

## *European Aviation Safety Agency*

---

### **DECISION OF THE MANAGEMENT BOARD ON SUPPLEMENTARY REIMBURSEMENT OF EDUCATION COSTS FOR CHILDREN OF EASA STAFF**

#### **THE MANAGEMENT BOARD OF THE EUROPEAN AVIATION SAFETY AGENCY,**

HAVING REGARD to Regulation (EC) No. 1592/2002 of the European Parliament and of the Council of 15 July 2002 on common rules in the field of civil aviation and establishing a European Aviation Safety Agency, and in particular to Article 24(2)(m) thereto,

HAVING REGARD to the Staff Regulations of officials of the European Communities (hereinafter referred to as the Staff Regulations) and the Conditions of employment of other servants (hereinafter referred to as the CEOS) laid down by Council regulation (CEE, Euratom, CECA) n° 259/68 and the amendments thereto, and in particular to Article 76 of the Staff Regulations, to Article 3 of Annex VII to the Staff Regulations, and to Articles 30 and 98 of the CEOS,

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

HAVING REGARD to Decision No. 2007/022/A of the Executive Director of the Agency, adopted on 26 March 2007, concerning supplementary reimbursement of education costs,

WHEREAS the Agency needs to attract, 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 and of EASA Member States,

WHEREAS staff members of EU institutions, including agencies, enjoy free access to European Schools under the condition that they have a contract of at least one year,

WHEREAS the average cost covered by the EU budget per pupil attending a European School is approximately 10.500 Euro per year, while the maximum amount of the education allowance provided for in the Staff Regulations is approximately 5.600 Euro per child and per year,

CONSIDERING the absence of a European School in the wider Cologne area and the ensuing difficulty for EASA staff to find adequate educational establishments that cater for the primary and secondary education requirements of their children,

CONSIDERING that the actual educational costs incurred by EASA staff for their children attending multilingual tuition in the Cologne area can be significantly above the limits of the education allowances provided for by the Staff Regulations under Article 3 of Annex VII,

CONSIDERING that the agreements between EASA and Germany provided for an additional reimbursement of actual education costs, payable by the City of Cologne to supplement the education allowances paid by EASA under the Staff Regulations, up for a maximum amount of 4.800 Euro per child and per year, and this until 31 March 2007,

CONSIDERING that the conditions described above put EASA staff in a particularly difficult position with regard to the educational needs of their children,

CONSIDERING the continuing and on-going efforts of the Agency to assist the responsible German authorities in establishing a European School or an Associated European School in Cologne,

HAS DECIDED AS FOLLOWS:

### **Article 1**

#### **Adoption of a special measure**

##### **'Multilingual tuition for children of EASA staff in the wider Cologne area'**

1. The Agency adopts a special measure 'Multilingual tuition for children of EASA staff in the wider Cologne area'. Under this special measure, and with reference to Article 76 of the Staff Regulations, EASA provides financial support to facilitate the access to multilingual tuition of the children of its temporary and contract staff.
2. The Agency reimburses to staff members additional education costs beyond those covered by the education allowance provided for in the Staff Regulations (article 3 of Annex VII), up to a total maximum corresponding to the difference between 10.000 Euro and the amount of the education allowance provided for in the Staff Regulations, per child and per year.
3. Payments made by EASA to staff members under this special measure do not constitute a component of remuneration as defined in Articles 19 and 92 of the CEOS.
4. The implementation of this special measure is subject to budget availability.

### **Article 2**

#### **Access to the special measure**

1. All EASA temporary and contract staff, with a contract of at least one year, and posted in Cologne, shall have access to this special measure.
2. EASA staff members may choose any of the multilingual schools available in the wider Cologne area, without discrimination on any grounds whatsoever. For the purpose of this special measure, the wider Cologne area is defined as "places within a route distance of 50km from the seat of the Agency".
3. In order to have access to this special measure, children of EASA staff members must be considered as dependent children within the meaning of Article 2 paragraph 2 of Annex VII to the Staff Regulations.
4. If custody of a child of an EASA staff member has been entrusted, by law, court order or administrative decision, to another person after the child has been admitted to one of the schools referred to in paragraph 2., the child shall continue to be regarded as a dependent child for the purpose of this Decision, in so far as the child continues to attend a school in the wider Cologne area.

**Article 3**  
**Eligible education costs**

1. Under this measure, education costs incurred by staff members are eligible for reimbursement in so far as they meet the same conditions and requirements set for the education allowance provided for in Article 3 of Annex VII to the Staff Regulations.
2. Costs related to attendance at an establishment of higher education are in all cases excluded.

**Article 4**  
**Support for integration in tuition-free schools**

1. Under this measure, supplementary schooling activities organized or recognised by schools, which do not charge fees, are reimbursable to EASA staff members during the first three years of their children's school attendance in the wider Cologne area, up to the amount of 2.000 Euro per child and per year.
2. Activities referred to in paragraph (1) include supplementary language lessons, specific learning support, and other learning activities aimed at facilitating the integration of the child in local schools. All non-academic activities, such as recreational trips and sports, are excluded.

**Article 5**  
**Implementation**

3. The eligibility of educational costs to the reimbursement provided for in this Decision shall in all cases be proven by means of adequate supporting documents.
3. The Executive Director of the Agency may adopt detailed instructions for the implementation of this decision.

**Article 6**  
**Final provisions**

This decision shall be effective from 1 September 2007 until 31 August 2008.

Done at Cologne on 13 June 2007,

The Chairman  
Thilo Schmidt

---