



WESTERN UNION NIGHT LETTER

Form 2250 B



THEO. N. VAIL, PRESIDENT

RECEIVED AT

C60CH XV 50 NL

1796

CHEMAWA ORE MAY 22 1914

HON COMMISSIONER OF INDIAN AFFAIRS

WASHINGTON DC

PLEASE REVOKE TRANSFER OF MY SISTER JENNIE L GAITHER SHE
ASKED TO BE RETURNED TO CARLISLE AND WAS TRANSFERRED TO
GENOA NEBRASKA SHE DOES NOT WANT TO GO SHE PREFERS
PHOENIX YOU SENT THE TRANSFER APRIL TWENTY FIRST SUPT GOODMAN
GAVE IT TO HER MAY EIGHTEENTH CAUSE HER NOT WRITING

MOLLIE V GAITHER

132AM

OFFICE RECORD
MAY 23 1914
56730

FILED BY L. E. G.

emp
10¹⁵/₁₁₁₀

NO REPLY NECESSARY

Ed. Bmp.
40587-14
B C H

APR 22 1914

Miss Jennie L. Gaither,

Through Supt. Phoenix School.

Madam:

Answering your letter of April 10, you are informed that arrangements had already been made for filling the position of matron at the Carlisle School, Pennsylvania, prior to the receipt of your request that you be reappointed thereto.

Your attention is invited to the fact that your letter should have been submitted through your superintendent, in accordance with the Indian school rules.

Respectfully,

(Signed) E. B. Meritt
Assistant Commissioner.

4-RSM-18

(Copy to Phoenix)

Carbon for Indian office



DEPARTMENT OF THE INTERIOR,
UNITED STATES INDIAN INDUSTRIAL SCHOOL,
PHOENIX, ARIZONA,

April 10, 1914.



The Honorable

The Commissioner of Indian Affairs.

Sir:

I have been informed that the probabilities are that Superintendent Friedman and the head matron, Miss Riedmar, will both be removed from the Carlisle School. If this report is true, I should like to return to Carlisle as head matron.

You are no doubt aware of the unjust treatment I received from Superintendent Friedman. I am deeply interested in the Carlisle girls and am very much attached to them.

Hoping this will meet with your approval,
I remain,

Most respectfully, *Jessie L. Gaither*

Head Matron.

FILED BY L. E. G.

emp

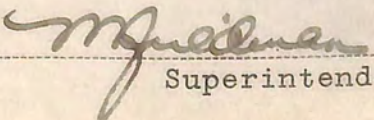
EFFICIENCY RECORD

Name: Jennie L. Gaither	AS CHECKED
Race: White	Excellent
Position: Matron	Good
Salary: \$800	Fair ✓
School: Carlisle Indian School	Poor
Date: April 1, 1912	

Extent and nature of musical ability: None.

COMMENTS

See previous efficiency reports. There has been no change as far as I can see.


Superintendent.


INSTRUCTIONS

On the first of April and October of each year officers in charge of employees will prepare and submit reports in duplicate, on this form, as to the efficiency of employees under their direction—a separate report being made for each employee.

The general efficiency of an employee will be indicated by checking either "Excellent," "Good," "Fair," or "Poor." The remarks under "Comments" should be full and complete, and embody any information or observations which will aid the Office in estimating properly the worth, limitations, or individual characteristics of each employee.

Efficiency reports are not required on temporary employees, or employees occupying the positions of Indian Judge, Indian Police, Laborer, or any positions paying \$300 a year or less.

EFFICIENCY RECORD

<p>Name: Jennie L. Gaither</p> <p>Race: White</p> <p>Position: Matron</p> <p>Salary: \$800 per annum</p> <p>School: Carlisle Indian School.</p> <p>Date: October 1, 1911</p>	<p>AS CHECKED</p> <p>Excellent</p> <p>Good</p> <p>Fair</p> <p>Poor</p> 
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Extent and nature of musical ability: None

COMMENTS

See previous efficiency reports.

M. J. Duman
Superintendent.

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Efficiency reports are not required on temporary employees, or employees occupying the positions of Indian Judge, Indian Police, Laborer, or any positions paying \$300 a year or less.

EFFICIENCY RECORD

Name: Jennie L. Gaither	AS CHECKED
Race: White	Excellent
Position: Matron	Good
Salary: \$900	Fair
School: Carlisle Indian School	Poor ✓
Date: April 1, 1913	

Extent and nature of musical ability: None

COMMENTS

Transferred to Phoenix, Ariz., January, 1913.

M. J. Quinn
 Superintendent.

INSTRUCTIONS

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EFFICIENCY RECORD

Name: Jennie L. Gaither	AS CHECKED
Race: White	Excellent
Position: Matron	Good
Salary: \$800 per annum	Fair ✓
School: Carlisle Indian School.	Poor
Date: October 1, 1912	

Extent and nature of musical ability: **None**

COMMENTS

See previous efficiency reports. There has been no change for the better.

M. J. Luman
 Superintendent.

INSTRUCTIONS

On the first of April and October of each year officers in charge of employees will prepare and submit reports in duplicate, on this form, as to the efficiency of employees under their direction—a separate report being made for each employee.

The general efficiency of an employee will be indicated by checking either "Excellent," "Good," "Fair," or "Poor." The remarks under "Comments" should be full and complete, and embody any information or observations which will aid the Office in estimating properly the worth, limitations, or individual characteristics of each employee.

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COPY

EFFICIENCY RECORD

File 6978
Rec'd Jan 24 - 12

	AS CHECKED
Name: Jennie L. Gaither	Excellent
Race: White - Age 55	Good x
Position: Matron	Fair
Salary: \$800 per annum	Poor
School: Carlisle, Pa.	
Date: Jan. 15, 1912	

Extent and nature of musical ability:

COMMENTS

Miss Gaither is a lady of many very good qualities. She has the interests of the girls at heart and labors with a view of training them for good respectable women.

She is a good housekeeper, yet as the school is organized has no opportunity to show her executive ability.

Respectfully submitted,

Chas. F. Peirce,

Supervisor of Indian Schools.

Superintendent.

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Efficiency reports are not required on temporary employees, or employees occupying the positions of Indian Judge, Indian Police, Laborer, or any positions paying \$300 a year or less.

REFER IN REPLY TO THE FOLLOWING:

5-1100

2 ADDRESS ONLY THE
COMMISSIONER OF INDIAN AFFAIRS

Education
Schools
126170-1912
E P H

DEPARTMENT OF THE INTERIOR
OFFICE OF INDIAN AFFAIRS

E.P.H.

Inspection Carlisle
by Inspector McLaughlin.

WASHINGTON

JAN -7 1913

FOR FILE



The Honorable

The Secretary of the Interior:

Sir:

By reference from the Department I have had careful consideration given to the report of Inspector James McLaughlin on the Carlisle Indian School with reference to the statements made concerning conditions there by Miss Jennie L. Gaither, matron, in her letter of November 21, 1912.

FILED BY E. F. B.

Prior to the receipt of this report the disciplinarian of the Carlisle Indian School was transferred to the Cherokee Indian School as clerk, and Miss Gaither has since been transferred to the Phoenix School at no reduction in salary.

Under a separate communication, the Department is being asked to create an additional position of assistant matron, following the recommendations made by Inspector McLaughlin.

This Office will direct a letter to Superintendent Friedman, advising him of the lack of proper discipline

E-126170

2

outside of classrooms and industrial shops, and advise him that the Office will furnish him with a disciplinarian of mature age and recognized ability just as soon as one can be found, in order that there may be marked improvement with respect to this feature of the school.

Respectfully,

J. H. Haast
Acting Commissioner.

Approved: JAN 11 1913

Samuel Haast
First Assistant Secretary.

1-MWM-7

g. w. A.

Education
Schools
126170-1912
E P H

Inspection Carlisle
by Inspector McLaughlin.

JAN -7 1913

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The Secretary of the Interior.

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Respectfully,

(Signed) F. H. Abbott.

Acting Commissioner.

JAN 11 1913

Approved:

(Signed) Samuel Adams.

1st Asst

Secretary.

E P H

519-1913

JAN 11 1913

FOR FILE



Miss Molly V. Gaither,
Salem Indian Training School,
Chemawa, Oregon.

Madam:

I have your letter of December 26, 1912, in reference to your sister, Miss Jennie L. Gaither, head matron at Carlisle Indian School, and note your request that an inspector be sent to Carlisle to make an investigation, that justice might be done your sister and other employees at Carlisle School. I beg to advise you that an investigation was made of the conditions complained of by you, and as a result thereof your sister, Miss Jennie L. Gaither, has been transferred to the position of matron at the Phoenix School, Arizona, with no reduction in salary, and that such transfer is acceptable to her.

Very respectfully,

(Signature) Daniel Adams

1-MWM-7

1st Asst Secretary.

JAN -7 1913

2256

November 30, 1912.

Miss Gaither:

On Saturday, October 26th, which was the regular inspection day, I made the usual monthly inspection in company with the quartermaster. Your building was not in first class condition, and the floors especially in most of the rooms were very dirty. In many of the girls' bureaus there were found spoons from the dining hall which are the property of the Government, and which should not have been taken away.

If the girls' building is to be kept in the condition in which it ought to be kept, it will be necessary for one of the matrons to make a daily inspection of the entire building at which time every room in the building should be inspected.

This should be a regular matter and should be done either by yourself or your assistant. There can be a fair division of the work, so that it is equally divided between the two matrons. This is a matter of the greatest importance, and it is one of the fundamental things which should characterize your management of the

Miss Gaither -2-

girls' quarters. Without such an inspection, it is impossible for you to know what is going on.

Very respectfully,

(sgd) W. Friedman
Superintendent.

MF:SR

Law & Order
120402-1912
J H D

P R S 4047

2

Miss Jennie L.
Gaither.

11/29

Hon. Champ Clark,
Speaker, House of Representatives.

Sir:

I have the honor to acknowledge the receipt from Miss Jennie L. Gaither, Matron at the Carlisle Indian School, who was introduced by you, a carbon copy of a letter addressed by her to the Acting Commissioner of Indian Affairs, through Superintendent Friedman, on November 21, 1912, in which she refers to her case and makes charges against the administration of the school.

The Acting Commissioner of Indian Affairs informs me that he has this case under consideration and will see that no injustice is done Miss Gaither, but that she shall have a full and fair opportunity to present her case before any final action is taken.

Respectfully,

11-TS-29

Secretary.

Law & Order
120402-1912
J H D

P R S 4047

2

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Secretary.

Law & Order
120402-1912
J H D

DEPARTMENT OF THE INTERIOR

P R S 4047

2

WASHINGTON

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Respectfully,

11-TS-29

Secretary.

REFER IN REPLY TO THE FOLLOWING:

Education-
Law & Order
J H D

DEPARTMENT OF THE INTERIOR

OFFICE OF INDIAN AFFAIRS

Miss Jennie L.
Gaither.

WASHINGTON

Mr. E. P. Holcombe,

Chief Supervisor.

Sir:

I inclose herewith a communication from Supt. Friedman of the Carlisle Indian School, transmitting the answer of Miss Jennie L. Gaither, matron at that school, to charges of inefficiency.

Miss Gaither charges that several acts of immorality have been committed by pupils of the school, one of which she reported to the superintendent without effect.

Make a very careful investigation of the charges contained in this letter and report the facts with your conclusions. The entire record regarding Miss Gaither is also inclosed.

Respectfully,

11-CES-29

Acting Commissioner.

Education-
Law & Order
J H D

Miss Jennie L.
Gaither.

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Respectfully,

11-CES-29

Acting Commissioner.



Education-
Employees
103441-1912
B SG

DEPARTMENT OF THE INTERIOR,
UNITED STATES INDIAN SCHOOL,
CARLISLE, PA.

OFFICE OF INDIAN AFFAIRS
RECEIVED
NOV 29 1912
120462

Inefficiency.

November 23, 1912.

The Honorable
Commissioner of Indian Affairs,
Washington, D. C.

FILED BY E. F. B. [Signature]

Sir:-

I transmit herewith a communication from Miss Jennie L. Gaither, matron at this school, in answer to your Office letter of November 12th with reference to her inefficiency. This letter is dated November 21st, but was not sent to me until this morning, the 23rd. It needs no extended reply. The inefficiency reports which I have rendered from time to time are on file in your Office.

Your letter indicates that inspecting officials have also made reports about the unsatisfactory service of this employee. Her inefficiency at the little school of Morris, Minnesota, has also been attested by Supervisor J. E. Brown, of the Five Civilized Tribes, who was at that time Superintendent at Morris. Her letter simply gives evidence of the condition of the discipline in her building, which makes her continued stay at the school harmful and undesirable. It also indicates a condition of affairs which makes her early transfer highly in the interests of this school and its student-body, and I, therefore, respectfully request prompt action with reference thereto.

Mr. Datch

Very respectfully,

M. Friedman
Superintendent.

MF:SR

REFER IN REPLY TO THE FOLLOWING:

Law & Order
120402-12 DEPARTMENT OF THE INTERIOR
J H D

OFFICE OF INDIAN AFFAIRS

Miss Jennie L.
Gaither.

WASHINGTON

The Honorable,

The Secretary of the Interior.

Sir:

I have the honor to acknowledge the receipt, by your reference, of a communication from Miss Jennie L. Gaither, Matron at the Carlisle Indian School, in answer to Office letter of November 12, regarding a report on her inefficiency made by the Superintendent.

The Superintendent has transmitted this letter of Miss Gaither, on which he comments upon her unsatisfactory service, and says that her letter simply gives evidence of the condition of discipline which makes her continued stay at the school harmful and undesirable; that it also indicates a condition of affairs which makes her early transfer highly in the interests of the school and its student body, on which he recommends prompt action.

L & O-120402

-2-

In view of the charges of immorality reported by Miss Gaither and her statement that she reported the same to the Superintendent, I deem it advisable to make a thoroughgoing investigation of all these matters, and have directed Chief Supervisor Holcombe to take charge of the case.

Respectfully,

11-TS-29

Acting Commissioner.

Law & Order
120402-12
J H D

Miss Jennie L.
Gaither.

The Honorable,

The Secretary of the Interior.

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I. & O-120402

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Respectfully,

11-TS-29

Acting Commissioner.

Education-
Employees.
103441-1912
B S G

Inefficiency.

NOV 12 1912

Miss Jennie L. Gaither,

Through Sup't Carlisle School.

Madam:

The efficiency reports of your Superintendent submitted from time to time and of inspecting officials are to the effect that your services as matron at the Carlisle School are not satisfactory.

These reports show that you are lacking in general strength of character; that you lack control of the girls; that the records of your building are kept in a most unsatisfactory manner; that you have never been active in instructing the girls in the womanly virtues and protective measures which it is your duty to look after; and that you are not in sympathy with the administration of the school and that such lack of harmony reacts against its best interests as an educational institution and thereby precludes your rendering the services necessary for the efficient conduct of your department.

The records do not disclose that you show a lack of endeavor to render efficient service, but that you do not possess those qualifications which are so essential to a person to conduct successfully the department under your charge.

Therefore, after giving the matter very careful consideration, the Office is of opinion that the best interests of the Service require your transfer to a less responsible position elsewhere in the Service, but before taking definite action in the matter it is willing to consider any statement you may care to submit showing why you should not be transferred and demoted.

Respectfully,

(Signed) F. H. Abbott.

Acting Commissioner.

EFFICIENCY RECORD


Name: Jennie L. Gaither	AS CHECKED
Race: White	Excellent
Position: Matron	Good
Salary: \$800.00 per annum	Fair ✓
School: Carlisle Indian School	Poor
Date: April 1, 1911.	

Extent and nature of musical ability: None.

COMMENTS

I desire to repeat my recommendation and statements as made in the last efficiency report, as follows:

The present incumbent is a person of practically no education. Her record here has been poor, and before coming here she had a similar record for inefficiency at a smaller school. Her discipline has been uniformly deficient; she lacks control over the girls, and has never been active in instructing those under her in the womanly virtues and protective measures which it is the duty of the matron to look after. Her management of property is repeatedly reported against by the quartermaster. Recently, a general complaint was lodged against her by all the girl officers in the building on account of the general lack of discipline which exists. The best interests of the school demand that she be transferred to a smaller school or dropped. I have reported against this employee repeatedly, and good administration demands a change.


Superintendent.

INSTRUCTIONS

On the first of April and October of each year officers in charge of employees will prepare and submit reports in duplicate, on this form, as to the efficiency of employees under their direction—a separate report being made for each employee.

The general efficiency of an employee will be indicated by checking either "Excellent," "Good," "Fair," or "Poor." The remarks under "Comments" should be full and complete, and embody any information or observations which will aid the Office in estimating properly the worth, limitations, or individual characteristics of each employee.

Efficiency reports are not required on temporary employees, or employees occupying the positions of Indian Judge, Indian Police, Laborer, or any positions paying \$300 a year or less.

EFFICIENCY RECORD

Name: Jennie L. Gaither	:	Excellent
Position: Matron	:	Good
Salary: \$800	:	Fair ✓
School: Carlisle Indian School	:	Poor
Date: October 1, 1910	:	

COMMENTS

The present incumbent is a person of practically no education. Her record here has been poor, and before coming here she had a similar record for inefficiency at a smaller school. Her discipline has been uniformly deficient; she lacks control over the girls, and has never been active in instructing those under her in the womanly virtues and protective measures which it is the duty of the matron to look after. Her management of property is repeatedly reported against by the quartermaster. Recently, a general complaint was lodged against her by all the girl officers in the building on account of the general lack of discipline which exists. The best interests of the school demand that she be transferred to a smaller school or dropped. I have reported against this employee repeatedly, and good administration demands a change.

W. Friedman

 Superintendent.



DEPARTMENT OF THE INTERIOR,
UNITED STATES INDIAN SCHOOL,
CARLISLE, PA.



October 14, 1912.

The Honorable
Commissioner of Indian Affairs,
Washington, D. C.

FILED BY E. F. B.

Sir:-

I have rendered repeated reports through the annual and semiannual efficiency reports, relative to the inefficiency of Miss Jennie L. Gaither, matron at \$800 per annum at this school.

I recall this matter again at this time, because it is of the utmost importance. The Office holds me responsible for the good administration of this school, and yet there has been continued in one of the most responsible positions here, namely, that of matron of the girls, an employee who has very little education and renders unsatisfactory service. Inasmuch as this matter has a definite relationship to more than three hundred growing girls, its consequences are immediate and far-reaching.

Miss Gaither gives the girls no instruction in those important subjects of purity and hygiene, which are so vital to any growing girl, and which if they do not get from the matron, they do not receive. The matron is, of course, the proper person to give this instruction.

Cmp

Miss Gaither's discipline is sometime^s satisfactory and sometimes unsatisfactory, being spasmodic and entirely lacking in the consistent character building which characterizes the work of the matron. When she is continually prodded on every little detail concerning the work of her building and sometimes prodded two or three times on the same thing, results can be obtained at that time, but she shows practically no initiative whatever.

Aside from the discipline, I am informed by the Quartermaster that the property in that building is kept very inefficiently.

I desire also to report that Miss Gaither is not in rapport with the administration of the school nor with its policy. This in itself would be a sufficient reason for making the change. While I do not desire to bring in any other official in the Service, I desire to report that while at Morris, Minnesota, in a very small school, where there was comparatively a small number of girls, Miss Gaither's work was unsatisfactory, and she was considered inefficient by the superintendent of that school, Mr. John B. Brown. Several months ago while in Washington, Mr. Brown made this statement to one of the heads of the educational division when the subject came up, and at

which time I was considering making an official report on the matter.

This is a matter of serious importance, and realizing my own responsibility in the premises and the need for safeguarding the girls, it has been a source of continual worry to me for more than four years. I have been in hopes that each year a change would be effected.

I do not desire to do Miss Gaither any injustice, as she is a woman of good character and her conduct is unimpeachable as far as I know, but she is simply unable to do the work, or to give it that competency which it requires.

Both in the interests of the school and for the best and highest welfare of the girls, a change should be made, so that these conditions may be rectified.

Very respectfully,



Superintendent.

MF:SR

2256

June 25, 1912.

Miss Gaither and
Any Other Employees Effected Thereby:

The matron has charge of the detailing of all girls to any department or for any work whatsoever on the campus subject to instructions from the Superintendent. A previous order sent out merely indicates that when girls are to be taken from the sewing room or some similar department, that the selection of girls be made as far as possible by the person in charge of that department, so that the girls who are needed in the department will not be taken out, but as for the decision with reference to whether or not girls are to be detailed, that rests entirely with the matron, and no employee shall question that decision. The matron receives instruction from this office that girls are needed in certain places, and under no circumstances should the word of the matron be questioned in matters of that kind.

MF:SR

W. J. Midman
Superintendent.

2256

June 26, 1911.

Miss Jennie L. Gaither,
Clifton Springs, N. Y.

My dear Miss Gaither:-

I have your letter of the twenty-third instant, relative to an extension of your leave. While it is very important to have some one here, I shall comply with your request and make the extension so that you can have plenty of time to thoroughly recover from your illness. Any action that I take will, of course, be subject to approval by the Office, but I have no doubt but what it will be approved.

I hope that the change in atmosphere and the rest and quiet will tend to build up your health again, and that you will be able to resume your duties here at the school with renewed vigor and in perfect health.

With kind regards and best wishes, I am,

Very sincerely yours,

Superintendent.

MF:3R

The Sanitarium
Clifton Springs
NEW YORK

It is quite hot here in June
had some very hot days
here, a hot day in June
I hope you & Mr. Gaither
have better luck
I hope you & Mr. Gaither
will have a wonderful
stay at the Sanitarium
& that you will be
able to resume your
duties at the school
with renewed vigor
and in perfect health.

When making it
I hope you & Mr. Gaither
will have a wonderful
stay at the Sanitarium
& that you will be
able to resume your
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and in perfect health.

It is quite hot here in June
had some very hot days
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I hope you & Mr. Gaither
have better luck
I hope you & Mr. Gaither
will have a wonderful
stay at the Sanitarium
& that you will be
able to resume your
duties at the school
with renewed vigor
and in perfect health.

Just as warm as I can
It is quite cool here, we have
had some very hot weather
here, as hot as I ever felt in Key.
I hope you + Mrs. Friedman
have both been well. Thanking
you for your kindness to
me. I am Respectfully

Jessie L. Gardner

I have had the Day + Gene
number of The Red Sun, + have
been showing it around +
shown it to some gentlemen
+ they said it was a fine
magazine + that Carlisle was
doing a wonderful work

The Sanitarium
Clifton Springs
NEW YORK

June 2,

Sept. M. Friedman

Dear Sir

I have been wanting to
write to you, saying when
I would return to Carlisle
as my vacation will soon
expire. I went to see my son
yesterday, + told him I
thought I would leave soon.
He was very emphatic + said
he did not want me to leave
yet. I don't see why for I

sleep well. & my stomach
has given me trouble. I am
now boarding in the village
as it is much cheaper. I take
all my treatments at the
Sanatorium, I am only a short
distance away. There are quite
a number of German
people here. & I have much
same very pleasant acquai-
tance. If you cannot send
me. I suppose I will have to
ask ^{you} to give me another
leave. I am coming back

but alright, he has told me
I must stay another month.
I dislike to go against his wishes.
he is the best man in the Sanatorium
he must have some reason
for wanting me to stay, yet
he tells me nothing. I am
getting awfully tired of
staying. It is a beautiful
place, & every thing is done
for ones comfort, but it is
very monotonous. I am feeling
much better, & have gained
some in flesh. I cannot

Clyton Springs
July 10

Mr. P. Horie Chief Clerk.

Dear Sir

What about my check for
June's pay. Leave expired the
24 of June. Mr. Friedman told
me I was to have pay for my
sick leave & annual leave so if
you will send me the amount
I am entitled to, will be
greatly obliged, as this is rather an
expensive place. It has been
awfully hot here, never felt

much hot weather, but suppose it
has been hot every where. Hoping
Denna & Hazel and both well.
I remain very truly

Yours & Gai's
John

2256

July 12, 1911.

Miss Jennie L. Gaither,
Clifton, Springs, N.Y.

My dear Miss Gaither:

I enclose herewith check No. 826721 on the
Assistant Treasurer, U. S., N. Y. in the sum of \$51.11,
which is the amount due you for the month of June.

Very respectfully,

Chief Clerk.

H

May 27 Louisville

I have been in the General Assembly a number of times. Met Sen Moffet, and he heard what a splendid work was being done at Carlisle. Heard Bryan Sunday. He was fine. Have met a number of distinguished ministers, am feeling fine & having a lovely time. Hope every body is well. J. H. [unclear]

PHOTOINTCARD MADE ONLY BY DETROIT PUBLISHING CO.

POST CARD

23 11 00 AM
1912
KY.



Sept. 25
Dr. Friedman
Carlisle Ind School
Carlisle

(3)

Pa.

THIS SPACE FOR THE ADDRESS.



*Matrons
days or
prohibits
on leave
without*

2256

DEPARTMENT OF THE INTERIOR
UNITED STATES INDIAN SERVICE

Indian Industrial School,

(Name of school, agency, or project.)

Carlisle, Pa., Oct. 5, 1911, 191

To the OFFICER IN CHARGE.

SIR: In accordance with the leave regulations on the back of this blank, I respectfully request leave of absence for ^{one} 1 days from Oct. 5, 1911 ^{noon} to Oct. 5, 1911, both inclusive.

Leave without pay to go to Harrisburg, Pa.

(Kind of leave wanted.)

(Reasons.)

30 days

(Last date of entering Government Service.)

(Number days leave of this character during current calendar year.)

If application is for sick leave, applicant will here say what form of voucher accompanies the application:

Very respectfully,

Matron

(Position.)

Jennie L Gardner

(Full name.)

If application be for leave without pay, the officer in charge will fill out the following blank and forward the application to the office.

Respectfully forwarded. This applicant has been absent since January 1 of the present year, as follows:

Annual leave, with pay	30 days
Sick leave, with pay	30 days
Detail, with pay	none
Leave without pay	28 days

This application is therefore { ~~disapproved~~ approved } with recommendation that the same be { ~~not granted~~ granted } for the following reasons: as stated above

It will { not be necessary } to have the services of a temporary employee in the absence of the applicant.

NOV 11 1911
RETURNED APPROVED: as corrected

M. Friedman
Superintendent.

Officer in Charge.

C. Hauke
Second Assistant Commissioner
Indian Office.

RULES GOVERNING LEAVES OF ABSENCE.

ANNUAL LEAVE.—Leave of absence with pay can not be claimed as a right, but may be granted not to exceed thirty days in any calendar year to all employees except those listed below, provided the applicant can be spared without impairing the efficiency of the service or causing any extra expense to the Government. Employees who have been regularly in the service for less than ten months are entitled to annual leave only at the rate of two and one-half days for each month of service; but persons transferred from one branch of the service to another may be granted the leave to which they would have been entitled if not transferred.

Should the leave to which an employee is entitled for one calendar year not be taken before December 31, it will be forfeited.

When an employee who has been granted leave is transferred, to take effect on a specified date, the date of transfer terminates his leave. He may, however, make application for any unused leave after entering on duty at his new station.

All leaves of absence are granted with the distinct understanding that should the employee be separated from the service by resignation, abolishment of position, or otherwise, the leave or any part of it not taken before the date of separation shall be forfeited. However, employees who have been continuously in the service for a year or more may be granted leave with pay prior to resigning, provided notice of intention to resign is given when the leave is asked for, or reasons satisfactory to the Office are furnished subsequently why advance notice could not be given. Upon failure to give such advance notice or subsequent reasons, the leave will be charged as leave without pay.

Employees of boarding and day schools are expected to take their annual leave during the vacation season, if possible. Employees whose work has to do with farming, stockraising, dairying, and kindred industries must arrange to take leave at times when their absence will interfere least with their duties. Employees engaged on irrigation projects or allotment work who are entitled to leave with pay will be expected to take their leave during the "closed season," if practicable.

Physicians may be allowed leave with pay, but before such leave will be granted they must make arrangements, satisfactory to the officer in charge, with some reputable physician for medical services during their absence. If the substitute physician is required to render any service during the absence of the regular physician, he shall be paid therefor by the officer in charge at a rate not exceeding the salary authorized for the position, and the amount thereof will be deducted from the pay of the regular physician.

Officers in charge may take annual leave in periods not exceeding one week, at such times as they can best be spared, but for periods in excess of one week authority must be obtained from the Office. When an officer in charge takes leave for more than one day, he will authorize in writing the employee best qualified to act in his place during such absence, as provided by the Regulations.

SICK LEAVE.—Sick leave with pay for not exceeding thirty days in any one calendar year may be allowed when no extra expense is incurred by the Government thereby: (1) In case of personal illness which disqualifies the employee for duty or makes it necessary for him to leave his post of duty to obtain special treatment or undergo a surgical operation; (2) when some member of the employee's immediate family is afflicted with a contagious disease and requires his care and attendance; (3) when, because of exposure to a contagious disease, whether in his own family or not, the presence of the employee at his post of duty would endanger the health of fellow employees.

Sick leave will not be granted in advance, but when necessary an employee may take *the time actually required*, after notifying the officer in charge, submitting an application for such leave upon his return to duty. Applications for sick leave must specify the exact period of leave taken and be accompanied by the certificate of a health officer or regularly licensed physician in support of the claim of sickness or contagion. If such certificate is not obtainable, affidavits and other evidence may be considered. A physician's certificate is much preferred in personal illness, but if not furnished an affidavit of applicant must state why no physician was consulted. Affidavits will generally be accepted only when period does not exceed three days; if for more than three days there should be submitted additional evidence of illness and disability.

The following classes of employees are *not* entitled to leave with pay, either sick or annual: Temporary employees; irregular employees; day-school employees, except those paid by the year; employees paid "by the day, when actually employed," and employees holding "registered or noneducational" or "unskilled labor" positions in the Irrigation or Allotment Services. Employees with an annual salary and a per diem compensation in lieu of subsistence "when actually employed," and allowances for expenses may not claim such per diem and allowances when on leave with pay.

LEAVE WITHOUT PAY.—Leave without pay will be granted as a favor to the individual only when, in the opinion of the Commissioner of Indian Affairs, the public business will not suffer by the absence, and when reasonable cause is shown, such as important business, personal illness, sickness in family, or emergency of a serious nature.

GENERAL RULES.—A leave of absence with or without pay granted to an employee is not in the nature of a contract and may be revoked at any time and the employee ordered to return to duty before its expiration, should the exigencies of the service require such action. An employee who continues absent after the revocation of a leave granted him with pay is not entitled to compensation for the period of such absence.

All applications for leave must be submitted to the officer in charge. Those for leave without pay will be forwarded immediately to the Office in duplicate on Form 5-450, with appropriate recommendation. Emergency requests may be made by telegraph at the expense of the applicant. Applications for annual or sick leave will receive administrative action at the hands of the officer in charge.

In computing annual leave, Sundays, legal holidays, and Saturday half-holidays in July, August, and September will be excluded. In all other leave they will be included, *except* where the leave *begins* or *ends* upon one of such days.

Reports of leave actually taken by employees will be reported to the Office monthly on Form No. 5-450 p, by the officer in charge, and will be forwarded with the monthly report of changes in employees.

When an employee is transferred from one school to another, the officer from whose jurisdiction the transfer is made will transmit a report at once to the officer to whom the employee is transferred, showing the amount of leave of all kinds taken during the current calendar year by such transferred employee up to the time of the transfer.

When an employee is detailed by order of the Office, or where he is summoned before the courts, or is necessarily absent from duty on official business for which he receives no compensation other than the regular pay of his position, his absence will be reported in the form of a letter, which should be forwarded immediately instead of with the monthly report of changes. Where there is additional compensation connected with the detail, such as witness fees, the regular application for leave without pay must be forwarded to the Office, which will determine whether the salary must stop or may be continued.

EFFICIENCY RECORD

Name: Jennie L. Gaithem

Race: White

Position: Matron

Salary: \$800

School: Carlisle Indian school

Date: April 1, 1912

AS CHECKED

Excellent

Good

Fair ✓

Poor

Extent and nature of musical ability: None.

COMMENTS

See previous efficiency reports. There has been
no change as far as I can see.

Caribanta Schools
4/15/12

M Friedman
Superintendent.

INSTRUCTIONS

On the first of April and October of each year officers in charge of employees will prepare and submit reports in duplicate, on this form, as to the efficiency of employees under their direction—a separate report being made for each employee.

The general efficiency of an employee will be indicated by checking either "Excellent," "Good," "Fair," or "Poor." The remarks under "Comments" should be full and complete, and embody any information or observations which will aid the Office in estimating properly the worth, limitations, or individual characteristics of each employee.

Efficiency reports are not required on temporary employees, or employees occupying the positions of Indian Judge, Indian Police, Laborer, or any positions paying \$300 a year or less.

Name of School Carlisle Indian Schools Carlisle, Pa.

Report of CHAS. F. PEIRCE, Supervisor. Date January 15, 1912 19

RECEIVED
JAN 15 1912
6973

Section 4. Employees:

Efficiency report for Indian Office status file.

<p>Name Jennie L. Gaither Position matron Salary \$800. per annum School Carlisle Pa. Date Jan. 15, 1912</p>	<p>AS CHECKED. Excellent Good <input checked="" type="checkbox"/> Fair Poor Race White. Age. 55</p>
--	--

COMMENTS.

Miss Gaither is a lady of many very good qualities. She has the interests of the girls at heart, and labors with a view of training them for good respectable women.

She is a good housekeeper, yet as the school is organized has no opportunity to show her executive ability.

Respectfully submitted,

Chas F Peirce
Supervisor of Indian Schools.

EFFICIENCY RECORD

Name: Jennie L. Gaither	AS CHECKED
Race: White	Excellent
Position: Matron	Good
Salary: \$800 per annum	Fair ✓
School: Carlisle Indian School.	Poor
Date: October 1, 1911	

Extent and nature of musical ability: None

COMMENTS

See previous efficiency reports.

*Carbon to Schools
12/8/11*

M. J. Quinn
Superintendent.

INSTRUCTIONS

On the first of April and October of each year officers in charge of employees will prepare and submit reports in duplicate, on this form, as to the efficiency of employees under their direction—a separate report being made for each employee.

The general efficiency of an employee will be indicated by checking either "Excellent," "Good," "Fair," or "Poor." The remarks under "Comments" should be full and complete, and embody any information or observations which will aid the Office in estimating properly the worth, limitations, or individual characteristics of each employee.

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Name of School Carlisle Indian School, Pa.

Report of CHAS. F. PEIRCE, Supervisor. Date February 15, 1911. 19

Section 4. Employees:

Efficiency report for Indian Office status file.

		AS CHECKED.
Name	Jennie L. Gaither	Excellent
Position	Matron	Good
Salary	\$800. per annum	Fair x
School	Carlisle, Pa.	Poor
Date	Feb. 15, 1911.	Race white

COMMENTS.

Miss Gaither has been at this place for several years, but I can rate her as fair only. She is lacking in general strength of character, is not quiet, orderly or refined as a matron in charge of a large number of young Indian women should be, and for these reasons is not suited for the position. I would recommend a change, and that one of the best of matrons be sent here and Miss Gaither be given a position of less importance elsewhere.

Respectfully submitted,

Chas F. Peirce
Supervisor of Indian Schools.

INSTRUCTIONS.—Each employee who receives more than \$300 per annum must fill out one of these blanks in his or her own handwriting. The agent or superintendent must promptly forward the blank to the Indian Office without a letter of transmittal.

RECORD of Jessie L. Gai Then
(First name in full.)
 Employed as matron at Carlisle Ind School July 15, 1907
Entered on duty.
 Salary \$800 Race White Married or single single Born 1854 Key
(Year and State.)
 Legal residence Elyab Town Key Hendon 4
(State.) (County.) (Cong. Dist.)
 If you have children, give ages no Quarters need for—No. no No. no
(Adults.) (Children.)

When, where, and in what position did you originally enter the Indian Service?
as art matron at Genoa Neb

When, where, and in what other positions have you served in the Indian Service?
as matron at Morris Minnesota

If you were ever separated from the Service give reasons briefly no

Have you any chronic disease, defect of speech, sight, hearing, hand, foot, or limb?
no

Give your exact height and weight 5 ft - 9 in 157 lbs

Give your U. S. military or naval service

What civil service examinations have you passed? matron

Give the names and locations of the schools or colleges you have attended and the course of study pursued in each, naming any degree received and the institution which conferred it

I have attended Bethlehem Seminary Lyonsland College & other private schools in Henderson Ky.

Have you any musical ability? no To what extent has it been cultivated?

Have you had any experience as a disciplinarian in the Indian Service or elsewhere? If so, where and when? If not, do you feel qualified to perform the duties of such position?

If you have practical knowledge of any mechanical trade, or have ever served an apprenticeship, give the length of time you have worked at such trade *no*

Give in detail all the practical experience you have had in any profession, business, or other occupation; where and by whom employed, the dates, and the salary received

I was employed in L. S. McHenry's hospital in Louisville Ky. at the Good Samaritans Hospital in Lexington Ky. for three years at a salary of \$50 per month, including board.

Name any profession, trade, or other occupation in which you regard yourself as expert

Give any additional facts which may tend to show your fitness for a position in the Indian Service calling for special knowledge or experience

Are you a competent stenographer and typewriter? *no*

PERSONAL RECORD OF

Name *Gather, James L.*
(Write surname first.)

*Indian Industrial School,
CARLISLE, PA.*
(School or Agency.)

Date *May 10*, 191*7*

Approved and forwarded by

M. Friedman
Superintendent.

F.

EFFICIENCY RECORD

Name: Jennie L. Gaither	AS CHECKED Excellent
Race: White	Good
Position: Matron	Fair ✓
Salary: \$800.00 per annum	Poor
School: Carlisle Indian School	
Date: April 1, 1911.	

Extent and nature of musical ability: **None.**

COMMENTS

I desire to repeat my recommendation and statements as made in the last efficiency report, as follows:

The present incumbent is a person of practically no education. Her record here has been poor, and before coming here she had a similar record for inefficiency at a smaller school. Her discipline has been uniformly deficient; she lacks control over the girls, and has never been active in instructing those under her in the womanly virtues and protective measures which it is the duty of the matron to look after. Her management of property is repeatedly reported against by the quartermaster. Recently, a general complaint was lodged against her by all the girl officers in the building on account of the general lack of discipline which exists. The best interests of the school demand that she be transferred to a smaller school or dropped. I have reported against this employee repeatedly, and good administration demands a change.

Carbon to Schools 4/10/11

G. W. Feldman
Superintendent.

INSTRUCTIONS

On the first of April and October of each year officers in charge of employees will prepare and submit reports in duplicate, on this form, as to the efficiency of employees under their direction—a separate report being made for each employee.

The general efficiency of an employee will be indicated by checking either "Excellent," "Good," "Fair," or "Poor." The remarks under "Comments" should be full and complete, and embody any information or observations which will aid the Office in estimating properly the worth, limitations, or individual characteristics of each employee.

Efficiency reports are not required on temporary employees, or employees occupying the positions of Indian Judge, Indian Police, Laborer, or any positions paying \$300 a year or less.

EFFICIENCY RECORD

Name: Jennie L. Gaither
 Position: Matron
 Salary: \$800
 School: Carlisle Indian School
 Date: October 1, 1910

AS CHECKED

Excellent

Good

Fair ✓

Poor

COMMENTS

The present incumbent is a person of practically no education. Her record here has been poor, and before coming here she had a similar record for inefficiency at a smaller school. Her discipline has been uniformly deficient; she lacks control over the girls, and has never been active in instructing those under her in the womanly virtues and protective measures which it is the duty of the matron to look after. Her management of property is repeatedly reported against by the quartermaster. Recently, a general complaint was lodged against her by all the girl officers in the building on account of the general lack of discipline which exists. The best interests of the school demand that she be transferred to a smaller school or dropped. I have reported against this employee repeatedly, and good administration demands a change.

M. J. Hedman
 Superintendent.

INSTRUCTIONS

On the first of April and October of each year officers in charge of employees will prepare and submit reports in duplicate, on this form, as to the efficiency of employees under their direction—a separate report being made for each employee.

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Efficiency reports are not required on temporary employees, or employees occupying the positions of Indian Judge, Indian Police, Laborer, or any positions paying \$300 a year or less.

EFFICIENCY RECORD

	AS CHECKED
Name: Jennie L. Gaither	Excellent
Position: Matron	Good
Salary: \$800	Fair ✓
School: Carlisle Indian School	Poor
Date: October 1, 1910	

COMMENTS

The present incumbent is a person of practically no education. Her record here has been poor, and before coming here she had a similar record for inefficiency at a smaller school. Her discipline has been uniformly deficient; she lacks control over the girls, and has never been active in instructing those under her in the womanly virtues and protective measures which it is the duty of the matron to look after. Her management of property is repeatedly reported against by the quartermaster. Recently, a general complaint was lodged against her by all the girl officers in the building on account of the general lack of discipline which exists. The best interests of the school demand that she be transferred to a smaller school or dropped. I have reported against this employee repeatedly, and good administration demands a change.

Carlisle Indian School
11/26/10

M. Friedman
Superintendent.

Jennie L. Galtner
Mason
1880
Carlisle Indian School
October 1, 1910

INSTRUCTIONS

On the first of April and October of each year officers in charge of employees will prepare and submit reports in duplicate, on this form, as to the efficiency of employees under their direction—a separate report being made for each employee.

The general efficiency of an employee will be indicated by checking either "Excellent," "Good," "Fair," or "Poor." The remarks under "Comments" should be full and complete, and embody any information or observations which will aid the Office in estimating properly the worth, limitations, or individual characteristics of each employee.

Efficiency reports are not required on temporary employees, or employees occupying the positions of Indian Judge, Indian Police, Laborer, or any positions paying \$300 a year or less.

EFFICIENCY RECORD

Name: Jennie L. Gaither
 Position: Matron
 Salary: \$800.00 per annum
 School: Carlisle Indian School, Pa.
 Date: June 11, 1910.

AS CHECKED

Excellent

Good

Fair ✓

Poor

COMMENTS

Comments made in efficiency report rendered November 2, 1909, may still be made. While there is nothing radically wrong with incumbent's administration of her department, she is not efficient.

W. Friedman
 Superintendent.

Jennie L. Gaither
Mason
\$300.00 per annum
Caroline Taylor School, Pa.
June 11, 1910.

INSTRUCTIONS

On the first of April and October of each year officers in charge of employees will prepare and submit reports in duplicate, on this form, as to the efficiency of employees under their direction—a separate report being made for each employee.

The general efficiency of an employee will be indicated by checking either "Excellent," "Good," "Fair," or "Poor." The remarks under "Comments" should be full and complete, and embody any information or observations which will aid the Office in estimating properly the worth, limitations, or individual characteristics of each employee.

Efficiency reports are not required on temporary employees, or employees occupying the positions of Indian Judge, Indian Police, Laborer, or any positions paying \$300 a year or less.



37

Subject:

DEPARTMENT OF THE INTERIOR.

Efficiency
Report.

UNITED STATES INDIAN SCHOOL,
CARLISLE, PA.

Stutts

November 2, 1909.

The Commissioner
of Indian Affairs,
Washington, D. C.

Sir:-

Miss

Miss Jennie L. Gaither, Matron at \$800.00 per annum, who is in charge of the girls, has not obtained results which are entirely satisfactory. There seems to be a laxity of discipline in the girls' building, and, for a time, numerous thefts of clothing, etc. from the trunks of other girls were rife. The records of this building have been kept in a most unsatisfactory way, and the quartermaster reports Miss Gaither's management of property as careless.

Since the employment of Miss Shultz as assistant matron, and her taking charge of the girls' clothing, some of these conditions have been improved.

I am of the opinion that Miss Gaither is not in sympathy with the administration of this school, and that such lack of harmony reacts against its best interests as an educational institution, and precludes the delivery on Miss Gaither's part of the most satisfactory and efficient service, which is expected of all employees.

I believe it would be for the best interests of

-2- Commissioner of Indian Affairs.

the Service if Miss Gaither could be transferred.

Very respectfully,

m. Friedman

Superintendent.

MF/EFW