

Ministerial Decision 128626/02/19-10-2022 “Determination of the ranking and selection procedure of candidate teachers for the staffing of Ecclesiastical Schools under Law 4823/2021 (GG, Vol. A’, Iss. 136/24-10-2022)”

Article 1

Filling of Secondary Education Teacher Vacancies in Ecclesiastical Schools

1. Ecclesiastical Schools are staffed by teachers with advanced academic qualifications from all categories and specializations of public Secondary Education, who are assigned on a fixed-term basis to these schools. The aforementioned teachers are selected in accordance with the provisions of this decision.
2. To fill vacant teaching positions in Secondary Education at Ecclesiastical Schools, the General Secretariat for Religious Affairs of the Ministry of Education and Religious Affairs announces a ranking process of candidate teachers in order of priority, by category and specialty. The announcement and the ranking process for candidates are carried out following a recommendation by the Directorate for Religious Education and Interfaith Relations of the Ministry of Education and Religious Affairs, in accordance with the educational needs of the Ecclesiastical Schools, as submitted by their principals, by category and specialty. The announcement is posted on the websites of the Ministry of Education and Religious Affairs, the Regional Directorates of Primary and Secondary Education, and the Directorates of Secondary Education. Placement in Ecclesiastical Schools concerns the following school year. The announcement specifies all matters related to the conduct of the process.
3. Pursuant to the announcement in paragraph 2, teachers wishing to be selected for teaching positions in Ecclesiastical Schools are invited to submit an online application, accompanied by the necessary supporting documents, to the Directorate for Religious Education and Interfaith Relations of the General Secretariat for Religious Affairs of the Ministry of Education and Religious Affairs, within the deadline specified in the announcement. Candidates may submit an application listing their order of preference for filling a teaching position at up to three (3) Ecclesiastical Schools in total.

Article 2

Eligibility Requirements for Candidacy

1. Permanent teachers of Public Secondary Education who have at least five years of teaching experience in a school of general Secondary Education or Ecclesiastical Secondary Education are selected as teachers in Ecclesiastical Schools.
2. The eligibility requirements and selection criteria must be met by the deadline for submitting applications for candidacy.

Article 3

Selection Criteria for Teachers

The selection criteria for teachers in Ecclesiastical Schools, pursuant to paragraph 5 of article 127 of Law 4823/2021, are: (a) academic and pedagogical background and training, (b) academic publications, (c) innovative educational work and contribution to the school's

development, (d) professional status, teaching experience and advisory work, (e) the candidate's overall character and personality and, above all, the candidates' acceptance of the general and specific objectives of ecclesiastical education, which are assessed through a structured oral interview conducted by the Supervisory Council for Ecclesiastical Education.

Article 4

Weighting of Selection Criteria

1. The total number of evaluation points for the categories of criteria under paragraph 5 of article 127 of Law 4823/2021 (A' 136) amounts to a maximum of one hundred (100) points, in accordance with the following paragraph. A qualification that constitutes a prerequisite for the submission of candidacy under paragraph 1 of article 127 of Law 4823/2021 (A' 136) is not awarded points.
2. The sub-criteria of cases (a) and (b) of article 3 are awarded a maximum of thirty-eight (38) points, allocated as follows:
 - (a) Academic degrees: a maximum of nineteen (19) points, allocated as follows:
 - (aa) a doctoral degree recognized as relevant to the field of employment, in accordance with article 9 of Law 4354/2015 (A' 176): eight (8) points,
 - (ab) a doctoral degree that does not fall under sub-case (aa) or a second doctoral degree: five (5) points. Under the present sub-case, two doctoral degrees not recognized as relevant to the field of employment in accordance with article 9 of Law 4354/2015 (A' 176) are not awarded points,
 - (ac) a master's degree recognized as relevant to the field of employment, in accordance with article 9 of Law 4354/2015 (A' 176): four (4) points,
 - (ad) a master's degree that does not fall under sub-case (ac) or a second master's degree: three (3) points. Under the present sub-case, two master's degrees not recognized as relevant to the field of employment in accordance with article 9 of Law 4354/2015 (A' 176) are not awarded points. Master's degrees integrated into the basic university degree within the meaning of article 46 of Law 4485/2017 (A' 114) are awarded points under sub-case (ac) or the present sub-case, as applicable,
 - (ae) a second degree from a university or a technological institution of a four-year program: three (3) points,
 - (af) a second degree of Technological Institution of higher education of a duration of study of less than four (4) years: two (2) points,
 - (ag) successful graduation from the National School of Public Administration and Local Government: one (1) point, and
 - (ah) a third degree: one (1) point.An academic degree that served as a prerequisite for appointment is not awarded points. In the case of transfer or classification, the academic degree that served as a prerequisite for the transfer or classification is not awarded points, whereas points are awarded for the academic degree that served as a prerequisite for the initial appointment.
 - All academic degrees, provided they are from higher education institutions abroad, must be recognized by the Hellenic National Academic Recognition Center, the Inter-University Centre for the Recognition of Foreign Academic Titles, or the Institute of Technological Education. Documents or certificates issued in a foreign language must be officially translated by the competent department of the Ministry of Foreign Affairs or another body authorized by law. In cases where the duration of study is required, and such duration cannot be proven, the lowest applicable number of points is awarded.
- (b) Training: up to five (5) points, allocated as follows:
 - (ba) A certificate or attestation of completion of an annual training program offered by the School for the In-Service Training of Secondary Education Teachers, the School for the In-Service Training of Primary Education Teachers, the School of Pedagogical and Technological Education, or the School for the Training of Vocational and Technical Education Teachers, provided that such training did not constitute a qualification for appointment: one (1) point,
 - (bb) A certificate or attestation of successful completion of a higher education institution training program of a total duration of at least three hundred (300) hours or nine (9) months: one (1) point per program and up to a maximum of two (2) points,

(bc) A certificate of attendance of training programs offered by the Regional Centers for Educational Coordination, Regional Training Centers, the Institute of Educational Policy, the Pedagogical Institute, the Teacher Training Organization, the Ministry of Education and Religious Affairs, or bodies supervised by the Ministry of Education and Religious Affairs: 0.10 points per ten (10) hours, as evidenced by the relevant certificate, up to a maximum of two (2) points. Introductory training for newly appointed teachers is not awarded points,

(bd) A certificate or attestation of attendance of training programs offered by the National Centre for Public Administration and Local Government, training programs by the Institution for Pastoral Training, the Institute of Educational Research and Studies of the Federation of Primary School Teachers of Greece, or the Centre for Research and Documentation of the Federation of Secondary Education Teachers: 0.10 points per ten (10) hours, as evidenced by a certificate or attestation, up to a maximum of one (1) point,

(be) A certificate of successful completion of the Major Teacher Training Program or inclusion in the list of Level A or Level B trainers: one (1) point,

(bf) A certificate of successful completion of thematic modules offered by the Hellenic Open University: a maximum of one (1) point, allocated as follows: (i) one (1) point for the completion of an annual thematic module, and (ii) 0.50 points for the completion of a semester-long thematic module.

The certificates and attestations listed in subparagraphs (ba) to (bf) are evaluated, provided they were not a required qualification for appointment or for obtaining an academic degree,

(bg) Level B certification in ICT training, or inclusion in the list of Level B ICT trainers: one (1) point, and

(bh) Level B1 certification in ICT training: 0.50 points.

(c) Knowledge of foreign languages: up to five (5) points, allocated as follows:

(ca) Certified knowledge of a first foreign language at C2 level: three (3) points,

(cb) Certified knowledge of a first foreign language at C1 level: two (2) points,

(cc) Certified knowledge of a first foreign language at B2 level: one (1) point,

(cd) Certified knowledge of a second foreign language at C2 level: two (2) points,

(ce) Certified knowledge of a second foreign language at C1 level: one (1) point, and

(cf) Certified knowledge of a second foreign language at B2 level: 0.50 points.

If the candidate holds certificates of proficiency in the same foreign language at different levels, points are awarded only for the highest level.

Knowledge of a foreign language is demonstrated in accordance with article 28 of Presidential Decree 50/2001 (A' 39).

Knowledge of the foreign language that constituted a qualification for appointment for teachers in the PE05, PE06, PE07, PE34 and PE40 categories is not taken into consideration for the purposes of this provision and is not awarded points.

(d) Academic, authorial and research work, which must be relevant to the subject matter of the opened position, the candidate's field of employment, or the educational sciences and the subjects taught, in accordance with the content of the curricula, is awarded a maximum of nine (9) points, allocated as follows:

(da) Books, edited volumes, conference proceedings, teaching and training materials: a maximum of five (5) points, allocated as follows:

(i) Books from international publishing houses with an International Standard Book Number (ISBN): two (2) points per book,

(ii) Books from Greek publishing houses with an ISBN: one (1) point per book,

(iii) Chapters in edited volumes from international publishing houses with an ISBN: 0.50 points per chapter,

(iv) Chapters in edited volumes published by Greek publishing houses with an ISBN: 0.25 points per chapter,

- (v) Papers in the proceedings of international conferences with an ISBN or an International Standard Serial Number (ISSN): 0.50 points per paper,
- (vi) Papers in the proceedings of Greek conferences with an ISBN or ISSN: 0.25 points per paper,
- (vii) Authorship of a school textbook or teaching book distributed to students or teachers in public schools: 1.50 points,
- (viii) Participation in a working group for the development of Curricula-Interdisciplinary Unified Framework for Curricula or the reform and rationalization of curricula and teaching material of the Institute of Educational Policy or the Pedagogical Institute: one (1) point,
- (ix) Development of educational software certified by the Ministry of Education and Religious Affairs, the Institute of Educational Policy or the Pedagogical Institute, or bearing a seal of quality from the Ministry of Education and Religious Affairs, the Computer and Information Technology Institute and Press "Diophantus", the National Documentation Centre, or the Centre for the Greek Language: 0.25 points per software program,
- (x) Development of educational material for the Ministry of Education and Religious Affairs, the Institute of Educational Policy, the Pedagogical Institute, bodies supervised by the Ministry of Education and Religious Affairs, or the National Centre for Public Administration and Local Government: 0.25 points per material item.

In the case of co-authorship, half of the points are awarded.

db) Articles in scientific journals: a maximum of four (4) points, allocated as follows:

- i) Articles in international scientific journals with an ISSN and a peer-review system: one (1) point per article,
- ii) Articles in Greek scientific journals with an ISSN and a peer-review system: 0.50 points per article.

In the case of co-authorship, half of the points are awarded.

3. The sub-criteria of cases (c) and (d) of article 3 are forty-two (42) points at most, allocated as follows:

(a) Teaching experience: a maximum of ten (10) points, allocated as follows:

(aa) Teaching duties in a school, Laboratory Center, Reception Facilities for Refugee Education, Second Chance School, Public Vocational Training Institute, Vocational School, Vocational Training School, in a Vocational High School or Laboratory Center within the framework of the post-secondary year – apprenticeship class, in Technical Vocational School of the first and second cycle, in schools of the Greek Manpower Employment Organization, as well as in a Post-Secondary Preparatory Centre: one (1) point per academic year, and

(ab) Teaching duties in Model Schools, Experimental Schools, or Ecclesiastical Schools: 0.50 points per academic year for which the candidate has received a positive evaluation, in accordance with the provisions for teachers under article 66 and teachers in Ecclesiastical Schools under article 131 of Law 4823/2021 (A' 136). The points awarded under this subparagraph are added to the points awarded under subparagraph (aa).

Teaching service for a period shorter than one year is awarded one quarter (1/4) of the corresponding annual points for each trimester. Periods shorter than a trimester are not counted.

(b) Provision of training services in programs of the Ministry of Education and Religious Affairs, the Institute of Educational Policy, the Pedagogical Institute, the Regional Training Centers, the National Centre for Public Administration and Local Government, the Institution for Pastoral Training, or bodies supervised by the Ministry of Education and Religious Affairs: 0.10 points per ten (10) hours based on the relevant certificate and up to a maximum of five (5) points. Professional development work that constitutes part of the candidate's official duties is not counted.

(c) Innovative educational work and contribution to school development: a maximum of thirteen (13) points, allocated as follows:

(ca) Participation in research programs relevant to the candidate's field of work or in scientific research groups of the Institute of Educational Policy, the Pedagogical Institute, Higher Education Institutions, or bodies supervised by the Ministry of Education and Religious Affairs, as well as research centers-institutes: one (1) point per program, based on certification and up to a maximum of four (4) points,

(cb) Participation in innovative educational programs or activities funded in whole or in part by the European Union or international organizations, such as Lingua, Socrates, Comenius, Erasmus/Erasmus+, Leonardo da Vinci, eTwinning, Model United Nations, European Youth Parliament, Euroscola, the Youth Parliament, or activities of common interest by a small group of teachers as part of the school's self-evaluation, provided that it leads to the implementation of actions or to national or international student competitions: one (1) point per program, activity or competition and up to a maximum of three (3) points,

(cc) Participation in an innovative teaching practice, action research or in-school training activity at the school level that has resulted in publication in a peer-reviewed scientific journal or conference proceedings: one (1) point per activity and up to a maximum of two (2) points,

(cd) Participation in the creation and implementation of educational clubs: 0.50 points per activity and up to a maximum of three (3) points,

(ce) Participation in innovative school activities, such as environmental programs, cultural and health education programs: 0.50 points per activity, based on certification and up to a maximum of three (3) points.

The maximum number of assessment points awarded under points (a) to (c) may not exceed twenty (20).

(d) Advisory and guidance work: performing duties as a Regional Education Quality Supervisor, Education Quality Supervisor, Education Advisor, Organizational Coordinator of a Regional Center for Educational Planning, Educational Work Coordinator, Head of the Department of Scientific and Pedagogical Guidance, or School Advisor: 0.50 points per year and up to a maximum of five (5) points.

(e) Administrative and support experience: a maximum of fifteen (15) points, allocated as follows:

(ea) The exercise of duties as Regional Director of Education, Education Coordinator Abroad, or Head of a Directorate at the Ministry of Education and Religious Affairs: two (2) points per year and up to a maximum of six (6) points,

(eb) The exercise of duties as Director of Primary or Secondary Education, Head of an Education Office, Head of a Directorate supervised by the Ministry of Education and Religious Affairs, Councilor A' of the Institute of Educational Policy or Term-appointed Assessor of the Pedagogical Institute: 1.75 points per year and up to a maximum of six (6) points,

(ec) The exercise of duties as Head of a Department of the Ministry of Education and Religious Affairs and its supervised bodies, a Department of Educational Affairs of a Directorate of Education, a Center for Diagnosis, Assessment, Support and Education of Persons with Disabilities and/or Special Educational Needs, a Centre for Educational and Counseling Support, a Center for Diagnosis, Differential Diagnosis and Support, a Councilor B' of the Institute of Educational Policy, a Director and Deputy Director of a Regional Training Centre, or a Director of a School, a Laboratory Center, a Public Vocational Training Institute, a Vocational Training School or a Second Chance School: 1.50 points per year and up to a maximum of six (6) points.

(ed) The exercise of duties as Head of a Kindergarten or a small Primary School, Deputy Head of a school, Head of a Laboratory Center, Public Vocational Training Institute, Vocational Training School, Second Chance School, Head of a sector of a Laboratory Centre, Head of a Centre for Environment and Sustainability, Head of the operation of an Environmental

Education Centre, Refugee Education Coordinator, Head of a Minority Education Office, or Head of the Native Language Department within a Coordination Office abroad: 0.50 points per year, up to a maximum of four (4) points.

The total number of points awarded for the exercise of duties as Principal, Vice Principal and Head of a school may not exceed six (6) points,

(ee) The exercise of duties in the Plenary Session of the Center for Interdisciplinary Assessment, Counselling and Support, in the Association of Educational Staff of the Centre for Educational and Counselling Support, or as Educational Staff or Specialized Educational Staff in centers for Differential Diagnosis, Diagnosis and Support of Special Education Needs, in Interdisciplinary Support Team or Interdisciplinary Educational Assessment and Support Committee, in the Pedagogical Team of Centers for Education on Environment and Sustainability or Environmental Education Centers; the exercise of duties as Head of ICT, Physical Education and School Sports, Laboratory Centers for Physical Sciences, School Activities, Health Education, Cultural Affairs, Environmental Education and School Vocational Guidance, Youth Counselling Stations, Centers for ICT, Centers for Counselling and Guidance, Counselling Offices or School Vocational Guidance Offices; the exercise of duties in school libraries which operated under the Operational Program 'Education and Initial Vocational Training'; service as a member of the Governing Board of Model and Experimental Schools, the Scientific Committee for Model and Experimental Schools, a Regional Committee for Model and Experimental Schools, a Scientific Advisory Board of Model or Experimental School, as School Coordinator of Educational work in a Model or Experimental School, as a School Life Counsellor, Internal school Coordinator (class or subject-area coordinator), Pedagogical Counsellor-Mentor, Apprenticeship Liaison Officer in Unified Special Vocational Lower and Upper Secondary Education Schools, Extracurricular Club Coordinator, or Teachers assigned to School Vocational Guidance Offices, as well as a teacher's participation in a disciplinary or service council or a selection council: 0.50 points per year, up to a maximum of three (3) points. Concurrent participation on multiple boards during the same period shall not be counted cumulatively. To earn points, regular and alternate elected members of councils must attend at least ten (10) meetings per year,

(est) The exercise of duties on secondment to the central or decentralized services of the Ministry of Education and Religious Affairs, as well as to bodies supervised by the Ministry of Education and Religious Affairs: 0.25 points per year, up to a maximum of two (2) points.

Administrative or support experience shorter than one year shall be awarded one quarter (1/4) of the corresponding annual points for each three-month period. Periods shorter than three months shall not be taken into account.

If a candidate cumulatively has administrative-support experience under sub-cases (ea) to (eg), which constitutes a qualification that is a prerequisite for submitting a candidacy, in accordance with paragraph 2 of article 31 of Law 4823/2021 (A' 136), the administrative experience carrying the lowest score under this provision shall be taken into account.

Experience falling cumulatively under sub-cases (ea) to (est) shall be scored once (1) at the highest number of points provided for in each case.

(f) Teaching in higher education: a maximum of two (2) points, allocated as follows: independent teaching at a university lasting at least one academic semester, pursuant to article 173 of Law 4957/2022 (A' 141), paragraph 7 of article 29 of Law 4009/2011 (A' 195), including the program for acquiring Academic Teaching Experience for Young Scientists with a Doctoral Degree, article 4 of Law 2552/1997 (A' 266), article 5 of Presidential Decree 407/1980 (A' 112), article 19 of Law 1404/1983 (A' 173), or by decision of the competent body: 0.50 points per academic semester.

5. The criterion of case (e) of article 3 shall be assessed at a maximum of twenty (20) points. To evaluate this criterion, a personal structured interview of the candidate shall be conducted before the Supervisory Council for Ecclesiastical Education, which shall be audio-recorded. The interview shall assess the coherence of thought and pedagogical discourse, expression and communication skills, the systematic knowledge of the candidate's subject and educational issues, the knowledge and skills required to promote the mission of Ecclesiastical Schools, as well as the candidate's knowledge and skills regarding the operation of educational structures. During the interview process, the candidacy credentials of each applicant shall be evaluated. At this stage, recognized work, actions, or attributes, such as status as a member of the clergy, which are related to the general and specific purposes of ecclesiastical education, shall also be taken into account.

The elements evaluated during the interview shall be assessed in evaluation points as follows:

a) The coherence of thought and pedagogical discourse, and expression and communication skills: 5 points,

b) The systematic knowledge in the candidate's subject and educational issues: 7 points. The following, in particular, shall be evaluated: aa) the candidate's modern views and familiarity with the literature in their academic field, and bb) their knowledge of modern approaches to teaching practice and, primarily, the learning process.

c) The candidate's knowledge and skills regarding the organization of educational structures: 3 points. The following, in particular, shall be evaluated: aa) the ability to manage the classroom and the individual and group work of students, bb) the ability to cooperate effectively with the school administration, teachers, students, and parents, cc) the ability to organize and make effective use of teaching time, and dd) the knowledge and the ability to evaluate the school's operation.

d) The knowledge and skills required to promote the mission of Ecclesiastical Schools: 5 points.

In particular, experience, knowledge, and skills in the following areas shall be evaluated: aa) the main and specific purposes of ecclesiastical schools pursuant to article 110 of Law 4823/2021, bb) participation in innovative activities and the implementation of new curricula, cc) the organization and operation of educational clubs, dd) professional development activities, and ee) participation in educational networks, European programs, and school self-evaluation actions.

At this stage, recognized work, activities, or attributes, such as status as a member of the clergy, which are related to the general and specific purposes of ecclesiastical education, shall also be taken into account.

The candidate shall appear before the Supervisory Council for Ecclesiastical Education and, after a brief self-presentation, shall be required to answer questions posed by the members of the Supervisory Council for Ecclesiastical Education regarding the substantiation of the above criteria (a) to (d). The total duration of the interview shall be specified in the respective call for applications.

The Supervisory Council for Ecclesiastical Education may, by a unanimous and fully reasoned decision, exclude from further proceedings any candidate who, during the interview, is reasonably found to be unsuitable to perform teaching duties in an Ecclesiastical School, in accordance with the general and specific purposes of the Ecclesiastical Schools.

Article 5

Submission of Electronic Applications and Supporting Documents

1. The selection of teaching staff for the Ecclesiastical Schools under Law 4823/2021 (A' 136) shall be carried out following an application by permanent teachers of Public Secondary Education, and their evaluation shall be conducted in accordance with article 127 of the same Law. Applications shall be submitted electronically via a platform developed by the Directorate for the Development of Information Systems of the Ministry of Education and Religious Affairs. Candidates may apply for up to three (3) Ecclesiastical Schools in total, in order of preference.
2. The candidates' electronic applications shall be accompanied by the electronic submission of their curriculum vitae and the necessary supporting documents to certify their formal qualifications, grouped into sub-sections, in accordance with article 4 hereof, as follows:
 - a) Curriculum vitae.
 - b) Certificate of service record changes.
 - c) Copies of degrees and training certificates.
 - d) Proof of foreign language proficiency.
 - e) Certificates of training in Information and Communication Technologies or proof of computer literacy.
 - f) Evidence of authorship and research work.
 - g) Certificates or official documents relating to scientific-authorship work, innovative educational work, teaching experience, and guidance-supervisory work, which must specify the start and end dates, as applicable.
3. The maximum number of supporting documents submitted per category shall be indicated on the electronic platform referred to in paragraph 1 of this article.
4. All eligibility requirements and selection criteria must be met by the closing date for the submission of applications.
5. After the deadline for the submission of applications, no additional supporting documents shall be accepted.

Article 6

Compilation of Evaluation Ranking Lists

1. The Supervisory Council for Ecclesiastical Education, at a meeting held within five (5) days from the expiration of the application deadline, shall compile, in alphabetical order, a list of eligible candidates who meet the requirements of paragraph 4 of article 127 of Law 4823/2021 (A' 136) and a list of ineligible candidates, which shall only display the protocol numbers of the rejected applications and the grounds for their rejection. These lists shall be posted on the websites of the Ministry of Education and Religious Affairs and the Regional Directorates for Primary and Secondary Education. Candidates who were excluded may file an objection against the lists within an exclusive deadline of three (3) working days from the day following their posting. Within five (5) working days of receiving them, the Supervisory Council for Ecclesiastical Education shall issue a reasoned decision on the objections, revise the lists and notify the interested parties accordingly.
2. Subsequently, the Supervisory Council for Ecclesiastical Education shall compile, as specifically provided for in the call for applications, a provisional evaluation ranking list of teachers in accordance with the scoring criteria hereof, which shall be posted on the websites of the Ministry of Education and Religious Affairs and the Regional Directorates for Primary and Secondary Education.
3. Candidates may file an objection against the above list within an exclusive deadline of three (3) working days from the day after its posting on the websites of the Ministry of Education

and Religious Affairs and the Regional Directorates for Primary and Secondary Education. Within five (5) working days of receiving them, the Supervisory Council for Ecclesiastical Education shall issue a reasoned decision on the objections, revise the list and notify the interested parties accordingly.

Article 7

Invitation of Candidates to an Interview

1. Following the compilation of the provisional evaluation ranking list of candidates referred to in paragraph 8 of article 127 of Law 4823/2021, the review of objections, and the adjustment of the candidate ranking list referred to in paragraph 9 of article 127 of Law 4823/2021 (A' 136), the Supervisory Council for Ecclesiastical Education shall schedule the interview dates for eligible candidates, which shall be audio-recorded. If there is a compelling reason, the interview may be conducted remotely via an online videoconferencing application, under the responsibility of the Supervisory Council for Ecclesiastical Education, following the same procedure. To request a remote interview, the candidate must submit a justified written request to the Supervisory Council for Ecclesiastical Education within three (3) days from the date the above list is published.
2. The invitation specifying the interview dates shall be posted on the websites of the Ministry of Education and Religious Affairs and the Regional Directorates for Primary and Secondary Education, at least forty-eight (48) hours before the process begins. Candidates who fail to attend the interview shall be disqualified from the selection process.

Article 8

Preparation and Conduct of Candidate Interviews

1. The candidates' applications shall be distributed among the members of the Supervisory Council for Ecclesiastical Education, with the exception of the Chair, who will review them to prepare a substantiated proposal for each candidate, as follows: The applications shall be sorted in alphabetical order and divided into as many equal parts as the number of the members of the Supervisory Council for Ecclesiastical Education making recommendations. Each member shall receive their corresponding part following a draw conducted in the presence of all members and the Secretary of the Supervisory Council for Ecclesiastical Education. The process of reviewing the candidacy applications so as to prepare a relevant substantiated proposal for each candidate shall begin immediately after the revision of the provisional evaluation ranking list following the review of the objections submitted, in accordance with paragraph 9 of article 127 of Law 4823/2021 (A' 136).
2. The interview process comprises three (3) phases:
 - a) A proposal by a member of the Supervisory Council for Ecclesiastical Education,
 - b) A self-presentation by the candidate, and
 - c) Questions addressed to the candidate by the members of the Supervisory Council for Ecclesiastical Education.

Specifically, before the candidate enters the meeting room, the Supervisory Council for Ecclesiastical Education member, who reviewed the respective candidacy, shall present his or her recommendation regarding the candidate.

The candidate shall, then, enter the room and introduce himself or herself.

Finally, the members of the Supervisory Council for Ecclesiastical Education shall ask questions to the candidate in order to form an opinion regarding the criterion under case (e) of paragraph 5 of article 127 of Law 4823/2021.

Article 9

Procedure for Recording the Interview

In the meeting room, under the responsibility of the Chair of the Supervisory Council for Ecclesiastical Education, a recording system, installed under the responsibility of the General Secretariat for Religious Affairs, shall operate. After the candidate's arrival in the meeting room or the virtual room designated for the remote interview process, the audio recording system shall be activated. The recording shall begin when the candidate's name is called, continues for as long as the candidate is in the room, and stop at the conclusion of the interview and before the candidate's departure. The recording is stored as an audio file, kept along with the minutes of the Supervisory Council for Ecclesiastical Education, and is subject to the provisions of the GDPR.

Article 10

Scoring of the Interview

1. After the interview ends, each member of the Supervisory Council for Ecclesiastical Education shall record individually, with a brief written justification, the points awarded to the candidate during the interview process. The final evaluation points of each candidate for the interview process shall be the average of the points awarded by the members of the Supervisory Council for Ecclesiastical Education. The average is rounded to the second decimal place.
2. The final evaluation points of each candidate for the criterion of case (e) of paragraph 5 of article 127 of Law 4823/2021 (A' 136) shall also be the average of the points awarded by the members of the Supervisory Council for Ecclesiastical Education. The minutes of the meeting shall record the content of the interview, including the questions addressed by the members of the Supervisory Council for Ecclesiastical Education and the answers provided by the candidate. Furthermore, the minutes shall record the score awarded by each member of the Supervisory Council for Ecclesiastical Education and its brief justification, as well as the individualized assessment of the Supervisory Council for Ecclesiastical Education regarding the each candidate's personality and overall character.

Article 11

Minutes of the Interview

During the interview, the Secretary of the Supervisory Council for Ecclesiastical Education is responsible for keeping the minutes of the proceedings, which include a summary of the content of the interview, noting the candidate's self-presentation, as well as the questions posed by the members of the Supervisory Council for Ecclesiastical Education and the answers provided by the candidate. The minutes record the score given by each member of the Supervisory Council for Ecclesiastical Education and a brief justification of it, as well as the Council's individual assessment of each candidate's personality and overall character. The minutes shall also record the sending of invitations to the candidates to the interview and the date of its posting on the websites of the Ministry of Education and Religious Affairs and of

the Regional Directorates of Primary and Secondary Education, the candidates' arrival in the order and at the time they were summoned, and, finally, the conclusion of the proceedings.

Article 12

Final Evaluation Ranking List

1. Upon completion of the interviews of all candidates, the Supervisory Council for Ecclesiastical Education compiles, in order of merit, a ranking list, by category and specialty, of the candidate teachers for fixed-term appointment to Ecclesiastical Schools, based on the total points and the stated preferences of each candidate who has participated in the process.
2. Each candidate's total score is calculated as a sum of all the points they have earned in the individual criteria. In the event of a tie in total points, the candidate who has earned more points in sequence in the sub-criterion of point (c) of paragraph 3 of article 4 and in the sub-criterion of point (d) of paragraph 2 of the same article of this decision, has priority in the ranking list. If the tie persists, the candidate who has more points in sequence under the criteria of article 4, shall be ranked higher. Upon completion of the procedure, the Chair of the Supervisory Council for Ecclesiastical Education certifies the detailed minutes kept throughout the proceedings under the responsibility of the Secretary of the Supervisory Council for Ecclesiastical Education.

Article 13

Ratification of the Final Evaluation Ranking List

1. Upon its preparation, the final evaluation ranking list drawn up by the Supervisory Council for Ecclesiastical Education shall be submitted without delay by its Chair to the Head of the Directorate of Religious Education and Interfaith Relations for ratification, following a review of its legality.
2. Following its ratification, the above list shall be posted on the website of the Ministry of Education and Religious Affairs and on the websites of the Regional Directorates of Education to inform the candidates.

Article 14

Placement

1. The placement of teachers in Ecclesiastical Schools is carried out, following a review of its legality, by a decision of the Head of the Directorate of Religious Education and Interfaith Relations, based on the teachers' ranking on the evaluation ranking list and their stated preferences, in accordance with paragraph 12 of article 127 of Law No. 4823/2021 (A' 136).
2. The term of office of teachers in Ecclesiastical Schools is four years. Teachers placed in Ecclesiastical Schools retain their permanent positions. During the final year of their term, teachers undergo an evaluation in accordance with article 131 of Law No. 4823/2021 (A' 136). In the event of a positive evaluation and upon their request, the teachers' term of service is renewed by decision of the Head of the Directorate of Religious Education and Interfaith Relations of the Ministry of Education and Religious Affairs. If any of these conditions are not met, the teachers return to their permanent positions.
3. Newly appointed teachers to Ecclesiastical Schools, during their first year of service, undergo an evaluation in accordance with article 131 of Law No. 4823/2021 (A' 136). If the evaluation is positive, the teachers are granted permanent placement, upon their request, for the

remainder of the four-year term, in accordance with the first sentence of paragraph 13 of article 127 of Law No. 4823/2021 (A' 136), in the respective Ecclesiastical Schools, by decision of the Head of the Directorate of Religious Education and Interfaith Relations of the Ministry of Education and Religious Affairs. If any of these conditions are not met, the newly appointed teachers return to their permanent position and their term of service shall automatically expire.

4. During their term of service in an Ecclesiastical School, teachers are not entitled to apply for a vacant teaching position in another Ecclesiastical School. However, they may submit an application for transfer or secondment. If a teacher is transferred or seconded and assumes duties at the host institution during their term of service, that term shall automatically expire. In these cases, the teacher is not entitled to apply for placement in an Ecclesiastical School or be a candidate for selection as Principal of an Ecclesiastical School for the next two (2) school years.
5. The total length of service in teaching positions in Ecclesiastical Schools may not exceed twelve (12) years.
6. Teaching vacancies arising, for any reason, in an Ecclesiastical School at the beginning of or during the school year may be filled by assignment from the Directorate of Secondary Education or the Regional Directorate of Primary and Secondary Education, in order of priority: (a) teachers included in the lists referred to in the fourth sentence of paragraph 11 of article 127 of Law No. 4823/2021 (A' 136), who were not placed in an Ecclesiastical School and who do not complete their compulsory teaching hours, (b) permanent teachers with advanced academic qualifications who do not complete their compulsory teaching hours, (c) permanent teachers who do not complete their compulsory teaching hours. If it is not possible to fill the teaching vacancies through this process, the vacancies are filled by substitute or hourly-paid teachers hired in accordance with the provisions governing Public Secondary Education.
7. A teacher in an Ecclesiastical School who does not complete their compulsory teaching hours is assigned, as a matter of priority: (a) to a school within the Directorate of Secondary Education of the area where the Ecclesiastical School is located, by decision of the Director of Secondary Education, (b) to a school within the same Regional Directorate of Primary and Secondary Education, by decision of the Regional Director of Education.
8. Specifically, in the Athonite Ecclesiastical Academy, the placement of teaching staff pursuant to paragraph 12 of article 127 of Law No. 4823/2021 (A' 136), or the filling of teaching vacancies pursuant to paragraph 17 of the same Law, additionally requires prior approval of the Holy Superintendence of Mount Athos, in accordance with decision No. Φ.7626/6/ΑΣ1785/9.12.1987 (B' 765) of the Minister for Foreign Affairs, without requiring a reasoned justification regarding the refusal to grant approval to higher-ranked teachers.

This Decision shall be published in the Government Gazette.