

Dear AICS Community,

We are pleased to share the key discussion points from the Cycle 2 Participation Council Meeting 2025/2026.

In an effort to keep the community informed and promote transparency, these minutes have been anonymised and summarised to focus only on the essential facts and actions.

Thank you for your continued engagement with the school community.

Discussion Points

Funciemix & Teacher Promotion

- The PC is involved in reviewing the distribution of teacher salary scales (LB, LC, and LD).
- A large difference was noted between AICS figures and those of the Dutch government goals for secondary education.
- The PC raised questions regarding the financial room for promotions and how surpluses might be used to support staff appreciation.
- Senior Leadership (SLT) noted that while there is room for promotion, staff must meet specific requirements and criteria to be qualified.
- The goal is to ensure staff are paid for what they do within budget constraints.

AICS Staff Professional Statute

- The PC reviewed the Staff Professional Statute but it has not yet been endorsed.
- Feedback was provided regarding the absence of the PC's right to endorsement within the document.
- Recommendations were made to clarify the complaints procedure and ensure all internal document links are functional.
- The document serves as a compilation of sources fitting government policy to ensure staff are on the same page.

Budget & Financial Planning

- A PC budget committee has been formed to meet with the financial lead for a detailed explanation of the 2025 budget.
- Key areas of inquiry include the allocation of private (parent fees) versus public (government) funding and the intended use of budget surpluses.

- It was noted that current investments are impacted by the building's monumental status, which causes some funds to carry over into the following year.

Operational Tasks & Working Conditions

- Concerns were raised regarding the increased hours required to organize school trips across multiple campuses without a corresponding increase in allocated time.
- A review of Teaching Assistant roles is underway with representatives from across the school.
- There is a request for improved communication from line managers when assigning tasks to primary staff to allow for personal input or explanations.

Actions & Next Steps

- **Funciemix:** Leadership will meet with the financial department to determine future promotion capabilities.
- **Minutes:** Cycle 1 minutes were approved and will be summarized for the community.
- **Training:** PC members will attend a foundational training course to further understand their rights and responsibilities.