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Salary.

FOR FILE

M. Friedman, Esq.,

Superintendent Carlisle Indian School,
Carlisle, Pa.

Sir:

The Office has received your letter of June 21 concerning the salary of the nurse.

The recommendations on your salary list were carefully considered and, with two exceptions, adopted.

In the case of the nurse the increase of \$5 per month was based in part on the statement of Supervisor Murphy who, apparently, considered her very efficient, and in part on the fact that Carlisle is the largest school in the Service and pays the best salary to its physician. This implies greater responsibility than attaches to these positions elsewhere in the Service, and greater efficiency in the employees.

The close supervision of the work of pupil nurses, which doubtless falls in large part on the nurse, adds appreciably to the responsibilities of that position, albeit their manual assistance may relieve her of much of the actual physical strain. It was also assumed that the care of segregated tuberculosis suspects and the increased activity.

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of the physician would add correspondingly to the duties of the nurse, and ~~that~~ this should be duly recognized.

However, if after going over the matter again you are convinced that the \$5 increase in salary is out of proportion to the responsibilities of the position and the scale of nurse salaries outside the Service, or that by reason of this addition your subsistence fund will be crippled, you may renew your recommendation for the reduction of the salary to \$720.

Very respectfully,

(Signed) R. G. Valentine,

Commissioner.

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DEPARTMENT OF THE INTERIOR,

UNITED STATES INDIAN SERVICE,

U. S. Indian School, Carlisle, Pa.

June 21, 1909.



To the Honorable,

The Commissioner of Indian Affairs,

Washington, D. C.

Dear Sir:-

I respectfully acknowledge receipt of the salary list for the ensuing fiscal year together with the various changes, demotions and promotions, which have been made in accordance with recommendations which I submitted. I find that the salary of the nurse has been increased from \$720 to \$780 per annum. This latter change was made by your office. The recommendations for increases which were made fully covered in my judgment the deserved promotions. These promotions were made not only because of industry and efficiency, but because the character of the work justified such promotions.

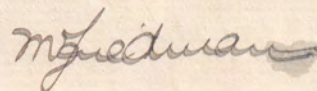
3- I did not recommend an increase in the salary of the nurse for the reason that it was thought that this position is at present paying a fair and reasonable remuneration. The work here is not arduous, there being a number of student apprentice nurses who render valuable assistance. The hospital is a modern one. The accommodations are of the best and the nurse is given permission, in accordance with instructions from your office, to eat in the

hospital.

Because of the fact that we have a resident physician here, the nurse is relieved of a large amount of work which she would otherwise have to do if a contract physician was employed. For these reasons⁵, therefore, I have to respectfully request that the salary of the nurse for the ensuing year be made the same as the salary for the present year, namely, \$720 per annum, and that the increase to \$780 be revoked.

Such action would not only be desirable and in the interest of the service because the wage paid at present is sufficient, but it is necessary in view of the fact that the cost of food supplies according to bids which have just been opened have gone up from 5 to 20%, and our appropriation will not stand any but the most necessary expenditures.

Very respectfully,



SAR.

Superintendent.