

other than those in charge of model schools, shall be grouped according to the grades of salary they would receive in corresponding positions in a school of Grade VII, but shall not be placed in a group lower than "B."

(f.) Teachers in separate girls' schools shall be grouped as if they received the grade of salary of corresponding positions in a separate boys' school.

(g.) Native-school teachers shall be placed in such groups as if they received the grade of salary for positions in schools of corresponding grades under the Fourth Schedule of the Act.

5. Except as otherwise expressly provided, the grade of salary for the purposes of Regulation 4 shall be the grade of salary set out in the tables forming Parts I and II of the Fourth Schedule to the Act, and payable to the teacher in each case on the 1st day of February in each year, but shall not include any additional payment or allowance by way of salary or otherwise.

6. For the purpose of grading, marks shall be allotted by the Inspectors on the following basis, namely:—

	Maximum Marks.
Skill in teaching	40
Personality and discipline	15
Organization and management	15
Environment	5
Academic attainments	15
Service	10

Total maximum, 100 marks. To the total marks thus ascertained shall be added in each case the quota as prescribed for each group under the provisions of Regulation 13 hereof. Such quota shall be for the purpose of weighting the value of the marks in the successive groups in recognition of the relatively higher qualifications demanded by the higher positions. The combined total of the marks and the quota shall determine the grading of the teachers.

7. In allotting marks under the several headings above stated, grading officers shall be guided by the following table of comparative values:—

	Maximum.		
	40.	15.	5.
Very good to excellent	35-40	13-15	5
Good	30-34	10-12	4
Very fair	25-29	8-9	3
Fair	20-24	6-7	2
Weak	15-19	4-5	1
Very weak	10-14	3	0

8. Marks for skill in teaching, for personality and discipline, for organization and management, and for environment shall be allotted with special relation to the teacher's efficiency in the class of position occupied by him up to the time of grading, and shall be assessed in all essential respects on a basis of comparison with teachers in the same group only.

9. In the case of an assistant teacher the maximum assignable for organization and management shall be 5 marks, provided that—

(a.) An assistant who has held the position of head or sole teacher may be allotted marks up to a maximum of 10 under this heading:

(b.) An assistant teacher may be allotted marks up to a maximum of 15 under this heading if he has been head or sole teacher of a school in which the salary allocated to the position at the time he occupied it would, if determined under the present scale of salaries, place him in the same group as that warranted by the salary of his present position:

(c.) The assistant mistress placed by the headmaster in charge of the infant department of a school of Grade VI or VII may be assigned marks up to 15 for organization and management.

10. Marks for environment shall be awarded for the teacher's taste and care with respect to the school and its surroundings, and for evidence of the teacher's value as a useful factor in the life of the community.

11. Marks for academic attainments shall be based on the class of teacher's certificate held, and shall be given as follows: For certificate of Class E, 3 marks; Class D, 6; Class C, 9; Class B, 12; Class A, 15.

12. Teaching service shall be reckoned in accordance with Regulations 5 and 6 of the Regulations for the Examination and Classification of Teachers, and shall include service up to the 31st day of December next preceding the grading. For each complete two years of service so reckoned 1 mark up to a maximum of the marks shall be assigned.