

(ii.) In order to be classified in Grade B a teacher must have the following qualifications :—

(a.) He must be classified as "Very Good" with regard to his teaching and organizing ability ;

(b.) A male teacher must have had ten years' service and a female teacher eight years' service, of which at least six years and five years respectively must have been service as defined in subclause (i) (b) of this clause ;

(c.) He must be the holder of the degree of Master of Arts or of Master of Science, or the combined degrees of Bachelor of Arts and Bachelor of Science.

(iii.) In order to be classified in Grade C a teacher must have the following qualifications :—

(a.) He must be classified as "Good" with respect to his teaching and organizing ability ;

(b.) He must have had five years' service, of which three years shall have been service as defined in subclause (i) (b) of this clause ;

(c.) He must be the holder of the degree of Bachelor of Arts or Bachelor of Science, or any equivalent recognized by the Director.

(iv.) All other full-time assistants shall be classified in Grade D.

Provided that in the initial classification some consideration shall be given to the position held by a teacher at the time of classifying :

Provided further that any teacher whose academic status is raised after the publication of the annual classification list may apply to be regraded, and the Director may revise the classification of such teacher accordingly.

6. Notwithstanding any requirements respecting academic attainments and length of service as prescribed in the preceding clause, the Director, on the recommendation of the Inspectors, may in exceptional cases recognize special efficiency in teaching as a ground for the promotion of any teacher to a higher grade.

7. In reckoning service, years spent in teaching in primary schools and those spent as a student in a training college with the limitations indicated in clause 5 shall be counted in full, and service with the Expeditionary Force, either after or immediately before entering the teaching profession, shall be counted in full.

8. From the recommendations forwarded to the Director by the Inspectors there shall be compiled annually a classification list of assistant teachers of secondary schools classified according to the grades herein prescribed. Every such list shall be published in the *New Zealand Gazette* before the 31st day of December in each year, and shall contain separate lists for men and women assistants showing—

(a.) The names of all teachers classified as herein provided, arranged in alphabetical order within each grade ;

(b.) The grade of position which each teacher occupies in a secondary school ;

(c.) The name of the school in which the teacher is employed.

9. Any teacher who considers that he has good grounds for objecting to his classification may, not later than thirty-one clear days after the publication of the list in the *New Zealand Gazette*, lodge an appeal by letter with the Director of Education, Wellington, stating the complete and definite grounds on which the appeal is based, and such appeal shall be dealt with as hereinafter provided.

10. All the appeals from teachers in each university district shall be sent to an Appeal Board in such district. Each Appeal Board shall consist of a Chairman appointed by the Minister, a representative of the Department not being a Secondary-school Inspector, and a representative elected by all the full-time teachers classified under these regulations who are employed in such university district.

11. The Appeal Board shall consider the appeals only with respect to the definite grounds stated in each appeal. In any case where the Board decides that an appellant has been classified too high or too low a report to that effect shall be made to the Director, who shall refer the case to the Inspectors with an instruction to reclassify the teacher in accordance with the decision of the Board. In any case in which the classification of a teacher is altered as the result of an appeal, such alteration shall be published in the *New Zealand Gazette* as soon as possible after the hearing of the appeal is concluded.

12. The classification list as published in December of any year shall, subject to any provisions herein contained, determine for the succeeding year the classification of each teacher whose name appears in such list :

Provided that the classification list published in December, 1920, shall also determine the classification of all full-time secondary-school teachers for the period from 1st April to 31st December, 1920.