



E. P. H. (194) Department.

Ms SERIES.

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G.O. NO. 2103 Edu

Dated 30-9-4

O. P. R. S.

1/2-600

[Despatch Abstract.]

Budget - Supplementary Estimate of expenditure -
Taken ^{cut} motions - Papers recorded.

Back Papers.

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

Further Papers.

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

Sub: Legislative Assembly - Supplementary estimate of expenditure -
Token motions.

In connection with the supplementary estimate of expenditure to be moved in the Assembly on 23-9-47, ²⁶⁻⁹⁻⁴⁷ two M.L.As. have given notices to discuss,

(i) the revised pay of teachers, and
(ii) the policy of Government with reference to scheduled castes education. The ~~questions~~ ^{subjects} are examined below:-

PAY OF TEACHERS: The general complaint in the past was that the salaries of teachers were not adequate. In connection with the framing of a scheme of Post War Educational Development, the question of revision of salaries of teachers was considered. Of the seven schemes included in the Post War Plan relating to education, the scheme of revision of salaries of teachers was given priority. The intention ^{the highest} was to introduce ^{the} uniform scales of pay to all teachers irrespective of the managements ^{under} in which they were working. Proposals were called for, from the D.P.I. for implementing the scheme of revision of salaries of teachers.

2. In the meantime, the Government took up the question of revision of salaries of staff in all departments of Govt. The question of revision of salaries of teachers was also considered in that connection. As the adoption of the principles of uniform scales of pay to all teachers irrespective of managements entailed large additional commitments to Govt. the Government decided to ^{maintain the existing} abandon the principle and to ^{as the result of having different} introduce different scales of pay for teachers under different managements.

3. The revised scales sanctioned were published for information in March 1947. It was found that these scales did not satisfy the teachers. They began to agitate for increased salaries and threatened to resort to strikes. The Government reconsidered the matter in June 1947 and sanctioned a further revision of scales of pay for teachers alone.

4. The scales of pay in force prior to 1-1-47, the scales introduced in January 1947, and the scales as further revised in June 1947 are shown in the annexure. Even now, ^{the} feeling is prevalent among teachers that the scales do not meet their demands.

5. The Govt. were hitherto paying fixed lump sum subsidies to local bodies towards the cost of maintenance of secondary schools operated prior to 1930. In order to enable local bodies to meet the extra expenditure

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expenditure involved in the adoption of the revised scales of pay, the Government have undertaken to pay grants-in-aid based on one half of the net cost of maintenance of all the recognised secondary schools under their control with effect from 1-1-47 abolishing the system of payment of fixed subsidies. The payment of teaching grants under the revised system is subject to the condition that in respect of schools for which fixed sum subsidies were hitherto paid, the teaching grants under the revised system should not be less than those subsidies.

6. There were no standard scales of pay for teachers in aided secondary schools. The managements were given discretion to adopt such scales of pay as their finances could afford and the Government were giving them grants-in-aid based on ^{one} half of the approved net cost in the preceding financial year. In order to ensure that there is some uniformity in the scales of pay allowed for such teachers, the Government have decided to insist on managements of aided schools adopting atleast the scales of pay fixed for teachers in schools under local bodies. With a view to enable the managements to find the funds required for meeting the extra involved, the Government have decided to raise the basis of assessment of teaching grants from one half to two thirds of the approved net cost, the arrangement to take effect from 1-6-1947.

7. Prior to the introduction of the revised scales of pay, there were two grades of pandits and munshis employed in secondary schools. In fixing the revised scales of pay, they were classified into three grades providing for the appointment of L.T. Assistants also as language teachers. The question of revising this classification and of regrouping them into two grades placing holders of a degree with language as the main special subject and L.T. and S.S.L.C. eligible with Oriental title and pandit or Secondary grade training in Grade I and others in Grade II and fixing a suitable scales of pay for the two grades is under consideration.

It has been brought to the notice of Government that the revised rates of pay fixed for untrained graduates employed in B.T., T. or B.Ed. posts is inadequate and it will not be possible to secure the services of such graduates for the low rate of pay of Rs. 45 p.m. The question of raising their pay and of fixing separate rates for those who have undergone training and failed and for those who have not undergone training is under consideration. Grants

8. ELEMENTARY SCHOOLS UNDER PRIVATE MANagements:- Grants to aided elementary schools are fixed with reference to the qualifications of teachers and the number of teachers admissible with reference to the pupils on rolls. The scales of grant in force prior to 1-1-47, the scales introduced in January 1947, and the scales as further revised are shown in the Appendix. In view of the increased scales of teaching grants sanctioned, the Government decided to insist on the managements of aided elementary schools paying minimum pay at Rs. 20/-, Rs. 30/- and Rs. 40/- p.m. to each trained teacher of the lower elementary, higher elementary and secondary grade respectively employed in their schools, the intention being that the managements should supplement the grant-in-aid from the Government from their own funds to the extent necessary. This was insisted on as from 1-7-47, but the D.P.I. has been authorised to grant extension of time in suitable cases.

9. It has been brought to the notice of the Government by the Director as well as by the Managements of aided elementary schools that the latter are unable to meet the ~~extra~~ extra expenditure on account of the payment of the additional amount according to the orders referred to above and that they will have to close down their schools, if such payment was insisted upon. The question of finding alternative means of meeting this extra amount, including that of paying it also from Provincial funds, is under consideration.

POLICY OF GOVT. WITH REFERENCE TO SCHEDULED CASTES EDUCATION.

The Harijans, as scheduled castes are now called, are eligible for the following educational concessions:-

Elementary schools	Full remission ^{of} fees.
Secondary Schools	Half fee remission.
Colleges, Arts and Professional.	Full remission of fees.

The question of exempting Harijans from half fee in secondary schools is under consideration. A large number of scholarships are granted by the Labour Department for Harijans.

In 1938, Principals of Colleges were requested while making admissions to all classes in their colleges to exercise the greatest care in seeing that due representation was given to non-brahmins, to all minority communities, to Muhammadans, to scheduled classes and to

to women. It was also pointed out to Principals that the fact that candidates from backward communities did not possess equally high marks as candidates from forward communities should not stand in the way of deserving applicants from such communities being given due consideration.

In 1940 the attention of the Principals of Colleges was again drawn to these instructions. In G.O.No. 1225 Education dated 11-6-47, the Govt. directed that with effect from the School ^{of} academic year 1947-48, ten percent of the seats in all secondary and training schools and Govt. Arts and Training Colleges and the Law College should be reserved for Harijans. It was also laid down that if Harijans were not forthcoming in sufficient number to fill the seats within 15 days from the reopening of the institution, candidates of other communities might be admitted against them. If the number of Harijan applications exceeds ~~with~~ to the number of seats reserved, as many of those applicants as possible should be admitted. This reservation applies to subject groups also for which there is competition.

In regard to admission to Engineering Colleges, the Govt. have directed that 1 out of every 12 seats should be reserved for Harijans. Vide G.O.No. 1364 Education dated 27-6-47.

Instructions have also been issued in G.O.No. 974 Education dated 10-5-47 to avoid discrimination against Harijans in educational institutions and hostels.

Handwritten notes:
22/9/47
22-9-47
A.S. ^{hr} 23-9-47
S ^{hr} 23-9-47
HM (Edn)
M. (Cm)
Sent by HM with the linked file - since add - p 4/47 info

Secretary, E. & P. H.

Please see herewith the cuts proposed to be moved in the supplementary demands. Notes for both of them may be prepared and put up.



H.M. Education.

Please see the notes in the linked file.

Handwritten notes:
23/9/47
A.S. ^{hr} 23-9-47
HM (Cm)



To be filed. The cuts did not come up

Budget - Supplementary. These papers may be recorded
Estimate of expenditure -
Taken motions
Papers recorded
27/9/47
29/9/47

Handwritten notes:
TSA
29-9-47

Order 2103 (Edn) 30-9-47
MS

class of teachers

Scales of pay in force
prior to 1.1.47.

Scales of pay ^{introduced}
~~from~~ 1.1.47
(Revised Scale)

Qualifications

(1)	(2)	(3)	(4)
Headmasters Grade I.	140-15 1/2-200.	165-5-205-10-245.	} Plus Rs 25/- p.m. for those in charge of schools with a strength of over 500 & Rs. 10/- p.m. for those in charge of schools with a strength of 500 & below.
Headmasters Grade II.	70-10 1/2-130	85-5-125-10-175.	
School Assistants Grade I.	140-15 1/2-200	165-5-205-10-245	
School Assistants Grade II.	70-10 1/2-130.	85-5-125-10-175.	
Secondary Grade Teachers.	30-3 1/2-45-2 1/2-55.	45-3-60-2-90.	} Teachers without a B.A. degree should acquire it within two years.
Pandits & Munshis.			
Grade II	65-5 1/2-80.	} <u>L.T. Scale</u> 80-5-120-10-170 plus Rs. 5 for L.Ts. <u>Grade I</u> 70-5-150. <u>Grade II</u> 45-3-60-2-90. The question of combining L.Ts. Grade I into one Grade is under consideration.	} A degree with the language as the main opt. subject. SSLC eligible & an original title & a Pandits or Secy Sr. T.
Do Grade III	45-5 1/2-60		
Do Grade IV	35-4 1/2-43-2 1/2-45.		
Phy. Ed. Instructors & Instructresses.	30-3 1/2-45-2 1/2-55.	50-3-65-2-95. Grade II 35-1-55	} S. & P. T. & Phy. Ed. certificate. Hr. Edy & P. T. & Phy. Ed. certificate.
Drawing Masters.	Do.	45-3-60-2-90.	
Indian Music Teachers.	35-4 1/2-43-2 1/2-45.	35-2 1/2-75	} if with Pandits qualification 45-3-60-2-80 if Secy Grade trained. 25-1-45. for others.
Manual Ed. Instructors.	30-55.	60-4-100.	
Do in weaving & Basketry	30-3 1/2-45.	35-2-55	
Do in weaving.	35-1 1/2-50	Do	
Drawing, Sewing, etc. in Meso.	30-3 1/2-45-2 1/2-55.	45-3-60-2-90.	
Religious Instructors (M.B.).	30-3 1/2-45-2 1/2-55.	35-2-75	} if Secondary Grade trained. 45-3-60-2-90 if with Pandits qualification 25-1-45 if not Secy Grade trained. 30-1-50
Do (M.B.)	30-3 1/2-45-2 1/2-55.	35-2-75	
Do (M.B.)	30-3 1/2-45-2 1/2-55.	35-2-75	
Higher Edy. Gr. Teachers.	20-2 1/2-24-1 1/2-28	20-1-35.	
Lower Edy. Gr. Teachers.			

[Faint handwritten notes and tables, mostly illegible due to bleed-through and fading. Some visible text includes:]

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Annexure			
Class of teachers.	Scales in force before 1.1.1947.	Scales of pay introduced in Jan' 47.	Revised Scales of pay introduced in June 47 with effect from 1-1-48
<u>Elementary Schools.</u>			
<u>Local Bodies</u>			
Lower Ele grade.	15 - 2 1/2 - 20	20 - 1 - 30	25 - 1 - 33
Higher Ele grade	20 - 1 - 24 1/2 - 30	25 - 1 - 40 + 5 for craft training	30 - 1 - 45
Secondary grade	35 - 1 - 55	35 - 1 1/2 - 65 + 5 for craft training	40 - 1 1/2 - 55
<u>Secondary Schools</u>			
<u>Local Bodies.</u>			
Headmasters of high schools	110 - 10/2 - 170	Secondary schools with Form IV and below on 1.1.1947 Rs 75.5 - 145 plus Rs 10 if the strength is 500 and below. Rs 75.5 - 145 plus Rs 25 if the strength is above 500. Other secondary schools Rs 150 - 10 - 200 plus Rs 10 if the strength is 500 + below. Rs 150 - 10 - 200 plus Rs 25 if the strength is above 500.	
Headmasters of middle schools & incomplete high schools.	65 - 5/2 - 100		
Headmasters of high schools	110 - 10/2 - 170		
D.T. Assistants	65 - 5/2 - 100	75.5 - 145	The classes of teachers should acquire the qualification in any of the prescribed crafts with in a period of two years if they do not now possess that qualification.
Secondary grade trained teachers	30 - 2/2 - 50	45.2 - 85.	
<u>Pandits + Munshis</u>			
Title holders in Oriental learning	45 - 2/2 - 75	70 - 5 - 140	D.T. Ass'ts - A degree in language as the main subject and D.T. I Grade. S.S. 1. Caligraphy and an oriental title & Pandits or Secondary grade training II Grade. Oriental Title and Pandits or Secondary grade training.
Proficiency Certificate holders in Oriental learning	30 - 2/2 - 50	60 - 4 - 100 - 5 - 130	
		40 - 1 1/2 - 70	
The question of combining D.T. Grade I Pandits into I Grade on a scale of Rs 75.5 - 145 and of fixing a scale of Rs 45.2 - 85 for II Grade Pandits is under consideration.			
Physical Training Instructors and District Instructors who have completed S.S. & A and have done one year's training at Y.M.C.A. College of Physical Education	30 - 2/2 - 50	50.2 - 70 - 2 1/2 - 95	Grade I S.S. 1. Caligraphy with highest certificate in Physical Education

Classes of teachers

Scales in force before 1.1.47

Scales of pay introduced in January 47

Revised scales of pay introduced in June 1947.

Grade II

Completed S.S.H.C with a lower grade certificate in Physical Education

Others

40 - 1 - 60

Hindustani teachers

Teaching in Forms IV to VI 45-2-75 1/2 secondary grade trained

50 - 2 - 90

" in Forms I to III 30-2-2-50

Others

40 - 1 1/2 - 70

Drawing Masters

25 - 2-2-45

40 - 1 1/2 - 70

Manual Training Instructors

Commercial Instructors

30 - 2-2-50

50 - 2 - 90

Drawing & needle work

masters, Music Masters etc

30 - 2-2-50

40 - 1 1/2 - 70

Physical Training Instructors

& Instructors other than those above

25 - 2-2-45

30 - 1 - 50

Untrained teachers

Graduates

50 for teachers in R.E.A. posts

30 for teachers in secondary grade posts

45

Secondary grade

20

30

Others

20

25

6. Schools under private management: - (Rate of grants)

Lower Elementary Grade: -

Untrained

7

8

11

Trained

11

15

18

Upper El. grade: -

Untrained

11

12

15

Trained

16

20 - 1/2 - 2

25 - 1/2 - 30

College grade: -

Untrained

14

15

18

Trained

20

25 - 1 - 35

35 - 1 - 45

Untrained

19 2/3

20

23

Trained

25

35

35 - 1 - 45