

Home (1921)) Department.
(Education)

Ordinary SERIES.

G.O. No. 376

DATED 15-3-1921

[Despatch Abstract.]

Stipends - Teachers under training - Increase in the rates - Notes
Recorded.

BACK PAPERS.

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

FURTHER PAPERS.

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

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PAPERS PUT UP WITH CURRENT No.

Papers of the department to which the current belongs.

Number.	Date.	Original (=O) or spare copy (= S.O.)	Remarks. (In this column such of the papers as have been removed for copying, printing, etc., should be marked with a cross.)	Initials of Referencer with date in token of return to Reference department.

Papers of other departments.

Department.	Number	Date.	Original (=O.) or spare copy (= S.O.)	Initials with date of (1) Referencer acknowledging returns of the paper concerned or (2) Despatcher to denote the return of the papers to the department concerned.

Home (Education)

DEPARTMENT.

C.F.—20.

Cur 1206 A

Received



191

Registered

24.3 1920.

Subject.

Submitting memorial from the students of the L.T. section of the St. Joseph's College, Trichinopoly for enhancing the rate of their stipends.

ENCLOSURES

No.

Spare copies

Re No. 700/20

Station Madras, Dated the 23. 3. 1920.

From (Name) The Hon'ble Mr. R. Littlehales, M.A.,

(Designation) Director of Public Instruction

To The Secretary to the Government of Madras,

Home (Education) Department.

Sir,

Submitted to Government.

2. I have already recommended to the Salaries Committee that the stipends of collegiate students should be fixed at Rs. 30 per mensem.

Home (Edn) Dept

for Director of Public Instruction.

In view of the D.P.'s remarks in para 2, Submitted with the current may be ~~kept over~~ pending receipt of the report of the Salaries Committee

Cur 1206 A 26.3.20 MS 2431 no 5 29/3/20

To

The Governor-in-Council,

Fort St. George,

M a d r a s.

Through

The Director of Public Instruction,

M a d r a s.

Through

The P r i n c i p a l, L.T. Section,

St. Joseph's College,

Trichinopoly.

May It Please Your Excellency,

We, the students of the L.T. Section, St. Joseph's College, Trichinopoly, beg leave to bring to your kind notice and favourable consideration, the following humble and, in the opinion of all, reasonable requests---

It need hardly be pointed out that the stipend of Rs 15 & 20 now paid to the B.As., and B.A. Honours under-training is quite inadequate to meet the increased-cost of living in these days. The aforesaid rates, we beg to point out, were fixed years ago and at a time when the cost of living was about 33 per cent. of the cost to-day. Price of food-stuffs to-day has trebled itself while the cost of clothing has risen by about 200 per cent. Under these circumstances, we find it absolutely impossible to meet even half the cost of bare existence and are led to borrow and suffer considerable personal hardship.

We also beg to invite your kind attention to the higher rate of stipend, namely, Rs. 25 paid to the Sub Inspectors of Police under-training. We further beg to state that a much higher rate of sti

obtains in the Training Colleges in the Travancore State and other Provinces, etc... We earnestly hope that Madras will not be behind them.

If any justification were needed for this request, we would humbly point out that only those who are destitute of any independent means of livelihood generally take to the profession of teaching and it is therefore in the fitness of things that they should look up to the Government for some sort of aid while under-training. Besides all the signatories to this Memorial have come out of private institutions which contribute nothing towards their cost of maintenance, while under training.

The Salaries Committee, we understand, have been inter alia, considering the question of enhancement of stipends to teachers, and we do not know whether their findings will be ready before the end of this academical year and be of any use for this year Master-Pupils. Last year, there was a request made by the L.T. students for enhanced stipends in view of high prices prevailing then and we deeply regret that no sympathetic response was evoked from the authorities. As the prices are going still higher, without even a remote chance of abatement, we are compelled to renew the application this year, hoping that the Director and the Department will sympathise with the lot of teachers under-training and come to their rescue by at least doubling the stipends with retrospective effect from July, 1919. This is our humble prayer and we earnestly hope that it will meet with favour at the hands of the authorities.

We beg to remain,

May it please your Excellency,

Your most obedient & humble students,

Trichinopoly,
12-1-1920.....

V. Sundaram.

H. S. S.

G. Rengaswamy.

Alachachari

K. Ramaprasad

S. Narayana Aiyar.

Anchalings Ayy

R. Narasimhan

D. Venkatabhamu.

C. Subram Rao

G.S. Venkata Ram.

C. K. Srinivas

R. Kuppasami.

V. Janakiamma.

Subramanyam

S. Jayaraman

C. Nagaraja Sarma

A. Venkata Ramana

A. Seshasayee

M. K. Srinivasan

G. H. Parameswaram.

R. M. Rameswami.

M. Radhakrishnan

D. Ramaswami

D. Narayana Rao.

N. Raju Aiyar.

K. V. Subramanian

S. K. Srinivasan

R. Ramaswami.

V. S. Gopalakrishnan.

P. S. M. S.

K. N. Subramanian

M. S. Srinivasan.

M. S. Srinivasan

S. Viraswami Aiyar

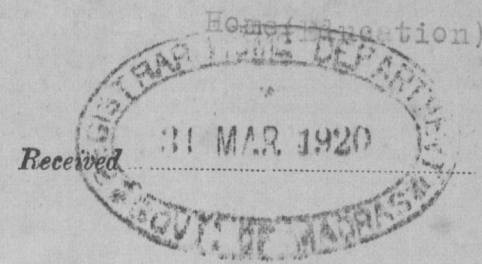
Forwarded

20 Jan 1920.

L. K. Srinivasan
Principal.

St. Joseph's College, Trichinopoly.

DEPARTMENT.



Received

31 MAR 1920

191

Registered

174

1920

Subject.

Submitting memorials from the students of the Government Training schools at Salem, Villupuram, Dindigul, Namarguam, Ramnad, Tanjore and Triplicane for a revision of the rates of stipends.

ENCLOSURES

No.

Spare copies

R.C. No.

3084/20

Station Madras

Dated the 30 March

191

From (Name) The Hon'ble Mr. R. Littlehales M.A.

(Designation) Director of Public Instruction

To The Secretary to the Government of Madras,

Home (Education)

Department.

Sir,

Memorials kept separate, one kept below.

Submitted to Government in continuation of my endorsement R.C. No. 700/20 dated 23-3-20.

2. I have recommended to the salaries committee that the stipends of Secondary, Elementary Higher and Elementary lower grade students should be fixed at Rs. 25 Rs. 20 and Rs. 15 respectively per mensem.

I have the honour to be, Sir, your most obedient servant,

Alamudin

for Director of Public Instruction

may be over pending the receipt of the report of the Salaries Committee.

1.4.20

1.4.20

1.4.20



forwarding memorial from Training students in Joseph's College, Trichy

1.4.20

6 8
Station *Tanjore*
Date *8.3.1920*

To

His Excellency

The Rt. Honourable Baron Willingdon

G. C. I. E., G. B. E.,

Governor of Fort St. George, Madras.

Through

The Headmaster

Govt. Training Tanjore

The humble memorial of *V. Thulasiamma* student under training in
the Government Training School... *Tanjore* in the ~~Higher Elementary Grade~~ *Secondary*
Lower Elementary

Most respectfully sheweth :—

That your humble memorialist begs to bring to Your Excellency's kind notice and sympathetic consideration the following few lines praying for early and adequate relief.

That your memorialist belongs to a class of stipendary students in the educational department who are preparing for the Training School leaving certificate examination.

That the stipend of the pupil Teachers was fixed about twelve years ago with reference to the then cost of living that the prices of the necessities of life are growing to unprecedented and abnormal heights every day ; especially since the commencement of the world-devastating war (which His Majesty's invincible army and navy brought to a victorious termination), the cost of living has more than trebled itself ; that the house rent is being enhanced as often as the land-lord choose ; that the cost of education of children is enormously increasing ; and that the poor stipendaries have to drag on a miserable and hard life. Further your memorialist need hardly bring to your notice that the students of the Training Schools are the least influential with the public and cannot therefore easily command any convenience or comfort, and that the poor stipend they receive at present is quite insufficient to maintain body and soul together, for the maintenance of which at least Rs. 30 per mensem is required now-a-days.

Every year the benign Government has been spending with paternal solicitude several lakhs of rupees upon elementary education ; and it is but just that those charged with the duty of imparting instruction to the youth and thus directly responsible for the spread of the elementary education in the country should enjoy reasonable comforts and be placed in position in which they could earnestly and effectually co-operate with the Government in carrying out its noble mission.

2
But they are seriously handicapped in the discharge of their duties by wants, and discomforts arising out of insufficiency of pay as stipends, during the twenty-one months of their training as pupil teachers.

Your humble memorialist begs to suggest the following scale of stipends for favour of consideration and sanction with restrospective effect from the 1st July 1919.

- (1) Elementary lower grade Rs. 25.
- (2) Elementary higher grade Rs. 30.
- (3) Secondary grade Rs. 40.

In conclusion, Your Excellency's memorialist prays that Your Excellency will be pleased, at your earliest convenience, to grant his prayers for permanent revision of the scale of stipends according to grades as suggested above.

That your humble memorialist shall ever pray for Your Excellency's long life and prosperity for such act of charity and benevolence.

Your Excellency's Humble Memorialist

Begs to subscribe himself

Signature ✓ *Thuebarjya meenendajay*

Designation stipendary students undergoing

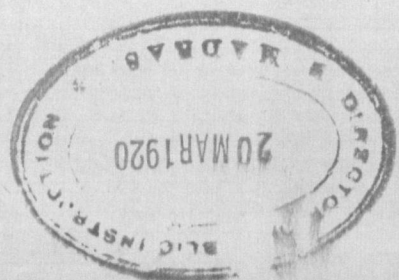
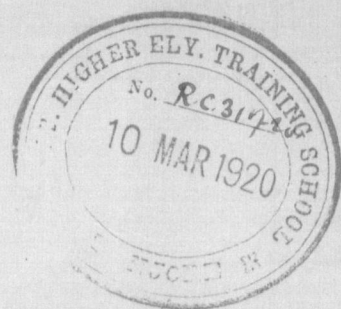
Secondary
Training in the Higher Elementary Grade
Lower Elementary

Government Training School.....*Tanjore*.....

A copy of this memorial has been submitted to His Excellency!
The Governor of Madras through the Private Secretary.

8
Minimum expense per month for a single student (Pupil Teacher).

Serial No.	Condiment.	Rates before war-time.			Rates now a-days.			Remarks.
		Rs.	A.	P.	Rs.	A.	P.	
1	Hotel meals.	8	8	0	15	0	0	
2	Room rent.	1	0	0	2	0	0	
3	Washermen and barber.	0	8	0	1	4	0	
4	Oil bathing.	0	6	0	0	12	0	
5	Lighting.	0	6	0	1	0	0	
6	Stationaries.	0	4	0	2	0	0	
7	Dress etc.	1	8	0	3	0	0	
TOTAL		12	8	0	25	0	0	



[EL
42]
200-20-1-11.

9
NOTES.

CN^o 1289A

Stipends.

[1289]



File as 1461C-1
22.4.20

Received

in no 30/4/20

10

Home (Edn) Dept

Salaries

From the D.P.D no 3084/20 d 30.3.20

may lie over pending the receipt of the report of the Salaries committee.

Ans.
1.4.20
S.A
1.4.20

N. K.
4.4.20.

Since received. Put up.

R. Q. R

4.4.20.

Copies have not so far been distributed to depts of Sect. The Financial dept may be requested to put up a copy for reference.

Ans.
15.4.20

CR
19.4.20

File as

File Dept

For the Asst Secy.

A copy of the report is put up which may be forwarded to Home (Edn) Dept.

h.f.
22/4

OK
22.4.20

1.4.20
23/4/20

Home Secy.

Home (Ed) Sept

p. 21 of the
Report - copy put
up
Remains

In para 44 of its report the Salaries Committee has come to the conclusion that the present scale of stipends granted to the several classes of teachers while under training ^{will be} sufficient for its legitimate purpose, viz that of a grant in aid of expenses, provided the salaries of teachers are fixed at adequate rates such as those recommended by it - para 39 of the report. The Committee considers that the rates of stipends need only be increased where experience shows such increase to be necessary in order to attract the desired class of student.

2 In connection with a D.O from Mr Haible the Knapp the Finl Dept has been separately asked to communicate to this Dept the decision of Govt on the recommendations of the Salaries Committee in regard to the scale of pay of elementary school teachers and the rates

ibid

* Rates of stipends paid to teachers under training. Submitted that a reply from that dept may be awaited.

3 The file relating to the memorials from the students of the L. T. Section of the St. Joseph's College, Trichinopoly, ^{has been added to the CF} is ticked.

44
10.5.20
AM
10.5.20

9
11.5.20

To be over the reply from dept
is received
12/5/20

The D O I ~~is to~~
be asked to submit
his own proposals
in the matter

NOTES.

Page 4

Extracts from the notes in the file relating to the views of many of teachers in elementary schools Home (Education) Department.

D.O. from Mr. Knapp, C.B.E., to the Secy. to Government, Home Department, dated Ootacamund, the 26th April 1920.

In the discussion about the Salaries Committee's report last Friday it was decided, I think, that a flat rate of temporary relief was to be offered to elementary schoolmasters and that the question of accepting Mr. Littlehailes' scale as a permanent arrangement should be separately considered. Local Boards were to be asked their opinion on it. Will you please keep in touch with what is being done in Financial in connection with the report and see that this side of the matter which primarily concern Education is not lost sight of !

2. I have told Mr. Littlehailes that as regards stipends he must come up separately.

X X X

5. Stipends of teachers undergoing training.-

The Salaries Committee considers that the present rates of stipends need only be increased where experience shows such increase to be necessary in order to attract the desired class of student. In forwarding to Govt. the memorials of teachers undergoing training in training schools, the D.P.I. has stated that the stipends of collegiate, secondary, elementary higher, and elementary lower grade students should be fixed at Rs. 30, Rs. 25, 20 and 15, respectively, p.m. No orders have been passed in the matter in G.O. No. 499, Financial, dated 1st June 1920. From the D.O. above it appears that the D.P.I. has been asked to address

para 44, p. 21 of the Report (put up)

B

Mr 1 + 5 of

(R)

address Govt. separately. The files relating to the revision of the stipends of students under training pending in the office have been included in the list of papers furnished to the Reforms Commissioner.

X

X

X

N.K. 15-6-20.

C.R. 16-6-20.

R.R.R. 17-6-20.

Reforms Commissioner u.o.

[Office of the Reforms Commissioner]

The only point in the foregoing note with which I seem to be concerned is that at Questions of the assistance to be given by Govt. to Local Boards or questions of stipends are not included in the scope of my duties.

Z

X

X

A.R.K. 14-6-20.

Home Dept. u.o.

Home (Govt) Dept

In view of the Reforms Commissioner's statement above it is ~~preliminary~~ ^{submitted} ~~advised~~ ^{that} the D.P.I. may be asked to state whether he still presses his original proposal that the rates of stipends ^{payable} to students should be increased or whether it may be dropped with reference to the Salaries Committee's remarks at

5 6
B' on p. 4 ante. A draft is
to sub. for approval.

30-6-20

MS
17/4/20

OK
1-7-20
5

I sent this file to the Reforms
Comm. as I imagined that he
had some views on the stipends,
would like to have his say

2. Issue is note as
attached to. my 7/20
15/7/20

* NO. 1289A-2
15-7-20.

Issue is not
submitted to me
Please do
15/7
15/7

p. 14

C. 1206 A - From the D.P.I. R.C. No. 700/

d/ 23.3.20

p. 54

C. 1289 A - From the D.P.I. R.C. No. 3089/

d/ 30.3.20

With his letters read above the D.P.I. forwards memorials from the

p. 2-44

Students of the L.T. Section of the St. Joseph's College, Trichinopoly,

p. 6-8

and of the Grant Training Schools at Tanjore and certain other places praying for a revision of the rates of their stipends and states that he has recommended to the Salaries Committee that the stipend of

p. 14

Collegiate, secondary, Elementary higher and Elementary lower grade

p. 54

Students should be fixed at Rs 30, Rs 25, Rs 20 and Rs 15 respectively, p.m.

p. 21 of the Report (put up)

In para 44 of its report the Committee, however, observes as follows:—

Collegiate dept — No 15
Secondary .. — " 12
Elementary .. — " 8-8"

"The complaints of inadequacy that have been made against the above scales of stipends all proceed on the assumption that the stipend is not merely a grant in aid of expenses but is a salary intended to cover the whole cost of living not only of the

8 2

stipendiary but also of his wife and
 children if he has any. The Committee
 cannot endorse this view. It considers
 that, if the salaries of teachers are
 fixed at adequate rates such as those
 recommended above in the case of qualified
 elementary teachers, the present scale
 of stipends may be sufficient for
 its legitimate purpose and need
 only be increased where experience
 shows such increase to be necessary
 in order to attract the desired class
 of student. The Committee under-
 stands that this is the case with
 regard to women.

$\frac{2}{2}$ It is submitted that,
 in view of the Committee's remarks
 extracted above, the W.P.I. may be
 requested to state whether he
 still presses his original proposal
 that the rates of stipends
 paid to students under training
 should be increased.

31
 30-6-20

31
 1-7-20

So far as teachers in schools
 under public management are concerned



X.

179
The stipend is governed by Arts/22-23 M.S.P.
So far as teachers in schools under private management are concerned, a question arises whether the management should not contribute. The contribution may be allowed as legitimate expenditure in the financial statement of the school & our help will be governed by the usual grant mls.

Then we are left with training students who have not secured any employment. Our policy however seems to be to prefer teachers to private students & we are left to deal with a few number only. I do not believe that in any other department we give stipends to the general public with a view to scatter them adrift & take their chance of employment suitable to their training.

y

Home (C.S.) J.W.
No. 1289A-2
15. 7. 20.

D.P. 2/107.

15/7/20

P.T.O.

U.O. Reply Camp No.

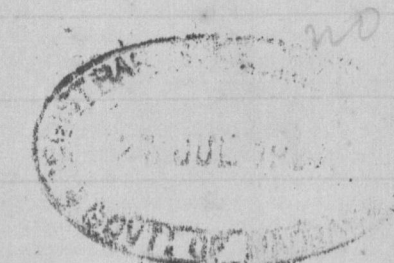
379/20

27-7-20

Home (Education) Department has apparently not been furnished with a copy of a note which I wrote on the 4th of April last on salaries of teachers and stipends to teachers under training and which I sent to Financial Department at the request of the Hon'ble Member in charge of Finance. I therefore enclose a copy of this note for Home (Education) and request a reference to it. I consider that it demolishes the arguments of the Salaries Committee against the raising of the stipends of teachers under training. I stated explicitly in my note that I do not subscribe to the recommendations of the Salaries Committee. I still consider that it is desirable and necessary if the right kind of man is to be recruited as a trained teacher to increase both the pay and the stipends of teachers.

I wish to emphasize at the outset that by far the largest number of teachers employed are engaged in aided schools and not in schools under public management and that the majority of teachers who are sent for training are teachers employed in schools under private management. A further fact which has to be borne in mind is that only 36 % of the teachers employed in elementary schools are trained. We have a balance of 64 % of untrained teachers in elementary schools who ought to be sent

for



27-7-20

* pp 15-19 infra.

Vide para 44, page 21 of the Committee's report, extracts on pages 7-8 supra.

Vide page 16 infra

19
-5 11

for training. In recognised secondary schools for boys alone we have 1043 trained B.As as against 524 untrained graduates and 2253 trained teachers of the Secondary Grade as against 930 untrained teachers of similar qualifications. The present supply of trained teachers is insufficient to meet the demand--the demand being created by our inspecting officers insisting--and rightly insisting on the employment of trained teachers in order to increase the efficiency of the teaching imparted, and with the increased spread of education many more additional teachers are required, so that the time when the supply equals the demand is not in sight.

The training is forced on the management by the Department of Public Instruction, the manager being quite happy in nine cases out of ten to be left alone with untrained teachers. He is ignorant or sceptical of the value of training and unable to pay for it and we have to educate and aid him literally in this regard. It is useless to maintain that schools with untrained teachers are not to be recognised, for this will necessitate the withdrawal of recognition and both financial and administrative help from the vast majority of the elementary schools throughout the presidency. If we demand a contribution from the manager of a school towards the training of the elementary school teacher, he

(the manager)

Vide portion X of the Secy's
note on page 9 supra

Page 4 of the Code.

(the manager) will refuse to have his teacher trained partially if not wholly because he cannot afford to do so and the department has no satisfactory remedy. Withdrawal of recognition is a severe punishment and would be subversive of educational advance. A diminution in the grant normally earned by a school would be an accentuation of the difference which already exists between a trained and an untrained teacher in the Grant-in-Aid Code, for under Article 15 of that Code teaching grants are calculated at a much higher rate for trained teachers than for untrained teachers in elementary schools. No elementary school can be run ~~at~~ a profit on the scale of grants sanctioned by Government and the managers have no funds to fall back upon for granting help to their teachers who are under training. They have to engage and pay an additional teacher while one member of the staff is under training. Nor can any secondary school be efficiently run at a profit.

It is probably unnecessary for me to bring to the notice of Government in this connection the urgent necessity there is at the present day now that large schemes of political reform are in process of realization, for giving in all schools, both elementary and secondary, instruction by properly trained and properly qualified teachers. It appears to me to be the duty of the State and not the duty of an

certainly for elementary
schools

of an individual manager of a school to make provision for a supply of properly qualified and properly trained teachers. Given the supply it is the duty of the manager to make use of it. The teacher is the essential unit in all schools and I consider that funds spent on a supply of good trained and qualified teachers are better spent than on buildings or equipment or on any other portion of educational expenditure. The manager has to pay more for the trained than for the untrained teacher and his funds are limited. If the funds of Government are limited in this regard I should prefer to increase the stipends to teachers and decrease some other item of expenditure in the budget. I regret that I am unable in the interests of educational advance to subscribe to the contention that the management should be compelled to pay a part of the cost of the training of teachers. If however a manager of a secondary school does include in the financial statement of his school a part of the cost of keeping one of his teachers at a Training College or school for training the expenditure incurred is considered legitimate in assessing the grants which the school earns under the Grant-in-Aid Code for secondary schools. Grants to elementary schools are assessed on a different principle from that adopted in the case of secondary schools, and it is not easily possible in the case of

elementary

* Vide policy of Secy's note on pg ante



page 309 in rules.

(not put up).

22

elementary schools to take into consideration, in the assessment of grants, the expenditure incurred in the cases where a private manager sends his teachers for training.

I do not know the source of the suggestion that we should train teachers and scatter them adrift to take their chance of employment after training. A perusal of the statistics on education which indicate the enormous number of untrained teachers of every grade employed in recognised schools and of Rule 115 of the Madras Educational Rules and of the Rules for the selection of candidates into Training colleges (vide the Calendar of the Teachers' College, Saidapet) will indicate clearly that Government Rules preclude the adoption of such a policy.

[Signature]
26.7.20

15 9

Copy of a note dated 4th April 1920 sent to Financial Department.

Salaries of teachers and stipends to teachers under training:

I suggest the following:-

	Teachers pay		Stipends
	Trained	Untrained	Collegiate Rs.30
Secondary grade	Rs.30 per mensem	25	25
Higher Elementary grade	25	20	20
Lower ,, ,,	20	15	15
No qualifications	-	-	-

The Salaries Committee recommends Rs.30 per mensem as the minimum pay for a clerk. It is impossible therefore to fix anything less than Rs.30 per mensem as the minimum salary for a trained teacher of the same qualifications as a clerk. As a matter of fact there is a case for fixing Rs.32 per mensem as the minimum pay of the teacher since he requires training for two years after he has finished his school course.

The minimum pay recommended by the Salaries Committee for a peon was Rs.12 per mensem in the muffasal. A teacher should be of higher status and qualifications than a peon so that the untrained teacher of the Lower Elementary Grade cannot well be started on less than about Rs.15 per mensem. These limits being fixed at Rs.30 and Rs.15, I have placed the figures 25 and 20 between these limits as suitable pay for the persons concerned.

I consider that the trained teacher should invariably receive more than the untrained teacher of similar general educational qualifications, that the pay of both trained and untrained teachers should vary according to their general educational as well as their professional qualifications and that the stipend that is fixed for a student who is undergoing training should be not less than the salary which he is receiving as an untrained teacher. If the stipend is less

than

24 16

than the pay there will be no sufficient inducement for teachers to undergo training. The Salaries Committee has not recommended any increase in the rate of stipend. I do not subscribe to the recommendations of the Salaries Committee. The minimum pay of a clerk is based upon the fact that the clerk has a wife and one or two children to keep at practically the beginning of his career, the social custom of early marriage being accepted as a basis for the consideration of the needs of the man. What applies to the clerk applies even more forcibly to the teacher in a school because practically all of our teachers who are sent for training are selected from untrained teachers who are already employed in schools and who are generally married men many of them with a family. There is no reason why the social customs of the country should be taken into consideration in fixing the pay of the clerk and yet ignored in fixing the rate of stipends to students under training. We cannot hope for a body of trained teachers unless even if we are not prepared to offer them a positive inducement to undergo training we are at least prepared to remove the positive penalty they undergo if they give up the earnings of their teaching to go for training.

In Bangalore where practically all teachers are trained the lowest pay is Rs.25-1-30. This is to take effect from the 1st April. In Coorg Rs.20 is the minimum for any teacher (trained or untrained)

My estimate in order to increase the pay of teachers and stipendiaries to the minimum suggested is as follows:-

	Rs.
Government Elementary	32,000
Local and Municipal ..	11,50,000
Aided	15,65,000
Stipends and stipendiary grants	6,27,000 includes Rs.9000 to meet the extra cost of stipends of L.T students.
	33,74,000
	or 33,75,000

The figures are arrived at on the following basis:-

(1) We have no figures to give us any information as to the number of higher elementary and the number of lower elementary teachers separately. I have estimated 80 % as teachers of the lower elementary grade and 20 % as teachers of the higher elementary grade. Extremely few secondary grade teachers are employed in elementary schools.

(2) In Government schools the total emoluments i.e pay + war allowance + capitation allowance amount to Rs.20 for trained elementary teachers. In Local Board schools the average minimum total emoluments for a trained teacher of the elementary grade amounts to Rs.14.

(3) In aided schools the following table explains the position:-

	Secondary		Higher Elementary		Lower Elementary	
	Trained	Untrained	Trained	Untrained	Trained	Untrained
1. Present grant-in-aid paid per teacher per mensem	Rs. 14.	4	$7\frac{2}{3}$	4	$6\frac{1}{3}$	4
2. Average pay of teacher if public funds pay about 53% of the total salary of the teacher	28	8	$15\frac{1}{3}$	8	$12\frac{2}{3}$	8
3. Proposed pay of teacher	30	25	25	20	20	15
4. Difference	2	17	$9\frac{2}{3}$	12	$7\frac{1}{3}$	7
5. Proposed portion of the difference which it is suggested that Government should meet	2	8	$5\frac{1}{3}$	5	$4\frac{2}{3}$	3
6. Revised scale of teaching grants	16	12	13	9	11	7
7. No. of teachers	298	329	1705	4196	6821	21744
8. Estimated cost	596	2632	9093	20980	31831	65232

Total of estimated cost Rs.1,30,364 per mensem or Rs.15,65,000 per annum in round figures.

(53% is the percentage of expenditure now met from public funds)

4. Regarding

20 18

4. Regarding stipends and stipendiary grants the following table indicates how the estimate is arrived at:-

	Secondary	Elementary	Higher Elementary Lower
1. Probable No. for whom provision may be taken to have been included in the B.E for 20-21	800	2400	3100
2. Average present scale	Rs.10	10	10
3. Scale proposed	25	20	15
4. Increase per mensem	15	10	5
5. Total	12,000	24,000	15,500

Total of estimated cost Rs.51,500 or Rs.6,18,000 per annum or Rs.6,27,000 including the provision required for meeting the cost of raising the scale of stipends of L.T students to Rs.30.

Since the tendency is to open Higher elementary grade training schools throughout the presidency and to give preference in admissions to teachers of the Higher Elementary grade when they come forward the percentage of elementary higher grade students and of secondary grade students is more than in the former estimate which refers to the existing state of affairs when many teachers who are now employed were trained at a time when the large majority of teachers were merely of the lower elementary grade.

It will be seen that the above total estimate is only Rs.33.75 lakhs. My recommendations are made on the assumption that the pay of the lowest paid teachers will be raised to a certain minimum. I have not considered the financial effect of raising the salaries of teachers who already draw something more than the minimum. My total estimate might probably be increased by 10 per cent to make some allowance for increasing the pay of teachers who are already drawing more than the minimum, bringing it to about Rs.37 lakhs.

The

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The above is the minimum of what I consider necessary.
I should feel grateful for any additional allotment over this
sum to enable me to advise on a general revision of pay of
teachers who are drawing more than the minimum above suggest-
ed.

(R.L.
4.4.20)

26.7.20

Home (Edn.) Dept.

Regr.

Please see the D.P.J.'s note at pages 10-14 and copy of his note of 4.4.20 sent to the Financial Dept. at pages 15-19 supra. In the latter note the Director has recommended that the stipends of Collegiate, Secondary, higher elementary and lower elementary grade ~~trained~~ students should be fixed at Rs. 30, 25, 20 and 15 respectively. The grounds on which he has made this recommendation are fully explained in the first part of the note at pages 15 and 16 supra. He states that the minimum pay of ~~Secondary~~ the trained teachers of the Secondary, higher elementary and lower elementary grades should be Rs. 30, 25 and 20 respectively and that of untrained teachers ^{of those grades} should be Rs. 25, 20 and 15 respectively, and that the stipends of teachers of these three grades under training should not be less ~~than~~ than the pay which they ^{will} receive as untrained teachers. The Director has also met the arguments of the Salaries Committee

p. 15 supra

The Salaries Committee has recommended Rs. 30/- as the minimum pay of a fully trained teacher in an elementary school - ~~including~~ the war allowance + capitation allowance being withdrawn. para 39, page 20 of the Report

not put up

Committee that the stipend should not be assumed as "a salary" intended to cover the whole cost of living not only of the Stipendiary but also of his wife and children if he has any."

2 From the note at pages 10-11 supra it will be seen that the Director is strongly of opinion that the scales of stipends should be increased along with the pay of teachers. It is therefore submitted that the question of stipends may be considered along with the increase in the pay of teachers.

The Director has estimated the extra cost for the increase of stipends as proposed by him at Rs. 6,27,000 per annum - vide page 18 supra.

3 With reference to the question raised by the Secretary at X on page 9 ante as to whether the management of private schools should not contribute towards the payments of stipends, it is subd. that the Director is not in favour of the proposal - vide pages 11-13 supra. and his views may be accepted.

The latter question is under the consideration of the Reforms Commission. His proposals will have to be awaited.
Not page 6 of NF included
Excluded

11/5/20
28/5/20

21
6/8/20

30

The question in this file is about the rate of stipends to be given for (1) teachers in aided institutions (2) pupils under training without an allowance as teacher

2. Re(2) I did not say that we should train such pupils scatter them adrift. Anyway, the DP9s note shows that there will be very few such cases

3. We are left with case (1) & two questions arise

(a) Should the private management contribute?

(b) What should be the amount?

4. The DP9 considers that the private management need not contribute. If they be asked to, we shall have to consider how to encourage training

Re(b) the DP9 considers that the Stipend should be the salary of an untrained teacher.

5. I am afraid that this file will have to lie over till the last question is disposed of May 7/8/20

It has ~~to~~ since been decided not to increase the rates of stipends. vide go 216, 210 & 21. ~~order should be~~ These notes may be recorded ^{order} _{ms} 3767/15-3/24

10.3.21 14/3/21

NY 61211

It is understood that the DP9 has not yet proposed to pay the permanent salary of school teachers

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