

Minutes of the Annual General Meeting (AGM)

Date: 28th of April 2026

Time: 18:00

Location: Assembly Room, Sønderborg International School

Attendees:

- Members of the board: Rasmus Banke, Kai Schlüter, Robert Dolinski, Tanja Jensen and Casper Kunstmann
- Head of School: Óscar Manero
- School Secretary: Alice Damgård
- School Council Chair: Simone Sandholdt
- Staff representative at the board meetings: Tina Rackley
- Parents
- Three additional members of staff that are not parents

Appointment of Chair

The meeting commenced with the appointment of a chairperson. It was agreed that Siiri Vilmi was appointed as chair of the meeting. Siiri Vilmi declared the AGM was convened according to the regulations.

Admission of Non-Members

Siiri Vilmi proposed that strangers (three members of staff, non-parents) be admitted to the AGM, and this was agreed.

Report from the Headmaster

ÓM presented a status on the goals set at the previous AGM, including improvement of academic performance, development of assessment practices, increased flexibility in Secondary, communication, the physical environment, and a review of processes and structures.

OM highlighted strong Year 10 results in both Cambridge (with some increases above expectations, including some subjects above 90% of A-C results) and the Danish FP9 exams (above national average in all markers, except spelling), and noted that 100% of the graduating class progress to upper secondary education.

OM then outlined the goals for the 2026/27 school year:

- Introduction of Humanities (Cambridge) in Middle School
- Improvement of the DSL Programme
- Introduction of a third assessment / end of the year report

- Elaboration of a programme for early dyslexia / dyscalculia detection
- Elaboration of a plan for introducing new subjects in Y9 / Y10, including electives
- Revision of the handbook (in cooperation with the School Council)
- New website / brand
- Continuation of improvement of the physical environment (either a new location or investment in the current premises)
- Rationalisation of materials and investments
- Rationalisation of substitute lessons

A question was raised by the parent group as to whether a full mobile phone policy was necessary due to isolated incidents. OM responded that a policy was already in place but required updating. This will be done after consultation with the School Council.

OM also addressed an issue where a message had circulated among parents concerning the private matters of an individual associated with the school as well as with unfounded rumours. He emphasised that private matters are not to be a topic for discussion at an AGM and that anonymous messages like this are not an appropriate form of communication, as it damages the reputation of the school. Concerns must be addressed with the school directly or with the School Council, not with external parties.

Financial Status and Audit

Alice Damgård presented the financial results for 2025 and the budget for 2026. The 2025 accounts show a deficit of DKK 655,000, mainly due to lower-than-expected student enrolment and increased salary costs, particularly for substitute teachers during long-term staff absences.

Measures have been taken to improve the financial situation, including a reduction in management costs and a general tightening of staffing and operational resources, while maintaining core teaching capacity.

The 2026 budget reflects a necessary and responsible level of operation and projects a deficit of DKK 496,000, as the implemented measures are expected to take full effect from 2027.

Report from the Chair of the Board

Rasmus Banke (RB) presented an overview of student number trends, noting a decline in enrolment while the school must maintain its current number of classes. At the same time, staff-related costs have increased, particularly due to higher spending on substitute teachers. As part of cost-saving measures, the Deputy Head position has been discontinued. The school maintains sufficient liquidity, and tighter financial management has been implemented. The financial balance is expected to be reached by 2027.

It was noted that more students are choosing 'efterskole' in Year 10, and that there is a general decline in student numbers across the municipality. OM added that independent schools in the area are expected to lose around 100 students over the next four years.

ÓM stated that there are two reasons why our student leave: because they relocate or because they find another school that they prefer. The second has dropped in the past months enormously. We conclude that the students are not leaving because they find better alternatives in the Kommune.

The school was described as having a unique international and multicultural profile, which remains important to the local community.

Parents were encouraged to help promote the school by sharing positive. Some proposals were suggested from the parent community, including participation in local events such as 'Sønderborg by Night' and involving former students in sharing their experiences. ÓM stated that the inclusion of alumni is already expected as part of the new brand.

Questions were raised regarding the discontinuation of the Deputy Head position and the lack of prior parent involvement. There was a remark that this decision should have been made in consultation with the parents, but this was clarified as a management decision.

After an enquiry, it was confirmed that there is a plan in place in case of OM's long term sickness.

Further questions concerned media reports about a possible relocation to Ahlmann. The Board and management noted that they were also surprised by the media coverage and confirmed that dialogue with the municipality is still ongoing. Alternatively, renovations at the current site, particularly the pavilion, may be required. ÓM confirms that the school has informed via the Newsletter, but there have not been any recent developments.

Report from the School Council

As Chair of the School Council, Simone Witt Sandholdt outlined the Council's main purpose: to serve as a link between the parent group and the management, particularly regarding communication and policies. The School Council encouraged parents to engage more actively in this dialogue and has, among other initiatives, reached out to parent representatives in each class.

Current topics include student wellbeing. A question was raised from the parent group regarding the introduction of a wellbeing survey. ÓM confirmed that the school will use a Cambridge model to assess student wellbeing.

Simone Witt Sandholdt also informed that the former Parent Teacher Community has been discontinued, and that the School Council is not a replacement but a new

setup. While not responsible for organising social events, the Council is willing to support initiatives such as a summer event.

Review of the Articles of Association

At the AGM in April 2025, it was decided by the parent group that the school's Articles of Association should be amended in one respect: the word 'parents' was to be replaced with 'guardians.' This change was subsequently reviewed by Danske Private Skoler, who found it not to follow Danish free school legislation. ÓM therefore informed the parent body that the wording in the Articles of Association must be reverted from 'guardians' back to 'parents.'

Election of New Board Members

Two board positions (previously held by Kai Schlüter and Casper Kunstmann) were up for election. In addition, two substitute members were to be elected. Board members are elected for a term of three years, while substitute members are elected for one year. Substitute members assume a board position if a board member resigns or is otherwise unable to fulfil their duties for an extended period.

Kai Schlüter did not wish to stand for re-election (except if the position could not be filled), while Casper Kunstmann stood for re-election for a new term. A question was raised by the parent group regarding Rasmus Banke's continued role on the board, as his son no longer attends the school. Rasmus Banke confirmed that he will remain on the board for one more year, as permitted by the articles of association.

Siiri Vilmi invited additional candidates from the parent group. The candidates were presented, after which ballot papers were distributed. The votes were counted by Siiri Vilmi and Alice Damgård, resulting in the following outcome:

Sadia Soltani – 38 votes

Arpit Rajendra Sharma – 32 votes

Casper Kunstmann – 14 votes

Lena Fink – 9 votes

Dimitris Alexopoulos – 7 votes

Miroslav Borisov Borisov – 7 votes

Sadia Soltani and Arpit Rajendra Sharma were elected to the board. Casper Kunstmann and Lena Fink were elected as substitute members.

Any Other Business (AOB)

Since the parent group did not bring up any further topics, the AGM was declared closed.

Signature of the Chair of the meeting:


Siiri Vilmi

5/5 - 2026
Date