

Home (1918) Department.
Education

Ordinary SERIES.

G.O. No. 1394

DATED 31. 10. 18

INDEXED

[Despatch Abstract.]

Conference.

Recording resolutions passed at the second head-masters' conference held in August 1918.

BACK PAPERS.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.

FURTHER PAPERS.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.

From ^{no. 44} *Office of the Association of Headmasters,*
P. A. SUBRAMANIA AIYAR,
HEAD MASTER,
Secretary,
Association of Headmasters.
HINDU HIGH SCHOOL,
TRIPLICANE,
MADRAS, S. E.
16th October 1918.
Regd. Educ. ^{2550 A}
18.10.18

To *The Secretary,*
Department - Education,
Fort St. George.

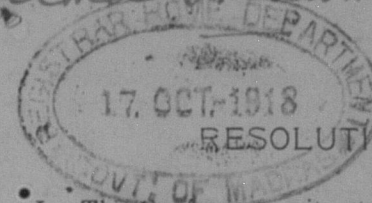


Sir,
I have the honour to submit
herewith a copy of the resolutions passed
at the Second Headmasters' Conference
held in August last as also a copy
of the Memorandum on Salaries & Grades
in Secondary Schools submitted to
the Director of Public Instruction
by the Headmasters' Association,
and request you will be pleased

to give your generous consideration
to the same. Yr
V

I have the honour to be,
Sir,
your most obedient servant,
P. A. Subramanian
Secretary.

Encl 26 (18/10/18) 2500 A
16.10.18
Second Headmasters' Conference



RESOLUTIONS. Passed

I. This Conference reiterates the resolution of last year's Conference that it is of the opinion that the present scales of salaries to teachers in Secondary schools are not high enough to attract good men to the teaching profession, nor adequate to enable them to face their growing responsibilities in life with tolerable peace of mind and that the salaries now paid to most masters in schools are much lower than the salaries which men of similar qualifications and service in other professions receive, and urges that the Educational Department and managers of all schools under public or private management do effect some reform in the matter on the lines indicated in the memorandum submitted to the Director of Public instruction by a Deputation of the Council of the Headmasters' Association in March last. (Vide Appendix A)

Carried unanimously.

II. This Conference reiterates the resolution of last year's Conference expressing satisfaction at the establishment of Provident Funds in many schools and earnestly urges the managers of other schools, both Secondary and Elementary, to take early steps to establish similar provision for old age for their teachers also and urges Government to make provision for grants in aid of Provident Funds that may be established for the benefit of teachers in Elementary schools.

Carried unanimously.

III. This Conference strongly urges that in order to stimulate the establishment of Provident Funds in schools where such do not exist at present, the department be requested to issue a notification to the effect that in all cases, where contributions are made by the managements for Provident Funds, equal contributions will be made by the department, irrespective of the eligibility or otherwise of such schools for grants-in-aid.

Carried unanimously.

21.03.21 4
IV. This Conference is strongly of opinion that, as in schools under Municipal and Local Board managements, contributions to Provident Funds by teachers in Secondary and Elementary schools under private management should be exempt from Income-tax.

Carried unanimously.

V. This conference urges that in the case of teachers who may not be able to benefit by the Provident Funds in their schools to the fullest extent, managers be requested to give to such teachers at the time of retirement bonuses equal to a month's salary for each year of approved service subject to a maximum of 15 months' salary.

Carried unanimously.

VI. This Conference appoints a committee to go into the syllabuses prepared by Mr. K. S. Prabhramam and make recommendations to the Council of the Headmasters' Association who will place the same before the Association at its next Annual Conference and the committee be the same as that appointed to consider the syllabus prepared by the Department for use in the Lower Secondary forms.

Carried unanimously.

VII. This Conference urges that in the case of those candidates who appear for only one or two subjects of the public examination with a view to improve the quality of their certificates, the full examination fee of Rs. 12 be not charged, but a reduction be made proportionate to the number of subjects not brought up for the public examination.

Carried unanimously.

VIII. This Conference requests the S. S. L. C. Board to send to the Council of the Headmasters' Association the list of text-books, in language subjects which it proposes to prescribe for the S. S. L. C. examination and to allow the association a month in which to express its opinion as to the suitability of these text-books before the final decision is made by the S. S. L. C. Board.

16.10.12 5
Carried unanimously.

IX. This Conference recommends that Shorthand, Type-writing, Book-keeping, Commercial Practice, Commercial Geography, be each regarded as a separate subject under Group C and that candidates be allowed to bring up any two of these subjects for the public examination.

Carried unanimously.

X. In view of the fact that the Text-book Committee prescribes books suitable for reading in all classes and forms of Secondary schools and also of the fact that the prescription of a particular set of books for all the schools in the Presidency may lead to undue delay in the getting of the books, this Conference is strongly of opinion that the S. S. L. C. Board need not prescribe books in the Vernaculars for forms IV and V.

Carried by a majority, 3 voting against.

XI. In view of the large waste of time and the relatively unprofitable nature of the work involved in making entries in the S. S. L. C. books and in view also of the different standards of marking and valuation which are inevitable under existing conditions, this is conference of opinion that at present it is enough to have school entries in the S. S. L. C. books confined only to form VI and that these entries should be the results of written tests only.

In Committee there was an equal division of votes on the subject, but in general meeting 8 voted for the proposition and 12 against, and it was lost.

XII. This Conference is of opinion that the form average shown for the year for the Sixth form at page 18 of the S. S. L. C. Books should be the average of the marks obtained by the candidates sent up for the public examination only.

Carried unanimously.

XIII. This Conference recommends that the rules of eligibility be so modified that all those pupils who secure 35 per cent. in English, 35 per cent. in one

6
subject under Group C, and 35 per cent. in the aggregate at the public examination or after moderation be declared fit for admission into colleges.

Carried by a majority, three voting against.

XIV. This Conference is of opinion that the name of the candidate for the S. S. L. C. public examination and the school to which he belongs should not be written on the answer papers, but that each paper should be distinguished by a serial number, as is done in the University Examinations.

XV. This Conference reaffirms the resolution of last year's Conference and is strongly of opinion that the present composition of the S. S. L. C. Board is not quite satisfactory, in that the number on it of those directly connected with teaching in Secondary schools is very small and that in the Board to be constituted next year five at least of its members be teachers of Secondary schools.

Carried unanimously.

XVI. This Conference reaffirms the resolution of last year's Conference that in view of the close connection that there is between Secondary and University education in this Province and of the fact that Secondary schools prepare students for the collegiate courses and are therefore directly interested in University Education, this Conference strongly urges that the Chancellor of the Madras University do from time to time appoint teachers in Secondary schools to serve on the Senate.

Carried unanimously.

XVII. (a) This Conference regrets that the text-books in Vernaculars and Sanskrit for the S.S. L. C. Public Examination of March 1919 were not made available to schools for more than a month after the commencement of the current school year and suggests that a portion of these text books be omitted for the Public Examination.

(b) This Conference further urges that these text-books be published every year early in May.

5-7
Carried unanimously.

XVIII. This Conference urges that, the following the practice in this regard in England and other countries, special grants covering the whole net cost be given to managers of schools for experiments in school work, such as Scouting and Manual training.

Carried unanimously.

XIX. This Conference places on record its deep sense of appreciation of the work of the Hon'ble Mr. J. H. Stone as Director of Public Instruction and particularly of the help and guidance he has given to the Association of Headmasters and wishes him a long life of peace, happiness, and rest in his retirement.

Carried unanimously.

XX. This Conference accords a most hearty welcome to Mr. H. S. Duncan, the newly appointed Director of Public Instruction, and trusts that his régime will be marked by the inauguration of measures calculated to advance the true interests of education of all kinds.

Carried unanimously.

XXI. This Conference places on record its deep sense of thankfulness to the Hon'ble Mr. Stone and to the Government of His Excellency Lord Pentland for the impetus they have recently given to the spread of Secondary Education in this Province by starting 67 Secondary Schools in places where they were most wanted.

Carried unanimously.

XXII. This Conference conveys its warm thanks to the Hon'ble. Mr. Stone for having referred the syllabuses for the Lower Secondary forms prepared by the Department for scrutiny by a committee of members of the Headmasters' Association and appoints a committee consisting of the undermentioned ladies and gentlemen to go into the syllabuses and make recommendations to the department on or before the 20th October next. Carried unanimously.

6

SUB-COMMITTEE FOR ENGLISH.

1. Rev. D. G. M. Leith, Triplicane.
2. Mr. C.T. Parthasaradhi Mudali or (*convener*), Chittoor.
3. " R. Ramachandra Sastrial, Ootacamund.
4. " P. S. Raghavachariar, Vellore.
5. " A. Santharama Iyengar, Nellore.

SUB-COMMITTEE FOR ELEMENTARY
MATHEMATICS.

1. Mr. V. Venkatasubbayya, Madras.
2. " V. Guruswami Sastri (*convener*), Tirukattupalli.
3. " S. K. Devasikhamani Trichinopoly.
4. " T. V. Srinivasa Iyer, Amalapuram.

SUB-COMMITTEE FOR ELEMENTARY
SCIENCE.

1. Rao Bahadur K. Seshu Iyer (*convener*), Mayavaram.
2. Mr. R. Swaminatha Iyer, Kumbhakonam.
3. " T. Krishnaswami Iyengar, Ettyapuram.
4. " M. C. Rajagopal Naidu, Periyakulam.
5. " A. Panchapagesa Iyer, Mylapore.
6. " S. A. Panchapagesa Iyer, Bapatla.

SUB-COMMITTEE FOR HISTORY AND
GEOGRAPHY.

1. Mr. T. S. Sadasiva Iyer (*convener*), Ambasamudram.
2. " C. S. Rangaswami Iyengar, Villupuram.
3. " Rev. D. A. Samuel, Mannargudi.
4. " B. V. Ramaswami Sastrial, Erode.
5. " S. S. Krishnaswami Iyer, Karur.

Miss. M. F. Prager Superintendent, Government Secondary and Training School, Trinlicane and Miss. Varley, London Mission, Vepery, Madras should be requested to serve on all the Sub-Committees.

Mr. P. A. Subramania Iyer is to be general convener

7 9

XXIII. In view of the approaching inquiry by a Parliamentary Committee regarding the constitution of the Legislative Council under the Reform Scheme, this Conference is of opinion that the Council of the Headmasters' Association be authorised to make in co-operation with the Executive Committee of the S.I.T.U. due representations to the Committee with a view to secure adequate representation of the interests of education by election of a representative of the teaching profession to the Legislative Council: *Carried nem con.*

XXIV. This Conference is of opinion that in view of the industrial development now taking place in India it is most desirable that a Technical Institute be established in the City of Madras by Government at an early date so that complete industrial and technical education may be available for the youths of the presidency: *Carried nem con.*

P. A. Subramania
Secretary

120
FROM

THE MEMBERS OF COUNCIL OF THE
ASSOCIATION OF HEADMASTERS,
MADRAS.

TO

THE HONBLE MR, J. H. STONE

M. A., F. R. H. S. C. I E.,

Director of Public Instruction,

MADRAS.

SIR:

We request permission to present to you this memorandum on the subject of salaries to Teachers in Secondary Schools in this Presidency.

We are glad to hear that the Government of India have come to recognise the need of improving the pay and prospects of teachers in Secondary Schools and have sanctioned special grants to Provincial Governments for this purpose.

It is now fairly well-known that a large proportion of teachers in Secondary Schools are very poorly paid. This results in a double disadvantage. In the first place, capable men are deterred from making teaching their profession : and secondly, those that do become teachers are not all able to put forth their best. What with the worry and anxieties that pecuniary difficulties subject them to and what with the necessity of having to add to their small incomes by private tuitions, many teachers are rendered physically unable to do all that they would and could do to the pupils entrusted to their charge under more favourable conditions. If their pay is poor, their prospects are poorer still. There are absolutely no prizes in the profession to which teachers can aspire, as in almost every case the maximum salary is very low. These financial

11

difficulties in many cases take away from the freshness, the joy and the enthusiasm that a teacher should bring to his task. And when we remember that the teacher is virtually the maker of the future of the country, we can easily realise what a national calamity this is.

From statistics collected by the South India Teachers' Union, we have information as to the salaries of 298 L.T.'s employed in various classes of schools scattered in different parts of the Presidency. 60 of these are Headmasters of complete Secondary Schools in receipt of salaries of Rs. 100 a month and above. 3 of the 60 Headmasters are on Rs. 100 a month, 16 receive between Rs. 100 and 125, 19 between Rs. 125 and Rs. 150, 3 between Rs. 175 and Rs. 200 and 2 Rs. 200. Of the remaining 238 L. T.'s only 55 get Rs. 100 or above, the others remaining on lower salaries than Rs. 100.

Considered from the point of view of experience, it is found that 42 of the 298 L. T.'s have put in more than 20 years' experience, 76 a service of 15 years and over and 81 of between 10 and 15 years. That is to say, while the number of teachers with ten years's experience and over is 199, the number of them getting Rs. 100 and above is only 94.

Again out of 500 trained Matriculates about whom we have information, as many as 200 are in receipt of less than Rs. 30 per month as salary.

We feel that the state of things as disclosed by the above figures is very unsatisfactory. It is particularly so in view of the high prices that have been ruling the market these several years. Teachers in Secondary Schools (chiefly the Aided ones) labour under a series of disadvantages, insecurity of tenure, want of provision for sickness or old age, absence in the majority of cases of any Provident Fund or Pension. As a set-off against

12

these difficulties which cannot all be overcome there must at least be the guarantee of a fairly decent living wage. It cannot be said at the present moment that all teachers get this. Even in the Government Revenue and Judicial Departments where promotions are said to be very slow, the employees reach a higher maximum of salaries in course of time than men of similar qualifications and attainments employed in schools. It must be admitted, of course, that the initial salaries are better in the case of teachers. But, as we have already pointed out, they do not rise to very much higher than these even after ten or fifteen year's experience.

Keeping these facts in mind, we have drawn up the following scale of salaries which we recommend as a minimum for adoption in schools and request that you will be pleased to offer the necessary financial assistance to enable managers of schools to give effect to it :—

Headmasters Rs. 150-10-300

Other L. T.'s Rs. 90-5-140

In the case of large schools there should be a few places on Rs. 150-5-175 also for L. T.'s

Trained F A. 's or Intermediates Rs. 45—3—75

Trained Matriculates or S. S. L. C.'s Rs. 35—2—55

Pandits Rs. 35—2—55

Drawing-masters Rs. 25—2—45

Drill-masters Rs. 20—1—35

Trained Lower Secondary teachers Rs. 20—1—35

(The increments proposed are to be annual.)

We do not forget the obvious difficulties in the way of the Department in giving effect to this recommendation. According to the Grant-in-Aid Code, no Manager who wishes to pay liberal salaries to the masters in his school is prevented from doing so by the Department. Only they say that they expect him to bear half the extra expenditure involved over and above the school income.

4-13

We do not propose just now to discuss the merits or otherwise of this provision of the Code, but venture to point out that in no other province in this country is such a rule in force, and that in a large number of Aided schools here which depend almost exclusively on fee income, no advantage is taken of this rule, and in the attempt to make both ends meet with the receipt from fees, teachers come to be largely underpaid. This results, as has already been pointed out, in the right kind of teachers not coming into the service and the efficiency of education being impaired in consequence.

We beg therefore to urge that in addition to the teaching grants provided according to the Code, you be pleased to allot special grants to schools in aid of the salaries of teachers, as appears to be the case in Bombay, where it is said that "if the ordinary grant is not sufficient, a supplementary grant may be made not exceeding one-third (and in the case of the poor but deserving schools one-half) of the ordinary grant mainly for the improvement of the salaries of teachers." (*vide* Sixth Quinquennial Report Vol. II, page 108). One way of doing it will perhaps be to send round the scale of salaries that we have recommended, if you approve of it, to managers and ask them what extra cost would be involved by their giving effect to it in their schools. The Department may then allot grants according to the funds at their disposal; or they may give a lump grant to each school, it being based on its efficiency and the number of teachers in it. In any case, the Department will have to ask for and obtain special returns as to how the extra amount given was utilized.

We feel that this is not too much to ask since the State is, and ought to be, interested in the efficiency of education. The schools on whose account we make this appeal are chiefly those under *private* management, and

5-14 9

they form the largest proportion of schools in this Presidency. As regards schools under the management of Local Boards and Municipalities, we need only quote what you have said in the latest Quinquennial Report on Education in this Presidency. "At present in schools under public management conditions, though ameliorated by subsidies given to improve the pay and prospects of teachers are not satisfactory. Provident funds are rare, the scale of salaries is often inadequate, promotion is limited....." In no other province in India is there such a large percentage of schools under other than State management, and in no other province again does State expenditure bear so small a proportion to the total expenditure on secondary education. We therefore feel justified in requesting that you be pleased to come forward with liberal financial assistance to ameliorate the condition of the teachers employed in these schools.

We have the honour to be,

Sir,

Your most obedient servants,

RAO BAHADUR S. APPU SASTRI,

President.

K. SESHU IYER,

D. G. M. LEITH,

Vice-Presidents.

S. K. DEVASIKHAMANI,

R. S. VISVASAM,

K. K. SUBRAMANIA IYER,

K. J. THAMPAN,

N. PARAMASIVA IYER,

V. VENKATASUBBAYYA,

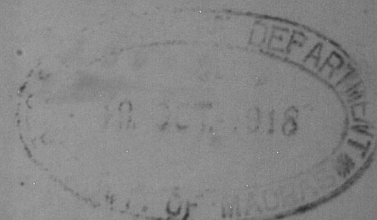
Members of the Council.

P. A. SUBRAMANIAN,

Secretary.

15
19.10.18
10
PRIVATE SECRETARY'S OFFICE, MADRAS.

Memo. No. 444-P



Transferred to the Secretary to Government, Home (Education)

Encls:

Department, for favour of disposal.

(By order of His Excellency the Governor)

Madras,

The 18th October 1918.

Hutton
Private Secretary.

no. 42
P. A. SUBRAMANIA AIYAR,
HEAD MASTER,

Secretary,
Headmasters' Association, Madras.

HINDU HIGH SCHOOL,
TRIPPLICANE,
MADRAS, S. E.

16th October 1918.

Dear Sir, I beg to request you will be
pleased to place the following before
His Excellency Lord Pentland:

At the Second Headmasters' Conference held here in August last, the resolutions given hereunder were unanimously passed:

"This Conference places on record its deep sense of thankfulness to His Excellency Lord Pentland and to the Hon'ble Mr. Stone for the impetus they have recently given to the spread of Secondary Education in this province by starting 67 Secondary Schools in places where they were most wanted."

"This Conference reaffirms the resolution of last year's Conference that in view of the close connection that there is between Secondary and University education in this province and of the fact that

Secondary Schools prepare students for the Collegiate Courses and are therefore directly interested in University Education. The Chancellor of the Madras University be pleased to appoint from time to time teachers in Secondary Schools to serve on the Senate."

With reference to the second resolution, I beg to state the following:

At present ^{the} Madras University seems to be the only University ^{in India} where Headmasters are not represented on the Senate. I have official information from the various University Registrars that there are now four Headmasters on the Senate of the Punjab University, four on that of the Bombay University and two on that of the Allahabad University. The appointment of a few Headmasters to the Madras University will go a great way towards raising the dignity of the teaching profession in this province - a matter which, we know, lies nearest to His Excellency's heart.

I am, Dear Sir,
Your most obedient servant,
P. T. Subramanyam
To the Private Secretary to His Excellency the Governor of Madras

12
Home (251) Sept.

N^o. 2550A-1
29.10.18

18
to Mr. 25.10.18
Letter to

The Secretary,
Headmasters' Conference
Madras.

Sir,

I am directed to acknowledge the receipt of your letter N^o. 44, dated the 16th October 1918, forwarding ^a ~~the~~ ^{Copies} ~~of~~ the resolutions passed at the second Headmasters' Conference ^{held in August last and a copy of} the memorandum addressed to the Director of Public Instruction on the subject of salaries ^{of} teachers in secondary schools. I have &c

8/2
22/10/18.

HK
24/10/18

25/10/18

28/10/18

[Faint handwritten notes, mostly illegible]

[Faint handwritten notes, mostly illegible]

[Faint handwritten notes, mostly illegible]

100 100 100

When given for copying
When copied
When examined
When signed

191

READ AGAIN G.O. No.
191

DATED

CURRENT No.

ENCLOSURES TO C. No.

ORDER OF GOVERNMENT

A A A A A A A

LETTER OF GOVERNMENT.

* STATEMENT WITH DITTO.

PAPERS NOT FILED UP, BEING MEANT FOR DISPATCH
IN ORIGINAL.

N.B.—
A = Copy in full.
B = Not to be copied.
P = Copy abstract only.
Q = Copy heading only.