

forming Parts I and II of Schedule IV in clause 1 of the Regulations for the Salaries of Public-school Teachers and payable to the teacher on the 31st day of December preceding.

(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 clause 30 of the Regulations for the Salaries of Public-school Teachers gazetted on the 13th November, 1919, which for this purpose shall not be modified by the proviso to clause 9 of the same regulations :

(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 Inspectors report that the teacher's efficiency has been maintained in all respects :

(d.) 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 Inspectors, direct that such teacher or student shall be placed in a group higher than Group 1.

6. For the purpose of grading, marks shall be assigned 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

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. Marks for skill in teaching, for personality and discipline, for organization and management, and for environment shall in the first case be assigned 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 after the marks for the teachers in each group have been provisionally determined, the Inspectors, having regard to the grading of the teachers of the district as a whole, may make such adjustment as they consider necessary to bring into due relation the marking in the various groups :

Provided further 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 Inspectors shall be reassessed according to the higher standard of marking in such higher group, so that, except for any special operation of Regulation 9, the total of these marks, added to the quota mark, shall, in general, be increased only by such number of marks as represents the increased efficiency of the teacher since the previous grading.