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Sincerely  
*Yours*

Letters submitted to the Editor  
for publication must be signed.  
Opinions expressed in this col-  
umn are those of the writer and  
do not necessarily represent the  
policy of this newspaper.

To the Editor  
Of Farmington Enterprise:

Since the so-called Teachers  
Tenure Act is to be presented to  
the qualified electors of our School  
District for adoption at the com-  
ing election, it would seem that  
all those who are not familiar with  
the act with its main provisions and  
to point out some of its ob-  
jectionable features.

Briefly, the act provides that at-  
ter its adoption by the electors, all  
the teachers in our school district  
who are under contract of em-  
ployment when the act becomes  
effective shall be on continuing  
tenure if they have rendered two  
or more years of service, unless  
the School Board shall unanimously  
refuse to appoint a teacher. If  
the teacher then has given two  
or more years of service and has  
a friend on the board, that  
teacher is entitled to continuing  
tenure though all the other mem-  
bers of the board agree that the  
teacher is incompetent or unfit.

All other teachers, that is new  
teachers, are required to serve  
for two years probationary period.  
The school board must notify  
the teacher sixty days before the  
close of each school year that his  
work has been satisfactory. The  
statement must be in writing. The  
act is not specific, but it would  
follow that unless the teacher gets  
the notice, the teacher should con-  
sider that he is not being recom-  
mended for re-employment.

If the board does not de-  
sire to employ the probationary  
teacher longer, it must notify the  
teacher sixty days before the close  
of the school year that the ser-  
vice is discontinued.

But after the probationary pe-  
riod of two years, the teacher shall  
be employed continuously. In  
other words, the period during  
which the job is held or employ-  
ment is continuous. That is where the  
name "Continuing tenure" comes  
from. This does not mean that  
under no circumstances may a  
teacher be relieved of his job, for  
a rigid and restricted procedure is  
provided for dismissing a teacher.

A teacher may be discharged,  
dismissed, or demoted only after  
charges have been made in writ-  
ing, signed by the person making  
the same and filed with the secre-  
tary of the controlling board, and  
if the charges concern character  
or professional service they must  
be filed at least sixty days before  
the close of the school year. The  
board must then furnish the teacher  
with a written statement of the  
charges and if the teacher re-  
quests, provide a hearing within  
a specified time. The board may  
then suspend the teacher, but  
must pay the teacher full salary  
during suspension. The hearing  
may be public or private, at the  
option of the teacher, and there  
must be a majority vote of the  
board before action can be taken.  
Both the teacher and the person

**VETS SPONSOR NEW SERVICE FLAG**

A new service flag designed to enlist the full weight of public opin-  
ion behind employment of veterans, will soon be officially adopted by  
the War Department. If present plans of the American Veterans Com-  
mittee are successful. According to Charles G. Bolt, (right) national  
chairman of the AVC, the new flag "really stands for something"—it  
shows the number of veterans that an organization is employing—not  
how many employees were in the armed forces. Designed by Robert  
L. Marx, (left), head of Marxman Pipes, this new flag is somewhat sim-  
ilar in design to service flags already flown: large red border, white  
background, gold star for number of men killed and blue star for those  
who went into service. However, a blue 'V' for veterans represents  
the number of veterans now employed. Thus, photograph of the flag  
above, the first of its kind, flown in the Marxman Pipes plant, indicates  
that the company is now employing more veterans than left to join  
the service.

Filing the charges may be re-  
sented by a lawyer. Witnesses  
shall be sworn or affirmed as they  
are in court and the full proceed-  
ing must be taken down by a  
stenographer hired by the board  
who must furnish the teacher and  
the board with certified copy. If  
dismissal or demotion is sought,  
the board must give its decision  
in writing, furnishing a copy to  
the teacher. The board is given  
the power to subpoena witnesses  
and documentary evidence, on its  
own motion and must do so at  
the request of the teacher.

It must be at once apparent that  
to adopt the act makes the teach-  
er something like quasi-public of-  
ficials, without election. They are  
no longer employees working for  
an employer (the School Board).  
If a teacher turns out to be in-  
competent, immoral, or one who  
cannot maintain discipline, for  
whose personality is unsuitable to  
the work, or one who is arrogant  
and insubordinate, the principal  
or superintendent may not rec-  
ommend to the board that the  
teacher be discharged, nor can  
the board discharge the teacher.  
The principal or superintendent  
must go through the procedure  
above outlined. In other words,  
must withstand a procedure sim-  
ilar to a law suit, even to repre-  
sentation by counsel. The pro-  
cedure is so formal and technical  
that anyone preferring the charges  
(including the principal or super-  
intendent) would be a fool to  
bring charges without hiring a  
lawyer, whose fee he must pay  
out of his own pocket. To bring  
charges (which must be public if  
the teacher requests) and to fail  
to prevail (to win the law suit),  
would make the superintendent  
look ridiculous. The result of all  
this is that our school system  
would become a haven of rest for  
the incompetents, and might even  
harbor undesirables, and no one  
would bring any charges, and  
nothing would be done about it.

One wonders why the compe-  
tent teacher wants its adoption. A  
competent teacher has no fear of  
being unfairly treated, any more

regularly constituted courts. On  
appeal, the whole question is gone  
into again as to both fact and  
law, even to the rehearing of wit-  
nesses in a sort of trial de novo.  
More lawyers fees to be paid—  
more complications of what should  
be a simple matter.

The State Tenure Commission is  
composed of three members as  
follows:

1. A class room instructor.
2. A member of a board of edu-  
cation of a graded or city school  
district.
3. A person not a member of a  
board of education, or a teacher.

The attorney general assigns an  
assistant from his department to  
act as legal advisor to the com-  
mission.

All that has to be done is to  
see to it that the board of edu-  
cation member is friendly to the ten-  
ure act and the stage is set for  
abuses. We are not asserting that  
the present incumbent is partial  
we have no knowledge of that. We  
simply want to point out the dan-  
ger.

The tenure act is typical of a  
great deal of bad legislation en-  
acted in the last fifteen years. It  
has as its object benefit to a class  
instead of justice for all. The  
class in this case is not so much  
teachers, as incompetent teach-  
ers.

Why does any thoughtful per-  
son think that this appeal board  
in Lansing will do a better job  
of eliminating incompetent or un-  
desirable teachers than the prin-  
cipal and superintendent through

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recommendations to the local  
board? The principal and super-  
intendent know the situation bet-  
ter than any board in Lansing can  
know it. Why is it desirable to  
require these men to go through a  
law suit to discharge a teacher?  
Just how will this make the  
schools better and more efficient  
for the pupils? It seems obvious  
to the writer that the result will  
be less efficient, and less desir-  
able for the pupils. Schools should  
not be run solely for the benefit  
of teachers. They should be run  
primarily for the benefit of pupils.  
Edward Mosman.

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ease.



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## SAFETY CHECK

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need adjustment—brake  
fluid added?

● HORN—Is it in good  
condition—sure to give a  
signal when you need it?

● TIRES—Are they safe?  
Cuts or excessive wear may  
cause a blow-out accident.

● LIGHTS—Do any bulbs  
need replacing? Are your  
headlights properly focused?

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much "play" in the wheel?  
Do controls operate easily?

● WIPERS—Do they oper-  
ate satisfactorily?

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## ANNUAL SCHOOL ELECTION

NOTICE IS HEREBY GIVEN to the qual-  
ified electors of Farmington Township School  
District, Farmington Township, Oakland Coun-  
ty, Michigan,

That the Annual Election will be held on July 8,  
1946 in the High School Gymnasium Building, in  
the City of Farmington, Michigan.

The following Trustees will be elected:-  
TWO TRUSTEES FOR TERMS OF THREE  
YEARS EACH.

The following candidates have been nomi-  
nated by filing petitions:

FRANK LABADIE  
PAUL R. SCHREIBER  
P. G. SCHLOTTERBECK  
DANIEL L. McLEAN

The following proposals will be voted upon:

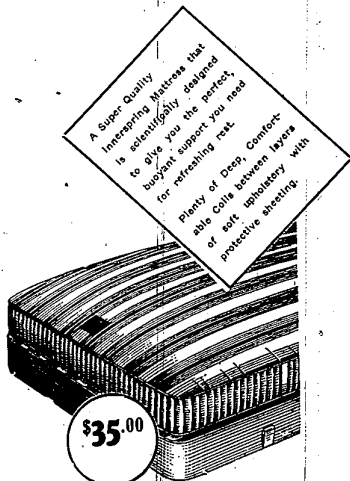
1. To levy five (5) mills, to create a sinking fund  
for the purpose of the construction or repair  
of school buildings (to be added to the pres-  
ent Building and Site Fund) for a period of  
five years, 1946 to 1950, both inclusive.
2. To authorize an increase in the tax limitation  
provided in Section 21, Article X of the Con-  
stitution of Michigan for all purposes except  
taxes levied for the payment of interest and  
principal on obligations incurred prior to  
December 8, 1932, to TWO per cent of the  
assessed valuation of the taxable property  
within the limits of the said School District.
3. To adopt the provisions of Act 4 (Teachers  
Tenure) of the Public Acts, Extra Session  
1937, as amended, in the Farmington Town-  
ship School District, Farmington Township,  
Oakland County, Michigan.

The Annual Meeting of the qualified Elec-  
tors of said School District will be held in the  
High School Gymnasium Building between the  
hours of 6:00 p.m. and 8:00 p.m. on the said 8th  
day of July, 1946.

The polls for the said Election will be open  
from 10:00 o'clock a.m. and remain open until  
8:00 o'clock p.m., of the same election day.

Signed JESS A. EARLY,  
Secretary, Board of Education.

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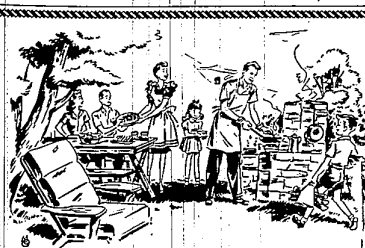
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6:40 P.M.	8:00 A.M.	Lv. Detroit	3:36 P.M.	3:36 A.M.	
7:24 P.M.	9:24 A.M.	Lv. Farmington	2:52 P.M.	2:52 A.M.	
3:20 A.M.	5:20 P.M.	Ar. Charlevoix	7:00 A.M.	7:00 P.M.	

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