

Government of Madras.

EDUCATIONAL DEPARTMENT.

Recd.

Regd.

} 1907.

Enclosures

Spare copies

G.O., No. 357, 10th June 1907.

27

Educational Rules.

Accepting the views of the Director of Public Instruction with regard to the application of the scale of teachers and salaries laid down in rules 81 and 82 of the — to the girls', Muhammadan and night schools, and ordering the publication of an addendum to rule 82 of the —.

[]
187-12-2-66.
Educational (1907) Department

ORDINARY PRINTED.

G.O., No. 357

DATED 10.6.07

[Despatch Abstract.]

Educational Rules

Accepting the views of the
Director of Public Instruction with regard to
the application of the scale of ^{teachers and} salaries
laid down in rules 81 and 82 of the _____
to the girls', Muhammadan and night school
and ordering the publication of an addendum
to Rule 82 of 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 of Madras.

EDUCATIONAL DEPARTMENT.

Recd.

Regd.

} 1907.

Enclosures

Spure copies

G.O., No. 357, 10th June 1907.

Educational Rules.

Accepting the views of the Director of Public Instruction with regard to the application of the scale of teachers and salaries laid down in rules 81 and 82 of the — to the girls', Muhammadan and night schools, and ordering the publication of an addendum to rule 82 of the —.

GOVERNMENT OF MADRAS.

EDUCATIONAL DEPARTMENT.

READ—the following papers:—

I

Official Memorandum No. 407—1, Educational, dated 9th March 1907.

The Director of Public Instruction is requested to be good enough to state whether he considers that the scale of teachers and their salaries laid down in rules 81 and 82 of the new Educational Rules should apply also to (1) girls' schools, (2) Muhammadan schools, and (3) night schools where such elementary schools are maintained by local bodies and, if not, what other scales he would recommend for adoption in the case of these classes of institutions.

(By Order.)

C. A. SOUTER,
Ag. Asst. Secretary to Government.

To the Director of Public Instruction.

II

Letter—from the Hon'ble Mr. T. T. LOGAN, B.A., Acting Director of Public Instruction, Madras.

To—the Secretary to Government, Educational Department.

Dated—the 10th April 1907.

No.—Ref. on Cur. 1772.

With reference to your memorandum No. 470—1, Educational, dated 9th March 1907, calling for an expression of opinion as to the scales of salaries that may be adopted in the case of—

- (1) Girls' schools,
- (2) Muhammadan schools, and
- (3) Night schools.

I have the honour to report as follows:—

Girls' schools.—There are only 11 Board and Municipal girls' schools in the Presidency. It is not advisable to apply to them the scale of salaries and teachers of the Educational rules. I think they should be rather graded like the Government girls' schools. These schools are now arranged with slight modifications in seven classes as shown below in regard to the staff:—

- I. Seven teachers on Rs. 50, 25, 20, 12, 10, 10.
- II. Six teachers on Rs. 50, 20, 14, 12, 10, 10.
- III. Do. on Rs. 30, 20, 14, 12, 10, 10.
- IV. Do. on Rs. 20, 14, 12, 10, 10, 10.
- V. Five teachers on Rs. 20, 14, 12, 10, 10.
- VI. Four teachers on Rs. 14, 12, 10, 10.
- VII. Three teachers on Rs. 12, 10, 10.

It will be noted that the scales suggested in rules 81 and 82 apply to all elementary schools under public management including the Government girls' schools; but the Inspectresses of Girls' Schools who were consulted in the matter are not in favour of their application to the Government schools.

Muhammadan schools.—No representations have been made so far pointing out the inadequacy of the scale of salaries in the case of Muhammadan schools. In this respect the Muhammadan schools have not till now received a different treatment from other schools.

Night schools.—These schools are generally taught either by day school masters or by others having some other work to do during the day; and they are worked for only about two hours at nights. Half the salaries suggested for the day school masters will, I think, be sufficient for them; but they should get capitation allowance for the pupils in all the standards and be permitted to appropriate the fees received from them.

Order—No. 357, Educational, dated 10th June 1907.

The Government accept the views of the Director of Public Instruction that no special scale of salaries is necessary in the case of teachers in Muhammadan schools, and that the salaries of teachers in night schools may ordinarily be fixed at half the standard rates recommended for teachers in day schools. As for teachers of girls' schools, the scales laid down in rule 82 of the Educational Rules seem, on the whole, to be adequate, having regard to the salaries now actually paid in most cases, except that in towns, the lowest pay of Rs. 8 may be raised to Rs. 10.

2. The following will be added at the end of rule 82 of the revised Educational Rules:—

“In night schools half the above rates may be adopted and in girls' schools the lowest salary in towns may be fixed at Rs. 10.”

(True Extract.)

H. D. TAYLOR,
Ag. Secretary to Government.

To the Director of Public Instruction.
“Local and Municipal Department.
Gazette.

NOTES CONNECTED WITH G.O., No. 357, EDUCATIONAL, DATED
10TH JUNE 1907.[SUBJECT.—*Scales of salaries for girls' schools, Muhammadan schools and Night schools.*]

I

LOCAL AND MUNICIPAL DEPARTMENT.

*From the Chairman, Municipal Council, Adóni, dated 26th November 1906,
No. 745.**From the Chairman, Municipal Council, Adóni, dated 15th December 1906,
No. 799.**From the Director of Public Instruction, dated 2nd February 1907, No. 229.*

The Municipal Council of Adóni submits the information called for in G.O., No. 1144 L., dated 18th September 1906, regarding the revision of the establishments in the elementary schools of the Municipality in accordance with the new Educational Rules. At present the Municipal Council maintains six schools—three for Hindus, two for Muhammadans and one for Panchamas. The present establishment costs Rs. 1,440 per annum, and if the scale is revised according to the new Educational rules, the cost will be Rs. 1,788 or Rs. 342 per annum in excess of the present expenditure. The Municipal Council however proposes to amalgamate the two Hindu Primary schools into one and to adopt a progressive scale of pay. If this is approved then the cost of the establishment will be Rs. 2,064 with the result that the increased expenditure will be Rs. 624 per annum. The proposal of the Municipal Council to have a progressive scale of pay for the combined school is approved by the Director, but in lieu of Rs. 10—1—15 proposed for the 3rd assistant master, he suggests Rs. 12. If the Director's suggestion is approved then the additional cost on establishment will be only Rs. 612 per annum.

A progressive scale will sadly complicate calculation of cost. Let us adhere to the standard scale.

H. D. TAYLOR.

2. The amalgamation of the two Hindu schools was suggested by Mr. Mayhew and is approved by the Director of Public Instruction. It is for consideration whether this may be sanctioned. The number of teachers and the scale of pay proposed for the remaining schools are in accordance with the Educational Rules, except in regard to the pay proposed for the teachers of the Muhammadan day school. The existing scale of this school, the proposed scale and that which should be according to the rules are given below:—

It contains five standards and 62 pupils.

H.D.T.

	Present scale.	Proposed scale.	Scale according to the rules.
	RS.	RS.	RS.
Headmaster on	25	25	12
Second master on	10	10	10
Third master on	7	8	8
Total ..	42	43	30

Mr. Logan, however, approves the scale proposed by the Council and it is for consideration whether the proposal may be sanctioned as a special case.

3. The Municipal Council expects a gain of Rs. 116 from school fees and a saving of Rs. 500 from non-payment of results stipends and proposes to pay a capitation allowance of Rs. 54 per annum to the teacher of the Panchama school. As pointed out by the Director it is not clear why this allowance is not to be paid to the teachers of the two night schools. On the other hand the Director thinks that half-pay should be sufficient for the night school masters. If the Council's proposals as modified by the Director in regard to the scale of pay allowed to the teachers of the amalgamated school be approved, then the net additional cost to the Municipality will

This is a general question.

H.D.T.

be Rs. 50 per annum. The attention of the Municipal Council may be drawn to the remarks of the Director regarding the salaries for the night-school masters.

4. The Financial position of the Municipality during the past three years was as follows:—

	Ordinary receipts.	Ordinary expenditure.	Surplus.
	RS.	RS.	RS.
1905-1906	47,687	39,060	8,627
1904-1905	43,034	35,769	7,265
1903-1904	46,848	45,738	1,110
Total			3) 17,002
			5,667

5. The net expenditure on education during the past three years is given below:—

	Municipal.		Aided.		Miscellaneous.	Total.	Percentage of expenditure on education to total receipts from taxation.
	Secondary.	Primary.	Secondary.	Primary.			
	RS.	RS.	RS.	RS.	RS.	RS.	RS.
1905-1906		2,073		183	508	2,764	8.1
1904-1905		1,930		227	462	2,619	8.3
1903-1904		2,343		381	430	3,154	9.3

6. The Municipal Council proposes to locate the combined primary school in the building now occupied by the Reddy and Village officers of Government. The Chairman states that this building which belongs to Government was, for a long time,

We cannot go into this point now.

H. D. TAYLOR.

in the possession of the Municipality that it was handed back to Government in 1898 for the use of the Village officers,

and that there is no other suitable building available in the town for the location of the school. The Council accordingly proposes to take over this building and to give in exchange the building at present used by the female apothecary after she occupies the new building (Victoria Hospital) presented to the Municipality, and the adjoining house. No papers are traceable as to the transfer to or the occupation by the Council of the building now occupied by the Village officers. Nor is the Council's title to the building now used by the female apothecary explained. The Collector (Mr. Graham) sees no objection to the proposed exchange, provided it is effected after the Municipal Council has made ready the new premises for occupation as a chavadi. The Chairman

Yes. It is an entirely separate question.

H. D. TAYLOR.

may be asked to submit these proposals separately fully explaining when and under what authority and conditions the

building now occupied by the Village officers was originally in the possession of the

Municipality and subsequently handed back to Government and the title of the Council to the building now occupied by the female apothecary. The value of the buildings proposed to be given in exchange may also be called for.

P.R.—18-2-07.

Submitted that when a general scale is fixed in the Educational Rules it should

H.D.T.

as far as possible be adhered to. It may be necessary to make an exception in the

case of Muhammadan schools but no such necessity seems to exist in the case of the Hindu schools. Mr. Mayhew, the Director of Public Instruction and the Council seem to have forgotten that the old state of things has changed and that these Hindu schools are after all to be only "Elementary" schools in future and not feeders to secondary schools as before. The scale fixed in the Educational Rules seems thus to be quite sufficient whether the two schools are combined or not. That will allow a Headmaster on Rs. 20 for the Havanapet school and of other masters on Rs. 15, Rs. 12, Rs. 10 and Rs. 8. For the Underpet school the rules allow of three teachers on Rs. 12, Rs. 10 and Rs. 8 and these will be quite sufficient for an elementary school.

It is submitted therefore that the Council's proposals in regard to these schools should be disallowed. The proposals in regard to the other schools may be approved, the Director's suggestion regarding the pay of the night schoolmasters being commended to the Council for consideration.

P. T. THARYAN—19-2-07.

Two points of general importance are raised in this file—

(a) Whether the standard scale laid down in rule 82 of the Educational rules should be adopted in the case of night schools also, or whether only half those rates should be allowed. It is a general matter and the establishment to be employed in night schools must follow general rules. Either the general scale should be adopted, or the Educational rules should specifically allow a lower scale in case of night schools.

(b) Whether any scale higher than the standard scale should be adopted for Muhammadan schools. This depends on whether qualified masters can be obtained at the standard rates of pay.

These two points should, I think, be raised and settled as a separate question in the Educational Department. If no general alteration is deemed necessary, then the standard scale must be adopted in this case also.

2. As to the pay of the Headmaster in the Muhammadan school, apparently the scale is proposed in order to provide for the present incumbent. I see no reason to alter the general scale. The present incumbent can be given a personal allowance, as he will receive no capitation allowance fees.

3. It is not desirable to accept increment scales in place of the standard scale in elementary schools. As to the combined Hindu schools we do not know what the strength in any particular standard will be and hence what the number and pay of the masters should be. The Chairman may be asked to furnish this information. The establishment proposed seems excessive. After this reference has been made, the file may go to Educational u.o. with the request that the points referred to in paragraph 1 may be dealt with as a general subject, and this returned.

H. D. TAYLOR—21-2-07.

A draft memorandum to the Chairman is submitted below for approval. After issue, the file may be sent to the Educational Department.

P.R.—21-2-07.

P. T. THARYAN—22-2-07.

Issue.

H. D. TAYLOR—24-2-07.

To the Educational Department.

EDUCATIONAL DEPARTMENT.

Has any reference been made to the Director of Public Instruction as to whether he proposes that the standard scale laid down in rules 81 and 82 of the Educational rules should apply to—

- (a) Girls' schools,
- (b) Muhammadan schools, and
- (c) Night schools,

where such elementary schools are maintained by local bodies? A higher scale is in many cases recommended for (a) and (b) and half rates for (c).

H. D. TAYLOR—4-3-07.

Please see the Secretary's remarks *supra*.

2. The draft memorandum placed below is submitted for approval.

T.K.—9-3-07.

K. RANGASWAMI AIYANGAR—9-3-07.

Issue.

C. A. SOUTER—9-3-07.

[Official Memorandum No. 470-1, dated 9th March 1907.]

II

To the Educational Department.

EDUCATIONAL DEPARTMENT.

From the Director of Public Instruction, dated 10th April 1907, No. 1772.

In connection with the proposals which the Municipal Council of Adóni submitted for the revision of the establishments of its elementary schools in accordance with the new Educational rules, the Secretary in the Local and Municipal Department noted—

“Two points of general importance are raised in this rule:—

“(a) Whether the standard scale laid down in rule 82 of the Educational rules should be adopted in the case of night schools also, or whether only half those rates should be allowed. It is a general matter and the establishment to be employed in night schools must follow general rules. Either the general scale should be adopted or the Educational rules should be specifically allow a lower scale in case of night schools.

“(b) Whether any scale higher than the standard scale should be adopted for Muhammadan schools. This depends on whether qualified masters can be obtained at the standard rates of pay.

“These two points should, I think, be raised, and settled as a separate question in the Educational Department. If no general alteration is deemed necessary, then the standard scale must be adopted in this case also.”

“2.

“3. The file may go to Educational u.o. with the request that the points referred to in paragraph 1 may be dealt with as a general subject.”

Subsequently the Secretary noted that the scale of salaries for girls' schools also should be considered.

2. In accordance with the above note, the Director of Public Instruction was requested, in Memorandum No. 470-1, dated 9th March 1907, to state whether he considered that the scale of teachers and salaries laid down in rules 81 and 82 of the new Educational rules should apply also to (1) girls' schools, (2) Muhammadan schools and (3) night schools, which are maintained by local bodies and, if not, what other scales he would recommend for adoption in the case of such schools.

3. In reply the Director of Public Instruction now states that there are only 11 Board and Municipal girls' schools in the Presidency and that it is not advisable to apply to them the scale of salaries and teachers of the Educational rules. He thinks that these schools should rather be graded like the Government schools, which are arranged in seven (eight?) classes. The scales of pay for Government girls' schools compare as follows with the scales suggested in rule 82.

	Scale of pay for Government girls' schools.	Scales suggested in rule 82.
	RS.	RS.
I. Seven teachers	50, 25, 20, 14, 12, 10, 10.	30, 25, 20, 15, 12, 10, 8.
II. Six teachers	50, 20, 14, 12, 10, 10.	
III. Do.	30, 20, 14, 12, 10, 10.	25, 20, 15, 12, 10, 8.
IV. Do.	20, 14, 12, 10, 10, 10.	
V. Five teachers	20, 14, 12, 10, 10, 10.	20, 15, 12, 10, 8.
VI. Four teachers	14, 12, 10, 10, 10, 10.	15, 12, 10, 8.
VII. Three teachers	12, 10, 10, 10, 10, 10.	12, 10, 8.
VIII. Two teachers	12, 10, 10, 10, 10, 10.	10, 8.

Note.—No scale of pay has been laid down for Government girls' schools with one teacher. European or Eurasian Headmistresses of certain Government girls' schools get Rs. 50 each—please see paragraph 8 of letter to the Government of India, No. 643, Educational, dated 22nd October 1904.

The Director notes that the scales suggested in rules 81 and 82 of the Educational rules apply to all elementary schools under public management including Government girls' schools, but that the Inspectresses of girls' schools who have been consulted in the matter are not in favour of their application to Government schools.

4. With regard to *Muhammadan schools* the Director of Public Instruction states that no representations have so far been made that the scale of salaries laid down in the Educational rules are inadequate in the case of Muhammadan schools and that in respect of salaries Muhammadan schools have not till now received a different treatment from other schools.

5. As regards *night schools* the Director states that they are generally taught either by day schoolmasters or by others having some other work to do during the day and that they are worked for only about two hours at nights. Hence he considers that half the salaries suggested in the Educational rules for the day schoolmasters will be sufficient for the night school teachers, but that they should be allowed capitation allowance for the pupils in all the standards and be permitted to appropriate the fees received [as in schools containing the four lower standards only—*vide* rules 83 and 84 (i)].

6. The Director of Public Instruction thus recommends different scales of pay for Board girls' schools and Board night schools, but considers that for Muhammadan schools the scale suggested in rule 82 is adequate. Apparently the Director is of opinion that qualified Muhammadan masters can be obtained at the rates of pay suggested in rule 82.

I doubt it.

H. D. TAYLOR.

If they cannot be obtained it is by reason of the existence of few qualified Muhammadan teachers, not of the scale of pay.

G. S. F[ORBES].

7. It is for consideration whether the proposals of the Director of Public Instruction may be accepted, and if so, whether the Educational rules should be altered.

T.K.—29-4-07.

The Director of Public Instruction's views seem sound.

C. A. SOUTER—29-4-07.

An addition may be made to the Educational rules, article 82, on the lines of the Director of Public Instruction's suggestion, especially with reference to night schools.

As to girls' schools the scale in Government schools may be adopted for *mistresses*, but I would not give it if masters are employed. Where there is a single teacher the pay may be fixed at Rs. 10.

These rates are not *obligatory* but are merely suggested as a suitable scale. I would allow a capitation grant of Rs. 2 in the case of girls' schools as in the case of backward classes (rule 83).

H. D. TAYLOR—30-4-07.

A The scale in rule 82 seems better for girls' schools with five teachers or less, than the proposed scale. Are there many such schools with six teachers and over? The former is also better than the scale of latter under head IV (six teachers). Why are there three Government scales for six teacher schools?

B Female teachers are usually cheaper than men: so I do not quite see the force of a higher scale than given in rule 82.

G. S. F[ORBES]—1-5-07.

Please note as to points A and B.

H. D. TAYLOR—2-5-07.

As to A information is available only for the nine Municipal girls' schools. They were taken from the detailed statement accompanying the budget estimates of the municipalities concerned. No information is available in the Local and Municipal or Educational Department or in the Office of the Director of Public Instruction as to the establishment maintained for the remaining two (eleven *minus* nine) girls' schools which are maintained by the Taluk Boards of Madanapalle and Mannargudi. The establishments of the Municipal schools are as follow:—

I. MUNICIPAL GIRLS' SCHOOLS.

Kumbakonam.

(1) Kadalangudi street girls' school—

	Rs.
Headmistress	20
First Assistant	15
Second do.	10
Third do.	8
Fourth do.	7
Fifth do.	6
Sixth do.	6
Conductress	3-8-0

(2) Pettai street girls' school—

Headmistress	15
First Assistant	10
Second do.	7
Conductress	3

(3) Banadurai girls' school—

Headmistress	15
First Assistant	10
Second do.	7
Conductress	3

(4) Tanjore.

Headmistress	10
Assistant	8
Do.	7
Conductress	2

I. MUNICIPAL GIRLS' SCHOOLS—cont.

Mannargudi.

Mistress	Rs. 10
Conductress	4
Sweeper	0-4-0

(6) Srirangam.

Headmistress	10
First assistant	8
Second do.	7
Conductress	3

(7) Tirupati.

Headmaster	12
First Assistant	10
Second do.	8
Needle-work teacher	4
Conductress	3

(8) Vaniyambadi.

Rahimanpet Hindu girls' school—	
Headmistress	10
Assistant Mistress	6
Conductress	3

(9) Kaderpet Muhammadan girls' school—

Headmistress	8
Assistant Mistress	6
Conductress	3

2. From the above it will be seen that the only school with six teachers and over, maintained by Municipal Councils, is the Kadalangudi street girls' school in the Kumbakonam Municipality. The Local fund girls' schools staff is not likely to be large.

3. As to B on page 6—"Why are there three Government scales for six teacher schools", it is submitted that the three scales were first proposed by the Director of Public Instruction in his scheme for the reorganization of the Government girls' schools in the Central Circle. The schools were divided into five main classes having regard chiefly to their grade and strength. The six teacher scales were recommended only for Lower Secondary schools. In the case of what were called "weak Lower Secondary schools" the lowest of the three scales was recommended, viz., Rs. 20, 14, 12, 10 and Rs. 10. In the case of "full Lower Secondary schools" the next higher scale was proposed, viz., Rs. 30, 20, 14, 12, 10 and Rs. 10. The difference is that the headmistress is to get Rs. 30 instead of Rs. 20 and the first and other assistants are to get consequently an increase (the scale below being the same). But when the school requires an European or Eurasian headmistress her salary is to be Rs. 50 and not Rs. 30, the salaries of other teachers below being the same. In resubmitting his scheme for the reorganization of the Central Circle girls' schools, the Director of Public Instruction explains that "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."

G.O., No. 617, Educational, dated 7th October 1902.

G.O., No. 238, Educational, dated 2nd May 1903.

Paragraph 8 of G.O., No. 643, Educational, dated 22nd October 1904.

Paragraph 13 (2) of the Director of Public Instruction's letter on page 4 of G.O., No. 441, dated 14th September 1903.

These six teacher scales adopted by the Central Circle were followed in the case of the Northern and Southern Circles also. No fresh grounds for the scales are traceable.

C. R. VIJAYARAGHAVA CHARI—10-5-07.

C. A. SOUTER—16-5-07.

H. D. TAYLOR—17-5-07.

We may agree with the Director of Public Instruction as to night schools and the scale for Muhammadan teachers. Having regard to the rates now actually paid in most cases, the scales in rule 82 for teachers in girls' schools seem on the whole adequate except that in towns the lowest pay of Rs. 8 may be raised to Rs. 10.

G. S. F[ORBES]—1-6-07.

Draft please.

H. D. TAYLOR—3-6-07.

A draft is placed below for approval.

T.K.—5-6-07.

K. RANGASWAMI AIYANGAR—6-6-07.

C. A. SOUTER—7-6-07.

H. D. TAYLOR—8-6-07.

G. S. F[ORBES]—7-6-07.

Issue.

H. D. TAYLOR—10-6-07.

[G.O., No. 357, Educational, dated 10th June 1907.]

CURRENT FILE.

CONTENTS.

From	Number.	Date.	Pages.
memo	470-1	9-3-07	1
[869] The D.P.I.	1772	10-4-07	243
	1		

Papers of the department to which the current belongs.

Papers of other departments.

DM. 470-1-Eldg 8.3.7

The D.P.I. is requested to be good enough to state whether he considers that the Scale of teachers and their salaries laid down in Rules 81 and 82 of the new Educational Rules should apply also to (1) Girls' schools, (2) Muhammadan schools and (3) night schools where such elementary schools are maintained by Local Bodies and, if not, what other scales he would recommend for adoption in ^{the} ~~these~~ case of these classes of institutions.

7.4.

7.3.07

9.30

Chas

9.2.7

To

The O.P. I. books
9.3.07

Received.....190 , Registered.....11.4.1907.

Subject.

Submitting particulars called for in Memorandum No. 470-1 Educational dated 9th March 1907 regarding the adoption of certain scales of salaries for girls' Schools. &c.

ENCLOSURES.

No.

Ref on Our No. 1772/07

Spare copies

Station Madras, Dated the 10th April 1907

From (Name) The Hon'ble Mr. T.T. Logan, B.A.

(Designation) Agt. Director of Public Instruction.

Madras.

To the Secretary to the Government of Madras,
Educational Department

Sir,

With reference to your Memorandum No. 470-1 Educational dated 9th March 1907 calling for an expression of opinion as to the scales of salaries that may be adopted in the case of

- 1 Girls' Schools
- 2 Muhammadan Schools
- And
- 3 Night schools

I have the honour to report as follows:-

Girls' Schools There are only 11 Board and Municipal Girls' Schools in the Presidency. It is not advisable to apply to them the scale of salaries and teachers of the Educational Rules. I think they should be rather graded like the Government girls' schools. These schools are now arranged with slight modifications in 7 classes as shown below in regard to the staff.

3.

I	7 teachers on	50, 25, 20, 12, 10, 10.	not correct. only 6 teachers are given.
II	6 Do.	50, 20, 14, 12, 10, 10	
III	6 Do.	30, 20, 14, 12, 10, 10	
IV	6 Do.	20, 14, 12, 10, 10, 10	
V	5 Do.	20, 14, 12, 10, 10	
VI	4 Do.	14, 12, 10, 10	
VII	3 Do.	12, 10, 10	

It will be noted that the scales suggested in Rules 81 and 82 apply to all elementary schools under public management including the Government girls' schools; but the Inspectresses of Girls' Schools who were consulted in the matter are not in favour of their application to the Government schools.

Muhammadian Schools. No representations have been made so far pointing out the inadequacy of the scale of salaries in the case of Muhammadian Schools. In this respect the Muhammadian schools have not till now received a different treatment from other schools.

Night schools. These schools are generally taught either by day school masters or by others having some other work to do during the day; and they are worked for only about two hours at nights. Half the salaries suggested for the day school masters will, I think, be sufficient for them; but they should get capitation allowance for the pupils in all the standards and be permitted to appropriate the fees received from them.

I have the honour to be,

Sir,

Your most obedient servant,

W. H. Austin

For Director of Public Instruction.

V.P. a-u-07

N.V.S.

Rev

[Note no. 357, dtd 9/10-6-07] G

Local and Municipal Department.

12/P

C. No. 4634 M., from the C., M.C., Adoni,

No. 745, d/26-11-06.

C. No. 4635 M., from the C., M.C., Adoni,

No. 799, d/15-12-06.

C. No. 725 M., from the Director of Public Instruction, No. 229, d/ 2--2-07.

Subject.

[Revision of the establishment in the elementary schools and exchange of the Municipal building now used by the female apothecary for that used by the village officers for the location of the combined primary school --- Adoni Municipality.]

Scales of Salaries for Girls Schools, Muhammadana Schools and Night Schools.

The Municipal Council of Adoni submits the information called for in G.O. No. 1144 L., dated 16th September 1906, regarding the revision of the establishments in the elementary schools of the Municipality in accordance with the new Educational Rules. At present the Municipal Council maintains 6 schools - 3 for Hindus, 2 for Muhammadans and 1 for Panchamas. The present establishment costs Rs. 1,440 per annum, and if the scale is revised according to the new Educational Rules, the cost will be Rs. 1,788 or Rs. 348 per annum in excess of the present expenditure. The Municipal Council however proposes to amalgamate the two Hindu Primary schools into one and to adopt a progressive scale of pay. If this is approved then the cost of the establishment will be Rs. 2,064 with the result that the increased expenditure will be Rs. 624 per annum. The proposal of the Municipal Council to have a progressive scale of pay for the combined school is approved by the Director, but in lieu of Rs. 10-1-15 proposed for the 3rd Assistant Master, he suggests Rs. 12. If the Director's suggestion is approved then the additional cost on establishment will be only Rs. 612 per annum.

A progressive scale will sadly complicate calculation of cost. Let us adhere to the standard scale.

H.D.T.

It contains 5 standards
and 62 pupils.
H.D.T.

2. The amalgamation of the two Hindu schools was suggested by Mr. Mayhew and is approved by the Director of Public Instruction. It is for consideration whether this may be sanctioned. The number of teachers and the scale of pay proposed for the remaining schools are in accordance with the Educational Rules, except in regard to the pay proposed for the teachers of the Muhammadan day school. The existing scale of this school, the proposed scale and that which should be according to the rules are given below:--

	Present scale. Rs.	Proposed scale. Rs.	Scale according to the rules. Rs.
Headmaster on	25	25	12
2nd master on	10	10	10
3rd master on	7	8	8
	--	--	--
	42	43	30
	--	--	--

Mr. Logan however approves the scale proposed by the Council and it is for consideration whether the proposal may be sanctioned as a special case.

3. The Municipal Council expects a gain of Rs.116 from school fees and a saving of Rs.500 from non-payment of results stipends and proposes to pay a capitation allowance of Rs.54 per annum to the teacher of the Panchama school. As pointed out by the Director it is not clear why this allowance is not to be paid to the teachers of the two night schools. On the other hand the Director thinks that half pay should be sufficient for the night school masters. If the Council's proposals as modified by the

Director

This is a general question.
H.D.T.

Director in regard to the scale of pay allowed to the teachers of the amalgamated school be approved, then the net additional cost to the Municipality will be Rs.50 per annum. The attention of the Municipal Council may be drawn to the remarks of the Director regarding the salaries for the night school masters.

4. The financial position of the Municipality during the past three years was as follows:--

	Ordinary receipts.	Ordinary expenditure.	Surplus.
1905-06	47,687	39,060	8,627
1904-05	43,034	35,769	7,265
1903-04	46,848	45,738	1,110
			3 17,002
			5,667

5. The net expenditure on education during the past three years is given below:--

	Municipal		Aided		Miscellaneous	Total	Percentage of Expenditure on Education to total receipts from taxation.
	Secondary	Primary	Secondary	Primary			
1905-06	..	2,073	..	183	508	2,764	8.1
1904-05	..	1,930	..	227	462	2,619	8.3
1903-04	..	2,343	..	381	430	3,154	9.3

6. The Municipal Council proposes to locate the combined Primary school in the building now occupied by the Reddy and Village officers of

We cannot go into
this point now.
H.D.T.

Yes. It is an
entirely separate
question.
H.D.T.

4. 7 4.P.S.
of Government. The Chairman states that this building which belongs to Government was, for a long time, in the possession of the Municipality that it was handed back to Government in 1898 for the use of the village officers, and that there is no other suitable building available in the town for the location of the school. The Council accordingly proposes to take over this building and to give in exchange the building at present used by the Female Apothecary after she occupies the new building (Victoria Hospital) presented to the Municipality, and the adjoining house. No papers are traceable as to the transfer to or the occupation by the Council of the building now occupied by the village officers. Nor is the Council's title to the building now used by the Female Apothecary explained. The Collector (Mr. Graham) sees no objection to the proposed exchange, provided it is effected after the Municipal Council has made ready the new premises for occupation as a chavidi. The Chairman may be asked to submit these proposals separately fully explaining when and under what authority and conditions the building now occupied by the village officers was originally in the possession of the Municipality and subsequently handed back to Government and the title of the Council to the building now occupied by the female apothecary. The value of the buildings proposed to be given in exchange may also be called for.

P.R.
18-2-07.

Submitted that when a general scale is
fixed

H.D.T.

fixed in the Educational Rules it should as far as possible be adhered to. It may be necessary to make an exception in the case of Muhammadan school but no such necessity seems to exist in the case of the Hindu schools. Mr. Mayhew, the Director of Public Instruction and the Council seem to have forgotten that the old state of things has changed and that these Hindu schools are after all to be only "Elementary" schools in future and not feeders to secondary schools as before. The scale fixed in the Educational Rules seems thus to be quite sufficient whether the two schools are combined or not. That will allow a Headmaster on Rs.20 for the Havanapet school and of other masters on Rs.15, 12, 10, and 8. For the Underpet school the rules allow of three teachers on Rs.12, 10 and 8 and these will be quite sufficient for an Elementary school.

It is submitted therefore that the Councils proposals in regard to these schools should be disallowed. The proposals in regard to the other schools may be approved, the Director's suggestion regarding the pay of the night schools masters being commended to the Council for consideration.

P.T.T.
19-2-07.

Two points of general importance are raised in this file:-

top salaries of teachers!

6.

(a) Whether the standard scale laid down in rule 82 of the Educational Rule should be adopted in the case of night schools also, or whether only half those rates should be allowed. It is a general matter and the establishment to be employed in night schools must follow general rules. Either the general scale should be adopted, or the Educational Rules should specifically allow a lower scale in case of night schools.

(b) Whether any scale higher than the standard scale should be adopted for Muhammadan schools. This depends on whether qualified masters can be obtained at the standard rates of pay.

These two points should, I think, be raised and settled as a separate question in the Educational Department. If no general alteration is deemed necessary, then the standard scale must be adopted in this case also.

2. As to the pay of the Head Master in the Muhammadan school, apparently the scale is proposed in order to provide for the present incumbent. I see no reason to alter the general scale. The present incumbent can be given a personal allowance, as he will receive no capitulation allowance fees.

3. It is not desirable to accept increment scales in place of the standard scale in elementary schools. As to the combined Hindu schools

we

7. 10 7P 18

we do not know what the strength in any particular standard will be and hence what the number and pay of the masters should be. The Chairman may be asked to furnish this information. The establishment proposed seems excessive. After this reference has been made the file may go to Educational u.o. with the request that the points referred to in paragraph 1 may be dealt with as a general subject, and this ^{this} returned

H.D.T.
21-2-07.

A draft Memorandum to the Chairman is submitted below for approval. After issue the file may be sent to the Educational Department.

P.R.
21-2-07.

P.T.T.
22-2-07.

Issue.

H.D.T.
24-2-07.

Educational Department. u.o.

Educational Department.

Has any reference been made to the Director of Public Instruction as to whether he proposes that the standard scale laid down in rules 81 and 82 of the Educational Rules should apply to

- (a) Girls' schools,
- (b) Muhammadan schools, and
- (c) Night schools

where

Dec

S. 11

SP 19

where such elementary schools are maintained by local bodies? A higher scale is in many cases recommended for (a) and (b) and half rates for (c).

H.D.T.
4-3-07.

Please see the Secretary's remarks on page 6 supra.
2. The draft memo. placed below is submitted for approval.

7.4.
9-3-07
R.D.
9-3-07

Wise
Cus
9.3.7.

[on No 470-1 of 9-3-07]

C. No.869, from the Director of Public Instruction, No.1772, d/10-4-1907.

98
Subject.

Scales of salaries for Girls' Schools,
Muhammadian schools and Night Schools.

In connection with the proposals which the Municipal Council of Adoni submitted for the revision of the establishments of its elementary schools in accordance with the new Educational Rules, the Secretary in the Local and Municipal Department noted--

"Two points of general importance are raised
"in this rule:--

" (a) Whether the standard scale laid down in rule
" 82 of the Educational Rules should be
" adopted in the case of night schools also,
" or whether only half those rates should be
" allowed. It is a general matter and the
" establishment to be employed in night
" schools must follow general rules. Either
" the general scale should be adopted or the
" Educational Rules should specifically
" allow a lower scale in case of night
" schools.

" (b) Whether any scale higher than the
" standard scale should be adopted for
" Muhammadian schools. This depends on whe-
" ther qualified masters can be obtained at
" the standard rates of pay.

" These two points should, I think, be raised,
"and settled as a separate question in the Educa-
tional

*This current was received
in the city office only on
22nd instant, having been
delayed in transmission.
7/8
21/10/07*

X

for

13 2.

10 P21

"Educational Department. If no general alteration
"is deemed necessary, then the standard scale must
"be adopted in this case also."

" 2. x x x x x
" 3. x x x x x The file may go to Educational
"u.o. with the request that the points referred to
"in paragraph 1 may be dealt with as a general
"subject." *Subsequently the Secretary noted that the
Scale of salaries for Girls' Schools also should be considered.*

AL

Page 1 of C.f.

2. In accordance with the above note, the
Director of Public Instruction was requested, in
Memorandum No.470--1, dated 9th March 1907, to
state whether he considered that the scale of
teachers and salaries laid down in Rules 81 and 82
of the new Educational Rules should apply also to
(1) Girls' Schools, (2) Muhammadan Schools and
(3) Night Schools, which are maintained by Local
Bodies and, if not, what other scales he would recom-
mend for adoption in the case of such schools.

Page 2 of C.f.

3. In reply the Director of Public Instruction
now states that there are only 11 Board and Municipal
Girls' schools in the Presidency and that it is not
advisable to apply to them the scale of salaries
and teachers of the Educational Rules. He thinks
that these schools should rather be graded like the
Government schools, which are arranged in seven *(eight?)*
classes. The scales of pay for Government Girls'
schools compare as follows with the scales suggested
in Rule 82.

Scales of pay for Govt. Girls' Schools.		Scales suggested in Rule 82.
I. 7 teachers on	50, 25, 20, 14, 12, 10, 10	50, 25, 20, 15, 12, 10, 8
II. 6 teachers on	50, 20, 14, 12, 10, 10	25, 20, 15, 12, 10, 8
III. 6 teachers on	30, 20, 14, 12, 10, 10	
X IV. 6 teachers on	20, 14, 12, 10, 10, 10	
V. 5 teachers on	20, 14, 12, 10, 10	20, 15, 12, 10, 8
VI. 4 teachers on	14, 12, 10, 10	15, 12, 10, 8
VII. 3 teachers on	12, 10, 10	12, 10, 8
VIII. 2 teachers on	12, 10	10, 8

4 3. 11 P 3822

(Note.--No scales of pay have been laid down for Government Girls' Schools with one teacher. European or Eurasian headmistresses of certain Government Girls' schools get Rs.50 each. Please see para.8 of letter to the Government of India, No.643, Edl., dated 22nd October 1904.)

The Director notes that the scales suggested in Rules 81 and 82 of the Educational Rules apply to all elementary schools under public management including Government Girls' Schools but that the Inspectresses of Girls' Schools who have been consulted in the matter are not in favour of their application to Government Schools.

4. With regard to Muhammadian schools the Director of Public Instruction states that no representations have so far been made that the scale of salaries laid down in the Educational Rules are inadequate in the case of Muhammadian schools and that in respect of salaries Muhammadian schools have not till now received a different treatment from other schools.

5. As regards night schools the Director states that they are generally taught either by day school masters or by others having some other work to do during the day and that they are worked for only about two hours at nights. Hence he considers that half the salaries suggested ^{in the Edl. Rules} for the day school masters will be sufficient for the night school teachers but that they should be allowed capitation allowance for the pupils in all the standards and be permitted to appropriate the fees received (as against in schools containing the four lower standards only - vide rule 83 and 84(i)).

Page 3 of C-6

Page 3 of C-6

The various propositions submitted send up the fact that many cases of Muhamadian Master have been receiving a higher

scale of salary

Page 3 of C-6
If Muhamadian teachers should be cheaper than Hindu considering the backwardness of the former community

87.7
1/5

12P
H P 23

6. The Director of Public Instruction thus recommends different scales of pay for Board Girls' Schools and Board night schools but considering that for Muhammadan schools the scale suggested in rule 82 is adequate. Apparently the Director is of opinion that qualified Muhammadan masters can be obtained at the rates of pay suggested in rule 82.

Sound &
H.S.

If they cannot be obtained
it is by reason of the
existence of few qualified
Muhamd. teachers, not
of the scale of pay
S.H.

7. It is for consideration whether the proposals of the Director of Public Instruction may be accepted, and if so, whether the Educational Rules should be altered.

See.
The D.P.I.'s views seem
Sound.
Chy
24.2.

An addition may be made to the 82 Rules at 82 on the basis of D.P.I.'s suggestion, especially with reference to night schools.

In the night school the scale is for school may be adopted for muftis but I would not put it if masters are employed. Where there is a single teacher the pay may be fixed at Rs 10/-

These rates are not obligatory but are merely suggested as a suitable scale. I would allow a capitation grant of Rs 2/- in the case of night school as in the case of backward classes. (Rule 83/ 30.4.07)

W.H.

The scale in Rule 82 seems better for girls schools with five teachers or less, than the proposed scale.

1. Are there many ^{such} schools with 6 teachers + over? The former is also better than the scale of latter under head IV (2 in teachers).
2. Why are there 3 1st scales for 6 teacher schools?

Female teachers are usually cheaper than men: so I do not quite see the force of a higher scale than given in Rule 82.

S. J. F.
1/5

Please note as to points 'A' - 'B'.

422
25.07

As to A information is available only for the nine Municipal Girls' Schools. They were taken from the detailed statement accompanying the budget estimates of the Municipalities concerned. No information is available in the Local and Municipal or Educational Department or in the office of the Director of Public Instruction as to the establishment maintained for the remaining two (eleven minus

17 6. 14P 6P25

nine) girls' schools which are maintained by the Taluk Boards of Madanapalle and Mannargudi. The establishments of the Municipal schools are as follow:--

I. Municipal Girls' Schools.

Kumbakonam

(1) Kadalangudi street girls' school--

	Rs.
Head Mistress	20
First Assistant	15
Second Assistant	10
Third Assistant	8
Fourth Assistant	7
Fifth Assistant	6
Sixth Assistant	6
Conductress	3-8-0

(2) Pettai street girls' school--

Head Mistress	15
First Assistant	10
Second Assistant	7
Conductress	3

(3) Banadurai girls' school--

Head Mistress	15
First Assistant	10
Second Assistant	7
Conductress	3

(4) Tanjore.

Head Mistress	10
Assistant	8
Assistant	7
Conductress	2

(5) Mannargudi.

Mistress	10
Conductress	4
Sweeper	0-4-0

(6) Srirangam.

Head Mistress	10
First Assistant	8
Second Assistant	7
Conductress	3

(7) Tirupati.

Head Master	12
First Assistant	10
Second Assistant	8
Needle work Teacher	4
Conductress	3

18 7. 15 7P
(8) Vaniyambadi

Rahimanpet Hindu Girls' School--

	Rs.
Head Mistress	10
Assistant Mistress	6
Conductress	3

(9) Kaderpet Muhammadan Girls' School--

Head Mistress	8
Assistant Mistress	6
Conductress	3

2. From the above it will be seen that the only school with six teachers and over, maintained by ~~Local Boards~~ or Municipal Councils, is the Kadalangudi Street Girls' School in the Kumbakonam Municipality. The Local Fund Girls' Schools staff is not likely to be large.

3. As to B on page 5 - Why are there 3 Government scales for six teacher schools" - it is submitted that the three scales were first proposed by the Director of Public Instruction in his scheme for the reorganization of the Government Girls' Schools in the Central Circle. The schools were divided into five main classes having regard chiefly to their grade and strength. The six teacher scales were recommended only for Lower Secondary schools. In the case of what were called "Weak Lower Secondary Schools" the lowest of the three scales was recommended, viz., 20, 14, 12, 10, 10 and 10. In the case of "Full Lower Secondary

G.O. 617 Ed. I
7.10.02

G.O. 238 Ed. J
2.5.03

Scale IV on p. 2.

Am
18/10/07

8. 19

16 P
8P

Scale III on p. 2

Scale III on p. 2

Scale II on p. 2

Para 8 of G.O. 643 Ed. W
22.10.04

Para 13(2) of D.P. 16 letter
on p. 4 of G.O. 441 N
14.9.03

Schools" the next higher scale was proposed, viz., Rs. 30, 20, 14, 12, 10 and 10. The difference is that the head mistress is to get 30 instead of 20, and the first and other assistants are to get consequently an increase (the scale below being the same). But when the school requires an European or Eurasian head mistress her salary is to be Rs. 50 and not 30, the salaries of other teachers below being the same. In resubmitting his scheme for the reorganization of the Central Circle Girls' schools, the Director of Public Instruction explains that "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."

These ^{six} ~~three~~ teacher scales adopted by the Central Circle were followed in the case of the Northern and Southern Circles also. No fresh grounds for the scales are traceable.

C.R.V.
10-5-07.

See

Class
1657

1702
(2007)

AM

We may agree with the D. & D. as to High Schools & ~~the~~ ^{the} scale for ~~the~~ ^{the} teachers. Having regard to the rates now actually paid in most cases the scales for teachers in girls schools seem on the whole

State III in 4-2

State III in 4-2

State III in 4-2

W $\frac{13 \text{ cfd } 12 \text{ p } 2 \text{ and } 40-0-00}{10-0-00}$

and 12.94 of cost and
W $\frac{12.94}{10-0-00}$

Ans.

Ans.

$\frac{JK}{4-6-07}$

20 9 2970

adequate except that in towns the lowest pay of \$10 is raised to \$10.40

$\frac{81.7}{1/6}$

Draft please
HSD
3.6.07

A draft is placed below for approval.

$\frac{74.}{5-6-07}$
20
 $\frac{10}{6-6-07}$
HN

Rec
Crd
7.6.7

$\frac{1402}{8609}$

$\frac{81.7}{1/6}$

Imag
1069

A = Not to be printed
B = Not to be printed
C = Print abstract only
D = Print heading only

C. No. 869, From the Director of Public Instruction, No.1772, d/10-4-07.

ORDER:--
P.S.

357 8 10 6.07.

The Government accept the ^{new} ~~recommendations~~ of the D.P.I. as regards the scales of salaries of Muhammadan teachers and of ~~the~~ teachers of night schools. As for teachers of Girls' schools, the scales laid down in Rule 82 of the Educational Rules seem on the whole to be adequate, having regard to the salaries now actually paid in most cases, except that in towns, the lowest pay of Rs.8 may be raised to Rs.10.

2. The following will be added at the end of Rule 82 of the revised Educational Rules:--

"In night schools half the above rates may be adopted and in girls' schools the lowest salary in towns may be fixed at Rs.10."

X
Copy of para 2
for file
12/6/07

To the D.P.I.

" L. & M. Dept.

Gazette.

7.7.
1807

800
6.6.07

Cal
7.6.7.
10
8.6.07

✓ despatched
10/6.

First copy sent to Press.

Returned for signature.

Despatched in print.

NUMBER OF COPIES
REQUIRED. { Order complete.
Letter only.
Order complete with Letter.

HEAD AGAIN G.O., No.
190

, DATED

CURRENT No.

869-A

1000

ENCLOSURE TO C. No.

ORDER OF GOVERNMENT

A
Notes A

ORDER OF GOVERNMENT

STATEMENT WITH DITTO.

IS NOT FILLED UP, BEING MEANT FOR DEBATOR
IN ORIGINAL.

A = Print in full.
B = Not to be printed.
C = Print abstract only.
D = Print heading only.

Press
Please show
proof
12.6.07