

These regulations embody a number of changes of considerable significance:—

Teachers' salaries had in the past been regulated according to no well defined principle. In consequence a good deal of haphazard inequality in the relative amounts paid had developed. Under the new rules of the Board, teachers of the graded schools are divided into three classes, Grammar, Intermediate and Primary, and a maximum and minimum salary assigned to each class. Between these limits all advances of salary are made to depend entirely upon the teacher's efficiency.

Recognizing the fact that, other things being equal, a teacher of high scholarship is more desirable than one of inferior attainments, the Board now requires that all teachers except those of primary classes shall hold First Class Certificates, with the proviso that teachers already on the staff with a lower certificate may retain their positions for a limited time at the discretion of the Board. There was another important reason for raising the standard. First Class certificates are life certificates, while those of lower grades have to be renewed from time to time. It is a serious detriment to the service to have the energies of the teacher divided between the school work and anxious preparation for a Certificate Examination.

Heretofore the method of grading the schools consisted in prescribing an arbitrary amount of work for each year or term, and requiring pupils to attain an arbitrary percentage in a final examination on this work, as a condition of promotion. One result of this system was the overcrowding of lower divisions while the numbers in the upper divisions were relatively very small. Pupils were