E 21]
23-12-01.

Educational (1903) Department.

ORDINARY PRINTED.

G.O., No. 441

DATED 14.9.03

N. P.

INDEXED.

ORIGINAL

[Despatch Abstract.]

Reorganization of the Govt girls' schools in the Central circle

Approving with remarks the scheme for the ——.

BACK PAPERS.

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

FURTHER PAPERS.

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

Government {1903} of Madras.

EDUCATIONAL.

Recd. } 1903. *Enclosures*

Regd. } *Spare copies*

ORIGINAL

G.O., No. 441, 14th September 1903.

N. P.

SEPTEMBER.

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

Approving, with remarks, the scheme submitted by the Director for the —.

GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

Read—again the following paper:—

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

Abstract.—Returning to the Director for revision the scheme for the reorganization of the Government girls' schools in the Central Circle.

Read—also the following paper:—

From the Hon'ble Mr. G. H. STUART, M.A., Director of Public Instruction, Madras, to the Secretary to Government, Educational department, dated 4th July 1903, Ref. on C. No. 8792.

I have the honour to return the scheme for the reorganization of Government girls' schools in the Central Circle with the following remarks.

2. In G.O., No. 238, Educational, dated 21st May 1903, the Government declined to pass final orders on this scheme for three reasons, viz., (1) because the scheme deals only with one circle out of the three Inspectresses' circles, (2) because Government had no assurance that expenditure on the scale proposed is necessary or warranted by the demand for female education, (3) because the rates of salaries proposed are not supported except in the most general way and they may be more than aided institutions can afford to pay.

3. As regards (1) it is true that a lump grant of Rs. 22,000 was originally provided for the schools of the Northern Circle; but in the revised budget the greater part of this had to be omitted, and there is now a provision of Rs. 16,000 only for the Central and Northern Circles, of which the Central Circle will absorb Rs. 10,000, while no provision at all has been made for the schools in the Southern Circle. It is of course intended that the scheme, if approved for the Central Circle, shall be extended to the other circles, but in the absence of complete provision for them this year it did not appear to be necessary to submit proposals for them at the same time

as for the Central Circle. Half (or even a third) of a loaf is better than no bread; and I am unable to see why the decision upon the proposals for the Central Circle need depend upon the submission of similar proposals for the other circles.

It is not, however, to be presumed that no steps have been taken to obtain information from the other Inspectresses.

Proposals have been received from both of them, but in neither case do they deal with the subject so completely as Miss Carr has done and the proposals have therefore been remitted to them for full statements of the reasons in each case of the proposed changes and for an account of the prospects of each school.

4. In accordance with what appears to be the desire of Government, I have also asked for their views on the scheme as a whole; but I may say at once that neither of them possesses such an intimate knowledge of the schools as Miss Carr does, and therefore their opinions on the general question of revision will not have, in my eyes, the same value as hers.

The revision of the schemes will probably take some time. Miss Gow deals with 94 schools in the Northern Circle, and Miss Arnold with 35 in the Southern. I have therefore thought it better to resubmit Miss Carr's scheme now while satisfying, as far as I am able to do so, the objections raised by Government.

5. Next with regard to (2); whether the expenditure is necessary or not depends on what is thought of the object to be obtained. My aim is to improve the teaching in girls' schools by attracting a better class of teachers than, as a rule, we get now, and also to substitute as soon as possible women teachers for men in these schools. In European countries female teachers are generally paid at lower rates than male teachers. In this country things are different; women teachers are scarce, and if we wish to encourage their production we must offer higher salaries than need be paid to men for similar work. Even though for some time to come the supply of women teachers does not meet our demand, and if consequently we are obliged to be satisfied for the present with male teachers in many cases, the salaries now proposed will at least enable us to insist on teachers becoming fully qualified and will give us a choice of teachers with superior qualifications when vacancies have to be filled.

6. Government wishes to have an assurance that the proposed expenditure is warranted by the demand for female education. If by demand is meant a demand from parents for the education of their daughters, a demand that can be measured in money, then, except in the case of Native Christians, there is no such demand. A few men here and there no doubt desire to give their daughters the best education that it is possible to obtain; but these are rare exceptions, and the mass even of educated Hindus appear to care very little about the education of their girls. At the same time, knowing what the ordinary European thinks of the matter, the Hindu is a little ashamed of expressing his real sentiments; and, though he will take no trouble to start girls' schools, he will allow his girls to go to school for a while, if a school be provided, and if he be put to no expense. But he is quick to observe defects and to take advantage of them (see my quotation from Miss Carr's letter read with G.O., No. 617, Educational, dated 7th October 1902); he is unwilling to send his daughters to mission schools and he does not like them to be taught by men. If the time that the girls spend at school is to be increased, it is absolutely necessary that only female teachers be employed.

7. With regard to this question of demand it has to be remembered that it is not so many years since there was very little demand even for boys' education; also that it is possible to create a demand. If we could once get one generation of women well educated the question would be solved; for a well educated woman would not be content to let her daughters grow up in ignorance.

8. I have always thought that the justification for public expenditure on education was the general good of the country and not the satisfaction of a demand; and that it is for this reason that education is made free and compulsory in most European countries. The advantages to a country of having its women educated have been set out again and again, and must be known to Government; I refrain therefore from entering into a disquisition on this subject.

9. If Government consider that expenditure on female education is not warranted except by an effective demand for such education then there is an end of the matter: no such demand is likely to arise for years to come.

10. With regard to the third point, I am unable to see what support other than a general support could be given. Reasons for the increased rates of salaries were given in Miss Carr's letter quoted in G.O., No. 617, Educational, dated 7th October 1902, and as they apply to all schools they are of necessity general. I am myself convinced of the soundness of Miss. Carr's views, and that it is not possible to obtain the kind of teacher wanted in sufficient numbers, unless the salaries now paid are substantially raised. I did not refer to the salaries received by women teachers in mission or board schools or by women employed in private service, because it never occurred to me that Government would regard the question as one of competition. I am altogether unable to agree with the proposition that salaries in Government schools should be regulated by those which aided institutions can afford to pay. Teachers of a certain kind are required, and the salaries must be such as to attract them, or to create them where they do not exist. If other schools are unable to pay such salaries they will have to retire from the field in places where good Government schools exist; but I am not aware that Government is under any obligation to see that inferior schools should have a chance of existence.

11. I now submit a statement of the salaries given in three home education classes, seven lower secondary schools, and five upper primary schools, managed by missions or other private agencies. There is considerable diversity and the American Missions pay lower salaries than most of the others. But taking the salaries as a whole they are not lower than those I have proposed for similar grades of schools.

Excluding training schools, there are no Government girls' schools in the town of Madras; therefore there can be no question of competition except in the mufassal. Of the thirty-two schools to which the present proposals relate, twenty-four are the only schools for Hindu girls in their respective localities. In some places, there are a few mission boarding schools for Christians but these do not compete with Hindu schools. Generally speaking missions employ Christian teachers trained in their own training schools, and such teachers do not often seek Government employment.

12. Miss Carr personally consulted many managers during her inspection tours, and they all appeared to think the proposed scales of salaries reasonable: among those consulted were Dr. W. I. Chamberlain of the American Mission, Vellore, Dr. J. Scudder of Madanapalle, the Rev. W. Goudie of Tiruvallúr, and some of the ladies belonging to the United Free Church Mission, the Scottish Ladies' Association, the Church of England Zenana Mission and others. At present I am unable to inspect any of the schools as they are all closed and most of the managers are on the hills.

13. In paragraph 4 of the Government order, there are six points which I am required to attend to. With reference to these I remark—

(1) It is not intended that unqualified teachers shall receive the full pay of the appointments; they will gradually be made to qualify or to make room for qualified teachers. I do not however think that the minimum salary of Rs. 10 per mensem should be limited to women. The number of the latter is at present small, and men must be employed until the increased salaries attract more women. Ten rupees a month is surely a small enough salary for *any* qualified teacher, man or woman; in its letter read in G.O., No. 678, Educational, dated 21st November 1901, the Government of India remarked that the pay of teachers in Madras primary schools seldom exceeded this rate, and requested the Madras Government to consider whether the rates should not be raised.

(2) The salaries have not been determined with the view of benefiting particular persons. The schools have been arranged in classes and salaries fixed for each class as follows:—

Number of Schools.	1	2	2	3	5	17	2	32
Salaries	50	50	20	20	20	14	12	
	25	20	20	14	14	12	10	
	20	14	14	12	12	10	10	
	12	12	12	10	10	10	..	
	10	10	10	10	10	..	..	
	10	10	10	10	..	..	..	
	10	..	..	..	..	..	..	

At the same time, there are cases in which teachers who have done good service are receiving pay which is not sufficient to keep them in decency or comfort, and in such cases good work long continued should surely qualify for promotion.

(3) Conductresses and scavengers have been included in the proposed scale only when they were appointed before 3rd July 1897, *i.e.*, only when their service is pensionable.

(4) It is not intended to employ women as peons, except in two cases when there are conductresses with pensionable service who must be provided for, and in three Muhammadan schools where women will be employed if men of the right kind cannot be obtained. Even where women are employed they should not be paid less than Rs. 5 a month; the conductresses get as much as this with their capitation allowance. They should be called peons as they will have to do peon's work; if in some cases men who have passed the primary examination cannot be obtained, application will be made for exemption.

Peons have already been sanctioned for the eight schools recently started at Tiruchengódu, Hosúr, Madanapalle, Cuddapah, Vellore and Porto Novo, and their pay fixed at Rs. 5 a month.

(5) I append a statement showing the results stipends paid to each teacher during 1901–1902 and 1902–1903. In the former year grants were paid at the rate of As. 11–11 for every rupee earned; in the latter year they were paid in full. The Code rates were however different for the two years, as individual merit grants were abolished in 1902–1903 so that schools could no longer earn a large grant by exploiting their best pupils. The general result appears to be that good schools now earn a reasonable grant, while poor schools get very little. This is of course as it should be, but it has to be remembered that a low grant does not always mean bad work; attendance may be bad owing to epidemics or scarcity and the results will be poor accordingly.

There is another thing to be borne in mind: up to the end of 1898–99, the *pro rata* method of payment was confined to boys' schools; all girls' schools received their grants in full at the more advantageous rates of the old Code, so that as far as they are concerned the present system is merely a partial reversion to that in force four years ago under which many of the teachers took up their appointments. There is therefore no reason for reducing the rates of results stipends for the present.

(6) In G.Os., No. 1337 L., dated 3rd August 1900, and No. 1313 L., dated 12th August 1901, Government authorised me to take over all Local Fund and Municipal girls' schools; and they have accordingly been taken over. It is therefore too late now to reconsider that policy. As there were only fourteen of such schools the amount of relief afforded to each board was trifling.

14. Although I am unable at present to send up proposals for the Northern and Southern circles, I may mention that the changes in the Northern circle will involve an increased expenditure of about Rs. 22,000 *per annum*, and that the increase for the Southern circle will be about Rs. 11,000 *per annum*. Government need not therefore fear that they will be committed to any extravagant expenditure. I trust therefore that they will now proceed to consider the scheme for the Central circle on its merits without waiting for proposals for the other circles.

Enclosures.

—	Name of teachers.	Pay.	Results stipends. 1901–1902.	Results stipends. 1902–1903.	
	Government Girls' School, Cuddalore.	Rs. A. P.	Rs. A. P.	Rs. A. P.	
	C. Gopala Aiyangar	30 0 0	66 7 0	104 5 1	
	R. Krishnasami Mudali	15 0 0	34 0 0	52 2 8	
	T. Thanapakkiammal	10 0 0	14 5 6	34 12 4	
	G Gurusubbaiya	8 0 0	18 2 0	27 13 1	
	A. Devanayagam Naidu	7 0 0	15 13 9	24 5 5	
	P. Ratna Pillai	7 0 0	10 13 9	24 5 5	
Acting Second Assistant.	T. Bakkiammal	10 0 0	8 6 0	..	
Acting Fifth Assistant.	A. Susai Ammal	7 0 0	5 0 0	..	
	Total ..	..	173 0 0	267 12 0	
	Government Girls' School, Salem.				
Headmistress ..	G. Kumaresan	30 0 0	32 0 0	109 2 8	Headmistress.
Acting Head Mistress.	P. Anbammal		33 0 0		
	D. A. Pakkiam	20 0 0	43 7 0	72 12 6	First Assistant.
	S. Nesamani Ammal	15 0 0	..	42 4 2	Second Assistant.
Third Assistant ..	M. Amirthammal	10 0 0	24 6 0	11 9 9	Third Assistant.
Acting Fourth Assistant.	S. Ratnammal	8 0 0	6 4 0	23 2 9	Fourth Assistant.
Acting Fourth Assistant.	Maragathammal	7 0 0	17 4 0	28 1 3	Fifth Assistant.
Acting Second Assistant.	V. Rangammal	15 0 0	22 2 0	19 11 6	Acting Third Assistant.
Acting Third and Fourth Assistants.	Soranammal	10 0 0	7 6 0	7 7 11	Acting Fifth Assistant.
	Gnanadraviam John	10 0 0	..	5 0 11	Acting Third Assistant.
Acting Fourth Assistant.	Devagiri Ammal	7 0 0	2 3 0	6 6 7	Acting Fifth Assistant.
	Total ..	..	188 0 0	325 12 0	
	Government Girls' School, Namakkal.				
Acting Head Mistress.	C. Subbammal	20 0 0	33 0 0	42 9 3	Headmistress.
	D. Annal Packiam		0 12 0		
	T. R. Packiam	15 0 0	..	2 10 7	First Assistant.
	A. Ponnammal		12 14 0	9 12 0	Acting First Assistant.
Acting First Assistant.	C. Annammal	..	3 1 0	..	
	V. Rangammal	12 0 0	..	4 5 3	Acting Second Assistant.
	C. Narasimhaiya		21 10 0	23 8 11	Second Assistant.
	T. P. Subrahmanya Sastri	10 0 0	18 1 0	21 4 7	Third Assistant.
	Thavamuthu Elizabeth	7 0 0	6 15 0	14 14 5	Acting Fourth Assistants.
	D Lazarus		2 5 0	..	
	Muthuswamy Mudali		..	12 8 0	
Acting First Assistant.	Soranammal	15 0 0	3 7 0	..	
Acting Fourth Assistant.	Lakshmi Ammal	7 0 0	1 15 0	..	
	Total ..	..	104 0 0	131 9 0	
	Government Girls' School, Villupuram.				
	A. L. Hari Row	12 0 0	48 15 0	66 14 4	
	T. Ramasamy Aiyar	10 0 0	38 5 0	55 11 11	
	C. Arunachalam Pillai	8 0 0	32 10 0	44 9 7	
	A. Rajamanikkam Pillai	6 0 0	24 8 0	33 7 2	
Acting First Assistant.	Paranjothi Ammal	10 0 0	2 10 0	..	
	Total ..	..	147 0 0	200 11 0	

—	Name of teachers.	Pay.	Results stipends. 1901–1902.	Results stipends. 1902–1903.	
	Government Girls' School, Walajapet.	Rs. A. P.	Rs. A. P.	Rs. A. P.	
	A. Guruswamaiya	15 0 0	37 8 0	33 8 4	
	Venkatanarasimhulu Chetty	10 0 0	25 0 0	22 5 7	
	Subrahmanya Aiyar	8 0 0	20 0 0	5 15 5	
	Subrahmanya Aiyar	7 0 0	17 8 0	11 14 9	A. Rungasami Aiyangar, Second Assistant.
	K. Subrahmanya Aiyar, Third Assistant.	..	..	15 10 3	
	Rangaswami Aiyangar	7 0 0	17 8 0	5 3 5	
	V. Rama Rau, acting Fourth Assistant.	..	..	10 6 1	
Acting tailor ..	Margaret Seth	6 0 0	5 4 0	7 6 11	
	Jeevamoni Isaac	6 0 0	..	2 0 3	
	Singaravelu Pillai	6 0 0	5 8 0	..	
	Total ..	..	128 4 0	114 7 0	
	Government Girls' School, Mulapet (Hindu).				
	V. Devanna	14 0 0	32 6 0	42 11 10	
	A. Seshaiya	10 0 0	23 2 0	30 8 5	
	T. Rungaiya	7 0 0	16 3 0	21 5 11	
	T. Kanakavalli Ammal	7 0 0	16 3 0	21 5 11	
	S. Mallaiah	7 0 0	16 2 0	21 5 11	
	Total ..	..	104 0 0	137 6 0	
	Government Girls' School, Ranganaikspet.				
	V. Appa Rau	15 0 0	29 3 0	11 15 2	
	P. Adiseshaiya	10 0 0	19 7 0	7 15 5	
	A. Subrahmanyam, late Second Assistant.	7 0 0	13 10 0	1 12 4	
	B. Venkamma, present Second Assistant.	7 0 0	..	3 12 10	
	B. Chenchaiya	5 0 0	9 12 0	3 13 3	
	Total ..	..	72 0 0	29 5 0	
	Government Girls' School, Valavanur.				
	C. Ambalavana Pillai	13 0 0	53 4 0	67 11 5	
	V. Govinda Aiyar	10 0 0	39 8 0	52 1 5	
	V. Appasamy Pillai	8 0 0	32 13 0	41 10 9	
	S. Rajagopala Aiyangar	7 0 0	21 14 0	36 7 5	
Late First Assistant.	C. S. Kuppusami Aiyar	10 0 0	1 9 0	..	
Late Third Assistant.	Arunachalam Pillai	7 0 0	7 0 0	..	
	Total ..	..	156 0 0	197 15 0	
	Government Girls' School, Chidambaram.				
	P. R. Rukmani Ammal	15 0 0	34 1 6	100 15 2	
	S. Krishnasami Aiyar	12 0 0	7 3 0	80 12 0	
	Ammoyee Ammal	10 0 0	26 12 6	65 10 4	
	P. R. Natesa Aiyar	8 0 0	..	45 6 0	
	S. R. Ramasamy Aiyar		21 7 9	8 7 6	Late Third Assistant.
Late First Assistant.	Thailammal	12 0 0	18 9 6	..	
	Total ..	..	108 2 3	301 3 0	
	Government Girls' School Tiruvannamalai				
	T. A. Subrahmanya Aiyar	12 0 0	107 0 0	146 4 5	
	P. Subrahmanya Aiyar	10 0 0	75 0 6	121 14 4	
	S. Raghavammal	6 0 0	53 0 3	72 11 3	
Acting First Assistant.	S. Arunachala Aiyar	10 0 0	3 15 3	..	
	Total ..	..	239 0 0	340 14 0	

—	Name of teachers.	Pay.	Results stipends. 1901–1902.	Results stipends. 1902–1903.	
	Government Girls' School, Dharmapuri.	Rs. A. P.	Rs. A. P.	Rs. A. P.	
	D. Seshagiri Aiyar	10 0 0	44 9 0	70 15 4	Headmaster.
	Runganayaki Ammal	7 0 0	31 3 0	41 13 0	First Assistant.
	K. Ramaswami Aiyar	5 0 0	22 4 0	28 5 8	Second Assistant.
	Total ..	..	98 0 0	141 2 0	
	Government Girls' School, Krishnagiri.				
	L. Venkatammal	15 0 0	29 12 0	35 1 9	
	Y. Subbiah	9 0 0	17 11 0	21 1 1	
	K. Unnamalai Ammal	7 0 0	12 9 0	16 6 2	
	Total ..	..	60 0 0	72 9 0	
	Government Muhammadan Girls' Schools, Allur.				
	Mahboob Bi	..	..	11 10 5	
	Lakshmi Ammal	..	..	31 1 1	
	Zahara Bi	..	..	14 10 6	
	Hafiza Bi	..	..	22 6 5	
	Rasul Bi	..	..	2 9 7	
	Total ..	..	..	82 6 0	
	Government Muhammadan Girls' School, Shevapet.				
	Sayid Unnisa Begum	10 0 0	42 2 0	36 0 2	
	Kyronnissa Bi	7 0 0	29 7 0	23 3 5	
	Sharifunnisa Begum	7 0 0	29 7 0	23 3 5	
	Total ..	..	101 0 0	82 7 0	
	Government Girls' School, Stonehousepet, Nellore.				
	M. Rama Rau	10 0 0	31 12 0	55 10 7	
	K. Venkata Subbiah	8 0 0	25 6 0	36 0 11	
	L. Bhavanacharlu (acting First Assistant).	4 0 0	..	3 2 3	For one month and twenty-seven days.
	B. Malliah	5 0 0	15 14 0	27 13 3	
	Total ..	..	73 0 0	122 11 0	
	Government Hindu Girls' School, Gudur.				
	D. Andalammah	10 0 0	17 6 0	41 11 10	
	B. Appiah	7 0 0	12 3 0	29 3 6	
	C. Sreeramiah	6 0 0	10 7 0	25 0 8	
	Total ..	..	40 0 0	96 0 0	
	Government Girls' School, Conjeeveram.				
	A. Venugopalachari	9 0 0	81 8 8	66 5 0	
	Srinivasachari	7 0 0	63 7 4	33 8 8	
	N. Ramanujachari	7 0 0	..	12 1 4	Acting First Assistant.
	Total ..	..	145 0 0	111 15 0	
	Government Girls' School, Panruti.				
	P. S. Arunachella Chetti	10 0 0	41 4 0	5 3 2	
	T. Rangasami Naidu	7 0 0	30 3 0	4 1 7	
Tailor	M. Tippu Sahib	5 0 0	12 13 0	1 14 5	
Sewing Mistress ..	Clara Marie Ammal		8 12 0	0 13 10	
Acting First Assistant.	Madhava Rau	10 0 0	1 0 0	..	
	Total ..	..	94 0 0	12 1 0	

—	Name of teachers.	Pay.	Results stipends. 1901–1902.	Results stipends. 1902–1903.	
	Government Girls' School, Tiruvendipuram.	Rs. A. P.	Rs. A. P.	Rs. A. P.	
	K. Subrahmaniya Aiyar	10 0 0	..	21 8 0	
	S. Rajagopalachari	7 0 0	..	26 2 0	First Assistant in charge.
	S. Rajagopalachari	7 0 0	..	15 3 0	First Assistant.
Acting First Assistant.	A. Murugesa Pillai	7 0 0	17 8 0	20 5 0	Second Assistant.
	A. Murugesa Pillai	6 0 0	..	13 0 0	Tailor.
Late Headmaster..	Swaminatha Aiyar	10 0 0	2 5 0	..	
Acting Headmaster.	Rajagopala Naidu	7 0 0	22 8 0	..	
Tailor	Parthasaradhi Aiyangar	6 0 0	2 11 0	..	
Sewing mistress ..	Rangammal		2 0 0	..	
	Total ..	..	47 0 0	96 2 0	
	Government Girls' School, Porto Novo.				
	E Rathnam	12 0 0	11 8 6	6 15 9	
	C. S. Kuppusami Aiyar	10 0 0	19 5 0	1 5 10	Late First Assistant.
	P. Ramasamy Aiyar	10 0 0	..	0 15 4	
	P. Ratna Gurukkal	8 0 0	16 3 0	5 6 8	
	R. Venkatarama Aiyar	7 0 0	14 1 6	4 8 5	
Late First Assistant.	V. Govinda Aiyar	10 0 0	0 2 0	..	
	Total ..	..	61 4 0	19 4 0	
	Government Girls' School, Vriddhachalam.				
	P. T. Srinivasa Aiyangar (Headmaster)	12 0 0	7 2 10	26 9 0	
	Krishnaswami Aiyar	..	15 6 4	..	Acting Headmaster.
	S. Ramachandra Aiyar (First Assistant)	10 0 0	19 10 1	22 2 0	
	P. R. Natesa Aiyar (Second Assistant).	8 0 0	15 11 5	0 15 0	
	S. Ramasami Aiyar (acting Second Assistant).	8 0 0		5 6 0	
	Abbu Naidu (tailor)	7 0 0	13 1 4	15 8 0	
	P. T. Srinivasa Aiyangar (Headmaster, Government Girls' school, Porto Novo).	..	12 12 0	..	
	P. T. Srinivasa Aiyangar (First Assistant, Government Girls' School, Chidambaram).	..	5 13 9	..	
	Total ..	..	90 9 9	70 8 0	
	Government Girls' School, Kallakurchi.				
	V. Krishnasamy Mudali	10 0 0	51 11 0	36 9 0	
	V. Sama Rao	8 0 0	41 5 0	27 15 0	
	Anthoni Ammal	6 0 0	31 0 0	22 2 0	
	Total ..	..	124 0 0	86 10 0	
	Government Girls' School, Gudiyattam.				
	Sabhapati Mudali	10 0 0	40 7 4	44 11 10	
	Krishna Rau	8 0 0	29 5 3	35 12 8	
	Mangalammal	6 0 0	24 14 9	26 13 6	
Acting tailor ..	Parthasaradhi Mudali	6 0 0	1 8 8	..	
	Total ..	..	96 4 0	107 6 0	
	Government Girls' School, Kálahasti.				
Headmaster ..	A. Venkatasubbaiya	12 0 0	33 0 9	35 4 10	
Late First Assistant.	G. Venkatrayulu Naidu	10 0 0	2 5 6	..	
Acting First Assistant.	B. Krishnaiya	10 0 0	3 13 3	..	
Do.	C. Venkoba Rao	10 0 0	20 10 6	18 11 1	
Sewing mistress ..	C. Chengammah	7 0 0	19 5 0	20 9 6	
	K. Alamelu Ammal (First Assistant).	10 0 0	..	10 11 7	
	Total ..	..	79 3 0	85 5 0	

—	Name of teachers.	Pay.	Results stipends. 1901-1902.	Results stipends. 1902-1903.
	Government Girls' School, Tirukkóyilúr.	Rs. A. P.	Rs. A. P.	Rs. A. P.
	P. Rangammal	..	..	16 13 7
	Pattammal	..	..	8 1 1
	Manonmany Ammal	..	..	1 7 4
	Total ..	..	..	26 6 0
	Government Hindu Girls' School, Atur.			
	Rebecca Packiam	15 0 0	37 9 9	16 8 9
	C. Narasimhaiya	15 0 0	..	33 1 5
	M. Sivabogi Ammal	10 0 0	5 12 4	33 1 5
	T. Ramanujaiya	10 0 0	24 12 3	33 1 5
Acting First Assistant.	S. Rathnammal	10 0 0	15 7 3	..
Do.	V. Rangammal		5 6 5	..
	Total ..	..	89 0 0	115 13 0
	Government Muhammadan Girls' School, Mulapet.			
	Panu Bí	7 0 0	15 3 0	2 4 2
	Khubra Bí	5 0 0	10 13 0	1 9 10
	Total ..	..	26 0 0	3 14 0
	Government Muhammadan Girls' School, Chittoor.			
	Khadir Bí	10 0 0	3 11 5	15 10 0
	Zinab Bí	7 0 0	2 9 7	10 15 0
	Total ..	..	6 5 0	26 9 0

—

Home Education Classes.

Upper Secondary.

United Free Church Mission Home Education Classes, Black Town.

Strength, 22.

		Highest Form, VI. Rs.	
First mistress	(qualified by service)	40	All native Christian women.
Second do.	(qualified)	25	
Third do.	(unqualified)	25	
Fourth do.	(do.)	25	
	Total ..	115	

—

Lower Secondary.

National Indian Association Home Education Classes, Madras.

Strength, 31.

		Highest Form, I. Rs.	
Superintendent	(qualified)	100	European.
First Assistant	(do.)	50	Native Christian.
Second do.	(unqualified)	40	Do.
Third do.	(qualified)	40	Armenian.
	Total ..	230	

Lower Secondary—cont.

National Indian Association Home Education Classes, Cuddalore.

Strength, 21.

		Highest Form, II. Rs.	
Headmistress	(qualified)	60	Eurasian.
Assistant Mistress	(qualified by service)	35	Caste Hindu, widow.
	Total ..	95	

—

Lower Secondary Schools.

American Arcot Mission Hindu Girls' School, Arasamaram Street, Vellore.

Strength, 190.

		Highest Form, I. Rs.
Headmaster	(unqualified except by service)	16
First Assistant	(do. do.)	8
Second do.	(qualified)	6
Third do.	(do.)	7
Fourth do.	(do.)	5
Fifth do.	(do.)	5
Sewing mistress	(do.)	8
	Total ..	55

United Free Church Mission Hindu Girls' School, Chingleput.

Strength, 117.

		Highest Form, I. Rs.	
Headmistress	(qualified)	50	Native Christian.
First Assistant	(do.)	17	Three women, three men—all Native Christians.
Second do.	(do.)	17	
Third do.	(do.)	15	
Fourth do.	(do.)	9½	
Fifth do.	(do.)	12	
Sixth do.	(approved service)	9½	
	Total ..	130	

United Free Church Mission Rajagopaul Mint Girls' School, Black Town.

Strength, 278.

		Highest Form, III. Rs.
Headmistress	(qualified)	25
First Assistant	(do.)	20
Second do.	(do.)	12
Third do.	(do.)	16
Fourth do.	(do.)	12
Fifth do.	(do.)	10
Sixth do.	(do.)	13
Seventh do.	(unqualified)	10
Eighth do.	(qualified)	12
Ninth do.	(do.)	14
Tenth do.	(unqualified)	10
	Total ..	154

Lower Secondary Schools—cont.

Wesleyan Mission Hindu Girls' School, Pudupakam.

Strength, 117.

		Highest Form, I.
		Rs.
Headmaster	(qualified)	25
First Assistant	(do.)	12
Second do.	(do.)	10
Third do.	(do.)	8
Fourth do.	(unqualified)	8
Fifth do.	(qualified)	8
	Total ..	71

C.E.Z. Mission Hindu Girls' School, Mailapur.

Strength, 92.

		Highest Form, I.
		Rs.
Headmistress	(qualified)	18
First Assistant.	(do.)	15
Second do.	(do.)	13
Third do.	(do.)	12
Fourth do.	(do.)	10
	Total ..	68

Raja Sir Savalai Ramaswami Mudaliyar's Girls' School, Black Town.

Strength, 158.

		Highest Form, I.
		Rs.
Headmaster	(qualified)	30
First Assistant.	(do.)	15
Second do.	(do.)	14
Third do.	(do.)	10
Fourth do.	(do.)	12½
Fifth do.	(do.)	10
Sixth do.	(do.)	10
Seventh do.	(do.)	10
Sewing mistress	(do.)	10
	Total ..	121½

Scottish Ladies' Association Hindu Girls' School, Black Town.

Strength, 178

		Highest Form, III.
		Rs.
Headmaster	(qualified)	31
First Assistant.	(do.)	15
Second do.	(unqualified)	15
Third do.	(qualified)	14
Fourth do.	(do.)	18
Fifth do.	(unqualified)	8
Sixth do.	(do.)	9
Seventh do.	(do.)	15
	Total ..	125

Upper Primary Schools.

His Highness the Maharajah of Vizianagram's Girls' School, Mailapur.

Strength, 71.

		Highest Class, IV.
		Rs.
Headmaster	(qualified)	20
First Assistant	(do.)	12
Second do.	(do.)	10
Third do.	(do.)	10
Fourth do.	(do.)	10
	Total ..	62

American Mission Girls' School, Walajapet.

Strength, 117.

		Highest Class, IV.
		Rs.
Headmaster	(qualified)	9
First Assistant	(do.)	7
Second do.	(do.)	7
Third do.	(do.)	5
Sewing mistress	(unqualified)	5
	Total ..	32

Hindu Caste Girls' School, Manjakuppam, Cuddalore.

Strength, 66.

		Highest Class, IV.
		Rs.
Headmistress	(qualified)	12
First Assistant	(do.)	7
Second do.	(unqualified)	4½
	Total ..	23½

United Free Church Mission Girls' School, Big Conjeeveram.

Strength, 102.

		Highest Class, IV.
		Rs.
Headmistress	(qualified)	25
First Assistant	(do.)	10
Second do.	(do.)	7
Third do.	(do.)	7
Fourth do.	(do.)	6
	Total ..	55

American Baptist Mission Caste Girls' School, Ongole.

Strength, 80.

		Highest Class, IV.
		Rs.
Headmaster	(qualified)	10
First Assistant	(do.)	8
Second do.	(do.)	7
Sewing mistress	(unqualified)	3
	Total ..	28

Order—No. 441, Educational, dated 14th September 1903.

The scheme for the reorganization of the Government girls' schools in the Central circle is approved subject to the following remarks and conditions :—

(1) The scale of salaries proposed for the schools at Cuddalore, Vellore and Nellore town will be reduced to that proposed for the Salem and Námakkal schools. The scale in the former case provides for European or Eurasian headmistresses for which the Governor in Council sees no necessity.

(2) Any teacher adversely affected by the scale now approved will be granted a personal allowance equal in amount to the difference between the pay drawn by him on the date the reorganization comes into force and that provided for him in the new scale.

(3) The higher rates of pay now provided should be strictly reserved for qualified women teachers, and other teachers, if posted to the newly created appointments on Rs. 10 *per mensem*, will be paid only Rs. 7 *per mensem*.

(4) The designation "peon" will be altered into "watcher". If any female watcher is employed she should be paid only Rs. 3-8-0 *per mensem*.

(5) The appointment of scavengers in the schools at Valavanur, Chidambaram, Porto Novo and Chittoor will be eliminated with reference to G.O., No. 539, Educational, dated 26th June 1895.

(6) On the revised salaries taking effect no results grants over and above them shall be paid to any of the teachers.

2. Further orders will issue in the Financial department.

(True Extract.)

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

To the Director of Public Instruction.
„ Financial department.

Ezd. P. Seetharam.

Educational Department.

NOTES CONNECTED WITH G.O., No. 441, EDUCATIONAL, DATED 14th SEPTEMBER 1903.

[Subject.—*Reorganization of the Government Girls' schools in the Central Circle.*]

From the Director of Public Instruction, No. 8792, *dated 4th July* 1903.

In G.O., No. 238, Educational, dated 21st May 1903, the scheme for the reorganization of the Government girls' schools in the central circle submitted by the Director was returned to him for revision. He now resubmits it with the information called for and considers that no revision is necessary.

2. In the first place Government desired to be informed whether the schools in the northern and southern circles stood in need of a similar reorganization. In regard to this the Director states that these schools also should be reorganized but that the information at his disposal is not yet complete so that he is unable to submit schemes for their reorganization along with the present proposals. Roughly speaking, however, the additional expenditure on the 94 schools in the northern circle will be about Rs. 22,000 and that on the 35 schools in the southern circle, Rs. 11,000. These together with the amount involved in the present proposals (Rs. 10,000) come up to Rs. 43,000.

The Director thinks also that the decision upon the present proposals need not depend upon the submission of similar proposals for the other circles.

3. The Government next said that they had no assurance that expenditure on the scale proposed was either necessary or warranted by the demand for female education. About this the Director says his aim is to improve the teaching in girls' schools by attracting a better class of teachers than he can, as a rule, get now and to substitute women teachers for men as soon as possible. There is no effective demand for female education at present and there is not likely to be any for years to come. If the teaching agency is improved the schools will improve and a demand will be created. The proposed expenditure is in the Director's opinion therefore necessary.

4. The Government further observed that the rates of pay proposed were not supported by information as to the rates paid to women teachers in private schools and that it was inadvisable to establish in Government schools a scale with which aided institutions would be unable to keep pace. The Director was also asked to inspect personally selected and well-managed aided schools and to consult the managers of such schools. He now submits accordingly a scale of salary paid in fifteen schools under private management. This scale is as follows :—

Staff	U.F.C.M. Home Education classes, Black Town.	U.F.C.M. Rajagopaul Mint Street girls' school, Black Town.	Scottish Ladies' Association Hindu girls' school, Black Town.	National Indian Association's Home Education classes, Cuddalore.	Raja Sir Savalai Ramaswami Mudaliyar's girls' school, Black Town.	U.F.C.M. Hindu girls' school, Chingleput.	American Arcot Mission Hindu girls' school, Vellore.
	Highest form, sixth.	Highest form, third.	Highest form, third.	Highest form, second.	Highest form, first.	Highest form, first.	Highest form, first.
	Scale of pay.	Scale of pay.	Scale of pay.	Scale of pay.	Scale of pay.	Scale of pay.	Scale of pay.
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Head master or mistress	40	25	31	60	30	50	16
First assistant	25	20	15	35	15	17	8
Second ,, ...	25	12	15	..	14	17	6
Third ,, ...	25	16	14	..	10	15	7
Fourth ,, ...	..	12	18	..	12½	9½	5
Fifth ,, ...	..	10	8	..	10	12	5
Sixth ,, ...	..	13	9	..	10	9½	..
Seventh ,, ...	..	10	15	..	10	..	..
Eighth ,, ...	..	12	..	..	..	..	..
Ninth ,, ...	..	14	..	..	..	..	..
Tenth ,, ...	..	10	..	..	..	..	..

Staff.	Wesleyan Mission Hindu girls' school, Puduppakam.	C.E.Z. Mission Hindu girls' school, Mylapore.	National Indian Association's Home Education classes, Madras.	H.H. the Maharaja of Vizianagram's girls' school, Mylapore.	U.F.C.M. girls' school, Big Conjeeveram.	American Mission girls' school, Walajapet.	American Baptist Mission Caste girls' school, Ongole.	Hindu caste girls' school, Manjakuppam, Cuddalore.
	Highest form, first.	Highest form, first.	Highest form, first.	Highest class, fourth.	Highest class, fourth.	Highest class, fourth.	Highest class, fourth.	Highest class, fourth.
	Scale of pay.	Scale of pay.	Scale of pay.	Scale of pay.	Scale of pay.	Scale of pay.	Scale of pay.	Scale of pay.
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Head master or mistress	25	18	100	20	25	9	10	12
First assistant	12	15	50	12	10	7	8	7
Second ,, ...	10	13	40	10	7	6	7	4½
Third ,, ...	8	12	40	10	7	5	..	..
Fourth ,, ...	8	10	..	10	6	..	..	..
Fifth ,, ...	8	..	..	..	..	..	..	..

There is such diversity in this scale, that it is hardly possible to arrive at a definite conclusion from it. On the whole, however, the Director's scale seems to be much more liberal. But the Director is altogether unable to agree that salaries in Government schools should be regulated by those which aided institutions can afford to pay. He has not been able to consult any managers of private schools as to the suitability of the scale proposed by him, but Miss Carr had already consulted them and was informed that the scale was reasonable.

5. In resubmitting the scale the Director was requested to bear certain points in mind. These were—

(1) The minimum pay of Rs. 10 should be limited to women.

The Director does not agree with this as the number of qualified women teachers is small at present.

(2) Mere length of service should be no ground for increase.

As to this the Director says that the scale has not been fixed with the view of benefiting particular persons but to suit the classification of schools adopted by him.

(3) The proposed scale should not provide for conductresses and scavengers.

The Director says that it does not, except in cases where the appointments are pensionable. But this is not altogether a fact—*vide* pages 5, 6, 10 and 12 of the proposition statement. 'A scavenger on As. 8 *per mensem* cannot be a full time, and therefore a pensionable, servant.

(4) If female peons are employed their pay should be fixed at Rs. 3 or Rs. 3-8-0 and the designation of this class of servants should be altered.

The Director says no.

(5) If an increase in pay is given a reduction in results stipends may possibly be effected.

The Director sees no reason for any such reduction.

(6) The policy of taking over local fund and municipal girls' schools should be reconsidered.

The Director says that all local fund and municipal girls' schools have been taken over and it is now too late to reconsider the matter.

6. It will thus be seen that the Director has shown very little disposition either to reduce the cost of his scheme or to consider points specially brought to his notice.

7. It is for orders whether the scheme should be sanctioned as originally submitted or modified. The following statement shows the present and proposed scales with the amounts earned as results stipends by the various teachers in 1902–1903:—

Lower Secondary.

Staff.	Government Girls' school, Vellore. Highest form, second. Present scale.	Government Girls' school, Vellore. Highest form, second. Proposed scale.	Suggested scale.	Government Girls' school, Cuddalore. Highest form, third. Present scale.	Government Girls' school, Cuddalore. Highest form, third. Proposed scale.	Suggested scale.	Government Girls' school, Nellore Town. Highest form, second. Present scale.	Government Girls' school, Nellore Town. Highest form, second. Proposed scale.	Suggested scale.	Government Girls' school, Salem. Highest form, third. Present scale.	Government Girls' school, Salem. Highest form, third. Proposed scale.	Suggested scale.
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Head master or mistress	37–8	50	*40 + *Grant.*	30 + 8–8	50 + 8–8	* 40 + 8–8	18–12	50	*25 + Grant.*	30 + 9–0	30 + 9–0	*25 + 9–0*
First assistant	23–12	25	*18 + ,,*	15 + 4–0	20 + 4–0	*18 + 4–0*	10–0	20	*16 + ,,*	20 + 6–0	20 + 6–0	*16 + 6–0*
Second ,, ...	18–12	20	*16 + ,,*	10 + 2–12	14 + 2–12	*14 + 2–12*	8–0	14	*14 + ,,*	15 + 3–8	14 + 3–8	*14 + 3–8*
Third ,, ...	13–12	12	*14 + ,,*	8 + 2–4	12 + 2–4	*12 + 2–4*	7–0	12	*12 + ,,*	10 + 1–0	12 + 1–0	*12 + 1–0*
Fourth ,, ...	7–0	10	*12 + ,,*	7 + 2–0	10 + 2–0	*10 + 2–0*	8–0	10	*10 + ,,*	8 + 2–0	10 + 2–0	*10 + 2–0*
Fifth ,, ...	7–14	10	*10 + ,,*	7 + 2–0	10 + 2–0	*10 + 2–0*	..	10	*10 + ,,*	7 + 2–4	10 + 2–4	*10 + 2–4*
Sixth ,, ...		10	*10 + ,,*	..	..	..	..	..	..	..	..	..

Lower Secondary—*cont.*

Staff.	Government Girls' school, Námakkal. Highest form, third. Present scale.	Government Girls' school, Námakkal. Highest form, third. Proposed scale.	Suggested scale.	Government Girls' school, Ongole. Highest form, third. Present scale.	Government Girls' school, Ongole. Highest form, third. Proposed scale.	Suggested scale.	Government Girls' school, Villupuram. Highest form, second. Present scale.	Government Girls' school, Villupuram. Highest form, second. Proposed scale.	Suggested scale.	Government Girls' school, Walajapet. Highest form, first. Present scale.	Government Girls' school, Walajapet. Highest form, first. Proposed scale.	Suggested scale.
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Head master or mistress	20 + 3–8	30 + 3–8	*25 + 3–8*	18	20	*18 + Grant.*	12 + 5–8	20 + 5–8	*18 + 5–8*	15 + 2–12	20 + 2–12	*18*
First assistant	15 + 1–0	20 + 1–0	*16 + 1–0*	10	14	*14 + ,,*	10 + 4–8	14 + 4–8	*14 + 4–8*	10 + 1–12	15 + 1–12	*14*
Second ,, ...	12 + 2–4	14 + 2–4	*14 + 2–4*	8	12	*12 + „*	8 + 3–8	12 + 3–8	*12 + 3–8*	8 + 1–8	12 + 1–8	*12*
Third ,, ...	10 + 1–12	12 + 1–12	*12 + 1–12*	7	10	*12 + ,,*	7 + 2–12	10 + 2–12	*12 + 2–12*	7 + 1–4	10 + 1–4	*12*
Fourth ,, ...	7 + 2–4	10 + 2–4	*10 + 2–4*	7	10	*10 + ,,*	..	10	*10 + Grant.*	7 + 1–4	10 + 1–4	*10*
Fifth ,, ...	7	10	*10 + Grant.*	8	10	*10 + ,,*	..	10	*10 + ,,*	6 + 0–9	10 + 0–9	*10*

* Eurasian head mistress.

Lower Secondary—*cont.*

Staff.	Government Hindu Girls' school, Mulapet, Nellore. Highest form, second. Present scale.	Government Hindu Girls' school, Mulapet, Nellore. Highest form, second. Proposed scale.	Suggested scale.	Government Girls' school, Ranganayakspet, Nellore. Highest form, third. Present scale.	Government Girls' school, Ranganayakspet, Nellore. Highest form, third. Proposed scale.	Suggested scale.	Government Girls' school, Valavanur. Highest form, first. Present scale.	Government Girls' school, Valavanur. Highest form, first. Proposed scale.	Suggested scale.	Government Girls' school, Chidambaram. Highest form, first. Present scale.	Government Girls' school, Chidambaram. Highest form, first. Proposed scale.	Suggested scale.
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Head master or mistress	14 + 3–8	20 + 3–8	*16 + 3–8*	15 + 1–0	20 + 1–0	*16 + 1–0*	15 + 5–8	20 + 5–8	*16 + 5–8*	15 + 8–4	20 + 8–4	*16 + 8–4*
First assistant	10 + 2–8	14 + 2–8	*12 + 2–8*	10 + 0–10	14 + 0–10	*12 + 0–10*	10 + 4–4	14 + 4–4	*12 + 4–4*	12 + 6–10	14 + 6–10	*12 + 6–10*
Second ,, ...	7 + 1–12	12 + 1–12	*12 + 1–12*	7 + 0–7	12 + 0–7	*12 + 0–7*	8 + 3–4	12 + 3–4	*12 + 3–4*	10 + 5–7	12 + 5–7	*12 + 5–7*
Third ,, ...	7 + 1–12	10 + 1–12	*10 + 1–12*	5 + 0–4	10 + 0–4	*10 + 0–4*	7 + 3–0	10 + 3–0	*10 + 3–0*	8 + 4–7	10 + 4–7	*10 + 4–7*
Fourth ,, ...	7 + 1–12	10 + 1–12	*10 + 1–12*	..	10	*10 + Grant.*	..	10	*10 + Grant.*	..	10	*10 + Grant.*

Upper Primary.

Staff.	Government Girls' school, Tiruvannámalai. Highest class, fourth. Present scale.	Government Girls' school, Tiruvannámalai. Highest class, fourth. Proposed scale.	Suggested scale.	Government Girls' school, Dharmapuri. Highest class, fourth. Present scale.	Government Girls' school, Dharmapuri. Highest class, fourth. Proposed scale.	Government Girls' school, Krishnagiri. Highest class, fourth. Present scale.	Government Girls' school, Krishnagiri. Highest class, fourth. Proposed scale.	Government Muhammadan Girls' school, Atur. Highest class, fourth. Present scale.	Government Muhammadan Girls' school, Atur. Highest class, fourth. Proposed scale.
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Head master or mistress	12 + 12	20 + 12	*16 + 12*	14 + 5–14	14 + 5–14	15 + 2–14	14 + 2–14	12 + 3–8	14 + 3–8
First assistant	10 + 10	14 + 10	*12 + 10*	7 + 3–8	12 + 3–8	9 + 1–12	12 + 1–12	8 + 1–3	12 + 1–3
Second ,, ...	7 + 6	12 + 6	*12 + 6*	5 + 2–4	10 + 2–4	7 + 1–4	10 + 1–4	7 + 1–13	10 + 1–13
Third ,, ...	6	10	*10 + Grant.*	..	10	..	10	..	10
Fourth ,, ...	..	10	*10 + ,,*	..	..	..	..	..	..

Lower Secondary—*cont.*

Staff.	Government Girls' school, Ranganayakspet, Nellore. Highest form, third. Present scale.	Government Girls' school, Ranganayakspet, Nellore. Highest form, third. Proposed scale.	Suggested scale.	Government Girls' school, Valavanur. Highest form, first. Present scale.	Government Girls' school, Valavanur. Highest form, first. Proposed scale.	Suggested scale.	Government Girls' school, Chidambaram. Highest form, first. Present scale.	Government Girls' school, Chidambaram. Highest form, first. Proposed scale.	Suggested scale.
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Head master or mistress	15 + 1–0	20 + 1–0	*16 + 1–0*	15 + 5–8	20 + 5–8	*16 + 5–8*	15 + 8–4	20 + 8–4	*16 + 8–4*
First assistant	10 + 0–10	14 + 0–10	*12 + 0–10*	10 + 4–4	14 + 4–4	*12 + 4–4*	12 + 6–10	14 + 6–10	*12 + 6–10*
Second ,, ...	7 + 0–7	12 + 0–7	*12 + 0–7*	8 + 3–4	12 + 3–4	*12 + 3–4*	10 + 5–7	12 + 5–7	*12 + 5–7*
Third ,, ...	5 + 0–4	10 + 0–4	*10 + 0–4*	7 + 3–0	10 + 3–0	*10 + 3–0*	8 + 4–7	10 + 4–7	*10 + 4–7*
Fourth ,, ...	..	10	*10 + Grant.*	..	10	*10 + Grant.*	..	10	*10 + Grant.*

Upper Primary.

Staff.	Government Girls' school, Tiruvannámalai. Highest class, fourth. Present scale.	Government Girls' school, Tiruvannámalai. Highest class, fourth. Proposed scale.	Suggested scale.	Government Girls' school, Dharmapuri. Highest class, fourth. Present scale.	Government Girls' school, Dharmapuri. Highest class, fourth. Proposed scale.	Government Girls' school, Krishnagiri. Highest class, fourth. Present scale.	Government Girls' school, Krishnagiri. Highest class, fourth. Proposed scale.	Government Muhammadan Girls' school, Atur. Highest class, fourth. Present scale.	Government Muhammadan Girls' school, Atur. Highest class, fourth. Proposed scale.
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Head master or mistress	12 + 12	20 + 12	*16 + 12*	14 + 5–14	14 + 5–14	15 + 2–14	14 + 2–14	12 + 3–8	14 + 3–8
First assistant	10 + 10	14 + 10	*12 + 10*	7 + 3–8	12 + 3–8	9 + 1–12	12 + 1–12	8 + 1–3	12 + 1–3
Second ,, ...	7 + 6	12 + 6	*12 + 6*	5 + 2–4	10 + 2–4	7 + 1–4	10 + 1–4	7 + 1–13	10 + 1–13
Third ,, ...	6	10	*10 + Grant.*	..	10	..	10	..	10
Fourth ,, ...	..	10	*10 + ,,*	..	..	..	..	..	..

Upper Primary—*cont.*

	Government Girls' school, Venkatagiri.		Government Girls' school, Conjeeveram.		Government Girls' school, Panruti.		Government Girls' school, Tiruvendipuram.		Government Girls' school, Porto Novo.*	
Staff.	Highest class, fourth.		Highest class, fourth.		Highest class, fourth.		Highest class, fourth.		Highest form, first.	
	Present scale.	Proposed scale.	Present scale.	Proposed scale.	Present scale.	Proposed scale.	Present scale.	Proposed scale.	Present scale.	Proposed scale.
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Head master or mistress ..	15	14	15 + 5–8	14 + 5–8	10 + 0–6	14 + 0–6	10 + 1–12	14 + 1–12	12 + 0–9	14 + 0–9
First assistant ..	10	12	10 + 3–12	12 + 3–12	7 + 0–5	12 + 0–5	7 + 3– 6	12 + 3– 6	10 + 0–3	12 + 0–3
Second ,, ..	8	10	..	10	5 + 0–3	10 + 0–3	6 + 2–12	10 + 2–12	8 + 0–7	10 + 0–7
Third ,, ..	7	10	..	10	..	10	..	10	7 + 0–6	10 + 0–6

Upper Primary—*cont.* Lower Primary.

	Government Girls' school, Kálahasti.		Government Girls' school, Tirukkoyilur.		Government Hindu Girls' school, Alur, Nellore.		Government Muhammadan Girls' school, Mulapet, Nellore.		Government Muhammadan Girls' school, Chittoor.	
Staff.	Highest class, fourth.		Highest class, fourth.		Highest class, fourth.		Highest class, third.		Highest class, fourth.	
	Present scale.	Proposed scale.	Present scale.	Proposed scale.	Present scale.	Proposed scale.	Present scale.	Proposed scale.	Present scale.	Proposed scale.
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Head master or mistress ..	12 + 2–15	14 + 2–15	15 + 1– 6	14 + 1– 6	15 + 4– 2	14 + 4– 2	10	13	10 + 1– 4	12 + 1– 4
First assistant ..	10 + 2– 7	12 + 2– 7	10 + 0–12	12 + 0–12	10 + 2–12	12 + 2–12	7 + 0–3	10 + 0–3	7 + 0–14	10 + 0–14
Second ,, ..	7 + 1–11	10 + 1–11	..	10	..	10 + 2–12	5 + 0–2	10 + 0–2	5	10
Third ,, ..	..	10	..	10	..	10	..	..	..	..

	Government Muhammadan Girls' school, Shevapet.		Government Girls' school, Stonehousepet, Nellore.		Government Hindu Girls' school, Gudur.		Government Girls' school, Gudiyáttam.		Government Girls' school, Vriddhachalam.*	
Staff.	Highest class, fourth.		Highest class, fourth.		Highest class, fourth.		Highest class, fourth.		Highest form, first.	
	Present scale.	Proposed scale.	Present scale.	Proposed scale.	Present scale.	Proposed scale.	Present scale.	Proposed scale.	Present scale.	Proposed scale.
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Head master or mistress ..	14 + 3– 0	14 + 3– 0	10 + 4–10	14 + 4–10	14 + 3– 0	14 + 3– 0	10 + 3– 8	14 + 3– 8	12 + 2– 2	14 + 2– 2
First assistant ..	7 + 1–14	12 + 1–14	8 + 3– 4	12 + 3– 4	8 + 2– 5	12 + 2– 5	8 + 2–15	12 + 2–15	10 + 1–13	12 + 1–13
Second ,, ..	7 + 1–14	10 + 1–14	5 + 2– 5	10 + 2– 5	6 + 1–13	10 + 1–13	6 + 2–23	10 + 2– 8	8 + 0– 8	10 + 0– 8
Third ,, ..	..	10	..	10	..	10	..	10	7 + 1– 4	10 + 1– 4

* With a dummy lower secondary class of 1 and 3, respectively.

The scale may perhaps be fixed in the case of the first thirteen schools as printed in italics in this statement and may stand in the case of the remaining schools, on the understanding that if the scale provides for any teacher a lower salary than what he or she now gets the difference should be made good to him or her in the shape of a personal allowance till it is absorbed.

8. If the suggestion in paragraph 7 *supra* is approved the cost of the Director's scheme which stands at *Rs. 845–2–0 *per mensem* may be reduced by Rs. 107.

* Paragraph 1 of G.O., No. 238, dated 21st May 1903.

P. T. THARYAN—13-7-03.

It is, I think, undesirable to note at any length on the case as it stands at present. The Director was bound to carry out the instructions contained at the end of paragraph 3 of G.O., No. 238, Educational, dated 21st May 1903. But on the face of it he has not carried them out. He was required to inspect personally certain schools; he has not done so—to consult the managers of those institutions; he has not done so—and in short to revise his scheme entirely.

2. But what he does is to resubmit the old scheme, nay, even the incorrect proposition statement—to say that he does not see why the decision of Government should depend on certain proposals

Paragraph 3 of letter.

on which the Government said it must depend—to profess himself in doubt as to the actual meaning of Government—to say that he has not been able to inspect any of the schools, as he was ordered to do, because they were all closed †[when he wrote]—to contend that the opinion of the inspectresses whom he was desired to consult besides Miss Carr is worth but little in comparison with hers—and in general to traverse the remarks of Government. For I venture to think that many of his comments are rather attempts to traverse than attempts to satisfy the objections of the Governor in Council; some of Mr. Stuart's restatements of points in the orders of last May, for instance, those in relation to competition, demand ‡ and supply, and pay, are travesties of what was said.

Paragraph 4.

Paragraph 12.

Paragraph 4.

Paragraph 4.

† An absolute mis-statement, I suspect. For instance, the Christian college in its school department reopened three days before the date of this letter, and it is inconceivable that no others did the same. I am told that most schools reopen at the beginning of July, and obviously in that case, the managers must be at head-quarters even earlier.

A. T. PRINGLE.

‡ Mr. Stuart seems to twist the word "demand" into "demand by the girls to be educated or by their near relations". But of course it is the circumstances of a locality that creates a "demand"; a girls' school may be likely to do good in one locality and then there is a "demand".

A.T.P.

3. The truth, one may suspect, is that Mr. Stuart wished to dispose of the case in some sort of a way before he left for England, and contented himself with writing to the northern and southern circles for the information which he had been asked to obtain on the spot and personally, and with hurling the old papers again at the head of Government with some general and argumentative remarks. Apparently it may fall to somebody else's lot than Mr. Stuart's to work out the scheme properly, and in connexion with the scheme in the other circles, but his leave has not been gazetted as yet, and I submit that the case must again be remitted to him.

A. T. PRINGLE—14-7-03.

The Director's proposals to provide in the budget for 1903–1904 Rs. 22,000 for the northern circle and Rs. 10,000 for the central circle were sanctioned on the 7th October 1902, and it might have been possible, by the exercise of ordinary care and attention, to have submitted the detailed proposals for the central circle before the 2nd April 1903, and to have prevented those of the northern circle being still unready on the 4th July 1903. It is this delay in the submission of proposals relating to important reorganizations that seems most reprehensible. It has been observed in other cases.

The proposals for the central circle submitted in May 1903 are, I think, exactly what were before him in October 1902.

J. T[HOMSON].

Yes. I have ascertained from Miss Carr that her proposals were all sent in in October 1902. The proposition statement was prepared subsequently.

A. G. CARDEW.

2. In the remarks with which the Director now resubmits the scheme for the central circle, Mr. Stuart relies a good deal more on general statements than on the evidence of facts. The National Indian and mission home education classes may perhaps be left out of account, as being different in character from the schools whose staffs are to be reorganized. Taking the rest, we have the following results :—

Lower secondary standard—Highest form third (*i.e.*, seventh results standard)—	
Head mistress (qualified)	Rs. 25 and 31
First assistant	Rs. 20 and 15
Other assistants	from Rs. 10 to Rs. 16
Lower secondary—Highest form first (*i.e.*, fifth results standard)—	
Head mistress	Rs. 18, 25, 30 and 50
First assistant	Rs. 12, 15 and 17
Other assistants	between Rs. 8 and 17 or 18
Upper primary—	
Head mistress	Rs. 9, 10, 20 and 25
First assistant	Rs. 7, 8, 10 and 12
Other assistants	from Rs. 3 and 4½ to Rs. 10

3. The pay (Rs. 50) of the head mistress of the Free Church lower secondary school at Chingleput seems to be exceptional, as it is higher than that of lower secondary schools of higher grade and larger strength, *e.g.*, the Mint Street girls' school. We may, therefore, take it that the highest pay ordinarily given in mission schools is as follows :—

Head mistresses	Lower secondary	Rs. 30
	Upper primary	„ 25
First assistants	Lower secondary	„ 20
	Upper primary	„ 12
Other assistants	Lower secondary	„ 10—18
	Upper primary	„ 3—10

4. The Director's proposed scales of pay may be compared with the above —

Head mistresses	Lower secondary	Rs. 20—50
	Upper primary	„ 14—20
	Lower primary	„ 12
First assistants	Lower secondary	„ 14—25
	Upper primary	„ 12—14
	Lower primary	„ 10
Other assistants	a minimum of	„ 10

But to these fixed stipends have to be added results grants, which in some cases make a considerable addition, whereas the mission teacher gets no such addition. The result seems to be to show that the Director's proposals are distinctly extravagant.

5. It is difficult to revise his proposals without fuller knowledge, and I hesitate to endorse Mr. Tharyan's suggested rates (in italics) because I do not know whether they are any nearer real needs than the Director's. I think, therefore, there is no option but to require the scheme to be further revised. In doing so, the Director should, I think, be told that Government is not prepared to go beyond the mission maxima, *i.e.*—

Head mistresses	Lower secondary	Rs. 30
	Upper primary	„ 25
First assistants	Lower secondary	„ 20
	Upper primary	„ 12

He may also be told that the instructions conveyed in paragraph 4 of G.O., No. 238, Educational, dated 21st May 1903, must hold good.

A. G. Cardew—16-7-03.

I have considered these proposals till I am sick of them. There is no use in remitting them to Mr. Stuart; he has chosen to be a post office to his subordinates and finds it easiest to humour them instead of directing them and informing himself. We have the choice of doing his work here or of referring the scheme again to his successor and it is hardly fair to the latter to expect him to criticise his Director.

2. The non-provision of funds in the other circles—was that due to budget exigencies? The connexion between non-provision and non-preparation of schemes, at any rate, is not obvious; for the Director's schemes even when submitted take long in being perfected, and there is all the more reason for their being early submitted. It does not require even the Director's acumen to understand why it was desirable that the three circle schemes should come up together: for one thing Government would have known what the other inspectresses had to say, and were likely to be in a better position to judge of necessities than they are at the present moment. In a general reorganization of this sort the proposals for part, if accepted, are accepted as applicable to the whole, but I am far from having such an opinion in this case.

3. The Director is prepared to stand or fall by Miss Carr because he has set out with her, but it must be strange if Miss Arnold after ten or more years' experience is without wisdom. And since from the Director's point of view the problem is one of creating a supply of scholars by the provision of competent teachers, the main consideration seems to be what money will provide competent teachers without being wasteful. A report from the Superintendent of the training school for mistresses seems a desideratum, and to be as much or more so than a consideration of the wants of individual schools. In paragraph 5 of his letter the Director says that the salaries proposed will enable him to insist on duly qualified teachers and a choice of such. There is no doubt of the choice judging by the qualified persons serving on small pay according to the statements attached to the Director's letter (if indeed they are women). The Director's business, however, was to find the market price of the article he was in search of and he has not helped Government much in that regard.

4. When I wanted to know whether the expenditure was warranted by the demand for female education I wanted to have some assurance that Government would not be putting down costly staffs that the people would not take advantage of to get their girls educated. The Director's statements in paragraph 6 show a less sanguine estimate of the possibilities than even I am prepared to entertain. The saving clause for his case is that women teachers are necessary if girls are to go for any length of time to school.

5. I am not acquainted with a time when there was very little demand for boys' education. If education were free and compulsory in this country there would be no hesitation in Government sanctioning the necessary establishments; even then Government would require to consider what it ought to pay. In paragraph 8 he writes—not as a wise man. In paragraph 3 of the order of May he was given to understand that Government could not undertake the whole burden of female education, but it is an established principle with him that there is Government education and no other: and his notions in the last sentence of paragraph 10 are precisely those that are not entertained by the Government of India. Inferior schools not only have a right to exist but to be fostered if Government cannot pay to make them as the best are.

6. If the American missionaries considered Miss Carr's scales of salaries to be "reasonable" I can only conclude that they must suffer much in mind by the paltry pay given in their own. And yet it has a strength of 190 and is up to form I; and the Director for such a school—say Wallajapet—would require a staff costing no doubt double.

7. As regards the information he has given regarding private agency, I suppose that these home education classes are for young women beyond the school-going age. If so, they are hardly for our consideration except as showing that well-paid women get few pupils to exercise their work upon. The schools at Chingleput and Rajagopaul's in Black Town seem germane to our purpose and it is not easy to understand how a head mistress of 117 in the former should require Rs. 50 when one on 25 is sufficient for 278 in the latter. An intelligent visitor of the one and of the other should be able to understand most of what is now perplexing me.

8. Turning to Miss Carr's proposals it appears that she provides Rs. 50 for Cuddalore, Vellore and Nellore because she wants a qualified experienced European head mistress and says that none can be found for less than Rs. 50 plus half of the results grants. As to Nellore it is said that the wish for a European is the wish of the parents. But Nellore in respect of (present) strength and character does not

compare with Salem, the present pay of the head of which (Rs. 30) should clearly not be reduced as Mr. Tharyan proposes, and, I should think, there is as clear a case for Salem having Rs. 50 as for Nellore. How many Government girls' schools are there in Nellore town? There seems to be four, and, if so, there surely is small reason for Government supporting so many when the circle is so wide.

9. Rs. 20 seems to be regarded as sufficient (with results grants) for the ordinary girls' school head. As to this there need not, I think, be much question. Similarly as to 14 and 12 for the lowest.

10. A recurring remark in Miss Carr's statements is that five teachers cannot sufficiently manage 7 classes, three, 5, and so on. I do not understand this very well. The best of these schools have few pupils in the highest classes or forms, and swarms of infants abound in all. Infants can be taught little, and three classes of 10 or 14 altogether could surely be taught by one teacher. What is to be said on that? Surely the time requisite for a class of 20 might suffice to instruct three classes of 10. Of course the increase of numbers which I suppose is looked for will limit such a proposition.

11. I do not think Mr. Tharyan's proposals will suit without recasting. I wouldn't make too much account of results grants earned. The main thing seems to be to obtain good head mistresses and for a school of any importance I suspect they cannot be had below Rs. 20. Mr. Tharyan seems to desire to reduce the 20s to 16s giving a rupee or so over what they get already; and I don't think this will be likely to serve.

12. Would the Secretary care to summon Miss Carr up and talk over things with her? or with her and Miss Arnold? or say Mr. Andrew from Chingleput and Mr. Chamberlain from Vellore? I could lodge two men. Or shall we wait till Mr. Stuart's successor is appointed? Or make our own table of salaries and place the whole matter in probation for three years and see how things work? It will save time if we talk it over instead of writing further.

13. The instructions in paragraph 4 of the Government Order of 21st May must stand. But capable teachers who cannot be replaced or whom it is desirable to retain might have special allowances when necessary.

J. T[HOMSON]—30-7-03.

[*Demi-official to Miss Carr, dated 4th August* 1903.]

Notes of an interview with Miss Carr on 8th August 1903.

1. There are no Eurasian or European girls in any of the three girls' schools for which a European mistress is proposed, but the European mistress is proposed as a sort of experiment with a view to teaching the girls English. This proposal may be given up, if it is considered too expensive.

[The late conference has proposed to re-establish a higher examination for women, because the Matriculation examination is based too exclusively on English. If a higher examination for women is started, it will be on a vernacular basis, with English as a second language only. Hence English teaching does not seem very important. Pay might therefore be placed at Rs. 30 in each of these schools (with personal allowance in Vellore)].

There is no mission school for Hindu girls in Nellore: only a boarding school which Hindus won't attend. No intention to compete anywhere with missions. Five Government girls' schools in all in Nellore (one Muhammadan).

2. The upper primary rate for head mistresses is proposed to be Rs. 14 throughout. In the apparent exception—Tiruvannámalai—it is proposed to raise the school to lower secondary grade.

3. The explanation of very low pay given by some mission bodies is that pay is often supplemented by the grant of a house, by gifts of grain when prices are high, etc. In the American Mission school at Vellore, the headmaster (Rs. 16) is only a primary schoolman, and the lower secondary class is only occasionally opened.

4. If the direction in the Government Order of May that the minimum pay of Rs. 10 is only to be given to women teachers is maintained, the sanction will be rendered absolutely nugatory. Qualified caste women teachers do not at present exist, and if Native Christian teachers are sent, the people won't send their children to school. Hence qualified male teachers must for the present be used, until the supply of qualified caste women teachers is created. The higher pay will lead to caste women qualifying themselves. Qualification may be insisted on but not qualification *plus* female sex.

5. The Acting Head Mistress of the Presidency Training School for Mistresses (Miss Parsons) knows nothing of native schools and reference to her would be useless. The training school is not doing well. Absence of a Telugu training school for mistresses is felt. The Madras Telugu is bad and Telugu girls can't learn there.

A. G. CARDEW—8-8-03.

Demi-official from the Secretary to Government, Educational Department, to the Reverend Messrs. Chandler and Chamberlain, dated 10th August 1903, *No.* 83.

I should be much obliged if you could kindly furnish me with any information as to the salaries you pay your head mistresses, and first and second assistants, in any lower secondary and upper primary schools of which you are manager and as to which you have information.

2. Do you give head mistresses and assistants in such schools under the American Mission any indirect or additional remuneration over and above their regular pay, such as a share of the grants earned, a house, or any payment in grain?

3. Would you think the following scale of payment, in addition to results earned, to be much in excess of the standard of pay usually given in mission or other aided schools?—

Lower secondary—	
Head mistress ..	Rs. 20
First assistant ..	„ 14
Second assistant	„ 12
Upper primary—	
Head mistress ..	„ 14
First assistant ..	„ 12
Second assistant	„ 10

4. Do you think that there is a sufficient supply of qualified caste mistresses available to enable the employment of female teachers to be insisted on in Government schools?

5. I should be much obliged by any information you can give me on these points, to assist in dealing with some proposals now before Government.

Demi-official from the Rev. S. Chandler, to the Secretary to Government, Educational department, dated Madura, 13th August 1903.

It was a pleasure to see your hand-writing again.

2. Mrs. Chandler has given me the following statement:—

School mistresses are paid according to the examinations they have passed, and according to their experience and efficiency, not according to their relative position in the school.

3. The rates are as follows:—

(1) Those holding primary certificates receive from Rs. 5 to Rs. 7.
(2) Those holding lower secondary certificates from Rs. 6 to Rs. 9.
(3) Those holding upper secondary certificates from Rs. 12 to Rs. 16.

4. The head teacher is almost always a man. In schools for Hindu girls the teachers get one-tenth of the grant earned; in boarding schools one-twentieth only. In some cases one-fourth of the fees are also allowed to the teacher.

5. The teachers are always either supplied with a house, or live in the school, or with friends.

6. Hindu caste mistresses could not be obtained for all Government schools, but Christian mistresses are available. In the Government school for Hindu girls in Madura the head mistress and all her assistants are Christian mistresses trained in our Normal school for girls.

7. Mrs. Chandler has given actual figures, but they will change a little, for the mission has just adopted the following scale:—

Primary grade with teachers' certificate	Rs. 6—10
Lower secondary grade with teachers' certificate	„ 8—12
Failed matriculate „ „ „	„ 10—14
Matriculates „ „ „	„ 15—20
Failed F.A. „ „ „	„ 18—24

8. Your figures are strikingly near ours; for the mistresses of a lower secondary school must have passed the upper secondary or Matriculation, for which you propose Rs. 12 to Rs. 20 and we Rs. 15 to Rs. 20; those of an upper primary must have passed the lower secondary, for which you propose Rs. 10 to Rs. 14, and we Rs. 8 to Rs. 14.

You give more of the grant, but we give houses in many cases.

9. I think you should insist on mistresses, but not caste mistresses. For Christian mistresses are acceptable, and have been the sole dependence of the Government school here.

Demi-official from Rev. Dr. W. I. Chamberlain, to the Secretary to Government, Educational department, dated Vellore, 21st August 1903.

I have delayed somewhat replying to your letter of the 15th August, since your enquiries seem to involve information based on more than my own personal experience.

2. It is rather difficult to bring mission management and salaries into comparison with those of Government. Our government is quite strictly patriarchal which yours, of course, is not; for you must maintain a standard and that upon the basis of salaries alone, while we have other resources open to us, viz., obligations, associations, relationships, &c. We educate our teachers of both sexes, marry them and then educate their children! The salaries that we pay therefore are only a part of what they receive. Hence it is that they are so small compared with those mentioned in your letter.

3. For Christian mistresses educated and trained by ourselves, we pay about as follows without additional remuneration such as share of grants, grains, though some have free houses with their husbands:—

(i) Incomplete lower secondary schools—

Head mistress	Rs. 10—12
First assistant	„ 6— 7
Second „	„ 5

(ii) Upper primary schools—

Head mistress	„ 7— 8
First assistant	„ 5
Second „	„ 5

(iii) For a complete lower secondary school we should need to go afield for a head mistress and would have to pay the market value, since we do not educate up to the matriculation standard in our girls' school. For them we pay—

Head mistress (Native)	Rs. 30—35
First assistant	„ 20—25
Second „	„ 10—15

4. With regard to the first two classes of schools, therefore, the scale of payment proposed by you is somewhat above that usually given in our mission schools. It seems to me that, considering the circumstances, your scale is a fair one, and without the addition of results grants. I confess I do not favour the payment of shares of grants earned, except in the case of village schools.

5. With reference to your enquiry in regard to the supply of qualified caste mistresses, I am sure all managers and inspectresses of the Educational department will agree that it is practically nil. We have 20 Hindu caste girls' schools, with a number of men (Hindus) employed as masters and only one caste mistress and she is a *rara avis*. I imagine the number of caste mistresses in the Presidency—aside from Christians—does not reach double figures. The only supply of mistresses practically is from the Christian community, and these come largely from the Panchama class. I think, however, the inspectresses have little or no difficulty in introducing them into Government girls' schools *.

* However even this Christian supply does not begin to meet the need or the demand.

The Honourable Member will, I think, find that the above letters and the note of what Miss Carr had to say, throw a good deal of useful light on the proposed scheme for the reorganization of Government girls' schools.

Yes.

J. T[HOMSON].

2. There is a general agreement that qualified caste mistresses are practically unobtainable at present, and that if paragraph 4 (1) of G.O., No. 238, Educational, dated 21st May 1903, is to be maintained, only Christian mistresses will be forthcoming. Both the missionary replies express the opinion that Christian mistresses can be employed, but Miss Carr was very positive that a large proportion of caste Hindus won't send their girls to schools where the teachers are Christians usually of low caste. They dislike male teachers much, but they dislike low caste women more, and Miss Carr's opinion was that to sanction the revised scale of salaries only for women teachers would be practically useless. The question therefore is whether Government should maintain the principle of employing (on the higher salaries) women teachers only, or should sanction the higher salaries to any qualified teacher male or female. The latter course is more likely to improve the attendance at girls' schools, while the former would increase the demand for female teachers and probably hasten the supply of caste mistresses. Although, therefore, for the moment the advantage is in favour of allowing higher pay even to male teachers, there is still much to be said in favour of strictly reserving the higher rates of pay for qualified women teachers, and, on the whole, I venture to think that position should be adhered to.

3. If, on the other hand, male teachers are to be freely permitted, the question is why it is necessary to spend more money on them. Miss Carr's view is that it is desirable to improve their position in the native community, to prevent them from eking out their means by giving private tuition, and so on. These reasons are not convincing, and the main justification of the proposed reorganization seems to me to be to attract and create a sufficient supply of qualified mistresses.

4. As to the rates of pay proposed, the rate of Rs. 50 *per mensem* proposed for the three schools at Cuddalore, Vellore and Nellore is with the object of obtaining a European mistress. But there is not a single European or Eurasian girl in these schools, and the reason for requiring a European mistress is merely to endeavour to improve the teaching of English. But the education of girls is, and should be, on a vernacular basis and there seems no sufficient reason for paying special remuneration merely that a few girls of well-to-do parents should learn a smattering of English. Miss Carr was prepared to drop the demand for European school mistresses in these three cases, and, I think, therefore, that the pay of the headmistress in the lower secondary school need not go above Rs. 30 *per mensem*. If this view is taken the A | headmaster at Vellore must be allowed Rs. 7–8–0 as a personal allowance, the present pay being Rs. 37–8–0.

5. The following figures compare the Director's proposed rates of pay with those in the American Mission:—

	Director's Rates.	Mission Rates. Rev. Mr. Chandler.	Mission Rates. Rev. Mr. Chamberlain.
Lower secondary—			
Head mistress ..	5 on Rs. 30 *per mensem* 8 „ 20 „	Rs. 15—24	Rs. 30—35
First assistant ..	5 „ 20 „ 8 „ 14 „	..	„ 20—25
Second „ ..	5 „ 14 „ 8 „ 12 „	..	„ 10—15
Upper primary—			
Head mistress ..	Rs. 14 „	Rs. 8—14	Rs. 5—8
First assistant ..	„ 12 „		
Second „ ..	„ 10 „		
Third „ ..	„ 10 „		

It will be seen that, though the lowest pay proposed by the Director is above that given by missions, the Director's scale is, as a whole, not considered excessive or extravagant, the salaries given by missions being supplemented in many ways, direct and indirect. I submit, therefore, that the Director's (or rather Miss Carr's) proposals may be accepted, merely eliminating the three European mistresses, and reducing the pay in those schools to the same level as that given at Salem and Námakkal.

6. The Rev. Mr. Chamberlain suggests that the Director's scale is a fair one without the addition of any shares of grants. Miss Carr told me that one of the resolutions of the recent conference (which the Director has not yet sent in) was that grants should no longer be paid on individual results, but should be based on some other principle not yet clearly determined but presumably the net cost of the school. If this is adopted, the system of grants for results in Government schools will have to go, and it will probably be well to follow the suggestion now made and state that, on the revised salaries taking effect, no grants over and above them will be paid to teachers. It is admitted by most experienced people that the system of rewarding teachers by results grants based on the examination of individual pupils is bad. It leads to the best pupils being crammed while the rest are neglected; it prevents the work of a form being considered as a whole; it is impossible to conduct the results examination so as to avoid inequality in marking. It thus injures the work of inspecting staff, teachers and pupils. It was abandoned altogether at home some years ago, and Miss Carr was very emphatic on the evils of the system. The only difficulty is how to replace it in the case of aided schools, but in the case of Government schools no such difficulty exists, and the payment of grants in these schools should therefore clearly not be countenanced.

A. G. Cardew—26-8-03.

You may order accordingly. I am afraid the net result on the promotion of female education will be small, but my feeling is that there is practically no demand for it. Unless and until a class or profession of teachers is produced, which is both female and caste, there will be no upward pull, and till the under shove is given by the desire of the people themselves the mass must continue inert. I think it was proposed to give scholarships for widows to make teachers of them. Has anything been said or recorded as to whether widows would be disliked in that capacity as being "of evil omen"?

J. T[homson]—27-8-03.

The draft placed below may issue with the concurrence of the Financial department. [The proposition statement will be corrected after the draft is approved.] With reference to **A** on page 13 *supra* and clause (2) of the draft it is submitted that the head mistress of the Vellore school will lose Rs. 10 if she is now drawing the maximum pay of her appointment. There is no information in Educational as to the exact amount. The second, third and fourth teachers in the same school, the

third teacher in the Salem school and the head teachers in the Krishnagiri, Atur, Venkatagiri, Conjeeveram and Tirukkóyilúr schools will also suffer in pay by the reorganization.

P. T. Tharyan—28-8-03.

A. G. Cardew—31-8-03.

To the Financial department.

Financial Department.

The present proposal for the reorganization of the Government girls' schools in the central circle involves an extra cost of Rs. 766-2-0 *per mensem* or Rs. 9,193-8-0 *per annum*. In addition to this, the proposal in paragraph 1 (2) of the draft order may, as a temporary measure, entail a monthly cost of about Rs. 24. The extra cost thrown on Provincial funds on account of alterations in permanent establishments sanctioned since April 1903 amounts to Rs. 32,613 *per annum*.

2. The additional cost for about 5½ months during the current year amounts to Rs. 4,214 which can, it is submitted, be met from the lump provision of Rs. 16,000 provided in the budget estimate for 1903-1904 under 22-E. Education—Government Schools—*General*, "for new girls' schools and for improving existing schools in the northern and central circles."

S. Duraiswami Mudaliyar—7-9-03.

The proposals may be accepted.

C. M. Schmidt—10-9-03.

G. S. Forbes—12-9-03.

To the Educational department.

Educational Department.

Issue.

A. G. Cardew—14-9-03.

[G.O., No. 441, Educational, dated 14th September 1903.]

Stock Form No. 127
2,000—1-5-02.

1 17

Educational (1903) Department.

SECRETARY TO GOVERNMENT
6- JUL 1903
EDUCATIONAL & MUNICIPAL DEPARTMENT.

CURRENT No. 1043

From

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

[Designation] Director of Public Instruction,

[Station] Madras.

DESPATCHED
4 JUL 1903

Ref. on No. C.No8792 of 02, Received 6-7- 1903.

Dated 4th July 1903.

Enclosures 3 Registered 6-7- 1903.

SUBJECT.

Returning, with remarks, the scheme for the re-organisation of Government Girls' Schools in the Central Circle.

BACK PAPERS.

Go. no. 2388 dg 21-5-1903 +	Go no. 6782 dg 21-11-01
Gp. no. 5 Fwd dg 5-1-03	Go no. 1337 L dg 3-8-00
Go no. 6175 dg 7-10-02	Go no. 1313 L dg 12-8-01
	Go. no. 6165 dg 7-10-02 +

FURTHER PAPERS.

2

To

The Secretary to Government,

Educational Department.

Sir, I have the honour to return the scheme for the reorganization of Government Girls' Schools in the Central Circle with the following remarks.

2. In G.O. No. 238, Educational, dated 21st May 1903, the Government declined to pass final orders on this scheme for three reasons viz., (1) because the scheme deals only with one circle out of the three Inspectresses' circles (2) because Government had no assurance that expenditure on the scale proposed is necessary or warranted by the demand for female education (3) because the rates of salaries proposed are not supported except in the most general way and they may be more than aided institutions can afford to pay.

3. As regards (1) it is true that a lump grant of Rs 22000/- was originally provided for the schools of the Northern Circle, but in the revised budget the greater part of this had to be omitted, and there is now a provision of Rs 16 000/- only for the Central and Northern Circles, of which the Central Circle will absorb Rs 10 000/-, while no provision at all has been made for the schools in the Southern Circle. It is of course intended that the scheme, if approved for the Central Circle, shall be extended to the other circles, but in the absence of complete provision for them this year it did not appear to be necessary to submit proposals for them at the same time as for the Central Circle. Half (or even a third) of a loaf is better than no bread; and I am unable to see why the decision upon the proposals for the Central Circle need depend upon the submission of similar proposals for the other circles.

Why?

[E. 3]
1,000—5-12-02.

EDUCATIONAL DEPARTMENT.

3

18

READ AGAIN G.O., No. 238, dated 21-5- 1903.

" " " " , " 190 .

READ ALSO:—

C. No. 1043, From the DPI, No. 8792, dated 4-7- 1903.

" " , " " , " , " 190 .

" " , " " , " , " 190 .

ORDER No. 441, dated 14-9- 1903.

Dy.

Lr. dept. inviting further particulars. Done 14/9/03

~~Although the Governor in Council is unable to agree with much of what is stated in this letter read above, the scheme submitted by him for the re-organization of the Govt. girls schools in the Central Circle is now approved subject to the following remarks & conditions:—~~

(1) The scale of salaries proposed for the schools at Cuddalore, Vellore & Nellore Town will be reduced to that proposed for the Salem & Ramnad schools. The scale in the former case provides for European or Eurasian headmistresses for which the Governor in Council sees no necessity

necessity.

(2) Any teacher adversely affected by the scale now approved will be granted a personal allowance equal in Amount to the difference between the pay drawn by him on the date the re-organization comes into force and that provided for him in the new scale.

(3) The higher rates of pay now provided should be strictly reserved for qualified women teachers, ~~the main justification of the present re-organization being the creation of a sufficient supply of such teachers. Unqualified women teachers and male teachers, whether qualified or not, posted to the appointments newly created should not be allowed to draw more than Rs 7 per mensem.~~ + other teachers, if posted to the newly created appointments on Rs. 10 p.m., will be paid only Rs. 7 p.m.

(4) The designation "peon" is to be altered into "watcher". If any female watcher is employed she should be paid only Rs 3-8 per mensem.

(5) The appointment of scavenger in the schools at Valavanur, Chidambaram, Porto Novo & Chittoor is to be eliminated with reference to G.O. No 539 Edl dt 26th June 1895.

(6) On the revised salaries taking effect no results grants over & above them shall

1953

shall be paid to any of the teachers.

2. Further orders will issue in the Financial Departt.

Pdy
25/8/3

Sd/ 31.8.03.

To the D.P.I.
" Fin Departt with proposition dated as altered.

Recd 14/9/03

2

first copy sent to Press.

Returned for signature.

Despatched in print.

Number of copies required. { Order complete. / Letter only. / Order complete with Letter. } 60

Read again G.O., No. , dated 190 .

Current No.

Enclosures to C. No.

Order of Government.

Letter of Government.

Statement with ditto.

Filed up, being meant for despatch original.

N.B.—

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