

PREDICT SUCCESS OF SALARY SCALE

City School Officials Believe New System Will Make For Greater Efficiency

With the adoption of the new scale for teachers' salaries and an efficiency record of all work, city school officials predict that Harrisburg will have one of the most effective and successful systems of instruction in the country.

The new scale and the record system will become operative in September. Meetings of grade teachers were held during the week by Dr. F. E. Downes, city superintendent of schools, to explain fully the salary scale. This was approved at a meeting of city teachers, by the teachers' committee of the board and finally by the directors themselves.

Without increasing requirements for teachers during the first few years of their work, the scale gives increase in salary. Advancement after the first few years of experience however will not be permitted unless instructors have additional training to meet requirements.

Under the new plan there will be three grade divisions: Elementary, grades one to six; intermediate, grades seven to nine; high school, grades ten to twelve.

Under each of these grade divisions there are five classes. To pass from one class to the one next highest requires three years of experience as a teacher in the city schools with annual increases in salary.

Elementary Requirements To obtain a position as teacher in any of the elementary grades, the applicant must be a graduate of a high school or have equivalent training, and must also be a graduate of a normal school or a teachers' training school. Salary for both men and women for the first year will be \$475. For the first three years increases will be \$25 each year; for the next six years \$50 each year; for the next three years a fixed salary of \$850. This brings the instructor to the last class. For women to be advanced they must have one-year college credit; and will receive \$900 for three years; for men, one-year college credit is required, and the salary is to be \$1,000.

Intermediate Provisions Intermediate requirements are the same as for elementary grades, but the applicant must have two years' experience. The salary for women will be \$550 the first year, increasing \$50 each year for the first six years. During the next three a fixed salary of \$950 is provided. To advance to the fourth class women with one-half year college credit will receive \$1,000 each year; with one year college credit, \$1,100. Two years college work are required for the fifth class and the salary is \$1,200. For men the minimum is \$850, with \$50 increases until \$950 is reached. This is fixed for a three-year period, and to advance to the fourth and fifth classes requirements and salaries are the same as for women who teach in intermediate grades.

High School Salaries Applicants for positions in high school must be college graduates, and also must have two years of experience. The minimum for women is \$750 with \$50 increases annually for the first six years; and \$100 annually for the next six years. Women with one-half year post-graduate college or university credit can advance to \$1,700 for the next three years; with one year post-graduate work, to \$1,800. The minimum salary for men is \$1,000. From then on, advancement is the same as for women.

The entire system was worked out in the contribution of money but in the preparation of the necessary supplies, especially those which can be made by unskilled volunteer workers.

This great organization is anxious to have available a sufficient quantity of nonperishable goods to meet the first overwhelming demands should our country be involved in war. After war is declared, even if the money should be obtainable, the markets, factories and other sources of supply are so much disturbed that great delays would be unavoidable. It has always happened that when the needs of war arise the means of meeting them are not available and a vast amount of suffering is caused which could be prevented by such provision as is now proposed.

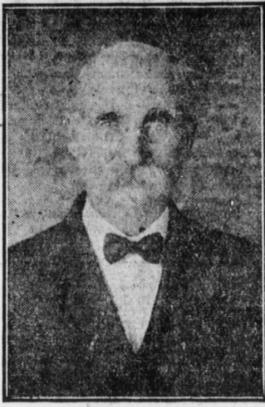
Women Quick to Respond Our women have come to realize this and to feel the tug at the heartstrings and the sense of personal responsibility which war or the shadow of war brings forth. We call it patriotism and it is an instinctive force craving expression of action.

Frequently as many as 90 or 100 women a day have been giving of their time during the past few weeks in work for the Harrisburg Chapter of the Pennsylvania Division of the American Red Cross; many as full fledged active members (dues \$1.00), but others as interested helpers.

According to all things military, absolute exactness is required in following directions regarding quantities, preparation, packing, etc. A committee comprising Miss McCormick, Mrs. Eby and Mrs. Weiss have charge of all the work and responsibility for all the crates. Then a chairman is in control of materials for each form of crate. These are divided according to directions from Washington into 8 sets of each packed with a designated list of materials. The local branch has so far undertaken three of these.

Hard at Work The little red crosses so familiar to the general public are allowed to be placed only upon pajamas, hospital bed shirts, shoulder wraps and bath robes for the patients. The crates must be made according to measurements, of a certain wood finished and

Yesterday Was the Birthday Anniversary of—



GEORGE HOLLEY An employee of the Harrisburg Light and Power Company. Mr. Holley, who has a wide acquaintance throughout the city, has been living at 1624 Berryhill street for the past two years, returning to his native city after quite an absence.

to meet the needs of the district with the adoption of the junior high school plan. At the same time an efficiency record plan was developed. Complete information of the progress and success of each teacher will be kept on file at the office of Superintendent Downes, for reference when promotions are considered.

Knights of Pythias Launch Membership Campaign With Big Entertainment

The annual membership campaign of the Phoenix Lodge, No. 59, Knights of Pythias, got under way last night when nearly 200 persons gathered in White's Hall to enjoy a varied program of music, speechmaking, recitations and, last of all, an old-time minstrel show.

The performance of Ye Old Fashioned Minstrel Troupe was the feature of the evening. The troupe consists of Albert Gregor, Paul Hbrning, Walter Snyder, G. R. Bausman, Earl Garman, John Fox, C. E. Kochenaur, M. H. Mulligan and A. S. Hartman. Several vocal selections were given by a quartet composed of Robert Pohl, George Duval, C. C. Berkeimer and Paul Smith. Wayne Kleiss accompanied on the piano. George Mulligan, in the role of magician, pulled off a number of mystifying tricks, which were heartily applauded.

The teachings and principles of the Knights of Pythias were expounded by Duncan S. Whyte. The lodge hopes to make this the banner year for new members. With Miss Florence Horning personifying "Liberty" and costumed in the stars and stripes, in the center of the stage, the audience rose and sang "America," bringing the meetings to a close.

RED CROSS WORKING HARD ON MERCY TASKS

Instructions from the Surgeons General of the Army and Navy and the public earnestly requested to assist not only

put together in a certain way and each lined with heavy wrapping or waterproof paper. All packages of bandages, sponges, etc., must be clearly marked. The necessary sterilizing is done in the base hospitals, but it is made as simple a matter as possible by every available help beforehand.

The turning in of raw edges and the removal of coarse threads or ravelings in surgical dressings is most important as they are very dangerous if left to irritate an open wound.

The endless miles upon miles of bandages used in war times is past estimating. These our women are rolling by the hundreds. They are tied tightly into packages of six before packing. There are muslin bandages for many and varied uses; gauze bandages to place over compresses; flannel bandages and crinoline bandages, the latter used when applying plaster casts. For the unbleached muslin and flannel ones small hand machines fastened to the tables are used in order that the roll be tight and firm when finished. All packages of dressings must be wrapped in new muslin or freshly laundered undamaged old muslin or linen and pinned securely with only the head of the pin visible.

Workers Are Needed Besides the bandages the women of Harrisburg are busily at work upon gauze pads, sponges and drains; knitted sponges, pajamas, convalescent gowns, surgical shirts and slippers; absorbent pads, okum pads, fracture pillows for placing inside of splints and easing the pain of a broken bone; knitted eye and ear bandages, abdominal bandages, laparotomy pads, etc.

There are many, many more articles needed which in time may be turned out by the Harrisburg Chapter such as operating caps, gowns and helmets for the doctors and nurses, operating sheets, towels, leggings for patients, hot water and ice bag covers, pillow cases, wash cloths, Turkish towels, bed socks, handkerchiefs or their substitutes, table napkins, tray covers, etc., all the useful everyday accessories which make hospital service such a comfort to the sick and injured. Perhaps they may even undertake the making of "comfort bags" if our lady must spend long weeks in the field or trench. One saw some of these made for the soldiers of Europe and they were well named indeed, being bags containing needles, thread, thimble, scissors, buttons, a creak

of soap, safety and common pins, comb, tooth brush and paste, small mirror, handkerchiefs, lead pencil, pad, envelopes, post cards, playing cards, drinking cup, pocket knife and shoe laces.

Then there is the individual equipment which some branches of the Red Cross provide. It contains for each patient: Six sheets; 8 sets pajamas; 1 convalescent robe; 2 pair bed socks; 4 face towels; 1 pair slippers; 4 pillow cases; 4 bed sheets; 4 pairs socks; 2 bath towels; 3 wash cloths; 2 hot-water or ice-bag covers.

Every hospital unit for the Army is entitled to 500 beds each, for the Navy 250 beds and the number of crates of materials allowed by the Red Cross is definitely specified.

Need More Money, Too What we need here is not only workers but money. We need the maids, wives, mothers and grandmothers to volunteer if they can spare only one hour out of the week. When

the war cloud bursts and our boys march away it is the only way we can help them even indirectly. You are wanted, each and all of you, in the Assembly Hall of the Public Library in Walnut street on Mondays and Thursdays.

Money is sorely needed in spite of the generosity of various open-handed men and women. In one day \$45.00 worth of muslin was cut which shows in plain figures what the raw materials mean. There is absolutely nothing wasted, literally no need for scrap baskets. The selvages cut from the goods are used as strings to tie together the rolls of bandages and are also knitted with coarse needles into very serviceable floor rags. The ravelings, bits of gauze, etc., are saved and used, with cotton, to form the filling for fracture pillows. It is economics brought to a fine point.

The Madrigal Club is to give a concert in Fahnestock Hall on April 10, to raise funds for the Red Cross. Where

are all the women's clubs of Harrisburg? A little help from each, a chance coin dropped into the contribution box in the room where the work is done and—who knows?—it might be your husband and mine who may some day feel the benefit.

SPECIAL EASTER SERVICES AT FIRST PRESBYTERIAN

Special services in the First Presbyterian church, next week will mark the observance of the final week of Lent. The Rev. C. B. Segelken, pastor, will preach special sermons and illustrate them with stereopticon views. The schedule follows: Tuesday—"The Withered Fig Tree," a lesson in warning; Wednesday—"In Silence at Bethany," a lesson in prayer; Thursday—"The First Washing," a lesson in humility and service; Friday—"Jesus in Gethsemane," a lesson in sacrifice.

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Easter Footwear For Ladies

Eight-inch Lace Boots in kid or suede leathers; gray, brown kid or brown calf, black or combinations. Genuine values up to six dollars, at

\$2.98, \$3.49, \$3.98



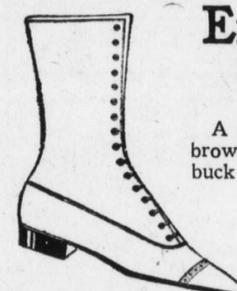
White Nu-Buck 8-inch Boot, welted soles; six dollar value, for \$3.98



Children's White Shoes For Easter

- Infants' Canvas Shoes; sizes 3 to 8 1/2 to 2 Canvas Shoes 98c
- Nu-buck, for \$1.49
- White Kid, for \$1.69
- Children's and Misses' size 8 1/2 to 2 Canvas Shoes 98c
- White Nu-Buck, for \$1.98

White Lace Shoes, 8-inch top with leather or covered heels; big line, for \$1.98, \$2.49, \$3.98



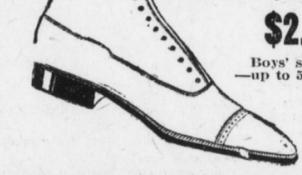
English Shoes For Ladies

A popular seller this season; in brown kid, mahogany calf or white buck

\$3.98

Men's Easter Shoes

Extra values in all shapes, Goodyear welted soles, values up to four dollars, for



\$2.49 and \$2.98

Boys' sizes; big variety; button or lace—up to 5 1/2, for

\$1.25, \$1.98,

\$2.49

G. R. KINNEY CO. Inc.

19 and 21 N. 4th Street

Just What You Have Been Waiting For Another House Wiring Campaign!

"Wire Your Home Time" April 1st--May 15th

Here's the Proposition:-- We will wire eight (8) light outlets in any home along our existing lines not now using electricity for \$14.75

Additional Outlets Can be Arranged For FIXTURES---With a Whole Year to Pay For Them Different Styles and Prices

Wiring Will Be Done in the Order in Which the Applications Are Received

Act Promptly

Telephone 4000 NOW and Have a Salesman Call

Harrisburg Light and Power Company



Last Year We "Brightened" 3,000 Homes



Stop wishing you had electric light -Have it!-



The Old Excuse "It Costs Too Much" Will No Longer Hold

While the wiring campaign is on is the time to get your property MODERNIZED!

