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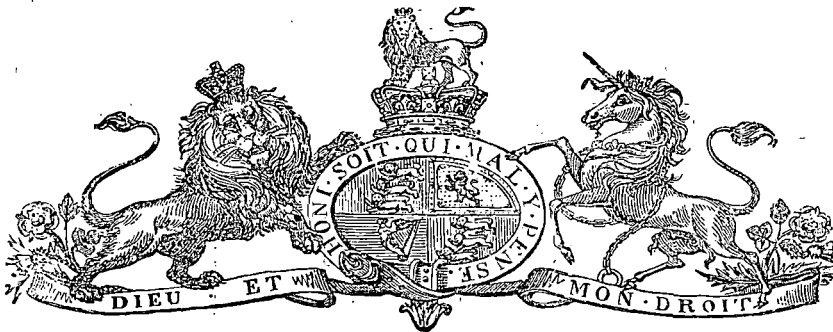
PARLIAMENT OF TASMANIA.

FREE EDUCATION :

STATEMENT IN CONNECTION WITH THE PROPOSAL TO ABOLISH
THE PAYMENT OF FEES IN STATE SCHOOLS.

Presented to both Houses of Parliament.

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FREE EDUCATION.

IN connection with the proposal to abolish the payment of Fees in State Schools, this Statement is submitted for general consideration.

(I.)

PRESENT scale of Salaries and Emoluments from School Fees received by Teachers according to their respective Classification:—

Class of Teacher.	Division of Class.	Salary.		Teachers' Maximum and Minimum net Receipts from Fees.
		Male Teachers.	Female Teachers.	
Certificated Teachers—		£	£	
I.	A.	140	120	} 110 to 236
	B.	130	110	
II.	A.	120	100	24 to 193
	B.	110	90	20 to 187
III.	A.	100	80	15 to 147
	B.	90	70	7 to 78
Licensed Teachers—				
IV.	A.	70	60	1 to 43
	B.	60	50	4 to 45
	C.	50	40	1 to 43

NOTE.—Quarters, or House Allowances ranging from £10 to £40 per annum, are provided in addition to the Salaries above mentioned.

(II.)

PROPOSED new Scale of Salaries for Teachers of the several Classes in 1901 if fees are abolished ; showing the annual increments from minimum to maximum in each Class, and the increments to be gained by promotion from lower to higher Classes ; together with such allowances as will be required to compensate Teachers for loss of fees.

CLASS.	SALARIES.		Total Amount required in 1901 to compensate Teachers for loss of fees.
	Male Teachers.	Female Teachers.	
I. — A.	£	£	} £6200
	350	300	
	335	290	
	320	280	
	305	270	
	290	260	
B.	275	250	
	260	240	
	245	230	
	235	220	
	225	210	
	215	200	
	205	190	
II. — A.	195	180	
	185	170	
	175	160	
	165	150	
B.	155	140	
	145	130	
	135	120	
III. — A.	125	110	
	115	100	
B.	105	90	
	95	80	
IV. — A.	85	70	
	75	60	
	65	50	

NOTE.—Quarters, or House allowances ranging from £10 to £40 will be provided as at present, in addition to the salaries above indicated.

III.

SUGGESTED REGULATIONS UNDER WHICH THE PROPOSED NEW SCALE OF SALARIES AND COMPENSATION FOR LOSS OF FEES SHALL BE APPLIED.

1. In all cases in which the proposed salary of any teacher for 1901 shall be less than the total cash income of such teacher from salary and fees for the year 1900, a Compensation Allowance to the amount of the difference between the two shall be made for the year 1901. But in each year subsequent to 1901 this Compensation Allowance to Teachers shall be reduced by an amount equal to the proposed increments of their respective classes, until such allowances altogether cease.

2. In all cases in which the proposed salary of any teacher for 1901 shall be more than the total cash income of such teacher from salary and fees for the year 1900, no compensation allowance for loss of fees shall be made.

3. In all cases in which any teacher, who is in receipt of compensation for loss of fees, becomes entitled to the annual increment provided for teachers of his class, he shall receive the increment of salary in the succeeding year ; but his compensation allowance shall thereupon be reduced by an amount equal to the increment he receives.

4. In all cases in which any teacher who is in receipt of compensation allowance for loss of fees fails to qualify himself for the annual increment provided for teachers of his class, such teacher's compensation allowance for the succeeding year shall be reduced by an amount equal to the ordinary annual increment of his class.

5. In all cases in which any teacher is in receipt of the maximum salary provided for teachers of his class, and is in receipt of compensation allowance in addition thereto, an annual reduction of the allowance equal in amount to the ordinary annual increment of such teacher's class shall be made, until the amount payable annually to such teacher is not more than the maximum salary of his class.

6. The annual increase to salaries in accordance with the proposed new scale shall be made at the beginning of each year.

7. The annual increase shall not be granted to a teacher whose school is not reported by the Inspector as having passed a satisfactory examination in the preceding year, and who is not reported as on all grounds deserving of such increase.

8. In cases calling for exceptional treatment it shall be in the power of the Minister to increase or to diminish the ordinary annual increment provided for in the scale of salaries.

9. A teacher who passes an examination, or in any other way becomes eligible for promotion, shall be promoted accordingly, but he shall not be entitled to any increase of salary on account of such promotion till he has received for twelve months the maximum salary of the class from which he is promoted.

IV.

EXAMPLES of the application of Suggested Regulations to Teachers under new Scale of Salaries, and Compensation for loss of Fees.

Class of Teachers (Male).	Present Salary, 1900.	Estimated Fees, 1900.	Estimated Total Salary and Fees, 1900.	Proposed Salary, 1901.	Proposed Compensation for loss of Fees, 1901.	Proposed Total Salary and Compensation, 1901.	Possible Annual Increment.	Proposed Annual Reduction of Compensation.	Final Maximum Salary of Class.
	£	£	£	£	£	£	£	£	£
I.—A.	130	248	378	290	88	378	15	15	350
B.	120	128	248	205	43	248	10	10	275
II.—A.	120	100	220	165	55	220	10	10	195
B.	100	45	145	135	10	145	10	10	155
III.—A.	70	27	97	115	Nil.	115	10	Nil.	125
B.	90	28	118	95	23	118	10	10	105
IV.—A.	70	40	110	85	25	110	10	10	85
B.	60	10	70	75	Nil.	75	10	Nil.	75
C.	50	31	81	65	16	81	10	10	65

NOTE.—According to the above Examples a Teacher of Class I.—A would have in 1901, as the equivalent of his salary and fees for 1900, a salary of £290, and compensation for loss of fees of £88, with a possibility of reaching, in four years, by annual increments of £15, the maximum salary of £350; at which time his compensation for loss of fees would be reduced to £28, while the continued proposed annual reduction of compensation would, in two years more, leave him with the final maximum salary of £350.

So also I.—B, beginning in 1901 with a salary of £205 and compensation for loss of fees of £43, would find it possible to rise in six years to £275, the maximum salary of his Class; his annual increments having, in little more than four years, reduced his compensation for loss of fees to *nil*.

In II.—B is an instance of a teacher who, beginning in 1901 with a salary of £135, and compensation of £10, thereby equalling the salary and fees he received in 1900, might find himself at the end of 1901 entitled to the increment of £10, making his salary £145 for 1902, with the possibility of attaining the maximum salary of his class, £155, in 1903.

Then, in III.—A is an example of one whose present salary and fees only total £97, but who, because of his classification, will be entitled to a salary in 1901 of £115, this being a case in which there will be no compensation paid for loss of fees, and a clear course for annual increments of £10.

Under the proposals submitted it will be possible for nearly all teachers—some from the start and the others within a very few years—to secure such salaries as will be in excess of their present incomes from salaries and fees combined. The only teachers whose fixed salaries may not eventually equal their present income will be those whose income now from salary and fees combined is more than the proposed maximum salary attainable, viz., £350. The number of these does not exceed four, and the total loss to be sustained under this proposal by these four Teachers would in the case of two be £5 each, one £28 and one £45. For two of them it might be deemed desirable to make some special provision, so that their income shall not be less under the new system than it is now. But, on the other hand, it may be reasonably urged that those teachers whose present income is over £350, being made up thereto by fees ranging from £221 to £248 a year, may be very well content with a permanent fixed salary of £350, if, together with that, they are relieved from all the trouble and the frequent annoyance attendant on the collection of so large a part of their income in fees.

(V.)

ESTIMATE of increased cost to the State if Fees are abolished, and if the proposed Scale of Salaries and Compensation for loss of Fees is adopted :—

	£
Estimated amount required for Salaries in 1901, under proposed new Scale	28,000
Estimated compensation for loss of fees, to make income of Teachers under proposed Salary equal to their income under present system	6200
Loss of percentage of School fees collected by Teachers and paid to Minister	1000
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Total cost of proposed new system for existing Schools	35,200
Amount payable to Teachers under present system, for 1901	22,000
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Total increased cost for existing Schools, 1901	13,200
Estimated additional cost likely to be incurred in 1901 by normal annual increase of School attendance, and by expected influx of children from Private to State Schools	1800
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Total estimated increased cost, 1901	<u>15,000</u>

GENERAL REMARKS.

If the increased cost to the State is to be £15,000 for 1901, with the certainty of a still further annually increasing cost proportionate to the growth of our population which will necessitate additional Schools and Teachers, the very important question arises—Who is to pay for it? The great bulk of the parents of the children attending our schools are quite well able and not unwilling to pay the fees now demanded. If we release them from the obligation to pay, who is to bear the burden of expenditure in their stead? The Treasurer will require £15,000 next year to pay the Teachers, if they are to collect no fees; on whom is the Treasurer to make this levy of £15,000? Is it right to levy a tax for this purpose on those who have no children, or on those who are paying at other schools for the education of their own children? I know the answer will be “Let the burden fall on the general taxpayers.” If that is the decision, then let it be understood that £15,000 will have to be raised by new taxation to provide for this new expenditure. There can be no escape from that. Are the taxpayers willing to pay that price in order that State School Education may be entirely free?

STAFFORD BIRD, *Minister of Education.*

Education Department, Hobart,
16th October, 1900.