

Hon. Mr. Hall-Jones.

PUBLIC-SCHOOL TEACHERS' SALARIES.

ANALYSIS.

Title.	7. Head-teacher's residence.
1. Short Title.	8. Rents, house allowances.
2. Commencement of Act.	9. District high schools.
3. Complement of teaching staff.	10. Regulations.
4. Teacher's salaries.	11. Repeal.
5. Appropriation of funds.	Schedules.
6. Average daily attendance.	

A BILL INTITULED

AN ACT to remove the existing Anomalies and Inequalities in the Staffing of Public Schools and in the Salaries paid to Public-School Teachers. Title.

5 BE IT ENACTED by the General Assembly of New Zealand in Parliament assembled, and by the authority of the same, as follows:—

1. The Short Title of this Act is "The Public-School Teachers' Salaries Act, 1901"; and it shall form part of and be read together Short Title.
10 with "The Education Act, 1877" (hereinafter referred to as "the principal Act").

2. This Act shall come into operation on the first day of January, one thousand nine hundred and two. Commencement of Act.

3. Notwithstanding anything in the principal Act, the number Complement of teaching staff.
15 of teachers and pupil-teachers in every public school shall be such as is prescribed for the average attendance thereat in the *First* and *Second* Schedules hereto:

20 Provided that until the thirty-first day of December, one thousand nine hundred and three, any Board may at its discretion retain on the staff of any school any teacher for whom provision is made according to the scale in force in such district on the thirtieth day of June, one thousand nine hundred and one:

25 Provided also that if it be shown to the satisfaction of the Minister that it is inexpedient to bring this section into operation at once it shall be lawful for a Board, with the sanction of the Minister previously obtained in writing, to make such modification in the staff of any school as may be agreed between the Board and the Minister: but in no case shall the full operation of this section be postponed 30
30 hundred and three, and in no case shall the salary payable to any teacher in such school be greater than as provided in section *four* hereof.

Teachers' salaries.

4. The salaries of the teachers and pupil-teachers in any public school shall be the salaries assigned to such teachers and pupil-teachers in the *First* Schedule hereto :

Provided that, if the Governor at any time decides that the salaries in the *Second* Schedule hereto shall be payable in lieu of those in the *First* Schedule, he may, by Order in Council, declare that the salaries paid to teachers and pupil-teachers shall thereafter be the salaries named in the *Second* Schedule hereto :

Provided also that, at the discretion of the Education Board, until the thirty-first day of December, one thousand nine hundred and three, the salary of any teacher in any school shall not be reduced below the salary that would be payable to such teacher according to the scale in force in such district on the thirtieth day of June, one thousand nine hundred and one.

Appropriation of funds.

5. Section eight of the principal Act, relating to the appropriation of money required to administer the Act, is hereby amended by repealing subsection two thereof, and substituting in lieu thereof the following :—

(a.) In payment to the Board of every district of a sum sufficient to pay the salaries of teachers and pupil-teachers in the district in accordance with this Act ; and

(b.) In payment to the Board of every district of a sum of two hundred and fifty pounds per annum, together with a sum of eleven shillings and three pence per annum for each child in average daily attendance at a public school :

Provided that the Governor may at any time, by Order in Council, declare that, in lieu of the payments last named, there shall be thereafter paid to the Board of every district the sum of twelve shillings per annum for each child in average daily attendance ; and, in addition, to every Board having less than eight thousand children in average daily attendance, a sum of two hundred and fifty pounds per annum.

Average daily attendance.

6. The average daily attendance shall be computed in manner prescribed by regulations.

Head-teacher's residence.

7. In the case of a school having more than twenty children in average daily attendance, the Board shall at its discretion either provide a residence for the head-teacher of the school or pay to him annually the house allowance prescribed in the *Third* Schedule hereto.

Rents, house allowances.

8. It shall be lawful for a Board to pay rents of school-buildings or house allowances to head-teachers as provided by the *last preceding* section out of any moneys from time to time appropriated by the General Assembly for that purpose.

District high schools.

9. Notwithstanding anything in this Act, it shall be lawful for any Board, with the sanction of the Minister, to make such additions to the staff of any district high school and to pay such additional sums as salaries to such staff as may be prescribed by regulations, such payment to be made out of moneys appropriated by the General

Assembly for that purpose, and distributed to the Boards in accordance with such regulations :

Provided that the staff of such school shall, in regard to the children not receiving secondary instruction thereat, be as strong as if
5 the school were not a district high school.

10. The Governor in Council may from time to time make such Regulations.
regulations for carrying this Act into effect as he thinks fit.

11. "The Public-School Teachers' Salaries Act, 1900" is hereby Repeal.
repealed ; and the principal Act is hereby modified in so far as it con-
10 flicts with this Act, but not further or otherwise.

SCHEDULES.

FIRST SCHEDULE.
PART I.—SCALE OF STAFFS AND SALARIES.

GRADE OF SCHOOL.	AVERAGE ATTENDANCE.		HEAD OR SOLE TEACHER.				ASSISTANTS.												Pupil-teachers.				
	Not over 20	Over 20 and not over	Male.		Female.		M.		F.		M.		F.		M.		F.			M.		F.	
			£	£	Capitation.*	Fixed.	Capitation.*	Fixed.	£	£	£	£	£	£	£	£	£	£		£	£	£	£
1	Not over 20	100	100	100	100	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	1
2	Over 20 and not over 30	100	100	70	100	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	2
3	" 30 40	135	40	135	20	80	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	2
4	" 40 50	155	20	145	10	80	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	2
5	" 50 70	165	25	150	10	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	2
6	" 70 90	190	25	160	10	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	85	2
7	" 90 120	215	6	170	8	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	2
8	" 120 150	224	6	174½	8	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	2
9	" 150 200	238	6	178	8	110	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	2
10	" 200 250	248	6	186½	8	115	155	125	80	80	80	80	80	80	80	80	80	80	80	80	80	80	2
11	" 250 280	263	6	194	8	120	170	135	85	85	85	85	85	85	85	85	85	85	85	85	85	85	2
12	" 280 330	272	4	198½	2	125	185	145	100	100	80	80	80	80	80	80	80	80	80	80	80	80	2
13	" 330 390	282	4	203½	2	130	195	155	105	105	100	100	100	100	100	100	100	100	100	100	100	100	2
14	" 390 430	294	4	209½	2	135	205	165	110	105	100	100	100	100	100	100	100	100	100	100	100	100	2
15	" 430 480	300	4	212½	2	140	220	175	120	110	105	105	100	100	100	100	100	100	100	100	100	100	2
16	" 480 510	312	4	218½	4	145	235	185	125	110	110	105	105	80	80	80	80	80	80	80	80	80	2
17	" 510 570	318	4	221½	4	150	235	185	130	115	110	105	105	80	80	80	80	80	80	80	80	80	2
18	" 570 600	330	4	221½	4	155	235	185	130	115	115	110	105	80	80	80	80	80	80	80	80	80	2
19	" 600 660	336	4	221½	4	165	235	185	130	115	115	110	105	80	80	80	80	80	80	80	80	80	2
20	" 660 690	348	2	218½	2	175	240	190	145	120	120	110	100	80	80	80	80	80	80	80	80	80	2
21	" 690 750	351	2	218½	2	185	240	190	155	125	120	115	110	80	80	80	80	80	80	80	80	80	2
22	" 750 780	357	2	218½	2	195	240	190	165	130	130	125	115	90	90	90	90	90	90	90	90	90	2
23	" 780 840	360	2	218½	2	205	245	195	165	130	130	125	115	95	95	95	95	95	95	95	95	95	2
24	" 840 870	366	2	218½	2	205	245	195	165	130	130	125	115	95	95	95	95	95	95	95	95	95	2
25	" 870 980	368	2	218½	2	205	245	195	165	130	130	125	110	100	100	100	100	100	100	100	100	100	2
26	" 980 960	374	..	218½	..	205	245	195	170	135	135	130	125	110	100	100	100	100	100	100	100	100	2
27	" 960 1020	374	..	218½	..	205	245	195	170	135	135	130	125	110	100	100	100	100	100	100	100	100	2
28	" 1020	374	..	218½	..	205	245	195	170	135	135	130	125	110	100	100	100	100	100	100	100	100	2

* Capitation is payable on the number in excess of the lower of the two numbers in the column "Average Attendance"; for instance, the salary in a school of 21 is £105 10s.; in a school of 22, £121, &c.

SALARIES OF PUPIL-TEACHERS.
First year, £20, with allowance of £10 if obliged to live away from home.
Second " £30, " £10
A fifth-year pupil-teacher continuing in the same school shall receive the remuneration of a third-year pupil-teacher; but otherwise, or if he has passed the examination for a teacher's certificate, he shall receive the salary of a fourth-year pupil-teacher.
The above scale is subject to the following modifications and conditions:—
(a.) The number of male assistants must not exceed the number of female assistants (including the mistress).
(b.) At least three out of the first six assistants in any school above 510 (exclusive of the mistress) must be females.
(c.) An assistant at £80 may be substituted for two pupil-teachers.
(d.) Two pupil-teachers may be substituted for an assistant.
(e.) Instead of an assistant, a pupil-teacher may be employed, £45 being added to the salary of another assistant.
(f.) Instead of adding a pupil-teacher, a Board may add £35 to the salary of an assistant.

(g.) Only one of the changes (d), (e), and (f) shall be allowed in schools not over 420, and only two in schools over 420.
(h.) The total number of pupil-teachers in any education district must not be increased by such changes as (d) and (e) above the number allowed for such district by the scale.
(i.) Any certificated teacher on the staff of a school in which pupil-teachers are employed may be required, without extra payment, to take part in the instruction of such pupil-teachers.
(j.) A deduction of 10 per cent. from the salary as prescribed above shall be made in the case of every uncertificated head or sole teacher or assistant; but not so as to reduce the annual salary below £60.

FIRST SCHEDULE—*continued.*

PART II.—SUPPLEMENTARY SCALE for separate Boys', Girls', and INFANTS' SCHOOLS.—Schools 201-600.

Average attendance.			Boys' Schools.*							Pupil-teachers
			Assistants.							
			£	£	£	£	£	£	£	
201-250	...	...	185	145	115	...	...	...	...	2
251-280	...	...	195	150	120	...	...	...	...	3
281-330	...	...	200	155	120	95	...	...	...	3
331-390	...	...	205	155	125	100	80	...	...	3
391-420	...	...	210	160	125	100	80	...	...	4
421-480	...	...	215	160	130	105	85	80	...	4
481-510	...	...	220	165	130	105	85	80	...	5
511-570	...	...	225	165	135	110	95	85	80	5
571-600	...	...	230	170	135	110	95	85	80	6

Average Attendance.			Girls' Schools.*							Pupil-teachers.
			Assistants.							
			£	£	£	£	£	£	£	
201-250	...	...	135	105	85	...	...	...	...	2
251-280	...	...	145	110	95	...	...	...	...	3
281-330	...	...	150	115	100	80	...	...	...	3
331-390	...	...	155	115	105	85	80	...	...	3
391-420	...	...	160	120	105	90	80	...	...	4
421-480	...	...	165	120	110	90	80	80	...	4
481-510	...	...	170	125	110	95	80	80	...	5
511-570	...	...	175	125	115	95	85	80	80	5
571-600	...	...	180	130	115	100	85	80	80	6

Average Attendance.		Infants' Schools.							Pupil-teachers.	
		Head-teacher.	Assistants.							
		£	£	£	£	£	£	£	£	
201-250	...	160	120	85	80	...	...	...	...	2
251-280	...	170	125	85	80	...	...	...	...	3
281-330	...	175	135	95	85	80	...	...	...	3
331-390	...	180	140	105	95	85	80	...	...	3
391-420	...	185	145	110	100	90	80	...	...	4
421-480	...	190	145	110	100	90	85	80	...	4
481-510	...	195	150	115	105	95	90	80	...	5
511-570	...	200	150	115	105	95	90	85	80	5
571-600	...	205	155	120	110	100	95	90	80	6

* Salary for head-teachers as under scale in Part I. hereof.

This scale is subject to the modifications and conditions specified in Part I. of this Schedule.

PART III.—SIDE-SCHOOLS.

In the case of side-schools—that is, schools attached to another public school (called the main school) but used for pupils only up to a standard lower than Standard V., or up to an age lower than 12—in computing the staff and salaries the average attendance at the main school and the side-school or schools shall be added together, but for each such side-school either an assistant at £80 may be substituted for a pupil-teacher, or a pupil-teacher may be added to the combined staff, at the discretion of the Board, subject to note (h) in Part I. hereof.

SECOND SCHEDULE.
PART I.—SCALE OF STAFFS AND SALARIES.

GRADU OF	AVERAGE ATTENDANCE.		HEAD OR SOLE TEACHER.			ASSISTANTS.																		Pupil Teachers						
			Males.		Female.	F						M						F							M					
			Fixed.	Capita-tion.*	Capita-tion.*	F		M		F		M		F		M		F		M		F			M					
1	Not over ..	20	£	s.	Miss-tress	£	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M			
2	Over 20 and not over 30	80	£	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	85		
3	40	140	£	140	140	140	140	140	140	140	140	140	140	140	140	140	140	140	140	140	140	140	140	140	140	140	140	100		
4	50	160	£	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	100		
5	70	170	£	170	170	170	170	170	170	170	170	170	170	170	170	170	170	170	170	170	170	170	170	170	170	170	170	100		
6	90	195	£	195	195	195	195	195	195	195	195	195	195	195	195	195	195	195	195	195	195	195	195	195	195	195	195	100		
7	120	220	£	220	220	220	220	220	220	220	220	220	220	220	220	220	220	220	220	220	220	220	220	220	220	220	220	100		
8	150	220	£	220	220	220	220	220	220	220	220	220	220	220	220	220	220	220	220	220	220	220	220	220	220	220	220	100		
9	200	288	£	288	288	288	288	288	288	288	288	288	288	288	288	288	288	288	288	288	288	288	288	288	288	288	288	100		
10	250	268	£	268	268	268	268	268	268	268	268	268	268	268	268	268	268	268	268	268	268	268	268	268	268	268	268	100		
11	280	268	£	268	268	268	268	268	268	268	268	268	268	268	268	268	268	268	268	268	268	268	268	268	268	268	268	100		
12	330	277	£	277	277	277	277	277	277	277	277	277	277	277	277	277	277	277	277	277	277	277	277	277	277	277	277	100		
13	390	287	£	287	287	287	287	287	287	287	287	287	287	287	287	287	287	287	287	287	287	287	287	287	287	287	287	100		
14	420	289	£	289	289	289	289	289	289	289	289	289	289	289	289	289	289	289	289	289	289	289	289	289	289	289	289	100		
15	480	305	£	305	305	305	305	305	305	305	305	305	305	305	305	305	305	305	305	305	305	305	305	305	305	305	305	100		
16	510	317	£	317	317	317	317	317	317	317	317	317	317	317	317	317	317	317	317	317	317	317	317	317	317	317	317	100		
17	570	323	£	323	323	323	323	323	323	323	323	323	323	323	323	323	323	323	323	323	323	323	323	323	323	323	323	100		
18	600	335	£	335	335	335	335	335	335	335	335	335	335	335	335	335	335	335	335	335	335	335	335	335	335	335	335	100		
19	660	341	£	341	341	341	341	341	341	341	341	341	341	341	341	341	341	341	341	341	341	341	341	341	341	341	341	100		
20	690	353	£	353	353	353	353	353	353	353	353	353	353	353	353	353	353	353	353	353	353	353	353	353	353	353	353	100		
21	750	366	£	366	366	366	366	366	366	366	366	366	366	366	366	366	366	366	366	366	366	366	366	366	366	366	366	100		
22	840	362	£	362	362	362	362	362	362	362	362	362	362	362	362	362	362	362	362	362	362	362	362	362	362	362	362	100		
23	870	365	£	365	365	365	365	365	365	365	365	365	365	365	365	365	365	365	365	365	365	365	365	365	365	365	365	100		
24	930	371	£	371	371	371	371	371	371	371	371	371	371	371	371	371	371	371	371	371	371	371	371	371	371	371	371	100		
25	980	374	£	374	374	374	374	374	374	374	374	374	374	374	374	374	374	374	374	374	374	374	374	374	374	374	374	100		
26	960	380	£	380	380	380	380	380	380	380	380	380	380	380	380	380	380	380	380	380	380	380	380	380	380	380	380	100		
27	1020	380	£	380	380	380	380	380	380	380	380	380	380	380	380	380	380	380	380	380	380	380	380	380	380	380	380	100		
28	1050	380	£	380	380	380	380	380	380	380	380	380	380	380	380	380	380	380	380	380	380	380	380	380	380	380	380	100		

* Capitation is payable on the number in excess of the lower of the two numbers in the column "Average Attendance"; for instance, the salary in a school of 21 is £104; in a school of 22, £124.

SALARIES OF PUPIL TEACHERS.

First year, £20, with allowance of £10 if obliged to live away from home.
Second " £30,
Third year, £40, with allowance of £5 if obliged to live away from home.
Fourth " £50.

A fifth-year pupil-teacher confining in the same school shall receive the remuneration of a fourth-year pupil-teacher. teacher's certificate, he shall receive the salary of a fourth-year pupil-teacher.

The above scale is subject to the following modifications and conditions:—

- (a.) The number of male assistants must not exceed the number of female assistants (including the mistress).
- (b.) At least three out of the first six assistants in any school above 510 (exclusive of the mistress) must be female assistants.
- (c.) An assistant at £65 may be substituted for two pupil-teachers.
- (d.) Two pupil-teachers may be substituted for an assistant.
- (e.) Instead of an assistant a pupil-teacher may be employed, £45 being added to the salary of another assistant.
- (f.) Instead of adding a pupil-teacher, a Board may add £35 to the salary of an assistant.
- (g.) Only one of the changes (d), (e), and (f) will be allowed in schools not over £40, and only two in schools over £40.
- (h.) The total number of pupil-teachers in any education district must not be increased by such changes as (d) and (e) above the number allowed for such district by the scale.
- (i.) Any certificated teacher on the staff of a school in which pupil-teachers are employed may be required, without extra payment, to take part in the instruction of such pupil-teachers.
- (j.) A deduction of 10 per cent. from the salary as prescribed above shall be made in the case of every uncertificated head or sole teacher or assistant, but not so as to reduce the annual salary below £80.

SECOND SCHEDULE—*continued.*

PART II.—SUPPLEMENTARY SCALE for separate Boys', GIRLS', and INFANTS' SCHOOLS.—Schools 201—600.

Average Attendance.			Boys' Schools.*							Pupil-teachers.
			Assistants.							
			£	£	£	£	£	£	£	
201—250	...	...	190	150	120	...	...	...	...	2
251—280	...	...	200	155	125	...	...	...	...	3
281—330	...	...	205	160	125	100	...	...	...	3
331—390	...	...	210	160	130	105	85	...	...	3
391—420	...	...	215	165	130	105	85	...	...	4
421—480	...	...	220	165	135	110	90	85	...	4
481—510	...	...	225	170	135	110	90	85	...	5
511—570	...	...	230	170	140	115	100	90	85	5
571—600	...	...	235	175	140	115	100	90	85	6

Average Attendance.			Girls' Schools.*							Pupil-teachers.
			Assistants.							
			£	£	£	£	£	£	£	
201—250	...	...	140	110	90	...	...	...	...	2
251—280	...	...	150	115	100	...	...	...	...	3
281—330	...	...	155	120	105	85	...	...	...	3
331—390	...	...	160	120	110	90	85	...	...	3
391—420	...	...	165	125	110	95	85	...	...	4
421—480	...	...	170	125	115	95	85	85	...	4
481—510	...	...	175	130	115	100	85	85	...	5
511—570	...	...	180	130	120	100	90	85	85	5
571—600	...	...	185	135	120	105	90	85	85	6

Average Attendance.			Infants' Schools.							Pupil-teachers.
			Head-teacher.	Assistants.						
			£	£	£	£	£	£	£	
201—250	...	...	165	125	90	85	...	...	...	2
251—280	...	...	175	130	90	85	...	...	...	3
281—330	...	...	180	140	100	90	85	...	...	3
331—390	...	...	185	145	110	100	90	85	...	3
391—420	...	...	190	150	115	105	95	85	...	4
421—480	...	...	195	150	115	105	95	90	85	4
481—510	...	...	200	155	120	110	100	95	85	5
511—570	...	...	205	155	120	110	100	95	90	5
571—600	...	...	210	160	125	115	105	100	95	6

* Salary for head-teachers as under scale in Part I. hereof.

This scale is subject to the modifications and conditions specified in Part I. of this Schedule.

PART III.—SIDE-SCHOOLS.

In the case of side-schools—that is, schools attached to another public school (called the main school) but used for pupils only up to a standard lower than Standard V., or up to an age lower than 12—in computing the staff and salaries the average attendance at the main school and the side-school or schools shall be added together, but for each such side-school either an assistant at £85 may be substituted for a pupil-teacher, or a pupil-teacher may be added to the combined staff, at the discretion of the Board, subject to note (h) in Part I. hereof.

THIRD SCHEDULE.

HOUSE ALLOWANCES TO HEAD OR SOLE TEACHERS.

For Schools with Average Attendance						£
Over 20 and not over	50	...	...	...	...	20
"	50	"	150	...	...	30
"	150	"	250	...	...	35
"	250	"	420	...	...	40
"	420	"	...	...	...	50

By Authority: JOHN MACKAY, Government Printer, Wellington.--1901.