

4

REMARKS

UPON THE

OBJECT, ADMINISTRATION, AND WORKING  
MACHINERY

OF THE

NATIONAL SYSTEM OF EDUCATION  
IN IRELAND,

INCLUDING

AN EXPOSITION OF THE MOST IMPORTANT RULES  
AND REGULATIONS OF THE COMMISSIONERS,  
AS RECENTLY REVISED.

BY AN EXPERT.

DUBLIN:

PRINTED BY ALEX. THOM & CO. (LIMITED),  
87, 88, & 89, ABBEY-STREET,  
THE QUEEN'S PRINTING OFFICE.

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1888.

*Price One Shilling and Sixpence.*

Houses of the Oireachtas

MEMORANDUM

OF THE

COMMISSIONERS OF THE GENERAL LAND REVENUE

RELATIVE TO

THE

PROPOSED AMENDMENTS TO THE

ACTS RELATIVE TO

THE

ASSESSMENT OF THE RENT VALUE OF HOUSES

AND THE PROVISIONS THEREOF

AS PRESENTLY REVISED

BY AN EXPERT

DUBLIN:

PRINTED BY ALEX. THOM & CO. (LONDON)

47, 48, & 49, ABERT-STREET,

THE QUEEN'S PRINTING OFFICE.

1888.

Printed and Published by the

## PREFACE.

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THIS Treatise has for its principal object to furnish Managers and Teachers of National Schools, and persons desirous of obtaining aid for schools from the Commissioners of National Education, as well as the Public at large, with a succinct, but clear and trustworthy exposition of the Object, Administration, and Working Machinery of the National System of Education in Ireland, and a precise and accurate explanation of the most important of the Rules and Regulations which guide and control its Executive.

The Author does not propose to deal with the subject historically, or to treat of the first establishment of the System and its gradual growth from small beginnings to its present gigantic proportions—but simply to elucidate the System as it is to-day, and as it works from day to day, and by so doing to enable those whose interests are most intimately concerned to unravel the many complexities of its Regulations and its Bye-laws, and thereby to avoid the difficulties, uncertainties, disappointments, and vexations which, to the uninitiated, are almost inseparable from a System which, owing to its rapid development in these latter times, has, like the sister System in Great Britain, lost all of its pristine simplicity, and now requires a clear head and patient study to master its intricate details.

But this Treatise is intended to serve another purpose. For a considerable time past the air has been quivering with rumours of impending changes of various kinds—amongst others, of the great public Educational Systems of the country; and as it seems to be regarded in some influential quarters as becoming daily more and more certain that at no distant date the question of replacing the present National System of Primary Edu-

cation by another based on different fundamental principles, will come up for deliberate discussion and final settlement, it has been thought that it might be opportune and useful to furnish those of the Public, who take an interest in the improvement of the condition of the poorer classes in Ireland, with the means of forming an intelligent judgment of the essential characteristics of the existing System, before they are called upon to consider seriously the feasibility or expediency of substituting for it another System which must, of necessity, be worked with different machinery and by different methods. The National System may be compared to a gigantic tree, whose enormous branches overspread the land, and whose roots penetrate to the uttermost parts of the island. To root up such a tree must obviously be a work of tremendous difficulty; but yet what would that difficulty be, compared with that of planting in its stead, and *at once*, another tree equally full grown, with branches equally great, and roots equally far-reaching? For that is the problem. More than half a century ago the National System was planted as a mere sapling—now it is a gigantic tree. Its successor, if there is to be one, cannot be planted also as a mere sapling, and then left to develop itself by the slow process of natural growth, into a tree that will overshadow the land. Plainly, that cannot be. It must be a full-grown tree of gigantic proportions at the very moment that it takes the place of the other, and, as has just been said, *that is the problem*. Of course it cannot lie within the scope of an unpretentious and practical treatise like the present to suggest a solution of the problem, or even to hazard an opinion as to whether the problem admits of a solution, but the author ventures to think that, in so far as his humble treatise enables the public to understand clearly one side of the problem, it may fairly be credited with the merit of contributing, in some appreciable degree, towards the formation of a sound judgment in the public mind in regard to the other side.

In view of the scope and character of his remarks, the author deems it necessary, or at any rate only fair, to state explicitly that this publication has no official sanction or authority whatever, and that he has never even consulted, directly or indirectly, any person either immediately or remotely connected with the administration. Notwithstanding this, however, he presents this treatise to the public with a confident assurance that every statement in it may be accepted as absolutely incontrovertible, and that any person who studies it intelligently, will not only acquire an accurate comprehension of the great distinguishing principles of the National System of Education, but will also become conversant with the practical application of all the most important Rules and Regulations which guide and control the administration of it.

*March, 1888.*



# REMARKS

UPON THE

OBJECT, ADMINISTRATION, AND WORKING MACHINERY

OF

THE NATIONAL SYSTEM OF EDUCATION  
IN IRELAND,

IN FOUR PARTS.

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## PART I.—OBJECT OF THE SYSTEM.

1. The object of the National system of Education is, as stated in the Board's Charter—“*To promote the welfare, by providing for the Education, of the Poor of Ireland,*” or, as stated in the first Rule of the Commissioners' Code—“*To afford combined literary and moral, and separate religious instruction to children of all persuasions, as far as possible in the same school.*”

2. Taking these two statements together, the following conclusions, which may be regarded as THE THREE GREAT FUNDAMENTAL PRINCIPLES of the system, are incontrovertible :—

(I.) That the National System is intended primarily and especially for the education of the children of the Poor, that is, of those who are unable to provide suitable instruction for their children from their own private resources.

(II.) That the National System is not a purely secular system of education, devised exclusively for the literary and moral instruction of children, but is also bona fide intended to afford the means of separate religious instruction according to their own faith, to the children frequenting National Schools.

(III.) That the National System, though not a secular system of education, is essentially a Non-Sectarian system, and hence that every National School, without exception, must be freely open to children of all denominations for literary and moral instruction, under an absolute guarantee “that no attempt shall be made to interfere with the peculiar religious tenets of any description of Christian pupils.” (*Rule 1*). [79.]

It behoves all Patrons and Managers of National Schools, and of schools which it is in contemplation to place in connection with the Board, to thoroughly understand these three FUNDAMENTAL PRINCIPLES of the system, and to be careful to give effect to them in the practical management and working of their schools.

3. As regards the first of them, although it is a curious fact that the word "Poor" does not occur even once in the Board's Code of Rules and Regulations, still it is unquestionable that the National Schools are primarily and especially intended for the education of the children of the poor, and hence it follows:—

(a.) That no child can be refused admission to, or removed from a National School because of the poverty or low social status of its parents.

(b.) That, although all National Schools are freely open to the children of every rank, there must be no social distinctions in any National School. The children of the rich must not be kept apart from those of the poor. All must sit together at the same desks, stand together in the same classes, play together in the same playground, and receive in every respect the same attention and treatment from the teaching staff.

(c.) That, although the National Schools are not to be regarded as eleemosynary schools, or schools specially provided for *pauper* children—it being laid down in Rule 173 [296], that "so far as practicable, a further income must be secured to teachers of ordinary National Schools by school fees"—the very first words of this rule show that ability on the part of a parent to pay school fees is not regarded as a *sine qua non* condition of the admission of his children to a National School, and it may be accepted as morally certain, although it is not expressly so provided in the Code, that every National School is as freely open to indigent children as to those whose parents are able to pay school fees.

(d.) That, although it is laid down in the same Rule (173) that "the arrangement of the rates of school fees is to be made by the Manager," it is certainly not open to any Manager to frame such a scale of fees as would practically exclude the children of the poor from the school.

(e.) That the ordinary course of instruction in National Schools must be such as is suitable for the children of the *poor*, and hence no National School can be so conducted as to be practically an Intermediate School, or a Civil Service grinding establishment. All the classes must be taught according to the Board's Programmes of Instruction, which provide amply for the needs of the poorer class of children.

4. All that has been said on this point may be summed up in this one formula:—

There can be no such thing as a select National School, or a separate and select class of pupils in a National School.

5. As regards the second of the fundamental principles above referred to, viz., that the National System is not a purely secular system of education, devised exclusively for the literary and moral instruction of children, but is also *bona fide* intended to afford the means of separate religious instruction, *according to their own faith*, to the children frequenting National Schools; it is absolutely certain that this was the original view of the Board that first inaugurated the system, and that it has been consistently held up to the present. In proof of this, the following facts must be regarded as conclusive:—

(a.) In the very first rule of the Code it is expressly stated that the object of the system is “to afford combined literary and moral AND separate religious instruction.” [79.]

(b.) In Rule 75 it is laid down that “opportunities are to be afforded (as hereinafter provided for) to the children of ALL National Schools for receiving such religious instruction as their parents or guardians approve of.” [171.]

(c.) In Rule 83 it is provided that “in Vested Schools, such pastors or other persons as shall be approved of by the parents or guardians of the children respectively, shall have access to them *in the schoolroom*, for the purpose of giving them religious instruction there at times convenient for that purpose.” [182.]

(d.) And as regards Non-Vested Schools (*i.e.*, those in which the premises are not permanently and legally secured for National School purposes, but belong to private parties, and may be severed from the Board at any time), although it has been deemed expedient to concede to the Patrons and Local Managers of such schools the right “to determine whether any, and if any, what religious instruction shall be given in the schoolroom,” it is, nevertheless, expressly provided in Rule 84, that “if they do not permit it to be given in the schoolroom, the children whose parents or guardians so desire, must be allowed to absent themselves from the school, at reasonable times, for the purpose of receiving such instruction elsewhere.” [184.]

(e.) A further and more convincing proof that the National Schools were and are *bona fide* intended for the *religious* instruction of the children of the poor, is to be found in the fact, that it is only with the view of providing for and fostering such instruction that the Board has power to grant aid to small schools. Thus, in Rule 31, it is laid down that “in certain cases, namely, where the means of religious instruction are not attainable by children of a particular denomination in any National School within reasonable distance from their homes, the Commissioners are prepared to make modified grants to schools in which the average daily attendance of pupils is less than thirty.” [121.]

6. As regards the third of the Fundamental Principles above referred to, viz., that the National System, though not a secular system of education, is essentially a *non-sectarian* system, and hence that every National School, without exception,

must be freely open to children of all denominations for literary and moral instruction, under an absolute guarantee "that no attempt shall be made to interfere with the peculiar religious tenets of any description of Christian pupils"—it is to be observed that this is, pre-eminently, the **Great Fundamental Basis** of the Irish National System of Primary Education—the really vital, essential, and characteristic principle upon which the very life of the System depends, and that accordingly it is safeguarded by a series of very stringent Rules, viz., Rules 1, 2, 66, 67, 71, 72, 76, 77, 79, 80, 81, 86, 87, 88, 89, 90, 92, 93, 94, 123, 125, and 145 (II.)

7. These Rules are intended to secure the following objects :—

(a.) *That no child shall be refused admission to, or removed from, any National School on account of his faith.*

(b.) *That no attempt shall be made to tamper with, or interfere directly or indirectly with the religious belief of a pupil in any National School.*

(c.) *That no National School shall be so conducted during the time set apart for literary instruction, as "to indicate that the school is one belonging to any particular religious body," that is, one which children of different denominations could not attend without having their religious susceptibilities offended.*

8. These are the distinguishing and essential characteristics of all National Schools, whether they are under the management and control of clergymen, or laymen, or religious communities, or public bodies, such as Boards of Guardians. One and all, they are strictly bound by the Rules above referred to ; and therefore it behoves the patrons, managers, and teachers of non-National Schools, who are desirous of connecting their schools with the National Board, to make themselves thoroughly acquainted with the Rules above referred to, in order that they may clearly understand the conditions they must submit to in converting their schools into National Schools.

9. Besides the foregoing, there are some minor regulations appertaining to the same subject, which need not be particularly specified here, as a mere perusal of the Rules referred to above in Section 6, will suffice to make them known to all concerned. But what is most important to be clearly understood and constantly borne in mind by all persons in anyway connected with, or interested in, National Schools, is this :—That all the various and minute rules and regulations springing from the great Fundamental Basis of the National System, are designed to secure two, and only two, objects, viz. ;—

- I.** That under no circumstances shall a National School be used directly or indirectly, or to any extent whatever, as an agency of Proselytism ; and
- II.** That no National School shall be so constituted or conducted as to offend the religious susceptibilities of pupils of any particular Christian denomination.

PART II.—ADMINISTRATION OF THE SYSTEM.

**10.** The Administration of the National System of Education in Ireland is carried on by a Board of twenty members, who are officially designated "THE COMMISSIONERS OF NATIONAL EDUCATION IN IRELAND." They are incorporated by Royal Charter, but all derive their appointments from the Irish Government, and are removable at the pleasure of the Lord Lieutenant for the time being. It is believed, however, that there has never been an instance of a member being removed otherwise than by death or voluntary resignation.

**11.** It can be readily conceived that a Board consisting of so many members would, if all attended regularly, be a cumbrous and unwieldy machine, very ill-adapted for a regular and prompt transaction of business ; but it is perfectly well known that all do not attend regularly, and very probably it was never expected that they would, it being commonly understood that the reason why the Board was made to consist of twenty members was twofold : first, that by selecting members from different parts of the country and from different sections of the population, a sort of representative character might be imparted to the Board ; and, secondly, that there might always be a moral certainty that a sufficient number of members would be present at each of the numerous meetings of the Board.

**12.** The Board meets once a week during eight months of the year, and once a fortnight during four months (July, August, September, and October), and three members form a quorum for the transaction of business.

**13.** By the Royal Charter under which the Board is constituted, it is prescribed "that as far as practicable, one half of the members of the said Body Corporate and Politic shall always be Protestants, and the other half Roman Catholics." At present the Board is constituted as follows :

PROTESTANTS.

J. W. Murland, esq., A.M.\*  
 Right Hon. Viscount Monck, G.C.M.G.  
 Rev. H. Hanna, D.D.\*  
 Right Hon. Lord Justice FitzGibbon.  
 W. H. Newell, esq., C.B., LL.D.  
 J. Malcolm Inglis, Esq., J.P.\*  
 Rev. J. W. Whigham, D.D.\*  
 Jas. Morell, esq.\*  
 G. F. FitzGerald, esq., F.T.C.D., F.R.S.  
 Rev. J. W. Stubbs, D.D., S.F.T.C.D.

CATHOLICS.

Hon. Mr. Justice O'Hagan.  
 Right Hon. Lord FitzGerald.  
 Right Hon. Sir Michael Morris, Bart.,  
 Lord Chief Justice.  
 Rt. Hon. Sir P. J. Keenan, K.C.M.G., C.B.  
 Sir Robert Kane, LL.D. F.R.S.  
 Right Hon. W. H. F. Cogan, D.L.  
 Edmund G. Dease, esq., D.L.  
 Right Hon. Lord Justice Naish  
 C. T. Redington, esq., D.L.  
 Sir Percy B. Grace, Bart.

\* Presbyterians.

14. All the members give their services gratuitously except one who is styled "The Resident Commissioner," because he must reside in or near Dublin, it being incumbent upon him to be in constant attendance at the Central Bureau which is called "The Office of National Education." Sir P. J. Keenan is the Resident Commissioner.

15. The Resident Commissioner is the Executive Member of the Board, and the Official Head of the Department, and is invested with a threefold responsibility:—(a.) On the Board he represents the Government; (b.) In the intervals between the meetings of the Board, he represents the Board itself; and (c.) As regards the expenditure of the funds voted by Parliament for the purpose of education, he is directly responsible to the Treasury, and also to Her Majesty's Comptroller and Auditor-General, and in this capacity he is styled "The Accounting Officer."

16. The Board is entrusted with the administration of the money annually voted by Parliament for the purpose of providing for the education of the poor of Ireland. The fund thus placed at the disposal of the Board for each of the last five financial years was as follows:—

	£
For year ended 31st March, 1884, . . . . .	726,339*
" " 31st March, 1885, . . . . .	756,027*
" " 31st March, 1886, . . . . .	814,003*
" " 31st March, 1887 . . . . .	851,973*
" " 31st March, 1888, . . . . .	874,051*

17. The opinion is very generally prevalent amongst Managers and Teachers, and the public at large, that the Commissioners are invested with a wide discretion in regard to the administration of this fund, and many, if not most of the complaints that find expression

\* These numbers, large as they are, present an incomplete view of the sums annually voted by Parliament for the education of the poor of Ireland. The following Table gives the correct amounts:—

For year ended	Estimates of the Commissioners of National Education.	Estimates of Board of Works for erecting, enlarging, repairing, &c., National School buildings.	TOTALS.
	£	£	£
31-3-'84	726,339	25,805	752,144
31-3-'85	756,027	26,621	782,648
31-3-'86	814,003	39,639	853,642
31-3-'87	851,973	48,742	900,715
31-3-'88	874,051	50,994	925,045

It thus appears that for the last five years Parliament has placed at the disposal of the two Boards the enormous sum of £4,214,194 for the education of the poor of Ireland.

in the public press and in Parliament may be traced to the prevalence of this opinion. But such an opinion is wholly illusory. It may be stated as a simple indubitable fact, that in so far as the administration of the educational fund is concerned, the Commissioners are not invested with any discretion. In the first place, they are bound to frame definite rules to regulate the administration, and if they failed to do so, it is certain that not one shilling would be entrusted to them by Parliament. In the second place, these rules, or at least such of them as have any bearing upon the expenditure of public money, must, before they are put in force, be approved by the Lords Commissioners of Her Majesty's Treasury; and in the third place, when so approved, the Board is strictly bound to them throughout the financial year for which the money is voted by Parliament, and, further, until a new Revised Code has been promulgated with the sanction of the Treasury.

18. Besides these checks and safeguards, there is the additional check and safeguard of the ever-watchful, ever-working, all-pervading Public Audit. Over, and independent of, the Board, the Lord Lieutenant, and the Government itself, sits **Her Majesty's Comptroller and Auditor-General**—an awful functionary, sagacious, discriminating, unsympathetic, inexorable, with an iron arm powerful enough to clutch a Cabinet Minister or a Commander-in-Chief, and make him “stand and deliver,” and with a microscopic eye keen enough to detect an error of sixpence in an expenditure of a hundred thousand pounds! To this inflexible judge, who ignores equally the two pleas of world-wide acceptance, the “*humanum est errare*,” and the “*ignoscere divinum*,” the Board has to furnish periodically authentic vouchers for all the items of expenditure incurred during the period, and should any one item, be it large or small, be considered by him not to be supported by rule or regulation in the Code, the Accounting Officer is called upon to explain, and in the event of his explanation not being deemed satisfactory, that is, should he fail to satisfy the Comptroller and Auditor-General that the payment was in accordance with an express rule or regulation in the Code, the amount would be surcharged to the Board, and the case reported to **The Committee of Accounts** of the House of Commons—the only tribunal to which this imposing functionary owes allegiance—as a case of unauthorized, and therefore *indefensible expenditure of public money*.

19. By the foregoing it is not meant to be conveyed that the Commissioners require the sanction of the Treasury, or are accountable to the Comptroller and Auditor-General, for regulations or arrangements that are of a purely and exclusively educational or disciplinary character; but what is meant to be conveyed, and about which there can be no doubt whatever, is this:—that *in respect of all rules and regulations having any bearing, direct or indirect, upon the expenditure of public money,*

*the Commissioners themselves are as strictly bound by them, and as liable to be called to account for an infraction of them, as are the managers and teachers of National Schools.* For instance, there is a rule (168) [287], in the Code which states that "to warrant the appointment of a second teacher (assistant, male or female), the school must have an average daily attendance of at least seventy pupils." Now if the Board, through inadvertence or obliviousness of its responsibility, or induced by external influence, happened to sanction the appointment of an assistant in a school which commanded an average daily attendance of (say) sixty-nine pupils, it is absolutely certain that when the case came under the cognizance of the Comptroller and Auditor-General, every shilling paid to that assistant would be disallowed and surcharged to the Board; and it is an open secret that there have been occasions on which the Accounting Officer and officials in the Education Department have been obliged to put their hands in their pockets to make good disallowances traceable to oversight on their part. It seems clear, then, that the Commissioners, and especially the Executive Member, the Resident Commissioner, discharge their functions under a weighty responsibility, but still with powers confined within very narrow and strictly defined limitations.

20. The Resident Commissioner is officially entrusted with, and responsible for, not only the expenditure of the enormous sum of money annually placed at the disposal of the Board, but also with the supervision of the practical working of the vast educational machinery, whose influence is felt in every parish of Ireland, and yet he has no power to suspend or modify any Rule or Regulation of the Board to meet even particular and unforeseen cases of extreme and exceptional urgency or hardship.

21. Many persons, doubtless, will contend that this should not be so, and that in a system of such vast extent, and of details so complicated, that it would be absolutely impossible to frame a Code of Rules and Regulations so comprehensive and far-reaching, and withal so minute and precise, as to provide for every possible contingency, the Executive should be invested with discretionary power to deal with exceptional cases of urgency or hardship. But probably a little consideration will suffice to satisfy all unprejudiced and disinterested persons, that, were such the case, the potent influence of External Pressure, which public bodies in this country, even under strict limitations, find it extremely difficult to resist, would so operate that in the long run the exceptions would practically displace the rules, and the *Administration would become a public scandal.*

22. But it is utterly beyond the scope of these remarks either to defend or to impugn the administration of the Board of National Education, or to attempt more than merely to elucidate the application of the rules, and to state as plainly as possible the facts of the administration; and the important fact now in view is that *the*

*Resident Commissioner, the Executive Member of the Board, is armed with no discretionary power in the exercise of his important and onerous functions, and is as strictly bound as any Patron or Manager of a school to see that the Rules and Regulations of the Board are fully and faithfully observed.*

23. The Staff of Officers deriving their appointments direct from the Commissioners, and working under the control and guidance of the Resident Commissioner, as head of the Education Department, were classified in the following categories in 1887 :—

	Total No. of persons employed, excluding domestic Servants.	Religious Denomination.				Roman Catholics.
		Protestants.				
		Episcopalian.	Presbyterians.	Others.	Total Protestants.	
I. Education Office Staff,	144	42	7	6	55	89
II. Inspection Staff,	84	21	20	—	41	43
III. Training College Staff,	18	5	2	—	7	11
IV. Agricultural Staff,	15	4	—	—	4	11
Totals,	261	72	29	6	107	154

### PART III.—DIFFERENT CLASSES OF NATIONAL SCHOOLS.

24. It is not easy to classify the different schools in connection with the Board of National Education, so as to avoid the inconvenience of a cross division—an inconvenience which certainly has not been successfully avoided in the Commissioners' Code. It would seem, however, that they may be logically classified in a variety of ways. Thus all National Schools, without exception, are divisible, either :—

- (A). Into three classes, viz.—(a.) Vested National Schools (b.), Non-Vested National Schools; (c.) Affiliated National Schools; or
- (B). Into five classes, viz.—(a.) Model National Schools; (b.) Ordinary National Schools; (c.) Convent National Schools; (d.) Monastery National Schools; (e.) Affiliated National Schools; or
- (C). Into three classes, viz.—(a.) Male National Schools; (b.) Female National Schools; (c.) Mixed National Schools; or
- (D). Into two classes, viz.—(a.) Day National Schools; (b.) Evening National Schools.

An explanation of the differences and characteristics of these several classes of National Schools will furnish the readiest and most intelligible elucidation of the most important Rules and Regulations of the Commissioners' Code.

**A.—VESTED, NON-VESTED, AND AFFILIATED NATIONAL SCHOOLS.**

**25.** VESTED NATIONAL SCHOOLS are those held in premises which are legally secured under the sanction of the Commissioners for permanent and exclusive use as National Schools.

The legal security consists in the school premises being vested by lease or deed either (a.) in the Commissioners in their corporate capacity, or (b.) in Trustees nominated by the parties establishing the school, and approved by the Commissioners.

**26.** It appears, then, that Vested National Schools are divisible into two sub-classes, viz. :—(1.) Those vested in the Commissioners; and (2.) Those vested in Trustees.

Now the only difference between these two sub-classes is that stated in Rules 26 and 27 (a.) and (c.) of the Code [115 and 116], viz.—That when the school is vested in the Commissioners the schoolhouse, out-offices, furniture, &c., are kept in repair at the expense of the Commissioners, whereas if the school is vested in Trustees “it is the duty of such Trustees to keep the house, furniture, &c., in repair” at their own expense or by means of local contributions. The former being the property of the Commissioners, the responsibility of maintaining the premises in good order and suitable repair naturally devolves upon the Board, but the latter being the property of the Trustees, the responsibility of course rests upon them.

**27.** (a.) It may be useful to state here that a school vested in Trustees cannot now by any process under the Rules and Regulations of the Commissioners be converted into a school vested in the Commissioners. Formerly this could be done, but now it cannot. [106 (b.)]

(b.) But, on the other hand, a school vested in the Commissioners may be converted into one vested in Trustees, provided the process has the approval of all the parties concerned, viz.—The Commissioners the Trustees, and the Grantor of the site or his legal representative.

(c.) The process consists in the surrendering of the lease by the Commissioners to the Grantor or his representative, and the granting of a new lease by the latter to Trustees.

(d.) When this change is effected, the Commissioners are thenceforth relieved from the obligation of keeping the schoolhouse, &c., in repair.

**28.** (a.) It may also be useful to state here that a Vested National School (whether vested in the Commissioners or in Trustees) may be converted into a Non-Vested National School, or into a non-National School, with the approval of all parties concerned.

(b.) The process consists in the repayment to the Board of Works of all such sums as have been expended “in building and establishing, as well as in additions or improvements, to the said school.”

(c.) When such a change as this is effected, the lease is rendered *ipso facto*, null and void, and the site and premises revert to the Grantor or his legal representative.

**29.** The distinguishing characteristics of Vested National Schools (whether vested in the Commissioners or vested in Trustees) are two, and only two, viz., those specified in Rules 68 and 83:—

Rule 68. “Vested schoolhouses must be used exclusively for the education of the pupils attending them, except on Sundays, when they may be employed for Sunday schools, with the sanction of the patrons or local managers, subject, in cases leading to contention or abuse, to the interference of the Commissioners.”

Rule 83. “In Vested Schools such pastors or other persons as shall be approved by the parents or guardians of the children respectively, shall have access to them in the schoolroom, for the purpose of giving them religious instruction *there* at times convenient for the purpose—that is, at times so appointed as not to interfere unduly with the other arrangements of the school.”

**30.** These are the only two points in which Vested National Schools, as regards their practical working, differ from other National Schools, but they are of great importance. (*See 155 and 183.*)

**31.** Of the National Schools “Vested in the Commissioners,” some are under the exclusive Patronage and Management of the Commissioners themselves while the rest are under independent Patrons and Local Managers. Both kinds are equally subject to the rules above quoted.

**32.** The former are distinguished by the name of “Model National Schools,” and will be specially treated of further on. Here it will suffice to observe that these Model National Schools differ from other Vested National Schools in two particulars, viz.—(a.) They are maintained solely “out of the funds placed by Parliament at the disposal of the Commissioners” (*Rule 36*) [128]; and (b.) “The Commissioners appoint and dismiss the teachers and other officers, regulate the course of instruction, and exercise all the rights of Patrons” and Managers (*Rule 38*) [130] the direct and practical supervision of the schools being entrusted to the Inspectors in whose districts they are situate, except in the case of the Central Model Schools, which are under the immediate superintendence of the Professors of the Marlborough-street Training College.

**33.** NON-VESTED NATIONAL SCHOOLS are those held in premises which belong to private parties, who have the right to discontinue them, or to sever them from the Board at any time they choose.

This is the essential difference between “Non-Vested” and “Vested” National Schools.

But there is another important difference between the two classes. Vested houses can only be used for school purposes (*Rule 68*) [156], whereas Non-Vested houses may be used on Sundays, or before or after school-hours on the other days of the week for any purpose approved by the Patrons or Local Managers (*Rule 64*)

[151], except for political meetings or for the transaction of political business (*Rule 69*) [157], or for purposes "leading to contention or abuse" (*Rule 64*) [150].

**34.** (a.) A Non-Vested National School or a Non-National School cannot by any process be converted into a Vested School, and consequently the Commissioners cannot under any circumstances make a grant of money towards defraying the cost of building, or towards the structural improvement of, such a school-house.

(b.) But they may make a *grant* towards establishing a Vested School to *supersede* a Non-Vested or a Non-National School, and

(c.) They may also authorize a *loan* (repayable in thirty-five years at 5 per cent. per annum) for "the erection, enlargement, structural improvement, or purchase of a house to be used as a Non-Vested National School." (*See 367.*)

**35.** AFFILIATED NATIONAL SCHOOLS.—This is not a technical or recognised designation. It does not occur in the Code or in any official document. But it is adopted here because, to avoid the inconvenience of a cross division, it serves to distinguish a class of National Schools which derive no pecuniary aid from the Commissioners, and are subject only to the *fundamental* rules of the Board, and are therefore essentially distinguishable from the Vested and Non-Vested National Schools already described.

**36.** They are schools maintained by public bodies, chiefly Boards of Guardians, and received into connexion with the Commissioners of National Education on the twofold condition "that they shall be subject to inspection by the Commissioners or their officers," and "that the fundamental rules of the Board" shall be "faithfully observed" in them [146, 147, 148].

The "Fundamental Rules" of the Board are mainly those which spring from the great fundamental principle of the National system, viz., "That no attempt shall be made to interfere with the peculiar religious tenets of any description of Christian pupils."

**37.** These schools are periodically examined by the Board's Inspectors, and are supplied with books, maps, and other school requisites at the same cheap rates as other classes of National Schools; and the teachers are entitled to the benefits of classification and training, but receive no pecuniary aid whatever from the Commissioners, and are excluded from the advantages of the National School Teachers' Superannuation Act.

## B.—MODEL, ORDINARY, CONVENT, MONASTERY, AND AFFILIATED NATIONAL SCHOOLS.

**38.** National Schools may be logically classified in a manner different from that explained in the preceding sections. For example, all National Schools, without exception, may be divided into the following five classes;—(a.) Model National Schools, (b.)

Ordinary National Schools, (c.) Convent National Schools, (d.) Monastery National Schools, (e.) Affiliated National Schools. The last of these classes has been already explained.

**39.** MODEL NATIONAL SCHOOLS (a.) "*have been built out of the funds placed by Parliament at the disposal of the Commissioners, and are under their exclusive control*"; and (b) *have for their chief objects "to promote united education, to exhibit to the surrounding schools the most improved methods of literary and scientific instruction, and to educate young persons for the office of Teacher."*

This class comprises 32 different establishments, two of which are designated "Model Agricultural National Schools."

**40.** These Model Agricultural National Schools are maintained for the special purpose "of illustrating and introducing the most approved systems of tillage and husbandry." One of them is called "The Albert Model Agricultural National School," and is situate near Glasnevin in the vicinity of Dublin. The other is called "The Munster Model Agricultural and Dairy National School," and is situate near the city of Cork.

**41.** Each of these establishments fulfils two functions:—

(a.) That of a MODEL FARM for "illustrating and introducing the most approved systems of tillage and husbandry," including horticulture; and for this purpose farmers and others interested in practical agriculture are at all times free to visit the establishments, to make themselves acquainted with the various methods pursued, and to obtain from the officers in charge any information or advice they may desire for their own guidance; and

(b.) That of an AGRICULTURAL TRAINING COLLEGE, for supplying "instruction in the science and practice of agriculture and dairy management to the sons of farmers, to agricultural teachers and others, and in the most improved systems of dairying to young men and women of the agricultural classes."

**42.** Each of the establishments has a large farm connected with it—that at Glasnevin containing 180 statute acres, and that near Cork 126 statute acres; and in each the training institution comprises "dormitories, dining hall, lecture and school room, museum, library, laboratory, and an extensive range of farm offices and dairies fitted up with improved machinery and implements"; while the practical arrangements are such as to afford "to the students as large an amount of information as possible upon every branch of the business of farming, including dairy husbandry, the fattening of cattle, the breeding and caring of different kinds of live stock, the various operations of field culture and the permanent improvement of the soil," together with a course of literary instruction embracing "all the branches which constitute a sound English education."

**43.** The other Model National School establishments are all literary institutions, and may be divided into four categories, viz. :—

(a.) The *Central Model Schools*, situate in Marlborough-street, Dublin, and comprising ten distinct schools or departments, "each under its own special organization, and designed to exhibit the most approved methods of conducting National Schools, and to afford to the teachers in training in the Board's Training College an opportunity of practising the art of teaching daily under the professors of training and teachers of the Model Schools."

(b.) The *Metropolitan Model Schools* (3), situate in School-street ("West Dublin"), Inchicore, and Glasnevin, and comprising eight distinct schools or departments.

(c.) The *District Model Schools* (19), situate in Belfast, Derry, Enniskillen, Ballymena, Coleraine, Newtcwnards, Newry, Sligo, Bailieborough, Galway, Cork, Limerick, Waterford, Enniscorthy, Clonmel, Trim, Athy, Kilkenny, and Dunmanway, and comprising forty-eight distinct schools or departments.

(d.) The *Minor Model Schools* (7), situate in Ballymoney, Carrickfergus, Lurgan, Monaghan, Omagh, Newtownstewart, and Parsonstown, and comprising twenty distinct schools or departments.

44. The only difference between a District Model School and a Minor Model School is that the former comprises a boarding establishment for the accommodation of pupil-teachers, and the latter does not.

45. "ORDINARY NATIONAL SCHOOLS, *whether Vested or Non-Vested, are under local management, and are taught by lay teachers approved of by the Board.*"

The last clause of this definition expresses the "essential difference." The teachers of Ordinary National Schools must be *lay* persons. A nun or monk cannot be a teacher in an Ordinary National School. [See 49 and 52.]

46. If a farm or garden is attached to an Ordinary National School for the purpose of affording practical instruction in agriculture or cottage gardening to the pupils, the school is distinguished by the name of "Ordinary Agricultural National School," or "School-Garden National School;" and the teacher is entitled to Special Results Fees for such practical instruction on the fulfilment of certain conditions.

47. The essential conditions are four:—(1) That the farm or garden be judiciously cultivated; (2) that the *School* instruction of the pupils in the *Agricultural Text-book* be adequate and efficient; (3) that the *practical* instruction of the pupils on the farm or garden be also adequate and efficient; and (4) that such practical instruction be not allowed to interfere with the *literary* instruction of the pupils, and must therefore be given before or after the ordinary school hours, or during the time for recreation.

48. An ordinary National School, which does not maintain an average daily attendance of thirty pupils, and which is established under the provisions of Rule 31 [see 121] is commonly called a "*Modified Grant School*," because the teachers of such schools are not paid salaries according to their class for any quarter in which the average daily attendance does not exceed twenty-nine pupils.

49. CONVENT NATIONAL SCHOOLS.—No express definition of a Convent National School is given in the Commissioners' Code, but nevertheless the following definition may be accepted as indisputable:—*A Convent National School is a Girls' School, or an Infant School, of which the Principal Teacher is a Nun.*

That is the essential attribute of a Convent National School. The *assistant* teacher or teachers may be either Nuns or lay-females, as the manager of the school may decide, but the principal teacher or head mistress must be a Nun. If the principal teacher of a National School is a Nun, the school is, *ex necessitate rei*, a Convent National School; and if the principal teacher of a National School is *not* a Nun, the assistant teacher must not be a Nun.

There are some National Schools, which are in connection with convents, and of which Nuns are the *Managers*, but which are taught exclusively by lay teachers appointed by the Nuns and under their control and guidance; but such schools are not recognised as Convent National Schools, but as ordinary National Schools, and are subject to all the rules and regulations which affect ordinary National Schools.

50. In order to realize the status and characteristics of Convent National Schools, the following points must be clearly understood:—

(a.) Although the *Results' Fees* awarded to the teachers of a Convent National School are calculated according to the same scale as in the case of an ordinary National School, the *salary* is determined in either of two ways, according to the choice of the manager, viz. :—

(b.) If the teachers of the Convent School are duly certificated National teachers, or are willing to submit to examination like lay teachers, with a view to obtain certificates of competency, and succeed in obtaining such certificates, the manager may claim for them the same class salaries as are awarded to teachers of ordinary National Schools, and under precisely similar conditions.

(c.) In this case the school does not cease to be a Convent National School, but the teachers are subject to the same rules and regulations as the teachers of ordinary National Schools in regard to health, age, examination, classification, promotion, retirement, gratuities, and pensions, with this difference, however, as regards examination, that although they are examined on the very same questions, and at the very same time, as lay teachers, they (the Nuns) are not examined *with* the lay teachers, but separately and by themselves in their own or some other convent. This privilege,

which is not provided for in the Code, has been conceded to Nuns in consideration of their peculiar position, but is not extended to such *lay* assistants as may be employed in a Convent National School.

(d.) If the manager of a Convent National School declines to adopt the principle of Classification, then he may claim for the school, in lieu of class salary, a "Merit Capitation Grant" for each pupil in the average daily attendance.

This grant must be either 12s. or 10s. per annum, according to the character of the annual results examination. If the examination is "entirely satisfactory," the higher grant is awarded; if "fair or passable," the lower is awarded; and these grants are paid quarterly at the rate of 3s. or 2s. 6d. a head on the quarterly average, for each of the four quarters that may be completed between two successive results examinations.

(e.) When the Manager of a Convent National School adopts the Merit Capitation Grant, in lieu of class salary, not only the Nuns, but also such lay assistants as may be employed in the school are exempt from examination. The latter, however (*i.e.* the lay assistants), are allowed the privilege of attending the annual examination of teachers as candidates for classification, if recommended by the District Inspector, and provided the Commissioners are satisfied that they are *bona fide* employed as paid teachers in the school.

(f.) In a Convent National School, whether paid by class salary or by Merit Capitation Grant, the lay assistants may be students from Training Colleges undergoing the two years probationary service required by the rules to entitle them to training diplomas.

(g.) But in this case certain formalities must be observed. In the first place their names and the precise dates of their entrance on duty in the school must be duly notified to the Education Office. In the second place the Commissioners must be satisfied that their services as assistants are needed in the school, that they are *bona fide* employed and paid as such, and that such definite duties are assigned to them as will enable the Inspector, whenever he visits the school, to note the manner in which they have discharged their duties, and to report at the termination of their probationary period of service, whether or not they have given such evidences of merit and skill as may entitle them to training diplomas. [See 267 (e) and 268, xiii. (a).]

**51.** There is one point connected with Convent National Schools about which some misapprehension has prevailed, and which it is desirable to clear up.

Convent National Schools are recognised only as *Girls'* schools or *Infant* schools. Nuns cannot be the teachers of a *Boys'* school, or of a *Mixed* school, *i.e.*, a school to which boys and girls are equally admissible, unless when the *Boys'* school or the *Mixed* school is organized and conducted solely as an *Infant* School, or as an *Infant* Department of the Convent School.

Of course, if there is no Infant school or Infant department connected with the Convent, infant boys are admissible to the junior classes of the Convent School on the same conditions on which they are admissible to ordinary girls' schools, but it is to be distinctly understood that in all cases, whether the infant boys are admitted to a Convent Infant school or Infant department, or to the junior classes of the general school, it is equally incumbent upon the Manager to remove such boys from the school so soon as they cease to be recognizable under the rules and regulations of the Commissioners as *infant* pupils, *i.e.*, "immediately after the results examination next following the completion of their eighth year of age."

**52.** A MONASTERY NATIONAL SCHOOL is a *Boys' National School*, of which the principal teacher is a Monk.

A Monk cannot be the teacher of a girls' school or of a mixed school.

The assistants in Monastery National Schools may be either Monks or laymen.

(a.) The results' fees payable to Monastery National Schools are calculated according to the same scale as in the case of Ordinary National Schools, but as regards salary Monastery National Schools differ from Convent National Schools in this, that whereas all Convent National Schools, without exception, may elect to be paid either by class salaries or by Merit Capitation Grant, the latter mode of remuneration is claimable only by such Monastery National Schools as were recognised by the Commissioners previous to 1855. (b.) All other Monastery National Schools are aided "only on the condition that the teachers of such schools shall adopt the principle of classification," *i.e.*, shall be examined and classified in the same way as the lay teachers of Ordinary National Schools, and shall be subject to the same rules and regulations in regard to health, age, promotion, remuneration, retirement, gratuities, and pensions.

(c.) Students from Training Colleges may put in their two years' probationary service in Monastery National Schools on the same conditions as in the case of Convent National Schools. See **50** (f.) and (g.)

#### C.—MALE, FEMALE, AND MIXED NATIONAL SCHOOLS.

**53.** A MALE NATIONAL SCHOOL is one specially intended for the education of boys, and must be conducted exclusively by males, except in the case of a Male Infant School, which may be conducted by a female Teacher.

(a.) Formerly there was no rule of the Board prohibiting Managers of Male National Schools from employing females as assistants therein, and there are still some Male National Schools, principally in Belfast, in which female assistants are to be found, but these assistants were appointed before there was an express rule upon the subject, and whenever any such female assistantship becomes vacant, it must be filled by a male.

(b.) Under no circumstances can female pupils, not even the teacher's own daughters, be enrolled or taught in a school recognised by the Commissioners as a *Male National School*.

**54.** A FEMALE NATIONAL SCHOOL is one specially intended for the education of girls, and must be conducted exclusively by females.

(a.) The latter part of this definition admits of no exception, that is to say, the recognised teaching staff of a Female National School (*i.e.*, the Principal, Assistant, and Monitor) must consist of females only.

(b.) But it is important to understand that there is no rule or regulation precluding the Manager of a Female National School from employing a special male teacher to give instruction to the girls in any branch which is not included in the classification programme of the female teacher, or which she has not been certified by the Commissioners as competent to teach. Thus he may employ a male teacher to instruct the girls in Agriculture, or Drawing, or Singing, or Instrumental Music, or French, or Irish, &c., &c., provided the recognised teacher of the school has not been certified as competent to teach the particular branch.

Of course it is unnecessary to say that as it is open to a Manager to employ a *male* Teacher for the purpose, it is equally open to him to employ a *female* Teacher.

**55.** It may further be stated in general terms, that it is open to the Managers of National Schools, whether they be Male, Female, or Mixed Schools, to employ special teachers of *either* sex for the purpose indicated. For instance, there is nothing in the rules or regulations, or bye-laws of the Commissioners to prevent the Manager of a Male National School, whose teacher is not qualified to give instruction in Singing, from employing a female for the special purpose.

**56.** Such special teacher may be either an "*extern*" teacher, *i.e.*, one otherwise wholly unconnected with National Schools, or the teacher of an *adjoining* National School, or a National Teacher out of employment.

But whatever he or she may be, the engagement of such a special teacher is subject to certain conditions which must be strictly observed, and which are as follows:—

(a.) The employment of the special teacher must be expressly sanctioned by the Commissioners.

(b.) The Commissioners must be satisfied as to the competency of the teacher to give instruction in the special subject.

(c.) They must also be satisfied that the arrangement made for the special instruction is (1) adequate, (2) definitely notified on the time-table, and (3) such as will not interfere with the obligatory business of the school.

(d.) The special teacher must make his own terms with the Manager of the school, with a clear understanding that he has no

claim for remuneration from the Commissioners, other than the results fees that may be payable for the special subject.

(e.) If the special teacher is the recognised teacher of an adjoining National School, the Commissioners must be fully satisfied that his special occupation will not in any way injuriously affect the discharge of his duties in his own school.

**57.** This last condition is of great practical importance, and deserves to be clearly elucidated. The following example, it is hoped, will have this effect:—Suppose two adjoining National Schools, one for boys, the other for girls; the Master is qualified to teach singing, the Mistress is not; how may the girls be taught singing? This may be done under any one of three different arrangements:—

(a.) If taught within school hours, the same time precisely should be specified for the purpose in the time-tables of *both* schools, and in that case the girls who are to learn singing may go into the boys' school and be taught singing with the boys, the business of the girls' school meanwhile, so far as the classes not learning singing are concerned, being carried on by the Mistress; or,

(b.) The master may teach his own singing class within school hours at the time specified on his time-table, and the girls' singing class separately *out of school hours*, at a time specified on the time-table of the girls' school; or,

(c.) He may teach both boys and girls together out of school hours, at a time specified on the time-tables of both schools.

This illustration applies, *mutatis mutandis*, to the case where the mistress is the person qualified to give the special instruction, and to all those special branches which the Rules of the Board permit to be taught either within or out of the ordinary school hours. But to those extra branches which can only be taught before or after school hours, the third arrangement above indicated is alone applicable.

**58.** A MIXED NATIONAL SCHOOL is one to which both boys and girls are equally admissible, and in which they are taught together in the same classes.

In a mixed school the boys and girls may have separate desks allotted to them, *and this arrangement ought to be adopted wherever possible*, but it is of the essence of a mixed school that the boys and girls shall be instructed together in the same classes.

**59.** (a.) The Principal Teacher of a mixed school “may be either male or female, as the circumstances of the school may require.”

(b.) The Code does not explain what the circumstances are which require that the Principal shall be a male, and what a female; but it is generally considered that where the majority of the pupils are boys, the principal ought to be a male, and *vice versa*.

(c.) When the Principal of a mixed school is a male, the Assistant (if any) ought to be a female, and the Commissioners may require

this, if they see fit, but there is no hard-and-fast rule or regulation on the point.

(d.) When the Principal of a mixed school is a female, no male Assistant or male Monitor can be appointed or continued in the school. This regulation admits of no exception.

**60.** When of two associated schools, Male, Female, or Mixed, one is specially intended for infant pupils, the other may be designated a SENIOR SCHOOL.

Such a school is sometimes called an *Adult* school, which is an incorrect and misleading term. Neither designation is official or to be found in the Code, but the name, Senior School, may be adopted as a convenient correlative to Infant School, which is official.

**61.** In all day National Schools the inferior limit of age for pupils is three years ;—“No child under three years of age can be enrolled as a pupil in any National School.”

But, except in infant schools, no superior limit of age is expressly prescribed in the Code. If it be borne in mind, however, that Day National Schools are intended only for the education of *children* it will be obvious (a.) that men and women, as distinguished from boys and girls, cannot, as a right, claim *admission* to such schools, and (b.) that pupils cannot be *retained* in day National Schools when they have ceased to be *boys* or *girls* (i.e., when (say) twenty years of age), *if they have then completed the ordinary course of instruction.*

**62.** (a.) This is practically a point of some importance, because results fees have been repeatedly disallowed in the case of *young men and women* found enrolled as pupils in Day National Schools.

(b.) The guiding principle would seem to be this :—that a person legitimately enrolled as a pupil in a Day National School may reasonably claim to be permitted to continue in attendance at that school until he shall have completed the ordinary school course, i.e., until he shall have been two years in sixth class, even though such continuance may extend to his twentieth year of age. But it is only in such a case that a *man* or a *woman* can claim instruction in a Day National School.

**63.** If it be asked, what under such circumstances is an illiterate man or woman to do who desires to remedy his or her illiteracy, it may be answered that such persons may attend Evening Schools, in which there is no superior limit of age. But it must be admitted that where there is no Evening School available, and, unfortunately, schools of that class are very few, the case of such persons is undoubtedly a hard one. On the other hand, however, it is to be observed that the cases of illiterate men and women of the poorer classes who are desirous of, and *able to afford time* for acquiring knowledge, are extremely rare, and that if Day National Schools were open to such persons, the position of an illiterate man or woman standing up in a junior class with little children, and laboriously trying to master the simplest rudiments of learning, would present a very pitiable incongruity ; and, further, it may

safely be asserted that unless such adults were endowed with exceptional natural ability and unconquerable perseverance, and, moreover, utterly devoid of ordinary sensitiveness, they would fail after all to derive any appreciable advantage from the opportunity afforded them.

**64.** AN INFANT SCHOOL is one specially intended for the education of infant pupils, that is, for children between the ages of three and nine years, and may be either Male, Female, or Mixed.

(a.) "As a rule, pupils should be removed from Infant Schools or Departments immediately after the results examination next following the completion of their eighth year of age." It is important to observe that such removal must take place even in the case of a pupil who has not passed, or has not been present at the results examination in question, the obvious intention of the regulation being to prohibit the retention of any pupil (boy or girl) nine years of age or above in an Infant School or Infant Department.

(b.) When the infant pupils of a large school are taught together in a separate room, that section of the school is called an Infant Department, and is understood to be subject to the same rules and regulations as Infant Schools properly so called.

(c.) The other portion of the school is generally called the Senior Department. But it is to be clearly understood that the two departments constitute but one school, and that, although a separate Roll Book may, and indeed ought, to be used in each department, only one register and one daily report book should be used.

(d.) When two contiguous schools are so *graded*, that only junior classes, irrespective of age, are taught in one, and only senior classes in the other, the former is commonly called a Preparatory School. But this designation is unknown to the Code, and such a school is not entitled to any of the privileges conceded to Infant Schools.

(e.) In an Infant School there can be only four classes, viz. :— Infant class, First class, Second class, and Third class ; and no extra branch can be taught to infant school pupils.

**65.** (a.) The Code seems to contemplate two varieties of Infant Schools or Infant Departments, viz. :—(1) "THOROUGHLY ORGANIZED *Infant Schools*," and what it is presumed may be called, though not so designated in the Code. (2.) "ORDINARY *Infant Schools*."

(b.) The word "organized" in the first designation has led to some misapprehension, being understood to imply that the school must have been organized by one of the Boards' Organizing Teachers, "whose office is to undertake the organization of large and important schools, and to prepare the teaching staff of such schools for the better discharge of their duties." But the word as used above has no such significance. It merely implies that the school is a *thoroughly well regulated* Infant School (1) under a

teacher of its own; (2), in a separate room, suitably furnished, and provided with objects and appliances specially adapted for the instruction of infant children; and (3), in which singing and appropriate infant school exercises are systematically carried out as part of the ordinary business of the school.

(c.) An Infant School not completely organized in this manner may be called an *Ordinary* Infant School.

66. The two varieties are differently dealt with by the Commissioners in two important respects:—(a.) In a “Thoroughly Organized Infant School” the results fees payable for the infant class are at the rate of 4s. per pupil, while in an “Ordinary Infant School” the rate is only 3s. per pupil. (b.) In a “Thoroughly Organized Infant School” in which the *Kindergarten* system of instruction is efficiently practised, a special results fee of 2s. per pupil is payable for every class regularly brought under that system of instruction. In an “Ordinary Infant School” the *Kindergarten* system cannot be *efficiently* practised, and consequently the special fee cannot be paid.

67. Lest the temptation of the 4s. results fee for the infant class, and the 2s. *Kindergarten* fee, may lead to the setting up of what could only be justly characterised as *makeshift* Infant Schools, or Infant Departments, it may not be amiss to impress three facts upon managers and teachers, viz.:—(a.) That to rank as a “*Thoroughly Organized* Infant School,” the school must have every requisite necessary for carrying out systematically and efficiently the most improved systems of Infant School instruction, viz.:—(1) suitable room and school accommodation; (2) suitable infant school furniture; (3) suitable object-lesson-cards, charts, and other appliances; and (4) a teacher of suitable qualifications.

(b.) That to rank as a “*Thoroughly Organized* Infant *Department*,” the department must be complete in itself, and in all respects so thoroughly well regulated that the Commissioners would be warranted in recognising it, *without any change whatever*, as a distinct school, under a separate roll number, if the manager so desired.

(c.) That to entitle a *Thoroughly Organized* Infant School or Department to the *Kindergarten* fee of 2s. per pupil, the Commissioners must be satisfied that the teacher possesses the special qualifications necessary for carrying out the *Kindergarten* system of instruction.

By bearing these three facts in mind, managers and teachers may save themselves a great deal of disappointment and vexation of spirit.

#### D.—DAY SCHOOLS AND EVENING SCHOOLS.

68. A DAY NATIONAL SCHOOL is one which (a.) is taught in the day time, (b.) is intended to be kept open throughout the year except during ordinary vacations and on recognised holidays, and

(b) affords literary instruction, as distinguished from religious instruction, on five days in the week, viz. :—Monday to Friday, inclusive, for not less than four hours a day.\*

Managers are of course at liberty to keep their schools open on six days of the week, if they think proper; but the five days specified are the inspection days, *i.e.*, the days which, as a rule, Inspectors devote to visiting schools, and it is only the attendances made by pupils on these five days that can be taken into account by the teacher in calculating the averages and in filling up the Results Examination Roll.

**69.** In regard to Day National Schools, there are four things to be clearly understood :—

(a.) That in every Day National School (excluding “Affiliated National Schools”) the Time Table must provide not less than four hours for literary instruction on each of the five ordinary school days of the week, Monday to Friday inclusive.

(b.) That if on any ordinary school day the full time provided on the Time Table for literary instruction is not actually devoted to such instruction, the day cannot be regarded as a school day, and the attendances made thereon cannot be taken into account.

(c.) That if on any ordinary school day the full measure of literary instruction provided on the Time Table for that day is not given, the teacher incurs the liability of loss of salary for that day, unless a cause satisfactory to the Commissioners can be assigned.

(d.) That if on any ordinary school day a pupil, in consequence either of not attending until after Roll Call, or of leaving before the proper time, or from any other cause, has not had an opportunity of receiving the full measure of literary instruction provided on the Time Table for that day, his attendance on that day must be regarded as “incomplete,” and therefore cannot be taken into account.

**70.** AN EVENING NATIONAL SCHOOL is one which (a.) is taught in the evening, (b.) is intended to be kept open for not less than six continuous months, and (c.) affords literary instruction during this period on at least three evenings a week for not less than two clear hours each evening.

(a.) It is of course within the discretion of a manager to keep his Evening School open for more than six continuous months, and on more than three evenings a week, and for more than two hours each evening.

(b.) In practice, indeed, it is absolutely necessary to keep Evening Schools open for a somewhat longer period than six continuous months, because the Results Examination of an Evening School cannot take place until *after* the completion of six months' actual operation, and consequently the strict practical rule is, that

\* This last requirement does not apply to those schools which in this treatise are designated “Affiliated National Schools.” See 35.

Evening National Schools must be kept open for six continuous months, and *thereafter until the date fixed for the Results Examination.*

**71.** Evening National Schools are specially intended for the instruction of those who cannot attend Day Schools, and hence no Day School pupil can be admitted to an Evening National School, *i.e.*, a pupil cannot be enrolled at the same time in a Day School and in an Evening School.

**72.** No limits of age are fixed in the Code for Evening School pupils, but it is understood (*a.*) that there can be no *Infant* class in an Evening School, and (*b.*) that young children who are not precluded by circumstances from attending Day Schools ought not to be admitted to Evening Schools.

**73.** In an Evening National School both the pupils and the teaching staff must be of one and the same sex only. There can be no Mixed Evening National School. (*Rule 63*) [149.]

**74.** Monitors are ineligible for appointment or service in an Evening National School; and the Code does not seem to recognise the distinction of Principal and Assistant in the staff of an Evening School. If two or more teachers are recognised, each receives the same salary and the same proportion of results fees. The allocation of the *school fees* is a matter for private arrangement between the teachers, with the sanction of the manager.

**75.** In an Evening National School the course of instruction is limited, as compared with a Day National School. Only five ordinary branches and only two extra branches can be taught in an Evening School. The selection of the two extra branches is left to the manager and teacher, but the Code strictly limits the ordinary branches to reading, spelling, writing, arithmetic, and book-keeping. Grammar, geography, agriculture, music, or needlework cannot be taught in an Evening School.

**76.** As already stated, there can be no Infant Class in an Evening School; and a pupil who has been examined twice in Sixth Class in any school, Day or Evening, can earn results fees in an Evening School only for the two extra branches taught in that school.

**77.** In an Evening National School the roll must be called and marked within a quarter of an hour after the time specified on the time-table for the commencement of business; and to constitute an "attendance" in an Evening School a pupil must be present at roll call, and must remain until the close of the literary instruction.

**78.** In an Evening School the manager is quite at liberty to make provision for the religious instruction of the pupils, but such instruction can be given only before or after the time specified on the time-table for literary instruction, and must be subject to all the rules and regulations affecting religious instruction in Day National Schools.

PART IV.—The COMMISSIONERS' CODE of RULES and REGULATIONS,  
as recently revised, including Explanations of the most  
Important Rules.

GENERAL NATURE OF THE SYSTEM OF NATIONAL EDUCATION.

*Its Object and Fundamental Principle.*

**79.**—1. The object of the system of National Education is to afford *combined* literary and moral, and *separate* religious instruction, to children of all persuasions, as far as possible in the same school, upon the fundamental principle, that no attempt shall be made to interfere with the peculiar religious tenets of any description of Christian pupils.

**80.**—2. It is the earnest wish of Her Majesty's Government, and of the Commissioners, that the Clergy and Laity of the different religious denominations should co-operate in conducting National Schools.

**81.**—3. The Commissioners by themselves, or their Officers, are to be allowed to visit and examine the Schools whenever they think fit.

**82.**—4. The Commissioners will not change any fundamental Rule without the express permission of His Excellency the Lord Lieutenant.

**83.**—[What is a "Fundamental Rule"? The Code furnishes no answer to this question, but the following extract from an important letter addressed in 1864 by the Commissioners to Sir Robert Peel, then Chief Secretary to the Lord Lieutenant, supplies the necessary information:—

"The Commissioners consider that their Fundamental Rules . . . may be classed as follows:—

- 1st.—Those Rules which protect the children from interference with their religious opinions. On the faith of these rules parents send children to the National Schools.
- 2nd.—Those Rules which entitle the Pastors to give religious instruction to children in Vested Schools.
- 3rd.—Those Rules which regulate and confirm the rights of the Patron, and the succession in case of a vacancy. The grant of land is often given on the faith of these rules.
- 4th.—The Rules which give to Managers the right to use the schools, or to the public the right to visit them, in order to see that they are properly carried on."

**84.**—5. The Commissioners will not withdraw, or essentially alter, any book that has been, or shall be hereafter, unanimously published or sanctioned by them, without a previous communication with the Lord Lieutenant.

*Description of Schools to which the Commissioners grant Aid.*

**85.**—6. The Schools to which the Commissioners grant aid are divided into two classes, viz.:—1st. Vested Schools, of which there are two sorts, namely, (a.) those vested in the Commissioners; and (b.) those vested in Trustees, for the purpose of being

maintained as National Schools; 2nd., Non-Vested Schools, the property of private individuals. Both these classes of Schools are under the control of Patrons or Local Managers.

**86.**—7. There are also Model Schools, of which the Commissioners are themselves the Patrons, but which are conducted on the same fundamental principles as the ordinary National Schools.

**87.**—8. The Commissioners encourage Industrial Instruction in National Schools in all suitable cases

**88.**—9. The Commissioners require that instruction shall be given in plain needlework in all Schools in which Female Teachers are employed.

#### EXTENT OF AID, AND CONDITIONS UPON WHICH GRANTED.

##### *Kinds of Aid.*

**89.**—10. The Commissioners of National Education award aid—

(a.) Towards the payment of Teachers and supply of Books and other School Requisites.

(b.) Towards building School-houses, and providing suitable fittings and furniture. This aid is given for vested Schools only.\*

(c.) Towards providing Residences for Teachers of National Schools. See **364** to **366**.

**90.**—11. The Commissioners reserve to themselves in all cases, in vested as well as in non-vested schools, the right to refuse or withdraw any grant of salary, &c., whenever they see fit.

##### *Towards building School-houses (Vested).*

**91.**—12. Before any grant is made towards building a School-house, the Commissioners must be satisfied (a.) that a necessity exists for such a School, (b.) that an eligible site has been procured, (c.) that a proper lease of the site for the purposes of National Education will be executed either to Trustees, or to the Commissioners in their corporate capacity; † (d.) that the applicants are prepared to raise, by local contribution, at least one-third of the whole sum which the Commissioners may deem necessary for the erection of the house and providing furniture; and (e.) that when the School comes into operation adequate local aid will be provided in augmentation of the Teacher's emoluments from the Board.

**92.**—[This Rule lays down the several conditions on which the Commissioners grant aid towards building Vested school-houses. Each of these conditions requires explanation.

(a.) The first condition, "that a necessity exists for such a school," implies that there are in the locality, where it is proposed to

\* Under provisions of the 47 and 48 Vict., ch. 22 ["Loans for Schools and Training Colleges (Ireland) Act, 1884"], a loan may be obtained for "the erection, enlargement, structural improvement, or purchase of a house to be used as a non-vested National School." See **367**.

† Under a recent Act of Parliament (44 & 45 Vict., cap. 65), limited owners have the power of granting sites for Schoolhouses and Teachers' Residences, at a nominal rent, for any period from 99 to 900 years.

build the school-house, at least sixty children of school-going age unprovided with suitable school accommodation, *i.e.*, having either no National school within their reach, or no National school affording sufficient and suitable accommodation for them, and also furnishing the means of obtaining religious as well as literary instruction. Sixty children of school-going age are deemed sufficient to furnish an annual average daily attendance of at least forty-five pupils, and accordingly that is the smallest number for which aid can be granted to build a vested school-house, unless in very exceptional cases, such as in islands, in which aid has sometimes been granted to provide school accommodation for an average daily attendance less than forty-five, but *in no case less than thirty*.

(b.) The second condition is "*that an eligible site has been procured.*"

An "eligible site" implies three things, viz —

1. The site must be large enough, not merely for the school-house, but also for play-ground and out-offices. In rural localities a rood of land, or thereabouts, is deemed necessary. In cities and large towns where land is difficult to be procured, the Commissioners of National Education and the Board of Works are not so exacting as regards the extent of the site, but it is to be clearly understood that in all cases, without exception, there must be sufficient space for play-ground and suitable out-offices.
2. The site must be "*healthy, with a supply of pure water conveniently near*" (95.) A site in low, marshy ground, or ground liable to be flooded in wet weather, or close to a public cemetery, will not be sanctioned.
3. The site "*should be easy of access,*" both to the children and the public, *i.e.*, *must adjoin a public road*. Nothing but the most urgent and absolute necessity will induce the Commissioners to depart from this rule.

(c.) As regards the third condition, see 97.

(d.) The fourth condition does not mean that the applicant is bound, as a condition precedent, or at any time, to provide, *in cash*, one-third of the estimated cost.

If he chooses to do so, it is open to him to lodge that amount with the Board of Public Works, who will then undertake the responsibility of building and furnishing the school-house and enclosing the site, without any further trouble or expense to the applicant.

But if the applicant prefers to employ a contractor of his own, and to take upon himself the responsibility of seeing that the working plan and specifications, prepared or approved by the Board of Works, shall be carried out, the local one-third of the cost may be made good, either in cash or in gratuitous labour and materials, or partly one and partly the other; and in that case, if when the buildings are completed, the Board of Works after their final inspection shall be satisfied that the plan and specifications have been properly carried out, and *that the buildings and furniture are value for the full amount of the original estimate*, they will pay over to the applicant, or his representative, two-thirds of that original estimate.

But should the Board of Works be of opinion that the buildings as completed by the applicant's contractor, are not value for the full amount of the original estimate, or that the specifications have not been fully carried out, then a final estimate of the value of the works is made, and two-thirds of *that estimate* can alone be paid.

On the other hand, if it should appear that the buildings as completed are value for more than the original estimate, or that

more than the original estimate has been actually expended by the applicant, as is often the case, the whole of the extra expenditure must be borne by the applicant.

It remains to be observed that the Board of Works, where the circumstances of the locality render it expedient, generally pay the two-thirds by instalments according as the buildings progress. But they are under no obligation to do so, and no applicant can claim it as a matter of right, and no instalment whatever is paid until the Board of Works are satisfied that works to the full value of the local one-third have been done.

(e.) As regards the fifth condition, "adequate local aid," see 120 (d.)

**93.—13.** In rural districts if the proposed site for a school is within three statute miles by road of a vested National school, no grant will be made, except under special circumstances.

**94.—**[It would be impossible to enumerate all the "special circumstances," which would warrant the Commissioners in departing from this rule. Each application is considered on its own merits. If the existing vested school is crowded with pupils, and consequently incapable of accommodating the children of the locality where it is proposed to build a new vested school-house; or if the country intervening between the two localities is such as to render access from one to the other difficult for children, or dangerous at certain seasons owing to the flooding of watercourses, &c., or if it is desired to divide a crowded mixed vested school into two separate schools for boys and girls, by building a second school-house or school-room—any one of these might be regarded by the Commissioners as a "special circumstance" warranting them in considering an application as an exception to the rule. But it may be stated in general terms that the "special circumstances" must be such as will satisfy the Commissioners that to reject the application would constitute a *real grievance* for the locality].

**95.—14.** The site should be healthy, with a supply of pure water conveniently near, should be easy of access, and must be approved by the Board of Public Works.

**96.—15.** Although the Commissioners do not refuse aid towards the erection of school-houses on ground connected with places of worship, yet they much prefer having them erected on ground which is not so connected, where it can be obtained; they therefore require that, before Church, Chapel, or Meeting-house ground be selected as the site of a school-house, strict inquiry be made whether any other convenient site can be obtained, and that the result shall be stated to them.

**97.—16.** The school premises to be vested, whether in the Commissioners or in Trustees, must be held at a nominal rent, or guaranteed by special sureties against any liability for rent, and for such term as, under the circumstances, the Commissioners may deem necessary.

**98.—**[By "nominal rent" in this rule is always meant "*One penny a year if demanded.*" When a landlord insists upon a higher rent being reserved in the lease, the Commissioners can grant aid only on the condition that the school premises shall be indemnified against liability for the rent by three solvent sureties, who must enter into a joint and several bond binding them-

selves, their heirs, executors, administrators, or assigns, to pay the rent, or to make good to the Commissioners the amount of the grant in the event of the premises being evicted by the landlord for non-payment of rent. In this connexion it is to be clearly understood that in a lease to the *Commissioners* only a "nominal rent" can be reserved.]

99.—17 (a.) The following is the scale of grants for the erection of school-houses, whether vested in Trustees or in the Commissioners :—\*

No. of Plan	Number of Children to be accommodated.		Amount of Grant.	Amount of Local Contribution.	Total Estimated Cost, including School Furniture and Out-offices.	Description of School.
	Average on Rolls (6 square feet for each).	Average attendance (8 square ft. for each).				
1	60	45	£ 150	£ 75	£ 225	Single School-room.
2	75	56	166	83	249	Ditto.
3	100	75	188	94	282	Ditto.
4	120	90	224	112	336	Ditto.
4A	120	90	236	118	354	Two School-rooms on ground.
5	150	112	306	153	459	Ditto on ground.
5A	150	112	276	138	414	Ditto two stories.
6	200	150	354	177	531	Ditto on ground.
6A	200	150	316	158	474	Ditto two stories.
6B	200	150	378	189	567	Ditto on ground (alternative plan).
7A	300	225	466	234	700	Ditto two stories.
7B	300	225	533	267	800	Ditto on ground.
8A	400	300	600	300	900	Ditto two stories.
8B	400	300	666	334	1,000	Ditto on ground.

(b.) The Commissioners reserve to themselves the right of accepting repayment of the grants made towards the erection of a school-house, and in such a case, of removing the school from their list of vested schools.

100.—[In connexion with this rule the reader is referred to the remarks at **27** and **28**. Here it is only necessary to observe that this rule does not reserve to the Commissioners the right of *refusing* to accept repayment of the grants.]

101.—18. The shortest lease that will be accepted in making grants under this scale will be sixty-one years ; or three lives and thirty-one years concurrent.

102.—[By "grants under this scale" is meant *grants of two thirds of the estimated cost of building, furnishing, and enclosing the vested school.*

For a full grant of two-thirds, there are in fact *three* minimum terms of lease, viz. :—(a.) Sixty-one years ; or (b.) three lives and thirty-one years concurrent, *i.e.*, whichever shall last the longer ; or (c.) ninety-nine years, when the grantor is a *Limited Owner*.

\* This Scale is undergoing revision by the Board of Public Works.

In cases where leases for shorter periods only can be procured, the Commissioners can make reduced grants varying according to the term for which the lease can be given; but since the passing of "The Leases for Schools Act, 1881" (44 & 45 Vict., cap. 65), which empowers Limited Owners to grant sites for school-houses and Teachers' residences, at a nominal rent for any period from ninety-nine to 900 years, the reduced scale referred to, though not actually abrogated, may be regarded as obsolete.]

**103.**—19. The lease must be prepared in the Education Office in the form authorized by the Commissioners, the expense to be borne by the Commissioners.

**104.**—[By the word "lease" in this rule is meant the "school lease," *i.e.*, the lease demising the site to Trustees or to the Commissioners, as the case may be; and by the word "expense" is simply meant the expense of drafting such lease for the opinion of the Board's Law Adviser, and subsequently engraving it for execution by the parties to it. All other expense (if any) connected with the procuring of the lease, such as fees to the landlord's or applicant's solicitors, cost of procuring evidence of landlord's title, &c., &c., must be borne by the applicants. The Commissioners can be responsible only for such expense as has been incurred *in their own office or by their own officers.*

**105.**—[It commonly happens now-a-days that an applicant for aid to build a vested school-house thinks it of advantage to obtain in the first instance from the landlord a lease of the site direct to himself or others, and then to propose to make, under the powers of that lease, a *sub-lease* of the site for a vested school-house. This is of course a perfectly legitimate proceeding, it being clearly understood, however, that the whole expense of that first lease must be borne by the applicant, and that the applicant is not thereby exempted to any extent from the obligation of furnishing evidence to satisfy the Board's Law Adviser that the landlord *was legally entitled to make that first lease.* But experience has proved that the proceeding is not unattended with risk, because, through ignorance of the Board's rules, or through inadvertence, provisions may be inserted in the first lease which would prevent the Commissioners from sanctioning the making of a sub-lease. For instance, if the lease contains a forfeiture clause, or a clause against sub-letting, or any clause at variance with the rules and regulations of the Commissioners, or if the lease be taken under the powers of the Sites for Religious Worship Act (18 & 19, Vic. cap. 39), commonly called "Keogh's Act," as many such leases have been, the lessee would be held incapable of making a valid sub-lease for a vested school-house.]

**106.**—20. (a.) When grants are voted towards defraying the cost of the building of a school-house, the lease must be duly executed *before the case is finally remitted to the Board of Public Works.* (b.) The Commissioners will not accept a transfer to themselves (as a vested school) of any building already used as a National school.

**107.**—[The object of paragraph (a) of this rule is twofold: 1st., to warn applicants that no grant can be made by the Commissioners towards defraying the cost of a house *already built*; and 2nd., to warn applicants against commencing the building of a school-house *before the school lease has been duly executed*, and

*the plan and specifications have been approved by the Board of Works.* This does not, of course, preclude an applicant from collecting materials on the proposed site, but he must do so at his own risk.

**108**—[In practice paragraph (b.) of this rule has a wider significance and application than the mere terms of it would imply. See remarks at sections 34.]

**109.**—21. No grant can be approved until (a.) the District Inspector shall have reported upon all the circumstances of the case ; (b.) The Board of Works shall have reported on the eligibility of the site ; and (c.) the Law Adviser of the Commissioners shall have given his opinion, from the information laid before him, that a satisfactory lease can be executed.

**110.**—22. The Commissioners determine what amount of school accommodation should be provided in the proposed building ; and the cost of the house, &c., is determined by the number of children which it is intended to accommodate.

**111.**—23. When the expected attendance is less than sixty on rolls, or exceeds 400, the Commissioners will be prepared to make a special grant, in accordance, however, with the principles of the scale in Rule 17. [99.]

**112.**—24. The Board of Works will furnish instructions as to the plan and specifications, to which the parties receiving aid are bound strictly to adhere ; but the Commissioners will be prepared to consider and submit to the Board of Works special plans furnished to them by applicants.

**113.**—[This is a very important rule, the neglect of which on the part of Managers has given rise to endless trouble and disappointment. To ensure the ultimate payment of the full grant of two-thirds of the cost of building, &c., two things must be carefully attended to :—

- (a.) The working plan and specifications approved by the Board of Works must be strictly adhered to in every particular, as regards quality of materials, size of school-rooms, position of house and out-offices, &c., &c. If, in the progress of the building, any deviation from the plan or specifications should appear expedient, the matter should be at once referred to the Board of Works, and no change whatever should be made without the express sanction of that Department.
- (b.) When applicants elect to furnish "special plans," they should take good care that these plans should provide accommodation for neither more nor less than the number of children for whom the Commissioners have decided (110) that school accommodation is needed.

As a rule these special plans, prepared by persons ignorant of the Board's Rules, and imperfectly acquainted with the requirements of National schools, provide accommodation for a very much larger number of children than the localities can be expected to supply, and for more costly buildings than the Commissioners can approve of (114); and this leads inevitably to protracted correspondence and long and irritating delays, the final result being that either the application for aid fails in toto, or that the Board's grant, though sufficient to meet two-thirds of the cost of providing the *needed* amount of school accommodation, falls in reality very far short of that proportion of the actual cost of carrying out the special plans.]

**114.**—25. The Commissioners do not sanction grants for the ornamenting of school-houses. If buildings of an ornamental description be preferred, the whole of the extra expense must be provided by the applicants.

**115.**—26. The Commissioners will keep the school-house and furniture in repair, when the premises are vested in themselves.

**116.**—27. (*a.*) When the school premises are vested in Trustees, it is the duty of such Trustees to keep the house, furniture, &c., in repair. (*b.*) Grants in aid of local contributions are made to existing vested schools, whether vested in the Commissioners or in Trustees, for adding to or enlarging them, enclosing the sites, or other desirable or necessary structural changes or improvements. (*c.*) In the case of schools vested in Trustees no grants can be made for the execution of any work which is required to make good damages arising from neglect, misuse, or lapse of time, or continuous use, unless in cases specially recommended by the Board of Works.

*Towards Support of Schools previously established (Non-vested).*

**117.**—28. The aid granted to non-vested schools consists of salary, results' fees, gratuities, books, and other schools requisites, and the benefits of inspection and training. (See note to Rule 10 [89] as to loans for the erection of non-vested school-houses.)

**118.**—29. The Commissioners do not contribute towards repairs, fittings, or furniture; or to the rent of the school-house.\*

**119.**—30. Before granting aid (*a.*) the school must be in actual operation under a competent teacher, and the Commissioners will inquire whether (*b.*) the case is deserving of assistance; (*c.*) there is reason to expect that the school will maintain an average daily attendance of at least *thirty* pupils; (*d.*) adequate local provision will be made in augmentation of the Teacher's emoluments from the Board; (*e.*) the school-house is suitable, in good repair, adequately furnished, and provided with proper out-offices; and (*f.*) the Teacher is the owner of or liable for rent for the school-house.†

**120.**—[In Rule 30 are laid down the conditions upon which the Commissioners grant aid to non-vested schools. These conditions are six in number, viz. :—

(*a.*) That "*the school must be in actual operation under a competent teacher.*"

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\* Loans for providing residences for Teachers of non-vested schools may, however, be obtained. (See 364 and 365.)

† No National school can be conducted as for a select class of children, and in no National school can any children be kept apart from the ordinary pupils on the ground of payment of school fees, or the social position of their parents, as the Commissioners regard any such separation of one class of pupils in a National school from the rest of the pupils as inconsistent with the spirit of the National system of Education.

There is no use in applying to the Commissioners for a promise or guarantee that aid will be granted by them to a school *which it is proposed to establish*. The Commissioners never give any such promise or guarantee. The school for which aid is sought must be in actual working order at the time the application is made.

(b.) That "*the case is deserving of assistance.*"

This condition implies two things:—1st, that the school is really needed in the locality; and 2nd, that the working arrangements of the school are in conformity with the fundamental principles of the National system. This latter is of special importance, because if the Inspector, when he visits the school to report on the application, finds that it is conducted as a Denominational or Sectarian school, the application will either be rejected absolutely or held in abeyance until the school arrangements shall have been brought into strict conformity with the requirements of the Board's Rules, and in that case the aid will date only from the precise day on which the new arrangements have commenced to take effect.

(c.) That "*there is reason to expect that the school will maintain an average daily attendance of at least thirty pupils.*"

In order to furnish the Commissioners with reliable data for forming a judgment on this point, it is absolutely necessary that the Teacher shall have kept an accurate and faithful record both of the names, ages, and religious denomination of the pupils attending the school, and also of the number of pupils actually present on each school day. Whenever such a record is not forthcoming the application is invariably rejected.

(d.) That "*adequate local provision will be made in augmentation of the Teacher's emoluments from the Board.*"

This Rule does not state what amount of "local provision" will be deemed "adequate." But it is perfectly certain that the *minimum* amount is £12 a year for each principal Teacher, and it is understood that this amount may be provided by means of school fees, or local subscriptions, or both. It is also understood that where there is a *free* residence for the Teacher, the annual value of such residence may be taken into account in estimating the amount of local aid provided for the Teacher.

(e.) That "*the school-house is suitable, in good repair, adequately furnished, and provided with proper out-offices.*"

To be recognised as "suitable" the schoolhouse must be in a healthy situation, readily accessible from a public road, and "provided with proper out-offices," *i.e.*, with properly constructed privies, situated at a safe distance from the school-room (one for each sex, if the school is a mixed one, in which case the approaches to the privies must, for decency's sake, be effectually screened from each other); and the school-room should have a boarded floor, should be large enough to allow at least eight square feet of floor space for each child in average daily attendance, and should moreover be capable of being well lighted, well ventilated, and comfortably warmed in cold weather. Much disappointment is frequently experienced by Managers from ignorance or inattention to these important points.

(f.) That "*the Teacher is [not] the owner of, or liable for rent for, the schoolhouse.*"

This is one of the fixed, unalterable principles of the National System. The teacher of a National school can, under the rules of the Board, have no connexion whatever with the school or school premises except merely as the employee of the Local Manager, who alone is invested with the right of appointing the Teacher, and who has the power of removing the Teacher on his own authority (218); and the Commissioners can never

sanction, or knowingly permit, any arrangement, even though approved by the Manager himself, whereby the Manager would in effect be deprived of the power of removing the Teacher *and appointing a successor*, should the Manager himself or the Commissioners deem such a course desirable.

**121.—31.** In certain cases, namely, where the means of religious instruction are not attainable by children of a particular denomination in any National school within reasonable distance from their homes, the Commissioners are prepared to make modified grants to schools in which the average daily attendance of pupils is less than 30; but they reserve to themselves the power in all cases of preventing the unnecessary multiplication of schools in any district. (See 295.)

**122.—**[(a.) Rule 31 lays down the condition upon which the Commissioners grant aid to small schools, “in which the average daily attendance of pupils is less than thirty.” The condition is that “the means of religious instruction are not attainable by children of a particular denomination in any National school within reasonable distance from their homes.”

(b.) In this rule, which is primarily (but not exclusively) intended to meet the wants of religious minorities, there are two phrases which require elucidation. One is “*The means of religious instruction*,” and the other “*Within reasonable distance from their homes*.”

(c.) “The means of religious instruction” is, it must be confessed, an awkwardly ambiguous expression. It may imply merely an *opportunity of receiving* religious instruction in the school, *i.e.*, that there is no objection on the part of the Manager to having a convenient time set apart on the Time Table of the school for the desired religious instruction, or it *may* imply further that there is some person connected with the school—some member of the teaching staff—qualified to impart the desired religious instruction. There seems little ground for doubting that according to the earliest official interpretation and practical application of the rule, the expression bore only the first meaning, and not the second. But there seems just as little ground for doubting that *now-a-days* the Commissioners commonly understand the term in the same sense as that in which most persons, according to the ordinary interpretation of plain English, would understand it, as implying *both of the things* mentioned above.

(d.) As regards the second phrase, “*Within reasonable distance from their homes*,” it is noteworthy that no definition of a “reasonable distance” is given anywhere in the Code, but seeing that children of even three years of age are expected to attend school, it is believed that in practice *a mile and a half* is held by the Board to be the *outside* limit of a reasonable distance.

(e.) From the foregoing it may be gathered that this important rule applies to the following cases:—

1. Where there is not within a reasonable distance any National school in which the children of a particular religious denomination in the locality may receive religious instruction according to their own faith and *from a teacher of their own creed*.

2. Where there is no National school of any kind within a reasonable distance.

(f.) It is important to bear in mind that a "Modified Grant" can be made or *continued* only when and so long as one or other of these conditions is fulfilled.

(g.) It may be accepted as a corollary from Rule 31 that as it is justifiable to give a *Modified Grant* towards maintaining a separate school for the benefit of a *small number* of children in a locality where the means of religious instruction in their own faith and from a teacher of their own creed are not attainable in any conveniently situated National school, it is *a fortiori* justifiable to give a *full grant* towards maintaining a separate school for the benefit of a *large number* of children under similar circumstances.]

**123.—32.** Before the Commissioners decide upon an application for aid, they require from the Inspector of the district a report upon all the circumstances of the case.

**124.—33.** To warrant continuance of aid, the house and furniture must be kept in sufficient repair by means of local contributions, and the school must be conducted in all respects in a satisfactory manner, and in accordance with the Rules and Regulations of the Commissioners.

**125.—34.** (a.) In mixed schools, *i.e.*, schools in which male and female children are taught in the same room, the principal Teacher, subject to the approval of the Board, may be either male or female, as the circumstances of the school may require; but (b.) when a mixed school has been received into connexion, the sanction of the Commissioners should be obtained for the substitution of a male for a female Teacher, or *vice versa*. (c.) A female Teacher, whether principal or assistant, will not be recognised in a boys' school, unless it is attended by infant pupils only, nor (d.) a male Teacher, whether principal or assistant, in a girls' school, nor (e.) will a male assistant be recognised in any school under a female principal. (See 287.)

**126.—35.** When a school has been taken into connexion as a school for males or for females solely, the sanction of the Commissioners should be obtained for a change from a male to a female school, or *vice versa*, or to a mixed school. This is not to preclude the admission of infant boys to girls' schools.

**127.—**[Infant boys may be admitted as pupils to a girls' National school, *provided there is no separate Infant School associated with it*, but must be removed from the school immediately after the Results' Examination next following the completion of their eighth year of age].

## DIFFERENT CLASSES OF NATIONAL SCHOOLS.

*Model Schools.*

**128.**—36. Model Schools, of which there are three classes, viz. :—(a.) The Central and Metropolitan Model Schools, (b.) District Model Schools, and (c.) Minor Model Schools, have been built out of the funds placed by Parliament at the disposal of the Commissioners, and are under their exclusive control.

**129.**—37. The chief objects of Model schools are to promote united education, to exhibit to the surrounding schools the most improved methods of literary and scientific instruction, and to educate young persons for the office of Teacher.

**130.**—38. In Model Schools, the Commissioners appoint and dismiss the Teachers and other officers ; regulate the course of instruction ; and exercise all the rights of Patrons.

**131.**—39. The Commissioners afford the necessary opportunities for giving religious instruction to the pupils by such pastors or other persons as are approved of by their parents or guardians, and in separate apartments allotted to the purpose.

*Ordinary National Schools.\**

**132.**—40. These schools, whether vested or non-vested, are under local management, and are taught by lay Teachers approved of by the Board.

*Agricultural National Schools.*

**133.**—41. Agricultural National Schools are schools to which farms or gardens are attached, for the purpose of illustrating and introducing the most approved systems of tillage and husbandry.

**134.**—42. Agricultural Schools consist of—(a.) The Albert Model Agricultural National School, Glasnevin, under the exclusive management of the Board ; (b.) The Munster Model Agricultural and Dairy National School, under the management of the Board aided by a local committee ; and (c.) Ordinary National Schools with school-farms or gardens attached.

43. (*Omitted Rule.*)

44. (*Omitted Rule.*)

45. (*Omitted Rule.*)

46. (*Omitted Rule.*)

**135.**—47. The Commissioners admit into the Albert Model Agricultural National School a limited number of free, and also of paying resident agricultural pupils. At certain specified times pupils are admitted for instruction in Dairying. Teachers of National Schools also are admitted for a special course of agricultural instruction.

\* This class of schools is distinct from Model schools, Coavent schools, Monastery schools, and Workhouse schools.

**136.**—48. The Teachers of Agricultural schools must be competent to give instruction both in the theory and practice of Agriculture, and must give practical instruction in Agriculture to their pupils.

**137.**—49. In the Ordinary National Agricultural Schools the aid granted by the Commissioners to the Teachers for the promotion of Agricultural instruction consists in special Results' fees, awarded upon the recommendation of the Superintendent of the Agricultural Department, or of such other officer as may be approved by the Board.

**138.**—50. Before granting such aid, the Commissioners require to be satisfied, (a.) that the farm attached is efficiently managed, and (b.) that the proficiency of the pupils in Agricultural knowledge is satisfactory.

**139.**—51. The Commissioners award special Results' fees, on the recommendation of the District Inspectors, to the Teachers of National schools who exhibit the best specimens of garden culture on ground attached to their respective schools, and cultivated principally by the pupils.

*National Schools in which special Industrial Instruction  
is given.*

**140.**—52. In these schools, embroidery and other advanced kinds of needlework are taught. The Commissioners grant salaries to the Teachers, on the following conditions :—

(a.) That *all* the pupils of the industrial department, as in the case of the pupils of the literary department, shall attend for at least four hours daily for secular business, and shall receive literary instruction for at least two of these hours daily.

(b.) That no religious instruction or religious exercise shall take place during the time the pupils are engaged in either literary or industrial occupation.

(c.) That a separate room be provided for industrial instruction.

(d.) That in addition to the literary Teacher, there shall be a suitable person appointed to conduct the industrial department.

**53.** (*Omitted Rule.*)

**141.**—54. The amount of salary will depend upon the circumstances of each case.

—[The object of rule 52 is frequently misunderstood, managers commonly confounding teachers appointed under it with Workmistresses appointed under rule 142. [258.] But the two offices are essentially different, and it is important that the distinction should be clearly apprehended. A person appointed under rule 52 is called an "Industrial Teacher," such being the official designation, and her proper function—that for which she is paid salary—is to teach embroidery, lace-making, and other advanced kinds of needlework, with the view of enabling such young women, as are so minded, to acquire a means of earning a livelihood. Hence the epithet "Industrial," the instruction being regarded as a branch of *Technical Education*, and constituting a distinct department of the school, necessitating a separate room

a specially qualified instructor, and a special time-table. This explanation shows how very different are the functions of an Industrial Teacher from those of a Workmistress, whose duty is merely to teach plain sewing, knitting, and the cutting out and making of the ordinary articles of female apparel, not to a special class, but to all female pupils capable of handling a needle and scissors, and not as an industrial branch or means of earning a livelihood, but as a branch of female education which all girls should be carefully instructed in, no matter what their future callings are to be.]

*Convent and Monastery National Schools (Vested and Non-vested.)*

**142.—55.** Convent and Monastery National Schools, whether vested or non-vested, are regulated by the same rules respectively as other National schools, save so far as these rules are modified by the special rules applicable to Convent and Monastery National Schools.

**143.—56.** The members of the community may discharge the office of literary Teachers, either exclusively by themselves, or with the aid of such lay persons as they may see fit to employ as assistants.

**144.—57.** (a.) The amount of salary awarded to Convent National Schools is regulated by the average number of children in daily attendance (*see Rule 174*) [297]; or (b.) if the Teachers of these schools adopt the principle of classification, they will receive the same class salaries as the Teachers of Ordinary National Schools. (c) These conditions apply also to the Monastery National Schools recognised previous to 1855; but (d.) aid will be granted to other Monastery schools only on the condition that the Teachers of such schools shall adopt the principle of classification. (e.) Results' fees are in all cases paid according to the same scale as in Ordinary National Schools.

58. (*Omitted Rule.*)

**145.—59.** Evening schools are also recognised in connexion with Convent and Monastery National Schools. (*Rule 175.*) [299.]

*Workhouse National Schools.*

**146.—60.** Workhouse schools are received into connexion, and grants of books, &c., made to them, on condition that they shall be subject to inspection by the Commissioners or their officers.

**147.—61.** The fundamental rules of the Board of National Education must be faithfully observed in these schools.

*Schools attached to Lunatic Asylums.*

**148.—62.** Schools attached to Lunatic Asylums are received into connexion upon the same general principles as the Workhouse schools.

*Evening National Schools.*

**149.—63.** The Commissioners grant aid towards the support of Evening schools, where the wants of the locality render such schools desirable. The aid is limited to salary, results' fees, books, and inspection. Such aid in future will not be granted except to Evening schools attended by pupils of one sex only. (*Rules 175 and 198.*) [**299 and 319.**]

## USE OF SCHOOL-HOUSES

**150.—64.** In non-vested schools, the Commissioners do not, in ordinary cases, exercise control over the use of the school-houses on Sundays, or before or after the school hours on the other days of the week; such use being left to the Patrons or Local Managers, subject to the following limitations, and to the interference of the Board in cases leading to contention or abuse.

**151.**—[Non-vested school-houses may be used for public worship on Sundays and holidays, for religious services or religious meetings in the evenings, for lectures, and generally for any purpose not calculated to lead to contention or abuse in the localities. But everything connected with political or secret societies must be rigidly excluded. (*See 33*)].

65. (*Omitted Rule*).

**152.—66.** No aid will be granted to a school held in a place of worship; nor will the Commissioners sanction the transfer of an existing school to a place of worship even for a temporary period.

**153.**—[The two Rules (64 and 66) taken together are apt to produce some confusion in the public mind. Under the former, public worship may be carried on in a non-vested school, but under the latter, a non-vested school cannot be carried on in a place of worship. The explanation is this:—In the former case the primary and principal purpose for which the building was provided must have been for a school, and such purpose must be indicated not only by the general external appearance of the structure and the internal arrangements, but also by the name of the National school (*and no other name or title*), being exhibited conspicuously on the outside of the building. In the latter case the building has for its primary and principal object to serve as a church or chapel for the celebration of public worship in the locality. In the former case, the building must be publicly known as a school-house, and the use of it for religious worship must be accidental or secondary—in the latter case, the celebration of religious worship is the publicly recognized and proper purpose of the building, and Rule 66 states that in such a building a National school cannot be carried on even temporarily].

**154.—67.** When a school-room is in any way connected with a place of worship, there must not be any *direct internal* communication between the school-room and such place of worship.

**155.—68.** Vested school-houses must be used *exclusively* for the education of the pupils attending them; except on Sundays, when they may be employed for Sunday schools, with the sanction of the Patrons or Local Managers, subject, in cases leading to contention or abuse, to the interference of the Commissioners.

**156.**—(a.) On the ordinary week days a vested schoolhouse cannot be used for any purpose whatever, except as a National school; that is, for the literary, moral, and religious instruction of the children who are duly enrolled as pupils of the school.

This Rule admits of one, and only one exception, viz. : that stated in the note at foot of page 7 of the Code:—"National school-houses may, by Act of Parliament, be used as polling booths for the election of Members of Parliament, on the requisition of the Sheriff."

It follows that a *vested* school-house cannot be used for concerts soirees, bazaars, balls, lectures, social, parochial, religious, or political gatherings or meetings of any kind, elections of Poor Law Guardians, coroners, or dispensary doctors—in short, on week days a vested house, with the single exception above specified, can be used for one purpose only, that of a *National School*.

(c.) On Sundays a vested school-house cannot be used for any purpose whatever, except as a Sunday school, that is, for the religious and moral instruction of the pupils, and of other persons in the locality who need or desire such instruction.

This rule admits of no exception whatever. A vested house cannot be used on Sundays or holidays for religious worship, for prayer meetings, for the transaction of parochial business or the business of religious societies, or for any other purpose than what is commonly understood by the term "*Sunday school*"; and even as regards such purpose, it is clear from the terms of the Rule (68) that the Board reserves to itself the right to interfere with such use of a vested house in any case "leading to contention or abuse," as, for instance, if it should appear that the Sunday school was being used as an agency of proselytism. It is believed, however, that no occasion for such interference has ever arisen.

**157.**—69. No political meetings shall be held in National school-houses, whether vested or non-vested; nor shall any political business *whatsoever* be transacted therein.\*

**158.**—70. When any school is received into connexion, the Commissioners will require that the inscription "NATIONAL SCHOOL" shall be put up in plain and legible characters on a conspicuous part of the school-house, or on such other place as may render it conspicuous to the public. In vested schools a stone is to be introduced into the wall having that inscription cut upon it.

**159.**—71. The Commissioners will not sanction any inscription containing a title of a *denominational character*, or which may appear to them to indicate that the school is one belonging to any particular religious body; but the terms Boys', Girls', or Infants', with the proper local designation taken from the city, town, parish, street, village, or townland in which the school is established, or the name of the founder, may be included in the inscription.

**160.**—(a) A National school cannot be designated by "a title of a denominational character, or which may appear to indicate that the school is one belonging to any particular religious body."

\* National school-houses may, by Act of Parliament, be used as polling booths for the election of members of Parliament, on the requisition of the Sheriff.

For examples, a National school cannot be called a "Protestant National School," or a "Presbyterian National School," or a "Catholic National School," or a "Scriptural National School," or a "Cathedral National School," or a "Parochial National School."

(b.) But it is understood that no objection is made to National schools being designated by the names of Scriptural saints, as "St. Peter's National School," "St. Mary's National School"; or by the religious names of parishes, as "St. George's National School," "St. Catherine's National School"; or by the names of post-Scriptural saints which have acquired a national or local significance, as "St. Patrick's National School," "St. Kevin's National School," "St. Columba's National School," "St. Enoch's National School, &c."

**161.—72.** No emblems or symbols of a *denominational* nature shall be exhibited in the school-room during the hours of united instruction; nor will the Commissioners *in future* grant aid to any school which exhibits on the exterior of the buildings any such emblems.

**162.—**[No definition of a denominational emblem or symbol is given in the Code, but it may be safely stated that any religious emblem or symbol that belongs exclusively to a particular church or sect and serves to distinguish it from other churches or sects, would be regarded as denominational.

On the other hand, no objection seems to be made to religious emblems or symbols which may be considered to belong in common to all Christian churches, such as a cross, a picture of a Scriptural person or event, non-controversial texts of Scripture, &c.

**163.—73.** No emblems or symbols of a *political* nature shall at *any time* be exhibited in the school-room or affixed to the *exterior* of the buildings; nor shall any placards whatsoever, except such as refer to the legitimate business of school management, be affixed thereto.

#### RELIGIOUS AND SECULAR INSTRUCTION.

**164.—74.** (a.) In all day National schools not less than four hours a day (including, if necessary, a play-time of not more than half an hour) must be provided on the Time Table for the ordinary secular business on five days in the week. (b.) A pupil who on any of these days does not remain under instruction until the conclusion of the ordinary literary business, as notified on the Time Table, cannot be credited with an attendance on that day. (c.) In Infants' schools and Infants' departments, the limit of half an hour for play does not apply.

**165.—**[As regards this rule, and particularly paragraph (a) see remarks at **68** and **69**. In reference to paragraph (b) the following observations deserve special attention.

To warrant a Teacher in reckoning an attendance of a pupil in a day school, the attendance must have commenced before 1:0'clock (the time at which the calling of the rolls must be completed), and must have continued to "the conclusion of the ordinary literary business of the day, as notified on the Time Table." There is absolutely no exception to this regulation.

**166.**—The words in italics are very important, because some Managers and Teachers taking a very erroneous view of the meaning of paragraph (*a.*) in this rule, are under the impression that no matter what time is notified on the Time Table for the literary business of the school, the requirements of the Board's rule will be satisfactorily fulfilled on any day on which four hours are actually devoted to literary instruction—that, for instance, in a school in which, according to the Time Table, literary instruction commences at 10 o'clock and ends at 3 o'clock, it is open to the Manager or Teacher on any day or days that may suit their convenience to terminate the literary business at 2 o'clock, the period of four hours having been then completed, and to devote the remainder of the school time to religious instruction or to close the school for the day. But no impression can be more erroneous. Every National Teacher is strictly bound to carry out fully, regularly, and punctually the arrangements *notified on his Time Table* for both literary and religious instruction, and every Manager is strictly bound to see that his Teacher does so.

**167.**—The exigencies of religious instruction at certain periods of the year are believed to be the chief cause of irregularities in regard to observance of Time Table arrangements, and a good deal of disagreeable correspondence, and some pecuniary losses are often occasioned thereby. But there is really no reason why any unpleasant correspondence, or indeed any personal or local inconvenience should ensue, because a very simple expedient will fully satisfy the Board's rule, viz. :—

Whenever the Manager of a National school decides that the religious instruction of the pupils in the school-room or elsewhere shall occupy a larger proportion than usual of the daily school time for a certain period, he can legitimately effect his purpose by superseding the permanent Time Table of the school for the period in question, and substituting a temporary Time Table notifying thereon, *inter alia*, the special arrangement as to religious instruction which he wishes to have carried out.

**168.**—He must bear in mind, however, two very important conditions:—(*a.*) That the temporary Time Table must provide not less than four hours a day for the literary business of the school, and (*b.*) that the new arrangement of time for the literary business shall be duly notified to the Inspector of the District, in order that he may not waste his time in visiting the school at an hour when it would not be open to him to examine the pupils.

This is a very simple and practicable expedient for meeting the exigency of special religious instruction in National schools, and it is believed to be the only one capable of doing so in a manner satisfactory to all parties concerned, Managers, Teachers, and Commissioners.

**169.**—It is, of course, open to a Manager to direct such of the pupils as need special religious instruction, *not to attend school* on certain specified days, but to attend instead at their House of Worship or elsewhere, for the purpose of receiving such special religious instruction; but this arrangement, although not involving an infraction of any of the Board's rules and regulations, has four disadvantages:—(*a.*) the literary instruction of such pupils, as well absolutely as relatively to the advancement of the other pupils of their respective classes, is *pro tanto*

impeded; (*b*) their attendances on the days of the special religious instruction are lost to the Teacher and the school, and may have the effect of diminishing the number of pupils presentable at the ensuing Results' Examination, and of reducing the average daily attendance; (*c*.) the Manager cannot have the assistance of the Teaching Staff, or any member of it, in giving the religious instruction; and (*d*.) there can be no certainty that *all* the pupils needing special religious instruction, even perhaps those that need it most, will attend.

**170.**—It is likewise open to a Manager to direct such of the pupils as need special religious instruction "to leave school on certain specified days "before the conclusion of the ordinary literary business of the day, as notified on the Time Table," for the purpose of receiving the special religious instruction elsewhere; but this arrangement, which is the one most frequently adopted, is also subject to each of the four disadvantages specified in the preceding paragraph, and in regard to it, it behoves Managers and Teachers to particularly bear in mind (1.) that the attendances of such pupils on the days in question are "incomplete attendances," and therefore must be "excluded from the Results' Examination Roll and also from the calculation of average attendance," and (2.) that no member of the recognised Teaching Staff of the school can accompany the pupils without incurring liability to have his salary stopped for the days in question.]

**171.**—75. Opportunities are to be afforded (as hereinafter provided for) to the children of all National Schools for receiving such religious instruction as their parents or guardians approve of.

**172.**—76. Religious instruction must be so arranged (*a*.) that each school shall be open to children of all communions for combined literary and moral instruction; (*b*.) that, in respect of religious instruction, due regard be had to parental right and authority; and, accordingly, that no child shall receive, or be present at, any religious instruction of which his parents or guardians disapprove; and (*c*.) that the time for giving religious instruction be so fixed that no child shall be thereby, in effect, excluded, directly or indirectly, from the other advantages which the School affords.

**173.**—77. (*a*.) A public notification of the times for religious instruction must be inserted in large letters in the "Time Table" supplied by the Commissioners, who recommend (*b*.) that, as far as may be practicable, the general nature of such religious instruction be also stated therein; (*c*.) and such notification of the time and nature of the religious instruction is the only one that can be exhibited in the School during the time set apart for literary instruction.

**174.**—78. The "Time Table" must be kept constantly hung up in a conspicuous place in the School-room.

**175.**—79. When the secular precedes the religious instruction, the Teacher must, immediately before the commencement of the latter, announce distinctly to the pupils that the hour for religious instruction has arrived, and must put up, and keep up, during the period allotted to such religious instruction, and within the

view of all the pupils, a notification thereof containing the words "Religious Instruction," printed in large characters, on the form supplied by the Commissioners. Similarly when the School commences with religious instruction, the Teacher is to put up and keep up the same notification.

**176.**—80. Also, when the secular precedes the religious instruction in any National School, there shall be a sufficient interval between the announcement and the commencement of the religious instruction; and whether the religious or the secular instruction shall have precedence in any National School, the books used for the instruction first in order shall be laid aside at its termination, in the press or other place appropriated for keeping the School-books.

**177.**—81. No secular instruction, whether literary or industrial, shall be carried on in the same apartment, during School-hours, simultaneously with religious instruction.

**178.**—[This is one, and a very important one, of the many safeguards for the religion of pupils in National Schools, which are provided in the Commissioners' Code, its principal object being to prevent an arrangement which would expose children of a particular denomination to the possibility of imbibing, even insensibly, as *listeners*, the principles of a religion different from their own. Of course it has for a secondary object, to secure to every pupil the full measure both of the literary instruction, and of the religious instruction, to which he is entitled.

The occurrence in the Rule of the words "in the same apartment," might be understood to imply that in every National School "secular instruction" and "religious instruction" may take place simultaneously, provided they are carried on in *different* apartments. But this, though true in certain circumstances, is far from being *universally* true. In fact it is true *only* in the case of a large School divided into two or more distinct and graded departments, which, although the group constitutes but one School under one Roll Number, are, in reality, organized and conducted as separate schools in separate school-rooms—each with its own Time Table. In such a School religious instruction may be arranged to take place in one school-room at a time when literary instruction is being carried on in the other school-room. But in a School organised as one self-contained department, carried on under the guidance of one Time Table, literary or industrial instruction and religious instruction cannot be permitted under any circumstances to take place simultaneously, even when there is a class-room attached to the school-room—that is, *religious instruction cannot be carried on in the Class-room while secular instruction is going on in the School-room, or vice versâ*. There can be no doubt on this point, and it cannot be too clearly understood.]

**179.**—82. The term "SCHOOL-HOURS" is always to be understood to mean the entire time in each day, from the opening of the School to the closing of the same for the dismissal of the pupils.

**180.**—[This is the official definition of the term "School-hours," which must therefore be understood to embrace the entire time from the moment when the school door is opened in the morning

for the admission of pupils, until the moment when the door is locked in the afternoon after the day's business is over and the pupils have all gone home.

As it is during the school-hours alone that National Schools are open to inspection, it is necessary that all the duties, including the extra instruction of Monitors, for which a Teacher may claim remuneration from the Board, should be discharged *within these School-hours*, and on the School premises, and must be precisely notified on the Time Table of the School. This regulation admits of no exception, and it cannot be too forcibly impressed upon Teachers, that they are not entitled to claim remuneration, whether as Salary, or as Results fees, or as gratuities, for any service except what is rendered (a.) *on the School premises*, (b.) *within the School-hours*, and (c.) *in accordance with definite notification on the Time Table.*]

**181.**—There is another term of frequent official use, viz., “*Ordinary school-hours*,” which needs explanation. By this term is meant that portion of the school-hours (as defined in rule 82) which is set apart on the time table of a school for the literary instruction of the pupils in their several classes, according to the requirements of the ordinary results programme. In all day National schools (except *Affiliated* National schools, see 35) this time must not be less than four hours—it is usually five—and during this time, whether it be four hours or more, no extra branch can be taught in an Ordinary National School except (1) Drawing, (2) Geometry and Mensuration, and (3) Algebra.]

**182.**—83. In vested Schools such pastors or other persons as shall be approved of by the parents or guardians of the children respectively, shall have access to them *in the School-room*, for the purpose of giving them religious instruction there, at times convenient for that purpose—that is, at times so appointed as not to interfere unduly with the other arrangements of the School.

**183.**—[The parents or guardians of pupils attending a Vested School, whether such pupils are, or are not, a minority of the total number attending, have the right to require the Patron or Local Manager of the school to set apart, and to notify on the Time Table of the school, a convenient time for the giving of separate religious instruction to their children in the school-house.

This rule does not imply any right on the part of parents or guardians to require the Patron or Local Manager to provide a religious *instructor* for their children. That is the business of the parents or guardians themselves. But the rule implies three obligations on the Patron or Local Manager:—(a.) To set apart on the time table a convenient and sufficient time for the religious instruction of the children according to their own faith, if required by their parents or guardians so to do; (b.) to see that the children's pastors, or other persons having the express or implied approval of the parents or guardians, shall have free access to the children during the time so set apart, for the purpose of giving them religious instruction in the school-room or in a class-room; and (c.) to arrange that no pupils or other persons shall be present in the room while the religious instruction is being given except such as are entitled under the rules to be present thereat.]

**184.**—84. In non-vested Schools, it is for the Patrons or Local Managers to determine whether any, and if any, what religious instruction shall be given *in the School-room*; but if they do not

permit it to be given in the School-room, the children whose parents or guardians so desire, must be allowed to absent themselves from the School, at reasonable times, for the purpose of receiving such instruction elsewhere.

**185.**—85. (a.) The Patrons and Managers of *all* National Schools have the right to permit the Holy Scriptures (either in the Authorized or Douay Version) to be read at the time or times set apart for religious instruction ; (b.) and in *all Vested Schools* the parents or guardians of the children have the right to require the Patrons and Local Managers to afford opportunities for the reading of the Holy Scriptures, in the School-room, under proper persons approved of by the parents or guardians for that purpose.

**186.**—86. The reading of the Scriptures, either in the Protestant Authorized, or Douay Version—the teaching of Catechisms—public prayer—and all other religious exercises, come within the rules as to religious instruction.

**187.**—87. (a.) Religious instruction, prayer, or other religious exercises, may take place before and after the ordinary School business (during which all children, of whatever denomination they may be, are required to attend) ; and may take place *at one intermediate* time, between the commencement and the close of the ordinary school business. (b.) The Commissioners, however, will not sanction any arrangement for religious instruction, prayer or other religious exercises *at an intermediate time* in cases where it shall appear to them that such arrangement will interfere with the usefulness of the School, by preventing children of any religious denomination from availing themselves of its advantages, or by subjecting those in attendance to any inconvenience.

(c.) With the above exception, the secular School business must not be interrupted or suspended by any spiritual exercise whatsoever.

(d.) The Commissioners earnestly recommend that Religious Instruction shall take place either immediately before the commencement or immediately after the close of the ordinary School business ; (e.) and they further recommend that, whenever the Patron or Local Manager thinks fit to have religious instruction at an intermediate time, a separate apartment shall (when practicable) be provided for the reception of those children who, according to these rules should not be present thereat.

**188.**—88. The Register and Roll Book kept in each School, according to the Forms furnished by the Commissioners, must show the religious denomination of each child attending the School.

**189.**—89. The religious denomination is to be ascertained from the parent (the *father*, if possible) or the guardian of the pupil, and is to be entered in the register according to his wish.

**190.**—[In connexion with these two rules (88 and 89) it is very important to bear in mind that once the religious denomination of a child is *correctly* recorded in the register and class rolls, it

[cannot be changed by Manager or Teacher even at the request of the child's parent or guardian.

If a parent or guardian wishes that a child should be brought up in a religion different from that to which the child belonged when admitted to the School, and that the child's religious registration should be altered accordingly, he must first absolutely withdraw the child from the School and have his name struck off the Rolls. It will then of course be open to the parent or guardian to re-enter the child, as if he were a *new pupil*, in the same or any other National School, and to have him registered as of the denomination he pleases.]

**191.**—90. (a.) No pupil who is registered by his or her parents or guardians as a Protestant is to be permitted to remain in attendance during the time of religious instruction in case the Teacher giving such instruction is a Roman Catholic; (b.) and no pupil who is registered by his or her parents or guardians as a Roman Catholic is to be permitted to remain in attendance during the time of religious instruction in case the Teacher giving such instruction is not a Roman Catholic. (c.) And further, no pupil is to be permitted to remain in attendance during the time of any religious instruction to which his or her parents or guardians object.

(d.) Provided, however, that in case any parent or guardian shall express a desire that the child should receive any particular religious instruction, and shall record such desire in the book provided for that purpose in the School, this prohibition shall not apply to the time during which such religious instruction only is given.\*

(e.) The entry in the book shall be signed with the name or mark of the parent or guardian, and the book shall be submitted to the Inspector whenever he visits the School. (f.) The Certificate Book must not be removed from the School-room. (g.) The signing of it must in all cases be the spontaneous act of the parent (or guardian), the *father*, if possible.

The following is the form of Book :—

Roll No., \_\_\_\_\_ School, \_\_\_\_\_ County, \_\_\_\_\_  
Name of Teacher who gives Religious Instruction, \_\_\_\_\_  
Religious Denomination of do., \_\_\_\_\_

#### CERTIFICATE OF PARENT OR GUARDIAN.

\*[In case a Parent or Guardian should wish his child to receive religious instruction from a Teacher who is of a different religious denomination from the Child, or from a Teacher who gives any religious instruction different from that which is in accordance with the creed of the Child, the following Certificate is to be made by such Parent or Guardian.]

NOTE.—As some doubts have arisen as to the interpretation of the Rule, attention is requested to the following minute of the Board :—

“The object of the Rule is more fully to carry out the general principle of the Board, that no child is to receive any religious instruction contrary to the wishes of his parent. Accordingly the Rule first provides for the case where the Teacher is a Protestant and the child a Roman

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\* Such expression of desire may at any time be revoked by the parent or guardian and shall thereupon become inoperative,

Catholic, or *vice versa*. In this case the *dissent* of the parent is implied, and no religious instruction can be given to a child by a Teacher of the different creed unless the parent expressly requests it. But where the Teacher and the child are both Protestants, whether of the same or of a different denomination, the dissent of the parent will not be implied. In this case religious instruction *in the Scriptures or in his own Catechism* may be given to the child unless the parent expressly forbids it. In each case, however, the assent or dissent, whether implied or expressed, may be modified by an entry, duly signed by the parent in the Certificate Book of Religious Instruction; but no pupil is to be permitted to be *present* whilst Instruction is being given in the Catechism of a *different* persuasion from his or her own, without the express sanction of his or her Parents or Guardians, written in the form provided."

I (1) ———, being the (2) ——— of (3) ———, who is registered by me as (4) ——— in the School Register of the (5) ——— National School HEREBY CERTIFY that it is my desire that the said (6) ——— shall receive instruction in (7) ——— during the time set apart for Religious Instruction.

Signature of Parent or Guardian, (8) ———  
Witness, if signed by "Mark," ———  
Dated ——— day of ———, 18—.

#### CERTIFICATE OF TEACHER.

I HEREBY CERTIFY that before (9) ——— signed the above Certificate, I read aloud to (10) ——— the following Rule of the COMMISSIONERS OF NATIONAL EDUCATION:—

"No Pupil who is registered by his or her Parents or Guardian as a Protestant is to be permitted to remain in attendance during the time of religious instruction in case the Teacher giving such instruction is a Roman Catholic; and no Pupil who is registered by his or her Parents or Guardian as a Roman Catholic is to be permitted to remain in attendance during the time of religious instruction in case the Teacher giving such instruction is not a Roman Catholic. And further, no Pupil is to be permitted to remain in attendance during the time of any religious instruction to which his or her Parents or Guardians object.

"Provided, however, that in case any Parent or Guardian shall express a desire that the Child should receive any particular religious instruction, and shall record such desire in the Book provided for that purpose in the School, this prohibition shall not apply to the time during which such religious instruction only is given.\* The entry in the Book shall be signed with the name or mark of the Parent or Guardian, and the Book shall be submitted to the Inspector whenever he visits the School.

"\* Such expression of desire may at any time be revoked by the Parent or Guardian and shall thereupon become inoperative."

And I FURTHER CERTIFY that I believe when the said (11) ——— signed the above Certificate (12) ——— had a full apprehension of the meaning and force of the Rule, and also of the true intent and object of the Certificate.

Signature of Teacher, ———  
Dated ——— day of ———, 18—.

- (1) Insert the name of the Parent or Guardian who makes the Certificate.  
(2) Insert the relationship of the Parent or Guardian; as—"Father," "Mother," "Aunt," &c.  
(3) Insert the name of the Pupil. (4) Insert the registered religion of the Pupil.  
(5) Insert the name of the National School. (6) Insert the name of the Pupil again.  
(7) Insert in full the nature of the Religious Instruction; as—The Holy Scriptures in the Authorized Version—The Roman Catholic Catechism—The Protestant Catechism &c., &c. *This is to be written by the Parent or Guardian*; but in case the Parent or Guardian cannot write, it may be written by the Teacher.  
(8) The Parent or Guardian is here to inscribe his name. If the Parent or Guardian be unable to write his name, he is to sign by mark; but this mark must be witnessed by some respectable third party.  
(9) Insert the name of the Parent or Guardian. (10) Insert "him" or "her."  
(11) Insert the name of the Parent or Guardian. (12) Insert "he" or "she."

#### CERTIFICATE OF INSPECTOR.

I HEREBY CERTIFY that I have examined the Certificate of (1) ——— and also of the Teacher (2) ——— above set forth, and that I am satisfied as to the genuineness of each.

Signature of Inspector, ———  
Dated ——— day of ———, 18—.

- (1) Insert the name of the Parent or Guardian. (2) Insert the name of the Teacher.

192.—[(a.) The religious instruction given to a child in a National School must be in accordance with the registered faith of the child, and can be imparted only by a person who expressly or impliedly has the approval of the child's parent or guardian. Hence Protestant religious instruction can be given only by a Protestant and to Protestant children, and Roman Catholic religious instruction only by a Roman Catholic and to Roman Catholic children.

(b.) This is the *general rule*, and is believed to be the universal practice. But "Parental Right and Authority" is the guiding and controlling principle with the Board as with the Law, and accordingly under the Rules and Regulations of the Board it is open to the parent or guardian of a child to direct that his child shall "receive religious instruction from a Teacher who is of a different religious denomination from the child, or from a Teacher who gives religious instruction different from that which is in accordance with the creed of the child."

(c.) But it is very important to observe, and bear in mind, that, if a parent or guardian choose to take this course, he cannot effect his purpose by merely sending a message to the Manager or Teacher, or by giving verbal directions to them, or even by writing a letter to either or both of them. The father, if alive, or the guardian *must go to the School in person and spontaneously*, that is, unsolicited or unasked by Patron, Manager, or Teacher, and must there record in a book, called "The Religious Certificate Book," the precise nature and extent of the particular religious instruction he wishes his child to receive; and before making this record the Teacher is bound to explain thoroughly to him the full import of Rule 90, relating to religious instruction, and to enter in the same book a formal certificate that he has done so.

(d.) The practical effects of this regulation are the following:—

1. A Roman Catholic cannot give religious instruction of any kind to a Protestant pupil (not even in the Protestant Catechism) without the authorization of the parent or guardian given as above explained.
2. A Protestant cannot give religious instruction of any kind to a Roman Catholic pupil (not even in the Roman Catholic Catechism) without a similar authorization.
3. A Protestant of one denomination cannot give religious instruction in his own Catechism or Formularies to pupils of a different Protestant denomination, without a similar authorization. But
4. A Protestant of any denomination may give religious instruction to pupils of a different Protestant denomination in the Scriptures or in the pupil's own Catechism or Formularies without any such authorization; but is absolutely prohibited from doing so if the parent or guardian expressly forbids it.
5. In whatever case the formal authorization of a parent or guardian, as above explained, would be necessary for giving any particular religious instruction to his child, such child cannot be permitted to be present in the room, in which the religious instruction is being given, even without taking part in it, or even when otherwise employed, without the formal authorization of the parent or guardian to that effect.]

#### USE OF BOOKS AND TABLETS.

193.—91. (a.) The use of the books specified on the Boards List, whether published or sanctioned by the Commissioners is not compulsory; but (b) the titles of all other books which the Patrons

or Managers of Schools intend for the ordinary School business, must be notified to the Commissioners before they are introduced into the School; and none are to be used to which they object. (c.) The approval of any such books is to extend only to the particular edition which has been submitted to the Commissioners.

- 194.**—[(a.) The practical effect of this Rule is that no books or publications of any kind, other than those specified in the Official Requisition List of the Commissioners can be used for literary instruction in a National School, unless expressly sanctioned by the Commissioners.
- (b.) The object of the rule is to exclude absolutely from National Schools two classes of publications, viz. :—(a) such as may not be used by children of different denominations without danger to their faith, or offence to their religious feelings, and (b.) publications of an inferior character, unsuited for conveying sound instruction—especially all superficial books intended to serve the purpose of cramming.
- (c.) No publication of any kind, used in a National School, can be made the medium of advertisements either on the covers or bound up with the text.
- (d.) Blank writing books or exercise books do not require the previous sanction of the Commissioners for use in National Schools, but “Head-line copy books” come under the Rule.]

**195.**—92. If any books other than the Holy Scriptures, or the *standard* books of the Church to which the children using them belong, be employed in communicating religious instruction, the title of each is to be made known to the Commissioners whenever they deem it necessary.

**196.**—93. The Commissioners do not insist on the “Scripture Lessons” or book of “Sacred Poetry” being read in any of the National Schools, nor do they allow them to be read as part of the ordinary School business (during which all children, of whatever denomination they may be, are required to attend) in any School attended by children whose parents or guardians object to their being read by their children. In such cases the Commissioners prohibit the use of these books, except at times set apart for the purpose, either before or after such ordinary School business, and under the following conditions:—

First—That no child, whose parent or guardian objects, shall be required, directly or indirectly, to be present at such reading.

Second—That in order that any children, whose parents or guardians object, may be at liberty to absent themselves, or to withdraw, at the time set apart for the reading of the books above specified, public notification of the time set apart for such reading shall be inserted in large letters in the Time Table of the School—that there shall be a sufficient interval between the conclusion of such ordinary School business and the commencement of such reading; and that the Teacher shall, immediately before its commencement, announce dis-

tinctly to the pupils, that any child whose parent or guardian so desires may then retire.

Third—That in every such case there shall be, exclusive of the time set apart for such reading, sufficient time devoted each day to the ordinary School business, in order that those children who do not join in the reading of these books may enjoy ample means of literary instruction in the School-room.

**197.**—94. When using the Scripture Lessons, the Teachers are prohibited, except at the time set apart for religious instruction, from putting to the children any other questions than those appended to the end of each lesson.

**198.**—[These Rules (93 and 94) may be regarded as obsolete, inasmuch as the books referred to have long since ceased to be used in National Schools.]

**199.**—95. The Commissioners require that the principles of the following Lesson, or of a Lesson of a similar import (if approved of by the Commissioners), shall be strictly inculcated, during the time of united instruction, in all Schools received into connexion with the Board, and that a copy of the Lesson itself be hung up in each School:—

Christians should endeavour, as the Apostle Paul commands them, to live peaceably with all men (Rom. ch. xii., v. 18), even with those of a different religious persuasion.

Our Saviour, Christ, commanded His disciples to love one another. He taught them to love even their enemies, to bless those that cursed them, and to pray for those who persecuted them. He himself prayed for His murderers.

Many men hold erroneous doctrines, but we ought not to hate or persecute them. We ought to hold fast what we are convinced is the truth; but not to treat harshly those who are in error. Jesus Christ did not intend His religion to be forced on men by violent means. He would not allow His disciples to fight for Him.

If any persons treat us unkindly, we must not do the same to them; for Christ and His apostles have taught us not to return evil for evil. If we would obey Christ, we must do to others, not as they do to us, but as we would wish them to do to us.

Quarrelling with our neighbours and abusing them, is not the way to convince them that we are in the right, and they in the wrong. It is more likely to convince them that we have not a Christian spirit. We ought, by behaving gently and kindly to every one, to show ourselves followers of Christ, who, when He was reviled, reviled not again (1 Pet. ch. ii., v. 23).

**200.**—96. The use of the Tablet furnished by the Commissioners, containing the Ten Commandments, is not compulsory.

**201.**—97. The rules as to religious instruction do not apply, except in the way hereinbefore stated, to the Scripture Lessons and the Book of Sacred Poetry, or to the matter contained in the common School-books, or in any other book, the use of which the Commissioners may at any time sanction for the purpose of united instruction.

## MANAGEMENT OF NATIONAL SCHOOLS.

202.—98. The government of the National Schools is vested in the Patrons or Local Managers thereof.

203.—[(a.) Every National School, without exception, must have a Patron and a Local Manager. The two offices may be held, and in most instances are held, by the same individual, but their functions are quite distinct.

- (b.) The Patron is the person or body recognised by the Commissioners as entitled to exercise supreme control over the school, and his special functions are:—(a.) To nominate the Local Manager, when he does not choose to fill that office himself; (b.) To pay the rent (if any) of the school-house, and to keep the house and furniture in repair (except in the case of schools vested in the Commissioners, who undertake that responsibility); and (c.) To keep the school supplied with maps and other apparatus of a permanent character.
- (c.) The Patronship of a National School may be held (1) by an individual, who is then designated "The Patron," or (2) by two individuals, who are designated "Joint Patrons," or (3) by two or more individuals in whom the school premises are vested with the sanction of the Board, and who are then designated "The Trustees," or (4) by a local body properly constituted, and recognised by the Commissioners as entitled to exercise a general control over the school, which body is then designated "The School Committee," or (5) by a Public Board, as The Board of National Education; The Local Government Board; The Boards of Governors of Gaols and Lunatic Asylums, which have National Schools in connexion with them.
- (d.) The first Patron of a National School is either (1) the person on whose application the school is taken into connexion, or (2) the person expressly designated by him in his application for recognition by the Commissioners as Patron of the school; and subsequent vacancies in the office of Patron are filled up by the Commissioners in accordance with the principles laid down in 211, 212, and 215.
- (e.) It is held that the Patron of a National School must be resident in Ireland. This assumption is founded on the fact that in the case of every Vested National School there is an express provision to that effect in the lease. Thus in the form of lease of schools vested in the Commissioners, it is stated:—"Provided also, that in case the said . . . Patron . . . shall go or reside out of Ireland . . . it shall and may be lawful for him to nominate and appoint a person who shall . . . succeed him as Patron . . . and in the event of such Patron declining, neglecting, or refusing to exercise the powers of appointment hereby given as aforesaid, that then . . . it shall and may be lawful to and for the said Commissioners to nominate and appoint such new Patron in the room of any such Patron as aforesaid." And in the form of lease to Trustees, who, as already stated, hold the Patronship of the schools vested in them, there is a clause of the same force.
- (f.) But in regard to these provisions it is of importance to explain that the practical effect of them is not that the Patron or Trustee vacates his office, *ipso facto*, by leaving Ireland and residing elsewhere, but merely that it is open to the Commissioners to take the necessary measures to enforce the provision whenever they may deem it expedient to do so, and that so long as they see no reason to take that course, the absentee Patron or Trustee continues invested with the powers and responsibilities of his office.

- (g.) The Local Manager is the person charged with the supervision of the practical working of the school, and his special functions are:—(1) To appoint, and when necessary, to remove the teacher; (2) To see that the school is conducted in accordance with the rules and regulations of the Commissioners; (3) To regulate the rates of school-fees, the vacations, the arrangements for the admission of pupils, and for the opening and closing of the school, &c., &c.; (4) To see that the teacher keeps his school accounts correctly, and discharges his other duties regularly and efficiently; and (5) To carry on all correspondence regarding the school with the Commissioners.
- (h.) To discharge these functions it is absolutely essential that the Local Manager of a School shall reside “within a convenient distance from the School,” so that he may be in a position “to visit the School frequently;” and so much importance do the Commissioners attach to the continuous discharge of the Managerial functions, that when the recognised Manager of a School, owing to sickness or temporary absence, is unable to attend to them, the Commissioners require (*Rule 241 (6)*, [358] that “some suitable person, resident in the locality,” shall be nominated for the approval of the Commissioners as ‘Manager *pro tem.*’ during the temporary absence or incapacity of the recognised Manager.”
- (i.) The powers and responsibilities of the Patron and Local Manager being thus quite distinct, it is not competent for either party to usurp the functions of the other. For instance, the Patron when appointing a Local Manager, or so long as he recognises a Local Manager, cannot reserve to himself or exercise the power of appointing or dismissing the Teacher; and on the other hand the Local Manager cannot as such nominate a successor to himself as Local Manager. And it may further be explained that when an individual holds the two offices, as is commonly the case, if he nominates a successor to himself he does so in his capacity of Patron, whereas if he appoints or dismisses a Teacher, or admonishes him for neglect of duty, &c., he acts merely as Local Manager.
- (j.) The two offices of Patron and Local Manager are, in the great majority of National Schools, held by the same individual. Such individual may at any time resign one of the offices and retain the other. He may resign the Managership and retain the Patronship, or he may resign the latter and retain the former, and of course he may resign both—in each case nominating his successor for the approval of the Commissioners, which approval is indispensable. If such individual resigns the Managership, expressly reserving to himself the Patronship, he may at any subsequent period resume the Managership, if he is in a position to discharge its duties, or he may nominate a new Manager; but if he resigns the Patronship, with or without the Managership, his act is final and cannot be recalled except with the consent of the person who succeeded him as Patron. On the other hand, if such individual resigns the Managership, without expressly reserving the Patronship, he is, as a general rule, understood to resign the *combined* offices. In the case of a layman, indeed, and particularly if there seems any ground for doubt as to his intention, the custom is to ask him if he is to be understood as resigning the Patronship with the Local Managership of the School. But when the individual is a clergyman, the invariable official practice is to regard the resignation of the Managership as involving that of the Patronship also, unless the latter is expressly reserved.
- (k.) There remain two other points—and of some importance—to be noticed, viz.:—1. That the Patronship of a National School

is *personal*, not official or territorial, and hence (1) if a Landed Proprietor is Patron of National Schools on his estate, he does not cease to be Patron on selling his estate, and the purchaser has no right whatever to claim the Patronship; (2) if a Land Agent or Law Agent is recognised as the Patron of Schools on an estate, he does not cease to be Patron on ceasing to be Agent; (3) if a Clergyman is recognised as Patron of National Schools in his parish, he does not vacate the Patronship on his removal to another parish. II. That the Rules relating to the succession of Patrons and Local Managers are not automatic rules, that is, rules that take effect without the active intervention of the Commissioners. Quite the contrary. No person can exercise the functions of Patron or Local Manager of a National School until he has been expressly approved of by the Commissioners.

(l.) It is hoped that the foregoing remarks will convey clearer ideas of the two offices of Patron and Local Manager and their respective functions, than can be readily gleaned from a perusal of the several separate Rules relating to these offices.]

**204.**—99. (a.) The Commissioners recognise as the Patron the person who applies in the first instance to place the School in connexion with the Board, unless it be otherwise specified in the application.

(b.) The local Manager is the person who is charged with the direct government of the School, the appointment and removal of Teachers, and the carrying on of the necessary correspondence with the Commissioners.

(c.) A person, to be eligible for the position of local Manager of a School, must be either a clergyman or other person of good position in society, must reside within a convenient distance from the school, and must undertake to visit the School frequently, and to check and certify the correctness of the quarterly and other returns furnished from the School to the Education Office.

(d.) Before finally sanctioning the appointment of any person as Manager for the first time, the Commissioners require from him an undertaking in writing to have their Rules and Regulations complied with.

See Rules 114 and 241. [226 and 358]

**205.**—100. (a.) The Patron has the right of managing the School himself, on the above conditions, or of nominating any fit person to act as local Manager of the School. (b.) The Patron may, at any time, resume the direct management of the School, or appoint another local Manager. (c.) The local Manager possesses all the powers of the Patron, except that of appointing a Manager.

**206.**—[The expression "*on the above conditions*," in paragraph (a.) means provided he resides "*within a convenient distance from the School*," and undertakes "*to visit the School frequently, and to check and certify the correctness of the quarterly and other returns furnished from the School to the Education Office.*" (Rule 99 (c.)

**207.**—As regards paragraph (c.) in this Rule, it is to be observed that when a National School is under a Patron, other than the Local Manager, it is not competent for the latter to sever its connexion with the Board, even when the School is Non-Vested, without the express consent and approval of the Patron.]

101 (*Omitted Rule.*)

**208.**—102. (*a.*) When a School is under the control of a School Committee, such School Committee is the Patron. (*b.*) The Commissioners cannot sanction any arrangement by which the teacher of a National School can be a member or officer of the School Committee.

[In *terms* par. (*b.*) prohibits a Teacher from being a Member or Officer of the Committee of his own school; but in *spirit* it equally prohibits a Teacher from being a Member or Officer of *any* School Committee.]

**209.**—103. When a School is vested in Trustees, the Commissioners recognise the Trustees as Patron.

**210.**—104. When a School is vested in the Commissioners, the name of the Patron or Patrons is inserted in the lease.

**211.**—105. (*a.*) If a Patron wishes to resign the office, he has the power of nominating his successor, subject to the approval of the Board. (*b.*) But if the Patron refuses or neglects to exercise this power, the selection of a Patron may be made by the Commissioners.

**212.**—106. In all cases the Commissioners reserve to themselves the power of determining whether the Patron, or the person nominated by him, either as his successor, or as local Manager, can be recognised by them as a fit person to exercise the trust.

**213.**—107. (*a.*) The Commissioners also reserve to themselves the power of withdrawing the recognition of a Patron or of a local Manager if he shall fail to observe the rules of the Board, or if it shall appear to them that the educational interests of the district require it. (*b.*) But such recognition will not be withdrawn without an investigation into the above matters held after due notice to the Patron or local Manager, and to all parties concerned.

**214.**—[It is believed that this Rule is operative only where the school-house is legally secured for permanent use as a National school. In the case of a non-vested school which is the property of the Patron or Local Manager, the readiest and most obvious way to remove the latter, if he shall fail to observe the rules of the Board, is to strike the school off the roll of National Schools.]

**215.**—108. (*a.*) In the case of a vacancy in the Patronship by death, the representative of a lay Patron, or the successor of a clerical Patron, is recognised by the Board (where no valid objection exists) as the person to succeed to the Patronship of the School. (*b.*) But if such representative, or clerical successor, refuses to accept, or is ineligible for, the office of Patron, the selection of a Patron may be made by the Commissioners.

**216.**—109. When a School is under the patronage of joint Patrons, of Trustees, or of a Committee, a Local Manager should be appointed by them.

**217.**—[Sometimes two persons are appointed as *Joint Managers*, and it is to be understood that in every such case, although it is usual for one of the two to carry on the correspondence with

the Education Office, the two Managers are in every respect co-ordinate, and consequently that one cannot discharge any important managerial function, such as the appointment or dismissal of a Teacher, without the approval of the other.]

**218.**—110. (a.) The Managers of Schools have the right of appointing the Teachers, subject to the approval of the Board, as to character and general qualifications. (b.) The Managers have also the power of removing the Teachers of their own authority, subject to the following rule:—

**219.**—[As regards this rule it is worth knowing that a Manager cannot appoint a member of his own family or a near relative to any office in his National school. Ignorance of this principle has led to serious disappointment and unpleasantness in some cases.]

**220.**—111.\* The Manager must enter into an agreement with the teacher, in one of the forms provided by the Board specifying the duties and emoluments of the teacher, and containing a proviso that the engagement is terminable on three months' notice given either by the Manager or Teacher, but preserving to the Manager the power enjoyed by him of summary dismissal, subject to the following conditions:—

“In any case of summary dismissal the teacher shall be entitled to three months' salary, to be paid by the Manager personally, unless such dismissal was for sufficient cause, in which latter case the teacher shall not be entitled to any compensation.”

**PROVISO.**—This rule applies without exception to all grants to schools not in connexion with the Board before the 24th September, 1872.

Its provisions, however, are not obligatory in the case of any school the Manager of which entered into relations with the Board under the old rule of 1869, Part I., Section VI., Paragraph 12; but should any such Manager decline to comply with the conditions of the new rule, his teachers will not be entitled to the advantages of the grant for payment by results.

Accordingly any such Manager who claims for his teachers participation in the grant for payment by results must before payment is made by the Board exhibit to the Inspector either of the official forms of “Agreement” properly executed by himself and his teachers.

**221.**—[This important Rule demands careful elucidation, and probably the following remarks will serve that purpose.

(a.) In the first place it is to be observed that that part of the Rule which is called the “Proviso,” may be regarded as obsolete, as it is understood that there is now no Manager in Ireland who has not accepted the Rule itself, and as a Manager who has once entered into an Agreement with his Teacher can never afterwards repudiate the Rule and claim the privilege of the Proviso, the latter might be entirely expunged from the Rule.

(b.) In the next place it is worthy of notice that the *obligation* to

\* This rule does not apply to any but Principal Teachers, Permanent Assistants, and Permanent Workmistresses, who receive personal payments from the Commissioners.

enter into an Agreement lies upon the Manager, and not upon the Teacher. The Manager is the master or employer; the Teacher is the servant or employee; and as the primary object of the Rule is to protect the latter from capricious dismissal by the former, the obligation as regards the Agreement is naturally and properly laid upon the Manager. Hence the words of the Rule:—"The Manager *must* enter into an agreement with the Teacher."

It is true that if a Manager neglects or refuses to enter into an Agreement with the Teacher, the latter is commonly the sufferer, inasmuch as he has no claim for salary, results fees, or any remuneration whatever from the Commissioners for any service he may have rendered in the school, and cases of hardship of that kind are believed to be not unknown in the Education Office. But the present writer holds it as morally certain that in such a case the Teacher could recover the full amount of his loss from the Manager by legal process.

It cannot, therefore, be too forcibly impressed upon Managers, that not less for their own protection, than as a matter of simple justice, it behoves them to be careful to enter into Agreements with any Teachers whom they may appoint, and never, under any circumstances, to defer doing so beyond the time when the first payment from the Commissioners, whether of salary or results fees, falls due.

(c.) Neither Manager nor Teacher can contract himself out of the responsibilities of the Agreement by means of another private agreement, or mutual understanding; and an Agreement once entered into remains binding upon both parties until it is dissolved (1) either by a three months' notice, (2) or by payment of three months' salary in lieu of such notice, (3) or by mutual consent, (4) or by reason of either of the parties ceasing to be recognised by the Commissioners, (5) or by the Manager summarily dismissing the Teacher "for misconduct or other sufficient reason," (6.) or by the Teacher resigning his situation "for good and sufficient reason" without due notice to the Manager.

(d.) Should a Manager for any cause cease to be recognised as such by the Commissioners, his responsibility under the Agreement ceases from the date of his retirement—and so does the responsibility of the Teacher, *i.e.* the Teacher may at once withdraw from the school without waiting for the appointment of a new Manager. But if the Teacher continues to conduct the school, his Agreement with the late Manager holds good so far as to warrant payment of such salary and results fees as may be earned up to the date of the appointment of a new Manager. For any service rendered after that date, however, no remuneration can be claimed from the Commissioners unless the new Manager enters into an Agreement with him.

(e.) The question arises, is a "*Manager pro tem.*," bound to enter into an agreement with the teacher? To answer this question, it is to be observed that there are two kinds of "*Manager pro tem.*":—

I. There is the *Manager pro tem.*, who is appointed to discharge the duties of the recognised Manager during temporary incapacity of the latter from illness, absence from home, &c. In this case, so long as the latter continues to be recognised by the Commissioners, the Agreement he entered into with the teacher continues in force, and consequently the manager *pro tem.* is not bound, and indeed, is not at liberty, to enter into a new Agreement with the teacher, because the responsibility of the recognised Manager under the existing agreement devolves

upon the Manager *pro tem.*, who only acts as his agent or proxy. But if during the recognition of the Manager *pro tem.*, the teachership becomes vacant, and a new teacher is appointed, then one of two things must be done:—either the recognised Manager, for whom the Manager *pro tem.* is acting, must sanction the appointment of the new teacher and enter into an Agreement with him, or, if circumstances render such a step impracticable, then the Manager *pro tem.* must enter into an Agreement with the teacher, because there is nothing more certain than this, that when a teacher is appointed to a school, he can have no claim whatever for remuneration of any kind from the Commissioners until the Agreement prescribed in Rule 111 has been executed.

II. Then there is the Manager *pro tem.*, who is charged with the supervision of a National School during a vacancy in the managership and pending the appointment of a new Manager by the proper authorities. In such a case there seems no reason to doubt that it is incumbent upon the Manager *pro tem.* to enter into an Agreement with the teacher, unless the vacancy in the managership is filled up before any payment of salary or results fees becomes due.

(f.) Another question of some practical importance arises in connexion with Agreements:—If a Manager gives his teacher three months Notice of removal, and at the end of that period does not enforce the fulfilment of the Notice, but allows the teacher to continue in charge of the school, is the Manager bound to enter into a *new* Agreement with the teacher? The answer is in the negative—the non-enforcement of the Notice is equivalent to a withdrawal or cancelling of it, and consequently the Agreement is revived and continues in force until determined by a new Notice or in any other way.

(g.) One point more remains to be noticed:—An *ex-post-facto* agreement, *i.e.* an agreement executed by Manager and Teacher *after* the latter (or, indeed, *either*) had ceased to be connected with the school, does not fulfil the requirement of Rule 111, and is absolutely null and void. Cases of this kind occur from time to time owing to procrastination or forgetfulness on the part of Managers, and serious loss and disappointment have resulted to the teachers concerned. Now, although it is quite true, as has been stated, that the *obligation* to enter into the Agreement rests upon Managers, and not on Teachers, still it behoves the latter, in consideration of their own interests, to *insist* upon the Agreement being in every case duly executed *before the first payment of money accruing from the Commissioners falls due.*]

222.—The following are the Forms of Agreement provided by Board:—

#### FORM No. I.

MEMORANDUM OF AN AGREEMENT made the \_\_\_\_\_ day of \_\_\_\_\_, 188\_\_\_\_, between \_\_\_\_\_ Local Manager of the \_\_\_\_\_ School (hereinafter called the Manager) of the one part, and \_\_\_\_\_ Teacher of the said School (hereinafter called the Teacher) of the other part:

(I.) The manager agrees to employ the teacher as the teacher of the \_\_\_\_\_ school, from the \_\_\_\_\_ day of \_\_\_\_\_, 188\_\_\_\_, henceforth until the expiration of three calendar months from the date at which notice in writing shall have been given by either side, to determine the said employment.

(II.) The manager shall have absolute power to determine the said employment, without previous notice, on payment by him, at any time, to the teacher, of three months' salary.

(III.) The manager shall also have power to determine the said employment, without previous notice, for misconduct or other sufficient reason; but in every case of such determination the teacher shall be entitled to three months' salary, to be paid by the manager, unless such manager shall obtain the declaration of the opinion of the Board of National Education, that such determination of employment was for sufficient cause, in which latter case the teacher shall not be entitled to any compensation.

(IV.) In the event of the employment being determined by the manager on the ground of misconduct or other sufficient reason (under Article III.), the opinion of the Board of National Education that such determination was or was not justified shall be conclusive and final to all intents and purposes, and a letter to that effect, signed by the acting secretaries or secretary of the Board, shall be conclusive evidence between the parties of such opinion.

(V.) In case the teacher shall determine the said employment at any time without giving three calendar months' notice as hereinbefore provided (except for good and sufficient reason testified by the opinion of the Board, and evidenced by a letter signed as above mentioned), he shall forfeit any salary and emoluments, or any part of such salary and emoluments, then due to him, as the Board may order.

(VI.) The duties of the teacher shall be such as are in accordance with the Rules of the Commissioners.

(VII.) The salary and emoluments of the teacher are to be as follows:—

#### FORM No. II.

MEMORANDUM OF AN AGREEMENT made the \_\_\_\_\_ day of \_\_\_\_\_ 188 \_\_\_\_\_, between \_\_\_\_\_ Local Manager of the \_\_\_\_\_ School (hereinafter called the Manager) of the one part, and \_\_\_\_\_ Teacher of the said School (hereinafter called the Teacher) of the other part :

(I.) The manager agrees to employ the teacher as the teacher of the \_\_\_\_\_ school, from the \_\_\_\_\_ day of \_\_\_\_\_, 188 \_\_\_\_\_, henceforth until the expiration of three calendar months from the date at which notice in writing shall have been given by either side to the other to determine the said employment.

(II.) The manager shall have absolute power at any time to determine the said employment without previous notice to the teacher; but in every such case (not coming under Article III.) he shall be bound to pay to the teacher three months' salary, recoverable as a debt.

(III.) The manager shall also have power to determine the said employment without previous notice, for misconduct or other

sufficient reason ; in which case the teacher shall not be entitled to any compensation.

(IV.) In case the teacher shall determine the said employment at any time without giving three calendar months' notice, as hereinbefore provided (except for good and sufficient reason), he shall pay to the manager three months' salary recoverable as a debt.

(V.) The duties of the teacher shall be such as are in accordance with the Rules of the Commissioners

(VI.) The salary and emoluments of the teachers are [ ]

NOTE.—Any entry in either of these Forms of Agreement, at variance with the spirit and conditions of Rule 173 [296], will render the Agreement invalid. The responsibility of a Manager under an Agreement ceases from the date of his retirement from the office of Manager, or of the withdrawal of salary from the Teacher by the Board.

**223.** [These two forms of Agreement, officially known as "Form No. I." and "Form No. II.," are the only forms sanctioned by the Commissioners, and one or other of them *must* be executed, and that without any modification whatever. The teacher's remedy, in the event of a breach of Agreement on the part of the Manager, is the same under both forms, that is, he can recover by legal process three months salary from the Manager as compensation, unless the Manager proves that his dismissal of the teacher was "for misconduct or other sufficient reason," the Commissioners being the *sole* judges of the sufficiency or insufficiency of the reason in the case of Agreement No. I., and the legal tribunal in the case of Agreement No. II.

But the Manager's remedy in the event of a breach of the Agreement by the teacher is not at all the same under both forms. Under form No. I., the manager has no remedy whatever in the sense of *compensation*. All he can do is to move the Commissioners to *punish* the teacher by stopping "any salary and emoluments, or any part of such salary and emoluments, then due to him, as the Board may order," which the Commissioners will do unless the teacher satisfies them that he acted "for good and sufficient reason." But the money thus forfeited does not go to the manager. Under agreement No. II., however, the manager can recover by legal process from the teacher three months salary as compensation, unless the latter can satisfy the legal tribunal (*not* the Commissioners, *who have no right to interfere*) that he had "good and sufficient reason" for leaving without due notice to the manager.]

**224.**—112. (a.) Managers may close their respective schools for recognised vacations notified on the Time Tables, such vacations not to exceed forty school-days in the year (exclusive of Saturdays and holidays). (b.) Should a Manager close his school on any other school-days, the Commissioners will refuse payment of salary for such school-days, unless they are satisfied that the school was closed for a reasonable cause. (c.) In case of a school closed for a period less than one month, for reasonable cause, such as severity of the weather, &c., full salary may be paid on the Manager's representation of the facts ; but (d.) if school be closed continuously for a month or longer owing to illness in Teacher's

family, or to an epidemic, a medical certificate will be required before salary can be allowed.

**225.**—113. (*a.*) Managers are required to notify without delay all changes of Teachers to the Education Office, and to the Inspectors of the respective districts; (*b.*) and, as a rule, no newly appointed Teacher will be recognised in a school until the Commissioners are satisfied that the requirements of Rule 111 have been complied with.

**226.**—114. The Commissioners earnestly request that Managers will visit their respective schools as frequently as convenient, and see that the Rules of the Board and the provisions of the Time Table are adhered to, and that the attendance of pupils, receipt of school-fees, &c., are accurately recorded. (See Rules 238 to 246.)—[**355** to **363**.]

#### INSPECTION BY THE COMMISSIONERS OR THEIR OFFICERS.

**227.**—115. As the Commissioners do not take the control or regulation of any school, except their own Model Schools, directly into their own hands, but leave all schools aided by them under the authority of the local Managers, the *Inspectors* are not to give *direct orders*, as on the part of the Board, respecting any necessary regulations, but to point out such regulations to the local Managers of the schools.

**228.**—116. The Commissioners require that, as a general rule, every National School be visited by the *Inspector of the District*, at least *three* times in each year. One of the yearly visits must be for the examination for Results, which, as far as practicable, should take place periodically in the same month.

**229.**—117. The *District Inspector* after each visit is to communicate with the local Manager, in case he should have observed any violations of rule, or defects, or should deem it necessary to afford the Manager information concerning the general state of the school; and he is to make such suggestions as he may deem necessary.

**230.**—118. The Inspector is not to give any intimation of his intended visit, except when it is for the purpose of holding an examination for Results.

**231.**—119. The Inspector is to report to the Commissioners the result of each visit, and to use every means to obtain accurate information as to the observance of the Board's Rules, the proficiency of the pupils, and the discipline, management, and methods of instruction pursued in the school.

**232.**—120. When an application for aid to establish a National School is referred to the District Inspector, he is to have an interview with the applicant; and also to communicate personally, or by writing, with the clergymen of the different denominations, and, when necessary, with other influential parties in the neighbourhood, with the view of ascertaining their opinions on

the application, and whether they have any, and what, objections thereto.

**233.**—121. (*a.*) The Inspector is also to supply the Commissioners with such local information as they may from time to time require from him, and to act as their agent in all matters in which they may employ him; (*b.*) but he is not invested with authority to decide upon any question affecting a National School, or the general business of the Commissioners.

#### ADMISSION OF VISITORS.

**234.**—122. The public, generally, must have free access to every National School during the hours devoted to secular instruction,—not to take part in the ordinary business, or to interrupt it, but, as Visitors to observe how it is conducted.

**235.**—123. (*a.*) Visitors of all denominations are to have free access to the School-rooms, and full liberty to examine the Religious Certificate Book, Daily Report Book, and Class Rolls, but not to make extracts; to observe what books are in the hands of the children, or upon the desks, what tablets are hung upon the walls, and what is the method of teaching; (*b.*) but they are not to interrupt the business of the school by asking questions of the children, examining classes, calling for papers or documents of any kind, except those specified, or in any other way diverting the attention of either Teachers or Scholars from their usual business.

**236.**—124. Should any Visitors wish for information which they cannot obtain by such an inspection, it is the duty of the Teachers to refer them to the local Manager of the School.

**237.**—125. As the religious instruction of the children given in the School-room is under the control of the clergyman or lay person communicating it with the approbation of their parents, the Commissioners can give no liberty to any Visitor, whether clergymen or other person, to interfere therewith, or to be present thereat.

#### TEACHERS.

##### *Their Qualifications and Duties.*

**238.**—126. Teachers recognised in National Schools are Principal Teachers, Assistant Teachers, Junior Literary Assistants, Workmistresses, and Teachers of Industrial Departments.

**239.**—127. National Teachers should be persons of Christian sentiment, of calm temper and discretion; they should be imbued with a spirit of peace, of obedience to the law, and of loyalty to their Sovereign; they should not only possess the art of communicating knowledge, but be capable of moulding the mind of youth, and of giving to the power which education confers, a useful direction. These are the qualities for which Patrons or local Managers of Schools, when making choice of Teachers,

should anxiously look. They are those which the Commissioners are anxious to find, to encourage and to reward.

**240.**—128. No clergyman of any denomination can be recognised as the Teacher of a National School.

**241.**—129. (a.) All candidates for the office of Teacher must before being recognised produce a medical certificate as to the state of their health, and furnish satisfactory evidence of age. (b.) Persons in bad health, or of infirm constitution, or labouring under any physical defect likely to impair their efficiency as Teachers, are absolutely ineligible for appointment under the Board; (c.) and *Inspectors are strictly prohibited from recommending the appointment of any such persons.*

**242.**—130. (a.) Teachers cannot receive any salary or Results Fees from the Commissioners until examined and pronounced competent by the Inspectors; (b.) and any Teachers of National Schools, who may be found unqualified, must be removed. —[**270, 271, 272.**]

**243.**—131. The Commissioners desire it to be understood that they reserve to themselves, in every case, the right to determine finally whether the payment of salaries or any other aid is to be made in whole or in part, or to be altogether withheld. (See Rule 239.)—[**356.**]

**244.**—132. (a.) Teachers of National Schools are not permitted to carry on, or engage in, any business or occupation that will impair their usefulness as Teachers. (b.) They are especially forbidden to keep public-houses, or houses for the sale of spirituous liquors, or to live in any such house.

**245.**—[This is a very important Rule, and its practical bearing should be clearly understood. As regards clause (a.) Managers and Teachers must never forget that during the entire period of the day designated by the term "School-hours," as defined in Rule 82, a Teacher's time absolutely belongs to the Commissioners, and must be devoted exclusively to the discharge of those school duties for which provision is made on the Time-table as approved by the Commissioners. Hence the Commissioners cannot sanction or permit any occupation, whether permanent or temporary, on the part of the Teacher, that will interfere in any way with the punctual and continuous discharge of his daily school duties. A Teacher, for instance, cannot hold the office of Sub-Postmaster, unless the Commissioners are satisfied that the duties of that office will not withdraw the Teacher's attention, even occasionally, from his own proper duties *during school-hours.*

It must also be borne in mind that a National school is intended for the education of the children of all denominations and classes in the locality, and therefore that it is incumbent upon the Teacher of such a school to earn the respect and confidence of the people. It follows that he ought not, and will not be permitted, to engage in any occupation, social, political, or religious, *even out of school-hours*, that may be calculated to bring him into conflict, or disrepute, or unfriendly or un-neighbourly relations with the people, or any class of people, in the locality. For this reason a National Teacher cannot be a Petty Sessions Clerk, or a Rent-warner on an Estate, or a

Scripture Reader, or a member or employé of a political society, or a public-house keeper, nor can he live in a public-house—such houses being often the scenes of local quarrels and contentions, the places of meeting of secret societies, and the fruitful nursery of habits of intemperance.]

**246.**—133. (a.) Every Teacher is required to receive courteously visitors of all denominations, and to have the School records lying upon his desk, that visitors may examine them, and enter in the Daily Report Book such remarks as they deem fit. (b.) Such remarks as may be made are not to be altered or erased; and the Inspector of the district is required to transmit to the Commissioners copies of such remarks as he may deem of sufficient importance to be made known to them.

**247.**—134. (a.) Should the Commissioners consider any Teacher unfit for his office, or otherwise objectionable, they will require in a vested School, that he be dismissed and another provided. (b.) In a non-vested School the grants will be withdrawn and the School struck off the Roll of National Schools, unless a suitable Teacher be procured.

**248.**—135. Teachers whose Schools have declined in usefulness and efficiency, or who have conducted themselves improperly, may be reprimanded, fined, depressed, or dismissed.

**249.**—136. If a Teacher, from whom salary has been withdrawn for any cause, be re-appointed to a National School, the Commissioners reserve to themselves the right to determine whether the appointment can be sanctioned, or any salary be paid to such Teacher.

**250.**—[The phrase, "for any cause," in this Rule must be understood to mean simply, any cause *affecting the Teacher's character* as regards good conduct or efficiency.]

**251.**—137. Any Teacher who on examination has been found incompetent is ineligible for re-examination or appointment in a National School until after the expiration of at least six\* months from the end of the month immediately preceding the date of his examination. (See, however, **271.**)

**252.**—138. If a classed Teacher who has ceased for a considerable period to act as Teacher in a National School shall be re-appointed, the Commissioners reserve to themselves the right to determine whether such Teacher shall retain the class in which he was previously recognised. (See also Rules 140 e. and 220 B.)—[**255** and **338.**]

**253.**—[The phrase, "considerable period," is not defined in the Code, but in practice it means *two years or more*. If the period of absence is less than two years, no question arises unless under Section **249**, and often when the period of absence is two years

\* Twelve months will be the period of exclusion after 31st December, 1887.

[Rule 137 having been practically superseded since the 1st of January, 1888, by the new Rule given, *infra*, at 271, it follows that the "twelve months" "period of exclusion," alluded to in this note, can only apply to such "unclassed person" as may, "under exceptional circumstances," be allowed "to fill an occurring vacancy."]

or more, if it can be proved to the satisfaction of the Commissioners that during the period the Teacher has been engaged in the practice of teaching, even in a private capacity, and that, therefore, it may be assumed *that he has not lost his qualifications*, the Commissioners recognise his former class. It must be added, however, that there is no definite rule of practice in such matters, every case being considered on its own merits.]

**254.**—139. The Commissioners regard the attendance of a Teacher at meetings held for *political purposes*, or his taking part in elections for Members of Parliament, or for Poor Law Guardians, &c., except by voting, as incompatible with the performance of his duties, and as a violation of rule which will render him liable to withdrawal of salary.

N.B.—This Rule does not prohibit the employment of a National Teacher, by the Sheriff, as presiding officer or polling clerk, in a polling booth at a Parliamentary election, the functions of such officers being purely executive and non-political.

**255.**—140. (*a.*) The limits of age of persons on first appointment to the office of Principal or Assistant National Teacher are :—

Minimum age,	. . . . .	18 years last birthday.
Maximum age,	. . . . .	35 years „

(*b.*) Teachers coming from other educational organizations who can satisfy the Board that they have been continuously employed as public Teachers from the age of 35 years or under, may be admitted up to 45 years of age, provided such employment began before 1st January, 1880.

(*c.*) But such exceptions to the maximum age of 35 years will cease to be made if, at any time, the Commissioners of the Treasury give notice in writing, under the hand of one of their Secretaries, to the Board that the number of such exceptional admissions is becoming so great as to interfere with the calculations on which the solvency of the Pension Scheme under the “National School Teachers (Ireland) Act, 1879,” rests.

(*d.*) Teachers in National Schools who interrupt their service and resume it after a period not exceeding 10 years, are not subject to any disqualification for age at the date of resumption.

(*e.*) If the interruption has lasted ten years or upwards, Teachers must not be over 45 years of age at the date of resumption, and they must qualify themselves in all respects as Teachers seeking first appointments under the preceding sub-head (*b.*)

NOTE.—There are some important distinctions as to the provisions for Pensions accordingly as the interruption of a National Teacher’s service has been greater or less than 5 years. See Rule 220 B.—[**338.**]

**256.**—[Par. (*a.*):—The regulations in this paragraph, although in terms applicable only to Principals and Assistants, are in practice applied alike to all adult employés in National Schools, *i.e.*, to Principal Teachers, Assistant Teachers, Temporary Teachers, Substitute Teachers, Industrial Teachers, and Work-

mistresses, with this exception, that the superior limit of age (35 years) is not adhered to, although the inferior limit is, in the case of Industrial Teachers and Workmistresses.

Par. (b.):—In this regulation the term, “Educational Organization,” must be understood to mean a *system of Public Schools under authoritative supervision*, such as the Christian Brothers’ Schools, the Church Education Society’s Schools, the Parochial Schools of a Diocese, &c. Service in private schools, each of which is an independent establishment, does not qualify under this regulation.

The phrase, “continuously employed” is always interpreted strictly, that is to say, the Commissioners require to be satisfied of two things:—First, that the teacher has not been *otherwise* employed than as a public teacher from the age of 35 years, and second, that he has not been *unemployed* for any considerable interval during that period.

Persons coming into the service under this regulation must satisfy the Commissioners on four points:—1. As to their *age*, which must not be over 45 years;—2. As to their *continuous employment* as public teachers from the age of 35 years;—3. As to their *health* (Rule 129);—4. As to their *qualifications*, which must be at least those of Third Class National Teachers, and must be tested by actual examination under Rules 151 and 152.

Par. (c.):—This regulation was framed by the Treasury in the interests of the Teachers’ Pension Fund, which would certainly be endangered if a *large* number of teachers were admitted at an advanced age. But in reality there is no danger for two reasons; first, because the proviso at end of par. (b.) fixes in effect a not distant date after which *no person* over 35 years of age will be eligible for admission to the service, and second, because the new Rule, which is to come into force on the 1st of January, 1888 (see section 271), will absolutely exclude all such persons, unless under very exceptional circumstances.

Par. (d.):—Such teachers, however, must not be over 65 years of age (if men), or 60 years (if women), and if the interruption of service has lasted five years or above, satisfactory certificates of health must be furnished to the Commissioners.

Par. (e.):—This regulation places National Teachers, who have been out of the Board’s service for 10 years or upwards, on precisely the same footing as strangers seeking admission to the service for the first time under the regulation in par. (b.), that is to say, such National Teachers must satisfy the Commissioners on each of the four points specified above in the remarks upon that paragraph, with this distinction, however, as regards the fourth point, that if the Commissioners have good reason to believe that a National Teacher still retains the qualifications he had when previously in their service, they may exempt him from examination and recognise his former class under the provision of Rule 138.]

**257.**—141. In Mixed Schools presided over by a Master, it is desirable, where the attendance warrants it, that a Female Assistant should be appointed. (See Rule 168.)—[**287.**]

**258.**—142. (a.) In a Mixed School conducted by a Master in which there is no Female Assistant, a Workmistress may be employed, provided there be at least 20 girls in average attendance, and that the Workmistress be employed for at least two hours daily on five days per week. (b.) *The Commissioners do not sanction the appointment of new Workmistresses except in Mixed Schools under Male Teachers.*

(c.) No Workmistress can be appointed who, in the opinion of the Commissioners, is not competent to give instruction in Cutting-out as well as in Plain Needlework and Knitting.

(d.) Workmistresses are paid the results fees for needlework in addition to their salaries.

**259.**—[(1.) The proper and only function of a Workmistress being to instruct in the different branches of plain sewing and knitting, and the cutting-out and making and mending of the ordinary articles of female apparel, shirts, &c., and it being required of every Female Literary Teacher to be qualified to give efficient instruction in the same, it follows that both a Workmistress and a Female Literary Teacher cannot be necessary, and therefore cannot be recognised in the same school. Hence it is clear (a), that in a mixed school in which a Workmistress is already recognised, a Female Literary Teacher cannot be appointed unless the services of the former are dispensed with; and (b), that in a mixed school, so long as a Female Literary Teacher is recognised therein, a Workmistress cannot be appointed. Let there be no doubt on these two points, which, indeed, are perfectly obvious from the terms of the Rule itself, although there are a few exceptions dating from times when there was no prohibitive Rule on the subject.

(2.) It may be necessary, although indeed it ought not, to warn Managers that an *illiterate* woman, no matter how well qualified as a teacher of needlework and cutting out, cannot be appointed as Workmistress in a National school.]

**260.**—143. A Female candidate for the office of Teacher will not be recognised either as Principal or Assistant unless she is competent, not only to conduct the Literary business of a School, but also to give instruction in Needlework and Cutting-out.

**261.**—144. (a.) In cases of illness, the Commissioners, on the production of a medical certificate, allow to any member of the teaching staff, receiving personal salary from the Commissioners, one month's leave of absence from duty without stoppage of salary.\* (b.) Should the illness necessitate a more lengthened absence from duty, salary will not be paid for the additional period of absence unless a substitute, pronounced competent by the Inspector, and to be paid by the Teacher, be appointed. (c.) In no case can such absence be sanctioned for more than six months; and (d.) under no circumstances can a substitute for a paid monitor be sanctioned. (e.) The Commissioners desire it to be clearly understood that they cannot sanction the appointment of a substitute for an absent Teacher, if the absence is owing to any other cause than illness or attendance at any recognised Training College. (f.) The Commissioners will sanction the appointment of an eligible temporary Teacher, for a period not exceeding three months, as *locum tenens* pending the appointment of a permanent Teacher, and will pay such temporary Teacher for his service at rate of third class salary or capitation

\* In schools under the direct management of the Commissioners [see 31 and 32] the period for which salary may be allowed without stoppage of pay will be determined by the circumstances of each case, and, if necessary, the Commissioners will employ substitutes, and pay them for a limited period.

salary, as the case may be, without requiring the Manager to enter into a formal agreement with him. (g.) For occasional absences owing to illness, or other reasonable cause, for brief periods, the Manager's statement may, under ordinary circumstances, be accepted without loss of salary. (h.) But no member of the school staff can be allowed to take "Vacation" or suspend work during the ordinary period of operation of the school.

[This being a comprehensive Rule under which a great variety of questions may arise, the following explanations will be found useful:—

Par. (a.):—1. The indulgence specified in this section is granted only *once* in the same year, and, if granted for the *last* month of a year, cannot be claimed for the *first* month of the following year.

2. If there are two Teachers (Principal and Assistant) recognised in the school, it is the duty of the other Teacher to keep the school open during the month, and if he fails to do so, *his* salary for the month may be stopped.

3. If besides the Teacher who is sick, there is a Monitor, or a Workmistress, or both, recognised in the school, they are not bound to keep the school open, nor indeed is it expedient that they should; but if the Manager requires them to do so, the attendances of the pupils are of no value, and must be excluded from the Results Examination Roll and from the calculation of the averages.

4. If there is a Temporary Assistant recognised in the school, he may keep the school open during the month and claim salary, provided the average attendance for the month be sufficient for an Assistant; but, if not sufficient, he can be regarded during the month only as a substitute for the absent Teacher to whom he must look for remuneration.

5. The phrase, "any member of the teaching staff," includes Principal, Assistant, Junior Literary Assistant, Workmistress, and Monitor, and the indulgence may be claimed by any one of these. It is questionable whether a *Temporary* Assistant can claim it, but it is probable that the indulgence would be conceded to a Temporary Assistant, provided the average attendance for the month were sufficient—not otherwise.

Par. (b.):—In this section the phrase, "a more lengthened absence from duty," does not necessarily imply *continuous* absence, although it must be admitted that the term "*the illness*," would naturally lead to a different conclusion; but the practice of the Office is to withhold salary for a second month of absence owing to illness, no matter in what part of the year it occurs, and whether continuous or not, unless the duties of the absent Teacher have been discharged by a competent substitute. It is obvious that a contrary practice might give rise to serious abuse."

Par. (c.):—In this section the term, "such absence," must not be understood to indicate the absence referred to in the immediately preceding section, *i.e.*, "a more lengthened absence from duty," but the *total* absence *including* the month of indulgence under par. (a.)

Par. (d.):—It follows from this section that a Monitor, if absent from his school for two months or more during the year in consequence of illness, can be granted salary for one month only.

Par. (e.):—The meaning of this section is that nothing but illness or residence in a training college will be held to excuse the absence of a Teacher from duty, unless it be for merely a brief period under par. (g.).

Par. (f.) :—Besides the salary payable under this section, it is the practice of the Office to grant a proportionate share of Results fees also to the *Locum Tenens*, and this is the only case in which Results fees are payable to a Teacher with whom the Manager has not entered into an Agreement.

Par. (g.) :—The “occasional absences” contemplated in this section do not go to make up the absences referred to in sections (b.) and (c.). The cause of absence and the precise period should be clearly stated in the Quarterly Return, otherwise delay in payment of salary will be inevitable.

Par. (h.) :—The purpose of this section is to prohibit a practice which was becoming common some years ago, whereby the Principal Teacher of a school took his vacation at certain periods during which the Assistant kept the school open, and the Assistant at other periods, during which the Principal kept the school open, the *object* being to secure the necessary minimum attendances on the part of the largest possible number of pupils, with the *effect* that the teaching staff enjoyed their vacations while the pupils were deprived of any, and that the school was conducted for several weeks in the year with an insufficient staff. If such a practice were adopted now, both Principal and Assistant would forfeit salary for the period of their respective vacations.]

262.—145. The following Practical Rules are to be strictly observed by the Teachers of National Schools :—

I. The Teachers of National Schools are required to keep the following Tablets suspended conspicuously in their school-rooms, and to make themselves thoroughly acquainted with their contents :—(a.) The General Lesson, the principles contained in which should be inculcated on the minds of all the pupils at the time of combined ordinary instruction ;—(b.) The Commissioners’ Rules and Regulations ;—(c.) The Practical Rules for Teachers ;—(d.) The National School Programme ;—(e.) The Price List of School Requisites.

II. To exclude from the school, except at hours set apart for religious instruction, all catechisms and books inculcating peculiar religious opinions.

III. To avoid fairs, markets, and meetings—but above all *political* meetings of every kind ; to abstain from controversy ; and to do nothing either in or out of school which might have a tendency to confine it to any denomination of children.

IV. (a.) To keep the Register, Report Book, and Class Rolls, accurately, neatly, and according to the forms prescribed by the Board ; and to enter or mark in the two latter, *not later than eleven o’clock* each day, the number of children in actual attendance. (b.) *In case any child is obliged to go home after roll-call, and before the school is dismissed, the child should previously enter his or her name in the Leave of Absence Book. Should the child be unable to write, the name is to be written by another child, and not by any of the Teachers.* (c.) All incomplete attendances (*i.e.*, attendances terminated before the conclusion of the ordinary literary business of the day, as notified on the Time Table) are to be excluded from the

Results Examination Roll, and also from the calculation of average attendance. [See Rule 74 (b.)] (d.) An absence mark once entered on the Rolls is not to be erased, cancelled, or altered under any circumstances whatever. (e.) The Commissioners also desire that immediately after roll-call each day, the number present in each class shall be written in chalk in large figures on a black board suspended in the school, and shall not be rubbed off until next morning. (f.) The teaching staff is required to be in attendance at the school each day half an hour before the time fixed for the commencement of school business.

V. To classify the children in accordance with the Results Programme; to study the National School books; to teach according to the approved methods, as pointed out in the Manuals of Method and Organization sanctioned by the Commissioners; and to labour diligently to train up their pupils in each branch of knowledge to the degree of attainment or amount of proficiency pointed out for each class respectively in the *Results Programme*.

VI. To observe themselves, and to impress upon the minds of their pupils, the great rule of regularity and order—A TIME AND A PLACE FOR EVERY THING, AND EVERY THING IN ITS PROPER TIME AND PLACE.

VII. To promote both by precept and example, *Cleanliness*, *Neatness*, and *Decency*. To effect this, the teachers must set an example of cleanliness and neatness in their own persons, and in the state and general appearance of their schools. They must also satisfy themselves by personal inspection every morning, that the children have had their hands and faces washed, their hair combed, and clothes cleaned, and, when necessary, mended. The school apartments too must be swept and dusted every *evening*; and whitewashed *at least once a year*.

VIII. To pay the strictest attention to the morals and general conduct of their pupils, and to omit no opportunity of inculcating the principles of *Truth* and *Honesty*, the duties of respect to superiors, and obedience to all persons placed in authority over them.

IX. To evince a regard for the improvement and general welfare of their pupils, to treat them with kindness combined with firmness, and to aim at governing them by their affections and reason, rather than by harshness and severity.

[The chief object of this Rule is to prohibit the infliction of *severe* corporal chastisement upon pupils; and, although there is no express regulation in the Code on the subject, it cannot be too clearly understood that Assistants, Workmistresses, and Monitors, have no right whatsoever, under any circumstances, to inflict corporal chastisement upon a pupil, the Principal Teacher being alone responsible for the exercise of such power, and even in his case it is incumbent upon him to exercise the power with strict moderation, good temper, and humanity.]

X. To cultivate kindly and affectionate feelings among their pupils; to discountenance quarrelling, cruelty to animals, and every approach to vice.

XI. To record in the Report Book of the school all receipts of school-fees, subscriptions, &c., and the amount of all grants made by the Board, as well as the purposes for which they were made, whether for salaries, results fees, premiums, or gratuities, or payments to Monitors or Workmistresses; also School Requisites, whether free stock or purchased requisites.

XII. To take strict care of the *Free Stock* of requisites granted by the Board; to keep the school constantly supplied with school-books and other requisites approved by the Commissioners, also to preserve for the information of the Inspectors, the invoices of free stock or purchased requisites. Teachers are strictly prohibited from using in their schools any books, &c., not expressly sanctioned by the Board and from making any pecuniary profit from the sale to their pupils of requisites supplied from the stores of the Commissioners.

XIII. Should it be intended to close a school for a time not included in the recognised vacations, notice should be given some days previously to the Inspector; and when a teacher intends resigning or removing to another school, he should intimate his intention to the Inspector a month at least before his removal or resignation, in order that the latter may have an opportunity of visiting his school and reporting upon the state of the premises, free stock, school accounts, &c., &c.

XIV. To attend to the ventilation of the school:—I. Immediately after entering the room in the morning; II. At the time of roll-call; III. About an hour before the school breaks up. The ventilation can best be effected by lowering where practicable, the upper part of the windows, so as to admit a thorough air through the room.

**263.**—[Practical Rule IV. is of great importance, and merits particular attention.

Par. (a.) :—If an Inspector on visiting a school finds the Rolls not duly marked for the day (if after eleven o'clock), or for previous days, all the attendances on such day or days are liable to be cancelled, and the Teacher otherwise severely punished. Irregularities of this kind are constantly occurring and give rise to much trouble and unpleasantness. In many instances they are doubtless attributable to want of system and methodical habits on the part of Teachers, rather than to want of truthfulness and honour; but Teachers should remember that it must be extremely difficult for an Inspector who detects such an irregularity, particularly if it be not for the first time, to discriminate between an irregularity springing from a habit of procrastination or from mere human inadvertence, and one resulting from fraudulent intent, and, at any rate, that whatever may have led to the irregularities, they are certain to impress the stigma of untrustworthiness upon the whole system of School Accounts that are affected by them.

Par. (b.) :—The regulation in this section might be understood,

according to a strict interpretation of its terms, to apply only to such pupils as *obtain permission* from the Teacher to go home before the school business is completed. But in the official view it has a wider application and embraces such pupils as contrive to get away *without permission or notice*. In every such case the Teacher, for his own protection, should enter the names and class of the pupils in the Leave of Absence Book, with the remark opposite each :—“*Left without permission.*” A Leave of Absence Book is not amongst the requisites supplied to National schools by the Commissioners, every Teacher being expected to provide one for himself, as an ordinary blank exercise book can be easily adapted to the purpose.

Par. (c.) :—An “incomplete attendance” should be marked in the Roll Book by means of a small triangle, thus  $\Delta$ , and if with ink of a different colour, so much the better, but *never with a pencil*. Under no circumstances should pencils of any kind or colour be used in keeping the School Accounts.

Par. (d.) :—The regulation in this section is of stringent necessity, and admits of no exception whatever—not even where an absence-mark is entered through error or inadvertence opposite the name of a pupil who is actually present. An infringement of this regulation invariably involves, when detected, the forfeiture of all results fees earned by the pupils concerned, and reflects unfavourably upon the character of the Teacher.]

### *Training of Teachers.*

**264.**—146. (a.) A Training College is an institution for boarding, lodging, and instructing students who are preparing to become, or are already certificated teachers in National or other Governmental elementary schools. It is required to include, either on its premises or within a convenient distance, a practising National School in which the students may learn the practical exercise of their profession.

(b.) The Commissioners have provided a college in Marlborough-street, Dublin, under their own exclusive control for training young persons for the office of teacher. This college is entirely supported from public funds. (c.) They are also empowered to make grants to aid in the maintenance of training colleges under local management for boarding, lodging, and instructing students who are preparing to become Teachers of Public Elementary Schools, or who are already certificated Teachers, but not previously trained.

[(d.) Three Training Colleges under local Management have been licensed and in working order for some years past, viz., *Our Lady of Mercy Training College* for Roman Catholic female students, in Baggot-street, Dublin; *St. Patrick's Training College* for Roman Catholic male students, at Drumcondra, near Dublin; and *The Church of Ireland Training College* for Protestant students of both sexes, in Kildare-place, Dublin.]

### BOARD'S TRAINING COLLEGE, MARLBOROUGH-STREET.

**265.**—147. (a.) Candidates are selected by the Commissioners on the recommendation of the Inspectors, for admission to the Marlborough-street Training College, and must produce certificates of good character; also medical certificates that they are in good health, and free from any cutaneous disease, and that they either have had the small-pox, or been vaccinated. (b.) They are boarded and lodged, free of expense, at the establishments provided by

the Commissioners; and (c.) arrangements are made for their receiving religious instruction from their respective Pastors who may attend at convenient times appointed for the purpose. On Sundays they are required to attend their respective places of worship; and a vigilant superintendence is at all times exercised over their moral conduct. Candidates when admitted are termed Queen's Scholars.

**266.**—148. (a.) If during the attendance of a recognised teacher at the Training College, for the one year's course (Rule 149a) the local Manager provide a substitute pronounced qualified by the District Inspector, the pay of the Teacher from the Board will be continued. (b. Substitutes are to make their own terms with the Managers and the teachers whom they represent as regards remuneration for their services, and have no claim on the Commissioners. (c.) The employment of a substitute for a Teacher in training cannot be sanctioned for a longer period than twelve months, reckoned from the date of the Teacher's leaving for the Training College.

**267.**—149. The provisions made for the training of teachers in this College from the 1st September, 1885, are as follows:—

(a.) A One Year's course of training, beginning in September, open to Principal and Assistant Teachers already classed.

(b.) A Two Years' course of training open to pupil-teachers, paid monitors, and other suitable students approved by the Commissioners and possessing the qualifications prescribed for Third Class National Teachers.\*

This course is also open to Classed Principals and Assistants, instead of the one year's course, provided they shall have resigned their appointments before entering the Training College.†

(c.) At the end of the first year of residence, the two-year students, in addition to extra papers upon the art of Teaching and of School Organization, must pass *creditably* in the course prescribed for Third Class Teachers.

(d.) At the end of the second year of residence, such students must pass the course for Second Class Teachers, except as provided for in Rule 158. (See also page 83, par. XXII. (g.) as to special examination at Christmas.)

(e.) After probation for two years as Teachers of Public Elementary Schools, Students will be entitled to Training Diplomas on the prescribed conditions.

(f.) The Commissioners also recognise an Extern Class which is composed of a limited number of duly qualified young persons who wish to become National Teachers. The Commissioners do not provide board and lodging for such externs, but they are permitted to attend, without any charge, the Model and Practising Schools and the Lectures of the Professors, and at the

\* As to breach of Engagement, see Rule 149A. XXII. (k.), page 82.

† The privilege contained in this paragraph applies to Training Colleges under Local Management.

end of the Training course they are examined and classed as Teachers, according to their merits and qualifications, and after two years probation as Teachers of Public Elementary Schools are entitled to Training Diplomas on the prescribed conditions.\*

#### TRAINING COLLEGES UNDER LOCAL MANAGEMENT.

268.—149A. The conditions upon which Training Colleges under local management are recognised, are as follows:—

I. Definition of a Training College. (See Rule 146a.)

II. No grant is made to a training college unless the Commissioners are satisfied with the premises, management and staff.

#### *Admission into Training Colleges.*

III. The authorities of a college may admit, subject to the approval of the Commissioners—

(a.) Any candidate who has been pronounced qualified in the programme laid down for third class teachers.

(b.) Without examination any certificated teacher who has not previously been trained and who wishes to enter the college for a year's training, in the course prescribed for students of the *second* year.†

IV. Such candidates when admitted are termed *Queen's Scholars*.

V. Before candidates are admitted.

(a.) The medical officer of the college must certify the state of their health to be satisfactory, and that they are free from serious bodily defect or deformity; and

(b.) They must sign a declaration that they intend *bona fide* to adopt and follow the profession of teacher in a National School or Training College, or in the Army or Navy, or (in Ireland) in Poor Law schools, certified Industrial schools, or certified Reformatories.

VI. The authorities of each college settle their own terms of admission.

VII. Upon proof by the authorities of any college that candidates have not fulfilled the conditions signed by them on admission into the college, the Commissioners will refuse to grant them diplomas.

#### *Examination of Students in Training Colleges.*

VIII. An examination of the resident students is held yearly, in the month of July, at each of the training colleges.

IX. No student may be presented for examination who is not a Queen's Scholar, or has not been resident throughout the whole year. No such student may be left out.

\* The privilege contained in this paragraph applies to Training Colleges under Local Management.

† See foot note † page 79; also par. xxii. (k.), and (l.) pp. 83 and 84.

X. The students have a different examination according as they are men or women, or are at the end of a first or second year of residence.

XI. The syllabus for women includes special subjects for the teachers of infants. Candidates who pass in these subjects, after two years of successful service in Infants' schools, receive special mention thereof on their Diplomas.

XII. Students who pass successfully through two years of training receive special mention thereof on their Diplomas.

### *Grants to Training Colleges.*

XIII. Grants are placed to the credit of each college of £100 for every master, and of £70 for every mistress, who, having been trained in such college as a Queen's Scholar during two years—

(a.) Shall have been continuously engaged as National teacher for two years subsequently to his or her training, and shall, during such years, have been favourably reported upon by the Inspector.

(b.) Is reported by the proper department, in each case, to have completed a like period of good service as an elementary teacher in the Army or Navy, or (in Ireland) in Poor Law Schools, certified Industrial Schools, or certified Reformatories.

XIV. Teachers who have entered for and been trained in the one year's course only, may obtain Diplomas of training; and grants of half the amounts specified in the preceding Article may be placed to the credit of the colleges in which they were trained, provided—

(a.) They are teachers who were admitted under Article III. (b.)

(b.) Shall have passed successfully a special examination at the end of the year.

(c.) Shall have fulfilled the conditions specified in Article XIII. (a.) or (b.)

XV. The annual grant to each college is paid out of the sums standing to its credit (Articles XIII., XIV.) at the beginning of the year, after the adjustment under Article XVI.

#### *Exception :—*

This article is not applied to a college for the first five years during which grants are made to it.

XVI. The grant must not exceed—

(a.) 75 per cent. of the expenditure of the college for the year, approved by the Commissioners and certified in such manner as the Commissioners may require.

(b.) £50 for each male, and £35 for each female, Queen's Scholar, in residence for continuous training throughout the year for which it is being paid.

XVII. The annual grant to each college is paid as follows :

(a.) An instalment of £12 (men), or £8 (women), is paid

on 1st November, 1st February, and 1st May, in respect of every Queen's Scholar in residence for continuous training throughout the year.

(b.) Part of the instalment of the 1st of May may be suspended, if payment of the full amount then due would cause the limit under Article XVI. (a.) to be exceeded.

(c.) The balance is adjusted as soon as the college accounts for the year have been closed, audited, and approved by the Commissioners.

XVIII. Grants are made to the practising National Schools of training colleges on the same conditions as to other National Schools.

*Examination for Admission to Training Colleges.*

XIX. An examination of candidates for admission into training colleges is annually held in the month of July at each college, or such other place as may be approved by the Commissioners.

XX. The examination extends to all the subjects in which teachers are examined for third class certificates.

XXI. The candidates are selected and admitted to the examination by the authorities of each college, on their own responsibility, subject to no other conditions on the part of the Commissioners than that the candidates—

- (a.) will be more than 18 years of age on the 1st of January next following the date of the examination;
- or (b.) have successfully passed the first or second year's examination as pupil-teachers, or the fifth year's examination as monitors.

*Supplemental Regulations for Training Colleges under Local Management.*

XXII. (a.) A Training College must have adequate accommodation in Dormitories, Refectory, and Lecture or Class Rooms for at least 50 students.

(b.) The Manager or Correspondent of a Training College must be either a clergyman, or other person of good position in society.

(c.) The Report upon an Application for Aid to a Training College must be made by one of the Head Inspectors.

(d.) Each Training College will be placed under the charge of a Head Inspector.

(e.) The accounts of a College must, at all times, be regularly posted up, and ready for the inspection of the Financial Assistant Secretary to the Commissioners.

(f.) At the end of the first year of residence the two-year students in addition to Extra Papers upon the Art of Teaching and of School-organization, must pass *creditably* in the course prescribed for Third Class Teachers.

(g.) At the end of the second year of residence such students must pass the course for Second Class Teachers, except as provided for in Rule 158 (a) and (b.)

An Examination at Christmas of each year will be held in each Training College, with a view of testing the proficiency in Second Class programme of the Queen's scholars, who entered with rank higher than Third Class, and whom the authorities of the College may desire to present at the end of the Course for promotion to Second Division of the First Class. Such Queen's scholars as successfully pass this test Examination will not be required to pass again in the programme of Second Class, but will be regarded as having fulfilled the obligation of passing the Examination prescribed for the end of the Training Course of all Queen's Scholars.\*

(h.) The authorities of any College may submit, not later than the 1st of May, for the approval of the Commissioners, a list of the names of the Candidates for the Entrance Examination, to be held in the month of July. No application will be entertained unless all the preliminary regulations are complied with.

(i.) The Session of a Training College shall open in the week commencing with the first Monday after the 10th September in each year.

(j.) If, during the attendance of the recognised teacher at the Training College for the one year's course (sec. III. (b.)), the local manager provide a substitute pronounced qualified by the District Inspector, the pay of the Teacher from the Board will be continued. Substitutes are to make their own terms with the managers and the teachers whom they represent as regards remuneration for their services, and have no claim on the Commissioners. The employment of a substitute for a Teacher in training cannot be sanctioned for a longer period than twelve months, reckoned from the date of the Teacher's leaving for the Training College.

(k.) A Queen's scholar is not eligible for employment as a National Teacher, Principal or Assistant, during the time which he or she may have contracted to remain as a student in a Training College, unless the Commissioners of National Education are satisfied that the infraction of the contract is justified by illness or any other satisfactory cause.

This rule applies to the Marlborough-street Training College as well as to the colleges under local management.

(l.) The Commissioners require that in all Training Colleges, and in the Practising Schools connected therewith, satisfactory provision be made for instruction in Drawing and Vocal Music.

#### *Classification of Teachers.*

**269.**—150. Teachers are divided into three classes—viz., *third*, *second*, and *first*.

Each class, again, is subdivided into two grades or divisions—viz., *second* division and *first* division.

\*This regulation applies equally to the Marlborough-street Training College.

### *Unclassed Teachers.*

**270.**—151. (a.) *Unclassed* teachers cannot be recognised as fit to act as *principals* or *assistants* in National Schools, unless after examination by the District Inspector they are certified as being duly qualified. (b.) Such teachers are, in that case, placed *provisionally* in the lower division of third class, until the end of the Quarter in which the next ensuing Annual Examination of Teachers takes place, after which no salary will be paid except to a Teacher who has attended the Examination, and has been permanently classed. (See Rule 152 b.) (c.) Any candidate who fails to pass this preliminary examination creditably is ineligible for re-examination or appointment in a National School until after the expiration of at least six months, from the end of the month immediately preceding the date of his examination. (*Rule 137.*)

(d.) Examinations for Provisional Classification are held by the District Inspectors on the first Tuesday of each month, and candidates are then examined in all the subjects prescribed for Third Class Teachers.

**271.**—NOTE.—From the 1st January, 1888, Rule 151 will be cancelled,\* and the following Rule will take its place:

151. (a.) *The following are eligible for appointment as Teachers or Assistant Teachers of National Schools:—*

- (1.) Persons who have been trained in recognised Training Colleges.
- (2.) Persons already recognised as Classified National Teachers.
- (3.) Persons who, after a five years' course as Monitors, have obtained satisfactory Certificates.

(b.) *When, however, a person of these classes, under any exceptional circumstances, cannot be found to fill an occurring vacancy, the Commissioners will be prepared to consider an application for the recognition of an unclassified person, on the condition that he shall immediately pass a preliminary Entrance Examination for provisional Classification in the Course for Third Class. For his continued recognition he shall also pass the first General Examination happening afterwards. In case such a person shall fail to pass either of these Examinations he will be disqualified from candidature for a year from the date of such failure.*

[This new Rule, which, although it is not so stated, is yet obviously applicable to LAY TEACHERS ONLY, and not at all to Nuns and Monks acting as teachers of Convent and Monastery National schools [see 50 (d.) and (e.), and 297 (b.)], is calculated to effect a very important, and, it is to be hoped, a very salutary change in the selection of teachers for National schools. Its practical effect will be this: that when a new National school is about to be started, or when an opening for a teacher occurs in an existing National school, the Manager will be obliged to select for the teachership, whether Principal or Assistant, a person from one of the three categories specified in the Rule, *unless under exceptional circumstances*. This being a new Rule, experience alone will decide what the "exceptional circumstances" may be that shall warrant the Commissioners in recognising "an unclassified person," *i.e.*, a person other than those embraced in the three categories; but at any rate the onus of proving that the circumstances are exceptional will rest on the Manager, and it will behave him not in any case to actually appoint "an unclassified person," until he shall have first satisfied the Commissioners that any other "cannot be found to fill" the vacancy.]

\* *i.e.*, so far as LAY TEACHERS are concerned. Temporary Assistants are not affected by the Rule.

**272.**—152. (a.) All teachers *unclassified* or *provisionally* classified, whether acting as principals or as permanent assistants, are bound to present themselves at the Annual Examinations which are held in their district each year in the beginning of July. (b.) And any of these teachers who shall have absented themselves from the Examination cannot be allowed to continue in receipt of salary beyond the termination of the quarter in which the examination was held.

**273.**—153. (a.) Junior literary assistants, temporary assistants, lay assistants employed in Convent National Schools paid by capitation, and qualified substitutes for teachers in training, may be admitted, on the recommendation of the Inspector, to the Annual Examinations, as candidates for classification, but their attendance thereat is not obligatory. (b.) Junior literary assistants, now recognised as qualified, will continue to receive their present salary, with the proportion of results fees laid down for assistants; *but no new appointments will be made.*

#### *Classed Teachers.*

**274.**—154. (a.) As a general rule, a Teacher on his first examination cannot be placed in a higher rank than second division of third class. (b.) But under special circumstances a deserving Teacher at his first examination may, with the permission of the District Inspector, to whom he should give due notice, take second class papers, and may be placed in second division of second class, subject to a favourable report from the District Inspector as to his efficiency as a Teacher, after he has been twelve months in charge of his school, third class salary only to be paid meanwhile, the balance of second class salary to be paid should the report be favourable.

(c.) Promotion of a Teacher from a lower to a higher *division* in the third or second class depends solely on the efficiency of his school, and is granted on the certificate of the District Inspector, that the School has been in a satisfactory state during the previous year, in respect of cleanliness, discipline, proficiency, and progress. (d.) But promotion from one class to another, or from second division of first class to the first division thereof, cannot be obtained without examination. (e.) All Teachers, candidates for promotion from class to class, should notify to their District Inspectors, as a rule not later than the 1st of October in each year, their desire to be admitted to examination, in order to allow time to the Inspectors to visit and specially examine their schools, whenever necessary.

(f.) Teachers who, within the two years preceding the Annual Examination have merited severe censure for any offence, are, as a rule, ineligible for admission to the examination as candidates for promotion.

(g.) Teachers who make an unsatisfactory examination may be excluded from further opportunity of seeking promotion for such time as the Commissioners may direct.

(h.) A Teacher must remain at least one year in the division in which he may be placed, before he can be advanced to the next higher step.

**275.**—155. A teacher of the second division of the first class will not be admitted to examination as a candidate for promotion, unless it shall appear from the reports furnished during the previous three years that his school has been maintained in a state of thorough efficiency, and unless it shall also appear from the records of the Education Office that he has not incurred any serious censure throughout that period. These conditions having been fulfilled, he may be promoted into first division of first class after passing a creditable examination.

**276.**—156. The promotion of classed Teachers who may offer for reclassification will, if approved, date from the 1st April of the year in which the examination takes place.

**277.**—157. (a.) A teacher cannot be promoted from third class into first class without passing regularly through second class; nor from the *lower division* of a class into a higher class, without passing regularly through the higher division. (b.) No teacher of an Ordinary National School appointed on or after the 1st of August, 1887, and (c.) no such teacher in the service on the 1st August, 1887, under twenty-five years of age, if then unmarried, will be eligible for first class unless trained in a recognised Training College.

[The restriction in par. (c.) affects only *second* class teachers. Teachers already ranking in second division of first class are eligible, without being trained, for promotion to first division of first class.]

**278.**—158. (a.) A Queen's scholar, however, who on entering a Training College ranks in either division of second class, may, with the sanction of the authorities of the College, on the termination of his course of training be allowed to take first class examination papers, and, if qualified, be promoted to second division of first class. (b.) In the same manner a Queen's Scholar ranking in Second Division of First Class on coming up to training may be promoted to first division on same condition.

159. (*Omitted Rule.*)

**279.**—160. The qualifications of assistant teachers must not be lower than those specified for third class teachers.

**280.**—161. (a.) Assistant teachers are eligible for *promotion in classification* on the same conditions as principal teachers. (b.) But, whatever the class of an assistant may be, there is but one fixed salary, viz., £35 per annum for males, and £27 per annum for females. (c.) When Assistant Teachers admitted to the District Examinations pass a satisfactory examination as Candidates for Second Division of First Class, or First Division of First Class, the promotion of such Assistants will be conditional upon their obtaining a Principal Teachership within two years of

the examination, and will be forfeited unless, after the expiration of one year's service as Principal Teacher, the school is reported by the Inspectors to have been efficiently conducted. Pending the confirmation of the classification, salary will only be paid at the rate attached to the next lower grade for service as Principal, but should the promotion be confirmed, the balance of salary will be paid.

[Paragraph (c.)—The phrase, “admitted to the District Examinations,” has a peculiar significance. It implies that an Assistant Teacher who is promoted to 1<sup>2</sup> class or 1<sup>1</sup> class in a *Training College*, obtains that promotion *unconditionally*, and on getting charge of a National School as Principal will become entitled *at once* to the full class salary, provided the average is sufficient.

It is important for Assistants to remember that *pending the confirmation* of the *conditional* promotion, they really rank in the next lower grade, and are ineligible for *further* promotion either at a District Examination or in a Training College.]

### SALARIES, &C.

**281.**—162. The incomes of teachers of National Schools consist partly of local payments, and partly of payments by the Board.

The local payments are in school-fees from pupils, subscriptions, donations, and endowments. In some instances residences are provided rent free.

The payments by the Board are in :—

- (1.) Salaries according to class, &c.
- (2.) Results fees regulated by the ascertained proficiency of the pupils examined.
- (3.) Gratuities (for instruction of Monitors), and premiums, &c., also regulated by ascertained proficiency, &c.

(a.) The following is the scale of salaries for Teachers of National Schools ; \*

	Male Teachers, per year.	Female Teachers, per year.
First Class—First Division, . . . . .	£ 70	£ s. 58 0
The Old Second Division of First, . . . . .	60	50 0
The New do., do., . . . . .	53	43 0
The Old First Division of Second Class, . . . . .	46	37 0
Second Class—New Scale for First and Second Divisions, . . . . .	44	34 10
Third Class, . . . . .	35	27 10
Assistants, . . . . .	35	27 0
Junior Literary Assistants,* . . . . .	—	14 0
Workmistresses, . . . . .	—	12 0

**282.**—163. (a.) The salaries of National Teachers are payable and will be remitted on the 14th † day of January, April, July, and October, in each year in cases where the Quarterly Returns

\* As regards Junior Literary Assistants, see rule 153 (b.)

† Should the 14th of the month fall on a Sunday the salaries will be issued on the 15th.

have been received in due time, and where there are no irregularities to be specially dealt with before payment.

(b.) Where salaries are paid by quarterly payments of one-fourth of the annual rates, the computation for a broken period of a quarter is made with reference to the number of *days* in that quarter.

(c.) The Commissioners are very desirous that the appointment of Teachers should be made from the first day of a quarter, and they therefore request Managers to discourage changes in the teaching staff except at the end of a quarter.

(d.) Should the first or last day of the month fall on a Saturday or Sunday or recognised holiday, salary will be allowed for such days.

(e.) The Commissioners reserve to themselves the right of determining to what extent, if any, special rates of salary or privileges enjoyed under previous arrangements may be continued.

**283.**—164. (a.) First class teachers will not be paid at the rate of first class salary, unless their schools maintain an average daily attendance of at least 35 pupils, but no reduction of salary will be made unless the average shall have fallen below 35 for two consecutive quarters, after which first class salary will not be paid, unless there is satisfactory evidence that the reduction of the average is due to temporary and exceptional causes.

(b.) First class teachers should as a general rule be employed in large and important schools, and consequently a first class teacher will not be entitled to retain his class salary, unless the school he has charge of is such as in the judgment of the Commissioners warrants the employment of a first class teacher.

#### *Grants made according to Average Attendance*

**284.**—165. (a.) As a general rule, a National School, in order to remain in connexion, must exhibit an average daily attendance of at least 30 pupils.

(b.) The average daily attendance, during any period (month, quarter, year,) is the number found by dividing the total number of complete attendances made on the regular school-days within the period, by the number of such school-days.

(c.) When the average attendance exceeds an integer by a fraction, the latter will count as a unit. Thus, 29.1 will count as 30.

(d.) As a rule, a National School should be in actual operation for at least 200 days in the year.

(e.) When, owing to severity of weather or other exceptional cause, the number of pupils in attendance is unusually small (under one-half the usual or average monthly attendance) the number present must be recorded, as usual, in the Roll Book, but the day or days, together with the attendances on such day or days, may be excluded from the calculations of the average. The cause of the exclusion in each case must be recorded in the Daily Report Book.

**285.**—166. No action will be taken consequent on a reduction of the average attendance below 30. unless such reduction shall

appear in two consecutive quarters, after which no salary will be payable unless the School comes under the provisions of Rule 167.

**286.**—167. Should the average attendance at a school, the teacher of which received class salary, fall below 30 for two consecutive quarters, and should there appear to be good grounds for believing that such reduction of the average attendance below 30 was due to temporary causes, such as prevalence of epidemics, exceptional severity of weather, &c., reasonable time will be allowed for the re-establishment of the normal average, and during this period of indulgence the school will not be struck off the roll, or the salary reduced. But as soon as there is satisfactory evidence that the reduction of the average below 30 is due to permanent causes, then—

(a.) The school will be either suspended or struck off the roll of National Schools as unnecessary; or

(b.) It will be placed in the category of Modified Grant Schools, and dealt with as subject to the provisions of Rule 172.—[295.]

**287.**—168. To warrant the appointment of a second Teacher (Assistant, Male or Female), the School must have an average daily attendance of at least 70 pupils. An additional Assistant may be granted for every 35 pupils in average daily attendance (See Table XXII., page 88.)

**288.**—The following is the Table referred to :—

XII.

The following Table sanctioned from 1st July, 1887, shows the maximum staff which under any circumstances can be recognised in National Schools. But see Rules 180 and 239.

Average daily Attendance.	In addition to a Principal.*		Average daily Attendance.	In addition to a Principal.*	
	Assistants.	Monitors.		Assistants.	Monitors.
40 but under 50	—	1	245 but under 260	6	6
50 " 70	—	2	260 " 280	6	7
70 " 105	1	2	280 " 295	7	7
105 " 120	2	2	295 " 315	7	8
120 " 140	2	3	315 " 330	8	8
140 " 155	3	3	330 " 350	8	9
155 " 175	3	4	350 " 365	9	9
175 " 190	4	4	365 " 385	9	10
190 " 210	4	5	385 " 400	10	10
210 " 225	5	5	400 " 420	10	11
225 " 245	5	6	&c. &c.		

N.B.—Workmistresses are not taken into account in this Table.

The above scale applies to appointments to assistantships made since 14th May, 1879.

\* In schools where Assistants having vested interests under the old scale of averages are employed, the number of Monitors, if recognised will be diminished according to the excess in the number of Assistants over the number available per the above scale.

**289.**—169. To warrant the appointment of a workmistress in a mixed School in which no Female Teacher is employed, an average daily attendance of at least 20 girls should be maintained.— See **258**.

**290.**—[The same person may be employed as Workmistress in *two* neighbouring Mixed schools in each of which the necessary conditions (*Rule 142*), [**258**] are fulfilled, provided arrangements are made to secure that she shall devote two full hours to instruction in each of the schools.

**291.**—170. (*a.*) In cases where Schools having the services of Assistants or Workmistresses, fail to command the requisite average attendance, Managers must be prepared for the withdrawal of salary at the close of the second consecutive Quarter in which the falling off appears, unless (*b.*) the Commissioners shall see fit to recognise the Assistant or Workmistress as Temporary Assistant or Temporary Workmistress, in accordance with provisions of next Rule, or unless (*c.*) there is satisfactory evidence that the reduction of the average attendance is due to temporary and exceptional causes,\* in which case salary may be continued.

**292.**—170A. The following regulation is intended to meet the case of rural National Schools where from local causes the average attendance of pupils fluctuates very much according to the seasons ;—

“In rural schools which maintain an average attendance in certain months of the year sufficient for the employment of an Assistant or Workmistress, but not sufficient in the other months, it shall be competent for Managers to appoint, with the sanction of the Board, suitable persons to act as ‘Temporary Assistants’ or ‘Temporary Workmistresses ;’ and such Temporary Assistants or Workmistresses will be paid salary, at the ordinary rate, for those months only in which the average is sufficient.”

The persons to be appointed must be approved of by the Inspector, and certified by him to be competent. The qualifications required of candidates for Temporary Assistantship are the same as those prescribed for Third Class Teachers. (*See Rule 151 d.*)—[**270.**]

**293.**—[This Rule is very liable to be misunderstood, Managers supposing they are at liberty to appoint a Temporary Assistant or Temporary Workmistress, in any rural school in which the average may happen to be sufficient in *some* months. But it is important to know that such appointments can be made only in those rural schools in which, owing to local circumstances or peculiarities of a somewhat permanently recurring character, the attendances are always large at certain periods of the year, and comparatively small at other periods. The *law* or normal character of the school in this respect can only be ascertained by comparing the monthly average attendances, for a succession

\* N.B.—Such causes should be clearly set forth in the Manager's Return for the Second Quarter, in which the reduction in the average attendance appears, and the claim for the continuance of aid should be sustained by Medical or other Certificates where necessary.

of years. For instance there are schools in which the monthly attendances may be such as are exhibited in the following Table :—

—	1884.	1885.	1886.	1887.
January, . . . .	75	80	78	81
February, . . . .	82	84	79	77
March, . . . .	69	75	70	79
April, . . . .	45	52	49	46
May, . . . .	54	56	60	55
June, . . . .	76	78	80	70
July, . . . .	79	81	78	73
August, . . . .	60	50	48	40
September, . . . .	52	48	53	49
October, . . . .	55	49	44	54
November, . . . .	39	35	38	41
December, . . . .	84	86	82	83

Now it is evident that the characteristic of such schools is that they command a large attendance in *certain* months and a small attendance in the remaining months, and it is in such rural schools, and *only in such schools*, that Temporary Assistants or Temporary Workmistresses can be appointed; and it will in many cases save much trouble and obviate much disappointment, if Managers, before making such appointments, will cause their Teachers to submit to them Tables, such as the foregoing, of monthly attendances, a mere glance at which will enable the Managers to decide for themselves whether their schools are entitled to the services of such Temporary Teachers.

In many a school the monthly attendances would warrant the employment of a Temporary Assistant in certain months, and of a Temporary Workmistress in other months, and of course in such cases the two appointments may be sanctioned. But the question arises, can the same individual fill the two situations of Temporary Female Assistant during the months in which the average is sufficient for an Assistant, and of Temporary Workmistress during the other months in which the average is sufficient only for a Workmistress. Such a case, probably, has never been decided, but certainly there seems to be no rational objection to an arrangement which would be equally beneficial to both the individual and the school.

One thing must be clearly remembered as beyond all question, viz., that under no circumstances can a Temporary Female Assistant and a Temporary Workmistress claim salaries *for the same months.*]

#### Results Fees.

294.—171.(a.) In addition to their class salaries teachers receive the results fees earned in their schools according to the following scale. (b.) The ordinary results fees in schools in which assistants are employed are apportioned on the principle of allocating to the Head Teacher twice as much as to each Assistant.

(c.) The conditions upon which results fees are awarded and allocated are specified in the Results Programmes, but the Commissioners reserve to themselves the right of deciding what action should be taken in particular cases of non-observance of these conditions.

## (d.) SCALE OF RESULTS FEES (Revised for 1887-8).

SUBJECTS.	ORDINARY AND OPTIONAL BRANCHES.—FEES FOR PASSES.									
	Infants' Class.	First Class.	Second Class.	Third Class.	Fourth Class.	Fifth Class, First Stage.	Fifth Class, Second Stage.	Sixth Class, 1st and 2nd Examinations.		
Infants' course,*	s. d. 3 0	s. d. - -	s. d. - -	s. d. - -	s. d. - -	s. d. - -	s. d. - -	s. d. - -	s. d. - -	s. d. - -
Reading,	-	2 0	2 0	2 6	2 6	2 6	2 6	2 6	2 6	2 6
Spelling,	-	1 0	1 0	1 0	1 0	1 0	1 0	1 0	1 0	1 0
Writing,	-	1 0	1 0	1 6	1 6	1 6	1 6	1 6	1 6	2 0
Arithmetic,	-	1 0	2 0	2 6	2 6	2 6	2 6	2 6	2 6	3 0
Grammar,	-	-	-	1 0	1 6	1 6	1 6	1 6	1 6	1 6
Geography,	-	-	-	1 0	1 0	1 6	1 6	1 6	1 6	1 6
Book-keeping (optional for Boys and Girls),	-	-	-	-	-	2 6	2 6	2 6	2 6	3 0
Needlework (for Girls),	-	-	0 6	1 0	2 0	2 6	2 6	2 6	2 6	3 0
Agriculture,†	-	-	-	-	4 0	5 0	5 0	5 0	5 0	5 0
Vocal Music (optional),	-	-	1 6	2 6	2 6	2 6	2 6	2 6	2 6	3 0

## EXTRA BRANCHES.—Fees for Passes.

		3rd Class,	4th Class,	5 <sup>1</sup> Class,	5 <sup>2</sup> Class,	6th Class 1st & 2nd Exam.
Drawing,	Six Examinations according to Class,	2s. 6d.	2s. 6d.	2s. 6d.	2s. 6d.	3s. 0d.
Extras for Pupils of 5th and 6th Classes:—						
Girls' Reading Book and Domestic Economy combined.‡	Two Examinations, 3s. each.					
Greek,	Three Examinations in each. 10s. each.					
Latin,						
Irish,						
French,	Three Examinations 5s. each.					
Other extra branches approved by the Commissioners.	No. of Examinations specified in each case in Section XIV. Appendix, pages 68 to 77. 5s. each.					

Each series of Examinations may commence in the First or the Second Stage of 5th Class, or in the first or the second year of the 6th Class, and, wherever commenced, may be completed, except in the case of Navigation, which can be commenced only in 6th Class. See p. 73.

\* In thoroughly organized infants' schools or infants' departments, 4s. per pupil in infants' class may be gained, and if the Kindergarten system be efficiently practised, 2s. may be gained in addition to the ordinary fee for every pupil legitimately presented in infants', first, second and third classes. See note VI., page 65.

† Agriculture is obligatory for boys of fourth or higher classes, except in schools situated in large towns; it is optional for girls. In the case of Examinations after 29th February, 1888, if both boys and girls in a mixed school are taught agriculture, the instruction must be given wholly within the ordinary school-hours.

‡ In schools whose Results Year commenced prior to 1st March, 1887, pupils may be presented for fees in the old scale and under the old conditions in Girls' Reading Book at examinations held up to 29th February, 1888.

*Modification of Aid.*

**295.**—172. The Commissioners in certain cases are prepared to act on the following modification of the aid granted to National Schools. (See Rule 31.)—[121.]

(a.) *Attendance under 15 Pupils.*—Schools with an average daily attendance under 15 pupils conducted on the principles and the system of the Board, may be allowed Inspection, Books, and Apparatus, under existing regulations. The Teachers can receive no salary from the Commissioners, but are eligible for results fees and for training, and their service, from their connexion with the Board, will count to their credit in respect to retiring allowances, &c.

(b.) *Attendance 15 but under 30 Pupils.*—When the average daily attendance is not less than 15, but is under 30, a capitation allowance on the average daily attendance in addition to the aid granted by preceding rule will be allowed by the Commissioners, at the rate of £1 3s. 4d. per annum to masters and 18s. 4d. to mistresses.\*

(c.) When a School aided under this Rule attains to an average attendance of 30 pupils or above in any quarter, salary to Teacher may be paid as in ordinary Schools *for such quarter only.*

(d.) Should the attendance be reduced in any quarter, owing to epidemic or other exceptional cause, the capitation allowance for such quarter will be calculated on the average attendance for the quarter preceding that in which the exceptional cause began to operate.

(e.) *Island Schools.*—Salaries, in addition to results fees, may be paid to Teachers of Island Schools at capitation rate even when the average is below 15; (f.) and when the average is not less than 15 but is under 30, the Commissioners may award third class salary to Teachers of Island Schools.

*Local Aid.*

**296.**—173. (a.) So far as practicable, a further income must be secured to teachers of ordinary National Schools by School-fees, supplemented where necessary, by local endowments or contributions; and (b.) the School-fees paid by the children should not be diminished in consequence of any increase of salary or Results Fees which may be awarded to the teacher. (c.) The arrangement of the rates of School-fees is to be made by the Manager; but the School-fees are payable to the teacher as part of his emoluments. (See note to Rule 30.)—[119.]

*Grant to Convent and Manastery National Schools.*

**297.**—174. (a.) The teachers of a Convent or Monastery National school, if they adopt the principle of classification, will be paid the same class salaries as the teachers of ordinary National schools, in addition to results fees and gratuities. (b.) But if they adhere to the system under which they are not examined for classification,

\* These (increased) rates take effect from 1st April, 1887.

they will be paid on the average attendance in lieu of class salary, a merit capitation grant of 12s. a head when the results examination is entirely satisfactory, and 10s. when it is only fair or passable, and in addition, will be entitled to the same rate of results fees and gratuities as the ordinary National Teachers.

**298.**—[It is important to observe that to earn *either* of the grants specified in par. (b.), there must be *merit*, that is, the condition of the school in regard to proficiency, progress, order, and discipline, must be such as to merit commendation. If the merit is superior, the school is entitled to the higher grant, and if the merit is moderate, the school is entitled to the lower grant; but in either case there must be *an appreciable degree of merit*, for, although it is not expressly so stated in the Code, yet it is perfectly obvious from the very title of the grant, that if the Results examination of a Convent school were unsatisfactory, the Commissioners would have no power to award either of the grants. This is a contingency not at all likely to occur in any case, but nevertheless it may not be wholly unprofitable to have it clearly understood that such a contingency is *possible*.]

**299.**—175. For evening schools, the teachers of which are paid by capitation, an allowance may be made at the rate of £10 per annum for every hundred pupils in average attendance, and the usual results fees are paid.

#### PAID MONITORS.

**300.**—176. (a.) Paid Monitors are appointed only from 1st July in each year, and only for a period of *three years*, subject to the fulfilment of the conditions hereinafter specified as regards good conduct, efficient instruction, and maintenance of sufficient average attendance of pupils.

(b.) After the expiration of this period of service, a Monitor may be continued for an additional period of two years in Ordinary National Schools conducted by First or Second Class Teachers, and in Model, Convent, or Monastery National Schools, provided—(1) the Monitor has passed creditably at the third year's examination, and (2) the school in which he is serving is in every respect efficiently conducted and maintains a sufficient average attendance.

(c.) The following is the Scale of Salaries :—

Year of Service.	Males.	Females.
First, . . . . .	£5	£5
Second, . . . . .	6	6
Third, . . . . .	8	8
Fourth, . . . . .	12	10
Fifth, . . . . .	18	16

**301.**—[Paragraphs (a.) and (b.) of this Rule are quite new, and will effect an important and salutary change in regard to all future Monitorial Appointments. It is certain that some effective change was imperatively called for in order to prevent two very serious ill consequences which were developing themselves to an alarming extent under the former system, viz. : (a.) the

glutting the Teaching Market year after year with a vast number of ex-monitors, chiefly females, candidates for Teacher-ships, the great majority of whom had not the remotest chance of being absorbed into the Teaching Body, and who from their training and aspirations and resulting habits of life had never acquired, and were then too old to acquire, the aptitudes and tastes that would fit them to earn their bread in other ways; and (b.) the annually increasing expense of the Monitorial System, which was rapidly attaining such portentous proportions as it would be impossible to defend on grounds of economy, utility, or necessity.

Under the new system a very large proportion, possibly the great majority, of the Monitors appointed, must cease to be recognised after the completion of three years' service, and they will then be sufficiently well educated and still young enough to turn their thoughts, with reasonable prospects of success, to other lines of life; while those who shall be retained for two additional years of service in schools of superior efficiency, will be in numberamply sufficient, and, as regards qualification, thoroughly well fitted, to supply the annual waste in the National Teaching Body.

Another important change introduced by the new Rule is that, in future, appointments of Monitors will be made only *once a year*, viz., from the 1st July in each year, and can never, under any circumstances, be dated retrospectively.\* It follows that if a Monitor should die, or resign, or be dismissed at a date intervening between the 1st July in one year and the 1st July in the next, a successor cannot be appointed before the latter date, so that, to take an extreme case, a school may have to do without the services of a Monitor for a period of even eleven months. This will doubtless be complained of as a grievance—and a grievance it will certainly be to a Teacher who lacks the tact to accommodate himself to circumstances—but if it should have the effect of reviving in National schools the long lost practice of employing the more advanced pupils in helping to instruct the junior and middle classes, far from being a grievance, it will be a real advantage both to those teaching pupils and to the taught. There was a time when this practice was universal in National schools, and beyond a question it had a most beneficial effect both on the pupils taught and on the pupils teaching. The precision of knowledge, the power of explanation, and the habits of confidence, forbearance, and control acquired by the latter, were most salutary, while, as regards the former, the author often had occasion to observe with admiration in those distant days the happy facility with which children made clear to each other little knotty matters which more mature intellects, with their formal expositions and pedantic phrases, would fail to elucidate.]

**302.—177.** (a.) The school for which a monitor is recommended must, as a general rule, exhibit an average daily attendance of not less than forty pupils in (1) at least three out of the four quarters ended on the 31st March, and (2) at least one of the two quarters immediately preceding the 1st July, the date assigned for the appointment of the Monitor. (b.) The appointment of additional monitors will depend upon the average attendance and the staff of

\* It cannot be too distinctly understood that no appointments can, under any circumstances, be made from a date intervening between the 1st July in one year and the 1st July in the following year.

recognised teachers employed in the school. (See Rules 180 and 239.) (See also Table XXII., page 89).

[Par. (a.) It is of importance that there should be a clear comprehension of the condition as to average daily attendance laid down in this Rule, because in some cases *four* quarterly averages, and in other cases *five* quarterly averages, must be taken into account. The following explanation will make the matter perfectly clear:—

The next appointments of monitors will be made from the 1st July, 1888. The five quarterly averages immediately preceding that date will be as follows:—

(a.)	Average for quarter ended	30-6-'87.
(b.)	" " "	30-9-'87.
(c.)	" " "	31-12-'87.
(d.)	" " "	31-3-'88.
(e.)	" " "	30-6-'88.

Now, *if (d.) be sufficient*, the condition as to average attendance will be fulfilled provided *any two* of the three preceding averages be sufficient, and *not otherwise*, i.e., provided (a.) and (b.), or (a.) and (c.), or (b.) and (c.) be sufficient. In such case (e.) is not taken into account at all. But *if (d.) be not sufficient*, then the condition as to average attendance will not be fulfilled unless (a.), (b.), (c.), AND (e.) are severally sufficient.

*These are the only two ways in which, under the terms of this Rule, the condition as to average daily attendance can be fulfilled, and it follows:—*

I. That in a school in which (a.), (b.), and (c.) are sufficient a Monitor cannot be appointed unless either (d.) or (e.) is also sufficient.

II. That in a school in which (c.), (d.), and (e.), are sufficient, a Monitor cannot be appointed unless either (a.) or (b.) is also sufficient; and

III. That a newly established National School cannot obtain the services of a Monitor until it shall have been long enough in operation to fulfil the condition as to average daily attendance *in either of the two ways explained above.*

Par. (b.) In this paragraph "the appointment of *additional Monitors*" in a school is made conditional upon—(1.), "the average attendance," and (2), "the staff of recognised Teachers employed in the school." The condition as to average attendance must be fulfilled *in either of the two ways explained above.*

The condition as to the Teaching Staff already recognized in the school may be explained thus:—In some schools Assistants are still recognized who were appointed under the old Rule which required an average attendance of only *fifty* for a female Assistant, and of *sixty* for a Male Assistant, and which warranted the appointment of an *additional* Assistant for every 30 in excess of these averages. Such Assistants are called *Privileged Assistants*. Now, to put an extreme case, a school with (say) an average attendance of 110 may have *three* female Privileged Assistants, whereas the present Rule (see Table XXII., page 89) would warrant for such average only two Assistants and two Monitors. In such a school only *one* Monitor can be appointed. In the same way a school with an average of 60 may happen to have a Male Privileged Assistant. If so, only one Monitor can be appointed.]

**303.—178.** (*a.*) A female monitor will not be appointed in a Male School (unless it is a Male Infants' School under Female Teachers), nor (*b.*) in a Mixed School under a Male Teacher, unless (1) she is a near relative of the Teacher, or (2) there is in the School a Female Teacher who will either be charged with the Monitor's extra instruction or will always be present thereat, or unless (3) other Female Monitors or pupils or some respectable female shall be present during the entire time devoted to such extra instruction. (*c.*) A Male Monitor will not be appointed or recognised in a school under a Female Principal.

**304.—179.** (*a.*) The District Inspector recommending the appointment of a monitor, must certify that the teacher in whose school the monitor is to serve, is well qualified to instruct and train monitors in the art of teaching and the organization of schools, as well as to give them thoroughly efficient instruction in the subjects prescribed for the annual examinations, and (*b.*) that he has taken care to explain to the teacher (1) that he will not be permitted to employ the monitor in teaching for more than three hours each day; (2) that he will have to instruct him carefully along with the pupils of the school during the remainder of the daily school time; and (3) that he will be bound to give him extra instruction regularly in the Monitorial course for at least three-quarters of an hour each day on not less than five days of the week before or after ordinary school-hours, or for half an hour a day on five days, and two hours on Saturdays.

**305.—180.** (*a.*) Should a school in which a Monitor is recognised fail to command the requisite average daily attendance, salary must be withdrawn from the end of the second consecutive quarter in which the falling off appears, unless there is evidence satisfactory to the Commissioners that the reduction was due to temporary and exceptional causes. (*b.*) The Commissioners reserve to themselves the right of cancelling the appointment of a Monitor whenever, for sufficient reason, they may see fit to do so. (Rule 195.)

**306.—181.** (*a.*) Paid Monitors are appointed by the Commissioners upon the recommendation of the Inspectors, who are to select them by competitive examination from pupils eligible under the rules. (*b.*) A Monitor is appointed only for a particular school, and cannot be transferred, even temporarily, to another school without the express sanction of the Commissioners, which will be granted only under exceptional circumstances; but (*c.*) where a girls' school or a mixed school is associated with an infant school in the same premises, manager may allow the female monitors of each department to devote a portion of their time to teaching and practising in the other department.

**307.—182.** The District Inspector, before recommending the appointment of a Monitor, is bound to confer with the Manager of

the School as to the character and general suitability of the candidate whom he has selected, and he is prohibited from recommending any candidate to whom the manager of the school objects. He should also be careful not to select any candidate to whom the teacher of the school entertains a reasonable and well-founded objection.

183. (*Omitted Rule.*)

308.—184. (a.) Candidates for monitorship must be persons of a sound and healthy constitution, and free from any physical defect likely to impair their efficiency as teachers. (b.) They must furnish a Registrar's certificate of date of birth or other satisfactory evidence of age, and a medical certificate of good health.

309.—185. (a.) Inspectors, as a rule, should recommend for appointment as Monitors pupils who, at the commencement of their course (*i.e.* on the 1st of July), shall have completed their twelfth year of age,\* and shall not have passed their sixteenth year. (b.) Candidates must have answered satisfactorily at the last Results Examination in the class in which presented, which should not be lower than the first division of the fifth class.

310.—[Par. (a.)—The expression, "*as a rule,*" or "*as a general rule,*" occurs in sundry places in the Code, and it may be useful to explain here, as precisely as possible, what is conceived to be the real significance of the phrase. It is absolutely certain that it does not imply that the regulation, in connection with which it is used, is not obligatory, or that it is quite within the discretion of the Commissioners to enforce the regulation or not just as they may please. Rules and Regulations of such an elastic nature would not befit the Public Service, and undoubtedly would not be recognised by the Comptroller and Auditor-General.

The expression, then, seems to imply this, and nothing more than this, that there may be cases, *prima facie* within the scope of the Rule, yet so affected by special and exceptional circumstances as in the judgment of the Commissioners to render the Rule *inapplicable* to them on the ground of justice or expediency. For instance, a pupil who has passed his sixteenth year of age is *prima facie* ineligible for appointment as Monitor. But if it happened that such pupil was the only one in the school qualified for, and willing to accept, the Monitorship, and that if he were not appointed the efficiency of the school would be impaired, the Commissioners might reasonably conclude that such a case was not contemplated in the Rule, and therefore that the appointment would not be a violation of it.

It is to be clearly understood, however (1) that the Commissioners must be satisfied that the circumstances are really of such an exceptional character as to take the case out of the rational scope of the regulation, and (2) that the expression, "*as a rule,*" cannot under any circumstances be interpreted as warranting any violent or unreasonable departure from the regulation, as for example, to appoint as Monitor a person *considerably* over sixteen years of age.]

\* Pupils under 14 years of age can obtain a Registrar's certificate of date of birth for 6d.

**311.**—186. (a.) Paid Monitors may be examined as pupils and earn results fees as such (*but only on number 1 passes*) for each year of their service at the Results Examination of their schools. (b.) The attendances of Monitors, are to be recorded daily on the Rolls, and to be included in calculating the monthly, quarterly, and annual averages of pupils in attendance.

*Gratuities for instructing Paid Monitors.\**

**312.**—187. (a.) Gratuities may be paid to teachers for instructing and successfully training paid monitors in the monitorial course according to the following rates :—

	£	s.	d.
For each monitor of 1st year a gratuity of	1	0	0
"          2nd "          "	1	10	0
"          3rd "          "	2	0	0
"          4th "          "	3	0	0
"          5th "          "	3	0	0

These gratuities will henceforth be paid annually, on the completion of each year of service, as soon as possible after the Commissioners shall have been satisfied that the prescribed conditions has been fulfilled.

**313.**—188. *It is to be understood that if a monitor continue to give service in his School after the termination of his course, he will not be entitled to any remuneration for such service.*

189. (*Omitted Rule.*)

**314.**—190. Paid monitors, unless prevented by illness, or other unavoidable cause, must undergo a yearly examination in the prescribed yearly courses.

**315.**—191. (a.) The examination of monitors for the *first*, *second*, and *fourth* years of service, will be held in their schools at the Results Examinations, and on each occasion the monitors will have to exhibit to the Inspector *all* the exercise books written by them in the course of the year, and the females must also exhibit specimens of their needlework to afford proof that due attention has been given to the branches of needlework suited to their capacity. (b.) At the end of their *third* year of service they will be required to attend a special examination, and again, if continued (Rule 176 b.) at the end of their *fifth* year they must attend the Teachers' Examination.

**316.**—192. Monitors who pass their fifth year's examination satisfactorily will receive a certificate to that effect, and will be placed in the second division of the third class of National Teachers, but the classification will be forfeited unless the Monitor shall

\* Teachers of Model Schools are ineligible for this class of gratuities.

have been appointed to a Teachership in a National School, or shall have been admitted as a Queen's Scholar to a Training College, within two years from the termination of the period of service as Monitor.

193. (*Omitted Rule.*)

194. (*Omitted Rule.*)

**317.**—195. The salary granted to a Monitor may be withdrawn at any time, should want of diligence, of efficiency, or of good conduct on the part of the Monitor, or any other circumstance, render such a course desirable. (305.)

**318.**—196. When a vacancy in a Monitorship occurs, whether before or on the expiration of a Monitor's term of service, it does not necessarily follow that a successor shall be appointed.

197. (*Omitted Rule.*)

#### *Evening National Schools.*

**319.**—198. (a.) Teachers of Evening Schools are paid partly by salary, and partly by results fees. Evening Schools should, as a rule, be open three evenings a week for at least two clear hours each evening for secular instruction. (b.) The salary is 10s. per month for each teacher, for every month during which the school has been open, with an average monthly attendance of not less than twenty-five *bona-fide* evening school pupils (*i.e. pupils who do not attend any day school*) for each teacher employed in the school.\* (c.) An Evening School will not be examined for results unless it has been in actual operation as a National School for at least six continuous months, including ordinary vacations, immediately preceding the month fixed for the examination; and (d.) no attendances are to be taken into account except those made within these six months or any longer period of continuous operation.

199. (*Omitted Rule.*)

#### *Agricultural National Schools.*

**320.**—200. Teachers of this class of Schools, competent to conduct both the Literary and Agricultural Departments, receive special Results Fees for Agriculture. (Rules 41 to 51).

#### *National Schools in which Industrial Instruction is given.*

**321.**—201. In National Schools where embroidery and other advanced kinds of needlework are taught in a special department.

\* Teachers of Evening Schools heretofore in receipt of an annual salary under the old arrangement may retain such salary undiminished so long as the Commissioners see fit to continue it.

the amount of salary granted for giving such instruction is regulated by the nature of the work and the number of pupils engaged in it. (See **140** and **141**.)

*Model Schools.*

*Scale of Salaries to Head Masters and Mistresses of Model Schools.\**

**322.**—202. Head masters may receive their class salaries, which may rise by £5 per annum until the salary amounts to £100, should they be reported faithful and efficient in the discharge of their duties.†

**323.**—203. Head mistresses may receive their class salaries, which may rise by £2 10s. per annum, on the same condition as in the case of masters, until the salary amounts to £75.

**324.**—204. Principals are allowed also a portion of the school fees, and also of the results fees.‡

*Scale of Salaries and Allowances to Assistant Masters and Mistresses in Model Schools.*

**325.**—205. An assistant master receives his class salary, a supplemental salary of £20, and a certain proportion of the school fees and results fees.

**326.**—206. An assistant mistress receives her class salary, a supplemental salary of £16, and a certain proportion of the school fees and results fees.

207. (*Omitted Rule.*)

208. (*Omitted Rule.*)

209. (*Omitted Rule.*)

*Paid Monitors and Pupil-Teachers in Model Schools.*

**327.**—210. (a.) The same regulations as to appointment, qualification, salary, and period of service, apply to Monitors in Model Schools as to those in Ordinary Schools. (b.) Pupil teachers will be appointed henceforth only from the 1st July in each year.

**328.**—211. In the case of Pupil-teachers resident at Model Schools, an allowance at the rate of £26 a year is granted to the Master for the board, &c., of each.

**329.**—212. Extern Pupil-teachers, male and female, are allowed at the rate of £26 a year each, in lieu of board, &c.

GRATUITIES.

*Gratuities to Pupil-Teachers in Model Schools.*

**330.**—213. An annual gratuity not exceeding 30s. may be

\* For Salaries, &c., of the staff of Marlborough-street Model Schools, see Appendix' p. 87.

† In case of head masters of Model Schools residence, fuel, and light are provided, or in lieu thereof, in some cases, allowance for house-rent, &c.

‡ Supplemental salaries are available in special cases under prescribed conditions.

awarded to pupil-teachers (of *first* year) for good conduct, distinguished merit in their studies, and success in the instruction of the classes intrusted to their charge.

**331.**—214. Pupil-teachers who may be retained for training for a second year, will be allowed a gratuity of 30s. a quarter, as reward for good conduct, &c.

**332.**—215. (*a.*) These gratuities are granted on the recommendation of the Head and District Inspectors. (*b.*) Travelling Expenses are allowed to Pupil Teachers.\*

216. )  
217. ) (*Omitted Rules.*)  
218. )

**333.**—[These omitted rules sanctioned the granting of "Gratuities for preparing young persons for the office of Teacher," and "Gratuities for preparing candidates for Pupil-teacherships in Model schools." But as for many years past the supply of qualified candidates has far exceeded the demand, these gratuities have now been abolished as no longer useful, and therefore indefensible.]

#### *Retiring Gratuities.—Old System.*

**334.**—219. (*a.*) The Commissioners grant retiring gratuities to deserving teachers of National schools when, from old age or infirmity, they are obliged to retire. (*b.*) The gratuity is calculated at the rate of one year's salary from the Board, for ten years' service. (*c.*) This rate is subject to reduction. (*d.*) No teacher is eligible for the gratuity whose service, as a National teacher, is less than ten years.

**335.**—220. (*a.*) In each case the gratuity is paid only with the express sanction of the Lords of Her Majesty's Treasury. (*b.*) Should the teacher die before payment of Retiring Gratuity has been made, no payment thereof can be made to his or her representatives.

These Rules (219 and 220), apply only to Teachers who, having been in the service at the time of the passing of the National School Teachers' Act of 1879 (42 & 43 Vict. cap. 74), decline to submit to deduction from their Salaries for Pensions. (*c.*) Under no circumstances can a teacher who received a Retiring Gratuity or a Pension be re-admitted to the service of the Board.

#### PENSIONS AND GRATUITIES TO TEACHERS UNDER THE PENSIONS ACT.

**336.**—220A. The following is an abstract of the principal provisions of the National School Teachers' Act (42 & 43 Vict., cap. 74):—

"Whereas it is expedient to make provision for the superannuation of the teachers of National Schools in Ireland, the Commissioners of Educa-

\* See Appendix, p. 87.

tion shall deduct in the prescribed manner from the salary\* paid by them to every classed teacher entitled to the benefit of this Act, the amount which they are required to deduct in each case, in accordance with the provisions of the Schedule to the Act.

"It shall be lawful for the Lord Lieutenant, with the consent of the Treasury, to grant to any classed teacher of a National School in Ireland, on his retirement from the service, a pension or gratuity according to the scale, and subject to the provisions contained in the Schedule to this Act, chargeable upon the Pension Fund, and to be paid in the prescribed manner.

"If any question arises as to the claim of any person or class of persons for a pension or gratuity under this Act, it shall be referred to the Treasury, whose decision shall be final.

"From and after the commencement of this Act, every classed teacher of a National School shall, unless permitted by the Commissioners of Education to continue in the service, retire at the age of *sixty-five* years in the case of males, and at the age of *sixty* years in the case of females.

"At any time after the passing of this Act, the Treasury, with the consent of the Lord Lieutenant, may from time to time make rules for the administration of the Act. Copies of all such rules shall be laid before both Houses of Parliament within fourteen days from the date thereof, if Parliament is then sitting; and if not, then within fourteen days from the next re-assembling of Parliament.

"The Schedule to this Act shall be construed and have effect as part of the Act. The rules in the Schedule may from time to time be revoked, varied, and added to by the Lord Lieutenant, with the consent of the Treasury."

*Application to join Pensions Scheme.*—A teacher having signed an application to be admitted to the new scheme, by which he became eligible for a pension, cannot withdraw from that scheme and receive a gratuity under Rule 219.

**337.** [The following Pension Rules are deserving of attention :

*Qualifications for admission to the Pension System.*

A teacher appointed or re-appointed on and after the 1st January, 1886, shall not be eligible to subscribe for pension under the Teachers' Pension Act unless :—

- (a.) If appointed for the first time, he be on appointment under 35 years of age, or under the age of 45 years provided he come from some educational organization and satisfy the Commissioners of National Education that he has been continuously employed from the 1st January, 1880, as a public teacher.
- (b.) If re-appointed after an interval of more than ten years, he be at the time of re-appointment under the age of 35 years (or 45 years provided he satisfy the Commissioners of National Education that he has been continuously employed as a public teacher under some educational organization from the age of 35 years).

\* Premiums for the Pensions Fund must, in cases where no salary is payable, or if payable is insufficient, be deducted from any other periodic payment made to Teachers by the Commissioners from moneys provided by a vote of Parliament.

(c.) If re-appointed after an interruption of five years' service or upwards, the Commissioners of National Education certify that the teacher has satisfied them as to his health in the same manner as if he were appointed for the first time.

**338.**—220B. *Re-employment of Teachers.*—Every teacher applying for re-employment after interruption of service, shall :—

- (a.) If such interruption has lasted less than five years, reckoned from the date of quitting one appointment and entering upon another, have the option of resuming the payment of premiums upon the terms of Rule 31 of the Rules of 11th December, 1885, for the administration of the Pensions Act.
- (b.) If such interruption reckoned as aforesaid, has lasted more than five years, but less than ten years, he shall be regarded for all the purposes of the said Act as a teacher appointed for the first time, his past premiums, if not already repaid to him, being treated as so much to his credit, until exhausted in payment of the new premiums.
- (c.) Every teacher falling under subhead (b) of above Rule, shall produce certificates from the Commissioners of National Education that he has satisfied them as to his health, in the same manner as if he were appointed for the first time.

#### GOOD SERVICE SALARY.

**339.**—221. Teachers now in enjoyment of good service salary will continue to receive, subject to the recommendation of the Head and District Inspectors, the same rate annually as that awarded for the year ended the 31st March, 1872, but no new grants of salary of this class will be made.

#### SUPPLIES OF BOOKS, SCHOOL REQUISITES, AND APPARATUS.

*Nature and Extent of Grants and Conditions on which made.*

**340.**—222. (a.) The Commissioners furnish gratuitously to each School a First Stock of certain School Requisites, in proportion to the attendance of Children. (b.) And when an unsuitable School-house has been replaced by a suitable one erected from private funds, or when a considerable sum derived from private contributions has been expended in enlargement or structural improvement of a School-house, the Commissioners may, on the recommendation of the District or Head Inspector, grant a Free Stock of School Requisites. (c) These Requisites are to be kept as a School Stock, for which the Master or Mistress is held responsible and are on no account to be sold or taken out of the School.

**341.**—223. The Commissioners require that an adequate Stock of Books and other Requisites—approved of by the Commissioners—shall be purchased for the use of the School, and for sale to the pupils.

**342.**—224. When Books, &c., purchased from the Commissioners are sold to the children attending a National School, it is directed that in no case shall any advance be made on the prices fixed by the Commissioners; and the District Inspectors have instructions to inquire into and report upon any infraction of this rule.

*Instructions to be observed in regard to School Requisites.*

**343.**—225. All applications for Books, School Requisites, and Apparatus, must be signed by the Manager, and to be accompanied by a Post-office or Bank Order, or Cheque for the amount, in favour of J. C. TAYLOR, PAYABLE IN DUBLIN ON DEMAND. All Money Orders, Cheques, &c., should be crossed to the "Account of the Paymaster-General, Bank of Ireland."

**344.**—226. Half Notes, Cash, Postage Stamps, Orders or Cheques drawn on Country Banks, cannot be received in payment. If remitted, they will be returned at the risk of the sender.

**345.**—227. When a Post Office Order or Letter of Credit is transmitted, and the amount thereof is under TWENTY SHILLINGS, the cost of the remittance must be paid by the person applying for same; but if the sum amounts to TWENTY SHILLINGS, or above, the cost of the remittance will be allowed and Requisites given for the *full amount* PAID.

**346.**—228. The Patron or Manager should not sign any Application for Books, Requisites, or Apparatus, without first ascertaining that they are actually wanted for the school for which the application is made.

**347.**—229. When there are separate ROLL NUMBERS for Male and Female National Schools, the application should state for which School the Books, &c., are required; and if for both, *two* forms should be used.

**348.**—230. Parcels will be forwarded per Rail, *carriage free*, to any Railway Station in Ireland, also to

Achill.	Caherciveen.	Dugort.	Kenmare.	New Ross.
Baillieboro'.	Caherdaniel.	Dunfanaghy.	Killybegs.	Schull.
Ballinamore.	Castletown Bere.	Glenties.	Kilrush.	Swineford.
Ballinrobe.	Clifden.	Glengariff.	Miltown Malbay.	Sneem
Belmullet.	Dingle.	Glen.	Miltown (Tuam).	Tullow.
Blessington.	Donegal.			

**349.**—231. The parcels will also be sent, at Manager's desire, by any other Conveyance, as Boat, Coach, &c., but *at the Manager's own expense and risk*.

**350.**—232. They will be delivered free of charge at any address within the boundaries of the City of Dublin.

**351.**—233. They will be delivered, when so desired, at the Education Office, between the hours of 10 and 4 o'clock, to a Carrier or Messenger from the Manager. The Manager must in this case send an order on the Storekeeper for them.

**352.**—234. An advice of the transmission of the Parcels will be sent to the Manager on the day of forwarding, and an Order on the Station Master for their delivery.

235. (*Omitted Rule.*)

**353.**—236. The Commissioners do not supply Books, Requisites, or Apparatus to the public, or to Schools not connected with the Board of National Education.

**354.**—237. The amount of each Invoice of Requisites must be inserted in the Daily Report Book of the School, and the Invoice itself be preserved for the examination of the Inspector, who will be required to report whether the Articles in the School correspond with the Invoice, and are in a good state of preservation.

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GENERAL INSTRUCTIONS TO MANAGERS AND CORRESPONDENTS.

**355.**—238. Persons desirous of obtaining aid from the Commissioners of National Education towards the support of a School, will, upon intimating to the Secretaries their desire, be furnished with the Forms upon which their application must be laid before the Commissioners; and, as a general rule, grants of salary made thereon cannot commence from an earlier date than the *first of the month* in which such Application Forms are returned to the Office.

[This Rule is understood to apply only to what are called "Primary Applications," *i.e.*, applications for aid to schools not previously recognized as National Schools. "Secondary Applications," *i.e.*, applications for salary to Assistants, Workmistresses, and Industrial Teachers, in National Schools, are not subject to the restrictions specified in the latter part of the Rule. At the same time it is to be remembered by Managers that it is incumbent upon them (**225**) to notify *without delay* to the Secretaries all appointments made by them.]

**356.**—239. Applicants for aid are to understand that the Commissioners are not bound to grant the full amount of aid, as set forth in the foregoing Regulations, nor can they grant any aid unless they have sufficient funds for the purpose. (Rule 131.) [**243.**]

**357.**—240. The Commissioners desire it to be distinctly understood that they do not hold themselves bound to grant aid, unless the application shall have been made to them on the proper form, and unless the application shall have been favourably and finally decided upon by the Board. Applicants, therefore, should not incur any expense towards the payment of which they expect the Commissioners to contribute, until the decision of the Board shall have been communicated to them.

**358.**—241. The Managers of National Schools are required to comply with the following Regulations respecting the payment of Salaries, Gratuities, &c., to Teachers, as the Lords of Her Majesty's Treasury, and the Comptroller and Auditor-General will not sanction any payments which are not in accordance with these rules:—

(a.) The Quarterly Returns furnished in connexion with the claims for payment of salaries, must be examined and checked by the local Manager, and the Certificate printed at foot of such returns must be signed by him without alteration.

(b.) If a Manager finds it necessary to be absent from the locality at the close of the Quarter, some suitable person resident in the locality should, previously to his leaving

be nominated for the approval of the Commissioners as "Manager *pro tem.*" Otherwise, delay in the payment of the salaries or results fees may take place.

- (c.) Where payment of Teachers' claims would otherwise be delayed owing to the illness, death, or removal of the recognised Manager, or to other exceptional causes, the amounts due may, in such cases, be paid through the District Inspector, or through any respectable resident, approved by the Board, who will undertake to certify and sign the usual Returns to be furnished for the school.
- (d.) Every claim for salary must be signed by the Teacher who is to receive the amount therein specified, and unless under exceptional circumstances must also be certified by the Manager of the School.
- (e.) Whenever a Manager advances money to a Teacher on account of Salary payable by the Commissioners of National Education, he should take a Receipt for the same (stamped if the amount be £2 or upwards), stating that it is on account of such Salary, in order to have a proper Voucher to produce to the Education Office for repayment.
- (f.) If a Teacher leave a National School, and authorize the Manager or some other person to receive payment of money accruing to him from the Board, such authority must be given *in writing*, or the amount will not be paid.
- (g.) Teachers newly appointed, receive salary only from the date of commencing duty. (*See Rule 163 d.*) [282.]

**359.**—242. If a Teacher die intestate, or if letters of administration be not taken out, payment will be made to the next-of-kin on making a declaration before a magistrate or clergyman, who is not the Manager of the school where the money was earned, according to a form that will be supplied to the applicant, that he or she is the next-of-kin, and is entitled to receive any balance of pay awarded to the deceased, and further, that the total value of the assets of the deceased does not exceed the value of one hundred pounds, and that the death-bed and funeral expenses of the deceased have been discharged.

**360.**—243. (a.) The Commissioners as a rule will not correspond directly with Teachers of National Schools. (b.) Official forms, however, may be forwarded direct to Teachers from the Education Office.

**361.**—244. (a.) Should a Teacher have any well grounded cause of complaint against the Manager of the School, such Teacher may submit a statement of the case to the District Inspector, who, after due inquiry, if necessary, will refer it to the Board for consideration. (b.) Should any Teacher feel himself aggrieved by the conduct of the Inspector, he can make his appeal through the Manager of the School, and it will receive attention from the Commissioners; or (c.) If the matter of complaint should

affect both the Manager and the District Inspector, the Teacher is then at liberty to submit his case in writing to the Commissioners, who will, if necessary, direct one of the Head Inspectors to examine into and report upon it, for the information of the Commissioners.

**362.**—245. Under ordinary circumstances, no attention can be paid to “anonymous” communications.

**363.**—246. Correspondents are requested to attend to the following directions, viz. :—

- (a.) To write at the head of any letter addressed to the Office, the Name and Roll Number of the School referred to, the District, and the County in which it is situated.
- (b.) To make communications on different subjects in separate letters.
- (c.) To state in every case the writer's Post Town; and in the case of persons whose names are not recorded as Patrons or Managers of Schools, to give the name and address in full.
- (d.) In replying to an official letter, to quote its number and date.
- (e.) It is particularly requested that all letters may be written clearly, and on paper of Foolscap size, or, at least, large-sized letter-paper.
- (f.) Letters or other communications addressed to the Secretaries, on the business of the Board, need not be prepaid.
- (g.) All letters or other communications, in any manner relating to the business of the Board, or to the National Schools, are to be addressed to the Secretaries, and not to any other Officer or person connected with the Board—such communications to be directed thus :—

*The Secretaries,*

*Education Office,*

*Marlborough-street,*

*Dublin.*

REVISED REGULATIONS regarding AID towards providing TEACHERS' RESIDENCES, in connexion with NATIONAL SCHOOLS.

LOANS.—(See Acts 38 & 39 Vic., ch. 82, 1875, and 47 & 48 Vic., ch. 45, 1884.)

*Vested and Non-vested National Schools.*

**364.**—247.—I. The Commissioners of Public Works, subject to such rules and regulations as may from time to time be made by the Lords Commissioners of Her Majesty's Treasury, may make

loans in such cases as they may judge expedient for the purpose of assisting any person in the erection, enlargement, structural improvement, or purchase of any dwelling-house, for a residence for the teacher of a National school, provided that the amount of any such loan shall not exceed Two Hundred and Fifty Pounds.

II. Every loan shall be repaid by the payment of an annual sum of Five Pounds for every One Hundred Pounds of such loan from time to time advanced, and so on in proportion for any less amount, and be payable for the term of Thirty-five years, to be computed from the date of the advance in respect of which the said annual sum shall be charged, such annual sum to be paid by equal half-yearly payments, on the Fifth day of April and the Tenth day of October in every year during the said term of Thirty-five years; but it is also provided that the amount of such annual sum may, by agreement, be increased to such amount as will repay the sum so advanced sooner than the said period of Thirty-five years.

III. To secure the repayment of any such loan, the Commissioners of Public Works, if they deem it necessary, may require the further security of at least three persons, and the sufficiency and solvency of these persons shall be made out to the satisfaction of said Commissioners.

IV. The Commissioners of Public Works may insure the premises against damage by fire, and the premiums on any such insurance shall be deemed to be included in all charges and securities whereby repayment of such loans shall be secured.

V. Mortgages, bonds, obligations, securities, contracts, and agreements in connexion with such loans, are exempt from stamp duty.

**365.**—248. The following RULES and REGULATIONS for LOANS have received the approval of the LORDS COMMISSIONERS of HER MAJESTY'S TREASURY:—

1. That the dwelling shall be for the accommodation of the principal teacher of a National school.

2. The dwelling shall not be situated more than a statute mile from the school of the teacher whom it is intended to accommodate.

3. The Commissioners of National Education, so long as the dwelling is in their judgment used *bona fide* as a residence for the principal teacher of a National school, conformably to the following Rule 4, and is in their judgment kept in suitable repair, *will contribute half the annual instalment payable in re-imbursement of the loan advanced by the Commissioners of Public Works.* The borrower will accordingly be required to pay to the Board of Public Works, on conditions being fulfilled, only a moiety of the rent-charge.

4. The teacher under no circumstances is to be charged a higher

rent per annum than two and a-half per cent. of the loan advanced by the Board of Works ; but it is the earnest wish of the Commissioners of National Education, and it was their intention in promoting legislation on the subject, that the moiety locally payable in respect to the loan may be paid by the Manager of the school, or by the parties interested in the school, so as to secure a " Free Residence" for the teacher.

5. Application for a loan is to be made to the Commissioners of National Education on an application form. If the Commissioners of National Education deem the case satisfactory, they will refer it for investigation and completion to the Commissioners of Public Works.

6. The Commissioners of National Education will not be prepared to sanction any dwelling as a teacher's residence which shall not comprise at least one sitting room, three bed-rooms, a kitchen and the usual out-offices.

7. Every application must be accompanied by an Ordnance sheet\* (6-inch scale), showing by distinctive colouring the intended site, and also the lands or premises which are to form the security for the loan required, and by a map or a diagram showing the position of the site with reference to the school-house with which the residence is to be connected.

8. Applicants may adopt the plans which have been prepared by the Board of Works,† and approved by the Board of National Education ; or they may submit their own designs, together with specification and estimate, for approval. The official plans can be obtained by application to the Secretaries, Education Office.

9. When an existing building is proposed to be altered and adapted to the purpose of a teacher's residence, plans of the proposed alterations, with specification and estimate, will, in like manner, be required to be submitted for approval before a loan can be sanctioned.

10. The quality of all work and materials used in the buildings will be required to be sound, good, and durable.

11. The works will be required, if possible, to be carried out under contract, and strictly according to the plans and specifications which have been approved and deposited with the Commissioners of Public Works.

12. The buildings will be required during the period over which the repayment of loans is extended to be kept in good and sufficient repair, and a guarantee given to that effect ; and they

\* Ordnance Sheets can be obtained from Messrs. Thom & Co. (Limited), Abbey-street, Dublin—Price 2s. 4d. ; or from Messrs. Hodges and Figgis, Grafton-street.

† The Board of Works have prepared three designs for teachers' residences, of which the following are the respective estimates :—

Design No. 1,	. . . .	£250.
" 2,	. . . .	£225.
" 3,	. . . .	£200.

will be required to be open at all times to the inspection of the officers of the Commissioners of Public Works, or those of the Commissioners of National Education.

13. The Lords of Her Majesty's Treasury decline to sanction loans for the *purchase* of houses already occupied as teachers' residences, but they sanction loans for the enlargement and structural improvement of such houses on the same footing as new residences, if the alterations proposed be reported as reasonable and necessary, and the cost not less than £50.

14. The Commissioners of Public Works are prepared to make loans on the above conditions, to provide teachers' residences in connexion with *all* National schools; *but in the case of vested National Schools the site for the proposed residence must be distinct from the ground leased for the school premises*, so as to be legally chargeable as security for the loan.

#### GRANTS.

##### *Vested National Schools.*

**366.**—249. The Commissioners of National Education will be prepared to make *Grants* towards the cost of erection, or for the enlargement, structural improvement, or purchase of dwelling-houses for residences for the teachers of all *Vested National Schools* on the following conditions, viz:—

I. The site must be demised free of rent, or at a nominal rent, for a term of at least 61 years, or for 3 lives and 31 years concurrent; and must not be distant more than one statute mile from the school.

II. The grant may be for half the cost of the erection, improvement, or purchase of the dwelling-house, provided such moiety shall not exceed the sum of £100. In case the whole amount should exceed £200, the excess must be borne by the applicant.

III. In all cases where it is proposed to erect or improve dwellings, the plans, specification, and estimate of the proposed works must be forwarded with the application for a grant to the Commissioners of National Education, who, if approving of the plans, will forward them with their approval to the Commissioners of Public Works. The Commissioners of Public Works are required to object to particulars showing bad construction, or unnecessary cost, or insufficient light, drainage, or ventillation. Applicants for grants may adopt the plans which have been prepared by the Commissioners of Public Works, and approved by the Commissioners of National Education,\* or they may submit their own designs.

IV. The Commissioners of Public Works on examination of the plans, specification, and estimate for such works, and approval thereof, will determine the value of the work and the amount of

\* See note (t) page 41.

the grant which can be made in respect thereof, and communicate that amount to the Commissioners of National Education ; and on the due completion of the residence will pay the stipulated sum. In like manner where it is proposed to purchase a building, the Commissioners of Public Works will determine its suitability and value.

V. The residence shall be exclusively employed for the occupation and use of the teacher actually for the time being in charge of the National school in connexion with which it has been erected.

VI. If a teacher's residence is to be built on ground already vested for National school purposes, a *grant* of one-half the cost (up to £100) is the only form of aid available, and the Commissioners must be satisfied with the tenure.

*Works to be done at Teacher's Expense.*

N.B.—The Commissioners expect that all teachers will have done at their own expense the following, viz. :—Limewashing ; cleaning and repairing glass ; cleaning privies and ashpits ; graveling yards and walks, and keeping surface channels in order ; sweeping chimneys ; making good damage arising from carelessness or neglect ; maintaining fences and gates, except damage from lapse of time ;—and in cases of residences built by *grants* for teachers of National schools vested in the Board of National Education or in trustees, the Commissioners will inflict such penalty as they may deem adequate, if the teacher fails to fulfil these conditions.

*Non-vested National Schools and Training Colleges.*

RULES AND REGULATIONS AS TO LOANS.

(Act 47 and 48 Vict., cap. 22, 1884.)

SUMMARY OF THE PROVISIONS OF THE ACT.

**367.**—250. The above Act, 47 and 48 Vic., cap. 22, provides that :—

The Commissioners of Public Works subject to such rules and regulations as may from time to time be made by the Lords Commissioners of Her Majesty's Treasury, may make loans in such cases as they judge expedient for the purpose of assisting any person in the erection, enlargement, structural improvement, or purchase of a house to be used as a Non-Vested National School or Training College ; or in the enlargement or structural improvement of an existing Non-Vested National School or Training College ; or in the acquisition or improvement of a farm not

exceeding twenty-five acres in extent, connected with a Non-Vested National School or Training College, to be used for the purpose of agricultural instruction ; or for the purpose of discharging any debt due and incurred before the 19th day of May, 1884, in the erection, enlargement, structural improvement, or purchase of a house to be used as a Training College.

Such loans shall only be made on the recommendation of the Commissioners of National Education.

When any loan is made under this Act the Commissioners of Public Works may, from time to time, if they think fit, insure against damage by fire all buildings charged with the repayment of such loan in such Insurance Office and for such sum as the Commissioners think fit, and all premiums paid on account of such insurance shall be deemed to be included in every charge and security whereby the repayment of such loan is secured, and shall be forthwith recoverable in like manner as any instalment of the rentcharge payable in respect of such loan.

Every loan which shall be made under the provisions of the Act shall be repaid by the payment to Her Majesty of an annual rentcharge at the rate of five pounds for every hundred pounds advanced on account thereof, and so on in proportion for any less amount, and such rentcharge shall be payable for the term of thirty-five years ; and all lands on which any house, or building, may stand which is erected, enlarged, improved, or purchased wholly or partly by means of a loan under this Act, and any such house or building, and any other land acquired or improved, wholly or partly, by means of a loan under this Act, shall be charged with the payment of such loan ; and so far as is consistent with this Act, all the provisions of the Landed Property Improvement (Ireland) Acts relating to loans, and the priority, repayment, and recovery thereof, and otherwise, shall apply to loans made under this Act ; and the priority, repayment, and recovery of such loans, and otherwise, in relation thereto, and the said Acts and this Act shall be read together and construed as one, save so far as this Act may be inconsistent with those Acts, or any of them.

To secure the repayment of any such loan, the Commissioners of Public Works may further, if they think fit, for the purpose of securing the repayment of a loan under this Act, take the security of at least three persons, of whose sufficiency and solvency the said Commissioners are satisfied, such security to be subject to such conditions as the said Commissioners think proper.

The following rules and regulations for loans under the above Acts have received the approval of the Lords Commissioners of Her Majesty's Treasury :—

#### LOANS FOR NON-VESTED SCHOOLS.

1. Applications for loans are to be made to the Commissioners of National Education on an application form, which can be

obtained at their office, and such loans shall only be made on the recommendation of the Commissioners of National Education.

2. Every application must be accompanied by an Ordnance sheet (6-inch scale\*), showing by distinctive colouring the site, or intended site, of the school, and also the lands or premises which are to form the security for the loan required, and, in cases where it is proposed to acquire a farm in connexion with a non-vested school, full information must be furnished as to the tenure, liabilities, and amount of purchase-money.

3. Applicants may adopt the plans for the erection of a school which have been prepared by the Commissioners of Public Works and approved by the Commissioners of National Education, or they may submit their own designs, together with specification and estimate for approval.

These official plans can be obtained by application to the Secretaries, Education Office, Dublin.

4. When an existing building is proposed to be altered and adapted to the purpose of a National school, plans of the proposed alterations, with specification and estimate, will, in like manner, be required to be submitted for approval before a loan can be sanctioned.

5. The following is a schedule showing the estimated cost of building school-houses on the plans which have been approved by the National Education Commissioners, and, unless under very exceptional circumstances, they will not be prepared to sanction a loan being made on a larger scale, in proportion to the number of children to be accommodated, than that set forth in this schedule :—†

No. of Plan.			Estimated cost per child.	Description of School.	
1	For any number of Children on the Rolls not exceeding 60	60	£ s. d. 3 15 0	Single school-room.	
2	For any number of Children on the Rolls exceeding 60	} and not exceeding	75	do.	
3	Do. do. do. 75		100	2 16 6	do.
4	Do. do. do. 100		120	2 16 0	do.
4A	Do. do. do. 100		120	2 19 0	Two school-rooms on ground.
5	Do. do. do. 120		150	3 0 0	do. on ground.
5A	Do. do. do. 120		150	2 15 0	do. two storeys.
6	Do. do. do. 150		200	2 13 0	do. on ground.
6A	Do. do. do. 150		200	2 7 6	do. two storeys.
7A	Do. do. do. 200		300	2 6 8	do. two storeys.
7B	Do. do. do. 200		300	2 13 4	do. on ground.
8A	Do. do. do. 300	400	2 5 0	do. two storeys.	
8B	Do. do. do. 300	400	2 10 0	do. on ground.	

The above estimate includes the cost of partition wall between

\* Where premises are situated in towns the Ordnance Sheet of the largest scale that can be procured, is to be forwarded with the application. Ordnance Sheets can be obtained at Messrs. Thom & Co. (Limited), 87, Abbey-street, and Messrs Hodges and Figgis, 104, Grafton-street, Dublin.

† The scale is undergoing revision by the Board of Public Works.

the playground and the out-offices, but not the boundary fences and entrance gate, which must be specially estimated in each case.

The accommodation to be provided must be computed at six square feet per child on the rolls in school-room, and four and a half square feet in each class-room, which is estimated to afford eight feet per child in average attendance in the school-rooms, and six feet in the class-rooms.

The loans will not be extended to cover the cost of ornamental work or materials, without the special sanction of the Commissioners of Public Works.

#### LOANS FOR TRAINING COLLEGES.

6. Applications for loans are to be made to the Commissioners of National Education on an application form, which can be obtained at their office, and such loans shall only be made on the recommendation of the Commissioners of National Education.

In all cases where loans are sought for the erection of new buildings, or for the enlargement or structural improvement of existing buildings, the application must be accompanied by plans, specification, and estimate of the proposed works, and, in all cases where it is proposed to acquire a farm in connexion with a Training College, full information must be furnished as to the tenure, liabilities, and amount of purchase-money.

7. The Commissioners of National Education will not be prepared to sanction a loan for the building or improvement of any Training College that does not provide suitable accommodation, in respect of lecture halls, class-rooms, refectory, dormitories, lavatories, &c., with suitable exercise ground, and all necessary sanitary arrangements.

8. Every application must be accompanied by an Ordnance sheet (6-inch scale\*) showing by distinctive colouring the site, or intended site, of the Training College, and also the lands or premises which are to form the security for the loan required.

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Investigation as to sufficiency of plans, specification, and estimates ; security for repayment and mode of issuing loans sanctioned under the provisions of the Act :—

9. If the Commissioners of National Education consider an application for a loan made in accordance with the foregoing instructions to be satisfactory, they will refer it for investigation and completion to the Commissioners of Public Works. The Lords Commissioners of Her Majesty's Treasury decline to sanction loans for the purchase or acquisition of premises or lands, already

\* See note on previous page.

occupied for purposes of National Schools, Training Colleges, or Farms in connexion with same, but they will sanction loans for enlargement and structural improvement of National Schools or Training Colleges, if the alterations proposed be reported as reasonable and necessary, and the cost not less than £50.

Save as noted below, no loan can be made for the purpose of discharging any debt unless the sanction of the Treasury to such loan was obtained before the debt was incurred.\*

Applicants are accordingly cautioned against proceeding with buildings, or incurring liabilities in connexion with this Act, until they receive authority from the Commissioners of Public Works. To secure the repayment of any loan made under the provisions of this Act, the Commissioners of Public Works, if they deem it necessary, will require the further security of at least three persons, and the sufficiency and solvency of these persons shall be made out to the satisfaction of the said Commissioners.

10. When the necessary information has been obtained by the Commissioners of Public Works, they will, on being satisfied with the plans, specification, and estimate, give public notice that the applicant has applied for a loan for the purpose stated, and take such further steps as may be necessary under the provisions of the Land Improvement Acts, † and when the loan has been sanctioned by the Lords Commissioners of Her Majesty's Treasury, and the Order for it shall have been duly registered and the Bond perfected, the Commissioners will authorize the applicant to proceed with the works.

11. The amount of the loan sanctioned will be issued in instalments as the works progress, on the certificate of the architect of the Commissioners of Public Works, a balance, however, being retained sufficient to cover the cost of completing the work.

12. The Commissioners of Public Works will insure the premises against damage by fire, and the premiums on any such insurance shall be deemed to be included in all charges and securities whereby the repayment of such loan shall be secured, and shall be recoverable in like manner as any instalment of the rentcharge payable in respect of such loan.

13. The buildings will, in all cases, be required to be kept in good and sufficient repair during the period over which the repayment of the loan is extended, and a guarantee must be given to that effect; and the buildings must be open at all reasonable times to the inspection of the officers of the Commissioners of

\* A loan may, however, be made for the purpose of discharging any debt due and incurred before the 19th May, 1884, in the erection, enlargement, structural improvement, or purchase of a house to be used as a Training College, provided the purposes to which the amounts so raised have been applied are such as would warrant a loan of the same amount had these Rules been otherwise complied with.

† The provisions of the Land Improvement Acts apply to all loans made under the Act.

Public Works and those of the Commissioners of National Education.

14. If any non-vested National School or Training College, or Farm in connexion with same, established by loan under the provisions of this Act, ceases to be used as a non-vested National School or Training College, the Commissioners of Public Works reserve to themselves the power of calling in any portion of such loan that may be outstanding.

J. E. SHERIDAN, } Secretaries.  
J. MORELL, }

Office of National Education,  
Marlborough-street, Dublin,  
1887.

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