

Paying of Teachers on Merit as Well as Seniority Said Working Out

School Boards Said Inquiring About Program

New York (UPI) — The town of Canton, Conn., appears to be proving that teachers can be paid on merit, like business executives, as well as on seniority.

As a result, Canton's school superintendent, Dr. H. B. Jestin, is getting eager inquiries from school boards all across the land about the four-year success of his plan.

For years, the National Education Association and other teachers' groups have fought tooth and nail against every proposal to introduce merit pay raise and thus modify the strictly egalitarian seniority system. Two years ago, teachers in Indianapolis threatened to strike at the mere suggestion of a merit pay system. They said it would produce all kinds of jealousies and back-biting in the schools.

Proportion Higher
"It hasn't done that in Canton at all," Dr. Jestin told United Press International. "It simply has produced more education for money. And the proportion of our high school graduates who have gone on to college has risen from 43 to 54 per cent."

About 20 of the 50 teachers in Canton's three schools have qualified each year for the "superior" rating by their principals. That means they get double the regular seniority salary step-ups in some years. On the other hand, teachers rated merely satisfactory have to realize their future earnings are in jeopardy.

Dr. Jestin said no teacher has been fit to appeal an evaluation rating although the right of appeal is clearly provided.

Used in Any System
Principal Paul Kriksciun of the Canton Elementary school admits he approached the merit pay evaluation task four years ago with some trepidation. But he agrees with Dr. Jestin that it has worked well.

Dr. Jestin told United Press International he believes now the merit pay plan can be used by any school system, no matter how large, if sufficient time and effort are taken to adapt it carefully to local conditions.

Inspired by Studies
Some of the evaluation methods Dr. Jestin adopted were inspired by employee evaluation studies made by Minnesota Mining and Manufacturing Co.

"School boards interested in merit pay should realize first that it's not a way of pinching pennies—it's pretty sure to run the payroll up instead of down, because every teacher has to be allowed to try for the merit raises. But it will be economical in the long run because it enables the pupils to learn much faster."

Top pay for the "superior" teacher in Canton is \$8,200.

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Quotes From the News

BY UNITED PRESS INTERNATIONAL
London—Lord Hurcomb, telling why Britain chose the robin as its national bird:
"The British race of the robin is distinguished from continental races by its open and exceptionally friendly behavior to human beings."

El Centro, Calif.—The father of sailor Gordon Lawrence, in a warning to police which came too late—just after his second escape from jail:
"You'd better watch him, he's slippery as an eel and he's liable to escape."

West New York, N.J.—The Rev. John P. Weigand, pastor of St. Joseph's Roman Catholic Church, asking his parishioners for a 10 per cent tithe to support the church and charity:
"At least try it for one year. You will never go back to any other plan."



Small Worlds Around Us

By Lynn M. Watkins

Even With Water Lettuce There Must Be a Plan
In the great and comparatively unexplored world of the so-called bog-plants are many so common that they are familiar to most everyone.

Considered to be noxious weeds and a persistent nuisance, their life history has never been worked out.

You probably have, sometime or other, seen colonies of these plants, called water-lettuce, or shell flower. The distribution is rather widespread and their growth, once established, is rapid; in fact almost explosive, if the water temperature is reasonably warm.

In Aquariums
Millions of these plants are used in home aquariums where they seem to thrive and grow as well as in a warm lake or pond. Although books on botany describe this aquatic plant as a "small, tender, floating perennial of the Arum family," it will complicate the text by admitting the plant will grow to a "monster" two feet across and grow under conditions seemingly unsuited for any plant.

Ordinarily the water-lettuce does best in water that maintains a temperature which seldom falls below 65 to 70 degrees or goes over 80. The plant is also tolerant of shady locations, doing particularly well in sheltered coves or pools shaded by overhanging trees. It is a true aquatic plant, often found in com-

regardless of college degrees held. The merely satisfactory teacher can't hope to go above \$8,650.

That pay is well above the national average of \$5,500 for high school teachers and \$5,215 for grade school teachers.

Among the towns that have asked Dr. Jestin's advice about starting merit pay systems in their own schools are Bloomington, Ind., Clayton, Mo. (a suburb of St. Louis), Edenton, N.C., Flat Rock, Mich., and Blue Mountain, Miss., and the number of inquiries is increasing.

pany with the water hyacinth. Beneath the fluted leaves of the water-lettuce is a mass of hair-like roots that strain nutrients from the water and furnish safe shelter for small fish. Also embedded in the root-tangle are numbers of insects, all hanging on and riding along as the wind carries the entire, floating assemblage across or around the pond, depending on the wind direction.

Neat Arrangement
But if the underside breathing roots are a jumble of confusion, the leaves above are always neatly arranged and shipshape. The leaves are arranged rosette-like around the base and are delicately fluted along their edges. They are a gray-greenish color and look fresh and crisp.

Viewed from above, the plant looks something like a small cabbage or a head of lettuce. Runners are constantly being pushed out from the side of the parent plant on the end of which a baby plant takes shape.

When growth is sufficient the connecting root rots away and the new little plant is water borne and on its own, ready to drift with the wind.

Even the baby plants, in water of the proper temperature, grow rapidly and extend side-roots to become child-mothers before they are a quarter grown themselves. In the over-all scheme of Nature there must be a pertinent reason for such persistent development.

There must be a design, a purpose or a plan. Even in the realm of common and simple plants like the water lettuce, we can see, if we want to look, that there is an omniscient power that planned it all.

(Released by The Register and Tribune Syndicate, 1960)

CHURCH EDUCATOR DIES
Pittsburgh—(UPI)—The Rt. Rev. Monsignor Thomas J. Quigley, 55, author and prominent Roman Catholic educator, died Monday night at St. Francis Hospital.

Wall Street Chatter

New York—(UPI)—The current state of business is not a healthy one, a situation which makes the present level of the stock market all the more remarkable, the Value Line Investment Survey says.

The survey notes that in the past few years stock prices have climbed resolutely upward despite the sluggish rate of earnings growth.

As long as high price-earnings ratios prevail where there are dim prospects for rising profits-stocks will continue to be dangerously overvalued, the survey advises.

Joseph E. Granville of E. F. Hutton & Co. says there is expected to be a considerable amount of switching into issues which stand out as features in the latest short-interest report and away from issues which have shown sharp reductions in the list. Those stocks with big short increases that Granville mentions are: American Airlines, AMF, Ampex, Armstrong

Cork, CBS, Automatic Canteen, Coca-Cola, Collins Radio, Consolidated Foods, Crowell-Collier, General Foods, Hertz, Corvette, Marquette Cement, Martin, Minnesota Mining, RCA, Reynolds Metals, Siegler, Spiegel, TWA, United Airlines, Universal Match, Universal Oil Products and Vendo.

Some of the rally candidates from tax selling this year, according to L. O. Hooper of W. E. Hutton & Co., are: United Fruit, Chrysler, American Motors, Erie-Lackawanna, New York Central, Penn Railroad, Eastern Airlines, Jersey Standards and perhaps Texas Instruments.

Bache & Co. notes that Ampex appears to be in the process of building a short term base. A break through 25 would indicate a possible move to the 30-31 area. Bache, however, feels that while better electronic opportunities are available, Ampex could be

considered for speculative accounts when the above-mentioned objective is reached.

PORTRAIT PAINTER DIES
New York—(UPI)—Mrs. Margaret Wood White Newton, 87, who had painted a portrait of Franklin D. Roosevelt, died Monday.



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