[F. 21]

Educational (1903) Department.

ORDINARY PRINTED.

G.O., No. 238

DATED 21 5 03.

N. P.

INDEXED

ORIGINAL

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[Despatch Abstract.]

Reorganization of the Govt girls' schools in the Central Circle

Returning to the Director for revision the scheme for the ———.

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Government {1903} of Madras.

EDUCATIONAL.

Read. *Regd.* } 1903. *Enclosures* *Spare copies*

ORIGINAL

G.O., No. 238, 21st May 1903.

N. P.

MAY.

Reorganization of the Government Girls' Schools in the Central Circle.

Returning to the Director for revision the scheme for the —.

GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

Read—the following papers:—

From the Hon'ble Mr. G. H. STUART, M.A., Director of Public Instruction, Madras, to the Secretary to Government, Educational department (through the Accountant-General), dated 2nd April 1903, Ref. on C. No. 8792.

Referring to G.O., No. 617, Educational, dated 7th October 1902, I have the honour to submit herewith in duplicate a proposition statement relating to the reorganization of the Government girls' schools in the Central Circle. As required by Government, a copy of a statement prepared by Miss Carr furnishing information about the grade, strength and prospects of each school is also submitted.

2. The expenditure proposed will be met from the lump provision of Rs. 16,000 made in the budget estimates for 1903-04 under Government schools, General—Primary schools for girls.

3. I request that the sanction may take effect from 1st April 1903.

Enclosure.

Full Lower Secondary schools.

Name of school.	Classes with their strength.		Necessity for the increase.
Government girls' school, Cuddalore.	III Form	1	*Head Teacher.*—The present head teacher is a master under whom the strength of the lower secondary and upper primary departments is not increasing and very little if any progress is made. A qualified experienced European headmistress will be appointed and it is hoped and expected that under her the strength will increase and the teaching, organization, discipline and tone improve. The teaching of English will also in accordance with the wish of the parents be introduced. A mistress who is qualified to do all this will not take up an appointment on less than Rs. 50 per mensem, supplemented by 50 per cent. of results grants. *Assistant Teachers.*—Of the five assistants now employed four are men of comparatively poor qualifications. Those who have pensionable service and have done good work deserve increase of pay, while those who have not done good work and who have no appreciable service will be replaced by qualified women teachers as soon as possible. The present rate of salaries is insufficient to attract such teachers.
	II "	2	
	I "	7	
	IV Class	13	
	III "	17	
	II "	18	
	I "	26	
	Infant	34	
	Total	118	

Name of school.	Classes with their strength.		Necessity for the increase.
	Full Lower Secondary schools—cont.		
Government girls' school, Vellore.	II Form	2	*Peon.*—A peon is required for the cleanliness and safekeeping of the school property. He will combine the duties of night-watchman and care-taker and will help to bring the small children to school. *Conductor.*—At present there is one conductress and one conductor and both were appointed before 1897. The conductress will continue and the conductor will become the peon. *Staff.*—A provision of Rs. 50 has been recommended in order to secure the services of a qualified European headmistress, under whom the secondary department is expected to develop and who will introduce the teaching of English into the school according to the wish of the parents. The present headmistress and 1st assistant will become 1st and 2nd assistants on Rs. 25 and Rs. 20 respectively with compensation for the decreases in their pay in the form of results grants. The second assistant will become third on Rs. 12 with compensation in the form of results grants. A newly appointed third assistant will be the fourth assistant on her present pay of Rs. 10. The fourth and fifth assistants who have 7 and 25 years' service respectively deserve the increases to Rs. 10. The present conductor will be offered the post of peon on condition that he undertakes the duties of a night-watchman and helps the conductress. The present conductress will be retained. The services of a peon are necessary for the safety and cleanliness of the school property and for the performance of the duties detailed above.
	I "	7	
	IV Class	11	
	III "	26	
	II "	27	
	I "	33	
	Infant	80	
	Total	186	
	Weak Lower Secondary school.		
Government girls' school, Nellore Town.	II Form	1	*Staff.*—The present headmaster will retire on the 31st of March next and it is proposed to appoint an experienced and fully qualified headmistress of the upper primary grade. Under her the teaching of English will be introduced according to the wish of the parents and the secondary department, it is hoped, will develop. Five teachers are insufficient for seven classes, therefore an additional teacher is recommended. This will be the first assistant who will also be a qualified teacher of the upper secondary grade. The present first, second and third assistants who have 4, 27 and 13 years' service, respectively, and have done good work will become second, third and fourth assistants on the increased salaries recommended while the tailor who has 19 years' service will also be retained on Rs. 10 per mensem, the lowest pay that should be offered to a teacher of his service. Of the two conductresses at present in the school one was appointed in September 1896 and will be retained on the establishment on Rs. 2 per mensem. The other who was appointed in 1897 will be offered the post of peon on condition that she undertakes to keep the school property clean and safe and to help the other conductress in addition to sleeping on the school premises.
	I "	3	
	IV Class	7	
	III "	13	
	II "	21	
	I "	27	
	Infant	38	
	Total	110	

Name of school.	Classes with their strength.			Necessity for the increase.
				Full Lower Secondary schools.
Government girls' school, Salem.	III Form	..	3	*Staff.*—The present second assistant is an upper secondary teacher and will be promoted as a head teacher of a lower secondary school after the next inspection, if her work is found satisfactory and the third assistant who is a lower secondary teacher with 12 years' service will be promoted on Rs. 14. The fourth and fifth assistants who have respectively 8 and 5 years' service will also be promoted, if their work is found satisfactory and the increased pay is recommended as an encouragement to increased exertion. A new fifth assistant will be appointed on a salary of Rs. 10, the least that should be offered to any qualified teacher.
	II „	..	6	
	I „	..	7	
	IV Class	..	13	
	III „	..	19	
	II „	..	26	
	I „	..	29	
	Infant	..	55	
	Total	..	158	
Government girls' school, Námakkal.	III form	..	3	*Staff.*—A provision has been made in the budget for an additional teacher, but has not yet been sanctioned. Double the number of infants could be admitted if there were two teachers for the class. The headmistress has 24 years' service and deserves the increase of pay for the remaining 3 years. The first and second assistants have 6 and 12 years' service, respectively, and have done very fair work. They may be given the increased salaries as an encouragement to increased efforts. The third assistant is a master and the fourth assistant is not qualified. Efforts will be made to secure the services of three fully qualified women teachers on the increased salaries recommended.
	II „	..	2	
	I „	..	4	
	IV class	..	11	
	III „	..	13	
	II „	..	12	
	I „	..	21	
	Infant	..	40	
	Total	..	106	
				Conductress.—The present conductress, who was appointed in October 1895, will continue.
				Weak Lower Secondary schools.
Government girls' school, Ongole.	III form	..	1	*Staff.*—The present headmistress wishes to be transferred to Nellore because her husband has work there. She will be replaced by a qualified upper secondary teacher, whose salary should be not less than Rs. 20. The first and second assistants have 20 and 13½ years' service, respectively, but their work has been found unsatisfactory at the last two inspections and they will not therefore be recommended for the increased salaries until their work improves. The work of the third and fourth assistants has been very bad for the last two years, permission therefore to dispense with their services on three months' notice has been sought and obtained. They will be replaced by qualified teachers on Rs. 10 per mensem each. The fifth assistant, who is the tailor, has done fair work and has 14 years' service; he, therefore, is recommended for increase to Rs. 10.
	II „	..	2	
	I „	..	8	
	IV class	..	8	
	III „	..	10	
	II „	..	19	
	I „	..	27	
	Infant	..	68	
	Total	..	143	
				One conductress was appointed in September 1883 and will therefore be retained on the establishment. The other conductress, who was appointed in 1900, will be offered the post of peon on condition that she sleeps on the premises, holds herself answerable for the cleanliness and safety of the school property, and undertakes to help in conductress's work.

Name of school.	Classes with their strength.			Necessity for the increase.
				Weak Lower Secondary schools—cont.
Government Girls' school, Villupuram.	II form	..	2	*Head teacher.*—A salary of Rs. 20 recommended in order to secure the services of an upper secondary teacher who will develop the lower secondary department.
	I „	..	2	
	IV class	..	6	
	III „	..	11	
	II „	..	20	
	I „	..	23	
	Infant	..	36	
	Total	..	100	
				Assistant teachers.—Five teachers cannot manage seven classes efficiently, therefore one more assistant is necessary. No teacher's pay should be less than Rs. 10 per mensem. The increased salaries will encourage the teachers, who have long service and who have done good work and will attract other qualified teachers to fill the places of those who are inefficient.
				Peon—Will also do the duty of a night-watchman and help the conductress. Necessary for the cleanliness and safe-keeping of the school property.
Government Girls' school, Walajapet.	I form	..	4	*Staff.*—This school is likely to develop into a full lower secondary school. A new fully qualified head teacher will therefore be appointed on Rs. 20. The present headmaster can remain on as first assistant on his present pay of Rs 15 until he retires in about two years' time. The first, second and third assistants have over 14, 8 and 5 years' service, respectively, and may remain on as second, third and fourth assistants, the increases of pay compensating for the inferior position. The 4th and 5th assistants have only been in the school a few months and are not fully qualified. They will therefore be served with three months' notice and a qualified mistress, who can teach needlework, will be appointed on Rs. 10. One conductress was appointed in June 1896 and will therefore be retained as such on the establishment. A conductor was appointed in January 1902. He will be offered the post of peon on condition that he performs the duty of a night-watchman and helps the conductress. His services are necessary for the safety and cleanliness of the school property.
	IV class	..	5	
	III „	..	13	
	II „	..	22	
	I „	..	23	
	Infant	..	43	
	Total	..	110	
Government Hindu Girls' school, Mulapet, Nellore.	II form	..	2	*Staff.*—The present headmaster has over 17 years' service and is an excellent teacher. He is quite able to manage a full lower secondary department and deserves the increased pay of Rs. 20. The first assistant has over 18 years' service and has also done good work; he also deserves the increase recommended. The second and third assistants, who have 3 and 4 years' service, respectively, will continue sub. *pro tem.* on the increases recommended and will be confirmed if they do good work. The fourth assistant, who is the tailor, has 17 years' service and deserves a salary of Rs. 10 per mensem. The conductress was appointed in 1884 and will remain on the establishment.
	I „	..	3	
	IV class	..	10	
	III „	..	15	
	II „	..	20	
	I „	..	29	
	Infant	..	33	
	Total	..	112	
				The peon is required for the cleanliness and safe-keeping of the school property. He will also be the night-watchman and will help the conductress.

Weak Lower Secondary schools—cont.

Name of school.	Classes with their strength.		Necessity for the increase.
Government Girls' school, Rangaiknaikpet.	III form	1	*Staff.*—Four teachers are insufficient for seven classes, but the lower secondary department is weak and five teachers will suffice. The headmaster has not done good work and ha been permitted at his own request to seek another appointment. A new upper secondary head teacher will be appointed on Rs. 20. The present first, second and third assistants have 6, 2/3 and 4 years' service, respectively. Their work has been poor probably because that of the headmaster has not been satisfactory. They will be retained sub. *pro tem.*, but the increased salaries will not be given to them until it is seen whether their work improves. A new fourth assistant will be appointed on a salary of Rs. 10, the least that should be given to any qualified teacher. A peon is necessary for the cleanliness and safe-keeping of the school property. He will also be the night-watchman and will help the conductress.
	II „	2	
	I „	*Nil.*	
	IV class	4	
	III „	10	
	II „	5	
	I „	10	
	Infant	18	
	Total	50	
Government Girls' school, Valavanur.	I form	4	*Head teacher.*—A salary of Rs. 20 recommended in order to secure the services of an upper secondary teacher who will develop the lower secondary department.
	IV class	18	
	III „	12	
	II „	13	
	I „	14	
	Infant	25	
	Total	86	
			Assistant teachers.—The present teachers will become the first, second, third and fourth assistants, respectively. The increase in pay will compensate for the inferior position and will encourage them to work better. Four teachers cannot manage six classes. No teacher's pay should be less than Rs. 10 per mensem.
			Peon—will also do the duty of a night-watchman and help the conductress. Is necessary for the cleanliness and safe-keeping of the school property. The present scavenger in the school was employed on the 1st April 1895.
Government Girls' school, Chidambaram.	I form	5	*Head teacher*—will be the additional teacher. Four teachers cannot manage six classes successfully. A salary of Rs. 20 is recommended to secure the services of an upper secondary teacher who will develop the lower secondary department.
	IV class	13	
	III „	20	
	II „	22	
	I „	26	
	Infant	36	
	Total	122	
			Assistant teachers.—The present teachers will become the first, second, third and fourth assistants respectively. The increase of pay will compensate for the inferior position and encourage them to work better. No teacher's pay should be less than Rs. 10 per mensem.
			Peon—will also do the duty of night-watchman and help the conductress. Is necessary for the cleanliness and safe-keeping of the school property.
			Conductor.—At present there is one conductress and one conductor and the former was appointed before the 3rd July 1897 and the latter after that date. The conductress will continue and the conductor will become the peon.

Upper Primary school promises to develop into a Lower Secondary school.

Name of school.	Classes with their strength.		Necessity for the increase.
Government Girls' school, Tiruvannámalai.	IV class	10	*Staff.*—Four teachers are insufficient. Double the number of infants could be admitted if there were two teachers for the class. The fourth class is stronger than usual and promises development into a first form; therefore Rs. 20 have been recommended to secure the services of an upper secondary head teacher. The present teachers will become first, second, third and fourth assistants, respectively, and the increased pay will compensate them for the inferior position and encourage them to do better work.
	III „	12	
	II „	27	
	I „	47	
	Infant	49	
	Total	145	
			Conductress.—The present conductress was appointed in October 1888 and will be retained.
			Peon—necessary for the safety and cleanliness of the school property. He will also be the night-watchman and will help the conductress.

Upper Primary schools.

Government Girls' school, Dharmapuri.	IV class	6	*Staff.*—Three teachers are insufficient for five classes; an additional teacher is therefore recommended, and a qualified lower secondary teacher will be appointed as first assistant. The present first and second assistants, who have 5 and 4½ years' service respectively, will become second and third assistants, the increased pay being both a compensation for the inferior positions and an incentive to increased efforts.
	III „	10	
	II „	18	
	I „	16	
	Infant	36	
	Total	86	
			The services of a peon are necessary for the safety and cleanliness of the school property. He will also perform the duties of a night-watchman, and will help the conductress.
Government Girls' school, Krishnagiri.	IV class	3	*Staff.*—Three teachers are insufficient for five classes; therefore an additional teacher is recommended. The present headmistress is not qualified under the Public Service Notification to draw Rs. 15 per mensem, but as a qualified lower secondary teacher she is competent to teach the 4th class which is the highest in the school; therefore as a salary of Rs. 14 per mensem is considered sufficient for teachers of such qualifications, in this, and similar cases the pay has been reduced from Rs. 15 to Rs. 14. The first and second assistants have over 17 and 12 years' service, respectively, and deserve the increase of pay recommended. A new third assistant will be appointed on Rs. 10 per mensem—the least pay that should be given to any teachers. The present conductress will remain as she was appointed in 1881.
	III „	1	
	II „	6	
	I „	18	
	Infant	24	
	Total	52	
			The services of a peon are necessary for the safety and cleanliness of the school property. He will perform also the duty of a night-watchman and will help the conductress.
Government Muhammadan Girls' school, Atúr.	IV class	6	*Staff.*—Three teachers are insufficient for five classes, an additional teacher is therefore recommended. A new lower secondary headmistress will be appointed on Rs. 14 per mensem. The present headmistress and first assistant have 5½ and 2½ years' service respectively and are fully qualified primary teachers. They will be the first and second assistants on the
	III „	10	
	II „	15	
	I „	16	
	Infant	17	
	Total	64	

Upper Primary schools—cont.

Name of school.	Classes with their strength.		Necessity for the increase.
			respective salaries of Rs. 12 and Rs. 10 per mensem. The second assistant has been trained, but has not been able to gain her certificate. She has, however, 9½ years' service, and may be appointed as sub. *pro tem.* 3rd assistant on Rs. 10.
			The services of a peon are necessary for the cleanliness and safe-keeping of the school property. A woman must be appointed, and she will have to sleep on the school premises at night and help the conductress during the day.
Government Muhammadan Girls' school, Shevapet, Salem.	IV class	.. 8	*Staff.*—The pay of the headmistress was increased from Rs. 10 to Rs. 14 in G.O., No. 301, dated 1st April 1902. The present first and second assistants have 8 and 6 years' service respectively and have done good work; they therefore deserve the increases now recommended. Three teachers are insufficient for five classes, a third assistant will therefore be appointed on Rs. 10 per mensem, that being the lowest salary that should be offered to any teacher.
	III ,,	.. 9	
	II ,,	.. 16	
	I ,,	.. 26	
	Infant	.. 36	
		—	
	Total	.. 95	
		—	
			The present conductress will continue as she was appointed before July 1897. The services of a peon are necessary for the safety and cleanliness of the school property. He will also be a night-watchman, and will help the conductress.
Government Girls' school, Stonehousepet, Nellore.	IV class	.. 7	*Staff.*—Three teachers are insufficient for five classes; an additional teacher is therefore recommended. The headmaster is qualified and has nearly 8 years' service. His work is satisfactory and he deserves the increase recommended. The first assistant is also qualified and has 9 years' service. His work is good and he also deserves the increase recommended. The present second assistant is the tailor and is unqualified. He has over 7 years' service and will be appointed third assistant, if he qualifies himself to teach the compulsory subjects to the infant class. A new second assistant will be appointed on a salary of Rs. 10—the least that should be given to any qualified teacher.
	III ,,	.. 8	
	II ,,	.. 16	
	I ,,	.. 10	
	Infant	.. 22	
		—	
	Total	.. 63	
		—	
			The services of a peon are necessary for the cleanliness and safe-keeping of the school property. He will also be the night-watchman and will help the conductress.
Government Hindu Girls' school, Gudur.	IV class	.. 2	*Staff.*—Three teachers are insufficient for five classes. An additional teacher is therefore recommended. The headmistress has 15 years' service and has done good work; she therefore deserves the increase recommended. The first and second assistants are teachers of the primary grade and have done only fair work. They will become second and third assistants, respectively, on Rs. 10 per mensem, the increase in pay compensating for the inferior position. A new lower secondary first assistant will be appointed on Rs. 12 per mensem.
	III ,,	.. 10	
	II ,,	.. 11	
	I ,,	.. 13	
	Infant	.. 27	
		—	
	Total	.. 63	
		—	

Name of school.	Classes with their strength.		Necessity for the increase.
			A peon is necessary for the cleanliness and safe-keeping of the school property. He will also be the night-watchman and will help the conductress.
Government Girls' school, Venkatagiri.	IV Class	.. 1	*Staff.*—The present headmaster is not qualified under the Public Service notification to draw a salary of Rs. 15 per mensem, but he is qualified to teach a fourth standard. The school is not likely to develop into a higher stage, and as he has done fair work and has 23 years' service he will be retained on Rs. 14 per mensem, the results grants compensating for the decrease of one rupee. The first and second assistants have 17 and 20 years' service, respectively, and have also done very fair work; they therefore deserve the increases recommended. The third assistant has 5 years' service, but his work is hardly satisfactory; the increased salary will therefore not be given to him until it is seen whether his work improves.
	III ,,	.. 6	
	II ,,	.. 9	
	I ,,	.. 15	
	Infant	.. 32	
		—	
	Total	.. 63	
		—	
			The conductress was appointed in November 1896 and will therefore be retained on the establishment.
			A peon is necessary for the cleanliness and safe-keeping of the school property. He will also be night-watchman and will help the conductress.
Government Girls' school, Conjeeveram.	IV Class	.. 16	*Staff.*—Three teachers are insufficient for five classes. An additional teacher has therefore been recommended. The headmaster is not qualified under the Public Service notification to draw Rs. 15, but he is qualified to teach a 4th class. As the school is not likely to advance to the lower secondary grade at present, he may be retained on a salary of Rs. 14, and as he has hitherto drawn only Rs. 9, the increase will be a great encouragement to him to do good work. The first assistant died about a month back, and the post of second assistant is only now being filled up. All three posts will be filled up by teachers whose qualifications and experience will entitle them to the increases recommended.
	III ,,	.. 13	
	II ,,	.. 15	
	I ,,	.. 16	
	Infant	.. 12	
		—	
	Total	.. 72	
		—	
			The conductress was appointed in December 1891 and will therefore be retained on the establishment.
			A peon is necessary for the safety and cleanliness of the school property. He will also be the night-watchman and will help the conductress.
Government Girls' school, Panruti.	IV Class	.. 7	*Staff.*—Three teachers are insufficient for five classes. The headmaster and the first assistant have 17 and 16 years' service, respectively, and are fully qualified; they have also done work and therefore deserve the increases recommended. The second assistant is the tailor and has 11 years' service. He will be retained as fourth assistant and in addition to teaching needlework in standards I to IV will teach the compulsory subjects to the infants. A new qualified teacher will be appointed as third assistant. No teacher should be paid less than Rs. 10.
	III ,,	.. 8	
	II ,,	.. 12	
	I ,,	.. 12	
	Infant	.. 21	
		—	
	Total	.. 60	
		—	

Name of school.	Classes with their strength.		Necessity for the increase.
Government Girls' school, Tiruvendipuram.	IV Class	9	*Conductress.*—The present conductress appointed in April 1896 will be retained. *Peon*—Necessary for the cleanliness and safe-keeping of the school property. He will perform also the duty of a night-watchman and will help the conductress. *Staff.*—Three teachers are insufficient for five classes. Each of the teachers has 10 years' service and the headmaster and the first assistant are fully qualified. The second assistant who is the tailor has an approved service certificate. All the teachers have done very fair work and deserve to be retained as headmaster, and first and third assistants respectively, on the increased salaries recommended. A new qualified second assistant will be appointed and should receive not less than Rs. 10 per mensem.
	III „	11	
	II „	7	
	I „	11	
	Infant	22	
	Total ..	60	
Government Girls' school, Porto Novo.	I Form.. ..	1	The services of a peon are necessary for the safety and cleanliness of the school property. He will also be the night-watchman and will help the conductress. *Head teacher.*—A salary of Rs. 12 per mensem is insufficient for a fully qualified lower secondary teacher; a salary of Rs. 14 is therefore recommended. *Assistant teachers.*—The teachers are all fully qualified and the first two have 8 and 15 years' service, respectively; the increases are therefore recommended. A salary of less than Rs. 10 is too low for any teacher. *Peon*—to act also as night-watchman and to help the conductress. Necessary for the cleanliness and safe-keeping of the school property. *Conductress.*—At present there is one conductress who was appointed before the 3rd July 1897 and she will continue in the school. The present scavenger in the school was appointed on the 1st July 1895.
	IV Class	5	
	III „	5	
	II „	7	
	I „	10	
	Infant	12	
	Total ..	40	
Government Girls' school, Vriddhachalam.	I Form.. ..	3	*Staff.*—The work and conduct of the headmaster and of the first and second assistants have not been satisfactory, and they will therefore remain on their present salaries until it is seen whether they improve. The increases recommended for them will not therefore be utilised a t present, but the third assistant who is also the tailor has over 13 years' service and has done very fair work; he therefore deserves the increase of Rs. 3 per mensem recommended. The services of a peon are necessary for the cleanliness and safe-keeping of the school property. He will also perform the duty of a night watchman and will help the conductress. The conductress was appointed in October 1888 and will therefore be retained on the establishment.
	IV Class	3	
	III „	6	
	II „	6	
	I „	10	
	Infant	5	
	Total ..	33	
Government Girls' school, Kallakurchi.	IV Class	6	*Staff.*—Three teachers cannot manage five classes successfully. The present headmaster and first assistant have 12 and 17 years' service, respectively, are fully qualified and have done good work. They deserve the increases recommended. The work of the present second assistant has not been satisfactory and she is not fully qualified. Fully-qualified new teachers
	III „	4	
	II „	15	
	I „	17	
	Infant	35	
	Total ..	77	

Name of school.	Classes with their strength.		Necessity for the increase.
			will therefore be appointed both as second and third assistants, and to secure these a salary of not less than Rs. 10 should be offered.
Government Girls' school, Gudiyáttam.	IV Class	5	*Conductress.*—Conductress Muniammal was appointed in July 1892 and her services will therefore be retained. *Peon.*—The services of a peon are needed for the cleanliness and safe-keeping of the school property. He will perform also the duties of a night watchman and will help the conductress. *Staff.*—Three teachers are insufficient for five classes and an additional teacher has therefore been recommended. The present headmaster and first assistant have 17 and 12 years' service respectively. They have done very fair work and deserve the increases recommended. The second assistant is the sewing mistress and has been in the school over $2\frac{1}{2}$ years. She can teach the infant class and will continue sub. *pro tem.* as third assistant on Rs. 10. A new second assistant will be appointed on the same pay. The conductress was appointed in March 1892 and will therefore be retained on the establishment. A peon is necessary for the safe-keeping and cleanliness of the school property. He will also be the night watchman and will help the conductress.
	III „	8	
	II „	13	
	I „	18	
	Infant	37	
	Total ..	81	
Government Girls' school, Kálahasti.	IV class	8	*Staff.*—Three teachers are insufficient for five classes; an additional teacher is therefore recommended. The headmaster has over 7 years' service and has done good work. He deserves the increase recommended. The first assistant and the sewing mistress are comparatively new teachers and will not be recommended for the increases until the character of their work is better known. The new teacher will be appointed as first, second and third assistant according to her qualifications and experience. The conductress was appointed in May 1894 and will therefore be retained on the establishment. A peon is necessary for the cleanliness and safe-keeping of the school property. He will also be the night watchman and will help the conductress.
	III „	13	
	II „	7	
	I „	29	
	Infant	38	
	Total ..	95	
Government Girls' school, Tirukkóyilúr.	IV Class	8	*Staff.*—Three teachers are insufficient for five classes; therefore an additional teacher is recommended. The present headmistress is not qualified under the Public Service notification to draw a salary of Rs. 15 per mensem. She will therefore have Rs. 14 and the results grants will more than compensate for the decrease. The first assistant is a primary teacher and is to undergo training next year. She will be re-employed as second assistant if she gains her certificate. In the meantime new qualified first and second assistants will be appointed on Rs. 12 and Rs. 10 respectively. The present second
	III „	8	
	II „	18	
	I „	20	
	Infant	47	
	Total ..	101	

Name of school.	Classes with their strength.	Necessity for the increase.
		assistant is fully-qualified primary teacher with 2½ years' service and deserves an increase to Rs. 10 as third assistant mistress.
		The services of a peon are necessary for the safety and cleanliness of the school property. He will also be the night watchman and will help the conductress.
Government Hindu Girls' school, Atur.	IV Class .. .. 9 III „ .. .. 7 II „ .. .. 15 I „ .. .. 13 Infant .. .. 16 Total .. 60	*Staff.*—Three teachers are insufficient for five classes; an additional teacher is therefore recommended. The present headmaster is not qualified under the Public Service notification to draw a salary of Rs. 15 per mensem, but is qualified to teach a fourth class, the highest in the school. As a salary of Rs. 14 per mensem is considered sufficient for qualified lower secondary teachers, a reduction of Re. 1 is recommended. The first assistant has over 8 years' service and deserves the increase of pay recommended. The second assistant has over 11 years' service and will be retained. A new third assistant will be appointed on Rs. 10, the lowest pay that should be given to any qualified teacher.
		The conductress will remain as she was appointed in 1893.
		The services of a peon are necessary for the cleanliness and safety of the school property. He will also perform the duty of a night watchman and will help the conductress.
Government Muhammadan Girls' school, Mulapet.	III Class .. .. 4 II „ .. .. 4 I „ .. .. 20 Infant .. .. 22 Total .. 50	*Staff.*—A provision for a new headmistress has been included in the budget, but has not yet been sanctioned. The two teachers now employed have over 17 and 5 years' service, respectively, but are unqualified. They have done fair work and may be retained as first and second assistants on the increased pay, as an encouragement to increased efforts. A qualified headmistress will be recommended on a salary of Rs. 12 per mensem. There are no qualified Muhammadan teachers to be had in Nellore and qualified teachers from Madras will not go for less.
Lower Primary School.		
		The conductress was appointed in 1888 and will be retained.
		The services of a female peon will be secured. She will sleep on the school premises and be answerable for the safety and cleanliness of the school property. She will also help the conductress.
Lower Primary School—Upper Primary in name.		
Government Muhammadan Girls' school, Chittoor.	IV class .. .. 2 III „ .. .. 1 II „ .. .. 4 I „ .. .. 6 Infant .. .. 27 Total .. 40	*Staff.*—Two teachers are insufficient for five classes, but as the numbers are small, three will suffice. One additional teacher is therefore recommended. She can be appointed in the place of the sewing mistress for whom a salary of Rs. 5 has been included in the budget but not utilized. A new lower secondary headmistress will be appointed, and the present headmistress who is a primary teacher and who has only done fair work will be retained as first assistant on Rs. 10, her present pay.

Name of school.	Classes with their strength.	Necessity for the increase.
		The present assistant is unqualified and will be superseded by a qualified second assistant mistress on Rs. 10 per mensem.
		The conductress was appointed in 1895 and will therefore be retained on the establishment.
		The services of a peon are necessary for the cleanliness and safe-keeping of the school property. A woman must hold the post and she will sleep on the school premises at night and help the conductress during the day. The present scavenger was appointed on the 1st of July 1897.

E. CARR,
Inspectress of Girls' Schools, Central Circle.

No. T. 31-Genl.—714.

Forwarded to Government.

2. The entries in the column of "Present scale" have been compared with the registers of this office and are correct with the exceptions of the items altered in red ink.

3. The proposed reorganization involves an increased monthly expenditure of Rs. 823–10–0. There is no audit objection to its being sanctioned by Government; if Government is satisfied that it is necessary. The extra cost can be met from the source indicated. As, however, it appears that many of the increases are recommended merely because the present incumbents have been holding the appointments for several years and deserve the increases of pay recommended, while a few of the increases are to be withheld from other undeserving ones, it is for the consideration of Government whether the appointments should not be made progressive, the present incumbents being allowed to draw the maximum pay where necessary.

Fort St. George,
22*nd April* 1903.

C. E. CRAWLEY,
Offg. Accountant-General.

To the Secretary to Government, Educational department.

Telegram to the Director of Public Instruction, dated 29th April 1903, No. 8.

Your letter 8792 2nd instant. Do schools now get results grants? If so, why are these not shown in proposition statement?

Telegram from the Director of Public Instruction, dated Ootacamund, 1st May 1903.

Your telegram 29th ultimo. Teachers now get results stipends and conductresses capitation allowance. Asterisks under proposed scale omitted for corresponding entries under present scale by oversight.

Order—No. 238, Educational, dated 21st May 1903.

With his letter read above the Director submits a scheme with the usual proposition statement for the reorganization of the Government girls' schools in the Central Circle. The net increase involved is shown in the proposition statement as Rupees 823–10–0 *per mensem*, but taking into account the charges for conductresses and

scavengers, which have been omitted from the statement in some cases but which will still be met from contingencies, the real increase is Rs. 845-2-0 *per mensem* which is equal to an increase of nearly 63 per cent. over the present cost. Of the increase Rs. 471-2-0 is for enhanced salaries and the balance for additional staff.

2. The Governor in Council regrets that he is unable to pass final orders on this important scheme of reorganization of girls' schools owing to the partial manner in which it has been considered and submitted. If the proposals are correct and necessary for the Central Circle, Government cannot refrain from extending them to the whole Presidency, but at present Government has no assurance that expenditure on the scale proposed is either necessary or warranted by the demand for female education. The proposals deal with only 32 out of the 152 Government girls' schools in the Presidency, and no explanation is offered of what is proposed to be done in the case of the remaining 120 schools. In his letter in G.O., No. 616, Educational, dated 17th October 1902, the Director asked for a lump grant of Rs. 22,000 for the schools in the Northern Circle; but he does not make any mention of the subject in his present letter nor is any reference made to the needs of the Southern Circle. There has been time for such consideration and the subject is so important from every point of view that Government desires to have before it the views of all the inspectresses and the information which is necessary for full deliberation.

3. In the present scheme the rates of salaries proposed are not supported, except in the most general way; no reference is made to the rates of pay received by women teachers employed in mission and board schools or by women employed elsewhere in private service. It is clearly inadvisable that in Government institutions a scale of salaries should be established with which aided institutions would be unable to keep pace. It may be that Miss Carr's proposals are open to no criticism, or it may be that they are extravagant and incommensurate with the results that are possible. The Director has given no information on which an opinion on these points can be based. He should personally inspect selected and well-managed aided schools, consult managers of such schools as to the scale of salaries desirable and necessary, and submit the whole matter with a clear statement of his views and of their reasons.

4. The scheme must be returned for very early revision in the light of these remarks. In revising the scheme the following points also should receive attention:—

(1) The Government will not object to the proposal that no teacher should receive less than Rs. 10 *per mensem*, but this minimum limit should be made applicable only to fully qualified women teachers.

(2) Mere length of service—meritorious though it may be—should be no ground for increase of pay.

(3) The proposed scale should not provide for conductresses and scavengers who should be paid from contingencies under G.O., No. 539, Educational, dated 26th June 1895.

(4) If it is the intention to employ female peons in any of the schools their pay need not exceed Rs. 3 or Rs. 3-8-0. The designation of this class of servants, whether male or female, should also be altered, as no one who has not passed the primary examination can be employed as a "peon" unless exempted from that examination. "Watcher" or "warder" may be a better designation.

(5) In salary result schools the arrangement recently made for the payment of results grants in full will enable the teachers to draw higher result stipends. If an increase in fixed stipends is nevertheless necessary it may be possible to effect some reduction in the result stipends. The amount of result stipend which each teacher was receiving before the introduction of the system of payment of grants in full and the amount which she will now receive should be separately shown.

(6) The policy of taking over Local Fund and Municipal Girls' Schools which is referred to in paragraph 121 of the Director's last administration report (1900-1901) should be further considered. So long as the funds at the disposal of local bodies for

payment of grants were insufficient to meet the demands made on them, some grounds for the transfer of the schools to Government existed, but now that local bodies have been enabled to pay grants in full, this reason has disappeared.

5. It is much to be regretted that in consequence of the late date at which these proposals have been received and of the inadequate manner in which they have been presented, the carying out of the scheme of reorganization will be retarded and the utilization of the full budget provision rendered impossible.

(True Extract.)

A. G. CARDEW,
Ag. Secretary to Government.

To the Director of Public Instruction.

Exd. V. A. Rajavelu.

EDUCATIONAL DEPARTMENT.

NOTES CONNECTED WITH G.O., No. 238, EDUCATIONAL, DATED 21ST MAY 1903.

[SUBJECT.—*Reorganisation of the Government Girls' Schools in the Central Circle.*]

From the Director of Public Instruction, No. 8792, *dated 2nd April* 1903.

In October last the Director asked for sanction to provide in the current year's budget for certain increases in the number and salaries of the teachers in the Government girls' schools of the Central Circle and for the appointment of a peon on Rs. 5 per mensem in each of these schools except two in which there were peons already. The necessity for these increases was explained by Miss Carr in the following extract from a letter of hers to the Director :—

"With regard to the staff, the pay of nearly all the teachers is too low to induce the right people to take up teaching as a profession. The pupils of the Government girls' schools are nearly all Hindu girls and should by right be taught by Hindu women teachers; but nearly all the very small proportion of Hindu girls and women, who have become teachers, are now working on salaries ranging from Rs. 6 to Rs. 10 a month, and far more on the lower than on the higher pay, and their present position is not such as to tempt others to follow their example. In most instances, when these teachers begin to work, their pay is only a little more than half the scholarship and guardian allowance of which they have been in receipt while under training. I have known several instances in which Hindu girls have tried to evade fulfilling their agreements, because of the low pay offered. There are very few instances in which young Hindu teachers can obtain work in their own villages and live with their relatives, and all who take up work in other places must, to be considered respectable, be accompanied by one or more of the elder women of the family, and the pay must be sufficient to keep them all. Many more Hindu widows would, I am sure, come forward as teachers if the pay were made sufficiently attractive, as the scruples both of themselves and their relatives would vanish before the prospect of earning a fair means of livelihood in the present and of securing a small pension in the future. I would thus put the lowest pay of any teacher at Rs. 10 per month, as this sum with results grants would put the lowest appointments in superior service and render them pensionable.

"It is not, however, with regard to pay only that improvement is needed, the number of teachers must in very many instances be also increased according to the number of classes. The reason for this is obvious and requires no explanation. In addition, however, to teaching staff there should be in every school a peon, who should combine the duties of night watchman and care-taker, and who should be mainly responsible for the cleanliness and tidiness of the school building and its surroundings and for the safety of the furniture and apparatus. He should also supply water and help the conductress when necessary. Such a person is in my opinion absolutely necessary in every school, as, while the conductress should help with the cleaning, she has full other occupation in bringing the small children to school and in taking them home and in giving them necessary attention while in school.

"I would here remark that I have given a good deal of thought and attention to this matter, and am strongly of opinion that it will be better to improve existing schools in the way suggested than to attempt, at present, to increase their number to any great extent. The Hindus even now do not really want to have their women folks educated and, to excuse themselves, are quick to note the weak points in the education offered. While, therefore, this education is entrusted to a large extent to primary teachers, who even for their small attainments are inadequately paid, abundant grounds for criticism are offered, and it is most important that steps should be taken to remove such grounds by providing better-qualified and better-paid teachers."

It was also stated that "while public schools under private management have, under the pressure of the Madras Educational rules, been gradually improving in all respects, Government girls' schools have, with very few exceptions, been allowed to stand still and consequently now have the poorest accommodation and the most ill-paid, and therefore the least qualified teachers of any girls' schools in the presidency".

The total cost involved in the proposals was put down at Rs. 10,062 per annum. As there was not sufficient time then for a careful examination of the proposals and as the information furnished was also not enough for a proper decision being arrived at, the Director was permitted to make a lump provision of Rs. 10,000 in the budget and was requested to furnish the required information and the usual proposition statement —*vide* G.O., No. 617, Educational, dated 7th October 1902.

2. This information and the proposition statement are now submitted. The proposition statement shows that the present cost of the staff of the schools is Rupees 1,344–6–0 per mensem and that the future cost will be Rs. 2,168. The net increase is thus Rs. 823–10–0, but adding the charges for conductresses and scavengers which are shown under present scale and which, though omitted from the proposed scale in some cases, will still be met from contingencies, the real increase is Rs. 845–2–0 per mensem which is nearly 63 per cent. of the present charge. Of the total increase of Rs. 845–2–0, Rs. 374 is on account of new schoolmistresses and peons, but even deducting this the balance comes to Rs. 471–2–0 or 35 per cent. It is submitted that a re-organization which costs 35 per cent. in increased salaries and an additional 28 per cent. in increased staff stands self-condemned.

The proposition statement shows that the schools are now worked on the salary system but it has been ascertained that this is a mistake: they are worked on the salary-result system. To continue this system with the proposed increase in the fixed stipends is treating the staff with uncalled for leniency.

Considering that the teachers now receive result stipends in addition to their fixed stipends, the existing scale cannot be said to be so low and uninviting as Miss Carr would wish Government to believe it to be.

3. It is submitted therefore that the proposal may be negatived altogether. If however a little re-organization is considered necessary the Director should revise his proposals so as to bring the extra cost within some reasonable figure, say, 28 + 10 per cent. on the whole. If this is done he may perhaps be asked to bear in mind the following general instructions in revising his proposals :—

(1) Miss Carr's proposal that no teacher should receive less than Rs. 10 may be allowed provided that this pay is given only to fully qualified female teachers whom it is now difficult to get.

(2) Mere length of service—meritorious though it may be—should be no ground for increase of salary.

(3) The proposed scale should not provide for conductresses and scavengers in any of the schools. These servants should be paid out of contingencies under G.O., No. 539, dated 26th June 1895.

(4) If it is the intention to employ female peons anywhere their pay should not exceed Rs. 3 or Rs. 3½. The designation of this class of servants should be altered into "watchman" as no one who has not passed the primary examination or is exempted, can be employed as a "peon".

Warder?
J. T[HOMSON]—15–5–03.

(5) The schools being all salary-result schools any increase in the fixed stipends of the teachers should be accompanied by a corresponding reduction in their result stipends.

4. Of the 32 schools, 14 are of the secondary (lower) and 18 of the primary grade. The secondary classes in the secondary schools are very weak as a rule (most of the classes have only one or two pupils in them) and the wisdom of keeping these classes on may perhaps be very much doubted but with a better staff consisting mostly, if not entirely, of women teachers, these classes may increase in strength.

P. T. THARYAN—2–5–03.

This large scheme of reorganization is submitted by the Director with a merely formal covering letter of less than a dozen lines and a proposition statement incorrectly prepared. Comment on such a manner of work is needless.

It is so recurrent that it requires branding.
J.T.

2. Miss Carr's scheme and views, as set forth in the Director's letter in G.O., No. 617, Educational, dated 7th October 1902, are perhaps a little general, but seem to me to deserve consideration. The progress which the education of girls is making is unquestionably slow, and the need of some reform is almost certain. From page 43 of the Director's last report, it will be seen that in 5 years the number of female scholars only increased from 116,747 (1897) to 130,432 (1902). No doubt payment of results in full will be the most effective remedy, but the number of Government schools, secondary and primary, is 152 out of 979, and therefore an appreciable part nearly one-sixth of the whole—so that to advance the education of girls the condition of girls' schools maintained by Government must not be neglected.

3. Unfortunately the present proposals deal only with 32 out of the 152 Government schools, primary and secondary. It would be useful to know why it is only in the central range that improved salaries, peons, etc., are at present proposed or whether the fact that Miss Carr had supplied him with a ready-made scheme for that range while the other inspectresses had not is the explanation of these incomplete proposals.

It appears that in G.O., No. 616, dated 7th October 1902, the Director was allowed to make a lump provision of Rs. [illegible]00 for improvements of Government girls' schools in the Northern Circle. No detailed proposals regarding this have come, though we are now half through the second month of the official year.
A. G. CARDEW—14–5–03.

4. On this point we ought certainly to have fuller information, because if the proposals for increased salaries, etc., are applicable to all three ranges and to the 152 schools, the cost will ultimately be five times what is now proposed, and Government ought to know what it is undertaking. If, on the other hand, the scheme is to be confined to the central range, there must be some explanation of how the other ranges manage without the advantages which presumably they don't possess and which it is proposed to give to the central districts.

Certainly.
J. T[HOMSON].

Yes.
J.T.

5. Turning to the details of Miss Carr's scheme, the proposals Nos. (1) to (5) on page 2 of the Second Assistant's note seem to me to be sound. As for the other scales of pay involved, I do not know enough about it to criticize them, and we must accept Miss Carr's opinion that they are necessary, unless it is possible to get some information as to the pay given in mission or board schools. I don't feel much confidence that the Director has gone into the matter. If we return the scheme for revision, we should not, I think, insist on the cost being confined within some necessarily arbitrary percentage of increase over present cost, but should require the rates of salaries proposed to be supported by intelligible arguments, such as the pay received by women teachers or women employés elsewhere. Female labour is badly paid, and it may be that it is unnecessary to pay a first assistant from Rs. 15 to Rs. 20 a month. As, however, that is not more than can be got in menial service, it may, on the other hand, be insufficient. As the matter stands, we have no information and no means of arriving at a correct finding. We ought also to know what the present *results* remuneration is and whether its withdrawal is possible.

The Director must have or form and express his opinions in such shape as will lead us to believe he has thoroughly considered the subject.
J.T.

Agreed.
J.T.

Ayahs now—frequently buffaloes—demand Rs. 15?
J.T.

A. G. CARDEW—13–5–03.

I concur generally in the above remarks and they should be put into such a form as to give the Director to understand that Government considers he has not given the matter that personal consideration and enquiry which his office demands. It can

hardly be that Miss Carr's ideas are open to no criticism. I have neither the knowledge nor experience of the subject in this country that entitle me to dissect her proposals, but on these papers the establishments seem in many respects extravagant and incommensurate with returns possible from the expenditure. And inasmuch as whatever is done in the central circle will form a precedent for the others, it behoves us to be absolutely careful before committing Government to schemes and establishments from which there will be a difficulty in receding.

2. I do not know why Government intended to take over all Local Fund girls' schools (paragraph 121, report of 1900–1901); possibly because there was no probability of local boards ever finding funds. That condition of things does not now exist, and girls equally with boys are subjects for primary education. Please look into this.

3. The whole matter then must be carefully considered and I would imagine that in and for the doing so it is advisable that the Director himself make personal inspection of specimen schools and, also and particularly, consult the bodies and managers concerned with aided schools. He ought to obtain much valuable information and advice in that quarter; and it is useless and impossible to set Government institutions out on a race with aided institutions that may make the latter impossible to compete or to continue. The Government cannot take up the whole burden of female education; the most it can or should do is to show the way so that the country may follow in a proper fashion. Pioneering is a necessity no doubt, but till the country itself rise to its necessities as to female education Government will on proposals like the present probably be only wasting public funds. The bulk of the scholars are infants and, I fear, mostly put to school to save their guardians from the work of looking after them; hence no doubt these—what seem to me—extravagant proposals for peons and conductresses. Thirty years ago as I remember the pyal schoolmaster was supposed to collect his scholars in the morning: I don't know if it is so now or not, but at this day one must be dubious of the propriety of paying away public money largely on purposes which the parties benefited see no absolute good in.

4. And I am ignorant of the views now entertained regarding mixed schools and classes. The only girls that I remember to have seen in pyal schools were the daughters of dancing girls. Infant girls are no doubt a necessity for feeding the advanced standards in a purely girls' school. So perhaps this point does not require consideration.

5. It will be necessary in so many words to point out to the Director that the want of thorough consideration of proposals is hampering Government and the department in making use of the funds at its disposal.

J. T[HOMSON]—15-5-03.

The draft placed below is submitted for approval.

P. T. THARYAN—19-5-03.

In view of the censure of the Director of Public Instruction included in this draft, it is submitted for Honourable Member's approval.

A. G. CARDEW—20-5-03.

J. T[HOMSON]—21-5-03.

[G.O., No. 238, Educational, dated 21st May 1903.]

Stock Form No. 127
2,000—1-5-02.

Educational (1903) Department.

(Thro' the Accountant General)

CURRENT No. 662

552-238
21-5-03

INDEXED No.

From

[*Name*] The Hon'ble Mr G. H. Stuart, M.A.,

[*Designation*] Director of Public Instruction,

[*Station*] Madras

ACCOUNTANT GENERAL'S OFFICE
4 APR 1903
MADRAS

Report No. 8792 of 02 *Received* 24-4-1903.

Dated 2nd April 1903.

Enclosures Prop. Statement & Memo. *Registered* 24-4-1903.

SUBJECT.

Submitting, in duplicate, a proposition statement relating to the reorganization of the Govt. Girls' Schools in the Central Circle.

BACK PAPERS.

G.O. No. 617 Edl/02	

FURTHER PAPERS.

To

The Secretary to Government,

Educational Department.

thro' the Accountant-General.

Sir,

Referring to G.O.No 617, Educational, dated 7th October 1902 I have the honour to submit herewith in duplicate a proposition statement relating to the re-organization of the Government girls' schools in the Central Circle. As required by Government, a copy of a statement prepared by Miss Carr furnishing information about the grade, strength and prospects of each school is also submitted.

2. The expenditure proposed will be met from the lump provision of R.16000 made in the budget estimates for 1903-04 under Government schools, General, Primary schools for girls.

~~3. I request that the sanction may take effect from 1st April~~ 1903.

I have the honour to be,

Sir,

Your most obedient servant,

G H Stuart.

Director of Public Instruction.

[E. 1]

1,000—23-12-01.

Educational (1903) Department.

CURRENT No. 702

From

[*Name*] The Hon'ble Mr. G. H. Stuart, M.A.,

[*Designation*] Director of Public Instruction

[*Station*] Madras

No. _____ *Received* 2- 5- 1903.

Dated 1- 5- 1903.

Enclosures _____ *Registered* 2- 5- 1903.

SUBJECT.

Stating that teachers in the Govt. girls' Schools get results stipends, Conductresses Capitation allowance and explaining the omission of ✱ asterisks under proposed Scale for corresponding entries under present Scale.

BACK PAPERS.

FURTHER PAPERS.

[E. 3]

1,000—5-12-02.

4 EDUCATIONAL DEPARTMENT.

READ AGAIN G.O., No. ....., dated 190

" " " " ....., " 190

READ ALSO:—

C. No. 662, From the D.P.I., No. 8792, dated 2-4- 1903.

" " 702, " " " D.P.I. " " 2 " 1-5- 1903.

" ....., " " ....., " 190

ORDER No. 231, dated 7-5- 1903.

P.S.

Will his letter read above the Director submits a scheme with the usual proposition statement for the reorganization of the Govt. Girls Schools in the Central Circle. The net increase involved is shown in the proposition statement as Rs 823-10-4 per mensem but taking into account the charges for conductresses and scavengers which have been omitted from the statement in some cases but which will still be met from contingencies, the real increase is Rs 845-2-4 per mensem which is equal to an increase of nearly 63 per cent over the present cost. Of the increase Rs 471-2-4 is for enhanced salaries and the

Keep in mind Limit Form

Pg 2157

the balance for additional staff.

2. The Governor in Council regrets that he is unable to pass final orders on this important scheme of re-organization of girls' schools owing to the ~~incomplete~~ partial manner in which it has been submitted. The proposals dealt with only 32 out of the 152 Govt. girls schools in the Presidency and no explanation is offered of what is proposed to be done in the case of the remaining 120 schools. In his letter in G.O. no 616 Edl dy 7th October 1902 the Director asked for a lump grant of Rs 22,000 for the schools in the Northern Circle but he does not make any mention of the subject in his present letter nor is any reference made to the needs of the Northern Circle. If the re-organization is to be confined to the central circle the Director should have explained how the other circles can manage without the advantages which it is desired to confer on the central circle.

3. In the present scheme again, the rates of salaries proposed are not supported, except in the most general way; no reference is made to ~~by arguments based on~~ the rates received by women teachers employed in mission and Board schools or by women employed elsewhere

elsewhere in private service. It is clearly inadvisable that in Govt. institutions a scale of salaries should be established with which aided institutions would be unable to keep pace. It may be that Miss Cerr's proposals are open to no criticism, or it may be that they are extravagant and incommensurate with the returns to be expected. The Director has given no information on which an opinion on these points can be based. He should personally inspect selected and well managed aided schools, consult managers of such schools as to the scale of salaries desirable and necessary and submit the whole matter with a clear statement of his views and of their reasons.

4. The scheme must be returned for revision in the light of these remarks. In revising the scheme the following points also should receive attention:-

(1). The Govt. will not object to the proposal that no teacher should receive less than Rs10 per mensem but this minimum limit should be made applicable only to fully qualified women teachers.

(2) - Mere length of service - meritorious though it may be - should be no ground for increase

increase of pay.

(3) The proposed scale should not provide for conductresses and scavengers who should be paid from contingencies under Govt No 539 Rol dt 26th June 1895.

(4) ~~The present scale~~ If it is the intention to employ female peons in any of the schools their pay need not exceed Rs 3 or Rs 3-8-0. The designation of this class of servants, whether male or female, should also be altered, as no one who has not passed the primary examination (unless) is not exempted from that examination can be employed as a "peon". "Watcher" or "warder" may be a better designation.

(5) In schools being paid salary result schools the arrangement recently made for the payment of results grants in full will enable the teachers to draw higher result stipends. If an increase in fixed stipends is nevertheless necessary it may be possible to effect some reduction in the result stipends. The amount of result stipend which each teacher was receiving before the introduction of the system of payment of grants in full and the amount which she will now receive should be separately shown.

(6) The necessity for taking over Local (policy)

P.

W. is referred to in para. 121 of the Director's last adm Rept (1900-01)

Fund and Muni Girls Schools should be further considered. The funds for education at the disposal of local bodies were ~~inadequate~~ limited and transfers were consequently ~~advisable but this condition of things does not now exist.~~ (Existed) (So long as) (for payment of grants were insuff to meet the demands made on them, some grounds for the transfer of the Schools to Govt But now that local bodies have been enabled to pay grants in full, this reason has disappeared.)

5. It is much to be regretted that in consequence of the late date at which these proposals have been received and of the inadequate and incomplete manner in which they have been presented, the carrying out of the scheme of re-organi-zation will be retarded and the utilization of the full budget (provision) for expenditure rendered impossible. Govt is constrained to observe that such delays would have been prevented, if in this and other cases the Director of Public Instruction made a more careful personal examination of the schemes which he has submitted to Govt.

DJ/ 20.5.03

G
21.5.03

< Perhaps Enquiries have been Sent >

To the DPI with p.s.
Despd 28/5/3

Issue.
DJ/ 21.5.03

First copy sent to Press.

turned for signature.

patched in print.

Number of copies required. { Order complete. 5 / Letter only. / Order complete with Letter. }

Read again G.O., No. 100 , dated

ment No.

Enclosures to C. No.

Order of Government.

Letter of Government.

Statement with ditto.

Papers not filed up, being meant for despatch in original.

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

Q
A
30/