



The Front of Belk's Department Store's New Main Street Building

Reward Teachers By Promotion Rather Than Merit Increases, McSwain Says

"I won't say it wouldn't work, but it's never worked," Macon County's school superintendent said this week of the proposed teacher merit pay increase.

ing it very satisfactory," Holland McSwain said.

'Pay Enough'

"The ideal system is to pay enough to take your choice. When you find a poor teacher the thing

to do is not cut her pay—as the merit plan would in effect do—but to fire her. That's what business does when it has a poor employee.

"I would reward the good teachers with promotions, not with merit increases."

Mr. McSwain said there is "too much pressure put on the person making the decision about merit pay."

He suggested, also, it would be "impossible" to judge all teachers effectively on their teaching. "Some have special problems that others don't. It may be easier for one teacher to do a good job with her pupils than another."

After Favors

The superintendent also said "apple polishing" would come in under a merit plan. "By that, I

mean that there always are some who will play up to the boss for favors."

The State Board of Education has proposed a pay increase of just over 19 per cent, to be given to all teachers. This was submitted to the Governor's Advisory Budget Commission, who, instead, recommended that an increase of 9.1 per cent be voted the teachers.

On Merit

The budget commission, in line with Governor Hodges' thinking, suggested, however, that the 9.1 increase not be across the board, as has been the tradition. The commission suggested it be on a merit basis.

Backs Down

At his news conference last week, the Governor backed down on his insistence that merit factors be considered in pay raises for teachers. He says he still considers his merit plan workable but will not push it at this time.

Present teacher pay scales in Macon County are \$2,430 for a beginning teacher, regardless of the number of academic degrees. If the teacher has, or acquires, graduate degrees, he or she can work up to a maximum salary of \$3,807. With only the basic A. B. degree, the top salary she can eventually make is \$3,420.

Paid By State

All teachers' salaries are paid by the state. Several county systems and many of the state's cities supplement the state pay, according to Mr. McSwain. Macon does not. Supplements vary from \$100 to \$1,000 over the pay year, he said. Teachers are paid their salaries in nine monthly checks.

Mr. McSwain took issue with the Advisory Budget Commission's recommendation on the ground "they couldn't have given too much thought to what the State Board of Education suggested because they (the commission) didn't have that much time to study it."

He said the board of education is composed of businessmen. "These are outstanding business-

men. Those weren't education people who made that budget and suggested a 19 per cent increase; they were business folks from our state."

Talk Strikes

Two teacher groups in Buncombe County have talked strikes for the larger pay raise. Of this, Macon's superintendent disa-

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proves. "I'm not in favor of a strike."

"It has been suggested by some, however, that a strike already is in progress, going on slowly and quietly. By this 'striking' it is meant that teachers are protesting by resigning. We've had two good

men teachers in Macon County to quit this school year because of money, and a third is considering it."

Mr. McSwain urged those who favor pay increase larger than 9.1 per cent to contact Rep. G. L. Houk and Sen. Kelly E. Bennett.

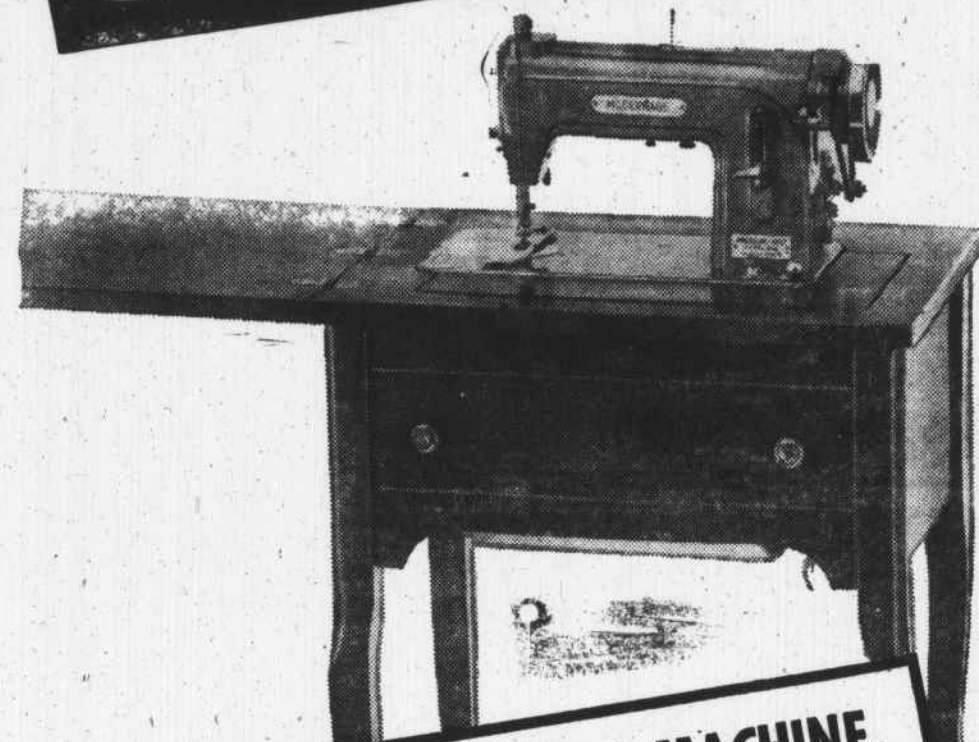
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Sayin's



I guess I'm the meanest grocery man some of you have ever seen. I hadn't thought so much about it until for the last few days — But I'm bad — real mean. The more I think about it — the meaner I feel — why?

The other night I had to help Elizabeth wash the dishes (notice — I said had to) I thought we never would finish. I know there must have been somewhere between 100 and 10,000 pieces — pots, pans, bowls, cups, saucers, glasses, knives, forks, spoons, buckets, milk jars, can lids — and a few odds and ends. The stove was dirty. The tables, cabinets, sink — even the floor was dirty. I guess if there had been something else in the kitchen — it would have been to wash.

That's just one instance — think of the dozens of other women (I hope not the men) who were doing the same thing — washing multiplied thousands of dirty dishes and cleaning up in the kitchen.

I'll take the blame. You can call me mean. I sold flour, potatoes, beans, meat, eggs and dozens of other things that started the whole mess. From now on, though, if you buy all this stuff that causes so much trouble — you will be to blame.

If you want to get out of so much work — I'll sell you sliced meats and cheese — mayonnaise, tomatoes, lettuce, bread, napkins, paper plates, paper cups, plastic spoons and forks — you know — things that won't mess up your house and dishes. Just fix and eat — burn the remains and go visiting — Simple, isn't it?

But — on second thought — Maybe you don't think I'm mean. Maybe you like to wash dishes.

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