



Version

To: **MR-PO**
 What: **meeting**
 Date: **Tuesday 07-02-2023**
 Agenda: **MR staff member**

Version: **approved**
 Location: **Oude Bossche Baan, Eindhoven**
 Start: **20.30**
 Language: **English**

All documents to be found in the link in the invitation email.

		Documents	Status
19.45	MR-PO meeting		
1 40 min	<u>ISE MR-PO issues and discussion with Director:</u> <ul style="list-style-type: none"> - Growth of ISE - Incoming mail Primary Dutch Dept. Roadmap July-Dec 2022, next roadmap? - New Building plans/ Building Focus Group? - School guide 2022-2023 - Bullying, lunch breaks monitoring (update?) - Holiday planning ISE 2023-2024 	yes no no Yes no no	Discussion AM IO information AM
2 20 min	<u>Minutes</u> MR-PO 4 October, 3 November and 12 December 2022 Action list 12 December 2022 (also CvB documents which were not approved/advised): <ul style="list-style-type: none"> - SILFO Complaint procedure - "Stappenplan" Complaint procedure (not translated) - POLICY PREVENTING AND COMBATING SEXUAL HARASSMENT Sexual offence protocol included (Annex I) - Announcements PMR meeting 2 February 2023 	Yes	IM
3 20 min	<u>Planning / Committees</u> <ul style="list-style-type: none"> - PR committee / planning - Contact with parents and staff / Communication update-ISE website/staff portal (whole school) - Mailbox concept 		Information discussion
4 10 min	AOB		
5	Closing		

I = instemming/approval
A = advies/advice

M= MR
P= PMR / teachers
O= oudergeleding MR/ parents M

Next PMR-PO/ISE VO Thursday 30 March 2023
 Next RVT/GMR-VO/GMR-PO Thursday 1 June 2023
 Next (G)MR-PO Tuesday 11 April 2023

MINUTES MR-PO 7 February 2023

Attending: 6 MR-PO members and director, partly CvB member

1 ISE MR-PO issues and discussion with CvB member and Director: Announcements

1.1 Temporary building: Silfo and municipality talk on temporary buildings because of suspected growth. 6 temporary buildings on a concrete basis is the plan, so 6 more can be built on that. Quality of the temporary buildings raises questions, lots of concern from MR on current temporary buildings (from 2016) (mould, noise, cold/warm). Planning on position: near the bike shed. For staff a new bikeshed will be built near the Frog building. Municipality doesn't want more traffic movement, bikes are ok.

Permanent building: 2 new, close to entrance. First (main entrance and assembly) ready in June 2025, second (classes/education) in 2026. Director decides which building is built first. Staff wants classroom building first. CvB: building 2 buildings at the same time is more expensive. Director ISE says planning has been made, not possible to change it.

That is strange as MR-PO has had only oral notice of the building plans, nothing on paper, MR-PO has the right of advice on any step towards building or new buildings. CvB states they will look at the plans again, they will inform us on the sequence of the build, with explanation.

Question MR-PO: will the build of 12 temporary buildings be enough till 2026? Answer CvB: depends on applications.

1.2 Head of Bilingual Department (BD) is absent from 10th of January. CvB and director discuss on interim leader. Director initiate 15 min talks with staff of BD on needs.

Questions MR-PO: Not only Head of BD is absent, 7 are sick and 3 are in the process of leaving in the school year. Last year 5 colleagues went. This is such a loss of quality and trust. Parents complain too. Answer CvB: all absenteeism is under control. The company doctor has current numbers and causes. We do recognize the insecurity on the future of the BD.

1.3 School fee The school fees for BD are voluntary according to Dutch law. International Department school fees not. In the government a decision is coming on the maximum school fees. If that is the case it has a big financial impact. International department feels we need a Bilingual department to have the possibility to prepare children if the parents plan to stay in the Netherlands. Director: this afternoon a walk in meeting was held, in two days meeting with parents on growth and development. Staff is very very worried, parents are concerned about the future but also about absent teachers and many changes of teachers which is bad for quality. Walk-ins and newsletters will continue for the whole school year.

1.4 Communication Building Plans: In September 2022 the MR-PO received a Communication Plan, the MR-PO did not receive an update. Director refers to the plan of July-Dec.2022 Information is not up to date. MR-PO: Is there an updated document? Or the one from June? The MR expresses the feeling of running behind the facts and doesn't always get the information.

Director; a more detailed plan and deadline cannot be given due to the complexity of the situation. When there is news, then it will be communicated. MR-PO is a participation council. MR is not always informed on time. Director confirms that MR will receive the Decisio report and presentation.

MR doesn't know about the planning and costs of the new buildings. MR have to get the opportunity to advise or approve decisions because they will not have all the information. MR doesn't feel informed and hears news via gossiping. If there is no time to inform MR on time then the planning of the meetings (like today) is not correct.

As an MR member, we need to be taken seriously by our colleagues/parents and we need to be informed on time. Director repeats that when there is news, it will be shared. MR wants more information about the building plan and wants to know about the variables that may influence the decision. MR doesn't only want the Decisio report but also what the actions are going to be. Plans on paper need to be discussed with MR. So far, MR has not received any (written) information about buildings. If there will be a moment when MR has to make a

decision, we cannot make a good decision on time. This afternoon (in the meeting with staff) the director said that a focus group and MR will be involved.

1.5 School guide Request from MR-PO to director; Schoolguide was not approved last year because the structure was not good. Please adjust for 2023-2024 -adjustments in yellow so MR can see the changes. This may be a task for the communication dept. If it needs to be published in August, it needs to be approved this school year.

1.6 Bullying, lunch breaks monitoring; there are not enough lunch ladies so more work hours for teachers and assistants. Parents are concerned that children will not finish their lunch. If the breaks are longer, then children can finish their lunch. Director would look into the structure of the day. MR-PO parent asks: How does the director see the bullying on playgrounds? The JLT isn't aware of these concerns.

Does ISE keep track of names and behaviour ? Teachers solve this first, if it happens more often, teachers go to the Student Support Coordinator.

1.7 Holiday planning 2023-2024 No documents received.

2 Minutes

Approved MR-PO minutes: 4 October, 3 November and 12 December 2022

Action: some documents from the last meeting were not discussed today too.

- Announcements PMR meeting 2 February 2023.-
- SILFO Complaint procedure =if you use the SILFO website you do not get a policy/empty ! Staff members wanted to use the Complaint procedure, but had no access on the SILFO website. Please inform the MR-PO how we can advise these staff members.
- "Stappenplan" Complaint procedure, not translated yet, so no voting possible.
- POLICY PREVENTING AND COMBATING SEXUAL HARASSMENT Sexual offence protocol included (Annex I) MR-PO sees no changes(in second paragraph) as we advised.

3 Planning / Committees

- PR committee / planning Coffee morning parents, In the current situation and where we are behind the facts, MR will not have coffee mornings this school year.

4 AOB

The MR-PO regulations must be changed too (they are from 2017) according to the new SILFO participation statute and the GMR PO regulations. Task of CvB to present draft.

The Multi Year Budget: The MR-PO feels this document should have the NUT schools/numbers in here as well, because it is a budget for years. We hope the GMR-PO can expect this shortly.

Besluitenlijst MR-PO 07-02-2023

Summary of approvals and decisions MR-PO 07-02- 2023

MR-PO minutes 4 October, 3 November and 12 December 2022				MR-PO	IM
In favour	6	Against	0	Abstain	0

The MR-PO approves these three MR-PO minutes and takes care they are published according to AVG rules.

New Building plans/ Building Focus Group				MR-PO	AM
In favour		Against		Abstain	

Unfortunately we have to give the same advice as in our last meeting of 12-12-2022 to the Board and Director:

The MR-PO extensively discussed the communication on the building plans and Building Focus Group. In several meetings we heard of the building plans from the board and director, but nothing came on paper. MR-PO heard of installing a Building Focus Group or Building Work Group but do not know who or when. More communication, documents need to be shared from the board and the director. We could not give advice on announcements of building plans only.

Because (again) there were no documents on Building plans, finances, facilitating/planning on campus, etc, MR-PO can conclude she is not informed on time and cannot give advice or approval on time.

School guide 2022-2023				MR-PO	IO
In favour		Against		Abstain	

The MR-PO decided not to vote on the School Guide 2022-2023, but to give advice. The advice to the director is to alter the structure. Second advice: Also adjustments to the texts should be in yellow, and changes to the structure should be easy to find. Third advice: This may be a task for MarCom. Fourth advice: If the school guide needs to be published in August, the first draft should be in March/April.

SILFO Complaint procedure and “Stappenplan”				MR-PO	IM
In favour		Against		Abstain	

The MR-PO did not vote on these documents. The MR-PO did not receive a translated document of the “Stappenplan”. (As requested in the 12-12-2022 List of Decisions.)

Also staff members wanted to use the Complaint procedure, but had no access on the SILFO website. Please inform the MR-PO how we can advise these staff members.

Multi Year Budget 2023-2026 SILFO				MR-PO	AM
In favour		Against		Abstain	

The MR-PO feels this document should have the NUT schools/numbers in here as well, because it is a budget for years. We hope the GMR-PO can expect this shortly.

Holiday planning 2023-2024				MR-PO	IM
In favour		Against		Abstain	

No voting, because no documents were sent to the MR-PO.