



SUPPLEMENT
TO THE
NEW ZEALAND GAZETTE

OF
THURSDAY, NOVEMBER 13, 1919.

Published by Authority.

WELLINGTON, MONDAY, NOVEMBER 17, 1919.

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 November, 1919.

Present :

HIS EXCELLENCY THE GOVERNOR-GENERAL IN COUNCIL.

IN pursuance and exercise of the powers and authorities vested in him by the Education Act, 1914 (hereinafter referred to as "the Act"), as amended by the Education Amendment Act, 1919, 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 Division I hereunder relating to—

- Part I.—Salaries of public-school teachers ;
- Part II.—Grading of public schools ;
- Part III.—Staffing of public schools ;
- Part IV.—Temporary and relieving teachers ;
- Part V.—Leave of absence ;
- Part VI.—Removal expenses of teachers :

and doth further make the amendments in Division II hereunder to the regulations relating to—

- Part VII.—Native schools ;
- Part VIII.—Pupil-teachers and probationers ;
- Part IX.—Training colleges ;
- Part X.—Organizing teachers :

and doth hereby revoke the regulations in Part I of the Order in Council dated the seventeenth day of December, one thousand nine hundred and eighteen, 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 ;
and

(vi.) Transfer of teachers when the grade of a school is reduced :

except that where it is provided in this Order that any of the regulations herein contained are to come into force on a date subsequent to the date of this Order, the regulations in the Order in Council of the seventeenth day of December, one thousand nine hundred and eighteen, relating to similar matters are hereby revoked as from the said date subsequent to the date of this Order :

And with the like advice and consent doth prescribe that the regulations in this Order shall be deemed to have been in force on and after the first day of April, one thousand nine hundred and nineteen, except where it is expressly stated to the contrary.

REGULATIONS.

DIVISION I.

PART I.—SALARIES OF PUBLIC-SCHOOL TEACHERS.

1. SUBJECT to the provisions hereinafter contained, the salaries payable to teachers in public schools, exclusive of any additions to salaries otherwise authorized by these regulations, shall be the salaries of the grades (as defined in Schedule IV hereunder) prescribed for those teachers in Schedules I, II, and III hereunder.

SCHEDULE I.—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.
(1)	(2)	(3)	(4)	(5)	(6)
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	2	3, 2	1
161-200	IV _B	IV	3	3, 3, 2	1
201-240	IV _C	IV	4	4, 3, 3, 2	1
241-280	V _A	V	4	4, 3, 3, 2	2
281-320	V _B	V	5	5, 3, 3, 2, 2	2
321-360	V _C	V	6	5, 4, 4, 3, 2, 1	2
361-400	V _D	V	6	5, 4, 4, 3, 2, 1	3
401-440	VI _A	VI	7	6, 4, 4, 3, 2, 2, 1	3
441-480	VI _B	VI	7	6, 4, 4, 3, 3, 2, 1	4
481-520	VII _A	VII	8	7, 5, 5, 4, 4, 3, 2, 1	4

SCHEDULE II.—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.
(1)	(2)	(3)	(4)	(5)	(6)
121-160	IV _A	III _B	2	3, 2	1
161-200	IV _B	III _B	3	3, 3, 2	1
201-240	IV _C	III _B	4	4, 3, 2, 1	1
241-280	V _A	IV	4	4, 3, 2, 2	2
281-320	V _B	IV	5	4, 3, 3, 2, 1	2
321-360	V _C	IV	6	4, 3, 3, 2, 1, 1	2
361-400	V _D	IV	6	4, 3, 3, 2, 2, 1	3
401-440	VI _A	V	7	5, 3, 3, 2, 2, 2, 1	3
441-480	VI _B	V	7	5, 4, 3, 3, 2, 2, 1	4
481-520	VII _A	VI	8	5, 4, 3, 3, 2, 2, 1, 1	4

SCHEDULE III. — DISTRICT HIGH SCHOOLS.
Staff and Salaries in Secondary Department.

(1) Average Attendance in Secondary Department.	(2) Grade of Secondary Department.	(3) 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

SCHEDULE IV.

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

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

Part II.—Grades of Salaries payable to Assistants.

Grade.	Minimum.	Maximum.	Annual Increment.
(1)	(2)	(3)	(4)
	£	£	£
1	130	140	10
2	140	160	10
3	160	200	10
4	210	240	10
5	250	270	10
6	270	290	10
7	300	320	10
8	330	370	10

2. (1.) Every certificated teacher employed in a public school who is graded in accordance with the regulations for the time being in force for the grading of teachers shall be entitled to receive by way of addition to the salary payable to him under the provisions of clause 1 hereof an amount determined in accordance with Schedule V hereof—that is to say, with respect to the grade of salary receivable by him shown in column (1), such addition to salary as is shown at the head of the column in which appears the grading-number assigned to him.

(2.) Such addition to salary shall be calculated on the 1st April in each year in accordance with the grading-number of the teacher indicated on the grading-list of teachers published in that year, and the amount so ascertained shall be the amount payable from that date until the 31st March next ensuing:

Provided that if any teacher is not graded on the grading-list published in any year, but becomes graded at any time before the publication of the grading-list in the next ensuing year, the addition to his salary shall be calculated as on the date from which he is deemed to have been graded,

and the amount so ascertained shall be payable from that date until the said 31st day of March.

Provided further that the grading-number of a teacher for the purposes of this clause shall be his grading-number after any alteration thereof has been made consequent on an appeal lodged by him or from any other cause, notwithstanding that some other grading-number is shown for that teacher in the annual grading-list.

SCHEDULE V.—ADDITIONS TO SALARIES PAYABLE TO PUBLIC-SCHOOL TEACHERS IN ACCORDANCE WITH THEIR POSITIONS ON THE DOMINION GRADED LIST OF TEACHERS.

Grade of Salary of Teacher. (1)	Additional Amount payable according to Grading of Teacher.							
	£45. (2)	£40. (3)	£35. (4)	£30. (5)	£25. (6)	£20. (7)	£15. (8)	£10. (9)
130-160 } 130-140 } 140-160 } 160-220 } 160-200 } 220-270 } 230-290 } 210-240 } 250-270 } 270-290 } 300-320 } 280-330 } 330-370 } 340-380 } 380-410 } 420-450 }	Grading-numbers.	Grading-numbers. Above	Grading-numbers.	Grading-numbers.	Grading-numbers.	Grading-numbers.	Grading-numbers.	Grading-numbers.
		81	81-95		96-104			Under 104
		Above 76		76-84		85-94		Under 94
	Above 47	47-59	60-75		76-84		Under 84	
	Above 36	36-50	51-60		61-71		Under 71	
	Above 22	22-31		32-41		42-51		Under 51
	Above 12	12-21		21-26		27-37		Under 37

NOTE.—“Grading-numbers above 81” mean grading-numbers 80, 79, 78, and so on, and “grading-numbers under 104” mean grading-numbers 105, 106, 107, and so on. Other references to grading-numbers “above” or “under” a certain figure are to be similarly construed.

(3.) Notwithstanding the provisions of subclause (2) hereof, if at any time after the 1st April in any year and before the 31st March next ensuing the grade of salary of any teacher to whom this clause applies is altered, the addition to his salary as from the date of such alteration shall be determined with relation to the grade of salary then attached to his position, and the increased or decreased addition to his salary, as the case may be, shall be payable from that date accordingly:

Provided that if the said alteration arises from an appointment, promotion, or transfer to a position to which is attached a higher grade of salary, the salary payable to the teacher under this and the last preceding clause shall in no case be lower than that received by him immediately prior to such alteration.

(4.) The addition to salary herein provided is not to be regarded as an addition to the salary of the position held for the time being by any teacher, and the continuance of the payment of the said addition to salary may at any time be made conditional on the acceptance by the teacher of his transfer to a higher position.

3. (1.) Any teacher to whom any provision of this clause applies shall be entitled to receive by way of further addition to the salary provided by clauses 1 and 2 hereof the appropriate amount specified in Schedule VI hereof.

SCHEDULE VI.—ADDITIONAL AMOUNTS PAYABLE BY WAY OF SALARY TO CERTAIN TEACHERS.

Teacher to whom payable.	Annual Amount.
(i.) To a married assistant teacher, subject to the limitations in subclause (2) hereof	£ 30
(ii.) To any teacher in a school of Grades I, II, IIIA, and IIIB, unless he is in receipt of salary determined as if he were employed in a school in a grade higher than Grade IIIB	10
(iii.) To a teacher who is the holder of a license to teach	10
(iv.) To an uncertificated teacher who has been a member of the New Zealand Expeditionary Force, subject to the limitations in subclause (3) hereof	20
(v.) To the head teacher of a district high school if the yearly average attendance of the secondary department does not exceed sixty	30
(vi.) To the head teacher of a district high school if the yearly average attendance of the secondary department exceeds sixty	50

(2.) The addition to salary specified in paragraph (i) of Schedule VI hereof shall be payable 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.

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.

(3.) (i.) The additional salary specified in paragraph (iv) of Schedule VI shall be payable for a period not exceeding two years in the case of any teacher who has been a member of the New Zealand Expeditionary Force for a period of at least six months, provided that his total service as a teacher in New Zealand prior to joining the said Force was not less than one year and six months, or, if he has no teaching service, that he has been a student of a training college for at least one year, or has completed his term of service as a pupil-teacher or probationer. The said period of two years shall be deemed to commence as follows:—

- (a.) In the case of a teacher appointed to a new position after the 1st April, 1919, or a teacher resuming duty after that date in a position from which he was granted leave of absence, as from the date on which his salary commences after the said 1st April:

Provided that in any case the said period of two years shall be deemed to commence not later than three months after the date on which the teacher ceased to be a member of the New Zealand Expeditionary Force.

- (b.) In the case of a teacher occupying a position on the 1st April, 1919, as from that date.

(ii.) If any teacher to whom this subclause applies is the holder of a license to teach, the additional salary specified in paragraph (iii) of Schedule VI shall be payable as well as the additional salary specified in paragraph (iv) of the said schedule.

(iii.) The Minister may, if he thinks fit, on account of special circumstances, extend the benefits of this subclause to any teacher who has been a member of the New Zealand Expeditionary Force although such teacher may not have strictly fulfilled the conditions specified in paragraph (i) hereof.

(4.) (i.) If a teacher in receipt of the addition to salary provided in paragraph (ii) of Schedule VI hereof is transferred to a position in a school of Grade IVA or a higher grade, to which position is attached a higher grade of salary under clause 1 hereof, and if his commencing salary in his new position without such addition would be lower than his final salary in his former position, he shall be paid the said addition to salary (or such part thereof as may be necessary to avoid a reduction in his salary) until such time as his salary, including any increments or increases otherwise payable, becomes at least equal to his final salary in his former position.

(ii.) In determining for the purposes of this subclause whether a salary is or is not reduced, account shall be taken only of the salary payable under clauses 1 and 2 and paragraph (ii) of Schedule VI hereof.

4. Each assistant added to the staff in accordance with subclause (2) of clause 32 hereof shall receive a salary of Grade 1, together with such additions to his salary (if any) as are otherwise authorized by these regulations.

5. Each assistant added to the staff in accordance with subclause (4) of clause 32 hereof shall receive a salary of Grade 3, together with such additions to his salary (if any) as are otherwise authorized by these regulations.

6. An assistant added to the staff in accordance with clause 44 hereof shall be paid a salary not exceeding Grade 3, together with such additions to salary (if any) as are otherwise authorized under these regulations.

7. (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 £12 per annum for every pupil in average attendance.

(2.) Subject to the provisions of clause 15 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 23 hereof shall be modified accordingly.

8. The head teacher of a district high school shall, in consideration of the additional payment made to him in accordance with clause 3 hereof, 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.

9. 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 30 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 and to teach 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.

10. The salary of an assistant teacher appointed under the provisions of clauses 38, 40, or 41 hereof shall be that of Grade 1, together with such additions to salary (if any) as are otherwise authorized by these regulations.

11. Every teacher who is permanently appointed to any position in a public school shall, on his appointment, receive the minimum salary of the grade of salary attached to his position in accordance with clause 1 hereof, together with such additions to his salary (if any) as are otherwise authorized by these regulations.

12. (1.) 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 13 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.

(2.) 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, provided the teacher during the said interval has not notified, in connection with the Teachers' Superannuation Fund, that he has retired from the Education service.

(3.) For the purposes of this clause, " salary " means the salary payable under clause 1 hereof.

(4.) The provisions of this clause may, with the approval of the Minister, be extended, *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.

13. 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 4 of Parts I and II of Schedule IV of clause 1 hereof, and every such increment shall be by way of addition to the rate of salary

payable on the 31st day of January immediately preceding, and shall commence—

- (a.) In the case of a teacher employed in such a position on the 1st day of August in any year, as from the 1st day of February next ensuing; and
- (b.) In the case of a teacher appointed to such a position after the 1st day of August in any year, as from the 1st day of February next ensuing after the expiration of one year from the date of such appointment.

14. Except to such extent as may be necessary to comply with the requirements of subsection (3) of section 15 of the Education Amendment Act, 1919, and clause 15 hereof, nothing in these regulations shall entitle any teacher to a rate of salary, exclusive of any additions to salary otherwise authorized by these regulations, higher than the maximum for the grade of salary attached to his position in accordance with clause 1 hereof.

15. (1.) If on the 1st February in any year any school is placed in Grade I or a higher grade, and that school is thereafter reduced in grade, or if at any time a school was placed in Grade I or a higher grade under the Act or under regulations in force on the 1st January, 1919, for the grading of schools, and was 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 a period of two years after such reduction, or for a period calculated from the date of the reduction to a date three months after the date on which the offer was made, whichever period is the 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 those payable for the reduced grade or subgrade of the school for a longer period than five years.

(2.) 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.

(3.) For the purposes of this clause the grade of a school under the Act or under regulations in force on the 1st January, 1919, shall be deemed to be the corresponding grade under these regulations.

16. If the first female assistant in any school on the 1st January, 1919, was not appointed to the position of infant mistress in accordance with any regulations in force on that date, such assistant may, with the approval of the Minister, so long as she remains in the same school and performs the same or substantially the same duties, continue to be paid at the rate of salary payable to the first female assistant.

17. (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.

18. If at any time between the annual grading of public schools on the 1st February in any year and the 1st February immediately following the average attendance of a school falls below the minimum average attendance of the grade or subgrade in which the school is placed to such an extent as to satisfy the Board or the Minister that a reduction in the grade or subgrade of the school is imminent, and a position on the staff of such school thereafter becomes vacant, the grade of salary for such position as from the date of such vacancy shall be the grade of salary which would be attached to the position under clause 1 hereof if on the occurrence of the vacancy the grade or subgrade of the school were determined on the reduced average attendance.

19. Notwithstanding any other provision in these regulations, any teacher who was appointed to a position in a separate boys' school before the 1st January, 1915, shall, so long as he remains in the same position, be paid salary at a rate not lower than the rate he would have received had the salaries for all teachers in separate boys' schools been payable since the said 1st January, 1915, on the same scale as that provided since that date for mixed schools.

PART II.—GRADING OF PUBLIC SCHOOLS.

20. Public schools shall be classified in the grades and subgrades specified in Schedules I and II of clause 1 hereof, provided that each subgrade above Subgrade VIIA shall be determined by each increase of forty or part of forty in average attendance.

21. 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.

22. 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 thirteen, or for two, three, or four quarters immediately preceding of twelve, or eleven, or nine (as the case may be), the school shall be placed in Grade I.

23. Until the first annual grading of a new school under clause 21 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 December 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 21 hereof.

24. 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.

25. 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.

26. Secondary departments of district high schools shall be classified in the grades specified in Schedule III of clause 1 hereof: Provided that each grade above Grade J shall be determined by each increase of thirty or part of thirty in average attendance.

27. 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.

28. 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.

29. 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.

30. 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.

31. This Part of these regulations shall come into force on the 1st day of February, 1920.

PART III.—STAFFING OF PUBLIC SCHOOLS.

32. (1.) Subject to the provisions hereinafter contained, the number of teachers and of pupil-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, 4, and 6 of Schedules I and II of clause 1 hereof for the average attendance shown in column 1 of the said schedules.

(2.) In every school of Grade VII one assistant shall be added for each succeeding subgrade above Grade VIIA, but in all other respects the staff in every such school shall be the same as in a school of Grade VIIA.

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

(4.) In every secondary department of a district high school one assistant shall be added for each succeeding grade above Grade J, but in all other respects the staff shall be the same as in a secondary department of Grade J.

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

33. (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 A hereto, or in the case of a secondary department as high as that shown in column 2, or column 3, or column 4, or column 5, respectively, of Table B 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 pupil-teachers for that quarter up to the number prescribed for a school having the average attendance shown in column 6 of Table A; 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 6 of Table B: 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 A.

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

Average Attendance for Year immediately preceding.	Average Attendance rises for				Staff to be as for School with Average Attendance.
	Four Quarters to	Or Three Quarters to	Or Two Quarters to	Or One Quarter to	
(1)	(2)	(3)	(4)	(5)	(6)
Less than 36	36	38	40	42	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 VIIA.				

TABLE B.

Average Attendance for Year preceding not over	Average Attendance rises for				Staff may be increased as for Average Attendance.
	Four Quarters to	Or Three Quarters to	Or Two Quarters to	Or One Quarter to	
(1)	(2)	(3)	(4)	(5)	(6)
30	31	33	36	38	31-60
60	61	63	66	70	60-90
90	91	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 C hereto, or in the case of any secondary department as low as indicated in columns 2, 3, and 4 respectively of Table D 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 C; 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 D: 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 pupil-teacher or pupil-teachers, the Board may retain such pupil-teacher or pupil-teachers on the staff of the school or department until the 31st January next ensuing.

TABLE C.

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

Average Attendance for Year immediately preceding.	Average Attendance has fallen			Staff to be as for a School with Average Attendance.
	For Three Quarters to	Or for Two Quarters to	Or for One Quarter to	
(1)	(2)	(3)	(4)	(5)
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 Sub-grade VIIA.			

TABLE D.

Average Attendance for Year preceding over	Average Attendance Falls for			Staff shall be decreased as for Average Attendance.
	Three Quarters to	Or Two Quarters to	Or One Quarter to	
(1)	(2)	(3)	(4)	(5)
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.

34. Clause 33 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 32 hereof) be staffed in accordance with the yearly average attendance thereof; 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.

35. 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.

36. In reckoning the quarter, or two quarters, or three quarters, or four quarters immediately preceding, for the purposes of clause 33 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.

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

38. An assistant may be substituted for two pupil-teachers, but not more than one such substitution shall be made in any one school.

39. The number of teachers and of pupil-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.

40. 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 pupil-teachers (if any) as are necessary in order to conform to this requirement.

41. An uncertificated teacher who has completed not less than one year's service may, with the approval of the Minister, be appointed to the staff of any school in lieu of a pupil-teacher.

42. 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 as if the main school from the date of such separation was a new school.

43. If circumstances make it appear expedient that a modification of the staffing otherwise provided by these regulations is reasonable and necessary for the proper conduct of any school or department, the Minister may authorize the Board to modify the staffing in such manner, and for such period not exceeding three months, as he thinks fit. Any teacher temporarily appointed in accordance with such modification shall be paid such salary and allowance as the Minister may approve: Provided that in no case shall the total salaries and allowances payable to the staff exceed the total which would have been payable had the modification in staffing not been authorized.

44. If a class for backward children is established in connection with any public school, or if a public school is established as a model school, an additional assistant may, with the precedent approval of the Minister, be appointed to the staff of such school.

45. The number of male assistants in any mixed school shall not exceed the number of female assistants: Provided that in a school of Grade IIIA the Minister may, on account of special circumstances, approve of the appointment of a male assistant.

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

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

48. (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.) 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 1.

49. This Part of these regulations shall come into force on the 1st day of February, 1920.

PART IV.—TEMPORARY AND RELIEVING TEACHERS.

50. For the purposes of this Part of these regulations—

(a.) The term "relieving teacher" means a teacher employed as locum tenens for a teacher granted leave of absence, or a teacher appointed under subsection (3) of section 72 of the Act pending the appointment of a permanent teacher;

(b.) The term "temporary teacher" means a teacher who, being the holder of a teacher's certificate or license to teach, is appointed temporarily other than as a relieving teacher, or a teacher temporarily appointed under the provisions of subsection (1) of section 71 of the Act until a teacher who is the holder of a teacher's certificate or a license to teach can be obtained; and

(c.) The term "relieving position" or the term "temporary position" means the position in which a relieving teacher or a temporary teacher respectively is for the time being employed.

51. Notwithstanding the provisions of Part I of these regulations, the salaries and allowances of relieving teachers or of temporary teachers shall be those hereinafter provided.

52. (1.) All relieving teachers in the employment of the Board on the 1st December, 1919, shall be classified by the Senior Inspector of Schools in the grades specified in clause 53 hereof.

(2.) Any teacher employed as a relieving teacher at any time subsequent to the date aforesaid shall be similarly classified.

(3.) The classification by the Senior Inspector may be revised by the Director of Education.

(4.) The grade in which a relieving teacher is classified may at any time, on sufficient cause, be altered.

(5.) A teacher granted leave of absence from a permanent position in order to fill a relieving position or a temporary position shall be classified as a relieving teacher or as a temporary teacher, as the case may be, for the time during which he is so employed.

53. (1.) The grades of relieving teachers and the salaries payable for those grades respectively shall be as follows:—

Grade of Teacher.	Salary payable.	Annual Increment.
A	£120-140	£10
B	£150-180	£10
C	£190-220	£10
D	£230-260	£10
E	£270-300	£10
F	£310-350	£10
G	£360-390	£10
H	£400 or over.	

(2.) Subject to the provisions of subsection (3) of section 15 of the Education Amendment Act, 1919, a relieving teacher shall be paid the minimum rate of salary specified for the grade in which he is placed:

Provided that any teacher classified in Grade H shall be paid such rate of salary, being not less than £400 per annum, as may be approved by the Minister.

(3.) A relieving teacher shall receive the annual increment specified in subclause (1) hereof in the manner, *mutatis mutandis*, prescribed in clause 13 of these regulations:

Provided that if the service of such teacher has not been continuous he shall receive his first increment on the 1st February next following the year in which his service has amounted in the aggregate to at least six months, and thereafter, until he reaches the maximum salary specified for his grade, he shall receive an annual increment on the 1st February in each year if his service in the year immediately preceding amounts in the aggregate to at least eight months:

Provided further, however, that if a relieving teacher after becoming entitled to one or more increments remains out of employment in the Educa-

tion service for a period of twelve months he shall on reappointment be entitled to receive only the minimum salary specified for his grade.

(4.) In addition to the salary herein authorized there shall be paid by way of salary the sum of £30 per annum in the case of every married relieving teacher who would, if he were a married assistant, be entitled to receive the amount provided in paragraph (i) of Schedule VI of these regulations.

(5.) No relieving teacher shall be paid house allowance.

54. Every temporary teacher shall, subject to the provisions of clause 55 hereof, be paid the salary and allowance (if any) specified for his position in accordance with clause 1 (Part I) of these regulations, together with such additions to salary (if any) to which he may be entitled under clauses 2 and 3 of the said regulations.

55. If at any time the Senior Inspector is of opinion that a temporary teacher should not be paid the salary specified in clause 54 hereof he may classify such teacher as a relieving teacher under clause 52 hereof, and such teacher shall be paid salary accordingly. In the case of any temporary teacher classified as a relieving teacher the provisions of subclauses (3) and (5) of clause 53 and of clause 58 hereof shall not apply, and the provisions of subclause (4) of clause 53 shall apply only in the case of an assistant teacher:

Provided that a superannuated teacher employed in a temporary position shall in every case be graded as a relieving teacher under this clause.

56. Notwithstanding any other provision of these regulations, the provisions of clause 12 of these regulations may, with the concurrence of the Minister, be applied, *mutatis mutandis*, in the following cases, that is to say,—

- (a.) In the case of a teacher who holds or has held a permanent position and who is appointed as a temporary teacher or as a relieving teacher;
- (b.) In the case of a teacher who has been employed as a temporary teacher for at least six months, and who is thereafter appointed to another temporary position or to a permanent position, or who is appointed as a relieving teacher; and
- (c.) In the case of a teacher employed for a period of at least six months as a relieving teacher, and who is thereafter appointed to a permanent position or to a temporary position.

57. The salary of a relieving teacher or temporary teacher shall be payable for the period during which he actually discharges the duties of his position for the time being, together with the period reasonably necessary to travel from his usual place of residence and to return thereto:

Provided that any relieving teacher or temporary teacher shall be entitled, at the discretion of the Board, to such part as the Board may determine of the salary for the school vacation immediately succeeding any period of engagement:

Provided further that in no case shall the period of vacation for which payment is made to a relieving teacher during any twelve months ending 31st January exceed one-third part of the period of actual teaching.

58. A relieving teacher who is obliged to live away from his usual place of residence in order to occupy a relieving position shall be paid the actual expenses of transit to and from the place in which he is employed, and shall also, during the period of absence, not exceeding a period of three months in any one position, be paid an allowance at the rate of £50 per annum.

59. In general, no relieving teacher shall be appointed to any position unless his services in that position are likely to be required for a period of at least one week; and in no case, unless the circumstances are exceptional, shall a relieving teacher be appointed during the absence on leave of a junior teacher.

60. Clauses 51 to 55 and 57 to 59 hereof shall come into force on the 1st December, 1919.

PART V.—LEAVE OF ABSENCE.

61. Subject to the limitations hereinafter provided, the Board may grant leave of absence to any teacher for the time being in its employment.

62. No leave of absence shall in any case be granted for a longer period than one year.

63. The Board may delegate to the School Committee authority to grant leave of absence on account of sickness or accident for a period not exceeding three school days. The head teacher shall forthwith report to the Board any leave so granted by the Committee.

64. Any teacher desiring to obtain leave of absence on account of illness or accident for a period in excess of three school days shall make application therefor to the Education Board of his district, and shall forward with

such application a certificate from a duly qualified medical practitioner stating the nature of the illness or accident and the probable period of absence. The Board shall grant such leave as in its opinion is warranted by the circumstances, and it may at any time after a period of leave has been granted require the teacher to forward such further medical certificate or certificates as it may deem necessary :

Provided that in respect to any application for leave on account of illness or accident not exceeding two weeks the Board may dispense with the production of a medical certificate if such certificate cannot be obtained without undue hardship or unreasonable expense, but it shall require such other evidence to be produced in lieu thereof as it may deem necessary in the circumstances.

65. All medical certificates, or such other evidence in lieu thereof as may be obtained by the Board, shall at all reasonable times be available for inspection by the Senior Inspector of Schools.

66. Any teacher who is a member of the Council of Education, or of the Teachers' Superannuation Board, or of a Teachers' Grading Appeal Board, or who is invited by the Education Department to attend any conference on educational matters, or who is a candidate at any examination conducted by the Education Department for teachers' certificates, or by the University of New Zealand or a University college in subjects of art, science, or agriculture, shall be granted such leave as may be necessary to attend a meeting of any of the aforesaid bodies, or any such conference or examination, as the case may be.

67. A teacher desiring to obtain leave of absence for reasons other than those above stated may be granted such leave as in the opinion of the Board is warranted by the circumstances.

68. (1.) Teachers granted leave of absence on account of illness or accident may be paid salary in accordance with the following schedule :

Schedule.

Length of Service of Teacher.	Amount of Salary and Maximum Period for which Salary may be paid.
Not exceeding five years	Full salary for one month.
Over five years but not exceeding ten years	Full salary for one month and half salary for one month.
Over ten years but not exceeding fifteen years	Full salary for two months.
Over fifteen years	Full salary for two months and half salary for one month.

Provided that in any special case of hardship the Minister may approve of payment of salary in whole or in part for longer periods than are herein specified.

(2.) Leave of absence, with payment of salary under this clause, may be granted to any teacher in one or more periods, but the aggregate period of such leave shall not during a period of two years, dating from the first absence on leave, exceed the period of such leave provided for the teacher in the schedule.

(3.) The second or any subsequent period of two years shall commence on the date of the first absence on leave with payment of salary, following the date on which the previous period of two years expired.

(4.) No leave on account of illness or accident, with payment of salary, shall be granted if the necessity for leave has arisen through the misconduct of the teacher.

69. Any teacher granted leave of absence in accordance with clause 66 hereof shall be paid full salary for the whole period of absence.

70. A teacher granted leave of absence under clause 67 hereof may, if the circumstances are exceptional, be paid full salary for a period not exceeding seven days, provided that no such payment shall be made unless the Minister concurs therein.

71. Any teacher who is compelled to absent himself from duty owing to his having been in contact with a person suffering from an infectious disease shall be paid salary in full during the period of such absence.

72. The Board may, with the approval of the Minister, grant leave of absence to any teacher for the purpose of visiting schools or other educational institutions in New Zealand or elsewhere. The teacher shall be entitled during the period of absence to receive such salary (if any) as may be approved by the Minister.

73. The provisions of this Part of these regulations shall apply, *mutatis mutandis*, to all pupil-teachers, probationers, and training-college students, except that in the case of these persons no leave in excess of three months shall be granted unless the Minister concurs.

74. Notwithstanding the foregoing provisions, a relieving teacher (as defined in Part IV of these regulations) shall not in general be granted leave

of absence, or, if leave is granted, shall not be entitled to receive salary during the period of absence :

Provided that in any special case a relieving teacher may be granted such payment of salary during leave of absence as the Minister, on the recommendation of the Board, approves.

75. Subject to the foregoing provisions, the Board may make by-laws prescribing the procedure to be followed by applicants for leave of absence, and for such other purpose as it may deem necessary for the effectual administration of this Part of these regulations.

76. This Part of these regulations shall come into force on the 1st day of December, 1919.

PART VI.—REMOVAL EXPENSES OF TEACHERS.

77. In cases where, owing to a reduction in the grade of any school or to a reduction in the average attendance of any school, the transfer of a teacher is necessary, or in any case where a teacher is transferred under the provisions of section 9 of the Education Amendment Act, 1919, there shall be paid to any such teacher the reasonable expenses of his removal to another position.

78. Such expenses may include the actual cost of conveyance of the teacher and his family (if any), and also of his household furniture and effects, by the shortest and cheapest route, and shall in all cases be subject to the approval of the Minister.

79. Before a teacher is transferred he shall, where practicable, obtain offers from at least two carriers and submit them to the Board, which shall authorize the acceptance of the more suitable.

80. Vouchers must be produced for all sums paid in excess of 5s.

81. Cost of removal shall not be allowed on the effects set out hereunder :—

- Dog-kennels.
- Plants in boxes or pots.
- Wood and coal.
- Horses, vehicles, harness, except when such are portion of equipment in connection with official work.
- Live-stock, poultry, cows, &c.
- Clothes-props, garden-seats, timber, or material connected with outside structures.
- Aviaries and beehives.
- Boats.

DIVISION II.

PART VII.—NATIVE SCHOOLS.

The regulations for Native schools made by Order in Council dated the 12th April, 1915, as amended by Order in Council dated the 17th December, 1918, are hereby further amended by deleting Part XIII, and by substituting therefor the following :—

1. (1.) Native schools shall be classified in the grades and subgrades specified in columns (2) and (3) of Schedule I hereto, according to the average attendance specified in column (1) of that schedule.

(2.) On the 1st February in each year the grade of each school shall be determined in accordance with the yearly average attendance of the school for the year ended 31st December immediately preceding.

SCHEDULE I.—GRADES OF NATIVE SCHOOLS.

Average Attendance.	Grade of School.	Subgrade of School.	Number of Assistants.	Salaries of Assistants.			
				1st.	2nd.	3rd.	4th.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
9-20	I	..	..	£	£	£	£
21-25	II	II(i)	1	55-75	..	..	..
26-35	II	II(ii)	1	75-95	..	..	..
36-50	IIIA	IIIA(i)	1	105-125	..	..	..
51-80	IIIA	IIIA(ii)	2	105-125	55-75	..	..
81-120	IIIB	..	3	105-125	75-95	55-75	..
121-160	IVA	..	3	125-165	105-125	55-75	..
161-200	IVB	..	4	125-165	125-165	105-125	55-75

NOTE.—In addition to the salary payable above, there shall be added 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.

2. (1.) The salaries and house allowances payable to head or sole teachers in Native schools shall be determined in the same manner as for head or sole teachers in corresponding positions in public schools.

(2.) Subject to the provisions hereinafter contained in this clause, the salaries payable to assistant teachers in Native schools shall be the salaries prescribed for those teachers in Schedule 1 of clause 1 of this Part.

(3.) There shall be paid to each certificated assistant teacher in a Native school the addition to salary authorized by clause 2 of the regulations relating to salaries of public-school teachers:

Provided that such addition to salary shall be calculated as if a certificated assistant in a Native school receiving a salary of £105-£125 or lower, or a salary of £125-£165, were receiving as a public-school teacher a salary of £140-£160, or a salary of £160-£200, as the case may be.

(4.) Each assistant teacher in schools of Grades IIIA and IIIB receiving a salary of £105 to £125, or, if obliged to live away from home, a salary of £140 to £160, shall receive by way of addition to his salary the amount authorized by paragraph (ii) of Schedule VI of the regulations relating to salaries of public-school teachers.

(5.) Each assistant teacher employed in a Native school on the 1st April, 1919, who was on the 31st March, 1919, in receipt of a salary of £40-£60 or £60-£80, or, if obliged to live away from home, a salary of £75-£95 or £95-£115, shall receive as from the said 1st April an increase in his salary of £15 per annum.

3. The number of assistants in a Native school shall be the number shown in column (4) of Schedule I of clause 1 of this Part for the average attendance shown in column 1 of that schedule.

4. (1.) On the 1st February of each year the number of teachers in any school shall be determined by the yearly average attendance for the year ended 31st December immediately preceding.

(2.) If at the beginning of any quarter it appears that the attendance in any such school has increased so that the mean of the quarterly average attendance for the four quarters, or for the three quarters, or for the two quarters, or the attendance for the quarter immediately preceding, is as high as that shown in column (2), or column (3), or column (4), or column (5), as the case may be, of Table A hereto, the number of teachers for that quarter shall be the same as is prescribed for a school having the average attendance shown in column (6) of that table:

Provided that in any special case of increasing attendance which appears to be not adequately provided for herein the Public Service Commissioner may increase the staff of any school at an earlier date than that on which an increase would otherwise be authorized under this subclause.

(3.) If at the beginning of any quarter it appears that the average attendance in any such school has decreased so that—

(i.) The mean of the average attendance for the three quarters immediately preceding, or

(ii.) The mean of the average attendance for the two quarters immediately preceding, or

(iii.) The average attendance for the quarter immediately preceding has fallen as low as indicated in columns (2), (3), and (4) respectively of Table B hereto, then the staff shall be reduced to that prescribed for a school having the average attendance shown in column (5) of that table.

In the case of any one of the events referred to in the last preceding paragraphs (i), (ii), (iii), the Commissioner may, at his discretion, reduce the staff accordingly.

(4.) Nothing in this clause shall be deemed to affect the grade in which a school is placed, or to affect the salary of any teacher.

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

Average Attendance for Year immediately preceding.	Average Attendance rises for				Staff to be as for School with Average Attendance of
	Four Quarters to	Three Quarters to	Or Two Quarters to	Or One Quarter to	
(1)	(2)	(3)	(4)	(5)	(6)
Less than 20	20	23	25	29	21-50
21-50 ..	51	54	57	60	51-80
51-80 ..	81	84	87	90	81-120
81-120 ..	121	125	130	135	121-160
121-160 ..	161	165	170	175	161-200

TABLE B.

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

Average Attendance for Year immediately preceding.	Average Attendance has fallen			Staff to be as for School with Average Attendance of
	For Three Quarters to	Or for Two Quarters to	Or for One Quarter to	
(1)	(2)	(3)	(4)	(5)
21-50	18	16	14	9-20
51-80	46	43	40	21-50
81-120	75	70	65	51-80
121-160	115	110	105	81-120
161-200	155	150	145	121-160

5. In the case of a new school the staff, salaries, and allowances of such school shall be 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, as for the average attendance for such period;
- (ii.) For the first quarter during the whole of which the school is open, as for the average attendance for that quarter; and
- (iii.) Thereafter, as for the mean of the quarterly average attendances for the several quarters until the 31st December next ensuing.

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; but the staff of the school shall, from the date of the separation, be determined in accordance with the yearly average attendance of the main school for the preceding year.

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

8. In any school in which under the Act or 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 payment of the salary or salaries of the teacher or teachers prescribed in column (5) of that table may be continued for such period as the Commissioner 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.

9. In schools that are not entitled to the services of an assistant, payment for instruction in sewing will be made in accordance with the Regulations for Manual Instruction in Public Schools.

PART VIII.—PUPIL-TEACHERS AND PROBATIONERS.

The regulations made by Order in Council dated 17th December, 1918, relating to the employment, education, and examination of pupil-teachers and probationers are hereby amended as follows:—

1. By deleting all the words after "regulations" in clause 1, and by adding the following words to that clause: "Provided that all vacancies for pupil-teachers shall be filled before any probationers are appointed."

2. By substituting the figures "500" for the figures "700" wherever the latter occur in clause 2, and by substituting the figure "II" for the figure "III" after the word "Grade," and by inserting the figure "II" after the word "Grades" in that clause.

3. (1.) By deleting paragraphs (a) and (b) of subclause (1) of clause 8, and by substituting therefor the following: "For the first year, £65 per annum; for the second year, £75 per annum."

(2.) By deleting all the words after the words "as follows" in subclause (2) of clause 8, and by substituting therefor the following: "Third Grade, £65 per annum; Second Grade, £75 per annum; First Grade, £85 per annum."

4. By substituting the words "pupil-teacher" for the words "junior teacher" wherever the latter occur in the said regulations.

5. This Part of these regulations, excepting clause 3, shall come into force on the 1st day of February, 1920.

PART IX.—TRAINING COLLEGES.

1. The regulations relating to training colleges made by Order in Council dated 21st December, 1914, as amended by Orders in Council dated 14th May, 1917, 30th April, 1918, 21st May, 1918, 17th December, 1918, and 25th March, 1919, are hereby further amended as hereinafter provides.

2. Subclause (1) of clause 4 is hereby amended by deleting the words "a normal or practising school," and by substituting therefor the words "one or more normal or practising schools"; and is further amended by substituting the word "thirty" for the word "forty" in subparagraph (iv) of paragraph (b).

3. Subclause (2) of clause 5 is hereby amended by deleting all the words after the word "Minister."

4. Subclause (1) of clause 7 is hereby amended—

(1.) By deleting the figures and words "£650-£700 per annum" in paragraph (a), and by substituting therefor the following: "£650 per annum, rising to £700 per annum by annual increments of £25."

(2.) By deleting the figures and words "£500-£550 per annum" in paragraph (b), and by substituting therefor the following: "£500 per annum, rising to £575 per annum by annual increments of £25."

(3.) By deleting the words and figures "£400 per annum" in paragraph (c), and by substituting therefor the following: "£400 per annum, rising to £450 per annum by annual increments of £10."

(4.) By deleting the words "not exceeding" in paragraph (d), and by substituting the figures "£330" for the figures "£310" in that paragraph.

5. Subclause (2) of clause 7 is hereby amended by deleting the figures and words "£525 a year" in paragraph (i), and by substituting therefor "£500 per annum, rising to £550 per annum by annual increments of £25"; and is hereby further amended by adding the following: "provided that the salary payable to the teacher who is the Headmaster on the 1st April, 1919, shall, for so long as he occupies the position, be at the rate of £550 per annum."

6. (1.) Clause 7 is hereby further amended by adding the following subclauses:—

"(8.) (a.) Any teacher, other than the Headmaster, on the staff of a normal school shall receive by way of addition to the salary hereinbefore provided such amount as he would be entitled to receive under clause 2 of the regulations relating to salaries of public-school teachers if he were a teacher on the staff of a public school other than a normal school: Provided that such addition to salary shall be calculated as if the teacher on the staff of a normal school receiving a salary stated in column (1) of the following schedule were receiving the salary shown in column (2) of that schedule opposite to his salary in column (1).

SCHEDULE.

Salary of Teacher in Normal School. (Col. 1.) £			Salary on which Addition to Salary is to be calculated. (Col. 2.) £
320-360	..	..	340-380
290-310	..	..	300-320
270-290	..	..	270-290
260-280	..	..	270-290
230-250	..	..	250-270
190-220	..	..	210-240

"(b.) Any teacher, other than the Headmaster, on the staff of a normal school not entitled to an addition to his salary as provided in paragraph (a) of this subclause shall receive by way of addition to the salary otherwise payable under these regulations an amount not exceeding in any case £40 per annum, as may be approved by the Minister.

"(9.) A teacher other than the Headmaster on the staff of a normal school receiving any salary stated in subclauses (2) and (3) hereof shall be entitled to an annual increment of £10 until he reaches the maximum salary provided for his position.

"(10.) The provisions of clauses 12 and 13 of the regulations relating to salaries of public-school teachers shall apply, *mutatis mutandis*, to teachers on the staffs of normal schools."

7. Subclause (2) of clause 11 is hereby amended by deleting the amount "£65," and by substituting therefor the amount "£85."

8. (1.) Subclause (1) of clause 12 is hereby amended by adding to paragraph (a) the following words: "or have gained a 'partial pass' in accordance with regulations in the Class D Certificate Examination."

(2.) Subclause (2) of clause 12 is hereby amended by deleting the amount "£45," and by substituting therefor the amount "£65."

9. (1.) Clause 33 is hereby amended by adding the following subclause:—

"(4.) Any person who, having been a member of the New Zealand Expeditionary Force as aforesaid, is not eligible for admission as a student or for appointment as a supernumerary teacher in accordance with any other provisions of these regulations, may be admitted as a student to any training college or be appointed a supernumerary teacher on such conditions as to qualifications or otherwise and subject to the payment of such allowances as may be approved by the Director of Education."

(2.) The said clause is hereby further amended by deleting the amount "£120-£150" in subclause (1), and by substituting therefor the amount "£140-£170"; and by deleting the amount "£120" in subclause (2), and by substituting therefor the amount "£140."

10. Clauses 2 and 3, and subclause (1) of clause 8, and subclause (1) of clause 9 of this Part of these regulations shall come into force on the date of the first publication of this Order in the *New Zealand Gazette*.

PART X.—ORGANIZING TEACHERS.

1. The Regulations for Organizing Teachers made by Order in Council dated the 29th April, 1919, and gazetted the 8th May, 1919, are hereby amended as follows:—

(1.) By adding the following clause:—

"8. An organizing teacher shall receive a salary of £340-£380, together with house allowance at the rate of £50 per annum."

(2.) By inserting the words "the Education Board and" as follows:

(a) After the words "approval of" in paragraph (d) of clause 1;

(b) after the words "approval of," and also after the words

"approved by," in clause 2; (c) after the words "each month to" in clause 3.

(3.) By deleting the words "by that section" in clause 6, and by substituting therefor the words "by clause 8 hereof."

2. Subclause (1) of clause 1 of this Part of these regulations shall be deemed to have been in force on and after the 8th May, 1919. Subclauses (2) and (3) shall come into force on the date of the first publication of this Order in the *New Zealand Gazette*.

F. W. FURBY,
Acting Clerk of Executive Council.

