

The staff is increased at 90 by the addition of a pupil-teacher, and at 120 by a second pupil-teacher. Between 150 and 330 the increase is made by appointing an assistant alternately with a pupil-teacher, the advance required being 50 for an assistant and 30 for a pupil-teacher. Above 330, while the same alternation is preserved, the addition required to secure an assistant is raised to 60.

The supply of male teachers to fill the positions available on the staffs of the primary schools is at present inadequate. On reference, however, to the explanatory notes at the foot of Scales Nos. 1 and 2, it will be seen that great latitude has been allowed to Boards in the choice of teachers of either sex, and in other special arrangements of the school staff.

The maximum salary set down in Scale No. 1 for the largest class of schools is £374, and in Scale No. 2, £380, exclusive of house allowance. These salaries are less than those paid to headmasters in many primary schools of England and Scotland. Taking into consideration, however, the needs of country districts and the inadvisableness of encouraging the establishment of large schools, we have not fixed a higher rate in such positions. The number of schools of more than 700 pupils is six, while in only two cases will the headmasters be entitled to the maximum salaries.

It may be here stated that, while either of the scales submitted will benefit the large majority of teachers and schools in the Colony, more particularly in the smaller districts, it has been found impossible, especially under Scale No. 1, to avoid reducing a few salaries. Several Boards have, at certain points in the scales now in force, adopted payments higher than those allotted in other districts, and higher than can possibly be given according to a general scheme. Where, however, a salary paid according to the scale in force on 30th June, 1901, is more than that of the colonial scale, we recommend that the reduction shall not take effect until the close of a period of two years, unless in the meantime there is a change of teacher. Details of staffs and salaries in the various grades of schools under Scale No. 1 and Scale No. 2 are presented in a table (Appendix G).

It is necessary to provide that before any alteration in staff, by increase or decrease, can take place the average attendance calling for such alteration must have been maintained for at least two consecutive quarters. We consider, however, that power should be retained, in any case of decrease under exceptional circumstances, and on the recommendation of an Education Board, to defer the action of such regulation for a third quarter.

5. HOUSE ALLOWANCE.

The scales we have the honour to place before your Excellency deal solely with staffs and salaries, and take no account of the rental value of school residences occupied by many head-teachers. Excluding from our consideration the 488 schools where the average attendance does not exceed 20, there are 835 schools with, and 351 without, residences. If the colonial scale of staffs and salaries has for its aim the equalisation of payment, it is evident that the head-teachers of the 351 schools are not on the same line of equality with those provided with dwellings. The cost of the existing residences has, we assume, been defrayed out of the annual grant for buildings. To take, therefore, from the capitation grant sufficient money to provide house allowance would, in our opinion, be wrong. For this reason we recommend that where no residence is provided house allowance be paid from the Building Fund on the following scale: Over 20 and not over 50 in average attendance, £20; over 50 and not over 150, £30; over 150 and not over 250, £35; over 250 and not over 420, £40; over 420, £50. It is necessary to explain that the salaries of head-teachers are suggested as adequate only if a residence is granted or rent allowed. The estimated annual cost of special provision for house allowance in connection with the 351 schools referred to is approximately £8,000.

6. TEACHERS' CERTIFICATES.

While not prepared to adopt a general system of deductions for deficiencies in certificates, we recommend that the salaries of uncertificated head-teachers and assistants be reduced 10 per cent., provided that such salaries do not in consequence fall below £80 per annum.

The evidence indicates that many teachers and other educationists are opposed to the schemes of certificates at present in vogue. We think that it is unduly complicated, and should be simplified by a reduction in the number of classes and divisions. The issue of two grades of certificates of competency to manage and teach a primary school is all that