

The value of residences, house allowance, and the value of board and residence, when provided, are excluded from the above figures. A substantial increase in the figures for 1920 compared with those of the previous year is noted, and compared with the salaries of 1914 the following percentage increases have taken place: Male Principals, 35; female Principals, 38; male assistants, 57; female assistants, 77. The averages given include the salaries of teachers who are neither graduates nor hold teachers' certificates; if only teachers so qualified were included the figures would be higher. Of 187 male assistants the salaries of forty-four are between £200 and £300, of sixty-two are between £300 and £400, of fifty-two are between £400 and £500, and of twenty-nine are over £500; of 180 women assistants the salaries of 121 are between £200 and £300, of fifty-six are between £300 and £400, and of three are between £400 and £500.

In the secondary departments of district high schools salaries are paid in accordance with a general scale. The average salaries paid to secondary assistants in 1919 and 1920 were as follows :—

	1919. £	1920. £
Male assistants	298	341
Female assistants	268	304
All secondary assistants	278	316

The total annual rate of salaries paid to teachers in secondary departments of district high schools, including the special payments to head teachers, was £36,430, as against £30,550 in 1919. There was a large increase in this figure in 1919, and the further substantial increase in 1920 is due to regulations of that year again raising the grades of salaries.

Regulations made in 1920 provide for the annual classification by the Department of all full-time assistants employed in secondary schools, and the first classification has been made, assistants being classified, according to teaching ability, academic attainments, and length of service, into four grades, A, B, C, and D. Teachers not having both academic status and five years' teaching service are classed in the lowest grade, D. The following figures show the number of assistants placed in the various grades: Men—Grade A, 39; Grade B, 45; Grade C, 53; Grade D, 78: total 215. Women—Grade A, 33; Grade B, 48; Grade C, 57; Grade D, 64: total, 202.

It will be observed that a large proportion of the assistants are in the lowest grade, being either young or unqualified teachers. The necessity for more adequate provision for the special training of secondary-school teachers is fully realized; unfortunately, it has been necessary, owing to the expenditure involved, to postpone for the present the carrying into operation of a scheme to meet this requirement. The Inspectors of Secondary Schools report that the younger teachers, owing, no doubt, to the classification scheme, are showing a greater desire to complete their university courses. Owing to the return to duty of many men teachers who were on active service, a considerable improvement in the quality of the teaching and the standard of work accomplished is reported as having taken place during the year. The supply of qualified male teachers is not yet, however, by any means excessive, and in non-university centres difficulty is frequently experienced in obtaining suitable men teachers for the secondary-school staffs.

Of the 110 assistants in district high schools, fifty-seven were University graduates and held teachers' certificates, one was a graduate only, forty-three held teachers' certificates only, and nine held neither qualification.

FINANCES OF SECONDARY SCHOOLS.

(See also Tables K7–K9 in E.–6.)

The income of secondary schools is derived from the following sources :—

- (i.) Rents from special reserves allocated to them by statute :
- (ii.) Statutory grant given in lieu of special reserves (in one case) :
- (iii.) Interest upon moneys derived from the sale of reserves and invested in accordance with the Education Reserves Act :
- (iv.) Income from the secondary-school reserves controlled by the Land Boards divided among the secondary schools in the several land districts in proportion to the number of pupils in average attendance, lower departments excluded :