

INDIAN OFFICE.

FILES.

CAUTION!

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By order of

E. B. MERITT,
Asst. Commissioner.

6-4344

69230, 1917.

CARLISLE

File No.

276

Ed.-Schools
78672-17
C L S

SEP 10 1917

Mr. John Francis, Jr.,
Supt. Carlisle School.

My dear Mr. Francis:

FILED BY G. P. P

Your letter of August 17, concerning permission to issue certain subsistence supplies to Mr. Jacob Wilson, laborer at \$480 a year; Mr. Harry Garber, farmer at \$600 a year; Mr. James S. Giffen, farmer at \$900 a year, and Mrs. Gertrude Giffen, cook at \$300 a year, has been carefully considered.

You are advised that this practice can not be justified but that it would be proper for an estimate to be made of the probable cost of subsistence desired to be issued to each employee named, and the recommendation submitted for a proportionate increase in the salary of each.

Very truly yours,

(Signed) E. B. Meritt

9-EWB-7

Assistant Commissioner.

Filed
9-11-17

INITIALING COPY - FOR FILE



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



August 17, 1917.

The Honorable
Commissioner of Indian Affairs, FILED BY G. P. F.
Washington, D. C.

Sir:

The receipt is acknowledged of your letter of August 2, 1917 regarding the cases of Mr. Jacob Wilson, laborer at \$480 a year, Mr. Harry Garber, farmer at \$600 a year, and Mr. James S. Giffen, farmer, and his wife, Mrs. Gertrude Giffen, cook, at \$900 and \$300 respectively, who have been permitted to receive certain subsistence supplies from the Government heretofore. I am advised that the practice is not justified under the rules as it has not been customary throughout the service to allow such employees to receive maintenance supplies from the Government.

In view of the circumstances surrounding these cases I ask your indulgence to a further presentation of the facts involved and the problem which confronts me.

I note that the basis of the decision is that such privileges have not been granted elsewhere throughout the service. That position is correct, but at the same time conditions elsewhere are not the same. In most boarding schools the farmer lives at the institution and has the benefit of the Teachers' Club insofar as board is concerned, and has nothing to do with the maintenance of pupils.

Ent

Here one farmer lives a mile from the school and is responsible day and night, in addition to his other duties, for the discipline of 10 Indian boys for whom his wife cooks. The dairyman lives in a separate house near him, and the other farmer

is located on another farm approximately $1\frac{1}{2}$ miles away from the school.

These questions were brought to the attention of the Office by me because I fully appreciated that technically they were not in accordance with the rules and practice of the service. At the same time conditions here justified them from the standpoint of the school. A too radical change will place me in the position of working undue hardships on employees in correcting these old practices, and in view of the high wages paid outside the service may even cause me to lose some employees and interfere with the efficiency at the opening of the school term.

I am sure that I can adjust these matters to come clearly within the regulations of the Office if I am given sufficient time and latitude to work them out. An arbitrary action will, in the end, cost the Government more than the supplies proposed to be used.

In the case of Mr. Wilson, who only receives \$40 a month and has a wife and two children, he has maintained no garden whatsoever during the summer and has therefore laid aside no supplies for the winter. He has heretofore obtained his milk from the Government. To arbitrarily cut this employee off, who must have milk for his young baby, at the beginning of winter when he has had no opportunity to put in a garden, to raise potatoes and when cows cost more than they have in years, will place him in a difficult financial position.

In the case of Mr. Garber, farmer, he has maintained a garden and it will simply mean the cutting off of the use of a Government cow which should be done, but in view of Mr. Wilson's case and to avoid discrimination I should like to have authority to permit him, for the next year, to receive approximately 1 quart of milk a day from the school dairy, thus giving him a reasonable time to purchase a cow for his personal use.

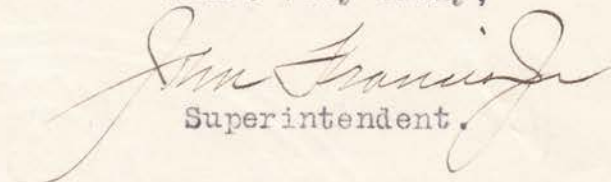
I am not aware of any other place in the service where the farmer and his wife have students in their home and where the wife is cook and the husband farmer during the day and disciplinarian at night.

In view of the fact that the school cook and Hospital cook have been granted their subsistence, it would seem that in justice a similar arrangement would be proper for Mrs. Giffen who only receives a salary of \$300 a year. If this could be done would it then not be possible to require Mr. Giffen to pay a reasonable amount per month for his subsistence?

I am confronted with the possibility that Mrs. Giffen, whose position as cook is somewhat distasteful to her, will resign from her position. It will be very difficult then to procure the services of any other competent person at that salary who would board themselves and cook for the boys. Neither could they obtain board from the Giffens. This would mean that the boys would have to be furnished meals at the school mess three times a day and go back and forth from the farm to get them, which in the end would cost more in loss of time and instruction than the subsistence involved.

Splendid schemes have been worked out here for the training of Indian pupils. They have been worked out by a man of long experience in the service as he would his own business. While these involve matters outside the regulations, I believe that in time I can and will adjust them to meet the general practice throughout the service, and without any severe hardship toward the employees, if authority can be granted, at least temporarily, along the lines indicated.

Yours very truly,


Superintendent.

JF/S

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Mr. John Francis, Jr.,
Supt., Carlisle School.

AUG -2 1917

My dear Mr. Francis:

FILED BY G. P. F.

In reply to your letters of July 18 and 19, calling attention to the cases of Mr. Jacob Wilson, laborer at \$480 a year, Mr. Harry Garber, farmer at a salary of \$200 per annum, and Mr. James F. Giffen, farmer, and his wife, Mrs. Gertrude Giffen, cook, at salaries of \$900 and \$300, respectively, who have been receiving subsistence from government supplies at the school, and recommending that this practice be continued in the cases of the above employees, you are advised that inasmuch as it has not been the custom throughout the Service to allow such employees to receive maintenance supplies from those of the government, we do not think the practice is justified under the rules.

Very truly yours,

(Signed) E. B. Meritt

Assistant Commissioner.

FWH 7-31

INITIALING COPY - FOR FILE



DEPARTMENT OF THE INTERIOR

UNITED STATES INDIAN SCHOOL

CARLISLE, PA.

RECEIVED
JUL 23 1917
EDUCATION-SCHOOLS.

July 18, 1917.

Commissioner of Indian Affairs, PILED BY C. P. F.
Washington, D.C.

OFFICE OF INDIAN AFFAIRS
RECEIVED
JUL 20 1917
69409

Sir:

Your attention is invited to the case of Mr. James F. Giffen, farmer at a salary of \$900 a year, and his wife Mrs. Gertrude Giffen, farm cook at a salary of \$300 a year.

It has been customary at this school for Mrs. Giffen to serve usually three meals a day, except Sunday dinner, to ten farm boys. Subsistence is furnished for these boys from the school commissary and in addition thereto such things as potatoes and other vegetables and milk and eggs, and once in a while poultry from the farm and dairy. I am advised by Mr. Giffen that while he and his wife purchase some supplies from personal funds it has been customary for them to use on their table such things as bread and meat issued as rations for the boys, as well as the products from the farm, garden and dairy.

It is almost a necessity that this be done for the reason that Mr. Giffen must have his meals at the same time with the boys, and it would be impossible for his wife to prepare his meals and meals for the boys at the same time.

and

The present system is very effective and good work is being done at the farm, and I do not desire to recommend reduction in compensation either for Mr. or Mrs. Giffen, but I feel that the procedure followed should be clearly within the regulations and approved by the Office. Would it not be possible to authorize the use of Government subsistence for

these two persons in addition to their present salary?

Very truly yours,

JF:R

John Francis
Superintendent.

ans 7-30-17
[Signature]

st Chief of Education Division

with all possible haste
accordingly

Chief of ~~Education~~ Division

JOHN FRANCIS, JR.,
SUPERINTENDENT



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



July 18, 1917.

FILED BY G. P. F.

Commissioner of Indian Affairs,
Washington, D.C.

Sir:

Harry Garber, farmer at a salary of \$900, is in charge of the second farm. I find upon investigation that he has a Government cow which has been set aside for the purpose of furnishing milk and butter for the personal use of Mr. Garber and his family.

While I understand that this procedure is not in accordance with the regulations I am advised that the use of this cow was a part of the agreement at the time of Mr. Garber's appointment. Mr. Garber is a most excellent employee, efficient, capable and energetic, and I dislike to do anything to interfere with the existing order of things. I submit the matter for your consideration and approval if the practice is deemed proper.

Very truly yours,

John Francis Jr
Superintendent.

JF:R

any 2-23-17
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Approved: _____

Chief of Education Division.

Approved: _____
accordingly _____

Chief of Purchase Division.

JOHN FRANCIS, JR.,
SUPERINTENDENT



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

RECEIVED
JUL 23 1917
EDUCATION-SCHOOLS

July 19, 1917.

OFFICE OF INDIAN AFFAIRS
RECEIVED
JUL 20 1917
69230

Commissioner of Indian Affairs,
Washington, D.C.

FILED BY G. P. R.

Sir:

I wish to invite your attention to the case of Mr. Jacob Wilson, laborer (dairy) at a salary of \$480.

I am advised that it has been the practice for Mr. Wilson to receive a small amount of milk from the school dairy. This practice is improper under the regulations. I can find no circumstance justifying this practice, except the fact that Mr. Garber is permitted to have the use of a cow and Mr. and Mrs. Giffen, in connection with the subsistence of pupils, obtain their milk.

If Mr. Wilson is to continue to have milk it should be furnished in a definite amount and properly authorized. He has a baby and located in the country it would be difficult for him to obtain milk unless he procured it from the school dairy.

He is an extremely capable and efficient employee and I accordingly recommend that he be authorized to receive, not to exceed, one quart of milk per day from the school dairy for the use of himself and family.

Very truly yours,

end

7-23-17

Approved:

Superintendent.

JF:R

Chief of Education Division.

Approved; prepare authority accordingly

Chief of _____ Division.