

## MEMORANDUM

TO: The Branch Governing Council, KUPPET Homa Bay County

FROM: The Sidebar – Teachers' Open Forum

DATE: March 9, 2026

**SUBJECT: PROPOSALS FOR THE RESOLUTION OF THE HOMA BAY BENEVOLENCE BENEFIT SCHEME (BBF) DELEGATE STRUCTURE**

### 1.0 Introduction

The **Sidebar**, a teachers' open forum established to foster dialogue on education and matters affecting teachers in Homa Bay County, convened a **virtual participatory forum** to deliberate on the future of the Homa Bay KUPPET Benevolence Benefit Scheme (hereafter "the Scheme" or "BBF"). This deliberation was necessitated by the conclusion of the KUPPET Homa Bay Branch elections, which were held on 1st March, 2026, that ushered a new leadership.

The forum sought to address critical **ambiguities and structural gaps** within the current governance framework of the Scheme. Specifically, the discussion focused on four key questions:

1. Whether the BBF Delegates are to be nominated by the sitting elected officials.
2. Whether there is a leadership vacuum in the BBF Delegate offices, or if the tenure of the previous office holders remains active.
3. The inclusion and representation of the newly established educational sub-counties in Homa Bay County.
4. The inclusion of Junior Secondary School (JSS) teachers in the BBF delegate structure.

## **2.0 Observations and Justification for Reform**

The collective views of the participating members identified the following fundamental issues with the current status quo:

**2.1. Ambiguity in the Governing Document:** The document governing the Homa Bay BBF suffers from critical ambiguity. Article 6(1) of the Scheme's constitution recommends the election of BBF Delegates concurrently with the KUPPET Homa Bay Branch officials. As of the date of this memorandum, that statutory date has lapsed, creating a legal and procedural stalemate regarding the legitimacy and selection process of new delegates.

**2.2. Obsolescence of the Current Structure:** The existing Homa Bay KUPPET BBF "Constitution" has not been updated to reflect recent administrative changes within the education sector. It fails to account for the creation of new educational sub-counties, nor does it provide a framework for the inclusion and representation of JSS teachers, who now form an integral part of the teaching fraternity.

**2.3. Need for a New Legal Framework:** In light of these concerns—the expired election timeline, the administrative restructuring, and the need for inclusivity—there is a clear and present need to draft a new legal instrument or amend the existing one to be cognisant of current realities and emerging demands.

## **3.0 Proposals**

To resolve the current stalemate and establish a functional, inclusive, and democratic BBF structure, the members propose the following resolutions for adoption by the Branch Governing Council:

### **3.1. Mode of Selection: Nomination and Vetting**

That all BBF Delegates be nominated and vetted by the Branch Governing Council, led by the **Executive Secretary**. This process shall serve as a measure to fill the void created by the expiration of the timeline stipulated in Article 6(1).

### **3.2. Representation and Inclusivity**

That the delegate structure shall comprise **two representatives from each of the established educational sub-counties** of Homa Bay County.

To ensure balanced representation, of the two delegates per sub-county:

01. One (1) delegate must be a teacher from the Junior Secondary School (JSS) cadre.
02. One (1) delegate must be a teacher from the **\*\*Senior Secondary School** cadre.

### **3.3. Adherence to Democratic Principles**

That the nomination and subsequent vetting process shall strictly adhere to the **tenants of democratic ideals, including transparency, accountability, fairness, and the principle of equitable representation**. This ensures that the new office holders command the confidence of the teachers they represent.

### **4.0. Conclusion**

We urge the Branch Governing Council to consider these proposals as a pathway to resolving the current institutional inertia. By adopting this framework, the Council will not only legitimise the BBF leadership but also modernise it to reflect the current composition of our membership and the administrative boundaries of our County.

We look forward to your positive response and action on this matter.

Sincerely,

**The Sidebar – Teachers’ Open Forum  
Homa Bay County**

**Ends**