



BOARD OF DIRECTOR'S MINUTES

JANUARY 21, 2026

Present – Region 1 Hochstein, Region 2 Malec, Region 3 Snyder, Region 4 Sant, Region 5 Prideaux, Region 6 Hierlmaier, Region 7 Yadav, Region 8 Trcka, Region 9 Klumb, Region 10 Blagsvedt, Region 11 Raptis, Region 12 Willodson, Region 14 Adkisson, Region 15 Kotta, Region 16 Hage, Region 17 Clanaugh, Region 19 Jewison, Region 20 Pedretti, Region 21 Freeman, Organizing Chair Echola, Political Council Chair Juan, Secretary Taylor, Vice President Smith, President Halseth, Meet and Confer Chair Dunaway

Absent – Region 13 interim Crider, Region 18 Beske, and Treasurer Jorgenson.

OPEIU Representatives: Business Agents Kamp, Frey, Losie, Novotny and Swanberg, Finance Specialists Lee and Nguyen, Information Technology Specialist Curran, Operations Specialist Springer, Legislative and Political Affairs Coordinators Fritsinger and Spreck

Teamsters Representatives: Directors Al-Kayali, Bruce, and Erickson

Meeting called by President Halseth at 12:02pm

President Halseth made an announcement that after much reflection, she intends to step down as President. With Board's approval, a Presidential election will be held in the Spring 2026 elections to fill the role.

I. Agenda Approval

M(Region 15)SP to approve agenda. Passed by consensus

II. Communications Update

Communications Director Erickson updated the Board on implementation of the crisis communication plan. Reminded Board members of talking points and that, as a matter of policy and established practice, MAPE does not comment publicly about ongoing investigations.

III. Building Corp Elections

A. President

M(Region 15)SP to appoint Director Heirlmaier as Building Corp President. Accepted. Passed by consensus.

B. Vice President

M(Region 15)SP to appoint Director Hage as Building Corp Vice President. Accepted. Passed by consensus.

IV. Follow Up Items from January Board Meeting

Chair given to Political Council Juan for remainder of Board meeting as President Halseth needed to step out.

A. Filling Temporary Vacancies in MAPE Staff and Statewide Treasurer

Per MAPE bylaws, Secretary Taylor will serve as Secretary and acting Treasurer with support from the Financial Workgroup members and Director Snyder.

MAPE Executive Committee members are working with MAPE managers and staff to ensure transparency and continued operations of MAPE. Actively assessing our needs and assigning them as they arise.

Executive Committee committed to continuing bargaining efforts with our managers in Teamsters.

Executive Committee proposed a communications and operations plan developed with consultation from MAPE managers, trusted partners, and legal counsel. Plan will:

- Empower the MAPE managers to make day-to-day operational decisions to continue operations of the organization, in lieu of hiring an interim Chief of Staff.
- Designate a single spokesperson for the organization, Communications Director Ashley Erickson
- Authorize MAPE managers to research and hire external help to address immediate need, following MAPE financial policies (any contracts being authorized by the Board of Directors).
 - Retaining attorney for daily consultation for communications
 - Outside consultation on long-term board governance

M(Region 9)SP to approve the proposed plan. Passed by consensus.

B. Proposed Contract changes for Pierson Henry

Presented the updated Pierson Henry contract for Board approval. Updated contract included an expanded comprehensive assessment of MAPE's state of operations to help guide success prior to hiring an executive director. This work is designed to listen and build trust within the organization; align all segments of the organization; take inventory of human resources processes currently in place; organize details for governance and role clarity; and finalize the work being done with leadership role design.

M(Region 15)SP to approve the amended contract from Pierson Henry with the virtual option for meetings. Passed

C. Financial Policies Review

Board discussed priority financial policies to review and modify as needed.

M(Region 6)SP to make correction to motion passed during January 16th Board meeting – replace “auditor” with “accountant”. Passed by consensus. Motion now reads:

The Board of Directors authorize funding and ability to conduct an external forensic audit to of financial activity, furniture, equipment, and all other purchasing for former President Megan Dayton to determine the following for the last five years:

- What MAPE policies may have been violated?
- What internal control weaknesses currently exist?
- What is the accurate total compensation package for the president that we are legally obligated to pay to Megan Dayton and how can furniture and equipment purchased for MAPE that she obtained be returned?

We instruct the Board of Trustees (the Trustees) to begin this comprehensive review of financial activity and audit of MAPE resources connected to former president Megan Dayton immediately. The Trustees must enter into a contract with an independent third party, such as a forensic auditor accountant, to complete this work.

Funding for this investigation will be allocated from undesignated reserves to complete this work starting at \$25,000 with the ability to request additional funding at future board meetings until work is completed, including legal fees. Staff at MAPE are instructed to assist the Trustees and retain all records that would otherwise be destroyed or deleted until this investigation is complete, including accessing digital calendar records.

The Trustees will update the Board of Directors at regularly scheduled Executive Committee and Board of Director meetings until the investigation and review is complete. All members of the Board of Directors are permitted to attend those updates. Megan Dayton's compensation time will not be paid out, if legally permissible, until after the investigation is complete and exonerated her. Passed by consensus.

Meeting Adjourned at 2:00pm