



THE NYALI SCHOOL
PRE-PRIMARY, PRIMARY & JUNIOR SECONDARY
RISE AND SHINE

16th May 2025

REF: CLUB CHAIRMAN'S COMMUNICATION

Warm greetings from the Chairman.

Dear Members, I wish to express my concern over discussions currently circulating on social media platforms by a section of Club Members and school parents concerning the affairs of our school.

While some of the concerns raised are valid, many have been misrepresented or taken out of context, seemingly in an effort to portray the Board of Management (BOM) as ineffective.

In light of this, I would like to address several key issues:

1. TEACHER RESIGNATIONS AND RECRUITMENT:

During a turbulent Special General Meeting (SGM) held in 2019—convened by disgruntled parents—one of the major concerns raised was the employment of unqualified teachers in our school. Given our commitment to upholding academic standards, the current BOM initiated a vetting process to ensure that all teaching staff are qualified and registered with the Teachers Service Commission (TSC) as required by the Ministry of Education. This exercise was conducted with the involvement of TSC representatives.

It is not coincidental then, that some teachers decided to resign during this vetting period. While the final report from the vetting process is yet to be received and ratified by the BOM, I assure members that any decision made on way forward in regard to the vetting process will follow legal channels and will be in the best interest of the institution. Members will also be updated accordingly.

Additionally, these resignations were unforeseen by the BOM. Nevertheless, the BOM moved quickly to start the process to recruit high-caliber replacements. Almost 600 applications were received following our internal advert to fill the vacant positions. The Education and Human Resources Committee of the BOM, has since worked diligently to



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shortlist suitable candidates, and interviews both theoretical and practical are currently ongoing.

I want to assure parents that, in the shortest time possible, we will have in place teachers to fill the vacancies we have.

2. ALLEGATIONS OF STAFF MISTREATMENT:

There have been claims that staff are being mistreated or demoralized. I categorically state that these claims are unfounded. In fact, when the current BOM took office, staff morale was at an all-time low. Despite financial constraints, the BOM has worked consistently to ensure staff welfare is safeguarded and obligations are met in a timely manner.

Additionally, I want to confirm that our former Acting Principal, Mr. Babu, was neither demoted nor is he being mistreated. As the Deputy Principal of our school, he remains a key figure in the administration and academic leadership of the school. He remains a key leader in our school and is playing a crucial role in supporting the new Principal in settling into her job and in upholding our institutional culture.

3. ACCOUNTING AND FINANCIAL SYSTEMS:

Dear Members, when we took office, we inherited a severely flawed financial system from the previous administration. The situation was further worsened by the resignation of both the accountant and bursar during a critical transitional period. The extent of financial mismanagement is extensive, and the findings of the external auditor will soon confirm this.

We have since recruited a competent accountant who, despite challenging conditions, is working hard to restore order to our financial systems. Additionally, once our financial constraints ease, we shall implement a fully automated accounting system. I appeal for your patience and continued support during this process

4. ANNUAL GENERAL MEETING (AGM):

As communicated in my earlier circulars, the AGM will be convened once the external financial audit is complete and approved by the BOM. I'm pleased to report that the external auditor has already submitted a draft report, which is currently under review.

The BOM is keen to hold the AGM, especially as there are several matters that will require members' resolutions before implementation.



5. COMMUNICATION CHANNELS

I would like to remind all members and parents that the BOM operates an open-door policy. You are welcome to approach us directly with any concerns regarding the school or club. I strongly encourage this approach rather than resorting to social media, which often results in misinformation and unnecessary speculation.

Further, to avoid miscommunication or unintended offense and centralize release of official communication, I have personally advised BOM members not to engage in social media debates. Our responsibilities are significant, and time constraints prevent us from responding adequately through such platforms.

Kindly channel any concerns through the Principal's office. We are committed to addressing them promptly and respectfully.

Lastly, I kindly urge members to continue voicing their concerns respectfully and constructively, and to refrain from spreading negativity. Creating a toxic atmosphere not only demoralizes the BOM members who are dedicated to improving the institution, but can also negatively impact the school's learning environment.

May God almighty bless Mombasa Parents club and Nyali Primary School.

Yours faithfully,



ALI MOHAMED SALIM
CHAIRMAN - MOMBASA PARENTS CLUB