

Elizabeth Rose Group of Schools

Monatan-Alabebbe

Ibadan, Nigeria

01/04/2024

Miss Esther Lateef

Ibadan, Nigeria

Dear Miss Lateef,

Re: Notice of Change in Employment Status

I trust this letter finds you well.

This is a follow up letter with regards to the initial correspondence sent to you on the **13th of March 2024**. In that letter, due to the uncertain **economic realities** in the country at the moment, the school management had unilaterally changed the status of your employment and had therefore requested you stayed at home until further notice. **Your due February and March advance wages was paid in full on the aforesaid date.**

Subsequently, via a whatsapp message to the school management, you indicated to the school that things were extremely difficult for you financially, and you had no means to sustain yourself with.

The school therefore sympathised with your situation and subsequently told you to return back to the school. A text message via whatsapp was sent to you on the **21st of March** to communicate this.

Surprisingly, on the **28th of March 2024**, you **co-signed a resignation letter** with a group of other teachers insinuating late payment. Your resignation letter was sent via whatsapp text message and was later deleted. This came as a surprise to the school as just a couple of days ago, you were pleading with the management to let you back.

The above paragraph is also shocking as the school did not owe any staff salary as it was not yet the end of the month. If it was, it could be argued March salary was only 2 days late.

The school thereafter received report students from the school had been asked to stay at home as all the teachers had resigned and were no longer available to teach. This can be construed as an extremely sad development for both the teachers and the staff and the wider consequences on the brand of the school.

The school did not owe any salaries, albeit this, you in particular had been paid in advance as we already had initially planned to let you go.

In the midst of this development, it with extreme regret to inform you that **your resignation letter dated the 28th of March 2024** has been duly accepted by the school management.

Your contract with Elizabeth Rose Group of Schools is hereby terminated with immediate effect.

The School management is also currently investigating all the other resignation letters which was signed by the other staff members.

Sincerely,

