

REFER IN REPLY TO THE FOLLOWING:

Education-
Schools
25117-1912
C H S

DEPARTMENT OF THE INTERIOR

OFFICE OF INDIAN AFFAIRS

WASHINGTON

Transfer.

Miss M. V. Gaither,
#3809 Spruce Street,
Philadelphia, Pa.

Madam:

The Office has received and considered very carefully your letter of February 22, 1912, asking for a transfer for yourself before the hot weather begins.

The Office appreciates the long service which you have rendered and is disposed now to help you to a transfer, but is unable just at this time to offer anything likely to be attractive. You may be assured however that your request will be borne in mind and an effort will be made to find a suitable place for you as soon as possible.

Respectfully,

Assistant Commissioner.

3-JHC-27.

No ans. Fill Status

4/2/12
Employees
I think that possibly a letter on this subject should be written by your Sec. If there is no suitable vacancy to which Miss Gaither can be transferred she should be so told. Plc 4/2/12

Name of School Carlisle Indian School, Carlisle, Pa.

Report of CHAS. F. PEIRCE, Supervisor.

Date Jan. 15, 1912.

RECEIVED
JAN 24 1912
6978

Section 4. Employees:

Efficiency report for Indian Office status file.

Name	Mollie V. Gaither.	AS CHECKED.
Position	Girls' Field Agent.	Excellent <input checked="" type="checkbox"/>
Salary	\$900. per annum.	Good
School	Carlisle, Pa.	Fair
Date	Jan. 15, 1912.	Poor
		Race White. Age 49.

COMMENTS.

Miss Gaither has had charge of the field work of the Outing system for several years, and seems to be thoroughly in earnest and to have a good grasp on the field situation. Owing to an injury received several years ago, she is troubled with a lame ankle at times, and desires a transfer to a position as principal teacher in one of the larger schools.

Respectfully submitted,

Chas Peirce
Supervisor of Indian Schools.

EFFICIENCY RECORD

Name: Mollie V. Gaither	AS CHECKED
Race: White	Excellent
Position: Girls' Outing Agent	Good
Salary: \$900	Fair ✓
School: Carlisle Indian School	Poor
Date: April 1, 1912	

Extent and nature of musical ability: None.

COMMENTS

See my comment on the efficiency record of October, 1911. Miss Gaither is not in rapport at Carlisle, is dissatisfied and not interested in her work. The matter of her transfer to a suitable position should be given the earnest consideration of the Office, as I would prefer not to have her remain at Carlisle.

*Transfer now
under consideration 2/15/12*

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.

EFFICIENCY RECORD

	AS CHECKED
Name: Mollie V. Gaither	Excellent
Race: White	Good
Position: Girls' Field Agent	Fair ✓
Salary: \$900	Poor
School: Carlisle Indian school	
Date: October 1, 1911	

Extent and nature of musical ability: None.

COMMENTS

Miss Gaither for a number of years was a Superintendent in the Service in some school in the west. She has never been satisfied at Carlisle in a subordinate position, and has been continually agitating the subject of her transfer as a superintendent or supervisor. She is dissatisfied in her present position and because of that dissatisfaction cannot give to her work that definite attention and wholehearted application which is necessary. I understand Miss Gaither gave satisfaction in her previous executive position, and I earnestly recommend that something be found for her where she will be satisfied, and will give as a consequence more efficient service to the Government.

M. J. ...
Superintendent.

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Name: Mollie V. Gaither	Excellent
Race: White	Good
Position: Girls' Field Agent	Fair ✓
Salary: \$900	Poor
School: Carlisle Indian school	
Date: October 1, 1911	

Extent and nature of musical ability: None.

COMMENTS

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*Carbon to Schools
12/8/11*

M. J. Quinn
Superintendent.

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DEPARTMENT OF THE INTERIOR,

UNITED STATES INDIAN SCHOOL,

CARLISLE, PA.

OUTING SYSTEM.

MRS. N. R. DENNY, Manager.

MISS M. V. GAITHER, Girls' Agent.

MR. D. H. DICKEY, Boys' Agent.

3721 Locust St.
Philadelphia
Oct. 2-1911.

Mr. J. H. Dentch,
Chief of Ex. Serv.
Washington, D. C.

My dear Mr. Dentch:

I declined the position
of Superintendent of the
School for two reasons. The annual
income & salary too small. I have
been in S. D. for six years. The
annual income of the regular
35- below year. As I visit your
School some time ago I am
willing to go to Chemawa Or. or
Pine. Teacher at a salary of \$1000.
for yr. provided I do not
have to teach. I would accept no
other position for that salary. I
have asked for promotion in
salary. There are nearly as
many pupils present at Chemawa
as at Carlisle. As one third of
our pupils are in country in winter
& nearly two thirds out in
spring & summer. Our Principal
Teacher, Mr. Whitwell has
plenty to do with-out teaching

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

OUTING SYSTEM.
MRS. N. R. DENNY, Manager.
MISS M. V. GAITHER, Girls' Agent.
MR. D. H. DICKEY, Boys' Agent.

If you will investigate - you will find in many of the schools picnic. Teacher does not do class room work. If I should go to Chemawa I would do all in my power to keep Mr. Choccraft raise his school to a high standard. Enclosed find a letter from the gentleman. From time to time I believe he would be pleased to have me in his school.

If you can arrange at your office I shall not be required to be there. I will accept promptly, otherwise I will not.

Yours very sincerely
Miss M. V. Gaither

Education-
 Employes
 83123-1911
 82364-1911
 B H C

SEP 28 1911

Principalship.

FOR FILE.

Miss Mollie V. Gaither,

(Through Superintendent Carlisle Indian School)

Carlisle, Pennsylvania.

Madam:

Answering your letters of September 23 and September 24, you are informed that it is the intention of the Office to place the Springfield Boarding School, South Dakota, under the jurisdiction of the Superintendent of the Santee Agency, Nebraska, which will result in a change of designation from Superintendent, at \$1000 a year, to that of Principal at the same salary at that school.

The Springfield School, to which only girls are admitted, is in the town of Springfield just across the Missouri River from Santee, Nebraska, and if you wish to be considered for the Principalship, wire the Office to that effect, when the matter of your transfer there will then be considered further.

Respectfully,

(Signed) R. G. Valentine.

9-WJC-27.

Commissioner.

(Carbon to Carlisle).

CARBON FOR STATUS FILE

EDUCATION

Mr. Dooler
OK.

Education - DEPARTMENT OF THE INTERIOR
J H D OFFICE OF INDIAN AFFAIRS

WASHINGTON

September 25, 1911

Mr. Commissioner:

Miss Gaither to whom you offered the position of principal at Salem School at \$1,000, has discovered that she will be required to do teaching a part of the day. She says that she has so long been out of the school work that she does not feel competent to do the work incident to such a position and therefore declined it.

The little Hope School from which Superintendent Wicks resigned the other day, I believe, offers a satisfactory solution of Miss Gaither's problem. This school is right in the little town of Springfield, South Dakota, just across the Missouri River from Santee, Nebraska, and I believe that without ~~any~~ ^{any} hardship we can abolish the Superintendency of Hope School, create a principalship there at \$1,000 and put ^{mk} this school under the Santee Agent. This will give Miss Gaither the opportunity to display her executive ability and at the same time not involve herself in troublesome financial responsibility. Only girls are admitted to the ^{Hope} ~~Santee~~ School and as I told you, during the incumbency of Mr. Wicks, which incumbency covered the governmental life of the school, there never was a scandal nor an adverse report of the management ^{mk}. Under the conditions that I have outlined, I believe that Miss Gaither can continue that good record.

J. W. Doreh
Chief Education Division.

U.S. Ind. School

Carlisle, Pa.

Sept. 24-1911

Dear Mr. Smith:

Yubia Day

I enclose your telegram rec'd.
from Sept. 18 receipt. I
intended enclosing copy of
letter I wrote him, which I
left out. A class for a
copy of my letter. Under-
no consideration would I
keep my class room

days are over - If the Office
can arrange with - Capt. Chol.
croft - to relieve the Principal
Teacher from class room duties
I am willing to accept the position
but not to teach. It seems to
me a short or large
Chennava should have



Principal Teacher relieved from
teaching as there is plenty
of work to do. If I should
go to Chennava I would put
my whole heart in the work
& do all I could to make
a success of my work there.

Yours very sincerely
Mellie V. Gaither

Please let me know definitely, & decline
the position for me if I shall have
to teach.

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

OUTING SYSTEM.
MRS. N. R. DENNY, Manager.
MISS M. V. GAITHER, Girls' Agent.
MR. D. H. DICKEY, Boys' Agent.

Sept. 23-1911 *me*



Mr. J. H. Deutch,
Chief Ex. Dir.
Washington - D. C.

My dear Mr. Deutch:

Enclosed find my resignation
just received from Dept. of Agriculture.
Under no consideration would I accept
the position of Principal Teacher in his
school, nor in any other school.
I want a position of Dept. of a desirable
school or of supervision of two schools.
I understand there is to be a vacancy
in position of Dept. of the Santa Fe
(Pueblo) School New Mexico. I should
like that place + will be most grateful
if you can assist me in any way.

me
Yours very sincerely
Miss M. V. Gaither

9/26/11

DEPARTMENT OF THE INTERIOR,
UNITED STATES INDIAN SERVICE,

Chemawa, Oregon. Sept. 22, 1911.

Miss Molly E. Gaither.

Care Indian School. Carlisle, Pa.

Dear Miss Gaither:

I received your letter of the 18th. inst. today, and wired you as follows: "The number of teachers allowed Chemawa makes it necessary for the Principal teacher to teach half a day at least, and occasionally all the day."

I remember the good work you did at the Umatilla School, and I feel that if you were to accept the position offered you at Chemawa, that you would like it notwithstanding the necessity of teaching a portion of the time.

Trusting that you will give the matter careful consideration, I remain

Very respectfully,

Edwin L. Chalcraft
Supt.

THE WESTERN UNION TELEGRAPH COMPANY,

24,000 OFFICES IN AMERICA. INCORPORATED CABLE SERVICE TO ALL THE WORLD.

ROBERT C. CLOWRY, President and General Manager.

Receiver's No.	Time Filed	Check
----------------	------------	-------

SEND the following message subject to the terms on back hereof, which are hereby agreed to.

Salem, Oregon.,
Sept. 23, 1911.

Mollie V. Gaither,
Indian School,
Carlisle, Pa.



The number of teachers allowed Chemawa makes it necessary for the principal to teach a half day at least, and occasionally all the day.

(Signed) Chalcraft, Supt.

Collect.

No telegraphic
reply necessary.

READ THE NOTICE AND AGREEMENT ON BACK.

ALL MESSAGES TAKEN BY THIS COMPANY ARE SUBJECT TO THE FOLLOWING TERMS:

To guard against mistakes or delays, the sender of a message should order it REPEATED ; that is, telegraphed back to the originating office for comparison. For this, one-half the regular rate is charged in addition. It is agreed between the sender of the following message and this Company, that said Company shall not be liable for mistakes or delays in the transmission or delivery, or for non-delivery of any UNREPEATED message, beyond the amount received for sending the same ; nor for mistakes or delays in the transmission or delivery, or for non-delivery of any REPEATED message, beyond fifty times the sum received for sending the same, unless specially insured, nor in any case for delays arising from unavoidable interruption in the working of its lines, or for errors in cipher or obscure messages. And this Company is hereby made the agent of the sender, without liability, to forward any message over the lines of any other Company when necessary to reach its destination.

Correctness in the transmission of a message to any point on the lines of this Company can be INSURED by contract in writing, stating agreed amount of risk, and payment of premium thereon, at the following rates, in addition to the usual charge for repeated messages, viz, one per cent. for any distance not exceeding 1,000 miles, and two per cent. for any greater distance. No employee of the Company is authorized to vary the foregoing.

No responsibility regarding messages attaches to this Company until the same are presented and accepted at one of its transmitting offices ; and if a message is sent to such office by one of the Company's messengers, he acts for that purpose as the agent of the sender.

Messages will be delivered free within the established free delivery limits of the terminal office. For delivery at a greater distance, a special charge will be made to cover the cost of such delivery.

The Company will not be liable for damages or statutory penalties in any case where the claim is not presented in writing within sixty days after the message is filed with the Company for transmission.

ROBERT C. CLOWRY, President and General Manager.

Washington, D. C., Sept. 18, 1911.

Mr. Edwin L. Chalcraft, Superintendent,
Chemawa Indian School, Oregon.



My dear Mr. Chalcraft:

I have been offered the position of Principal Teacher in your school and am writing to find out from you what are the duties of that position.

From my former pleasant experience in Oregon I would be pleased to return to that state, especially to be associated with a person at the head of a school whom I have before known so pleasantly.

I would hope and expect to give good service and to bring what experience I have had into the work for the advancement of the school under your supervision. The confinement of actual teaching, however, would not suit me as it has been years since I have done class-room work. Can I have the assurance from you before accepting the transfer that I will not be required to teach?

Please wire me as to this question, at my expense.

Care, Carlisle Indian School, Carlisle, Pa.

And oblige,

Yours very sincerely,

Mollie V. Gaither

Copy of letter I sent Sept. Chalcraft.

[Handwritten signature]

9/27/11

Education-
Employes
B H C

FOR FILE

SEP 13 1911

Miss Molly V. Gaither,
Through Indian School,
Carlisle, Pennsylvania.

Would you accept Principal Teacher nine hundred year Salem
School, Oregon? ~~Yes~~. Will recommend to

Secretary increase to one thousand.

R G Valentini

POSTAL

Government
Night Rate

9-WJG-15.

Carded
MH

CARBON FOR STATUS FILE

Education-
Employes
83442-1911
H V B

Transfer, Mollie
V. Gaither.

OCT -2 1911

FOR FILE.

Hon. W. O. Bradley,
Louisville, Kentucky.

Sir:

I have the honor to acknowledge receipt of your letter of September 26, 1911, relative to the transfer of Miss Mollie V. Gaither of the Carlisle Indian School, Pennsylvania.

Miss Gaither has been offered the principalship of the Springfield Indian School, South Dakota, and should she accept, the question of her transfer will be considered.

The Superintendent of the Santa Fe School, New Mexico, is not available.

Respectfully,

(Signed) R. G. Valentine.
Commissioner.

9-WJG-30.

MR. BRADLEY, CHAIRMAN.
MR. BROWN, MR. BAILEY.
MR. DILLINGHAM, MR. RAYNER



United States Senate,

COMMITTEE ON
EXPENDITURES IN THE DEPARTMENT OF JUSTICE.



Louisville, September 26, 1911.

Hon. Robert G. Valentine,
Commissioner of Indian Affairs,
Washington, D.C.

My dear Mr. Commissioner:

I understand that Miss Mollie V. Gaither who is connected with the United States Indian School at Carlisle, Pa., has been offered a position as principal teacher in the Chemana School in Oregon at a small increase of salary. I think she is entitled to something better than this and as there will be a vacancy of Superintendent in the Santa Fe (Pueblo) School, New Mexico, I will thank you sincerely to give her that appointment.

Miss Gaither is the sole support of an invalid brother and is a splendid woman in every way.

Very truly,

W. O. Bradley
w.

BW Dictated.

emp

Education
Employees
70976-1911
H V B

1

SEP -7 1911

Appointment.

FOR FILE.

~~Mr. F. E. Judd,~~
Pendleton, Oregon.

Sir:

I have your letter of August 9, 1911, recommending Miss Mollie V Gaither of the Carlisle Indian School, Pa., for promotion.

Miss Gaither enjoys a good reputation in the service, and as soon as a place commensurate with her ability can be found it is my intention to offer her a promotion. Until that time it is suggested that she continue her good service where she now is employed.

Respectfully,

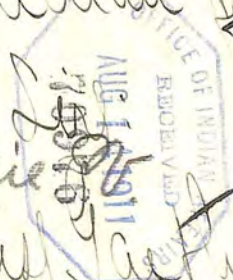
(Signed) R. C. Valentine.
Commissioner.

8-LIN-31

Pendleton Aug 9th 1911

Commissioner of Indian Affairs

Dear Sir



70976

For several years this gentleman
has been a personal friend
of our family since he
splendid work in
Pendleton. I know of
no one better qualified

to be at the head
of an institution of
that kind - & better fitted
in work among the
young people. - Most
particular & careful of
Morals. Health & Sanctity
Conditions being every
thing to elevate them

Hoping Mr. Mass have
some time at the head
of all schools in the
County as Miss and
well suited for the work
a woman -

Respectfully

J. E. Judd -
Vice Pres. American Nat Bank.

Education-
 Employees
 69919-1911
 H V B

Promotion of Mollie V. Gaither.

AUG 14 1911

Hon. W. O. Bradley,
 United States Senate.

Sir:

I have your letter of August 9, 1911, relative to the promotion of Miss Mollie V. Gaither, an employee at the Carlisle Indian School, Pennsylvania, to the superintendency of the Salem Indian School at Chemawa, Oregon.

The Commissioner of Indian Affairs has informed me that, when the question of appointing a new Superintendent for the Salem School is under consideration, Miss Gaither's qualifications for the position will be given careful consideration.

Respectfully,

(Signed) Barnet A. Thompson.

Acting Secretary.

8-TS-11

AUG 12 1911

PRS 9105

(C O P Y) File No. 69919-1911
Rec'd 8/10/11

Mr. Bradley,
Chairman.

UNITED STATES SENATE

August 9, 1911.

Hon. Walter L. Fisher,
Secretary of the Interior.

My Dear Mr. Secretary:

The Commissioner of Indian Affairs some time ago promised me he would give Miss Mollie V. Gaither a position.

I understand that the Superintendent of the Indian School at Chemawa, Oregon, will resign, either he or his Assistant. In either event, I most earnestly indorse Miss Gaither for the place. She is a very remarkable woman and has had great experience. Was superintendent of the Umatilla School near Pendleton, Oregon, for ten years. Senator Chamberlain of Oregon is a great friend and indorser of hers. I would be very glad indeed to see this lady appointed.

Very truly yours,

W. C. Bradley.

Miss Sautter personally

presented these letters,

no further action

required

J. M. Redfoot

COMMISSIONER
OF
AUG 8 1911
INDIAN AFFAIRS

UNITED STATES SENATE,
WASHINGTON.

OFFICE OF INDIAN AFFAIRS
RECORDED
11618-81911
INDEXED
AUG 7 1911
FILED BY E. F. G.

Mr R. M. Valentino
Comr of Indian Affairs
Augt 7 1911

My dear Mr Comr. On April 30th 1910 you wrote me a letter saying you could not appoint Miss Gauthier the girls field agent at the Carlisle School, but indicating that you would be glad to consider her "for the superintendency of an Indian School where there are no business reservation features". I understand there will be a vacancy by transfer or otherwise of Superintendent or Assistant Supt of the Indian School at Chemawa known as Chemawa, near Salem Oregon, and I most earnestly recommend her appointment.

Field

ent

It is needless for me to say anything concerning her qualifications & deserts as you better than you are well acquainted with both.
Very truly
W. D. Bradley

Education
Employees
67098-1911

H V B

AUG -7 1911

Recommendation for
Appointment

FOR FILE.

Hon. A. W. Lafferty,
House of Representatives.

Sir:

I have the honor to acknowledge the receipt of your letter of July 31, 1911, recommending Miss Mollie V. Gaither, an employee of the Indian Service at the Carlisle Indian School, Pennsylvania, for appointment as Superintendent of the Salem Indian School, Chemawa, Oregon.

Should it be decided to place a new Superintendent in charge of the Salem School, Miss Gaither's qualifications for the position will receive careful consideration.

Respectfully,

(Signed) R. G. Valentine,
Commissioner.

8-DAC-2

A. W. LAFFERTY
SECOND OREGON DISTRICT

House of Representatives U. S.
Washington, D. C.

July 31, 1911.



The Honorable,

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

Sir:-

I have the honor to earnestly recommend the appointment of Miss Mollie V. Gaither as Superintendent of the Chemawa Indian School in Oregon, in the event a vacancy occurs in the near future. Miss Gaither's record as an efficient worker among the Indians is doubtless familiar to you, and perhaps no other recommendation is necessary. Let me say, however, that her work at the Umatilla Indian School in Oregon was exceptionally satisfactory to all concerned, and she deserves the promotion she seeks.

With high regard,

Very truly yours,

A. W. Lafferty

M. C.

Encls

Education-
Employes
61642-1911
H V B

JUL 22 1911

Transfer of
Miss Mollie
V. Gaither.

FOR FILE.

Hon. Geo. E. Chamberlain,
United States Senate.

Sir:

I have the honor to acknowledge receipt of your letter of July 13, 1911, enclosing one from Mr. G. A. Hartman, recommending the appointment of Miss Mollie V. Gaither of the Carlisle Indian School, Pennsylvania, for transfer to a position at the Salem Indian School, Chemawa, Oregon.

Miss Gaither's qualifications for appointment will receive careful consideration in connection with any vacancies that may occur at the Salem School.

Respectfully,
(Signed) R. G. Valentine,

7-HKS-20

Acting Commissioner.



United States Senate,
WASHINGTON, D. C.

Leve
61642
OFFICE OF INDIAN AFFAIRS
RECEIVED
JUL 14 1911
July 13, 1911.

Honorable R. G. Valentine,
Commissioner of Indian Affairs.

My dear Sir:-

The enclosed letter was forwarded to me with the request that I deliver it to you. I intended to bring it down and hand you yesterday morning but overlooked it.

I desire to say that I have known the writer, Honorable G. A. Hartman, for many years. He was for a long time a resident of Pendleton, Oregon, and his recommendation is entitled to every consideration at your hands.

I have the honor to remain,

Yours very respectfully,

G. W. Thompson

Emps

1 enc.

GEO. H. KELLY
PRESIDENT

A. W. WHITMER
VICE-PRESIDENT

F. C. LITTLE
SECRETARY

WHITMER-KELLY COMPANY

Insurance - Real Estate
Surety Bonds

70 FOURTH STREET



PORTLAND, OREGON, June 24, 1911.

FILED BY E. P. G.

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

Dear Sir:

I am writing you to say a word in favor of the appointment of Miss Mollie V. Gaither to a position at the Chemawa Indian School in this State.

I now reside in Portland, Oregon, but lived for nearly forty years near the Umatilla Indian Agency and during Miss Gaither's ten years work there I visited the school many times and there certainly can be no question of her ability. She is very conscientious and about the most industrious government employee I ever knew. Her work among the Umatilla Indian children (and parents as well) resulted in a great deal of good.

From personal knowledge of her character, work, ability, honesty, I unqualifiedly recommend her for the position she seeks and as she wants to return to Oregon I sincerely hope you may be able to give her this place.

Yours respectfully,

G. S. Hartman

#70 Fourth Street.

Education-
Employes
46345-1911
H V B

Application

MAY 31 1911

FOR FILE.

Hon. George E. Chamberlain,
United States Senate.

Sir:

I have the honor to acknowledge receipt of your letter of May 26, 1911, endorsing the application, inclosed, of Miss Mollie V. Gaither of the Carlisle Indian School, Pennsylvania for appointment as Superintendent of the Salem Indian School, Oregon.

Should it be decided to place a new Superintendent in charge of the Salem School, Miss Gaither's qualifications for the position will receive careful consideration.

Respectfully,

(Signed) C.F. Hauke,
Acting Commissioner.

5-ELF-29

GEORGE S. NIXON, CHAIRMAN.
FRANCIS E. WARREN. JOSEPH W. BAILEY.
GEORGE SUTHERLAND. FRANCIS C. NEWLANDS.
WILLIAM E. BORAH. THOMAS P. CORE.
WESLEY L. JONES. JOHN WALTER SMITH.
FRANK B. BRANDEGEE. GEORGE E. CHAMBERLAIN.
JOHN D. WORKS. HENRY L. MYERS.
DWIGHT V. JONES, CLERK.

6enc

United States Senate,
COMMITTEE ON
IRRIGATION AND RECLAMATION OF ARID LANDS



46345

May 26, 1911.

The Honorable Commissioner
of Indian Affairs.

Dear Sir:-

I take pleasure in enclosing you herewith the application of Miss Mollie V. Gaither for appointment as Superintendent of the Chemawa Indian School. She has been for a number of years connected with the Indian Service and I am sure from the record which she made in Oregon in connection with the Umatilla Indian Reservation that she will make an efficient public servant in any capacity she may be called upon to serve. I have explained to her, in case of the removal or resignation of the present superintendent, that she would be my "second choice" for the position, and I am therefore enclosing her application to you for your consideration in case there is any change or changes in the present superintendent. I am also enclosing copies of some letters which Miss Gaither, certifying to her worth during her connection with the school on the Umatilla Indian Reservation, which speak for themselves.

I have the honor to remain,

Yours very respectfully,

emp

W. H. H. H. H. H.

Enclosures.



3745 Locust Street,

46345

Philadelphia, May 6th, 1911.

Hon. Robert G. Valentine,
Commissioner of Indian Affairs,
Washington, D. C.

Dear Sir:

I have recently heard of the vacancy of the Superintendency of the Chemawa Indian School, at Salem, Oregon. I feel that my years of experience in various positions in Indian school work has fitted me to fill such a position. I will be most grateful if you would appoint me as Superintendent of the Chemawa Indian School, and assure you I would do my best to fill the position satisfactorily to you.

Yours very truly,

Mollie U. Gaither



(COPY)

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

Dear Sir:

The undersigned, citizens of Pendleton, Umatilla Co., Oregon, interested in the educational work of the Government among the Indians on the reservation adjoining this town and community, and being desirous that the work which is being done so faithfully and efficiently by the present superintendent, Miss M.V. Gaither, shall be continued by her, uninterrupted, until substantial reasons for her removal shall duly appear, desire to bear this our testimony (unsolicited by her) to her exceptional qualifications for and devotion to this charitable work.

When Miss Gaither came here to take charge of the afore-said school, she found it in a most deplorable condition. The moral tone of the institution was a reproach to the Department, and its usefulness as a training school for the young almost gone. Reputable citizens of this community, unable to countenance its conduct, had gradually withdrawn their interest. But since Miss Gaither has been in charge the whole tone of the institution has been elevated, the morale of the school has been placed upon a high plane, public confidence in it has been restored, and com-

mendable pride is now manifested in it by the community in general. These results, we believe, are due to the wise and altogether excellent management of Miss Gaither whose conscientious and indefatigable labors in the interests of her charges are known to us all.

Without any mental reservations whatever we wish now to express our hearty indorsement of your appointment of this lady to this responsible position, and to urge the importance of retaining her there, whatever may be the outcome of the pending election, and to express our further hope that nothing shall be allowed to interfere with her work that is animated by partisan motives or personal prejudice. We are persuaded that the success of the Government's efforts in behalf of the Indian children here will best be promoted by the cordial support of such faithful, conscientious and thoroughly efficient servants as it has in Miss M. V. Gaither, Superintendent of the Government school on the Umatilla Indian Reservation, Umatilla County, Oregon.

Dated Pendleton, Oregon, Oct. 8th, 1896.

(Signed)

Rev. W. E. Potwine,	Rector for 14 years of the Episcopal Church.
Stephen A. Lowell,	Judge Circuit Court, 6 th Judicial Dist.
B. S. Burroughs,	County Clerk, Umatilla Co., Oregon.
J. T. Lambirth,	Deputy County Clerk.
Wm. Martin,	County Judge, Umatilla Co., Ore.

E. D. Boyd, Pres. of the Commercial Association of
Pendleton, Ore. & Vice. Pres. of Scour-
ing & Woolen Mills of Pendleton.

C. B. Wade, Cashier, First National Bank.

Frank B. Clopton, Broker.

W. J. Furnish, Mayor of Pendleton & Cashier Pendleton
Savings Bank.

Leon Cohea, Merchant.

T. C. Taylor, State Senator, Union & Umatilla Counties.

Perry Chandler, Pastor of Methodist Episcopal Church.

C. S. Jackson, Editor, East Oregonian.

Chas. F. Carter, Attorney at Law.



DEPARTMENT OF THE INTERIOR,
United States Indian Service,
Indian Industrial School.

Carlisle, Pa.

May 24, 1909.

TO WHOM IT MAY CONCERN:-

Miss Mollie V. Gaither has been employed at this school in the capacity of Outing Agent for the girls since October 17, 1904. Her work in this capacity has been eminently satisfactory. During this period of employment, she has also substituted in other positions and has always shown faithfulness in the discharge of her duties.

It gives me pleasure to recommend Miss Gaither as an earnest and conscientious woman, faithful in the duties which she undertakes, and loyal in the cause in which she is now engaged.

Very respectfully,

(Signed) M. Friedman,

Superintendent.

MF/EFW

(Copy)



Chamberlain, S. Dak.

Oct. 6, 1892.

To Whom it Concerns:

Miss Mollie V. Gaither of Elizabethtown, Kentucky, for four years, during my administration as Indian Agent, was employed as Teacher in the Indian Schools on the Crow Creek Reservation, and during that time gave entire satisfaction. Her work was much complimented by Inspectors and all others who saw it and know what good work in Indian schools means. I consider Miss Gaither particularly adapted as a Teacher of Indian children. She is capable and willing and in every way suitable for performing any duties she may assume. Miss Gaither was retained in the service by my successor as long as she cared to remain at that Agency. Any Indian School in the service would be fortunate in adding Miss Gaither to its corps of Teachers.

(Signed) W. W. Anderson.

Late U. S. Ind. Agt.

(Copy)



U. S. INDIAN SCHOOL,
Carlisle, Pa.

May 31, 1893.

To the Honorable

The Commissioner of Ind'n. Affrs.,
Washington, D.C.

Sir:

Miss M. V. Gaither has had charge of our Normal Department since Nov. last and has proven herself to be a most capable teacher, a good disciplinarian. I would gladly retain her, but she desires promotion and western station. Her service at Crow Creek and here entitles her to fullest consideration.

Very respectfully,

(Signed) R. H. Pratt,

Capt. 10 Cav'y. Supt.

Copy

September, 1902.



To the Honorable Commissioner of Indian Affairs,
Washington, D.C.

Sir:

We, the undersigned, citizens of Umatilla County, Oregon, desiring to attest our appreciation of the worth and efficiency of Miss Mollie V. Gaither, late Superintendent of the Industrial Boarding School upon the Umatilla Indian Reservation, beg to urge upon the Bureau of Indian Affairs the promotion of Miss Gaither to the Superintendency of a desirable bonded school, or to the Supervisorship of Indian Schools. We do this because this lady, by virtue of her experience, her deep interest in the work, and her high personal character, as well as by her record in the Indian Service, has earned the best the Bureau can give.

Miss Gaither's work among the Indians upon the Umatilla Reservation for the past nine years, has demonstrated her devotion to the best ideals of the service, and we should greatly regret her departure, but the abolition of the Agency, and the appointment of the late Agent as Superintendent, renders it probable that at a period not far distant, the position of Assistant Superintendent, now held by Miss Gaither, will be abolished, and as citizens interested in the welfare of the native races, we respectfully urge that a permanent position of importance be assigned her.

W. R. Ellis,	Circuit Judge
T. G. Hailey	District Attorney
C. B. Wade	Cashier of First National Bank
W. E. Potwine	Rector of Church of Redeemer
Steven L. Lowell	Ex Circuit Judge
F. L. Forbes	Principal of Pendleton Academy
L. B. Reeder	ExSpeaker of H. of Rep. Oregon
Th. C. Taylor	ExPres. Oregon Senate
W. J. Thurnish	Pres. Pendleton Saving Bank
E. P. Dodd	Editor Pendleton Tribune
C. J. Smith	State Senator of Umatilla Co.
J. H. Raley	Atty. at Law
C. S. Jackson	Oregon Daily Journal & East Oregonian newspapers.

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 *Mollie S. Gaither*
(First name in full.)
 Employed as *Field Agent* at *Carbide Ind. School*, *Oct.*, 19*04*
(Entered on duty.)
 Salary *900*, Race *White* Married or single *single* Born *1862 - Ky.*
(Year and State.)
 Legal residence *Kentucky* *Hardin* *Fourth*
(State.) (County.) (Cong. Dist.)
 If you have children, give ages _____ Quarters need for—No. *1* No. _____
(Adults.) (Children.)

When, where, and in what position did you originally enter the Indian Service? _____

1886 Civ. Serv. & Sch. as Teacher

When, where, and in what other positions have you served in the Indian Service? _____

*1892 to 1904 Supt. of Lunatic Boarding School
Pendleton Oregon.*

If you were ever separated from the Service give reasons briefly *was separated*

for six months on account of my mother's illness

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

Give your exact height and weight *5 ft 7 inches, weight - 150 lbs.*

Give your U. S. military or naval service _____

What civil service examinations have you passed? *Teacher.*

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 _____

*Cyrus School of Hardin Co. Ky. Two years at
Lynchburg College Hardin Co. Ky. One year
at Normal School Lebanon Ohio*

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? Yes

As Supt. of Umstilla Boarding School

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

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 Salary \$1000.

When Supt. of Umstilla Or. I had cultivated under my supervision a large garden of ten acres. Raised a herd of cattle & hogs. date - 1892 - 1904.

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?

PERSONAL RECORD OF

Name Gaithers, Mollie V.
(Write surname first.)

Carlisle, Pa.
(School or Agency.)

Date May 11, 1911, 191

Approved and forwarded by

M. J. Dwan
Superintendent.

H.

EFFICIENCY RECORD

Name: Mollie V. Gaither	AS CHECKED Excellent
Race: White	Good
Position: Girls' Field Agent	Fair ✓
Salary: \$900.00 per annum	Poor
School: Carlisle Indian School	
Date: April 1, 1911.	

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

COMMENTS

Carbon to Schools 4/14/11

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.

Education
Appointments
17634-1911
B H C

MAR 13 1911

Transfer.

FOR FILE.

Miss Mollie V. Gaither,

Through Superintendent Carlisle Indian School,
Carlisle, Pennsylvania.

Madam:

Answering your letter of February 26, you are informed that at present I am unable to find a place where I think it suitable to transfer you. In case I do get such an opening I shall consider you carefully.

There is no necessity for you personally to present your case to me.

Respectfully,
(Signed) R. G. Valentine,

Commissioner.

3-LLN-10

Mr. Valentine
Do you wish
a personal
interview with
Mrs. Gardner -
JH

U. S. Ind. Sch. Sch. Sch.
Carlisle, Pa.

Read by R. G. V.

Feb. 26 - 1911.

Mr. R. G. Valentini
Com. of Ind. Affs.
Washington, D. C.

OFFICE OF INDIAN AFFAIRS
RECEIVED
FEB 28 1911

Dear Mr. Valentini:

I am
going to get a promotion
position of Congressional work
in the Indian Service.

OFFICE OF INDIAN AFFAIRS
RECEIVED
FEB 28 1911
17634

Will you permit me to
talk the matter over with
you if I go to Washington
as soon as I can be

17634

3/2/11.

FILED BY E. F. B.

spared from my duties
here? I am sure Capt.
Friedman will grant
me this privilege.

Yours very respectfully
Julius V. Hatcher

EFFICIENCY RECORD



Name: Mollie V. Gaither
 Position: Girls' Field Agent
 Salary: \$900
 School: Carlisle Indian School
 Date: October 1, 1910

AS CHECKED
 Excellent
 Good
 Fair ✓
 Poor

COMMENTS

[Faint, illegible text in the comments section]

M. L. ...
 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: Mollie V. Gaither Position: Girls' Field Agent Salary: \$900 School: Carlisle Indian School Date: October 1, 1910	AS CHECKED Excellent Good Fair ✓ Poor
---	---

COMMENTS

Combs to Schools
11/26/10

M. J. ...
 Superintendent.

WILLIAM V. GILBERT
Chief, Field Agent
1900
Garrison 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

<p>Name: Mollie V. Gaither</p> <p>Position: Girls' Field Agent,</p> <p>Salary: \$900.00 per annum</p> <p>School: Carlisle Indian School, Pa.</p> <p>Date: June 11, 1910.</p>	<p>AS CHECKED</p> <p>Excellent</p> <p>Good <input checked="" type="checkbox"/></p> <p>Fair</p> <p>Poor</p>
---	--

COMMENTS

[Faint, illegible text in the comments section]

M. L. 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.

Ed Appl.
Comm.

40748-10

File

June 2, 1910.

Miss Mollie V. Gaither,
3745 Locust Street,
Philadelphia, Pa.

FOR FILE

My dear Miss Gaither:

I have your letter of May 16, asking me to give you the opportunity of proving that you can fill the position of Supervisor.

Both personally and officially I have the highest regard for the work which you have done, but it seems to me that it would not be fair to you for me to be other than perfectly candid with you and say frankly that as I look at matters, your appointment as Supervisor would not be wise on many administrative grounds. There are many matters in the Government Service that have to be settled on lines which, perhaps, might be hard to prove to some one of a different opinion; but where, at least, no positive injustice is done I do not feel that such proof is required; in fact real big failures or big successes of an administrative officer lie mostly in this field of his own ideals and ideas. He may even, at times, in the face of what appear to be indisputable

2.

facts, make the success no one else ever thought of, consequently, he has to have certain privileges within this field and it is such privileges that I claim in your case as in some others where I cannot see things just as you or the others do.

Sincerely yours,

(Signed) R. G. Valentine,
Commissioner.

RES.

Education-
Appointments
40748-1910
H V B

Supervisor of
Indian Schools.

Miss Mollie *W* Gaither,

3745 Locust St.,

Philadelphia, Pa.

Madam:

I have your letter of May 16, relative to your wish to be appointed a Supervisor of Indian Schools.

I am unable to give you such a position, but have had your name listed for consideration in connection with such vacancies as may occur in other positions for which I think you are qualified.

Very respectfully,

5-00-27
10463

Commissioner.

Return

3745 Locust St.
Philadelphia, Pa.

May 16-1910.

Hon. R. H. Valentine.

Com. Ind. Affs.

Washington, D. C.

My dear Mr. Valentine:

If you will
give me the opportunity of pro-
ving to you that I can't free
myself from the supervision of Ind.
Schools, I do not believe you
would ever have cause to
regret it. I have never yet-



failed in any work I have un-
dertaken.

My many years of experience in
various positions in the business
school-work, has fitted me for
the position I am seeking.

I like the west, and I like active
work. I shall be most grateful
to you, if you will give me the
position I have asked for.

Yours very respectfully,
Walter V. Gaither.

Education-
Appointments.

Appointment as
Supervisor of
Indian Schools.

APR 20 1910

Hon. W. O. Bradley,
United States Senate.

FOR FILE

Sir:

I have your letter of March 23, recommending
Miss Mollie A. Gaither, the Girls' Field Agent at the
Carlisle Indian School, Pennsylvania, for appointment as
a Supervisor of Indian Schools.

Miss Gaither already has to her credit a most
admirable record as a Superintendent of an Indian reser-
vation boarding school, and in a position of this kind,
requiring those excellent qualifications which she pos-
sesses, I believe would make a complete success; but the
only general work in which reservation and agency quali-
fications do not form an essentially constituent part is
now being very well filled by the one Supervisor in the
Service who is a woman, and there is no need for a further
extension of that particular kind of work.

I would be very glad to consider Miss Gaither
for the superintendency of an Indian school where there

E-2

are no business reservation features, if that work appeals to her, or to hear from her at any time as to any other similar position for which she would like to apply.

Very respectfully,

(Signed) R. G. Valentine,
Commissioner.

TS-18

Education-
Appointments.
24707-1910.
H V B

Appointment as
Supervisor.

Miss Mollie V. Gaither,
Through Superintendent Carlisle Indian School,
Carlisle, Pa.

Madam:

I have your letter of March 22, requesting an appointment as Supervisor of Indian Schools.

Your name has been listed for a superintendency for some time, and when a vacancy occurs, which I think you could fill satisfactorily, I shall be glad to give the question of your appointment careful consideration.

I feel that you do not possess the qualifications required for a Supervisor of Schools, and, therefore, I cannot hold out any hope of your appointment to such a position.

Very respectfully,

RFP-30
8956

Commissioner.

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

OFFICE OF INDIAN AFFAIRS
RECEIVED
APR 25 1910
33858

OUTING SYSTEM:
MISS M. GAITHER, GIRLS' AGENT.
MR. J. E. HENDERSON, BOYS' AGENT.
MRS. N. R. DENNY, CLERK.

April 21-1910.

Mr. E. P. Holcomb,
Chief Supervisor Ind. Schools,
Washington D.C.

OK

My dear Mr. Holcomb:

I have applied to Commissioner Valentine for the position of Supervisor of Indian Schools & feel I am well qualified to fill the place.

For two years I was Supt. of the Unstilled Indian Boarding School Ore. & managed the school successfully on report in the Indian Office and show paper going to Unstilled I was teacher at the Crow Creek Agency School S. Dak. for four years, and Langle - two years at the Rice Mission Day School on same reservation.

In addition I feel that I have been further prepared in the various duties of my services here at Carlisle, & nearly six years at Frieda Agency - for this school.

Miss Gaither was in Wash. 4/27/10 for personal consultation about her appointment. HVB

DEPARTMENT OF THE INTERIOR,

UNITED STATES INDIAN SCHOOL,

CARLISLE, PA.

OUTING SYSTEM:

MISS M. GAITHER, GIRLS' AGENT.

MR. J. E. HENDERSON, BOYS' AGENT.

MRS. N. R. DENNY, CLERK.

I entered the Indian Service when I was a young woman, have given the better part of my life to the work.

I believe it is in your power to aid me in getting the position, & I shall be most-grateful if you will do so.

I should be most-delighted to work under such a gentleman as your self.

If I am fortunate enough to get the appointment, I do not believe your self or Commissioner Volentine would regret giving me the place.

With kind regards & best wishes for your continued success.

I am your very truly

Mollie V. Gaither.

OFFICE OF INDIAN AFFAIRS
MAR 25 1910
24707

U. S. Indian School,
Carlisle, Pa.,

March 22nd, 1910.

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

Sir:-

I respectfully ask to be appointed to the position of Supervisor of Indian Schools. I trust that my experience of over twenty years and standing in the Indian Service fits me for the position and warrants me in asking for this promotion.

Respectfully,
Mollie V. Gaither

cat

March 23rd, 1910.

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



Dear Sir:-

On account of her fitness for the position, by reason of her ability, standing and long experience in the Indian Service, we cordially endorse Miss Mollie V. Gaither for the position of Supervisor of Indian Schools, which position she is seeking.

Yours very truly,

J. H. Paynter
~~Jonathan Bourne~~
W. A. Hamblin
Moss & Clapp

Geo W Saigh
D. C. Edwards
Ben Johnson
W. O. Bradley
Charles Curtis
R. S. Owen
Charles Hughes Jr.

(Copy)

Pendleton, Oregon,
August 7th. 1902.

To the Honorable Commissioner of Indian Affairs,
Washington, D.C.



Dear Sir:-

We, the undersigned, citizens of Pendleton, Oregon, being credibly informed that a certain change in the conduct of the affairs of the Umatilla Indian Reservation is under contemplation, which if effected, will, sooner or later result in the displacement of Miss M. V. Gaither as Superintendent of the Government Indian School on said Reservation;- and firmly believing, from our personal knowledge of the progress of the school under Miss Gaither during the entire time of her incumbency, and the high standard that it has attained through her careful and conscientious management that any such change at the present time would operate to the great detriment of the said school; and knowing further, from an extended observation of the character of her work as Superintendent, and from personal acquaintance with her, that she combines rare devotion and fidelity with eminent fitness and ability, and that her removal from her present position would certainly result in the withdrawal from the school in large measure of the growing interest of the very best people of this community, to the great loss of said school we do most earnestly pray that no such change, or any other change may be made which may in any way hinder embarrass or hamper her in the splendid work which she is doing for the Indians as Superintendent of said school.

Signed- W. R. Ellis, Judge 6th Judicial Dist.
T. G. Hailey, Dist. Atty. 6th Judicial Dist.

Signed -

Leon Cohen, Prest. Com. Assn.
E. Y. Judd, Prest. Woolen Mills.
C. B. Wade, Prest. 1st National Bank.
F. B. Clopton, Chairman City Council.
E. D. Boyd, Atty. at Law.
J. J. Ballery, " " "
J. H. Raley, " " "
Stephen P. Lowell, Atty. at Law.
C. S. Jackson, Editor East Oregonian.
W. E. Potwine, Rector of Ch. of the Redeemer.
John Uren, Pastor M. E. Church.

REFER IN REPLY TO THE FOLLOWING:

1

ADDRESS ONLY THE
COMMISSIONER OF INDIAN AFFAIRS.

[Handwritten signature]

Epa

DEPARTMENT OF THE INTERIOR,
Education-
Appointments. OFFICE OF INDIAN AFFAIRS,
24707-1910.
H V B WASHINGTON.

Appointment as
Supervisor.

Miss Mollie V. Gaither,
Through Superintendent Carlisle Indian School,
Carlisle, Pa.

Madam:

I have your letter of March 22, requesting an appointment as Supervisor of Indian Schools.

Your name has been listed for a superintendency for some time, and when a vacancy occurs, which I think you could fill satisfactorily, I shall be glad to give the question of your appointment careful consideration.

I feel that you do not possess the qualifications required for a Supervisor of Schools, and, therefore, I cannot hold out any hope of your appointment to such a position.

Very respectfully,

RFP-30
8956

Commissioner.

MR. BRADLEY, CHAIRMAN.
MR. BROWN. MR. BAILEY.
MR. DILLINGHAM. MR. RAYNER.

United States Senate,

COMMITTEE ON
EXPENDITURES IN THE DEPARTMENT OF JUSTICE.

March 23, 1910

Read by R. G. V



Hon. Robert G. Valentine,
Commissioner of Indian Affairs,

Dear Sir:

Miss Mollie A. Gaither formerly of Kentucky and a relative of Judge Hobson of the Court of Appeals in that State, will ask to be appointed Superintendent of Indian Schools in the event of a vacancy to any one of the five positions of that character. She has been connected as a teacher and Superintendent of Indian Schools for twenty years; ten years of the time was resident in Oregon and for a number of years she has been field Agent of the Carlisle Indian Schools of Pennsylvania. She is a most excellent, deserving and competent woman, and I most earnestly recommend her appointment to any vacancy that now exists or that may exist hereafter.

I understand that Mrs. Newman holds one of these places and has made a record that will convince you that a woman can do good service in this office.

Very truly yours,

W. B. Bradley

Eap

Education-
Appointments
G W B

Leave of absence.

SEP 24 1909

FOR FILE

Moses Friedman, Esq.,
Superintendent, Carlisle Indian School,
Carlisle, Pennsylvania.

Sir:

The Office is in receipt of your letter of September 17, requesting information relative to the leave status of Miss Mollie V. Gaither, girls' field matron at the Carlisle School.

You are informed that Miss Gaither is entitled to 30 days sick leave and 30 days annual leave with pay. Any time she may take in excess of this amount is to be charged against her account as leave without pay.

Miss Gaither's absence from duty, therefore, July 28 to August 1, September 1, 2, 13, and 14, has been approved as 8 days leave without pay.

Very respectfully,

(Signed) C. F. Hauke.
Chief Clerk.

GWB-22

*Carded
Noted
File*

Accounts.

Subject:
Leave of
Absence.

DEPARTMENT OF THE INTERIOR,
UNITED STATES INDIAN SERVICE,

U. S. Indian School, Carlisle, Pa.,

September 17, 1909.

To the Honorable,

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



Sir:-

In compliance with request of Miss Mollie V. Gaither, Girls' Field Agent at this School, I have to respectfully request information relative to her leave of absence.

This employee sustained a broken ankle in May 1909 and she was granted sick leave of absence with pay from May 23rd to June 21, 1909, inclusive, making a total of 30 days. Annual leave, with pay, was granted her on June 21st to July 27, 1909, inclusive, 30 days. While she was not able as yet to render efficient service, she was, nevertheless, permitted to resume Office duties on August 2, 1909. She was absent without pay for eight days, (July 28th to August 1st, September 1st to 2nd, September 13th to 14th 1909, inclusive) not including Sundays as per attached request hereto.

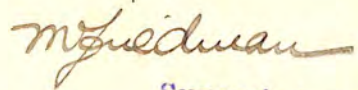
Miss Gaither's absence from May 23rd, 1909 to August 1, 1909, total 71 days, was at a time when her services were most urgently required, and consequently one of the teachers, Miss Lydia E. Kaup, who was granted leave to attend summer

The Commissioner of Indian Affairs -2-

school, was detailed to the work of visiting the female pupils of this School living in country homes under the Outing System.

I respectfully request information as to what in the judgment of your Office, is the status of Miss Gaither's leave at present: Has she been granted all the sick and annual leave to which she is entitled? Is she entitled, according to Government Regulation, to more?

Very respectfully,



Superintendent.

SJN:SR

DEPARTMENT OF THE INTERIOR,
UNITED STATES INDIAN SERVICE,

Indian Industrial School, -----
[Name of school, agency, or project.]

Carlisle, Pa., Sept. 17, 09, 19-----
[Date.]

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 8 days from July 28, 1909 to Aug 1, 1909, both inclusive.

Sept. 13, 1909 to Sept. 14, 1909
Sept. 1, 1909 to Sept. 2, 1909
Leave without pay ----- Recuperation from a broken ankle.
[Kind of leave wanted.] [Reasons.]

[Last date of entering Government Service.] [Number days leave of this character during current calendar year.]
Thirty(30) days

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

Very respectfully,

Girls Field Agent ----- Mollie V. Heather -----
[Position.] [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 thirty(30) days -----
- Sick leave, with pay thirty(30) days -----
- Detail, with pay -----
- Leave without pay -----

This application is therefore { ~~disapproved~~ approved } with recommendation that the same be { ~~not granted~~ granted } for the following reasons: Recuperation from a broken ankle

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

M. J. [Signature] -----
Superintendent & Spl. Disb. Agent, Officer in charge.

RULES GOVERNING LEAVES OF ABSENCE.

Leaves 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 from his duties without impairing the efficiency of the service or causing any extra expense to the Government. Employees appointed during the year may be granted leave only at the rate of two and a half days a month from the date of appointment to the end of the calendar year; but persons transferred from one branch of the service to another may be granted the leave they would have received if not transferred.

Superintendents and employees of boarding schools are required to take their annual leave during the vacation season, if possible. Should application be made for such leave to be taken during the school term, satisfactory explanation of the necessity therefor will be required. Employees whose work has to do with farming, stock raising, dairying, and kindred industries will not be granted annual leave during the vacation season, but must arrange to take such leave at other times when their absence will interfere less with their duties. Employees of irrigation and allotment projects who are entitled to leave with pay will be expected to take their leave during the "closed season," if practicable.

When an officer in charge takes leave, he will authorize in writing the employee best qualified to act in his place during such absence, as provided by the regulations.

Should the leave to which an employee would be entitled for one calendar year not be taken before the expiration of that particular year it will be forfeited, and can not be taken at any subsequent time; nor will absence in the current year beyond the regular allowance be chargeable to the allowance for the subsequent year.

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. The unused leave grant of an employee transferred, the transfer to be effective on a specified date, is similarly canceled, but he may renew his application at his new station.

A leave of absence granted to an employee is not in the nature of a contract, and may at any time be revoked 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 is not entitled to compensation for the period of such absence.

Sick leave with pay for not exceeding thirty days in any one calendar year will be allowed: (1) In case of personal illness which disqualifies the employee for duty or makes it necessary for him to leave the agency 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; and (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 for which leave is desired 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.

Annual leaves of absence with pay and sick leaves of absence with pay under the law are considered independent of each other, and applications for sick leave with pay will be considered on their merits without reference to the amount of annual leave which may have been taken during the calendar year.

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."

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.

Leaves 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. In case it is necessary to employ other assistance the officer in charge will so recommend when transmitting the application to the office.

PHYSICIAN'S LEAVE.

It is manifest that no school or agency ever should be deprived wholly of medical attendance. For this reason physicians may not be granted leave of any kind without first making some arrangement with a reputable physician whereby such physician will attend to emergency calls during the absence of the regular employee. This arrangement may be reciprocal between the two practitioners, and thus without additional expense to the Government, in which event the government physician may have leave with pay, the same as other employees. If, however, the substitute physician demands pay for his services, the government physician may have leave only by forfeiting his pay for the time absent, in order that the amount of pay so forfeited, and no more, may be paid to the temporary physician. The officer in charge is authorized to approve of physician's leave under the reciprocal arrangement, but where the substitute physician is to receive salary, it becomes an ordinary case of leave without pay, and must be submitted to the office for approval.

OFFICIAL DETAIL.

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.

LEAVE AND RESIGNATIONS.

There is no objection to granting faithful employees annual leave with pay, even if it is their intention to resign at the end of the leave. In fairness to the service, however, and in order that proper steps may be taken to fill the vacancies, notice of intention to resign should be given at the time leave is asked for, instead of at or near the expiration of the leave granted. *Failure to follow this plan will be considered as warrant for changing the leave with pay to leave without pay, thus withholding compensation for the time absent from duty prior to resigning.*

EDUCATIONAL DETAIL.

Educational detail will be granted in accordance with the annual circular letter governing institutes and summer school assignments.

Applications for leave must be submitted to the superintendent or other officer in charge. Those for leave without pay will be forwarded immediately to the office 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 accordance with circular letter No. 314.

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.

DEPARTMENT OF THE INTERIOR,
UNITED STATES INDIAN SERVICE,

Indian Industrial School, -----
[Name of school, agency, or project.]

Carlisle, Pa., Sept. 17, 09, 19-----
[Date.]

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 8 days from July 28, 1909 to Aug. 1, 1909, both inclusive.

Sept. 13, 1909 to Sept. 14, 1909, both inclusive.
Sept. 1, 1909 Recuperation from a broken ankle.
[Kind of leave wanted.] [Reasons.]

Thirty(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,

Girls Field Agent
[Position.]

Mollie V. Gaither
[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 thirty(30) days
- Sick leave, with pay thirty(30) days
- Detail, with pay -----
- Leave without pay -----

This application is therefore { ~~disapproved~~ approved } with recommendation that the same be { ~~not granted~~ granted } for the following reasons: Recuperation from a broken ankle

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

M. J. Quinn
Superintendent & Spl. Disb. Agent, Officer in charge.

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TELEGRAM

2

Education-
Appointments.
V S
W R P

August 26, 1909.

Miss Mollie V. Gaither,
Through Friedman,
Carlisle, Pennsylvania.

You have been selected as person best fitted for prin-
cipal teacher, one thousand dollars, at Yaxima. Wire
whether you will accept.

FOR FILE

(Signed) F. H. Abbott,

JMK-26
4148

SEND BY POSTAL.

Acting

Commissioner

J

POSTAL TELEGRAPH



COMMERCIAL CABLES

CLARENCE H. MACKAY, PRESIDENT.

TELEGRAM

REGISTERED TRADE-MARK. DESIGN PATENT NO. 36369.

The Postal Telegraph-Cable Company (Incorporated) transmits and delivers this message subject to the terms and conditions printed on the back of this blank.

5W SY. 26 Collect 913am Govt

Carlisle Pa Sept 1 1909

Mr Dorsch

Acting Chief Clerk, Indian Office, Washington DC.

Will call today or tomorrow relative to Yakima principal shiphold

if possible

Mollie V Gaither.

SPECIAL

No telegraphic
reply necessary.

RECEIVED AT THE INTERIOR.
FORMERLY P. O. DEPT B'LD'G,
CORNER 8th & F STREETS OF NEW
WASHINGTON, D. C.



SPECIAL

E 2
930

Education-
Appointments

V S
W R P

August 25, 1909.

Miss Mollie V. Gaither,
3721 Locust Street,
Philadelphia, Pennsylvania.

Wire whether you would accept principal, one thousand,
at Yakima, Washington.

JMK-25
4124

SEND BY POSTAL.

(Signed) J. H. Dortch,
Acting Chief Clerk. XXXXXXXXXXXX

POSTAL TELEGRAPH



COMMERCIAL CABLES

CLARENCE H. MACKAY, PRESIDENT.

TELEGRAM

REGISTERED TRADE-MARK. DESIGN PATENT NO. 36369.

The Postal Telegraph-Cable Company (Incorporated) transmits and delivers this message subject to the terms and conditions printed on the back of this blank.

COUNTER NUMBER.

TIME FILED.

CHECK.

M.

Send the following message, without repeating, subject to the terms and conditions printed on the back hereof, which are hereby agreed to.

To Mr Dorich,

Aug 26:-

Actg Chief Clerk.



Your telegram of 25 to Miss Mellie V. Gaither 3721 Locust st Phila

undelivered House closed family of Clarke live there.

Can you give us some better address in Phila.

Postal Tel Co.

Per SPT.

SPECIAL

E-2

1120
1125

Mem.

Appts.

When Pidgeon at Yakima is transferred I suggest that the Principalship at \$1000 be offered to Miss Mollie V. Gaither, Outing Station at Carlisle. (Status file attached)

Inspecting officials commended highly work at Umatilla. Her separation from that place was by resignation + resulted from interference by the Supr. (Agent) who was afterward called on to resign because of his mismanagement of school + agency matters.

Miss Gaither - has always wanted to go back to Umatilla, but the school is now reduced in size + a Principal is not authorized. She would conduct a good school, if appointed + I believe would accept appointment there.

F. J. P.

E-1

8/3/09.

Chambers

Education-
Appointments
V-S-V
W R P

DEPARTMENT OF THE INTERIOR,
OFFICE OF INDIAN AFFAIRS,
WASHINGTON.

Teacher, \$1,000,
Yakima.

Mrs. Mollie V. Gaither,

Through the Superintendent Carlisle Indian School,
Carlisle, Pennsylvania.

Madam:

You are hereby transferred and promoted from the position of Girls' Field Agent, \$900 a year, at the Carlisle School, Pennsylvania, to the position of Principal Teacher, \$1,000 a year, at the Yakima School, Washington.

In view of the great advantage in having the Principal upon the ground at the beginning of the school year, you are requested to proceed at once to your new field of duty, the route to the Yakima School being as follows:

North Yakima, Wash., on Northern Pacific Rwy.; thence by daily stage (except Sunday); distance, 34 miles.

Superintendent Friedman is requested to communicate with the Office immediately, conveying his recommendations concerning your successor as Girls' Field Agent, and especially whether he recommends the appointment of Miss Olive C. Ford of the Phoenix School, Arizona.

Very respectfully,

Acting Commissioner.

Carbons to Carlisle and Yakima.

December 21st, 1908.

Hon. Francis E. Leupp,
Commissioner of Indian Affairs,
Washington, D. C.

RECEIVED BY COM. LEUPP



My dear Mr. Leupp:-

Referring to our conversation of about a month ago concerning the position of Supervisor of Indian Schools, permit me to say that I wish you would give me an opportunity of proving to you that I am well qualified to fill such a position.

For more than ten years, I managed successfully the Umatilla Boarding School, as both Mr. Conser and Mr. Dortch will testify - these gentlemen having a full knowledge of my work there as well as of the circumstances which led to my leaving the school.

Before going to Umatilla, I was for four years a teacher at the Crow Creek Indian Reservation School and for two years at the Grace Howard Day School.

In addition I feel that I have been further prepared by the varied duties of my service at the Carlisle Indian School with four years as the field agent of the school.

Hoping you will favorably consider my application, I remain,

Very respectfully yours,

Morris V. Gaither

3721 Locust St.,
Phila

Carded
B

E

Education
86206-1908
J.H.D.

December 23, 1908.

SUBJECT:

Letter giving her qualifications for the position of Supervisor of Indian Schools.

Miss Mollie V. Gaither,
3721 Locust Street,
Philadelphia, Pa.

My dear Miss Gaither:

I am in receipt of your letter of the 21st instant, referring to our conversation of about a month ago with regard to the position of Supervisor of Indian Schools, and giving your record in the Service.

As I told you then, I am not prepared to offer you a supervisorship; but if the superintendency of one of the smaller schools where your efforts would probably meet with success becomes vacant I will bear you in mind.

Very respectfully,

F. E. Lupp
Commissioner.

(F)

Carder
B

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

May 24, 1909.

TO WHOM IT MAY CONCERN:-

Miss Mollie V. Gaither has been employed at this school in the capacity of Outing Agent for the girls since October 17, 1904. Her work in this capacity has been eminently satisfactory. During this period of employment, she has also substituted in other positions and has always shown faithfulness in the discharge of her duties.

It gives me pleasure to recommend Miss Gaither as an earnest and conscientious woman, faithful in the duties which she undertakes, and loyal in the cause in which she is now engaged.

Very respectfully,

M. Friedman
Superintendent.

MF/EFW

U. S. Indian School,
Carlisle, Pa.

May 31 1893

To the Honorable

The Commissioner of Ind. Affs.
Washington D.C.

Sir,

Miss M. V. Gaither has had charge of our Normal Department since Nov. last and has proven herself to be a most capable teacher a good disciplinarian. I would gladly retain her, but she desires promotion and western station.

Her service at Crow Creek and here entitles her to fullest consideration.

Very respectfully

R. H. Pratt

Capt. U. S. Army, Sup.