

The head teacher of a district high school generally takes some part in the secondary instruction, and now receives in addition to his ordinary salary the sum of £30 per annum if the average attendance of the secondary department does not exceed 120, and £50 per annum if it does exceed that number. In 1918 there were in the secondary departments of district high schools 93 special secondary assistants—21 men and 72 women. Leaving out of consideration the head teachers, the average number of pupils per teacher was 24. This comparatively low average is dominated by the influence of the smaller schools of this type; where the number in the secondary department is large the staff provided falls short, and provision has been recently made for more liberal staffing in such cases.

SALARIES AND STATUS OF SECONDARY-SCHOOL TEACHERS.

(E. 6, Table K3.)

The total annual amount of salaries (including war bonus when paid) of teachers in secondary schools as at the rate payable in December, 1918, was £106,040, of which sum £61,885 was payable to 175 men teachers and £44,155 to 195 women teachers. To the total sum might be added the value of board and residence when provided by the Boards, amounting in 1918 to £2,325, and making a grand total of £108,365, as compared with £99,459 in 1917. Including the value of board and residence the annual rate of salaries paid averages £13·29 per head of the average attendance, the figure ranging in individual schools (excluding Wanganui Collegiate and Christ's College Grammar Schools) from £10·14 to £18·96.

By the provisions of the Education Act, 1914, a minimum salary of £150 per annum, and an average salary in any secondary school of £250 for assistant masters, and £175 for assistant mistresses are prescribed. The following figures indicate the average rates prevailing in 1914, 1917, and 1918 :—

AVERAGE SALARIES OF FULL-TIME TEACHERS IN SECONDARY SCHOOLS.

		1914.			1917.			1918.		
		M.	F.	All.	M.	F.	All.	M.	F.	All.
		£	£	£	£	£	£	£	£	£
Principals	..	524	397	482	603	428	541	615	434	568
Assistants	..	248	163	211	284	193	237	300	201	246
Whole staff	..	283	183	241	325	210	267	340	215	274

It will be observed that a substantial increase has taken place in the salaries since the year preceding the war; but it is admitted that in many cases the salaries paid are still insufficient. The worst features in respect of the salaries of secondary school teachers are the great inequalities existing in the salaries paid to teachers of similar qualifications and length of service but employed by different Boards, and the absence of any fixed scale by which teachers are assured reasonable increments for increasing service and experience. It does not appear to be practicable to apply a Dominion scale of salaries when there is a large number of appointing bodies, each in control of one or two schools which in many cases are not large enough to provide sufficient positions suitable for teachers of long experience and requiring higher salaries. To apply successfully such a scale, it would be necessary to have one appointing body for the Dominion with freedom to transfer teachers from school to school, and with sufficient suitable positions at its command for teachers with all degrees of ability and experience. Pending further consideration of what may fairly be done in this direction, proposals are at present under consideration for an increase in the allowances payable to such schools which would enable the various Boards concerned to make better provision for the salaries of their teachers.

In the secondary departments of district high schools salaries are paid in accordance with a general scale. The average salaries (excluding war bonus) paid to secondary assistants in 1917 and 1918 were as follows :—

	1917.	1918.
Male assistants	257	263
Female assistants	206	218
All secondary assistants	218	228

The total annual rate of salaries paid to teachers in secondary departments of district high schools, including the special payments to head teachers, was £23,037, as against £22,957 for 1917. The amount paid as a war bonus is not included.