

212. Assuming the expenditure was £768, exclusive of the amounts mentioned—for I am not quite sure of some of the items—and under this proposed scale you got £1,068, with the extra £300 the Board would have no difficulty in managing, would it?—I am not prepared to say whether that would be ample. I am quite certain £300 would assist us very much, but whether it would be sufficient I am not prepared to say. I would like to try it for one year.

213. If the introduction of a colonial scale gave you something of that sort you are of the opinion it would be a great boon?—Yes.

214. Schools over 20 have residences for the teachers, have they not?—Some of them.

215. A little while ago there were nine, how many are there now?—I do not suppose there are any more.

216. Do you pay house allowance?—Yes.

217. Supposing in the case of two schools of the same size with the same salary attaching, and in the case of one there was a residence attached, but not with the other, you would not consider the salaries equal?—No, certainly not.

218. Could the Board pay house allowance?—No, not out of the present grant. Many of the teachers have to stay in hotels in these outlying districts.

219. Is there a residence attached to the Greymouth School?—Yes; for the headmaster.

220. Then, the difficulty arises in some of the smaller schools?—Yes.

221. You expressed the opinion that £75 was too small for a minimum salary in these outlying country schools?—Yes; we cannot get a certificated teacher for that salary.

222. Do you think £80 would be fair as a minimum salary?—Yes, perhaps it would. Teachers may be able to keep themselves on £80, but it will take them all their time to do so.

223. You think they could do it if careful?—Yes; but I think that not less than a salary of £100 should be paid to male teachers, at any rate. A female teacher could, no doubt, live on £80, but a male could not.

224. At a capitation grant of £5 per head you would require 16 pupils to give a minimum salary of £80?—Yes.

225. On 7 pupils the amount would be £35?—Yes.

226. There would, accordingly, be £45 to be made up?—Yes.

227. Do you think it would be right to pay £45 for all schools of from 7 to 15 throughout the colony?—Yes, I do.

228. Supposing it meant an expenditure of £70,000 or £80,000 a year, do you think that would be justifiable?—I do not think it will amount to that, but even so I think the money would be well spent.

229. Would you rather take that amount from the teachers in the larger schools?—I think they should pay a proportion of it, even if it lowered their salaries £25 all round. I am quite certain the Boards would not object to a small amount being taken off.

230. What do you think of the advisability of asking parents or householders to contribute board and lodging or a money allowance? You would only ask them in the case of outlying districts, and why should you ask them any more than the residents in the town?—In the outlying districts they would not be able to bear the cost so well, on account of the cost of living being higher, and you would simply drive them into the town.

231. Then, you do not think it would be expedient?—No. I think the Government should come to their rescue, and give a special grant to meet this special case, no matter what it might cost, even if they have to put an extra penny a pound duty on tea to make it up.

232. Do you think it would be a good thing if a colonial scale were adopted that, in order to secure the stability of salaries, you should pay on the average of one year instead of the average of each quarter?—No, I do not.

233. Why not?—Because the population fluctuates so much. I think the Government should pay on the maximum attendance.

234. *The Chairman.* In cases where the headmasters have not residences you allow them house allowance?—Yes.

235. Do you allow anything to the assistants?—No.

236. Why not?—Because we have not the money. No doubt they should receive an allowance, but the Board has not the money.

237. I suppose the assistants have to pay for board and lodging?—Yes; they do not live with the headmaster.

238. You think it radically wrong that the headmaster should have house allowance or a residence while the assistants get nothing?—Yes; I think headmasters and assistants should be paid proportionately, and be on a proportionate footing—i.e., the headmaster to provide his own residence.

239. You say that in the case of female teachers and male teachers £90 is sufficient in the case of females and £100 in the case of males as minimum salaries?—Yes.

240. What is the reason?—Females are able to live more cheaply than males. For instance, a man might be married, and therefore would have marriage responsibilities devolving upon him. For that reason I think there should be a difference of about 10 per cent. in the salaries.

241. You are of the opinion that male teachers should be in charge of schools over 20?—Yes; I think they are better able to conduct such schools than females. The reason we have so many female teachers is because we are unable to get males.

242. What is the reason why you cannot get males?—Because the salaries held out are not sufficient inducement.

243. Have you any difficulty in getting girls as pupil-teachers?—No.

244. Is not the reason you are unable to get males because there is a greater demand for male labour?—Yes, possibly that is one reason.