# New Zealand.

ANALYSIS.

Title.

- 1. Short Title.
- 2. Commencement of Act.
- Complement of teaching staff.
   Teachers' salaries.

5. Appropriation of funds.
 6. Average daily attendance.

11. Repeal. Schedules,

7. Head-teacher's residence.

8. Rents, house allowances.

9. District high schools. 10. Regulations.

# 1901, No. 38.

AN ACT to remove the existing Anomalies and Inequalities in the Title. Staffing of Public Schools and in the Salaries paid to Public-School Teachers. [7th November, 1901.

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' Short Title. Salaries Act, 1901"; and it shall form part of and be read together 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, Commoncement of one thousand nine hundred and two.

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

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:

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 later than the thirty-first day of December, one thousand nine 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.

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.

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 pupilteachers 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 threepence 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.

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

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.

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 pre-

Teachers' salaries.

Appropriation of funds.

Average daily attendance.

Head-teacher's residence.

Rents, house allowances.

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ceding section out of any moneys from time to time appropriated by the General Assembly for that purpose.

9. Notwithstanding anything in this Act, it shall be lawful for District high any Board, with the sanction of the Minister, to make such additions schools. 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 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 conflicts with this Act, but not further or otherwise.

# SCHEDULES.

# FIRST SCHEDULE.

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## PART I.-SCALE OF STAFFS AND SALARIES.

ъ.		HEAD OR SOLE TEACHER.					يريا كالأخصاب	_																					. 8
Grade or School.	AVERAGE ATTENDANCE.	Male. Female.				ASSISTANTS.												Pupil- teachers.											
2 <u>.</u> 0	•	Fixed. Capita-		Fixed.	Fixed. Capita- tion.*																£								
1	Over 8 and not over 20	£ 52	80 80	£ 52	s. 80	Mis- tress.	м 	F 	м 	F	м 	F	м 	F	м 	F	M	F	м	F	м	F	м 	F	м 	F 	м	F	
2 3	" 20 " 30 " 30 " 40	$\frac{100}{135}$	70 40	100 135	70 20	£ 	£ 	£ 	£ 	£ 	£ 	£ 	£ 	£ 	£ 	£ 	£ 	£	£ 	£	£ 	£ 	£ 	£ 	£ 	£ 	£ 	£	
$\frac{4}{5}$	, 40 , 50 , 50 , 70	$\begin{array}{c} 155 \\ 165 \end{array}$	20 25	$\begin{array}{c}145\\150\end{array}$	10 10	80 85	•••		··· ··	•••	•••																••	•••	
6	"    70	190	25	160	10	95		••									••			•••									
8	$   \begin{array}{cccc}     & 90 & & 120 \\     & 120 & & 150   \end{array} $	$\begin{array}{c} 215 \\ 224 \end{array}$	6 6	170 174 <del>3</del>	3	$\begin{array}{c} 100 \\ 105 \end{array}$				••												·:	1						$\frac{1}{2}$
9	<b>"1</b> 50 "200	233	6	179	8	$110 \\ 115$	80	80			•••								•••			• • •							2
$10 \\ 11$	, 200 , 250 , 250 , 280	$\begin{array}{c} 248 \\ 263 \end{array}$	6 6	186 <u>1</u> 194	3	$\begin{array}{c}115\\120\end{array}$		$\frac{125}{135}$	80 85	80 85																			2
12	<b>"</b> 280 " 330	272	4	1981		125	185	145	100	100	80	80											•••				•••	•••	3
$\begin{array}{c} 13 \\ 14 \end{array}$	" 330 " 390 " 390 " 420	$\frac{282}{294}$	4	203		$\frac{130}{135}$				$\frac{105}{105}$	$\frac{100}{100}$	100	80 85	80 80															3 4
15	<b>420 480</b>	300	4	212	2	140	220	175	120	110	105	105	100	100	80	80				•••									4
$\frac{16}{17}$		$\begin{array}{c} 312\\ 318 \end{array}$	44	218 221						$\frac{110}{115}$		110 110	$\frac{105}{110}$	$\frac{105}{105}$	$\frac{80}{105}$	80 95	80	80		•••				•••			• •		5 5
18	<i>"</i> 570 <i>"</i> 600	330	4	&c.		155	235	185	130	115	115	115	110	105	105	95	80	80											6
19 20	, 600 , 660 , 660 , 690	$\frac{336}{348}$	4 2						$\frac{130}{145}$	$115 \\ 120$	$120 \\ 130$	120 130	$\frac{115}{120}$		$\frac{110}{115}$	100 110	85 90	80	80 80	80 80		••   ••		••		· · · [	••	· · ·	$\frac{6}{7}$
21	<b>, 6</b> 90 <b>, 750</b>	351	2			185	240	190	155	125	140	140	125	120	120	115	95	90	90	85	80	80							7
$\frac{22}{23}$	"750 "780 "780 "840	$\frac{357}{360}$	$\frac{2}{2}$							$\frac{130}{130}$		150 155			$\frac{125}{125}$	$120 \\ 120$	$\frac{105}{105}$	95 95	95 95	90 90	80 80	80 80	 80	80			••	••	8
$\frac{23}{24}$	<i>"</i> 780 <i>"</i> 840 <i>"</i> 840 <i>"</i> 870	366	2			205	245	195	165	130	155	155	130	125	125	120	105	95	95	90	80	80	80	80	· · · . · ·				9
25	" 870 " 930 " 930 " 960	$\frac{368}{374}$	2						$\frac{165}{170}$			$155 \\ 155$		$\frac{130}{130}$			$110 \\ 110$	100	$\frac{100}{100}$	95 95	85 85	85 85	80 80	80 80	80 80	80 80	••	••	9 10
26 27	, 960 , 960 , 960 , 1020	374				205	245	195	170	135	155	155	135		130	125	110		100	95	85	85	85	85	80	80	80	80	$10 \\ 10$
28	1020 " 1050 In schools with average attenda:	374	 9 conit				245	195	170	135	155	155	135	130	130	125	110	100	100	95	85	85	85	85	80	80	80 I	80	11
* 0	apitation is payable on the number i				_	_	ers in	the	colum	n '' A	verag	e Att	endar	1ce":	for in	nstan	ce, th	e sala	ry in	a sch	ool of	21 is	£103 1	0s.: i	n a sc	hoolo	of 26.	£191 /	
-							S	SALAI	RIES	оғ І	UPIL	-TEA	CHER	s.														, .	
	First year, £20, with Second "£30,	"		£10		"					Fo	urth	"	£50,			vance	£	5			"	-						
teach	fifth-year pupil-teacher contin er's certificate, he shall receive t	he salai	ry of a	, fourth	-year p	upil-te	achei	e the r.	rem	unera																			
	bove scale is subject to the follow	0									(9	i.) Oi	ily or and d	ne of	two i	cha in sol	nges ( nools	(d), (d)	e), ar 420	d(f)	) shal	ll be	allo	wed	in so	chools	s not	ove	r 420,
• •	The number of male assistants m cluding the mistress).										(/	ı.) <b>T</b> i	he to	tal n	umbe	er of	pupil	-teac	hers	in a ove t	ny ec	lucat umb	ion d er al	istric	et mu I for	ist no	ot be	inci rict	reased by the
	At least three out of the first six a mistress) must be females.						(exc	iusiv	e of	tne	   (i		scale																re em-
- Ìa's T	An assistant at £80 may be substi wo pupil-teachers may be substit	uted fo	rana	ssistant	5.		ing -	da	a	the			ploy	ed m pupi	ay be il-tea	e req ocher	uired. s.	, wit]	hout	extra	а рау	ment	t, to i	take j	part	in the	e inst	truct	ion of
	nstead of an assistant, a pupil-1 salary of another assistant.										(	j.) A	dedu	ictio	n of 1	10 pe	r cen	t. fro	m th	e sal	ary a	s pre	sorib	ed a	bove	shall	be n	nade	in the
( <i>f</i> .) 1	Instead of adding a pupil-teach sistant.	er, a B	Board 1	may ad	ld £35	to the	sala	ry of	an	as-			redu	ce th	every	nual	salar	y bel	ow £	su o: 80.	c 801	5 68	oner	or 8	831568	nt;	out r	lot so	as to

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Schedules.

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PART II.—SUPPLEMENTARY SCALE for separate Boys', GIRLS', and INFANTS' Schools.—Schools 201-600.													
						Boys	s' Schoo	ols.*					
Average at	·			Pupil teachers.									
			£	£	£	£	£	£	£	•			
201 - 250	• ·	•••	185	145	115	•••			•••	2			
251 - 280			195	150	120	•••				3			
281 - 330			200	155	120	95			. [	3			
331 - 390			205	155	125	$100^{-1}$	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			
Girls' Schools.*													
Average At			Pupil- teachers.										
			£	£	£	£	£	£	£				
201 - 250			135	$10\overline{5}$	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			$\widetilde{4}$			
421 - 480			165	120	110	90	80	80		$\frac{1}{4}$			
481 - 510			170	125	110	95	80	80		$\overline{5}$			
511 - 570			175	125	115	95	$\frac{00}{85}$	80	80	$\tilde{5}$			
571 - 600			180	130	115	100	85	80	80	$\ddot{6}$			
011-000			, 100	100				00					
	ļ					ants' S	chools.						
Average Attenda	Head- teacher.				Pupil- teachers.								
		£	£	£	£	£	£	£	£	······			
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		$\overline{5}$			
511 - 570		200	150	115	105	95	90	85	80	5			
571-600		205	155	120	110	100	95	90	80	$\tilde{6}$			

## FIRST SCHEDULE-continued.

\* 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  $\pounds 80$  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.

## PART IV.--SEPARATE BOYS' AND GIRLS' DEPARTMENTS.

If the average attendance exceeds 660 in any school in which boys and girls are taught in separate departments, in each such department an assistant at  $\pounds 80$  may be substituted for a pupil-teacher, or a pupil-teacher may be added to the staff, at the discretion of the Board, subject to note (h) in Part I. hereof.

## PART V.-HALF-TIME SCHOOLS.

In estimating salaries two half-time schools shall count as one school, the totals of the average attendance at the two schools being added together; and if the teacher of two such half-time schools be required by the Education Board to teach on six days during the week his salary shall be increased by one-fifth of the salary shown in Part I. hereof.

1901, No. 38.]

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### PART I.-SCALE OF STAFFS AND SALARIES. HEAD OR SOLE TEACHER. Grade of School. Pupil-teachers. Male. Female. ASSISTANTS. AVERAGE ATTENDANCE. Capita-Capita-Fixed. Fixed. tion. tion. Mis-£ £ м F м F м м м $\mathbf{F}$ М F м F 8. $\mathbf{F}$ м $\mathbf{F}$ tress 8 and not over 52Over -20 80 5280 100 80 100 2030 80 30 40 14040 14020£ 40 501602015010 85 . . . . . . . . .. . . . . . . . . . . • • . . • • . . . . . . . . ... . . • • 5070 170 2515510 -90 . . ۰. ۰. . . . . . . . . • • . . . . • • . . . . • • • • . . . . . . . . 70 90 195 2516510 100 .. .. ۰. . . . . . . 90 120 2206 175 3 105• • ۰. . . . . • • . . . . . . . . . . . . . . ۰. . . . . . . 1 . . . . . . . . 120 1502296 1791 3 110 $\mathbf{2}$ . . . . . . . . . . . . . . ... . . . . . . . . . . . . . . . . ۰. . . . . . . 11585 85 2 150200 238 6 184 3 •• . . . . . . • • . . . . . . . . . . . . . . ۰. . . . . . . . . 3 160 130 2002502536 1911 12085 85 $\mathbf{2}$ . . . . . . . . . . . . . . • • . . . . . . . . . . 140 250280268 6 199 3 12517590 90 3 . . . . . . . . . . . . .. ۰. . . . . . . . . 2 130 190 150 105105 85 85 280 330 2774 2031... .. 3 . . . . .. .. • • . . . . . . • • . . • • . . 200 160 110 110 105 105 85 330 390 287 208<del>1</del> 2 13585 4 3 •• . . . . . . • • ... . . ... ۰. . . . . . . • • . . 90 85 420 $\mathbf{2}$ 140 210 170 115 110 105 105 390 299 $214\bar{s}$ 4 ••• . . . . 4 . . . . . . . . . . . . . . . . 2 180 125 110 110 105 105 85 85 480145 225 115 4203054 $217\bar{s}$ .. . . . . . . . . . . 4 . . . . . . . . 115 115 115 110 $\mathbf{2}$ 150 240 190 130 110 8585480 510 317 4 223i . . $\mathbf{5}$ . . . . . . . . . . ۰. • • . . . . 190 135 115 115 115100 510570 323 4 226<del>1</del> 2 155240120 110 11085 85 $\tilde{\mathbf{5}}$ . . . . . . . . • • . . . . . . 190 135 120 120 120 115 110 85 570 600 335 4 &с. 2 160 240 110 100 85 6 . . • • . . . . . . 125 125600 660 341 4 2 170 240 190 135 120 120 115 115 105 90 85 85 85 6 . . 660 690 353 2 2 180 245 195 150 130 135 135 125 120 120115 95 90 85 85 7 •• . . . . . . . . 2 190 245 195 165 140 145 145 130 125 125 120 100 95 9590 690 750 356 $\mathbf{2}$ 85 857 .. •• .. ۰. . . . . 195 180 150 155 155 135 130 130 125 110 100 750 780 362 2 2 200 245 100 95 8585 8 • • .. ... . . . . . . 200 190 160 160 160 135 130 130 125 110 100 210 250 100 95 780 840 365 2 2 8585 85 858 .. • • • • . . 210 250 200 190 160 160 160 135 130 130 125 110 100 $\mathbf{2}$ 100 95 85 85840 870 371 $\mathbf{2}$ 85 85 9 ۰. ... . . . . 930 2 2 210 250 200 190 160 160 160 140 135 135 130 115 105 105 100 90 90 85 85 870 374 85 85 9 ۰. . . . . 210 250 200 190 160 160 160 140 135 135 130 115 105 10590 930 960 100 90 8585 8585 380 10 . . ... . . 210 250 200 190 160 160 160 140 135 135 960 130 115 105 1020380 105 100 90 90 90 90 85 8585 85 10 . . . . 210 250 200 190 160 160 160 140 135 135 130 115 105 105 100 1020 1050380 90 90 90 90 85 85 85 85 11 • • In schools with average attendance 1 to 8, capitation at £5 a head \* 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 26, £124. SALARIES OF PUPIL-TEACHERS. First year, £20 with allowance of £10 if obliged to live away from home. Third year, £40, with allowance of £5 if obliged to live away from home. Fourth " £50, Second " £30. £10 $\pounds 5$ 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 | (g.) Only one of the changes (d), (e), and (f) will be allowed in schools not over 420, and (including the mistress). only two in schools over 420. At least three out of the first six assistants in any school above 510 (exclusive of the (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. mistress) must be female assistants. (c) An assistant at £85 may be substituted for two pupil-teachers. (i.) Any certificated teacher on the staff of a school in which pupil-teachers are employed Two pupil-teachers may be substituted for an assistant. may be required, without extra payment, to take part in the instruction of such (e.) Instead of an assistant a pupil-teacher may be employed, £45 being added to the pupil-teachers. salary of another assistant. (j.) A deduction of 10 per cent. from the salary as prescribed above shall be made in the (f.) Instead of adding a pupil-teacher, a Board may add £35 to the salary of an case of every uncertificated head or sole teacher or assistant, but not so as to assistant. reduce the annual salary below £80.

# SECOND SCHEDULE.

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A da . A 44						Boys'	School	ls.*					
Average Atte	andance 4	•		Pupil- teachers									
$\begin{array}{c} 201-250\\ 251-280\\ 281-330\\ 331-390\\ 391-420\\ 421-480\\ 481-510\\ 511-570\\ 571-600\\ \end{array}$	···· ··· ··· ··· ···	···· ··· ··· ···	£ 190 200 205 210 215 220 225 230 235	£ 150 155 160 160 165 165 170 170 175	$\begin{array}{c} \pounds \\ 120 \\ 125 \\ 125 \\ 130 \\ 130 \\ 135 \\ 135 \\ 140 \\ 140 \end{array}$	£  100 105 105 105 110 110 115 115	£  85 85 90 90 100 100	£   85 85 90 90	£         	$2 \\ 3 \\ 3 \\ 4 \\ 4 \\ 5 \\ 5 \\ 6$			
			Girls' Schools.*										
Average Atte		Pupil- teachers											
$\begin{array}{c} 201-250\\ 251-280\\ 281-330\\ 331-390\\ 391-420\\ 421-480\\ 481-510\\ 511-570\\ 571-600 \end{array}$	    	···· ··· ··· ··· ···	£ 140 150 155 160 165 170 175 180 185	£ 110 115 120 120 125 125 130 130 135	£ 90 100 105 110 110 115 115 120 120	£  85 90 95 95 100 100 105	£  85 85 85 85 90 90	£   85 85 85 85	£    85 85	2 3 3 3 4 4 5 5 6			
	Infants' Schools.												
verage Attendance	Head- eacher.												
251-280		£ 165 175 180	$ \begin{array}{c c} \pounds \\ 125 \\ 130 \\ 140 \end{array} $	£ 90 90 100	£ 85 85 90	£  85	£  	£  	£  	2 3 3			

# SECOND SCHEDULE—continued.

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

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

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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.

331-390

391-420

421 - 480

481 - 510

511-570

571-600

[1 Edw. VII.

## SECOND SCHEDULE—continued.

## PART IV .-- SEPARATE BOYS' AND GIRLS' DEPARTMENTS.

If the average attendance exceeds 660 in any school in which boys and girls are taught in separate departments, in each such department an assistant at  $\pounds$ 85 may be substituted for a pupil-teacher, or a pupil-teacher may be added to the staff, at the discretion of the Board, subject to note (*h*) in Part I. hereof.

## PART V.-HALF-TIME SCHOOLS.

In estimating salaries two half-time schools shall count as one school, the average attendance of the two schools being added together; and if the teacher of such two half-time schools be required by the Education Board to teach on six days during the week his salary shall be increased by one-fifth of the salary shown in Part I. hereof.

## THIRD SCHEDULE.

## HOUSE ALLOWANCES TO HEAD OR SOLE TEACHERS. For Schools with Average

	Atten	dance					£
Over	20  and	not over	50	•••	 		20
"	50	"	150	•••	 	• • •	30
"	150	"	250	•••	 		35
"	250	"	420		 		40
"	420	•••			 		50

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