



International School Eindhoven

To:	MR-PO	Minutes:	Noa
What:	invitation MR-PO meeting	Version:	1
Date:	Thursday	Location:	OBB
Agenda:	Karin Courbois	Start:	19.00-21.00
		Language:	English

		Documents	StatusZ
	6 MR members and 2 visitors		
19.00	MR-PO meeting without director		
1	Agenda setting <i>Welcome from chair.</i>		
2	Minutes MR-PO - approved	minutes Oct 9th	
3	<p><u>mails/letter from parent; concerns</u> <i>MR explained their role regarding the complaints and letters from parents; MR can act if they are asked for advice about the move of the BDD. With the information we have so far, it is not possible to give a positive advice for the move based on current parent experiences and feelings. The MR will need time to prepare their advice and this may be too close to the end of the year and there are concerns that staff and families may leave. (this will be discussed with director under point 4)</i></p> <p><u>vacancy MR parents</u> 4 parents from both dept. responded for the vacancy. There are 2 vacancies for parents now- MR is organising elections.</p>		
19.30	meeting with director		
4	<p><u>mails from parent about school fees</u></p> <p>What is the new process this year? <i>Director: it is completely digital. In the previous language it said parent sponsor contribution vs tuition fee. Fee was for INT dep and for BDD it was voluntary, but this was not said explicitly. It was assumed in the term sponsor contribution. This is now explicitly stated in the contract, for international it now explicitly states mandatory.</i></p> <p>parents are concerned about; *a sentence in contract that suggests that without payment the child cannot continue at the school. Some</p>		<p>approval studyday phones ? (no policy yet)</p> <p>information</p>

parents do not want to pay until that sentence is taken out.

Director agrees to share a copy of the contract with MR

**message about a change in the contract was sent (today)after it was already signed.*

Is it possible to change a contract that has been signed already ?

Director will check- he thought only parents who had not signed would receive an email. He knew that it would be clarified because of the unclear nature. Noted that it is still cryptic.

When parents complained, he sent a separate email to discuss it together. There is no way any child will be excluded from any activity.

Is it mandatory in the Netherlands that a contract is signed for these schools, especially for the BDD?

Director; We need to, because we need the money. We needed to change it to specify that it is voluntary.

The construct of the BDD on this campus for 5500, is very special. We cannot ask for fees, but we do need them. I felt that it needed to be explicit, so there can be no doubt about parents having a choice or not.

I am informing them that we need the school fees and that if they do not pay there has to be a compensation.

Smart phone policy

Cannot be approved because this is still being worked in across the whole school.

Additional study day on January 25th.

Director: initially in October, moved because of the strike. Initially half day, but to organise this on location, it was needed to make it a whole day.

MR;school has a responsibility to help parents who both work and might get in trouble because of this.

Also; there are many study days now very close together on random days of the week

This did not come through the MR,and we have no correct information to be able to approve it.

Strike on Oct 5th was already announced before the end of last school year but after the last MR meeting in June.

If we go to a commission, the decision will be denied. If we want to cooperate and help out, parents should receive time to check in with the other parents

(achterban) If this causes issues, there needs to be an alternative solution (day care). We have six weeks to responds, this gives parents time to check with the 'achterban'.

Growth and development plan

Specific for the BDD to be taken into account.

Looking at the timeline; imagine the move would be announced in January, then the MR needs to give advice and needs 6 weeks to prepare the advice. If this would be negative, we will eventually go to the

<p><i>Geschillencommissie, which will take 6 weeks as well. By then it will be March/April. We cannot tell parents/staff in April that they will have to go to another location.</i></p> <p><i>This should be outlined in the communication plan. Can this still go ahead?</i></p> <p><i>Director would love to answer that question but cannot. He confirms that this situation is concerning. It is a process and procedure at board level at political level, it is a process that he is not allowed to interfere with.</i></p> <p><i>The board is making every effort to put our case forward. The municipality decides where education goes, not the board</i></p> <p>In the last meeting with parents, a ‘sterfhuisconstructie’ was mentioned; keeping the school open for parents who still want to pay and accept no new students. At the same time open a new school.</p> <p><i>This was taken very seriously, BDD head and director are working on it. We are calculating and taking this into consideration.</i></p> <p><i>We put in the effort to make the school smaller on the current location. New school is the focus. This is a constructive and creative idea.</i></p> <p>MR statement: Communication plan needs to be updated.</p> <p><i>Director expects news on December 12th. Then the communication plan will be updated</i></p> <p><i>MR; Communication needs to be improved; no information in walk-ins makes people more frustrated. Please explain what is happening or why there is no new information.</i></p> <p><u>K-building</u>: not enough storage?</p> <p><i>Director: not the case anymore, it is full but not dangerous.</i></p> <p><i>MR refers to meeting of June 27th: not all questions and concerns (no water, not heating etc) were answered.</i></p> <p><i>Director had not answered them because there were no plans. The MR’s comments will be taken into account. It will be submitted in English.</i></p> <p><u>Any update on the other building plans?</u></p> <p><i>Director: no update. Commercial vs educational interest. A third party is involved to compare the price the consortium is asking, their price was a lot lower. I am waiting to hear from the board and SILFO facilities.</i></p> <p><i>Therefore the MR wants to invite the facilities manager in our next MR meeting</i></p> <p><i>MR is concerned about facilitating the growth of the international school.</i></p> <p><u>financial compensation staff</u></p> <p>Director and head of HR will join meeting on December 7th to explain difference in payment between primary and secondary.</p>		
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5	<p><u>letters to director and reply</u> (concerns climbing frame, bike shed, bullying)</p> <p><i>Director will set a date with MR parents and teachers, along with director and heads of department to schedule a meeting to discuss these concerns</i></p> <p>Is it too expensive to add bike sheds?</p> <p><i>Director: we want to have a structural approach, type, how many, for how long, where exactly, at the cost of what space?</i></p> <p><i>Want to have a small committee of stakeholders to look into this together.</i></p> <p><i>MR expresses concerns about bureaucracy. For a building it is understandable, but for bike frames?</i></p> <p><i>Director: we have to deal with the service part of the consortium. We need approval from the consortium to do anything on the playground / place bike sheds.</i></p> <p><i>Director confirmed that the climbing frame is also part of that.</i></p> <p><i>MR; If we think the climbing frame is too dangerous as teachers, do we have to go to the consortium?</i></p> <p><i>Director: they do not decide, but they send quotes for different options of climbing frames.</i></p>		
6	<p>letter 1 growth and development discussed above</p>	yes	
7	<p>letter 2 study day discussed above</p>	yes	
8	<p>letter 3 Growth and development newsletter discussed above</p>	yes	
9	<p>update participation council regulations <i>We requested changes.</i></p>	yes	
10	<p>use of Deepl <i>Director confirms that MR can contact secretary for Deepl translations.</i></p>		
11	<p>AOB: <u>school guide</u> deadline for new request of approval <i>MR needs to receive answers by November 20th to follow the six week deadline.</i> <i>We need to receive a proper document, comments from the MR were not taken into account.</i></p> <p><i>Director: will have a pdf for us by the 20th. Website will be looked into to double check that it works.</i> <i>Translation will be checked.</i></p>		
12	<p>Move the next meeting to Monday 18th December <i>Request to move the meeting from 20th December to 18th December.</i> <i>Keep meeting on the 18th, but dinner on a different date.</i></p>		
13	<p><u>Klankbordgroep</u>: where did it come from and will it happen again? <i>Director: a desire to make a headway with needs and wishes for a new location for the BDD. Hopefully it will be repeated.</i></p>		

	<p><i>We are taking parent questions into account, but they were not relevant for the topics we had in mind.</i></p> <p>More notes to be shared with the MR. The notes for the proposal are missed if you are not in the walk-in, sharing meeting minutes for walk-ins with MR?</p> <p><i>Director: relevant information and notes from the meetings are shared with everyone.</i></p> <p><i>MR; Make it clear what the meetings are for, only BDD or also international updates (new buildings etc.)</i></p>		
20.30	meeting without director		
11	<p>- AOB</p> <p>GMR had a meeting last year with the RvT -retrieve information</p> <p>Action list Director:</p> <ul style="list-style-type: none"> ● To check the email that was sent out today, its content and whether it was clear and if it went to the correct parents. ● To provide the MR with a copy of the school fee contract. ● To continue to look into the option of having the current BDD students stay and starting the new location with new families. ● Organise meeting with director, heads of departments, MR parents and MR staff members to discuss concerns raised. ● To join staff meeting on 7th December with HR to discuss difference in pay June. ● Respond to school guide by November 20th with a new proposal. ● Send a pdf document of the school guide. ● New communication plan after the meeting on 12th December. ● To check Deepl with secretary and that this is the way to have documents translated. ● Ensure that the regulations are updated accordingly, as well as translated. <p>Action list MR:</p> <ul style="list-style-type: none"> ● Invite SILFO facilities manager to the next meeting. ● check with parents study day January 25th 		
1	Closing		

I = instemming/approval
A = advies/advice

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

Next PMR Dec 13th
Next MR-PO Dec 18th