MINISTERIE VAN ONDERWIJS, CULTUUR, JEUGD EN SPORT

***

BEKOSTIGINGSSYSTEEM VOOR SCHOLEN

AFDELING ONDERWIJS

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BIJLAGE BIJ
LANDSBESLUIT BEKOSTIGING ONDERWIJS

Inhoudsopgave

Inleiding

Scholen voor funderend, voortgezet en secundair beroepsonderwijs die voor bekostiging in aanmerking komen, worden voor personele en exploitatiekosten bekostigd door de overheid van Sint Maarten, zoals bepaald in de Landsverordeningen voor funderend, voortgezet en secundair beroepsonderwijs en educatie.

Onderhavig document bevat de calculatiemethode voor de bekostiging zoals is bepaald in het Landsbesluit bekostiging onderwijs. De bekostiging dient om scholen in staat te stellen om de doelen te realiseren die in het jaarplan van een school zijn vastgesteld. Daarbij staat de kwaliteit van het onderwijs voorop. De afgelopen jaren is het inzicht gegroeid dat scholen meer eigen beleidsruimte nodig hebben, zodat zij beter in staat zijn om "onderwijs op maat" te bieden aan leerlingen. Het beleid heeft zich dan ook meer en meer ontwikkeld in een richting die gekenmerkt wordt door scholen meer eigen verantwoordelijkheid en meer rekenschap te geven over de uitgaven van overheidsgelden.

De bekostiging van scholen vond tot 2010 plaats op grond van het Vergoeding & Verantwoording stelsel (hierna: V&V stelsel). Wettelijke regels hierover zijn nooit vastgelegd. Deze wijze van bekostiging via het V&V stelsel drukte door de strikte overheidsregulering en administratieve verplichtingen dermate op de scholen en het ambtenarenapparaat dat een ander bekostigingssysteem wenselijk was.

Het V&V stelsel is sedertdien vervangen door het lumpsum systeem dat beter past bij de wens tot deregulering en autonomievergroting. In dit systeem wordt meer verantwoordelijkheid neergelegd bij het schoolbestuur voor het beheren van de ontvangen gelden voor bekostiging. De transparantie en de afrekenbaarheid van schoolbesturen voor de besteding van overheidsgelden worden daardoor verder vergroot, waardoor er tevens een impuls aan de onderwijskwaliteit wordt gegeven. Het bevoegd gezag krijgt aan de hand van de aangeleverde gegevens een bedrag dat ze gedurende het jaar aan het onderwijs kunnen besteden ter uitvoering van het jaarplan. Dit bedrag wordt achteraf verantwoord aan de hand van een jaarverslag en een financieel verslag. Deze verslaglegging wordt gecontroleerd aan de hand van de subsidiebeschikking. Mochten er onregelmatigheden worden aangetroffen dan kan de minister bij beschikking de verleende bekostiging intrekken, of ten na- of voordele wijzigen. De verleende subsidie hoeft derhalve niet langer eerst als voorschot te worden uitgekeerd, waarna er een definitieve afrekening volgt. Dit scheelt administratieve handelingen en is daarmee efficiënter. Deze handelwijze is overgenomen op advies van de Stichting Overheidsaccountantsbureau (hierna: SOAB).

De calculatiemethode bestaat uit:
1. Een overzicht van de uitgangspunten voor bekostiging
2. Een overzicht van de kosten die standaard jaarlijks worden vergoed
3. Een overzicht van de kosten die op afzonderlijke wijze kunnen worden vergoed
4. Een overzicht van de kosten die op andere wijze worden vergoed

In deze bijlage is de calculatie per schoolsoort zo veel als mogelijk in het Engels opgesteld, zodat de calculatiemethode door zo veel mogelijk gebruikers, in een voor hen begrijpelijke taal, toegankelijk is. Daar waar wordt gerefereerd aan officiële regelingen is de taal van de desbetreffende vastgestelde brontekst aangehouden.

1. Uitgangspunten voor bekostiging

De Landsverordeningen funderend onderwijs, bijzonder onderwijs, voortgezet onderwijs en secundair beroepsonderwijs en educatie schrijven voor dat de personele-, en exploitatiekosten van een school worden vergoed. Deze kosten worden standaard jaarlijks vergoed en staan opgenomen onder punt 2. Daarnaast kunnen sommige -incidentele- kosten worden vergoed. Deze kosten kunnen in een afzonderlijk subsidieverzoek worden aangevraagd en staan vermeld onder punt 3. Tot slot worden sommige kosten op andere wijze vergoed. Hierbij gaat het om verzekeringen die op de Landsbegroting elders zijn ondergebracht en vallen onder de verzekeringspost van het land Sint Maarten. Deze kosten staan opgenomen onder punt 4.

In het lumpsum systeem ontvangen scholen jaarlijks per leerling een standaard vergoeding voor de verzorging van het onderwijs. De telling van het aantal leerlingen op 1 december voorafgaand aan de aanvraag wordt als uitgangspunt voor de berekening genomen. De vergoeding is mede afhankelijk van de normen voor klassengrootte, zoals bepaald in de Landsverordening funderend onderwijs, de Landsverordening secundair beroepsonderwijs en educatie en het Landsbesluit dagscholen. Voorts ontvangt een schoolbestuur op basis van het aantal leerlingen, bekostiging voor de invulling van de overige functies die in het Functieboek Onderwijs voor elke onderwijssoort zijn vastgesteld. Daaronder vallen bijvoorbeeld schoolmaatschappelijk werkers, klassenassistenten en ICT en innovatiecoördinatoren. Wervingskosten van personeel worden vergoed op basis van de geldende regels voor overheidspersoneel, op basis van het Bezoldigingslandsbesluit Onderwijs, waarin voor wat betreft de bezoldiging de rechtspositie van docenten op openbare scholen en niet openbare scholen zijn gelijkgesteld.

De vervanging van schoolmiddelen, schoolmaterialen, schoolmeubelen en de vergoeding van kantoormaterialen vallen onder de kosten voor de inventaris. Daarvoor is een jaarlijks vast percentage vastgesteld van 5%. De overige kosten voor de exploitatie van een school, zijnde de utiliteitskosten zoals water, licht, internet, telefonie, worden vergoed aan de hand van een gebalanceerde calculatie en worden per leerling berekend. Onderhoud aan gebouwen wordt vergoed op basis van een taxatierapport dat niet ouder is dan vijf jaar met de vervangingswaarde van het schoolgebouw op het moment van aanvraag.

Ook wordt jaarlijks een vaste vergoeding van Ang 180,- per medewerker vergoed voor nascholing. Scholen ontvangen voorts een vergoeding van Ang 48,- per leerling voor schoolactiviteiten en het daarbij horende vervoer (bijvoorbeeld schooluitjes). Tot slot worden er per schoolbestuur 3 functies bekostigd voor het bestuur, beheer en de administratie van de scholen, te weten een bestuur manager, personeelsmedewerker en financieel medewerker. De verzekeringen voor leerlingen en gebouwen worden vanuit het Land bekostigd.

Wijzigingen in bestaande Landsverordeningen en regelingen kunnen van invloed zijn op de bekostigingsformules.

2. Kosten die standaard jaarlijks worden vergoed

Op grond van de diverse landsverordeningen worden de personele en exploitatiekosten vergoed. Hierbij een gedetailleerd overzicht welke kosten daaronder worden begrepen.

Onder personele kosten dient te worden verstaan:
a. de salarissen zoals vastgesteld in het Bezoldigingslandsbesluit Onderwijs, waaronder worden verstaan de kosten van salarissen, toelagen, uitkeringen en vergoedingen waarop de hoofden, de onderwijzers en het overige personeel aanspraak hebben, gratificaties, de bijdragen tot hun pensioen en tot dat van hun weduwen en wezen, alsmede van de voor hen wettelijk verschuldigde premies;
b. de kosten voor nascholing;
c. de wervingskosten;
d. de kosten voor het bestuur, beheer en administratie van de scholen.

Onder exploitatiekosten dient te worden verstaan:
a. de kosten voor leerlingenzorg;
b. de bouwkosten, waaronder wordt verstaan:
    1°. de kosten van het aankopen, stichten, verbouwen, herbouwen en uitbreiden van de schoolgebouwen, met inbegrip van de kosten ter verkrijging van de grond;
    2°. de kosten van de verandering van de inrichting van de schoolgebouwen;
    3°. de kosten voor het herstellen van de schoolgebouwen, voor zover dit niet het gewone onderhoud betreft;
    4°. de kosten van het aankopen, van de eerste aanleg en van de verandering van de aanleg van de voor het onderwijs bestemde terreinen;
c. de huren, waaronder worden verstaan de kosten van het huren of van de vergoeding voor het gebruik van de schoolgebouwen, lokalen en terreinen, alsmede de kosten van erfpacht of enig ander beperkt recht;
d. de kosten van het aanschaffen van schoolmeubelen, leer- en hulpmiddelen en schoolbenodigdheden, voor zover die aanschaffing strekt ter vervanging van leer- en hulpmiddelen die ten gevolge van langdurig gebruik niet meer kunnen worden gebruikt, of tot aanvulling van de voorraad van schoolbehoeften in verband met de vermindering door gebruik;
e. de kosten van het onderhoud van lokalen en terreinen en van de daarop rustende lasten;
f. de kosten van het schoonhouden van de schoolgebouwen of lokalen;
g. de kosten van het gebruik van elektrische energie, gas en water; en,
h. de administratiekosten; en,
i. andere uitgaven zodat het onderwijs zo goed mogelijk verzorgd kan worden bijvoorbeeld bedragen ten behoeve van het treffen van onderwijs vernieuwende en onderwijshervormende maatregelen.

3. Kosten die afzonderlijk kunnen worden vergoed

Kosten voor het treffen van extra maatregelen op grond van artikel 11b Landsverordening voortgezet onderwijs.

Voor leerlingen, die zich aanmelden voor een school voor voorbereidend secundair beroepsonderwijs dan wel staan ingeschreven aan een school voor voorbereidend secundair beroepsonderwijs, die vanwege hun sociale of psychosociale omstandigheden niet in staat worden geacht zonder speciale voorzieningen het onderwijs met een diploma te kunnen afsluiten, en die niet in aanmerking komen geplaatst te worden in het arbeidsgericht onderwijs, dient het bevoegd gezag de nodige maatregelen te treffen. Dit is voorgeschreven in artikel 11b van de Landsverordening voortgezet onderwijs. In beginsel dienen scholen deze maatregelen te treffen binnen de bekostiging. Daarvoor wordt jaarlijks geen extra standaard vastgesteld bedrag uitgekeerd. De minister kan de betreffende maatregelen goedkeuren in geval deze maatregelen leiden tot extra bekostiging door het Land. De goedkeuring geschiedt alleen indien de onderwijsinspectie het desbetreffende onderwijsprogramma heeft goedgekeurd na een daartoe strekkend verzoek van de zijde van het bevoegd gezag (artikel 11b, lid 1 en 4, Landsverordening regelende het voortgezet onderwijs). Dit verzoek dient in een afzonderlijk subsidieverzoek te worden ingediend en onderbouwd.

Kosten voor voorbereidende en ondersteunende activiteiten in het secundair beroepsonderwijs op grond van artikel 46, lid 3, Landsverordening secundair beroepsonderwijs en educatie.

Voor voorbereidende en ondersteunende activiteiten in het secundair beroepsonderwijs, voor zover betrekking hebbend op assistent-opleidingen, alsook ten behoeve van de kosten voor gehandicapte deelnemers, kan de minister een afzonderlijke vergoeding toekennen (artikel 46, lid 3, Landsverordening tot vaststelling van een regeling met betrekking tot het secundair beroepsonderwijs en de educatie) Dit verzoek dient in een afzonderlijk subsidieverzoek te worden ingediend en onderbouwd.

Kosten voor onderwijsondersteunende activiteiten op grond van artikel 46, lid 3, Landsverordening funderend onderwijs.

Voor onderwijsondersteunende activiteiten in het funderend onderwijs kan de minister op basis van artikel 46, lid 3, Landsverordening funderend onderwijs een afzonderlijke vergoeding toekennen. Dit verzoek dient in een afzonderlijk subsidieverzoek te worden ingediend en onderbouwd.

4. Kosten die op andere wijze worden vergoed

Verzekeringen

Verzekeringen voor gebouwen en inventaris zijn ondergebracht onder de verzekeringspost van het land Sint Maarten op de begroting van het Ministerie van Algemene Zaken. De verzekering voor leerlingen worden vergoed door het Ministerie van Onderwijs, Cultuur, Jeugd en Sport. Daarvoor sluit de Minister een contract met een verzekeraar. Om jaarlijks meegenomen te worden in de verzekering zijn scholen verplicht de volgende gegevens samen met hun aanvraag om subsidie in te dienen overeenkomstig artikel 3 van het Landsbesluit Bekostiging Onderwijs:

1. namenlijst leerlingen en personeel;
2. een taxatierapport van de gebouwen plus de vervangingswaarde van de gebouwen en inventaris

Foundation Based Education

Foundation Based Education		Applicable Rules	Formulas
TEACHING HOURS PER WEEK	32	32 teaching hours a week represents a full time equivalent for a teacher. Full-time equivalent (fte) is a unit that indicates the working hours per week of an employed person (or student) in a way that makes workloads comparable across various contexts.	32 teaching hours = 40 contract hours
WORKING HOURS PER WEEK	40	40 hours a week represents a full time equivalent for a teacher and all other staff. Full-time equivalent (fte) is a unit that indicates the working hours per week of an employed person (or student) in a way that makes workloads comparable across various contexts.	32 teaching hours = 40 contract hours
POPULATION AS PER DECEMBER 1ST	Total number of students in FBE school as per December 1st of the previous year.	Student population is used to determine compensation amount (*The subsidy per school board and school is based on the total number of students*)	
NORM CLASS SIZE	Cycle 1 24	The norm class size in Cycle 1 is an average of 24 students and a maximum of 26 students. (LANDSVERORDENING funderend onderwijs artikel 27).	
NORM CLASS SIZE	Cycle 2 26	The norm class size in Cycle 2 is an average of 26 students and a maximum of 28 students. (LANDSVERORDENING funderend onderwijs artikel 27).	
NORM SCHOOL SIZE	200	The norm class size for cycle 1 and 2 are used to determine the norm school size.	4 groups x (Norm Class Size Cycle 1) + 4 groups x (Norm Class Size Cycle 2)
AVERAGE STUDENTS PER SCHOOL BOARD		The average number of students per school board as per December 1st of the previous year is used to calculate the subsidy.	Average Students per School Board = Total number of Students as of Dec 1st of previous year / Total number of School Boards as of Dec 1st of previous year
Applicable rules for personnel costs			
MANAGEMENT	School Manager 1 fte per norm school size	One School Manager (1 fte) may be appointed per norm school size. The appointed person must be in possession of: a. an application course for teaching basic education first or second cycle,	Fte per student= 1/ norm school size Ang month per student = Fte per student x Max Ang

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	a degree or diploma teacher basic education first or second cycle; and b. a diploma of the training program for a director of a school for primary and secondary education; and c. minimum of three years' experience as a teacher at a school for FBE or for former basic education or principal at a Kindergarten. (LANDSVERORDENING funderend onderwijs article 5). The compensation to the school board for a School Manager is scale 12 step 10. *(For the appropriate scale and information about the function refer to the* "Functieboek Onderwijs" *subject F.O).*	Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
Adjunct School Manager 1 fte per norm school size	One of the teachers will be appointed as the Adjunct School Manager (LANDSVERORDENING funderend onderwijs, article 24). The compensation to the school board for Adjunct School Manager is scale 11 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject F.O).*	Fte per student= 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
ADMINISTRATION Schooladministratie Medewerker 1 fte per norm school size	Administrative staff. The compensation to the school board for "Schooladministratie Medewerker" is scale 5 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject F.O)*	Fte per student= 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
TEACHING ASSISTANT Onderwijsassistent 8 teaching hours a week per class	Teaching Assistant. The compensation to the school board for "Onderwijsassistent" is scale 4 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject F.O).*	Fte per student = (8/32) /Norm class size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of

Foundation Based Education	Applicable Rules	Formulas
		previous year x Ang month per student.
TEACHER	Leerkracht A, B, C 32 teaching hours = 40 contract hours per week Cyclus Coordinator 40 contract hours per week	Educational staff. The compensation to the school board for "Leerkracht A, B, C" is scale 10 step 7 Incl: 4% Extended Sick Leave Funds *Appointment conditions for the teacher Foundation Based Education:* • *A declaration of good conduct. This document should not be older than six (6) months at the time of the appointment;* • *Training as a teacher Foundation Based Education;* • *Adequate command of the language(s) of instruction.* (LANDSVERORDENING funerend onderwijs article 3 and 26) *Appointment as the Cyclus Coordinator:* *The School Manager can appoint a teacher as the Cycle Coordinator of a cycle.* (LANDSVERORDENING funerend onderwijs article 24). *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs"*subject F.O).*	Fte per student = (1,04/norm class size) Ang month per student = ((Fte per student x Max Ang) + (population as per previous year December / norm school size) *2) Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
	Student Care Coordinator ½ fte per norm school size 20 working hours per week	Educational staff. The compensation to the school board for "Student Care Coordinator" is scale 9 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs"*subject F.O).*	Fte per student = 0.5/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
	ICT- Coordinator ½ fte per school board 20 working hours per week	Educational staff. The compensation to the school board for "ICT Coordinator" is scale 9 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs"*subject F.O).*	Fte per student = 0.5 / Average student per schoolboard Ang month per student = Fte per student x Max Ang

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		Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
SUPPORT	Remedial Teacher ½ fte per norm school size 16 teaching hours = 20 working hours per week	Support staff. The compensation to the school board for Remedial Teacher is scale 9 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject O.O)* .	Fte per student = 0.5/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
	School Maatschappelijk Werker ½ fte per norm school size 20 working hours per week	Support staff. The compensation to the school board for School Maatschappelijk werker is scale 9 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject O.O)* .	Fte per student = 0.5/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
	Schoolverpleegkundige ½ fte per school board 20 working hours per week	Support staff. The compensation to the school board for Schoolverpleegkundige is scale 8 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject O.O)* .	Fte per student = 0.5 / Average student per school board Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec x Fte per student Ang Month per school board = Population as of Dec x Ang month per student
PREMIUMS	Employer part Social Premium Social premium consists of FZOG 0.72%, AVBZ 0.5%,	The Employer part for Social Premiums for is FZOG 0.72%, AVBZ 0.5%, AOW/AWW 7.5%. Employers also pays Kindertoelage (which is dependent on the number of	Ang month per student = ((total wage school board personnel * 8.72%) + (105/12))

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AOW/AWW 7.5% Kindertoelage	eligible children.) The calculation is based on an average of 2 children. (LANDSVERORDENING algemene verzekering bijzondere ziektekosten, LANDSVERORDENING Algemene Weduwen- en Wezenverzekering, LANDSVERORDENING Algemene Ouderdomsverzekering, de REGELING tegemoetkoming ziektekosten overheidsgepensioneerden)	Ang month per schoolboard = (total wage schoolboard personnel * 8.72%) + (105/12)
Employer part APNA Premium APNA premium employer is 17% of gross wage	The pension contribution amounts to 17% of the contribution base. (LANDSVERORDENING houdende regels betreffende de pensioenen van overheidsdienaren en hun nabestaanden en wezen artikel 58 lid 2).	Ang month per student = (total wage school and board personnel * 17%) Ang month per schoolboard = Total wage schoolboard personnel * 17%
ALLOWANCE	Vacation Allowance Vacation allowance is 6% of gross wage	For each eligible month 6% vacation allowance is reserved. (LANDSVERORDENING houdende regeling van de aanspraken van de ambtenaren in dienst van Sint Maarten op vakantie, vakantie-uitkering en vrijstelling van dienst , article 22).	Ang month per student = (total wage school board personnel * 6%) Ang month per schoolboard = Total wage schoolboard personnel * 6%
Vacation Allowance Social premium on vacation allowance (AVBZ 0.5%, AOW/AWW 7.5%)		Ang month per student =Total vacation allowance schoolboard personnel * 8% Ang month per schoolboard = Total vacation allowance school personnel * 8%

Foundation Based Special Education

Foundation Based Special Education		Applicable Rules	Formulas
TEACHING HOURS PER WEEK	32	32 teaching hours a week represents a full time equivalent for a teacher. Full-time equivalent (FTE) is a unit that indicates the working hours per week of an employed person (or student) in a way that makes workloads comparable across various contexts.	32 teaching hours = 40 contract hours
WORKING HOURS PER WEEK	40	40 hours a week represents a full time equivalent for a teacher and all other staff. Full-time equivalent (FTE) is a unit that indicates the working hours per week of an employed person (or student) in a way that makes workloads comparable across various contexts.	32 teaching hours = 40 contract hours.
POPULATION AS PER DECEMBER 1ST	Total number of students in a FSO school as per December 1st of the Previous year.	Student population is used to determine the compensation amount. The subsidy per school board and school is based on the total number of students.	
NORM CLASS SIZE	14	Class size of maximum 14 students.	
NORM SCHOOL SIZE	98	The average normed group size is used to determine the norm school size.	7 groups x Norm Class Size
AVERAGE STUDENT PER SCHOOL BOARD		The average number of students per school board as per December 1st of the previous year is used to calculate the subsidy.	Average Student per school board = Total number of Students as of Dec 1st of previous year / Total number of School Boards as of Dec 1st of previous year
Applicable rules for personnel costs			
MANAGEMENT	Directeur I or II 1 fte per norm school size	Depending on the total amount of students 1 Directeur I or II can be appointed. Directeur I = 1 fte per school with more than 900 students Directeur II = 1 fte per school with 600 to 900 students The compensation to the school board for Directeur I is scale 12 step 10. The compensation to the school board for Directeur II is scale 11 step 10.	Fte per student = 1 / Norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st x Ang month per student

Foundation Based Special Education		Applicable Rules	Formulas
		(For the appropriate scale and information about the function refer to the "Functieboek Onderwijs" *subject F.S.O).*	
ADMINISTRATION	Schooladministratie Medewerker 1 fte per norm school size	Administrative staff. The compensation to the school board for "Schooladministratie Medewerker" is scale 5 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject F.S.O)*	Fte per student= 1/ Norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
TEACHING ASSISTANT	Klassenassistent 16 teaching hours a week per class.	Teaching Assistant. The compensation to the school board for "Klassenassistent" is scale 3 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs"*subject F.S.O).*	Fte per student = (16/32) /Total student per class Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student.
	Systeembeheerder ½ fte per norm school size 20 working hours per week	Educational staff. The compensation to the school board for "Systeembeheerder" is scale 6 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject F.S.O).*	Fte per student = 0.5/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
TEACHER	Leerkracht A, B, C 32 teaching hours per norm class (= 40 working hours per week) Cyclus Coordinator 40 working hours per week	Educational staff. Educational staff. The compensation to the school board for "Leerkracht A, B, C" is scale 10 step 7 Incl: 4% Extended Sick Leave Funds *Appointment conditions for the teacher Foundation Based Education:* • *A declaration of good conduct. This document should not be*	Fte per student = (1,04/norm class size) Ang month per student = ((Fte per student x Max Ang) + (population as per previous year December / norm school size) *2)

Foundation Based Special Education	Applicable Rules	Formulas
	older than six (6) months at the time of the appointment; • *Training as a teacher Foundation Based Education;* • *Adequate command of the language(s) of instruction.* (LANDSVERORDENING funderend onderwijs artikel 3 and 26). *Appointment as the Cycle Coordinator:* *The School Manager can appoint a teacher as the Cycle Coordinator of a cycle.* (LANDSVERORDENING funderend onderwijs artikel 24). *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject F.S.O).*	<u>Fte per school board</u> = Population as of Dec of previous year x Fte per student <u>Ang Month per school board</u> = Population as of Dec 1st of previous year x Ang month per student
	Student Care Coordinator ½ fte per norm school size 20 working hours per week	Educational staff. The compensation to the school board for "Student Care Coordinator" is scale 9 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject F.O).*	<u>Fte per student</u>= 0.5/ norm school size <u>Ang month per student</u> = Fte per student x Max Ang <u>Fte per school board</u> = Population as of Dec 1st of previous year x Fte per student <u>Ang Month per school board</u> = Population as of Dec 1st of previous year x Ang month per student
	ICT- Coordinator ½ fte per school board 20 working hours per week	Educational staff. The compensation to the school board for "ICT Coordinator" is scale 9 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject F.O).*	<u>Fte per student</u> = 0.5 / Average student per schoolboard <u>Ang month per student</u> = Fte per student x Max Ang <u>Fte per school board</u> = Population as of Dec 1st of previous year x Fte per student <u>Ang Month per school board</u> = Population as of Dec 1st of previous year x Ang month per student
SUPPORT	Orthopedagoog or Psycholoog 1 fte per norm school size 40 working hours per week	Support staff. The compensation to the school board for Orthopedagoog or Psycholoog is scale 10 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject F.S.O) .*	<u>Fte per student</u> = 1/ norm school size <u>Ang month per student</u> = Fte per student x Max Ang

Foundation Based Special Education	Applicable Rules	Formulas
		Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
Curriculum Developer ½ fte per school board 20 working hours per week	Support staff. The compensation to the school board for Curriculum Developer is scale 10 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject F.S.O)* .	Fte per student = 0.5 / Average student per schoolboard Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
Remedial Teacher 1 fte per norm school size 32 teaching hours per week = 40 working hours per week	Support staff. The compensation to the school board for Remedial Teacher is scale 10 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject F.S.O).*	Fte per student = 1 / norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
School Maatschappelijk Werker 1 fte per norm school size 40 working hours per week	Support staff. The compensation to the school board for School Maatschappelijk werker is scale 9 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject F.S.O).*	Fte per student = 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
Schoolverpleegkundige ½ fte per school board	Support staff. The compensation to the school board for Schoolverpleegkundige is scale 8 step 10.	Fte per student = 0.5 / Average students per schoolboard

Foundation Based Special Education		Applicable Rules	Formulas
	20 working hours per week	*(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject F.S.O).*	Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
PREMIUMS	Employer part Social Premium Social premium consists of FZOG 0.72%, AVBZ 0.5%, AOW/AWW 7.5% Kindertoelage	The Employer part for Social Premiums for is FZOG 0.72%, AVBZ 0.5%, AOW/AWW 7.5%. Employers also pays Kindertoelage (which is dependent on the number of eligible children.) The calculation is based on an average of 2 children. (LANDSVERORDENING algemene verzekering bijzondere ziektekosten, LANDSVERORDENING Algemene Weduwen- en Wezenverzekering, LANDSVERORDENING Algemene Ouderdomsverzekering, de REGELING tegemoetkoming ziektekosten overheidsgepensioneerden)	Ang month per student = ((total wage school board personnel * 8.72%) + (105/12)) Ang month per schoolboard = (total wage schoolboard personnel * 8.72%) + (105/12)
	Employer part APNA Premium APNA premium employer is 17% of gross wage	The pension contribution amounts to 17% of the contribution base. (LANDSVERORDENING houdende regels betreffende de pensioenen van overheidsdienaren en hun nabestaanden en wezen artikel 58 lid 2).	Ang month per student = (total wage school and board personnel * 17%) Ang month per schoolboard = Total wage schoolboard personnel * 17%
ALLOWANCE	Vacation Allowance Vacation allowance is 6% of gross wage	For each eligible month 6% vacation allowance is reserved. (LANDSVERORDENING houdende regeling van de aanspraken van de ambtenaren in dienst van Sint Maarten op vakantie, vakantie-uitkering en vrijstelling van dienst , article 22).	Ang month per student = (total wage school board personnel * 6%) Ang month per schoolboard = Total wage schoolboard personnel * 6%
	Vacation Allowance Social premium on vacation allowance (AVBZ 0.5%, AOW/AWW 7.5%)		Ang month per student =Total vacation allowance schoolboard personnel * 8% Ang month per schoolboard = Total vacation allowance school personnel * 8%

VSBO BASIS

Secondary Education		Applicable Rules	Formulas
TEACHING HOURS	27	27 teaching hours a week represents a full time equivalent for a teacher. Full-time equivalent (fte) is a unit that indicates the working hours per week of an employed person in a way that makes workloads comparable across various contexts.	27 teaching hours = 40 contract hours
WORKING HOURS PER WEEK	40	40 hours a week represents a full time equivalent for a teacher. Full-time equivalent (fte) is a unit that indicates the working hours per week of an employed person in a way that makes workloads comparable across various contexts. ("Nota van Toelichting Bezoldigingslandsbesluit onderwijs" article 8).	27 teaching hours = 40 contract hours.
POPULATION AS PER DECEMBER 1ST	Total number of students in a VSBO school as per December of the Previous year.	Student population is used to determine compensation amount (*The subsidy per school board and school is based on the total number of students*)	
NORM CLASS SIZE	18	Class size of maximum 30 students. ("LANDSBESLUIT dagscholen v.w.o, h.a.v.o, v.s.b.o" article 27).	
NORM SCHOOL SIZE	216	The norm school size represents the norm total number of students that a VSBO school is expected to consist of, based on the number of classes per norm of students in de "Basisvorming" and the "Bovenbouw".	(3 x Norm class size x 2) + (3 x Norm class size x 2)
Applicable rules for personnel costs			
MANAGEMENT	Directeur I II III 1 fte per norm school size	Depending on the total amount of students 1 Directeur I, II or III can be appointed. Directeur I= 1 fte per school with more than 900 students Directeur II= 1 fte per school with 600 to 900 students Directeur III = 1 fte per school up to 600 students The appointed Director must be a teacher in one the subjects taught at the school. In special cases, with the approval of the Minister, the competent authority may deviate from this stipulation.	Fte per student = 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student

Secondary Education	Applicable Rules	Formulas
	Additional terms are indicated in the ordinance article 35. (LANDSVERORDENING voortgezet onderwijs article 34 and 35). The compensation to the school board for Directeur I is scale 13 step 10, Directeur II scale 12 step 10, Directeur III scale 11 step 10. *(For the appropriate scale and information about the function refer to the* "Functieboek Onderwijs" *subject V.S.B.O).*	
	Adjunct-Directeur I II III or Afdelingshoofd 1 fte per norm school size	The school board appoints one or more teachers to support the Director and act on his behalf during his absence. (LANDSVERORDENING voortgezet onderwijs article 34). The compensation to the school board for Adjunct Directeur I or Afdelingshoofd is scale 12 step 10, Adjunct Directeur II scale 11 step 10, Adjunct Directeur III scale 10 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).*	<u>Fte per student =</u> 1/ norm school size <u>Ang month per student =</u> Fte per student x Max Ang <u>Fte per school board =</u> Population as of Dec 1st of previous year x Fte per student <u>Ang Month per school board =</u> Population as of Dec 1st of previous year x Ang month per student
ADMINISTRATION	**Schooladministratie Medewerker** 1 fte per norm school size	Administrative staff. The compensation to the school board for "Schooladministratie Medewerker" is scale 5 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).*	<u>Fte per student =</u> 1/ norm school size <u>Ang month per student =</u> Fte per student x Max Ang <u>Fte per school board =</u> Population as of Dec 1st of previous year x Fte per student <u>Ang Month per school board =</u> Population as of Dec 1st of previous year x Ang month per student
MAINTENANCE	**Conciërge/ Schoolverzorger** 1 fte per norm school size	Maintenance staff. The compensation to the school board for "Concierge/ Schoolverzorger" is scale 4 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).*	<u>Fte per student =</u> 1/ norm school size <u>Ang month per student =</u> Fte per student x Max Ang <u>Fte per school board =</u> Population as of Dec 1st of previous year x Fte per student

Secondary Education		Applicable Rules	Formulas
			Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
EDUCATIONAL ASSISTANCE	Schoolmaatschappelijk Werker 2 fte per school norm size	Educational Assistance staff. The compensation to the school board for "School Maatschappelijk Werker" is scale 9 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs"*subject V.S.B.O).*	Fte per student = 2/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
	Technisch Onderwijsassistent 3 teaching hours a week per class 27 teaching hours per week	Educational Assistance staff. The compensation to the school board for "Technisch Onderwijsassistent" is scale 7 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs"*subject V.S.B.O).*	Fte per student = (3/27) / norm class size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous x Ang month per student
	Studieassistent 3 teaching hours a week per class 27 teaching hours per week	Educational Assistance staff. The compensation to the school board for "Studieassistent" is scale 8 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs"*subject V.S.B.O).*	Fte per student = (3/27) / norm class size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous x Ang month per student
	Student Care Coordinator 15 minutes per week per student	Educational Assistance staff. The compensation to the school board for "Student Care Coordinator" is scale 10 step 10.	Fte per student = 15 / (40*60) Ang month per student = Fte per student x Max Ang

Secondary Education		Applicable Rules	Formulas
	40 working hours per week	*(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).*	Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
	Schoolverpleegkundige 1fte per school board	Support staff. The compensation to the school board for Schoolverpleegkundige is scale 8 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).*	Fte per student = 1/ Average student per schoolboard Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
	Remedial Teacher 2 fte's per norm school size	Support staff. The compensation to the school board for Remedial Teacher is scale 10 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O) .*	Fte per student = 2 /norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
TEACHER	Docent A 27 teaching hours = 40 working hours per week. Innovatie Coordinator 40 working hours per week. Intern Begeleider 40 working hours per week Leerweg Coördinator	Educational staff, the compensation to the school board for "Docent A" is scale 10 step 15 Incl: 20% Extended Sick Leave Funds. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).* *Appointment conditions for the Docent A:* • *Sufficient proof of Training as a teacher Secondary Education;* • *Sufficient proof of educational and didactic preparation;* • *A declaration of good conduct. This document should provide information over the past two years;* • *A declaration of good psychical and mental health;*	Fte per student = (1,2/norm class size) Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student

Secondary Education	Applicable Rules	Formulas
40 working hours per week	• *Proof of competence to teach.* (LANDSVERORDENING voortgezet onderwijs article 35).	
Docent B 27 teaching hours = 40 working hours per week Mentor 40 working hours per week	Educational staff. The compensation to the school board for "Docent B" is scale 10 step 15 Incl: 20% Extended Sick Leave Funds. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).* *Appointment conditions for the Docent B:* • *Sufficient proof of Training as a teacher Secondary Education;* • *Sufficient proof of educational and didactic preparation;* • *A declaration of good conduct. This document should provide information over the past two years;* • *A declaration of good psychical and mental health;* • *Proof of competence to teach.* (LANDSVERORDENING voortgezet onderwijs article 35).	Fte per student = (1,2/norm class size) Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous x Ang month per student
Docent C 27 teaching hours = 40 working hours per week	Educational staff. The compensation to the school board for "Docent C" is scale 10 step 15 Incl: 20% Extended Sick Leave Funds. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).* *Appointment conditions for the Docent C:* • *Sufficient proof of Training as a teacher Secondary Education;* • *Sufficient proof of educational and didactic preparation;* • *A declaration of good conduct. This document should provide information over the past two years;* • *A declaration of good psychical and mental health;* • *Proof of competence to teach.* (LANDSVERORDENING voortgezet onderwijs article 35).	Fte per student = (1,2/norm class size) Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
Decaan 40 working hours per week 1 fte per school board	Educational staff. The compensation to the school board for "Decaan" is scale 10 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).*	Fte per student= 1/ Average students per school board Ang month per student = Fte per student x Max Ang

Secondary Education	Applicable Rules	Formulas
		<u>Fte per school board =</u> Population as of Dec 1st of previous year x Fte per student <u>Ang Month per school board =</u> Population as of Dec 1st of previous year x Ang month per student
PREMIUMS Employer part Social Premium Social premium consists of FZOG 0.72%, AVBZ 0.5%, AOW/AWW 7.5% Kindertoelage	The Employer part for Social Premiums for is FZOG 0.72%, AVBZ 0.5%, AOW/AWW 7.5%. Employers also pays Kindertoelage (which is dependent on the number of eligible children.) The calculation is based on an average of 2 children. (LANDSVERORDENING algemene verzekering bijzondere ziektekosten, LANDSVERORDENING Algemene Weduwen- en Wezenverzekering, LANDSVERORDENING Algemene Ouderdomsverzekering, de REGELING tegemoetkoming ziektekosten overheidsgepensioneerden)	<u>Ang month per student</u> = ((total wage school board personnel * 8.72%) + (105/12)) <u>Ang month per schoolboard</u> = (total wage schoolboard personnel * 8.72%) + (105/12)
Employer part APNA Premium APNA premium employer is 17% of gross wage	The pension contribution amounts to 17% of the contribution base. (LANDSVERORDENING houdende regels betreffende de pensioenen van overheidsdienaren en hun nabestaanden en wezen artikel 58 lid 2).	<u>Ang month per student</u> = (total wage school and board personnel * 17%) <u>Ang month per schoolboard</u> = Total wage schoolboard personnel * 17%
ALLOWANCE Vacation Allowance Vacation allowance is 6% of gross wage	For each eligible month 6% vacation allowance is reserved. (LANDSVERORDENING houdende regeling van de aanspraken van de ambtenaren in dienst van Sint Maarten op vakantie, vakantie-uitkering en vrijstelling van dienst , article 22).	<u>Ang month per student</u> = (total wage school board personnel * 6%) <u>Ang month per schoolboard</u> = Total wage schoolboard personnel * 6%
Vacation Allowance Social premium on vacation allowance (AVBZ 0.5%, AOW/AWW 7.5%)		<u>Ang month per student</u> =Total vacation allowance schoolboard personnel * 8% <u>Ang month per schoolboard</u> = Total vacation allowance school personnel * 8%

VSBO ECONOMY BOVEN

Secondary Education		Applicable Rules	Formulas
TEACHING HOURS	27	27 teaching hours a week represents a full time equivalent for a teacher. Full-time equivalent (fte) is a unit that indicates the working hours per week of an employed person in a way that makes workloads comparable across various contexts.	27 teaching hours = 40 contract hours
WORKING HOURS PER WEEK	40	40 hours a week represents a full time equivalent for a teacher. Full-time equivalent (fte) is a unit that indicates the working hours per week of an employed person in a way that makes workloads comparable across various contexts. ("Nota van Toelichting Bezoldigingslandsbesluit onderwijs" article 8).	27 teaching hours = 40 contract hours.
POPULATION AS PER DECEMBER 1ST	Total number of students in a VSBO school as per December of the Previous year.	Student population is used to determine compensation amount (*The subsidy per school board and school is based on the total number of students*)	
NORM CLASS SIZE	20	Class size of maximum 30 students. ("Landsbesluit dagscholen v.w.o, h.a.v.o, v.s.b.o" article 27).	
NORM SCHOOL SIZE	240	The norm school size is the expected number of streams and classes multiplied by the norm class size over a 4-year period of the school.	(3 x Norm students per class x 2) +(3 x Norm students per class x 2)
Applicable rules for personnel costs			
MANAGEMENT	Directeur I II III 1 fte per norm school size	Depending on the total amount of students 1 Directeur I, II or III can be appointed. Directeur I= 1 fte per school with more than 900 students Directeur II= 1 fte per school with 600 to 900 students Directeur III = 1 fte per school up to 600 students The appointed Director must be a teacher in one the subjects taught at the school. In special cases, with the approval of the Minister, the competent authority may deviate from this stipulation. Additional terms are indicated in the ordinance article 35.	Fte per student = 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student

Secondary Education	Applicable Rules	Formulas
	(Landsverordening voortgezet onderwijs article 34 and 35). The compensation to the school board for Directeur I is scale 13 step 10, Directeur II scale 12 step 10, Directeur III scale 11 step 10. *(For the appropriate scale and information about the function refer to the* "Functieboek Onderwijs" *subject V.S.B.O).*	
Adjunct-Directeur I II III or Afdelingshoofd 1 fte per norm school size	The school board appoints one or more teachers to support the Director and act on his behalf during his absence. (LANDSVERORDENING voortgezet onderwijs article 34). The compensation to the school board for Adjunct Directeur I or Afdelingshoofd is scale 12 step 10, Adjunct Directeur II scale 11 step 10, Adjunct Directeur III scale 10 step 10 *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).*	Fte per student = 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
ADMINISTRATION — Schooladministratie Medewerker 1 fte per norm school size	Administrative staff. The compensation to the school board for "Schooladministratie Medewerker" is scale 5 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).*	Fte per student = 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
MAINTENANCE — Conciërge/ Schoolverzorger 1 fte per norm school size	Maintenance staff. The compensation to the school board for "Concierge/ Schoolverzorger" is scale 4 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).*	Fte per student = 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of

Secondary Education	Applicable Rules	Formulas
		previous year x Ang month per student
EDUCATIONAL ASSISTANCE Schoolmaatschappelijk Werker 2 fte per school norm size	Educational Assistance staff. The compensation to the school board for "School Maatschappelijk Werker" is scale 9 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs"*subject V.S.B.O).*	Fte per student = 2/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
Technisch Onderwijsassistent 3 teaching hours a week per class 27 teaching hours per week	Educational Assistance staff. The compensation to the school board for "Technisch Onderwijsassistent" is scale 7 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs"*subject V.S.B.O).*	Fte per student = (3/ 27) / norm class size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous x Ang month per student.
Studieassistent 3 teaching hours a week per class 27 teaching hours per week	Educational Assistance staff. The compensation to the school board for "Studieassistent" is scale 8 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs"*subject V.S.B.O).*	Fte per student = (3/ 27) / norm class size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous x Ang month per student
Student Care Coordinator 15 minutes per week per student 40 working hours per week	Educational Assistance staff. The compensation to the school board for "Student Care Coordinator" is scale 10 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).*	Fte per student = 15/ (40*60) Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student

Secondary Education		Applicable Rules	Formulas
			Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
	Schoolverpleegkundige 1 fte per school board	Support staff. The compensation to the school board for Schoolverpleegkundige is scale 8 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O .*	Fte per student = 1 / Average student per schoolboard Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
	Remedial Teacher 2 fte's per norm school size	Support staff. The compensation to the school board for Remedial Teacher is scale 10 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O .*	Fte per student = 2/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
TEACHER	Docent A 27 teaching hours = 40 working hours per week. Innovatie Coordinator 40 working hours per week. Intern Begeleider 40 working hours per week Leerweg Coordinator 40 working hours per week	Educational staff. The compensation to the school board for "Docent A" is scale 10 step 15 Incl: 20% Extended Sick Leave Funds. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).* *Appointment conditions for the Docent A:* • *Sufficient proof of Training as a teacher Secondary Education;* • *Sufficient proof of educational and didactic preparation;* • *A declaration of good conduct. This document should provide information over the past two years;* • *A declaration of good psychical and mental health;* • *Proof of competence to teach.* (LANDSVERORDENING voortgezet onderwijs article 35).	Fte per student = (1,2/norm class size) Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student

Secondary Education		Applicable Rules	Formulas
	Docent B 27 teaching hours = 40 working hours per week Mentor 40 working hours per week Decaan 40 working hours per week	Educational staff. The compensation to the school board for "Docent B" is scale 10 step 15 Incl: 20% Extended Sick Leave Funds. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).* *Appointment conditions for the Docent B:* • *Sufficient proof of Training as a teacher Secondary Education;* • *Sufficient proof of educational and didactic preparation;* • *A declaration of good conduct. This document should provide information over the past two years;* • *A declaration of good psychical and mental health;* • *Proof of competence to teach.* (LANDSVERORDENING voortgezet onderwijs article 35).	Fte per student = (1,2/norm class size) Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous x Ang month per student
	Docent C 27 teaching hours = 40 working hours per week	Educational staff. The compensation to the school board for "Docent C" is scale 10 step 15 Incl: 20% Extended Sick Leave Funds. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).* *Appointment conditions for the Docent C:* • *Sufficient proof of Training as a teacher Secondary Education;* • *Sufficient proof of educational and didactic preparation;* • *A declaration of good conduct. This document should provide information over the past two years;* • *A declaration of good psychical and mental health;* • *Proof of competence to teach.* (LANDSVERORDENINGvoortgezet onderwijs article 35).	Fte per student = (1,2/norm class size) Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
PREMIUMS	Employer part Social Premium Social premium consists of FZOG 0.72%, AVBZ 0.5%, AOW/AWW 7.5% Kindertoelage	The Employer part for Social Premiums for is FZOG 0.72%, AVBZ 0.5%, AOW/AWW 7.5%. Employers also pays Kindertoelage (which is dependent on the number of eligible children.) The calculation is based on an average of 2 children. (LANDSVERORDENING algemene verzekering bijzondere ziektekosten, LANDSVERORDENING Algemene Weduwen- en Wezenverzekering, LANDSVERORDENING Algemene Ouderdomsverzekering, de REGELING	Ang month per student = ((total wage school board personnel * 8.72%) + (105/12)) Ang month per schoolboard = (total wage schoolboard personnel * 8.72%) + (105/12)

Secondary Education		Applicable Rules	Formulas
		tegemoetkoming ziektekosten overheidsgepensioneerden)	
	Employer part APNA Premium APNA premium employer is 17% of gross wage	The pension contribution amounts to 17% of the contribution base. (LANDSVERORDENING houdende regels betreffende de pensioenen van overheidsdienaren en hun nabestaanden en wezen artikel 58 lid 2).	Ang month per student = (total wage school and board personnel * 17%) Ang month per schoolboard = Total wage schoolboard personnel * 17%
ALLOWANCE	Vacation Allowance Vacation allowance is 6% of gross wage	For each eligible month 6% vacation allowance is reserved. (LANDSVERORDENING houdende regeling van de aanspraken van de ambtenaren in dienst van Sint Maarten op vakantie, vakantie-uitkering en vrijstelling van dienst , article 22).	Ang month per student = (total wage school board personnel * 6%) Ang month per schoolboard = Total wage schoolboard personnel * 6%
	Vacation Allowance Social premium on vacation allowance (AVBZ 0.5%, AOW/AWW 7.5%)		Ang month per student =Total vacation allowance schoolboard personnel * 8% Ang month per schoolboard = Total vacation allowance school personnel * 8%

VSBO PKL PBL Care & Welfare Boven

Secondary Education		Applicable Rules	Formulas
TEACHING HOURS	27	27 teaching hours a week represents a full time equivalent for a teacher. Full-time equivalent (fte) is a unit that indicates the working hours per week of an employed person in a way that makes workloads comparable across various contexts.	27 teaching hours = 40 contract hours
WORKING HOURS PER WEEK	40	40 hours a week represents a full time equivalent for a teacher. Full-time equivalent (fte) is a unit that indicates the working hours per week of an employed person in a way that makes workloads comparable across various contexts. ("Nota van Toelichting Bezoldigingslandsbesluit onderwijs" article 8).	27 teaching hours = 40 contract hours.
POPULATION AS PER DECEMBER 1ST	Total number of students in a VSBO school as per December 1st of the Previous year.	Student population is used to determine compensation amount (*The subsidy per school board and school is based on the total number of students*)	
NORM CLASS SIZE	16	Class size of maximum 30 students. Classizes of 10 or 12 students are allowed for the subject's: metal, construction, motor vehicle engineering, instalectro and hospitality. ("Landsbesluit dagscholen v.w.o, h.a.v.o, v.s.b.o" article 27).	
NORM SCHOOL SIZE	204	The norm school size represents the norm total number of students that a VSBO school is expected to consist of, based on the number of classes per norm of students in de "Basisvorming " and the "Bovenbouw".	(3 x Norm students per class x 2) +(3 x Norm students per class x 2)
Applicable rules for personnel costs			
MANAGEMENT	Directeur I II III 1 fte per norm school size	Depending on the total amount of students 1 Directeur I, II or III can be appointed. Directeur I= 1 fte per school with more than 900 students Directeur II= 1 fte per school with 600 to 900 students Directeur III = 1 fte per school up to 600 students The appointed Director must be a teacher in one the subjects taught at the school. In special cases, with the approval	Fte per student = 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student

Secondary Education	Applicable Rules	Formulas
	of the Minister, the competent authority may deviate from this stipulation. Additional terms are indicated in the ordinance article 35. (LANDSVERORDENING voortgezet onderwijs article 34 and 35). The compensation to the school board for Directeur I is scale 13 step 10, Directeur II scale 12 step 10, Directeur III scale 11 step 10. *(For the appropriate scale and information about the function refer to the* "Functieboek Onderwijs" *subject V.S.B.O).*	
	Adjunct-Directeur I II III or Afdelingshoofd 1 fte per norm school size	The school board appoints one or more teachers to support the Director and act on his behalf during his absence. (LANDSVERORDENING voortgezet onderwijs article 34). The compensation to the school board for Adjunct Directeur I or Afdelingshoofd is scale 12 step 10, Adjunct Directeur II scale 11 step 10, Adjunct Directeur III scale 10 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).*	Fte per student = 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
ADMINISTRATION	Schooladministratie Medewerker 1 fte per norm school size	Administrative staff. The compensation to the school board for "Schooladministratie Medewerker" is scale 5 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O)*	Fte per student = 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
MAINTENANCE	Concierge/ Schoolverzorger 1 fte per norm school size	Maintenance staff. The compensation to the school board for "Concierge/ Schoolverzorger" is scale 4 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).*	Fte per student = 1/ norm school size Ang month per student = Fte per student x Max Ang

Secondary Education	Applicable Rules	Formulas
		Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
EDUCATIONAL ASSISTANCE	Schoolmaatschappelijk Werker 2 fte per school norm size	Educational Assistance staff. The compensation to the school board for "School Maatschappelijk Werker" is scale 9 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs"*subject V.S.B.O).*	Fte per student = 2/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
	Technisch Onderwijsassistent 3 teaching hours a week per class 27 teaching hours per week	Educational Assistance staff. The compensation to the school board for "Technisch Onderwijsassistent" is scale 7 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs"*subject V.S.B.O).*	Fte per student = (3/27) /norm class size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous x Ang month per student
	Studieassistent 3 teaching hours a week per class 27 teaching hours per week	Educational Assistance staff. The compensation to the school board for "Studieassistent" is scale 8 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs"*subject V.S.B.O).*	Fte per student = (3/27) /norm class size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous x Ang month per student
	Student Care Coordinator	Educational Assistance staff. The compensation to the school board for	Fte per student = 15/ (40*60)

Secondary Education		Applicable Rules	Formulas
	15 minutes per week per student 40 working hours per week	"Student Care Coordinator" is scale 10 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).*	Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
	Schoolverpleegkundige 1fte per school board	Support staff. The compensation to the school board for Schoolverpleegkundige is scale 8 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O) .*	Fte per student = 1/ Average student per schoolboard Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
	Remedial Teacher 2 fte's per norm school size	Support staff. Support staff. The compensation to the school board for Remedial Teacher is scale 10 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O) .*	Fte per student = 2/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
TEACHER	Docent A 27 teaching hours = 40 working hours per week. Innovatie Coordinator 40 working hours per week. Intern Begeleider 40 working hours per week Leerweg Coördinator	Educational staff. The compensation to the school board for "Docent A" is scale 10 step 15 Incl: 20% Extended Sick Leave Funds. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).* *Appointment conditions for the Docent A:* • *Sufficient proof of Training as a teacher Secondary Education;* • *Sufficient proof of educational and didactic preparation;* • *A declaration of good conduct. This document should provide*	Fte per student = Fte per student = (1,2/norm class size) Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous yea x Ang month per student

Secondary Education		Applicable Rules	Formulas
	40 working hours per week	*information over the past two years;* • *A declaration of good psychical and mental health;* • *Proof of competence to teach.* (LANDSVERORDENING voortgezet onderwijs article 35).	
	Docent B 27 teaching hours = 40 working hours per week Mentor 40 working hours per week Decaan 40 working hours per week	Educational staff. The compensation to the school board for "Docent B" is scale 10 step 15 Incl: 20% Extended Sick Leave Funds. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).* *Appointment conditions for the Docent B:* • *Sufficient proof of Training as a teacher Secondary Education;* • *Sufficient proof of educational and didactic preparation;* • *A declaration of good conduct. This document should provide information over the past two years;* • *A declaration of good psychical and mental health;* • *Proof of competence to teach.* (LANDSVERORDENING voortgezet onderwijs article 35).	Fte per student = (1,2/norm class size) Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous x Ang month per student
	Docent C 27 teaching hours = 40 working hours per week	Educational staff. The compensation to the school board for "Docent C" is scale 10 step 15 Incl: 20% Extended Sick Leave Funds. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).* *Appointment conditions for the Docent C:* • *Sufficient proof of Training as a teacher Secondary Education;* • *Sufficient proof of educational and didactic preparation;* • *A declaration of good conduct. This document should provide information over the past two years;* • *A declaration of good psychical and mental health;* • *Proof of competence to teach.* (LANDSVERORDENING voortgezet onderwijs article 35).	Fte per student = (1,2/norm class size) Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
PREMIUMS	Employer part Social Premium Social premium consists of FZOG 0.72%, AVBZ	The Employer part for Social Premiums for is FZOG 0.72%, AVBZ 0.5%, AOW/AWW 7.5%. Employers also pays Kindertoelage (which is dependent on the number of	Ang month per student = ((total wage school board personnel * 8.72%) + (105/12))

Secondary Education		Applicable Rules	Formulas
	0.5%, AOW/AWW 7.5% Kindertoelage	eligible children.) The calculation is based on an average of 2 children. (LANDSVERORDENING algemene verzekering bijzondere ziektekosten, LANDSVERORDENING Algemene Weduwen- en Wezenverzekering, LANDSVERORDENING Algemene Ouderdomsverzekering, de REGELING tegemoetkoming ziektekosten overheidsgepensioneerden)	Ang month per schoolboard = (total wage schoolboard personnel * 8.72%) + (105/12)
	Employer part APNA Premium APNA premium employer is 17% of gross wage	The pension contribution amounts to 17% of the contribution base. (LANDSVERORDENING houdende regels betreffende de pensioenen van overheidsdienaren en hun nabestaanden en wezen artikel 58 lid 2).	Ang month per student = (total wage school and board personnel * 17%) Ang month per schoolboard = Total wage schoolboard personnel * 17%
ALLOWANCE	Vacation Allowance Vacation allowance is 6% of gross wage	For each eligible month 6% vacation allowance is reserved. (LANDSVERORDENING houdende regeling van de aanspraken van de ambtenaren in dienst van Sint Maarten op vakantie, vakantie-uitkering en vrijstelling van dienst , article 22).	Ang month per student = (total wage school board personnel * 6%) Ang month per schoolboard = Total wage schoolboard personnel * 6%
	Vacation Allowance Social premium on vacation allowance (AVBZ 0.5%, AOW/AWW 7.5%)		Ang month per student =Total vacation allowance schoolboard personnel * 8% Ang month per schoolboard = Total vacation allowance school personnel * 8%

VSBO PKL PBL Hospitality Boven

Secondary Education		Applicable Rules	Formulas
TEACHING HOURS	27	27 teaching hours a week represents a full time equivalent for a teacher. Full-time equivalent (fte) is a unit that indicates the working hours per week of an employed person in a way that makes workloads comparable across various contexts.	27 teaching hours = 40 contract hours
WORKING HOURS PER WEEK	40	40 hours a week represents a full time equivalent for a teacher. Full-time equivalent (fte) is a unit that indicates the working hours per week of an employed person in a way that makes workloads comparable across various contexts. ("Nota van Toelichting Bezoldigingslandsbesluit onderwijs" article 8).	27 teaching hours = 40 contract hours.
POPULATION AS PER DECEMBER 1ST	Total number of students in a VSBO school as per December of the Previous year.	Student population is used to determine compensation amount (*The subsidy per school board and school is based on the total number of students*)	
NORM STUDENTS PER CLASS	16	Class size of maximum 30 students. Classizes of 10 or 12 students are allowed for the subject's metal, construction, motor vehicle engineering, instalectro and hospitality. ("Landsbesluit dagscholen v.w.o, h.a.v.o, v.s.b.o" article 27).	
NORM SCHOOL SIZE	204	The norm school size represents the norm total number of students that a VSBO school is expected to consist of, based on the number of classes per norm of students in de "Basisvorming" and the "Bovenbouw".	(3 x Norm class size x 2) + (3 x Norm class size x 2)
Applicable rules for personnel costs			
MANAGEMENT	Directeur I II III 1 fte per norm school size	Depending on the total amount of students 1 Directeur I, II or III can be appointed. Directeur I= 1 fte per school with more than 900 students Directeur II= 1 fte per school with 600 to 900 students Directeur III = 1 fte per school up to 600 students The appointed Director must be a teacher in one the subjects taught at the school. In special cases, with the approval	Fte per student = 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student

Secondary Education	Applicable Rules	Formulas
	of the Minister, the competent authority may deviate from this stipulate. Additional terms are indicated in the ordinance article 35. (LANDSVERORDENING voortgezet onderwijs article 34 and 35). The compensation to the school board for Directeur I is scale 13 step 10, Directeur II scale 12 step 10, Directeur III scale 11 step 10. *(For the appropriate scale and information about the function refer to the* "Functieboek Onderwijs" *subject V.S.B.O).*	
Adjunct-Directeur I II III or Afdelingshoofd 1 fte per norm school size	The school board appoints one or more teachers to support the Director and act on his behalf during his absence. (LANDSVERORDENING voortgezet onderwijs article 34). The compensation to the school board for Adjunct Directeur I or Afdelingshoofd is scale 12 step 10, Adjunct Directeur II or Afdelingshoofd scale 11 step 10, Adjunct Directeur III or Afdelingshoofd scale 10 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).*	Fte per student = 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
ADMINISTRATION Schooladministratie Medewerker 1 fte per norm school size	Administrative staff. The compensation to the school board for "Schooladministratie Medewerker" is scale 5 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).*	Fte per student = 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
MAINTENANCE Conciërge/ Schoolverzorger 1 fte per norm school size	Maintenance staff. The compensation to the school board for "Concierge/ Schoolverzorger" is scale 4 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).*	Fte per student = 1/ norm school size Ang month per student = Fte per student x Max Ang

Secondary Education	Applicable Rules	Formulas
		Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
EDUCATIONAL ASSISTANCE	Schoolmaatschappelijk Werker 2 fte per school norm size	Educational Assistance staff. The compensation to the school board for "School Maatschappelijk Werker" is scale 9 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs"*subject V.S.B.O).*	Fte per student = 2/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
	Technisch Onderwijsassistent 3 teaching hours a week per class 27 teaching hours per week	Educational Assistance staff. The compensation to the school board for "Technisch Onderwijsassistent" is scale 7 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs"*subject V.S.B.O).*	Fte per student = (3/27) /norm class size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous x Ang month per student.
	Studieassistent 3 teaching hours a week per class 27 teaching hours per week	Educational Assistance staff. The compensation to the school board for "Studieassistent" is scale 8 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs"*subject V.S.B.O).*	Fte per student = (3/27) /norm class size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous x Ang month per student
	Student Care Coordinator	Educational Assistance staff. The compensation to the school board for	Fte per student = 15 / (40*60)

Secondary Education	Applicable Rules	Formulas
15 minutes per week per student 40 working hours per week	"Student Care Coordinator" is scale 10 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).*	Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec x Ang month per student
Schoolverpleegkundige 1fte per school board	Support staff. The compensation to the school board for Schoolverpleegkundige is scale 8 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O) .*	Fte per student = 1/ Average student per schoolboard Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
Remedial Teacher 2 fte's per norm school size	Support staff. The compensation to the school board for Remedial Teacher is scale 10 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O) .*	Fte per student = 2/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
TEACHER Docent A 27 teaching hours = 40 working hours per week. Innovatie Coordinator 40 working hours per week. Intern Begeleider 40 working hours per week Leerweg Coordinator	Educational staff. The compensation to the school board for "Docent A" is scale 10 step 15 Incl: 20% Extended Sick Leave Funds. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).* *Appointment conditions for the Docent A:* • *Sufficient proof of Training as a teacher Secondary Education;* • *Sufficient proof of educational and didactic preparation;* • *A declaration of good conduct. This document should provide information over the past two years;*	Fte per student = Fte per student = (1,2/norm class size) Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student

Secondary Education	Applicable Rules	Formulas
	40 working hours per week	• *A declaration of good psychical and mental health;* • *Proof of competence to teach.* (LANDSVERORDENING voortgezet onderwijs article 35).	
	Docent B 27 teaching hours = 40 working hours per week Mentor 40 working hours per week Decaan 40 working hours per week	Educational staff. The compensation to the school board for "Docent B" is scale 10 step 15 Incl: 20% Extended Sick Leave Funds. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).* *Appointment conditions for the Docent B:* • *Sufficient proof of Training as a teacher Secondary Education;* • *Sufficient proof of educational and didactic preparation;* • *A declaration of good conduct. This document should provide information over the past two years;* • *A declaration of good psychical and mental health;* • *Proof of competence to teach.* (LANDSVERORDENING voortgezet onderwijs article 35).	Fte per student = (Fte per student = (1,2/norm class size) Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous x Ang month per student
	Docent C 27 teaching hours = 40 working hours per week	Educational staff". The compensation to the school board for "Docent C" is scale 10 step 15 Incl: 20% Extended Sick Leave Funds. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).* *Appointment conditions for the Docent C:* • *Sufficient proof of Training as a teacher Secondary Education;* • *Sufficient proof of educational and didactic preparation;* • *A declaration of good conduct. This document should provide information over the past two years;* • *A declaration of good psychical and mental health;* • *Proof of competence to teach.* (LANDSVERORDENING voortgezet onderwijs article 35).	Fte per student = Fte per student = (1,2/norm class size) Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
PREMIUMS	Employer part Social Premium Social premium consists of FZOG 0.72%, AVBZ	The Employer part for Social Premiums for is FZOG 0.72%, AVBZ 0.5%, AOW/AWW 7.5%. Employers also pays Kindertoelage (which is dependent on the number of eligible children.) The calculation is based on an average of 2 children.	Ang month per student = ((total wage school board personnel * 8.72%) + (105/12))

Secondary Education	Applicable Rules	Formulas
0.5%, AOW/AWW 7.5% Kindertoelage	(LANDSVERORDENING algemene verzekering bijzondere ziektekosten, LANDSVERORDENING Algemene Weduwen- en Wezenverzekering, LANDSVERORDENING Algemene Ouderdomsverzekering, de REGELING tegemoetkoming ziektekosten overheidsgepensioneerden)	Ang month per schoolboard = (total wage schoolboard personnel * 8.72%) + (105/12)
Employer part APNA Premium APNA premium employer is 17% of gross wage	The pension contribution amounts to 17% of the contribution base. (LANDSVERORDENING houdende regels betreffende de pensioenen van overheidsdienaren en hun nabestaanden en wezen artikel 58 lid 2).	Ang month per student = (total wage school and board personnel * 17%) Ang month per schoolboard = Total wage schoolboard personnel * 17%
ALLOWANCE Vacation Allowance Vacation allowance is 6% of gross wage	For each eligible month 6% vacation allowance is reserved. (LANDSVERORDENING houdende regeling van de aanspraken van de ambtenaren in dienst van Sint Maarten op vakantie, vakantie-uitkering en vrijstelling van dienst , article 22).	Ang month per student = (total wage school board personnel * 6%) Ang month per schoolboard = Total wage schoolboard personnel * 6%
Vacation Allowance Social premium on vacation allowance (AVBZ 0.5%, AOW/AWW 7.5%)		Ang month per student =Total vacation allowance schoolboard personnel * 8% Ang month per schoolboard = Total vacation allowance school personnel * 8%

VSBO PKL PBL Techniek Boven

Secondary Education		Applicable Rules	Formulas
TEACHING HOURS	27	27 teaching hours a week represents a full time equivalent for a teacher. Full-time equivalent (fte) is a unit that indicates the working hours per week of an employed person in a way that makes workloads comparable across various contexts.	27 teaching hours = 40 contract hours
WORKING HOURS PER WEEK	40	40 hours a week represents a full time equivalent for a teacher. Full-time equivalent (fte) is a unit that indicates the working hours per week of an employed person in a way that makes workloads comparable across various contexts. ("Nota van Toelichting Bezoldigingslandsbesluit onderwijs" article 8).	27 teaching hours = 40 contract hours.
POPULATION AS PER DECEMBER 1ST	Total number of students in a VSBO school as per December of the Previous year.	Student population is used to determine compensation amount (*The subsidy per school board and school is based on the total number of students*)	
NORM CLASS SIZE	16	Class size of maximum 30 students. Classizes of 10 or 12 students are allowed for the subject's metal, construction, motor vehicle engineering, instalectro and hospitality. ("Landsbesluit dagscholen v.w.o, h.a.v.o, v.s.b.o" article 27).	
NORM SCHOOL SIZE	204	The norm school size represents the norm total number of students that a VSBO school is expected to consist of, based on the number of classes per norm of students in de "Basisvorming " and the "Bovenbouw".	(3 x Norm class size x 2) + (3 x Norm class size x 2)

Applicable rules for personnel costs

MANAGEMENT	Directeur I II III 1 fte per norm school size	Depending on the total amount of students 1 Directeur I, II or III can be appointed. Directeur I= 1 fte per school with more than 900 students Directeur II= 1 fte per school with 600 to 900 students Directeur III = 1 fte per school up to 600 students	Fte per student = 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of

Secondary Education		Applicable Rules	Formulas
		The appointed Director must be a teacher in one the subjects taught at the school. In special cases, with the approval of the Minister, the competent authority may deviate from this stipulation. Additional terms are indicated in the ordinance article 35. (LANDSVERORDENING voortgezet onderwijs article 34 and 35). The compensation to the school board for Directeur I is scale 13 step 10, Directeur II scale 12 step 10, Directeur III scale 11 step 10. *(For the appropriate scale and information about the function refer to the* "Functieboek Onderwijs" *subject V.S.B.O).*	previous year x Ang month per student
	Adjunct-Directeur I II III or Afdelingshoofd 1 fte per norm school size	The school board appoints one or more teachers to support the Director and act on his behalf during his absence. (LANDSVERORDENING voortgezet onderwijs article 34). The compensation to the school board for Adjunct Directeur I or Afdelingshoofd is scale 12 step 10, Adjunct Directeur II or Afdelingshoofd scale 11 step 10, Adjunct Directeur III or Afdelingshoofd scale 10 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).*	Fte per student = 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
ADMINISTRATION	Schooladministratie Medewerker 1 fte per norm school size	Administrative staff. The compensation to the school board for "Schooladministratie Medewerker" is scale 5 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).*	Fte per student = 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
MAINTENANCE	Conciërge/ Schoolverzorger 1 fte per norm school size	Maintenance staff. The compensation to the school board for "Concierge/ Schoolverzorger" is scale 4 step 10.	Fte per studen t= 1/ norm school size

Secondary Education		Applicable Rules	Formulas
		(For the appropriate scale and information about the function refer to "Functieboek Onderwijs" *subject V.S.B.O).*	Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
EDUCATIONAL ASSISTANCE	Schoolmaatschappelijk Werker 2 fte per school norm size	Educational Assistance staff. The compensation to the school board for "School Maatschappelijk Werker" is scale 9 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs"*subject V.S.B.O).*	Fte per student = 2/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
	Technisch Onderwijsassistent 3 teaching hours a week per class 27 teaching hours per week	Educational Assistance staff. The compensation to the school board for "Technisch Onderwijsassistent" is scale 7 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs"*subject V.S.B.O).*	Fte per student = $(3/27)$ /norm student per class Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous x Ang month per student.
	Studieassistent 3 teaching hours a week per class 27 teaching hours per week	Educational Assistance staff. The compensation to the school board for "Studieassistent" is scale 8 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs"*subject V.S.B.O).*	Fte per student= $(3/27)$ /norm student per class Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous x Ang month per student

Secondary Education		Applicable Rules	Formulas
	Student Care Coördinator

15 minutes per week per student

40 working hours per week | Educational Assistance staff. The compensation to the school board for "Student Care Coordinator" is scale 10 step 10.

(For the appropriate scale and information about the function refer to "Functieboek Onderwijs" *subject V.S.B.O).* | Fte per student = 15 / (40*60)

Ang month per student = Fte per student x Max Ang

Fte per school board = Population as of Dec 1st of previous year x Fte per student

Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student |
| | Schoolverpleegkundige

1fte per school board | Support staff. The compensation to the school board for Schoolverpleegkundige is scale 8 step 10.

(For the appropriate scale and information about the function refer to "Functieboek Onderwijs" *subject V.S.B.O) .* | Fte per student = 1/Average student per schoolboard

Ang month per student = Fte per student x Max Ang

Fte per school board = Population as of Dec 1st of previous year x Fte per studen

Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student |
| | Remedial Teacher

2 fte's per norm school size | Support staff. The compensation to the school board for Remedial Teacher is scale 10 step 10.

(For the appropriate scale and information about the function refer to "Functieboek Onderwijs" *subject V.S.B.O) .* | Fte per student = 2/ norm school size

Ang month per student = Fte per student x Max Ang

Fte per school board = Population as of Dec 1st of previous year x Fte per student

Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student |
| TEACHER | Docent A

27 teaching hours = 40 working hours per week.

Innovatie Coordinator

40 working hours per week.

Intern Begeleider

40 working hours per week | Educational staff. The compensation to the school board for "Docent A" is scale 10 step 15 Incl: 20% Extended Sick Leave Funds.

(For the appropriate scale and information about the function refer to "Functieboek Onderwijs" *subject V.S.B.O).*

Appointment conditions for the Docent A:

- *Sufficient proof of Training as a teacher Secondary Education;*
- *Sufficient proof of educational and didactic preparation;* | Fte per student= (1,2/norm class size)

Ang month per student = Fte per student x Max Ang

Fte per school board = Population as of Dec 1st of previous year x Fte per student

Ang Month per school board = Population as of Dec 1st of |

Secondary Education		Applicable Rules	Formulas
	Leerweg Coordinator 40 working hours per week	• *A declaration of good conduct. This document should provide information over the past two years;* • *A declaration of good psychical and mental health;* • *Proof of competence to teach.* (LANDSVERORDENING voortgezet onderwijs article 35).	previous year x Ang month per student
	Docent B 27 teaching hours = 40 working hours per week Mentor 40 working hours per week Decaan 40 working hours per week	Educational staff. The compensation to the school board for "Docent B" is scale 10 step 15 Incl: 20% Extended Sick Leave Funds. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).* *Appointment conditions for the Docent B:* • *Sufficient proof of Training as a teacher Secondary Education;* • *Sufficient proof of educational and didactic preparation;* • *A declaration of good conduct. This document should provide information over the past two years;* • *A declaration of good psychical and mental health;* • *Proof of competence to teach.* (LANDSVERORDENING voortgezet onderwijs article 35).	Fte per student= (1,2/norm class size) Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous x Ang month per student
	Docent C 27 teaching hours = 40 working hours per week	Educational staff. The compensation to the school board for "Docent C" is scale 10 step 15 Incl: 20% Extended Sick Leave Funds. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).* *Appointment conditions for the Docent C:* • *Sufficient proof of Training as a teacher Secondary Education;* • *Sufficient proof of educational and didactic preparation;* • *A declaration of good conduct. This document should provide information over the past two years;* • *A declaration of good psychical and mental health;* • *Proof of competence to teach.* (LANDSVERORDENING voortgezet onderwijs article 35).	Fte per student= (1,2/norm class size) Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student

Secondary Education		Applicable Rules	Formulas
PREMIUMS	Employer part Social Premium Social premium consists of FZOG 0.72%, AVBZ 0.5%, AOW/AWW 7.5% Kindertoelage	The Employer part for Social Premiums for is FZOG 0.72%, AVBZ 0.5%, AOW/AWW 7.5%. Employers also pays Kindertoelage (which is dependent on the number of eligible children.) The calculation is based on an average of 2 children. (LANDSVERORDENING algemene verzekering bijzondere ziektekosten, LANDSVERORDENING Algemene Weduwen- en Wezenverzekering, LANDSVERORDENING Algemene Ouderdomsverzekering, de REGELING tegemoetkoming ziektekosten overheidsgepensioneerden)	Ang month per student = ((total wage school board personnel * 8.72%) + (105/12)) Ang month per schoolboard = (total wage schoolboard personnel * 8.72%) + (105/12)
	Employer part APNA Premium APNA premium employer is 17% of gross wage	The pension contribution amounts to 17% of the contribution base. (LANDSVERORDENING houdende regels betreffende de pensioenen van overheidsdienaren en hun nabestaanden en wezen artikel 58 lid 2).	Ang month per student = (total wage school and board personnel * 17%) Ang month per schoolboard = Total wage schoolboard personnel * 17%
ALLOWANCE	Vacation Allowance Vacation allowance is 6% of gross wage	For each eligible month 6% vacation allowance is reserved. (LANDSVERORDENING houdende regeling van de aanspraken van de ambtenaren in dienst van Sint Maarten op vakantie, vakantie-uitkering en vrijstelling van dienst , article 22).	Ang month per student = (total wage school board personnel * 6%) Ang month per schoolboard = Total wage schoolboard personnel * 6%
	Vacation Allowance Social premium on vacation allowance (AVBZ 0.5%, AOW/AWW 7.5%)		Ang month per student =Total vacation allowance schoolboard personnel * 8% Ang month per schoolboard = Total vacation allowance school personnel * 8%

VSBO TKL CARE AND WELFARE BOVEN

Secondary Education		Applicable Rules	Formulas
TEACHING HOURS	27	27 teaching hours a week represents a full time equivalent for a teacher. Full-time equivalent (fte) is a unit that indicates the working hours per week of an employed person in a way that makes workloads comparable across various contexts.	27 teaching hours = 40 contract hours
WORKING HOURS PER WEEK	40	40 hours a week represents a full time equivalent for a teacher. Full-time equivalent (fte) is a unit that indicates the working hours per week of an employed person in a way that makes workloads comparable across various contexts. ("Nota van Toelichting Bezoldigingslandsbesluit onderwijs" article 8).	27 teaching hours = 40 contract hours.
POPULATION AS PER DECEMBER 1ST	Total number of students in a VSBO school as per December of the Previous year.	Student population is used to determine compensation amount (*The subsidy per school board and school is based on the total number of students*)	
NORM CLASS SIZE	20	Class size of maximum 30 students. ("Landsbesluit dagscholen v.w.o, h.a.v.o, v.s.b.o" article 27).	
NORM SCHOOL SIZE	240	The norm school size represents the norm total number of students that a VSBO school is expected to consist of, based on the number of classes per norm of students in de "Basisvorming " and the "Bovenbouw".	(3 x Norm class size x 2) + (3 x Norm class size x 2)
AVERAGE STUDENT PER SCHOOL BOARD		The average number number of students per school board from December 1st is used to calculate the subsidy.	Average Student per school board = Total number of Students as of Dec 1st of previous year / Total number of School Boards as of Dec 1st of previous year

Applicable rules for personnel costs

MANAGEMENT	Directeur I II III 1 fte per norm school size	Depending on the total amount of students 1 Directeur I, II or III can be appointed. Directeur I= 1 fte per school with more than 900 students Directeur II= 1 fte per school with 600 to 900 students Directeur III = 1 fte per school up to 600 students	Fte per student= 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of

Secondary Education	Applicable Rules	Formulas
	The appointed Director must be a teacher in one the subjects taught at the school. In special cases, with the approval of the Minister, the competent authority may defiate from this stipulaten. Additional terms are indicated in the ordinance article 35. (LANDSVERORDENING voortgezet onderwijs article 34 and 35). The compensation to the school board for Directeur I is scale 13 step 10, Directeur II scale 12 step 10, Directeur III scale 11 step 10. *(For the appropriate scale and information about the function refer to the* "Functieboek Onderwijs" *subject V.S.B.O).*	previous year x Ang month per student
Adjunct-Directeur I II III or Afdelingshoofd 1 fte per norm school size	The school board appoints one or more teachers to support the Director and act on his behalf during his absence. (LANDSVERORDENING voortgezet onderwijs article 34). The compensation to the school board for Adjunct Directeur I or Afdelingshoofd is scale 12 step 10, Adjunct Directeur II or Afdelingshoofd scale 11 step 10, Adjunct Directeur III or Afdelingshoofd scale 10 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).*	Fte per student= 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
ADMINISTRATION	**Schooladministratie Medewerker** 1 fte per norm school size	Administrative staff. The compensation to the school board for "Schooladministratie Medewerker" is scale 5 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).*	Fte per student= 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
MAINTENANCE	**Conciërge/ Schoolverzorger** 1 fte per norm school size	Maintenance staff. The compensation to the school board for "Concierge/ Schoolverzorger" is scale 4 step 10.	Fte per student= 1/ norm school size

Secondary Education		Applicable Rules	Formulas
		(For the appropriate scale and information about the function refer to "Functieboek Onderwijs" *subject V.S.B.O).*	Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
EDUCATIONAL ASSISTANCE	Schoolmaatschappelijk Werker 2 fte per school norm size	Educational Assistance staff. The compensation to the school board for "School Maatschappelijk Werker" is scale 9 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).*	Fte per student= 2/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
	Technisch Onderwijsassistent 3 teaching hours a week per class 27 teaching hours per week	Educational Assistance staff. The compensation to the school board for "Technisch Onderwijsassistent" is scale 7 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).*	Fte per student= (3/27) / norm class size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous x Ang month per student.
	Studieassistent 3 teaching hours a week per class 27 teaching hours per week	Educational Assistance staff. The compensation to the school board for "Studieassistent" is scale 8 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).*	Fte per student = (3/27) / norm class size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous x Ang month per student

Secondary Education		Applicable Rules	Formulas
	Student Care Coördinator 15 minutes per week per student	Educational Assistance staff. The compensation to the school board for "Student Care Coordinator" is scale 10 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).*	Fte per student = 15 / (40*60) Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
	Schoolverpleegkundige 1fte per school board	Support staff. The compensation to the school board for Schoolverpleegkundige is scale 8 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O) .*	Fte per student= 1/Average student per schoolboard Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
	Remedial Teacher 2 fte's per norm school size	Support staff. The compensation to the school board for Remedial Teacher is scale 10 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O) .*	Fte per student= 2/norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec x Fte per student Ang Month per school board = Population as of Dec x Ang month per student
TEACHER	Docent A 27 teaching hours = 40 working hours per week. Innovatie Coordinator 40 working hours per week. Intern Begeleider 40 working hours per week Leerweg Coördinator	Educational staff. The compensation to the school board for "Docent A" is scale 10 step 15 Incl: 20% Extended Sick Leave Funds. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).* *Appointment conditions for the Docent A:* • *Sufficient proof of Training as a teacher Secondary Education;* • *Sufficient proof of educational and didactic preparation;* • *A declaration of good conduct. This document should provide*	Fte per student = (1,2/norm class size) Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student

Secondary Education	Applicable Rules	Formulas
40 working hours per week	*information over the past two years;* • *A declaration of good psychical and mental health;* • *Proof of competence to teach.* (LANDSVERORDENING voortgezet onderwijs article 35).	
Docent B 27 teaching hours = 40 working hours per week Mentor 40 working hours per week Decaan 40 working hours per week	Educational staff. The compensation to the school board for "Docent b" is scale 10 step 15 Incl: 20% Extended Sick Leave Funds. *(For the appropriate scale and information about the function refer to "Functieboek Onderwijs" subject V.S.B.O).* *Appointment conditions for the Docent B:* • *Sufficient proof of Training as a teacher Secondary Education;* • *Sufficient proof of educational and didactic preparation;* • *A declaration of good conduct. This document should provide information over the past two years;* • *A declaration of good psychical and mental health;* • *Proof of competence to teach.* (LANDSVERORDENING voortgezet onderwijs article 35).	Fte per student = (1,2/norm class size) Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous x Ang month per student
Docent C 27 teaching hours = 40 working hours per week	Educational staff. The compensation to the school board for "Docent C" is scale 10 step 15 Incl: 20% Extended Sick Leave Funds. *(For the appropriate scale and information about the function refer to "Functieboek Onderwijs" subject V.S.B.O).* *Appointment conditions for the Docent C:* • *Sufficient proof of Training as a teacher Secondary Education;* • *Sufficient proof of educational and didactic preparation;* • *A declaration of good conduct. This document should provide information over the past two years;* • *A declaration of good psychical and mental health;* • *Proof of competence to teach.* (LANDSVERORDENING voortgezet onderwijs article 35).	Fte per student = (1,2/norm class size) Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
PREMIUMS	Employer part Social Premium Social premium consists of FZOG 0.72%, AVBZ 0.5%,	The Employer part for Social Premiums for is FZOG 0.72%, AVBZ 0.5%, AOW/AWW 7.5%. Employers also pays Kindertoelage (which is dependent on the number of	Ang month per student = ((total wage school board personnel * 8.72%) + (105/12))

Secondary Education	Applicable Rules	Formulas
AOW/AWW 7.5% Kindertoelage	eligible children.) The calculation is based on an average of 2 children. (LANDSVERORDENING algemene verzekering bijzondere ziektekosten, LANDSVERORDENING Algemene Weduwen- en Wezenverzekering, LANDSVERORDENING Algemene Ouderdomsverzekering, de REGELING tegemoetkoming ziektekosten overheidsgepensioneerden)	Ang month per schoolboard = (total wage schoolboard personnel * 8.72%) + (105/12)
Employer part APNA Premium APNA premium employer is 17% of gross wage	The pension contribution amounts to 17% of the contribution base. (LANDSVERORDENING houdende regels betreffende de pensioenen van overheidsdienaren en hun nabestaanden en wezen artikel 58 lid 2).	Ang month per student = (total wage school and board personnel * 17%) Ang month per schoolboard = Total wage schoolboard personnel * 17%
ALLOWANCE	Vacation Allowance Vacation allowance is 6% of gross wage	For each eligible month 6% vacation allowance is reserved. (LANDSVERORDENING houdende regeling van de aanspraken van de ambtenaren in dienst van Sint Maarten op vakantie, vakantie-uitkering en vrijstelling van dienst , article 22).	Ang month per student = (total wage school board personnel * 6%) Ang month per schoolboard = Total wage schoolboard personnel * 6%
	Vacation Allowance Social premium on vacation allowance (AVBZ 0.5%, AOW/AWW 7.5%)		Ang month per student =Total vacation allowance schoolboard personnel * 8% Ang month per schoolboard = Total vacation allowance school personnel * 8%

VSBO TKL Hospitality Boven

Secondary Education		Applicable Rules	Formulas
TEACHING HOURS	27	27 teaching hours a week represents a full time equivalent for a teacher. Full-time equivalent (fte) is a unit that indicates the working hours per week of an employed person in a way that makes workloads comparable across various contexts.	27 teaching hours = 40 contract hours
WORKING HOURS PER WEEK	40	40 hours a week represents a full time equivalent for a teacher. Full-time equivalent (fte) is a unit that indicates the working hours per week of an employed person in a way that makes workloads comparable across various contexts. ("Nota van Toelichting Bezoldigingslandsbesluit onderwijs" article 8).	27 teaching hours = 40 contract hours.
POPULATION AS PER DECEMBER 1ST	Total number of students in a VSBO school as per December of the Previous year.	Student population is used to determine compensation amount (*The subsidy per school board and school is based on the total number of students*)	
NORM CLASS SIZE	20	Class size of maximum 30 students. ("Landsbesluit dagscholen v.w.o, h.a.v.o, v.s.b.o" article 27).	
NORM SCHOOL SIZE	240	The norm school size represents the norm total number of students that a VSBO school is expected to consist of, based on the number of classes per norm of students in de "Basisvorming " and the "Bovenbouw".	(3 x Norm class size x 2) + (3 x Norm class size x 2)
AVERAGE STUDENT PER SCHOOL BOARD		The average number of students per school board from December 1st is used to calculate the subsidy.	Average Student per school board = Total number of Students as of Dec 1st of previous year / Total number of School Boards as of Dec 1st of previous year
Applicable rules for personnel costs			
MANAGEMENT	Directeur I II III 1 fte per norm school size	Depending on the total amount of students 1 Directeur I, II or III can be appointed. Directeur I= 1 fte per school with more than 900 students Directeur II= 1 fte per school with 600 to 900 students Directeur III = 1 fte per school up to 600 students	Fte per student= 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of

Secondary Education	Applicable Rules	Formulas
	The appointed Director must be a teacher in one the subjects taught at the school. In special cases, with the approval of the Minister, the competent authority may deviate from this stipulation. Additional terms are indicated in the ordinance article 35. (LANDSVERORDENING voortgezet onderwijs article 34 and 35). The compensation to the school board for Directeur I is scale 13 step 10, Directeur II scale 12 step 10, Directeur III scale 11 step 10. *(For the appropriate scale and information about the function refer to the* "Functieboek Onderwijs" *subject V.S.B.O).*	previous year x Ang month per student
Adjunct-Directeur I II III or Afdelingshoofd 1 fte per norm school size	The school board appoints one or more teachers to support the Director and act on his behalf during his absence. (LANDSVERORDENING voortgezet onderwijs article 34). The compensation to the school board for Adjunct Directeur I or Afdelingshoofd is scale 12 step 10, Adjunct Directeur II or Afdelingshoofd scale 11 step 10, Adjunct Directeur III or Afdelingshoofd scale 10 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).*	Fte per student= 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
ADMINISTRATION Schooladministratie Medewerker 1 fte per norm school size	Administrative staff. The compensation to the school board for "Schooladministratie Medewerker" is scale 5 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).*	Fte per student= 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
MAINTENANCE Conciërge/ Schoolverzorger 1 fte per norm school size	Maintenance staff. The compensation to the school board for "Concierge/ Schoolverzorger" is scale 4 step 10.	Fte per student= 1/ norm school size

Secondary Education	Applicable Rules		Formulas
		(For the appropriate scale and information about the function refer to "Functieboek Onderwijs" *subject V.S.B.O).*	Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
EDUCATIONAL ASSISTANCE	Schoolmaatschappelijk Werker 2 fte per school norm size	Educational Assistance staff. The compensation to the school board for "School Maatschappelijk Werker" is scale 9 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).*	Fte per student= 2/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
	Technisch Onderwijsassistent 3 teaching hours a week per class 27 teaching hours per week	Educational Assistance staff. The compensation to the school board for "Technisch Onderwijsassistent" is scale 7 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).*	Fte per student = (3/27) / norm class size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous x Ang month per student.
	Studieassistent 3 teaching hours a week per class 27 teaching hours per week	Educational Assistance staff. The compensation to the school board for "Studieassistent" is scale 8 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).*	Fte per student = (3/27) / norm class size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous x Ang month per student

Secondary Education		Applicable Rules	Formulas
	Student Care coördinator 15 minutes per week per student	Educational Assistance staff. The compensation to the school board for "Student Care Coordinator" is scale 10 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).*	<u>Fte per student</u> = 15 / (40*60) <u>Ang month per student</u> = Fte per student x Max Ang <u>Fte per school board =</u> Population as of Dec 1st of previous year x Fte per student <u>Ang Month per school board =</u> Population as of Dec x Ang month per student
	Schoolverpleegkundige 1fte per school board	Support staff. The compensation to the school board for Schoolverpleegkundige is scale 8 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O) .*	<u>Fte per student=</u> 1/Average student per schoolboard <u>Ang month per student =</u> Fte per student x Max Ang <u>Fte per school board =</u> Population as of Dec 1st of previous year x Fte per student <u>Ang Month per school board =</u> Population as of Dec 1st of previous year x Ang month per student
	Remedial Teacher 2 fte's per norm school size	Support staff. The compensation to the school board for Remedial Teacher is scale 10 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O) .*	Fte per student= 2/norm school size Ang month per student = Fte per student x Max Ang <u>Fte per school board =</u> Population as of Dec 1st of previous year x Fte per student <u>Ang Month per school board =</u> Population as of Dec 1st of previous year x Ang month per student
TEACHER	Docent A 27 teaching hours = 40 working hours per week. Innovatie Coordinator 40 working hours per week. Intern Begeleider 40 working hours per week Leerweg Coordinator	Educational staff. The compensation to the school board for "Docent A" is scale 10 step 15 Incl: 20% Extended Sick Leave Funds. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).* *Appointment conditions for the Docent A:* • *Sufficient proof of Training as a teacher Secondary Education;* • *Sufficient proof of educational and didactic preparation;* • *A declaration of good conduct. This document should provide*	<u>Fte per student</u> = (1,2/norm class size) <u>Ang month per student =</u> Fte per student x Max Ang <u>Fte per school board =</u> Population as of Dec 1st of previous year x Fte per student <u>Ang Month per school board =</u> Population as of Dec 1st of previous year x Ang month per student

Secondary Education	Applicable Rules	Formulas
	40 working hours per week	*information over the past two years;* • *A declaration of good psychical and mental health;* • *Proof of competence to teach.* (LANDSVERORDENING voortgezet onderwijs article 35).	
	Docent B 27 teaching hours = 40 working hours per week Mentor 40 working hours per week Decaan 40 working hours per week	Educational staff. The compensation to the school board for "Docent B" is scale 10 step 15 Incl: 20% Extended Sick Leave Funds. *(For the appropriate scale and information about the function refer to "Functieboek Onderwijs" subject V.S.B.O).* *Appointment conditions for the Docent B:* • *Sufficient proof of Training as a teacher Secondary Education;* • *Sufficient proof of educational and didactic preparation;* • *A declaration of good conduct. This document should provide information over the past two years;* • *A declaration of good psychical and mental health;* • *Proof of competence to teach.* (LANDSVERORDENING voortgezet onderwijs article 35).	Fte per student = (1,2/norm class size) Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous x Ang month per student
	Docent C 27 teaching hours = 40 working hours per week	Educational staff. The compensation to the school board for "Docent C" is scale 10 step 15 Incl: 20% Extended Sick Leave Funds. *(For the appropriate scale and information about the function refer to "Functieboek Onderwijs" subject V.S.B.O).* *Appointment conditions for the Docent C:* • *Sufficient proof of Training as a teacher Secondary Education;* • *Sufficient proof of educational and didactic preparation;* • *A declaration of good conduct. This document should provide information over the past two years;* • *A declaration of good psychical and mental health;* • *Proof of competence to teach.* (LANDSVERORDENING voortgezet onderwijs article 35).	Fte per student = (1,2/norm class size) Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
PREMIUMS	Employer part Social Premium Social premium consists of FZOG 0.72%, AVBZ 0.5%,	The Employer part for Social Premiums for is FZOG 0.72%, AVBZ 0.5%, AOW/AWW 7.5%. Employers also pays Kindertoelage (which is dependent on the number of	Ang month per student = ((total wage school board personnel * 8.72%) + (105/12))

Secondary Education		Applicable Rules	Formulas
	AOW/AWW 7.5% Kindertoelage	eligible children.) The calculation is based on an average of 2 children. (LANDSVERORDENING algemene verzekering bijzondere ziektekosten, LANDSVERORDENING Algemene Weduwen- en Wezenverzekering, LANDSVERORDENING Algemene Ouderdomsverzekering, de REGELING tegemoetkoming ziektekosten overheidsgepensioneerden)	Ang month per schoolboard = (total wage schoolboard personnel * 8.72%) + (105/12)
	Employer part APNA Premium APNA premium employer is 17% of gross wage	The pension contribution amounts to 17% of the contribution base. (LANDSVERORDENING houdende regels betreffende de pensioenen van overheidsdienaren en hun nabestaanden en wezen artikel 58 lid 2).	Ang month per student = (total wage school and board personnel * 17%) Ang month per schoolboard = Total wage schoolboard personnel * 17%
ALLOWANCE	Vacation Allowance Vacation allowance is 6% of gross wage	For each eligible month 6% vacation allowance is reserved. (LANDSVERORDENING houdende regeling van de aanspraken van de ambtenaren in dienst van Sint Maarten op vakantie, vakantie-uitkering en vrijstelling van dienst , article 22).	Ang month per student = (total wage school board personnel * 6%) Ang month per schoolboard = Total wage schoolboard personnel * 6%
	Vacation Allowance Social premium on vacation allowance (AVBZ 0.5%, AOW/AWW 7.5%)		Ang month per student =Total vacation allowance schoolboard personnel * 8% Ang month per schoolboard = Total vacation allowance school personnel * 8%

VSBO TKL TECHNIEK BOVEN

Secondary Education		Applicable Rules	Formulas
TEACHING HOURS	27	27 teaching hours a week represents a full time equivalent for a teacher. Full-time equivalent (fte) is a unit that indicates the working hours per week of an employed person in a way that makes workloads comparable across various contexts.	27 teaching hours = 40 contract hours
WORKING HOURS PER WEEK	40	40 hours a week represents a full time equivalent for a teacher. Full-time equivalent (fte) is a unit that indicates the working hours per week of an employed person in a way that makes workloads comparable across various contexts. ("Nota van Toelichting Bezoldigingslandsbesluit onderwijs" article 8).	27 teaching hours = 40 contract hours.
POPULATION AS PER DECEMBER 1ST	Total number of students in a VSBO school as per December of the Previous year.	Student population is used to determine compensation amount (*The subsidy per school board and school is based on the total number of students*)	
NORM CLASS SIZE	20	Class size of maximum 30 students. ("Landsbesluit dagscholen v.w.o, h.a.v.o, v.s.b.o" article 27).	
NORM SCHOOL SIZE	240	The norm school size represents the norm total number of students that a VSBO school is expected to consist of, based on the number of classes per norm of students in de "Basisvorming " and the "Bovenbouw".	(3 x Norm class size x 2) + (3 x Norm class size x 2)
AVERAGE STUDENT PER SCHOOL BOARD		The average number of students per school board from December 1st is used to calculate the subsidy. Subsidy can be adjusted at the end of the year depending on the school population.	Average Student per school board = Total number of Students as of Dec 1st of previous year / Total number of School Boards as of Dec 1st of previous year
Applicable rules for personnel costs			
MANAGEMENT	Directeur I II III 1 fte per norm school size	Depending on the total amount of students 1 Directeur I, II or III can be appointed. Directeur I= 1 fte per school with more than 900 students Directeur II= 1 fte per school with 600 to 900 students Directeur III = 1 fte per school up to 600 students	Fte per student= 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of

Secondary Education	Applicable Rules	Formulas
		The appointed Director must be a teacher in one the subjects taught at the school. In special cases, with the approval of the Minister, the competent authority may deviate from this stipulation. Additional terms are indicated in the ordinance article 35. (LANDSVERORDENING voortgezet onderwijs article 34 and 35). The compensation to the school board for Directeur I is scale 13 step 10, Directeur II scale 12 step 10, Directeur III scale 11 step 10. *(For the appropriate scale and information about the function refer to the* "Functieboek Onderwijs" *subject V.S.B.O).*	previous year x Ang month per student
	Adjunct-Directeur I II III or Afdelingshoofd 1 fte per norm school size	The school board appoints one or more teachers to support the Director and act on his behalf during his absence. (LANDSVERORDENING voortgezet onderwijs article 34). The compensation to the school board for Adjunct Directeur I or Afdelingshoofd is scale 12 step 10, Adjunct Directeur II or Afdelingshoofd scale 11 step 10, Adjunct Directeur III or Afdelingshoofd scale 10 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).*	Fte per student= 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
ADMINISTRATION	Schooladministratie Medewerker 1 fte per norm school size	Administrative staff. The compensation to the school board for "Schooladministratie Medewerker" is scale 5 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).*	Fte per student= 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
MAINTENANCE	Conciërge/ Schoolverzorger 1 fte per norm school size	Maintenance staff. The compensation to the school board for "Concierge/ Schoolverzorger" is scale 4 step 10.	Fte per student= 1/ norm school size

Secondary Education	Applicable Rules		Formulas
		(For the appropriate scale and information about the function refer to "Functieboek Onderwijs" *subject V.S.B.O).*	Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
EDUCATIONAL ASSISTANCE	Schoolmaatschappelijk Werker 2 fte per school norm size	Educational Assistance staff. The compensation to the school board for "School Maatschappelijk Werker" is scale 9 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).*	Fte per student= 2/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
	Technisch Onderwijsassistent 3 teaching hours a week per class 27 teaching hours per week	Educational Assistance staff. The compensation to the school board for "Technisch Onderwijsassistent" is scale 7 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).*	Fte per student = (3/27) / norm class size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous x Ang month per student
	Studieassistent 3 teaching hours a week per class 27 teaching hours per week	Educational Assistance staff. The compensation to the school board for "Studieassistent" is scale 8 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).*	Fte per student = (3/27) / norm class size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous x Ang month per student

Secondary Education		Applicable Rules	Formulas
	Student Care Coordinator 15 minutes per week per student	Educational Assistance staff. The compensation to the school board for "Student Care Coordinator" is scale 10 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs"*subject V.S.B.O).*	Fte per student =15 / (40*60) Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
	Schoolverpleegkundige 1fte per school board	Support staff. The compensation to the school board for Schoolverpleegkundige is scale 8 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O) .*	Fte per student= 1/Average student per schoolboard Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
	Remedial Teacher 2 fte's per norm school size	Support staff, the salary scale and information about the function can be found in the "Functieboek Onderwijs". The compensation to the school board for Remedial Teacher is scale 10 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O) .*	Fte per student = 2 /norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
TEACHER	Docent A 27 teaching hours = 40 working hours per week. Innovatie Coordinator 40 working hours per week. Intern Begeleider 40 working hours per week	Educational staff. The compensation to the school board for "Docent A" is scale 10 step 15 Incl: 20% Extended Sick Leave Funds. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).* *Appointment conditions for the Docent A:* • *Sufficient proof of Training as a teacher Secondary Education;* • *Sufficient proof of educational and didactic preparation;*	Fte per student = (1,2/norm class size) Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of

Secondary Education	Applicable Rules	Formulas
Leerweg Coordinator 40 working hours per week	• *A declaration of good conduct. This document should provide information over the past two years;* • *A declaration of good psychical and mental health;* • *Proof of competence to teach.* (LANDSVERORDENING voortgezet onderwijs article 35).	previous year x Ang month per student
Docent B 27 teaching hours = 40 working hours per week Mentor 40 working hours per week Decaan 40 working hours per week	Educational staff. The compensation to the school board for "Docent B" is scale 10 step 15 Incl: 20% Extended Sick Leave Funds. *(For the appropriate scale and information about the function refer to "Functieboek Onderwijs" subject V.S.B.O).* *Appointment conditions for the Docent B:* • *Sufficient proof of Training as a teacher Secondary Education;* • *Sufficient proof of educational and didactic preparation;* • *A declaration of good conduct. This document should provide information over the past two years;* • *A declaration of good psychical and mental health;* • *Proof of competence to teach.* (LANDSVERORDENING voortgezet onderwijs article 35).	Fte per student = (1,2/norm class size) Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous x Ang month per student
Docent C 27 teaching hours = 40 working hours per week	Educational staff. The compensation to the school board for "Docent C" is scale 10 step 15 Incl: 20% Extended Sick Leave Funds. *(For the appropriate scale and information about the function refer to "Functieboek Onderwijs" subject V.S.B.O).* *Appointment conditions for the Docent C:* • *Sufficient proof of Training as a teacher Secondary Education;* • *Sufficient proof of educational and didactic preparation;* • *A declaration of good conduct. This document should provide information over the past two years;* • *A declaration of good psychical and mental health;* • *Proof of competence to teach.* (LANDSVERORDENING voortgezet onderwijs article 35).	Fte per student = (1,2/norm class size) Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student

Secondary Education		Applicable Rules	Formulas
PREMIUMS	Employer part Social Premium Social premium consists of FZOG 0.72%, AVBZ 0.5%, AOW/AWW 7.5% Kindertoelage	The Employer part for Social Premiums for is FZOG 0.72%, AVBZ 0.5%, AOW/AWW 7.5%. Employers also pays Kindertoelage (which is dependent on the number of eligible children.) The calculation is based on an average of 2 children. (LANDSVERORDENING algemene verzekering bijzondere ziektekosten, LANDSVERORDENING Algemene Weduwen- en Wezenverzekering, LANDSVERORDENING Algemene Ouderdomsverzekering, de REGELING tegemoetkoming ziektekosten overheidsgepensioneerden)	Ang month per student = ((total wage school board personnel * 8.72%) + (105/12)) Ang month per schoolboard = (total wage schoolboard personnel * 8.72%) + (105/12)
	Employer part APNA Premium APNA premium employer is 17% of gross wage	The pension contribution amounts to 17% of the contribution base. (LANDSVERORDENING houdende regels betreffende de pensioenen van overheidsdienaren en hun nabestaanden en wezen artikel 58 lid 2).	Ang month per student = (total wage school and board personnel * 17%) Ang month per schoolboard = Total wage schoolboard personnel * 17%
ALLOWANCE	Vacation Allowance Vacation allowance is 6% of gross wage	For each eligible month 6% vacation allowance is reserved. (LANDSVERORDENING houdende regeling van de aanspraken van de ambtenaren in dienst van Sint Maarten op vakantie, vakantie-uitkering en vrijstelling van dienst , article 22).	Ang month per student = (total wage school board personnel * 6%) Ang month per schoolboard = Total wage schoolboard personnel * 6%
	Vacation Allowance Social premium on vacation allowance (AVBZ 0.5%, AOW/AWW 7.5%)		Ang month per student =Total vacation allowance schoolboard personnel * 8% Ang month per schoolboard = Total vacation allowance school personnel * 8%

AGO/Labour Market Oriented Education

Secondary Education		Applicable Rules	Formulas
TEACHING HOURS PER WEEK	27	27 teaching hours a week represents a full time equivalent for a teacher. Full-time equivalent (fte) is a unit that indicates the working hours per week of an employed person in a way that makes workloads comparable across various contexts.	27 teaching hours = 40 contract hours
WORKING HOURS PER WEEK	40	40 hours a week represents a full time equivalent for a teacher and all other staff. Full-time equivalent (fte) is a unit that indicates the working hours per week of an employed person (or student) in a way that makes workloads comparable across various contexts. ("Nota van Toelichting Bezoldigingslandsbesluit onderwijs" article 8).	27 teaching hours = 40 contract hours.
POPULATION AS PER DECEMBER 1ST	Total number of students in a AGO school as per December 1st of the previous year.	Student population is used to determine compensation amount (*The subsidy per school board and school is based on the total number of students*)	
NORM CLASS SIZE	16	The norm class size is 16 students. ("LANDSBESLUIT dagscholen v.w.o, h.a.v.o, v.s.b.o" article 27).	
NORM SCHOOL SIZE	128	The norm school size is the number of classes based on the class size over a 4-year period that the school is expected to have.	4 x Norm Class Size × 2
Applicable rules for personnel costs			
MANAGEMENT	Directeur I, II, III 1 fte per norm school size	Depending on the total amount of students 1 Directeur I, II or III can be appointed. Directeur I= 1 fte per school with more than 900 students Directeur II= 1 fte per school with 600 to 900 students Directeur III = 1 fte per school up to 600 students The appointed Director must be a teacher in one the subjects taught at the school. In special cases, with the approval of the Minister, the competent authority may deviate from this stipulation.	Fte per student = 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student

Secondary Education		Applicable Rules	Formulas
		Additional terms are indicated in the ordinance article 35. ("LANDSVERORDENING voortgezet onderwijs" article 34 and 35). The compensation to the school board for Directeur I is scale 13 step 10, Directeur II scale 12 step 10, Directeur III scale 11 step 10. *(For the appropriate scale and information about the function refer to the* "Functieboek Onderwijs" *subject V.S.B.O).*	
	Adjunct-Directeur I, II, III or Afdelingshoofd 1 fte per norm school size	The schoolboard appoints one or more teachers to support the Director and act on his behalf during his absence. ("LANDSVERORDENING voortgezet onderwijs" article 34). The compensation to the school board for Adjunct Directeur I or Afdelingshoofd is scale 12 step 10, Adjunct Directeur II or Afdelingshoofd scale 11 step 10, Adjunct Directeur III or Afdelingshoofd scale 10 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).*	Fte per student = 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
ADMINISTRATION	Schooladministratie Medewerker 1 fte per norm school size	Administrative staff. The compensation to the school board for "Schooladministratie Medewerker" is scale 5 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).*	Fte per student = 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
MAINTENANCE	Conciërge/ Schoolverzorger 1 fte per norm school size	Maintenance staff. The compensation to the school board for "Conciërge/ Schoolverzorger" is scale 4 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O).*	Fte per student = 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of

Secondary Education		Applicable Rules	Formulas
			previous year x Ang month per student
EDUCATIONAL ASSISTANCE	Schoolmaatschappelijk Werker 2 fte per school norm size	Educational Assistance staff. The compensation to the school board for "School Maatschappelijk Werker" is scale 9 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs"*subject V.S.B.O).*	Fte per student = 2/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
	Technisch Onderwijsassistent 6 teaching hours a week per class 27 teaching hours per week	Educational Assistance staff. The compensation to the school board for "Technisch Onderwijsassistent" is scale 7 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs"*subject V.S.B.O).*	Fte per student = (6/27) / Norm class size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous x Ang month per student.
	Studieassistent 6 teaching hours a week per class 27 teaching hours per week	Educational Assistance staff. The compensation to the school board for "Studieassistent" is scale 8 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs"*subject V.S.B.O).*	Fte per student = (6/27) /Norm class size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous x Ang month per student
	Student Care Coordinator 30 minutes per week per student 40 working hours per week	Educational Assistance staff. The compensation to the school board for "Student Care Coordinator" is scale 10 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs"*subject V.S.B.O).*	Fte per student = 30 / (40*60) Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student

Secondary Education	Applicable Rules	Formulas
		Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
Curriculum Developer ½ fte per school board	Support staff. The compensation to the school board for Curriculum Developer is scale 10 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O)* .	Fte per student = 0.5 / Average student per schoolboard Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
Schoolverpleegkundige 1 fte per school board	Support staff. The compensation to the school board for Schoolverpleegkundige is scale 8 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject V.S.B.O)* .	Fte per student = 1 / Average student per schoolboard Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
Remedial Teacher 1 fte per norm school size	Support staff. The compensation to the school board for Remedial Teacher is scale 9 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject O.O)* .	Fte per student = 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
TEACHER Docent A, B, C 27 teaching hours = 40 working hours per week. Innovatie Coordinator	Educational staff. The compensation to the school board for "Docent A, B, C" is scale 10 step 15 Incl: 20% Extended Sick Leave Funds.	Fte per student = (1,2/norm class size) Ang month per student = Fte per student x Max Ang

Secondary Education		Applicable Rules	Formulas
	40 working hours per week. Intern Begeleider 40 working hours per week Leerweg Coordinator 40 working hours per week Mentor 40 working hours per week Decaan 40 working hours per week	*(For the appropriate scale and information about the function refer to "Functieboek Onderwijs" subject V.S.B.O).* *Appointment conditions for the Docent V.S.B.O:* - *Sufficient proof of Training as a teacher Secondary Education;* - *Sufficient proof of educational and didactic preparation;* - *A declaration of good conduct. This document should provide information over the past two years;* - *A declaration of good psychical and mental health;* - *Proof of competence to teach.* ("LANDSVERORDENING voortgezet onderwijs" article 35).	<u>Fte per school board</u> = Population as of Dec 1st of previous year x Fte per student <u>Ang Month per school board</u> = Population as of Dec 1st of previous year x Ang month per student
PREMIUMS	Employer part Social Premium Social premium consists of FZOG 0.72%, AVBZ 0.5%, AOW/AWW 7.5% Kindertoelage	The Employer part for Social Premiums for is FZOG 0.72%, AVBZ 0.5%, AOW/AWW 7.5%. Employers also pays Kindertoelage (which is dependent on the number of eligible children.) The calculation is based on an average of 2 children. (LANDSVERORDENING algemene verzekering bijzondere ziektekosten, LANDSVERORDENING Algemene Weduwen- en Wezenverzekering, LANDSVERORDENING Algemene Ouderdomsverzekering, de REGELING tegemoetkoming ziektekosten overheidsgepensioneerden)	<u>Ang month per student</u> = ((total wage school board personnel * 8.72%) + (105/12)) <u>Ang month per schoolboard</u> = (total wage schoolboard personnel * 8.72%) + (105/12)
	Employer part APNA Premium APNA premium employer is 17% of gross wage	The pension contribution amounts to 17% of the contribution base. (LANDSVERORDENING houdende regels betreffende de pensioenen van overheidsdienaren en hun nabestaanden en wezen artikel 58 lid 2).	<u>Ang month per student</u> = (total wage school and board personnel * 17%) <u>Ang month per schoolboard</u> = Total wage schoolboard personnel * 17%
ALLOWANCE	Vacation Allowance Vacation allowance is 6% of gross wage	For each eligible month 6% vacation allowance is reserved. (LANDSVERORDENING houdende regeling van de aanspraken van de ambtenaren in dienst van Sint Maarten op vakantie, vakantie-uitkering en vrijstelling van dienst , article 22).	<u>Ang month per student</u> = (total wage school board personnel * 6%) <u>Ang month per schoolboard</u> = Total wage schoolboard personnel * 6%

Secondary Education		Applicable Rules	Formulas
	Vacation Allowance		Ang month per student =Total vacation allowance schoolboard personnel * 8%
	Social premium on vacation allowance (AVBZ 0.5%, AOW/AWW 7.5%)		Ang month per schoolboard = Total vacation allowance school personnel * 8%

HAVO/CXC Basis

Secondary Education		Applicable Rules	Formulas
TEACHING HOURS	27	27 teaching hours a week represents a full time equivalent for a teacher. Full-time equivalent (fte) is a unit that indicates the working hours per week of an employed person in a way that makes workloads comparable across various contexts.	27 teaching hours = 40 contract hours
WORKING HOURS PER WEEK	40	40 hours a week represents a full time equivalent for a teacher. Full-time equivalent (fte) is a unit that indicates the working hours per week of an employed person in a way that makes workloads comparable across various contexts. ("Nota van Toelichting Bezoldigingslandsbesluit onderwijs" article 8).	27 teaching hours = 40 contract hours.
POPULATION AS PER DECEMBER 1ST	Total number of students in HAVO/VWO/CXC basis as per December of the Previous year.	Student population is used to determine compensation amount (*The subsidy per school board and school is based on the total number of students*)	
NORM CLASS SIZE	20	Class size of maximum 30 students. ("Landsbesluit dagscholen v.w.o, h.a.v.o, v.s.b.o" article 27).	
NORM SCHOOL SIZE	240	The norm school size represents the norm total number of students that a HAVO school is expected to consist of, based on the number of classes per norm of students in de "Basis" and the "Bovenbouw".	(3 x Norm class size x 2) + (3 x Norm class size x 2)
AVERAGE STUDENT PER SCHOOL BOARD		The average number of students per school board from December 1st is used to calculate the subsidy.	Average Student per school board = Total number of Students as of Dec 1st of previous year / Total number of School Boards as of Dec 1st of previous year

Secondary Education	Applicable Rules	Formulas
Applicable rules for personnel costs		
MANAGEMENT Directeur I II III 1 fte per norm school size	Depending on the total amount of students 1 Directeur I, II or III can be appointed. Directeur I= 1 fte per school with more than 900 students Directeur II= 1 fte per school with 600 to 900 students Directeur III = 1 fte per school up to 600 students The appointed Director must be a teacher in one the subjects taught at the school. In special cases, with the approval of the Minister, the competent authority may deviate from this stipulation. Additional terms are indicated in the ordinance article 35. (LANDSVERORDENING voortgezet onderwijs article 34 and 35). The compensation to the school board for Directeur I is scale 13 step 10, Directeur II scale 12 step 10, Directeur III scale 11 step 10. *(For the appropriate scale and information about the function refer to the* "Functieboek Onderwijs" *subject HAVO/VWO).*	Fte per student= 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
Adjunct-Directeur I II III or Afdelingshoofd 1 fte per norm school size	The school board appoints one or more teachers to support the Director and act on his behalf during his absence. (LANDSVERORDENING voortgezet onderwijs article 34). The compensation to the school board for Adjunct Directeur I or Afdelingshoofd is scale 12 step 10, Adjunct Directeur II or Afdelingshoofd scale 11 step 10, Adjunct Directeur III or Afdelingshoofd scale 10 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject HAVO/VWO).*	Fte per student= 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
ADMINISTRATION Mediathecaris/ Bibliothecaris 1 fte per norm school size	Administrative staff. The compensation to the school board for "Mediathecaris/Bibliothecaris" is scale 5 step 10.	Fte per student= 1/ norm school size Ang month per student = Fte per student x Max Ang

Secondary Education		Applicable Rules	Formulas
		(For the appropriate scale and information about the function refer to "Functieboek Onderwijs" *subject HAVO/VWO).*	Fte per school board = Population as of Dec 1st of previous year x Fte per student

Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student |
| | Schooladministratie Medewerker

1 fte per norm school size | Administrative staff. The compensation to the school board for "Schooladministratie Medewerker" is scale 5 step 10.

(For the appropriate scale and information about the function refer to "Functieboek Onderwijs" *subject HAVO/VWO).* | Fte per student= 1/ norm school size

Ang month per student = Fte per student x Max Ang

Fte per school board = Population as of Dec 1st of previous year x Fte per student

Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student |
| MAINTENANCE | Conciërge/ Schoolverzorger

1 fte per norm school size | Maintenance staff. The compensation to the school board for "Concierge/ Schoolverzorger" is scale 4 step 10.

(For the appropriate scale and information about the function refer to "Functieboek Onderwijs" *subject HAVO/VWO).* | Fte per student= 1/ norm school size

Ang month per student = Fte per student x Max Ang

Fte per school board = Population as of Dec 1st of previous year x Fte per student

Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student |
| EDUCATIONAL ASSISTANCE | Schoolmaatschappelijk Werker

1 fte per school norm size | Educational Assistance staff. The compensation to the school board for "School Maatschappelijk Werker" is scale 9 step 10.

(For the appropriate scale and information about the function refer to "Functieboek Onderwijs" *subject HAVO/VWO).* | Fte per student= 1/ norm school size

Ang month per student = Fte per student x Max Ang

Fte per school board = Population as of Dec 1st of previous year x Fte per student

Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student |
| | Technisch Onderwijsassistent | Educational Assistance staff. The compensation to the school board for | Fte per student = (3/27) / norm class size |

Secondary Education		Applicable Rules	Formulas
	3 teaching hours a week per class 27 teaching hours per week	"Technisch Onderwijsassistent" is scale 7 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject HAVO/VWO).*	Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous x Ang month per student.
	Systeembeheerder 1 fte per school board	Educational Assistance staff. The compensation to the school board for "Systeembeheerder" is scale 5 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject HAVO/VWO).*	Fte per student= 1/ Average student per school board Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
	Student Care Coördinator 15 minutes per week per student	Educational Assistance staff. The compensation to the school board for "Student Care Coordinator" is scale 10 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject HAVO/VWO).*	Fte per student = 15 / (40*60) Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
TEACHER	Docent A 27 teaching hours = 40 working hours per week. Innovatie Coordinator 40 working hours per week. Intern Begeleider 40 working hours per week Leerweg Coordinator	Educational staff. The compensation to the school board for "Docent A" is scale 11 step 15 Incl: 20% Extended Sick Leave Funds. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject HAVO/VWO).* *Appointment conditions for the Docent A:* • *Sufficient proof of Training as a teacher Secondary Education;* • *Sufficient proof of educational and didactic preparation;* • *A declaration of good conduct. This document should provide information over the past two years;*	Fte per student = (1,2/norm class size) Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student

Secondary Education	Applicable Rules	Formulas
40 working hours per week	• *A declaration of good psychical and mental health;* • *Proof of competence to teach.* (LANDSVERORDENING voortgezet onderwijs article 35).	
Docent B 27 teaching hours = 40 working hours per week Mentor 40 working hours per week	Educational staff. The compensation to the school board for "Docent B" is scale 11 step 15 Incl: 20% Extended Sick Leave Funds. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject HAVO/VWO).* *Appointment conditions for the Docent B:* • *Sufficient proof of Training as a teacher Secondary Education;* • *Sufficient proof of educational and didactic preparation;* • *A declaration of good conduct. This document should provide information over the past two years;* • *A declaration of good psychical and mental health;* • *Proof of competence to teach.* (LANDSVERORDENING voortgezet onderwijs article 35).	Fte per student = (1,2/norm class size) Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous x Ang month per student
Docent C 27 teaching hours = 40 working hours per week	Educational staff. The compensation to the school board for "Docent C" is scale 11 step 15 Incl: 20% Extended Sick Leave Funds. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject HAVO/VWO).* *Appointment conditions for the Docent C:* • *Sufficient proof of Training as a teacher Secondary Education;* • *Sufficient proof of educational and didactic preparation;* • *A declaration of good conduct. This document should provide information over the past two years;* • *A declaration of good psychical and mental health;* • *Proof of competence to teach.* (LANDSVERORDENING voortgezet onderwijs article 35).	Fte per student = (1,2/norm class size) Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
ICT Coordinator 40 working hours per week 1 fte per school board	Educational staff. The compensation to the school board for "ICT coordinator" is scale 9 step 10.	Fte per student= 1/ Average student per school board Ang month per student = Fte per student x Max Ang

Secondary Education	Applicable Rules	Formulas
	(For the appropriate scale and information about the function refer to "Functieboek Onderwijs" *subject HAVO/VWO).*	Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
	Decaan 40 working hours per week 1 fte per school board	Educational staff. The compensation to the school board for "Decaan" is scale 10 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject HAVO/VWO).*	Fte per student= 1/ Average student per school board Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
PREMIUMS	Employer part Social Premium Social premium consists of FZOG 0.72%, AVBZ 0.5%, AOW/AWW 7.5% Kindertoelage	The Employer part for Social Premiums for is FZOG 0.72%, AVBZ 0.5%, AOW/AWW 7.5%. Employers also pays Kindertoelage (which is dependent on the number of eligible children.) The calculation is based on an average of 2 children. (LANDSVERORDENING algemene verzekering bijzondere ziektekosten, LANDSVERORDENING Algemene Weduwen- en Wezenverzekering, LANDSVERORDENING Algemene Ouderdomsverzekering, de REGELING tegemoetkoming ziektekosten overheidsgepensioneerden)	Ang month per student = ((total wage school board personnel * 8.72%) + (105/12)) Ang month per schoolboard = (total wage schoolboard personnel * 8.72%) + (105/12)
	Employer part APNA Premium APNA premium employer is 17% of gross wage	The pension contribution amounts to 17% of the contribution base. (LANDSVERORDENING houdende regels betreffende de pensioenen van overheidsdienaren en hun nabestaanden en wezen artikel 58 lid 2).	Ang month per student = (total wage school and board personnel * 17%) Ang month per schoolboard = Total wage schoolboard personnel * 17%
ALLOWANCE	Vacation Allowance Vacation allowance is 6% of gross wage	For each eligible month 6% vacation allowance is reserved. (LANDSVERORDENING houdende regeling van de aanspraken van de ambtenaren in dienst van Sint Maarten op vakantie, vakantie-uitkering en vrijstelling van dienst , article 22).	Ang month per student = (total wage school board personnel * 6%) Ang month per schoolboard = Total wage schoolboard personnel * 6%

Secondary Education	Applicable Rules	Formulas
Vacation Allowance Social premium on vacation allowance (AVBZ 0.5%, AOW/AWW 7.5%)		<u>Ang month per student</u> =Total vacation allowance schoolboard personnel * 8% <u>Ang month per schoolboard</u> = Total vacation allowance school personnel * 8%

HAVO/ CXC Boven

Secondary Education		Applicable Rules	Formulas
TEACHING HOURS	27	27 teaching hours a week represents a full time equivalent for a teacher. Full-time equivalent (fte) is a unit that indicates the working hours per week of an employed person in a way that makes workloads comparable across various contexts.	27 teaching hours = 40 contract hours
WORKING HOURS PER WEEK	40	40 hours a week represents a full time equivalent for a teacher. Full-time equivalent (fte) is a unit that indicates the working hours per week of an employed person in a way that makes workloads comparable across various contexts. ("Nota van Toelichting Bezoldigingslandsbesluit onderwijs" article 8).	27 teaching hours = 40 contract hours.
POPULATION AS PER DECEMBER 1ST	Total number of students in HAVO/VWO/CXC boven as per December of the Previous year.	Student population is used to determine compensation amount (*The subsidy per school board and school is based on the total number of students*)	
NORM CLASS SIZE	20	Class size of maximum 30 students. ("Landsbesluit dagscholen v.w.o, h.a.v.o, v.s.b.o" article 27).	
NORM SCHOOL SIZE	240	The norm school size represents the norm total number of students that a HAVO school is expected to consist of, based on the number of classes per norm of students in de "Basis" and the "Bovenbouw".	(3 x Norm class size x 2) + (3 x Norm class size x 2))
AVERAGE STUDENT PER SCHOOL BOARD		The average number of students per school board from December 1st is used to calculate the subsidy. Subsidy can be adjusted at the end of the year depending on the school population.	<u>Average Student per school board</u> = Total number of Students as of Dec 1st of previous year / Total number of School Boards as of Dec 1st of previous year
Applicable rules for personnel costs			
MANAGEMENT	Directeur I II III 1 fte per norm school size	Depending on the total amount of students 1 Directeur I, II or III can be appointed. Directeur I= 1 fte per school with more than 900 students Directeur II= 1 fte per school with 600 to 900 students	<u>Fte per student=</u> 1/ norm school size <u>Ang month per student =</u> Fte per student x Max Ang <u>Fte per school board =</u> Population as of Dec 1st of previous year x Fte per student

Secondary Education		Applicable Rules	Formulas
		Directeur III = 1 fte per school up to 600 students The appointed Director must be a teacher in one the subjects taught at the school. In special cases, with the approval of the Minister, the competent authority may deviate from this stipulation. Additional terms are indicated in the ordinance article 35. (LANDSVERORDENING voortgezet onderwijs article 34 and 35). The compensation to the school board for Directeur I is scale 13 step 10, Directeur II scale 12 step 10, Directeur III scale 11 step 10. *(For the appropriate scale and information about the function refer to the* "Functieboek Onderwijs" *subject HAVO/VWO).*	Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
	Adjunct-Directeur I II III or Afdelingshoofd 1 fte per norm school size	The school board appoints one or more teachers to support the Director and act on his behalf during his absence. (LANDSVERORDENING voortgezet onderwijs article 34). The compensation to the school board for Adjunct Directeur I or Afdelingshoofd is scale 12 step 10, Adjunct Directeur II or Afdelingshoofd scale 11 step 10, Adjunct Directeur III or Afdelingshoofd scale 10 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject HAVO/VWO).*	Fte per student= 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
ADMINISTRATION	Mediathecaris/ Bibliothecaris 1 fte per norm school size	Administrative staff. The compensation to the school board for "Mediathecaris/Bibliothecaris" is scale 5 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject HAVO/VWO).*	Fte per student= 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student

Secondary Education		Applicable Rules	Formulas
	Schooladministratie Medewerker 1 fte per norm school size	Administrative staff. The compensation to the school board for "Schooladministratie Medewerker" is scale 5 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject HAVO/VWO).*	Fte per student= 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
MAINTENANCE	Conciërge/ Schoolverzorger 1 fte per norm school size	Maintenance staff. The compensation to the school board for "Concierge/ Schoolverzorger" is scale 4 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject HAVO/VWO).*	Fte per student= 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
EDUCATIONAL ASSISTANCE	Schoolmaatschappelijk Werker 1 fte per school norm size	Educational Assistance staff. The compensation to the school board for "School Maatschappelijk Werker" is scale 9 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject HAVO/VWO).*	Fte per student= 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
	Technisch Onderwijsassistent 3 teaching hours a week per class 27 teaching hours per week	Educational Assistance staff.". The compensation to the school board for "Technisch Onderwijsassistent" is scale 7 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject HAVO/VWO).*	Fte per student = (3/27) / norm class size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of

Secondary Education	Applicable Rules	Formulas
		previous x Ang month per student.
Systeembeheerder 1 fte per school board	Educational Assistance staff. The compensation to the school board for "Systeembeheerder" is scale 5 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject HAVO/VWO).*	Fte per student= 1/ Average student per school board Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
Student Care Coördinator 15 minutes per week per student	Educational Assistance staff. The compensation to the school board for "Student Care Coordinator" is scale 10 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject HAVO/VWO).*	Fte per student = 15 / (40*60) Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
TEACHER	Docent A 27 teaching hours = 40 working hours per week. Innovatie Coordinator 40 working hours per week. Intern Begeleider 40 working hours per week Leerweg Coordinator 40 working hours per week	Educational staff. The compensation to the school board for "Docent A" is scale 11 step 15 Incl: 20% Extended Sick *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject HAVO/VWO).* *Appointment conditions for the Docent A:* • *Sufficient proof of Training as a teacher Secondary Education;* • *Sufficient proof of educational and didactic preparation;* • *A declaration of good conduct. This document should provide information over the past two years;* • *A declaration of good psychical and mental health;* • *Proof of competence to teach.* (LANDSVERORDENING voortgezet onderwijs article 35).	Fte per student = (1,2/norm class size) Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
	Docent B	Educational staff. The compensation to the school board for "Docent B" is scale 11 step 15 Incl: 20% Extended Sick	Fte per student = (1,2/norm class size)

Secondary Education	Applicable Rules	Formulas
27 teaching hours = 40 working hours per week Mentor 40 working hours per week	*(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject HAVO/VWO).* *Appointment conditions for the Docent B:* • *Sufficient proof of Training as a teacher Secondary Education;* • *Sufficient proof of educational and didactic preparation;* • *A declaration of good conduct. This document should provide information over the past two years;* • *A declaration of good psychical and mental health;* • *Proof of competence to teach.* (LANDSVERORDENING voortgezet onderwijs article 35).	Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous x Ang month per student
Docent C 27 teaching hours = 40 working hours per week	Educational staff. The compensation to the school board for "Docent C" is scale 11 step 15 Incl: 20% Extended Sick *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject HAVO/VWO).* *Appointment conditions for the Docent C:* • *Sufficient proof of Training as a teacher Secondary Education;* • *Sufficient proof of educational and didactic preparation;* • *A declaration of good conduct. This document should provide information over the past two years;* • *A declaration of good psychical and mental health;* • *Proof of competence to teach.* (LANDSVERORDENING voortgezet onderwijs article 35).	Fte per student = ((1,2/norm class size) Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
ICT Coordinator 40 working hours per week 1 fte per school board	Educational staff. The compensation to the school board for "ICT cordinator" is scale 9 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject HAVO/VWO).*	Fte per student= 1/ Average student per school board Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student

Secondary Education	Applicable Rules	Formulas
Decaan 40 working hours per week 1 fte per school board	Educational staff. The compensation to the school board for "Decaan" is scale 10 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject HAVO/VWO).*	Fte per student = 1/ Average student per school board Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
PREMIUMS — Employer part Social Premium Social premium consists of FZOG 0.72%, AVBZ 0.5%, AOW/AWW 7.5% Kindertoelage	The Employer part for Social Premiums for is FZOG 0.72%, AVBZ 0.5%, AOW/AWW 7.5%. Employers also pays Kindertoelage (which is dependent on the number of eligible children.) The calculation is based on an average of 2 children. (LANDSVERORDENING algemene verzekering bijzondere ziektekosten, LANDSVERORDENING Algemene Weduwen- en Wezenverzekering, LANDSVERORDENING Algemene Ouderdomsverzekering, de REGELING tegemoetkoming ziektekosten overheidsgepensioneerden)	Ang month per student = ((total wage school board personnel * 8.72%) + (105/12)) Ang month per schoolboard = (total wage schoolboard personnel * 8.72%) + (105/12)
Employer part APNA Premium APNA premium employer is 17% of gross wage	The pension contribution amounts to 17% of the contribution base. (LANDSVERORDENING houdende regels betreffende de pensioenen van overheidsdienaren en hun nabestaanden en wezen artikel 58 lid 2).	Ang month per student = (total wage school and board personnel * 17%) Ang month per schoolboard = Total wage schoolboard personnel * 17%
ALLOWANCE — Vacation Allowance Vacation allowance is 6% of gross wage	For each eligible month 6% vacation allowance is reserved. (LANDSVERORDENING houdende regeling van de aanspraken van de ambtenaren in dienst van Sint Maarten op vakantie, vakantie-uitkering en vrijstelling van dienst , article 22).	Ang month per student = (total wage school board personnel * 6%) Ang month per schoolboard = Total wage schoolboard personnel * 6%
Vacation Allowance Social premium on vacation allowance (AVBZ 0.5%, AOW/AWW 7.5%)		Ang month per student =Total vacation allowance schoolboard personnel * 8% Ang month per schoolboard = Total vacation allowance school personnel * 8%

VWO/IB/CAPE Boven

Secondary Education		Applicable Rules	Formulas
TEACHING HOURS	27	27 teaching hours a week represents a full time equivalent for a teacher. Full-time equivalent (fte) is a unit that indicates the working hours per week of an employed person in a way that makes workloads comparable across various contexts.	27 teaching hours = 40 contract hours
WORKING HOURS PER WEEK	40	40 hours a week represents a full time equivalent for a teacher. Full-time equivalent (fte) is a unit that indicates the working hours per week of an employed person in a way that makes workloads comparable across various contexts. ("Nota van Toelichting Bezoldigingslandsbesluit onderwijs" article 8).	27 teaching hours = 40 contract hours.
POPULATION AS PER DECEMBER 1ST	Total number of students in HAVO/VWO/CXC basis as per December of the Previous year.	Student population is used to determine compensation amount (*The subsidy per school board and school is based on the total number of students*)	
NORM CLASS SIZE	20	Class size of maximum 30 students. ("Landsbesluit dagscholen v.w.o, h.a.v.o, v.s.b.o" article 27).	
NORM SCHOOL SIZE	80	The norm school size represents the norm total number of students that a VWO school is expected to consist of, based on the number of classes per norm of students in de "Bovenbouw".	4 x Norm students per class
AVERAGE STUDENT PER SCHOOL BOARD		The average number of students per school board from December 1st is used to calculate the subsidy. Subsidy can be adjusted at the end of the year depending on the school population.	Average Student per school board = Total number of Students as of Dec 1st of previous year / Total number of School Boards as of Dec 1st of previous year
Applicable rules for personnel costs			
MANAGEMENT	Directeur I II III 1 fte per norm school size	Depending on the total amount of students 1 Direceteur I, II or III can be appointed. Directeur I= 1 fte per school with more than 900 students Directeur II= 1 fte per school with 600 to 900 students Directeur III = 1 fte per school up to 600 students	Fte per student= 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of

Secondary Education	Applicable Rules	Formulas
	The appointed Director must be a teacher in one the subjects taught at the school. In special cases, with the approval of the Minister, the competent authority may deviate from this stipulation. Additional terms are indicated in the ordinance article 35. (LANDSVERORDENING voortgezet onderwijs article 34 and 35). The compensation to the school board for Directeur I is scale 13 step 10, Directeur II scale 12 step 10, Directeur III scale 11 step 10. *(For the appropriate scale and information about the function refer to the* "Functieboek Onderwijs" *subject HAVO/VWO).*	previous year x Ang month per student
Adjunct-Directeur I II III or Afdelingshoofd 1 fte per norm school size	The school board appoints one or more teachers to support the Director and act on his behalf during his absence. (LANDSVERORDENING voortgezet onderwijs article 34). The compensation to the school board for Adjunct Directeur I or Afdelingshoofd is scale 12 step 10, Adjunct Directeur II or Afdelingshoofd scale 11 step 10, Adjunct Directeur III or Afdelingshoofd scale 10 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject HAVO/VWO).*	Fte per student= 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
ADMINISTRATION — Mediathecaris/ Bibliothecaris ½fte per norm school size	Administrative staff. The compensation to the school board for "Mediathecaris/Bibliothecaris" is scale 5 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject HAVO/VWO).*	Fte per student= 0.5/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
Schooladministratie Medewerker	Administrative staff. The compensation to the school board for "Schooladministratie Medewerker" is scale 5 step 10.	Fte per student = 0.5/ norm school size

Secondary Education	Applicable Rules	Formulas
	½ fte per norm school size	*(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject HAVO/VWO).*	Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
MAINTENANCE	Conciërge/ Schoolverzorger ½ fte per norm school size	Maintenance staff. The compensation to the school board for "Concierge/ Schoolverzorger" is scale 4 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject HAVO/VWO).*	Fte per student= 0.5/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
EDUCATIONAL ASSISTANCE	Schoolmaatschappelijk Werker ½fte per school norm size	Educational Assistance staff. The compensation to the school board for "School Maatschappelijk Werker" is scale 9 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs"*subject HAVO/VWO).*	Fte per student= 0.5/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
	Technisch Onderwijsassistent 3 teaching hours a week per class	Educational Assistance staff. The compensation to the school board for "Technisch Onderwijsassistent" is scale 7 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs"*subject HAVO/VWO).*	Fte per student = (3/27) / norm class size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous x Ang month per student.

Secondary Education		Applicable Rules	Formulas
	Systeembeheerder 1 fte per school board	Educational Assistance staff. The compensation to the school board for "Systeembeheerder" is scale 5 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject HAVO/VWO).*	Fte per student= 1/ Average student per school board Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
	Student Care Coördinator 15 minutes per week per student	Educational Assistance staff. The compensation to the school board for "Student Care Coordinator" is scale 10 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject HAVO/VWO).*	Fte per student = 15 / (40*60) Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec x Ang month per student
TEACHER	Docent A 27 teaching hours = 40 working hours per week. Innovatie Coordinator 40 working hours per week. Intern Begeleider 40 working hours per week Leerweg Coordinator 40 working hours per week Decaan 40 working hours per week	Educational staff. The compensation to the school board for "Docent A" is scale 11 step 15 Incl: 20% Extended Sick *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject HAVO/VWO).* *Appointment conditions for the Docent A:* • *Sufficient proof of Training as a teacher Secondary Education;* • *Sufficient proof of educational and didactic preparation;* • *A declaration of good conduct. This document should provide information over the past two years;* • *A declaration of good psychical and mental health;* • *Proof of competence to teach.* (LANDSVERORDENING voortgezet onderwijs article 35).	Fte per student = (1,2/norm class size) Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
	Docent B 27 teaching hours = 40 working hours per week	Educational staff. The compensation to the school board for "Docent B" is scale 11 step 15 Incl: 20% Extended Sick	Fte per student = (1,2/norm class size) Ang month per student = Fte per student x Max Ang

Secondary Education	Applicable Rules	Formulas
Mentor 40 working hours per week	*(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject HAVO/VWO).* *Appointment conditions for the Docent B:* • *Sufficient proof of Training as a teacher Secondary Education;* • *Sufficient proof of educational and didactic preparation;* • *A declaration of good conduct. This document should provide information over the past two years;* • *A declaration of good psychical and mental health;* • *Proof of competence to teach.* (LANDSVERORDENING voortgezet onderwijs article 35).	Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous x Ang month per student
Docent C 27 teaching hours = 40 working hours per week	Educational staff. The compensation to the school board for "Docent C" is scale 11 step 15 Incl: 20% Extended Sick *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject HAVO/VWO).* *Appointment conditions for the Docent C:* • *Sufficient proof of Training as a teacher Secondary Education;* • *Sufficient proof of educational and didactic preparation;* • *A declaration of good conduct. This document should provide information over the past two years;* • *A declaration of good psychical and mental health;* • *Proof of competence to teach.* (LANDSVERORDENING voortgezet onderwijs article 35).	Fte per student = (1,2/norm class size) Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
ICT Coordinator 40 working hours per week 1 fte per school board	Educational staff. The compensation to the school board for "ICT coordinator" is scale 9 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject HAVO/VWO).*	Fte per student = 1/ Average student per school board Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student

Secondary Education		Applicable Rules	Formulas
PREMIUMS	Employer part Social Premium Social premium consists of FZOG 0.72%, AVBZ 0.5%, AOW/AWW 7.5% Kindertoelage	The Employer part for Social Premiums for is FZOG 0.72%, AVBZ 0.5%, AOW/AWW 7.5%. Employers also pays Kindertoelage (which is dependent on the number of eligible children.) The calculation is based on an average of 2 children. (LANDSVERORDENING algemene verzekering bijzondere ziektekosten, LANDSVERORDENING Algemene Weduwen- en Wezenverzekering, LANDSVERORDENING Algemene Ouderdomsverzekering, de REGELING tegemoetkoming ziektekosten overheidsgepensioneerden)	<u>Ang month per student</u> = ((total wage school board personnel * 8.72%) + (105/12)) <u>Ang month per schoolboard</u> = (total wage schoolboard personnel * 8.72%) + (105/12)
	Employer part APNA Premium APNA premium employer is 17% of gross wage	The pension contribution amounts to 17% of the contribution base. (LANDSVERORDENING houdende regels betreffende de pensioenen van overheidsdienaren en hun nabestaanden en wezen artikel 58 lid 2).	<u>Ang month per student</u> = (total wage school and board personnel * 17%) <u>Ang month per schoolboard</u> = Total wage schoolboard personnel * 17%
ALLOWANCE	Vacation Allowance Vacation allowance is 6% of gross wage	For each eligible month 6% vacation allowance is reserved. (LANDSVERORDENING houdende regeling van de aanspraken van de ambtenaren in dienst van Sint Maarten op vakantie, vakantie-uitkering en vrijstelling van dienst , article 22).	<u>Ang month per student</u> = (total wage school board personnel * 6%) <u>Ang month per schoolboard</u> = Total wage schoolboard personnel * 6%
	Vacation Allowance Social premium on vacation allowance (AVBZ 0.5%, AOW/AWW 7.5%)		<u>Ang month per student</u> =Total vacation allowance schoolboard personnel * 8% <u>Ang month per schoolboard</u> = Total vacation allowance school personnel * 8%

SBO

Secondary Education		Applicable Rules	Formulas
TEACHING HOURS	27	27 teaching hours a week represents a full time equivalent for a teacher. Full-time equivalent (fte) is a unit that indicates the working hours per week of an employed person in a way that makes workloads comparable across various contexts.	27 teaching hours = 40 contract hours
WORKING HOURS PER WEEK	40	40 hours a week represents a full time equivalent for a teacher. Full-time equivalent (fte) is a unit that indicates the working hours per week of an employed person in a way that makes workloads comparable across various contexts. ("Nota van Toelichting Bezoldigingslandsbesluit onderwijs" article 8).	27 teaching hours = 40 contract hours.
POPULATION AS PER DECEMBER 1ST	Total number of students of the approved programs as per December of the Previous year.	Student population is used to determine compensation amount (*The subsidy per school board and school is based on the total number of students of the approved programs).*	
NORM STUDENTS PER COHORT	20	Cohort size of 20 students per approved program. Permission can only be granted for a smaller cohort size in cases where there is a high need for a small number of skilled persons.	
NORM SCHOOL SIZE	200	The norm school size defines the number of approved programs based on the cohort size.	10 x Norm Students per cohort
NORM STUDENTS PER SCHOOL BOARD	400	The norm students per school board is used to calculate the subsidy.	20 x Norm Students per cohort
Applicable rules for personnel costs			
MANAGEMENT	Directeur I II 1 fte per norm school size	Depending on the total amount of students 1 Directeur I or II can be appointed. Directeur I= 1 fte per school with more than 900 students Directeur II= 1 fte per school with 600 to 900 students One or more Directors can be appointed. (Landsverordening secundair beroepsonderwijs en educatie, article 51).	Fte per student= 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student

Secondary Education		Applicable Rules	Formulas
		The compensation to the school board for Directeur I is scale 12 step 10, Directeur II scale 11 step 10. *(For the appropriate scale and information about the function refer to the* "Functieboek Onderwijs" *subject S.B.O).*	
	Adjunct-Directeur I II 1 fte per norm school size	The school board appoints one or more teachers to support the Director and act on his behalf during his absence. (Landsverordening secundair beroepsonderwijs en educatie, article 51). The compensation to the school board for Adjunct Directeur I is scale 11 step 10, Adjunct Directeur II scale 10 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject S.B.O).*	Fte per student= 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
ADMINISTRATION	Mediathecaris/ Bibliothecaris 1 fte per norm school size	Administrative staff. The compensation to the school board for "Mediathecaris/Bibliothecaris" is scale 5 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject S.B.O).*	Fte per student= 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
	Schooladministratie Medewerker 1 fte per norm school size	Administrative staff. The compensation to the school board for "Schooladministratie Medewerker" is scale 5 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject S.B.O).*	Fte per student= 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
MAINTENANCE	Conciërge/ Schoolverzorger 1 fte per norm school size	Maintenance staff. The compensation to the school board for "Schoolverzorger" is scale 4 step 10.	Fte per student= 1/ norm school size

Secondary Education		Applicable Rules	Formulas
		(For the appropriate scale and information about the function refer to "Functieboek Onderwijs" *subject S.B.O).*	Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
EDUCATIONAL ASSISTANCE	Schoolmaatschappelijk Werker 1 fte per school norm size	Educational Assistance staff. The compensation to the school board for "School Maatschappelijk Werker" is scale 9 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs"*subject S.B.O).*	Fte per student= 1/ norm school size Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
	Technisch Onderwijsassistent 5 teaching hours a week per class	Educational Assistance staff. The compensation to the school board for "Technisch Onderwijsassistent" is scale 7 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs"*subject S.B.O).*	Fte per student = (5/27)/ Norm students per cohort Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous x Ang month per student.
	Systeembeheerder 1 fte per school board	Educational Assistance staff. The compensation to the school board for "Systeembeheerder" is scale 6 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject S.B.O).*	Fte per student= 1/ Norm students per school board Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student

Secondary Education	Applicable Rules	Formulas
	Schoolverpleegkundige 1 fte per school board	Support staff. The compensation to the school board for Schoolverpleegkundige is scale 8 step 10. *(For the appropriate scale and information about the function refer to "Functieboek Onderwijs" subject O.O) .*	Fte per student= 1/Norm students per schoolboard Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
TEACHER	Docent A 27 teaching hours = 40 working hours per week. Innovatie Coordinator 40 working hours per week. Intern Begeleider 40 working hours per week Sector Coordinator 40 working hours per week Leerweg Coordinator 40 working hours per week	Educational staff. The compensation to the school board for "Docent A" is scale 10 step 15 Incl: 20% Extended Sick *(For the appropriate scale and information about the function refer to "Functieboek Onderwijs" subject S.B.O.).* *Quality requirements for teachers:* - *A declaration of good conduct. This document should be provided by the authorities where the individual last lived;* - *A declaration of good psychical and mental health;* - *Sufficient proof of Training as a teacher Secondary Education and competence to teach in the first three classes of H.A.V.O and V.W.O;* - *Proof of sufficient didactic competence to teach secondary advanced education granted by the Minister of OCJS;* (Landsverordening secundair beroepsonderwijs en educatie, article 34 and 35).	Fte per student = (1,2/ Norm students per cohort) Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
	Docent B 27 teaching hours = 40 working hours per week. Remedial Teacher 27 teaching hours = 40 working hours per week. Mentor	Educational staff. The compensation to the school board for "Docent B" is scale 10 step 15 Incl: 20% Extended Sick *(For the appropriate scale and information about the function refer to "Functieboek Onderwijs" subject S.B.O.).* *Quality requirements for teachers:* - *A declaration of good conduct. This document should be provided by the authorities where the individual last lived;*	Fte per student = (1,2/ Norm students per cohort) Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of

Secondary Education	Applicable Rules	Formulas
40 working hours per week	• *A declaration of good psychical and mental health;* • *Sufficient proof of Training as a teacher Secondary Education and competence to teach in the first three classes of H.A.V.O and V.W.O;* • *Proof of sufficient didactic competence to teach secondary advanced education granted by the Minister of OCJS;* (Landsverordening secundair beroepsonderwijs en educatie, article 34 and 35).	previous year x Ang month per student
Docent C 27 teaching hours = 40 working hours per week	Educational staff. The compensation to the school board for "Docent C" is scale 10 step 15 Incl: 20% Extended Sick. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject S.B.O.).* *Appointment conditions for the Docent C:* • *Sufficient proof of Training as a teacher Secondary Education;* • *Sufficient proof of educational and didactic preparation;* • *A declaration of good conduct. This document should provide information over the past two years;* • *A declaration of good psychical and mental health;* • *Proof of competence to teach.* (LANDSVERORDENING voortgezet onderwijs article 35).	Fte per student = (1,2/ Norm students per cohort) Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
ICT Coordinator 1 fte per norm school board.	Educational staff, the salary scale and information about the function can be found in the "Functieboek Onderwijs". The compensation to the school board for "ICT Coordinator" is scale 9 step 10. *(For the appropriate scale and information about the function refer to* "Functieboek Onderwijs" *subject S.B.O.).*	Fte per student = 1/Norm students per schoolboard Ang month per student = Fte per student x Max Ang Fte per school board = Population as of Dec 1st of previous year x Fte per student Ang Month per school board = Population as of Dec 1st of previous year x Ang month per student
Decaan 1 fte per norm school board	Educational staff. The compensation to the school board for "Decaan" is scale 10 step 10.	Fte per student = 1/Norm students per schoolboard Ang month per student = Fte per student x Max Ang

Secondary Education	Applicable Rules	Formulas
	(For the appropriate scale and information about the function refer to "Functieboek Onderwijs" subject S.B.O.).	<u>Fte per school board =</u> Population as of Dec 1st of previous year x Fte per student <u>Ang Month per school board =</u> Population as of Dec 1st of previous year x Ang month per student
	Stage –Praktijkbegeleider 1 fte per norm school size	Educational staff. The compensation to the school board for "Stage-Praktijkbegeleider" is scale 9 step 10. *(For the appropriate scale and information about the function refer to "Functieboek Onderwijs" subject S.B.O).*	<u>Fte per student =</u> 1/ norm school size <u>Ang month per student =</u> Fte per student x Max Ang <u>Fte per school board =</u> Population as of Dec 1st of previous year x Fte per student <u>Ang Month per school board =</u> Population as of Dec 1st of previous year x Ang month per student
PREMIUMS	Employer part Social Premium Social premium consists of FZOG 0.72%, AVBZ 0.5%, AOW/AWW 7.5% Kindertoelage	The Employer part for Social Premiums for is FZOG 0.72%, AVBZ 0.5%, AOW/AWW 7.5%. Employers also pays Kindertoelage (which is dependent on the number of eligible children.) The calculation is based on an average of 2 children. (LANDSVERORDENING algemene verzekering bijzondere ziektekosten, LANDSVERORDENING Algemene Weduwen- en Wezenverzekering, LANDSVERORDENING Algemene Ouderdomsverzekering, de REGELING tegemoetkoming ziektekosten overheidsgepensioneerden)	<u>Ang month per student =</u> ((total wage school board personnel * 8.72%) + (105/12)) <u>Ang month per schoolboard =</u> (total wage schoolboard personnel * 8.72%) + (105/12)
	Employer part APNA Premium APNA premium employer is 17% of gross wage	The pension contribution amounts to 17% of the contribution base. (LANDSVERORDENING houdende regels betreffende de pensioenen van overheidsdienaren en hun nabestaanden en wezen artikel 58 lid 2).	<u>Ang month per student =</u> (total wage school and board personnel * 17%) <u>Ang month per schoolboard =</u> Total wage schoolboard personnel * 17%
ALLOWANCE	Vacation Allowance Vacation allowance is 6% of gross wage	For each eligible month 6% vacation allowance is reserved. (LANDSVERORDENING houdende regeling van de aanspraken van de ambtenaren in dienst van Sint Maarten op vakantie, vakantie-uitkering en vrijstelling van dienst , article 22).	<u>Ang month per student =</u> (total wage school board personnel * 6%) <u>Ang month per schoolboard =</u> Total wage schoolboard personnel * 6%

Secondary Education		Applicable Rules	Formulas
	Vacation Allowance Social premium on vacation allowance (AVBZ 0.5%, AOW/AWW 7.5%)		Ang month per student =Total vacation allowance schoolboard personnel * 8% Ang month per schoolboard = Total vacation allowance school personnel * 8%

Operational costs

Operational Costs		Applicable Rules	Formulas
RECRUITMENT	Recruitment teachers (1 teacher per norm school size every 3 years).	In accordance with HR Instroombeleid: • 2 one-way ticket (max Ang 2,674.00) • Accommodation 42 days (max Ang 3,312.40) • Moving expenses and allowance to and from St. Maarten (max Ang 40,000.00)	Ang month per student = ((((2674+3312.4+40000)/norm school size)/3)/12) Ang month per schoolboard = Ang month per student x population as per Dec 1st of previous year
TRAINING AND DEVELOPMENT	Training and Development (Ang 180 per staff per year).	The compensation to the school board must include compensation for Teacher Training. (LANDSVERORDENING funderend onderwijs artikel 46, LANDSVERORDENING voortgezet onderwijs article 60, LANDSVERORDENING secundair beroepsonderwijs en educatie article 46).	Value Purchase and or Construction = 180 Ang month per student = (Value purchase and or construction)/12 Ang month per schoolboard = Ang month per student x population as per Dec 1st of previous year.
UTILITIES	Electricity Fix amount Ang 4.75 + Ang 0.15 per Kwh+ Fuel Ang 0.4283 per Kwh (Ang 0.5783 per Kwh + Ang 4.75)	Compensation of Operational Expenses (including utilities). (LANDSVERORDENING funderend onderwijs artikel 46, LANDSVERORDENING voortgezet onderwijs article 60, LANDSVERORDENING secundair beroepsonderwijs en educatie article 46).	
	Electricity Lighting: indoor & Outdoor Lighting; indoor 15 Kwh per m² per year, outdoor 32,850 Kwh per school per year)	Compensation of Operational Expenses (including utilities). (LANDSVERORDENING funderend onderwijs artikel 46, LANDSVERORDENING voortgezet onderwijs article 60,	Value purchase and or construction Ang month per student = value purchase and or construction/norm school size/12

Operational Costs	Applicable Rules	Formulas
		<u>Ang month per schoolboard</u> = Ang month per student x population as per Dec 1st of previous year.
Electricity Ventilators Ventilators: 0.99 Kwh per m² per month	Compensation of Operational Expenses (including utilities). (LANDSVERORDENING funderend onderwijs artikel 46, LANDSVERORDENING voortgezet onderwijs article 60, LANDSVERORDENING secundair beroepsonderwijs en educatie article 46).	<u>Value purchase and or construction</u> <u>Ang month per student</u> = value purchase and or construction/norm school size <u>Ang month per schoolboard</u> = Ang month per student x population as per Dec 1st of previous year.
Electricity Water Cooler Water Cooler: 65.7 Kwh per month for 200 students.	Compensation of Operational Expenses (including utilities). (LANDSVERORDENING funderend onderwijs artikel 46, LANDSVERORDENING voortgezet onderwijs article 60, LANDSVERORDENING secundair beroepsonderwijs en educatie article 46).	<u>Value purchase and or construction</u> = (65.7*(0.15+0.4283)) +4.75 <u>Ang month per student</u> = value purchase and or construction/200 <u>Ang month per schoolboard</u> = Ang month per student x population as per Dec 1st of previous year.
Electricity Refrigerator Refrigerator (18 Cuft): 109.5 Kwh per month (1 pc).	Compensation of Operational Expenses (including utilities). (LANDSVERORDENING funderend onderwijs artikel 46, LANDSVERORDENING voortgezet onderwijs article 60, LANDSVERORDENING secundair beroepsonderwijs en educatie article 46).	<u>Value purchase and or construction</u> = (109.5*(0.15+0.4283)) +4.75 <u>Ang month per student</u> = value purchase and or construction/norm school size <u>Ang month per schoolboard</u> = Ang month per student x population as per Dec 1st of previous year.
Electricity Air Conditioner Air conditioner: 17.93 Kwh per m² per month.	Compensation of Operational Expenses (including utilities). (LANDSVERORDENING funderend onderwijs artikel 46, LANDSVERORDENING voortgezet onderwijs article 60, LANDSVERORDENING secundair beroepsonderwijs en educatie article 46).	<u>Value purchase and or construction</u> <u>Ang month per student</u> = value purchase and or construction/norm school size <u>Ang month per schoolboard</u> = Ang month per student x population as per Dec 1st of previous year.

Operational Costs		Applicable Rules	Formulas
	Electricity Additional for other equipment's: 2521 Kwh per school per month	Compensation of Operational Expenses (including utilities). (LANDSVERORDENING funderend onderwijs artikel 46, LANDSVERORDENING voortgezet onderwijs article 60, LANDSVERORDENING secundair beroepsonderwijs en educatie article 46).	Value purchase and or construction = (2521*(0.15+0.4283) +4.75) Ang month per student = value purchase and or construction/norm school size Ang month per schoolboard = Ang month per student x population as per Dec 1st of previous year.
	Gas (propane)	not applicable / on demand	
	Water (fixed 4.75 + 0.15 + 0.4283) Fixed amount Ang 50.00 + Ang 8.00/ m³ + Fuel 12.7912912/ m³	Compensation of Operational Expenses (including utilities). (LANDSVERORDENING funderend onderwijs artikel 46, LANDSVERORDENING voortgezet onderwijs article 60, LANDSVERORDENING secundair beroepsonderwijs en educatie article 46).	
	Water (fixed 4.75 + 0.15 + 0.4283) 3 m³ per student per year (drinking water and cleaning)	Compensation of Operational Expenses (including utilities). (LANDSVERORDENING funderend onderwijs artikel 46, LANDSVERORDENING voortgezet onderwijs article 60, LANDSVERORDENING secundair beroepsonderwijs en educatie article 46).	Value purchase and or construction = 3*((50/norm schoolsize) +8+12.7912912) Ang month per student = value purchase and or construction/12 Ang month per schoolboard = Ang month per student x population as per Dec 1st of previous year
	Telephone & internet Ang 7,344.00 per school per year.	Compensation of Operational Expenses (including utilities). (LANDSVERORDENING funderend onderwijs artikel 46, LANDSVERORDENING voortgezet onderwijs article 60, LANDSVERORDENING secundair beroepsonderwijs en educatie article 46).	Value purchase and or construction = 7344 Ang month per student = (Value purchase and or construction) / Norm school size /12 Ang month per schoolboard = (Ang month per student) x Population as per Dec 1st of previous year
CLEANING	Building and terrain Ang 2.14 per m² per month.	Compensation of Operational Expenses (including utilities). (LANDSVERORDENING funderend onderwijs artikel 46, LANDSVERORDENING voortgezet onderwijs article 60,	Value purchase and or construction Ang month per student = (Value purchase and or construction) / Norm school size Ang month per schoolboard = (Ang month per student) x

Operational Costs	Applicable Rules	Formulas
	LANDSVERORDENING secundair beroepsonderwijs en educatie article 46).	Population as per Dec 1st of previous year
SECURITY	Building and terrain 5128 security hours a year per school	Compensation of Operational Expenses related to security. (LANDSVERORDENING funderend onderwijs artikel 46, LANDSVERORDENING voortgezet onderwijs article 60, LANDSVERORDENING secundair beroepsonderwijs en educatie article 46).	<u>Value Purchase and or Construction</u> = ANG 78,823.69 ANG month per student= (Value Purchase and or Construction)/norm school size/12 ANG month per schoolboard= ANG month per student x Population as per Dec 1st of previous year
DAILY OPERATIONS SCHOOL	Office supplies and materials Ang 175.00 per student per year.	Compensation of Operational Expenses related to replacement of inventory. (LANDSVERORDENING funderend onderwijs artikel 46, LANDSVERORDENING voortgezet onderwijs article 60, LANDSVERORDENING secundair beroepsonderwijs en educatie article 46).	<u>Value purchase and or construction</u> = ANG 175 <u>ANG month per student:</u> (Value purchase and or construction)/12 <u>ANG month per schoolboard:</u> ANG month per student x Population as of Dec 1st of previous year
	School supplies and materials Ang 425.00 per student per year.	Compensation of Operational Expenses related to replacement of inventory. (LANDSVERORDENING funderend onderwijs artikel 46, LANDSVERORDENING voortgezet onderwijs article 60, LANDSVERORDENING secundair beroepsonderwijs en educatie article 46).	<u>Value purchase and or construction</u> = ANG 425 <u>ANG month per student:</u> (Value purchase and or construction)/12 <u>ANG month per schoolboard:</u> ANG month per student x Population as of Dec 1st of previous year
	School activities and transportation Ang 48.00 per students per year.	The Government of Sint Maarten is responsible for the transportation of students who cannot reach school without the support of Government. Leeplichtlandsverordening article 7	<u>Value purchase and or construction</u> = ANG 48 <u>ANG month per student:</u> (Value purchase and or construction)/12 <u>ANG month per schoolboard:</u> ANG month per student x Population as of Dec 1st of previous year

Operational Costs		Applicable Rules	Formulas
	Feeding program	not applicable/ on demand	
LEGAL	Audit accountants	The school boards are responsible to provide an annual report and financial statement to the Minister of OCJS. There is an amount allocated to perform an audit on these reports. Ang 38,390.78 per school board per year. *This Decree contains the provisions on submission of audited reports*	Value purchase and or construction = Ang 38,390.78 Ang Month per student = (Value Purchase and or Construction)/Total student per school board/12 Ang month per schoolboard= Ang month per student x Population as per Dec 1st of previous year
	Legal fees	not applicable / on demand	
	Taxes	not applicable / on demand	
INSURANCE	Properties	Insurances are subsumed under the insurance post of the country St. Maarten. To be taken up annually in the insurance schools are required to submit the assessment and inventory of school furniture with their subsidy request. *This Decree contains the provisions on submission of audited reports.*	
	Students	Insurances are subsumed under the insurance post of the country St. Maarten. To be taken up annually in the insurance schools are required to submit the following information at the beginning of the year to the Division that will task with handling the subsidy request: • name list of all students.	
MAINTENANCE	Equipment, Furniture and Fixtures Maintenance Percentage based on five percent (5%) of appraised value of equipment, furniture and fixture.	Compensation of Operational Expenses related to maintenance of Equipment, Furniture and Fixtures. (LANDSVERORDENING funderend onderwijs artikel 46, LANDSVERORDENING voortgezet onderwijs article 60, LANDSVERORDENING secundair beroepsonderwijs en educatie article 46).	Value purchase and or construction = Appraised Value of equipment, furniture and fixture Ang month per schoolboard = Appraised Value of equipment, furniture and fixture*5%/12
	Buildings Maintenance Percentage based on Age of Structure (New 1%, Medium 2%, Old 3%).	Compensation of Operational Expenses related to maintenance of Buildings. (LANDSVERORDENING funderend onderwijs artikel 46).	Value purchase and or construction = Appraised Reconstruction Value of building

Operational Costs		Applicable Rules	Formulas
		Total Value of Buildings as per Reconstruction Value Appraisal.	Ang month per schoolboard= Value Purchase and or Construction x 0.01/ 12 Or Value Purchase and or Construction x 0.02/ 12 Or Value Purchase and or Construction x 0.03/ 12