

tinct and even a privileged status in our educational system. The maintenance of that status in the future must depend upon the teachers themselves. They should organize township and county associations where none exist, and in them meet together and discuss questions of professional and practical interest—taking care to exclude political and other improper and unprofitable subjects.

To do this effectively, however, they must be students of their profession. They should freely consult works in the "Teachers' Library" of standard authorization on technical and practical subjects, as well as mutually avail themselves of their own experience and that of other teachers. There should be no lukewarmness in this matter, or holding back; and no appeals to the Department should be necessary to make attendance at the County Conventions compulsory. I should deprecate compulsion in such matters. The object of such gatherings is so eminently useful and practical that every teacher desirous of succeeding in his profession cannot fail to see the desirability of his joining an association and working heartily with it. In this way greater life and spirit will be infused into the associations; the Inspectors will be encouraged in their arduous work; and the teachers themselves will be inspired and encouraged and be able to gather up for future use many useful hints, which, if acted upon, will render much lighter their often unappreciated and laborious, though honourable duty of teaching the youth of our land.

To the Editor of the Canada School Journal.

SIR,—I have the honor to state that the Ottawa Public School Board, at its last meeting, decided to request you to publish the accompanying correspondence. I have the honor to be

Your obedient Servant,

WM. RAE, Sec. P. S. Board.

To the Hon. A. Crooks, Minister of Education, Toronto.

SIR,—I have been charged by the Board of Public School Trustees of this city to bring under your notice an instance of flagrant violation of agreement on the part of a First-class Teacher, and to submit it to your judgment whether it would not be in the interest of Public Education that legal power should be taken by the Minister to suspend the Certificates of Teachers so offending, or of otherwise dealing with them so as to check the repetition of such breaches of faith and honor. The Board is of course aware that they have a remedy in law, and might, if they chose, compel the recalcitrant party to the fulfillment of his covenanted obligations, but they very much doubt whether it would be for the advantage of their schools to have in their employment unwilling teachers, acting under legal coercion; and besides, they are of opinion that were it understood that Teachers acting in this unprincipled manner could be summarily brought to order, occasion would seldom be given to the Minister to exert his authority. And here—as I have been instructed to make this letter public—I may suggest it to Boards of School Trustees generally, whether it would not be expedient, before they engage teachers, and especially highly certificated ones, to require from them a declaration that they have not already engaged their services elsewhere. I deem it proper to make this suggestion, as the instance I am about to give is the fourth, within twelve months, of teachers of superior grade, who, after hiring themselves to the Board at Ottawa, played them false, because after their engagements they were offered larger emoluments by other Boards, the offers being no doubt stimulated by the consideration that our Board had accepted their services.

On the 15th of November, 1878, the Committee of School Management received, among other applications, one from Mr. H. D. Johnson for employment as Teacher, and after consideration decided to engage him at a salary of seven hundred and fifty dollars per annum. The Secretary was instructed to inform him of his appointment, and at the same time to send him the regular form of agreement to be signed. Mr. Johnson replied as under (Letter No. 1), and returned the agreement with his signature affixed, so that the Committee regarded the matter as satisfactorily settled. But a short time afterwards, the Secretary received the communication (marked No. 2), also annexed, and the Committee were compelled to look out for another supply.

(COPY OF LETTER NO. 1).

PARKHILL, Nov. 18, 1878.

Wm Rae, Esq., Ottawa, Ont.

DEAR SIR,—Enclosed please find the agreement signed as requested. I am yours truly,

(Signed) H. D. JOHNSON.

(COPY OF LETTER NO. 2).

PARKHILL, Nov. 27th, 1878.

Wm. Rae, Esq., Ottawa, Ont.

DEAR SIR,—Please inform the Board of Education that I wish to have the agreement between us cancelled, as I have the offer of a position in the Strathroy High School at eight hundred. I hope that it will not incommode the Board, and that they will comply with my request, as it will be a decided advantage to me.

Yours, &c.,

(Signed) H. D. JOHNSON.

Trusting that you may deem this matter worthy of your attention, and that it may lead to some Departmental action which will counteract the growing evil complained of,

I have the honor to be, Sir,

Your obedient Servant,

P. LeSUEUR,

Chairman School Management Committee.

### SUPERANNUATION.

To the Editor of the Canada School Journal.

SIR,—In the last number of the SCHOOL JOURNAL you very properly direct attention to the regulation granting an extra superannuation allowance to certain teachers on retiring from the profession. The injustice of excluding those to whom you refer is so palpable that the only charitable inference to be drawn is that some mistake was made when the law was altered to its present form. If teachers holding permanent County Board certificates, grade A, have passed three successful examinations, at intervals of five years, taking the highest possible standing the law allowed at the time, can there be any good reason that they should not be placed on an equality with other first class teachers? When Normal School Provincial certificates were first issued their value was not higher than those granted by the County Boards, yet second class teachers of that date now rank as provincial teachers and are entitled to the extra allowance, while first class County Board teachers of the highest grade are excluded. It must be recollected also that teachers holding Normal School certificates were examined by their own teachers, while County Board teachers were examined by disinterested examiners, who, at least in the cities and towns, were gentlemen of high scholastic attainments. Again, the present law compels all male teachers to contribute *equally* to the superannuation fund while engaged in teaching, but the allowance to provincial teachers is made one-sixth greater than to others.

How would a similar regulation be regarded if applied to the members of other professions? If a clergyman, for instance, were to suffer a reduction of one-sixth of his superannuation allowance because he commenced his work a few years earlier than his more fortunate because more youthful colleagues, the anomaly would be at once apparent. The graduate of University College of 1858 would consider himself unfairly treated were he debarred from privileges enjoyed by graduates of 1878, because the standard of graduation has been raised in the meantime. Would it not be manifestly unfair that a solicitor of thirty years' standing should be made ineligible for a seat on the bench because the law curriculum in his day comprised a more limited range of subjects than at the present time? It is certainly not in accordance with British practice to deprive tried and faithful servants of their rights because they are getting old and are not in a position to push their claims. I trust the days of petty professional jealousy between the two classes of teachers have passed away, and that justice will be done to those veterans who have contributed so largely to the interests of education, and who are still doing good work in our public and high schools.

You suggest that those directly interested should take steps to bring the matter before the Minister of Education. This would undoubtedly be the proper course; but they are so widely scattered throughout the province that it would be difficult for them to meet together or to act unitedly. Is it not sufficient that the Minister of Education be made aware of the disabilities under which they labor in order to ensure a prompt and effectual remedy? I would suggest, as the simplest plan, that all permanent County Board certificates of the first class grade A be made provincial. Their number is but small and is constantly diminishing, and no additions can be made to them in the future. Yours, &c.,

VETERAN.