

State Normal School for Women

HARRISONBURG, VIRGINIA

OFFICE OF THE TREASURER

July 17, 1918.

Dear Mr. Burruss:

Perhaps you will recall that I have not replied to your recent note saying the Board had authorized an increase in my salary from \$75 to \$83.33 a month beginning July 1, 1918.

I am not at all satisfied with this increase, but did not expect to bother you with it until after your return in September. I have had a letter from a friend, however, and am enclosing same which will explain itself better than I can attempt to explain it perhaps. While he does not offer me the position I do not feel any hesitancy in recommending myself under the circumstances. But for several reasons I do not want to go south neither do I desire to make a change just now. I had hoped my work and efforts to make my services of some real value to the school would justify a more satisfactory increase rather than the prevailing 10% increase due to the advanced cost of living. Perhaps I have been somewhat conceited in thinking this, but I do feel that if my seven years' experience does not entitle me to a salary of \$100 a month, for which amount I am now asking, then for the good of the school if not for my own I had better make the change. You know whether or not my services are worth it, and you are also familiar with the work and responsibility connected with this office. Of course I realize that if I cannot command this salary now I cannot hope for any advancement in the near future.

Please let me hear from you as early as possible, also please return the enclosed letter from Mr. Fallis with your answer.

Hoping that you are having a most pleasant summer, I remain,

Very truly yours,

Julia J. Sprinkle

into effect July 1st, so that your pay for the present month, and from now on will be the increased figure. I am willing to take chances on the board's approval, so you just go ahead and make your check on August 1st for the increased amount, and so on, and I will take it up with the board whenever they meet next time.

I want to assure you that I am glad to do this for you, but I want particularly to assure you that I certainly do, and I believe the board so far as they know anything about it, certainly does, fully appreciate your value to the school. It is surely my desire to recognize your worth in every way I can. I am more anxious to establish this fact than anything else.  
Miss Julia T. Sprinkel,  
Harrisonburg, Virginia. I remain,

Dear Miss Sprinkel:

Very sincerely yours,

This is my earliest opportunity to reply to your letter of the 17th, which I have read, together with its enclosure with much interest. In reply I will say that I think the increase of which you were recently notified can be looked upon very much as you say, that is as a sort of universal increase of 10% for everybody at the school. As to a special increase as a reward for meritorious service, I do not think the board has considered it in your case since the last time they raised your salary, from \$50, I believe it was, to \$75. I think that perhaps the years that have elapsed since that last increase are sufficient to justify the board in considering another increase on the merit basis alone, although I believe it had rather been hoped that it would not become necessary to make further increases than the regular 10% or thereabout this year, reserving for next year or thereafter additional increases in special cases.

I quite agree with you that your services to the school are such as to deserve a larger salary than you have had regardless of the general 10% increase. The fact is you are one of the few that I think it would be hard to pay enough to completely express the worth to the school. Your work has been faithfully and thoroughly done, and you have exercised the initiative which is so rare, and which is very valuable to any institution. So far as I am concerned I should, if the matter were within my hands entirely, pay you not only what you name as your idea of a fair salary, but as much more than this as could be possibly provided for the work. I regret that I did not know sooner that you were not satisfied, particularly regretting the seeming hesitancy on your part in speaking to me about the matter. As you and your work occupy a peculiarly confidential relation to the administration, I hope there will be no hesitancy at any time on your part in talking with me about all such matters that affect you or any part of the school work and interests.

The board passed the budget for the current year in April, and, unfortunately again, their last meeting was held last Saturday and I was not present, the even if I had been there I should hardly have had your letter in time to present to them for consideration. I do not know just when they will meet again, possibly not before late in September or the first part of October. I feel rather confident, however, that I can get favorable consideration from them for a recommendation which I will make that your salary be increased to \$100 per month. I think the only complication likely to arise would be that the corresponding officers at one or two of the other schools may not get so much as that, the I shall point out to them in case this is mentioned that the conditions vary at the different schools. I will ask that this increase go