

City's Hunt for Teachers Is Almost Perpetual Job

By Tom Wicker

A really good teacher is as rare as a Lucky Strike in the Reynolds Building.

Nevertheless, the Winston-Salem City Schools have to hunt for more than 100 good teachers every year. It's almost a perpetual process.

Target date is June 1 for hiring the city schools faculty for the following school year. But there's some teacher recruitment going on around the calendar.

A large city system with a good reputation and a good salary supplement usually has a wide range of prospects from which to choose.

Right now, the process of selecting teachers for 1959-60 has the School Board offices on North Cherry Street cluttered with application blanks and crowded with hopefuls.

Demanding Search
All they need to be considered is an "A" certificate and some high-powered recommendations. But it takes a lot more than that to make a good teacher—and it's those extras of personality and preparation that make the search for them so demanding.

More than 225 prospective teachers have already been interviewed for next year. Per-

haps 300 to 400 more will be considered before all positions are filled.

From them all, Winston-Salem school officials will employ about a hundred new teachers. Last year, the number of those hired was 128 out of a total faculty of 300. The other 172 were carried over from the previous year.

These are typical figures. Assistant Schools Superintendent Ned Smith said, usually provides enough openings to take care of the best teaching prospects turned up by the interviews.

The hardest fields in which to locate good teachers are math and science at the secondary level. Industrial arts instructors with the right qualifications are also difficult to find. Nor is it easy to hire qualified persons to teach in the primary grades.

Complicating the recruitment search is the fact that the schools' efforts to keep the severe balance on the various faculties. For instance, it is particularly beneficial, Smith said, if boys in the elementary grades can have some male teachers. But most men are looking for high school posts.

Last year, there were 154

men teaching in the city schools—24 of them in elementary grades, 80 at the secondary level.

Winston-Salem has many drawing cards for good teachers and for the better prospects among college students, but probably none more important than its salary supplement. The city is out-ranked in teacher pay only by Mecklenburg County, Charlotte and High Point schools.

A teacher holding a master's degree and a G-13 certificate (the best possible, signifying 13 years' experience) can make \$3,220 for his nine months' work here, \$911 of that sum is a city supplement.

A rookie fresh out of a college education department with no advanced degree, will be paid \$2,760 for his or her first year of teaching. \$477 comes from the local supplement.

All other teacher salaries range between these extremes. Smith said this year's recruiting process is "one-third to one-half complete," although no contracts have been signed. Actually, the work began before Christmas when the office staff wrote all resumes applicants to learn if they were still interested in teaching in Winston-Salem.

Files Kept Active
That kept the files active for mid-term vacancies as well as for the next school year. But in addition to these prospects, hundreds more are available in colleges and other school systems. The process of finding them goes about like this:

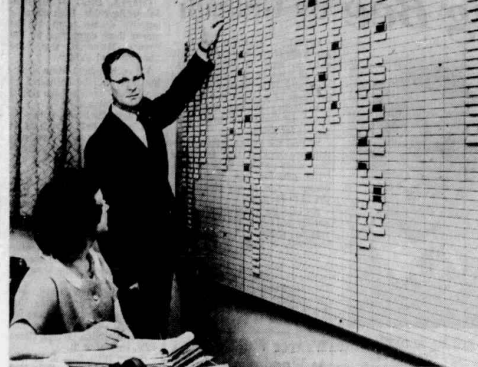
—Soon after the first of the calendar year, recruiting letters are written to placement bureau directors at all teacher-training colleges in the state. Some South Carolina and Virginia schools are also on the list.

With the letters a supply of Winston-Salem City Schools application blanks, a brochure describing the city and an information sheet about its schools and their salary schedule.

Letters also go out to teachers in college education departments and to all college supervisors of teacher training.

During February, March and April, local school officials visit campuses of about 20 colleges in this area, interviewing seniors interested in teaching in the Twin City. This can be a grind for the interview teams, who often see 40 to 50 applicants a day.

The most frequent visitors to colleges are Superintendent A. Craig Phillips; Smith; Dr. William R. Self, assistant superintendent in charge of instruction; and Dr. Robert Hanes, director of secondary education.



THE BIG BOARD—Ned Smith, assistant to the superintendent of city schools, adds another name to the board which he keeps track of teachers in the Twin City System. His secretary, Mrs. Mary Ella Smith, keeps count.

As written applications begin to pour in from those interviewed, from practicing teachers elsewhere and from local men and women, the office staff begins to check references.

—A process to which much importance is assigned. "We put more emphasis on a written impression from a supervisor or from someone who has taught the prospect than on whether he has achieved high grades," Smith said.

All told, applications usually

total 750 or more from persons of both races.

Later in the spring each teacher employed in the city schools is queried about his plans for the following year. That gives the administrators a clearer idea how many teaching jobs they'll have to fill in the coming year.

Contracts go out to returning teachers and to those prospects finally selected from the applicants.

Even if a faculty is tentative-

ly set by the target date, June 1, some resignations trickle in during the summer. Teachers get married. For those already married, pregnancy causes some resignations. So do transfers. If the husband works for a firm like Western Electric and must move about.

For these emergency cases, the City Schools have found a good source of supply in the wives of Bowman Gray medical students and Wake Forest law students, as well as the wives of businessmen and others transferred here.

Systems Cooperate

There's even cooperation between school systems in these cases. Last winter, Winston-Salem found a teacher for a sudden Forest Park vacancy in the wife of a Duke Power employee who had just come here to work.

This teacher, Mrs. Willie Wheelers, had been working in the Charlotte city schools, and she had recommended her to Winston-Salem administrators. Charlotte had just hired Mrs. Crystal Marchbanks, a former Twin City teacher, whose husband had been transferred by his firm. That made it almost an even swap.

But it's not usually that easy—not just to find a teacher, but to find the right teacher. That's why the search must be pursued constantly. "The next applicant to come through the door may be just the one you're looking for," Smith said. "You never know."

7 Receive Suspended Sentences

SALESBURY, N.C. (AP) — Seven young men who said they damaged a sawmill because the owner hires Negroes were handed fines and suspended road terms here Saturday.

But D. L. Bame who operates the sawmill in the small community of Rockwell testified that he employs only four men, all white. Rowan County Sheriff Arthur Shipp testified that he is the recorder's Court that two of the men, Joseph Harold Kitchie, 16, of R. L. Rockwell, and Chester Andrew Moore, 17, Rockwell, admitted being members of a Black Shirt gang, a race segregation group. He testified the others denied being members.

Must Pay Damages

Shipping said the seven admitted going to the sawmill the night of April 3 where they scattered and damaged machinery because the owner "hired colored people."

In addition to the fines and suspended sentences, the seven were ordered to pay Bame \$72.43 each for the damages. The seven also were placed on good behavior for two years.

Sentenced to 18 months each, suspended on payment of \$100 each, were James Mathew Harwood, 20, of R. L. Rockwell; Alvin R. Miller, 21, of R. L. Rockwell; and R. L. Rockwell.

The others were sentenced to 12 months each, suspended on payment of \$50 each. They were Howard E. Hill, 20, Rockwell; Kitchie; Roy Edward Swink, 17, R. L. Rockwell; and Penel Frank Smith, 18, Rockwell.

All pleaded guilty except Smith who pleaded innocent.

Only the sheriff and Bame testified.

Clean-up Week Here Aids Fire Prevention

The Winston-Salem Junior Chamber of Commerce and the Fire Prevention Bureau will sponsor Clean-up Week in the city beginning tomorrow.

The theme is "A clean home seldom burns."

Capt. Norman H. Hastings, director of the bureau, said, "We would like to see homeowners concentrate on cleaning areas of their homes where fire hazards are known to exist."

This includes attics, basements, closets or any other area where items may accumulate haphazardly.

Fire Hit 507 Homes

Capt. Hastings said fire struck 507 homes in Winston-Salem last year, and some of them brought death or injury to occupants. Some could have been prevented, he added. "If proper measures were taken."

"During an inspection survey conducted in March and April in Winston-Salem, firemen found many conditions conducive to fires," the director said. "This shows the need for a special effort to clear these hazards out and correct conditions which may start a fire."

Some Approved
Incinerators with closed tops and approved spark arresters may be used, if they are at least 15 feet away from structures on your property and if the fire does not create a hazard or a nuisance to neighbors.

Fire baskets and open top drums are not approved waste burners, the director said. These cannot properly contain flying sparks and embers.

Clean-up Week has been observed yearly in Winston-Salem for the past 20 years.

In 1959 when the Fire Prevention Bureau was organized here the observance was put under its sponsorship.



First Prom... First Orchid...

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Tar Heel Navy Doctor Examined Red Sailor

Special to the Journal-Sentinel

ANCHORAGE, Alaska — A young Naval doctor from North Carolina was the center of much attraction in this area last week.

L. Dewey Varley, whose hometown is Coats, N.C., dealt directly with the Russians in one of the most publicized stories to come out of Alaska since statehood.

A Russian sailor, Evgeniy Ivanovich Chusov, 23, fell from his Soviet fishing vessel in the Bering Sea. Immediate medical attention was needed, so arrangements were made to bring him to Anchorage to Elsenor Air Force Base's 50th hospital.

Enters Story

And that is where L. Varley enters the story. The 28-year-old Tar Heel is stationed at Kodiak, some 250 miles south of here. He was contacted and flown to Cold Bay, in the Aleutian Islands, where he met the sailor. There he examined him and flew him to Anchorage.

"The trip was quite interesting," L. Varley states. "All contacts with them (the Russians), by radio showed them to be very friendly and courteous. We took pictures of them as we were along side each other, but they did not seem to be aware of the camera. They just stood on deck, watching us."

He continued: "The Russians did confirm that they had a doctor on board, and I was invited to come over and examine the patient there. The name of their ship was the Pischevaya Industry. But because of the rough seas and the already obvious need to evacuate the sailor to the U. S. Coast Guard cutter, 'Stora,' my skipper decided a visit would be unwise."

Lavish in Thanks
"I would like very much to have met this physician, but unfortunately this was impossible."

The Russians were lavish in their thanks to us by radio, and again I say a most friendly atmosphere existed."

Currently, the sailor is listed as being in serious condition in hospital here. He still is in a coma and is being fed through his veins. Once or twice he has opened his eyes, but immediately he has succumbed again to coma.

L. Varley is a graduate of the University of North Carolina School of Medicine. Prior to that he attended Campbell College at Buie's Creek.

He was born in Waltersboro, S. C., and attended high school there. He did his internship and had one year of residency at City Hospital at Winston-Salem, N. C.

Following this, he was sent to Pensacola, Fla., to the school of aviation medicine, U. S. Navy, for additional residency. He has been in Alaska for six months.

His wife, Ann, is a native of Marietta, Ohio. The couple has two children, a 4-month-old daughter Sharon and a 2-year-old son David. The family is in Alaska with L. Varley.

His mother, Mrs. Brune A. Varley, lives in Coats.



L. DEWEY VARLEY... met Russians

Hodges Calls for More Livestock Production in E. North Carolina

WILSON — Gov. Hodges challenged eastern North Carolina farmers yesterday to boost live stock production to meet the needs of a modern South.

He said the new industry can help spur the agricultural diversification necessary to protect the area from the "ever-present threat" that is inherent in a one-crop economy.

While the east will not soon lose its dependence upon tobacco as the chief money crop, Hodges explained that livestock production can help take up the slack when tobacco has a bad year. He pointed out that in 1957, a bad tobacco year, the loss in Wilson and six adjoining counties amounted to more than \$8 million dollars.

The governor spoke at a luncheon highlight of an "open house" program at the Swift plant. On hand for the ceremonies were Swift president Port M. Jarvis, other top company officials and civic and business leaders of the area.

Hodges recalled he visited Wilson about a year ago for a ground-breaking ceremony for the modern beef and pork processing plant.

Already, he continued, figures indicate the industry "will live up to its estimates that it will contribute from \$5 to \$17 million dollars to the area economy annually in its purchases."

But the governor expressed concern at the news that the company already has had to go into neighboring states to buy enough livestock for its needs.

"This works to the disadvantage of both the company and the local livestock producer," he declared. "This is a situation that we can and must remedy—and it is certainly to our advantage to do so as quickly as possible."

Wilson's industrial development program received Hodges' praise. "Other cities in the state would do well to look at what you have accomplished and what you plan for the future," he said.

Crane to Address Safety Meeting

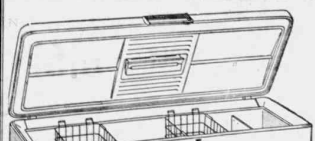
State Commissioner of Labor Frank Crane will speak at an annual N. C. Department of Labor safety awards banquet here Wednesday.

About 150 persons are expected to attend the banquet at 6:30 p.m. at the Hotel Robert E. Lee.

The banquet is sponsored by the Winston-Salem Chamber of Commerce small business and industry divisions. Companies in a four-county area with outstanding safety records will be honored.

The counties are Forsyth, Surry, Yadkin and Stokes.

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"AT THE BOTTOM OF SALEM HILL WITH BOTTOM PRICES"

City to Auction 17 Motor Vehicles

Some cheap transportation will be going, going, gone at the City Yard at 2 p.m. Wednesday afternoon.

Sixteen autos and a panel truck will be sold at auction by the city's department of property control.

For would-be hot pilots, there'll be a Ford Thunderbird engine on the block, too.

Thirteen of the cars were picked up off the city streets after being abandoned. Three more are former police cars for which city officials believe they can get more at auction than they were offered in trade.

The panel truck is a 1948 Chevrolet ball-toss model. All sales will be for the highest bidder, final and for cash. The city reserves the right to reject any and all bids.

And there'll be no trade-ins. The police vehicles are two Chevrolets, both 1957 two-door sedans, and a 1958 Ford two-door sedan. All have automatic transmission.

Here's the list of abandoned vehicles and their former owners: 1948 Cadillac, William James Bullis, East Bend, R. L.

1947 Buick, Ivory Johnson

Barkfield, 1242 N. Trade St.

1950 Oldsmobile, unknown.

1953 Ford, Louis Wallace

1953 Ford, Northfork St.

1947 Plymouth, Gus Canale

Balkin, 307 W. Eighth St.

1950 Buick, Leroy James Hays,

1430 Cleveland Avenue.

1950 Mercury, Olin Walsee, ad-

dress unknown.

1951 Studebaker, Carson Way-

mon Burks, 1240 Oak St.

1950 Hudson, Edward Morrow

Richardson, 653 Java Ave.

1947 Chevrolet, James Reece

Crowder, 3624 Southdale Ave.

1951 Buick, Robert Wardlow

Jr., 1218

1938 Chevrolet, unknown.

The Thunderbird engine is a

1957 model V-8 with oil pan and

heads.

All these vehicles have accrued

titles and driving charges that

vary from \$35 to \$75.

and so on will require more than

100,000 pages of statistical data.

Census Comparison

The first U. S. census report,

made in 1790, was a booklet of

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