

144. You are aware that the Act gives power to do that?—It is unworkable; that was the conclusion the Board came to.

145. Have the Committee to approve of the parties?—No; but the Committee have to be consulted, and if after consultation the Board were simply to appoint its own teacher it would not be a *bond fide* consultation. In practice, the Committees in this district have a good deal to do with the appointment of teachers.

146. Do you think that that difficulty would exist to such an extent with a regulation dealing with the transfer of teachers under a colonial scale of staffing and salaries?—I think there would be a good deal of objection to it by the Committees.

147. Do you not think that if it was general all over the colony the objection would disappear?—No; teachers have to live with the residents, and Committees would, I think, object to have teachers foisted upon them. In most cases a teacher so appointed might have an unpleasant time of it.

148. On what ground do you say that the grant of £10 to the sewing-mistress is unsound?—Well, if the master is not superintending the sewing he is giving some other instruction, and I do not think he should have £10 deducted.

149. If he is a married man, to whom would the £10 be generally paid under the proposed scale?—Well, apparently to the wife; but possibly the wife may not be competent to act as instructress in sewing.

150. A married man's expenses are more than an unmarried man's?—Yes.

151. An unmarried man with £10 less would be better off than a married teacher?—It would depend on circumstances.

152. Generally speaking?—The unmarried man would be the better off.

153. *The Chairman.*] It would depend very much upon the habits of the man?—Yes.

154. Some of your teachers are paid direct from the Board and others are paid through the Committees?—Yes.

155. Why is that done?—It was done after the Board received a request from the Teachers' Institute that direct payment should be adopted. The Board felt that the practice of payment through the Committees had been in existence so long that the opinion of the Committees should be taken on the matter. When the replies came in it was found that about half did not care, and about half protested against it—some in very strong terms. The Board accordingly decided to pay the teachers direct where the Committees were agreeable, but where the Committees were not agreeable they continued the old plan.

156. Do you not think it would be much better if you paid all the teachers direct?—I am inclined to think it would be. It would involve, of course, a little extra work.

157. Are you aware of your system of payment of teachers through Committees being adopted in any other district?—I have not much knowledge of the system in other districts, but I know that in Otago they pay direct.

158. Have you made any inquiries as to the extra labour that would be involved?—The Board has made no inquiry, but, as a member of the office staff, I know that a large amount of office-work would be involved.

159. Do you not think it desirable that the payment of teachers should be uniform?—I think it would be rather a good thing for teachers to be paid direct.

160. I understand you have caretakers in this district?—Yes.

161. Are many of them provided with residences?—Only in cases where the schools are very large.

162. Merely in and around Christchurch?—Not altogether. In one or two schools in the country where buildings have been at the disposal of the Board.

163. Have you custodians in the country without residences?—There the caretakers are engaged by the respective Committees.

164. What are the salaries that are paid to these caretakers?—The Board does not pay them, but I think they commence at about £8 a year.

165. What is paid in the case of the city schools?—In the largest city schools the caretakers get, I think, £80 or £90 a year; with a residence.

166. What is the rental value of these residences?—Probably about 7s. 6d. per week.

167. I suppose here, as in other districts, you find that the schools show a falling-off?—Yes, very much; and it is continuing too, unfortunately.

168. When that occurs are teachers' salaries reduced?—No general reduction in salaries takes place unless a new scale is brought into operation.

169. Supposing the attendance of a school falls off 50, would the salary of the teacher suffer?—The scale would operate, and the teacher would be retired after consultation with the Committee. The Board waits for two quarters before any action is taken, and the Committee is then consulted—that takes about a month—and then three months' notice has to be given. It takes ten months before a teacher can be removed.

170. Instead of reducing the teacher's salary in accordance with the regulations, you would retire the teacher altogether?—The Board removes the teacher from the school, but very soon finds him another position.

171. Has he not the option of accepting a lower salary?—There is no option if the attendance falls below the minimum for two quarters—the teacher is removed.

172. He is virtually dismissed?—I do not like the word "dismissal." He is removed.

173. What happens to a teacher when the falling-off is gradual?—He is paid a smaller amount by the scale.

174. His salary is reduced?—Yes.

175. Have you made reductions in many cases lately?—The scale is always in force, and reductions are constantly going on.