



To: **MR-PO** Version: **approved**
 What: **meeting** Location: **Strabrecht, Geldrop**
 Date: **Tuesday 11-04-2023** Start: **20.30**
 Agenda: **MR staff member** Language: **English/Nederlands**

20.30	MR-PO meeting	Documents	Status
1	<u>Welcome</u> Director and MR members		
2	Agenda setting		
3 5 min	Minutes MR-PO 7 February 2023 Director agrees to put minutes on the website after they have been approved and anonymised.		IM
4 60-75 min	<u>ISE MR-PO issues and discussion with Director:</u> <ul style="list-style-type: none"> - Announcements Growth of ISE; grow is slow- only 20-30 students extra overall, so primary and secondary together. Budgeting on this number. Reason 1 for not growing; reaching physical limits of campus. 2; waiting lists- people hear about these lists and go to other schools. Building project group (=leadership whole school and facility and consultant). They have had their first meeting; what are our priorities and then space. What will the buildings look like? Both buildings will have an educational purpose. Next meeting will be about the budget. Director states we are on schedule, he also states there are hiccups; budget (negotiation with consortium) and logistics. The plan is not mentioned when MR's will be informed. Update will come 2 weeks before next meeting. The director sees no link between current growth and negative publicity about the school; there are waiting lists. Are families leaving ? Confirmations were sent very early this year. Director; families are not leaving- after the May break we will have more definite numbers. Families from Dutch dept consider going to int dept. Question on building; CvB mentioned that the director will say more about the buildings- according to the director he has no more news. 12 temporary buildings are too expensive. We may not need the extra buildings if school doesn't grow fast(er). MR-PO has concerns about perception of what happens at school from parents, teachers and management. Has the school done a proper investigation about people (staff and students) leaving ? <ul style="list-style-type: none"> - Staff leaving/ changing Bilingual dept. 		

	<ul style="list-style-type: none"> - Is there a report ? Exit meetings with the head of dept. She spoke with the Dutch bilingual team. What we hear in the staffroom is not aligned with what the director presents as facts. - Growth is not as big as we expected it to be. Director did not have interviews with colleagues who were about to leave. - Current Exit meetings and follow-up. Is there a trend ? Outcome is also important for MR to understand. According to the director; some staff are concerned about the position of the Bilingual dept. Some left for personal reasons. It is not usual to share such information. MR has information right and wants more information. Are there percentages available ? There is a very big concern from parents and teachers about the quality of teaching. New staff: Second interview with candidate (interim head of bilingual dept) is next Friday- is available to start soon. At the moment, we have a nurse, IB (Student Support Coordinator) again. We will have an ICT coordinator soon- starting after leaving her current job. - School guide 2023-2024 changes are being made (new version will be sent before June 1st) - Growth of ISE Roadmap New Building plans/ Building Focus Group As soon as there is news to share, MR-PO will have information (2 weeks before the next meeting) Advice from MR's to management to be involved in building plans. - School fee, request to approve again proposal from last year (by law) and questions on spending/utilisation of the school fee (transparency is essential by law) School fee; was fixed last year for both dept- it needs to be reapproved every year as a formality. The ISE POI needs to be transparent about where the fee is spent on. Wait till there is more information about the school fees (a letter from the ministry) - Holiday planning ISE 2023-2024 Holiday planning; no more new information at this point. Some holidays are decided by the government. Request from staff; last 2 days before summer holiday no children so staff can move classes. Also interesting for parents if they want to travel. Director will look into it. The PMR-PO approves of the Holiday Planning 2023-2024. We agree on all yellow suggested study days. We look forward to the 2 extra study days (=holiday for students) from management ISE. 		
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	<ul style="list-style-type: none"> - Concept Formation Plan ISE PO 2023-2024, current task policy PO (=werkverdelingsplan) The PMR-PO will have to read into the new version. PO separated from VO please, no ISE as a whole in the formation plan. 		
21.45	Part without Director		
5 5 min	Announcements Internal <ul style="list-style-type: none"> - PMR: other update from meeting 30 March 2023 - GMR NUT sends their list of decisions on GMR subjects, MR-PO to CvB all subjects until GMR-PO is installed. - ARBO year report 2022 is for information. More questions on ARBO must follow, but in a less busier period of the year. 		
6 5 min	Elections staff <ul style="list-style-type: none"> - Email will be sent out, we need three members, 1 preferably direct, 2 in August 2023. 		
7 10 min	Committees No news		discussion
8 5 min	AOB <ul style="list-style-type: none"> - Parent; request for bus. Parents willing to pay extra fee for children who use the bus. Director; part of a bigger project- not possible on short term, maybe on long term. Municipality may open a hub (public facility). Parents; young children travel by bus- there are parent volunteers on the bus. MR-PO has concerns that school waits too long. There are 3 concentrations where children live - there are parking lots. MR is afraid that management is waiting (again) and calls it 'waiting management'; examples; Dutch dept, temporary building. 3 years ago there was a parking problem already. Parents complain in whatsapp groups about non-communication. We need to put this on the agenda again. 		
5	Closing		

I = instemming/approval

A = advies/advice

M= MR

P= PMR / teachers

O= oudergeleding MR/ parents M

Next PMR-PO/ISE VO 24 May 2023

Next RVT/GMR-VO/GMR-PO Thursday 1 June 2023

Next MR-PO 25 May 2023

Besluitenlijst MR-PO 11-04- 2023

Summary of approvals and decisions MR-PO 11-04- 2023

6 leden aanwezig/ 6 members present

MR-PO minutes 7 February 2023				MR-PO	IM
In favour		Against		Abstain	

The MR-PO did not discuss the documents and also did not vote on this document. We will schedule an extra meeting in May. Voting will be shared with CvB in May 2023.

Medezeggenschapsstatuut SILFO				MR-PO	IM
In favour		Against		Abstain	

The MR-PO discussed the statute and found it must have more time to receive remarks or textual changes from all members. We will schedule an extra meeting in May. Advice will be shared with CvB in May 2023.

Reglement GMR PO / Regulations GMR PO				MR-PO	IM
In favour		Against		Abstain	

The MR-PO discussed the Regulations GMR PO. We suggest article 5 should change into 4 instead of 3 years, because 4 years as term is better to improve continuity (resigning before end of term is possible). Awaiting an answer from CvB and then we will vote.

Klachtenregeling SILFO en stappenplan / SILFO Complaint procedure and protocol				MR-PO	IM
In favour	6	Against	0	Abstain	0

The MR-PO discussed the Complaint procedure and protocol. Combined it is 1 document on the website of SILFO already. MR-PO approves this document, however there are comments which need to be improved in the document:

- parents/staff should know step 3 becomes a formal step and a legal procedure,
- ORION is an external organization and it should give more information what they represent/do,
- it should be made clear that the information on the ORION website is in Dutch only.

Please make the English translation available on the SILFO website too.

Extended remarks in Dutch (from GMR NUT) are also shared from the MR-PO.

Beleid voorkomen en bestrijden van ongewenste intimiteiten SILFO / POLICY PREVENTING AND COMBATING SEXUAL HARASSMENT Sexual offence protocol included (Annex I)				MR-PO	IM
In favour		Against		Abstain	

The MR-PO approved this document already d.d. 27-10-2020

Here the text from the minutes:

Sexual Harassment/Unwanted Intimacy Documents

Students and parents need to be educated on this important subject. CvB will receive an email from us to the management to ask how this is done in the curriculum. We suggest workshops or information sessions.

Orion has a Complaints Commission. CvB thinks this is also legal for PO, but will double check
Vote - For: 7 Against: 0 Abstain: 0 (needs to be in English)-last one we approve without a translation It should read CAO PO in the intro as well, now only VO is mentioned.

d.d. 11-04-2023

MR-PO asks the board to check if above mentioned remarks are changed in the document. The MR-PO joins in the remarks made by the GMR NUT (changes in the document).

MR-PO received the translated copy at the end of 2022, but it is not available on the website.

MR-PO did not get an answer if ORION is also legal for PO.

There are questions on two different roles: confidant and counselor.

CvB said it will check if 1 role is sufficient: confidant only and will report back to the MR-PO (GMR-PO).

On the SILFO website the document is named CommandorijCollege. Please change.

Klokkenluidersregeling / Whistle-blowing scheme				MR-PO	IM
In favour		Against		Abstain	

The MR approved this in 2016.

d.d. 11-04-2023

The MR-PO did not receive this document in English, although it is used in evidence for the CIS. Please put it on the website too.

The name SILFO should be in the document.

SILFO Integrity Code				MR-PO	IM
In favour		Against		Abstain	

The MR-PO approved this document already d.d. 27-10-2020

Here the text from that minutes:

MR-PO is positive on the Integrity Code, there were some questions to the CvB. There needs to be communication to the parents about gifts. They should not be sent to the homes of teachers, only at school. It is the responsibility of the teacher to know whether or not to accept a gift. CvB feels we shouldn't be so worried about this point and they will have a look at this. CvB will change a paragraph to include PO.

Vote - For: 7 Against: 0 Abstain: 0

d.d. 11-04-2023: no extra remarks

Vakantieplanning 2023-2024/ Holiday planning 2023-2024				MR-PO	IP
In favour	3	Against	0	Abstain	0

The PMR-PO approves of the Holiday Planning 2023-2024. We agree on all yellow suggested study days. We look forward to the 2 extra study days (=holiday for students) from management ISE.

12 maanden rapportage/ 12 months report			MR-PO	AM
In favour		Against	Abstain	

The MR-PO did not discuss the 12 months report. We will schedule an extra meeting in May. Advice will be shared with CvB in May 2023.

School guide ISE PO 2023-2024			MR-PO	IO
In favour		Against	Abstain	

The MR-PO did not discuss the School Guide ISE PO 2023-2024. We will schedule an extra meeting in May. Remarks and/or approval will be shared with CvB/director in May 2023.