

From: [Derek Bub](#)
To: [Frasure Lori](#)
Subject: FW: Derek Bub shared "Board Letter 2" with you
Date: Thursday, March 13, 2025 8:54:00 PM
Attachments: [AttachedImage](#)
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From: Redford Angie <Redford.Angie@westada.org>
Sent: Thursday, March 13, 2025 8:53 PM
To: Derek Bub <Bub.Derek@westada.org>
Subject: Re: Derek Bub shared "Board Letter 2" with you

The West Ada Board of Trustees is addressing recent staff-related events tied to Board Policy 401.20. Idaho law prevents us from meeting outside official sessions, delaying our response. We're thankful to now speak together.

Our mission is to prepare students for tomorrow—academically, professionally, and as compassionate citizens. Recent events tested this. We strive to model these values but admit we fell short in showing compassion and thoughtfulness this time. We're not perfect, and growth comes from mistakes.

1. Everyone is Welcome

We reaffirm: all students are welcome in West Ada—always have been, always will be. From every school, every grade, every background—everyone belongs. To make this clear, we're directing the Superintendent to display signs at every school: "Everyone is Welcome in West Ada."

2. Focus on Learning

Policy 401.20, created with input from staff, parents, and unions, keeps education first, free from distractions. Since its adoption, our students' Reading and Math scores have soared—West Ada leads Idaho and ranks nationally. When we prioritize learning, students thrive. We'll keep making tough calls to protect that focus, even if we don't always agree on the details.

Moving Forward

This situation caused unintended pain, and we feel for our community, staff, and administrators. Mistakes happen—what matters is how we grow. Let's move forward with compassion and understanding. I'm proud to lead this special district through highs and lows.

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From: Derek Bub <Bub.Derek@westada.org>
Sent: Thursday, March 13, 2025 8:47:16 PM
To: Redford Angie <Redford.Angie@westada.org>
Subject: Derek Bub shared "Board Letter 2" with you



Derek Bub invited you to view a file

Here's the document that Derek Bub shared with you.



Board Letter 2



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