

# British Guiana.

## REGULATIONS TO AMEND THE EDUCATION CODE, 1919.

1. These Regulations may be cited as the Education Regulations, 1934, and shall be construed with the Education Code, 1919, hereinafter referred to as the Code, and with any amending Regulations. Short Title.

2. "Average Attendance" means the number obtained by dividing the total number of attendances of all pupils during the school year (commencing on the first day of September and ending on the thirty-first day of August in each year) by the number of school sessions during that period: provided that it shall be within the discretion of the Manager to make a reduction of ten per centum of the yearly number of sessions and such further reduction on account of abnormal climatic or health conditions as may be approved by the Director of Education (hereinafter called the Director). Average Attendance.

3.—(a) The Head Teacher of a school shall be paid a monthly salary according to the following incremental scale, based on the average attendance of the school during the three years immediately preceding:— Salaries of Head Teachers.

Number of Pupils in Average Attendance.	Class of Certificate.			
	First Class.	Second Class.	Third Class.	
100 and under ...		\$35—\$45	\$30—\$40	} By annual increments of \$2.50 a month in each case.
101—200 ...	\$50—\$60	\$45—\$55	\$40—\$50	
201—300 ...	\$65—\$ 75—\$ 80	\$55—\$65—\$70	\$50—\$60—\$65	
301—400 ...	\$80—\$ 90—\$ 95	\$70—\$80—\$85		
401 and over ...	\$95—\$105—\$110			

Efficiency Bars.

(b) In the case of the Head Teacher of a school with over 200 pupils in average attendance there shall be an efficiency bar in the scale after four increments. Two more annual increments, each of \$2.50 per month, may be granted to a Head Teacher who satisfies the Director that he is in all respects deserving of the highest rate of pay.

Junior Schools.

(c) The Head Teacher of a school which has no Upper Division (hereinafter called a Junior School) shall not be paid salary beyond the efficiency bar. When a Junior School comes within a grade of attendance where there is no efficiency bar the maximum salary of the Head Teacher shall be \$5 a month less than the maximum salary of that grade.

Provisional Certificates.

(d) A Head Teacher who holds a Provisional Certificate shall be paid \$18 a month.

Schools situated on the banks of rivers.

(e) The Director may grant to a Head Teacher who holds a Third Class Certificate and who is employed in a school situated on the bank of a river and unapproachable by any public path, an allowance not exceeding ten per centum of the salary payable under these Regulations.

Method of calculating salaries of Head Teachers.

4.—(1) The salary of a Head Teacher shall for each of the three calendar years for the period 1935 to 1937 be calculated on a third of the sum of the average attendances of the school for the school years 1931-32, 1932-33, and 1933-34, and for each of the three calendar years of the period ending with the year 1940 on a third of the sum of the average attendances for the school years 1934-35, 1935-36, 1936-37, and thereafter the salary for each calendar year of each succeeding period of three years shall be calculated in like manner and changes in the salaries of Head Teachers, by reason of changes in the average attendance, shall take effect from the first day of January following the end of the last school year included in the calculation of average attendance.

Changes in Average Attendance.

(2) When the average attendance of a school varies to such an extent as to bring the school within a different grade of attendance the salary of the Head Teacher shall be paid at the appropriate rate in the scale of the grade of attendance in which the school has been placed on account of such variation: provided that no Head Teacher's salary shall, by reason of a change in average attendance, be increased or decreased in any year by more than \$60.

Salaries of Certificated Assistant Teachers.

5. The monthly salaries of Certificated Assistant Teachers shall be as follows:—

First Class Trained Certificated Teacher	...	\$ 27 50—\$45 00	} By annual increments of \$2.50 a month in each case.
Second Class Trained Certificated Teacher	...	\$ 25 00—\$32 50	
Second Class Certificated Teacher	...	\$ 22 50—\$27 50	
Third Class Certificated Teacher	...		
	...	\$20 00	

Provided that the monthly salary of a certificated assistant teacher, who, not being a Trained Certificated Teacher, holds a First Class Certificate issued before the coming into force of these Regulations, or who before the 31st day of July, 1935, qualifies for such a certificate, shall be \$25 to \$35 a month on the incremental scale above-mentioned.

In this regulation "Trained Certificated Teacher" means a teacher who has completed a course of training at a recognised institution for the training of teachers in any part of His Majesty's Dominions, and has been granted a teacher's certificate of competency under the Code, other than a certificate of the Third Class.

6.—(1) If certificated assistant teachers are not available, persons over 18 years of age and approved by the Director may be appointed as uncertificated assistant teachers, at the following salaries:—

Salaries of  
Uncertificated  
Assistant  
Teachers.

(a) Ex-pupil teachers who have passed the End of Fourth Year Pupil Teachers' Examination; teachers who have passed Group A. of the Teachers' Certificate Examination; and women teachers who hold a certificate for Preparatory Division work—\$14 a month;

(b) Persons who have passed the End of Third Year Pupil Teachers' Examination, or an examination accepted as an alternative under Regulation 48 of the Code—\$12 a month;

(c) Persons who have passed the End of Second Year Pupil Teachers' Examination, or an examination accepted as an alternative under Regulation 48 of the Code—\$10 a month;

(d) Other persons—\$8 a month.

(2) An uncertificated assistant teacher who holds a Teacher's Certificate in Sewing or in Manual work, and who is employed in teaching the subject mentioned in the certificate, shall be paid an additional \$2 a month: provided that the total does not exceed \$14 month.

(3) If the staff of a school does not include a woman teacher qualified to teach sewing, or in other special circumstances, the Director may authorise the employment of a part-time teacher who shall teach sewing only, at a salary of not more than \$5 a month.

Teachers of  
Sewing.

7. The Director may authorise the appointment of a First Assistant Teacher in any school which has an average attendance of 201 or over who shall be paid an allowance not exceeding \$3 per month in addition to the salary payable under these Regulations: provided that the teacher's salary together with the allowance shall not exceed \$36 a month.

First  
Assistant  
Teachers.

Allowances  
to Assistant  
Teachers  
while acting  
as Head  
Teachers.

8. An assistant teacher appointed to act as Head Teacher of a school may, with the approval of the Director be paid (a) a responsibility allowance while so employed, at the following rates :—

Average Attendance.	Responsibility Allowance.
100 and under	Not exceeding \$5 a month
101—300	” ” \$10 ”
301 and over	” ” \$15 ”

Provided that any First Assistant Teacher who draws an allowance under this Regulation shall not at the same time draw the allowance payable to a First Assistant Teacher.

(b) Any reasonable removal expenses or any expenses necessarily incurred in travelling to and from the school.

Salaries of  
Pupil  
Teachers.

9. The salaries of Pupil Teachers shall be conditional upon their passing the annual examinations ; and shall be as follows :—

Pupil Teachers who have passed the End of Fourth Year Examination...	\$14 a month.
Pupil Teachers who have passed the End of Third Year Examination	\$12 a month.
Pupil Teachers who have passed the End of Second Year Examination ...	\$9 a month
Pupil Teachers who have passed the End of First Year Examination	\$7 a month.
Pupil Teachers who have passed the Appointment Examination	\$6 a month.

Salaries of  
Teachers  
already  
employed.

10. Any teacher who is employed at the date of these Regulations coming into force may continue to receive his present emoluments so long as he continues to serve in his present appointment, or in any appointment to which he is transferred with the approval of the Director obtained before the transfer takes place, but no annual increment or other increase of salary shall be granted to any teacher except in accordance with these Regulations.

Annual  
increments  
and other  
increases of  
salary.

11. No teacher or pupil teacher shall be eligible to receive any annual increment or other increase of salary unless the Director certifies that the teacher's work and conduct have been satisfactory during the period in respect of which the increment or increase is claimed.

Number of  
Teachers.

12. The number of each class of Head Teachers, the number of each class of Certificated Assistant Teachers, the number of Uncertificated Assistant Teachers and Pupil Teachers, together with the number of Head Teachers of schools in each grade of attendance, in respect of whose salaries grants shall be paid to Governing Bodies shall be fixed from time to time by the Governor.

13. The following Regulations are hereby revoked :—

Revocation.

Regulations 2, 20, 21, of the Code.

The Education Code, 1919, amendment Regulations, January, 1923.

The Education Regulations (No. 2) 1928.

The Education Regulations, 1930.

14. These Regulations shall come into force on the first day of January, 1935. Commence-  
ment.

*Made by the Governor in Council under section 57 (1) of the Education Ordinance, Chapter 196, this fourth day of December, 1934.*

C. W. H. COLLIER,  
Clerk of the Council.

(M.P. 4529/33).

