DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

一般的にいって、すぐれた個性によって当局側の尊敬を得ておれば上記の協力は遥かに容易に出来たに得られるのである。一般の公務員や地域社会から尊敬と信頼とをかち得るような人々で出来た教育委員会が選ばれるのでなければ、学校に対する所要の財政的援助を確保することはなかなか難しい仕事になってくる。人々年の十月で教育委員会の特に目につく弱点としてはどういうものであったか。

第一　日本では教育委員会の構成は五十パーセント場合によってはそれ以上が前に教員組合のメンバー或いは役員をしていたものによって占められている。これらの人々が教育委員に選ばれたのは、教員組合のりっぱな党派的運動のお陰であり、従って何かの決定をする場合にも組合の希望を代表したことが屢々で自分が日民全部の代表であることをやはりすると忘れがちであった。

第二　前教員や前教員組合役員は教育委員の候補者となった途端にその私を去らねばならなかった人々であるその結果これらの人々は、正規の私業をもっていないから充分の時間があり旅費とに依存する。その上これらの人々の生計は教育委員としうけた報酬とり、この時間を教育事務の視察に費すべきだというのがこれらの人々の意見である。その結果これらの人々はしばしば教育長や事務局員の仕事に干渉することになる。教育委員事務局員というものは元来、時として教育委員がほしいままに行っているような仕事を遂行するために雇われたものであり、給料をもらっているのである。だから教育委員に報酬を支拂えばそれは納税者が一定の仕事に対して二重拂いをしていることになるのである。

第三　教育だけの経歴しかない人は一つの大企業である公共教育を取扱うべき事務的鋭敏さ管理的能力を欠いでる。そのため前教員や前教員組合役員は政府当局者に自分の学識経験を印象づけることも出来ず当局者からの尊敬や信頼を克ちとることも出来ない。その結果は公共教育のための適切な資金を確保するに際してはしばしば事や無識会議員の支持を得ることに失敗するのである。

日本の教育委員会には元の教員組合員が多数入っているにも拘らずこれらの人々は、今までのところ教育という私業の財政状態を事実上改善する点では成功を収めていない。教育委員として望ましい人物の特質は簡単に次のようにまとめることが出来る。

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

一、私企業、専門職業に成功し、治産に専念している人、
二、住民全体の代表者、従って非党派的であるどのような特定の集団にも義務を負わない人、
三、教育委員という地位を、財政的利得や政治的進出の機会としてでなく公的奉仕の機会としてうけること。
四、すぐれた人格者
五、すべての程度の学校の教育上の機会の改善に関心をもつこと。
六、有資格教職員の専門的水準と報酬との改善に関心をもつこと。
七、公共教育の運営、即ち有能な教育長と事務局員の選任やその人々を通して達成すべき事業に責任をもたせることなどについて実務的方法をとり入れること。
八、教育の財政的支援について当局者の尊敬と協力とを得るにたる能力と人格とをもっていること。

十一月の選挙で教育委員を選ぶについて上に述べたことが基礎となれば、その結果はたしかに改善の跡を示すであろう、それは学校の仕事の運営の改善だけでなく、教育委員会の公の権威を一般には住民全体の時には当局者の眼により高く映し出すことになるであろう。勿論投票者がふさわしい型の教育委員を選ぶためにはこういう望ましい型の人を説得或は推薦して立候補させることが必要である。さもなければ一九四八年の選挙当時投票者の前におかれたのと同じ型の候補者の範囲で、誰を選ぶかというだけの問題になってしまう。それ故責任ある市民がこれを慎重に考慮することを勧めます。又、その人々が自分の団体やその他地域社会の集団の代表者として十一月の選挙に向って

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

もっていること。

十一月の選挙で教育委員を選ぶについて上に述べたことが基礎となれば、その結果はたしかに改善の跡を示すであろう。それは学校の仕事の運営の改善だけでなく、教育委員会の公の権威を一般には、市民全体の時には当局者の眼により高く映し出すことになるであろう。勿論投票者がふさわしい型の教育委員を選ぶためにはこういう望ましい型の人を説得、或は推薦して立候補させることが必要である。さもなければ一九四八年の選挙当時投票者の前におかれたのと同じ型の候補者の範囲で、誰を選ぶかというだけの問題になってしまう。それは責任ある市民がこれを慎重に考慮することを勧めるし、又、その人々が自分の団体やその他地域社会の集団の代表者として十一月の選挙に向に合うよう候補者として望ましい人が立候補の届出をするよう要請するよう勧める。(届出期間は十月十日より三十日迄)公共教育を公共心ある有能な市民の管理のもとにおくことが肝要なのである。これを実現しようとする以上は、候補者を選ぶという大切な仕事を今すぐはじめる必要があるのである。

以上

一九五〇、八、二二

(四国民事部民間教育課
〃 民間報道課)

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

Schedule of the Fifth Central Committee Meeting
of Kagawa Teachers' Union 7 Oct 1950

中央委員会（第五回）日程（一九五〇年十月七日）

一、資格確認
二、開会宣言
三、議長団選出、
四、役員委嘱
五、前回議事録承認
六、委員長挨拶
七、経過報告
八、会計報告
九、質疑応答
一〇、協議事項
　1、秋季闘争に関する件
　2、教育委員選挙に関する件
　3、会計に関する件
　4、組合史編集予算に関する件
　5、その他
一一、連絡事項
一二、閉会挨拶

（以上）

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

From the materials distributed at the fifth meeting of the Central Committee of Kagawa Teachers' Union on 7 Oct. 1950

F457

Agenda of the 17th Meeting of the Central Committee of Japan Teachers' Union

Welfare of teachers as a part of the social security system

Present situation of the social security system

The Social Security Council announced a tentative plan regarding social security system on 13 June but this plan is not agreeable even to all of the members of the council.

Since this tentative plan does not fully cover the purpose provided in Art. 25 of National Constitution, many complaints are forwarded from people of various classes, especially from members of labor unions.

The Social Security Council is composed of 10 members, including Diet members, vice ministers of ministries concerned, learned and experienced persons and members of various organizations concerned. There are only three labor union representatives and no one from the government and public agencies.

The economic policy and the labor policy, which are needed for reconstruction of Japan, should be the basis of social security system, but the council rather stands from the point of protecting capitalism. So, instead of having the state guarantee the social security, the method indicated in the plan is morelike aiding each other or like an social insurance.

The council was planning to make recommendation to the national government by the end of August, but because the council received some suggestion from the agency concerned, it is presumed to be postponed until the end of September. The contents of the tentative plan will probably not be any better than that planned to be submitted in September.

The point which concern us greatly is: there is fear we may lose the only few advantages (the pension, retirement allowance and those regarding cooperative relief union law) we have as public service men and teachers.

The government will not be able to ignore the recommendation wholly because of the Social Security Council Establishment Law, but the plan may be revised to make it still worse.

The Personnel Authority is preparing to enact the new pension system in accordance with the National Public Service men Law which is separate from the social security system. But no consideration is given to the privileges already given to teachers under the present system.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

The front to fight for advantageous social security system and to maintain the present privileges is enlargening.

Proposal

The objectives of our strife (toso) are:

1. Include the following in the social security system.

   a. Establish a social security system under the responsibility of the national government. It will not be a aiding system among ourselves nor a social insurance.

   b. Provide special consideration for public service men who work under strict law and for laborers engaged in dangerous and heavy labor.

   c. To enlargen and strengthen the contents of social security system ~~in accordance~~ with scientific basis, collect materials which will be of basic information.

   d. Establishment of financial administration shall be government responsibility.

   e. Minimum wage system and employment stabilization shall be the premise of social security system.

   f. The social security system shall be managed by the national government and shall be operated independently by the local public bodies.

   g. The set up of the administrative agency shall be simple. It will be efficient and shall have the character of a service center.

   h. The supreme authority shall be delegated to the "Social Security System Committee" composed of equal number of delegates from each field concerned.

   i. An inquiry board shall be formed to protect the benefit of those receiving social security.

   j. Put one of the main emphasis on medical treatment. The state shall be responsible to set up a policy to solve problems of "~~no doctor in a village~~ village with no doctor," tuberculosis and parasite, with the premises of reduction in medical treatment and re-education of doctors which will follow with the practise of public medical clinic.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

k. Strengthen the non-employment insurance and the labor accident insurance so that they will meet the present need and also continue the mutual relief union system.

l. Establish a social welfare institute which emphasizes prevention of poverty rather than relief of poor. Strengthen the scholarship fund system.

2. Establish pension system as a part of maintaining the present privileges.

a. Adjustment of laws will not infringe upon the privileges already received.

b. Provide two systems,-(1) receive money annually (2) receive the entire amount at once--so that one can choose.

c. Avoid increase of rate in instalment. Adopt a fixed rate system of instalment according to the amount of salary, and make the state responsible for larger sum.

d. The state must put emphasis in guaranteeing the amount to be paid, and must not only increase the burden of the receiver.

e. Consider the special condition of teachers in regards to Education Fundamental Law, School Education Law and Salary Law and respect the present Pension Law.

f. Avoid raising the age when a person can start receive pension. Have for premise, employment stabilization and extension of retirement age.

3. Establish Mutual Help Union (gojokai)

As a part of the social security system, and to maintain the present privileges, in addition to the establishment of the pension system and Cooperative Relief Union (Kyosai kai), establish Teachers' Mutual Help Union (gojo kai) which is a democratic welfare institution, subsidized by the prefecture. Mutual Help Union will offer the following benefits to its members.

a. Will make up for the points not materialized by the Cooperative Relief Union (Kyosai kai)

b. Will be subsidized ½ or more by the prefecture.

c. Will not be less advantageous than that of the prefectural employees.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

d. Help welfare department of the Living Cooperatives, which is suffering due of lack of fund, to obtain commodities advantageously.

e. To establish or enlargen the system for giving various allowances, such as, retirement, non-employment, marriage, suffer from disaster, living (loan), leave, etc.

f. Provide expense to conduct recreational activities for members.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

Kochi, 30 Nov 49 (458) Teachers' Union Mr Yoshiwara, pres of TU.

1. Number of teachers in union (when established)
July '46, establ. 6,000. Private sch. teachers not in union. Have unions of their own (in their own schools).

2. Organization of union (copy of constitution *)
(b) Representative Committee
(a) General (taikai) assembly: 1 rep for each 30 teachers.
(c) Executive comm.
all constitution

3. Method of collecting dues
1% of monthly salary is dues; pd to someone in school (usu. principal)

4. Relationship with Japan Teachers' Union (Independence of local union) The Central Exec. Comm. not a decision-making body. Within pref., union supreme. If problem affects other regions, then All J. Union makes decisions. (Problems about 50-50: pref. + all J.)

5. How large a paid staff does the union have
4 clerks + 6 officers + 1 in central union in Tokyo (officer)
(chief of sec. comm., 2 v.p. of exec comm., chief sec., chief of culture sec., + chief of welfare sec.)

6. Relationship with unions in other prefectures
At least 4 times a year.
There is a standing comm., meets monthly, for liaison

7. Shiobara Convention
6 delegates; voted as a body. Vote decisive to join D. W'ld F'ed.
Kan. ko. ren, etc: leftist; not organized right; do nothing.
Voted

8. Any teachers dismissed yet in prefecture
None yet. About 2 CP members.

9. How many sections in union
About 8 sections in TU.

Local Public Serv. Law: will dissolve Nat'l Union.
(Union wishes to maintain Nat'l Union. Salary comes from ken + from ministry; need Nat'l Union.) Can Civil Affairs do anything to prevent dissolution?
[over]

SURVEY OF YOUTH ORGANIZATIONS IN KAGAWA PREFECTURE

1. Name of organization: _____

2. Address Telephone No.

3. Object of organization:
   Method adopted in achieving this objective:

4. Qualifications for membership:

4-A Number of members: Male _____ Female _____

5. Officers: Name Address Telephone Age Occupation

   a. President:

   b. V-President:

   c. Secretary

   d. Treasurer

   Date officers assumed their duties
   How officers were chosen or method of election in detail

6. a. Does this organization have a constitution?

   b. When was it adopted?

7. Meetings: a. How often are general meetings held?

   b. How often does the executive committee meet
   Who is on the executive committee

8. Finances: Dues per month or year?
   Subsidies and from whom received?

   Other methods of raising money

   What is the financial condition of the organization?

9. Is the organization affiliated? (Yes) (No.)
   If so name of federation affiliated

   During the past six months what connections has your organization had with the federation

   Are Dues paid federation? How much?

   Do the members of your organization feel that the federation is helping the organization? In what way?

☆ Full. Officials may not retire. Just what does not accomplish anything. 7 Prefectural Com. for a 3rd term (7,800).
What to do? (Look up Pres.)
To + members called upon for 10% of taxes for other purposes. Only 5% [illegible] [illegible] [illegible]

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

高知縣教員組合役員一覽表（組合事務所）

執行委員長	吉原　勇	金澤　徹
副執行委員長	福吉利雄	調査　相談　指導
仝	田村　巖	政治組織　渉外　情宣
書記長	池　敬亀	庶務　財務
文化部長	西村時衛	教育図書　編輯
厚生部長	市川吉正	厚生
中央執行委員	森　竹雄	日教組本部員

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

高知縣教員組合執行委員一覽表

專任執行委員

吉原　勇

福吉利雄

田村　義

池脇亀

西村時衛

市川古石

非專任執行委員

氏名　勤務校

廣田治衛　高知縣立の丹高等學校

佐佐木繁條　高知市新堀小學校

二

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

岸崎次子　高知市潮江中學校
山崎輝雄　安藝郡安藝中學校
岡本巡久　香美郡山田中學校
田川一榮　長岡郡大篠中學校
上居正夏　高知市三里中學校
池邊　安芸郡伊尾木中學校
岡本哲夫　高岡郡新庄中學校
依岡藤嘉　幡多郡中村中學校
西川　董　高知教育研究所
植木繁次郎　高知教育研究所
鹿堤信次郎　高知大学教育学部

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

458

A Plan of the Kochi Prefecture Teachers Union's Movement in the Year 1949

1. Preamble

The General Situation: Three years have elapsed since we 6000 teaching staffs in our prefecture, aiming to establish the basic rights of man out of chaos and destruction caused by the surrender with conscience and pride of those who work, and reconstruct a peaceful cultural state, started a movement in a body. During which period we have fought the fighting of 1 February the year before last, a fighting of the April election of the members of the Diet and the prefectural assembly, the fighting to abolish the difference between sexes, and to improve salaries from September that year to last March, and the fighting on the election of the Prefectural School Board Members in the autumn last year--we fought about economic and political matters availing of every possible chance on behalf of ourselves and the working masses, and the establishment of education. Especially it was noticeable that we ascertained the fact, through our fighting to demand the winter allowance fought at a cost of our starvation from the winter last year to this spring, and the fighting against the shift to the 6-3 system, that every economical demand had to have been settled by dint of political measures.

Reflecting the abovementioned facts, we are consolidating our unity in order to accomplish our purports by making a good use of the local and unique character in each single union, and emerging from our very occupational character.

All the local power surrounding us belongs to the side of conservative and reactional factor and no progressive political power is collected yet and the prefectural finance is very poor and unprosperous. They do not regard the policy of the reconstruction of general education which we demand through the School Board, and of the stabilization of our economical life, moreover they are to repeat the examples of dismissal of the prefectural staffs they initiated in our country in April this year, upon us in order to adjust us according the regular staff and limited amount system although the phenomenon is being displayed not only in our prefecture, but also in all countries. The conservative power which has gradually regaind its power since the stoppage regulation instituted against the 2.1 (1 February) strike, attempted to suppress, by misusing Gen. MacArthur's letter given to the Government last July, the trade unions, the neucleus of the democratic and renovational power by dint of the government decree No. 201, and is leading the lives of the working mass and the general smaller and meduim enterprises toward ruin by using implementation of the Nine-point of Economic Stabilization Program as arms to protect the interests of the monopolizing capitalists.

As to the compulsory education, 2,500,000 pupils and students are learning in the provisional class rooms, and the educational expenditures

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

are appropriated by only 5% and the facts that there are about 200,000 non-attending-school children under obligation proves clearly that how it defies the lives of mass, and is indifferent with the establishment of the next generation.

This situation is not always peculiar in our country. Mr. John Dewey has lamented how the educational system of his country which is said to be the number one in the world today is un-democratic and how it is controlled by some minor classes, and this can thought as one of lamentation of the pioneer in the course of creative agitation so-to-speak, after the 2nd World War. The power of the new rising working class, which intends to establish society of peace and liberty on the basis of new equality against the old controlling power which continues to pursue profits incesantly is fighting bravely to propell the wheels of the world history.

The labor parties taking up the reins of government in England and the return of President Truman in the U.S.A. and the victory of the Communists in China, proves, though slowly, tell these wheels are revolving, though differ a little, and the agitation of the international power of monopolizing capitalist is intence the more. Especially in the isolated districts it may show fascist-like tendency in order to get the lion's share. And it is in these districts that we are in now.

Standing firmly upon the recognition full of these historical facts, we hereby, are to decide our policy of movement under a great vision to establish new society of the next generation together with all the working people.

2. The Body:

Paragraph I. Fundamental policy of movement

Against stratagems of pressure and disruption being brought upon labor unions and progressive influence by conservative and reactionary political power represented by the Yoshida Cabinet, we fight in the fields of politics, economy and culture on every occasion and at every place, strengthening and consolidating ourselves and united fight system with all influence which co-operates with us. Two points mentioned below form the basis of the activity.

a. Combination and strengthening of internal system

According to specialty of the local teachers' union, each one of union members must strengthen the union, as kindred spirits in his post and in district, becoming conscious of a union and realizing class consciousness.

At the same time each local teachers' union must cultivate staying power enough to bear any fight, strengthening the system as a federation

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

in good connection with the Kochi Secretariat of the Teachers' Union (Kochi Kyoin-kumiai Shokikyoku). On the other hand it must make a constant study and guidance, consolidating system of measure committee of every kind, specially the politics measure committee.

b. Unification of labor organizations and various progressive organizations and various influence.

Reconsidering that the more present fights are political ones, the more union's sectarian way of doing brings nothing.

(1) We must strive for the fusion of the prefectural labor fronts divided into the Prefectural Council of Labor Unions, Federation of Labor Unions and neutral groups.

(2) We must establish a close connection with various progressive political parties, various progressive cultural organizations and collaborators in all other social strato.

Paragraph II. Fundamental goal of movement and concrete policies of fight

a. Securing rights of living

All the questions arise from whether we are guaranteed things enough to lead a healthy and cultural life worthy of a man. There is no independent personality without economic independence. For that purpose we fight for the establishment of the minimum wage system.

Concrete policies:

(1) Establishment of the minimum wage system

To gather materials and make a study for the acquisition of the minimum wage system seasoned with the same labor, same wage and rational efficiency pay, backed by the social guarantee system, abolishing the existing classified civil service system, and make a ceaseless fight in concert with all labor unions.

(2) Raise of real wages

To fight for the following goals for the betterment of living conditions in the course of the above fight.

(a) To fight for full distribution of vital goods, opposition to the raise of prices, abolition of taxes cutting into living costs (Taishū kazei), abolition of the earned income tax (increase of tax exemption points), favorable compilation of the table classified by teacher, raise of various existing allowances (allowances of day-duty and night-

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

duty, special district allowance, remote place allowance and district allowance) and establishment of expenses for research and overtime pay against the Government and the Board of Education.

(b) Establishment of Kyoin Kinko (The Teachers' Bank)

To fight for an additional sum for traveling expenses allotted and the resonable distribution of them, and an additional sum for allowance for proceeding to the new post and its urgent payment against the Board of Education.

(c) Construction of teachers' dwelling-houses

To urge the city, town and village authorities and the Board of Education to build teachers' houses in order to find a way out of the housing shortage and put the right man in the right place as an important factor in the promotion of education.

(d) Perfection of welfare activities

To strive for the betterment of living of the teaching staff and parents and brothers and children, getting and distributing goods for attending school, daily necessaries, materials for teaching, appliances for teaching and others at low prices through the Livelihood Cooperative Union.

b. Defense of education and culture

For the establishment of a peaceful nation of culture, we fight to the death for the perfect enforcement of the new educational system and the establishment of sound culture against reactionary influence that sacrifices and neglects education and culture.

Concrete policies of fight :

(1) Acquisition of educational budget

To fight for making the Government and the prefectural authorities appropriate money for the following educational work in the budget or increase the sum with pupils and their parents and brothers.

(a) Construction of school-houses of lower secondary schools and restoration of war-damaged schools

To fight for the revival of a State aid to the building of houses of lower secondary schools which are the pivotal point of the new educational system

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

and the restoration of various war-damaged schools and perfection of their equipment against the Government and the prefectural authorities.

(b) Expansion of education by the abolition of the regular staff and fixed amount system and the opposition to the reorganization of schools

The regular staff and fixed amount system and the reorganization of schools show clearly a sign of the reduction of education. To fight with understanding and co-operation of parents and brothers of pupils, persons concerned in information and various progressive organizations, letting them know the actual circumstances about this point in particular.

(c) Strengthening and expansion of research organs and guiding organs

To perfect arrangements for research at each school for the elevation of education power and the advancement of zeal for education, and expand the Educational Research Institute and the inservice studying universities system.

(d) Establishment of equal opportunity of education

To demand full payment of compulsory educational expenses from the national treasury and full payment of every scope of educational expenses from the National Treasury, and prevent educational discriminating treatment by other factors than intelligence.

(2) Democratization of educational administration

To fight for the improvement of the structure of the Board of Education and its Office, the strengthening of personnel distribution and the establishment of financial rights of the Board in particular so that it may not be controlled by the conservative and reactionary influence behind it against the prefectural assembly, Executive Division and Government. And to fight for the thorough-going democratization of the distribution of teachers and making it reasonable against the Board of Education in particular.

c. Promotion of the cultural campaign

Purposing for independent and sound culture and developement of scientific technique we shall fight with the reactionary masses oppression policy. For this purpose we shall establish affiliation organs with sincere students, progressive cultural circles and their organizations;

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

shall organize an education recovery conference together with the abovementioned bodies in order to have a still more active movement and whereby shall enforce the masses enlightening propagandas. And yet as an important ring of the cultural campaign we shall publish books which will improve the factories and shops culture; shall support the researching institutes and shall hold lectures for the salaries and wage earning classes.

3. Unification of the progressive and democratic fronts:

Recovery of the labor fundamental right, foundation of the lowest wage system, liberation from the fear of unemployment, full enforcement of the new education system, all these depend upon whether the progressive influence should be able to occupy the favorable position on the political field or not. No matter what the ideologies of them should be we must aim at the unified movement of the progressive circles.

Concrete struggle method:

a. Unification of the labor fronts

(1) Establish the District Labor Unions Conferences or positively join them.

(2) Later organize the city or county labor unions conferences and let them develop to a unified organization in the prefecture.

b. Organization of the Laborers and Farmers Conference

In every phase of the abovementioned process we request other Farmers Unions, Fishery Unions and progressive Government Party members to join us and farm the Laborers and Farmers Conference; and enforce the political joint struggle with them.

4. Conclusion:

We are in a painful position and our ideal is difficult to be accomplished. However, overcoming all difficulties we must obtain good results of our struggle. We face now holdly the trial conceiving a great hope concerning the fact that we shall build up the coming world together with the salaries and wage earner classes and the educationists of the world.

* * * * *

The Reason of Submission of this Resolution

Campaign Principle Writing Sub-committee

14 June 1949

The Subcommittee, who was trusted to write the resolution in accor-

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

dance with the Executive Division's original plan submitted to the Grand Meeting held on 4 June and with the amendment opinion of the Takaoka-gun Teachers Union, hereby present this plan to the Representative Committee as a material to decide the campaign principle of the Kochi Teachers Union in 1949.

* * * * *

Program of Activities for 1949 (Plan)

April:

Politics Section -	Committee meeting of Politics Section Consultation re program of activities Writers' Round-Table Conference of Prefectural Administration
Organization Sec.-	Consultation re program of activities United Conference of Labor Front
Liaison Section -	Consultation re program of activities Guide to greeting of new officers Liaison round-table conference with M.G.
Information & Propaganda Sec. -	Consultation re program of activities Issue of Kochi Teachers' Association news

May:

Politics Section -	Committee meeting of Politics Section Making out of record-collection of activities for last year
Organization Sec.-	Making out of record-collection of activities for last year
Liaison Section -	Making out of record-collection of activities for last year Round table conference of (Prefectural assembly, Board of Education and Teachers' Association) three parties Reporters' round table conference Round table conference of Democratic groups and Yuko Labor Unions Liaison round table conference with M.G.
Information & Propaganda Sec. -	Making out of record-collection of activities for last year Chiefs' conference of Yuko Labor Union and Information Propaganda Section Local Stumping

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

June:

Politics Section - Committee Meeting of Politics Section

Organization Sec.- United conference of Labor Front
Support to Kyorei-kai (Mutual encouragement meeting) of PTA arranged according to gun and city
PTA representatives conference

Liaison Section - Round table conference of three parties
Round table conference of reporters
Round table conference of democratic groups and Yuko (friendship) Labor Union
Liaison round table conference with M.G.

Information & Propaganda Sec. - Issue of news
Local stumping

July:

Politics Section - Committee meeting of Politics Section
Writers' round table conference of Prefectural Administration

Organization Sec.- Standing committee of Shikoku Education council
Guiding trip
Liaison meeting of three parties (Teachers' union, Prefectural Employees' Union and Education Board Workers' Union)
Official trip for making inquiring of organization condition of other prefectures, representatives' council of towns and village heads

Liaison Section - Round table conference of three parties
Reporters' round table conference
Round table conference of democratic groups and Yuko Labor Union
Liaison round table conference with M.G.

Information & Propaganda Sec. - Issue of new
Local stumping

August:

Politics Section - Study meeting concerning Politics and Economic Problems

Organization Sec.- Standing committee of Shikoku Education council
Guiding trip
Liaison meeting of three parties (Teachers' Union, Prefectural Employees' Union and Education Board Workers' Union)
United conference of Labor Front

Liaison Section - Round table conference of three parties
Reporters' round table conference
Liaison round table conference with MG

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

Information & Propaganda Sec. - Issue of news
Local stumping
Inquiry of information and propaganda activities of other prefectures

September:

Politics Section - Committee meeting of Politics Section
Writers' round table conference of prefectural administration
Liaison conference of progreesive political party

Organization Sec.- Standing committee of Shikoku Education Council
Guiding trip
Liaison meeting of three parties
Support to Kyorei-kai of PTA arranged according to gun and city

Liaison Section - Round table conference of three parties
Reporters' round table conference
Liaison round table conference with MG

Information & Propaganda Sec. - Issue of news
Local stamping

October:

Politics Section - Writers' round table conference of prefectural administration

Organization Sec.- Standing committee of Shikoku Education Council
Liaison meeting of three parties
Representatives convention of PTA (Joint sponsorship of Social Education Section)
Official trip to make an inquiry into organization activities of other prefectures

Liaison Section - Round table conference of three parties
Reporters' round table conference
Liaison round table conference with MG

Information & Propaganda Sec. - Issue of news
Local stumping

November:

Politics Section - Committee meeting of Politics Section
Standing committee of Shikoku Education Council
Guiding trip
Liaison meeting of three parties

Liaison Section - Round table conference of three parties
Liaison round table conference with MG

Information & propaganda Sec. - Issue of news
Local stumping

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

December:

Politics Section - Writers' round table conference of prefectural administration

Organization Sec.- Standing committee of Shikoku Education Council
Guiding trip
Representatives' conference of PTA
Liaison meeting of three parties
United conference of Labor Front

Liaison Section - Round table conference of three parties
Reporters' round table conference
Liaison round table conference with MG

Information & propaganda Sec. - Issue of news
Local stumping

January:

Politics Section - Committee meeting of Politics Section

Organization Sec.- Standing Committee of Shikoku Education Council
Guiding trip
~~Representatives' conference of PTA~~
Liaison meeting of three parties

Liaison Section - Round table conference of three parties
Liaison round table conference with MG

Information & propaganda Sec. - Issue of news
Local stumping
Investigation of activities of other prefectures

February:

Politics Section - Liaison meeting of pragressive political party
Writers' round table conference of prefectural administration

Organization Sec.- Standing committee of Shikoku Education Council
Guiding trip
Liaison meeting of 3 parties
United conference of labor front

Liaison Section - Round table conference of three parties
Reporters' round table conference
Liaison round table conference with MG

Information & propaganda Sec. - Issue of news
Local stumping

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

March:

Politics Section -	Committee meeting of Regular Politics Section Round table conference concerning activities of Politics Section Making out of program of activities
Organization Sec.-	Standing committee of Shikoku Education Council Standing committee of Shikoku Education Council Guiding trip Liaison meeting of three parties Reflection meeting of organization activities Making out of program of activities
Liaison Section -	Round table conference of three parties Reporters round table conference Reflection meeting of public relations activities Greeting of resignation of farmer officers Making out of programs of activities Liaison round table conference with MG
Information & propaganda Sec. -	Issue of news Local stumping Reflection meeting concerning information propaganda activities Making out of program of activities.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

458

TO : Kochi Prefectural Board of Education

FROM: Representative Committee of the Kochi Prefectural Teachers' Union

Ko-Kyokumi No.10-24 26 January 1949

Written Advice

The Kochi Prefectural Teachers' Union shall change its attitude towards the Kochi Prefectural Board of Education to have the latter as the immediate other party to fights to win our demands as towards the Prefectural Section of Educational Affairs which was under the control of the Prefectural Governor in the past and to let it display full activity as well.

For that purpose, the Union submitted "20 Points of the Standard of the Operation and Actions of the Board" in Ko-Kyokumi (Kochi Teachers' Union) Notification No. 169 of 23 on 21 December 1948, to the Board for advice for its rapid and normal growth. For more than a month since then the Union has watched intently the real condition of the Board and the Office of the Board. We feel keenly the necessity of making our hearty wishes known to the Board which is the guarantor of our social position, about respects of the conduct of business lying in a heap, completeness of equipments and establishments of the office of the Board or other details, and today we herewith offer three proposals mentioned below with the consensus of opinion of the voting organ and we are anxious for the exact realization of them.

Simultaneously with the realization of them, we shall present necessary data as the source of motive power for the activities of the Board. That is to say, besides these data, in parallel with the realization of drastic reform of personal machinery of the office and others, the Board, which is weak at present, will grow strongly and normally through its own positive activities.

We are anxious for its realization at the earliest date.

1. Carrying out a drastic reform of personnel machinery of the office and its repletion

a. Removal of bureaucratism (officialism).

It is a pleasure that there are signs of a gradual decrease of undemocratic bureaucratic self-rightenousness as in the Section of Educational Affairs under the control of the Prefectural Governor. But it is most regrettable that "officialism" should be considered to be still not got rid of in the atmosphere of the Sections and in individual speech and conduct.

It is members of the Board of Education elected democratically and their office that should practise the motto, "Minshushugi wa madoguchi kara (Democracy must be first displayed at the window)". It is the Board

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

and none other that should remove completely officialism remaining unchanged at present among the heads of the Prefectural Government and in each section of it. The inanguration of the Board of Education will not become significant till an atmosphere, getting out of bureaucratism and quite bright, is created in the Office of the Board.

b. Increase of efficiency in the conduct of business and repletion of the personnel.

It is much to be regretted that the real condition of the transaction of business in the Board and the Office of the Board is destitute of promptitude and exactness in parallel with the weakness of its personal machinery and lack of various facilities.

From such a point of view, we wish to urge every member of the Board and the heads of the Board including the Education chief (Kyoikucho), vice chief and others to reconsider seriously.

Further, we demand the chief of each section and subsection to increase efficiency in the transaction of daily business in close connection with each section without lapsing into Kakkyoshugi (the principle of holding each one's own sphere of influence). For that, the qualitative and quantitative acquisition of absolutely necessary members must be realized. For instance, as to necessary members for the accountant's business relations of the Instruction Section which is the pivotal organ of the office, it is absolutely necessary to increase a minimum personnel of two, considering from the view-point of the present condition of the transaction of business. Moreover, it is really regrettable that the position of the chief of the Instruction Section and the full-time chief of the Social Education Section is left unfilled. Furthermore, it must be realized in haste to fill up the present personnel to the regular number covering the whole field of each section. For that purpose, an urgent appointment of the chief of the Personnel Subsection of the Section of General Affairs in particular must be done.

c. Carrying out a drastic reform of personal structure.

From the above-stated point of view, unless a "drastic reform" including a proper transference of undesirable persons, the appointment of men of ability and character absolutely needed, etc. is not effected by the end of March next, the Operation of the Board for the year 1949, where important matters lie in a heap, will become very difficult. We urge the Board to take a decisive measure for the advancement of education in this prefecture in the true sense of the word without being a slave to the course it has hitherto followed and paternalism.

2. Demands concerning the attitude of mind to office routine, etc. from members of the office.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

Considering that the office of the Board of Education is another existence from each section of the Prefectural Government and in view of the real condition of the transaction of business by members of the office, their actions, etc., we hereby demand the following matters.

a. Sweeping away the idea of being subordinate to the Prefectural Government .

If there is a tendency on the part of the members of the office to consider their terms of service of the office of the Board to be a provisional ones to come back to each section of the Prefectural Government, it is the "idea of the principle of rising in the world (Risshin shusse-shugiteki Kangae)" or "idea of flunkeyism," and it is a proof that officialism is not got rid of yet.

Personnel Affairs in the office of the Board of Education must be the ones peculior to the office. It means, that is, that the responsibility of the Board of Education is important. When the Board makes mental and material treatment of members of the office democratic and that makes itself stand comparison with the chiefs and members of each Department and section under the command of the Governor by giving full play to its power, many men of ability will gather and stay there all their lives.

b. Two points that must be removed in haste.

Further, as a tendency which is seen among members of the office, there is a formalistic way of thinking named "honor" or "seniors' faces," namely, personal jealousy and the lust of fame, which must be swept away without a moment's delay. First of all, the members of the office of the Board of Education ought to sweep away of their own accord above-mentioned two ways of thinking most unnecessary of the attitude of mind of democratic bureaucrats to serve the masses as national public officials at the new age, we believe.

c. Superior officials be personally at the head of public servants.

In view of the speciality of the office of the Board, it is absolutely necessary for the Education chief to go to the bottom of his view of being a public servant, and lead the van and personally set an example to his inferiors.

d. To limit the responsible persons of business of the same system to one.

We will omit explanation because it is such a plain matter that there is no necessity for doing so.

3. Carrying out urgent repletion of various facilities.

a. To establish the rooms of the Chairman and members of the Board.

It is absurd to have nothing as compared with the Governor, vice-governor and chief accounting official of the prefecture or the

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

president and vice-president of the prefectural assembly, whose rooms are at present equipped completely. The Board is responsible for it, but it is rather a strong proof that the governor of the prefecture and the standing committees of the Education Department of the Prefectural assembly are little interested in the Board of Education. Notwithstanding that the members of the assembly and the members of the Board are both representatives appointed by election, it is very unreasonable to discriminate between the two. It is natural that a report of the "powerlessness of the Board of Education" is circulated from such a point, and we, who desire educational authority to be established, deeply regret it. We urge the Board to rouse itself still more for the establishment of rooms like the Governor's room at least. Of course, we, too will do our best to cooperate with the Board.

b. To give seven rooms to seven sections and arrange them properly.

It is regrettable like a. mentioned above that the Education Chief's room is being used as the conference-room of the members of the Board. The conference-room of the members must be specially established. That is to say, the conference-room of the Board must be the one which has always an easy seating capacity of a minimum audience of 100, according to the spirit of laws and its object.

The Board should now strive for the urgent establishment of the conference-room with all its might by appealling to public opinion of the people of the prefecture. However poor the prefectural finances are, whether this matter will be settled easily will depend upon your efforts. We repeatedly advise you to win those indispensable for yourself. If the Board goes on in that spirit, we will give assistance in every way. In the second place, the present condition of two sections being in the same room must be improved in a hurry. Especially, it is very improper that the section of General Affairs, with various business and where many persons frequent, is with the Section of Inquiry and Statistics, which diminishes the vigour of activity of the latter. This is the case with the Social Education Section and the School Education Section.

The Board can hardly escape the charge of incompetence in making such an unnatural arrangement of rooms from the first of its inauguration, even though they are at present scarce. The Board ought to strongly negotiate with the person having its proprietary rights by saying, "it is impossible to conduct business under such an arrangement of rooms."

Acquire vacant rooms downstairs hastily. And strive for occupying the whole building as the "Education Office-house" by moving the Labor Department and others to another place. We ask the chairman and the members of the Board and the heads of the office, how many steps on earth have you taken and how many strong negotiations have you conducted for the complete equipment and repletion of the rooms?

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

We ask the Board most frankly, how much did it perform its duty as the responsible person to guarantee the status of 6,000 teaching staffs in the case of the acquisition of the winter allowances? How much is it doing its duty for the acquisition of overtime pay, expenses for research, etc. What effective counter-measures is it considering at educational budget making? The members of the Board and the responsible persons of the office, learn to fight for yourselves. And confirm that there can be no construction without fights.

c. Re arrangement of the Education Chief's room.

As emphasized in c. of 2, we want the Board to endeavor to make the Education Chief's room the one easiest to enter, most easily accessible and always in peace and harmony as if it were a guide to visitors to the office by establishing it near the entrance downstaris, and want supenior officials to be at the head of public servants in person and to enable members of each section to give themselves to their duties. The essential thing is the eradication of an evil custom of bureaucrats--"Superior officials have those under them at their beck." We conclude by saying that proper arrangement of rooms will promote efficiency in the transaction of business of each section.

* * * * *

TO : Kochi Prefectural Board of Education

FROM: Isamu Yoshihara, Chief of the Executive Committees of the Kochi Prefectural Teachers' Union

Ko-Kyokumi No. 169-23 21 December 1949

Written Wish on the Operation and Activities of the Board of Education

On the inauguration of the Board on 1 November, the Kochi Prefectural Teachers' Union has desired earnestly its democratic growth, which is already confirmed by the Board, by submitting fine principles and others on the composition of the office of the Board in accordance with instructions of the voting organ.

Shouldering the heavy responsibility to decide the fate of education of this prefecture, whether it will develop or not, the Board has just held the inauguration ceremony. At this inauguration in fact as well as in name, we hereby present a written desire of 20 items mentioned below on the operation and activities of the Board Yielding to the opinion of 6,000 teaching staffs in Kochi Prefecture. We expect the Board to strive for the realization of our earnest desires.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

1. Our wishes on the operation of the Board of Education.

a. We want the Board to maintain independence and authority without letting the Education chief take the leading part.

b. We want the Board to elect the Education chief of its own free will without fail in the coming year.

c. To let members of the Board secure remuneration enough, because self-sacrificing and competent persons can be active by doing so.

d. To observe the rules to the letter to issue a notification before holding an extraordinary committee meeting.

e. To function as an organ to realize the people's wishes.

d. The meetings of the Board be open to the public, and matters affecting the public's interests be not decided secretly.

e. To publish news, etc. on how the Board is active to strive for direct connection with the public.

f. To hold meetings very often to ask opinions of representatives of democratic organizations at large.

2. Our wishes on activities of the Board of Education

a. To take the lead in the realization of our wishes of full payment from the national treasury of educational expenses.

b. To make efforts for the safeguard of fundamental personal rights of students and school children.

c. To strive for full payment from prefectural expenses of expenses for school supply of food and its substantiality.

d. To eradicate scandals connected with educational materials, text-books, school things, etc.

e. To have a high regard for opinions of teachers, students, pupils, their parents and brothers and sisters as well as those of expert members of the staff as to substance of curriculums and books for curriculum.

f. To make efforts to make democratic text-books.

g. To guarantee teachers' living rights.

h. To break down feudal academical cliquism among teachers thoroughly.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

i. To have good understanding of the Teachers' Union movements and teachers' voluntary study activities and strive for their development.

j. To encourage the establishment of laborers'-farmers' halls, laborers'-farmers' clubs, creches and libraries.

k. To encourage voluntary cultural movements by laboring and farming citizens, womens and youths and various cultural organizations.

l. To strive for the repletion of facilities of education by correspondence and other social education.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

(458)

Prefecture: Kochi

Organization: Teachers Union

Date: 13 March 50

Persons present: ~~Mr YOSHIYATA, CHAIRMAN~~
Mr Fukuyoshi, vice executive chairman of Kochi-ken TU and member of Auditing Comm. of Japan TU
Two other members of the union joined us before the meeting was over
Mrs Inagaki

Subject: Activities of TU

1. Is TU, in minds of its members, in opinion of people in prefecture, a professional organization.
Object of TU: welfare of school system & teachers receive about equal emphasis, Mr F. says. Union sponsors lectures, cooperates with Bd of Educ activities. During last yrs, union has devoted itself more to educ activities; people in general becoming aware of this. A monthly magazine contains educ material. Dues limited; so can not havemany publications.--we indicated that this problem is up to the ~~you~~ union.

2. Youth bu.
Is a women's bu.--Are bu according to level: prim., low sec., etc. In women's bu no decisions are made. Does not have policy-making power. Youth & women's bu eliminated in accordance with Labor Union Law. Women's bu studies dancing, homemaking. ?

3. Teacher Load
No difference in time in class between low & up sec sch teachers. Problem in Kochi is in prim sch: classes of 60 & 65. Need more teachers here. Agree that there is discrimination. Prefecture should refuse more teachers until up sec sch teachers are teaching more hrs. Have they ever asked prim sch teachers how they feel.

4. Teachers in-service training
Gov wishes to reduce budget proposed by Bd. Budget will be decided this week. Do not know law exactly. May be that teachers will be dismissed if they do not pass exams.

5. Professional library
A few books in univ. & in union bldg. This a standard for a professional organization. Give books formerly in team to univ. (for in-service training.)

7. Standing Comm. meets monthly: one repres & chief secretary from each prefecture. Shikoku Educ Council meets about every 3 months.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

8. Number of students to enter up sec sch
All applicants will be adm tted. A test to determine ability; for use of teachers. Union agrees with this policy. No dispute on Bd about this. May be shortage of classroom space in schools outside of city. Bd requested ¥37 million for equipment for up sec sch. Gov has approved ¥11 million. Bd trying to equip schools equally. (Budget will be decided this week.)

9. Members of union asked a few questions, mostly about teacher load in US and teachers' salary.

3 Jan. 1950

Officers of Kochi-ken Teachers Union

Official Title	Name	Duties
Chief of Executive Comm.	Isamu Yoshikara	General
Vice chief of Executive Comm.	Toshio Fukuyoshi	Investigation, Consultation, Salary
Do.	Tamura Iwao	Politics Organization Liaision Publicity
Chief Secretary	Yoshikame Ike	General Affairs, Finance
Chief of Culture Dept.	Tokie Nishimura	Educational Books, Compilation
Chief of Welfare Dept.	Tomomasa Ichikawa	Welfare
Central Executive Committee	Yukio Mori	JTU Headquater

478

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

Member of Executive Committee, Kochi Teacher's Union

Full service members

Isamu Yashihara
Toshio Fukuyoshi
Iwao Tamura
Yoshikame Ike
Tokie Nishimura
Tomomasa Ichikawa

Part time service members

Naoe Ubuta	Kochi-Ken Marunouchi U.S.S.
Shigeyasu Sasaki	Kochi-shi Shinbori Pri Sch.
Tsugiko Takeyaki	Kochi-shi Ushioe L.S.S.
Kusuo Yamazaki	Aki-gun Aki L.S.S.
Hanehisa Okamoto	Kami-gun Yamada Pri School.
Kazue Tagawa	Nagaoka-gun Oshino L.S.S.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

Masami Doi	Kochi-shi Minato L.S.S.
Asoku Ike	Agawa-gun Ino Pri. school.
Tetsuo Okamoto	Takaoka-gun Shinjo Pri School.
Fujiyoshi Yorioka	Hatagun Nakamura L.S.S.
Kaoru Nishiuchi	Kochi-ken Otemae V.S.S.
Shikijiro Ueki	Kochi-ken Blind and Deaf school
Shinjiro Kamata	Kochi University Education Dept.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

Kochi Teachers' Union Budget for 1950

救援規定改正

現行規定

第十八條　救援基金は組合員一人月額三圓とし他に流用することはできない。

改正規定

第十八條……月額十圓……

高知縣教員組合

昭和25年度歳入歳出豫算案

歳入總額	歳出總額	差引殘額
4870.037.83	4870.037.83	0

歳入内譯

款	項	目	科目ノ内容	25年度豫算額	24年度豫算額	比較 增	比較 減
組合費				4248.000.00	3938.700.00	309.300.00	
	組合費			4248.000.00			
		組合費	59圓×6000×12	4248.000.00			
その他				25.700.00	38.000.00		12.300.00
	會館貸料			24.000.00	30.000.00		6.000.00
		會館貸料	生協一ケ月1500×12 市300×12高校200×12	24.000.00			
	雜收入			1.700.00	8.000.00		6.300.00
		雜收入	銀行利子 700圓 その他 1000圓	1.700.00			
繰越金				596.337.83	592.410.99	3926.84	
	繰越金			596.337.83			
		繰越金		596.337.83			
	計			4870.037.83			

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

歳出内譯

款	項	目	節	科目ノ内容		25年度豫算額	24年度豫算額	比較 增	比較 減
書記局費（業務費）						1817.750.00	1649.710.00	168.040.00	
	人件費					1549.750.00	1447.510.00	102.240.00	
		俸給				1163.000.00	996.000.00	167.000.00	
			職員給	953.000.00	1ヶ月73.273×13	953.000.00	816.000.00	137.000.00	
			事務員給	210.000.00	1ヶ月16.100×13	210.000.00	180.000.00	30.000.00	
		諸給				346.750.00	401.110.00		54.360.00
			職員行動費	240.000.00	2000×10×12	240.000.00	288.000.00		48.000.00
			職員交通補助	52.000.00		52.000.00	58.360.00		6.360.00
			中執行動費	54.750.00	150圓×365	54.750.00	54.750.00		
		出張旅費		縣内		10.000.00	15.000.00		5.000.00
		雜給		組合員1万・會計保障手當 別居手當・事務員賞與の不足分		30.000.00	35.400.00		5.400.00
	事務費					193.000.00	172.200.00	20.800.00	
		備品費		組合旗1万・椅子 6000・自轉車 7500 机・塔子1万其の他		35.000.00	20.000.00	15.000.00	
		消耗費		24年度の實績　49.700.00		50.000.00	63.000.00		13.000.00
		通信費		切手・ハガキ・電報・電話・電話維持費 （月1020）		75.000.00	80.000.00		5.000.00
		図書費		一般図書　平均1册300圓×10(册)＝3000 新聞雜誌（官報1800新聞9000事時通信20.000		33.000.00	9.200.00	23.800.00	
	雜費					75.000.00	30.000.00	45.000.00	
		接渉費				20.000.00	0	20.000.00	
		謝禮金		會計士手數料・書記その他　見舞金（渉外關係）		25.000.00	0	25.000.00	

		燃料		炭 54俵 (170圓) =9180 マキ月25把 (25圓) =750 ＞去年度	15.000.00	15.000.00	0	
		修繕			5.000.00	8.000.00		3.000.00
		雜費		茶1500・電話消毒費1000・名刺代・廣告料	10 000.00	7.000.00	3.000.00	
事業費					939.000.00	833.600.00	105.400.00	
	組織強化費				79.000.00	29.800.00	49.200.00	
		組織強化費			79.000.00	29.800.00		
			組織指導費	54.000.00 招致費2500×12=30.000 地區指導費1000×2×12=24.000.00				
			他團体連絡費	15.000.00				
			雜費	10 000.00 (24年度實績役員選擧ニ關スル消耗費)				
	情報宣傳費				180.000.00	232.200.00		52.200.00
		情報宣傳費			180.000.00	232.200.00		
			蒐集連絡費	情宣部長會 2.500×12=30.000 部長旅費 2万 計 5万				
			宣傳費	ニュース4.500×2×12=108.000.00 傳宣2万 計 128.000.00				
			雜費	廣告・プラカード・メガホン 2.000.00				
	教育文化費				400.000.00	300.000.00	100.000.00	
		教育文化費			400.000.00	300.000.00		
	渉外費				30.000.00	40.000.00		10.000.00
		渉外費			30.000.00	40.000.00		
			資料費	5.000.00 ホンヤク其の他				
			連絡接渉費	三者懇談會・記者・他團体 20.000.00 四敷協他縣トノ接渉				
			雜費	5.000.00				

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

法制費相談費				15.000.00	5.000.00	10.000.00	
	法制費相談費			15.000.00	5.000.00		
		法制研究費	10.000.00 圖書・辯護士				
		連絡費	5.000.00				
調査費給對費				70.000.00	86.600.00		16.600.00
	調査費給對費			70.000.00	86.600.00		
		資料蒐集費	25.000.00				
		調査連絡費	20.000.00				
		對策費	25.000.00				
部費				165.000.00	140.000.00	25.000.00	
	部費			165.000.00	140.000.00		
		学校種別部	25.000.00	25.000.00	20.000.00	5.000.00	
		青年部	70.000.00	70.000.00	60.000.00	10.000.00	
		婦人部	70.000.00	70.000.00	60.000.00	10.000.00	
會議費				882.000.00	727.760.00	154.240.00	
	日敎組關係			220.000.00	128.016.00	91.984.00	
		大會		130.000.00	83.566.00	46.434.00	
		中央委員會	1000×3×4=12.000.00 6700×4=26.800.00	39.000.00	12.000.00	27.000.00	
		代表者會議	1000×4=4000 6700×4=26.800.00	31.000.00	12.000.00	19.000.00	
		部長會議		20.000.00	20.450.00		450.00
	四國協議會			120.000.00	100.000.00	20.000.00	

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

Disbursement

Subject	Article	Section	Item	Explanation	Budget for 1950	Budget for 1949	Comparison Increase	Comparison Reduction
Office					1,817,750.00	1,649,710.00	168,040.00	
	personel				1,549,750.00	1,447,510.00	102,240.00	
		Salary			1,163,000.00	996.000.00	167,000.00	
			Staff salary	953,000.00 73,273x13	953,000.00	816,000.00	137,000.00	
			Clerk salary	210,000.00 16,100x13	210,000.00	180,000.00	30,000.00	
		etc.			346,750.00	401,110.00		54,360.00
			Staff service fund	240,000.00 2000x10x12	240,000.00	288,000.00		48,000.00
			Staff transportation subsidy	52,000.00	52,000.00	58,360.00		6,360.00
			Central executive comm. service fund	54,750.00 150x365	54,750.00	54,750.00		
		Travelling expense		in prefecture	10,000.00	15,000.00		5,000.00
		Miscellaneous		Overtime 10,000 guarantee allowance for finance, for separate ~~allotging~~ shortage of bonus to clerks	30,000.00	35,400.00		5,400.00
Office					193,000.00	172,200.00	20,800.00	
	equipment			union flag 10,000. chair 6000, bicycle 7500, desk & chair 10,000	35,000.00	20,000.00	15,000.00	
	consumptive			amount expended in 1949 49,700.00	50,000.00	63,000.00		13,000.00
	communication			telephone, telephone maintenance stamp, post card, wire, (1,020 per month)	75,000.00	80,000.00		5,000.00
	book			books (average cost per book) 300x10=3,000, newspaper, magazine (official gazette 1800, newspaper 9,000, jiji-tsushin 20,000)	33,000.00	9,200.00	23,800.00	
Miscellaneous					75,000.00	30,000.00	45,000.00	
	liaison				20,000.00	0	20,000.00	
	fee			fee for auditor, secretary, etc. consolation money	25,000.00	0	25,000.00	

		fuel, heat		charcoal 54 bales (170 yen) 9180, wood 25 bunch (25 yen) 7500, spent in 1949	15,000.00	15,000.00	0	
		repair			5,000.00	8,000.00		3,000.00
		miscellaneous		advertisement 1,000 tea, 1,500; disinfection of telephone, name card	10,000.00	7,000.00	3,000.00	
Business					939,000.00	833,600.00	105,400.00	
	Strengthening of unity				79,000.00	29,800.00	49,200.00	
		Strengthening of unity			79,000.00	29,800.00		
			Unity and guidance	54,000.00 guidance 1000x2x12=24,000.00 invitation 2500x12=30,000				
			liaison with other organizations	15,000.00				
			Miscellaneous	10,000.00 (amount spent in1949) for election of officers				
	information & propaganda				186,000.00	232,200.00		52,200.00
		collecting & liaison		meeting of heads of information & propaganda 2,500x12=30,000 travelling expense for heads 20,000				
		propaganda		news 4,500x2x12=108,000.00 propaganda 20,000				
		miscellaneous		advertisement, placard, megaphone 2,000,00				
	education & culture				400,000.00	300,000.00	100,000.00	
		education & culture			400,000.00	300,000.00		
	liaison				30,000.00	40,000.00		10,000.00
		liaison			30,000.00	40,000.00		
			material	5,000.00 translating				
			liaison negotiation	Conference with the third party, reporters, other org. 20,000.00				

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

		miscella-neous	5,000.00				
legal advice				15,000.00	5,000.00	10,000.00	
	legal advice			15,000.00	5,000.00		
		legal advice	10,000.00 books, layer				
		liaison	5,000.00				
investi-gation				70,000.00	86,600.00		16,600.00
	investiga-tion			70,000.00	86,600.00		
		collecting materials	25,000.00				
		inspection & liaison	20,000.00				
		counter-measure	25,000.00				
	department			165,000.00	140,000.00	25,000.00	
				165,000.00	140,000.00		
	dept			25,000.00	20,000.00	5,000.00	
		dept con-cerned with schools	25,000.00				
		youth dept	70,000.00	70,000.00	60,000.00	10,000.00	
		women's dept	70,000.00	70,000.00	60,000.00	10,000.00	
				882,000.00	727.760.00	154,240.00	
Meeting				220,000.00	128,016.00	91,984.00	
	Japan Teachers' Union						
		convention		130,000.00	83,566.00	46,434.00	
		central ex-ecutive committee	1000x3x4 = 12,000.00 6700x4 = 26,800.00	39,000.00	12,000.00	27,000.00	
		represen-tatives meet.	1000x4 = 4000 6700x4 = 26,800.00	31,000.00	12,000.00	19,000.00	
		dept heads meeting		20,000.00	20,450.00		450.00
	Shikoku conference			120,000.00	100,000.00	20,000.00	

Draft Budget of the Kochi Prefectural Teachers' Union for the year of 1950

Annual income	Annual disbursement	Balance
4,870,037.83	4,870,037.83	0

Income

Subject	Article	Section	Explanation	Budget for 1950	Budget for 1949	Comparison Increase	Comparison Reduction
Labor union fees				4,248,000.00	3,938,700.00	309,300.00	
	Labor union fees			4,248,000.00			
		Labor union fees	59 venx6000x12	4,248,000.00			
Etc				25,700.00	38,000.00		12,300.00
	Rent for hall			24,000.00	30,000.00		6,000.00
		Rent for hall	Living Cooperatives 1500x12 city 300x12, USS 200x12	24,000.00			
	Miscellaneous income			1,700.00	8,000.00		6,300.00
		Miscellaneous income	deposit interest 700 etc. 1000	1,700.00			
Balance forward				596,337.83	592,410.99	3,926.84	
	balance forward			596,337.83			
		balance forward		596,337.83			
	Total			4,870,037.83			

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

高敎組発二五の三八号
昭和二十五年六月二十二日
高知縣敎員組合執行委員長井上留繁
四國民事部敎育課ジェビ・ダビンズ殿
さきに御紹介のあつた件左の通り報告します
記
一、役員氏名
執行委員長　井上留繁
副執行委員長　土居正實
書記長　池敬亀
文化部長　西村時衛
厚生部長　市川友正
―
組織情宣部長　佐ミ木繁保
調査給対部長　東元善次郎

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

副執行委員長　土居正實
書記長　池敬亀

文化部長　西村時衛
厚生部長　市川友正

一

組織情宣部長　佐々木繁保
調査給対部長　東元善次郎

二　昭和二十五年度の予算書
別紙の通り

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

Constitution of Kochi-ken Teacher's Union

Chapter I General rules

Article No. 1: The name of this union shall be Kochi-ken Teacher's Union. (Abbrev. K.T.U.)

Article No. 2: This union is a federation of Gun and City Teachers Union, Upper Secondary school Teacher's Union, University & Technical School Teacher Union and Special School Teacher Union.
This Union shall affiliate with Japan Teacher's Union.

Article No. 3: This union shall become a juridical person and the representative shall be the Executive Committee chief.

Article No. 4 The office of this union shall be in the Sankochi Kaikan (Hall) Kochi-shi marunouchi No. 2.

Article No. 5 The aim of this union is to materialize the following items:

① To raise the social, economical and political positions of the union member.

② To democratize education and research activities.

③ To establish a peaceful and cultural nation.

Article No. 6: The union shall do the following works in order to accomplish its aim:

① Activities to improve the treatment and working condition of the union member.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

② Activities to promote the welfare of the member.

③ Activities for the democratization of education and to raise the cultural ~~level~~, level of the nation.

④ Other necessary activities.

Chapter II ~~Organs~~ Departments. ~~Organs~~.

Article No. 7: This union may establish the following departments, when necessary; Primary School Dept., L.S. School Dept., U.S. School Dept., University + Technical School Dept., Special School Dept., Kindergarten Dept., Private School Dept., Office Worker's Dept., Youth Dept. + and Women's Dept.

Article No. 8: The above ~~d~~ departments shall act in its own field to accomplish the aim of this union.

Chapter III Organs

Section No. 1. Decision organ

Article No. 9: The decision organ of this union shall be the General assembly, Representative committee and the Council of representative.

Article No. 10: The General assembly, formed by delegates, is the highest organ for decision. ~~Chief of~~ Executive committee chief shall call this on May of each year, however, when the

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

Representative committee approves the necessity or more than one third of the unit union request to hold the meeting, he shall announce the purpose of it and call the General ~~meeting~~ assembly.

Article No. 11: One delegate shall be elected among each 30 member of the unit union and one shall be add for fraction above 16. They shall be elected directly by secret ballot. However, every unit union shall have more than 2 delegates.

Article No. 12: General assembly shall ~~decide~~ make decision on the following items:

1. To dissolve this union.
2. Decisions and amendments of general plans and declarations.
3. Matters concerned dispute.
4. Amendment of this constitution
5. Planning of the yearly activity
6. To approve the account and make decision of the yearly budget.
7. Elections of officer (do not include permanent officers), JTU central committee member and representative to the JTU convention. However officers to fill the vacants (during the year) of the above position may ~~be elected at other meeting~~ not necessarily be elected at the general assembly.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

Article No. 13: Representative committee shall be the next organ from the general assembly for decision. ~~Chief of~~ Executive committee chief shall call the Representative committee meeting more than three time a year, however, if one third, of the representative committee member or unit union request for the meeting or if the executive committee ~~request~~ to do so he shall call the meeting.

Article No. 14: Representative committee shall consist of representative elected directly by the unit member with secret ballot.

The ratio of representative shall be one per hundred member in each unit union. One person shall be odd to fraction above fifty one member. However, each union shall ~~not~~ have more than 2 representative.

Article No. 15: Representative committee shall make decision on the following items:

① matters related to the operation of union.

② Selection of professional ~~auditing~~ auditor.

③ Supplementary budget or amendment of the main budget, donations and other matter related with the financial of this union

④ matter concerned with labour agreement.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

(5) Matter concerned with punishment and relief.

(6) Other necessary things.

Article No. 16:
~~Chief of the~~ Executive committee chief shall inform the members, the programs and bills to be taken up at the General assembly and representative committee meeting, two weeks before the meeting.

Article No. 17: Council of representative is the next organ from the representative committee for decision. Council of representative shall consist of officers (exclude the auditing committee) and one representative from each units union, elected directly by member with secret ballot. Executive committee chief shall call the Council of representative meeting more than six times a year, however, when the executive committee request for a meeting he shall call a special council of representative meeting.

Article No. 18: Members of the representative committee and council of representative shall hold office for one year. Members who filled the vacancy shall hold office only for the period left over.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

Article No. 19: The chairmen of general assembly, representative committee and council of representative shall be selected at each meeting by and among the attendance.

Article No. 20: The quorum of the general assembly, the representative committee and council of representative meeting shall be the majority of the actual member of each organ.
Every decision shall be made by the majority of the attendance when quorum present.
Chairmen shall decide on case of tie vote.
Letter of delegation from absent member may not be recognized. Officers ~~may~~ shall not vote.
To amend the constitution majority vote (secret ballot) of the general assembly is necessary and four third vote on matters related with the dissolvement of this union, providing the quorum present.

Article No 21: Rules of order for general assembly and representative committee, beside the above 2 article, shall be prepared by each ~~of the~~ organ

Article No. 22: Executive committee shall be the executive organ of this union.
Executive committee is responsible to the decision organ for every matters to be execute.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

Article No. 23: The officers of this union (exclude the Auditing committee) shall consist the executive committee and shall decide on the following item:

① Matters concerned the execution of the decision made by the decision organ.

② Prepare the draft bills to present to the general assembly, the representative committee, and council of representative,

③ Make decision on emergent matter which can not be delayed until the next decision organ meeting. however this decision should be approved by the next council of representative meeting.

Article No. 24: The quorum of the executive committee meeting shall be more than two third of the actual member.

Article No. 25: Executive committee shall ~~to~~ establish a secretariate to dispose its business. Also may establish a proffesional counter-measure section as a research and inquiry organ.

Chapter IV Officers, JTU Central committee member, Delegate to the JTU Convention

Article No. 26: This union shall have the following officers;

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

① Executive Committee chief — one
(abbrev. chief of committee)

② Vice chief of executive committee — one
(abbrev. Vice chief of committee)

③ Chief Secretary — one

④ Executive committee member — several

⑤ Auditing committee member — five

Article No. 27: Duties of officers are as follow:

- Executive Committee chief shall represent the union and shall govern all union business.
- Vice chief of executive committee shall assist the executive committee chief and shall act as in case of his ~~absence~~ absence.
- Chief secretary shall assist the executive committee chief and shall be in charge of the secretariate.
- Members of the executive committee shall assist the chief secretary and shall take charge of the allotment of the business of the secretariate. One member of the executive committee shall be dispatched to the JTU central committee.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

o Auditing Committee shall inspect the account affairs according the separate audit regulation. Also they shall request a proffesional qualified auditor for inspection and receive a certificate of its accuracy. This committee shall make report to the member more than three times a year.

Article No. 28: No officers of this union shall be ~~members~~ delegates of general assembly or a member of the representative committee.

Article No. 29: Election of the full service officers shall be ~~elected~~ by secret ballot of members direct vote as provided in the separate regulation of the officers election. Other officers and representative to JTU central committee, JTU convention shall be elected by the delegates of General assembly with secret ballot.

The officers and representative to JTU central committee, JTU convention shall be elected on 1st April of each year and shall hold office for one year, however, may be ~~re~~ reelected. Officers who filled the vacancy shall hold office only the term left over.

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

Chapter V Finance

Article No. 30: The expenses of this union shall be furnished by members dues, special dues, foundation fund for fighting, special fund for fighting, foundation funds for relief, special funds for relief, fund from union activities and donations.

Article No. 31: General treasure shall ~~handle~~ be in charge of the accounts of members dues, special dues, funds from union activities and donations.

Fighting treasure shall be in charge of accounts of foundation fund for fighting and special fund for fighting.

Special Treasure shall take charge of foundation funds for relief and special funds for relief.

Members shall pay one percent of their monthly salary as due. Also foundation funds for fighting shall be collected from the member at the ratio of 20% of their due and this fund shall be used for ~~[illegible]~~ fighting only.

Approval of general assembly or the representative committee is required to collect special dues and special funds for fighting

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

Article No. 32: The fiscal year of general treasure shall be April 1st to march 31st the following year. Fighting ~~committee~~ Treasure shall report the account at the 1st general assembly meeting ~~or~~ the 1st representative committee meeting, after the dissolution of ~~the~~ the fighting committee. In this case any money left over shall be added to the foundation funds for fighting.

Article No. 33: Account record shall be open at any time for members examination.

Article No. 34: Other business concerned treasure shall be disposed according to the seperate regulation for treasure.

Chapter VI Join + secede and privileges + responsibilities of member.

Article No 35: The representative committee shall approve every unit union to join or secede from this union.

Article No 36: Every member of this union have a privilege to receive profit, equally, gained by union activities

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

Every member of this union have the privilage to vote and to stand as a candidate for officer.
Every member of this union may freely criticize any officer of this union
Every member of this union shall obey the regulation and decision of this union.
Every person who belong to this union shall pay the fixed amount of dues, without delay.

Chapter VII Punishment and relief & consolation

Article No. 37: Members who violate the above responsibility may be punished by the decision of representative committee. However, he may submit the matter to the general assembly, if discontent on the decision of the representative committee.

Article No. 38: Any member damaged in consequence of union activity shall be relieved and consoled according to the seperate regulation of relief and consolation.

Chapter VIII By Law

Article No. 39: General assembly and representative committee shall decide on the rules and provisions for the enforcement of this regulation.

Article No. 40:
This regulation shall become effective from 28th, October, 1949

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

458

Names of Officers of Kochi Teachers' Union

22 June 1950

Chairman	Mr. Inoue, Tomeshige
Vice-chairman	Mr. Doi, Masazane
Chief secretary	Mr. Ike, Takagame
Head of education dept	Mr. Nishimura, Tokie
Head of welfare dept	Mr. Ichikawa, Tomomasa
Head of structure, information & propaganda dept	Mr. Sasaki, Shigeyasu
Head of statistics and salary counter-measure dept	Mr. Azumamoto, Zenjiro

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

F458

昭和二十四年十一月現在

規約・規定細則集

Constitution & By-law
Kochi-Ken Kyoiku Kumiai

高知縣教員組合

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

高知縣教員組合規約

第一章 總則

第一條 この組合は高知縣教員組合（Kochi—Ken Teechers,Union）略稱を高教組（KHTU）という

第二條 この組合は各郡市教員組合、高等学校教員組合及び（大学高専教員組合）特殊学校教員組合を單位組織とした連合体であり日本教職員組合に加入する

第三條 この組合は法人とする法人の代表者は執行委員長とする

第四條 この組合は事務所を高知市丸の内二番地の三高知會館におく

第五條 この組合は次の事項を實現するを目的とする

1、組合員の經濟的、社會的、政治的地位の向上

2、教育ならびに研究の民主化

3、平和的文化國家の建設

第六條 この組合はその目的を達成するために次の事業をする

1、組合員の待遇ならびに勞働條件の改善と維持に關すること

2、組合員の福利と厚生の增進に關すること

3、教育の民主化ならびに文化の向上に關すること

4、その他必要な事柄

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

第二章　部組織

第七條　この組合は必要に應じ次の各部をおくことができる
小学校部　中學校部　高等学校部　大学高專部　特殊學校部　幼稚園部　私立学校部
事務職員部　青年部　婦人部

第八條　前條の各部は各々職能にもとずいてこの組合の目的達成につとめる

第三章　機關

第一節　決議機關

第九條　この組合の決議機關は大會と代表委員會と代表者會議とである

第十條　大會はこの組合の最高決議機關であつて代議員で構成し毎年五月執行委員長が招集する
但し代表委員會が必要と認めたとき又は單位組合三分の一以上の要求のあつたときは執行委員長は會議の目的を明示し臨時に招集しなければならない

第十一條　代議員は單位組合員三十名について一名の割合で選出し端數は十六名以上について一名とする選出の方法は直接無記名投票による　但し單位組合に於て二名を下らないものとする

第十二條　次の事柄は必ず大會の議を經なければならない
1、この組合の解散に關すること
2、綱領、宣言の決定變更
3、爭議に關すること

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

4、この規約の變更
5、組合の年度事業の計畫
6、當初豫算の決議と決算の承認
7、役員（專從者以外のもの）日教組中央委員、日教組大會代議員の選出

第十三條　代表委員會は大會につぐ決議機關であり年三回以上執行委員長が招集する、但し代表委員又は單位組合三分の一以上の要求もしくは執行委員會の請求のある時には臨時に招集しなければならない

第十四條　代表委員會は單位組合から直接無記名投票によつて選出された代表委員によつて構成しその選出の比率は各單位組合毎に百名につき一名とし、端數は五十一名以上につき一名とする、但し單位組合において二名を下らないものとする

第十五條　代表委員會は次の事柄をきめる
1、組合運營に關すること
2、職業的會計監査人の選定
3、追加並に更正豫算及び寄附金並に財政上の處理に關すること
4、勞働協約に關すること
5、懲罰と救援並に慰藉に關すること
6、その他必要な事柄

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

第十六條　執行委員長は大會、代表委員會の日程議案その他必要な事柄をそれぞれ開催期日二週間前までに組合員に通知しなければならない、但し緊急やむお得ない場合は一週間前までに通知すればよい

第十七條　代表者會議は代表委員會に次ぐ決議機關で單位組合において直接無記名投票によつて選出された代表者各一名と役員（監査委員を除く）を以て構成し年六回以上執行委員長が招集する、但し執行委員會の要求があつたときは臨時に招集しなければならない

第十八條　代議員代表委員代表者の任期は一ケ年とする補選によるものの任期は前任者の殘任期間とする

第十九條　大會及び代表委員會並に代表者會議の議長は會議の度毎にそれぞれ議員及び代表委員並に代表者の互選によつて定める

第二十條　大會及び代表委員會並に代表者會議は各代議員又は代表委員並に代表者の二分の一以上の實人員の出席を以て成立し議事は出席者の過半數できめる可否同數の時は議長がきめる、欠席者の委任狀は認めない、また役員は議決權を持たない、但し規約の改正は代議員定數の過半數、組合解散に關することは代議員定數の四分の三以上の直接無記名投票による贊成によつてきめる

第二十一條　前二條以外の大會及び代表委員會の議事についての規程はそれぞれ大會又は代表委員會がきめる

第二節　執行機關

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

第二十二條　この組合の執行機關は執行委員會である、執行委員會はその執行する全ての業務について決議機關に對して責任を負わなければならない

第二十三條　執行委員會はこの組合の役員（監査委員を除く）で構成し次の事柄をきめる

1、決議機關から與えられた事項の執行に關することと

2、大會及び代表委員會並びに代表者會議に提出する議案の作成

3、決議機關に附議する余裕なき事項の處理この場合は次の代表者會議で承認を得なければならない

第二十四條　執行委員會は構成員の三分の二以上の出席を以て成立する

第二十五條　執行委員會はその業務の常時處理のために書記局をおく、また研究並に諮問機關として對策專門部をおくことができる

第四章　役員並に日教組中央委員日教組大會代議員

第二十六條　この組合に次の役員をおく

1、執行委員長（略稱委員長）　一名

2、副執行委員長（略稱副委員長）　一名

3、書記長　一名

4、執行委員　若干名

5、監査委員　五名

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

第二十七條　役員の任務は次の通りである

執行委員長は組合を代表して組合業務を統轄する

副執行委員長は執行委員長を輔け事故ある時にその代理をする

書記長は執行委員長を輔け書記局の業務を掌理する

執行委員は書記長をたすけて組合業務を分掌する、但し專從の執行委員の中一名は日教組中央執行委員として派遣する

監査委員は別に定める會計監査規程よつて會計事務の監査を行い職業的資格のある會計監査人に委囑して正確であることの証明をうけ年三回以上組合員に報告する

第二十八條　この組合の役員は代議員及び代表委員を兼ねることができない

第二十九條　專從者である役員の選擧は別に定める選擧規程により全組合員の直接無記名投票によつて行う其の他の役員並びに日教組中央委員日教組大會議員の選出は大會代議員の直接記名投票によつて選出する

役員並に日教組中央委員日教組大會代議員は四月一日を以て就任し任期はすべて一ヶ年とする、但し再任は妨げない、欠員補充者の任期は前任者の殘りの任期とする

第五章　會計

第三十條　この組合の經費は組員費、臨時組合費、斗爭基金、斗爭資金、救援基金、救援資金事業益金及び寄附金でまかなう

第三十一條　組合費、臨時組合費、事業益金、寄附金は一般會計で取扱い斗爭基金、斗爭資金は

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

斗爭會計、救援基金、救援資金は特別會計で取承う、組合費は組合員一人につき毎月本俸の一%とする、斗爭基金は毎月組合費の二〇%の率で組合費とは別に集め斗爭經費以外には使用しない。

臨時組合費と斗爭資金とは大會又は代表委員會の決議がなければ徵集できない

第三十二條　一般會計の年度は四月一日より翌年三月三十一日までとする斗爭會計は斗爭委員會の解組後最も近い大會又は代表委員會に決算の報告をし余剩金は斗爭基金としてつみたてる

第三十三條　會計帖簿は組合員の要求があつた時隨時之を公開しなければならない

第三十四條　會計に關する處理については別に定める會計規程による

第六章　加入脫退及び組合員の權利義務

第三十五條　この組合に加入し又はこの組合から脫退する場合には單位組合は代表委員會の承認を經なければならない

第三十六條　この組合に所屬するものは組合の活動によつて生ずる利益を平等に受ける權利があるこの組合に所屬するものは役員その他の選擧權及び被選擧權をもつこの組合に所屬するものは役員を自由に批判することができる

この組合に所屬するものは規約並に決議をまもり組合の統制を重んじ名譽利益をそこなつてはならない

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

この組合に所屬するものは所定の組合費を滯滯なく納入しなければならない

第七章　懲罰と救援並に慰藉

第三十七條　前條の義務に違反したものは代表委員會の議を經て處分することができる、代表委員會の處分に不服なきときは大會に申出ることができる

第三十八條　この組合の運動を行うために特に損害をうけた組合員に對しては別に定める救援並に慰藉規程によりその程度に應じて救援及び慰藉をする

第八章　附則

第三十九條　この規約を實施するのに必要な規則規程は大會又は代表委員會によつてきめる

第四十條　この規約は一九四九年一〇月二八日から効力を發する

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

高知縣教員組合會議規則

第一章　總則

第一條（この規則の目的と適用）この規則は高知縣教員組合規約（以下單に規約という）第二十一條によつて定めた大會及び代表委員會の會議（以下單に會議という）の議事規則である。

他の會議に於てもこの規則又はこの規則の趣旨が用いられねばならない。

第二條（會議の成立）會議は規約所定の構成員の定足數の出席がなければ成立しない。

2、會議は公開を原則とする。組合員は任意に傍聽ができる。

第三條（定足數の調査）會議の出席者は所定の用紙に氏名、所屬組合名又は書記局所屬役名を記入する。出席者の調査は議事運營委員會がする。

第四條（規則の疑義）この規則の疑義については會議が決定する。

2、前項によつて決定したものはこの規則と同一の効力をもつ。

第二章　議長副議長及びその他の會議役員

第五條（議長及び副議長）會議は各會期毎に議長、副議長各一名を選出する。

2、正副議長の選出は運營委員會の會議成立の報告についで候補者の推薦を行い單記無記名投票によつて單純多數決により高点順に議長、補議長をきめる。同点のときは、くじできめる。

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

3、前項の場合候補者が所定數に等しい場合は投票を略してくじできめることができる
また所定數に足りないときは運營委員が必ず立候補しなければならない。
4、議長は會議を司會し又統制する。
副議長は議長を助け必要に應じて議長にかわる

第六條　（運營委員會）運營委員會は會議の各會期毎に單位敎組より推薦された三名の運營委員（中一名を委員長とする）で構成する。
2、運營委員は單位敎組各々の最初の發音の五十音順によつて輪番とする。
但しそれが同一順位のものは第二、第三の發音の順位できめる。
3、運營委員會の仕事は次の通りである。
一、定足數の調査　二、會議成立の報告　三、正副議長選擧の執行
四、議事運營についてとくに議長から諮問されたことがらに對する意見の具申
五、其の他會議中に行われる選擧の事務及び議長から委囑された會議運營事務の處理

第七條（記錄係）記錄係は二名以上とし會議のはじめに議長がこれを任命する。
2、高敎組書記局は記錄係の任にたえるものを議長に推薦しなければならない。
但し代議員又は代表委員であつてはならない。
3、記錄係は議長の命に從つて會議の議事錄を作成する。

第三章　議事

第八條　（開會、閉會、休けい、延會、休會及び流會開會）、閉會、休けい、延會、休會及び

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

流會は議長が宣告する

2、閉會はすべて議事日程を終つたとき又は閉會動議が可決せられたときに宣告する。

3、延會は會議が會期の延長を議決したとき宣告する。

4、休會は會議中小委員會を開くためその他の理由によつて定足數を欠ぐ場合に宣告する。

5、流會は開會豫定時刻を一時間以上經過ししかも定足數に達する見込みのないとき又は會議中に定足數を欠ぎ再び定足數をうる見込のないときに宣告する。

6、前項の後段の場合には規約において特別の制限のない限り殘りの議案は最も近い下位の決議機關に委任されたものとする。

第九條（議事日程の告知と決定）議事日程は會議招集の通知に豫め執行委員長からの案を告知し、かつ議場に掲示する。

2、議長は會議のはじめに議事日程の決定について會議にはからなければならない。

第十條（議事日程の變更）議長が必要と認めたとき又は議員から動議があつたときは會議にはかつて議事日程を變更することができる。

第十一條（議案の提出）臨時 緊急の議案を除くすべての議案は理由を附して豫めそれを會議構成員に配付しなければならない。

第十二條（動議の支持）動議は支持者がなければ議題とすることができない。但し單位教組又は高教組執行部の名に於てする動議はこのかぎりでない。

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

2、議事變更　異議申立　上程反對　動議の撤回　質問及び報告の要求ならびに特典の動議については支持者は必要でない。

第十三條（議事の宣告）議事をはじめるときは議長はその議題を宣告しなければならない。

審議上必要とみとめたときは議長は會議にはかつて數件を一括して議題とすることができる。

第十四條（議事の順序）議案の取り扱いは次の順序による。

一、發案者又は關係者の説明　但し不要のときは略す。

二、質疑應答　三、討論四、表決

2、次の動議については討論を行わないものとする。

一、開會　二、休會　三、議事日程の變更　四、抗告　五、上程反對

六、動議の撤回　七、審議延期八、その他議事の手續又は進行に關するもの

第十五條（發言）議長より発言の許可を得たものは所屬組合又は書記局所屬部門と自分の氏名をとなえてのち意見を發表しなければならない。

2、發言は議長が「演壇で」と指定し又は許可した場合をのぞいては議席からする。

3、議長は発言がこの規則に違反し又は議題外にわたり、あるいは無用のものとみとめたときはいつでもこれを注意し又は發言を制止することができる。

4、正副議長及び運營委員が発言しようとするときはその議席につかなければならない

第十六條（討論の終結）議長は討論打切りの動議が可決されたとき又は討議がつきたとみとめた

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

ときには討論の終結を宣告しなければならない。

第十七條（修正）修正の動議が成立したときには議決によつて委員會で修正議決の條項及び字句をせいりさせることができる。

2、修正案は原案に先遂つて採決する。

3、同一議題について二つ以上の修正案があるときには原案からとおいものより先に採決する、その先後について異議あるときには會議にはかつてきめる。

4、修正案がすべて否決されたときは原案について採決する

5、原案、修正案すべてが否決されたときには代案を動議することができる、

第十八條（再審議）凡そ會議で決定された事項の再審議は出席者の三分の二以上の賛成がないかぎり同一會期においては再審議することができない。又は再審議に附した事柄の再審議はゆるさない

第四章　表決

第十九條（表決の宣言）（表決の場合は議長はその議題と表決方法とを明瞭に宣言しなければならない

第二十條（表決權）現に議席にある議員はすべて表決權を行使しなければならない。

議長は無記名投票の場合にかぎり表決權を行使するものとする。

第二十一條（表決の方法）表決の方法は次の通りとする。

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

一、擧手　二、起立　三、組合別の点呼　四、無記名投票

第二十二條（滿場一致）議長が議題について異議の有無をはかり異議がないとみとめたときは滿場一致の可決を宣言することができる。

第二十三條（表決の再考）表決再考の動議は表決方法を指定して次の議案の提出が終るまでになさなければならない。

2、前項の動議が提出されたときには議長は直に指定された方法によつて再表決を行うことを宣言しなければならない。

第二十四條（採決の必要數）表決は原則として出席者の過半數できめる、但し賛否同數のときは議長がきめる。

2、次の場合には出席者の三分の二の賛成が必要である。

一、決議の取り消し　二、討論の打切り　三、議事規則の停止

四、上程反對

3、會議に於ける選擧は第五條の例にならう。

第五章　紀律

第二十五條（遲參と欠席）會議の構成員が遲參又は欠席しようとするときは高敎組書記局を通じて運營委員會に連絡せねばならない。

第二十六條（退席）議員が退席しようとするときは運營委員會を通じて議長に屆出なければならない

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

第二十七條（懲罰）會議の構成員は會議の品位を保つことに努力しなければならない

傍聽者についてもまた同じである。

2、會議中に議員を懲罰する必要を認めたときは議長は會議にはかつて次の懲罰を科することができる

一、發言禁止

二、退場

三、議員たることの資格の停止

但し議員資格の停止は六ヶ月をこえることはできない

3、傍聽者に對する懲罰は退場とする

第六章　會議錄

第二十八條（會議錄に記すべき事項）會議錄には次の事柄を記する

一、開會閉會の年月日時

二、休けい　延會　休會　及び流會の年月日時

三、出席者の氏名

四、傍聽者の數

五、凡ての報告　議案　及び動議についての事項

1、內容　2、提案者及び說明者　3、討議內容　4、採決結果

六、會議での選擧

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

七、その他議長又は會議が必要とみとめた事柄

第二十九條（記錄方法）

議事は速記法でかき普通の文字になおして保存する、但し速記者を得ないときは速記法によらないで記錄してよい

2、秘密に附すべき事項と取りけした事項とは會議錄にとゞめない。

第三十條（議事錄の確認）議事錄は議事錄署名人がこれを点檢し署名捺印することによつて確認される。

2、前項の点檢は會議終了後三週間以内になされることを要する。

3、議事錄署名人は五人とし會議のはじめに議長が指名する。

第三十一條（議事錄の保管と呈示）議事錄は高敎組書記局が保管し組合員の申請に應じてこれを呈示しなければならない。

附　則

1、この規則は大會又は代表委員會の議決によらなければ變更できない。

2、この規則は一八四九年十一月一日より施行する。

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

高教組專從役員選擧規程

第一章　總則

第一條　この規程は高教組規約第二二條に基ずいて制定せられたものである。

第二條　この規程は正副委員長、書記長その他執行委員中專從者であるもの（以下專從役員という）の選擧についての規程である。

第三條　專從役員は高知縣教員組合の全組織において選擧する。

第四條　投票は各学校毎に行い、開票は高教組選擧委員會が行う。

第五條　定時選擧は毎年二月に行い當選人の確定は三月十一日までにする。

第六條　組合員はすべて被選擧權と選擧權とを持つ、但し決議機關が懲罰のためその權利を停止している者は除外する

第二章　選擧委員會

第七條　選擧事務の管理執行のため單位組合及び縣教組の選擧委員會をおく。

高教組選擧委員會は單位教組の選擧委員會委員各一名をもつて構成し、代表委員會の承認を受ける。任期は一ヶ年とする。各選擧委員會は毎年一月九日までに構成せねばならない、候補者は各選擧委員會の委員になることが出來ない。

各選擧委員會に委員長をおく、委員長は委員の互選とする。

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

第八條　縣教組選擧委員會は次の事務を行う。

1、候補者の受付
2、選擧公報の発送
3、選擧結果の公表
4、決議機關より指示された事項
5、その他選擧について必要な事柄

第九條　選擧委員會は決議機關の特別の指示のないかぎり次の規程によつて運營する。

1、候補者の届出の受付は一月十日正午にはじめ、一月十七日正午をもつてしめきる。
2、候補者の略歴、抱負、その他候補者を知らせるために必要な事柄及び選擧についての注意をかいた選擧公報を一月二十七日までに各学校に発送する。
3、投票は二月十五日（その日が休日のときはその翌日）に行う事
4、開票は投票日より七日以内に行う。
5、開票結果は縣教組委員會が集計して二月末日までに組合機關紙及び日刊新聞紙上に發表する。
6、選擧に關する異議の申立は三月九日までとする。

第十條　單位組合の選擧委員會は組合内での選擧が公正圓滑に行はれるように注意を拂い單位教組内の投票を取りまとめ選擧委員會に提出する。

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

第三章　立候補

第十一條　立候補者は所定の役職を明示して本人の承諾書と推薦屆書を所定期日までに選擧委員會に提出しなければならない、なお推薦者は二十名以上を要する、前二項の各屆の様式は別に定める。

第四章　選擧

第十二條　選擧は連記無記名一人一票とする。

第十三條　選擧當日不在の組合員はその前に投票することが出來る。

第五章　リコール及び補欠選擧

第十四條　專從職員をリコールする場合にはリコールを要求するものの代表者がリコール要求書を高敎組選擧委員會に提出し委員會がこれを審議決定する、リコール要求書には有權者三分の一以上の署名捺印によるリコール賛成の意志表示が必要である。

第十五條　リコールが成立した場合は補欠選擧を行う、補欠選擧についてはこの規程を準用する

第十六條　任期中の專從役員が事情によつてその任を辭したときは特別の補欠選擧を行わず代表委員會（又は大會）が次の順位により選任する。

1　その專從役員が委員長であるときは副委員長二名中よりとる。

2、その專從役員が副委員長及び書記長であるときは執行委員中よりとる。

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

3、その專從役員が執行委員であるときは後任として立候補又は單位教組より推薦される者よりとる。

第十七條　決議機關によつて不信任の決議をうけた場合はリコールが成立したものとみなす。

第六章　附則

第十八條　この規定は大會又は代表委員會でなければ變更できない。

第十九條　この規定を施行するに必要な事柄は縣教組選擧委員會がきめる。

この規定は二十四年一〇月二八日から施行する。

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

高知縣教員組合救援並に慰藉規定

第一章　總　則

第一條　この規定は高知縣教員組合規約第38條に基き制定するもので、組合運動の爲に損害を蒙つた組合員及びその家族に對する救援並に慰藉に關する基準を定める。

第二條　この規定に於て組合運動のための損害とは、組合員が組合機關の決定に基く組合業務の遂行にともなつて蒙つた災害で左の各號に該當する場合をいう

一、死亡
二、負傷又は疾病
三、檢束、逮捕、拘禁、收監
四、公判、刑の執行、服役
五、かく首
六、かく首以外の行政處分による身分上の損失
七、その他特に救援並に慰藉の必要あるもの

第二章　救援並に慰藉

第三條　前條第一號に該當するものについては次の救援をする

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

一、葬儀費用
二、弔慰金
三、遺族の扶助

第四條　第二條第二號に該當するものについては次の救援をする。
一、見舞金
二、療養費並に療養後の救助救援
三、長期に亘る休養のため減俸される場合は差額相當の支給

第五條　第二條第三號に該當するものについては次の救援をする。
一、本人並びに家族に對する見舞及び慰藉

第六條　第二條第四號に該當するものについては次の救援をする。
一、公判に要する費用
二、罰金並びに科料の負担
三、服役者に對しては本人在職時の給與全額の負担

第七條　第二條第五號に該當するものについては次の救援をする。
一、復職に要する費用の負担
二、復職又は就職迄の期間　本人在職時の給與相當額の支給
三、就職斡旋並びにその費用の負担

第八條　第二條第六號に該當するものについては次の救援をする。

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

一、身分の損失に伴う物質的損害に對する負担

第九條　第二條第七號に該當するものについての救援は實情に應じてその都度これを決める。

第十條　この規定による扶助額については別に定める施行細則に於てこれを決める。

第三章　運用

第十一條　この規定の運用は代表委員會の責任に於て之を行う

第十二條　この規定の運營のため代表委員會に屬する救援委員會を置く。

第十三條　救援委員會の委員は代表委員會に於て選任ずる。

第十四條　救援を要する場合本人或は單位教組又は書記局は速かに所定の手續によつて、救援委員會に救援申請をしなければならない。

第十五條　救援委員會は申請書及び調査報告書に執き、この規定適用の範圍並びに扶助額等について審議決定してこれを代表委員會に提出しなければならない。

第十六條　この規定による扶助について異議のある場合は本人或は單位教組から代表委員會に再審議を要求することができる。

第四章　會計

第十七條　この規定適用に要する經費は組合員の負担する救援基金その他を以てこれに充てる。

第十八條　救援基金は組合員一人月額拾圓とし、その收入は特別會計とする。

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

附　則

第十九條　この規定の施行細則は別に代表者會で決め代表委員會の承認をうける

第二十條　この規定の適用は日教組救援規定による該當者を除く但し本規定の適用が日教組の同規定より上廻る場合は、上廻る分を支給する。

第廿一條　この規定並施行細則は昭和二十四年一〇月二八日より實施する。

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

昭和五年一月 高知縣獨立高等學校教職員組合作成

專三(高校勤務)・專一(義務制勤務)恩給退取金比較表

年令	專三(高校勤務) 勤続年數	俸給 級	俸給 号	俸給 金額	退取金	恩給	專一(義務制) 勤続年數	退取金	恩給	差額 退取金	差額 恩給
21	0						1	16日分	0		
22	0	5	8	4,344	0	0	2	32	0	4,640	
23	1	6	3	4,727	16日分	0	3	18	3a	316	1,4181
24	2		6	5145	32	0	4	24	4a	−1,372	20580
25	3		9	5,600	18	3a	5	30	5a	2239	11200
35	13	8	9	7,426	90	13a	15	110	15a	4,950	14852
36	14		10	7,638	100	14a	16	120	16a	5,092	1,5276
37	15	9	6	7,857	110	15a	17	130	$\frac{50}{150}$a (月額)	5,238	
38	16		7	8.082	120	16a	18	140	$\frac{52}{150}$a	5,388	
39	17		9	8,551	130	$\frac{50}{150}$a (月額)	19	150	$\frac{54}{150}$a	5,700	年額 月額 2736 (228)
40	18		9	8,551	140	$\frac{51.5}{150}$a	20	160	$\frac{56}{150}$a	5,700	3084 (257)
41	19		10	8,796	150	$\frac{53}{150}$a	21	170	$\frac{58}{150}$a	5,864	3516 (293)
45	23		7	9,847	190	$\frac{59}{150}$a	25	210	$\frac{66}{150}$a	6,564	5520 (460)
46	24		7	9,847	200	$\frac{60.5}{150}$a	26	220	$\frac{68}{150}$a	6,564	5916 (493)
50	28	11	4	10,417	240	$\frac{66.5}{150}$a	30	260	$\frac{76}{150}$a	6,946	7908 (659)
51	29		5	10,717	250	$\frac{68}{150}$a	31	270	$\frac{78}{150}$a	7,144	8568 (714)
52	30		5	10,717	260	$\frac{69.5}{150}$a	32	280	$\frac{80}{150}$a	7,144	8988 (749)
53	31		6	11024	270	$\frac{71}{150}$a	[illegible]	[illegible]	$\frac{82}{150}$		

						150 a	20	160	150 a	5,760	[illegible]	
41	19		10	8,796	150	$\frac{53}{150}$ a	21	170	$\frac{58}{150}$ a	5,864	3,516 (293)	作成
45	23		7	9,847	190	$\frac{59}{150}$ a	25	210	$\frac{66}{150}$ a	6,564	5,520 (460)	の五
46	24		7	9,847	200	$\frac{60.5}{150}$ a	26	220	$\frac{68}{150}$ a	6,564	5,916 (493)	の六
50	28	11	4	10,417	240	$\frac{65.5}{150}$ a	30	260	$\frac{76}{150}$ a	6,946	7,908 (659)	原
51	29		5	10,717	250	$\frac{68}{150}$ a	31	270	$\frac{78}{150}$ a	7,144	8,568 (714)	
52	30		5	10,717	260	$\frac{69.5}{150}$ a	32	280	$\frac{80}{150}$ a	7,144	8,988 (749)	
53	31		6	11,024	270	$\frac{71}{150}$ a	33	290	$\frac{82}{150}$ a	7,350	9,696 (808)	
54	32		6	11,024	280	$\frac{72.5}{150}$ a	34	300	$\frac{84}{150}$ a	7,350	10,140 (845)	
55	33		6	11,024	290	$\frac{74}{150}$ a	35	310	$\frac{86}{150}$ a	7,350	10,584 (882)	
55	専三(高校)と専二(義務制)との比較						専二 34	300	$\frac{84}{150}$ a	3,675	8,820 (735)	

備考
(1) 本表は日教組高等部会で配布されたものに若干の補正を加えたものである。
(2) a は俸給月額を表はす。
(3) 紙面の都合で54才以降及び55才までの所々を省略した。
(4) 同年令の専三、専一、専二を本表においては同一俸給としたが、通常義務制(専一、専二)の方が高給である。(小、中の校長給、又は勤務年数算定の高校不利等の関係から。)

◎ 専三(高校勤務)と専一、専二(義務制)との退職金、恩給を同一にするためには月額どれだけ高校に加えればよいか?

(1) 専一との比較

$(11024+x)\times\frac{74}{150}=11024\times\frac{86}{150}$　　$x=1788$

11級6号あたりの1号の差約300円であるから　約6号以上……最小限

(2) 専二との比較

$(11024+x)\times\frac{74}{150}=11024\times\frac{84}{150}$　　$x=1490$

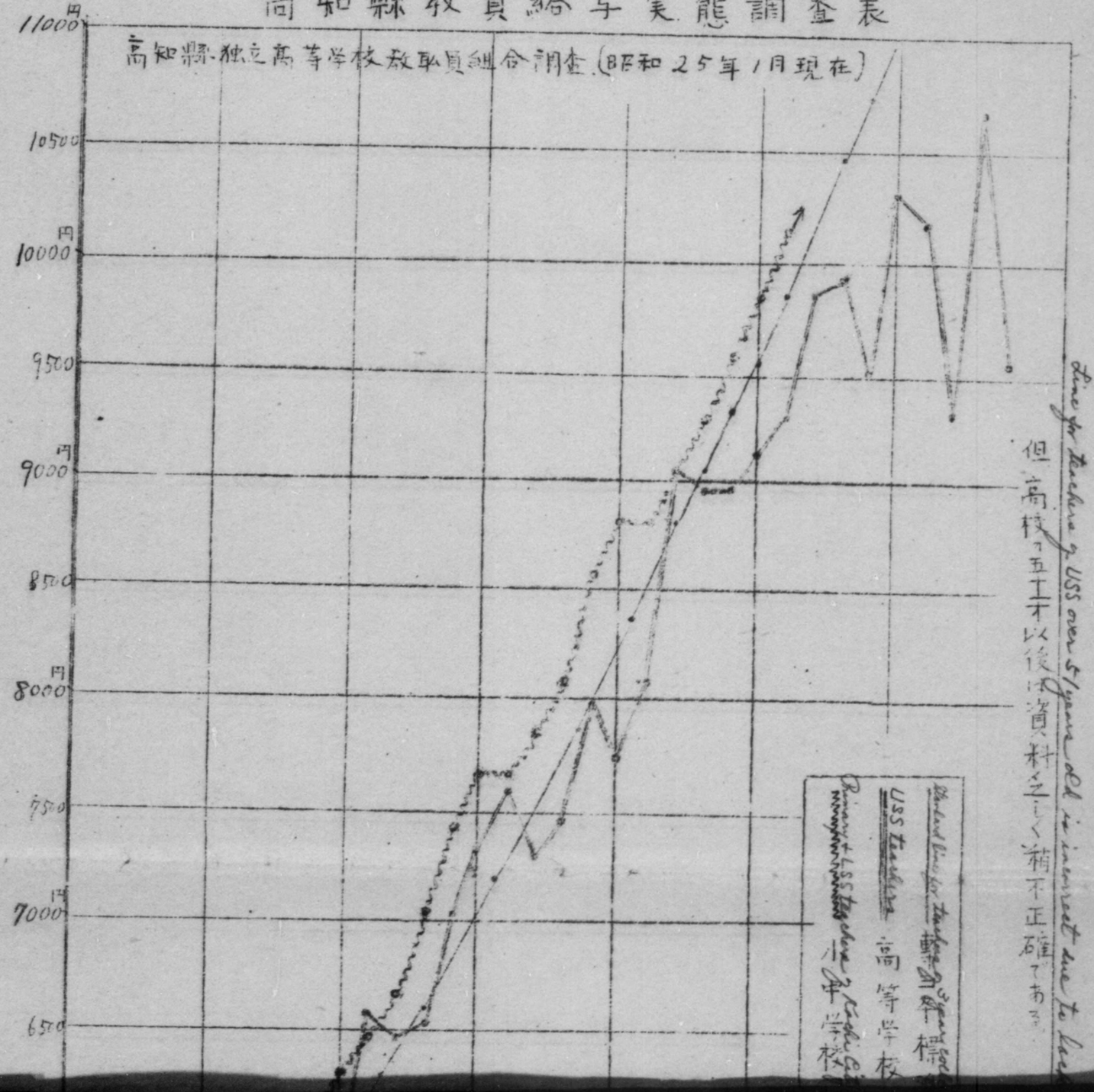
以上理由により　約5号以上……最小限

「附記 香川高等教組は二級に基き6号昇給を要望している。」

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

Kochi Prefecture (as of January 1950)

高知縣教員給与実態調査表



DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

Dotted line is incorrect due to lack of information 図、杜之ゝく補正確否てあり

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

(註)

本表は本縣に於ける資料がないのについて、高校と義務制との給与の実態を類推する一参考資料として轉載したものである。

文部省は事務局の調査資料による。

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

3. 但し本制度については実施の上で研究すべき点もあるから当局は組合と研究の上実施されたい。

次に

し高校特別地域手当の支給について、

所謂僻地という観念も、義務制と高校とは別個に考慮されてよいものであり、高校と義務制間に給与の差のない（むしろ若干不利な）現状においては、給与面からだけでなく、人事の面からも、特に考慮さるべきである。

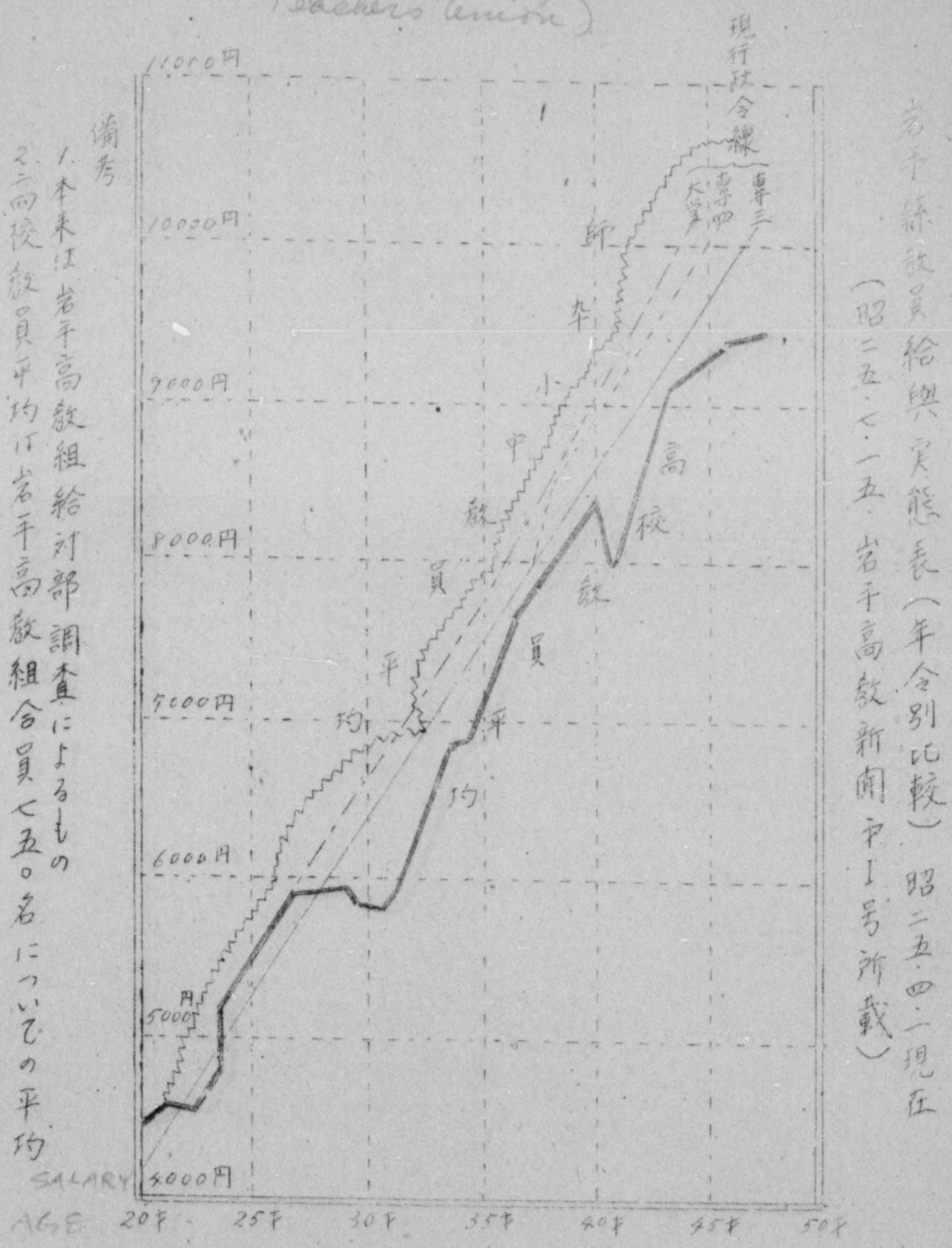
D. 恩給法の不備補正について

イ. 現行恩給法は大正年間制定せられたもので当時は義務制と高校（旧中等学校）間に当の給与差があったのであり、その加算率の差（義務制 1/150 と高校、中等学校 1/300）は当然であったが、給与差の無くなった今日に於ては法改正によって加算率を同一に改められるべきである。

ロ. 更に国庫納金についても高校と義務制同一に行はる様、当局に於て差額の補填をなすべきである。

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

Salaries of Teachers in Iwate Prefecture, 1 April 1950 (from Iwate USS Teachers' union)



備考
1. 本表は岩手高教組給対部調査によるもの
2. 二四校教員平均は岩手高教組合員七五〇名についての平均

岩手縣教員給與實態表（年令別比較）昭二五・四・一現在
（昭二五・七・一五、岩手高教新聞第一号所載）

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

6、上級の学校の教職員程高度の教養と識見が要請されるのは当然である。かゝる者は社会的に影響力の高いもの、又は指導的立場の高い者であるが、かゝる者にこそ高い格付がなされねばならないと信ずる。

7、資格を維持する為には、それ相等の研究費を要するが、研究費として特別に支給されていない今日に於ては、この点も本俸決定の際充分考慮されなければならない。

8、乏しい財政で有効な教育効果をあげるには、資格差、学歴差を適当に認める必要がある。

六、中免と小本正との間に相当の差を設けようという問題は、昭和二十三年三月以来の懸案であり、其の後に起った他の給与問題に先行さるべきものと考へる。しかも当時県教組は後日資格差、学歴差を積むという公約を以て之を認めている。

七、県教組今次の旧免許状（高・中・実免）所有者標準二号昇給要求は、当時本訓を基準として二号内至四号高に決定した事に対する公約の実現と称しているが、当時の二・四号は今日の四・八号に相当するので、我々の要望する師範（小本正）と専三の中免との差四号は最小限に考えても妥当である。

八、専二（師範）と専三の中免との差四号は、修学年数一年に対する二号と中免という資格に対する二号とを併せたものである。

九、勤務年数算定上の問題

イ、高校教職員には、上級学校進学のための空白期間や、休学、中退等の勤務年数算定上の不利が多いが師範卒には非常に少い。

2、本県の様な比較的恵まれない土地でしかも再編成により発展途上にある高校では高校有資格者を以て充てることはかなり困難があるが、免許法の関係上今後一層の困難が加ほる実情にある。この点を他職経験の有資格者を以て補う必要からも他職の換算率を有利にする必要がある。

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

3年教算定の基準や細則が他府縣に比して甚しく不利である。従って参考(末尾記載)の義務制と高校側との岩手縣に於ける実態調査に較べ場合よりも不利ではないかと推測せられる。

一、高校は学校数が少い関係から、遠距離からの通勤或は下宿、間借、借家等のいわば学校が縣下各所に分散し比較的石の困難の少い小、中学校に比し多くの生活費を要する者が割合に多い。

一、所謂頭打ちは基礎号俸の高かった者に多く、この号俸は各人の過去の努力の果積であって、高資格(高、中、実習)高能率の者に多かった。かゝる者こそ最も報いられるべきであるのに、かえって最大の被害者となって、他の者が定期的に昇給昇格している一方に於て、昇給昇格と止められているのは常識を外れて残酷といふ外はない。

三、中途から上位の資格又は学歴を取得した者は、現行規定ではむしろもとの低資格又は学歴によって計算した方が有利となっているが、これは当該資格又は学歴を得た時から従前よりは有利になる様に改正するのが当然である。戦前は常にこの様に行はれていたのである。

B、能率給制度について。

1、現行の給与体系だけでは悪平等の域を脱せず、適材適所の配置も学校内の能率的運営も期待出来ず、誰も困難な仕事を廻避、敬遠する傾向にある。

2、一応の生活給、資格、学歴給の上に、更に有為な各個人を生かす道を考えるのが真に民主的な給与の在り方である。

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

解説並理由書

初任給引上げ、勤務年数算定基準並細則の改正について

一、初任給引上げによる給与の是正は現行給与体系を補正する暫定的なものである。教育が進捗し適切なる教員免許状切替並に上位の免許状取得の為の現職教育が新に決定されるべきものである。教育私員も確立せんとする暁には、理想的抜本的な給与体系が新に

二、学歴による給与差、資格による給与差を認める。悪平等を除く為である。但現在の経済状態を考慮して、一応最少限度、即ち一年を一、五年以内にみるに止めた。

三、初任給の所で示した同一学歴又は資格に於ては、小、中、高、小学校種別による給与差はつけない、ことを意味する。

四、学校長を一般教員より一級高く格付したのは責任度を考慮したに為である。

五、旧免許状による差を強調した理由は次の通りである。

現在新制高校以下の教員に適用されている学歴勤続年数別による級別種定表には専門三年卒の欄が設けられている。しかして、この欄を適用されている教員中、真実に専門三年の諸学校を卒えたか、又は同等程度と認められたもの（旧中免許所有者）は高校教員を主とする約一割の者で、残りの大中学校教員を主とする圧倒的多数約九割は高小卒か旧師訓、旧初等科訓、専科訓、女学校四、五年卒（旧中学卒）であり最も高い場合が旧利師範卒の場合である。これ等が或る年限を引くことにより、結局すべて専門三年と全く同等の扱を受けているのである。元に対して、高校教員の専門三年卒は真実の専三卒か更にそれ以上の者（旧利師範を出て更に旧中免所有者）であり、更にその上高校には大多数の専門卒、大学卒九十の者がいる。

如上の状況から次の結論的理由を持つのである。

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

1. 資格の高い者、修学年数の長い者が、然らざる者より有利な待遇を受けることは世間の常識である。我々は現在の教職員給与の不合理は平三者が最も公平に裁いたものと考へている。

2. 現在小、中、高と大学との間に給与体系を異にすることを認めている以上、高校と義務制間にも之を認めるのが当然であり、義務制と高校と大学との三者間の給与に相等の差のあるべきことは、文部省、人事院も諒解ずみのことである（全高教への回答）

3. 不等平等観を打破したい。無差別平等は決して人間を喜んで働かすべく所以ではない。如何に勉強しても、高、資格を得ても、何らそれ相応の報いがないとしたことになれば、誰も進んで勉強しようと、二者はいなくなるであろう。ひいては文化の退歩を来すばかりか、文化の否定となるのである。教育界への人材の吸收などは、現状の給与制度の根本的改正を見ない限り到底期待されないであらう。

4. 初任給は、戦前師範卒は四十五円乃至五十円に対し高校の中見所将者は七十円内至九十円で格段の差があった。勿論終戦直後は経済状態の急変により生活給的給与も考へられたが、今日では資格、学歴を考慮すべき時代となった。

5. 多少の例外は別として、通常の場合、中見、或は高見取得には多大の経済的、精神的、肉体的努力と負担を要するものである。（経験者でなければ真の理解は出来ないのも知れないが）これに対する報酬は到底二号や三号では換算出来ないものであるが、本縣財政の現状に鑑みて一応本要望書の程度に止めた。

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

6. 外地引揚者が内地上陸後六ヶ月以内に教私について場合、その以前の教私と勤務を継續したものとみなす。

7. 応召・入隊・徴用等による兵役期間は十割とする。

8. 新規採用者の勤務年数は、採用日に最も近い昇格期までにより計算し、其の換算年数が同一である旧任の者と同一の級号とする。

9. 学校卒業の月、資格獲得の月は勤務年数に入れる。

10. 計算は月を単位として行い、最後に一年未満の端数月を切捨てて年位とする。

11. 本基準並細則は昭和二十三年級別格定表を実施した際にさかのぼって実施する。

三、能率給制度の実施 Practice of Efficiency

1. 高能率者には能率給を給する。

2. 該当者については、昇給期間を現定の三分の二とし、且つ級別格定表の級格定年数の八割の期間を経過すれば、次の級に昇格させる。

3. 本制度は昭和二十五年三月三十一日より実施する。

四、高校特別地域手当の支給 Special Allowance

1. 乙地以外の高校勤務教職員には一割、特に僻遠と認められる所には一割五分の手当を支給する。

2. 本項は昭和二十五年度より実施する。

五、恩給並退職金 Pension + Retirement

1. 恩給並退職金については義務制と高校間の不合理是正処置とする。

2. 通常の課程を経て引續き勤務せる場合、高校教職員と義務制教職員とが同一年令に於て同一となる様にする。

3. その為めに、高校教職員には、退職時までに右に要する号俸を、その者の俸給の上に加へる。

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

4、高校教職員には、昭和二十二年十月以降（四五年以後）昭和二十五年八月までの高校と義務制側との恩給法に定める国庫納金の差額に税金を加えた金額を臨時にまとめて支給する。

5、昭和二十五年九月以降は前号の差額（税金をも加えた額）を毎月支拂う。

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

5. 大学の高免　六級三号　七級四号

(Ⅲ) 細則

1. 旧免許状による資格並修学年数による区分は、准訓、初専訓(尋正・専正)、小本正、専二の中免、専三の中免、専四の中免、大学の中免、大学の高免の八とし、この順序に適正な段階をつける。

2. 同一修学年数の場合は、高位の資格者、同一資格の場合は修学年数の長い者が有利となる様にする。

3. 勤務年数の算定は、本要望書による勤務年数算定基準並細則による。

4. 高校の校長は十四級まで、教諭は十三級まで、教諭は十級まで、助教諭は九級まで、教習助手は八級まで昇格させる。

5. 現行級別推定表によって生ずる頭打ちは、すべて之を廃止する。

6. 上位の資格又は学歴を得た場合は、その時より当該上位ラインを適用し、且つ前の資格又は学歴によって引續き勤務していた場合に相等する勤務年数によって本俸を切替へる。

7. 試験検定による中免、実免は、専三の中免と同一に、教諭高免は大学の高免と同一に取扱ふ。

8. 中免と実免とは同一に取扱ふ。

9. 旧免許状を持たない者は、その学歴の旧免許状所有者の場合より二号引く。但、許可学校、認可学校の卒業者は、免許状を持った者と同一に取扱ふ。

10. 資格任用による中免所有者は専二の中免所有者と同一に取扱ふ。

11. 本細則は昭和二十三年級別推定表を実施に際にさかのぼって実施する。

二、勤務年数算定基準並細則の改正

(Ⅰ) 算定基準

A. 換算率

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

1. 教職　　十割
2. 教職以外の業務
　a. 教科に特に役立つもの　　十割
　b. 教科に関係あるもの　　九割
　c. 其の他　　八割

B. 最終学歴以前の経歴とも算入し、算定方法は次の様にする。

(一) 算定方式
　学校卒業ー第一学歴年数＝勤務年数

(二) 標準学歴年数

中	卒	満卒後五年
専二(旧師範)	卒	〃 七年
専三	卒	〃 八年
専四	卒	〃 九年
大三	卒	〃 十一年

(II) 算定細則

1. 在学年数と勤務年数とは同等に計算する。
2. 勤務年数算定の始期は、その資格を得たとき、又はその資格を得るに必要な学校を卒業したときとする。
3. 恩給受給者については、恩給受給算定年数の六割を勤務年数とする。
4. 初専訓は満卒後八年の標準学歴年数を引いて専二扱いとする。
5. 休職期間は、その十割を勤務年数に入れる。

DECLASSIFIED E.O. 12065 SECTION 3-402/NNDG NO. 775013

To: Chairman of Kochi Board of Education
From: Head of Kochi Independent USS Teachers' Union
Subject: Request to revise salaries of USS teachers

教組発第二号
昭和二十五年八月四日

高知縣独立高等学校教職員組合
組合長　酒井三郎

高知縣教育委員会
委員長　岩合茂殿

高等学校教職員給与是正に関する要望書

昭和二十三年東元ラインに基く凹凸是正によって生じた本縣教職員の給与の不合理は、其の後勤務年数算定の改悪と共に給与ベース切替毎にその度を加えて参ったのであります。

為めに、多くの経済的、精神的、肉体的負担と努力とを傾注して取得せる旧免許状（高中、実免）所有者は、経済的に全く既得の利益を喪失する結果となったばかりか、中、小学校勤務の下位の資格、学歴の者（師範卒等）を下廻る様な状態に立到ったのであります。

然るに縣教組は一応凹凸是正の後、資格、学歴、義務を積むという我々との約束をさへ履行せんとする誠意なく、為めに、我々は自己の道を切開くの余儀なきに到り、ここに独立教組を結成したのであり、その第一回委員会の決定に基き、ここに別紙要望事項並理由書と共に本要望書を提出するものであります。