

West Jefferson School District #253

Shane Williams, Ed.S. – Superintendent
Carrie DeGraw – Business Manager ♦ Julie Hall – Admin Assistant

1256 E 1500 N, Terreton, ID 83450
Phone (208) 663-4542 ♦ Fax (208) 663-4543

Appendix A to ISBT Addendum to Employer Participation Agreement

September 10, 2026

West Jefferson School District #253 has elected to execute the ISBT Addendum to Employer Participation Agreement under duress and because it believes it has no reasonable alternative available that would adequately protect its employees from the potential consequences of not signing the agreement.

In making this decision, West Jefferson School District #253 acknowledges that the proposed cure of the Trust's hazardous financial condition includes a surplus note between the Idaho School Benefit Trust and Blue Cross of Idaho. West Jefferson School District #253 requested information about the terms and conditions of that surplus note, but the Idaho Department of Insurance informed it that those terms are exempt from public disclosure and cannot be provided to West Jefferson School District #253.

Accordingly, West Jefferson School District #253 is executing the ISBT Addendum to Employer Participation Agreement without full disclosure of the financial arrangements underlying the proposed cure, including the terms and conditions of the surplus note between the Trust and Blue Cross of Idaho. West Jefferson School District #253 has not been provided the information necessary to independently evaluate those terms or their potential effect on the Trust, participating districts, or West Jefferson School District #253's employees. West Jefferson School District #253's execution of the Addendum should not be interpreted as approval, acceptance, or endorsement of undisclosed terms or obligations contained in that separate agreement.

West Jefferson School District #253 also believes the timeline imposed upon participating districts has been unreasonable and dangerous. Districts have been required to evaluate and act upon a significant and potentially consequential financial obligation within an extremely limited period of time, while material information regarding the underlying financial arrangements remains unavailable. This timeline has not provided participating districts a reasonable opportunity to conduct appropriate due diligence, fully evaluate the financial implications, obtain and consider legal guidance, ask and receive answers to material questions, or make a fully informed decision before the September 10 deadline.

West Jefferson School District #253 does not believe it has a meaningful choice under these circumstances. Declining to execute the agreement could expose West Jefferson School District #253's employees and their families to significant consequences related to their health insurance coverage and claims. West Jefferson School District #253 is unwilling to subject its employees and their families to those potential consequences simply to preserve its ability to decline an agreement for which important underlying financial information has not been made available.

Given the September 10 deadline, the unreasonable and dangerous timeline, the lack of full disclosure, the limited information available to West Jefferson School District #253, and the potential consequences to employees and their families if West Jefferson School District #253 does not participate, West Jefferson School District #253 is executing the ISBT Addendum to Employer Participation Agreement under duress and out of necessity to protect its employees. West Jefferson School District #253 expressly reserves its concerns regarding the circumstances under which this agreement is being executed and the material information that has not been disclosed or otherwise made available to West Jefferson School District #253.

Shane Williams, Superintendent

Date

Tanis Cherry, Board Chair

Date