Sectt. II-27—60,004—17-11-48.

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(19~~4~~50) Department.

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72

M/S SERIES.

G.O. NO. 822 Edu

Dated 13-3-50

→ pp 85-86 CF

~~[illegible] pp 85-86 c.f. - A~~

pp 85 86 c.f. - ~~[illegible]~~ - A

2 copies

[Despatch Abstract.]

Elementary education - Aided - Conditions of Service of teachers under local bodies and aided managements - Orders passed.

Back Papers.

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

Further Papers.

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

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From

C.Govindaswamy Pillai,
President,
Tamil Nad Municipal Teachers' Central Union,
MAYAVARAM.

Ext P.A

Examine

To

The Honourable Minister, for Education,
Government of Madras,
Fort St., George, MADRAS.

ASST. SECRETARY TO GOVERNMENT
EDUCATION AND PUBLIC HEALTH DEPT.
14 ... 1

Honoured Sir,

ASST. SECRETARY TO GOVERNMENT
EDUCATION AND PUBL
44142

Sub:- Memorandum Submitted on behalf of the Municipal Elementary Schools Teachers in Tamil Nad Praying redressal of their grievances.

The petitioner is the President of the Tamil Nad Municipal Elementary School teachers' Central Union and submits this memorandum on behalf of the union. The petitioner begs leave to place before your honour, the grievances of Elementary School Teachers and the resolutions passed in the Conference of municipal Elementary School teachers held at Palni on 17-5-'49 under the Presidentship of Sri M.Radhakrishna Pillai, Ex-Mayor of Madras.

Please permit us to thank your Honour and pay our gratitude for the kind support your Honour have been rendering to the poor, down trodden Elementary School Teachers. They note with gratitude that even the meagre concessions they got was due to the support that your Honour have been pleased to extend towards their cause and they rightly expect that they will continue to get your Honour's support in getting their grievances redressed.

Honoured Sir, The real position is that the ~~te~~ teahcers are not benefitted to any appreciable extent by the recent revision of their scales of pay in the year 1947. Even

[illegible] service [illegible]

rise of only Rs.3/- or Rs.4/- in their pay over what they have been getting before. They therefore wish to present before your Honour the following grievances of them.

1. Basic Pay:- The living conditions of the teachers have been miserable and which led by the war and its effects have become unbearable. Most of the teachers are indebted to a large extent and they always remain in the fear of being dragged in the courts for not being able to clear off the loans they have taken. It need not be added that a well paid and contented army of teachers is indispensable. A rise to Rs.50/- in their basic pay will do them a great benefit.

2. Advance increments:- The formula by which the weightage of Service was taken into account for calculating the advance increments has hit hard the teacher. As it stands now, a teacher with a service of 10 or 15 years cannot expect to reach the maximum in the scale of pay before he retires from service. What they wish to say in this connection is, that no portion in the previous service of a teacher should be omitted in taking into account in calculating the advance increments and that the advance increments awarded be revised at an increment for a period of 3 years in his previous service. Teachers who have put in a lot of years service in Elementary Schools when transferred to High Schools are started at the minimum. It may also be ordered that they should not loose any amount in their emoluments (including the Duty and personal allowances) when they are transferred to High Schools.

3. Craft qualifications. Teachers with the following qualifications (Physical training certificate, Drawing certificate,

and cub masters certificate) and teachers above the age of 40 may be exempted from undergoing the craft training.

4. House rent allowance. Most of the teachers in municipal towns have to live in slums out of sheer necessity and the rent they pay for the dwellings is very high. They expect that a house rent of Rs.5/- p.m. at least may be sanctioned to the teachers in muncipal towns without taking into consideration the population of the town.

5. The other grievances are:- (a) The retiring age of a teacher may be raised to 60. Duty allowance may be sanctioned to all the Headmasters. (b) The scales of pay of a secondary grade teacher in any elementary school may be placed on a par with that of a secondary grade teacher in a high school. (C) Higher trained teachers may be permitted to appear directly for secondary grade training examination. (d) Teachers Provident Fund Bonus Contribution may be raised to 2 As. per rupee. (e) Preference may be given to teachers in appointing part time librarians in municipal libraries. (f) Maternity leave for three months for mistresses may be granted. (g) Provision of facilities for teachers under going Basic Education training, (h) adult Education training and (i) provision of house sites for Elementary School teachers may also be given. (j) The annual increment in the Scale of pay for a higher grade trained teacher may be raised at Rs.2/- per year and for a secondary grade teacher at Rs.3/- per year.

Teachers who are wedded to the task of re-organisation of Elementary Education, have taken pledge in the Conference to wipe out illiteracy and they assure the Government that they would not let down the solemn cause of the cultural uplift of the children entrusted to their care.

The starving elementary school teachers believe that their future lies in your hands and that your Honour would press the Government to concede their demands.

I beg to remain,
Honoured Sir,

Your most obedient servant,

Madras
D/ 7th June '49.

Govindaswamy
7-6-49
President,
Tamil Nad Municipal Teachers
Central Union.

5

EM/c1

Elementary education – Resolutions passed by the Tamilnad Municipal Teachers' Central union –

From the President, Taminad Municipal Teachers' central union dated 7-6-49. 6

Endt 44142-C1/49-1 Edn dated 25/6/49
Referred to the D.P.I for early remarks

24.6.49

24/6/49

25/6/49

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To, The D.P.I
(with Current in original
to be returned with reply)

6/9

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1689

R.C.NO.1222-B.1/49

Office of the
Director of Public Instruction,
Madras, Dated 30--7--1949.

From
The Director of Public Instruction,
Madras.

To
The Secretary to Government,
Education and Public Health Department.

ASST. SECRETARY TO GOVERNMENT
5 - AUG 1949
EDUCATION AND PUBLIC HEALTH DEPT.

Sir,

Subject: Elementary - Education - Resolution passed by the Tamil Nad Municipal Teachdrs' Central Union

Ref: Government Endorsement No.44142-C/49-1 Edn dated 25th June 1949.

-59802 P5 ante

In resubmitting herewith the enclosures to the Government Endt. referred to above I offer the following remarks on each item referred to in the letter dated 7-6-1949 of the President of the Tamil Nad Municipal Teachers' Central Union.

At the outset I am to point out that the Union is not a recognised one and it has no representative right, under the existing orders of Government. viz. G.O.No.416 Edn dated 24-2-1939. The need for the recognition of this Tamil Nad Municipal Teachers Central Union of which each Municipal Teachers Union would appear to be its component or constituent and which has been empowered to represent its own grievances by the provisions of G.O.No.416 Edn dated 24-2-1949 is not apparent.

Most of the points referred to in the President's letter are those already considered by Government or the department and orders passed. In para 3 of the introductory portion of the President's letter it is represented that the recent revision of scales of pay ordered in G.O.No.975 Edn dated 10-5-47 amended by G.O.No. 1154 Edn dated 5-6-1947 has not been beneficial to any appreciable extent as even teachers who have put in 15 to 20 years of service have got an increase only by Rs.3 or Rs.4 over their pay formerly drawn. Old entrants who have put in a long number of years of service cannot be expected to be given the maximum or near the maximum of the revised scales of pay as most of those teachers would have to be placed in the maximum of the scale or near to it and this would mean a huge recurring expenditure from the provincial funds. With a view to limit the expenditure it was inevitable that some restrictions had to be placed in regard to the fixation of pay in the case of old entrants. The grievance pointed out by the President is not peculiar to teachers only but it is common to all classes of services.

1. Basic pay: The request to raise the basic pay of the teachers to Rs.50/- is inadmissible. This would imply that even teachers with Lower Elementary Grade qualifications should be started on Rs.50/- The present difficult living conditions are universal. The scales of pay revised in G.O.No.975 Edn dated 10-5-47 have further been revised in G.O.No.1154 Edn dated 5-6-47 in the case of teachers in Elementary Schools under local bodies.

2. Advance increments: The request that no portion in the previous service of a teacher should be omitted in calculating the advance increments and that the advance increments awarded should be revised at the rate of one increment for every 3 years of service is not admissible on financial grounds. The orders contained in G.O.No.2035 Edn dated 19-9-47 may stand.

It is represented that teachers who have put in a lot of year of service in Elementary Schools when transferred to high schools are started at the minimum and that they should not lose any amou in their emoluments (including the duty and personal allowances) when they are transferred to high schools. Services in Elementary Schools and those in Secondary Schools under local bodies belong to different cadres. The fixation of pay of teachers when transferred from Elementary to Secondary Schools is governed by the rules on the subject.

3. Craft qualifications: The request to treat teachers with Physical Training Certificate and Drawing Certificate and teachers above the age of 40 may be exempted from undergoing craft training does not deserve consideration. Orders re: craft qualifications of teachers in Elementary Schools under the management of Government and Local Bodies are issued in G.O.No.Ms.1062 Edn dated 21-5-47. Recommendations have already been made for treating teachers with cub masters training and other branches of scouting as qualified in craft and the order of Government are awaited. Orders have already been issued in Director's Proceedings Dis.No. 2124/49 dated 20-4-49 that no exemption from the possession of craft qualifications should be granted.

4. House rent allowance: The request for granting a house rent ~~xxx~~ of Rs.5/- p.m. at least to teachers in all Municipal Towns without taking into consideration the population of the town needs no consideration.

5. The other grievances:

(a) Raising the Retiring age of teachers to 60:

~~The~~ In Government Memorandum No.15514/49-1 B.2 Edn dated 5-4-49 orders have been issued that the request cannot be complied with.

(b) Fixing the same scales of pay for Secondary Grade Teachers in Secondary and Elementary Schools:

This request does not deserve consideration at present as Government have in their Memorandum No.72285-B.2-47-4 Edn dated 12-4-48 have declined to sanction the same. This decision of Government has also been reiterated in the Government's Memorandum No.4121-B.2/49-2 Edn dated 24-2-1949.

(c) Higher trained teachers for being permitted to appear directly for Secondary Grade Training Examination:

C/11-4C

Government have already passed orders on this matter in Memo. No.67575/49-C.1-2 Edn dated 3-5-49 that such of the higher grade trained teachers who passed the T.S.L.C. Examination of the higher grade in 1940-41 and subsequently and those who have passed the T.S.L.C. Examination of the higher grade prior to 1940-41 and who have put in at least 5 years of service after passing the T.S.L.C. Examination and have secured the following marks in the S.S.L.C. Public Examination may appear directly for T.S.L.C. Examination of the Secondary Grade without undergoing Secondary Grade Training.

1. First language	35
2. English	30
3. Elementary Mathematics	30
4. History and Geography	30
5. Elementary Science	30
6. Optional (C Group)	25

(d) Teachers' Provident Fund Bonus Contribution may be raised to annas 2 per rupee. This request is inadmissible with reference to G.O.No.804 ~~E~~ L.A. Department dated 18th April 1949.

(e) Preference being given to teachers in appointing part-time librarians in Municipal libraries.

Even now there is provision for teachers being appointed as part-time librarians under certain conditions.

(f) Granting maternity leave for 3 months for Mistresses:

The Government have already considered the question and have ordered that the request for increasing the period of maternity leave from 2 to 3 months cannot be complied with. Vide Govt. Memorandum No.4121-B.2/49-2 Edn dated 24-2-1949.

(g) Provision of facilities for teachers under-going Basic Education Training:

Teachers deputed for Basic Training are given stipends at the rate of Rs.18/- p.m. in addition to their pay and allowances.

(h) Provision of facilities for teachers under-going adult education training:

As per G.O.No.846 dated 9-4-48 stipend and pay and allowances are paid to teachers deputed for training by local bodies and private managements. Others get a stipend of Rs.22-8-0 p.m. It is not clear what more is needed. Specific request, if any, may be considered.

(i) Provision of house sites for Elementary School Teachers:

This is a huge question which the Government cannot undertake. The teachers themselves may make arrangements with the local house building societies wherever such societies exist.

(j) The annual increment in the scales of pay for Higher Grade teachers may be raised at Rs.2/- and for Secondary Grade Teachers at Rs.3/-

This request is inadmissible. The Government have further revised the scales of pay of Higher Elementary and Secondary Grade Teachers in G.O.No.1154 Edn dated 5-6-1947 at Rs.30-1-45 for higher grade trained teachers and Rs.40-1½-55-2-75 for Secondary Grade trained teachers.

Yours faithfully,

4.8.49

for Director of Public Instruction.

3/8/49.

RVR 2/8/-

2169 B2/48

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Secy., E & P.H.
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Rc 2169 B2/48

1689

24 MAY 1949

ASST. SECRETARY TO GOVERNMENT
EDUCATION AND PUBLIC
29 MAY 1

39855

To

The Hon'ble Minister for Education,
Fort St. George, MADRAS.

From

The Secretary,
The Narsapur Taluk Aided Elementary School
Teachers' Union, (Recognised)
Palakol, W. Godavari Dt.

Sir,

The eighth conference of our Union has been held on 30-4-1949 under the Presidentship of M.R.Ry. Garimella Venkateswararao Pantulu Garu, B.A., B.Ed., Senior Deputy Inspector of Schools, Narsapur Range, Narsapur, in the Board High School Buildings at Atchanta. About 500 Aided Ele. School teachers and teacher-managers as well as other gentry attended the conference.

The Conference has precisely been commenced at 3-00 P.M. Rao Saheb M.R.Ry Yerramilli Narayanamurty Pantulu Garu, B.A., B.L., a leading vakil and the Secretary of the -- Taylor High School Committee, Narsapur, opened the conference and delivered a heart-rending speech about several grievances of the Aided Elementary School Teachers and teacher managers and the differences created by the Government among teachers of the government, local boards and aided elementary schools. He suggested some suitable modifications to be made by the Government. The Secretary of the union has read out his -- report on the general work of the union and especially after the termination of the previous conference. Afterwards Miss. James Sowbhagyam, Deputy Inspector of Schools (Women) Narsapur and Mr. V. Satyanarayana, Additional Junior Deputy Inspector of Schools, Narsapur and several teachers and teacher-managers spoke on several topics pertaining to the Aided Elementary Schools. Then 18 resolutions have been passed. Some Merit Certificates have been conferred on behalf of certain Aided

Elementary Schools which exhibited some handicrafts prepared by their teachers as well as pupils. Lastly the president delivered a lengthy inspiring speech in connection with the conclusion of all the aspects of the conference. A drama by name "The Grievances of the Elementary School Teacher" written by Mr. D.V. Subbarayasastry, an Aided Ele. School Teacher was ~~en~~acted by the Aided Ele. School teachers of Palakol. The Conference terminated with thanks by the President and Secretary of the Union.

By the time the resolutions were moved, the President left the place on some urgent business and Mr. V. Satyanarayana, Additional Junior Deputy Inspector of Schools occupied the chair and continued the proceedings.

I have attached hereto copies of 18 resolutions passed in the conference for favour of your perusal and necessary action.

I therefore pray that you may be pleased to bring these resolutions into your kind consideration and favourable steps may be taken thereabout.

Palakol,
14th May, 1949.

Be pleased to consider,
Secretary.

Resolutions.

1. This Conference requests the Government that the scales of pay recommended by the "Central Pay Commission" may early be given effect to and the schools which are under -- different managements may be brought together under one and the same popular management.

2. In view of the fact that the aided managements are quite unable to pay the contribution of Rs.5/- to their teachers as directed by the government, this conference -- requests the Government that this expenditure may be borne by the government themselves.

3. This Conference requests the Government to eliminate the restrictions of age in selecting the Aided Ele. School teachers as the Junior Deputy Inspectors of Schools.

4. This Conference requests the Government to set apart some seats to the Elementary School teachers also, in the village panchayat Boards which are likely to be formed in future for the purpose of bringing the Village Swaraj system into force.

5. This conference requests the Government that the Fundamental Rules may be extended to the Aided Ele. School teachers also.

6. This conference resolves that the government may exercise the "House Rent Control Act" compulsorily upon the owners of school buildings in the urban areas and that this school rent may be met with the Government funds.

7. This Conference requests the Government that those subjects in which they have failed may be announced in the Gazettes, with regard to those candidates who failed in the E.S.L.C. Examinations.

8. This conference requests the Government that the Money Order Commission may be met with Government funds in case the monthly grants be issued to the Aided Ele. Schools by means of money order system.

9. This Conference requests the Government that Duty Allowances may be given to the head masters of the Aided Ele. Schools.

12

DIRECTOR OF PUBLIC INSTRUCTION
1 JUN 1949
MADRAS

10. This Conference requests the Government that a conductor and a conductress may be provided to all those Aided Ele. boys' and girls' schools which have got a strength of 200 pupils.

11. This conference requests the Government that some training centres for school teachers may be opened in the West Godavary District for the purpose of enabling them to work in the schools of Adult Education and that at least one teacher may be selected from each Aided Ele. School and that full -- salary may be given to him during the period of such training.

12. This Conference requests the Government that the present syllabus in the Elementary Schools may be simplified as it is now unweildingly heavy to follow.

13. This Conference requests the Government that the Higher Grade Training certificates may be converted into -- Secondary Grade ones to those teachers who have passed the S.S.L.C. examination provided they have put in a service ~~of~~ 3 years.

14. This Conference requests the Government that the children of school teachers may be given free education in the High Schools, colleges and other educational institutions.

15. This Conference requests the Government that the special allowance promised by the Government to those teachers ~~total number of working days in the Elementary Schools may~~ who have been trained up in crafts may be met with Govt. funds. ~~be brought down to 200 days per annum.~~

16. This Conference requests the Government that the total number of working days in the Elementary Schools may be brought down to 200 ~~days~~ per annum.

17. This Conference requests the Government that the District and Provincial Federations of school teachers may be recognised.

18. This Conference requests the Government that the Maintenance Grant to the Aided Higher Ele. Schools may be -- raised to 25%.

Sd. V. Satyanarayana,
J.D.I. Narsapur Range, Narsapur
President of the Conference.

(True translation from Telugu)

Secretary.

Endt. 39871-C1/49-1 Edn dt 30/5/49
Education & Public Health (C1) dept.
Referred to the Director of Public Instruction for remarks

Asst. Secretary to Govt.

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135 C1 A5 11
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R.C.No.2169 B2/48

Office of the
Director of PublicInstruction
Madras, dated, 19th July 1949.

From
The Director of Public Instruction
Madras.

To
The Secretary to Government
Education and Public Health Department
Fort St. George, Madras.

ASST. SECRETARY TO GOVERNMENT
25 JUL 1949
EDUCATION AND PUBLIC HEALTH DEPT.

Sir,

56446

Subject:- Elementary Education -- Narasapur Taluk Aided School Teachers' Union -- Resolutions passed on 30-4-49.

****

Reference:- Govt. endorsement 3987~~5~~1-C1/49-1 Edn., dated 30-5-49.

****

The matter is under correspondence and hence a reply to the reference quoted above will be submitted shortly.

Yours faithfully

For Director of Public Instruction.
20. 7. 49

Reply from the D.P.I may be awaited
5/9/49

SJ/20/7.

Reply from the D.P.I. may be awaited

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14 13 B2 C1

Rc 2169 B2/48

Office of the Director of
Public Instruction, Madras
dated 24th September 1949

Subject: Elementary Education - Teachers Unions - Narasapur Taluk Aided School Teachers Union - Resolutions passed on 30-4-49 - remarks - submitted

Reference: Government Endorsement No. 39855-C1/49-1 Education dated 30-5-49

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ASST. SECRETARY TO GOVT. 28 SEP 1949 EDUCATION AND PUBLIC HEALTH

Resubmitted to the Secretary to Government Education and Public Health Department with the following remarks on the several resolutions passed by the Narasapur Taluk Aided School Teachers' Union, Nx

75310

No. 1 The Government have been furnished with the necessary particulars regarding the cost involved in the adoption of the scale of pay for teachers as recommended by the Central Advisory Board of Education and their decision in the matter is awaited. pp 10 ante +

No. 2 The Government have already allowed the Inspecting Officers to grant extension of time to deserving managements temporarily from the payment of the extra sum of Rs 5/- to teachers. The fact that most of the managements will not be in a position to pay the amount was already brought to the notice of Government, but beyond the grant of extension of time, Government do not seem to be inclined to do anything more. Further any change beyond the present system, involves heavy financial commitments and does not appear to be necessary. p10 ante

No. 3 This resolution cannot be recommended for acceptance by the Government as the existing age limit viz. 35 years has been prescribed after much consideration. p11 ante +

No. 4 and 5 These resolutions cannot be recommended to Government. The existing rules are against Elementary School teachers seeking election or taking part in politics. p11 ante +

No. 6 The maintenance grant allowed to schools includes all expenses connected with the schools inclusive of rent, and the question of a separate rent grant for schools in big towns was once considered by Government, but not accepted. The exercising of the House Rent Control Act, compulsorily upon the owners of school buildings in urban areas, xxx i.e. the first part of the resolution, is recommended for consideration of the Government as it appears reasonable. p11 ante

No. 7 The sugges[illegible] to publish a list of failures of the candidates who fail in the VIII standard Public Examination in the Fort St. George Gazette each year was consideredpreviously and dropped as not practicable. p11 ante

Nearly 40,000 candidates appear for the examination each year of whom only 15,000 candidates pass and the rest 25,000 fail. Most of the candidates appear for the ~~these~~ compulsory subjects only, and only about 6 or 7 thousand for the optional subjects also. The Number of subjects being very small, it is better that the failed candidates, intensively study all the subjects, especially as there is no system of allowing candidates to appear for and pass the failed subjects only at a future examination. The managements, however, want to know the marks of failed candidates also, they may be furnished on +

payment of a fee of Rs 5/- per school or annas eight per individual in view of the extra labour involved in the preparation of these marks lists.

No. 8 The question, as to who should meet the M.O. commission in connection with the monthly payment of Teaching Grants, was discussed at the time of the introduction of the scheme and in view of the fact, that the amount involved will be very large viz. more than Rs 1½ lakhs, it was decided that this should be borne by the teachers themselves or by the managements if they are willing to meet it from the managements funds. For the present no change appears necessary and the existing system may continue when the system of monthly payments is reviewed, this question will naturally come up for discussion.

P11 ante ×

No. 9 In the case of big schools with 10 sections or more, grant is now allowed for an extra teacher. The grant of duty allowance to Aided School Headmasters also as in the case of similar Headmasters in schools under local bodies is therefore, not recommended.

P11 ante ×

No. 10 This need not be considered by Government as the expenditure to be incurred by the appointment of conductresses relates to the securing of adequate strength to the school and to ensure regular attendance of the pupils and may, therefore, be met by the management and not by Government.

P12 ante ×

No. 11 There is a proposal to open during 1949--50 permanent Government Training School for Adult School Teachers, in Madras for Tamil and Telugu with separate sections for women. Those teachers in aided Elementary Schools who may desire to undergo training in Adult literacy work may apply for admission into these training schools. Arrangements are in progress for the opening of a Government Training School for Adult School Teachers in Pandamatilanka.

P12 ante ×

No. 12 The resolution is vague. The Science and English syllabuses are being revised. Regarding the other no dissatisfaction or difficulty has been expressed and so this resolution needs no consideration.

P12 ante ×

No. 13 The practice of converting the Higher Grade Trained Teachers' certificate into a Secondary Grade one after passing the S.S.L.C. Examination has since been discontinued in view of the fact that the revised scheme for the T.S.L.C. Examination was introduced from the year 1940--41. The rules for the admission of Higher Elementary Trained teachers who have appeared privately for the S.S.L.C. Examination for appearing for the Secondary Grade Examination have been recently liberalised, so that even those who failed in S.S.L.C. Examination can appear if they have certain minimum of marks. Hence, this resolution needs no consideration.

P12 ante ×

No. 14 A proposal is under consideration of Government to mak 10% fee remission scheme compulsory in all Secondary sch and to earmark 60% of the remission towards grant of fee concessions to children of Secondary and Elementary grade teachers.

P12 ante

No. 15 Though the Government have ordered in G.O. No. 2392 Education dated 22.7.49 that the craft qualifications fo teachers prescribed by Govt. for teachers in Governmen and Local bodies schools are not applicable to teache aided elementary and aided secondary schools, yet the considered that it is desirable that such teachers als

P12 ante ✓

should possess the qualifications. It need not however be insisted on in the case of qualified teachers already in aided institutions.

No. 16 x P12 ante — There is no need to reduce the number of working days and Government have alreadybeen informed accordingly.

No. 17 P12 ante Ⓝ — The recognition of District and Provincial Federations have already been not recommended and Government have also passed orders defering the question in their memo No. 12070 C1/47-2 Education dated 26.7.47.

No. 18 P12 ante — The question of increase of maintenance grant from the present limit of 15% was already recommended to Government but Government did not accept the recommendati

27. 9. 49

for Director of Public Instruction.

To

The Secretary to Government,
Education & Public Health Department.

Vk 26.9

26/9

EA
C1

~~Similar resolutions from the Madras city elementary school teacher union and Tamilnad Municipal Elementary school teachers union are being separately examined.~~
These papers may be lodged

11/10/49

11/10/49.

Please speak
12/10/49

Spoken
18/10/49

EA
C1

Similar resolutions from the Tamilnad Municipal Teacher's union are being examined separately and the file has been sent to L-A. dept for remarks ~~The file~~ This file may lie over till the return of that file. ~~and~~ The resolutions in this file will be examined on return of the ~~same~~ other file

19/10/49

19/10/49

22/10/49

EPH

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Deputy Secretary to Government
Rc 2169 B2/48
13 AUG 1949
Education and Public Health Department

12 AUG 1949

MEMORANDUM PRESENTED TO
THE HON'BLE MINISTER FOR EDUCATIONS
Government of Madras, (Camp Cannanore)

By

The Malabar Aided Elementary School Teachers' Union.

Sir,

We take this opportunity to place before you the most urgent problems confronting aided elementary school teachers in Malabar and to suggest methods whereby the Government may help in finding a solution to these problems.

61755

1. Security of Tenure: G.O. No. 3211 of 15-12-48 was intended to give complete security of tenure to the Aided Elementary school teachers. But in effect so many loopholes have been found in this G.O. that the teacher's position remains as insecure as ever. To rectify these defects we suggest the following measures:

(a) When a teacher who has been served with three months' notice by the manager puts in an appeal to the Education Department, the appeal should be finally disposed of before the three month's termination.

(b) If however the appeal could be disposed of only after the teacher has been sent away from the school and the Educational Department finds the manager to be at fault, the teacher concerned should not only be reinstated, but also paid compensation for the period of unemployment.

(c) Similarly when a teacher is dismissed for grave misconduct, if on appeal it is proved that the charges were false, he should be reinstated and also paid compensation for the period he was unemployed.

(d) District Educational Officers should be instructed not to allow any manager to send away permanent teachers from service in order to provide for his relatives.

(e) The practice of making only temporary appointment in permanent vacancies should be abolished. If the vacancy continues, no manager should be allowed to send away a temporary teacher, unless he is declared inefficient by the Deputy Inspector.

(f) No Higher Elementary trained teacher should be sent away in order to appoint a Secondary trained teacher in his place if Higher Elementary training is sufficient for the post.

2. Teachers' Provident Fund: In many schools, teachers are compelled by the managers to pay even the Manager's contribution to the Provident Fund. Owing to insecurity of tenure these teachers are unable to make any effective protest.

3. Duty allowance to head teachers: The amount of extra work that comes to the share of the Head Teacher in virtue of his office is ever on the increase. It is but fair, therefore, that he should be paid by the Government a fixed rate of duty allowance over and above what he or she is paid on a par with other teachers.

4. Monthly distribution of Grant: The attempt to distribute the grant monthly has not so far been quite a success. Now that more Deputy Inspectors have been appointed, we suggest that their services may be requisitioned in order to make the monthly distribution successful. Steps might also be taken to avoid the inordinate delay sometimes caused in the distribution of grant by the transfer of management and bythe wilful negligence of managers in submitting the monthly returns.

5. Suspension or cancellation of Certificates without proper enquiry: In February last, the Minister for Education gave a promise to the deputation which waited upon him that a departmental enquiry would be conducted to ascertain if any innocent teachers had suffered by the steps taken during the communist troubles. We beg to point out that the delay in conducting a proper enquiry is creating public resentment.

6. Minimum pay: In view of the financial difficulties of the Governmentwe do not now press for the minimum pay recommended by the Central Pay Commission. But we urge that the Government may be pleased to redeem the pledge given in G.O. No. 1154 of 5-6-47 in which they promised a minimum pay of Rs.20 for Lower Trained and Rs.30 for Higher Trained teacher and Rs.40 for Secondary Trained teachers.

7. Requisition of school properties Bill: In order to bring recalcitrant managers under control we request the Government to pass this Billinto law at the earliest opportunity.

8. Weightage in average attendance: The weightage in attendance allowed to classes IV and V enabled many elementary schools in the past to maintain a teacher for every class. The rule abolishing this weightage was published in last March and communicated in last May. In order to avoid hardship to teachers, we request that it should be made operative only from June 1949. Besides, in order to get a teacher for every class it is necessary to reduce the average attendance per teacher to 15 or take some other suitable measure.

9. Vigilance Committee: The Elementary school teachers Union made an attempt some time ago to improve the condition of the elementary schools with the help of a Vigilance committee which would keep a watch on schools in out of the way places. But the attempt did not meet with the favour of the Education Department. We request that the Department may be pleased to encourage our effort to improve the efficiency of schools through a Vigilance Committee.

10. Maternity Leave: We request that women teachers may be allowed two months' maternity leave instead of one month.

11. New Mundoth Paramba School: We remind the Hon'ble Minister of what the District Teachers' Guild has represented on this matter and request that this long-standing grievance may be remedied without further delay.

12. Teachers' Association Meeting Days: These meeting days are counted as working days only for teachers in schools which work on Saturdays. We request that for all teachers these meetings days may be considered as working days.

13. Teaching of Hindi: In view of the fact that many elementary school children continue their studies in Highxx Schools, we request that Hindi might be taught in Higher Elementary Schools from the sixth standard.

14. E.S.L.C. TEXTS: The Malayalam Text published by the Government is not yet available, though it is now two months after the re-opening. The English Text published by a firm in England will not be available for two months more. Moreover, the English text has for its background conditions in England, with which our children are unfamiliar. We suggest that the Government might be pleased to publish the English Text book also and that steps might be taken to get these books out before the re-opening of schools.

B

DIRECTOR OF PUBLIC INSTRUCTION
2-SEP 1949
MADRAS

Yours faithfully,

1. C. C. Nair (President)
2. K. V. Kunhi Kannan Nayar
3. K. C. Raman Nambiar
4. A. K. Velayudhan

Cannanore,
28th July 1949.

Education & Public Health (C1) dept

Endt no 61755-C1/49-1 Edn dated 30/8/49

Referred to the Director of Public Instruction for remarks

To,
The Director of
Public Instruction

Asst. Secretary to Govt.
24/8/49

30 U 132

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION, MADRAS.

Roc.No.2169 B2/48 dated 30th Oct. 1949.

19

ASST. SECRETARY TO GOVERNMENT
4 NOV 1949
EDUCATION AND PUBLIC HEALTH DEPT.

REFERENCE:- Representation made by the Malabar Aided Elementary School Teachers' Union and the Memorandum presented to Hon'ble Minister for Education on 28-7-1949 with Government Endorsement No.61755-C1/49-1 Edn., dated 30-8-49.

Resubmitted to the Secretary to Government, Education and Public Health Department, Fort St. George, Madras, with the following remarks, on the several points raised in the Memorandum of the teachers quoted above.

86226

p/p 17 ~~49~~ aub ✓

Representation (1) (a):- The request of the association, to dispose off within 3 months, an appeal preferred by a teacher, when a three months' notice is given to him, may be considered favourably, as the District Educational Officers can dispose off such appeals before the services of such teachers are terminated, provided the aggrieved teachers appeal immediately on receipt of the notice of discharge is served on them.

(b) and (c):- Reinstating a teacher when once he has been sent out of an Elementary School, by a Manager after giving 3 months' notice, will only add to the further troubles between the Management and the teacher concerned. The smooth working of the school can be expected only when the management and the teachers work with mutual good will and co-operation. No amount of imposition of conditions and rules from outside will help to improve the situation. Hence these two requests of the Association need not be considered. But when it is proved that a Manager has sent out a teacher for no fault of the latter, the management may be penalised by reducing the management grant payable to the school so that this will be a deterrent against discharging teachers on flimsy grounds.

p 17 aub

(d):- Provisions suggested above + against (b) and (c) are adequate for cases coming under (d).

(e) and (f):- The requests of the Association under (e) and (f) are recommended for the favourable consideration of Government as they involve no financial implications. There should however be a provision for temporary appointments also, since temporary postings may be necessary when the school deputes its own candidates for training. Abuse of this provision can be avoided by leaving it to the Deputy Inspector or District Educational Officer to approve of all temporary appointments in permanent vacancies. Besides if a temporary appointment is renewed as such from time to time,, it is open to the teacher to make a representation to the Inspecting Officers when the relevant entry is made in the Teacher's Service Register.

p 17 aub ✓

Representation (2):- There has been no such complaint made to this office so far. Under such circumstances, unless the Memorialists substantiate this statement by concrete instances it is not possible to take any action.

p17 aub

Representation(3):- Duty Allowance to Headmasters need not be considered at present in view of the expenditure involved in the proposal and it may also complicate the system of the payment of Teaching Grants.

p17 aub

(P.T.O.)

Representation (4):- Proposals for the lowering of the monetary limit for the sending of Money Orders and the issue of bills are being submitted separately. Hence no deviation is necessary.

P18 ante

Representation (5):- No enquiry is necessary as Certificates of Teachers are either suspended or cancelled only on a report sent by the subordinate Inspecting Officers of the Education Department after a thorough investigation is made. It is always open to the teachers concerned to prefer appeals to the Director against suspension of Certificates. Many Certificates have been restored on appeal so far.

P18 ante

Representation (6):- Increase of salaries of the different grades of teachers of aided Elementary Schools as requested in this resolution of the Association will involve an additional financial commitment and the Government may consider this aspect with reference to the financial implications.

P18 ante

Representation (7):- No action is necessary.

Representation (8):- The Weightage in average attendance allowed to elementary schools was abolished after long consideration and the request of the Association for the revival of the same, from June 1949 need not therefore be considered. No reduction in the average attendance is necessary.

P18 ante

Representation (9):- It is not known how the condition of elementary schools can be improved by the help of Vigilence Committees. The Departmental Officers are already entrusted with the work of watching the observance of rules, and any other agency is not necessary so far as the Government is concerned.

P18 ante

Representation (10):- Proposals for the enhancement of maternity leave from one month allowed at present to two months were deferred in Government Memorandum No.77558-C1/47-2-Edn., dated 29-10-47. The request of the Association for granting 2 months maternity leave is now recommended for favour of sympathetic consideration by Government.

P18 ante

Representation (11):-
The question is dealt with separately and the remarks will be submitted in due course. It is however pointed out that while the rules provide for appeals directly from the aggrieved teachers and such appeals can therefore be dealt with promptly by the Department the circumambulatory method of Teachers Guilds taking up individual cases would naturally delay matters as more links are unnecessarily added to the chain of procedure.

P18 ante

Representation (12):- This resolution need not be considered as there is no necessity for deviation from the present practice.

P18 ante

Representation (13):- Action is being taken separately to include the teaching of Hindi in the Elementary School Syllabus.

P19 ante

Representation (14):- The Secretary to the Commissioner for Government Examinations, reports, that clean copies of the Malayalam Text Book of the VIII Std. Public Examination 1950 were made available for sale by July 1949 and the Text Book selected for English (optional) was prescribed by the T.S.L.C. and VIII Std. Public Examination Board, after careful consideration of the requirements of a suitable text-book for the standard and the copies of the book were available for sale early in June 1949. On account of the phenomenal demand for English Books the publishers run short of copies and ~~things~~ they have taken steps to put sufficient number of copies in the market. To avoid difficulties arising on account of getting books late in certain cases, the ~~positions~~ portions to be studied have been curtailed.

P19 ante

22

20

2. It is also submitted for the consideration of Government whether they may not require some kind of convention being established by the Unions that they should base their representations to Government on a sufficient number of concrete instances to justifiy representations of a general nature, since ample provisions exist in the rules for individual appeals in isolated cases and it is not therefore necessary for Unions to make general issues of these isolated cases. Unions will be rendering useful service if instead generalising particular isolated cases they render the necessary help and advice to the concerned individual teacher in presenting his or her case effectively, reserving general representations to matters of a wide spread nature which may not happen to be provided for by the rules.

P19 ante

5.11.49

For Director of Public Instruction.

To the Secretary to Government, Education and Public Health Department, Fort St. George, Madras.

SJ/3/11.

4/11

23/ Sectional NRis

Resolutions passed ~~at~~ the Conference of Municipal Elementary School teachers held at Palni dated 17-5-49.

21

Basic pay:- The living conditions of the teachers have been miserable and which led by the war and its effects have become unbearable. Most of the teachers are indebted to a large extent and they always remain in the fear of being dragged in the courts for not being able to clear off the loans they have taken. It need not be added that a well paid and contented army of teachers is indispensable. A rise to Rs.50/- in their basic pay will do them a great benefit.

B2

(2)

Remarks of the D.P.I.

The raquest to raise the basic pay of teachers to Rs.50/- is inadmissible. This would imply that ~~that~~ even teachers with Lower Elementary Grade qualifications should be started on Rs.50/- The present difficult~~ies~~ living conditions are universal. The scales of pay revised in G.O.No.975 Edn dated 10-5-47 have further been revised in G.O.No.1154 Edn. dated 5-6-47 in the case of teachers in Elementary Schools under local bodies.

Ed P.H.

The scales of pay were revised recently. It is out of the question to sanction higher scales now. Most of the local bodies are not able to balance their budgets. The D.P.I. has since sent proposals for increase of pay for consideration as a Part II scheme.

BM
29/9/49

S

17/7

The proposals for the general increase of pay of teachers in ele: schools was not accepted.

21/2/50

p29

24

Resolutions passed at the Conference of Municipal Elementary School teachers held at Palni dated 17-5-49.

22

Advance increments:- The formula by which the weightage of service was taken into account for calculating the advance increments has hit hard the teacher. As it stands now, a teacher with a service of 10 or 15 years cannot expect to reach the maximum in the scale of pay before he retires from service. What they wish to say in this connection is, that no portion in the previous service of a teacher should be omitted in taking into account in calculating the advance increments and that the advance increments awarded be revised at an increment for a period of 3 years in his previous service. Teachers who have put in a lot of years service in Elementary schools when transferred to High schools are started at the minimum. It may also be ordered that they should not loose any amount in their emoluments (including the Duty and personal allowances) when they are transferred to high schools.

Remarks of the D.P.I.

(X) The request that no portion in the previous service of a teacher should be omitted in calculating the advance increments and that the advance increments awarded should be revised at the rate of one increment for every 3 years of service is not admissible on financial grounds. The orders contained in G.O.No.2035 Edn dated 19-9-47 may stand.

B2

It is represented that teachers who have put in a lot of years of service in Elementary schools when transferred to high schools are started at the minimum and that they should not lose any amount in their emoluments (including the duty and personal allowances) when they are transferred to high schools. Services in Elemenary schools and those in secondary schools under local bodies belong to different cadres. The fixation of pay of teachers when transferred from elementary to secondary schools is governed by the rules on the subject.

No rule

E. & P. H. Dept. (B2)

As observed by the D.P.I. there is no need to modify the existing orders regarding advance increments.

2. Asregards transfer of teachers from elementary to high schools the position is that teachers so ~~far~~ transferred should undergo fresh probation. They ~~will ordinarily~~ can ~~either~~ be started on the minimum pay admissible to secondary grade posts in high schools "if their pay in elementary school is less than that minimum". If the pay drawn by the teachers at the time of transfer is higher than the minimum ~~the~~ of the scale ~~scale~~ admissible in high schools, the ~~difference can be granted as personal pay to be absorbed in future increments~~. teachers can be fitted into the higher scale at a stage next above the pay drawn by them at the time of transfer to the secondary grade post. In any case no loss of emoluments will be involved by the transfer as has been apprehended by the conference

B3
8/10

25

RESOLUTIONS PASSED OF THE CONFERENCE OF MUNICIPAL ELEMENTARY SCHOOL TEACHERS HELD AT PALNI DATED 17-5-49.

23

Craft qualifications: Teachers with the following qualifications (Physical training certificate, Drawing certificate, and cub masters certificate) and teachers above the age of 40 may be exempted from undergoing the craft training.

Remarks of the D.P.I.

The request to treat teachers with physical training certificate and Drawing certificate and teachers above the age of 40 may be exempted from undergoing craft training does not deserve consideration. Orders re: craft qualifications of teachers in Elementary schools under the management of Government Local Bodies are issued in G.O.Ms. 1062 Edn dated 21-5-47. Recommendations have already been made for treating teachers with cub masters training and other branches of scouting as qualified in craft and the order of Government are awaited. Orders have already been issued in Director's proceedings Dis.No.2124/49 dated 20-4-49 that no exemption from the possession of craft qualifications should be granted.

B2 (I)

Separate file in Asechi

E. & P. H. Dept. (B2)

(H)

General orders have been issued regarding craft training in G.O.No.2392-Edn., dated 22-7-49. These orders will apply to ~~all~~ teachers ~~of~~ in the ele. schools under local bodies. As observed by the D.P.I. there is no need to grant exemption to teachers.

8/10

11/10/49

S

(P 20)

Resolutions passed ~~at~~ at the Conference of Municipal Elementary School Teachers held at Palni dated 17-5-49.

House rent allowance: Most of the teachers in municipal towns have to live in slums out of sheer necessity and the rent they pay for the dwellings is very high. They expect that a house rent of Rs.5/- p.m. at least may be sanctioned to the teachers in municipal towns without taking into consideration the population of the town.

Remarsk of the D.P.I.

A The request for granting a house rent of Rs.5/- p.m. at least to teachers in all Municipal Towns without taking into consideration the population of the town needs no consideration.

E & R.H.

L.A.'s remarks may be invited pl.

29/9/49

S 17/x

L.A. Dept (G)

The remarks of the D.P.I. at "A" above may be accepted. The request is clearly inadmissible.

31.10.49.

1.xi.49

3/xi

6/11

24

Resolutions passed at the Conference of Municipal Elementary School teachers held at Palni dated 17-5-49.

25

The other grievances:

(a) The retiring age of a teacher may be raised to 60. Duty allowance may be sanctioned to all the Headmasters.

--

Not [illegible]

Remarks of the D.P.I.

B2

In Government Memorandum No.15514/49-1 B.2 Edn. dated 5-4-49 orders have been issued that the request cannot be complied with.

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E. & P. H. Dept.

G.O. No. 22 7-1-47

Under the Establishment Rules local bodies can re-employ teachers after retir~~ing~~ement with the sanction of Govt. In view of the paucity of the teachers the Govt. have accorded general permission to local bodies to re-employ ~~the~~ retired teachers till they attain the age of 60. There is therefore no need to raise the age of retirement to 60.

K

As regards duty allowance ~~xxxx~~ general orders have been issued in G.O. 2140 Edn., d. 6.10.47. There is no need to modify the orders already passed.

2/ 8/10

RM 10/10/49

17/10

RM 6/11

36

26

RESOLUTIONS passed at the Conference of Municipal Elementary School teachers held at Palni dated 17-5-49.

(b) Fixing the same scales of pay for secondary Grade Teachers in secondary and Elementary schools:-

The scales of pay of a secondary grade teacher in any elementary school may be placed on a par with that of a secondary grade teacher in a high school.

Remarks of the D.P.I.

This request does not deserve consideration at present as Government in their Memorandum No.72285-B.2-47-4 Edn. dated 12-4-48 have declined to sanction the same. This decision of Government has also been reiterated in the Government's Memorandum No.4121-B.2/49-2 Edn. dated 24-2-49

Not pursued

E. & P. H. Dept.

It has been conceded that the work of a secondary grade teacher in a high school is more responsible than that of a teacher in an ele. school. Slightly different scales of pay have therefore been prescribed for secondary grade teachers in these two classes of schools. Provision has however been made for the promotion of secondary grade teachers in ele. schools ~~for~~ to secondary grade posts in high schools. ~~Therefore~~ there is therefore no need to consider the request of the Union. re equalisation of pay.

Orders in (R)
G.O.N. 3218 (R)
16-12-48

8/10/49

10/10/49 S

17/x

I am of the view that there is some force in this. In a local Bd or Mty a Secondary trained teacher in an Elementary School may be a Basic ~~Education~~ trained one & if he is transferred to a Secondary School on promotion we will ultimately lose all such teachers in elementary schools..

KM
8/11

120

3

To remove the difficulty pointed out by ~~the~~ H.M. ~~the~~ promotion of secondary grade teachers from ele. schools to high schools may be restricted to those who have not received basic training. Another difficulty will then crop up. Teachers who have not received basic training and who are juniors to basic trained teachers ~~who~~ would have secured promotion to high schools on a higher scale of pay while basic trained teachers will have to serve ele. schools on a lower scale of pay. Such a differenciation may lead to discontent among basic trained teachers. The whole difficulty can be solved if promotion of secondary grade teachers from ele. to secondary schools is stopped altogether. Such a course of action may not be desirable and may give rise to agitation from teachers. The other alternative is to equalise the scales of pay now allowed to secondary grade teachers in ele. and secondary schools. At present the scales are slightly different as indicated below:-

Secondary grade teachers in ele. schools	- Rs.40-75
Secondary grade teachers in secondary schools	- Rs. 45- 85

If the higher scale of pay is allowed for secondary grade teachers in ele. schools also, the extra cost will be in the order of Rs 5 lakhs. But this amount will get distributed among the 24 district boards and 90 municipal councils. The extra cost to each local body will not be much. In the interest of education, local bodies may be asked to adopt for secondary grade teachers in ele. schools the scale of pay prescribed for secondary grade teachers in secondary schools. For orders.

5000 × 90
= 4.5 lakhs

21/2/50

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33 27

Resolutions passed at the Conference of Municipal Elementary School teachers held at Palni dt. 17-5-49

(c) Higher trained teachers for being permitted to appear directly for secondary grade training Examination:

Higher trained teachers may be permitted to appear directly for secondary grade training examination.

Remarks of the D.P.I.

ⓒ

pp 4-5 970 2536 / 9 8 49

Government have already passed orders on this matter in Memo No.67575/49-C1-2 Edn. dated 3-5-49 that such of the higher grade trained teachers who passed the T.S.L.C. Examination of the higher grade in 1940-41 and who have put in at least 5 years of service after passing the T.S.L.C. Examination and have secured the following marks in the S.S.L.C. Public Examination may appear directly for T.S.L.C. Examination of the secondary Grade without undergoing secondary grade training.

1.	First language	35.
2.	English.	30
3.	Ele.Mathematics.	30
4.	History and Geography.	30
5.	Ele.Science.	30
6.	Optional (C Grp)	25

EDN & P.H. DEPT.(C1)

The procedure regarding the conversion of a Higher Elementary Grade Certificate into a certificate of the Secondary Grade is as follows: A teacher of the Higher Elementary grade who has passed the T.S.L.C. Examination of the Higher Grade after 1940-41 or who has passed the T.S.L.C. Examination of the Higher Elementary Grade before 1940-41 and who had put in five years of service and who had improved his general educational qualifications by appearing for the S.S.L.C. or other qualifying examination and secur~~ing~~ed in that examination marks qualifying him for admission ~~for~~ a University course of study or for entry into Public Service shall be eligible for appearing for the Training School Leaving Certificate of the Secondary Grade without further training and on passing the examination his certificate will be converted into that of a Secondary Grade. ~~But if that teacher had not obtained qualifying marks in the S.S.L.C. or other examination for entry into a University course of study~~ ~~or for entry into Public Service~~ ~~he will have to join the~~

~~Secondary Grade Training Class, undergo the training for two years and then appear for the Secondary Grade Training School Leaving Certificate Examination and on passing that examination his certificate will be converted into that of the secondary grade.~~

Early this year the D.P.I. brought to the notice of the Govt. that he was rejecting as inadmissible under the existing rules several applications from higher elementary grade teachers who have obtained marks very nearly equal to eligibility for Public Service and who wish to appear as private candidates. He considered these cases as very hard. He suggested that a percentage of marks lower than the one prescribed for entry into Public service be substituted in the case of persons of middle age working as teachers. The proposal of the D.P.I. to prescribe a lower minimum for Higher Elementary Grade teachers to secure at the S.S.L.C. Examination for being permitted to appear for the T.S.L.C. was accepted and orders amending Rule 138 of the M.E.R. were issued in G.O.No.2536 Edn. dated 9-8-49. The marks prescribed before and after the orders are as follows:

	Before	After.
First Language.	40	35
English.	40	30
Ele. Mathematics.	35	25
Ele. Science.	30	25
History & Geography.	30	25
C Group	35	20

The present request is that Higher Trained teachers may be permitted to appear directly for Secondary Grade Training Examination. This request involves the relaxation of the rule that he should have appeared for the S.S.L.C. or other qualifying examination and should have secured at least the marks prescribed in G.O.No. 2536 Education, dated 9-8-49. It is not the intention of Govt. to do away with the prescribed general educational qualification for admission of Higher Ele.

Grade Trained teachers into the Secondary Grade training examination. The teaching work of a secondary Grade trained teacher is of a higher order than that of ~~the~~ a Higher Elementary Grade trained teacher and if the general educational qualification is dispensed with or lowered it will seriously affect the quality of the work of a secondary Grade Trained teacher. The D.P.I. has separately recommended the further reduction in the minimum marks to be secured by higher Elementary Grade teachers at the S.S.L.C. Examination for being permitted to appear for the T.S.L.C. Exam of the Secondary Grade as private candidate. That is being examined separately ~~in the L.F.~~

This request need not be accepted.

27.9.49.

In Memo No. 70123- C1/49-1 Edn dated 8-11-49, the Govt. passed orders extending the concession further to the ~~Higher~~ Higher Elementary grade teachers who appeared for S.S.L.C under the Pre. 1929 Scheme and also for the Matriculation examination. The marks prescribed for the Higher Elementary grade teachers ~~to~~ at the S.S.L.C examination for appearing for the Secondary grade Training examination privately were still lowered in the above Memo as follows.

First language - 35%.
English — 30%.
Ele. Mathematics - 25%.
Ele. Science - 25%.
Outlines of History & Geography } - 25%.
'C' group — 20%.

14/12/49

14/12/49

23/12

34

Resolutions passed at the Conference of Municipal Elementary School teachers held at Palni dated 17-5-49.

(d) Teachers' provident fund contribution may be raised to 2 As. per rupee.

29

Remarks of the D.P.I.

LA. M ~~Teachers' Provident Fund Bonus Contribution may be raised to annas 2 per rupee.~~ This request is inadmissible with reference to G.O.No.804 L.A. Department dated 18th April 1949.

(D)

E & AH

The remarks of LH may be invited in.

29/9/49

17/x

L. A. Deptt. (A)

The remarks of the D.P.I. at 'M' above may be accepted. There is no ~~need~~ case for raising the existing rate of P. F. Bonus Contribution.

28.10.49

29.x.49

Yes. Local bodies ~~can~~ cannot afford to pay more. Further, Govt pay only at the rate of 1 anna ~~for~~ Govt servants governed by the Contributory P. F Rules.

1/11/49

Why not the teacher contribute 2 as though we may not increase our contribution if he is not already contributing 2 as?

3/11

38

The point of asking teachers to raise the contribution to provident fund will have to be considered as a general question along with other staff under local bodies. The matter should be further examined in the L.A. Dept. ~~That Dept. may be allowed to take extracts for further action.~~

An extract of the note may be sent to L.A.

ORM
24/2/50
S

L. A. Dept. (?)

The remarks of the D.P.I. at 'B' above may be accepted. There is no ~~cause~~ case for raising the existing rate of P.F. Bonus contribution.

As local bodies cannot afford to pay more. Further, Govt pay at the rate of 1 anna for Govt servants governed by the Contributory P.F. Rules.

39

Resolutions passed at the Conference of Municipal Elementary School Teachers held at Palni dated 17-5-49.

30

(e) Preference may be given to teachers in appointing part time librarians in munici-pal libraries.

Remarks of the D.P.I.

~~Rxxfx~~

Even now thereis provision for teachers being appointed as part-time librarians under certain conditions.

Ex M.H.

No remarks

ORM
27/9/49

17/7

Resolutions passed at the Conference of Municipal Elementary Teachers held at Palni dated 17-5-49.

(f) Maternity leave for three months for mistresses may be granted.

3/

Remarks of the D.P.I.

B2

The Govt. have already considered the question and have ordered that the request for increasing the period of maternity leave from 2 to 3 months cannot be complied with. Vide Govt. Memo No.4121-B2/49-2 Edn. dated 24-2-49.

E. & P. H. Dept.

The question of increasing the period of maternity leave to women teachers under local bodies will arise only if the Govt. decide to revise the period of leave in the case of women Govt. servants. The question will have to be examined as a general one. No action seems ~~to be~~ called for on the request of the union.

8/10

10/10/49

17/x

p20

Resolutions passed at the Conference of Municipal Elementary School Teachers held at Palni dated 17-5-49.

(g) Provision of facilities for teachers underoing Basic Education Training.

Remarks of the D.P.I.

Teachers deputed for Basic Training are given stipends at the rate of Rs.18/- p.m. in addition to their pay and allowances.

B2

No remarks

ORM
19/9/49

17/4

6/4

0 20

(h) Provision of facilities for teachers undergoing adult education training:-

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Remarks of the D.P.I.

As per G.O.No.846 dated 9-4-48 stipend and pay and allowances are paid to teachers deputed for training by local bodies and private managements. Others get a stipend of Rs.22-8-0 p.m. It is ~~xxxx~~ not clear what more is needed. Specific request, if any, may be considered.

B2

Ed.H

No remarks.

29/9/63

17/x

0.20

479

Resolutions passed at the Conference of Municipal Elementary School Teachers at Palni dated 17-5-49.

34

(i) Provision of house sites for Elementary School Teachers.

Remarks of the D.P.I.

This is a huge question which the Government cannot undertake. The teachers themselves may make arrangements with the local house building socieities wherever such societies exist.

EPH
C1

The Govt. may agree with the remarks of the D.P.I.

9/9/49
28/9

29/9/49 S

17/+

020

(j) The annual increment in the scales of pay for Higher Grade teachers may be raised at Rs.2/- and for secondary Grade Teachers at Rs.3/-

49

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35

(2)

Remarks of the D.P.I.

This request is inadmissible. The Government have further revised the scales of pay of Higher Elementary and Secondary Grade Teachers in G.O.No.1154 Education dated 5-6-1947 at Rs.30-1-45 for higher grade trained teachers and Rs.40-1½-55-2-75 for Secondary Grade trained teachers.

Ea AH

No remarks.

AM
29/9/49

S

17/4

AM
9/1

END

56

1689

Resolution passed by the Narasapur Taluk Aided School Teachers' Union.

P 10 cf

1. This Conference requests the Government that the scales of pay recommended by the "Central Pay Commission" may early be given effect to and the schools which are under different managements may be brought together under one and the same popular management.

Remarks of the D.P.I.

36

P 14 cf

B_2

The Government have been furnished with the necessar particulars regarding the cost involved in the adoption of the scales of pay for teachers as recommended by the Central Advisory Board of Education and their decision in the matter is awaited.

Ed AK

In the present state of Govt. finances it is quite out of the question to upgrade the pay of teachers.

22/12/68

23/12

6/1

~~57~~ 37

Resolution.

P P10F11CF

2. In view of the fact that the aided menagements are quite unable to pay the contribution of Rs 5/- to their teachers as directed by the Govt., this Conference requests the Govt. that this expenditure may be borne by the Govt. themselves.

Remarks of the D.P.I.

P14CF

C1

The Govt. have already allowed the inspecting officers to grant extension of time to deserving managements temporarily from the payment of the extra sum of Rs 5/- to teachers. The fact that most of the managements will not be in a position to pay the amount was already brought to the notice of Govt., but beyond the grant of extension of time, Govt. do not seem to be inclined to do anything more. Further, any change beyond the present system involves heavy financial commitments and does not appear to be necessary.

EPII
C1

The Govt. may agree with the remarks of the D.P.I

14/12/49

14/12/49

~~the Go~~ A proposal that the minimum pay of higher ele: teachers may be raised from Rs 25 to Rs 30, the Govt. contributing Rs 2 and the management Rs 3 is being considered as a Part II scheme.

22/12/49 S

23/12

This will be decided by the ~~Board of Com.~~ Cabinet on the 28th.

The cabinet did not approve the proposal. HM has minuted that the matter may be taken up in April.

21/2/50 S

A Secy.

Resolution.

P 11 CP

3. This Conference requests the Govt. to eliminate the restrictions of age in selecting the Aided Elementary school teachers as the Junior Deputy Inspectors of Schools.

Remarks of the D.P.I.

AP 14 CP

This resolution cannot be recommended for acceptance by the Govt. as the existing age limit viz. 35 years has been prescribed after much consideration.

EP16
C1

May agree with the D.P.I

Through A

14/12/69

14/12/69

22/12/69 S

23/12

14/1

Resolutions

4. This Conference requests the Govt. to set apart some seats to the elementary school teachers also, in the Village Panchayat Boards which are likely to be formed in future for the purpose of bringing the village Swaraj system into force.

P14 CP

5. This Conference requests the Govt. that the Fundamental Rules may be extended to the Aided Elementary school teachers also.

Remarks of the D.P.I.

These resolutions cannot be recommended to ~~Gov~~. Govt. The existing rules are against elementary school teachers seeking election or taking part in politics.

C1
P 14 CP

EPL
C1

The question of permitting the aided elementary school teachers to contest elections to local bodies and Legislature have been considered more than once and the proposal was dropped. It does not appear necessary to reopen the subject.

not put up

14/12/49

O/p
14/12/49

OSM
22/12/49 3

23/12

KM
14/1

54

40

Resolution.

P11CF

6. This Conference resolves that Govt. may exercise the House Rent Control Act compulsorily upon the owners of school buildings in the urban areas and that this school rent may be met with the Govt. funds.

Remarks of the D.P.I.

P14CF

Public 2m

The maintenance grant allowed to schools includes all expenses connected with the schools inclusive of rent and the question of a separate rent grant for schools in big towns was once considered by Govt. but not accepted. The exercising of the House Rent Control Act, compulsorily upon the owners of school buildings in urban areas i.e. the first part of the resolution is recommended for consideration of the Government as it appears reasonable.

Edn & P.K.
Govt

The question of paying house rent for ele: school buildings has been considered on different occasions and dropped in view of the cost involved. The point whether House Rent Control ordinance should be applied to school buildings has been raised separately & the file sent to Public & Legal.

22/12/64

S 23/12

KM
1411

Resolution.

7. This Conference requests the Govt. that those subjects in which they have failed may be announced in the Gazette, with regard to those candidates who failed in the S.S.L.C. examination.

Remarks of the D.P.I.

The suggestion to publish a list of failures of the candidates who fail in the VIII standard public examination in the Fort St. George Gazette each year was considered previously and dropped as not practicable.

Nearly 40,000 candidates appear for the examination each year of whom only 15,000 candidates pass and the rest 25,000 fail. Most of the candidates appear for the compulsory subjects only, and only about 6 or 7 thousand for the optional subjects also. The number of subjects being very small, it is better that the failed candidates intensively study all the subjects, especially as there is no system of allowing candidates to appear for and pass the failed subjects only at a future examination. The managements, however, want to know the marks of failed candidates also, they may be furnished on payment of a fee of Rs 5/- per school or annas eight per individual in view of the extra labour involved in the preparation of these marks lists.

Ys

E J P H (S2)

The D.P.I.'s views may be accepted - The suggestion is not practicable -

21.12.49

22-12-49

S 23/12

141

Resolution.

P.11CP

8. This Conference requests the Govt. that the M.O..commission may be met with Govt. funds in case the monthly grants be issued to the Aided Elementary Schools by means of M.O. system.

Remarks of the D.P.I.

C1

P15CP

The question as to who should meet the M.O. commission in connection with the monthly payment of teaching grants, was discussed at the time of the introduction of the scheme and in view of the fact that the amount involved will be very large viz. more than Rs 1½ lakhs, it was decided that ~~the schools~~ this should be borne by the teachers themselves or the managements if they are willing to meet it from the managements funds. For the present no change appears necessary and the existing system may continue. When the system of monthly payments is reviewed this question will naturally come up for discussion.

EP/4
C1

The remarks of the D.P.I may be accepted. No change appears necessary now. When the system of monthly payment comes up for review this suggestion may be considered.

14/12/49

14/12/49

22/12/49 S

23/12

The teacher's have been suggesting payment by bills instead of M.Os. Why can't that be done. How is the village Hd. man's pay ~~distributed~~ disbursed. Why can't it be done like that. I had ~~sug~~ suggested once that the Dy Inspector may cash the bill & pay it at his office. If that practicable examine.

KM
14/1

I have my doubts whether taking M.O. charges from the teachers is ~~even~~ legal. ~~A[illegible]~~ drawer cannot take mo charges from the amount due to the creditor?

36(a)

Further action with reference to H.M.'s observations may be taken separately after papers in this file are recorded. ~~Extracts from note file may be added to the connected file dealing with the question of payment of salaries to teachers by bills thereby involving no loss in emoluments to them.~~

ORM
21/2/50 S

57

43

Resolution.

P11CP

9. This Conference requests the Govt. that duty allowances may be given to the headmasters of the Aided Elementary schools.

Remarks of the D.P.I.

C/ P15CP

In the case of big schools with 10 sections or more, grant is now allowed for an extra teacher. The grant of duty allowance to aided school Headmasters in schools under local bodies is therefore not recommended.

May agree with the D.P.I

14/12/49

14/12/49.

ORM
22/12/49 S

23/12

KM
14/1

Resolution.

P12cF

10. This Conference requests the Govt. that a conductor and a conductress may be provided to all those Aided Elementary Boys' and Girls' schools which have a strength of 200 pupils.

Remarks of the D.P.I.

P15cF

This need not be considered by Govt. as the expenditure to be incurred by the appointment of conductresses relates to the securing of adquate strength to the school and to ensure regular attendance of the pupils and may therefore be met by the managements and not by Govt.

May agree with the D.P.I

14/12/49

14/12/49

22/12/49

23/12

14/1

Resolution.

P12 ep

11. This Conference requests the Govt. that some training centres for school teachers may be opened in the West Godavari dist. for the purpose of enabling them to work in the schools of Adult education and that at least one teacher may be selected from each Aided Elementary School and that full salary may be given to him during the period of such training.

Remarks of the D.P.I.

P15 ep
B2

There is a proposal to open during 1949-50 permanent Govt. Training School for Adult school teachers in Madras for Tamil and Telugu with separate sections for women. Those teachers in aided elementary schools who may desire to undergo training in adult literacy work may apply for admission into these training schools. Arrangements are in progress for the opening of a Government Training School for adult school teachers in Padamatilanka.

No further action seems called for.

20/12

22/12/48

23/12

KM
14/1

Resolution.

12. This Conference requests the Govt. that the present syllabus in the elementary schools may be simplified as it is unweildingly heavy to follow.

P12CF

Remarks of the D.P.I.

The resolution is vague. The Science and English syllabuses are being revised. Regarding the other no dissatisfaction or difficulty has been experienced and so the resolution needs no consideration.

P15CF

EPH
C1

May agree with the D.P.I.

14/12/49

14/12/49

20/12/49

23/12

1411

Resolution.

13. This Conference requests the Govt. that the higher grade training certificates may be converted into secondary grade ones to those teachers who have passed the S.S.L.C. examination provided they put in a service of 3 years.

P12ep

Remarks of the D.P.I.

The practice of converting the higher grade trained teacher's certificate into a secondary grade one after passing the S.S.L.C. examination has since been discontinued in view of the fact that the revised scheme for the T.S.L.C. examination was introduced from the year 1940-41. The rules for the admission of Higher Elementary trained teachers who have appeared privately for the S.S.L.C. examination have been recently liberalised, so that even those who failed in the S.S.L.C. examination can appear if they have certain minimum of marks. Hence this resolution needs no consideration.

P12et

C1

EP4
C1

This request is similar to the one on p 13 of the sectional notes.

No additional remarks are necessary

14/12/49

14/12/49

22/12/49

23/12

KM
1411

Resolution.

P12CF

14. This conference requests the Govt. that the children of school teachers may be given free education in the High Schools, Colleges and other educational institutions.

Remarks of the D.P.I.

P15CF
B1

A proposal is under consideration of Government to make 10 per cent free remission scheme compulsorily in all secondary schools and to earmark 60 per cent of the remission towards grant of fee concessions to children of secondary and elementary grade teachers.

⊙ in B1 section

~~There is no such proposal under consideration now in respect of high schools~~

20.12.49.

22/12/49

The proposals referred to by the Director were considered at length and vetoed – vide G.O. No. 1703 Edn. 28-5-49

(E)

22/12/49 S

23/12

14/1.

Resolution.

15. This Conference requests the Govt. that the special allowance promised by the Govt. to those teachers who have been trained in crafts may be met with Govt. funds.

P12cf

Remarks of the D.P.I.

(H)

Though the Govt. have ordered in G.O.No. 2392 Edn dated 22-7-49 that the craft qualifications for teachers prescribed by Govt. for teachers in Govt. and local bodies schools are not applicable to teachers of aided elementary and aided secondary schools, yet they have considered that it is desirable that such teachers should possess the qualifications. It need not however be insisted in the case of qualified teachers already in aided institutions.

P13cf

The D.P.I may be asked to address the Govt. in detail on this point separately, as the Director ~~has~~ does not seem to have met the point raised in the resolution.

22/12/49

S / 23/12

1411

Extract may be taken for further action ⊗

21/12/50 A.S 21/1/50 / S

⊗ I think that this is for Bn or C.I.

Resolution.

P12cf

16. This conference requests the Govt. that the total number of working days in the elementary schools may be brought down to 200 per annum.

Remarks of the D.P.I.

P16cf

B2

There is no need to reduce the number of working days and Government have already been informed accordingly.

The D.P.I.'s view may be concurred in.

20/12

22/12/49

S 23/12

1411

65 51

Resolution.

P12cf 17. This Conference requests the Government that the District and Provincial Federation of school teachers may be recognised.

Remarks of the D.P.I.

P16cf The recognition of District and Provincial Federation has already been not recommended and Government have passed orders deferring the question in their Memo No. 12070-C1/47-2 Edn., dated 26-7-47.

N/P29cf

EPH/C1

No remarks

6/12/49

6/12/49

22/12/49

S

23/1

1/4/1

Resolution.

P 12 cf

18. This Conference requests the Govt. that the maintenance grant to the Aided Higher Elementary schools may be raised to 25%.

Remarks of the D.P.I.

(A)
G.O. 2385 Edn
20.9.48

P16 cf The question of increase of maintenance grant from the present limit of 15% was already recommended to Govt. but the Govt. did not accept the recommendation.

EPH
C1

May ~~agree~~

The question of increasing the maintenance grant from the present limit of 15% ~~need not be considered now~~ as it was considered only last year and it was refused as it involved a large expenditure to Govt

(A)

14/12/49

16/1/50

22/12/49
S

23/12

14/1

Memorandum presented to the Hon'ble Minister
for Education by the Malabar Aided Elementary
School teachers Union.

Representation.

P/PP31-33CP

1. G.O.No. 3211 dated 15-12-1948 was intended to give complete security of tenure to the aided elementary school teachers. But in effect so many loopholes have been found in the G.O. that that the teacher's position remains as insecure as ever. To fectify these defects we suggest the following measures:

P17 CP

(a) When a teacher who has been served with three months' notice by the manager, puts in an appeal to ~~th~~ the education department, the appeal should be disposed of before the three months' termination.

C1

Remarks of the D.P.I.

P20CP

The request of the Association to dispose off within three months, an appeal preferred by a teacher, when a three months' notice is given to him may be considered favourably, as the D.E.Os. can dispose off such appeals before the services of such teachers are terminated, provided that the aggrieved teachers appeal immediately an receipt of the notice of discharge is served on them.

EP/+
C1

The proposal may be approved and the D.P.I may be asked to submit necessary amendment to the rules for recognition and aid. In the meanwhile he may be asked to circularise all his Subordinate officers.

14/12/49

14/12/49

22/12/49

23/12

But what about cases where 3 months salary is paid instead of notice. Why not we say that the teacher's services cannot be terminated ~~till~~ without 3 months notice and without the approval of the ~~D.E.O.~~ Dy Inspector: We can give power to management to suspend in very urgent cases.

14/1

Representation.

(b) and (c) If however the appeal could be disposed off only after the teacher has been sent away from the school and the Educational Department find the manager to be at fault, the teacher concerned should not only be reinstated, but also paid compensation for the period of unemployment.

P17 CP

Remarks of the D.P.I.

Reinstating a teacher when once he has been sent out of an elementary school by a manager after giving 3 months notice will only add to the further troubles between the management and the teacher concerned. The smooth working of the school can be expected only when the management and the teachers work with mutual good will and cooperation. No amount of imposition of conditions and rules from outside will help to improve the situation. Hence these two requests of the Association need not be considered. But when it is proved that a Manager has sent out a teacher for no fault of the latter, the management may be penalise by reducing the management grant payable to the school so that this will be deterrent against discharging teachers on flimsy grounds.

P20 CP
C1

EP II
C1

May agree with the D.P.I

14/12/49

14/12/49

22/12/49 S

23/12

The Same as page 47. I realise this practical difficulty

KA
14/1

19

55

Representation.

P17CF

(d) D.E.O.'s should be instructed not to allow any manager to send away permanent teachers from service in order to provide for his relations.

Remarks of the D.P.I.

P20CP
C1

Provisions suggested against (b) and (c) are adequate for cases coming under (d).

EPH
C1

No remarks.

14/12/49

14/12/49

27/12/49 S

23/12

KM
16/1

Representation.

(e) and (f): The practice of making only temporary appointment in permanent vacancies should be abolished. If the vacancy continues, no Manager should be allowed to send away a temporary teacher unless he is declared inefficient by the Deputy Inspector.

p17cf

No Higher Elementary trained teacher should be sent away in order to appoint a Secondary trained teacher in his place if Higher Elementary is sufficient for the post.

Remarks of the D.P.I.

p20cf
c1

The requests of the Association under (e) and (f) are recommended for the favourable consideration of Govt. as they involve no financial implication. There should however be a proviso for temporary appointments also, since temporary postings may be necessary when the school deputes its own candidates for training. Abuse of this provision can be avoided by leaving it to the Deputy Inspector or the D.E.O. to approve of all temporary appointments in permanent vacancies. Besides if a temporary appointment is ~~is~~ renewed as such from time to time it is open to the teacher to make a representation to the Inspecting officers when the relevant entry is made in the Teacher's Service Register.

---

c1

The Director's proposal may be approved and he may be asked to submit necessary amendment to the rules for recognition &c.

14/12/49

14/12/49

22/12/49

23/12

14/1

~~72~~

59

Representation.

P1 C/P

2. Teachers' Provident Fund: In many schools teachers are compelled by the Managers to pay even the Manager's contribution to the Provident Fund. Owing to insecurity of tenure these teachers are unable to make any effective protest.

Remarks of the D.P.I.

P20 C/P

There has been no such complaint made to this office so far. Under such circumstances unless the memorialists substantiate this statement by concrete instances, it is not possible to take any action.

E P H (82)

No action is called for in view of the Director's remarks above -

21.12.49. 22/12/49

S 23/12

I have received many complaints of this. But how are we to prevent it when the teacher's concerned give acquittance to managers.

Extract may be taken for further action.

21/2/50 A S III 21-2-50 / S.

73

58

Representation.

(3) Duty allowance to head teachers: The amount of extra work that comes to the share of the Head teacher in virtue of his office is ever on the increa It is but fair, therefore, that he should be paid by the Government a fixed rate of duty allowance over and above what he or she is paid on par with other teachers.

PMCP

Remarks of the D.P.I.

P20CP

Duty allowance to Headmasters need not be considered at present in view of the expenditure involved in the proposal and it may also complicate the system of the payment of teaching grants.

9

May agree with the D.P.I

14/12/49.

22/12/49

23/12

1411

Representation.

(4) Monthly distribution of grant: The attempt to distribute the grant monthly has not so far been quite a success. Now that more Deputy Inspectors have been appointed, we suggest that their services may be requisitioned in order to make the monthly distribution successful. Steps might also be taken to avoid inordinate delay sometimes caused in the distribution of grant by the transfer of management and by the wilful negligence of managers in submitting the monthly returns.

P18CP

Remarks of the D.P.I.

C1
P21CP

Proposals for the lowering of monetary limit for the sending of Money Orders and the issue of bills are being submitted separately. Hence no deviation is necessary.

EP/L
C1

The director's proposals in the matter may be awaited there is a separate file on the subject.

14/12/49

OP
14/12/49

ONM
22/12/49

S | 23/12

Steps must be taken to make this monthly payments successful

AM
14/1

orders have since been issued to remedy certain defects in the monthly payment of grants.

ONM
21/2/50
S

~~95~~ 60

Representation.

(5) Suspension or cancellation of certificates without proper enquiry: In February last the Minister for Education gave a promise to the deputation which waited upon him that a departmental enquiry would be conducted to ascertain if any innocent teachers had suffered by the steps taken during the Communistic troubles. We beg to point out that the delay in conducting a proper enquiry is creating public resentment.

P 18 CF

Remarks of the D.P.I.

No enquiry is necessary as certificates of teachers are either suspended or cancelled only on a report sent by the subordinate Inspecting officers of the Education Department after thorough investigation is made. It is always open to the teachers concerned to prefer appeals to the Director against suspension of certificates. Many certificates have been restored on appeal so far.

C, P21 CF

EP/H
C1

Separate file
Not put up

In Memo No 14389 - C1/49-1 Edn dated 4-4-49, the D.P.I was asked to review the cases of teachers whose certificates have been either suspended or cancelled for participation in Communistic activities and to ~~secu~~ ~~ascertain~~ if any innocent teachers has suffered and ~~to~~ to send a report to Govt. in the matter. His report is still awaited

14/12/49

22/12/49

23/12

1411

61

Representation.

(6) **Minimum pay:** In view of the financial difficulties of the Government we do not press for the minimum pay recommended by the Central Pay Commissio But we urge that the Government may be pleased to redeem the pledge given in G.O.No. 1154 Edn. dated 5-6-1947 in which they promised a minimum pay of Rs 20/- for lower trained and Rs 30/- for higher trained teacher and Rs 40/- for Secondary trained teacher.

P18cp

Remarks of the D.P.I.

Increase of salaries of the different grades of teachers of aided elementary schools as requested in this resolution of the Association will involve an additional financial co mitment and the Govt. may consider this aspect with reference to the financial implications.

P21cp

EA1
C1

In view of the fact that the proposal involves extra expenditure to Govt and that the scales of pay of teachers were revised very recently, the Govt. may decline to consider the request of the Association

Please see note on p 31 ante

14/12/49

22/12/49

23/12

KM
9/1

Representation.

(7) Requisition of school properties Bill: In order to bring recalcitrant managers under control we request the Government to pass this Bill into law at the earliest opportunity.

P18CE

Remarks of the D.P.I.

C1, P21CF

No action is necessary.

EP11
C1

No remarks are called for

14/12/49

22/12/49

23/12

The bill has been passed.

14/1

Representation.

P18CF

(8) Weightage in average attendance: The weightage in attendance to classes IV and V enabled many ~~elementa~~ elementary schools in the past to maintain a teacher for every class. The rules abolishing this weightage were published in last March and communicated in last May. In order to avoid hardship to teachers, we request that it should be made operative only from June 1949. Besides, in order to get a teacher for every class it is necessary to reduce the average attendance per teacher to 15 or take some other suitable measure.

Remarks of the D.P.I.

C1 P21CF

The weightage in average attendance allowed to elementary schools was abolished after long consideration and the request of the Association for the revival of the same from June 1949 need not therefore be considered. No reduction in the average attendance is necessary.

EPL
C1

May agree with the D.P.I

14/12/49

14/12/49

22/12/49

S 23/12

They have not asked for revival of weightage. They have asked only that the order should not have retrospective effect. i.e. the Order was passed in March 1949 and communicated only in May. Their request is that it should take effect only from June as it was communicated only in May. The request is reasonable and should be allowed

Necessary orders have since been issued.

21/2/50 S

Representation.

P/80F

(9) Vigilance Committee: The Elementary School Teachers Union made an attempt some time ago to improve the condition of the elementary schools with the help of a Vigilance Committee which would keep a watch on schools in out of the way places. But the attempt did not meet with the favour of the Education Department. We request that the Department may be pleased to encourage our effort to improve our effort in ~~xxxxxx~~ improving the efficiency of schools through Vigilance Committee.

Remarks of the D.P.I.

C1/P2/CF

It is not known how the condition of elementary schools can be improved by the help of Vigilance Committees. The departmental officers are already entrusted with the work of watching the observance of rules, and any other agency is not necessary so far as the Government is concerned.

EP/L
C1

No action is necessary

14/12/49

14/12/49

22/12/49

23/12.

The Dept Officer can visit and inspect only once in 6 months or so: Why not a local Vigilance Committee to be watchful

KM
14/1

Representation.

(10) Maternity leave: We request that women teachers may be allowed two months' maternity leave instead of one month. P18CF

Remarks of the D.P.I.

Proposals for the enhancement of maternity leave from one month, allowed at present, to two months were deferred in Govt. Memo No. 77538-C1/47-2- Edn dated 29th October 1947. The request of the Association for granting two months maternity leave is now recommended for favour of sympathetic consideration by Government. P21CF C1

EPH
C1

For orders whether the Director's proposal may be accepted. If so, he may be asked to submit detailed proposals in the matter.

14/12/49

14/12/49

22/12/49 S

23/12

With vacation and maternity leave women teachers services will be very little. But that can't be helped & we cannot discourage marriage! So D.P.I.'s proposal may be accepted.

KM
14/1

Finance may see

21/2/50 S

Representation.

P18 cp

(11) **New Mundoth Paramba School**: We remind the Hon'ble Minister of what the District Teachers' Guild has represented on this matter and request this long standing grievance may be remedied without further delay.

Remarks of the D.P.I.

P21 cp

The question is dealt with separately and the remarks will be submitted in due course. It is however pointed out that while the rules provide for appeals directly from the aggrieved teachers and such appeals can therefore be dealt with promptly by the Department, the circumbulatory method of Teachers' Guilds taking individual cases would naturally delay matters as more links are necessarily added to the chain of procedure.

C1

EPH
C1

May agree with the D.P.I. The promised remarks may be awaited

14/12/49.

14/12/49

22/12/49

23/12

1411

Representation.

(12) **Teachers' Association meeting days:** These meeting days are counted as working days only for teachers in schools which work on Sundays. We request that for all teachers these meeting days may be considered as working days.

P18cr

Remarks of the D.P.I.

P2/cr B2

This resolution need not be considered as there is no necessity for deviation from the present practice.

C1

May agree with the D.P.I.

14/12/49

22/12/49

23/12

Representation.

P19 cf (13) Teaching of Hindi: In view of the fact that many elementary school children continue their studies in high schools, we request that Hindi might be taught~~s~~ in Higher Elementary schools from the sixth standard.

Remarks of the D.P.I.

B, P21 cf Action is being taken separately to ~~xxx~~ include the teaching of Hindi in the elementary school syllabus.

No action seems called for in view of the remarks of the DPI

(~~Board concerned~~)

KSN
20.12.49

OMM
22/12/49

23/12

1/1

Representation.

(14) E.S.L.C. text books: The Malayalam text publishers by the Government is not yet available, though it is now two months after the re-opening. The English text published by a firm in England will not be available for two months more. Moreover, the English text has for its background conditions in England with which our children are unfamiliar. We suggest that the Government might be pleased to publish the English text book also and that steps might be taken to get these books out before the re-opening of schools.

P18cf

Remarks of the D.P.I.

The Secretary to the Commissioner for Government Examinations, reports that clean copies of the Malayalam text book of the VIII standard Public examination, 1950 were made available for sale by July 1949 and the text book selected for English (optional) was prescribed by the T.S.L.C. and VIII Standard Public Examination Board, after careful consideration of the requirements of a suitable text book for the standard and the copies of the book were available for sale early in June 1949. On account of the phenomenal demand for English books the publishers ran short of copies and they have taken steps to put sufficient number of copies in the market. To avoid difficulties arising on account of getting books late in certain cases, the portions to be studied have been curtailed.

P21cf

M

It is submitted for the consideration of Govt. whether they may not require some kind of convention being established by the Unions that they should have their representations to Government on a sufficient number of concrete instances to justify representations of a general nature, since ample provisions exist in the rules for individual appeals in isolated cases and it is not therefore necessary for Unions to make general issues of these isolated cases. Unions will be rendering useful service if instead of generalising particular isolated cases they render the necessary help and advice to the concerned individual teacher in presenting his or her case effectively reserving general representations to matters of a wide spread nature which may not happen to be provided for by the rules.

or

P22cf

A

[illegible] (82)

No action is necessary on this suggestion especially in view of M above.

21.12.49

22-12-49

The delay in publishing text books should be avoided.

23/12

A above is necessary

Extract may be taken for further action

85

E. & P. H. Dept. (cl)

70

Elementary Education - Aided - Conditions of service of teachers under local bodies and aided managements - Orders passed.

From the D.P.I., No.1222-B1/49, dated30-7-1949,
2169-B2/49, dated 24-9-1949 and No.2169-B2/49,
dated 30-10-1949.

...

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29/19/3

ORDER (MS.) NO. 822 Edn., dated 13-3-50

The Govt. have considered carefully the resolutions passed by the Tamil Nad Municipal Elementary School Teachers' Union on 7-6-1949, the Narasapur Taluk Aided School Teachers' Union on 30-4-1949, the Malabar Aided Elementary School Teachers' Union on 28-7-49 and the South Indian Teachers' Union dated 15-1-1950 and pass the following orders:-

(i) Security of tenure of teachers in Aided Elementary schools: The Govt. approve the proposal of the D.P.I. that an appeal from a teacher served with a notice of three months before the termination of his services, should be disposed of before the expiry of the period of three months. The D.P.I. is requested to consider whether in cases where three months salary is paid ~~x~~ instead of notice, it may not be insisted on that the services of the teacher ~~cannot~~ should not be terminated without the prior approval of the Deputy Inspector of Schools concerned. The D.P.I. is also requested to consider whether powers cannot be given to managements to suspend teachers in very urgent cases. The proposal of the D.P.I. that the managements may be penalised by reducing grant payable to them ~~management~~ if it is proved that ~~he~~ it has sent out a teacher for no fault of his, is approved.

FP 47 & 48 of sectional notes

(ii) ~~2Xx~~ Practice of making temporary appointments: The proposals of the D.P.I. that the practice of makin only temporary appointments in permanent vacancies sh be ~~abolished~~ stopped and that if the vacancy continues for a long time, no manager should be allowed to send away a temporary teacher unless he is declared inefficien

p 50 do

82

~~by~~ the Deputy Inspector ~~is~~ are approved. The proposal of the ~~D.P.I.~~ Director that no higher ele. trained teacher should be sent away in order to appoint a secondary trained teacher ~~should be~~ in his place if a higher grade trained teacher is sufficient for the post is also approved. The Govt. agree with ~~the remarks of~~ the D.P.I. that ~~there should however be a provision for the appointment of~~ temporary ~~hands~~ appts. may be made when the managements depute their candidates for training.

(iii) ~~Employment of~~ Vigilance Committees ~~to watch activities of teachers~~:- As the Departmental officers visit schools only once in about six months, the D.P.I. is requested to consider whether managements of schools may not be permitted to appoint Vigilance Committees to improve the condition~~s~~ of the~~ir~~ schools.

p 58 of sec. notes

(iv) ~~Raising the~~ Maternity leave ~~of~~ to teachers in aided elementary schools ~~to two months~~:-

The proposal of the D.P.I. that the provision for the grant of maternity leave of 1 month now allowed to women teachers in aided ele. schools should be increased to 2 months is approved. The grant of maternity leave should be regulated in accordance with the provisions of F.R. 101 applicable to women Govt. servants.

p 59, do

A

2. The D.P.I. is requested to submit necessary amendments to the rules relating to the recognition and aid to ele. schools for giving effect to the orders ~~aborve~~ above p.r. The Govt. consider that no action is called for on any of the other resolutions.

21/2/50

22/2

To

The D.P.I.

Copy to L.A. dept with a copy of pp 17-18 of sectional notes

Copy to 'C' Section, Education dept with a copy of p 43 of Sectional notes.

Copy to 'F' Section, Edu dept. with a copy of page 61 and p 63 of Sectional notes

(Copy of pp 36-36(a) of Sectional notes to be given to D Section for further action)

15/3/50

G1/

EDN & P.H. DEPARTMENT (C1)

Elementary Education - Resolutions passed by the Tamil Nad Municipal Teachers' Central Union, Mayavaram.

71

pp 1-4 c.f. From the President, Tamilnad Municipal Teachers' Central Union, Mayavaram, dated 7-6-49.

pp 6-8 c.f. From the D.P.I. No. 1222-B.1/49 dated 30-7-49.

The Tamilnad Teachers' Central Union, has forwarded a Memorandum regarding conditions of service and other grievances of elementary school teachers. The remarks of the D.P.I. on the ~~several~~ resolutions are on pp.6-8 c.f. The~~ir grievances~~ resolutions have been examined in the sectional notes below:. L.A. may be requested to note on the requests regarding the increasing of Teachers' Provident Fund contribution to 2 annas, part of House rent allowance

A & G sections

27/9/49

16/10/49

L.A.

Thro' B2 Sec.

28.9.49

E&P.H. U.O.
No. 44142-C1/49-2 Edn
18-10-49

L.A. Deptt. (A)

The remarks of this Deptt. are at pages 7 & 17 of the Sectional notes. The case may be returned to E.& P.H. Deptt. U.O.

28.10.49

29.x.49

1.xi.49

1.11.49

SA
25/10/49

45197

Thro' Ag. Secy. Seen.

ASST. SECRETARY
5 NOV 1949
EDUCATION

85828

31.10.49

A

AS1

AS1

~~A.S.1~~

~~Secy~~

Seen by Secy in sectional notes

Seen by Secy

L.A. U.O. 45197/49-1A
4.11.49

4/11

E & P.H.

2

EPH
C1

Further representations received from the Naraspur Taluk Aided School Teachers' union and the Malabar Aided Elementary School Teachers' union together with the remarks of the D.P.I are added to the current file. They are examined on pp 30-32 of the sectional notes. ~~Please see draft~~

~~The file may be sent to Dr Public and Finance 2D for remarks on the resolution on page 36(a) of the sectional notes.~~

Thro
A 14/12
B1 20/12/49
B2 20/12 20/12
21.12.49.

14/12/49.

14/12/49

23/12/49

AS III 23/12/49

pp 35, 42
43, 51 & 63

S
23/12

The file may now be submitted to H.M.(E.& L.) for orders on the sectional notes below. His attention may be invited in particular to the points raised on pages 11, 17, 21, 35, 37, 38, 47, 49, 50, 59 and 63 of the sectional notes.

5/1/50 S

I agree with the noting in the sectional notes

H.M (E & L)

5/1/50

See Sectional notes.
14/1

SECRETARIAT, EDN. AND P.H. DEPT.
16 JAN 1950
GOVERNMENT OF MADRAS

~~A draft order is submitted.~~
~~L.A. may see before issue.~~

~~14/1/50~~

~~27~~
3/1/50

P.29

(i) Extract of pp 17-18 to be sent to LA.
(ii) Extract of pp 36 to 36(a) to Edn D for further action.
(iii) Extract of pp 43 to E for action. This is for E.H.
(iv) Extract of pp 51 & 63 omitting last para. to F for further action.

Edn. H.O.
No. 44142-C1/49-3 Edn
22-2-50

ASSISTANT SECRETARY TO GOVERNMENT
27 FEB 1950
12355
FINANCE DEPARTMENT

15080
27 FEB 1950

Fin. no 12355 ed.-1
27.2.50

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~~84~~ 3
72

Further notes have been added on pages 1, 12, 18, 31, 36(a), 51, 53, 57 & 59 of the sectional notes. The points raised in pages 36, 36(a), 43, 51, 63 of the sectional notes will be examined separately. Necessary extracts will be taken for further action. A draft order covering the points raised in pages 47,48, 50, 58 and 59 of the sectional notes is put up below. No Further action is called for on other points raised in the sectional notes. Finance may see with ref to para (iv) of the draft.

21/2/50

S
AS III
21-2-50

pp 43, 51 & 63

22/2

Finance (C.S.R)

The proposal at A on p.2 of the draft below may be accepted.

— vide the minute of H.M (E&L) on p.59 of the sectional notes below —

Subject to the suggestion that the grant of maternity leave may be regulated in accordance with the provisions of F.R. 101 applicable to Women Govt Servants. Edn & PH may be requested to modify the draft suitably.

(The effect of the grant of the concession to the Women teachers under aided managements will be indirect by way of payment of grants)

24.2.50

EPH

24.2.50

27/2/50

~~Fin. Dept.~~
Edn
D

With reference to the note of Finance, the draft order has been suitably amended. It may now issue

10/3/50

11/3/50 S

11/3