Cherie Hearts @ Changi Business Park

1 Changi Business Park Crescent, Plaza 8

#01-01/02, Singapore 486025

1 February 2017

Dearest Jazz and Jojo,

Performance and economics both play equal parts in our environment. Without good reviews, repor with the parents, resultant word-of-mouth, and an experienced staff. Without our professional endeavours, our enrollment will subside. Without the enrollment, we can not afford professionals. The same correlation exists for each of our personal lives.

Bluntly stated, I feel we have had a few grave misunderstandings, which were inappropriately left unaddressed. This institute is now part of my life and this is the reason that I am approaching you now, in order to set a needed precedent before it is too late. Normally, I am quiet and non-assertive on such matters, but if this institute was my significant-other, then I would have to describe our relationship as a “caustic relationship”.

As I was hired below my pay grade, I was promised a raise of 200 per month in July, 2017, which was never fulfilled. That would be a monthly salary of 3,500. Take a moment to consider that I am also juggling my own family life as you are your own lives, and I too make life-decisions, based on our agreements and collaborations. The negation of the raise is the first of three shortcomings that are affecting myself and the personal lives of those around me. The seven months since July total a shorting of 1,400.

Since April 2016, I have taken up the duties of our former principal, Elly, on top of my original contractual job-scope. Compensation for the tasks of the position of principal would modestly (understated here to) be 400 dollars per month above my current salary; therefore, the ten months (April to January) we see a disregard of 4000 dollars. I took those tasks on as a favour, to shore up the school until we found a new principal. In sincere regard for this appointment, I was poised to complete the required studies to be officially certified; however, I never agreed that what was done as a favour would be simply added to the original contractual job-scope.

Normally, the AWS is calculated as one month’s salary, minus 20%. At my current salary, that would be (3300 - 660 =) 2640 dollars. With sick leave, at the old and current salary, it could be prorated to (3300/12 \* 11 = 3025 - CPF at 20% =) 2420. However, I received a 835 for AWS. This is arguably and minimally 1,585 dollars short. See the tabulations below:

Pay Raise July, 2016 to present: 1,400

Duties as a Principal to present: 4,000

AWS minus 1 month sick leave: 1,585

-------------------------------------------- --------

Total 6,985 SGD

It is not just the 7,000 dollars, but the finances also the effects this is taking on myself and those that rely on me. Moreover it could cause anyone to lose their trust and faith. My knee injury, paid for by myself, could and should have been covered by workman’s compensation. There is also the fact that I planned two more years of my life, prioritizing and making life decisions, so that I could not only assume that responsibilities of a school principal, but also hold the honorable certification that our clients expect.

I truly enjoy working at Cherie, but I do not want my reservedness on business matters to be misconstrued as being obsequious. With a number of colleagues departing Cherie, the workloads, stress and general dissatisfaction of the staff will rise. Before we become busy with that, I would like to know that our agreements are not just lip-service and would like to agree upon some ample monetary compensation.