# APPENDIX "B"

## Scale No. 2.—A SUGGESTED COLONIAL SCALE OF STAFFS AND SALARIES.

| Grade of School. | Average Attendance. | Head or Sole Teacher | | | | ASSISTANTS. | | | | | | | | | | | | | | | | | | | | | | | | Pupil Teach'r |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Male. | | Female. | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | Fixed | Capitation | Fixed | Capitation | First Female Assistant | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | |
| | | £ | s. | £ | s. | £ | £ | £ | £ | £ | £ | £ | £ | £ | £ | £ | £ | £ | £ | £ | £ | £ | £ | £ | £ | £ | £ | £ | £ | |
| 1 | Not over ... 20 | ... | 100 | ... | 100 | 85 | ... | ... | ... | ... | ... | ... | | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | |
| 2 | Over 20 and not over 30 | 100 | 80 | 100 | 80 | 90 | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | |
| 3 | " 30 " 40 | 140 | 40 | 140 | 20 | 100 | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | |
| 4 | " 40 " 50 | 160 | 20 | 150 | 10 | 105 | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | 1 |
| 5 | " 50 " 70 | 170 | 25 | 155 | 10 | 110 | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | 2 |
| 6 | " 70 " 90 | 195 | 25 | 165 | 10 | 115 | 85 | 85 | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | 2 |
| 7 | " 90 " 120 | 220 | 6 | 175 | 3 | 120 | 160 | 130 | 85 | 85 | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | 2 |
| 8 | " 120 " 150 | 229 | 6 | 179½ | 3 | 125 | 175 | 140 | 90 | 90 | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | 3 |
| 9 | " 150 " 200 | 238 | 6 | 184 | 3 | 130 | 190 | 150 | 105 | 105 | 85 | 85 | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | 3 |
| 10 | " 200 " 250 | 253 | 6 | 191½ | 3 | 135 | 200 | 160 | 110 | 110 | 105 | 105 | 85 | 85 | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | 3 |
| 11 | " 250 " 280 | 268 | 6 | 199 | 3 | 140 | 210 | 170 | 115 | 110 | 105 | 105 | 90 | 85 | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | 4 |
| 12 | " 280 " 330 | 277 | 4 | 203½ | 2 | 145 | 225 | 180 | 125 | 115 | 110 | 110 | 105 | 105 | 85 | 85 | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | 4 |
| 13 | " 330 " 390 | 287 | 4 | 208½ | 2 | 150 | 240 | 190 | 130 | 115 | 115 | 115 | 110 | 110 | 85 | 85 | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | 5 |
| 14 | " 390 " 420 | 299 | 4 | 214½ | 2 | 155 | 240 | 190 | 135 | 120 | 115 | 115 | 115 | 110 | 110 | 100 | 85 | 85 | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | 5 |
| 15 | " 420 " 480 | 305 | 4 | 217½ | 2 | 160 | 240 | 190 | 135 | 120 | 120 | 120 | 115 | 110 | 110 | 100 | 85 | 85 | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | 6 |
| 16 | " 480 " 510 | 317 | 4 | 223½ | 2 | 170 | 240 | 190 | 135 | 120 | 125 | 125 | 120 | 115 | 115 | 105 | 90 | 85 | 85 | 85 | ... | ... | ... | ... | ... | ... | ... | ... | ... | 6 |
| 17 | " 510 " 570 | 323 | 4 | 226½ | 2 | 180 | 245 | 195 | 150 | 130 | 135 | 135 | 125 | 120 | 120 | 115 | 95 | 90 | 85 | 85 | ... | ... | ... | ... | ... | ... | ... | ... | ... | 7 |
| 18 | " 570 " 600 | 335 | 4 | &c. | 2 | 190 | 245 | 195 | 165 | 140 | 145 | 145 | 130 | 125 | 125 | 120 | 100 | 95 | 95 | 90 | 85 | 85 | ... | ... | ... | ... | ... | ... | ... | 7 |
| 19 | " 600 " 660 | 341 | 4 | &c. | 2 | 200 | 245 | 195 | 180 | 150 | 155 | 155 | 135 | 130 | 130 | 125 | 110 | 100 | 100 | 95 | 85 | 85 | ... | ... | ... | ... | ... | ... | ... | 8 |
| 20 | " 660 " 690 | 353 | 2 | | &c. | 210 | 250 | 200 | 190 | 160 | 160 | 160 | 135 | 130 | 130 | 125 | 110 | 100 | 100 | 95 | 85 | 85 | 85 | 85 | ... | ... | ... | ... | ... | 8 |
| 21 | " 690 " 750 | 356 | 2 | | | 210 | 250 | 200 | 190 | 160 | 160 | 160 | 135 | 130 | 130 | 125 | 110 | 100 | 100 | 95 | 85 | 85 | 85 | 85 | ... | ... | ... | ... | ... | 9 |
| 22 | " 750 " 780 | 362 | 2 | | | 210 | 250 | 200 | 190 | 160 | 160 | 160 | 140 | 135 | 135 | 130 | 115 | 105 | 105 | 100 | 90 | 90 | 85 | 85 | 85 | 85 | ... | ... | ... | 9 |
| 23 | " 780 " 840 | 365 | 2 | | | 210 | 250 | 200 | 190 | 160 | 160 | 160 | 140 | 135 | 135 | 130 | 115 | 105 | 105 | 100 | 90 | 90 | 85 | 85 | 85 | 85 | ... | ... | ... | 10 |
| 24 | " 840 " 870 | 371 | 2 | | | 210 | 250 | 200 | 190 | 160 | 160 | 160 | 140 | 135 | 135 | 130 | 115 | 105 | 105 | 100 | 90 | 90 | 90 | 90 | 85 | 85 | 85 | 85 | ... | 10 |
| 25 | " 870 " 930 | 374 | 2 | | | 210 | 250 | 200 | 190 | 160 | 160 | 160 | 140 | 135 | 135 | 130 | 115 | 105 | 105 | 100 | 90 | 90 | 90 | 90 | 85 | 85 | 85 | 85 | 85 | 11 |
| 26 | " 930 " 960 | 380 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 27 | " 960 " 1020 | 380 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 28 | " 1020 " 1050 | 380 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

### Salaries of Pupil-Teachers.

First year, £20, with allowance of £10 if obliged to live away from home.
Second year, £30, " £10 "
Third year, £40, with allowance of £5 if obliged to live away from home.
Fourth year, £50, " £5 "

A fifth year pupil teacher continuing in the same school shall receive the remuneration of a third year pupil teacher; but otherwise, or if he has passed the examination for a teacher's certficate, he shall receive the salary of a fourth year pupil teacher.

(*a*) The number of male assistants must not exceed the number of female assistants (including the First Female Assistant).
(*b*) At least three out of the first six assistants in any school above 510 (exclusive of First Female Assistant) must be female assistants.
(*c*) An assistant at £85 may be substituted for two pupil-teachers.
(*d*) Two pupil-teachers may be substituted for an assistant.
(*e*) Instead of an assistant two pupil-teachers may be employed, £45 being added to the salary of another assistant.
(*f*) Instead of adding a pupil-teacher, a Board may add £35 to the salary of an assistant.
(*g*) Only one of the changes (*d*), (*e*) and (*f*) will be allowed in schools not over 420, and only two in schools over 420.
(*h*) The total number of pupil-teachers in any Education District must not be increased by such changes as (*c*), (*d*) and (*e*) above the number allowed for such district by the scale.
(*i*) Any certificated teacher on the staff of a school in which pupil teachers are employed may be required, without extra payment, to take part in the instruction of such pupil-teachers.

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