

## (c) SECONDARY SCHOOLS.

In *England* secondary schools are staffed with one teacher for 30 pupils, plus an additional teacher for each 100 pupils. The average number of pupils per class in all secondary schools on the 1st October, 1934, was 24·9

In *Scotland* in 1934 the average number of pupils to a teacher in secondary schools (including primary departments) was 24.

In *British Columbia* a high school having 25 or fewer pupils in regular attendance has one teacher ; a high school having more than 25 and not more than 50 pupils in regular attendance has two teachers ; and each high school having more than 50 pupils in regular attendance has a teacher for each additional 35 pupils or for any fraction of that number.

In *Seattle* the average number of high-school pupils per teacher is reported to be 28·76, and for twenty-nine cities of the United States, 27·69 for 1934–35.

In *New Zealand* the average number of pupils per teacher in post-primary schools is 23·3 (23·6 in secondary and 21·0 in technical schools).

In *New Zealand* primary schools are staffed on the 1st February on the average attendance of the three terms ending on the 31st August of the previous year, and intermediate, secondary, and technical schools on the roll number on 1st March of the current year. Abroad, primary schools are staffed on the attendance of the current year. In *England* under the Burnham scales there are only five grades of primary schools, and “all grading and regrading of existing schools for the purposes of this report shall be determined by reference to the average attendance calculated on the average of the three preceding financial years,” and “the grading of each individual school or department shall be reviewed by reference to the limits specified in section 4 (a) of this report (that is, the five grades) upon the appointment of a new head teacher or whenever the school is reorganized.”

In *Scotland* part of the salary of the head teacher of a primary school and of the infant-mistress depends upon the number of assistants employed in the school or infant department, and as the school is staffed on the roll number at the beginning of the school-year the salaries of these two teachers may rise or fall almost immediately.

The Burnham committee found it impossible to formulate by agreement scales of salaries for head teachers of the secondary schools owing to the varying types of such schools and the differing local conditions. They agreed, however, that the minimum commencing salary for the headmaster of a secondary school should not be less than £600 and the minimum commencing salary for the headmistress not less than £500.

In *Scotland* the head teachers of schools conducted under the secondary schools Regulations receive an addition to salary up to £200 per annum over that paid to the head teacher of a primary school.

## TEACHERS' SALARIES.

In *New Zealand* a primary teacher's salary may be the sum of two or three of the following parts :—

- (a) Position salary from a minimum to a maximum for each grade.
- (b) Grading increment, from £10 to £60 per annum according to efficiency ; and
- (c) A house or house allowance from £30 to £60 per annum if a sole or head teacher ; or
- (d) Married allowance of £50 per annum, subject to clause 6 of the regulations relating to staffs and salaries.

Secondary teachers are paid according to the position they hold. Married principals for whom a residence is not provided receive a house allowance, and assistants married allowance in accordance with the regulations. Technical-school teachers are paid according to their personal classification, subject to certain “position” bars, and principals according to the grade of their school as determined by the total weekly hours of teaching in day and evening classes. Principals and full-time assistant teachers in technical schools receive house allowance and married allowance respectively.

It is the general practice to pay post-primary teachers higher salaries than those paid to primary teachers, and in *America* to pay junior-high-school teachers more than primary teachers. In *England* the Burnham scales operate and provide one range of salary for all assistants in an area, with supplements for principals and some senior assistants.

*Scotland* has its own scales similar to the Burnham scales, with the number of assistants determining in some measure the salary of the head teacher and the infant-mistress. Both the Burnham and the Scottish scales differentiate between men and women and between graduates and non-graduates.

In *Canada* and the *United States* teachers' salaries depend in a large measure on the local Board of Education or the trustees, who have to find a large part of the money required for education.

I would suggest that you give favourable consideration to the setting-up of a committee, consisting of representatives of the Education Boards, the New Zealand Educational Institute, and the Department, with the Director of Education or his deputy as chairman, to submit to you a simpler salary scale or scales for primary teachers. At the same time consideration should be given to an amendment in the lowest class of secondary salaries by combining the present D and C salaries in one salary group. Some additional cost would be involved.

## WOMEN TEACHERS AND MARRIAGE.

Education authorities in *England* employ many married women teachers. According to a newspaper item, one in twelve of the women teachers in elementary schools and one in forty-two in secondary schools in *Middlesex* are married. In November this Education Committee voted in favour of married women on its staffs. All governors and managers of schools in the area will be notified accordingly.