



BOARD OF DIRECTOR'S MINUTES

SPECIAL MEETING JANUARY 9TH, 2026

Present – Region 1 Hochstein, Region 3 Snyder, Region 4 Sant, Region 5 Prideaux, Region 6 Hierlmaier, Region 8 Trcka, Region 9 Klumb, Region 10 Blagsvedt, Region 11 Raptis, Region 12 Willodson, Region 13 interim Crider, 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, Treasurer Jorgenson, President Halseth, Meet and Confer Chair Dunaway

Absent – Region 2 Malec, Region 18 Beske,

Staff – Communications Director Erickson, Legislative and Political Affairs Director Bruce, Operations Specialist Al-Kayali, Director of Finance Makie, Business Agents Kamp, Arellano, Frey, and Burris, Operations Specialist Hietpas, and Accounting Specialist Nguyen

Guests – Holly Kelsey Henry, Katrina Pierson, and Tina Gajda from Pierson Henry Executive Search Partners

MAPE Members: JD DuLane, Eric Lightner, Nicole Halling, Aya Johnson, Brianna Kanz, Leah S, Leo Caravello, Maya Sarkar, Lois Tucke, Chandra Peterson, Hallie Rostberg, Clayton Ebeling

President Halseth called the meeting to order at 12:00 pm and Secretary conducted the Region Report Call

- I. Update on Executive Director search from Pierson and Henry
 - A. Presentation of findings and recommendation during discovery phase
 - B. Board Discussion

MS(Region 1) The BOD will issue a new RFP for contracted HR services and remove HR duties from the position of the Current Chief of Staff and future Executive Director, work with Pierson Henry to secure an interim Executive Director, post an RFP for a contract for board development and delay posting a

position for the Executive Director position until such time as position descriptions exist for board members and statewide officers.

MS(Region 1)P amendment to motion: The BOD follow the suggestions from Pierson Henry to do the work as recommended in their presentation, amending the contract as necessary for that work, and delaying the position for the Executive Director until such time as position descriptions exist for board members and statewide officers so we can define roles between staff and members.

Motion Discussion

Spoke Against: Director Sant, Director Kotta, Director Jewison

Spoke For: Director Hochstein, Director Klumb, Director Snyder

MS(Region 1)P - Call to question

Yes – 17

No – 5

Abstain – 2

MS(Region 15)P to extend meeting to 2pm. Consensus

II. Discussion and update: Presidential transition and process for filling the Vice President position

A. President Halseth announced her intentions to stay on as MAPE's Statewide President for the position's full term. President Halseth's intentions and goals:

1. Unify our union to be strike ready, by increasing membership to 70-80%
2. Restore and strengthen board's authority by giving power back to the Board of Directors
 - i. Cooperatively build Board of Director meeting agendas
 - ii. Assign clear tasks and roles
3. Repair and strengthen relationships with staff and managers through collaboration and building trust
 - i. This will take time but committed to put in the difficult and important work, together

B. Executive Committee shared "January 9th Board meeting handout Presidential transition and process for filling the Vice President position". Handout included:

1. Executive Committee's commitment to approach this process with transparency, fairness, and collaboration
2. Summary of applicable governing documents
3. Summary of immediate needs the VP vacancy presents
4. Spring and Fall 2026 elections timeline and term dates

5. Executive Committee recommendation to the Board
- C. Executive Committee recommended to the Board:
1. MAPE Board of Directors establishes a vacancy in the Vice President and calls a special election for the Vice President position for the Spring 2026 election.
 2. MAPE Board of Directors vote to appoint interim Vice President until a new Vice President is seated following the Spring 2026 special election.
 3. MAPE Board stipulates that appointed interim Vice President candidate does not intend to run in Spring 2026 Vice President election.

MS(Region 15) P. Consensus to move to close session at 2:07pm

D. Closed Session

E. Meeting adjourned 2:45 pm