



SUPPLEMENT

TO THE

NEW ZEALAND GAZETTE

OF

THURSDAY, DECEMBER 12, 1918.

Published by Authority.

 WELLINGTON, TUESDAY, DECEMBER 17, 1918.

Regulations and Amendments to Regulations under the Education Act, 1914.

LIVERPOOL, Governor-General.

ORDER IN COUNCIL.

At the Government House at Wellington, this seventeenth day of December, 1918.

Present:

HIS EXCELLENCY THE GOVERNOR-GENERAL IN COUNCIL.

IN pursuance and exercise of the powers and authorities vested in him by section thirty-seven of the Appropriation Act, 1918, and by the Education Act, 1914 (hereinafter referred to as "the Act"), and of all other powers and authorities enabling him in this behalf, His Excellency the Governor-General of the Dominion of New Zealand, acting by and with the advice and consent of the Executive Council of the said Dominion, doth hereby make the regulations in Part I hereunder relating to—

- (i.) Grading of schools;
- (ii.) Salaries of teachers;
- (iii.) Staffing of schools;
- (iv.) Limitation of positions to be filled by male and female teachers;
- (v.) Transfer of teachers when the grade of a school is increased;
- (vi.) Transfer of teachers when the grade of a school is reduced;
- (vii.) House allowances;
- (viii.) Pupil-teachers and probationers:

and doth hereby revoke all regulations hitherto in force in regard to any of the above matters: And doth further make the amendments in Part II hereunder to the regulations relating to—

- (i.) Native schools;
- (ii.) Attendance registers and returns; and
- (iii.) Training colleges;

and with the like advice and consent doth prescribe that this Order shall come into force on the first day of January, one thousand nine hundred and nineteen.

REGULATIONS.—PART I.

I. GRADING OF SCHOOLS.

1. PUBLIC schools shall be classified in the grades and subgrades specified in the schedules in clause 14 hereof.

2. It shall be the duty of the Board on the 1st February in each year to determine, according to the yearly average attendance for the year ended 31st December immediately preceding, the grade and subgrade to which every school under the control of the Board belongs.

3. Until the first grading of the schools under the last preceding clause is made the schools shall be classified in the grades and subgrades in which they would be placed under the Fifth Schedule to the Act, and the grades so ascertained shall for the period in question be deemed to be the grades and subgrades determined under these regulations.

4. If at the beginning of any quarter it appears that a school in Grade 0—that is, a school having a yearly average attendance not exceeding eight—has an average attendance for the last preceding quarter of sixteen, or for two, three, or four quarters immediately preceding of fourteen, or twelve, or nine (as the case may be), the school shall be placed in Grade I.

5. Until the first annual grading of a new school under clause 2 hereof the grade and subgrade of that school shall be determined in accordance with the average attendance as follows:—

(i.) For the period from the date of opening until the end of the quarter in which the school was opened, on the average attendance for such period;

(ii.) For the first quarter during the whole of which the school is open, on the average attendance for that quarter; and

(iii.) Thereafter on the mean of the quarterly average attendances for the several quarters until the 31st January next ensuing:

Provided that in any special case where the circumstances are exceptional a new school may, with the precedent approval of the Minister, be provisionally graded in a higher grade or subgrade than that in which it would be placed under the provisions of this clause, or on its first grading under the provisions of clause 2 hereof.

6. In the case of a main school from which during any year a side school has been separated, such separation shall not affect the grade of the school for that year.

7. The grade or subgrade of a district high school shall be determined in accordance with the average attendance in the primary department and the secondary department taken together.

8. Secondary departments of district high schools shall be classified in the grades specified in Schedule IV of clause 14 hereof.

9. If the yearly average attendance of the secondary department of a district high school for any year falls below twelve, such secondary department may, with the precedent approval of the Minister, be provisionally graded as a secondary department in Grade A. The Minister's approval may at any time be revoked.

10. In no case shall any school established during any year as a new district high school be placed for that year in a grade lower than that in which it would have been placed had it not been established as a district high school.

11. For the purpose of determining the grade of a school to which one or more side schools are attached, the main school and the side school or schools attached thereto shall be deemed to form one school.

12. In ascertaining the grade of a group of part-time schools, the group of schools shall be treated as one school, and the average attendance shall be the combined average attendance of the group.

II. SALARIES OF TEACHERS.

13. (1.) The salaries payable to head teachers and assistant teachers respectively in public schools are hereby classified in grades in accordance with Schedule I hereunder:—

SCHEDULE I

Part I.—Grades of Salaries payable to Head Teachers.

Grade.	Minimum.	Maximum.	Special Increment.	Annual Increment.
(1)	(2)	(3)	(4)	(5)
	£	£	£	£
I	130	160	20	10
II	160	220	20	10
III _A	220	270	20	10
III _B	230	290	30	10
IV	280	330	20	10
V	340	380	20	10
VI	380	410	10	10
VII	420	450	10	10

Part II.—Grades of Salaries payable to Assistants.

Grade.	Minimum.	Maximum.	Special Increment.	Annual Increment.
(1)	(2)	(3)	(4)	(5)
	£	£	£	£
1	120	140	20	10
2	140	160	20	10
3	160	200	20	10
4	210	240	20	10
5	250	270	20	10
6	270	290	10	10
7	300	320	10	10
8	330	370	10	10

(2.) A deduction of 10 per centum from the salary payable in accordance with the foregoing provisions shall be made in the case of every uncertificated head or sole teacher and in the case of every uncertificated assistant, and a deduction of 5 per centum in the case of every assistant or head or sole teacher who is the holder of a license to teach; but if in any such case the said deduction would reduce the salary below £120 per annum no greater deduction shall be made than is sufficient to reduce the salary to £120.

(3.) In addition to the salary payable in accordance with the provisions of Part II of the Schedule herein, there shall be paid by way of salary the sum of £30 per annum in the case of every married assistant, except where the husband or wife of such assistant is—

- (a.) A head or sole teacher, in which case no such addition shall be made; or
- (b.) An assistant, in which case such addition shall be made only to the salary of the husband:

Provided that no married woman employed as an assistant in a public school shall be entitled to the additional salary herein provided unless payment of the additional salary is approved by the Minister on account of special circumstances.

(4.) For the purposes of this clause the expression "married assistant" includes an assistant who is a widow or widower having one or more children under the age of sixteen years.

14. Subject to the provisions hereinafter contained, the salaries payable to teachers in public schools shall be the salaries of the grades (as defined in clause 13 hereof) prescribed for those teachers in Schedules II, III, and IV hereunder.

SCHEDULE II.—MIXED SCHOOLS, SEPARATE BOYS' SCHOOLS, AND SEPARATE GIRLS' SCHOOLS.

Average Attendance.	Grade of School.	Grade of Salary of Head Teacher.	Number of Assistants.	Grades of Salaries of Assistants.		Number of Pupil-teachers (Junior Teachers).
(1)	(2)	(3)	(4)	(5)	(6)	(7)
9-20	I	I	..	..	..	..
21-35	II	II	..	..	..	..
36-80	III A	III A	1	2	..	..
81-120	III B	III B	2	2, 1	..	..
121-160	IV A	IV	3	3, 2	..	1
161-200	IV B	IV	4	3, 3, 2	..	1
201-240	IV C	IV	5	4, 3, 3, 2	..	1
241-280	V A	V	6	4, 3, 3, 2	..	2
281-320	V B	V	7	5, 3, 3, 2, 2	..	2
321-360	V C	V	8	5, 4, 4, 3, 2, 1	..	2
361-400	V D	V	9	5, 4, 4, 3, 2, 1	..	3
401-440	VI A	VI	10	6, 4, 4, 3, 2, 2	..	4
441-480	VI B	VI	11	6, 4, 4, 3, 3, 2, 1	..	4
481-520	VII A	VII	12	7, 5, 5, 4, 4, 3, 2	..	5

and so on, each subgrade above Subgrade VII A being determined by each increase of forty or part of forty in average attendance.

SCHEDULE III.—SEPARATE INFANTS' SCHOOLS.

Average Attendance.	Grade of School.	Grade of Salary of Head Teacher.	Number of Assistants.	Grades of Salaries of Assistants.		Number of Pupil-teachers (Junior Teachers).
(1)	(2)	(3)	(4)	(5)	(6)	(7)
121-160	IVA	IIIB	3	3, 2	1	1
161-200	IVB	IIIB	4	3, 3, 2	1	1
201-240	IVC	IIIB	5	4, 3, 2, 1	1	1
241-280	VA	IV	6	4, 3, 2, 2,	1, 1	2
281-320	VB	IV	7	4, 3, 3, 2, 1	1, 1	2
321-360	VC	IV	8	4, 3, 3, 2, 1, 1	1, 1	2
361-400	VD	IV	9	4, 3, 3, 2, 2, 1	1, 1, 1	3
401-440	VI A	V	10	5, 3, 3, 2, 2, 2	1, 1, 1, 1	4
441-480	VIB	V	11	5, 4, 3, 3, 2, 2, 1	1, 1, 1, 1	4
481-520	VII A	VI	12	5, 4, 3, 3, 2, 2, 1	1, 1, 1, 1, 1	5

SCHEDULE IV.—DISTRICT HIGH SCHOOLS.

Staff and Salaries in Secondary Department.

Average Attendance on Secondary Department.	Grade of Secondary Department.	Grades of Salaries payable to Assistants in the Secondary Department.								
		1st	2nd	3rd	4th	5th	6th	7th	8th	9th
12-20	A	4	..	..	..	..	..	..	..	..
21-30	B	5	..	..	..	..	..	..	..	..
31-60	C	5	4	..	..	..	..	..	..	..
61-90	D	6	4	3	..	..	..	..	..	..
91-120	E	7	5	4	3	..	..	..	..	..
121-150	F	7	5	4	3	3	..	..	..	..
151-180	G	8	6	5	4	3	3	..	..	..
181-210	H	8	6	5	4	4	3	3	..	..
211-240	I	8	7	5	5	4	4	3	3	..
241-270	J	8	7	5	5	4	4	4	3	3

and so on, each grade above Grade J being determined by each increase of thirty or part of thirty in average attendance.

15. In every school of Grade VII there shall be added for each succeeding subgrade above Subgrade VIIA an assistant with a salary of Grade I; but in all other respects the staff and salaries in every such school shall be the same as in a school of Subgrade VIIA.

16. In every secondary department of a district high school there shall be added for each succeeding grade above Grade J an assistant with a salary of Grade 3; but in all other respects the staff and salaries shall be the same as in a secondary department of Grade J.

17. (1.) In the case of a school of Grade 0 the Board shall pay for or on account of the salary of the teacher the sum of £9 per annum for every pupil in average attendance.

(2.) Subject to the provisions of clause 27 hereof, the average attendance on which the amount payable for any quarter for or on account of the salary of the teacher of a school of Grade 0 shall be determined shall be the average attendance for the quarter immediately preceding, or the yearly average attendance for the year immediately preceding, or the mean of the average attendance for the four quarters immediately preceding, whichever is the highest: Provided that if at the end of any quarter it appears that a higher amount would have been payable for or on account of the salary of the teacher if the amount had been determined on the average attendance for that quarter, then the amount payable for that quarter shall be deemed to be the amount determined on the average attendance for such quarter, and the teacher shall be paid the amount so determined less any amount already paid at a lower rate. The provisions of this clause shall apply, as far as may be applicable, in the case of a new school of Grade 0, and with respect to any such school the provisions of clause 5 hereof shall be modified accordingly.

18. To the head teacher of a district high school there shall be payable by way of salary an amount of £30 per annum if the yearly average

attendance of the secondary department does not exceed 120, and £50 per annum if the yearly average attendance of the secondary department exceeds that number, in addition to all other amounts payable to him under these regulations. In consideration of such additional payment the head teacher shall be required to take some definite part in the instruction of the secondary department, but he shall devote the greater part of his time and attention to the supervision and instruction of the classes in the primary department.

19. The salary and house allowance of a teacher of a group of part-time schools shall be those for the grade of the group determined in accordance with clause 12 hereof: Provided that if the teacher of a group of part-time schools is required by the Education Board to teach or travel on six days during the week (provided that he teaches for at least twenty-four hours in each week), he shall receive the salary and house allowance for the grade of school next higher than the grade in which that group of schools is placed.

20. The salary of an assistant teacher appointed under the provisions of clauses 37 or 39 hereof shall be that of Grade I.

21. A teacher employed in a public school at the time of coming into force of this Order shall not, so long as he remains in the same position, receive a salary lower than that to which he would have been entitled had this Order not come into force.

22. Every teacher who is permanently appointed to any position in a public school after the coming into force of this Order shall, on his appointment, receive the minimum salary of the grade of salary attached to his position under these regulations.

23. (i.) Notwithstanding the provisions of the last preceding clause, if a teacher is transferred from one permanent position to another permanent position (whether those two positions are in the same school or in different schools, or under the same Board or under different Boards, or under the Department) his salary on transfer to his new position shall be determined in the manner following:—

(a.) If the amount of the final salary which he received in his former position is less than the minimum salary of the grade of salary attached to his new position, he shall receive as his initial salary in his new position the amount of such minimum salary, and thereafter shall receive an annual increment in the manner provided in clause 24 hereof.

(b.) If the amount of the final salary which he received in his former position is greater than the maximum salary of the grade of salary attached to his new position, he shall receive as his salary in his new position the amount of such maximum salary.

(c.) In any other case he shall receive as his initial salary in his new position the amount of the final salary which he received in his former position, and shall receive his first increment of salary on the same date as if he had continued in the position from which he was so transferred.

(ii.) A transfer for the purposes of this clause shall be deemed to include the case in which there has been an interval of time between the tenure of the two positions not exceeding twelve months.

(iii.) If a married assistant in receipt of additional salary under the provisions of subclause (3) of clause 13 hereof is transferred to a position as head teacher or sole teacher, such additional salary shall not be reckoned as part of his salary for the purposes of this clause.

(iv.) The provisions of this clause may, with the approval of the Minister, be extended to any teacher who is transferred from a position which he has occupied temporarily for a period of more than twelve months, and also, *mutatis mutandis*, to any person who holds a position in the Education service as defined by the Public Service Classification and Superannuation Amendment Act, 1908, other than in a public school, who is appointed to a position in a public school.

24. Every teacher employed in any position in a public school shall, so long as he remains in that position, receive the annual increment mentioned in column 5 of Schedule I of clause 13 hereof, and every such increment shall be by way of addition to the rate of salary payable on the 31st day of December immediately preceding, and shall commence—

(a.) In the case of a teacher employed in such a position on the 1st day of July in any year, as from the 1st day of January next ensuing; and

(b.) In the case of a teacher appointed to such a position after the 1st day of July in any year, as from the 1st day of January next ensuing after the expiration of one year from the date of such appointment.

25. Notwithstanding anything in these regulations other than the provisions of clause 46 hereof, the salary payable in the case of every

teacher employed in a public school at the date of the coming into operation of this Order shall be determined on that date as follows—that is to say, he shall receive the salary to which he would have been entitled had this Order not been passed, provided that in the case of a married assistant regard shall not be taken of the additional salary (if any) to which he would have been entitled in accordance with the note to the Fourth Schedule of the Act. In addition to the salary so ascertained he shall receive by way of salary the special increment mentioned in column 4 of Schedule I of clause 13 hereof, and shall also, in the case of a married assistant, receive the additional salary (if any) to which he is entitled in accordance with subclause (3) of the said clause.

26. Except to such extent as may be necessary to comply with the requirements of clauses 21 and 25 hereof, nothing in these regulations shall entitle any teacher to a salary higher than the maximum for the grade of salary attached to his position.

27. (i.) If any school is at the beginning of any year placed in Grade I or a higher grade, and that school is thereafter reduced in grade, any teacher who remains in the same position therein shall continue to receive the same salary and allowances as if no such reduction had taken place:

Provided that if he has been offered and has declined to accept in a public school, secondary school, technical high school, or in any school under the control of the Department, any position the salary and allowances attached to which are not less than the salary and allowances that would have been received by him if the first-named school had not been reduced in grade, then he shall continue to receive for two years after the reduction, but no longer, the same salary and allowances as if no reduction had taken place, and thereafter, until new conditions arise, he shall receive as his salary and allowances the maximum salary and allowances prescribed for his position according to the grade to which the school has been reduced:

Provided further that in no case shall any teacher be entitled to receive salary and allowances in excess of that payable for the reduced grade or subgrade of the school for a longer period than five years.

(ii.) The teacher of a part-time school which has been established as a full-time school shall, if he was the teacher of a group of part-time schools, be considered for the purposes of this clause as remaining in the same position.

28. Any teacher who is appointed temporarily to any position, or acts as relieving teacher or locum tenens for a teacher, in a public school shall while he occupies such position be paid salary and allowance not lower than the salary and allowance to which he would have been entitled if he had been permanently appointed to such position:

Provided that if in the opinion of the Board the qualifications of a teacher who is not the holder of a teacher's certificate or a license to teach do not warrant the payment to such teacher of the salary prescribed for the position to which he is appointed, the Board may, with the concurrence of the Minister, pay salary at a lower rate than the prescribed salary.

29. If the first female assistant in any school at the coming into operation of this Order be not appointed to the position of infant mistress in accordance with clause 45 hereof, such assistant may, with the approval of the Minister, so long as she remains in the same position, continue to be paid at the rate of salary payable to the first female assistant.

30. (1.) In the case of a reduction in the staff of a school, such amount shall be paid to the Board in respect of the teachers whose services are dispensed with as will enable the Board to comply with section 82 of the Act; but, with the exceptions set forth in subclause (2) hereof, in no circumstances shall payment be made to the Board on account of the salary of any teacher for a longer period than four months after the end of the quarter in which the school ceases to be entitled to the services of such teacher if such teacher had been permanently appointed, or for a longer period than two months in any other case.

(2.) In any school in which, under these regulations, a reduction in the staff is to be made, if at the beginning of any subsequent quarter it is found that the average attendance of the school for the quarter immediately preceding has increased so that the minimum average attendance of the grade or subgrade for which such staff has been provided has been reached, then, if notice to the teacher or teachers to be withdrawn has not expired, payment of the salary or salaries of the said teacher or teachers may, with the precedent approval of the Minister, be made for such period as the Board may decide, being not more than four months after the beginning of the quarter first named; and so on from quarter

to quarter until the 1st February next ensuing. If the staff has been reduced the Board may, with the approval of the Minister, reinstate the teacher or teachers withdrawn, or appoint another teacher or other teachers to the staff in lieu thereof; and payment of salary or salaries therefor, as the case may be, may be made accordingly as in the case of the teacher or teachers to whom the notice given had not expired.

III. STAFFING OF SCHOOLS.

31. (1.) Subject to the provisions hereinafter contained, the number of teachers and of pupil-teachers (hereinafter referred to as "junior teachers") in any school other than a district high school, and in the primary department of a district high school, shall be the number shown in columns 3, 5, and 7 of Schedules II and III of clause 14 hereof for the average attendance shown in column 1 of the said schedules. The assistants shown in column 6 are to be substituted for the junior teachers in column 7 at such times and to such extent as may be prescribed.

(2.) The number of teachers in the secondary department of a district high school shall be the number shown in column 3 of Schedule IV of clause 14 hereof for the average attendance shown in column 1 of that schedule.

(3.) On the 1st February in each year the Board shall determine the number of teachers and of junior teachers aforesaid in accordance with the yearly average attendance for the year ended 31st December immediately preceding.

32. (1.) If at the beginning of any quarter it appears that the attendance in any school other than a district high school, or in the primary department or secondary department of any district high school, has increased so that the mean of the quarterly average attendance for the four quarters, or the three quarters, or the two quarters, or for the quarter immediately preceding, is, in the case of any such school or primary department as high as that shown in column 2, or column 3, or column 4, or column 5, respectively, of Table B hereto, or in the case of a secondary department as high as that shown in column 2, or column 3, or column 4, respectively, of Table C hereto, the Board may, in the case of any such school or primary department, make such addition to the staff as is required to bring the number of teachers and of junior teachers for that quarter up to the number prescribed for a school having the average attendance shown in column 6 of Table B; or, in the case of any such secondary department, such addition to the staff as is required to bring the number of teachers in the secondary department for that quarter up to the number prescribed for a secondary department having the average attendance shown in column 5 of Table C: Provided that in any special case of increasing attendance which appears to be not equitably provided for herein the Board may, with the precedent approval of the Minister, increase the staff of any school or department at an earlier date than that in which an increase would otherwise be authorized under this subclause.

TABLE B.

Showing Increase in Quarterly Average Attendance upon which the Staff of a School may be increased.

Average Attendance for Year immediately preceding. (1)	Average Attendance rises for				Staff to be as for School with Average Attendance. (6)
	Four Quarters to (2)	Or Three Quarters to (3)	Or Two Quarters to (4)	Or One Quarter to (5)	
Less than 36	36	39	42	45	36-80
36-80	81	84	87	90	81-120
81-120	121	125	130	135	121-160
121-160	161	165	170	175	161-200
161-200	201	208	215	220	201-240
201-240	241	248	255	260	241-280
241-280	281	288	295	300	281-320
281-320	321	328	335	340	321-360
321-360	361	368	375	380	361-400
361-400	401	408	415	420	401-440
401-440	441	450	460	470	441-480
441-480	481	490	500	510	481-520
481-520	and so on, adding 40 for each subgrade above Subgrade VIII.				

TABLE C.

Average Attendance for Year preceding not over (1)	Average Attendance rises for			Staff may be increased as for Average Attendance. (5)
	Three Quarters to (2)	Or Two Quarters to (3)	Or One Quarter to (4)	
30	33	36	40	31-60
60	63	66	70	60-90
90	95	100	105	90-120
120	and so on, adding 30 for each grade above Grade E.			

(2.) If at the beginning of any quarter it appears that the attendance in any school other than a district high school, or in the primary department or secondary department of a district high school, has decreased so that the mean of the average attendance for the three quarters, or for the two quarters, or the average attendance for the quarter immediately preceding, has in the case of any such school or primary department fallen as low as indicated in columns 2, 3, and 4 respectively of Table D hereto, or in the case of any secondary department as low as indicated in columns 2, 3, and 4 respectively of Table E hereto, then the staff of any such school or primary department shall be reduced to that prescribed for a school having the average attendance shown in column 5 of Table D; or, as the case may be, the staff of any such secondary department shall be reduced to that prescribed for a secondary department having the average attendance shown in column 5 of Table E: Provided that the Board may in any case reduce the staff of any school or department at any time after the average attendance for any quarter has fallen below the minimum of the grade or subgrade of the school or department, as the case may be.

(3.) If under the provisions of subclause (2) hereof the reduction in the staff would require the removal of a junior teacher or junior teachers, the Board may retain such junior teacher or junior teachers on the staff of the school or department until the 31st January next ensuing.

TABLE D.

Showing the Decrease in Average Attendance upon which the Staff of a School shall be reduced.

Average Attendance for Year immediately preceding. (1)	Average Attendance has fallen			Staff to be as for a School with Average Attendance. (5)
	For Three Quarters to (2)	Or for Two Quarters to (3)	Or for One Quarter to (4)	
36-80	34	32	30	21-35
81-120	78	74	70	36-80
121-160	118	114	110	81-120
161-200	158	154	150	121-160
201-240	197	194	190	161-200
241-280	237	230	220	201-240
281-320	277	270	260	241-280
321-360	317	310	300	281-320
361-400	357	350	340	321-360
401-440	397	390	380	361-400
441-480	435	430	420	401-440
481-520	475	470	460	441-480

and so on, adding 40 for each subgrade above Subgrade VIIA.

TABLE E.

Average Attendance for Year preceding over (1)	Average Attendance Falls for			Staff shall be Decreased as for Average Attendance. (5)
	Three Quarters to (2)	Or Two Quarters to (3)	Or One Quarter to (4)	
30	28	26	24	12-30
60	55	50	45	31-60
90	85	80	75	60-90
120	110	100	90	90-120

and so on, adding 30 for each grade above Grade E.

33. Clause 32 shall affect the staff of the school or department only during the quarter prescribed and any subsequent quarter in the same year. On the 1st February following such school or department shall (in accordance with clause 31 hereof) be staffed in accordance with the yearly average attendance thereat; and nothing in the said clause shall be deemed to affect the salary of any member of the staff of such school or department who shall not have been appointed or removed thereunder.

34. As soon as, under the provisions of the Act and of these regulations, a reduction in the staff of a school is imminent, it shall be the duty of the Board to give notice to every teacher whom it may deem necessary to discharge in order to carry out such reduction.

35. In reckoning the quarter, or two quarters, or three quarters, or four quarters immediately preceding, for the purposes of clause 32 hereof, no account shall be taken of the average attendance for any quarter if it is shown to the satisfaction of the Minister of Education, on the certificate of the District Health Officer or of a Medical Inspector of Schools, that an infectious disease of an epidemic character has been locally prevalent during that quarter to the extent of affecting 10 per cent. or more of the children on the roll of the school or department.

36. Where a qualified assistant cannot be obtained, two junior teachers may, with the approval of the Minister previously obtained, be substituted for an assistant: Provided that the number of junior teachers in any school shall in no case exceed the number of adult teachers.

37. An assistant may be substituted for two junior teachers, but without the special approval of the Minister, not more than one such substitution shall be made in any one school.

38. The number of teachers and of junior teachers in the primary department of a district high school shall be the same as in a public school with the same average attendance as the primary department.

39. No main school or side school, taken separately, shall have a smaller number on its staff than if it were a mixed school of the same average attendance; and the Board shall appoint such additional teachers or junior teachers (if any) as are necessary in order to conform to this requirement.

40. In the case of a main school from which during any year a side school has been separated, the staff of such school shall, from the date of separation, be determined in accordance with the yearly average attendance of the main school for the year immediately preceding.

41. Until the number of uncertificated teachers employed in schools of Grade I and upwards in an education district is less than 10 per cent. of the total number of certificated teachers in that district, uncertificated teachers may be appointed temporarily at salaries not exceeding Grade I to positions in schools of Grades V and upwards to such extent and on such conditions as may be determined by the Minister. The Minister may prescribe that a certain proportion of the uncertificated teachers employed shall be appointed to such schools.

IV. LIMITATION OF POSITIONS TO BE FILLED BY MALE AND FEMALE TEACHERS.

42. The number of male assistants in any mixed school shall not exceed the number of female assistants.

43. At least one of the first two assistants in any mixed school of Grade IV, V, VI, or VII must be a woman.

44. At least three of the first six assistants in any mixed school of Grade VI or VII must be women.

45. (1.) The position of first female assistant in every mixed school of Grade Vc or of a higher grade shall be that of infant mistress.

(2.) Not later than four months after the coming into operation of this Order, the Board shall in each school referred to in subclause (1) hereof appoint a teacher to the position of infant mistress, whether such teacher is at present a member of the staff of such school or not.

(3.) Nothing herein shall be deemed to authorize an increase in the number of the staff of any school.

(4.) For the purposes of this clause "infant mistress" means the assistant teacher on the staff who has charge, subject to the control of the headmaster, of the infant department of such school. "Infant department" means the classes in the school not higher than Standard I.

V. TRANSFER OF TEACHERS WHEN A SCHOOL IS INCREASED IN GRADE.

46. (1.) If at any time the grade or subgrade of a school is raised, no teacher employed in such school shall be entitled to the higher salary (if any) provided for his position in such higher grade or subgrade if the Board within one month after the date on which the grade or sub-

grade of the school is raised gives such teacher notice of its intention to transfer him to another position; and until such transfer is made he shall, subject to the provisions of subclause (2) hereof, continue to be paid the same rate of salary as would have been payable to him had the grade or subgrade of the school not been raised.

(2.) If a transfer is not made within twelve months after the date of such notice the teacher shall be entitled to the increased salary as from the date on which the school was raised in grade or subgrade.

(3.) For the purposes of this clause column 2 of Schedules II and III of clause 14 hereof shall be deemed to correspond with column 2 of the tables in Parts I and II of the Fifth Schedule to the Act, and a school shall at the commencement of this Order be deemed to be raised in grade or subgrade if the denotation of the grade or subgrade in which the school is placed under this Order is higher than the denotation of the grade or subgrade in which the school was placed on the 31st December, 1918, under the Act.

VI. TRANSFER OF TEACHERS WHEN A SCHOOL IS REDUCED IN GRADE.

47. In any case where a position becomes or is about to become vacant and the Board proposes to fill such position, the following provisions shall apply:—

- (i.) The Board shall first taken into consideration for appointment to such position any teacher who in its opinion should be transferred from the position at present held by him on the grounds stated in paragraph (b) of subsection (3) of section 71 of the Act.
- (ii.) If the Board decides that any teacher referred to in paragraph (i) hereof is not to be appointed to such position, it shall consider the fitness for appointment to such position of any teacher referred to in paragraph (a) of subsection (3) and in subsection (8) of section 71 of the Act whose maximum salary and allowance in the position occupied by him at that time are not higher than the maximum salary and allowance prescribed for the position to which an appointment is to be made.
- (iii.) The fitness of any teacher whom the Board is required to consider under paragraph (ii) hereof shall, subject to any limitation as to sex or other special qualifications imposed by the Board or these regulations, be determined in relation to other teachers who are applicants for or who are otherwise considered for appointment to such position, by the relative position of all such teachers on the Dominion graded list of teachers.
- (iv.) Subject to the right of any teacher to decline appointment, the teacher so ascertained to be most fitted for appointment shall be appointed to the position.

VII. HOUSE ALLOWANCES.

48. The house allowances payable to public-school teachers under section 81 of the Act shall be as follows:—

HOUSE ALLOWANCES TO HEAD OR SOLE TEACHERS.

For schools of Grade I	£20 per annum.
„ Grades II and III... ..	£30 „
„ Grade IV	£40 „
„ Grades V, VI, VII	£50 „

VIII. EMPLOYMENT, EDUCATION, AND EXAMINATION OF PUPIL-TEACHERS AND PROBATIONERS.

1. (1.) As soon as practicable after the commencement of each year the Board shall proceed to make appointments of probationers and pupil-teachers in accordance with these regulations. Pupil-teachers are hereinafter referred to as “junior teachers.”

(2.) The most suitable candidates shall be selected irrespective of their place of residence, and every candidate so selected shall be appointed to the nearest convenient school.

(3.) Probationers and junior teachers may, at the Board's discretion, be transferred from one school to another within the district.

2. The number of probationers that may be appointed each year in any education district shall not exceed one for each 700 or part of 700 children in yearly average attendance in the district. No probationer shall be appointed to a school below Grade III; not more than three probationers shall be appointed in any year to the same school; and, in

general, not less than one-half of the probationers selected in any year shall be appointed to schools of Grades III and IV.

3. (1.) All candidates for appointment as junior teachers or probationers must have qualified—

- (a.) By obtaining a higher leaving certificate; or
- (b.) By passing the Matriculation Examination of any British university, or by obtaining at least a "partial pass for Class D" in the Teachers' Certificate Examination, or by gaining a lower leaving certificate; or
- (c.) By passing the Public Service Entrance or Intermediate Examination, or by obtaining an intermediate certificate, or by obtaining some other qualification that is in the opinion of the Director of Education equivalent thereto.

(2.) In selecting candidates for appointment as junior teachers or probationers, other things being equal, preference shall be given to candidates qualified under (a), (b), and (c), as above, in the order named.

(3.) A candidate for appointment as a junior teacher qualified under paragraph (a) or (b) of subclause (1) hereof shall rank on appointment as a junior teacher of the Second Grade, and a candidate qualified under paragraph (c) thereof shall rank on appointment as a junior teacher of the Third Grade.

4. (1.) Each candidate for appointment as probationer or junior teacher shall forward to the Board with his application—(a) Satisfactory proof that he has reached the age of sixteen years; (b) a certificate from the head teacher of the school last attended, or from an Inspector of Schools, testifying to his moral character, good health, and general fitness for the position of probationer or pupil-teacher.

(2.) No one shall be appointed as a probationer or junior teacher until he has been examined by a medical officer appointed by the Board and reported by him to be of sound health and good constitution, and free from all physical defects as are incompatible with efficiency in teaching.

5. (1.) Subject to any modification hereinafter made, the term of service of a probationer shall be two years, and that of a junior teacher shall be two years or three years, as the case may be, according to his rank on appointment as of the Second Grade or Third Grade respectively.

(2.) For the purpose of this clause a year of service means a year beginning with the 1st February and ending with the 31st January following: Provided that the first year of service shall be reckoned as dating (a) in the case of a junior teacher appointed on or before the 1st July of any year, as from the 1st February of that year; and (b) in the case of a junior teacher appointed after the 1st July in any year, as from the 1st February following. Except with the approval of the Director of Education, no appointment of a probationer shall be made after the 1st March in any year.

(3.) A junior teacher of the Third Grade shall rank as a junior teacher of the Second Grade after one year's service as a junior teacher of the Third Grade, and a junior teacher of the Second Grade shall rank as a junior teacher of the First Grade after one year's service as a junior teacher of the Second Grade.

(4.) A junior teacher of the Third Grade who obtains the qualification set out in paragraphs (a) and (b) of subclause (1) of clause 3 hereof shall be entitled to rank as a junior teacher of the Second Grade as from the nearest 1st February.

(5.) The term of service of a junior teacher of the First Grade, or of a probationer after two years' service, may, with the approval of the Director, be extended for an additional year, provided that the total term of service shall in no case exceed four years in the case of a junior teacher, or three years in the case of a probationer.

6. Pupil-teachers of the first and second years in the Education service on the coming into force of this Order shall be deemed to be junior teachers of the Third Grade, and similarly pupil-teachers of the third year or of the fourth year shall be deemed to be junior teachers of the Second Grade or of the First Grade respectively, and junior teachers thus deemed to be of the Third Grade or Second Grade shall be promoted to the Second Grade or First Grade respectively in the same manner as if they had been appointed under these regulations.

7. Probationers and junior teachers who have completed their term of service and have satisfied conditions of entrance shall be eligible to enter a training college in accordance with the regulations pertaining thereto:

Provided that in cases approved by the Director of Education junior teachers who have completed not less than twelve months' service as junior teachers of the Second Grade, and probationers who have completed not less than twelve months' service, may, on compliance with other

conditions of admission, be admitted to the training college as students of Division A if they have passed the examination for a teacher's D certificate or obtained a partial pass therefor.

8. (1.) The allowances payable to probationers shall be as follows:—

(a.) To those qualified under paragraphs (a) and (b) of subclause (1) of clause 3 hereof, £60 per annum.

(b.) To those qualified under clause (c) of the said subclause, £55 per annum for the first year and £60 per annum for the second year.

(2.) The salaries payable to junior teachers shall be as follows:—

Third grade, £60 per annum.

Second and First Grades, £65 per annum.

(3.) Where a probationer or junior teacher is obliged to live away from home there shall be paid to him in addition to the amount above specified a boarding-allowance of £25 per annum.

(4.) Where a probationer or junior teacher lives at home but is obliged to travel more than four miles daily each way to attend school there shall be paid to him an additional sum (not exceeding £10 per annum) sufficient to defray the actual cost of travelling.

9. Probationers' and junior teachers' salaries and allowances shall be payable in monthly instalments as from the date of entry upon the duties of their position.

10. (1.) The appointment of every probationer and junior teacher shall for the first year be regarded as probationary. If during this period the head teacher and an Inspector report favourably on the work of a junior teacher or probationer the appointment shall be confirmed, and the year of probation shall be reckoned as one year of service.

(2.) If the probationer or junior teacher after due trial shows little promise of suitability for the teaching profession, or if he fails to obtain a satisfactory report as to his diligence and behaviour from the head teacher of the school in which he is employed, or fails to pass any examination prescribed, or otherwise on the unfavourable report of an Inspector, the Board may terminate his engagement on one month's notice. For gross negligence, incompetence, disobedience, or immoral conduct a probationer or junior teacher shall be liable to summary dismissal without claim on the Board.

(3.) No probationer or junior teacher shall be at liberty to relinquish his engagement without giving to the Secretary of the Board at least one month's notice in writing of his intention to do so.

(4.) Junior teachers during their period of service or subsequently shall not be eligible for appointment as probationers, and *vice versa*.

11. (1.) The head teacher shall be responsible for the training in teaching and class management and for the direction of the studies of the probationers and junior teachers attached to his school. In every case the course of study shall be so directed, in continuation of previous studies, as to form, as far as circumstances admit, a preparation for entrance to the training college on the completion of the probationer's or junior teacher's service. Among special subjects of instruction for which provision is to be made, physical instruction, school method, vocal music, nature-study, drawing, needlework or other branch of handwork or domestic science shall be included.

(2.) All probationers and junior teachers must attend approved special classes in drawing, singing, science, and physical instruction or other classes as required by the Board.

(3.) As part of the training given the head teacher shall make provision for frequent observation by the probationers and junior teachers of lessons given by the certificated teachers on the school staff, and for lessons to be given by the probationers and junior teachers in his own presence or in that of an approved assistant.

12. (1.) Probationers and junior teachers shall receive instruction in their subjects of study for not less than five hours a week on not less than four days in the week before or after school hours.

(2.) Such instruction shall be given by the head teacher, provided that with the sanction of the Board previously obtained this instruction may in part be delegated to other certificated members of the school staff; provided further that the Board may reckon attendance with satisfactory progress as approved classes outside the school as part of the time prescribed for instruction.

(3.) A time-table showing the hours and subjects of instruction must be drawn up by the head teacher and submitted by him for approval of the Inspector on his first visit in the year.

13. (1.) A probationer or junior teacher who has passed the Intermediate Examination will be required to present himself for the next Matriculation Examination or for some part of the Teachers' Class D Examination.

(2.) A probationer or junior teacher who has passed the Matriculation Examination will be required to present himself for the next Teachers' Class D Examination.

(3.) Notwithstanding anything in these regulations, a Board may, if it sees fit, hold other examinations at the end of the first or second year—viz., in such subjects as methods of teaching, singing, drawing, nature-study, needlework, and other branches of handwork.

(4.) A junior teacher who has passed the examination for a teacher's certificate shall be exempt from further examination during his term of service if he shows to the satisfaction of the Board that he is pursuing his studies.

(5.) When a probationer or junior teacher receives any exemption from examination under these regulations, the head teacher shall draw up a scheme of work with a view to the preparation of the probationer or junior teacher for higher examination, and shall draw up also a time-table showing the distribution of the work. The scheme of work and the time-table shall be submitted in duplicate to the Inspector for his approval.

14. It shall be the duty of the head teachers to cause every probationer and junior teacher attached in their schools—

(1.) To keep in convenient form a journal or log-book in which the amount and character of each day's instruction and observation as distinct from teaching shall be briefly shown, and which at the end of each week shall be signed by the probationer or junior teacher and countersigned by the head teacher.

(2.) To keep a record for each year of "special lessons" which he has taught under the immediate direction and supervision of the head teacher or of an approved assistant. This record shall be the property of the probationer or junior teacher, and shall show for each lesson—

(a.) The class to which the lesson was given :

(b.) The title and aim of the lesson :

(c.) The time occupied in teaching the lesson :

(d.) The teacher's criticism of the notes of the lesson and of the probationer's or junior teacher's handling of it :

(e.) The teacher's signature or initials at the end of the above entries :

(f.) The date on which the lesson was taught and the record made.

(3.) The number of "special lessons" taught during each year of service as above prescribed should be considerable (one at least should be given every fortnight); and during the course of preparation for these lessons the probationers or junior teachers should be made familiar with special portions of some modern work of recognized merit on school method bearing directly on the subjects treated.

15. (1.) No probationer shall have sole charge of any class, nor shall be engaged in teaching for more than three hours per day inclusive of any time given to correcting exercises or marking registers. The remainder of the time during school hours shall be devoted to study, or to observation of teaching, or to attendance at classes approved by the Board, as the headmaster may direct.

(2.) No junior teacher shall be required permanently to teach or do school duty, other than occasional supervision of the playground, for more than four hours daily: Provided that junior teachers of the First Grade may, on the recommendation of the Senior Inspector, be employed in the work of teaching for five hours daily. No junior teacher of the Third Grade shall be placed in sole charge of a class or department.

(3.) No probationer or junior teacher shall be kept employed on one class of school-work for a longer time than one year, unless in exceptional circumstances, when the fact must be reported to the Board without delay.

16. (1.) The headmaster shall report to the Board at the end of each quarter (or oftener if occasion requires) on the conduct, diligence, and progress in the art of teaching and in studies of the probationer and junior teachers employed in his school.

(2.) The Inspectors shall report twice a year on the probationers and junior teachers attached to the school which they visit.

17. When an Inspector makes a visit of inspection to a school he shall inquire into the character of the instruction given to the probationers and junior teachers there employed, and shall examine the time-table and the statement of progress, and, if he deem it necessary, report to the Board thereon; and he shall further report on the general work of each probationer and junior teacher on the staff of the school, and also on the "special lesson" which each probationer and junior teacher shall give in his presence.

18. Probationers and junior teachers shall be required to conform to the ordinary rules and by-laws of the Board in all matters not otherwise provided for in these regulations, and on appointment must sign a copy of these regulations to signify their adherence thereto.

REGULATIONS.—PART II.

I. NATIVE SCHOOLS.

1. (1.) The regulations made by Order in Council dated the 12th April, 1915, relating to Native schools, are hereby amended by substituting the following schedule for the First Schedule to Part XIII of the said regulations:—

FIRST SCHEDULE.

Grades of Native Schools and Salaries of Teachers.

Average Attendance.	Grade of School.	Subgrade of School.	Salary of Head Teacher.	Salary of Assistants.			
				(1)	(2)	(3)	(4)
9-20	I	..	£ 130-160	£ ..	£ ..	£ ..	£ ..
21-25	II	II(i)	160-220	40-60	..	..	..
26-35	II	II(ii)	160-220	60-80	..	..	..
36-50	III A	III A(i)	220-270	105-125	..	..	..
51-80	III A	III A(ii)	220-270	105-125	40-60	..	..
81-120	III B	..	230-290	105-125	60-80	40-60	..
121-160	IV A	..	280-330	125-165	105-125	40-60	..
161-200	IV B	..	280-330	125-165	125-165	105-125	40-60

NOTE (i).—In addition to the salary payable above, there shall be paid by way of salary the sum of £35 per annum in the case of every assistant teacher who is obliged to live away from home.

NOTE (ii).—A deduction of 10 per centum from the salary payable in accordance with the foregoing provisions shall be made in the case of every uncertificated head or sole teacher and in the case of every uncertificated assistant, and a deduction of 5 per centum in the case of every assistant or head or sole teacher who is the holder of a license to teach; but if in any such case the said deduction would reduce the salary below £120 per annum no greater deduction shall be made than is sufficient to reduce the salary to £120.

(2.) The Second Schedule of the said regulations is hereby amended by deleting the words "and II" after the words "For schools of Grade I," and by substituting the words "For schools of Grades II and III" for the words "For schools of Grade III."

II. ATTENDANCE REGISTERS AND RETURNS.

2. (1.) The second proviso to clause 9 of the regulations made by Order in Council dated the 21st day of December, 1914, is hereby amended by inserting the words "or of a Medical Inspector of Schools" after the words "District Health Officer."

(2.) Clause 11 of the said regulations is hereby amended by deleting the words "quarterly or" after the words "calculating the."

(3.) Clause 13 of the said regulations is hereby amended by adding after paragraph (e) the following paragraph:—

"(f.) The status of one or more schools is altered by the consolidation of two or more schools, or by the opening of a school in a new building on a new site, or otherwise as approved by the Minister."

III. TRAINING COLLEGES.

1. The regulations made by Order in Council dated the 21st December, 1914, as amended by Orders in Council dated the 14th May, 1917, 30th April, 1918, and 21st May, 1918, are amended as hereinafter provided.

2. The proviso to clause 4 (1), (b), is hereby deleted.

3. Clause 6 is hereby deleted, and the following clause is substituted therefor:—

"6. (1.) After consultation with the Committee of Advice the Board shall make recommendations to the Minister regarding appointments to the staff of the training college and normal school, and on receipt of the Minister's approval thereto the Board shall make appointments accordingly. Except in regard to the appointments of the Principal and Vice-

Principal of the training college and the Headmaster of the normal school, the Committee of Advice may delegate its functions in this respect to the Senior Inspector of Schools.

“(2.) In making appointments to the staff of a normal school the Board shall, in addition to considering applications received for any position, take into consideration the question of appointing by transfer any teacher in the district whose qualifications for the position are superior to those of any of the applicants.”

4. (1.) Clause 7 is hereby amended by deleting subclause (1) and by substituting therefor the following:—

“In addition to the staff of the normal school the following shall be the staff of the training college:—

“(a.) Principal of the training college, who shall have general control of the training college and of the normal school attached thereto, and who shall with the concurrence of the University College act as Professor or Lecturer on Education at the University College. Salary, £650–£700 per annum.

“(b.) A Vice-Principal of the training college, who shall assist the Principal in the control and management of the training college and act as Lecturer or Assistant Lecturer in subjects of the approved curriculum for students. Salary, £500–£550.

“(c.) One or more additional assistant lecturers as approved by the Minister. Salary, not exceeding in any case £400 per annum.

“(d.) Tutor and Librarian. Salary, not exceeding £310 per annum.”

(2.) Paragraphs (ii) to (v) of subclause (2) of clause 7 are hereby deleted, and the following substituted therefor:—

“(ii.) First assistant, with a salary of £320–£360.

“(iii.) Kindergarten mistress, with a salary of £320–£360.

“(iv.) One assistant with a salary of £290–£310, two assistants with salaries of £260–£280, and one assistant with a salary of £230–£250.

“(v.) Such additional assistants at a salary of £190–£220 as are required to make up the total number of assistants to the number named in column (4) of schedule II of clause 14 of the Regulations respecting Salaries of Teachers and Staffing of Schools, or to such greater number as the Minister may approve.”

(3.) Paragraphs (i) to (v) of subclause (3) of clause 7 are hereby deleted, and the following substituted therefor:—

“(i.) Sole teacher, with salary of £290–£310.

“(ii.) Assistant mistress, with salary of £190–£220.

“(iii.) In a secondary department with not more than thirty pupils in yearly average attendance, an assistant with a salary of £270–£290; or in a secondary department with more than thirty pupils in yearly average attendance, a first secondary assistant teacher with a salary of £320–£360, and a second assistant teacher with a salary of £230–£250.

“(iv.) Assistant teacher, with salary of £230–£250.

“(v.) Assistant teacher, with salary of £190–£220.”

4. Clause 7 is hereby further amended by the addition of the following subclauses (6) and (7):—

“(6.) A married assistant on the staff of a normal school shall be entitled to additional salary of £30 per annum in the same manner as if he were an assistant in a public school other than a normal school.

“(7.) No teacher on the staff of a normal school at the commencement of this Order shall be entitled to a salary lower than that to which he would have been entitled had this Order not been passed.”

5. Clause 10 is hereby amended by adding the words “provided that with the approval of the Director a student who is eligible for admission to an agricultural college according to regulations may be transferred thereto at the expiration of his first year at the training college.”

6. (1.) Clause 11 (1) (a) is hereby amended by adding the following: “Provided that in cases approved by the Director, pupil-teachers who have completed not less than twelve months’ service as pupil-teachers of the Second Grade, and probationers who have completed not less than twelve months’ service, may, on compliance with other conditions of admission, be admitted as students of Division A if they have passed the examination for a teacher’s D certificate or obtained a partial pass therefor.”

(2.) Clause 11 (2) is hereby amended by deleting the amount “£50” and substituting therefor “£65.”

7. Clause 12 (2) is hereby amended by deleting the amount “£30” and substituting therefor the amount “£45.”

8. Clause 16 (1) is hereby amended by inserting after the words "into a bond" the words "with the Minister," and by omitting the words "or in any endowed school or other registered school," and by substituting therefor the words "or in a free kindergarten school under a kindergarten association maintaining free kindergarten schools recognized by the Education Department for the purposes of subsidy, or in any school under the control of the Department."

9. Clause 17 (1) is hereby amended by omitting all the words after "any other scholarship," and by substituting therefor the following: "unless it is shown to the satisfaction of the Director that the holding of such scholarship would not interfere with the student's training as a teacher."

10. Clause 19 is hereby amended by substituting for the number "125" the number "150."

11. (1.) Clause 23 (1) (a) is hereby amended by inserting the word "school" for the word "schools."

(2.) Clause 23 (1) (b) is hereby amended by deleting the subparagraphs (i) to (v) inclusive and substituting therefor the following:—

"(i.) For men students an approved course of general experimental science, the material for which shall be drawn largely from agricultural sources.

"(ii.) For women students an approved course of general experimental science, the material for which shall be connected chiefly with matters relating to home and domestic affairs."

12. The said regulations are hereby amended by the addition of the following clause:—

"33. Notwithstanding anything contained in these regulations or in the Regulations for Salaries of Teachers and Staffing of Schools, Probationers, and Pupil-teachers, the following provisions shall, with the approval of the Minister, apply in the case of any training-college students, pupil-teachers, and probationers who served with the New Zealand Expeditionary Force within the period 4th August, 1914, to the 12th November, 1918:—

"(1.) Training-college students who had not completed their course as such may, in substitution for pupil-teachers or otherwise, be appointed to the staff of a public school situated in a training-college centre, with a salary of £120-£150, an increment of £10 above the minimum, not in any case exceeding three such increments, being granted for each year or part of a year during which the student has been on active service. Such students shall continue their studies and training in connection with the training college as directed by the Board on the advice of the Principal.

"(2.) Pupil-teachers and probationers who have not completed their course as such may be admitted to a training college as students of Division A for one year or two years, as may be recommended by the Principal. Pupil-teachers and probationers who have completed their course, but had not been admitted to a training college prior to going on active service, may be attached as supernumerary teachers to schools situated in training-college centres for a period not exceeding two years during which they shall teach half time and shall receive a salary of £120 per annum. Such students shall continue their studies and training in connection with the training college as directed by the Board on the advice of the Principal.

"(3.) Any student who had completed his training-college course but who had not been appointed to a position in a public school prior to going on active service shall, if he is appointed to any position on his return from active service, receive an increment for each year or part of a year of active service above the minimum of the salary attached to his position, provided that the maximum salary of the position to which he is appointed is not exceeded."

J. F. ANDREWS,
Clerk of the Executive Council.