

2. The principal Law is hereby amended by the deletion therefrom of section 24 (as set out in Law 5 of 1950) and the substitution therefor of the following section:—

Repeal of section 24 of the principal Law and substitution of new section.

“ Moslem secondary schools and governing bodies.

24.—(1) From and after the 1st September, 1952, there shall be, in the place of the registrations existing in respect of Moslem secondary schools before the aforementioned date, separate registrations in respect of every Moslem secondary school operating in any town or village and, for this purpose, the Director shall, notwithstanding anything in this Law contained, forthwith and without any other formality, enter in the Register of Secondary Schools the name of each such school with all necessary particulars and make such other entries or re-adjustments in such Register, as may be necessary to give effect to the provisions of this sub-section.

(2)—(a) There shall be a governing body for Moslem secondary schools registered under the provisions of sub-section (1) in every town or village which is a municipal corporation, to be composed of five members of the moslem community having knowledge of, and interest in, Moslem secondary education appointed by the Governor, except that, in respect of such secondary schools in the town of Nicosia, there shall be nine members so appointed.

(b) The governing body in respect of any such Moslem secondary school in any village, not being a municipal corporation, shall be the governing body of the principal town of the district in which such village is situated.

(c) The Governor shall appoint a Chairman and a Vice-Chairman from among the members of the governing body and, if the Chairman or Vice-Chairman are not present at any meeting, the members present shall choose one of their number to be Chairman for that meeting.

(d) Every member of the governing body appointed as in paragraph (a) hereof shall hold office for a period of two years from the date of his appointment:

Provided that the Governor may, if he deems it expedient, terminate at any time the appointment of any such member.”

Repeal of section 27 of the principal Law and substitution of new section.

3. The principal Law is hereby amended by the deletion therefrom of section 27 and the substitution therefor of the following section :—

“ Meetings of governing bodies.”

27.—(1) The Chairman or Vice-Chairman of every governing body shall summon meetings of the members thereof as often as may be necessary and he shall summon a meeting, if requested so to do by a notice in writing signed by two of the members, within three days of the receipt of the notice, such meeting to be held within fourteen days of the receipt of the notice; and if the Chairman or Vice-Chairman shall fail to summon such meeting within such period, any two members may summon the Chairman, Vice-Chairman and members to a meeting by a notice in writing signed by the members summoning such meeting.

(2) No business shall be transacted at any meeting, unless—

(a) where a governing body consists of nine members, five members at least are present ;

(b) where a governing body consists of five members, three members at least are present :

Provided that, if on the second successive summons a sufficient number of members is not present to constitute a quorum, at the time and place appointed for the meeting, the governing body may proceed with business if two members only are present.

(3) All questions coming before a governing body at any meeting shall be decided by a majority of the members present and, in case of an equality of votes, the Chairman of the meeting shall have a second or casting vote.

(4) No act or proceeding of a governing body shall be invalid by reason only of any vacancy in such body.”

4. The principal Law is hereby amended by the insertion therein, immediately after section 33, of the following Part, sections and Schedules :—

Insertion of new Part, section and Schedules in the principal Law.

Amendment: S. 4, L. 20/54

"PART IV.

PUBLIC-AIDED SECONDARY SCHOOLS.

Declaration
of Public-
aided
Secondary
Schools.

34.—(1) Notwithstanding anything in this Law or in any other Law contained, the Governor, upon application by the governing body of any secondary school to which section 23 or 24 applies, may declare such school to be a Public-aided Secondary School and, thereupon, the provisions of this Law shall apply to such school and to every teacher in any such school, subject to the following modifications, that is to say:—

(a) the teachers in every such school shall be appointed by the Governor and shall be liable to be transferred from any such school to any other Public-aided Secondary School, after consultation with the governing bodies concerned, according to the exigencies of the service:

Provided that every teacher serving in such school and whose name is contained in the application shall be appointed in such school and no such teacher shall be liable to be transferred without his consent and the consent of the governing body:

Provided further that, except with the consent of the governing body concerned, every teacher so appointed shall belong to the religious community which is served by such school;

(b) there shall be kept at the office of the Director a special register to be called 'the Register of Public-aided Secondary School Teachers' wherein shall be entered the name of every teacher appointed in any Public-aided Secondary School and the prescribed particulars in respect thereof:

Provided that the entry in the Register of Public-aided Secondary School Teachers shall not obviate the need for registration in the Register of Secondary School Teachers kept as in section 16 provided;

(c) every teacher who is a British subject and whose name appears in the Register of Public-aided Secondary School Teachers appointed to any such school, who has served

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for ten years or upwards, may be granted, on his retirement, a pension and every such teacher, otherwise qualified for a pension, who has not completed the minimum period of service qualifying for a pension, may be granted, on his retirement, a gratuity and, for the purposes of this paragraph, sections 45 to 60 of the Elementary Education Law (both inclusive) shall apply *mutatis mutandis* to this Part of this Law, subject, however, to the following modifications, that is to say:—

- (i) in section 45, for the words 'one six-hundredth' there shall be substituted the words 'one seven-hundred and twentieth';
- (ii) in sections 49 (1) (a), 51 (1) and paragraph (a) of the proviso thereto and the last provisoes to sections 52 and 53 for the word 'fifty-five', wherever it occurs, there shall be substituted the word 'sixty';
- (iii) in paragraph (b) of the proviso to section 51 (1), for the word 'fifty' there shall be substituted the word 'fifty-five';
- (iv) paragraph (c) of the proviso to section 51 (1) shall not apply:

Provided that any teacher whose name is contained in the application may, within six months from the date of his appointment, elect that the aforementioned sections of the Elementary Education Law shall apply to him without any such modifications and, thereupon, such sections shall accordingly apply to such teacher *mutatis mutandis* without any such modifications.

- (d) every teacher who is not a British subject and whose name appears in the Register of Public-aided Secondary School Teachers appointed to any such school or who has been licensed to teach in any such school, may, on his retirement, be granted a gratuity in accordance with the provisions set out in the First Schedule to this Law;
- (e) salaries, pensions and gratuities under this Part of this Law shall be a charge on public revenue;

First
Schedule.

(f) upon the appointment of any teacher to any such school any right of such teacher to any gratuity under any scheme operating in the school before its declaration as a Public-aided Secondary School shall lapse and any money in any fund kept for the purpose by the governing body may be utilized for such purposes of the school as the governing body may approve :

Provided that where any such scheme was on a contributory basis all contributions of such teacher up to the date of his appointment shall forthwith be paid back to him ;

(g) the annual tuition fee payable by each pupil in any such school shall be fixed by the governing body and shall be collected by such body and utilized for those purposes of the school, the expenditure in respect of which is not a charge on public revenue under the provisions of this section :

Provided that—

(i) no such fee shall exceed fifteen pounds unless the Governor-in-Council, upon application by the governing body of any such school, by Order published in the *Gazette*, increases such fee in respect of such school by an amount not exceeding fifty per centum ;

(ii) no such fees shall be utilized by the governing body of any such school for the establishment or maintenance of a school boarding house ;

(h) there shall be allowed out of the total number of pupils, twenty per centum free places in such manner as may be prescribed ;

(i) the curriculum as set out in the application shall not be changed save with the prior permission in writing of the Director :

Provided that the Director's permission shall not be withheld for any change which may be rendered necessary by reason of any corresponding change in the entrance requirements of the universities or other educational institutions of analogous status in the United Kingdom, Greece or Turkey or in any other country as may be prescribed.

(j) no teacher shall engage in any work or shall receive any remuneration other than his salary in connection with any work in the Colony, save with the prior permission in writing of the Director ;

(k) it shall be the duty of the governing body of any such school, in so far as its resources permit, to provide and maintain to the satisfaction of the Director proper and sufficient school buildings, premises, playgrounds, yards or gardens in good order and to provide and maintain the necessary class-rooms, subject-rooms, workshops, laboratories, libraries and their furniture and equipment ;

(l) the accounts of the governing body of every such school shall be made up to the 15th day of July in every year and shall be submitted together with all vouchers, records and documents relating thereto for audit by such person as may be appointed by the Director, the remuneration of every such person being a charge on public revenue ;

(m) the Governor-in-Council may, from time to time, make regulations to be published in the *Gazette* for all or any of the following matters, in connection with such schools, that is to say :—

(i) the form of application to be made by the governing body of a secondary school under the provisions of this section ;

(ii) the educational qualifications required for registration as a teacher in any Public-aided Secondary School and the period during which a teacher may be required to serve on probation ;

(iii) the scale of salaries to be paid to every such teacher ;

(iv) the maximum number of pupils to be admitted in such school, and the qualifications for admission of such pupils ;

(v) the procedure to be followed for the recruitment of new teachers and for filling vacancies in the teaching

staff after the declaration of a secondary school as a Public-aided Secondary School ;

(vi) enabling governing bodies to make standing orders in respect of such matters as may be prescribed ;

(vii) enabling governing bodies to appeal to the Governor from any decision of the Director ;

(viii) generally, for the better carrying out of the purposes of this Part of this Law :

Provided that, until varied or revoked by any such regulations, the Regulations contained in the Second Schedule to this Law shall have effect ;

(n) sections 30, 31, 33 and 34 of the Elementary Education Law shall apply *mutatis mutandis* to every teacher appointed under this section ;

(o) upon the declaration of a school as a Public-aided School, any grant-in-aid payable to such school shall forthwith cease ;

(p) no teacher appointed under this section shall be deemed to be a public officer in the service of the Colony.

(2) In the application of sections 45 to 60 of the Elementary Education Law (both inclusive) to paragraph (c) of sub-section (1) :—

‘ salary ’ shall be exclusive of other allowances except that, where a teacher has, during the course of his service, held for an aggregate period of not less than five years posts in respect of which a duty allowance is payable, the Governor may direct that, for the purpose of computing pension, the salary shall be enhanced by a sum equal to the average of the allowances payable in respect of the posts held during the last five years of the aggregate period ;

‘ service ’ means full time service in a secondary school in the Colony or a school to which the Elementary Education Law applies.

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Extension of provisions of section 34 to other secondary schools.

35. The Governor-in-Council, upon application by the governing body of any secondary school (other than a secondary school to which section 23 or 24 applies) registered under the provisions of this Law and operating as a public school and not for profit may, if satisfied that, having regard to all circumstances, it is desirable so to do, extend to such school the provisions of section 34 with such modifications and further conditions, to be agreed upon by the governing body making the application, as may be set out in the order and, thereupon, section 34 shall apply to such school accordingly.

FIRST SCHEDULE.

(Section 34 (1) (d)).

1. Every teacher on the Register of the Public-aided Secondary School Teachers who is not a British subject and who attains the age of sixty years shall retire and cease to be a teacher on the said Register and the name of such teacher shall be removed from the said Register :

Provided that—

- S. 5(a), (b)
of L. 20/54*
- (a) if any such teacher attains the age of sixty years after the commencement but before the end of the school year in which the teacher is employed, such teacher may, with the permission of the Director, continue to be employed as, and receive the salary of, a teacher and the name of such teacher shall remain on the Register of the Public-aided Secondary School Teachers until the end of such school year as if such teacher had not attained such age, and the service of such teacher during any period of such continued employment shall be treated as service under this Law and shall be taken into account in the computation of any gratuity ;
 - (b) it shall be lawful for the Governor to require or permit any such teacher to retire at any time after attaining the age of fifty-five years ;
 - (c) the Governor may, at any time, require or permit any female teacher on the Register of Public-aided Secondary School Teachers who becomes married to retire and cease to be a teacher on such Register, and, thereupon, the name of such teacher shall be removed from such Register.

2. Every teacher on the Register of Public-aided Secondary School Teachers who is not a British subject and who has continuous service for a period of not less than five years may be granted on his retirement in any of the circumstances set out in regulation 3 of these Regulations a gratuity of one month's salary at the rate of the salary such teacher is then receiving for every year of service.

3.—(1) No gratuity shall be granted to any such teacher except on his retirement in any one of the following cases :—

- (a) on or after attaining the age of sixty years or, in any case in which the Governor requires a teacher to retire before attaining that age, on being required so to retire ;
- (b) on medical evidence to the satisfaction of the Governor-in-Council that he is incapable by reason of some infirmity of mind or body of discharging his duties as a teacher and that such infirmity is likely to be permanent ;
- (c) on compulsory retirement for the purpose of facilitating improvement in the organization of Public-aided Secondary Schools by which greater efficiency or economy may be effected ;

- (d) on the abolition of his post;
- (e) in the case of removal on the ground of inefficiency as in sub-section (2) hereof provided;
- (f) on voluntary retirement with the permission of the Governor.

(2) Where a teacher is removed from his post on the ground of his inability to discharge efficiently the duties thereof, and a gratuity cannot otherwise be granted to him under the provisions of these Regulations, the Governor-in-Council may, if he considers it justifiable having regard to all the circumstances of the case, grant such a gratuity as he thinks just and proper, but in no case exceeding in amount that for which the teacher would be eligible if he were suffering from some infirmity of mind or body likely to be permanent.

4. When a teacher dies while in the service, the Governor may, on the recommendation of the Director, award to his dependants a gratuity of an amount not exceeding one year's salary according to the merits of each case, to be distributed to them in such proportion as the Director, having regard to all circumstances, may deem fit.

For the purposes of this regulation—

the term 'dependants' means such of the members of the family of a teacher as were wholly or in part dependent upon the earnings of the teacher at the time of his death.

5. No teacher shall have an absolute right to a gratuity and where it is established to the satisfaction of the Governor that he has been guilty of negligence, irregularity or misconduct the gratuity may be reduced or altogether withheld.

6. No gratuity granted under these Regulations shall be assignable or transferable or liable to be attached, sequestrated or levied upon, for or in respect of any debt or claim whatsoever, other than a debt due to the Government of Cyprus.

7. Any gratuity payable under these Regulations shall be in substitution of, and not in addition to, any gratuity payable under any gratuity scheme operating in the school before it became a Public-aided Secondary School.

8. The Director may at any time require any teacher on the Register of Secondary School Teachers to produce to him proof of age, qualifications and past services in such form as the Director may deem fit.

9. For the purposes of this Schedule the expressions 'salary' and 'service' shall have the same meaning as in section 34 (2) of the Law.

SECOND SCHEDULE.

(Section 34 (1) (m)).

1. These Regulations may be cited as the Secondary Education (Public-aided Secondary Schools) Regulations, 1952, and shall apply only to Public-aided Secondary Schools and to teachers of such schools.

2. Any governing body which wishes the school over which it exercises authority or control to be declared a Public-aided Secondary School shall apply on the form set out in Appendix 'A' to these Regulations.

3. The Register of Public-aided Secondary School Teachers shall contain the following particulars:—

- (a) name in full;
- (b) nationality;
- (c) date of birth (day, month, year);
- (d) place of birth;
- (e) degree and/or diploma and date it was obtained (giving institution at which obtained, subjects studied, length of course, any other relevant details);

See S. 6 of L. 20/54.

- (f) Teacher Training qualifications and details ;
- (g) annual salary and allowances from date of declaration of school as Public-aided Secondary School ;
- (h) record of all service of the teacher.

4. The grades and salary scales payable shall be as set out in Appendix 'B' to these Regulations and every teacher shall be placed by the Director on the grade appropriate to the teacher's qualifications and at such point in the scale as the Director may decide having regard to the teacher's previous experience of teaching :

Provided that, with regard to any teacher who is appointed to a Public-aided Secondary School and whose name is contained in the application, the Director may accept—

- (a) the ability and attainment of the teacher as equivalent to a University Degree ;
- (b) the efficiency in, and experience of, teaching as equivalent to Teacher Training,

as set out in the said Appendix.

5. Whenever it is necessary to appoint any new teacher after the declaration of the school as a Public-aided Secondary School, the following procedure shall be followed :—

- (a) the governing body, in consultation with the Director, shall prepare a statement of particulars of the new post or the vacancy to be filled and the Director shall cause such statement to be published in the *Gazette* ;
- (b) the governing body, in consultation with the Director, shall consider all applications received in connection with the publication as aforementioned and submit their recommendations to the Governor for his consideration.

6. Every teacher on first appointment to a secondary school which has been declared a Public-aided Secondary School shall be on probation for a period of two years after the completion of which, to the satisfaction of the Director, shall be confirmed in his appointment :

Provided that no teacher whose name is included in the form of application shall be required to serve on probation.

7. No teacher shall be required to teach more than thirty hours a week.

8. The governing body shall select from among the teachers of a Public-aided Secondary School one teacher to be the headmaster of the school and also an adequate number of masters (hereinafter referred to as 'senior masters') who shall be responsible, under the headmaster, for the organization of some branch of the school or of the teaching of some subject throughout the school :

Provided that there shall not be more than one senior master for the first hundred pupils and not more than one such master for every hundred pupils or part thereof in excess of fifty above the first hundred.

9. The headmaster shall be responsible for the supervision of the work of the teachers and pupils and of the internal organization and discipline of the school, and shall not be required to teach more hours than is compatible with the conscientious performance of such duties and, whenever any question arises affecting the appointment, punishment or dismissal of teachers or affecting the internal organization or discipline of the school, he shall be afforded an opportunity of expressing his opinion thereon.

10. The maximum number of pupils to be admitted to each Public-aided Secondary School shall be fixed by the Director due regard being had to the number of qualified pupils seeking admission and the capacity of the school and the teaching staff :

Provided that, except with the consent of the governing body, such number shall not be less than the number of pupils shown in the application as enrolled in the school,

11. Pupils seeking first admission to a Public-aided Secondary School shall to the satisfaction of the Director be examined by the staff of that school on the basis of the elementary school programme of instruction in such subjects studied in the elementary schools as the Director may require and only those will be admitted who appear most likely to benefit from a secondary education.

12.—(1) The pupils selected for free places shall be those who are of more than average ability and whose parents would find it difficult to pay any fees and such pupils shall be distributed in approximately the same proportion throughout the different classes of the school.

(2) The selection for free places shall be made by the governing body on the results of the examinations on first admission :

Provided that, in the first year after the school is declared a Public-aided Secondary School, the selection of those in the second to the sixth classes shall be based on the previous year's work.

(3) A pupil selected for a free place shall not, thereafter, pay fees unless his record of work becomes so unsatisfactory that he no longer deserves a free place, in which case he shall be required to pay a fee and his free place shall be given to another pupil either in that class or in another class.

13. The governing body may, at any time cause the removal from a Public-aided Secondary School of any pupil whose record is such as to indicate that he is not likely to derive further benefit in the school and that his presence in the school impedes progress of the other pupils.

14. The number of pupils taught together at one time shall not exceed fifty.

15.—(1) The governing body of a Public-aided Secondary School may make standing orders relating to all or any of the following matters :—

- (a) the admission, attendance, classification and examination of pupils ;
- (b) the discipline to be enforced upon pupils both inside and outside the school ;
- (c) the punishment and expulsion of pupils ;
- (d) the health, cleanliness and medical inspection of pupils ;
- (e) regulating the manner in which the fees for pupils shall be paid ;
- (f) the organization and management of the boarding house or hostel, if any, attached to the school and the fees to be charged in connection therewith ;
- (g) the duties and powers of the headmaster and of other teachers ;
- (h) the school holidays and the vacations to be enjoyed by teachers, subject to a minimum number of working days during each year, as may be fixed by the Director ;
- (i) the internal organization and management of the school.

(2) Standing orders made under this regulation shall be subject to the approval of the Director and a copy shall be exhibited in a conspicuous place on the school premises for the information of all teachers and pupils at the school.

16. A copy of these Regulations and a list of the names and addresses of all members of the governing body shall be kept on the premises of every Public-aided Secondary School.

17. Any governing body aggrieved by the decision of the Director upon any matter arising out of these Regulations may, within fourteen days from the date of the notification of such decision, appeal to the Governor whose decision thereon shall be final and conclusive.

APPENDIX 'A'.

(Reg. 2.)

FORM OF APPLICATION.

To His Excellency the Governor,
(through the Director of Education).

We,....., being the governing body of the secondary school of....., do hereby apply under section 34 of the Secondary Education Law that His Excellency the Governor might be pleased to declare the said school as a Public-aided Secondary School.

2. The school is/is not in receipt of a grant-in-aid.
3. Full particulars concerning the teachers now serving in the school are set out on the attached sheets. (*One sheet to be completed in respect of each teacher.*)
4. The curriculum of the school, showing the number of hours per week devoted to each subject in each class, the outline of what is taught in each year and the text-books used, is as set out in the attached sheet.
5. The number of pupils now enrolled in the school is as follows :—

	Boys	Girls	Total
Class I			
" II			
" III			
" IV			
" V			
" VI			

Dated.....

(Signatures).....

APPENDIX 'B'.

(Reg. 4.)

GRADES AND SALARY SCALES.

1. Salaries and allowances of teachers in Public-aided Secondary Schools shall be as follows :—

	SCALE	
	Men	Women
(a) Grade 'A' (teachers with University Degree and Teacher Training)	£570×18—660	£510×18—600;
(b) Grade 'B' (teachers with University Degree only)	£480×18—570	£420×18—510;
(c) Grade 'C' (teachers with Teacher Training only)	£350×15—500	£305×15—425.

2. A cost-of-living allowance at the prevailing rate for public officers shall be payable to all teachers in Public-aided Secondary Schools.

3. Special allowances shall be payable to headmasters and senior masters at the following rates :—

- (a) headmasters : £30 for every hundred pupils or part thereof in excess of fifty ;
- (b) senior masters : £10 for every hundred pupils or part thereof in excess of fifty.

4. For the purposes of this Appendix—

(a) teachers with University Degree shall be teachers :

- (i) with a university degree or its equivalent gained after satisfactory completion of a continuous and integrated course of not less than three years' duration ;
- (ii) with a diploma or certificate gained after completion of a continuous and integrated course of not less than three years' duration in commercial subjects, to the satisfaction of the Director ; or
- (iii) with a diploma or certificate gained after completion of a continuous and integrated course of not less than three years' duration in Art, Music, Physical Training or any subject of a secondary school's curriculum not covered by the courses in (i) and (ii) above, to the satisfaction of the Director ;

(b) teachers with Teacher Training shall be teachers :

- (i) with a Teacher's Training Certificate gained after completion of a full-time course of training of not less than two years' duration in a Teachers' Training College, to the satisfaction of the Director ;
- (ii) with a diploma in Teaching or its equivalent gained after completion of a post-graduate course of training of not less than one year's duration, to the satisfaction of the Director ; or
- (iii) who have completed, to the satisfaction of the Director, such course or series of courses of training as the Director may prescribe."

J. FLETCHER-COOKE,
Colonial Secretary.

28th August, 1952.