

CODE OF ETHICS FOR TEACHERS IS OUTLINED

Herald Salem Bureau

SALEM, July 23.—There should be greater uniformity in the methods employed in recommending and hiring teachers, according to Frank K. Welles, Pacific Coast manager of the Rocky Mountain Teachers' agency of Portland. To help bring this about, Mr. Welles has prepared a code of ethics which will be acted upon by the State Teachers' association, and has submitted a copy to the president, Mrs. Harry L. Fulkerson, of Salem. He recommends that the following rules be observed by all teachers, agencies and appointment bureaus, as well as by county superintendents, in recommending teachers to school officials.

Agreements Often Broken

1. Teachers who are known to have signed contracts should not be solicited to apply for other positions, unless the district is willing to release them in case they can better themselves. There has been some criticism of certain colleges and normal schools and of some teachers' agencies on the ground that they solicit teachers who have already signed contracts, to break their agreements with the districts in order to accept other positions paying better salaries. If the accusations are true, the practice should be stopped because it is wrong for any person to try to induce another to break a contract.

2. Teachers should not be asked to apply for positions where it is known that they cannot be legally certified for the work required. Those who are recommending teachers should not only know the qualification of the teacher and the requirements of the position, but should also be acquainted with the certification laws and help school officials to observe them. There is a severe penalty attached to paying public funds to a teacher who is not legally certified. The certification laws are quite difficult to understand and the school officers should be assisted and protected in these matters by the agencies and others who are helping them to find teachers.

Notice of Vacancies

3. Before asking anyone to apply for a position the placement bureau, or official who is endeavoring to place teachers, should have received official notice of the vacancy. This would help to protect the teacher from applying for a position where there is no vacancy, or for which the present incumbent is himself an applicant. The matter is of too much importance to ask the teacher to apply upon mere rumor or hearsay and for this reason the information should be official.

4. No teachers' agency should divide the commission with any superintendent or other employer, nor remunerate in any other manner the persons with whom teachers are placed.

5. The testimonials which are sent out to employers should be exact copies and contain all of the information given in the original from which they are made up.

Extravagant Recommendations

6. In recommending teachers with whom they are not acquainted, the agency should state that such teachers are not personally known to them. This would prevent extravagant recommendations in such cases and would better enable the employer to judge of the value of any recommendations which the agency might make.

7. In recommending teachers, the telegraph should be used in preference to the telephone whenever possible, in order that a record of what was said and done might be available in case it should be needed.

8. All testimonials and correspondence used in recommending teachers should be kept on file for at least one year.

Incompetent Get Jobs

9. Superintendents should not send out indiscriminately the addresses of school districts needing teachers nor notify any teacher of a vacancy unless they themselves are acquainted with the teacher's qualifications and the requirements of the position, and believe that he would succeed. There are some teachers who are not successful and cannot remain more than one year in any school. They are continually moving from place to place. They usually secure schools by writing to superintendents for lists of vacancies and then applying indiscriminately to school clerks. Any teacher, no matter how poorly prepared or how incompetent, can continue to teach year after year by following this method.

Gerard Goes Bathing



The torrid weather drives hundreds of thousands daily to the beaches around New York. Here is James W. Gerard, former ambassador to Germany. Here he is shown on the beach at Southampton, popular Long Island resort. On his right is Mrs. Oliver Perrin.

19. Whenever school officials holding political offices recommend one candidate for a position to the exclusion of other applicants, copies of their recommendations or statements of what they have done, should be filed promptly with the secretary of the State Teachers' Association and should be open to the inspection of anyone interested. The official acts of public officers are of general interest, and ought to be open and aboveboard. If this rule were complied with it would help to allay suspicion or criticism that any school official holding a political office might be trying to build up a political machine, or were using his office to reward his friends to the exclusion of other and better candidates.

ASHLAND PASTOR GUEST AT PICNIC PARTY TONIGHT.

Dr. Walter L. Evans, pastor of the Baptist church at Ashland, is visiting in Klamath Falls for a few days and a picnic has been formed for an outing tonight on the Upper Lake, at which the following guests will be present, Dr. Evans, Mrs. J. H. Dickson, Lee Dickson and Miss Betty Dickson, Mr. and Mrs. B. S. Grigsby and daughter Elizabeth and W. L. Saunders. The pulpit of the Emmanuel Baptist church tomorrow morning will be occupied by Dr. Evans, also the union meeting at 8 o'clock at the Presbyterian church will be in his charge.

NOTICE FOR PUBLICATION (Publisher)

DEPARTMENT OF THE INTERIOR
Not Coal lands
U. S. Land Office at Lakeview, Oregon, June 22, 1921.

NOTICE is hereby given that William B. Freer, of Malin, Oregon, who, on May 9, 1921, made Homestead Entry (act of June 17, 1917), No. 010196, for N¹/₄SE¹/₄ (Lots 12 & 13) Section 18, Township 41S, Range 12E, Willamette Meridian, has filed notice of intention to make final

three-year Proof, to establish claim to the land above described, before C. R. DeLap, Clerk of County Court for Klamath County, at Klamath Falls, Oregon, on the 30th day of July, 1921.

Claimant names as witnesses: Wilmot Crandall, Joseph Kotera, Sr., Joseph Kotera, Jr., O. H. Glick, all of Malin, Oregon.
JAS. F. BURGESS, Register
25, 2, 9, 16, 23

BIDS WANTED

School District No. 1 will receive sealed bids up to Monday, July 25th, from contractors, for the erection of an addition to the Mills School and an addition to the Fairview School. All bids must be accompanied by either a certified check for 5 per cent of amount of bid or a bidder's bond for 5 per cent amount of bid. Address bids to Ida B. Momyer, Clerk. Plans may be obtained from the designer, Charles Coeboom, Ida B. Momyer, Clerk Dist. No. 1
16-25

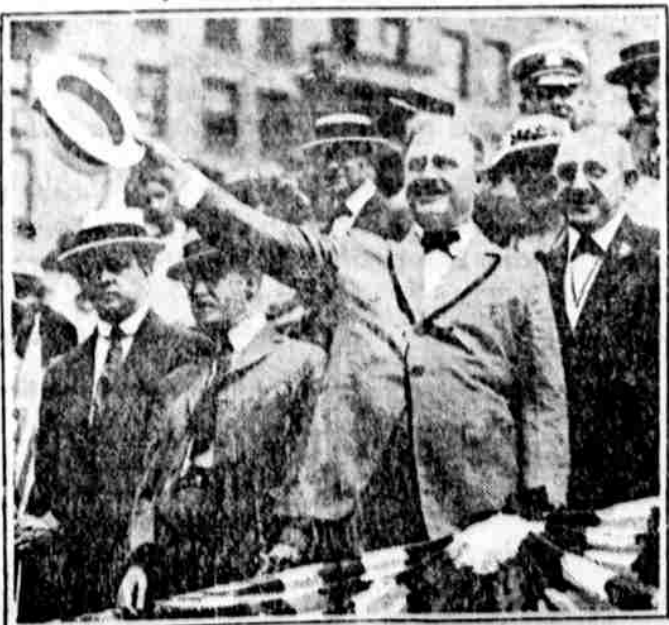
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EX-SERVICE MEN, ATTENTION!
Klamath Post No. 8, American Legion meets at the City Hall on the first and third Tuesdays of each month.

Ex-service men are invited to attend the meetings.
For membership cards or information ex-service men are requested to see or write the following officers:
J. H. Carnahan, Commander.
Roy N. Fouch, Post Adjutant.
For relief of employment see or write the Chairman of The Relief and Employment Committee, Francis Olds, care Lakeside Lumber company.

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