

(ii.) A teacher who holds or who has held a permanent position shall be placed in the group warranted by the grade of salary of his permanent position or his last permanent position, as the case may be:

Provided that—

- (a.) The head teacher of a district high school, unless he is already in Group 6, shall be placed in the group next above that in which he would otherwise be placed under the above provisions:
- (b.) Teachers in charge of part-time schools shall in all cases be grouped as if their grade of salary were determined by Part IV (b) of the Fifth Schedule to the Act:
- (c.) A teacher who previously had occupied a position that would under these regulations have placed him in a higher group than the one determined by his present position may, with the permission of the Director, be graded in such higher group if the grading officers report that the teacher's efficiency has been maintained in all respects:
- (d.) Teachers in separate girls' schools shall be grouped as if they received the grade of salary of corresponding positions in a separate boys' school.
- (e.) Native-school teachers and teachers of special schools shall be grouped as if they received the grade of salary for positions in schools of corresponding grades under the Fifth Schedule to the Act.
- (iii.) Except in the case of teachers who hold a permanent position but are temporarily filling another position, or of temporary teachers who have held a permanent position, or of permanent relieving teachers, all temporary and relieving teachers shall be placed in Group 1.
- (iv.) Training-college students entitled to be graded shall be placed in Group 1.
- (v.) In the case of any teacher or student placed in Group 1 under the provisions of subsection (iii) or subsection (iv) hereof, or of any teacher who has not previously held a position under an Education Board, the Director may, on the recommendation of the grading officers, direct that such teacher or student shall be placed in a group higher than Group 1.

7. 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 14 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.

8. Marks for skill in teaching, for personality and discipline, for organization and management, and for environment shall in the first case be allotted with special relation to the teacher's efficiency in the class of positions 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:

Provided that when any teacher is to be graded in a higher group than that in which he was last graded, the marks to be awarded on the judgment of the grading officers shall be reassessed according to the higher standard of marking in such higher group, so that, except for any special operation of regulation 10, the total of these marks, added to the quota marks, shall, in general, be increased only by such number of marks as represent the increased efficiency of the teacher since the previous grading.

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

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