

Dear Nampa School Board Members:

As an introduction, my name is Karen Echeverria and I am the former Executive Director of the Idaho School Boards Association (ISBA). I hired Krissy LaMont and was her immediate supervisor for all but three months of her employment at ISBA.

I just reviewed your agenda and materials for your meeting on Monday evening. I note that Ms. LaMont has included a letter of recommendation that I wrote for her for a completely different purpose. Ms. LaMont did not request my permission to use that letter for this purpose. Had Ms. LaMont done the morally and ethically correct thing, she would have asked me if she could use this letter for the purpose of contracting with your district. Had she done so, she would have received a resounding no from me.

Ms. LaMont's poor judgement in the intervening years since I wrote that letter, and as reflected in public records, contributed to my decision. As such, I want to be clear that I cannot, and will not, recommend Ms. LaMont for this contract.

Because Ms. LaMont took liberties in using my letter, I would respectfully suggest that you may also want to take the time to question whether she received permission from the other individuals whose letters were written for another purpose and that she included.

As required by law, I would ask that this letter be made part of the public record for your meeting on Monday night. I am copying Ms. LaMont on this letter, and it will also be made available to the media.

Should you have any questions about my lack of recommendation, please feel free to contact me.

Respectfully,

Karen Echeverria