

Law on Vocational Education

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I General Provisions

Article 1

Vocational education shall be acquired at the level of lower, secondary and post-secondary (non-university) vocational education, in the manner and under conditions stipulated in this law.

Objectives

Article 2

The objective of the vocational education shall be the following:

- 1) enabling acquisition of knowledge and development of skills and key competences which correspond to the requirements of a contemporary, democratically and economically developed society and market economy;
- 2) providing students and adults with qualifications enabling them to have equal participation in the labour market;
- 3) ensuring the acquisition of knowledge and skills essential for life and work, personal interests, as well as professional development of individuals necessary for further education;
- 3a) providing career orientation;
- 4) creating conditions for broadening knowledge within a specific profession;
- 5) providing compatibility of the vocational education system in Montenegro with the education in developed democratic countries;
- 5a) encouragement, understanding, tolerance, solidarity and respect for diversity.
- 6) developing students' awareness of the necessity for lifelong learning.

Tuition Fee

Article 2a

For the acquisition of vocational education at an institution financed from the public funds, a regular student, and/or student in an post-secondary vocational school (hereinafter referred to as: "the student") shall not pay the tuition fee.

Accessibility of Vocational Education

Article 2b

Vocational education shall be accessible to all persons and shall not directly or indirectly be limited on the grounds of: sex, race, skin color, language, religion, marital status, political or other belief, national, ethnic or other origin, property status, disability or any other personal grounds, position or circumstance, in accordance with a special law.

Providers

Article 3

Vocational education shall be carried out by schools or schools together with the employer, in accordance with the educational program.

Agreement on the Delivery of Teaching and/or Education

Article 4

A school may carry out vocational education in its entirety or may deliver the theoretical component of the education at school, while the practical education, or part thereof, may be carried out at the employer's premises.

The volume of practical education at the employer's premises shall be determined by the educational program.

In case vocational education is carried out by a school, and part of the practical education is carried out at the employer's premises, the mutual rights and obligations between the school and the employer, as well as rights and obligations of students, shall be regulated by the agreement on practical teaching.

The agreement referred to in paragraph 3 of this Article is an administrative agreement concluded between the school principal and the employer.

If practical education is conducted in its entirety by the employer, mutual rights and obligations of students and the employer shall be regulated by an individual education agreement concluded between the employer and a student's parent, guardian, and/or adoptive parent (hereinafter referred to as: "the parent"), in accordance with this law.

The conditions which the employer referred to in paragraph 3 of this Article is obliged to meet shall be determined by the school, while the conditions which the employer referred to in paragraph 5 of this Article is obliged to meet shall be determined by the Center for Vocational Education and Training.

Types of Vocational Schools

Article 5

Vocational schools are the following:

- 1) a two-year vocational school;
- 2) a three-year vocational school;
- 3) a four-year vocational school;
- 4) post-secondary vocational school;
- 5) arts school.

Qualifications Corresponding to an Education Level and Vocational Qualifications

Article 6

The qualification of lower level of vocational education with a duration of two years shall be obtained in a two-year vocational school.

The qualification of the secondary level of vocational education with a duration of three and/or four years shall be obtained in a three-year and/or a four-year vocational school.

Notwithstanding paragraphs 1 and 2 of this Article, implementation of educational and pedagogical activities at an institution providing education for children with additional educational support (a resource center) may be extended for another school year, in accordance with the educational program.

Qualification of the secondary level of vocational education with a duration of four years shall be obtained in an arts school.

Qualification of post-secondary vocational education with a duration of two years shall be obtained in the post-secondary vocational school, in accordance with the educational program.

Upon obtaining the qualification at a given education level referred to in paragraphs 1, 2 and 3 of this Article, the corresponding vocational qualifications, which are part of the national qualifications framework, shall also be obtained.

Training and Professional Development

Article 7

With the aim of acquiring, modernizing or upgrading knowledge, skills and competences required for work and in order to prepare for the labor market, school or the employer may organize training and professional development courses lasting for one year, based on which the relevant vocational qualification and/or a micro-qualification may be obtained, which may be recognized in further education and/or acquisition of the qualification at an education level, in accordance with the law.

Adult Education

Article 8

Vocational education of the adults shall be carried out in accordance with this law and special regulations.

Additional Educational Support

Article 9

Vocational education of persons requiring additional educational support shall be conducted in accordance with this law and special regulations.

Glossary of Terms

Article 10

Some terms in this law shall have the following meaning:

- 1) "vocational education" is the education and training of students for performing vocational tasks at varying levels of difficulty for further education;
- 2) "providers of the educational work" are schools and other legal entities and physical persons;
- 3) "employer" is a legal entity or a physical person providing for the vocational education;
- 4) - **deleted** -
- 5) -**deleted** -
- 6) -**deleted** -
- 7) "educational program" is the program based on which vocational education shall be acquired;
- 8) "practical education" is a form of teaching in which a student acquires practical knowledge and applies theoretical knowledge in practice;
- 9) "a teaching year" is the period during which regular teaching is delivered;
- 10) "a school year" is the period during which regular teaching and other forms of the educational and pedagogical activities are delivered;

- 11) "a classification period" is a part of the teaching year (a semester) during which educational and pedagogical activities are carried and the student is assessed;
- 12) "agreement on practical training" is the contract regulating implementation of a portion of practical education at employer's premises.
- 13) "individual education agreement" is the contract regulating implementation of the practical education at the employer's premises only.
- 13a) "qualification" is the formal outcome of the assessment process obtained when the competent institution establishes that a specific person had acquired learning outcomes, in accordance with the set standards;
- 13b) "qualification corresponding to an education level" is a qualification obtained upon the completion of the program of formal education, is certified by a diploma and it enables continuation of education or access to the labor market;
- 13c) "vocational qualification" is a qualification recognized formally on the basis of national occupational standards and is obtained in the process of the assessment of knowledge, skills and competences or on the basis of a part of the publicly-recognized educational program. It is verified by a certificate, it enables access to the labor market and may be recognized in the continuation of education or acquisition of the qualification at education level;
- 13d) "micro-qualification" represents acquired knowledge, skills and competences a person obtains on the basis of one or more learning outcomes in accordance with a special law and is recognized in the process of obtaining vocational qualification and is proven by a public document – certificate of the acquired micro-qualification;
- 14) - **deleted** -
- 15) "students requiring additional educational support" are students who have developmental difficulties".
- 16) "a publicly recognized educational program" is a program on the basis of which education and instruction process is carried out and upon the completion of which a qualification corresponding to an education level, as well as vocational qualifications shall be obtained, in accordance with the law;
- 17) "vocational education standards" are norms referring to the national level and defining occupations, objectives and contents of learning, evaluation of the assessment and conditions in which the education process is carried out;
- 18) "occupational standard" is a document which prescribes the content of the vocational education at a specific level of difficulty and defines the necessary knowledge, skills and competences for performing key tasks within a specific occupation;
- 18a) "qualification standard" is a document which contains data on the type of qualification, level and/or sublevel of qualification, number of the obtained credit points, i.e. duration of education for acquiring qualification, learning outcomes etc;
- 19) "master craftsman examination" is a form of post-secondary education taken upon completion of three-year and/or four-year education and a certain amount of work experience;
- 20) "external examination" is an exam taken in the manner and in accordance with the procedure envisaged by the competent authority.
- 21) "credit point" is a measurement unit for the evaluation of work that should be acquired by a student with the aim of achieving learning outcomes and represents a quantified volume of learning outcomes achieved by an average student in 25 hours of

learning activity (theoretical and practical teaching, exercises, seminar assignments and project tasks, research paper, preparation for exams etc);

21a) "credit-based evaluation" is a quantitative assessment of the value of learning outcomes within a specific qualification;

21b) "The National qualifications framework (hereinafter referred to as: "the qualifications framework") is an instrument for the classification of qualification in accordance with the level descriptors, expressed through knowledge, skills and competences, aimed to connect and harmonize some subsystems of qualifications and improve visibility, accessibility, improvement and quality of qualifications, in accordance with the needs of the labor market and the society as a whole;

22) "module" is a program and organizational part of the educational program which encompasses a set of functionally connected knowledge, skills and views, and/or competences, expressed through learning outcomes and is carried out through different forms of educational and pedagogical activities (theoretical teaching, exercises, practical teaching);

22a) "EUROPASS" is a set of documents standardized across Europe which provides for transparency and comparability of the obtained qualifications, mobility and lifelong learning;

23) "key competence" is an acquired knowledge, skills and views in the area of information and communication technology, foreign languages and alike, which are crucial to performing key tasks within a specific occupation.

Quality Assurance

Article 10a

Assurance of the quality of vocational education shall be carried out through internal and external evaluation, in accordance with the law.

Supervision

Article 11

Supervision over the implementation of the provisions of this law shall be carried out by the authority in charge of the educational affairs (hereinafter referred to as: "the Ministry), in accordance with the law.

Inspection supervision over the implementation of this law shall be carried out by the education inspection authority.

Use of Gender-Sensitive Language

Article 11a

Any reference to a person using the masculine physical persons in this law shall be construed to include the feminine gender.

II ENROLLMENT

Call for Enrollment

Article 12

Enrollment in a vocational school (hereinafter referred to as: "the school") shall be conducted on the grounds of a public call for applications, issued in June and August deadline sessions.

Call for enrollment applications referred to in paragraph 1 of this Article shall be issued by the Ministry, at the proposal of the school, typically three months before the beginning of the school year (by the end of June).

Notwithstanding paragraph 1 of this Article, the school and/or employer may issue the call for the enrollment applications of the adults during other deadline sessions, by the end of October, with the approval of the Ministry.

Notwithstanding paragraph 2 of this Article, the call for the enrollment applications of non-regular students and call for the enrollment applications for the post-secondary vocational education may be issued by the Ministry during different deadline sessions, by the end of September.

Enrollment

Article 13

Status of a student shall be acquired by enrollment in a school.

A student shall be enrolled as a full-time or as a part-time student.

A full-time student shall acquire education by regular attendance of classes.

A part-time student shall acquire education by attending preparatory courses (instructional and consultation courses) and by taking exams, in accordance with this law.

Parallel Education

Article 14

A student has the right to pursue education concurrently, and/or to attend multiple educational programs.

In case referred to in paragraph 1 of this Article, schools shall mutually agree on the manner of fulfilling the student's obligations.

The student referred to in paragraph 1 of this Article may have their grades obtained in the general education subjects and vocational theoretical subjects and

modules recognized, provided that respective programs and curricula do not differ, as determined by the Teachers' Council.

General Requirements

Article 15

A person who has completed primary school and is not older than 17 years may be enrolled in a school for the acquisition of lower and secondary vocational education, unless otherwise provided by this law.

Notwithstanding paragraph 1 of this Article, a person older than 17 years may be enrolled in a school for the acquisition of lower and secondary vocational education as a part-time student.

For specific educational programs, a particular talent, and/or ability, completion of a special educational program and work experience, may be defined as a special enrollment requirement, in line with the educational program.

Enrollment of Foreign Citizens

Article 16

A citizen of another country, a foreigner seeking international protection, an asylum seeker, a foreigner under subsidiary protection, a foreigner under temporary protection, as well as stateless persons, citizens of the EU Member States, European Economic Area and the Swiss Confederation, as well as their family members who are entitled to the freedom of movement in Montenegro, may be enrolled in a school under the same conditions applying to a Montenegrin citizen, in accordance with this law

A person who has completed primary education abroad, may be enrolled in a school, provided that their educational credential had been recognized, in accordance with the law.

The school shall provide the student referred to in paragraph 1 of this article and Montenegrin student who does not possess sufficient proficiency in the language of instruction with assistance in learning that language.

The Ministry may determine number of enrollment places for persons referred to in paragraph 1 of this Article within the student exchange program.

Lower Vocational Education

Article 17

A person may be enrolled in a two-year vocational school if they have completed:

- primary school;
- primary school based on the customized curriculum;

- at least seventh grade of primary school and attended classes regularly until the age of 15.

Secondary Vocational Education

Article 18

A person who has completed primary school may be enrolled in a three-year school.

Notwithstanding paragraph 1 of this Article, a person who has completed two-year vocational school and passed supplementary and subject equivalency exams may be enrolled in a three-year vocational school in the corresponding grade.

A person who finished primary school may be enrolled in a four-year vocational school.

Notwithstanding paragraph 3 of this Article, a person who has completed two-year vocational school, and/or a three-year vocational school and successfully passed supplementary and subject equivalency exams may be enrolled in the first and and/or fourth grade of a vocational school.

Post-secondary Vocational Education

Article 19

A person may be enrolled in a post-secondary vocational school, in accordance with the educational program provided that they have completed:

- a four-year secondary school;
- a three-year vocational school and successfully passed the master craftsman exam.

Criteria

Article 20

Enrollment in a three-year and/or four-year vocational school shall be conducted in accordance with the following criteria:

- 1) overall academic performance in the last cycle of the primary school;
- 2) results of the external knowledge assessment at the end of primary education;
- 3) achievement in two subjects in primary school relevant to the acquisition of education;
- 4) results achieved in national and international competitions, and/or awards received.

Criteria referred to in paragraph 3 of this article shall be evaluated by a specific score number.

The minimum score, achieved by applying the criteria referred to in paragraph 1 of this Article, and which is required for the enrollment in a four-year vocational school (enrollment deadlines), shall be established by the Ministry not later than the end of the school year.

Notwithstanding paragraphs 1, 2 and 3 of this Article, candidates requiring additional educational support who meet the requirements stipulated in this law, shall be enrolled in compliance with the Decision on Placement in an educational program.

Manner, procedure and assessment of the criteria for the enrollment of students in a three-year and/or four-year post-secondary school shall be prescribed by the Ministry.

Special Enrollment Requirement

Article 21

If practical education is conducted by the employer in its entirety, a concluded individual education agreement shall be a special requirement for the enrollment in a three-year school.

A requirement for the enrollment in an arts school is a particular talent and inclination towards artistic expression, in accordance with the educational program.

Change of the Program

Article 22

During education, a student may change the enrolled educational program only upon completion of the first grade, and/or school year in the post-secondary vocational school (hereinafter referred to as: "the grade") within the same level of education.

Notwithstanding paragraph 1 of this Article, a student of the three-year school and/or art school may change the enrolled educational program after I or II grade, within the same level of education.

The student who changes educational program shall successfully pass the aptitude and talent assessment if such an assessment is required by the educational program which they want to enroll in.

Termination of the Status of a Full-Time Student

Article 23

Full-time student status shall terminate in the following cases:

- 1) upon completion of education;
- 2) by withdrawal from the school;
- 3) by voluntary abandonment of school;
- 4) by expulsion from the school;
- 5) if a student repeats a grade two times in the same educational program;
- 6) if a student has 30 or more unexcused absences during the school year;
- 7) if a student becomes professional athlete, in accordance with the law.

Decision on the termination of the full-time status referred to in paragraph 1 items 3 and 5 of this Article shall be rendered by the principal of the school.

Decision on the termination of the full-time status referred to in paragraph 1 item 6 of this Article, shall be rendered by the school principal, on the basis of the ruling of the Teachers' Council.

The Decision referred to in paragraphs 2 and 3 of this Article shall be rendered in an expedited administrative procedure.

The student referred to in paragraph 1 items 4, 6 and 7 of this Article shall be entitled to take the grade completion exam during the same school year and in the same school, as well as to attend preparatory classes, in accordance with the Article 90a of this law, if the full-time status terminated in the first semester.

The provision referred to in paragraph 3 of this Article shall not apply to the student in the post-secondary vocational school.

The student referred to in paragraph 1 item 7 of this Article shall submit the employment contract concluded with the sport organization, in accordance with the law.

Transfer to Another School

Article 23a

A student may withdraw from the school they attend and enroll in another one, on the basis of the certificate of the previous grade and transfer certificate issued by the school, not later than the 1st March of the current year.

In case referred to in paragraph 1 of this article, the student shall enroll within five days from the issuing of the transfer certificate.

Withdrawal from School

Article 24

A student is considered to have voluntarily abandoned the school if they have not attended courses for no justified reason for five days in a row.

Disciplinary Measures

Article 25

Students who fail to adhere by the duties envisaged by the law and school act may be imposed the following disciplinary measures: warning, reprimand and expulsion.

Notwithstanding paragraph 1 of this Article, the student who fails to adhere by the obligations established by law and school act may be imposed the following disciplinary measures: warning, reprimand and expulsion.

Expulsion of the student may be imposed by the end of the school year, with student's right to take the grade completion exam within the same school year and in the same school.

The school shall notify in writing the student and parent about the imposed disciplinary measure referred to in paragraph 1 of this Article within three days from the imposition of the measure.

Manner and procedure of imposing disciplinary measures shall be defined by a regulation issued by the Ministry.

Expulsion

Article 26

Decision on the expulsion of a student shall be rendered by the Teachers' Council.

Based on the Decision referred to in paragraph 1 of this Article, the principal shall render the decision and deliver it to the student and/or parent, within three days.

Student and/or parent have the right to lodge a complaint to the Ministry against the Decision on the expulsion and the Decision on the termination of the full-time status referred to in Article 23 paragraphs 2 and 3 of this law, within eight days from the date of the receipt of the decision.

The student referred to in paragraph 3 of this Article, who endangers safety and security of other students and employees, as well as school property, may be suspended by the principal, until the issuance of the second-instance decision.

The principal shall decide on the suspension by means of a decision, against which the student and/or their parent have the right to lodge a complaint to the school board within three days from the date of the receipt of the decision.

The Decision referred to in paragraph 5 of this Article shall be rendered by the school committee within eight days from the date of the receipt of the complaint.

Administrative procedure shall not be initiated against the Decision of the Ministry referred to in paragraph 3 and the decision of the school board referred to in paragraph 6 of this Article.

Corresponding Application of the Law

Article 27

- deleted -

Finality of the Decision

Article 28

- deleted -

Commendations and Awards

Article 29

Students who excel through studying and behavior may be commended or rewarded.

Criteria and procedure of awarding commendations and rewards shall be defined by the General act of the school.

Adjustment of Educational Obligations

Article 30

At the proposal of the National Association of Sports, a student preparing for international sport competition individually or within a sport club (hereinafter referred to as: "student athlete"), a student preparing for the international knowledge competition or a student in exceptional personal, family or social circumstances, may have their educational obligations adjusted, in the manner defined by the school act.

To the student acquiring parallel education, student athlete or student in exceptional personal, family or social circumstances, who fails to fulfill obligations envisaged by the educational program for justified reasons, the full-time status may be extended for maximum of two years.

The decision on the extension of the full-time student status shall be rendered by the school principal, at the proposal of the Teachers' Council.

III EDUCATIONAL AND PEDAGOGICAL WORK Occupational and Qualification Standards

Article 31

Educational programs of vocational education on the basis of which publicly recognized education is acquired shall be developed in accordance with occupational and qualification standards.

Occupational standards referred to in paragraph 1 of this Article shall be adopted by the Ministry responsible for labor affairs, at the proposal of the Qualifications Council. Qualifications standard shall be adopted by the Qualifications Council.

Occupational and qualification standard is the basis for the development of training and professional development programs which serve as grounds for the acquisition of vocational qualification, in accordance with the law.

Educational Programs

Article 32

An educational program shall be developed in accordance with the qualification standard which encompasses several occupational standards.

Occupational standards referred to in paragraph 1 of this Article may be at different levels of difficulty.

Educational programs shall be valued by credit points.

Criteria for the evaluation of educational programs shall be adopted by the National Education Council (hereinafter referred to as: "the National Council").

Educational programs shall contain subjects and modules.

A module and/or modules shall be developed in accordance with the occupational standards enabling acquisition of a vocational qualification, in accordance with the law.

Upon the completion of a module, and/or upon completion of a module and by successfully passing supplementary and/or subject equivalency exams in accordance with the educational program and examinations at the end of education, a student may obtain qualification corresponding to an education level.

Content of the Curriculum

Article 33

Curriculum of the educational program of vocational education shall contain a compulsory and elective part.

Compulsory part shall contain basic subjects or modules that are compulsory to all students of a specific educational program.

Elective part shall contain subjects or modules which the students choose in accordance with their preferences. The elective component may serve the purpose of acquiring vocational qualification or broadening general and vocational knowledge.

Annual Work Program

Article 34

Educational and pedagogical activities shall be carried out in compliance with the annual work plan and program.

Annual work plan shall determine the following: organization of educational and pedagogical activities; internal quality assurance; forms, content and schedule of the fulfillment of tasks; enrollment plan; examination deadlines; professional development of teachers; cooperation with social partners (employers, associations) etc.

Forms of Educational and Pedagogical Activities

Article 35

Educational and pedagogical activities shall contain the following:

- 1) theoretical teaching;
- 1a) exercises;
- 2) practical education (practical teaching);
- 3) supplementary and additional instruction;
- 4) monitoring student achievements, assessment and evaluation;
- 5) vocational excursions;
- 6) practical education;
- 7) elective and/or extracurricular activities;

8) other forms envisaged in the educational program.

IV ORGANIZATION OF INSTRUCTION

Theoretical teaching

Article 36

Theoretical teaching in general education subjects and vocational theoretical subjects and modules shall be conducted in classes consisting of students of the same grade.

Notwithstanding paragraph 1 of this Article, in case subjects and learning outcomes are the same, the teaching process may be conducted for the students of different grades.

Practical education

Article 37

Practical education shall be conducted upon completion of the teaching year for the students who had acquired more than one third of practical education in the school premises.

Practical education referred to in paragraph 1 of this Article may last for a maximum of 15 working days.

Practical education shall not be conducted for the students of arts schools. Manner of organization and duration of practical education shall be defined by the educational program.

Class

Article 38

A class shall contain a maximum of 28 students.

Notwithstanding paragraph 1 of this Article, a class may have up to 30 students, at the approval of the Ministry.

Number of students in a group shall be established by the educational program.

Number of Instruction Periods

Article 39

Students may have up to 32 instruction periods during one week, in accordance

with the educational program.

Notwithstanding paragraph 1 of this Article, students may have up to 34 instruction periods in schools where the instruction process is conducted in the language of the minority groups and other minority national communities.

Students may have more than 32 instruction periods in one week in a school where the teaching process is conducted in accordance with the educational program which was adopted on the basis of international conventions.

Students may have up to 40 instruction periods in post-secondary vocational school, in accordance with educational program.

Weekly Workload

Article 40

Students who have concluded individual education agreement with the employer may have up to 36 instruction periods during one week, in accordance with educational program.

Student Workload

Article 41

Students may have no more than seven instruction periods in a single day.

The student acquiring education at the employer's premises for over nine months shall be provided with at least eight weeks of break leave.

Duration of Instruction Period

Article 42

A lesson of theoretical instruction, exercises and practical education in a school shall last 45 minutes, while lesson of practical education at the employer's premises shall last 60 minutes.

Practical education

Article 43

Practical education shall be conducted with the aim of applying theoretical knowledge in practice and acquiring new skills.

Practical education shall be conducted in school premises (workshops, specialized rooms, laboratories, student cooperative) and in the facilities outside the school (institutions, companies and entrepreneurs).

Manner of Conducting Practical education

Article 44

Practical education shall be conducted for a class or a group of students of the same grade.

Number of students referred to in paragraph 1 of this Article shall be determined by the educational program.

V EDUCATION AT THE EMPLOYER'S PREMISES

Individual education Contract

Article 45

Education agreement between the employer and student's parent shall contain the following:

- 1) student's name and last name, year of birth, permanent residence and name and last name of parents and/or guardians (hereinafter referred to as: "parent");
- 2) previous education acquired by the student;
- 3) name, headquarters and employer's business activity;
- 4) title of the occupation which the student is acquiring education for;
- 5) beginning and duration of the education;
- 6) volume of practical training and knowledge which the employer is obliged to provide for the student;
- 7) schedule of practical education during school year;
- 8) personal data and data on the appropriate vocational education of an employee at the premises of the employer responsible for student's education;
- 9) student's rights and obligations;
- 10) employer's obligations;;
- 11) monthly allowance the student is entitled to during practical education , in accordance with the law;
- 12) employer's obligation to refrain from assigning the student tasks unrelated to their education;
- 13) student's and employer's obligations in the event if the termination of the education agreement;
- 14) other matters relevant to conducting of practical education .

The school shall keep records of concluded individual education agreements.

Obligations of the Employer

Article 46

The employer shall, in particular:

- 1) ensure that the student regularly attends practical education and fulfills work duties;
- 2) pay the student monthly allowance regularly, in accordance with this law;
- 3) provide student with the protection during practical education in accordance with the regulations governing occupational health and safety;
- 4) take care of student's health during practical education;
- 5) make sure that student has at least another five working days for the preparation of the final exam, in addition to the leave established by this law;
- 6) keep records of student's attendance to practical education ;
- 6a) enable a teacher to monitor implementation of practical instruction through direct inspection and review of documentation;
- 7) fulfill other obligations determined by the individual education agreement.

Obligations of the Student

Article 47

A student shall in particular:

- 1) regularly attend practical education and fulfill work duties;
- 2) behave in accordance with the instructions provided by the employer and the school during the acquisition of education;
- 3) keep the employer's trade secret;
- 4) behave in accordance with the regulations governing occupational health and safety;
- 5) fulfill other obligations defined by the individual education contract.

Assessment of Practical Education at the Employer's Premises

Article 48

Level of achievement of practical education of a student acquiring education at the employer's premises shall be assessed by the school and employer, at the end of every school year.

Method of assessment and procedure of the practical achievement assessment referred to in paragraph 1 of this Article shall be defined by the Ministry.

Allowance

Article 49

A student is entitled to an allowance during the term of the education agreement with the employer.

The amount of the allowance referred to in paragraph 1 of this Article shall be at least 10% for the first year of education, at least 15% for the second year of education and for the third year at least 20% of the average net salary in Montenegro in the previous year compared to the year when this allowance shall be paid, in accordance with the data of the authority responsible for the statistic affairs.

Funds for allowances referred to in paragraph 2 of this Article, for the first and the second year of education shall be provided by the Ministry, while funds for the third year shall be provided by the employer.

Termination of Agreement

Article 50

The student and the employer may terminate the individual education agreement if that is stipulated in the agreement.

Mandatory Termination of Agreement

Article 51

Individual education agreement shall be terminated if:

- 1) it was concluded on the basis of incorrect data and documents;
- 2) if a student's full-time status terminated in accordance with the law;
- 3) if occupational health and safety is not provided;
- 4) a student develops chronic illness which, in the opinion of a medical professional, may endanger life or health of employees and students;
- 4a) a student causes material damage to the employer either intentionally or out of extreme necessity;
- 5) in other cases established by the agreement.

Obligation of the School

Article 52

If an individual education agreement is terminated due to employer's failure to fulfill their obligations, the school shall assume the obligation to conclude a new agreement with another employer.

If the school fails to provide a student an opportunity to acquire practical education at the employer's premises, a student has the right to continue education at school.

Transfer of Rights

Article 53

In case of change of employer, and/or owner of the employer, rights and obligations arising from the individual education agreement shall be transferred to the new employer, provided that student's parent agrees with that.

The new employer and student's parent may terminate the individual education agreement in the manner and within deadlines established by it.

Employment Rights

Article 54

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Occupational Health and Safety of a Student

Article 55

The school and the employer shall teach the student elementary measures and tools for occupational health and safety during practical education.

Occupational health and safety referred to in paragraph 1 of this Article shall be provided by the school and the employer in accordance with the individual education agreement.

Insurance Period

Article 56

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Corresponding Application of the Regulation

Article 57

Provisions of this law regulating rights and obligations of the student at school shall apply to the student acquiring education at the employer's premises.

Provisions of this law regulating rights and obligations of the student acquiring education at the employer's premises shall apply to the student acquiring practical education outside school (at an institution, enterprise and with the employer).

Fund for Support of Dual Education

Article 57a

Support for practical education at the employer's premises shall be provided through Fund for support of dual education (hereinafter referred to as: "the Fund").

Funding for the activities of the Fund shall be provided from the Ministry's budget donations, sponsorships, legacies and other resources in accordance with the law.

Resources of the Fund may be used for:

- 1) awards for the best students who have concluded individual education agreement;
- 2) cost-sharing for transport and meals for students for the duration of the individual education contract;
- 3) organization of exhibitions, competitions in the country and abroad, calls for applications etc., with the aim of promoting practical education acquired at the employer's premises;
- 4) financial support for payment of the allowance referred to in Article 49 paragraphs 2 and 3 of this law to the employer having three or more students who have concluded individual education agreement, and/or financial support for the employer that, upon completion of practical education, concludes the employment contract for an indefinite period with the same students;
- 5) cost-sharing of the employer for the provision of work equipment, tools for the occupational and health safety and allowance for the work of instructors during the term of the individual education agreement.

Allocation of the resources of the Fund shall be carried out by the Ministry.

More detailed conditions, amounts, manner and procedure of the allocation of resources from the Fund shall be defined by the Ministry.

Supervision

Article 58

- deleted -

VI GRADING

Grading

Article 59

Assessment and evaluation of knowledge, skills and competences shall determine the performance of a student in meeting the established standards of knowledge, and/or learning outcomes, in accordance with the educational program.

Method and procedure of the assessment of students and/or shall be further determined by the regulation issued by the Ministry.

Types of Grades

Article 60

Achievement in a subject shall be expressed with the following grades: excellent(5), very good(4), good(3), sufficient (2) and insufficient(1).

The grades excellent, very good, good and sufficient shall be considered passing grades.

Transparency of Grading

Article 61

Grading students shall be carried out publicly, before students and with explanation of the grade provided.

A student shall get a grade in all subjects, and/or modules in every classification period.

Grading Method

Article 62

Assessment of knowledge, skills and competences of a student shall be conducted in all subjects, and/or modules and during examinations, in accordance with the educational program.

Assessment shall also be evaluated by: oral responses or written assignments, exercises, seminar or graphic tasks, tests, graphic, practical and other works and presentation thereof, services, performances etc.

Reassessment of Knowledge

Article 63

If more than one half of the students were given the grade insufficient on the written assessment (written assignment, test, graphic work, control exercise etc), written knowledge assessment shall be repeated for the student who was given the grade insufficient, as well as for the student who is not satisfied with their grade.

Written knowledge assessment referred to in paragraph 1 of this Article shall be repeated only once and may be organized during the supplementary course.

In case referred to in paragraph 2 of this Article, the teacher shall organize a supplementary class prior to the reassessment.

If a student receives a lower grade on the reassessment, the better grade shall be recorded for the student.

If more than one half of the students receive the grade insufficient on the written reassessment, the principal shall submit to the Institute for Education and/or Center for Vocational Education and Training request for the evaluation of the work of the subject teacher.

Institute for Education and/or Center for Vocational Education and Training is obliged to evaluate the work of the subject teacher within 15 days from the day of the receipt of the request referred to in paragraph 4 of this Article.

Written Assessment of Knowledge

Article 64

A student may have a maximum of three written assessments during one week, two of which shall be written tasks and shall not be organized on the same day.

Final Grade

Article 65

Final grade shall be calculated on the basis of all grades given in the classification period, at least one of which shall be an oral assessment of knowledge.

In post-secondary school a final grade shall be calculated at the subject examination as well, in accordance with the educational program.

Student's Performance

Article 66

A student is considered to have completed the grade if they have received passing marks in all subjects.

Student's general performance shall be determined on the basis of the average of passing grades from all subjects.

A student has completed grade:

1. with excellent achievement, if their average grade is at least 4,50;
2. with very good achievement, if their average grade is at least 3,50;
3. with good achievement if their average grade is at least 2,50

4. sufficient achievement, if their average grade is at least 2.

Determination of Performance

Article 67

Grades in individual subjects, student's conduct and general performance shall be determined at the end of semester and at the end of teaching and/or school year. A grade in a subject shall be proposed by the teacher. Final grade shall be determined by a Class Teacher's council.

Notwithstanding paragraph 2 of this Article, grade in the subject taught by two or more teachers shall be proposed by those teachers. If the teachers cannot render unanimous decision, a grade shall be determined by the Class Teachers' Council.

In case a grade cannot be determined in the manner stipulated in paragraphs 3 and 4 of this Article, a grade shall be determined by the Teachers' Council by appointing a three-member panel in charge of proposing the grade, at the proposal of the principal.

Notwithstanding paragraph 1 of this Article, grades in subjects and/or modules and students' general performance in a post-secondary vocational school shall be determined at the end of the semester and teaching/school year, while the conduct grade shall not be determined at all.

If total annual number of lessons and other forms of educational activities for a specific subject and/or module is carried out by the end of the first semester, a student shall have their final grade determined on the basis of all the grades they received in that subject and/or module or at the subject exam, in accordance with the educational program.

A school shall organize the subject exam referred to in paragraph 7 of this Article no later than 10 days from the end of teaching process.

Diploma Supplement

Article 68

A constituent part of the diploma confirming the acquisition of the level of education is a diploma supplement, which has been harmonized with the EUROPASS.

Content, form, as well as manner of filling in the diploma supplement shall be further regulated by a regulation of the Ministry.

Grade Retention

Article 69

A student who receives more than three insufficient marks at the end of school year or who fails to pass the make-up exam has failed to pass the grade.

Notwithstanding paragraph 1 of this Article, in a post-secondary school who received an insufficient grade in a specific subject and/or module at the end of the school year or who failed to pass subject exam, is considered to have failed to complete the school year.

A student shall have the right to grade retention:

- 1) once in a two-year vocational school;
- 2) twice in a three-year and four-year vocational school;
- 3) once in post-secondary vocational school.

The student referred to in paragraph 2 of this Article shall repeat the same grade only once.

Student's Conduct

Article 70

Conduct of students shall be expressed by the grades exemplary, good and unsatisfactory.

Conduct grade shall be determined by the Class Teachers' Council, at the proposal of the class teacher.

Exceptional Advancement

Article 71

A student who exhibits exceptional abilities during the education and has excellent performance may complete two grades in one school year: the first by regular attendance of courses and the second grade by taking grade completion exam at the end of school year.

Decision on the student's progress referred to in paragraph 1 of this Article shall be rendered by the Teachers' Council, at the proposal of the class teacher.

The school, teachers and the employer shall provide the student referred to in paragraph 1 of this Article with assistance in preparation of the grade completion exam by giving suggestions for individual mastery of the curriculum content, making references to textbooks, manuals and other literature, by using specialized classrooms, laboratories, workshops, occasional attendance to the courses of the next grade and in other manners.

Manner of progress of the student referred to in paragraph 1 of this Article shall be further determined by the General act of the school.

VI SECONDARY ARTS EDUCATION **Acquisition of Art Education**

Article 71a

Secondary arts education shall be carried out by visual arts school, music school and ballet school (hereinafter referred to as: "art school").

Qualifications at the level of secondary vocational education with a duration of four years shall be acquired in a secondary arts school.

Enrollment Requirements

Article 71b

Secondary arts education may be acquired by individuals who have completed primary school and possess talents and affinities for visual arts, music or ballet expression.

Assessment of talents and affinities referred to in paragraph 1 of this Article shall be conducted in accordance with the educational program.

Instruction

Article 71c

Instruction in a secondary arts school shall be in subjects and carried out in three forms: class, group and individual.

Instruction of general education subjects shall be conducted in a class.

Instruction of vocational theoretical subjects shall be conducted in a class, a group or individually, in accordance with the educational program.

Number of students in a class, and/or a group shall be determined in accordance with the Article 38 of this law.

A lesson of individual and/or group instruction shall last 45 minutes.. Individual instruction shall be conducted in classes. All students of one teacher shall comprise a class.

Exam

Article 71d

A student in a secondary arts school shall take annual exam in vocational subjects at the end of school year, in accordance with the educational program.

Notwithstanding paragraph 1 of this Article, the student who won the first, second and/or third place at state or international competition shall not be obliged to take the annual exam.

Manner and procedure if taking annual exam and other matters relevant to taking the annual exam shall be defined by Ministry's regulation.

VII EXAMS

Types of Exams

Article 72

The following exams shall be taken in a school: makeup exam, supplementary exam, subject equivalency exam, grade completion exam, practical exam, professional exam, final exam, master craftsman exam, graduation exam and annual exam.

Exams referred to in paragraph 1 of this Article shall be taken in: January, June and August exam session, unless otherwise prescribed by this law.

Makeup exam

Article 73

A makeup exam shall be taken by the student who received one, two or three insufficient grades at the end of the school year.

Student who has one, two or three insufficient grades at the end of the school year shall take the makeup exam before the three-member panel, which includes the teacher from the subject in which the student received the grade insufficient.

The makeup exam shall be taken in the school which the student attended. A student I shall take the makeup exam in June or August exam session, while the student of the final grade shall take the makeup exam either in June or August exam session.

The student who fails to pass the exam within deadlines referred to in paragraph 4 of this Article, has not finished the grade.

Provisions of this Article shall not apply to students of the post-secondary vocational school.

Supplementary Exam

Article 74

Supplementary exam shall be taken in the subject which the student studied to a lesser extent than required by a specific educational program.

Subject Equivalency Exam

Article 75

Subject Equivalency Exam shall be taken in the subject the student has not studied.

Requirements

Article 76

Supplementary and/or subject equivalency exam shall be taken when:

- 1) a student transfers from one type of school to the other;
- 2) a student wants to acquire another qualification corresponding to the education level after acquiring one qualification;
- 3) a student wants to change the educational program;
- 4) the necessity for taking those exams is determined in the recognition procedure.

Establishment of Exams

Article 77

Supplementary and/or subject equivalency exam shall be established by a panel, which is appointed by the Teachers' Council.

Deadlines for taking those exams shall be defined in the Decision on the Examination referred to in paragraph 1 of this Article.

Exams referred to in paragraph 1 of this Article may be taken by the end of the current school year.

Grade Completion Exam

Article 78

Grade completion exam shall be taken by the student who, for justified reasons, was not graded at the end of the school year in one or all subjects, as well as in subjects for which they attended less than one third of classes, and/or program content envisaged by the educational program.

Grade completion exam at the end of school year shall also be taken by the student who was absent from classes for at least 60 days due to hospitalization or for other justified reasons, which shall be decided by the Teachers' Council.

In case at least one third of classes envisaged by the educational program have not been carried out by school's commission, the school shall organize preparatory courses for taking grade completion exams.

Grade completion exam may be taken by a talented student, students acquiring parallel education and a student athlete.

Grade completion exam shall be taken by a student who has been imposed a disciplinary measure of expulsion, in accordance with this law.

Grade completion exams referred to in paragraphs 1,2 and 4 of this Article shall be taken in June and August exam sessions.

Grade completion exam shall be taken by a non-regular student in accordance with this law.

Provisions of this Article shall not apply to students of post-secondary vocational school.

Jurisdiction

Article 79

Manner and procedure of taking makeup, supplementary, subject equivalency and grade completion exams shall be further determined by a regulation issued by the Ministry.

Subject Exam

Article 79a

A student shall take subject exams, in accordance with the educational program.

The school shall organize two exam sessions for taking subject exams in one school year.

Deadlines referred to in paragraph 2 of this Article shall be determined by the Teachers' Council.

The subject exam may be taken not more than two times in one school year.

Examiner shall be the teacher who taught the subject.

Requirement for taking the subject exam may be a completed practical exercise, seminar paper etc., in accordance with the educational program.

Grades in specific areas, and/or parts of subjects and exercises, seminar paper or other assignment shall be recognized in determination of the grade in the subject examination.

Taking Subject Exam Before an Examination Commission

Article 79b

If a student has not passed the subject exam within the established deadlines, they shall take the subject exam before a commission consisting of a subject teacher, a teacher in the same or similar subject and a permanent member.

The commission referred to in paragraph 1 of this Article and the date and time of taking the subject exam shall be determined by the Teachers' Council.

Commission's grade shall be final.

Practical Exam

Article 80

A student shall take practical exam in a two-year vocational school.

Final Exam

Article 81

A student shall take final exam in a three-year vocational school.

Professional Exam

Article 82

A student shall take professional exam in a four-year school.

Notwithstanding paragraph 1 of this Article, a student who finished three-year vocational school passed the final exam and completed additional education in the duration of two years which is acquired in a four-year vocational school shall also have right to take professional exam.

Professional exam shall consist of general education and vocational part.

General education part of the exam shall consist of the following subjects:

- Montenegrin or mother tongue and literature;

- mathematics or the first foreign language, in accordance with the educational program. Vocational part of the exam shall consist of vocational theoretical subject, and/or vocational theory.

A student shall take the exam in subject referred to in paragraph 4 item 2 of this Article at elementary or higher level, in accordance with the examination catalogue.

The student shall choose the level of exam in the subject referred to in paragraph 4 of this Article.

A vocational theoretical subject, and/or vocational theory relevant to the educational profile shall be taught with at least two grades in two classes with two lessons per week and shall be defined by the educational program.

Notwithstanding paragraph 5 of this Article, vocational part of the exam for the students who continue education shall consist of a final professional paper with oral defense.

Notwithstanding paragraphs 6 and 7 of this Article, the student who does not continue education shall take exams in the subjects referred to in paragraph 4item 2 of this Article at the elementary level.

Professional Examination Commission

Article 82a

The Ministry shall form Professional Examination Commission (hereinafter referred to as: "the Commission") for the period of four years, in order to prepare and conduct professional examination process.

The Commission shall consist of seven members.

Members of the Commission by their function shall be: Minister in charge of educational affairs, director of the Institute for Education, Director of the Center for Vocational Education and Director of the Examination Center.

Document on the Establishment of the commission referred to in paragraph 1 of this article shall determine detailed composition, manner of work and decision-making, as well as other matters relevant to the Commission's work.

Responsibilities of the Professional Examination Commission

Article 82b

The Commission referred to in Article 82a of this law shall do the following:

1) determine the passing threshold for the subjects in which the professional exam shall

be taken, at the proposal of the Examination Center;

1a) form subject committees for the subjects in which the professional exam shall be taken, at the proposal of the Examination Center;

1b) approve of the content of the examination material (test, essay, exam questions, examination slips etc.), at the proposal of the subject committee;

1c) form a committee for evaluation of students following a complaint against the grade on the professional exam, as well as other committees, if required.

2) decide on the implementation of the pilot professional exam and scope and manner of its implementation;

3) consider the report provided by the Examination Center on the results achieved in the professional exam

4) decide on other matters relevant to the implementation of the professional exam.

Taking Professional Exam

Article 82c

The student who continues education shall take the professional exam externally.

The student who does not continue education shall take the professional exam in the organization of the school.

The student who failed professional exam in the deadlines established by this law shall have right to take the professional exam free of-charge in the next school year.

Graduation exam

Article 83

Graduation exam shall be taken in a post-secondary vocational school.

Exam Program

Article 84

The program of practical, final, vocational and diploma exam shall be determined by the educational program for every specific occupation.

Manner and procedure of taking practical, final, vocational and diploma exam shall be stipulated by the Ministry.

Master Craftsman Exam

Article 85

Master craftsman exam shall be taken by the candidate who completed:

- 1) three-year vocational school, passed the final exam and has three years of work experience in the profession (in tasks of the specific occupation);
- 2) four year vocational school, passed the final exam and has two years of work experience in the profession (in tasks of the specific occupation);

Preparation for the Exam

Article 86

Preparation for taking the master craftsman exam may be organized by: the school, licensed organizer of adult education, representation association of employers, Chamber of Commerce of Montenegro, and employer.

Program of the Master Craftsman Exam

Article 87

Program of the master craftsman exam shall be adopted by the National Council, at the proposal of the Centre for Vocational Education, in accordance with the standard of occupation and standard of qualification.

Taking Master Craftsman Exam

Article 88

Master craftsman exam shall be taken in accordance with the examination catalogue adopted by the National Council, at the proposal of the Center for Vocational Education and Training.

Master craftsman exam shall be taken before the panel formed by the Center for Vocational Education and Training.

Diploma on the successfully passed Master craftsman exam shall be issued by the Center for Vocational Education.

Regulation of the Master Craftsman Exam

Article 89

Manner and procedure of conducting the examination of shall be prescribed by the Ministry, in cooperation with the Center for Vocational Education.

VIII PART-TIME STUDENTS Areas

Article 90

Areas in which PART-TIME students may acquire vocational education, as well as manner of its acquisition, shall be determined by the educational program.

Preparatory Courses

Article 90a

A part-time student is obliged to attend preparatory courses.

Subjects, content of the curricula and teaching overload of the courses referred to in paragraph 1 of this Article, for every educational program, shall be determined by the Teachers' Council.

Total number of class periods referred to in paragraph 2 of this article shall not be less than 40 % of the total annual number of class periods envisaged in the educational program and shall be determined by an adequate methodology, which is adopted by the National Council, at the proposal of the Institute for Education.

Examination

Article 91

A part-time student shall take grade completion exam and the corresponding exam at the end of the corresponding level of education.

A part-time student shall take the exams referred to in paragraph 1 of this Article in June, August and January.

A part-time student may complete one grade during one school year.

A part-time student shall take grade completion exam in one, several or all subjects, in accordance with the educational program.

By taking grade completion exam a part-time student shall take supplementary and subject equivalency exams, in accordance with the educational program, provided that the student may complete one grade by taking supplementary and subject equivalency exams in one examination session.

For taking the exams referred to in paragraph 1 of this Article and for preparatory courses referred to in Article 90a of this law, a part-time student and the student referred to in Article 23 paragraph 1 items 4 and 6 of this law shall pay the fee determined by the Ministry.

Recognition of Grades

Article 92

A part-time student shall have grades they received during regular education recognized at the end of a teaching/school year, as well as the grades received during previous exam sittings.

Regulations

Article 93

Manner and procedure of taking exams referred to in Article 91 of this law shall be prescribed by the Ministry.

Annulment of Exams

Article 94

When principal of the school or competent education inspection authority determine that the exams had not been carried out in accordance with this Law and regulation adopted on the grounds of it, Teachers' Council shall render the Decision on the Annulment of the Exam and Certificates issued on the basis of such exam, within the deadline determined by this authority.

If the Teachers' Council fails to render the Decision on the Annulment of the exam and certificates within the established deadline, the decision shall be rendered by the principal.

Notwithstanding paragraphs 1 and 2 of this Article, when the competent education inspection authority determines that the professional exam had not been carried out in accordance with this law and the regulations adopted on the basis thereof, the Examination Center shall render the Decision on the Annulment of the exam and diplomas issued on the basis of such exam, within the deadline established by that authority.

If the Examination Center fails to render the Decision referred to in paragraph 3 of this Article, the decision on the annulment of the professional exam and diplomas shall be rendered by the Ministry responsible for educational affairs.

Publication

Article 95

Decision on the annulment of the exam and/or certificates referred to in Article 94 of this law shall be published in the Official Gazette of Montenegro by the issuing authority.

IX EXTRACURRICULAR ACTIVITIES

Extracurricular Activities

Article 96

Extracurricular activities of students shall be organized in the school.

Tasks and the program of extracurricular activities referred to in paragraph 1 of this Article shall be determined by the educational program, annual work program and the general act of the school.

Method of Realization

Article 97

Extracurricular activities of students shall be carried out through: lectures, vocational excursions, round tables, community service and other forms.

Students' Workshops

Article 98

- deleted -

Manner of Organization

Article 99

- deleted -

X TEACHERS AND ASSOCIATES

Providers of Education

Article 100

Educational and pedagogical activities shall be carried out by: teachers, teachers of vocational education, professional associates and teaching assistants.

A teacher may conduct instruction in maximum of three subjects in one class.

Notwithstanding paragraph 2 of this Article, in case there are no teachers of adequate profile in the school, a teacher may conduct instruction in more than three subjects, but not more than five in one class.

Providers of Practical Education

Article 101

Practical education in a school shall be conducted by a teacher of practical education.

Practical education in the premises outside the school shall be conducted by an instructor.

An instructor is a person working at the employer's premises.

Teachers

Article 102

A teacher in a school can be a person can be a person holding Level VII of the National Qualifications Framework, sub-level I, and/or sub-level II (240 and 360 credits of CSPK ¹respectively), of the appropriate profile.

Notwithstanding paragraph 1 of this Article, teaching in specific subjects, and/or modules may be conducted by persons having Level VI of qualifications framework (180 credits of CSPK), if there is no corresponding study program (240 and 360 ECTS credits of CSPK respectively).

Associate

Article 103

A professional associate (a pedagogue, psychologist, librarian etc) may be a person holding level VII of education of the qualifications framework, sub-level 1, and/or sub-level 2 (240 and 360 credits of CSPK respectively), of the appropriate profile.

Professional associate (lab technician, practical instructor etc.) may be a person holding at least level IV of qualifications framework, sublevel I (240 credits of CSPK) of the corresponding profile.

¹ CSPK- Crnogorski sistem prenosa kredita (eng: Montenegrin credit transfer system)

Teacher of Practical Education

Article 104

Teacher of practical education may be a person holding level VII of education of the qualifications framework, sub-level 1, and/or sub-level 2 (240 and 360 credits of CSPK respectively), and/or holding level VI of qualifications framework (180 credits of CSPK) or level V of the qualifications framework (120 credits of CSPK) of the appropriate profile or a successfully passed master craftsman exam and pedagogical and andragogical exam. (pedagogical and andragogical education is required).

Instructor

Article 105

An instructor can be a person who has the appropriate education of at least the same level of qualifications framework for which the student is acquiring education for, as well as five years of work experience.

Teacher in a Post-secondary Vocational School

Article 105a

A teacher and/or teacher of practical education in a post-secondary vocational school, apart from the requirements prescribed by this law, shall have at least three years of work experience.

Area of Education

Article 106

Area (profile) of the education of a teacher, professional associates and teaching assistants, as well as area of education and necessary pedagogical and andragogical education of the teachers of practical education shall be determined by a regulation issued by the Ministry.

Teaching Load of Teachers and Associates

Article 107

Teachers shall conduct classes within the framework of a forty-hour workweek: (teaching load) as follows:

- 1) in Montenegrin language or mother tongue— 16 credit hours

- 2) in a foreign language – 18 credit hours;
- 3) in mathematics – 16 credit hours;
- 4) in the subject whose teaching requires preparation and carrying out experiments, drafting, checking and evaluating tasks, programs and projects for all the students of one class of – 18 credit hours;
- 5) in the subjects whose teaching requires preparation, checking and assessing projects, programs and other tasks, different for every student – 18 credit hours;
- 6) in modules – 18 credit hours;
- 7) in other subjects of theoretical teaching – 18 credit hours.

Professional associates shall carry out 30 credit hours of direct work with students, teachers and parents within a forty-hour working week, while the schedule of the remaining working time shall be defined by the Statute of the school.

Obligations of teaching assistants, within a forty-hour working week shall be defined by the Statute of the school.

Teachers of practical education are obliged to carry out 20 credit hours of practical teaching within the a forty-hour working week.

Teachers of vocational theoretical subjects in art school are obliged to carry out 18 credit hours of teaching within a forty-hour workweek.

Apart from the teaching load stipulated in this Article, in order to fulfill objectives of the educational program, teachers and teachers of practical education shall complete another two hours of direct work with students in carrying out other forms of educational activities, while the schedule of the remaining working time shall be defined by the Statute of the school.

Notwithstanding paragraphs 1 and 4 of this Article, total annual teaching load in a specific subject in post-secondary vocational school shall be conducted in accordance with the educational program and annual work plan of the institution.

Other Providers of Education

Article 107a

In case practical education or part thereof is carried out at the employer's premises, the school may have an organizer of practical education, in accordance with the norms and standards, fulfilling requirements stipulated in the Article 104 of this law.

XI TRANSITIONAL AND FINAL PROVISIONS

Implementation of Educational Programs

Article 108

Educational programs for the acquisition of vocational education shall be introduced on an experimental basis for some occupations in accordance with this law, when the conditions prescribed by this law are met.

Decision on the educational programs referred to in paragraph 1 of this Article shall be rendered by the Ministry, at the proposal of the competent council.

In compliance with this law, until the occupational standard is adopted, preparation of educational programs shall be carried out in accordance with the existing regulations.

Article 108 a

Educational programs adopted before the entry into force of this law shall be valued in credits not later than the 2015/16 school year.

Fulfillment of Enrollment Requirements

Article 109

Until the implementation of the new regulations on primary education and upbringing, a person who has completed at least the sixth grade of primary school and regularly attended primary school until the age of 15, in accordance with the Law on Primary School (Official Gazette of the Republic of Montenegro, no. 34/91, 56/92, 32/93 and 20/95), can enroll in a two-year vocational school.

Recognition of the Acquired Education

Article 110

Vocational education of a person who acquired it in accordance with earlier regulations shall be recognized.

Recognition of Educational Qualification

Article 111

A person who has obtained fifth level of educational qualification or VKV in accordance with earlier regulations, shall be equalized with the person who has passed the master craftsman exam, in compliance with this law.

Right to Initiated Education

Article 112

A student who, before the date of entry into force of this law, started acquiring secondary education according to the curriculum adopted on the basis of the Law on Secondary School (Official Gazette of the SRCG, No. 28/91 and Official Gazette of the Republic of Montenegro, No. 56/92 and 27/94) has the right to continue and complete their education according to that curriculum, within the deadline set for its implementation, and no later than two years after the expiration of that deadline.

The student referred to paragraph 1 of this article has the right to finish school under the conditions and in the manner prescribed by the Law on Secondary School (Official Gazette of the SRCG, No. 28/91 and Official Gazette of the Republic of Montenegro, No. 56/92 and 27/94), provided that it does not contradict the provisions of this law.

Possibility of Choice

Article 113

A student who, before the date of entry into force of this law, started education for the acquisition of the third or fourth level of vocational education, shall take the final or school-leaving exam according to the current regulations.

Notwithstanding paragraph 1 of this article, a student who has started education for the acquisition of the third or fourth level of professional education may take the final and/or professional exam in accordance with this law.

Education Pending the Adoption of New Educational Programs

Article 114

A student who enrolls in a vocational school after the entry into force of this law, and before the introduction of new educational programs adopted in accordance with the law, shall be educated and shall graduate in the manner and under the conditions prescribed by this law.

Occupational Standards

Article 115

- deleted -

Enrollment in Educational Programs

Article 116

For education according to certain educational programs, in accordance with this law, a person who has completed education according to the Law on Secondary School can be enrolled, as follows:

- 1) in the preparation program for taking the master craftsman exam, a person who has completed a three-year or four-year vocational or technical school and has three years of work experience;
- 2) in the program of post-secondary vocational education, a person who has completed a technical school or a four-year vocational school and passed the fifth level of vocational education.

Article 116a

Individuals who do not have student status until the 2009/10 school year, shall take the grade completion exam in vocational schools founded by Montenegro.

From the school year 2009/10, persons referred to in paragraph 1 of this article shall take the grade completion exam through an external knowledge test at the Examination Center.

Enrollment in the Transitional Period

Article 116b

Until the implementation of the external knowledge assessment at the end of the final grade in all primary schools, students' enrollment in a vocational school shall be conducted on the basis on the general performance of students in the last three grades of primary school and special talents, and/or skills relevant to the acquisition of education.

Taking Professional Exam in the Transitional Period

Article 116c

The professional exam shall be organized by the Examination Center in accordance with this law starting from the 2010/2011 school year.

Professional Exam Organized by the School

Article 116d

Professional exam for students who do not continue their education upon completion of the four-year vocational school shall be organized in accordance with this law starting from the 2013/2014 school year.

Enrollment

Article 116e

Provisions of the Article 20 of this law, referring to the determination of the order of enrollment in a four-year vocational school, shall apply starting from the 2018/2019 school year.

Professional Exam

Article 116f

Taking professional exam in accordance with Article 82 of this law shall be organized from the 2020/2021 school year.

Number of Students in the Class

Article 116g

The number of students in the class, determined in accordance with Article 38 of this law, shall be applied to first grade students starting from the 2017/2018 school year.

Article 117

Until the adoption of regulations in the field of pension and disability insurance, for a student who acquires education at the employer's premises, in accordance with this law, the teaching period shall be counted in the insurance period, so that twelve months of education acquired at the employer's premises shall be counted as six months of the insurance period.

The contribution base, in accordance with this law, shall be the student's monthly allowance plus taxes and contributions, in accordance with a special law.

The contribution base cannot be lower than the average salary of employees in Montenegro.

Incumbent Teachers

Article 118

A teacher who, on the date of entry into force of this law, is employed in a school for an indefinite period of time, and has graduated from high school, may continue teaching.

A practical teaching teacher who, on the day this law enters into force, is employed in a school for an indefinite period of time, and does not have the qualification prescribed by this law, may continue teaching.

Deadline for the Adoption of Regulations

Article 119

The regulations envisaged in this law shall be adopted not later than one year from the date of entry into force of this law.

Until the adoption of the regulations referred to paragraph 1 of this article, the regulations that were valid until the date of entry into force of this law shall be applied, provided that they are not in contradiction to this law.

Article 119a

Regulations for the implementation of this law shall be adopted within six months from the date of entry into force of this law.

Until the adoption of the regulations established by this law, the regulations that were valid before the entry into force of this law shall be applied, provided that they are not in contradiction to this law.

Deadline for the Adoption of Regulations Established by this Law

Article 119 b

Regulations for the implementation of this law shall be adopted within one year from the date of entry into force of this law.

Until the adoption of the regulations referred to in paragraph 1 of this article, the regulations that were valid before the entry into force of this law shall apply, provided that they are not in contradiction to this law.

Deadline for the Adoption of Regulations for the Implementation of this Law

Article 119c

Regulations for the implementation of this law shall be adopted within six months from the date of entry into force of this law.

Until the adoption of the regulations referred to in paragraph 1 of this article, the regulations that were valid before the entry into force of this law shall apply if they do not contradict this law.

Harmonization of Acts

Article 120

Schools shall harmonize their work, organization and general acts with this law within one year from the date of entry into force of this law.

Deadline for the Adoption of Regulations

Article 120 a

The regulations envisaged by this law shall be adopted no later than one year from the date of entry into force of this law.

Adoption of Subordinate Regulations

Article 120b

Regulations for the implementation of this law shall be adopted within one year from the date of entry into force of this law.

Until the adoption of the regulations referred to paragraph 1 of this article, the regulations that were valid before the entry into force of this law shall apply, provided that they are not in contradiction to this law.

Number of Students in the Class

Article 120c

The number of students in the class determined in accordance with Article 38 paragraph 2 of this law shall be applied to the first grade students starting from the 2025/2026 school year.

Continuation of the Work of Organizers of Practical education

Article 120d

The employees who, on the date of entry into force of this law, perform the tasks of organizing practical education at school and who are employed for an indefinite period of time, may continue to work in those tasks.

Harmonization of Acts

Article 120e

Schools shall harmonize their organization and general acts with this law within six months from the date of entry into force of this law.

Termination of Validity

Article 121

The Law on Secondary School (Official Gazette of the SRCG, no. 28/91 and Official Gazette of the Republic of Montenegro, no. 56/92 and 27/94) shall cease to be valid at the end of the school year in which students complete their education according to the current curricula.

Entry into Force

Article 122

This law shall enter into force on the eighth day following its publication in the Official Gazette of the Republic of Montenegro, and shall be applied in schools that work according to educational programs adopted in accordance with the law.