OBB 0.41
Date:	Thursday June 27	Start:	18.00-21.00
Agenda:	MR member		(18.0-19.00 PMR, 19.00-21.00 MR-PO)
		Language:	PMR Dutch, MR English

		Documents	Status
18.00	PMR meeting		
	attending; 3 PMR members, director, interim head of dept and lawyer		
	Minutes PMR approved	meeting May 22nd	IP
	work distributionplan PDB The main change is 45% on top of class time. It is being looked at by Cupella. There appeared to be a lot of confusion about tasks: What is and is not part of the job? There needs to be more clarity to staff. Two weeks after the summer break, the work distribution plan should be technically in place and then interviews should follow. The current circumstances were different. Before vacation everyone knows their tasks and annual calendar is known. After vacation, conversation should follow with head of department.	no	IP
	workdistribution policy SILFO (int dept) Within international it was clear, conversations were positive. *Not everyone has a personal interview. *It should state that TAs get paid more when they have to take over a class. *TAs can occasionally take over teaching duties. If this is longer then there is an agreement between the school and the TA between scale 4 and 5 to adjust that. *replacement; TAs are not first on the list, teachers are first.	yes	IP

	<p>*Interns are the responsibility of a qualified teacher, sharing schedules and looking at risk factors.</p> <p>Item 2 work distribution plan: International has not been able to indicate through Cupella in past years what tasks, professionalization, etc. like to be done.</p> <p>Advisor indicates that conversations must take place before summer as per collective labour agreement. (CAO)</p> <p>It was indicated that staff are not aware that a specific teacher is responsible when a TA substitutes, nor who should communicate about it.</p> <p>What if classes are split for long term? This can be done for a short time; after a few weeks a vacancy should be posted.</p> <p>More explanation is needed; fine-tuning needs to be done, explanation to full staff as soon as possible in the new year and clarity on compensation for TAs.</p> <p>Vote; agreed with conditions that the above be adjusted.</p>		
	<p>formatie plan PDB en int</p> <p>Part bilingual: this still mentions 3000 as parent fees. Director indicates that the budget will look different with 2000.</p> <p>Question about the number of classes and budget: 24 international classes, but in reality there are more. Budgeting is done cautiously. This is not very recent, to staff has been shared 27 classes before, now up to 29.</p> <p>Tasks are missing how many people are needed at the task. This may become a little clearer in fine-tuning. It was indicated that this is not always the same</p> <p>Question about the departments not being split. Director indicates that the departments have the same source number and therefore belong together. 6.3 was added because of the special situation. It is not clear how the duties look different in the two departments.</p> <p>Appointments: A date should be added from a time when it was still 3000 euros for bilingual. This is valid for 3 months, after that it should be reviewed. this proposal is approved under this condition</p>	yes	IP
19.00	MR-PO meeting		
	attending; 3 PMR members, 4 MR parents, director, interim head of dept and lawyer,		
1	Agenda setting		

2	<p>Advice on the move of the BDD</p> <p>Director is grateful for the letter (conditions advice) He appreciates the amount of thought that has gone into the letter. Impressed with the detail and thoughtfulness. Director is happy to further discuss these points.</p> <p>There is one concern in the letter: the timeline of one month. The director suggests to send a written response and have a conversation in the first week after the holiday. Advisor shared that the MR wants to have the chance to start a geschil (then 6 weeks is too long) if necessary.</p> <p>Director agrees with the sub-council and training, pending that it will be possible to change it again when the temporality of the relocation changes. An answer can be provided for the first two points within one month.</p> <p>The school's lawyer needs to make the statuten for the subcouncil.</p> <p>Head of department felt that to go forward in a more positive manner, it is important to phrase the letter in a positive way instead of mentioning everything that went wrong.</p> <p>It was pointed out that there is a lot of pain and this comes back in the formulation of the letter. The letter is written about what has happened and is factually written.</p> <p>We want to move forward in a positive way, this can already start in the written response from the board.</p>		Advice
3	<p>Minutes MR-PO please reply parts in purple</p> <p>Approved</p>	<p>minutes May 29th</p> <p>extra meeting June 12th</p>	IM
4	<p>parentfees rectification</p> <p>*does not seem like an official letter, no date, no heading. *The request was that the rectification would share that the MR advised not to raise the fees, this is not mentioned in the rectification. The MR requested more information.</p> <p>Director shared that the fees were still under discussion, no decision had been made.</p>	yes	inf

	<p>What was written was written with the best intention and is the eyes of the director still reflects what was discussed.</p> <p>MR parent shared that it puts the MR in a position where we have to justify ourselves.</p> <p>The director shared that he said he would receive questions and if not, he would send out the letter for the fees to be raised.</p> <p>A question was asked about the fees on the website. Director did not know the fees were changed on the website.</p>		
<p>5</p>	<p>parentfees</p> <p>International: Controller suggested a higher raise than was proposed to the MR.</p> <p>In March 2022 it was discussed that fees would be raised and then frozen for 3 years. This was based on the salary raise at the time, which was a normal raise.</p> <p>A few months after this, the gap between primary and secondary was closed, almost 10%. After this there was a new CAO increase, around 3%. The year after there was a new increase, totaling to around 20% increase in salary.</p> <p>Question about the money we get from the government. The funding for ISE primary is 60% government, 40% parents. The 60% went up by the 22%, but the 40% from the parent fees was not.</p> <p>How was the split done between international and bilingual department (different fees) ? This is for one school, both departments together.</p> <p>It would have been appreciated to have numbers and more than an explanation before this meeting.</p> <p>We asked for a clear break down of financial between the two departments and a forecast for next year.</p> <p>The sub questions are not answered in the reply. We need a clear overview of what is going on.</p> <p>It was suggested that it needs to be split up into two parts, using half years, (some students are not going to be at Oirschotsedijk).</p> <p>Expected increases are not budgeted, they are always the same, as are the salaries. The increase of the fees is almost always a reaction to an increase in salary.</p>	<p>appendix A appendix B</p>	

	<p>Right now the deficit is 14%, if we do not change the fees it will be a deficit of 88000.</p> <p>Head of department suggests to have a foundation for the bilingual department, with MR members in it as well, to control what comes in and what the money is spent on.</p> <p>MR parent asked for a vision for the upcoming years, also considering the move this summer. MR parent shared that for the bilingual department the numbers are uncertain and parents are still deciding. They added that we want an overview of the year (a planning) for what needs to be discussed at which point in the year. MR parent shared that the answers keep changing and this has created uncertainty and a lack of trust. Parent asked for an apology from the board and a clear vision.</p> <p>Controller shared that a break even point is very difficult as the government funds are based on older numbers. A break even point can only be made with a lot of assumptions on student numbers.</p> <p>Head of department went to see the controller and chairman of the board to lower the school fee. They made an exception, which will be 2000 euros. This is not enough, but we want to do this to make a better start. Do not want to lose more students or parents. Current expected number of students is between 80 or 90.</p> <p>Head of department shared they need to have the fees of 2000, otherwise people will have to be fired and classes will have to be combined.</p> <p>MR parent shared that his goal is to have as many students as possible to join, which requires a lower fee.</p> <p>Question was asked about the basic skills subsidy and whether the TAs can be partially paid for by this subsidy until numbers go up, to have a lower school fee.</p> <p>If the salaries do not increase, so the money needed will be the same. It will always be somewhere between 1500 and 3000.</p> <p>Controller shared that the funding for regular schools are very limited, other schools within SILFO have had to let go of people (for example gym teacher) because they have lost certain funding.</p> <p>MR parent suggested to spread out the increase in fees across two years.</p>		
6	<p>New building Oirschotsedijk MR has not been asked for advice new building.</p>	<p>see ISE Devt and Growth info yes</p>	<p>AM</p>

	<p>This has been announced and MR has received some docs. Also invited for focusgroups at times we are not available. What is goal of these meetings ? Also; what is connection (financial) with move BDD ?</p> <p>The move and new building is part of the same project. The renovation of JLS and extension on campus is part of the same. No decisions have been made. We are prioritising phases within the project. We are at the stage where there is a preliminary priority setting, as a result of the focus group meetings. Right after the break there will be a discussion on the preliminary phase. The phasing depends on the priority setting and how this happens in practise. After the break the MR will be asked for advice. This is in two steps: opinion on priority and advice on a complete plan.</p> <p>Right now the money is one pot, it is not decided how much will go where.</p> <p>There are conditions to the money: sports and creative element. Right now we are considering creative sports in K building, along with design and technology spaces. Think of interactive ways of play, together with more traditional fitness materials.</p> <p>The municipality gives 7.5 million and tells you to make a plan (for both locations), if it goes over the 7.5 million, you have to pay it yourself. If more goes to JLS, less will go to the campus. At JLS they are doing everything to make it good.</p> <p>In previous meetings other numbers were shared.</p> <p>Include in points of attention: invite MR members at times that are possible. If it is during lesson times, cover needs to be arranged beforehand.</p>		
7	<p>activity plan 2024-2025</p> <p>Moved to a later meeting</p>	yes	IM
8	<p>Foundation proposal</p> <p>MR wants heads up beforehand. This is for the bilingual department.</p> <p>Mostly positive response at the moment, a concern was shared regarding parents paying more and then expecting more for their child. Director shared that this is not what they want, so looking more into less flexible amounts.</p>	no	IO?
9	<p>schoolguide</p>	no	IO

	<p>It is a work in progress. It will be finished next Thursday and then it can go to the people who make the website. They will add it to the website. It will be shared with the whole MR before it goes on the website.</p> <p>This will be in two languages and within two weeks.</p>		
10	<p>next year; deelraad ? consent board</p> <p>See point 2.</p>		inf
11	<p>Waste plan</p> <p>Moved to next time</p>	yes	
12	<p>Closing and goodbye to MR member</p>		
13	<p>Point from GMR</p> <p>GMR has also asked for the finances to be clearly split between the international and bilingual departments.</p> <p>Controller shared that it is reported as one entity because of the brinnumber.</p> <p>The GMR has asked for more clear information to be shared.</p>		
14	<p>part without director</p>		
15	<p>MR-PO has to provide a candidate for the GMR PO next year</p> <p>It is preferred that an MR member joins the GMR. It is up to the MR to provide a GMR member. It is wise that they take someone from next year's MR members.</p> <p>If we cannot find anyone, then the MR needs to organise elections for the GMR.</p> <p>This needs to be part of the agenda for the first meeting next school year.</p> <p>MR parents will think about it.</p>		
	<p>Parent fees</p> <p>Ideas and suggestions:</p> <p>Parent: withhold consent, new proposal: between 200 and 900 (willing to pay 900)</p> <p>Parent: No 2000, pay less than 900.</p> <p>Parent: Blank vote (more inclined towards agreeing).</p> <p>Parent: Agree. Consider that SILFO is already willing to pay money, so it is not 3000.</p> <p>Staff member: convinced the quality will be good.</p> <p>Suggestion for current parents to pay a bit less and new parents pay 2000 euros. (Parent suggested to present it as 2000 for everyone, but a discount for current parents for the first year)</p> <p>Staff member: Bad expectations with the 200-900.</p> <p>Consider what you get for the 2000 euros, the extra support in multiple areas.</p>		

	Staff member: No accessible to all, but also not a crazy price. Good idea to give current parents a discount.		
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I = instemming/approval

A = advies/advice

M= MR

P= PMR/ teachers

O= oudergeleding MR/ parents M