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OFFICE OF
Indian Affairs
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1898

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54210-97

Indian Industrial School,

Carlisle, Pa. Dec. 30 1897

Pratt, R. H.,

Captain 10th Cav'y, Supt.

Replying to letter
of Dec. 29, marked "Edu-
cation, 54,210" in
regard to employment
of teacher in place of
Mr. Hendren, during
sick leave with pay.

2 inc

to Carlisle Jan 7 1898

Pages 200 and 330
Book 287

[Handwritten signature]

[Handwritten mark]

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Department of the Interior,
INDIAN SCHOOL SERVICE,

Carlisle, Pa., December 30th, 1897.

To the Honorable,

The Commissioner of Indian Affairs,

Washington, D.C.

Sir:

Replying to your letter of the 28th, marked "Education, 54,210", I feel that it would not be right for me to let the subject rest with your letter.

I invite your attention to the fact that you have ignored the essential feature of my comparison of the Indian Office and the field service, while you quote my letter with great particularity until it arrives at that point, where the essential part of the comparison is omitted. I say "I Know ^{how} it is possible to get on during an employe's absence in some places; in the Indian Office for instance, where there may be a number of clerks in the same room and the duties of one can be locked after temporarily by the others, and work if not done one day can be done the next; but this cannot be done in graded school room work." The two points, -number of clerks in one room, and the possibility of letting work lie over, are both omitted. I think too that the Circular of March 13th last referred to, amply covers this particular case. It says such leaves will only be granted for good reasons. The good reason in Mr. Hendren's case was his illness, certified to by the Doctor and concurred in by my own judgment, and added to this the fact that no large business concern would belittle itself by refusing to continue for a limited time the salary of em-

Commissioner.

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ployes under such circumstances, and added to this we have the well settled policy of the Government throughout all its Departments. The leave was granted with pay, as I think most properly, to this worthy servant of the Government, who will probably be compelled to quit the Service forever, and soon, perhaps, the world as well.

Notwithstanding your letter, I cannot imagine that the Department intends to take the position indicated by the examiners in this case. If it does, I shall certainly not allow myself as the Superintendent of this school, and as an officer of this great Government, to be placed under the stigma of any such meanness, for I will see that the salaries in both cases are paid.

Very respectfully,

A handwritten signature in brown ink, appearing to read "R. H. Pratt". The signature is written in a cursive style with a long, sweeping horizontal stroke extending to the right.

Capt. 10th Cav'y., Supt.

(Dictated) Mc

54210 OFFICE OF Indian Affairs. 1897
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50/196

352 Indian Office. 1898
Incl. No. /

Indian Industrial School,
Carlisle, Pa. Dec. 21. 1897.

Pratt, R. H.,
Captain 10th Cav'y. Supt.

Replying to office letter of
Dec. 14-97, "Education"
52444" regarding em-
ployment of Effie Moul
in place of J. W. Hendren, Teac,
on sick leave with pay.

To Carlisle Dec 28/97
E. H. [Signature] ✓ R

Department of the Interior,

INDIAN SCHOOL SERVICE,

Carlisle, Penna. Dec. 21, 1897.

To the Honorable,

The Commissioner of Indian Affairs,

Washington, D.C.

Sir:

Referring to your letter of December 14th, marked "Education, 52,444, '97," approving my irregular employe service for the month of November, in which you state "the employment of Effie Moul as teacher two days at \$2.00 per day, involving an expenditure of \$4.00, is approved on condition that J.W.Hendren was absent on sick leave without pay," I have respectfully advise you that your letter of Dec. 10th, approving of Mr. Hendren's sick leave for one month with pay to date from the 22nd of November, covers this case.

There is no way but to employ some one to fill the place. We have exactly the number of teachers requisite to do the work, and no more. We cannot put Mr. Hendren's pupils into other school rooms, nor have we the teacher or employe to put into the place while he is absent. The position taken by the new examiners in the Indian Office is likely to be taken again in this particular case, for I must continue Miss Moul until I get the teacher to fill Mr. Hendren's position.

I know how it is possible to get on during an employe's absence in some places; in the Indian Office for instance, where there may be a number of clerks in the same room and the duties of one can be looked after temporarily by the others, and work if

not done one day can be done the next; but this cannot be done in graded school room work. It requires special qualities to fill the particular place, and we always have difficulty in finding the person. It is just as it would be if the school physician is granted a sick leave with pay; the medical duties cannot be looked after by a person who is not a physician, consequently a physician has to be employed. If this new rule holds, it means that during any teacher's absence, I must dismiss that teacher's pupils and let them loose the time, and so their grade. I wish that there might be less of hair splitting on the part of examiners, and more of a willingness to courteously consult with a superintendent, before such unbusiness conclusions are promulgated.


Very respectfully,



Capt. 10th Cavy., Supt.

Dictated to Mc
D.W.

I think the points made by Pratt as to employment of teachers during absence of regular teacher is well taken & we ought not to be too captious with Supt.



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Indian Office,

Incl. No.

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1898

REMOVAL OF EMPLOYEES IN THE CLASSIFIED SERVICE.

DEPARTMENT OF THE INTERIOR,

WASHINGTON, *October 27, 1897.*

Order.

Officers and employees of this Department will take notice that Executive Order of July 27, 1897, amendatory of Civil Service Rule II, provides as follows:

No removal shall be made from any position subject to competitive examination except for just cause and upon written charges filed with the head of the Department or other appointing officer, and of which the accused shall have full notice and an opportunity to make defense.

Relative to the enforcement of this provision, it is ordered, that if any employee in the classified service shall be guilty of any offense in such a degree, or shall be inefficient to such an extent as to appear to warrant removal from the service, it shall be the duty of the officer or employee having charge of his or her official work and conduct, to forward to the Department, through the proper channels, written charges stating specifically the ground of the complaint, and at the same time furnish a copy thereof to the accused. Within three days thereafter the latter may, through the proper officer, submit to the Department a defense in writing, and in default thereof it will be considered that defense is waived.

When the complaint originates within the jurisdiction of a bureau the chief thereof will forward the same to the Department, together with the evidence in the case, properly briefed, with his recommendations relative thereto.

At pension agencies, Indian agencies, land offices, or other places of official service under the Department of the Interior outside of the District of Columbia the officer in charge, in transmitting the charges, shall submit his views concerning the matter and make such recommendations as he may deem proper.

When the nature of the offense is such that the interest of the service seems to require summary action the accused may be suspended from duty, pending consideration of the charges, but such suspension must be promptly reported to the Department.

Chiefs of bureaus will furnish each officer and employee under their jurisdiction with a copy of this order, and the chief clerk will furnish such a copy to all other officers and employees under this Department.

Officers charged with these duties will be held to their strict observance.

C. N. BLISS,
Secretary.