

DECISION No GB/2024/5

**of the European Cybersecurity Industrial, Technology and Research Competence Centre
Governing Board**

on a schooling policy for the education costs for children of the ECCC staff members

THE GOVERNING BOARD,

Having regard to the Treaty on the Functioning of the European Union,

Having regard to Regulation (EU) 2021/887 of the European Parliament and of the Council, of 20 May 2021, establishing the European Cybersecurity Industrial, Technology and Research Competence Centre and the Network of National Coordination Centres ('Regulation (EU) 2021/887')¹,

Having regard to the ECCC's Decision No GB/2024/3 - amending Decision No GB/2023/1 on the ECCC's Financial Rules,

Having regard to Regulation (EU) 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data, and repealing Regulation (EC) No 45/2001;

Having regard to the Guidelines on Staff Policy in the European Regulatory Agencies as adopted by the European Commission on 16 December 2005 (C(2005)5304), and in particular to point 2.3.3 thereto;

WHEREAS:

- 1) The European Cybersecurity Competence Centre needs to employ and retain staff of the highest standards of ability, efficiency and integrity, recruited on the broadest possible geographical basis from among nationals of EU Member States;
- 2) Staff members of EU Institutions, including Agencies, enjoy free access to European schools (school fees and transport included), where available, under the condition they have a contract of at least one year;
- 3) European schools provide multilingual tuition in the official languages of the European Union and offer European Baccalaureate recognised in all Member States;
- 4) In the Member State where the European Cybersecurity Competence Centre has its seat, there is no European school and international education is available only on a private basis

¹ [Regulation - 2021/887 - EN - EUR-Lex \(europa.eu\)](https://eur-lex.europa.eu/eli/reg/2021/887/oj)

with fees substantially higher than the coverage of the double education allowance foreseen in the Annex VII of the Staff Regulations;

- 5) Staff members of the European Cybersecurity Competence Centre are therefore not able to offer their children the same type of multicultural education available to staff members of other EU institutions and bodies where European Schools are close to their place of employment;
- 6) The average costs in the international schools located near the seat of the European Cybersecurity Competence Centre headquarters in Romania substantially exceed the allocations foreseen by the Staff Regulations, according to the review performed by the Competence Centre;
- 7) The correction factor applicable to salaries and allowances of European Cybersecurity Competence Centre staff members in Romania is at present the lowest amongst all EU Member States hosting EU Agencies, thereby reinforcing the case to support financially staff members regarding school fees;
- 8) A dedicated measure is therefore considered necessary to align working conditions of the staff of the European Cybersecurity Competence Centre with those of other staff working for EU institutions and bodies in order also to attract and retain international staff;
- 9) Other EU Agencies and bodies apply measures of a similar nature when no European Schools are available, by concluding direct service contracts with educational institutions;
- 10) When providing support to cover school fees, the European Cybersecurity Competence Centre shall respect the principle of the sound financial management and performance, namely the principles of economy, efficiency and effectiveness according to Article 26 of the European Cybersecurity Competence Centre Financial Rules;

HAS DECIDED AS FOLLOWS:

Article 1: Scope

1. All staff members of the European Cybersecurity Competence Centre ('ECCC') and Seconded National Experts, with a contract duration of at least one year, with place of employment in the seat of the ECCC in Bucharest shall benefit from this schooling policy, with regard to their dependent children within the meaning of Article 2(2) of Annex VII to the Staff Regulations.
2. The present schooling policy applies to educational institutions located in Bucharest or at a distance that is compatible with the proper performance of the staff member's duties.
3. If custody of a child of a staff member of the ECCC has been entrusted, by law, court order or administrative decision, to another person after the child having been admitted to one of the educational institutions in the area of the seat of the ECCC, the child shall continue

to be regarded as dependent child under the previous paragraph, if the child continues to be educated in the same school or any other school of the region of the seat of the ECCC.

4. By using the term ‘educational institution’ the following are included:
 - a. crèches and other childminding establishments,
 - b. kindergartens and preschools,
 - c. nurseries,
 - d. elementary schools,
 - e. middle schools, and
 - f. high schools.
5. A school year is considered as the period that begins in September year N and ends in any month up to and including August of year N+1.

Article 2: Procedure

1. Staff members wishing to enrol their child or children in an educational institution shall fill in the dedicated form as described in Art.2 (7) and shall perform all the registration steps for their children, in accordance with the procedures of the chosen educational institution.
2. Registration of any staff member’s children with any educational institution shall be the responsibility and result of said staff member’s sole choice. The participation of staff member’s children in such educational institution (including any activity undertaken by the children in that context) shall be under the sole responsibility of the staff member, who shall agree to waive any claims against the ECCC in that regard and shall not hold the ECCC accountable of any such claims.
3. The ECCC shall not have or be expected to have any duty of verifying any aspects of educational institutions which the staff members have selected, whether in terms of quality, suitability, health, safety, security or otherwise.
4. Upon successful enrolment of the child, the staff member shall inform the ECCC. If no service contract has been previously signed with the chosen educational institution, the ECCC shall then endeavour to conclude a new service contract.
5. Upon completion of the service contract, the ECCC shall pay all eligible costs, as per Article 3 of this Decision.
6. The ECCC shall only cover eligible costs (as stipulated in the service contract) from the month which the staff member has started their employment contract at the ECCC. For staff members starting their employment contract during a school year, the ECCC shall only pay the registration and administration fees in full and at a pro-rata rate for tuition fees.
7. The Executive Director shall adopt an internal procedure for implementation of the schooling policy (covering the timelines, templates etc.), in line with the principles and parameters approved in this Decision.

8. Staff members shall cease to benefit from this social measure once the respective child no longer fulfils the definition of dependent child within the meaning of Article 2(2) of Annex VII to the Staff Regulations. Staff members have an obligation to inform the HR service of the ECCC thereof in due time.
9. The service contract shall include provisions to refund the ECCC in case of partial or full cancellation of services by the educational institution.

Article 3: Eligible costs

1. The ECCC shall pay directly the school fees as described below. Given this, the staff member concerned shall not receive the education allowance provided for in Article 3 of Annex VII of the Staff Regulations.
2. The following costs are covered by the ECCC:
 - a. The registration, administration and tuition fees at educational institutions; and
 - b. The transport fees.

All other costs, such as meals and extra-curricular activities, as well as those the Commission Decision C(2013) 8971 final on general implementing provisions on granting the education allowance are to be excluded.

Article 4 Implementation

The Executive Director of the ECCC shall proceed with the necessary actions for the implementation of this Decision.

Article 5: Transitional arrangements

If the staff members have already enrolled their children in educational institutions that fall under the scope of Article 1 for the academic year 2024/2025 and paid the relevant fees, the ECCC will pay said fees to the school, in accordance with Articles 2 and 3. The payment will be made on the basis that the educational institution allows for the substitution of payment by the ECCC and following the conclusions of the service contracts with the respective educational institutions. Further, payment by the ECCC will be made on the condition that the staff member provides evidence of said enrolment and payment.

Article 6: Entry into force

This decision shall enter into force on the day following the date of its adoption.

Done at Bucharest on 10 June 2024

For the European Cybersecurity Industrial,
Technology and Research Competence
Centre

(e-signed)

Pascal Steichen
Chairperson of the Governing Board