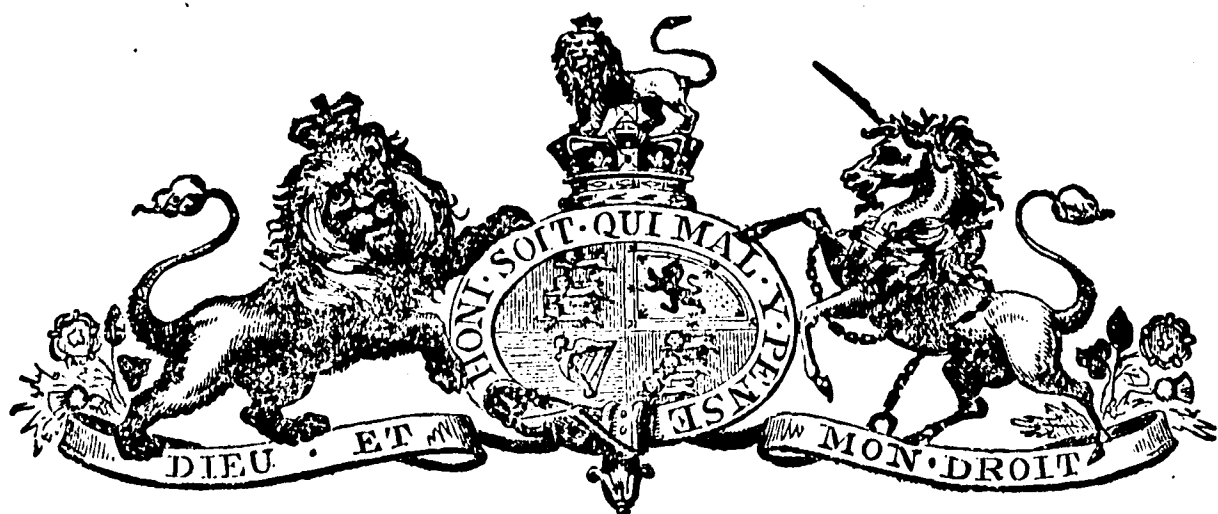


VICTORIA.



ANNO QUINTO

EDWARDI SEPTIMI REGIS.

No. 2006.

An Act to amend the Law relating to State School Teachers.

[12th December, 1905.]

BE it enacted by the King's Most Excellent Majesty by and with the advice and consent of the Legislative Council and the Legislative Assembly of Victoria in this present Parliament assembled and by the authority of the same as follows (that is to say):—

1. (1) This Act may be cited as the *Teachers Act 1905*, and shall be read and construed as one with the *Public Service Act 1890* (hereinafter called the *Principal Act*) and any Acts amending the same, all of which Acts and this Act may be cited together as the *Public Service Acts*.

Short title and construction.
Nos. 1133, 1302, 1324, 1382, 1587, 1642, 1721, 1779.

(2) This Act shall come into operation on the first day of January One thousand nine hundred and six.

Commencement.

2. (1) The Acts mentioned in the First Schedule to this Act to the extent to which the same are in and by the said Schedule expressed to be repealed are hereby repealed.

Repeal.
First Schedule.

(2) Such repeal shall not affect any appointment policy of insurance rule regulation or contract made entered into or continued before the commencement of this Act under any of the enactments so repealed.

3. (a) For 12447.

Certain Schedules substituted for Schedules to Acts Nos. 1382, 1642, and 1721.

No. 1642.

No. 1382.

No. 1382.

No. 1642.

No. 1721.

No. 1382.

Interpretation.

See No. 1302 s. 3.

No. 1334 s. 2.

Repeal of s. 6 of No. 1302.

Committee of Classifiers.

Election of State school teacher.

3. (a) For the First Schedule to the *Teachers Act* 1900 there shall be substituted Part II. of the Second Schedule to this Act ;
- (b) For Part III. (i.) of the Second Schedule to the *Teachers Act* 1895 there shall be substituted Part III. of the Second Schedule to this Act ;
- (c) For the Third Fourth and Sixth Schedules to the *Teachers Act* 1895 there shall be respectively substituted the Third Fourth and Sixth Schedules to this Act ;
- (d) For the Second Schedule to the *Teachers Act* 1900 there shall be substituted the Fifth Schedule to this Act ; and
- (e) For the Second Schedule to the *Public Service Act* 1900 and Parts III. (ii.) and IV. of the Second Schedule to the *Teachers Act* 1895 there shall be substituted the Seventh Schedule to this Act.

4. In this Act unless the context otherwise requires—

“ Act ” includes regulations made pursuant thereto.

“ Commissioner ” means Public Service Commissioner.

“ Classifiers ” means the Committee of Classifiers to be appointed under the provisions of this Act.

“ Department ” means the Education Department.

“ Director ” means the Director of Education.

“ Teacher ” means State school teacher.

5. Section six of Act No. 1302 is hereby repealed.

6. There shall be a Committee of Classifiers (hereinafter called the “ Classifiers ”) to consist of three persons that is to say of the person for the time being filling the office of Chief Inspector of Schools, of a head teacher classified in the first class elected by the classified teachers in State schools, and of some one other fit and proper person not being an officer to be appointed in that behalf by the Governor in Council who shall have power to remove any person so appointed and fill such office whenever a vacancy therein may occur by death resignation removal or absence from Victoria. Any two of the members of the Committee of Classifiers may perform the duties of and exercise the powers conferred upon the Classifiers by this Act. The names of the Classifiers shall be published in the *Government Gazette*.

7. The said State school teacher shall be elected by ballot in accordance with regulations to be made by the Governor in Council and shall hold office for a period of three years from the date of his election, when he shall retire, but he shall be eligible for re-election. If a vacancy sooner occur by death resignation removal or absence from Victoria, it shall then be filled in the same way as if such teacher had continued to hold office for the full term of three years.

8. The

8. The classification of schools made before the commencement of this Act under the provisions of the Public Service Acts is hereby abolished, and all the provisions of the said Acts so far as relates to the classification of schools shall have no force or effect.

Classification of schools abolished. See No. 1133 ss. 69 and 73.

9. (1) Notwithstanding anything contained in the Public Service Acts from and after the commencement of this Act the total number of positions in the first second third fourth fifth and sixth classes of teachers and the number in each of such classes shall from time to time as hereinafter provided be fixed in proportion to the total number of children in average attendance at all State schools.

Number of teachers in certain classes to be fixed. See No. 1133 s. 70.

(2) From the commencement of this Act and until the thirtieth day of June One thousand nine hundred and nine the total number of positions and the number in each of the classes named in sub-section (1) of this section shall be those set forth in Part I. of the Second Schedule to this Act.

Second Schedule Part I.

(3) After the thirtieth day of June One thousand nine hundred and nine and at the end of each triennial period thereafter the Classifiers may proportionately increase or diminish the number of positions in each class above the seventh class according as the average attendance at all State schools for the financial year immediately preceding shall exceed or fall below one hundred and fifty thousand pupils.

10. (1) Head teachers assistant teachers junior teachers acting as assistant teachers junior teachers and sewing mistresses shall be allotted to schools in accordance with the scale set out in the Fifth Schedule to this Act; and in accordance therewith the Governor in Council shall by regulation from time to time fix the average attendance which shall be requisite for the appointment to or retention in any position of any such teachers.

Allotment of head teachers assistants &c. Fifth Schedule. See No. 1382 s. 5.

(2) Persons appointed as head teachers and not classified in the first second third fourth fifth or sixth class shall be classified as seventh class teachers, and assistant teachers other than acting assistants not classified in the second third fourth fifth or sixth class shall be classified as eighth class teachers.

11. (1) There shall be a Classified Roll of classified teachers junior teachers acting as assistants and first class junior teachers showing the determination of the relative position in point of order and precedence in their respective classes of each of such teachers acting assistants and junior teachers.

Classified Roll to be published. No. 1133 s. 73.

(2) The Classified Roll shall be in the form set out in the Second Schedule to this Act or to the like effect and shall be prepared by the Classifiers in accordance with the provisions therein contained and shall

Second Schedule.

be

be certified under their hands as being correct, and shall be and continue to be in force for the period of three years next ensuing from the date of the last publication thereof or until the publication of the next revised Classified Roll.

(3) After the commencement of this Act each revision of the Classified Roll shall be published as a part of or supplement to the newspaper published under the style of the *Education Gazette and Teachers' Aid*. A copy of such newspaper shall be supplied to each State school and shall be and be deemed to be a notification by the Classifiers to teachers as provided in section eighty of the Principal Act.

Saving of existing roll.

(4) The Classified Roll prepared and published for the triennial period commencing on the thirtieth day of June One thousand nine hundred and three shall so far as regards the classification of teachers and first class junior teachers have the like force and effect as if the same had been prepared under this Act and shall remain in force for the said triennial period or until the publication of the next revised Classified Roll, and all supplementary rolls prepared and published since the said day shall be read with and as part of the said Classified Roll until the next triennial revision thereof.

Mode of determining position of teachers in a class.
See No. 1133 s. 76.

12. (1) In determining the relative positions in order of precedence of teachers in each class, the Classifiers shall divide each class into three sub-classes.

First sub-class.

(2) The Classifiers shall place in the first of such sub-classes the names of all teachers whom they decide to have superior merit on account of—

- (I.) Proved teaching and organizing ability ;
- (II.) General conduct and interest in work ;
- (III.) Literary qualifications ; and
- (IV.) Length of service.

Second sub-class.

(3) The Classifiers shall place in the second of such sub-classes the names of all teachers who stand next in order of merit to the teachers placed in the first sub-class; and shall arrange the names of the teachers in each sub-class in order of seniority as set forth in Part II. of the Second Schedule to this Act.

Second Schedule Part II.

Promotions after 1st July, 1906.

(4) From and after the first day of July One thousand nine hundred and six promotions from one class to the next higher class shall be made pursuant to the following provisions, namely :—

- (a) The Classifiers shall in the month of June in every year from the first sub-class of each class select and record in order of seniority in a list to be known as the promotion list the names of those teachers whom on the grounds specified

specified in this section they deem to be most worthy of promotion to the next higher class and such list shall be published in the supplementary or in the revised Classified Roll. The number of names in each class placed in the promotion list shall not exceed in any year the number of promotions expected from that class during such year.

- (b) A teacher who does not receive promotion during the currency of any promotion list in which his name is placed but whose name is placed in the next year's promotion list shall not necessarily retain in the later list his former order of precedence.
- (c) No teacher shall be placed in an annual promotion list who does not possess the qualifications prescribed for a teacher of the class next higher than his class.
- (d) Any teacher in the first sub-class of his class who is not placed in an annual promotion list may appeal to the Commissioner to place his name in such list, and the provisions of the Public Service Acts with respect to an appeal by a teacher against a decision of the Classifiers shall as nearly as may be apply to any such appeal. See No. 1133 s. 80.
- (e) If the Commissioner certifies to the Minister that he is unable to hear the appeals in respect to any class or classes as herein provided the Governor in Council may appoint some person not being an officer in the Education Department in lieu of the Commissioner to hear and deal with such appeals. Such person shall have all the powers of the Commissioner in respect to hearing and deciding such appeals.
- (f) The promotion list shall be a portion of the Classified Roll and teachers placed in the promotion list then in force of any class shall for the purposes of transfer be regarded for the time being as senior to teachers in the first sub-class of such class who are not in such list.

13. The Classifiers shall reclassify the female teachers of the sixth class who by reason of the requirement contained in the First Schedule to the *Teachers Act* 1900 under the heading "Fifth Class Teachers" were debarred from being placed in the first or the second sub-class in the triennial roll published on the thirtieth day of June One thousand nine hundred and three and may place any of such teachers in such relative order of seniority with respect to other teachers as they might have done if at the time of compilation of such roll such requirement had not existed. Reclassification of certain female teachers. No. 1642.

14. (1) Subject

Classifiers may re-classify teachers.

14. (1) Subject to the provisions of this Act the Classifiers may at any time revise the classification of any teacher and may if they think fit place such teacher in a higher or a lower sub-class in his class or in the promotion list of his class or may place him in a lower class.

See No. 1133, s. 80.

(2) Any teacher whose classification is reduced under the provisions of sub-section (1) of this section may appeal against such reduction to the Commissioner and the provisions of the Public Service Acts with respect to an appeal by a teacher against a decision of the Classifiers shall as nearly as may be apply to such appeal.

Any officer of Professional division may be placed on Classified Roll.

15. (1) Upon the certificate of the Director (and with the approval of the Commissioner) that it is in the interest of efficiency or in the public interest expedient so to do the Governor in Council may order the Classifiers to place the name of any person in the Professional division in the Department upon the Classified Roll.

(2) The Classifiers shall place every such person in the class the salary of which in their opinion most nearly corresponds to that which such person is receiving at the time of such classification.

(3) Every person so classified shall have the same rights and privileges with respect to transfer and promotion as a classified teacher under this Act and shall retain any rights as to salary which he may have possessed at the time of such classification provided that should he be transferred or promoted to a position as teacher he shall thereafter receive the salary provided for such position in accordance with this Act.

(4) The number of positions in each class as determined by the Classifiers under the provisions of this Act shall be exclusive of any positions created by the placing of the name of any such person upon the Classified Roll.

How appointment or promotion of teacher to be made.

See No. 1302 s. 9.

16. (1) Notwithstanding anything contained in the Public Service Acts no appointment or promotion shall be made to the office of teacher junior teacher or sewing mistress except on request to the Minister by the Director who shall at the same time name the person who is entitled to such appointment or promotion under the provisions of this Act.

Meaning of "appointment."

(2) In this section the word "appointment" means the first appointment of any person to the office of teacher junior teacher or sewing mistress, but does not include transfer from one school to another.

Vacancies filled by promotion.

17. When the number of positions in any class as determined in accordance with the provisions of this Act exceeds the number of teachers classified in such class, each vacancy in such class shall subject to

to the provisions of the Public Service Acts be filled by the promotion thereto of the senior teacher in the promotion list of the next lower class.

18. (1)—

- (a) Every teacher who is in a lower class than the sixth class and who obtains a trained teacher's certificate after the passing of this Act;
- (b) Every first class junior teacher who obtains a trained teacher's certificate after the passing of this Act; and
- (c) Every person other than a teacher or junior teacher employed in the Education Department who has been awarded a studentship in the Training College under the prescribed regulations and who obtains a trained teacher's certificate after the passing of this Act

Effect of trained
teacher's
certificate.
See No. 1642 s. 12.

shall when a vacancy occurs be appointed to a position in the sixth class.

(2) The Director shall have power to reserve vacancies in the sixth class in anticipation of the persons specified in this section qualifying for trained teachers' certificates.

(3) Priority of appointment shall be determined upon the results of the work done by the persons specified in this section while students in the Training College.

19. No female teacher shall be appointed to any assistantship in which she is required to take charge of and supervise the teaching of infant children unless either she possesses a first or second class infant teacher's certificate or the Director certifies that she is competent to perform such duties.

Qualification of
female assistants.

20. (1) Except as herein otherwise provided every person on his first appointment to any position mentioned in the Classified Roll or to the position of sewing mistress shall be appointed on probation for one year; but junior teachers appointed after the commencement of this Act shall be on probation during the full term of their junior teacher course.

Teachers to be
appointed on
probation.
See No. 1133 s. 89.

(2) No person so appointed to any position mentioned in Part II. of the Classified Roll shall have his appointment confirmed, and no junior teacher or student in training shall be appointed to any position mentioned in Part II. of the Classified Roll until such person or junior teacher or student in training as the case may be has effected in some life assurance company carrying on business in Victoria an insurance on his life providing for the payment of a sum of money on his death should

Appointee to
effect an insurance
on his life.
See No. 1133 s. 37
and No. 1888.

should it occur before the age of retirement from the public service, or if he survive till that age of a sum of money or annuity at the date of such retirement.

(3) Every insurance effected pursuant to this section or the corresponding section of any repealed Act affecting teachers shall be continued and the amount thereof fixed from time to time in accordance with regulations in that behalf made by the Commissioner and approved by the Governor in Council.

(4) No policy of insurance so effected by any person shall during the time such person remains in the public service be assignable either at law or in equity.

(5) The appointment of any person who has been appointed on probation to any position mentioned in the Classified Roll or to the position of junior teacher or sewing mistress may be confirmed upon the recommendation of the Director and the certificate of the Commissioner that all the provisions of the Public Service Acts relating to such an appointment have been complied with.

Transfers how to be made.

See No. 1133 s. 96.

21. All transfers of teachers from one school to another shall be made by the Governor in Council upon a recommendation made by the Director in accordance with the Transfer List. If any teacher or junior teacher refuses to accept a transfer which is proposed to be made by way of reduction in classification by order of the Commissioner or of the Classifiers or in the public interest the services of such teacher or junior teacher shall be dispensed with.

Transfer List.

Sixth Schedule.

See Act 1382 s. 6.

22. (1) A list of teachers recorded for transfer or reduction to be known as the Transfer List shall be from time to time prepared by the Classifiers in the manner prescribed in the Sixth Schedule to this Act.

Filling up of vacancies.

(2) When after the first day of January One thousand nine hundred and six a vacancy occurs in a school for a head teacher or assistant teacher or in the staff of relieving teachers it shall be filled according as the vacancy is for a male or female teacher by a male or female teacher whose name is recorded on the Transfer List.

(3) Where a vacancy is proposed to be filled from the First Division of the Transfer List the senior applicant shall be nominated thereto unless the Classifiers report in writing to the Minister that there are good reasons for departing from this rule and for appointing some other applicant, in which case the applicant recommended in such report shall be nominated and such reasons shall be embodied in such report. A teacher whose record of work is good and who has served for at least five years in an outlying district shall be considered as having special claims to transfer from such district.

(4) Where

(4) Where there is no application for such vacancy from any teacher whose name is recorded in the First Division of the Transfer List the Director may require any teacher in the Second Third or Fourth Division thereof to accept a transfer to such vacancy.

(5) If the vacancy be such as should be filled by the appointment of a teacher who is in the sixth the seventh or the eighth class and no application for such appointment is received from any classified teacher it shall notwithstanding anything contained in this Act be filled by the appointment of the senior applicant on the Employment Register. If there be no applicant for the position the Director may nominate thereto some person whose name is on the Employment Register and if such person refuses appointment to such position he may be debarred from receiving an appointment as head teacher or assistant for a period not exceeding six months.

(6) Before a teacher is appointed to the position of head-teacher of any school the Minister shall be satisfied that suitable board and lodging for such teacher can be obtained in the vicinity of such school.

(7) Teachers and junior teachers while students in training shall not be nominated for transfer.

(8) Until the first day of July One thousand nine hundred and six the law in force immediately before the commencement of this Act relating to the promotion of teachers shall notwithstanding anything to the contrary in this Act have full force and effect.

(9) Notwithstanding anything contained in the Public Service Acts William Burston, assistant teacher in State School number 1402, situate at Errol-street North Melbourne, shall without further or other authority than this Act be appointed as from the first day of January One thousand nine hundred and six a teacher of the second class, and shall as from that date be paid the salary of the highest subdivision of that class as provided in the *Teachers' Salaries Act* 1893.

23. (1) As a condition of his promotion from any class to the next higher class any teacher may be required to take charge of any school or to accept transfer to any assistantship for which a teacher of such higher class is needed and any such teacher refusing such transfer shall be deemed to have waived for the time being his right to promotion.

Effect on promotion or position of refusal of consequent transfer.

(2) Any

(2) Any head teacher who is in charge of a school with a minimum average attendance lower than that fixed for his class in the regulations made under the provisions of this Act may be transferred to a position corresponding with his class as prescribed in such regulations and if he refuses such transfer he shall thereupon be paid the maximum salary of the class next below his class.

(3) Any assistant teacher employed in a school whose average attendance is below that of schools in which assistant teachers of his class may be employed under the regulations made under the provisions of this Act may be transferred to a position corresponding with his class under such regulations and if he refuses such transfer he shall thereupon be paid the maximum salary of the class next below his class.

See Second Schedule,
Act No. 1642.

(4) Male assistant teachers of the third and fourth classes employed at the passing of this Act shall not be required to accept transfer in accordance with the provisions of this section so long as the average attendance of the schools in which such assistant teachers are employed at the date of the commencement of this Act is such as would under the provisions of the Public Service Acts previously in force justify the employment of such assistant teachers in such schools.

Teachers of
woodwork and
cookery.

24. (1) Teachers of woodwork or cookery employed on the thirty-first day of December One thousand nine hundred and five shall thereafter be classified and paid as State school teachers and the classification of each such teacher shall subject to the approval of the Minister be determined by the Classifiers. If any such teacher feels aggrieved at the decision of the Classifiers he may appeal from such decision to the Commissioner and the provisions of the Public Service Acts with respect to an appeal by a teacher against a decision of the Classifiers shall as nearly as may be apply to such appeal.

(2) Teachers who are appointed teachers of woodwork or of cookery after the thirty-first day of December One thousand nine hundred and five shall be classified and paid as State school teachers and shall be of such classes as may from time to time be prescribed by regulations.

(3) Except as may be otherwise determined by regulations made under the provisions of this Act, all teachers of woodwork or of cookery shall be subject to the same conditions as regards transfer and promotion to positions in State schools as other teachers whose names are on the Classified Roll.

Power to transfer
teachers in the
public interest, &c.

25. Notwithstanding anything contained in the Public Service Acts the Director upon certifying to the Minister that it is desirable in the public interest or in the interest of efficiency that any teacher be transferred

transferred from one school to another may at any time so transfer such teacher. A teacher so transferred shall not in consequence of such transfer suffer any reduction in salary unless and until a reduction in his classification is made by the Classifiers or by the Commissioner.

26. (1) Notwithstanding anything contained in section one hundred and twenty-four of the Principal Act and section thirteen of the *Public Service Act* 1901 in the case of any teacher who is charged with being careless or negligent in the discharge of his duties or with being inefficient or incompetent the Director may without suspending such teacher report the matter to the Commissioner who if the teacher so charged does not admit the truth of the charges made against him shall have authority to inquire into the truth of such charges and to hear receive and examine evidence upon oath.

Charge against teacher dealt with by Commissioner without suspending such teacher.

See Act No. 1133 s. 124 and Act No. 1779 s. 13.

(2) If any such charges be admitted as aforesaid or be found by the Commissioner to be proved the Commissioner may according to the nature of the offence reduce such officer to a lower rank in the public service or to a lower salary or deprive him of any future annual increment he would otherwise have been entitled to receive or any part thereof or of his leave of absence during such time as the Commissioner thinks fit, or with the consent of the Governor in Council dismiss such officer from the public service or dispense with his services or request him to resign. Opportunity shall be given to the teacher to be present at the hearing of such charge.

27. (1) Every female junior teacher who has fully completed her junior teacher's course shall be eligible for appointment to a position as junior teacher acting as assistant at the salary set forth in the Seventh Schedule to this Act. No such acting assistant shall be paid the maximum salary as set forth in such Schedule unless she has obtained a certificate of competency or has passed in the literary work for the first class certificate, or has passed some other examination approved by the Director.

Acting Assistants.

Seventh Schedule.

(2) No junior teacher acting as assistant shall within two years from the date of her appointment to such position be entitled to apply for promotion unless the Director certifies that it is desirable that such teacher should be promoted.

28. (1) From and after the first day of January One thousand nine hundred and six every teacher who immediately before that date was receiving an annual salary and payments by way of results shall be paid an annual salary only.

Salaries of teachers.

(2) Such annual salary shall be at a rate equal to the annual salary and payments by way of results which such teacher was receiving on the thirty-first day of December One thousand nine hundred

Seventh Schedule.

hundred and five. If the salary as computed under the foregoing provisions is between the minimum and the maximum provided for teachers of his class in the Seventh Schedule to this Act such teacher shall at each subdivisional promotion in his class except the last receive an addition to his annual salary equal in amount to the corresponding increases shown in the said Schedule. At the last subdivisional promotion he shall receive such an increase as will raise his salary to the maximum of his class. No teacher shall be paid less than the minimum rate of salary provided for his class in the said Schedule.

See Act 1882 s. 4
(1).

(3) Notwithstanding anything contained in sub-section (1) of section four of the *Teachers Act* 1895 any teacher who as certified by the Director has displayed exceptional merit may be promoted to any higher subdivision within his class provided that the number of teachers promoted to a subdivision other than the next higher subdivision of any class shall not in any one year exceed five per centum of the total number of teachers in such class.

As to rate of salary
of teachers
promoted.
See No. 1642 s. 17
(3).

29. (1) Any teacher promoted from one class to a higher class if not before promotion paid a rate of salary equal to the minimum rate of salary of the class to which he is promoted shall on promotion be paid such minimum rate.

(2) If at any time the number of positions in any class as determined in accordance with the provisions of this Act is less than the number of teachers classified in such class each of such teachers shall subject to the provisions of this Act retain his rights of salary and subdivisional promotion in that class.

Rates of salaries of
future junior
teachers.
Seventh Schedule.

30. (1) Junior teachers appointed on or after the first day of January One thousand nine hundred and six shall be entitled to the rates of annual salaries set forth in the Seventh Schedule to this Act.

Fifth Schedule.

(2) Until the staffs of schools have been adjusted in conformity with the provisions of the Fifth Schedule to this Act monitors employed on the first day of January One thousand nine hundred and six may be regarded as equivalent to junior teachers.

Fifth Schedule.

(3) Subject to the provisions of the Fifth Schedule to this Act whenever a vacancy for a junior teacher occurs in any school in which monitors are employed the staff of junior teachers in such school shall be increased by two and the staff of monitors shall be diminished by one until the existing staff of monitors is exhausted.

(4) In schools where monitors are employed but where no junior teachers are employed a junior teacher may be appointed in lieu of a monitor in conformity with the provisions of the said Schedule.

Section 46 of No.
1133 not to apply
to teachers or
junior teachers.
See 1642 s. 2.

31. The restrictions contained in section forty-six of the Principal Act with regard to new appointments shall not apply to persons appointed as teachers or junior teachers after the commencement of the said Act.

32. In

32. In the Public Service Acts wherever the words "pupil teacher" or "pupil teachers" occur the words "junior teacher" and "junior teachers" respectively are hereby substituted; and any person who at the commencement of this Act is a pupil teacher shall by the operation of this Act become and be a junior teacher but shall not by reason of such alteration of title suffer any diminution in the rate of his salary.

Substitution of junior teachers for pupil teachers.

33. The Governor in Council may proclaim any school as a training school or model school or continuation school or preparatory school and notwithstanding anything contained in the Public Service Acts may appoint to any such school either as head teacher or as assistants such teachers whether male or female and such junior teachers as shall be certified by the Director as being specially qualified or required for employment in such school.

Power to proclaim school as training school &c.

34. If in any financial year it appears that in consequence of the provisions contained herein the total amount of the salaries paid or to be paid to the teachers exceeds the total amount that would have had to be paid if this Act had not passed then it shall be lawful for the Governor by Order in Council to reduce *pro rata* the salaries of all teachers to an extent sufficient to bring the total salaries of such teachers to the last-mentioned total amount.

Provision for restricting increase in expenditure for salaries.

35 (1) The Governor in Council may make regulations—

Regulations.
No. 1302 s. 18.

- (a) For determining subject to the provisions of the Public Service Acts the conditions and the mode of appointment transfer and promotion of teachers students in training junior teachers acting as assistants junior teachers and sewing mistresses;
- (b) For prescribing the conditions to be observed by the Classifiers in fixing at each triennial period the number of positions in the several classes of teachers and in determining the relative seniority of teachers in the several sub-classes of each class and in classifying teachers of woodwork or of cookery;
- (c) For determining the schools to which head teachers and assistants of the several classes shall be appointed or in which they shall be retained;
- (d) For determining the qualifications to be possessed by monitors their employment and the salaries to be paid to them; and
- (e) Generally for carrying out of the provisions of this Act.

(2) All

Publication of regulations.

(2) All such regulations shall on being published in the *Government Gazette* be as valid in law as if the same were enacted in this Act and shall be judicially noticed.

Submission to Parliament.

(3) All such regulations shall be laid before both Houses of Parliament within fourteen days after the making thereof if Parliament be then sitting and if Parliament be not sitting then within fourteen days after the commencement of the next session of Parliament.

SCHEDULES.

FIRST SCHEDULE.

Section 2.

Number of Act.	Short Title of Act.	Extent of Repeal.
1133 ...	<i>Public Service Act</i> 1890	Sections sixty-nine, seventy-three, seventy-six, seventy-nine, eighty-nine, ninety-four, ninety-five, and ninety-six. And sections seventy-seven, seventy-eight, and eighty so far only as they relate to "schools."
1302 ...	<i>Teachers Act</i> 1893 ...	Sections nine, thirteen, fifteen (sub-sections two and three), and eighteen.
1334 ...	<i>Teachers' Salaries Act</i> 1893	Schedule.
1382 ...	<i>Teachers Act</i> 1895 ...	Sections five and six, Second Schedule Parts I., III., and IV., Third Schedule, Fourth Schedule, and Sixth Schedule.
1642 ...	<i>Teachers Act</i> 1900 ...	Sections ten, eleven (sub-section two), twelve, thirteen, fourteen, sixteen, seventeen, eighteen, and nineteen, and the First and Second Schedules.
1721 ...	<i>Public Service Act</i> 1900	Section fifteen and the Second Schedule.

SECOND

SECOND SCHEDULE.

Sections 3, 9, 11, 12.

PART I.

Classified positions in the First, Second, Third, Fourth, Fifth, and Sixth Classes of teachers, determined on a basis of a total average attendance of 150,000 pupils.

MALE TEACHERS.			FEMALE TEACHERS.		
Class.		Number.	Class.		Number.
I.	...	40	II.	...	35
II.	...	40	III.	...	35
III.	...	110	IV.	...	75
IV.	...	220	V.	...	300
V.	...	600	VI.	...	325
VI.	...	375			
Total	...	1,385	Total	...	770

PART II.

Sections 3, 11, 12.

(To be cited as Part II. of the Fourth Schedule to the Public Service Act 1890.)

CLASSIFIED ROLL OF HEAD TEACHERS AND ASSISTANT TEACHERS.

FIRST CLASS TEACHERS.

That is, male teachers who are certificated and are classified in First Honours or hold a Degree of the University of Melbourne and have passed the examination in theory and practice of teaching prescribed for First Honours by Regulations in force at the time of such examination under *The Education Act 1872* or the *Education Act 1890*, and also have been appointed to first class positions.

(1) Sub-class.

Record No.	Name.	Certificates held.	School.		Date of Appointment.		Order of Seniority.	Remarks.
			Name.	No.	To Class.	To Service.		

Insert First, Second, or Third as the case may be.

SECOND CLASS TEACHERS.

That is, teachers who are certificated and are classified in Second Honours or hold a Degree of the University of Melbourne and have passed the examination in theory and practice of teaching prescribed for Second Honours by Regulations in force at the time of such examination under *The Education Act 1872* or the *Education Act 1890*, and also have been appointed to second class positions.

First Sub-class.—Males.

Record No.	Name.	Certificates held.	School.		Date of Appointment.		Order of Seniority.	Remarks.
			Name.	No.	To Class.	To Service.		
597	Smith, John	1st Hon. ...	Windsor	270	Oct. 1884	Jan. 1861	1	
1209	Jones, Robert	2nd Hon. ...	Sandhurst	1203	Feb. 1885	Feb. 1862	2	Certificate for first class dispensed with.
1537	Robinson, Hy.	Cert. Drawing C. Science C.	E. Melb.	231	Mar. 1885	Apr. 1863	3	Certificate for first class dispensed with.
1970	Green, Charles	Cert. B.A. Melb.	Ballarat	1192	Jan. 1886	May 1862	4	Left the service for two years.

SECOND

SECOND SCHEDULE, PART II.—*continued.**Second Sub-class.—Males.*

Record No.	Name.	Certificates held.	School.		Date of Appointment.		Order of Seniority.	Remarks.
			Name.	No.	To Class.	To Service.		
347	Black, James...	Cert. ...	Collingd.	129	Feb. 1884	July 1862	1	Certificate for first class dispensed with.
2086	White, Thomas	1st Hon. ...	White Flat	1939	Jan. 1885	Aug. 1867	2	Certificate for first class dispensed with.
2097	Clark, John ...	2nd Hon. ...	Quartz Rf.	1759	Oct. 1885	Jan. 1868	3	
5016	Adams, William	Cert. ...	Black Hole	1263	Nov. 1885	June 1869	4	Certificate for first class dispensed with.

Third Sub-class.—Males.

Record No.	Name.	Certificates held.	School.		Date of Appointment.		Order of Seniority.	Remarks.
			Name.	No.	To Class.	To Service.		
1520	Shaw, George...	Cert. ...	Spring Hill	1400	Feb. 1884	Jan. 1863	1	
1980	Cross, Ames ...	2nd Hon. ...	Black Creek	126	March 1884	June 1864	2	

SECOND CLASS.—TEACHERS.

First Sub-class.—Females.

Record No.	Name.	Certificates held.	Position.	School.		Date of Appointment.		Order of Seniority.	Qualificat'n for Infant Teaching.	Remarks.
				Name.	No.	To Class.	To Service.			
317	Smith, Mary ...	1st Hon.	1st Asst.	Collins-st.	37	March 1884	Jan. 1859	1	First Class Exempt	
284	Williams, Lucy	2nd Hon.	1st Asst.	Geelong	159	March 1884	Feb. 1860	2		

⁽¹⁾ *Sub-class.—Females.*

Record No.	Name.	Certificates held.	Position.	School.		Date of Appointment.		Order of Seniority.	Qualificat'n for Infant Teaching.	Remarks.
				Name.	No.	To Class.	To Service.			

⁽¹⁾ Insert whether Second or Third sub-class (as the case may be).

THIRD CLASS TEACHERS.

That is, teachers who have obtained the certificate of competency, and have also passed the matriculation examination; or are certificated and hold two of the Department's science certificates; or have obtained a first class certificate; or who have obtained a trained teacher's certificate subsequently to thirty-first December One thousand eight hundred and seventy-five; or who obtained a trained teacher's certificate of first or second class under the Board of Education; or who in the case of teachers employed at the passing of the *Public Service Act* 1890 possessed at the time of such passing a certificate of competency alone or who, being appointed after the commencement of this Act, have obtained the trained teacher's certificate, or have obtained a first class certificate, and have also passed in the subjects of the examination for the trained teacher's certificate, either at an examination for the trained teacher's certificate or at some examination of the University of Melbourne regarded as equivalent by the Director; and who, in addition to possessing any such qualification, have been appointed to third class positions.

SECOND

SECOND SCHEDULE, PART II.—*continued.*

No male teacher promoted to the fourth class after the commencement of the *Teachers Act 1895* shall be promoted to the third class unless he shall have been in charge of a school as a fourth class teacher for a period of not less than two (2) years.

First Sub-class. (1)

(1) Insert whether Males or Females (as the case may be).

Record No.	Name.	Certificates held.	Position.	School.		Date of Appointment.		Order of Seniority.	Remarks.
				Name.	No.	To Class.	To Service.		
1750	Richards, Thomas	2nd Hon. ...	Head Teacher	Fitzroy	1019	Aug. 1884	Dec. 1863	1	
1930	Smith, Albert...	Cert., matric.	1st M. Asst.	Ballarat	1294	Sept 1884	Jan. 1864	2	Certificate for 2nd class dispensed with.
2015	Jones, William	1st Cl. Training, Drawing, and Drill	Head Teacher	Fiery Creek	1361	Jan. 1885	July 1867	3	Certificate for 2nd class dispensed with

Second Sub-class. (1)

(1) Insert whether Males or Females (as the case may be).

Record No.	Name.	Certificates held.	Position.	School.		Date of Appointment.		Order of Seniority.	Remarks.
				Name.	No.	To Class.	To Service.		

Third Sub-class. (1)

(1) Insert whether Males or Females (as the case may be).

Record No.	Name.	Certificates held.	Position.	School.		Date of Appointment.		Order of Seniority.	Remarks.
				Name.	No.	To Class.	To Service.		

FOURTH CLASS TEACHERS.

That is, teachers who have obtained the certificate of competency or who hold a first class certificate, and have been appointed to fourth class positions.

First Sub-class. (1)

(1) Insert whether Males or Females (as the case may be).

Record No.	Name.	Sex.	Certificates held.	Position.	School.		Date of Appointment.		Order of Seniority.	Remarks.
					Name.	No.	To Class.	To Service.		

SECOND

SECOND SCHEDULE, PART II.—continued.

Second Sub-class. (1)

(1) Insert whether Males or Females (as the case may be).

Record No.	Name.	Sex.	Certificates held.	Position.	School.		Date of Appointment.		Order of Seniority.	Remarks.
					Name.	No.	To Class.	To Service.		

Third Sub-class. (1)

(1) Insert whether Males or Females (as the case may be)

Record No.	Name.	Sex.	Certificates held.	Position.	School.		Date of Appointment.		Order of Seniority.	Remarks.
					Name.	No.	To Class.	To Service.		

FIFTH CLASS TEACHERS.

That is, teachers who have obtained the certificate of competency, or hold a first class certificate, or in the case of teachers permanently employed in classified schools on the 29th January, 1895, who possess a licence to teach, and who have been appointed to fifth class positions.

First Sub-class. (1)

(1) Insert whether Males or Females (as the case may be).

Record No.	Name.	Sex.	Certificate held.	Position.	School.		Date of Appointment.		Order of Seniority.	Remarks.
					Name.	No.	To Class.	To Service.		
5603	Johnson, Saml.	Male	T.T.C.	Head Teacher	White Hill	2117	...	Feb. 1877	1	
5906	Cooper, Danl.	Male	T.T.C.	1st Asst.	Northcote	17	...	Jan. 1878	2	
6001	Gray, Lucy	Female	Cert.	Head Teacher	DeepCreek	1740	...	July 1878	3	

Second Sub-class. (1)

(1) Insert whether Males or Females (as the case may be).

Record No.	Name.	Certificates held.	Position.	School.		Date of Appointment.		Order of Seniority.	Remarks.
				Name.	No.	To Class.	To Service.		

SECOND SCHEDULE, PART II.—*continued.**Third Sub-class. (1)*

Record No.	Name.	Certificates held.	Position.	School.		Date of Appointment.		Order of Seniority.	Remarks.
				Name.	No.	To Class.	To Service.		

(1) Insert whether Males or Females (as the case may be).

SIXTH CLASS TEACHERS.

That is, teachers who are licensed to teach or who hold a second class certificate or approved equivalent and who have been appointed to sixth class positions.

First Sub-class.

Record No.	Name.	Certificates held.	Position.	School.		Date of Appointment.		Order of Seniority.	Remarks.
				Name.	No.	To Class.	To Service.		

Second Sub-class.

Record No.	Name.	Sex.	Certificates held.	Position.	School.		Date of Appointment.		Order of Seniority.	Remarks.
					Name.	No.	To Class.	To Service.		

Third Sub-class.

Record No.	Name.	Sex.	Certificates held.	Position.	School.		Date of Appointment.		Order of Seniority.	Remarks.
					Name.	No.	To Class.	To Service.		

SECOND

SECOND SCHEDULE, PART II.—*continued.*

SEVENTH CLASS TEACHERS.

That is, teachers who are licensed to teach or who hold a second class certificate or approved equivalent and who have been appointed to seventh class positions.

First Sub-class.

Record No.	Name.	Certificates held.	Position.	School.		Date of Appointment.		Order of Precedence for Appointment to Sixth Class.	Remarks.
				Name.	No.	To Class.	To Service.		

Second Sub-class.

Record No.	Name.	Certificates held.	Position.	School.		Date of Appointment.		Order of Seniority.	Remarks.
				Name.	No.	To Class.	To Service.		

Third Sub-class.

Record No.	Name.	Certificates held.	Position.	School.		Date of Appointment.		Order of Seniority.	Remarks.
				Name.	No.	To Class.	To Service.		

EIGHTH CLASS TEACHERS.

That is, teachers who are licensed to teach or who hold a second class certificate or approved equivalent and who have been appointed to eighth class positions.

(¹) Insert whether First Second or Third.

(¹) *Sub-class.*

Record No.	Name.	Certificates held.	Position.	School.		Date of Appointment.		Order of Precedence for Appointment to Seventh Class.	Remarks.
				Name.	No.	To Class.	To Service.		

SECOND SCHEDULE, PART II.—*continued.*

(1) The literary qualification for any class shall be held to include that for each lower class.

(2) Where in the first classified roll published on the first day of January One thousand eight hundred and eighty-five it is recorded against any teacher's name that the certificate required for promotion to a higher class had been dispensed with, such fact shall be recorded in each revised Classified Roll opposite to such teacher's name.

(3) Male teachers employed at the passing of the *Public Service Act 1883*, and who were certificated at the time of its coming into operation, shall be eligible for promotion to any class though not possessing the literary qualifications therefor, and male licensed teachers employed at the passing of the *Public Service Act 1883* shall be eligible for promotion to the fourth class and to third class positions in which they may be required to act as assistants; and female teachers employed and licensed at the passing of the said Act shall be eligible for promotion to any class, though not possessed of the literary qualification therefor.

(4) If the Classifiers report that certificates granted by any other approved examining body whether in Victoria or elsewhere are of at least equal value to any of the certificates mentioned in this Schedule the Director may order that any teacher possessing such certificates be recorded as possessing such qualifications under this Act as he deems a fair equivalent.

PART III.

(To be cited as Part III. of the Fourth Schedule to the Public Service Act 1890.)

(i.) JUNIOR TEACHERS ACTING AS ASSISTANTS.

Record No.	Name.	School.		Date of Appointment.	Remarks.
		Name.	No.		

(ii.) FIRST CLASS JUNIOR TEACHERS.

(To be entered in order of Seniority.)

Record No.	Name.	Sex.	School.		Date of—		Remarks.
			Name.	No.	Appointment.	Promotion to Class.	

From the commencement of this Act the order of seniority of junior teachers promoted to the first class shall be determined by the date of promotion to such class; when the date is the same it shall be determined by the Classifiers.

The classification of junior teachers shall be determined by the results of examinations, as prescribed by regulations.

THIRD

Section 3.

THIRD SCHEDULE.

(To be cited as the Fifth Schedule to the Public Service Act 1890.)

EMPLOYMENT REGISTER.

PART I.

CANDIDATES FOR EMPLOYMENT AS HEAD TEACHERS OR ASSISTANT TEACHERS.

	Record Number.	Name.	Sex.	Certificates held.	Date of obtaining Certificate.	Date of completing Course.	Order of Precedence for Appointment.	Remarks.
A (1) Provisionally certificated first class junior teachers who have had not less than one year's course in the Training College. (2) Candidates admitted <i>ad eundem gradum</i> .	9463	Edwards, James	Male	2nd Cl. Cert. ; 1st Cl. Cert. pending	Dec. 1897	Dec. 1895	1 A	
	12920	Williams, Mary	Female	Cert. pending ...	Dec. 1898	April 1896	2 A	
	6076	Lewis, John ...	Male	2nd Cl. Cert. ; 1st Cl. Cert. pending	Dec. 1900	Dec. 1898	25 A	
B (1) Provisionally certificated first class junior teachers. (2) Candidates admitted <i>ad eundem gradum</i> .	6980	McDonald, Mary	Female	2nd Cl. Cert. ; 1st Cl. Cert. pending	Dec. 1882	Dec. 1881	1 B	
	6990	O'Regan, Ann	Female	L.T., Cert. pending	Dec. 1882	April 1882	2 B	
	7006	White, James	Male	2nd Cl. Cert. ; 1st Cl. Cert. pending	Dec. 1882	Dec. 1882	75 B	
C (1) First class junior teachers with second class certificates or licences to teach. (2) Candidates admitted <i>ad eundem gradum</i> .	8421	Morrison, Mary	Female	2nd Cl. Cert. on junior teacher's course	Dec. 1884	Dec. 1884	1 C	
	8532	Hope, John ...	Male	L.T. on junior teacher's course	Dec. 1884	Dec. 1884	2 C	
	8700	Turner, John...	Male	2nd Cl. Cert. on junior teacher's course	Dec. 1885	Dec. 1885	80 C	
D (1) Other qualified candidates with certificates of competency. (2) Candidates admitted <i>ad eundem gradum</i> .	8730	Jones, Thos. ...	Male	1st Cl. Cert. ...	Dec. 1883	...	1 D	
	8752	Marsh, Jane ...	Female	Cert. ...	Dec. 1883	...	2 D	
	8900	Kerr, Robert...	Male	1st Cl. Cert. ...	Dec. 1885	...	99 D	
E Other qualified candidates.	7052	Green, Lucy ...	Female	L.T. ...	June 1881	...	1 E	
	7049	Brown, John...	Male	L.T. ...	Dec 1881	...	2 E	

The order of precedence for appointment of candidates of each qualification for employment shall be determined by the Classifiers, the candidate with the highest qualification being placed first, and the candidate with the lowest qualification being placed last.

THIRD

THIRD SCHEDULE—continued.

PART II.

QUALIFIED CANDIDATES FOR EMPLOYMENT AS JUNIOR TEACHERS.

School for which Application is made.		Name of Candidate.	Order of Precedence for Appointment.	Remarks.
Roll No.	Name.			
76	Thomastown ...	Robinson, John ...	1	Only candidate
1907	Plenty River ...	{ Henry, Jane ... Jackson, Richard ... Black, Edward ...	1	

QUALIFIED CANDIDATES FOR EMPLOYMENT AS SEWING MISTRESSES.

School or Locality for which Application is made.		Name of Candidate.	When no person is recorded for transfer the Order of Precedence for appointment determined by competitive examination when there are more candidates than vacancies.	Remarks.
Roll No.	Name.			

FOURTH SCHEDULE.

Section 3.

(To be cited as the Sixth Schedule to the Public Service Act 1890.)

SUPPLEMENTARY ROLL.

PART I.

CLASSIFICATION OF HEAD TEACHERS AND ASSISTANT TEACHERS.

Record Number.	Name.	Certificates	School transferred from—			School transferred to—			Date of Transfer.	Class.		Order on Classified Roll in former Class.	Order on Classified Roll in present Class.	Remarks.
			Position.	Name.	Number.	Position.	Name.	Number.		Transferred from	Transferred to			
763	White, James	1st Hon.	H. T. Ballarat ..	973	H. T. S. Melbourne	2570	Jan. 1884	II.	I.	1	25			
956	Green, Charles	Cert.	H. T. Geelong ..	1999	..	..	Feb. 1884	..	IV.	13	..	Resigned.
6503	Johnson, John	T.T.C.	A. T ..	..	1st A. W. Fitzroy	2390	Mar. 1884	IV.	V.	3	400		
6069	Campbell, M'ry	Cert.	.. ..	..	Jr. A. Richmond ..	2301	Apr. 1884	V.	..	..	2000	First appointment

In entering the "Order in present class" the numbers in each case follow in order of appointment, and the first number is the next consecutive number to the last on the Classified Roll.

FOURTH

FOURTH SCHEDULE—continued.

PART II.

(i.) NAMES OF JUNIOR TEACHERS ACTING AS ASSISTANTS,

Record No.	Name.	School.		Date of Appointment.	Remarks.
		Name.	No.		

(ii.) NAMES OF FIRST CLASS JUNIOR TEACHERS.

Record No.	Name.	Sex.	School.		Date of—		Remarks.
			Name.	No.	Appointment.	Promotion to Class.	

Sections 3, 10, 30.

FIFTH SCHEDULE.

(To be cited as the Seventh Schedule to the Public Service Act 1890.)

ALLOTMENT OF STAFFS IN ACCORDANCE WITH THE AVERAGE ATTENDANCE AT SCHOOLS.

Average Attendance of School.			Head Teacher.	Assistant.		Junior Teacher Acting as Assistant.	Junior Teacher.	Sewing Mistress.	Total.
				Male.	Female.				
Under 35	...	...	1	...	...	...	...	...	1
35 to 50	...	...	1	...	...	...	...	1	2
50 " 80	...	...	1	...	...	...	1	1	3
80 " 120	...	...	1	...	1	...	1	...	3
120 " 160	...	...	1	...	1	...	2	...	4
160 " 200	...	...	1	...	2	...	2	...	5
200 " 240	...	...	1	...	2	1	2	...	6
240 " 290	...	...	1	...	2	2	2	...	7
290 " 330	...	...	1	...	3	2	2	...	8
330 " 380	...	...	1	1	2	2	3	...	9
380 " 420	...	...	1	1	3	2	3	...	10
420 " 470	...	...	1	1	3	2	4	...	11
470 " 510	...	...	1	2	3	2	4	...	12
510 " 560	...	...	1	2	3	2	5	...	13
560 " 600	...	...	1	2	4	2	5	...	14
600 " 650	...	...	1	2	4	2	6	...	15
650 " 690	...	...	1	2	4	3	6	...	16
690 " 740	...	...	1	2	5	3	6	...	17
740 " 780	...	...	1	2	5	3	7	...	18
780 " 830	...	...	1	3	5	3	7	...	19
830 " 870	...	...	1	3	5	3	8	...	20

FIFTH SCHEDULE—*continued.*

And thereafter one female assistant and one junior teacher alternately for each increase in average attendance of 50 pupils and 40 pupils respectively.

In schools with an average attendance above 240 pupils, junior teachers may be substituted for acting assistants and *vice versa*, reckoning three junior teachers as being equivalent to two junior teachers acting as assistants, provided that where in the staff of a school there would be an uneven number of acting assistants one junior teacher acting as assistant may be regarded as equivalent to a junior teacher.

In schools with an average attendance of from 50 to 80 pupils a junior teacher acting as assistant may be appointed in lieu of a junior teacher and sewing mistress, and in schools with an average attendance of from 200 to 240 pupils a junior teacher may be appointed in lieu of a junior teacher acting as assistant.

In amalgamated schools, or in schools held in two buildings situated at a distance from one another, where the average attendance at the adjunct school exceeds 100 pupils an additional assistant may be appointed, and where the average attendance at the adjunct school is less than 100 an additional junior teacher may be appointed.

SIXTH SCHEDULE.

Sections 3, 22.

(*To be cited as the Eighth Schedule to the Public Service Act 1890.*)

TRANSFER LIST.

Order in which teachers' names shall be arranged on the Transfer List for transfer in each class :—

First Division.—Teachers recorded upon their own application for transfer in the class in which they then are or to a lower class. Such teachers are to be entered in order of seniority, as shown in the Classified Roll.

Second Division.—Teachers whose schools have been closed, and teachers and assistant teachers who are in excess of the staff allowed under the Fifth Schedule of this Act and the prescribed regulations.

Third Division.—Teachers recorded for transfer in the same class in the public interest.

Fourth Division.—Teachers recorded for reduction to a lower class.

SEVENTH

Sections 3, 27, 28, 30

SEVENTH SCHEDULE.

SCALE SHOWING CLASSES, SUBDIVISIONS, AND RATES OF ANNUAL SALARY OF STATE SCHOOL TEACHERS.

	Subdivision.				
	1	2	3	4	5
Male Teachers—	£	£	£	£	£
Class VIII.	100				
Class VII.	108				
Class VI.	120	130	140	150	160
Class V.	170	180	190		
Class IV.	200	210	220	230	
Class III.	240	250	260	270	
Class II.	280	290	305	320	335
Class I.	345	360	375	395	415
VI. Class Teachers employed as Assistants ...	120	130	140		
Female Teachers—					
Class VIII.	80				
Class VII.	85				
Class VI.	90	100			
Class V.	108	114	120		
Class IV.	128	136	144	152	
Class III.	158	164	170	176	
Class II.	182	188	194	200	

JUNIOR TEACHERS.—RATES OF ANNUAL SALARY.

	Males.	Females.
	£	£
Fourth Class	20	16
Third Class	30	24
Second Class	40	32
First Class	50	40

Junior Teacher employed as Acting Assistant—£56 (minimum); £64 (maximum).

SEWING MISTRESSES.

Rate of annual salary, £30.

The services of sewing mistresses may be dispensed with at any time should the average attendance at the school fall below 35 or exceed 50 pupils.

TEACHERS OF NIGHT SCHOOLS.—RATES OF ANNUAL SALARY.

In schools where the average attendance is not less than 30, but under 40, £56.

In schools where the average attendance is not less than 40, but under 50, £68.

In schools where the average attendance is not less than 50, but under 60, £80.

And so on in proportion to the average attendance.

MELBOURNE:

By Authority: ROBT. S. BRAIN, Government Printer.