

A booklet containing orders of Government
on recommendations of the Secondary
Schools Committee
(Ghate Parulekar Committee)

Price—Rs. 1.33

RAVDA PRISON PRESS, POONA
1961



Government of Bombay

A booklet containing orders of Government
on recommendations of the Secondary
Schools Committee
(Ghate Parulekar Committee)

PRINTED AT THE YERAVDA PRISON PRESS, POONA

1961

FOREWORD

THE Secondary Schools Committee's Report was published in 1947 and Government issued orders on that Report in May to November 1948. These orders were subsequently amended on a number of occasions as and when necessary. It had, therefore, become necessary to have booklet containing all the orders issued and hence this booklet is being published for the information and guidance of all concerned and is calculated to obviate unnecessary correspondence. Instead of publishing a mere collection of all the Government Resolutions, all orders issued by Government on a recommendation have been given at one place, arranged chronologically, one below the other. The actual orders of Government are given in full omitting unnecessary matter. This arrangement is expected to be more advantageous for purpose of references etc.

POONA 1

8th April 1959.

S. PANANDIKAR,

Director of Education.

**Booklet containing orders of Government on the recommendations of the Secondary Schools Committee
(Ghate Parulekar Committee)**

Recommendation of the Secondary Schools Committee	Government decision	Remarks
<p>1. (a) We suggest that the Province should be divided into four areas for purposes of the standardisation of the fee rates, pay scales and grants-in-aid.</p>	<p>Government considers that the demarcation of areas should be the same as for Government servants.</p>	<p>(G. R., E. and I. D., No. 6803, dated 15th May 1948).</p>
<p>(A) Bombay City and Suburbs.</p>		
<p>(B) Ahmedabad, Poona, Surat and Sholapur.</p>		
<p>(C) Municipal towns other than those mentioned in A and B.</p>		
<p>(D) Rural (or non-municipal) areas.</p>		
<p>(b) We have not suggested an intermediate area between the major Municipalities of Ahmedabad, Poona, etc. and the small Municipal towns. We have included only four cities under B area. We, however, suggest that Government may, after further enquiry, add a few more cities to the B area and/or introduce an intermediate area between B and C if necessary, on account of higher cost of living and adopt suitable special allowances for it.</p>		
<p>(c) In the interest of the general levelling up of schools and teachers in</p>		

the Province and the desirability of aiming at a fairly common standard of culture and living, we are, however, reluctant to propose more divisions than those suggested by us.

2. For purposes of standardisation of pay scales, we propose to divide ordinary secondary teachers into the following three classes, according to their academic qualifications:—

- (1) Those who have passed only the Matriculation, the School Leaving Certificate or other equivalent examination (hereafter called matriculates).
- (2) Those who have passed the 'Intermediate' examination (or its equivalent) of a University (hereafter called 'Intermediates') and
- (3) Those who have passed a degree examination of a University or its equivalent (hereafter called graduates).

3. The Lokshala is a Secondary School imparting sound general education without English of the Matriculation standard. There should be no objection to those who pass the Lokshala examination being appointed as Secondary teachers. They should be considered eligible to appear for the S. T. C. Examination and if they pass

Government does not consider it necessary to recognise the 'Intermediate' category for the present.

(G. R., E. and I. D., No. 6803, dated 15th May, 1948).

(1) Government considers that the decision of this recommendation may be linked up with the decision regarding the future of Lokshalas and whether the students of the Lokshalas should be stipendary or not.

(G. R., E. and I. D., No. 6803, dated 18-11-1948).

Recommendation of the Secondary Schools Committee	Government decision	Remarks
---	---------------------	---------

it they, should be given the scale of the Matric S. T. C.

(2) The Secondary Schools Committee, in their Recommendation No. 3 has proposed as follows:—"The Lokashala is a Secondary School imparting sound general education without English of the Matriculation standard. There should be no objection to those who pass the Lokashala examination being appointed as Secondary teachers. They should be considered eligible to appear for the Secondary Teachers' Certificate examination and if they pass it, they should be given the scale of the Matric, Secondary Teacher's Certificate".

(2) Government is pleased to direct:—

- (i) that Lokashala Certificate holders should be equated with Matriculates for purposes of appointment as Secondary teachers and admission to the Secondary Teachers' Certificate Examination;
- (ii) that Lokashala Certificate holders while working in Secondary schools should be held eligible for the scale sanctioned for untrained Matriculates

and when they acquire the prescribed training qualifications they should be held eligible for the scale sanctioned for trained Matriculates ;

- (iii) that no stipends should henceforth be paid to pupils joining the Lokashalas ;
- (iv) that the stipends at the present rate viz. Rs. 15 per month should be continued to be paid to all the pupils who have already joined the Lokashalas and are, therefore, in receipt of stipends, till the time those pupils complete the Lokashala course ;

and

- (v) that no agreement to serve in primary schools should be taken from any student who does not receive a stipend.

(G. R., E. D., No. 6803, dated 5th October, 1949).

4. We recommend that a fresh Matriculate teacher should be given four years to acquire a training qualification, an intermediate passed teacher three years and a graduate teacher, two years. The management may, however, give a further period of grace which ordinarily should not exceed three years in the case of Matriculate and Intermediate and two years in the case of graduate teachers.

(1) Government prescribes a uniform period of 5 years, provided that the Department may for sufficient reasons grant an extension in special cases.

(G. R., E. and I. D., No. 6803, dated 15th May, 1948.)

(2) A uniform period of 5 years has been prescribed within which an untrained teacher is to acquire train-

The last sentence of item 2 in col. 2 is amended by G. R., E. and I. D., No. 6803 of 26th April 1949 (*vide* item 3 in col. 2).

2. For the latest orders of Government on this point see

Recommendation of the Secondary Schools
Committee

Government decision

Remarks

ing qualifications. This applies to all teachers without training qualifications i. e. to those who are already in service and to those who will be recruited hereafter. Teachers already in service who have put in 10 years' service or more service on 1st June, 1948, are to be deemed to have obtained the S. T. C. Teachers who have put in less than 5 years' service on 1st June, 1948, will only have to obtain the S. T. C. within 5 years.

(G. R., E. and I. D., No. 6803, dated 16th November 1948).

(3) The last sentence in the orders issued by G. R., E. and I. D., No. 6803, of 16th November 1948 should be amended as to read as under :—

“Teachers who have put in less than 10 years' service on 1st June, 1948 will have ordinarily to obtain the S. T. C. or T. D. within 5 years from 1st June, 1948”.

(G. R., E. and I. D., No. 6803, dated 26th April 1949).

5. A secondary teacher should be considered as 'trained' if he acquires any one of the following professional qualifications :—

Accepted.

(G. R., E. and I. D., No. 6803, dated 15th May, 1948.)

(1) Latest orders of Government are contained in rule 63 of the Revised Grant-in-aid Code (1956).

1. Secondary Teacher's Certificate (S. T. C.) of the Educational Department.
2. Teachers' Diploma (T. D.) of the Bombay University.
3. Bachelor of Teaching (B. T.) degree of the Bombay University.
4. A Primary Training Certificate (for a Matriculate teacher only).
5. Any other qualification which Government may prescribe as a training qualification equivalent to the above qualification.

6. In as much as it is very inadvisable to have the same examination for graduates as well as undergraduates, it is recommended that the S. T. C. Examination should be divided into senior and junior grades. The senior examination should be offered only by the graduates and they may write their papers in English as at present. If necessary the course may be raised.

Persons who have passed the Matriculation Examination of the Bombay and other Universities and the S. L. C. and Lokshala examinations conducted by the Education Department of the Bombay Government should be held eligible for the Junior S. T. C. Examination and may write their papers in any of the regional languages including English in the case of those whose mother

Government agrees that the question of S. T. C. Examination requires careful re-examination. The Director of Public Instruction is requested to make suitable recommendations to Government in consultation with the Education Adviser to Government. (G. R., E. and I. D., No. 6803, dated 15th May, 1948.)

Recommendation of the Secondary Schools Committee	Government decision	Remarks
---	---------------------	---------

tongue is other than any of the languages of the Province. The course of studies for this junior examination may be simplified and made more practical.

7. In view of the fact that time scales are proposed by us only for those teachers who have obtained training qualifications, it is quite essential that adequate provision for training in different parts of the Province should be available for untrained teachers to get themselves trained as early as possible.

We, therefore, recommend that Government should adopt all possible measures to provide training facilities by aiding private training colleges for B. T. and T. D. on a liberal scale, and encouraging education bodies to open new training colleges, in areas and places where they are in demand.

We also suggest that Government should encourage managements of schools to conduct S. T. C. classes individually or jointly by giving them adequate grant-in-aid.

It is also further suggested that in places where S. T. C. classes are not within reach of untrained teachers, Government should adopt a system of

The recommendations in parts 1 and 2 are accepted. As regards part 3, the S. T. C. Classes may be recognised as special institutions eligible to grant at the rate of 1/3rd (Same as Secondary School itself) but in no case greater than the net deficit. Such a class should not exceed 30 in number. The recommendation in part 4 is not accepted.

(G. R., E. and I. D., No. 6803, dated 18th November 1948.)

For the latest orders of Government on this point see rule 144 of the Revised Grant-in-aid Code (1956).

rewards to heads of Schools and senior teachers who may guide teachers for their S. T. C. Examination with the approval of the Educational Inspector.

8. We recommend that Government should encourage managements to depute their teachers for training with a deputation allowance and should pay an ad hoc grant on such expenditure at a rate higher than that adopted in the case of maintenance grant.

9. We are of the opinion that Secondary teachers in Government schools and those who serve in recognised private secondary schools in the Province should be treated on a par so far as their pay scales are concerned in as much as both perform identical duties.

10. We recommend that in recruiting educational officers for Government service the claims of competent and well qualified teachers in private Secondary Schools should be duly considered and their previous services should be taken into account in fixing their salaries as Government servants.

Government is pleased to direct that the expenditure incurred by non-Government Secondary Schools on deputation allowance to their teachers should be admitted for purposes of maintenance grant.

(G. R., E. and I. D., No. 6803, dated 15th May, 1948.)

Government generally agrees with the spirit of this recommendation. However, in prescribing pay-scales for the purpose of Government grant-in-aid, Government considers it necessary to take into account the general financial condition of the various managements.

(G. R., E. and I. D., No. 6803, dated 15th May, 1948.)

Government accepts this recommendation. In fact this recommendation has already been put into effect by recruiting a large number of private teachers as Assistant Deputy Educational Inspectors and teachers in Training Institutions.

(G. R., E. and I. D., No. 6803, dated 15th May, 1948.)

Recommendation of the Secondary Schools Committee	Government decision	Remarks
<p>11. We suggest the following basic pay scales for secondary teachers throughout the Province :—</p>	<p>(1) A—Pay-scales for teaching staff.—Government does not consider it necessary to lay down for the present any special scale for the 'Intermediate' category of teachers. Similarly no regular scale is being provided for the Secondary teachers who have not got one of the prescribed training qualifications. For the other classes of teachers Government decision is as follows :—</p>	<p>(1) The second sentence of item (1) in col. 2 is deleted as per G. R., E. and I. D., No. 6803 of 16th November 1948 (vide item 2 in col. 2).</p>
<p>1. Matriculate or S. L. C.—Rs. 50-3/2-56 (4 years).</p>	<p>(a) For (untrained) Matriculate or S. L. C.—Rs. 50-3/2-56.</p>	<p>(2) The question of pay-scales for part-time women teachers was examined by Government independently of the G. P. Committee's Report which made no recommendation in the matter. The Government orders in this respect are as follows :—</p>
<p>Matriculate or S. L. C. with S. T. C. or T. D.—Rs. 56-2-80-E. B.-4-120 (22 years).</p>	<p>(b) For trained matriculate the minimum and maximum should be Rs. 56 and Rs. 120 respectively. The maximum should be reached in 22 to 25 years and the annual increment should not be less than Rs. 2 for the first ten years of the scale and not less than 3 for the later years.</p>	<p>Under the present conditions of shortage of teachers' especially in girls' schools, Government is pleased to direct that women teachers should be appointed on a part time basis in secondary schools. The following pay-scales are prescribed for part time women teachers both in Government as well as non-Government Secondary Schools:</p>
<p>2. Intermediates.—Rs. 56-2-62 (3 years).</p>	<p>(c) for (untrained) Graduates—Rs. 70-2-74.</p>	
<p>Intermediate with S. T. C. or T. D.—Rs. 61-3-92-E. B.-4-140 (22 years).</p>	<p>(d) For graduates with S. T. C. or T. D.:—The minimum and maximum should be Rs. 74 and Rs. 160 respectively. The</p>	
<p>3. Graduates.—Rs. 70-2-74 (2 years). Graduates with S. T. C. or T. D.—Rs. 74-4-114- E. B. -4-130-6-160 (20 years).</p>		
<p>Graduates with B. T.—Rs. 80-5-130-E. B.-6-160-8-200 (20 years).</p>		

maximum should be reached in 20 to 23 years and the minimum annual increment should be Rs. 4.

- (e) For graduates with B. T.:—
The minimum and maximum should be Rs. 80 and Rs. 200 respectively. The maximum should be reached in not less than 20 and not more than 23 years and the annual increment should not be less than Rs. 5.

B—*Pay-scales for non-teaching staff.*—The Committee has not proposed any specific pay-scales for the non-teaching staff, i.e., clerks, peons, Laboratory Assistant, etc., Government, however, agrees with the Committee's observations under 'Clerical Staff' on p. 19 of its report and is pleased to direct that simultaneously with the implementation of the revised pay scales for their teaching staff, managements of non-Government Secondary Schools ought to adopt suitable pay scales for their non-teaching staff which should be got sanctioned by the Educational Department.

(G. R., E. and I. D., No. 6803, dated 15th May, 1948.)

Pay Scale.
Rs.

- (1) Trained Matriculates 25—2—55
(2) Trained graduates ... 40—3—85
(Two advance increments to graduates with B. T.).

The minimum amount of work for entitling a part-time women teacher to a scale of pay should be 10 hours per week and part time women teachers doing less than this amount of work should not be held eligible for the scale but should be appointed on a contractual basis and remunerated accordingly.

(G. R., E. and I. D., No. 6803, dated 11th January 1949.)

Recommendation of the Secondary Schools Committee	Government decision	Remarks
	<p>(2) A—Pay-scales for Teaching staff:—</p> <p>(1) The work "Similarly no regular scale is being provided for the Secondary Teacher who has not got one of the prescribed trained qualifications" occurring in para. 1 should be deleted.</p> <p>(2) For intermediate Trained Teachers any scale actually granted to them and admitted hitherto for purposes of Government grant should be allowed to be continued and admitted for Government grant. This concession, however, should be only personal to present incumbents. New Intermediate teachers should be given four advance increments (Rs. 8 only) in the scale of Matric S. T. C., if the teacher has passed the Intermediate and S. T. C. or equivalent examination.</p> <p>(3) Graduates with S. T. C. who obtained Training qualifications previous to 1939 should be eligible to the scale for Graduates with B. T. on completion of 15</p>	<p>(3) The Secondary Schools Committees observations about clerical staff on p. 19 of the report which are referred to in item 1-B in col. 2 are as follows:—</p> <p style="text-align: center;"><i>Clerical staff</i></p> <p>"Every secondary school, big or small, requires clerical assistance. In small schools, the clerical work is entrusted to a teacher or teachers with or without allowances. In large schools one or more clerks are appointed to look after the clerical work. We are of opinion that it is more desirable to have independent clerical post or posts in large-sized secondary schools than to burden a teacher with clerical work with or without allowance. In a small school, whether middle or High, appointment of a separate clerk will entail unnecessarily heavy burden of expenses. In such schools it should be permissible to get the work done by a</p>

years service as S. T. C. The "deemed trained" Graduates should also be considered eligible, their S. T. C. service dating from the date of their being deemed trained.

- (4) Teachers who have taken the Diploma of Physical Education of the Training Institute for Physical Education Kandivali, should be placed on par with those possessing S. T. C. qualifications, the extra allowance or pay at present available to such teachers being merged in increments in the S. T. C. scale now made available. In respect of B. T. Graduates with the Kandivali Diploma of Physical Education, the special allowance for Kandivali Diploma at present available to them should continue in the present terms.

B—*Pay scales for non-teaching staff.*—Government have laid down that managements ought to adopt suitable scales for the non-teaching staff with the approval of the Department but no scales have been laid down. Government is now pleased to direct that the scales applicable to the similar staff in

teacher who may either be relieved from a part of his daily teaching work so that he can attend to the clerical work conveniently or if he cannot be spared, he should be paid a small allowance of Rs. 10 to 20 a month. If he is given an allowance for the clerical work, he should be expected to attend to his clerical duties during vacations also, to the extent to which it may be found necessary to do so. In high schools of more than 10 divisions, it would be necessary to have one or more clerks. The actual number of clerks to be employed should be fixed in consultation with the Educational Inspector.

Regarding the emoluments of full time clerks, we recommend that if a clerk is matriculate and is also able to do typing work, he should be given the scale of a matriculate, S. T. C. teacher. If is, however, open to the schools, according to their needs, to employ persons of lesser or higher qualifications as clerks and give them suitable scales which

Recommendation of the Secondary Schools Committee	Government decision	Remarks
<p>Government service in Educational Department should be regarded as model ones for approving the scales of non-Government Secondary Schools.</p>	<p>(G. R., E. and I. D., No. 6803, dated 16th November, 1948.)</p>	<p>should be got sanctioned by the Educational Department."</p>
<p>(3) (1) A-2 item 2 above.—Intermediate trained teachers already in service but not enjoying any special scale should also be given four advance increments in the Matric S. T. C. Scale.</p>	<p>(2) A-3 under item 2 above.—The words "their S. T. C. service" dating from the date of their being "deemed trained" should be replaced by the words "provided the S. T. C. (deemed trained) service starts from a date not later than 31st December, 1939."</p>	<p>(4) The orders of Government about pay-scales for Agricultural and commerce graduates are given in Appendix A.</p>
<p>(3) A-4 in item 2 above.—A B. A., S. T. C. with Physical Education Diploma should also be given the special allowance in addition to the B. A., S. T. C. scale.</p>	<p>(G. R., E. and I. D., No. 6803, dated 26th April, 1949.)</p>	<p>(5) The orders of Government about pay-scales to be given to persons holding Shastri degrees are given in Appendix B.</p>
		<p>(6) The clause beginning with "their S. T. C. service" in item 2 (3) of col. 2 is amended by Government Resolution, Education and Industries Department, No. 6803 of 26th April 1949 vide item 3 (2) in col. 2.</p>

(4) The question of salary payable to teachers holding "External" degrees in the Secondary Schools was considered by Government and the following orders have been issued:—

"Government had decided that the Scale of pay prescribed for graduates on the recommendation of the Secondary Schools Committee's Report should be given only to such persons as had obtained the degree after regular attendance at a College and not to persons who had obtained "external" degrees. It has now been represented to Government that this decision tends to take away incentive from young teachers to acquire higher qualifications and that, therefore, external degree holders should also be given the graduate's pay-scale. Government has examined this question and is pleased to direct that a teacher in Government or non-Government Secondary School, holding an "external" degree should be brought on the graduate's scale of pay.

(G. R., E. D., No. 6803, dated 26th June 1950.)

Recommendation of the Secondary Schools Committee	Government decision	Remarks
---	---------------------	---------

12. We suggest the following special allowance for high cost of living for the areas mentioned below:—

Pay ranging from	Bombay and Sub.rbs.	Ahmedabad, Poona, Surat and Sholapur.
	Rs.	Rs.
Rs. 50 to 80 per mensem.	20	10
Rs. 81 to 140 per mensem.	25	15
Rs. 141 to 200 per mensem.	30	20

(1) A—*Local Allowance*.—Since the pay scales prescribed under recommendation No. 11 are on mofussil basis, Government is pleased to prescribe that secondary teachers at expensive places such as Bombay, Ahmedabad, Sholapur, Surat, Poona and Hubli, should be granted compensatory local allowance and/or house rent allowance on the lines allowed to Government servants in G. R., F. D., No. 6567/33-IV, dated 15th January, 1948. As regards Bombay City and Salesette Island, Government will have no objection to managements giving suitable consolidated pay-scales inclusive of compensatory local allowance and house rent allowance with the previous approval of the Department.

B.—*Dearness Allowance and Interim Relief*.—In addition to the usual maintenance grants, Government at present pays to non-Government secondary Schools in the Province a special grant at the rate of 50 per cent of the expenditure incurred by them on payment of dearness allowance to their teaching as well as non-teaching staff. The expenditure

incurred by non-Government Secondary Schools on payment of interim relief to their teaching staff is also admitted for the special 50 per cent grant while the expenditure incurred by them on payment of interim relief to their non-teaching staff is admitted for the usual maintenance grant only. Consequent on the revision of pay-scales in non-Government Secondary Schools as a result of the recommendations of the Secondary Schools Committee as accepted by Government, the following specific instructions are laid down for the guidance of the managements in modification of all previous orders issued by Government in this respect:—

- (i) Since Interim relief was sanctioned in the form of a temporary additional pay pending the general revision of pay scales it is not necessary to continue this concession with effect from the date of implementation of revised pay scales and consequently no grant will be paid by Government on this account from that date.
- (ii) The payment of dearness allowance to the teaching as well as non-teaching staff should be continued so long as the scheme

Recommendation of the Secondary Schools Committee	Government decision	Remarks
	<p>of dearness allowance to Government servants continues.</p> <p>(iii) Government shall continue to pay the 50 per cent special grant on this account, as at present, subject to the conditions :—</p> <p>(a) that the dearness allowance rates sanctioned in G. R., F. D., No. 174, dated 23rd August, 1947, shall be taken as the upper limit, the managements being allowed to adopt rates between the rates prescribed in Finance Department, Government Resolution mentioned above and the rates prevailing immediately prior to the issue of that Government Resolution,</p> <p style="text-align: center;">and</p> <p>(b) that if the managements adopt dearness allowance rates below the rates prevailing immediately prior to the issue of the G. R., F. D., No. 174, dated 23rd August, 1947, their expenditure on this account shall be</p>	

admissible for the maintenance grant at the ordinary rates only.

(G. R., E. and I. D., No. 6803, dated 15th May, 1948.)

(2) B—(iii) under item (1) above.

Government shall continue to pay the 50 per cent special dearness allowance grant to non-Government Secondary Schools, provided these schools pay, with effect from 1st June, 1949, to their teaching and non-teaching staff dearness allowance at the rates sanctioned from time to time for Government servants. The present Government rates are as under:—

Pay.	Dearness allowance per month.
	Rs.
Up to Rs. 50	35
Rs. 51 to 100	45
Rs. 101 to 150	50
Rs. 151 to 200	55
Rs. 201 to 300	60
Rs. 301 to 500	70
Rs. 501 to 750	85
Rs. 751 to 1000	100

(G. R., E. and I. D., No. 6803, dated 28th April, 1949.)

The rate of Dearness Allowance for persons drawing pay up to Rs. 50 p.m. has since been raised from Rs. 35 to Rs. 40 p.m. with effect from 1st April, 1957.

(G. R., F. D., No. CPA 1757-I/S- of 17th May 1957 and G. L., E. D., No. SSN 1857 E-73317 of 19th November 1957.)

Recommendation of the Secondary Schools Committee	Government decision	Remarks
<p>13. We propose the following scales for full-time teachers for special subjects:—</p>	<p>(1) This is accepted, except that a teacher of Drawing holding Master's certificate should be given the Matric, S. T. C. Scale with two advance increments. These scales are for full-time special teachers only, the part-time teachers being given remuneration proportionate to the hours of work assigned to them.</p>	<p>1. The orders in the first sentence in item 1 of col. 2 have been modified by G. R., E. and I. D., No. 6803 of 16th November 1948.</p>
<p>(i) A teacher of Drawing holding Drawing Teacher's certificate. } Matric S. T. C. scale.</p>	<p>(G. R., E. and I. D., No. 6803, dated 15th May 1948.)</p>	<p>(vide para. 2 in col. 2).</p>
<p>(ii) A teacher of Drawing holding Master's Certificate. } Intermediate S. T. C. scale.</p>	<p>(2) The scale for Drawing teacher with Master's certificate should be Rs. 62-3-92-E.-B.-4-140, and the Drawing teacher with Art Master's Certificate should be given up to two advance increments in the B. A., S. T. C. scale</p>	
<p>(iii) A teacher of Drawing holding A. M. Certificate. } B. A., S. T. C. scale.</p>	<p>(G. R., E. and I. D., No. 6803, dated 16th November 1948).</p>	
<p>(iv) Physical Instructor with approved qualifications. } Matric S. T. C. scale.</p>	<p>(3) In view of Recommendation No. 13 of the Secondary Schools Committee, Government has prescribed Matric, S. T. C. scale for Physical Instructors with approved qualifications (vide G. R., E. and I. D., No. 6803, dated the 15th May,</p>	
<p>(v) Hindustani teacher with approved qualifications. } Matric S. T. C. scale.</p>		

1948). The term "approved qualifications" has not, however, been defined till now. After careful consideration Government is pleased to direct as follows:—

- (i) A matriculate full-time teacher with a short-term course certificate in Physical training should be placed in the Matric S. T. C. scale and should be required to appear for and pass the S. T. C. Examination within five years. He should not be allowed to draw increments after 5 years, unless he passes the S. T. C. Examination;
- (ii) In agreement with the Board of Physical Education, no non-matriculate should hereafter be recruited for the teaching of physical education;
- (iii) Non - matriculate full -time teachers who are already in employment in Secondary Schools and have already received training at the Drill Instructors' courses conducted by Government or who have already put in more than 10 years' service as drill teachers should be entitled to receive the scale of pay of Rs. 50-3-2-56-2-80-E. B. 4-120.

Recommendation of the Secondary Schools
Committee

Government decision

Remarks

(iv) Non-matriculate drill teachers already in employment in secondary schools but who do not come under clause (iii) above should undergo training at the Drill Instructors' course within a period of two years from the date of this resolution failing which they will be liable for discharge. Such teachers should also be held eligible to draw pay in the scale of Rs. 50-3/2-56-2-80-E.B.-4-120.

(G. R., E. and I. D., No. 6803, dated 24th February 1950.)

(4) In amplification of the orders issued in G. R., E. D., No. 6803, dated the 24th February, 1950, Government is pleased to direct that a Matriculate full-time teacher possessing the S. T. Certificate should be given one advance increment in the Matric S. T. C. scale of Rs. 56-120 if he obtains the Short Term Course Certificate in Physical Education.

(G. R., E. D., No. PHE-1650, dated 2nd January 1951.)

(5) In modification of the orders issued in G. R., E. D., No. 6803, dated the 24th February, 1950, Government is pleased to direct that a Secondary School Teacher who undergoes the short term course in Physical Education either at Kandivali or at any other institute recognised by Government and who is entrusted with the work of physical education should receive the time scale of pay applicable to teachers who has not undergone such course plus a special pay of Rs. 5 per mensem. These scales should not, however, be made applicable to the teachers who have already undergone the Short Term Course, or are at present undergoing the Course or will be attending the first short term course after the issue of these orders.

2. Government is further pleased to direct that.—

(a) an untrained teacher who successfully completes the one year Certificate Course in Physical Education conducted by private agencies recognised by Government should be held eligible to the scale of pay admissible to the holders of S. T. C. or T. D. subject to the conditions that he gets himself trained within a period of five years from the date of issue of these

Recommendation of the Secondary Schools Committee	Government decision	Remarks
---	---------------------	---------

orders or from the date of his appointment whichever is later. The teacher on obtaining the training qualification i.e. S. T. C. or T. D. should receive in addition an advance increment of Rs. 5 and a special pay of Rs. 5 per mensem which will be permissible only as long as he is employed in giving Physical Training to students.

- (b) A trained teacher who successfully completes the one year certificate course in Physical Education should receive forthwith an advance increment of Rs. 5 and a special pay of Rs. 5 per mensem in addition to the scale of pay applicable to him. The special pay of Rs. 5 per mensem will be permissible only as long as the teacher is employed in giving Physical training.

3. The special pay in all the cases mentioned above, will be admissible so long as the special pay granted to the teachers holding the Diploma in

Physical Education of the Kandivali Institute is continued.

(G. R., E. D., No. 1350, dated 21st September, 1951.)

6. In G. R., E. and I. D., No. 6803, dated 15th May, 1948, Drawing Teachers, Hindi Teachers and Physical Education Teachers, etc. have been sanctioned a scale of Rs. 56-120 which is also the scale for Matric S. T. C. teachers. No scale of pay has yet been prescribed for sewing and Needle Work Mistresses in non-Government Secondary Schools for Girls. Government is, therefore, pleased to sanction the scale of Rs. 56-120 for adequately qualified Sewing and Needle Work Mistresses in non-Government Secondary Schools.

(G. R., E. D., No. SSN-1352, dated 30th May, 1953.)

14. It is desirable that Art Education should have an important place in Secondary Education and Art Teachers a definite and respectable status among secondary teachers.

We therefore, suggest that Government should institute public examinations of varying grades in Music, Needlework, Embroidery and other

The Committee for Art Education has recommended that Art Education should be made compulsory throughout the Primary and Secondary Schools. This recommendation is under consideration of Government. Besides, needlework is already a subject for the P. S. C. as well as S. L. C. Examinations and the Director, Sir J. J. School of Art

2. Minimum qualifications for special teachers in non-Government Secondary Schools have been laid down by Government in their G. R., E. D., No. SSN 1855-E., dated 22nd December 1958 given in Appendix C.

Recommendation of the Secondary Schools Committee	Government decision	Remarks
---	---------------------	---------

Fine Arts and should devise suitable pay-scales for such teachers according to these graded qualifications.

In the meantime pay-scales for individual Art teachers (except for Drawing) should be fixed on their individual merit provided that no Art teacher gets less than a Matriculate with S. T. C.

conducts examinations in Higher Art. As for Music, Government has set up a Committee for considering the question of introduction of music in schools. The question of devising suitable pay scales for such teachers may, therefore, have to be considered at a later stage. In the meantime Government agrees that no qualified Art Teacher should get less than a Matriculate with S. T. C. (G. R., E. and I. D., No. 6803, dated 15th May 1948.)

15. In order to encourage graduates with higher attainments to join the teaching profession and also to induce them to acquire higher academic qualifications while in service, we recommend that advance increments at the rates specified below should be given to such teachers in their scales:

Higher attainments.	Increments.
(1) Second Class Hons. in the first degree.	Rs. 4 for a graduate with or without S. T. C. and Rs. 5 for a graduate with B. T.

(1) The following advance increments are prescribed for higher academic qualifications:—

Higher attainments.	Increments.
Second Class Hon. in the Bachelor's degree.	One increment.

First Class Hon. in the Bachelor's degree.	Three increments one of them being absorbed in future increments.
--	---

(1) The orders in item 1 of col. 2 have been replaced by those issued in G. R., E. and I. D., No. 6803 of 16th November 1948 (vide item 2 in col. 2).

Second Class in The Two increments.
Master's degree.

First Class in The Three increments.
Master's degree.

(2) First class Hon. in the first degree. Rs. 8 for a graduate with or without S. T. C. and Rs. 10 for a graduate with B. T.

The additional increments for the Second or First Class Master's degree will not be in addition to the increments for the second or first class Bachelor's degree.

(G. R., E. and I. D., No. 6803, dated 15th May 1948.)

(3) Master's degree. Rs. 8 for a graduate with or without S. T. C. and Rs. 10 for a graduate with B. T.

(2) Instead of "advance increments" the following fixed amounts should be given for the various higher attainments:—

Higher attainments.	Amount. Rs.
First class in the Bachelor's degree.	15
Second Class Hons. in the Bachelor's degree.	5
First class in the Master's degree.	15
Second class in the Master's degree.	10

The additional amounts for the Second or First Class Master's degree will not be in addition to the amounts for the Second or First Class Bachelor's degree.

The benefits are admissible to the teachers already in service also.

Recommendation of the Secondary Schools Committee	Government decision	Remarks
---	---------------------	---------

N. B.—In case of B. A., B. Ts., there would be no difficulty in fixing the pay of these persons, as the annual increments are of Rs. 5. In case of B. A., S. T. Cs. the pay with added amounts for higher attainments would not fall in the grade. It should, therefore, be fixed in the nearest higher stage in the grade. (Thus a first class B.A.'s pay would be Rs. 70 plus Rs. 15 = Rs. 85, which is not a stage in the S. T. C. scale. It should be fixed at Rs. 86 in the scale of Rs. 74-4-114-4-130-6-160.)

(G. R., E. and I. D., No. 6803, dated 16th November 1948.)

(3) A fixed amount of Rs. 10 should be given to an M. Ed. and/or T. D. of United Kingdom in addition to what additional amounts the teacher concerned may be getting for other attainments.

(G. R., E. and I. D., No. 6803, dated 26th April 1949.)

(4) Government is pleased to direct that the last two sentences in the N. B. under the elucidations and modifications to Government decision on recommendation No. 15 of the Secondary Schools Com-

(2) The last two sentences of the N. B. in item 2 in col. 2 have been modified by G. R., E. and I. D., No. 6803 of 5th July 1949 (*vide* item 4 in col. 2).

(3) Orders in item 3 of col. 2 have been modified by G. R., E. D., No. SSN 1851 of 12th February 1952 (*vide* item 5 in col. 2).

mittee in G. R., E. and I. D., No. 6803, dated the 16th November 1948, should be modified to read as under:—

“Thus a first class B. A.’s pay should be Rs. 70 plus 15 i.e. Rs. 85 and a first class B. A., S. T. C. would be eligible for Rs. 74 plus Rs. 15 equal to Rs. 89 in the B. A., S. T. C. scale. The pay of the latter should be fixed at Rs. 90 in the scale of Rs. 74-160.”

(G. R., E and I. D., No. 6803, dated 5th July, 1949.)

(5) In G. R., E. and I. D., No. 6803 of 26th April 1949 Government had directed that a fixed amount of Rs. 10 per mensem should be given to a M. A. and/or T. D. of United Kingdom in addition to what additional amounts a teacher may be getting for other attainments. Government is now pleased to direct that teachers holding T. D., M. Ed., Ph. D., in Education, M. A. in Education or an equivalent degree of the United Kingdom or of any Statutory Indian University should be held eligible for the additional pay of Rs. 10. The cases of other foreign degrees in Education will be considered on merits, if and when necessary.

(G. R., E. D., No. SSN 1851, dated 12th February 1952.)

(4) Item 5 in col. 2 is modified by G. C., E. D., No. SSN 1851 of 25th March 1952 (*vide* item 6 in col. 2).

Recommendation of the Secondary Schools Committee	Government decision	Remarks
---	---------------------	---------

(6) In the second sentence in para. 1 of G. R., E. D., No. SSN-1851 of 12th February 1952 the words "of the United Kingdom" should be inserted between the words "T. D." and "M. Ed."

(G. C., E. D., No. SSN-1851, dated 25th March 1952.)

(7) The Secondary Schools Committee had recommended advance increments for various higher attainments to graduate teachers in non-Government Secondary Schools in their scales. Since the rates of increments in the various pay-scales prescribed for teachers in Non-Government Secondary Schools were left to be decided by the managements of schools, advance increments for various attainments have been sanctioned in the form of fixed amounts, *vide* Government orders on the Secondary Schools Committee's Recommendation No. 15 in G. R., E. and I. D. No. 6803, dated the 26th April, 1949, read with G. R., E. D., No. SSN-1851, dated the 12th February, 1952, and G. C., E. D., No. SSN-1851, dated 25th March, 1952. Since the

fixed amounts in lieu of advance increments have been sanctioned for higher attainments to graduate teachers in their scales, those are not to be drawn in excess of the maxima of the pay-scales laid down for trained graduate teachers. However, as the minimum fixed amount in lieu of advance increments for higher attainments is Rs. 5 and as the pay-scale laid down for untrained graduate teachers is Rs. 70-2-74, an untrained graduate teacher with higher attainments should be allowed to have both the fixed amount for higher attainments as well as the increment in his scale of Rs. 70-2-74, and if and when he gets the training qualification, he should be allowed to get the increments in the scale due to him in addition to the fixed amount for higher attainments within the maximum of the pay of his scale.

(G. L., E. D., No. SSN-1852-E-21519,
dated 14th May 1954.)

(G. R., E. and I. D., No. 6803, dated
15th May 1948.)

Accepted.

16. We have proposed the same pay scales for men and women teachers, as we do not see any reasons, educational or otherwise, to make a distinction. In places where it may be diffi-

Recommendation of the Secondary Schools Committee

Government decision

Remarks

cult to secure the services of women teachers, our proposal to allow managements to give advance increments up to 4 to any teacher, man or woman should meet the difficulty.

17. Both the management and the Educational Inspector or his representative should jointly come to a decision as to whether a teacher should cross the efficiency bar or not. In case the decision is adverse to the teacher, the reasons should be communicated to him in writing. He should, however, be allowed to cross the bar in any subsequent year in which he shows improvement. When there is a difference of opinion between the Management and the Inspector, the case should be referred to the Director of Public Instruction whose decision shall be final.

18. It is quite essential that the posts of heads of schools should be filled with the utmost care and consideration and that the best qualified and most competent persons should get these key posts.

We consider it as very essential that the Education Department should have an effective voice in these appointments

(1) Government considers it sufficient to provide that questions regarding the passing of efficiency bars may be decided by the Management, but aggrieved teachers should have the right to appeal to the Educational Inspector whose decision shall be final.

(G. R., E. and I. D., No. 6803, dated 18th November 1948.)

(2) The efficiency bar should necessarily occur at the end of 10 years' service.

(G. R., E. and I. D., No. 6803, dated 26th April 1949.)

(1) The first part of the recommendation is accepted.

The Head of a School should have at least 5 years' teaching experience in secondary schools. Managements may make appointments of Heads of Schools but only on probation for one year and shall commu-

For the latest orders of Government see rule 58 of the Revised Grant-in-Aid Code (1956).

and we suggest that no such appointments should be made by the management except with the previous approval of the Department.

nicate full particulars to the Educational Inspector. The concurrence of the D. P. I. will be necessary for confirmation in the appointment.

(G. R., E. and I. D., No. 6803, dated 18th November 1948).

(2) In amplification of Government decision contained in G. R., E. & I. D., No. 6803 dated 18th November 1948, on Recommendation No. 18 of the Secondary Schools Committee, Government is pleased to direct that for appointment to a post of a Head of a Secondary School a person must have at least 5 years' teaching experience except in special cases where the rule may be relaxed with the previous approval of the Director of Education.

(G. R., E. D., No. SSN 1055, dated 9th September 1955).

19. We do not recommend a pay scale for heads of Middle Schools. They may be given a fixed allowance ranging from Rs. 20 to Rs. 35 over their pay scale as teachers according to the size of the school, the qualifications and experience of the Head and the financial condition of the management, with the previous approval of the Education Department.

The recommendation is accepted. The previous approval of the Department is not necessary.

(G. R., E. and I. D., No. 6803, dated 15th May 1948).

Recommendation of the Secondary Schools Committee

Government decision

Remarks

20. We do not propose to suggest detailed incremental scales for the Heads of High Schools. The following four broad scales are suggested. Management may be allowed, with the sanction of the Education Department to adopt any of them with due consideration for the size of the school, their financial conditions, the qualifications and experience of the candidate and the type of work which the management aims at.

Managements which prefer to give Special Duty Allowance to the Head on the prescribed pay scales for teachers instead of an independent scale should be allowed to do so.

	Scales.		Duty allowance.	
		Rs.		Rs.
Class IV	...	150-250		30-50
.. III	...	200-300		50-100
.. II	...	250-400		75-125
.. I	...	350-500		125-200

(1) The following three pay-scales and rates of duty allowance are prescribed by Government for the Heads of High Schools and the Managements will be allowed to adopt any of them with due consideration for the size of the school, their financial condition, the qualifications and experience of the candidate and the type of work which the management aims at:—

Pay scales.	Duty allowance	
	Rs.	Rs.
Class III 200-10-300		40-75
.. II 250-10-350		50-100
.. I 300-15-450		100-200

The class I grade should however be confined to schools with more than 800 pupils.

As in the case of teachers, Heads of High Schools should also be granted Compensatory Local Allowance and/or house rent allowance on the lines allowed to Government servants in G. R., F. D., No. 6567/33 IV, dated 15th January 1948.

(G. R., E. and I. D. No. 6803, dated 15th May 1948.)

(1) The condition about 800 pupils for I grade scale is modified by G. R., E. and I. D., No. 6803 of 16th November 1948 and 26th April 1949 (vide items 2 and 3 in col. 2).

Heads of schools should also be given a local allowance for higher cost of living as follows :—

Range of pay inclusive of duty allowance.	Bombay and Suburbs.	Ahmedabad, Poona, Surat and Sholapur.
Rs.	Rs.	Rs.
150-200	50	20
200-300	35	25
300 and over	40	30

(2) (i) The condition that class 1 grade should be confined to schools with more than 800 pupils should be deleted. The managements of schools should be at liberty to choose with the sanction of the Education Department either of the three scales with due consideration for the size of the school, their financial condition, the qualifications and the experience of the candidate and the type of work which the managements aim at.

(ii) No procedure is laid down to give credit for past service as assistant and/or Head Master while fixing the pay of the Heads of school in any of the prescribed scale as in the scale of assistant teachers. There should however be no objection to the fixation of the *initial* pay by the managements of schools at a higher stage in the scales provided the qualifications and experience of the H. M. warrant it. The managements should be allowed to sanction a scale suitable to the H. M. according to his qualifications and length of service. Such pay should be held admissible for purposes of Government grant, if the pay and the scale are approved by the Department. Similarly the duty allowance which is to be paid in lieu of H. M.'s scale should be allowed to be fixed anywhere within the mini-

(2) The condition in first sentence in item 2 (1) in col. 2 is modified (*vide* item 3 in col. 2).

Recommendation of the Secondary Schools Committee	Government decision	Remarks
---	---------------------	---------

mum and maximum of the grades with the approval of the Director of Public Instruction.

(G. R., E. and I. D., No. 6803, dated 16th November. 1948).

(iii) Schools with more than 800 pupils are not necessarily required to give the highest scale of pay to the H. M.

(G. R., E. and I. D., No. 6803, dated 26th April 1949).

(3) The H. Ms. of Non-Government Secondary Schools are expected to do actually a fair amount of teaching work with due regard to the size, number of divisions and strength of the school.

(G. L., E. D., No. SSN 1853-E-47090, dated 17th September 1953.)

21. Some Managements of large-sized schools follow the practice of having two Heads with varying designations such as Principal, Superintendent, H. M. with separate duties allotted to them.

The practice is, in our opinion, sound and should be recognised.

(1) The recommendation is accepted. The Senior Head should be given the scale or the duty allowance which would be reasonable for the size and the type of the school and the Junior Head an appropriate lower scale or allowance, out of the three classes prescribed under Recommendation

For the latest orders of Government see rule 60 of the Revised Grant-in-Aid Code (1956).

We suggest that the Senior Head should be given the scale or the special allowance which would be reasonable for the size and the type of the school and the Junior Head a lower scale or allowance, cut of the four classes proposed by us with the previous approval of the Department.

22. It is necessary to provide supervising and administrative posts below the Head in the case of large-sized schools.

We make the following proposals:—

- (i) For a Secondary school with 10 or less than 10 classes, no such supervisors are, in our opinion, necessary, as the Head Master should be able to direct and supervise the work of his assistants and also attend to his administrative duties in such small schools. This does not, of course, preclude his allotting different duties to his Assistants according to their qualifications.
- (ii) In the case of schools with more than 10 classes, the management may be allowed to have one or more but not exceeding four supervisory posts below the Head Master, with allowances ranging from Rs. 20 to Rs. 50 per mensem with the previous approval of the Department.

No. 20. The approval of the Department is not necessary.

(G. R., E. and I. D., No. 6803, dated 15th May 1948.)

(2) The Junior or second Head should put in a minimum teaching work of 10 hours per week.

(G. L., E. D., No. SSN 1853-E-47090, dated 17th September 1953)

(1) Accepted.

(G. R., E., and I. D., No. 6803, dated 15th May 1948)

(2) The Supervisor's allowance should be classified as duty pay for all purposes under B. C. S. R. 9 (39) (a) (iii).

(G. R., E. and I. D., No. 6803, dated 16th November 1948)

(3) Supervisors should put in a minimum teaching work of 12 hours per week.

(G. R., E. D., No. SSN 1853-E-47090 dated 17th September 1953).

For the latest orders of Government see rule 61 of the Revised Grant-in-Aid Code (1956.)

Recommendation of the Secondary Schools Committee	Government decision	Remarks
---	---------------------	---------

All supervisors must do fair amount of teaching work and should be duly qualified to discharge the supervisory duties.

(4) In accordance with Secondary Schools Committee's recommendation No. 22, as accepted by Government in G. R., E. and I. D., No. 6803, dated the 15th May 1948, non-Government Secondary Schools with 10 classes are allowed to have one or more but not more than four supervisory posts below H. M. with allowance ranging from Rs. 20 to Rs. 50 per month with the previous approval of the Department. Government is now pleased to delegate to the Educational Inspectors and Inspectresses of Girls' schools the power to decide individual cases of schools generally on the following lines:—

(a) *Number of Supervisors.*—It is not obligatory on schools to appoint supervisors but where the management intends to appoint them, their No. should be regulated as below:—

(i) Schools with 10 or less than 10 classes—No supervisors.

- (ii) Schools with more than 10 classes—One supervisor for 10 classes or part thereof (excluding the first 10 classes) but not exceeding four supervisors in all.
- (b) *Qualifications.*—Teachers with the following qualifications should only be allowed to be appointed Supervisors:
- (i) Teachers with 10 years' service as B. T.
- (ii) Teachers with 15 years' service as S.T.C. or T.D.
- (iii) No undergraduate teacher should ordinarily be allowed to be appointed as Supervisor.
- (c) *Remuneration.*—The allowance of the Supervisors should be linked up with the scales and allowances of the Head Masters. Accordingly, in schools which have given class I, II or III grades of pay or duty allowance to their Head Master, the rates of allowance to be paid to Supervisors should be Rs. 50, Rs. 25 and Rs. 20 respectively.

(G. R., E. and I. D., No. 6803, dated 25th March 1949).

Recommendation of the Secondary Schools Committee	Government decision	Remarks
---	---------------------	---------

In partial modification of orders contained in G. R., E. and I. D., No. 6803, dated the 25th March, 1949, Government is pleased to direct that the period of teaching experience of 10 years post B. T. and 15 years post S. T. C. required for the appointment of supervisors in non-Government Secondary Schools should be reduced to 5 and 10 years respectively.

(G. R., E. D., No. SSN 1055, dated 5th April 1956)

23 and 24.

23. We suggest that the Middle schools teaching up to the 5th Standard be exempted from the operation of the prescribed pay-scale for a period of three years, with the exception of those who may volunteer to adopt them earlier. The proposed fee rates should however, be made applicable to them in order to enable them in course of time to adopt the prescribed pay-scales also.

24. The pay-scales proposed by us are for the purposes of Government grant-in-aid. There should be no ob-

23 and 24

(1) Government does not generally favour the idea of exemptions envisaged in these recommendations. Government has no objection to managements giving higher scales of pay provided the extra expenditure thus incurred is treated as inadmissible for Government grant.

(G. R., E. and I. D., No. 6803, dated 15th May 1948.)

(2) The following should be added.

(i) Life members of a regularly constituted Society, who agree to serve it for a minimum period

jection to managements of Secondary Schools giving higher scales of pay provided the extra expenditure thus incurred is treated as inadmissible for a Government grant.

The scales proposed by us are the minima which secondary teachers with different qualifications ought to get. We suggest that the Department should not ordinarily exempt managements from the operation of the prescribed scales except under very special circumstances. Such exemption should be only for a limited period, say, three years.

of 15 years should be allowed to accept pre-determined salaries lower than those prescribed or contribute part of their salaries as donations to the Societies.

Expenditure on the standard pay should be considered in such cases for purposes of grant.

(ii) Each such case, however, should be got specifically recognised by Government. Such recognition will be granted for a period of three years at a time and will be reviewed on the expiry of such period.

(iii) Government would also be prepared to consider individual cases for exemption as recommended by the Committee.

(G. R., E. and I. D., No. 6803,
dated 16th November, 1948)

According to the modified decision on the recommendations Nos. 23 and 24 of the Secondary Schools Committee in G. R., E. and I. D., No. 6803, dated the 16th November 1948, life members of a regularly constituted Society who undertake to serve it for a minimum period of 15 years, are allowed to accept pre-determined salaries lower than the standard pay scale prescribed by Government or

Recommendation of the Secondary Schools Committee	Government decision	Remarks
---	---------------------	---------

contribute part of their salaries as donations to the Society, the expenditure on the standard pay in such cases being considered for purposes of grant and each such case being got specifically recognised by Government. Government is further pleased to direct that in addition to the above concession and subject to the conditions governing that concession, life members of a regularly constituted Society, (i) who have put in approved educational service in Government or aided institutions for not less than fifteen years, (ii) who undertake to serve the Society for not less than five years and (iii) who are not more than 50 years of age at the time of giving the undertaking should be permitted to accept lower than the prescribed salaries.

(G. R., E. and I. D., No. 6803,
dated 16th June, 1949).

(3) The concessions granted in G. R., E. and I. D., No. 6803 of 16th June 1949 to the Life Members of regularly constituted Societies should be held in abeyance for the time being. The cases of the Life Members which have been decided or

which are under consideration should however be allowed to stand, but no new case should be considered for the present.

(G. M., E. D., No. SSN-1851-E-64654,
dated 10th March 1952)

25. The pay-scales proposed by us are within the general frame work of the grant-in-aid system. We know that some schools catering for the well-to-do give better scales to their teachers. Such schools are not many but their cases must be duly considered.

Accepted.

(G. R., E. and I. D., No. 6803,
dated 15th May 1948).

We recommend that if such schools or other types of schools do not seek Government grant they should be allowed to adopt their own pay scales and fee rates with the approval of the Education Department.

26. Though managements may not be allowed to deviate from the prescribed scales of pay, there should be no objection on the part of the Education Department to managements giving advance increments ordinarily up to four at the start to teachers in places and areas where it may be difficult to secure teachers with proper qualifications on the prescribed initial salaries.

Accepted.

(G. R., E. and I. D., No. 6803,
dated 15th May 1948).

Recommendation of the Secondary Schools Committee

Government decision

Remarks

27. We suggest the following procedure for fixing the salaries of teachers in the proposed scale:—

(1) Service in schools which are on the recognised list on the day on which the revised scales come into force should be counted for the purposes of refixation of pay. The onus of giving satisfaction regarding the period of service to the management shall lie on the teacher concerned.

(2) Teachers who have put in a service of 15 years or more in schools which are on the recognised list on the day on which these scales come into force should be deemed to have obtained the S. T. C. and they should be placed in the S.T.C. scale from the date on which they complete 15 years service. Service prior to such date shall be treated as untrained.

(3) A teacher should be brought up to the minimum of the new scale due to him, in case his present salary is less.

(4) Credit for service upto 15 years immediately preceding the date of

(1) The recommendation is accepted with the following modification:

(i) *Sub-para. 2.*—Teachers who have put in a service of ten years (and not 15 years as recommended by the Committee) should be deemed to have obtained the S. T. C.

(ii) *Sub-para. 4.*—(a) For purposes of this sub-para. the previous service of teachers in other schools upto 15 years should also be taken into account.

(b) The table proposed by the Committee should be modified as follows:—

	S. T. C. or T. D.	B. T
Matric ..	Rs. 2 per annum for the first 10 years and then Rs. 3 per annum	
Graduate	Rs. 4 per year.	Rs. 4 per annum for the first 10 years and Rs. 5 per year thereafter.

(G. R., E. and I. D., No. 6803, dated 15th May 1948).

the adoption of the new scale, should be given in such a way that a teacher may get one increment for every completed service of three years. For "trained" and "un-trained" parts of service during this maximum period of 15 years to be credited for increments, should be calculated as shown in the following table:—

	Un- trained.	S. T. C. or T. D.	B. T.
Matric.	Rs. 1½ per year.	Rs. 2 per annum for the first 12 years and then Rs. 4 per annum.	
Interme- diate.	Rs. 2 per year.	Rs. 3 per annum for the first 10 years and Rs. 4 per annum for the remaining.	
Gradu- ate.	Rs. 2 per year.	Rs. 4 per year.	Rs. 5 per year.

The total amount of increments thus worked out according to the table given above should be divided by three. The resultant (excluding fractions) will represent the amount to be added by way of adjustment to the present pay or the minimum of the new scales, whichever is greater provided that salary so re-fixed shall not exceed the salary which the teacher would have obtained if his entire service had been in the new scale or scales.

Recommendation of the Secondary Schools Committee	Government decision	Remarks
---	---------------------	---------

The following procedure should be laid down for fixing the salaries of teachers in the prescribed scales.

- (1) Service in schools which are on the recognised list on the day on which the revised scales come into force should be counted for the purpose of re-fixation of pay. There is no objection to service in schools while on recognised list in the past and which are either non-existent or un-recognised now being counted for this purpose. The onus of giving satisfaction regarding the period of service to the management shall lie on the teacher concerned.
- (2) Teachers who have put in a service of 10 years or more in schools which are on the recognised list on the day on which these scales come into force should be deemed to have obtained the S.T.C. and they should be placed in the S.T.C. scale from the date on which they completed 10 years service. Service prior to such date shall be treated as untrained.

(3) A teacher should be brought up to the minimum of the new scale due to him in case his present salary is less.

2. Regarding item 2(4) in col. 2 please see the modification sanctioned in G. R., E. and I. D., No. 6803 of 26th April 1949 (vide item 2 in col. 2.)

(4) Credit for service up to 15 years immediately proceeding the date of the adoption of the new scales, should be given in such a way that a teacher may get one increment for every completed service of three years. The previous service of teachers in other schools up to 15 years should also be taken into account. For "Trained" and "untrained" parts of service during this maximum period of 15 years to be credited for increments should be calculated as shown in the following table:—

	Untrained	S. T. C. or T. D.
Matric ...	Rs. 2 per year.	Rs. 2 per annum for the first 10 years and then Rs. 4 per annum.
Graduate,	Rs. 4 per year.	Rs. 4 per year B. Ts. Rs. 5 per year.

Recommendation of the Secondary Schools Committee	Government decision	Remarks
---	---------------------	---------

The credit for untrained service is only for past adjustments and will be available for untrained service exceeding 5 years. The number of years of past service should first be multiplied by the increments permissible according to the table given above and the total amount of increments thus worked out should be divided by three. The resultant (excluding fractions) will represent the amount to be added by way of adjustment to the present pay (i.e. basic pay in the pre-revision scale exclusive of special pay, personal pay, technical pay, temporary additional pay (i.e. interim relief) or any other species of pay or the minimum of the new scales, whichever is greater, provided that salary so refixed shall not exceed the salary which the teacher would have obtained if his entire service (i.e. service upto 15 years which is to be taken into account for the sake of adjustments and for which credit is actually admissible under this recommenda-

tion) had been in the new scale or scales. The breaks in service in the 15 years' service to be taken into account for adjustment owing to the teachers having given up the teaching line for better jobs in other lines should not be condoned and service prior to such breaks should not be counted. The breaks due to non-employment during vacations and up to any period in June, if the teacher rejoins in the same or another school, should however, be condoned and service prior to such breaks should be counted for purposes of adjustment.

- (5) If the pay so refixed does not fit in the new graded scale, the necessary addition should be made to bring the teacher up to the next higher stage of the scale.
- (6) If a teacher is in receipt of a salary (inclusive of basic pay and interim relief, if any) which is higher than the maximum permissible under the proviso in (4) above, the existing pay should not be reduced, nor should the excess be absorbed in further increments, but the individual

Recommendation of the Secondary Schools Committee	Government decision	Remarks
---	---------------------	---------

teacher should be allowed to draw regular increments starting from his present pay, provided the maximum salary admissible for grant is restricted to the maximum of the scale applicable to the teachers.

(G. R., E. and I. D., No. 6803, dated 16th November 1948)

The limitation of five years namely "credit for the untrained service exceeding 5 years" should be applicable only in the case of teachers who are not trained at present, trained teachers getting credit for untrained and trained service upto the maximum of 15 years under sub-para. 1 of clause (4) under item 2 above.

(G. R., E. and I. D., 6803, dated 26th April 1949).

According to clause (2) under the Secondary Schools Committee's recommendation No. 27 as accepted by Government in their G. R., E. and I. D., No. 6803 of 15th May 1948 and further modified in G. R., E. and I. D., No. 6803 of 16th November 1948,

teachers who have put in a service of 10 years or more in schools which are on the recognised list on the day on which the scales prescribed by Government for teachers in non-Government Secondary schools come into force, are to be deemed to have obtained the Secondary Teachers' Certificate and they are to be placed in the Secondary Teachers Certificate scale from the date on which they completed 10 years service. Government is now pleased to direct that the service put in a recognised school and or a "National school" [i.e. (i) a school started by a body of public workers during the 1920 non-co-operation movement or as a result of that movement and which sought affiliation only to the Tilak Vidyapeeth, Gujarat Vidyapeeth or the S.N.D.T. University, (ii) a school owing its existence to independence movements other than the 1920 movement and (iii) a school started for purely national educational idea like the Gurukul] should also be counted for this "deemed trained" period of 10 years. The cases of teachers who have served in national schools falling under categories (ii) and (iii) and who want this service to be counted for the "deemed trained" concession should, however,

Recommendation of the Secondary Schools
Committee

Government decision

Remarks

be referred to Government for specific orders.

(G. R., E. and I. D., No. 6803,
dated 6th April 1949).

(5) Government is pleased to direct as under:—

- (1) In the cases of teachers who were drawing salaries (inclusive of interim relief) prior to 1st June, 1948, which were in excess of the maximum of the pay scales now prescribed by Government and which were then admitted for purposes of maintenance grant, such salaries should be continued to be admitted for the purposes of grant, each such case being carefully examined by the Director of Public Instruction on merits.
- (2) In the cases of untrained graduates who were drawing salaries (inclusive of interim relief) prior to 1st June, 1948, which were in excess of the maxima of the pay scales now prescribed by Government and which were then admitted for purposes of maintenance grant, such salaries should

be admitted for the purpose of grant, each such case being carefully examined by the Director of Public Instruction on merits and the teachers being required to obtain the training qualifications within a period of five years, for eligibility to regular pay scales now prescribed.

- (3) In the case of Headmasters drawing pay in excess of the maximum of 1st grade scale of pay the expenditure on the salaries to be admitted for grant should be restricted to the amount of pay that is sanctioned by the Department.

(G. R., E. D., No. 6803, dated 9th December 1949).

- (6) It has been represented to Government that there are certain cases of Drawing Teachers in recognised Secondary Schools who do not possess the necessary qualifications for Drawing Teachers, but who have been working as Drawing Teachers for more than 10 years and that the question of the fixation of the pay scales of such Drawing Teachers should be considered on the lines of the Deemed S.T.C. Teachers. Government has carefully examined the

Recommendation of the Secondary Schools Committee	Government decision	Remarks
---	---------------------	---------

question and is pleased to direct that Drawing Teachers without the Drawing Teacher's Certificate or any other Training Certificate and who have put in more than 10 years' service on 1st June, 1948, should be deemed to have obtained the Drawing Teacher's Certificate and placed in the appropriate scale of pay provided their work was considered to be satisfactory by the Inspector of Drawing and Craft work, and, that the Drawing teachers with less than 10 years' service on 1st June, 1948, should be required to obtain the Drawing Teachers' Certificate within 5 years

(G. R., E. D., No. 6803, dated 5th January, 1950.)

28. Though the proposed scales will be higher than most of the scales in operation in the province, it is likely that a few managements may be giving more favourable pay scales to their teachers. The revised pay of such teachers together with the local allowances due to them may perhaps in some cases, fall short of the actual pay they

Since the proposed scales of pay are only the minimum, there should be no objection to teachers receiving more favourable terms of pay. Government does not therefore consider it necessary to examine the cases as recommended by the Committee.

G. R., E. and I. D., No. 6803, dated 15th May 1948.)

are receiving to-day. Such cases will have to be carefully examined while fixing the pay of teachers in the new scales.

29. Some managements follow a system of life members or life workers who volunteer to accept salaries at low or moderate rates compared to what they may be eligible for. There are also teachers under an oath of poverty like the Catholic priests. We feel that this is a very commendable practice which Government should encourage. It is suggested that such teachers may be allowed what are called "nominal" salaries according to their qualifications and worth and a part or whole of these they may return to their management, provided Government are satisfied that such cases are genuine and involve no element of force.

30. We suggest the following minimum tuition fee rates for different areas.

	Lowest Class	Highest Class
	Rs.	Rs.
1. Bombay City and Suburbs.	5	8
2. A'bad, Poona, Sholapur and Surat	4	7
3. Municipal towns }	3	6
4. Rural areas ... }		

The practice of allowing nominal salaries for purposes of grant was in vogue in the past but after careful consideration Government decided to abandon that policy in G. R., E. D., No. 4686, dated 5th January 1942. This practice is likely to be abused in some schools and it is, therefore, decided that only the actual salary paid to teachers should be admitted for purposes of Government Grant.

(G. R., E. and I. D., No. 6803, dated 15th May 1948.)

(1) This is accepted with slight modifications as follows:—

Minimum tuition fee rates—

	Lowest class	Highest class
	Rs.	Rs.
1 Bombay and Suburbs.	5	8
2 A'bad, Poona, Surat, Sholapur and Hubli.	4	7
3 Other areas ...	3	6

(G. R., E. and I. D., No. 6803, dated 15th May 1948.)

Recommendation of the Secondary Schools Committee	Government decision	Remarks
<p>We hope that schools which are charging fees at higher rates will not ordinarily bring them down and those which can, will adopt higher rates in order that they may be able to give their teachers the prescribed pay-scales, employ better qualified teachers, provide modern equipment and generally maintain a high standard of work.</p>	<p>(2) For "Bombay City and Suburbs should be substituted" Bombay city and BSD."</p> <p>Government is pleased to direct (a) that schools will be required to take specific sanction by Government for any increase in fees beyond the standard minima and (b) that individual schools favourably placed will be permitted by Government to charge fees less than the standard minima.</p> <p>(G. R., E. and I. D., No. 6803 dated 16th November 1948.)</p> <p>(3) Government is pleased to direct that the words "Government may permit deserving individual schools to charge less than the "standard minima" should be substituted for the words" that individual schools favourably placed will be permitted by Government to charge fees less than the standard minima" appearing at (b) in para. 2 of elucidation on the Secondary Schools committees recommendation No. 30 in G. R., E. and I. D. No. 6803 of 16th November 1948).</p> <p>(G. R., E. and I. D., No. 6803, dated 26th February 1949.)</p>	<p>1. The orders in para. 2 of item 1 in col. 1 have been further modified. Please see item 2 in col. 2.</p> <p>2. Latest orders of Government about fee rates are contained in rule 46 of the Revised Grant-in-Aid Code (1956).</p>

31. Schools should not in future be allowed to charge extra fees for Drawing, Physical Education, supply of water, Library, etc. which are normal items of school expenditure. They should, however, be allowed to charge per term a consolidated term fee up to an amount equal to the monthly tuition fee charged in the lowest class in the school for expenses on incidental and extra items such as medical inspection, visual instruction, school magazine, examination expenses, travelling expenses of teachers accompanying school children on excursions, contribution to educational or athletic associations and attendance at educational conferences, school functions and festivals, inter-class or inter-school tournaments.

The amount of this term fee should be at the disposal of the head of the school. This term fee should not be merged in the tuition fee. A separate account of the receipts and expenditure should be maintained and the surplus, if any, should be carried over to the next year.

It should, however, be seen that schools do not go on accumulating the term fees and laying by substantial surpluses. They should not be allowed to charge more on this account than what they propose to spend in a year.

(1) Accepted.

(G. R., E. and I. D., No. 6803, dated 15th May 1948.)

(2) The consolidated term fee should be allowed to be charged only twice in the academic year which now consists of three terms.

(G. R., E. and I. D., No. 6803 dated 16th November 1948.)

(3) In accordance with the Secondary Schools Committee's recommendation No. 31 as accepted by Government in G. R., E. and I. D., No. 6803, dated the 15th May, 1948, read with G. R., E. and I. D., No. 6803, dated the 16th November 1948 and in accordance with orders issued in G. R., E. D., No. 1445, dated the 23rd November 1949 consolidated term fees up to an amount equal to the monthly tuition fees in the lowest class are charged, twice in the academic year, by Government and Non-Government Secondary Schools. As the lowest standards in different Secondary Schools are not the same, this results in a wide variation. Government is, therefore, pleased to direct that Government and Non-Government Secondary Schools should be allowed to charge, with effect from the

For latest orders of Government about term fees see Rule 47 of the Revised Grant-in-aid Code (1956).

Recommendation of the Secondary Schools Committee	Government decision	Remarks
---	---------------------	---------

next academic year i.e. 1st March, 1950 a consolidated term fee up to the amount of the monthly tuition fees prescribed for Standard V in the area, i.e. up to Rs. 5 in the case of schools in Bombay City and Bombay Suburban District, up to Rs. 4 in the case of schools in Poona, Ahmedabad, Sholapur, Surat and Hubli and up to Rs. 3 in other areas.
(G. R., E. D., No. 6803, dated 25th January 1950).

32. Schools may charge extra tuition fees for technical, vocational or other practical courses or subjects, if introduced by them, with the previous permission of the Department.

Government does not consider it necessary to allow separate fees for technical or vocational subjects taught in Secondary schools. Government will, however, have no objection if the rates of fees in such schools are slightly higher than those in the ordinary Secondary Schools in the locality.

(G. R., E. and I. D. No. 6803, dated 15th May 1948.)

33. In the case of schools located in the Industrial areas and attended largely by children of the labouring classes, it should be permissible to the managements to charge 25 per cent less than the prescribed rates of tuition fees to such children as are found to be in need

(1) After careful consideration of the above recommendations, Government is pleased to sanction the award of free-studentships to poor and deserving pupils in the recognised Non-Government Secondary schools in the Province on the

The percentage of free-studentships at Government cost has been raised to 3.5 with effect from the year 1958-59.

(G. L. E. D., No. SSN-1757/55007, dated 30th June 1958.)

of such concession and Government should give the management special fee grants to make up for the loss.

basis of the appended rules *vide* Appendix D with effect from the current academic year.

(G. R., E. D., No. 6803, dated 16th December 1949.)

(2) Rule 10 of the Rules for the award of Government free-studentships in Non-Government Secondary Schools appended to G. R., E. D., No. 6803, dated the 16th December 1949 should be modified as under:—

For the words “or a minimum of 10 per cent whichever is more” appearing at the end of the Rule, substitute the words “or a minimum of 5 per cent whichever is more.”

(G. R., E. D., No. 6803, dated 17th May 1950.)

(3) Consequent on the change in the academic terms for secondary schools it has become necessary to revise the relevant rules governing the award of 3 per cent Government free-studentships in Non-Government Secondary Schools. Government accordingly is pleased to direct that the following rules shall be substituted for the rules 1, 3, 9 and 10 of the rules for the award of 3 per cent Government free-studentships sanctioned in G. R., E. D., No. 6803, dated 16th December 1949.

Recommendation of the Secondary Schools Committee	Government decision	Remarks
---	---------------------	---------

Rule 1.—These free-studentships should be awarded by the Head of the Institution to poor and deserving pupils at the rate of 3 per cent of the total number of pupils on rolls on 20th June.

Rule 3.—Free-studentships will be awarded on a one-year basis. The failure in the annual examination will disentitle a student from a free-studentship. The award shall be made by the H. M. by the 1st of July and a list of the pupils who are awarded free-studentships, submitted to the Educational Inspector showing therein the requisite information about the pupil's name, standard in which he is studying, rate of tuition fee, term fee and admission fee, if any. Every such school shall also keep a separate record of the free-studentships granted with necessary details which shall be open for inspection.

Rule 9.—The loss in fees to managements of schools consequent on granting these free-studentships in accordance with the above rules will be made good by Government by awarding fee grants to schools

quarterly. The bills in that behalf should be submitted to the Educational Inspector concerned by 15th of the last month of the respective quarter the quarters being June to August, September to November, December to February, and March to May, with such information as may be called for by the Educational Inspector.

Rule 10.—The managements are expected to provide free-studentships at their own cost to the extent of the free-studentships awarded by them during the previous year or a minimum of 5 per cent whichever is more.

(G. R., E. D., No. SSN 1753, dated 20th June, 1953.)

(4) With a view to overcome the difficulty experienced in the submission of three per cent free studentships fee grant bills by the Non-Government Secondary Schools, it has become necessary to amend the relevant rule 9 governing the award of 3 per cent Government free studentships in Non Government Secondary Schools Government accordingly is pleased to direct that the following amended rule 9 shall be substituted for the rule 9 of the rules for the award of 3 per cent Government free-studentships sanctioned in G. R. E. D., No. 6803, dated the 16th December 1949 read with G. R.

Recommendation of the Secondary Schools Committee	Government decision	Remarks
<p>34. Schools should be allowed as at present to give free-studentships up to 15 per cent and may be allowed to increase this per cent with the previous approval of the Education Department.</p> <p>35. It does not seem necessary that free-studentships should be awarded at full or half rates as is usually done at present. A more equitable method</p>	<p>E. D., No. SSN 1753, dated the 20th June, 1953.</p> <p>Rule 9.—The loss in fees to managements of schools consequent on granting these free-studentships in accordance with the above rules will be made good by Government by awarding fee grants to schools, quarterly. The bill in that behalf should be submitted to the Educational Inspector concerned on the last working day of the respective quarter i.e. quarterly bill for the quarter ending May, August, November and February, will ordinarily be sent on 31st May, 31 August, 30th November and 28th February.</p> <p>(G. R., E. D. No. SSN 1756-E, dated 24th April 1956.)</p> <p>Accepted.</p> <p>(G. R., E. and I. D., No. 6803, dated 15th May 1948.)</p> <p>This is accepted provided in bringing about an equitable distribution of these concessions care is taken to see that the help given to the</p>	<p>For latest orders of Government see rule 48 of the Revised Grant-in-aid Code (1956).</p> <p>For latest orders of Government see rule 48 of the Revised Grant-in-aid Code (1956).</p>

which is lately being followed in England, would be to distribute the amount at varying rates over a large number of pupils according to the capacity of the guardians to pay for the tuition of their wards.

36. As the introduction of the standard pay-scales proposed by us is likely to compel some managements to reduce the percentage of free-studentships which they at present provide in their schools, it seems essential to us that Government should undertake the responsibility of providing free places to poor but deserving pupils in Secondary Schools up to 5 per cent of the total pupils under instruction in the recognised Secondary Schools of the Province.

37. We consider grant on a suitable percentage basis on approved expenditure as the most satisfactory system of grant-in-aid to Secondary Schools. In view of the difficulties and handicaps of rural areas and also in view of the necessity of bringing these areas educationally in line with cities and towns, we strongly urge that Government should give such schools either the prescribed percentage grant on approved expenditure or a grant equal to their deficit whichever is greater.

individual pupil amounted, in no case, to less than half of the tuition fees.

(G. R., E. and I. D., No. 6803, dated 15th May 1948.)

Vide orders against Recommendation No. 33.

Government agrees that grant on a suitable percentage basis on approved expenditure is the most satisfactory system of grant-in-aid to Secondary Schools. Government does not however, consider it practicable to commit itself to meet a part of the deficit in schools in rural areas as suggested by the Committee.

Government is pleased to undertake with effect from the current financial year the payment of maintenance grants to Non-Government

For the latest orders of Government see rules 83, 84, 85 and 96 of the Revised Grant-in-aid Code (1956).

Recommendation of the Secondary Schools Committee	Government decision	Remarks
---	---------------------	---------

Secondary Schools on the following basis:—

- (1) All schools—boys' schools, girls' schools, technical institutions, etc., whether old or new and whether under private or local bodies recognised prior to the commencement of the academic year in the preceding official year should be paid grants at the following percentage on the total admitted expenditure of the schools in the preceding year:—
 - (a) Schools in Rural (or non-Municipal areas)—33-1/3 per cent.
 - (b) Other schools 30 per cent.
- (2) The balance available from the total budget provision for maintenance grants should be utilised for (a) payment to schools (both in rural and urban areas) deserving special consideration discretionary additional grants not exceeding 5 per cent of the admitted expenditure (b) payment of token grants to schools recognised after the commencement of the academic year in the preceding official year and

(c) payment of unforeseen claims, if any.

N.B.—(1) The allotment of funds for maintenance grants to Non-Government Secondary Schools will be fixed by Government every year with due regard to the provision for additional grants to schools deserving special consideration.

(2) If there are two or more schools in small localities all maintaining small classes and realising inadequate fee receipts efforts should be made as suggested by the committee to either amalgamate some of them or arrange that each one maintains a separate section.

(G. R., E. and I. D., No. 6803, dated 15th May 1948.)

Schools situated in Cantonment Board areas should be classed as "other schools" and be paid grants at 30 per cent only.

(G. R., E. and I. D., No. 6803, dated 16th November 1948.)

38. It would not be possible for the Committee, with data available to them, to suggest a definite percentage of a grant-in-aid which would meet the requirements of all kinds of schools. Any

Please see orders on Recommendation No. 37.

(G. R., E. and I. D., No. 6803, dated 15th May 1948.)

Recommendation of the Secondary Schools Committee	Government decision	Remarks
---	---------------------	---------

percentage, which may be fixed, would leave some schools with some deficit while other schools may have a surplus, as all this will depend upon, fee receipts, expenditure on teachers' salaries and school rents which would vary not only from area to area but from one school to another in the same locality.

We however, feel that a grant at 33½ per cent of the approved expenditure should meet the reasonable requirements of a majority of the schools at least at the initial stage. The introduction of basic pay scales for the whole of the Province would however entail the necessity of reviewing the position periodically, to fix a satisfactory per cent of grant-in-aid as well as fee scales to meet the growing cost of the time scales of pay.

39. A percentage grant of one-third of the approved expenditure may leave surpluses with some schools, proprietary as well as non-proprietary. We consider a surplus of ten per cent (which would ordinarily cover a month's expenditure of a school) of the total expenditure of the school for the particular year as reasonable and legitimate

(1) Accepted.

(G. R., E. and I. D., No. 6803, dated 15th May 1948.)

(2) In modification of the orders issued in G. R., E. and I. D., No. 6803, dated the 15th May, 1948, on recommendations Nos. 39 and 40 of the Secondary Schools Committee

For latest orders of Government see rule 92 of the Revised Grant-in-aid Code (1956).

and would allow the management to lay it by as a reserve fund to be utilized for recurring as well as non-recurring school expenditure from time to time. Any surplus over and above this ten per cent may be treated as unapproved and an equivalent amount from the maintenance grant deducted. Government may, however, allow schools a surplus at a higher percentage if managements give reasons acceptable to them.

regarding surpluses remaining with the non-Government Secondary Schools, Government is pleased to direct that the managements of non-Government Secondary Schools which are in urgent need of a school building and have already accumulated a saving for a building prior to the introduction of the Secondary School Committee Scheme, should be allowed to credit it to the reserve fund meant for the building, provided the schools satisfy all other conditions regarding pay, allowances, etc. under the scheme. From the date of implementation of the Secondary School Committee's scheme, the saving should be limited to 10 per cent of the normal expenditure every year and the total amount to be credited to the reserve fund from the 10 per cent savings each year should be limited to the year's expenditure as against six months' expenditure suggested by the Secondary School Committee (*vide* Recommendation No. 40 accepted by Government in G. R., E. and I. D., No. 6803, dated the 15th May, 1948).

(G. R., E. D. No. SSN 1030, dated 2nd July, 1951.)

Accepted.

(G. R., E. and I. D., No. 6803, dated 15th May 1948.)

40. Schools should not be allowed to build up such a reserve fund out of surpluses exceeding their six months' total expenditure.

For the latest orders of Government see rule 93 of the Revised Grant-in-aid Code (1956).

Recommendation of the Secondary Schools Committee	Government decision	Remarks
---	---------------------	---------

41. In the case of such schools in A and B areas in respect of which the proposed percentage grant may be found inadequate, it is suggested that the deficit should be met by managements increasing fees and securing donations, etc., and Government giving extra grant in the proportion of 1 : 2. Schools charging the normal rates of fees but having a high proportion of senior and graduate teachers on their staffs would come under this category.

Please see orders on Recommendation No. 37.

42. In the case of schools in the C (small Municipal towns) area which may have a deficit on the prescribed percentage grant we make the following proposals:—

Please see orders on Recommendation No. 37.

(G. R., E. and I. D., No. 6803, dated 15th May 1948.)

- (a) If there are two or more schools in small localities all maintaining small classes and realising inadequate fee receipts, efforts should be made by the Department to either amalgamate some of them or arrange that each one maintains a separate section.
- (b) If amalgamation is not possible or desirable, the deficit may be met by increased fees, donations, etc. and an additional special grant in the proportion of 1 to 3.

(c) When there is only one school having a deficit, it may be met in the same way as shown in (b) above.

43. Schools intended for the rich which pay their teachers at higher rates and also charge fees at rates one and a half times higher than those prescribed should be treated as institutions beyond the sphere of the normal grant-in-aid system.

If any such schools apply for a Government grant their cases should be considered individually on their own merit and a suitable grant given to them on approved expenditure after due consideration of the extra income from fees, endowments, etc. and the extra expenditure on salaries and other items, provided further that the grant thus given does not exceed the grant which would be due on the prescribed percentage grant on standardised expenditure.

(1) The recommendation is accepted. The Committee obviously mean that such schools should not come within the purview of the ordinary grant-in-aid system but any particular cases may be considered on merit. Government is, however, pleased to direct that if any such schools apply for grant-in-aid they will not be eligible for it unless they throw open a certain percentage of seats for free-studentships to poor children.

(G. R. E. and I. D., No. 6803, dated 15th May 1948.)

(2) The decision should be amended to read:—

The recommendation is accepted. Government does not consider that any exception need be made in the case of schools which charge fees at the rate of $1\frac{1}{2}$ times those prescribed or even higher.

(G. R. E. and I. D., No. 6803, dated 16th November 1948.)

(3) Schools charging fees up to and inclusive of one and half times the prescribed rates, with the specific permission of the Department should be regarded as within the

For latest orders of Government see rule 96 of the Revised Grant-in-aid Code (1956).

Recommendation of the Secondary Schools Committee	Government decision	Remarks
---	---------------------	---------

sphere of grant-in-aid system and paid maintenance grants.

(G. L., E. D., No. 6803-1438-E, dated 31st January 1949.)

(4) In accordance with the Government decision on Recommendation No. 43 of the Secondary Schools Committee, schools charging fees higher than 1½ times of the prescribed rates are outside the scope of the normal system of grant-in-aid. A question has been raised whether grants other than maintenance grants such as physical Education, Equipment, Drawing, D. A. etc., are included in the normal grant-in-aid system. The recommendation of the Committee referred to above was made with special reference to the schools intended for the rich and it seems that such schools should not ordinarily receive any kind of grant from public funds. Government has considered the question carefully and is pleased to direct that a school charging fees at rates higher than 1½ times the prescribed rates should not be held eligible for any kind of grant except the Drawing grant which depends

upon the result of the examination and is not based either on the income or expenditure of the school and is in the form of an encouragement for the study of Art.

(G. R., E. D., No. 6803, dated 29th May 1950.)

44. Girls' schools generally suffer from the handicap of inadequate numbers and fee receipts. Their cases will, however, be covered by our proposals to meet the deficit by increased fees and additional grants in different proportions in different areas. No differential treatment to Girls Schools as such is, in our opinion, necessary in A and B areas. In C and D areas, however, girls' education has not made much progress and therefore the present practice of giving higher percentage grants to girls' schools may be continued in their case.

45. We are not in favour of separate grants on Drawing and Physical Education. These two subjects form an integral part of general education and expenditure on them should be included in the general approved expenditure on which maintenance grant is given.

Girls' schools deserving special considerations are eligible for additional grants up to 5 per cent of their admitted expenditure according to the orders on Recommendation 37.

(G. R., E. and I. D., No. 6803, dated 15th May 1948.)

(1) The Physical Education Committee (1945-46) has emphasised the great extent of ground to be covered in the field of Physical Education and Government would like to watch for some time the progress of the Physical Education activities and expenditure thereon by continuing the separate grant as at present.

The question regarding Drawing grants is under consideration.

(G. R., E. and I. D., No. 6803, dated 15th May 1948.)

For the latest orders of Government see rule 98 of the Revised Grant-in-aid Code (1956).

Recommendation of the Secondary Schools Committee	Government decision	Remarks
	<p>(2) As far the drawing grant. Government agrees with the Committee's recommendation that the expenditure incurred by non-Government Secondary Schools on drawing should not be shown separately but should be part of the normal expenditure of a school which should be held admissible for a maintenance grant on the prescribed percentage basis with effect from the grants payable during the current financial year.</p> <p>(G. R., E. and I. D., No. 6803, dated 18th November 1948.)</p> <p>(3) Government have directed that the expenditure incurred by non-Government Secondary Schools on Drawing should not be shown separately but should be part of the normal expenditure of a school which should be held admissible for a maintenance grant on the prescribed percentage basis with effect from the grants payable during the current financial year—<i>vide</i> orders of Government on Recommendation No. 45 of the Secondary School Committee in G. R., E. and I. D., No. 6803 of 18th November 1948. Under schedule I of the Grant-in-aid Code referred to in rule 53 thereof Draw-</p>	

ing grant paid to non-Government Secondary Schools comprises (i) an amount due to the school on the result of the Drawing grade examination and (ii) special grant for the cost of the Drawing teacher and equipment. Government is now pleased to direct that the grant on the results of the Drawing grade Examination should be continued to be paid as before and that only the special grant towards the Drawing teacher and Equipment should be discontinued, expenditure of a school on that account being included in its normal expenditure and held admissible for a maintenance grant on the prescribed percentage basis. Government is also pleased to direct that this new procedure should be given effect to from the next year i.e. for grant payable in 1949-50.

(G. R., E. and I. D., No. 3830, dated 11th February 1949.)

(4) Government is pleased to direct that the non-Government Secondary Schools in urban and rural areas should be paid, with effect from the next financial year, physical education grants at the rate of 30 per cent and 33½ per cent respectively of their admissible recurring expenditure. Government is further pleased to direct that all

Recommendation of the Secondary Schools Committee	Government decision	Remarks
---	---------------------	---------

non-Government Secondary Schools should be paid physical education grants at the rate of 25 per cent in respect of their non-recurring expenditure on physical education.

(G. R., E. D., No. PHE 1052, dated 3rd March 1952.)

(5) In view of the orders issued in G. R., E. D., No. PHE 1052 of 3rd March 1952 revising the rates of physical education grants to non-Government Secondary Schools, the expenditure incurred by the non-Government Secondary Schools on physical education should be included in their ordinary expenditure for the purposes of Government grants.

(G. L., E. D., No. PHE 1052/15611-H, dated 14th May 1952.)

(6) After careful consideration of the question, Government has come to the conclusion that it is no longer necessary to continue payment of special Drawing (Results) grants to non-Government Secondary Schools. It has, therefore, been decided that these special Drawing (Results) grants which are at present being

paid to non-Government Secondary Schools at the rates of Rs. 4 and Rs. 8 per pupil passing the Elementary and Intermediate Grade Examinations respectively should be completely withdrawn with effect from the next financial year 1954-55.

(G. L., E. D., No. SSN 1058 E 10927, dated 22nd March, 1954.)

46. We recommend that expenditure on equipment should not be shown separately but should be part of the normal expenditure of a school which should be admissible for a maintenance grant on the prescribed percentage basis.

(1) Government agrees that in respect of expenditure on equipment adequate maintenance grant should be given. Government also considers that a slightly liberal grant-in-aid should be provided for equipment for Physical Education and for Craft Education (excluding cost on raw materials) for a period of five years. Accordingly Government has decided that the grant in respect of such equipment should be at 33½ per cent and for other equipment at 25 per cent.

The total expenditure on equipment should not ordinarily exceed 5 per cent of the total expenditure of the school. Special cases will have to be referred to Government.

(G. R., E. and I. D., No. 6803, dated 18th November 1948.)

(2) In Government decision on the Secondary School Committee's Recommendation No. 46, as notified in

The orders in the sub-para. in G. R., E. and I. D., No. 6803, of 18th November 1948 have been modified by those in G. R., E. D., No. 6803 of 7th September 1949. Please see item 2 in col. 2.

2. For latest orders of Government about equipment grants see rule 114 of the Revised Grant-in-aid Code (1956) according to which expenditure on equipment for craft is treated like expenditure on other equipment.

3. The payment of separate Physical Education grants has since been discontinued see rule 97 of the Revised Grant-in-aid Code (1956).

Recommendation of the Secondary Schools
Committee

Government decision

Remarks

G. R., E. and I. D., No. 6803, dated 18th November 1948, it has been laid down that the total expenditure on equipment should not ordinarily exceed 5 per cent of the total expenditure of the school and that the special cases will have to be referred to Government. It has been brought to the notice of Government that the 5 per cent limit in regard to the equipment grant of the total expenditure was too low. Government has carefully considered this question and is pleased to direct that the expenditure on equipment up to 7 per cent of the total direct expenditure should be admitted for ordinary maintenance grant at the prescribed percentage and the expenditure which is in excess of this limit should only be considered for payment of equipment grants at 25 per cent.

2. Government is also pleased to direct that the words "for a period of five years" appearing in the second sentence of para. 1 of Government decision on the Secondary School Committee's Recommendation No. 46 as notified in G. R., E. and I. D., No. 6803, dated

the 18th November 1948 should be deleted.

(G. R., E. D., No. 6803, dated 7th September 1949.)

Accepted.

(G. R., E. and I. D., No. 6803, dated 15th May, 1948.)

47. We are of opinion that it would be premature and undesirable to grade Secondary Schools for purposes of grants at this stage, when the more urgent problem is to assist new schools in raising their general standard and to give special encouragement to areas where secondary education has not made much headway. The question may be taken up when secondary schools are properly stabilised under the proposed scheme of pays, fees and grants throughout the Province.

48. It is very difficult to define a proprietary school in unambiguous and clear terms which would cover all cases. It would, however, serve the purpose if they are defined as schools under a management not registered under the Societies' Registration Act.

49. There is no need, in our opinion to treat what are called Proprietary schools on a differential basis for purposes of Government grant, as fee rates and surpluses, if any, would be controlled under our proposals.

50. We recommend that no proprietor should be allowed to work either as a Head Master or Assistant teacher

Accepted.

(G. R., E. and I. D., No. 6803, dated 15th May, 1948.)

Accepted.

(G. R., E. and I. D., No. 6803, dated 15th May, 1948.)

Accepted.

(G. R., E. and I. D., No. 6803, dated 15th May, 1948.)

For the latest orders of Government see rule 83 of the Revised Grant-in-aid Code (1956).

Proprietary schools are not now eligible for any kind of grant from public funds—see rule 83 of the Revised Grant-in-aid Code (1956).

For latest orders of Government see rule 59 of the Revised Grant-in-aid Code (1956).

Recommendation of the Secondary Schools Committee	Government decision	Remarks
---	---------------------	---------

unless he is properly qualified to do so; nor should any of his relatives be allowed similar privileges.

51. It is essential that the Secondary School system of the Province should be closely knit and well-integrated. It is not desirable therefore, that denominational or rich schools should deviate from the general national system of Education and get State help on more favourable basis.

The policy in this respect will be decided upon in accordance with the decisions of the Constituent Assembly and as far as possible on an all India basis.

(G. R., E. and I. D., No. 6803, dated 15th May 1948.)

We feel that time has now arrived to review the system of grant-in-aid to the Secondary Schools for European children and bring them in the general line. As the European children in these schools will, in future be a very minor group, it would be wrong to call them "European" schools. They may be brought under the wider category of "English teaching schools."

These schools may adopt the proposed pay-scales or may be allowed to modify them according to their requirements with the permission of the Department.

52. We presume that the *AD HOC* Committee on Technical Education appointed by Government will deal in detail with the question of grant-in-aid to Technical or Vocational schools. We would, however, generally suggest that Government should give very liberal grants-recurring as well as non-recurring to encourage private managements to undertake such costly experiments.

53. A school may not be a full-fledged Vocational Institution; but may while imparting general education in a substantial measure, provide courses of manual training, handwork, craft-work, agriculture and/or allied occupations, commercial subjects, Fine Arts, Homecraft, etc. Government should encourage schools to introduce such extra courses by giving special grants (especially equipment and other non-recurring grants) to the extent of two-third of the expenditure.

54. The night schools are very useful institutions, which deserve special encouragement for their development and expansion over a wider area.

We suggest that these schools may be given grants up to 50 per cent of their approved expenditure as their fee income is generally insufficient and sometimes nominal.

52 and 53: Government has appointed an Industrial and Technical Secondary Education Committee whose report is awaited. The suggestions made in these recommendations will be considered in the light of this Committee's report when received.

(G. R., E. and I. D. No. 6803, dated 15th May, 1948.)

Vide orders on recommendation No. 52 above.

Night schools should be treated on par with other secondary schools for purposes of grant-in-aid except in the following respects:—

- (i) Night schools should be exempted from the operation of the prescribed pay scales.
- (ii) In the case of the night schools minimum fee rates should be

Grants to Vocational and Technical High Schools are paid according to rule 86 of the Revised Grant-in-aid Code (1956).

1. For definition of a night Secondary School see definition (19) in Chapter I of the Revised Grant-in-aid Code (1956).

2. For fee rates in night schools see rule 40 of the Revised Grant-in-aid Code (1956).

3. For rates of grants-in-aid see orders on Recommendation

Recommendation of the Secondary Schools Committee	Government decision	Remarks
<p>These schools should be exempted from the operation of the prescribed pay scales and fee rates.</p>	<p>fixed at half of those prescribed for other secondary schools. (G. R., E. and I. D. No. 6803, dated 15th May, 1948.)</p>	<p>No. 37 and for latest orders on the subject see rule 85 of the Revised Grant-in-aid Code (1956).</p>
<p>55. The number of full-time teachers including the H. M. and special teachers to the number of classes should be between 1.3 to 1.5 according to the size and the optional subjects taught in the school.</p>	<p>As required under rules 4 and 5 of the Grant-in-aid Code, the Inspecting Officers generally see whether the teaching staff is adequate or not according to the size of the school and the optional subjects taught in the school. (G. R., E. and I. D., No. 6803, dated 15th May 1948.)</p>	<p>See rule 3 (v) of the Revised Grant-in-aid Code (1956) about maintenance of suitable and adequate staff.</p>
<p>56. We recommend that the residential schools should be considered and treated as a useful type of school and the Government should admit a part of the hostel expenses for a grant. The pupils should pay for their boarding which would include salaries of cooks and servants; but the rent of the hostel buildings, the salaries or allowances of the rector and his assistants, if any, and other necessary expenses connected with the proper management of the hostels should be admitted for Government grant. It is also essential that the Inspecting Officer should inspect the hostels critically and offer his suggestions.</p>	<p>Government considers that ordinarily hostels attached to or forming part of schools should pay for themselves. With regard, however, to residential schools in rural areas Government accepts the recommendations of the Committee subject to the further conditions that the hostels should be maintained on a purely non-communal basis, that they should have common messes except for separate arrangements for vegetarians and non-vegetarians, that the Hostel Superintendent should be a qualified one and that the principle of self help should be followed in the hostel to a substantial extent. (G. R., E. and I. D., No. 6803, dated 18th November 1948.)</p>	<p>For latest orders of Government about grants etc. to the Hostels, see rules 115 to 117 of the Revised Grant-in-aid Code (1956).</p>

57. Government should adopt a long range policy of construction of school buildings for secondary schools especially in rural and semi-rural areas. Standard plans and estimates for buildings of different sizes and types may be prepared and building grants and loans (to be recovered by suitable instalments) may be promised to managements.

We also suggest that Government should encourage managements of schools, especially at places where teachers experience difficulties in getting suitable houses, to construct quarters for them in the vicinity of school buildings so that it may also be possible for schools to develop as community centres.

58. We suggest that aided schools of not less than five years' standing should be given the maintenance grant in two or three suitable instalments to enable them to meet their expenses. Newly started schools are generally more in need of such help. We suggest that even in their cases if Government are satisfied about their stability, maintenance grant may be given in 2 or 3 instalments.

Government does not consider it desirable to grant loans to Secondary Schools for the purposes of school buildings. It is not considered necessary to provide for Standard plans and layouts for all types of schools and in all localities.

(G. R., E. and I. D., No. 6803, dated 18th November 1948.)

Loans are now paid subject to certain conditions—see rule 113 of the Revised Grant-in-aid Code (1956).

(1) Government generally agrees with the principle underlying the suggestions made in this recommendation and authorises the D. P. I. to pay advance instalments to schools at his discretion.

(G. R., E. and I. D., No. 6803, dated 15th May 1948.)

(2) The Educational Inspectors and the Inspectresses and Assistant Inspectresses of Girls' Schools are authorised to pay to Non-Government Secondary Schools grants in instalments in the light of the Secondary Schools Committees' Re-

For the latest orders of Government see rule 88 of the Revised Grant-in-aid Code (1956).

Recommendation of the Secondary Schools Committee	Government decision	Remarks
---	---------------------	---------

59. Managements of schools will find it difficult to pay for their current expenses during the year when the proposed scales will be introduced if the present procedure of giving maintenance grant at the end of the year on previous year's expenditure is followed in that year. It is, therefore, suggested that during this year grant in two or three suitable instalments based on the estimated expenditure of that year should be given to the schools.

commendation No. 58 as accepted by Government.

(G. R. E. and I. D., No. 6803, dated 16th November 1948.)

Maintenance grants for the last year have already been paid by Government. From the current financial year advance instalments should be paid according to the Committee's Recommendation No. 58 as accepted by Government.

Government wants to make it clear to the managements of non-Government Secondary schools that, in order to fit into revised Government grant-in-aid system, it is essential for all recognised schools to implement the recommendations of the Secondary Schools Committee as accepted by Government.

Government is pleased to direct that the Committee's recommendations as accepted by Government should be implemented by the managements with effect from the 1st June 1948. Since the academic year has already commenced this year Government is pleased to relax the rule of not increasing the fee rates in the middle of the academic term, so as to enable the schools to imple-

ment the reforms with effect from the 1st June 1948 as directed. Government has already undertaken to pay maintenance grants to non-Government Secondary Schools at enhanced rates with effect from the current financial year according to Government decision on the Committee's recommendation No. 37.

(G. R., E. and I. D., No. 6803,
dated 15th May 1948.)

60 It is quite essential that the Education Department should make satisfactory and adequate arrangements for the annual inspection of the school accounts. They should send only the senior and experienced clerk or clerks with special qualifications or training to inspect the accounts and should make necessary adjustments and appointments to provide each Division with at least two such clerks.

We suggest that a short training course should be conducted immediately by the D.P.I. to train such clerks and an experienced and specialist officer or officers should conduct the class.

61. A number of items of expenditure of direct educational value are treated as inadmissible for purposes of Government grant. It is necessary that the Department should revise the list of such items and reduce it to the minimum in order that schools may not be prevented from incurring expenditure

The D.P.I. is instructed to make satisfactory and adequate arrangements for the annual inspection of school accounts and to arrange a short Refresher Course for the purpose.

(G. R. E. and I. D. No. 6803
dated 15th May 1948.)

Government accepts the suggestions made in this recommendation. The Director of Public Instruction is requested:—

(i) to submit proposals for revision of the list of items treated as inadmissible for grant-in-aid as laid down in Appendix XXXII to the

Recommendation of the Secondary Schools Committee	Government decision	Remarks
---	---------------------	---------

which would be desirable on educational grounds.

We also suggest that a memo. of inadmissible expenditure should be supplied to the schools within a fortnight after the inspection and that their representations, if any, should be taken into account before the final decision is taken.

62. We do not consider it desirable that teachers who are not life-members or have no financial responsibilities for the conduct of the school should be given, as a matter of right, places on the Executive Committees or governing bodies of schools as the relation between these committees and the teachers is that of the employer and the employee. We would, however, urge that the Head Master of the school should be ex-officio Secretary or Joint or Assistant Secretary of the Managing Committee and should have the right to attend the meetings, take part in the discussion and keep record of the proceedings of such meetings.

Bombay Educational Manual and (ii) to see that the memo. of inadmissible expenditure is supplied to the schools within a fortnight after the inspection and that their representations, if any, are taken into account before the final decision is taken.

1. Accepted.

(G. R., E. and I. D., No. 6803, dated 18th November 1948)

2. The recommendation No. 62 of the Secondary Schools Committee, as accepted by Government in G. R., E. and I. D., No. 6803, dated the 18th November 1948, provides that the Head Master of a school should be appointed as ex-officio Secretary or Joint or Assistant Secretary of the Managing Committee of that school. There are, however, managing bodies, which conduct more than one school and there is one governing body for all the institutions. In such cases, Government has no objection if the management appoint the Head of one of the Institutions as ex-officio Secre-

For the latest orders of Government about Head Masters being the Secretary etc. of the Managing Committee see rule 7 (iv) of the Revised Grant-in-Aid Code (1956).

tary or Joint Secretary etc. on the Managing Committee.

(G. R., E. and I. D., No. 6803,
dated 3rd November 1949)

63. We stress the necessity of Heads of Schools and teachers coming in intimate contact with one another and conducting the school as a well disciplined team. We would urge regular and frequent staff meetings to discuss questions of administration and educational planning and appointment of teachers' committees to carry on work in respect of the different branches of school organisation. We would also suggest that the budget estimates of the school should be placed before the teachers and explained to them by the Head Master or the Secretary if the Head Master does not hold that post and the teachers should be invited to offer their suggestions and comments.

64. We do not favour the idea of Unions of teachers of individual schools. It should be, however, permissible for teachers to form wider associations representing a number of schools in a particular region or locality. Government may, after due enquiry, recognise such Associations and should consult them on important

Accepted generally. The object of placing the budget estimates before the teachers is to invite constructive suggestions.

G. R., E. and I. D., No. 6803,
dated 18th November 1948)

Government favours the idea of regional associations of teachers, the region comprising of a whole district or of cities, including suburbs, with total population of more than 3 lakhs. Such associations will, however, have to be recognised by Government which will lay down conditions for recognition on lines similar to

Recommendation of the Secondary Schools Committee	Government decision	Remarks
---	---------------------	---------

questions concerning Secondary Education and teachers.

those for the associations of Government servants.

(G. R., E. and I. D., No. 6803, dated 18th November 1948)

65. The question of the administration of Municipal High Schools requires careful examination. It is suggested that the Municipal School Committee in charge of the High School should have full powers for the general administration of the school including appointments of teachers and should be formed on the following lines:—

- (i) The Head of the High School and not the Chief Officer shall be the *ex-officio* Secretary of the Committee.
- (ii) The minimum qualifications of the members of the Committee shall be Matriculation or an equivalent examination,
- (iii) There should be one woman member if the school admits girls,
- (iv) There should be one member on the Committee who should be a guardian but not a Municipal Member.

(1) With a view to giving the Head Masters of Municipal Secondary Schools complete power for the internal administration of the school, Government has recently approved rules regarding the powers and duties of these Head Masters and asked the Divisional Commissioners to get them incorporated in the Municipal rules *vide* G. R., E. and I. D., No. 6268, dated *1st March, 1948. These rules provide for the appointment of Head Master as *ex-officio* Secretary of the Municipal School Committee and give him full hold over the internal administration of the school.

Government is pleased to accept the suggestions (ii) and (iii) in the Committee's recommendation and to request the Divisional Commissioners to get them incorporated in the Municipal Rules under Section 46 of the B. D. M. Act and Section 58 of the B. M. B. Act as the case may be.

**Vide* Appendix E.

It is also necessary that the Head Master of the Municipal High School should have complete power for the internal administration of the school.

As regards suggestion (iv) in the Committee's recommendation, Government considers that the Municipal School Committee as a whole should be interested in the welfare of pupils of the Schools and the addition of only one guardian of the pupils will not make much difference.

(G. R., E. and I. D., No. 6803, dated 18th November, 1948)

(2) In Government decision on the Secondary Schools Committee's Recommendation No. 65 in G. R., E. and I. D., No. 6803, dated the 18th November, 1948, Government has accepted the suggestion of the Committee in connection with the administration of Municipal High Schools that "the minimum qualification of the members of the Municipal Schools Committee should be Matriculation or an equivalent examination." It has been represented to Government that in the case of small Municipalities the majority of the Councillors is not educationally well qualified and that it would not be possible for such Municipalities to elect on the Schools Committee only Matriculate Councillors. Government is, therefore, pleased to direct that where sufficient number of such educationally qualified councillors is

Recommendation of the Secondary Schools Committee	Government decision	Remarks
---	---------------------	---------

not available, the Municipal Schools Committee should have at least 3 members on it who have passed the Matric or an equivalent examination.

(Vide G. R., E. D., No. 6803, dated 31st January 1950)

(3) In modification of G.R., E. D., No. 6803, dated the 31st January, 1950, Government is pleased to direct that if duly qualified members are not available to serve on the Municipal School Committee as required under the orders in the above mentioned Government Resolution, the Municipalities concerned should co-opt a sufficient number of duly qualified members from outside.

If, however, Municipalities find it difficult to get 3 qualified members, even from outside, they should represent their cases to Government through the Director of Education for exemption from the operation of the orders contained in the said Government Resolution which will be decided on merits.

(Vide G. R., E. D., No. SSN-1851, dated 4th January 1952)

66. We suggest that special arrangements should be made by the Department to attend to the grievances and complaints of the teachers as well as Managements. Complaints of a minor or routine nature may be dealt with by the Educational Inspector or the Inspector as at present, but all major complaints affecting the permanent interest of teachers such as dismissal, discharge, reduction, supersession, etc. should be referred to a Court of Arbitrators for each Educational Division comprising the Educational Inspector as the Convenor and two or three eminent persons including women not connected with schools in any capacity. The decisions of these Courts should be final and should be accepted by both the parties.

67. Instead of recommending increase in the rate of contributions to the Provident Fund as demanded by the teachers, we should recommend that the managements and Government should both contribute, along with teachers substantially towards a scheme of life-Insurance and/or gratuity.

68. We recommend that steps should be taken to secure a higher rate of interest on the Provident Fund contributions.

Government does not consider it necessary at this stage to provide a uniform machinery outside the Department for dealing with disputes or differences. The Educational Inspector will continue to be the ordinary channel of representations in the matter and will investigate the cases for report to the Director of Public Instruction. Any teacher aggrieved by an order of dismissal, removal, reduction, or any other severe punishment, should have a right to appeal to Government. Government does not intend that minor cases of differences should be referred to the Departmental machinery.

(G. R., E. and I. D., No. 6803,
dated 18th November, 1948)

Government does not consider it necessary to provide for additional contributions over and above the provident fund contributions.

(G. R., E. and I. D., No. 6803,
dated 18th November, 1948)

As the rate of interest on General Provident Fund contributions is uniform for all the employees of the Central and Provincial Governments

Recommendation of the Secondary Schools Committee	Government decision	Remarks
---	---------------------	---------

the recommendation cannot, be accepted.

(G. R., E. and I. D., No. 6803, dated 18th November 1948)

69. We feel that the following additions and modifications in the Model Rules would be desirable:—

- (a) "Sick-leave.—Substitute Rule 10
- (b).

Other Leave.—By the following rule.

"Leave on medical certificate on full average pay not exceeding three months at any one time at the rate of 1/22nd of active duty may be granted, the total period of such leave being limited to 12 months in the whole service. A medical certificate shall be produced by the teacher from the Civil Surgeon or a registered medical practitioner named by the management of the school.

Accepted.

(G. R., E. and I. D., No. 6803, dated, 18th November. 1948.)

Detailed leave rules have since been laid down in rule 72 of the Revised Grant-in-Aid Code (1956).

70. We make the following detailed proposals to control and regularise the private tuition work of teachers:—

- (1) Heads of schools must not do any private tuition.
- (2) No teacher should be allowed to do private tuition for more than

(1) Accepted.

(2) Accepted. The limit of five pupils applies to the whole period of tuition in the day. Preferably the schools themselves should try to provide extra tuition for the benefit of backward pupils.

For the latest orders of Government about private tuition by teachers see rule 73 of the Revised Grant-in-Aid Code (1956).

two hours a day and should not teach more than five pupils during the period.

- (3) Teachers must obtain previous permission of the Head Master before they undertake any tuition. They should give the necessary information to the Head Master who should keep a register of the tuition work done by all members of the staff showing the names of the pupils, the standards in which they are studying and the remuneration for each tuition.

This Register should be open to inspection by the Inspecting Officer.

- (4) Coaching classes conducted directly or indirectly by the teachers should be prohibited and no recognised school should be allowed to accommodate such classes in their buildings. When the number of pupils taking private tuition exceeds five, it should be considered as a coaching class.

(3) Accepted. The register maintained by the Head Master should be signed by the teachers concerned and the Head Master should furnish copies of the register every month to the Educational Inspector of the Division.

(4) Accepted.

(G. R., E. and I. D., No. 6803,
dated 11th March 1949).

(2) (a) It has been represented to Government that the restriction which has been placed on private tuition of teachers should be relaxed in respect of Hindi teachers so as to permit their teaching more than five pupils at a time outside school hours. Government has carefully considered the question and is pleased to direct that, in relaxation of the general orders issued in G. R., E. and I. D., No. 6803, dated the 11th March, 1949, Hindi teachers in secondary schools may be allowed by the Heads of the Schools to teach Hindi outside school hours, on the following conditions:

- (i) The Hindi classes are conducted by an association which is recognised for the purpose by the Director of Public Instruction.
- (ii) Students attending these classes are not charged a fee in excess of Rs. 2 per month.

Recommendation of the Secondary Schools Committee	Government decision	Remarks
---	---------------------	---------

(iii) The remuneration paid to the teachers on this account does not exceed Rs. 600 per year.

(iv) The time which the teacher spends in teaching in these classes will be set off against the limit of two hours of private tuition which has been prescribed under the general orders; but there should be no limit to the number of students a teacher may teach.

(b) Government is also pleased to direct that school buildings may be allowed to be used for the accommodation of such Hindi classes.

(Vide G. R., E. D., No. 6803, dated 17th January 1950.)

(3) In G. R., E. and I. D., No. 6803, dated the 11th March, 1949, Government has accepted the recommendation of the Secondary Schools Committee that Heads of Schools must not do any private tuition. It has since been represented to Government that the Head Masters may be permitted to give *free* tuition to deserving pupils and to coach them up for the purpose of securing scholar-

ships, prizes, etc. Government has therefore re-examined this question and is pleased to direct that the Head Masters may be permitted to give guidance to their pupils occasionally outside school hours if absolutely necessary without any remuneration but they should not take any regular private tuitions, even without remuneration.

At present the Head Masters are required to maintain a register of the private tuition work done by teachers in the schools and to furnish copies thereof every month to the Educational Inspector of the Division concerned (*Vide* item 3 in G. R., E. and I. D., 6803, dated the 11th March 1949). As this involves additional work for the Heads of Schools, Government is pleased to direct that copies of the Registers should be furnished to the Educational Inspector concerned every 3 months instead of every month.

(G. R., E. D., No. 6803,
dated 11th August 1950)

(4) (a) Government is pleased to direct that in relaxation of the general orders issued in G. R., E. and I. D., No. 6803, dated 11th March, 1949, Sanskrit teachers in non-Government Secondary Schools may be permitted

Recommendation of the Secondary Schools Committee	Government decision	Remarks
---	---------------------	---------

by the Divisional Educational Inspector or the Inspectresses of Girls' Schools, as the case may be, to conduct special classes for the recognised Sanskrit Examinations in the State on the following conditions:—

- (i) The class is meant for preparing *bona fide* students for recognised Sanskrit examinations,
- (ii) The time and the place of the class is made known to the Educational Inspector or the Inspectress of Girls' Schools concerned and the class is open for inspection at any time,
- (iii) Students attending these classes are not charged a fee in excess of Rs. 2 per mensem each.
- (iv) The remuneration paid to any teacher on this account does not exceed Rs. 600 per year,
- (v) The time, which the teachers spend in teaching these classes, will be set off against the limit of two hours of private tuition which has been prescribed under the general orders, but there should be no limit to the num-

ber of students a teacher may teach.

- (vi) Government is also pleased to direct that school building may be allowed to be used for the accommodation of such Sanskrit Classes.

(G. R., E. D., No. SSN-3251
dated 17th December, 1951)

(5) In G. R., E. D., No. 6803, dated 11th August, 1950, Government has directed that the Head Masters may be permitted to give guidance to their pupils occasionally outside school hours if absolutely necessary without any remuneration but they should not take any regular private tuitions even without remuneration. It has since been represented to Government that Heads of Schools may be allowed, subject to conditions to engage themselves in various other activities such as lecturing in Secondary Teachers' Certificate Classes, as professors and as recognised guides in Universities. Government has re-examined the question and is pleased to direct that Head Masters of Secondary Schools may be permitted to undertake the following three items of work:—

- (i) Lecturing in Secondary Teachers' Certificate Classes,

Recommendation of the Secondary Schools
Committee

Government decision

Remarks

(ii) Working as guides for post graduate research (with approval of the University).

(iii) Working as part-time lecturers in colleges, provided the work is undertaken with the consent of the management, the work involved is small and does not interfere either with their regular work in the school or with their presence in the school for the requisite period and that generally their legitimate work is not allowed to suffer in any manner.

(G. R. E. D., No. SSN-1655-E,
dated 14th February 1956.)

(6) Government is pleased to direct that the Heads of Secondary Schools who are permitted to undertake the items of work mentioned in G. R., E. D., No. SSN-1655-E, dated 14th February, 1956, should be allowed to accept remuneration not exceeding Rs. 300 per annum.

(G. L., E. D., No. SSN-1655-
E-22872, dated 11th May 1956.)

(7) Part time teachers should be allowed to take private tuitions on the following conditions:—

- (i) They must obtain the previous permission of the Head Masters of the school concerned. Before they undertake any tuition, they should give the necessary information to the Head Master who should record it on the register of tuition work of other members of the staff.
- (ii) The total number of hours spent by part timers in teaching is one or more schools, as also the number of hours spent by them in tuitions should not exceed the total number of hours spent in teaching in school plus the number of hours permitted for private tuitions by full timers.
- (iii) The number of pupils to whom they may give tuitions may also be proportionately increased.
- (iv) In no case the total number of hours devoted to tuitions by part timers should exceed four hours per day.

(G. M., E. D., No. SSN-1853-E-46690, dated 7th September 1953.)

Recommendation of the Secondary Schools Committee	Government decision	Remarks
<p>71. We recommend that it would be desirable if well established schools with the permission of the Education Department arrange for special or separate instruction of pupils who may be weak in some subjects or may be dull and cannot keep pace with other pupils in the class. The number of pupils in such special classes should not ordinarily exceed 15 and the time, one hour. We suggest that schools should charge extra fee for such classes and the expenditure should be admitted for Government grant. The account of receipts and expenditure of such classes should be kept separate.</p>	<p>The recommendation is accepted on the conditions:—</p> <p>(a) that if any expenditure is incurred by schools on running the proposed special classes for re-tarded pupils it should be met from extra fees which they may charge;</p> <p>(b) that a separate account of the receipts and expenditure of these classes should be maintained which should be open to inspection by the Department;</p> <p>(c) that the schools should not be allowed to charge more than what they propose to spend on these classes;</p> <p>and</p> <p>(d) that no pressure is exerted on the guardians to send their wards to these classes.</p> <p>(G. R., E. and I. D., No. 6803, dated 18th November, 1948)</p>	<p>For latest orders of Government see rule 38 of the Revised Grand-in-aid Code (1956).</p>
<p>72. A full time teacher should be expected to be on the school premises for 32 hours in a week exclusive of the recess intervals. Of these hours he should be doing actual teaching work</p>	<p>(1) Accepted. (G. R., E. and I. D., No. 6803, dated 18th November, 1948)</p> <p>(2) According to the Secondary School Committee's Recommenda-</p>	<p>For the latest orders of Government see rule 51 of the Revised Grant-in-aid Code (1956).</p>

for about 22 hours, the remainder being utilised for free periods, relief duty, extra curricular activities or such other work as the Head of the school may direct.

tion No. 72 accepted in G. R., E. and I. D., No. 6803, dated the 18th November, 1948, a full time teacher is required to be on the school premises for 32 hours in a week exclusive of the recess intervals and of these 32 hours he is required to do actual teaching work for about 22 hours, the remainder being utilised for free periods, relief duty, extra curricular activities or such other work as the Head of the school may direct. Government is now pleased to direct that the limit of 32 hours of attendance should be reduced to 30 hours exclusive of the recess, while the requirements of 22 hours of teaching work should be retained as at present.

(G. R., E. and I. D., No. 6803,
dated 18th June 1949)

(3) In modification of the orders issued in G. R., E. and I. D., No. 6803, dated the 18th June, 1949, Government is pleased to direct that the requirement of about 22 hours of teaching work prescribed for teachers in non-Government Secondary Schools should be reduced to about 21 hours per week while the limit of attendance hours should be retained at 30 hours per week as at present.

(G. R., E. D., No. SSN-1851,
dated 5th January, 1951)

Recommendation of the Secondary Schools Committee	Government decision	Remarks
---	---------------------	---------

(4) Science teachers of Standards IX to XI in non-Government Secondary Schools may be given 2-3 hours relief from teaching work if there are no laboratory assistants in the school.

(G. L., E. D., No. SSN-1851/E-47141, dated 26th September, 1951)

(1) Accepted.

(G. R., E. and I. D., No. 6803, dated 18th November, 1948.)

For the latest orders of Government see rule 75 of the Revised Grant-in-aid Code.

73. We recommend that if a teacher wants to apply for a situation in any other school or office, he must forward his application through the Head of the school in which he may be serving and in the case of a Head of a school such application should be forwarded through the proper school authority.

74. We suggest that the following rule should be added to the Model Rules at an appropriate place:—

“The Management must give a Discharge Certificate to a teacher who leaves service after due notice. No school shall employ a teacher unless he produces a Discharge Certificate from his previous employer.”

(1) The recommendation is accepted with the further qualification that if discharge certificate is not given by the management, reasons for such action should be given in writing within two weeks of the request for such a certificate.

(G. R., E. and I. D., No. 6803, dated 18th November, 1948)

(2) In accordance with Recommendation No. 74 of the Secondary Schools Committee as accepted by Government in G. R., E. and I. D., No.

For latest orders of Government see rule 76 of the Revised Grant-in-aid Code (1956).

6803, dated the 18th November, 1948, the managements of non-Government Secondary Schools are required to give a Discharge Certificate to a teacher who leaves service after due notice. Government is pleased to prescribe the accompanying* form of Discharge Certificate for that purpose.

*Vide Appendix F.

(G. R., E. D., No. 6803, dated
5th December, 1949)

(3) It is reported to Government that teachers who leave service after due notice, experience great difficulty in getting new jobs in other schools on account of delay in the issue of discharge certificate by the school managements. Government is, therefore, pleased to direct that the following words appearing in the form of the present discharge certificate approved in G. R., E. D., No. 6803, dated the 5th December, 1949, should be deleted:—

“His work during the period was
(Satisfactory, good, poor etc.).

“7. Reasons for leaving the school
and”.

(G. R., E. D., No. SSN-1851, dated
15th October, 1951)

Recommendation of the Secondary Schools Committee	Government decision	Remarks
---	---------------------	---------

75. We propose to add the following rule to the Model Rules:—

“A full-time secondary teacher should be entitled to have free secondary education for his sons and daughters in a secondary school or schools conducted by the management subject to satisfactory attendance, progress and conduct.”

(1) Accepted.

(G. R., E. and I. D., No. 6803, dated 18th January, 1948)

(2) A full time secondary teacher; whether male or female, is entitled to have free secondary education for his/her daughters in a secondary school conducted by the management subject to satisfactory attendance, progress and conduct. In respect of full-time lady teachers this concession is available, to her own children, i.e. children born to her, but not for children born to her husband from other wives.

(G. L. S. D., No. 6803/23911-E, dated 21st June, 1950)

It is not considered necessary to lay down any definite directive. Individual cases may be considered by the Managements in their discretion.

(G. R., E. and I. D., No. 6803, dated 18th November, 1948)

For the latest orders of Government see rule 48 (iii) of the Revised Grant-in-aid Code (1956).

(2) A full-time secondary teacher is entitled to have free education for his sons and daughters in a secondary school or schools conducted by the management and as such these pupils cannot be charged either admission or term fees.

(D. E.'s letter No. 970/26-C, dated 22nd August 1956).

Separate orders have since been issued about superannuation and are contained in rule 79 of the Revised Grant-in-aid Code (1956).

76. We recommend that teachers who are about 45 years of age on the date of the introduction of the proposed scale are not likely to reach the upper range of the scales. They should, therefore, be continued in service till they complete at least 58 years, if the management is satisfied that they are physically fit to carry on their duties as teachers.

APPENDIX A

Pay and Allowances.

Agricultural and Commerce Graduates
—Higher Starting pay of.....

(1) G. R., E. D., No. PAA/1050, dated 26th June 1951.

RESOLUTION.—In modification of the orders contained in Government Resolution, Education Department, No. 7494, dated the 2nd January, 1946, Government is pleased to direct that the starting pay of Agricultural and Commerce Graduates appointed as Teachers and teacher Supervisors in the Education Department should be revised in the scale of Rs. 70-5-130-E. B.-6-160-8-200 as shown below :—

...	Starting Pay.	Advance increments in respect of B. T. degree.	Advance increments in respect of diploma in Physical Education.	Total.
<i>Teachers</i>				
Pass Class Graduates	70	5	5	80
I and II Class Honours Graduates	85	5	5	95

(2) G. R., E. D., No. SSN/1350, dated 7th September 1951.

RESOLUTION.—Government is pleased to direct that the orders contained in Government Resolution, Education Department, No. PAA-1050, dated 26th June, 1951, regarding fixation of pay and allowances for Agricultural and Commerce Graduates in Government Secondary Schools should be made applicable to the non-Government Secondary Schools.

(3) G. R., E. D., No. SPE/2356-E, dated 9th December 1957.

RESOLUTION.—In Government Resolution, Education Department, No. SSN-1350, dated 7th September 1951, Government has directed that the orders issued in Government Resolution, Education Department, No. PAA-1050, dated 26th June 1951, relating to fixation of pay and allowances of Agricultural and Commerce Graduates appointed as teachers in Government Secondary Schools should be made applicable to non-Government Secondary Schools. A question has now been raised whether in view of these orders, Agricultural and Commerce Graduates teachers in non-Government Secondary Schools may be held eligible for the scale of pay of

Rs. 70-5-130-E.B.-6-160-8-200 even if they are not trained i.w. they do not possess a qualification such as S. T. C. or B. T. or B. Ed., Government has carefully considered the question and is now pleased to clarify the position as under :—

(1) The orders issued in Government Resolution, Education Department, No. PAA-1050, dated 26th June 1951, relate to the grant of higher starting pay to Agricultural and Commerce Graduate teachers in Government Secondary Schools and not to revision of their pay scales as such. The orders issued in Government Resolution, Education Department, No. SSN-1350, dated 7th September 1951, therefore, allow only grant of higher starting pay to Agriculture and Commerce Graduates working as teachers in non-Government Secondary Schools. So far as the scales of pay are concerned, the Agriculture and Commerce Graduates working as teachers in non-Government Secondary Schools should continue to be governed by the decisions of Government on the Secondary Committee's Report. Thus, although untrained Agriculture and Commerce Graduates teachers in non-Government Secondary Schools can be held eligible for higher starting pay as prescribed under Government Resolution, Education Department, No. PAA-1050, dated 26th June 1951, such teachers will not be eligible for a regular scale of pay such as Rs. 74-160 (graduate S. T. C. scale) or Rs. 80-200 (Graduate B. T. Scale) unless they obtain a teaching qualification such as S. T. C. or B. T. or B. Ed.

(2) Trained Agricultural and Commerce Graduate teachers in non-Government Secondary Schools should be treated on par with trained Arts and Science Graduate teachers for the purpose of eligibility for regular time scales of pay admissible to trained graduate teachers prescribed under the Ghatte-Parulekar scheme as accepted by Government. Trained Agricultural and Commerce graduate teachers in non-Government Secondary Schools will thus be eligible for higher starting pay as per Government Resolution, Education Department, No. PAA-1050, dated 26th June 1951, and also regular scales of pay admissible to trained graduate teachers.

2. These orders should be made applicable to non-Government Secondary Schools in the Old Bombay State area for the present.

APPENDIX B

*Recognition of degrees.
by certain Shastric Institutions As
equivalent to the B. A. (Pass) Degree
of the Bombay University and fixation
of pay-scales of the persons holding
these degrees in Government and Non-
Government Secondary Schools.*

(1) G. R., E. and D., No. S/49-(2), dated 10th September 1948.

RESOLUTION.—The question of the recognition of degrees awarded by certain Shastric Institutions and the fixation of pay-scales of the persons holding these degree has been before the Government for sometime past. After a careful consideration of the question, Government has decided that the Teerth degree of the Bharatiya Vidya Bhavan, Andhori, and the First Iyatta degree of the Veda Bhastrotojak Sabha, Poona, should be recognised as a qualification for service in Government and Non-Government Secondary Schools and that the holders of these degrees should be given the same scales of pay as is prescribed for the trained Matriculate teachers.

2. Individual cases of teachers holding Shastric Degree in Government Secondary Schools should be treated on merits after five years in the Matriculate scales.

Pay Scales for Teachers.

Holding "Shastric Degrees."

Decisions on recommendations of the
Ad Hoc Committee on the—

RESOLUTION.—Government decisions on the recommendations of the Ad Hoc Committee appointed under Government Resolution, Education Department, No. 6803, dated 24th June 1951, to suggest pay-scales for teachers holding "Shastric Degrees" are indicated in the appended statement.

Accompaniment to Government Resolution, Education Department, No. SSN/1350, dated 16th October 1951.
Statement showing Government decisions on the recommendations of the Ad Hoc Committee appointed to suggest pay scales, etc. for teachers holding "Shastric" degree.

Serial No.	Recommendations.	Government decisions.
1	Only the following "Shastric" qualifications should be recognised for employment in Secondary Schools and Colleges:—	Accepted subject to the modification that the qualification should be recognised for employment as teachers in Government and non-Government Secondary Schools.

Serial No.	Institution,	Name of Examination.	Remarks.
1	Bengal Sanskrit Association, Teerth. Calcutta.		
2	Yedashastrottejak Sabha, Poona.	1st Iyatta to 3rd Iyatta.	
3	Bharatiya Vidya Bhavan, Bombay.	Shastri and Acharya.	
4	Banaras Government Sanskrit College (and Banaras Hindu University).	Madhyama, Shastri and Acharya.	
5	Mysore (Board of Sanskrit Studies and Examinations).	(i) Intermediate Vidvan and (ii) Vidvan (Final).	
6	Baroda (Shraavanmas Dakshina Pariksha).	(i) Madhyama and (ii) Ratna.	
7	Tilak Maharashtra Vidyapeeth, Poona	Madhyama, Visharad and Parangat.	
8	Poona Sanskrit College	... Upadhyay Shastri and Acharya.	

Some other institutions are also known to grant "Shatric" degrees, etc. But as some of these degrees, etc. are not generally recognised while others, such as those from Bihar and Allahabad, are not very common on this side, they need not be taken into account at this stage.

- 2 The fundamental principle in granting recognition to "Shastric" degrees should be that those which require about 7 years' learning after the 4th Primary Standard should be regarded as equivalent to the Secondary School Certificate or Matriculation only. Under Government Resolution, Education and Industries Department, No. S 49(2), dated 10th September 1948, Government had recognised the Teerth Degree of the Bengal Sanskrit Association of Calcutta, the Shastri Degree of the Bharatiya Vidya Bhavan, Andheri, and the first Iyatta Examination of the Vedashastrottejak Sabha, Poona, as in our opinion, the holders of these degrees can and directed that those who possess the qualifications should be given the same scale of pay as is prescribed for *trained* matriculate teachers. This Government Resolution, would have to be amended as in our opinion, the holders of these degree can be considered as matriculates only and not put on a part with *trained* matriculates.

- 3 The various "Shastric" degrees given by the institutions in (i) above should have equivalence with Secondary School Certificate and University degrees as indicated below:—

Under Government Resolution, Education and Industries Department, No. S. 49(2) of 10th September 1948, Government had recognised the Teerth Degree of the Bengal Sanskrit Association, Calcutta, the Shastri Degree of the Bharatiya Vidya Bhavan, Andheri, and the first Iyatta Examination of the Vedashastrottejak Sabha, Poona, as a qualification for service in Secondary Schools and directed that those who possess the qualifications should be given the same scale of pay as is prescribed for trained matriculate teachers. The holders of these degrees should henceforth be considered as matriculate and given the scale of Rs. 50-3/2-56 prescribed for untrained matriculates. The holders of these degrees who have put in more than ten years service should however be considered "deemed" trained and held eligible for the trained matriculate's scale viz. Rs. 56-2-80—E. B.—4-120 (22 years). Those teachers who possess these degrees and are below the age of 40 years on 1st January 1952 should be required to obtain some training qualification within three years failing which their increments should be stopped.

Accepted. The holders of these degrees who have put in ten years service should be "deemed" trained and given the scale admissible to them as the case may be. Those teachers who

Secondary School
Certificate or
Matriculation—

- (i) Bengal Sanskrit Association,
Calcutta: Teerth.
- (ii) Vedashastrottejak Sabha, Poona:
first and Second Iyatta.
- (iii) Bharatiya Vidya Bhavan, Bom-
bay: Shastri.
- (iv) Baroda: Madhyama.
- (v) Banaras Sanskrit College (and
Banaras Hindu University):
Madhyama.
- (vi) Tilak Maharashtra Vidyapith:
Madhyama.
- (vii) Poona Sanskrit College: Upa-
dhyaya and Shastri.

3. B.A.—contd.

- (i) Vedashastrottejak Sabha, Poona:
Chaudamani (3rd Iyatta).
- (ii) Banaras Sanskrit College:
Shastri.
- (iii) Mysore: Intermediate Vidvan.
- (iv) Baroda: Ratna.
- (v) Tilak Maharashtra Vidyapith:
Visharad.
- (vi) Poona Sanskrit College: Acharya.

are below 40 years of age on 1st January 1952
should however acquire the Secondary Train-
ing Certificate within a period of three years.

(vii) Bharatiya Vidya Bhavan, Bombay: Acharya.

M.A.--

(i) Banaras Sanskrit College: Acharya.

(iii) Tilak Maharashtra Vidyapith: Parangat.

(iii) Mysore : Final Vidvan.

4 Wherever persons with "Shastric" qualifications are to be employed in schools, those who have specialised in Vyakarana, Kavya or Sahitya should be given preference. Such Shastris should be required to pass the Secondary Training Certificate Examination in the regional language before they are eligible for the scale of trained teachers. Since English is no longer the medium of instruction in Secondary Schools, the time has come for holding the Departmental Examination of Secondary Training Certificate in the regional language only. In that case the Shastris can and should, with advantage take the Secondary Training Certificate Examination. Then only should they be regarded as trained Shastris and be held eligible for the scale recommended below for Secondary teachers.

Colleges:

For employment in Colleges, Shastris should possess the qualifications equivalent to the M.A. degree as indicated in (iii) above, and they should be given the scale of Assistant Lecturers in Government Colleges, viz. Rs. 160-10-200--E. B.-10-250.

Accepted. The question whether the candidates should be allowed to answer the papers of the Secondary Training Certificate Examination in regional languages if they so desire is already under consideration of Government.

Serial No.	Recommendations.	Government decisions.
------------	------------------	-----------------------

Secondary Schools:

For those holding qualifications equal to the Matric or Secondary School Certificate—

(a) Shastris without Secondary Training Certificate—Rs. 50-3/2-56.

(b) Shastris with Secondary Training Certificate—Rs. 56-2--80--E. B.--4--120.

For those holding qualifications equivalent to B.A.—

(a) Shastris without Secondary Training Certificate—Rs. 70--2--74.

(b) Shastris with Secondary Training Certificate—Rs. 74-4-114 E. B.--4-130-6-160.

5 (a) Those Shastris who possess a qualification equivalent to the B. A. degree and who have already served in Secondary Schools for ten years should be deemed "Trained" i.e. to have obtained the Secondary Training Certificate.

(b) Those who put in 15 years' service after the Secondary Training Certificate should be deemed to have obtained the B.T. degree for purposes of pay. They should, therefore, be put in the scale of Rs. 80-5-130-6-160-8-200.

Accepted. The Shastris who possess a qualification equivalent to Matriculation or the Secondary School Certificate Examination and who have already served in Secondary Schools for ten years or more should be treated as "deemed" trained.

This recommendation together with that in (v) (a) should mean that the Shastris who possess a qualification equivalent to B.A., and have already served in Secondary Schools for over 25 years should be eligible for the B.A., B.T. scale of Rs. 80-200.

- (c) Those who possess qualifications equivalent to the M.A. degree should be given two additional increments, i.e. Rs. 8.
- (d) Shastris, employed in schools, who pass the Secondary School Certificate Examination during their service, should be given two advance increments.

RESOLUTION.—Under its recommendation No. 1, the Ad Hoc Committee appointed under Government Resolution, Education Department, No. 6803, dated 24th June, 1950 to suggest pay scales for teachers holding "Shastric Degrees" had recommended that certain "Shastric" qualifications should be recognised for employment in secondary schools and colleges. The Committee's recommendation was accepted by Government subject to the modification that the qualifications recommended by the committee were recognised for purposes of employment as teachers in Government and non-Government Secondary Schools. The Committee had also suggested how for purposes of grant of pay scales, the "Shastric" qualifications recommended by it for grant of recognition should be equated to the Secondary Schools Certificate and University degrees (*vide* Government Resolution, Education Department, No. SSN-1350, dated 16th October, 1951).

2. It has since been represented to Government that certain Shastric qualifications of the Baroda Sanskrit Mahavidyalaya Baroda conducted by the M. S. University of Baroda which are considered to be of the same standard as the other "Shastric" qualifications already recognised by Government under order issued in Government Resolution, Education Department, No. SSN/1350, dated 16th October 1951, may also be similarly recognised. Government has therefore, carefully considered the question and is now pleased to direct that the following "Shastric" qualifications of the Baroda Sanskrit Mahavidyalaya, Baroda (M. S. University of Baroda) should be added to the "Shastric" qualifications recognised for employment as teachers in Government and non-Government Secondary Schools under orders issued in Government Resolution, Education Department, No. SSN-1350, dated 16th October, 1951 and should have equivalence with University degrees as indicated below for purposes of grant of pay-scales etc.

Institution.	Name of the Examination.	Status.
Baroda Sanskrit Mahavidyalaya Baroda.	1. Madhyama-Kaksha or Visharad	B. A.
(M. S. University of Baroda).	2. Uttama-Kaksha or Alankara.	M. A.

G. R., E. D., No. SSN/3255-E, dated 2nd January 1956

RESOLUTION.—Government is pleased to direct that in addition to the Shastric qualifications recognised by Government for employment as teachers in Government and non-Government Secondary Schools under Government Resolution, Education Department, No. SSN-1350, dated 16th October, 1951, and No. SSN-1352, dated 18th January 1954, the following Shastric qualifications of the Brihad Gujarat Parishad, Ahmedabad, and the Swadhyaya Mandal, Pardi, should be provisionally recognised for employment as teachers in Government and non-Government Secondary

Schools and should have provisional equivalence with academic qualifications, as indicated below, for purposes of grant of pay-scales, etc.

Sr.	Institution.	Name of the Examination.	Status.
1	The Brihad Gujarat Parishad, Ahmedabad.	1. Madhyama	S. S. C./Matriculation.
		2. Shastri	B. A.
		3. Acharya	M. A.
2	Swadhyaya Mandal Parli.	1. Sahitya Pravin	S. S. C./Matriculation.
		2. Sahitya Ratna	Intermediate Arts.
		3. Sahityacharya	B. A.
		4. Sahityacharya	B. A.

G. R., E. D., No. SSN/1357-E, dated 1st July 1958.

RESOLUTION.—Government is pleased to accept the recommendation of the Standing Sanskrit Committee to recognise the “Shastric” and “Acharya” degrees of the Bharatiya Vidya Bhavan (i. e. Mumbadevi Sanskrit Mahavidyalaya), Bombay, as equivalent to the B. A and M. A. degrees respectively and to recognise “Uttama” Examination of the Shraavanmas Dakshina Parishad of Baroda as equivalent to the B. A. degree examination, for the purpose of employment as teachers in Government and non-Government Secondary Schools.

For the word “Ratna” appearing against item 1.6 (ii) in the statement accompanying Government Resolution, Education Department No. SSN-1350, dated the 16th October 1951, the word “Uttama” should be substituted in view of the above decision of Government.

Holders of 1st and 2nd Class in Shastric degrees. Higher emoluments to—

G. R., E. D., No. SSN/1354-E, dated 12th July 1958.

RESOLUTION.—The question of granting higher emoluments to the holders of 1st and 2nd classes Shastric degrees, was referred to the Standing Sanskrit Committee and that Committee has accordingly recommended that as the equivalence of B. A. and M. A. degrees has already been granted to certain Shastric degrees, it is desirable to recognise 1st and 2nd classes when granted at those examinations in similar manner provided they are not granted at a level lower than 60 per cent and 45 per cent marks respectively.

After careful consideration of the question, Government is now pleased to direct that the holders of 1st and 2nd classes in Shastric degrees recognised by this State Government as equivalent to B. A. and M. A. should be given emoluments as admissible to the holders of 1st and 2nd classes in B. A. and M. A. degrees as laid down in Government Resolution, Education Department, No. 6803, dated the 26th April 1949, provided that the classes as such Shastric degree Examination are granted at a level not lower than 60 per cent and 45 per cent marks respectively.

APPENDIX C

*Non-Government Secondary Schools,
Special teachers in the—
Qualifications for—*

G. R., E. D., No. SSN/1855-E, dated 22nd December 1955.

RESOLUTION.—The question regarding laying down basic as well as special qualifications for recruitment to the posts of all kinds of special teachers in non-Government Secondary Schools was under the consideration of Government for some time past. After careful consideration Government has decided that the following qualifications should be prescribed for the posts of special teachers in the non-Government Secondary Schools :—

Name of the post.	Prescribed minimum qualifications.
(1) Drawing Teacher ...	(1) Matriculation, Secondary School Certificate (S. S. C.) or other equivalent examination plus a Drawing Teacher's or Drawing Master's Certificate or an Art Master's Certificate.
(2) Craft Teacher ...	(2) Matriculation, Secondary School Certificate (S. S. C.) or other equivalent examination plus a certificate of having completed the special course in craft run by the Director of Technical Education or any other equivalent approved course with a minimum duration of six months. N. B.—Persons who do not possess the Matriculation or Secondary School Certificate Examination Certificate but who are good professionals in certain subjects, e. g. spinning and weaving, carpentry, etc. may be held eligible for appointment to these posts if properly qualified teachers are not available and provided they are Primary School Certificate (P. S. C.) pass and are able to teach the subject satisfactorily.
(3) Physical Education Teacher.	(3) Matriculation, Secondary School Certificate (S. S. C.) or other equivalent examination plus short-term course certificate in Physical Education Certificate in Physical Education or Diploma in Physical Education.

Name of the po	Prescribed minimum qualification.
(4) Persian Teacher ...	(4) Graduate in Persian with Secondary Teacher's Certificate (S. T. C.) Teacher's Diploma (T. D.) or Bachelor of Teaching (B. T.).
(5) Arabic Teacher ...	(5) Graduates in Arabic with Secondary Teacher's Certificate (S. T. C.) Teacher's Diploma (T. D.) or Bachelor of Teachers (B. T.).

2. These orders should take effect from the academic year 1956-57 and should be made applicable to the teachers recruited from that year. The teachers in these subjects already in service on the date of issue of these orders should continue to get the pay scales they get on the date of issue of these orders.

3. The question regarding prescribing minimum qualifications for recruitment to the posts of Hindi and Music Teachers is under consideration of Government and necessary orders in that behalf will be issued in due course.

APPENDIX D

Accompaniment to Government Resolution, Education Department No. 6803, dated 16th December 1949.

Rules for the award of Government free-studentships in the Non-Government Secondary Schools.

1. Free-studentships should be awarded by the Head of the Institution to poor and deserving pupils at the rate of 3 per cent of the total number of pupils.

2. A pupil should be considered as poor if the annual income of his parent or guardian from all sources does not exceed Rs. 2,400 in Bombay City and Rs. 2,000 in other places. The Head Master shall satisfy himself about the income of the pupils' parents or guardian.

3. Free-studentships will be awarded on a one year basis. The award shall be made by the Head Master by 20th March and a list of the pupils who are awarded free-studentships, submitted to the Educational Inspector or the Inspectress of Girls' Schools showing therein the requisite information about the pupil's name, standard in which he is studying, rate of tuition fee, term fee and admission fee, if any. Every such school also shall keep a separate record of the free places granted with necessary details, which shall be open for inspection.

4. The permanent home of the pupil must be situated in one of the districts of the Bombay Province.

5. The award and continuance of the free-studentships will depend upon good conduct, regular attendance and satisfactory progress of the pupil.

6. The free-studentships will be awarded to poor and deserving pupils in order of merit, irrespective of caste or creed.

7. Managements of schools would be competent where necessary to convert all or a portion of the available free-studentships into twice that number of half-free-studentships.

8. The remission of fees should be restricted.

- (i) Tuition fees.
- (ii) Terms fees.
- (iii) Admission fees, if charged separately.

9. The loss entailed on managements of schools in granting free-studentships in accordance with the above rules will be made good by Government by awarding fee grants to schools half yearly. The bills in that behalf should be ordinarily submitted to the Educational Inspectors/Inspectresses of Girls' Schools of the Division concerned by 15th August for the period of 1st March to 31st August and 15th February, for the period from 1st September to 28th February, with such information as may be called by the Educational Inspectors/Inspectresses of Girls' schools.

10. Schools should not reduce the percentage of free studentships which they were giving previous to the issue of these orders. The managements are expected to provide free-studentships at their own cost to the extent of the average of the free-studentships awarded by them, during the three years. (1945-46, 1946-47 and 1948-49) or a minimum of 10 per cent which-ever is more.

N. B.—The above rules have been amended further by (1) G. R., E. D., No. 6803, of 17th May 1950, (2) G. R., E. D., No. SSN-1753-E of 20th June 1953 and (3) G. R., E. D., No. SSN-1756-E of 24th April 1956, which have been given against Recommendation No. 33.

APPENDIX E

Municipal Secondary Schools. Powers and duties of Head Masters of— Rules regarding—

(1) G. R., E. D. and I. D., No. 8268, dated 1st March 1958.

RESOLUTION.—The accompanying rules regarding the powers and duties of Head Masters of Municipal Secondary Schools are approved.

2. The rules should be sent to the Municipalities concerned as Model Service Condition Rules to be used as a basis by them for proposing their own rules without considerable modifications.

3. The Divisional Commissioners should be requested to get them incorporated in the Municipal Rules under section 46 of the Bombay District Municipal Act and section 58 of the Bombay Municipal Boroughs Act, 1925, as the case may be.

Accompaniment to Government Resolution, Education and Industries Department, No. 8268, dated 1st March 1948.

RULES REGARDING POWERS AND DUTIES OF HEAD MASTERS OF MUNICIPAL SECONDARY SCHOOLS

Organization, Discipline and Internal Management

1. The Head Master will be the *ex-officio* Secretary of the School Committee or the body appointed by the Municipality to manage the

secondary school. As Secretary, it will be his duty to attend meetings, take notes, keep records, etc.

2. The Head Master will be responsible for organising all school work and activities and for maintaining discipline in the school.

3. The internal management of the school should entirely rest with the Head Master.

Admissions, Promotions and class-room work

4. The Head Master will have full authority to make admissions to the various classes of the school in accordance with the instructions issued by the Educational Department and will carry on correspondence in that behalf direct with the Department.

5. It will be the duty of the Head Master to :—

(a) conduct the annual and other examinations on the dates approved by the Committee,

(b) select paper setters and examiners and give them instructions regarding their work,

(c) decide promotions and detentions of pupils in consultation with the teachers concerned,

(d) send up pupils for the Matriculation, School Leaving Certificate Examination, Drawing Grade Examinations, etc., in accordance with the rules of the University or the Department,

(e) prescribe in consultation with senior teachers, text-books for various standards,

(f) draw up time-tables and allot work to teachers in the school,

(g) supervise the work of the Assistant teachers,

(h) hold staff meetings periodically to discuss educational problems and items of general school administration and discipline,

(i) give permission to assistant masters in the school to give private tuitions in accordance with the rules laid down by the Educational Department and maintain a register of tuition allowed in the case of each teacher.

6. The Head Master should teach for not less than 8 hours per week. He must be present in the school during all the school hours.

Correspondence and office work

7. The Head Master shall be responsible for the office work, maintenance of records in good condition and seeing that periodical and other information is supplied to the Department and other officers promptly.

8. The Head Master shall submit annually to the School Committee confidential reports on assistant masters in the school.

Punishment

9. The Head Master alone shall have the power to inflict punishment on pupils including corporal punishment in exceptional circumstances. No corporal punishment is to be given in the class-room. Girls are exempted from corporal punishment.

Financial

10. The Head Master shall arrange to collect the monthly and other fees due from pupils in suitable instalments and to remit them into the Municipal Treasury or to dispose of them in the manner laid down in that behalf.

11. The Head Master will recommend free-studentships full or half—to deserving pupils in consultation with the class teachers for the sanction of the School Committee.

12. The Head Master will prepare the annual Budget of the school for the consideration of the School Committee.

13. There should be a permanent advance of Rs. 25 with the Head Master. He shall arrange to recoup the amount by preparing bills as soon as possible whenever expenditure is incurred out of the permanent advance.

14. He shall administer pupils' fund or funds, if any, in accordance with the objects of these funds and rules laid down, if any, and in association with one or more of the teachers.

Miscellaneous

15. Appointments, promotions, etc., of assistant teachers in the school shall be made by the School Committee after taking into consideration the recommendations made by the Head Master.

16. The Head Master shall be responsible for the recovery of teachers' monthly subscriptions to the Provident Fund and their punctual crediting to their respective accounts as required by the rules. He shall furnish the Education Department with annual statements and such other information regarding Provident Fund as may be required of him from time to time.

17. He shall be empowered to grant casual leave to assistant teachers and other staff up to 3 days at one time.

G. R., E. D., No. SSN/4051, dated 15th October 1948.

RESOLUTION.—Use of corporal punishment in the Educational Institutions has since been discontinued under Government Resolution, Education and Industries Department, No. 6675, dated the 18th May 1949. Government is, therefore, pleased to direct that rule 9 of the rules sanctioned in Government Resolution, Education and Industries Department,

No. 8268, dated the 1st March 1948, regarding powers and duties of Head Masters of the Municipal High Schools should be modified as follows :—

“The Head Master shall have the power to punish the pupils in exceptional circumstances. In no case, however, corporal punishment should be given to pupils as the use of such punishment has been abolished from all schools, *vide* Government Resolution, Education and Industries Department, No. 6675, dated the 18th May 1949.”

APPENDIX F

DISCHARGE CERTIFICATE

(Prescribed by Government Resolution, Education Department, No. 6803 dated the 5th December 1949, as amended by G. R., E. D., No. SSN-1951 of 15th October 1951).

1. Name and address of the school issuing the certificate.
2. Full name of the teacher ...
3. Qualifications ...
 - Degree/Diploma ...
 - Class ...
 - Year ...
 - University ...
4. Whether temporary/permanent ...
5. Service rendered from.....to.....(inclusive).
6. Pay drawn (a) Rs.....in the scale of.....
 - (b) allowances, if any
 - (c) date of next increment.
7. Whether due notice by either party was given or not.
8. (a) Whether subscribing to Government Provident Fund.
8. (b) Postal Savings Bank
 - Account No.
9. Whether he has returned all money and books etc.

Place.....

Date.....

Signature.

Designation.