



**APPROVED Minutes  
National Executive Board  
April 1, 2023 – 1:50 p.m. – 5:00 p.m. ET**

**I Board Members Present**

Scott R. Sheehan, NAFME President (2022-2024)  
Deb Confredo, NAFME President-Elect (2022-2024)  
Mackie V. Spradley, NAFME Immediate Past President (2022-2024)  
Tom Muller, President, Northwest Division (2021-2023)  
James Daugherty, President, Southern Division (2022-2024)  
Anne Dawson, President, Southwestern Division (2021-2023)  
Scott Hedgecock, President, Western Division (2022-2024)  
Keith Hodgson, Immediate Past President, Eastern Division (2021-2023)  
Karen Salvador, Immediate Past President, North Central Division (2022-2024)  
Sonja Williams, Immediate Past President, Southern Division (2022-2024)  
Michael Raiber, Immediate Past President, Southwestern Division (2021-2023)  
Renee Shane-Boyd, Immediate Past President, Western Division (2022-2024)  
Michael Brownell, President-Elect, Eastern Division (2021-2023)  
Kim Bruguier, President-Elect, North Central Division (2022-2024)  
Dusty Molyneaux, President-Elect, Northwest Division (2021-2023)  
Susan Smith, President-Elect, Southern Division (2022-2024)  
Martha Gabel, President-Elect, Southwestern Division (2021-2023)  
Michael Stone, President-Elect, Western Division (2022-2024)  
Alice Hammel, National Executive Board Member (2022-2024)

**II Staff Members Present**

Christopher B.L. Woodside, NAFME Executive Director  
Chaudlier Moore, NAFME Chief Financial and Administrative Officer  
Kim Henry, NAFME Chief of Staff and Governance Relations

**III Call to Order**

President Scott R. Sheehan called the meeting to order at 1:50 p.m. Eastern Time on Saturday, April 1, 2023.

**IV Review and Adoption of Agenda (Appendix A)**

*IT WAS MOVED BY BROWNELL, SECONDED BY HAMMEL, AND CARRIED UNANIMOUSLY TO ADOPT THE AGENDA, INCLUDING THE CONSENT AGENDA, WITH FLEXIBILITY AS DIRECTED BY THE PRESIDENT:*

- *APPROVAL OF JANUARY 28, 2023 NEB MINUTES*
- *APPROVAL OF NAFME 2024 HIGHER ED CONFERENCE DATES AND LOCATION*

## **V Reports/Ongoing Business**

### **A Report of Chair, Executive Committee**

President Sheehan asked Chief Financial and Administrative Officer Chaudlier Moore to provide an overview of the finances. Mr. Moore reviewed the February month to date (MTD) and year to date (YTD) expenses, revenue, and investments.

President Sheehan led the board in a discussion about the NAFME dues. President Sheehan reminded the board there has not been a dues increase for the past four years. The board participated in a dialogue that focused on the points that should be included in informing the members and the State MEAs of a dues increase.

*IT WAS MOVED BY BROWNELL, SECONDED BY WILLIAMS, AND CARRIED UNANIMOUSLY TO SET THE ANNUAL ACTIVE DUES FOR FISCAL YEAR 2023-2024 AT \$102.00 (A \$2.00 INCREASE); ALL OTHER RATES WILL BE PROPORTIONAL TO THE ACTIVE ANNUAL DUES RATE.*

President Sheehan asked Executive Director Chris Woodside to provide the board with an update on the building leaseback at 1806 Robert Fulton Drive, Reston, VA. Mr. Woodside informed the board that NAFME has an opportunity to end the lease six months earlier than expected, with a move out date of January 30, 2024. Currently NAFME is in a lease back situation, however, the office staff has been working remotely since the pandemic. NAFME staff have had great success working remotely, and this gives NAFME the ability to hire from across the country. Mr. Woodside reminded the board of the immense cost savings that would come if NAFME no longer had the expense of a monthly rental payment. The board discussed contacting the archives at University of Maryland as staff determines the packing plan to move out of the leaseback space entirely.

*IT WAS MOVED BY HODGSON, SECONDED BY HAMMEL, AND CARRIED UNANIMOUSLY TO SET THE ANNUAL ACTIVE DUES FOR FISCAL YEAR 2023-2024 AT \$102.00 (A \$2.00 INCREASE); ALL OTHER RATES WILL BE PROPORTIONAL TO THE ACTIVE ANNUAL DUES RATE.*

President Sheehan asked Immediate Past President and National Nominating Committee (NNC) Chair Mackie V. Spradley to provide the board with a report from the National Nominating Committee. NNC Chair Spradley reviewed the Call for Candidates for NAFME President-Elect 2024-2026 that was shared with the NAFME membership via promotional channels. The Call for Candidates resulted in two submissions that the NNC reviewed and provided to the board for consideration. Following this, the board discussed a variance to NAFME Codified Policy I.J.001 which stipulates the board will approve no less than 3 candidates for NAFME President-Elect to move forward to present to the National Assembly.

*IT WAS MOVED BY CONFREDO, SECONDED BY BRUGUIER, AND CARRIED UNANIMOUSLY TO APPROVE A ONE-CYCLE VARIANCE TO NAFME CODIFIED POLICY I.J.001 TO ALLOW TWO CANDIDATES TO BE PRESENTED AT THE 2023 NATIONAL ASSEMBLY.*

President Sheehan led the board in congratulations to North Central Division Immediate Past President Karen Salvador, and the listed co-authors, for their work on the Divisive Concepts Laws report, “Divisive Concepts Laws in Music Education.” The board discussed the idea of indemnification for all the authors of the report. Mr. Woodside provided guidance from NAFME legal counsel in the form of a resolution to be voted on by the board.

*IT WAS MOVED BY DAUGHERTY, SECONDED BY BROWNELL, AND CARRIED, SALVADOR ABSTAINING, TO APPROVE INDEMNIFICATION OF EACH OF THE AUTHORS OF THE “DIVISIVE CONCEPTS LAWS IN MUSIC EDUCATION” REPORT.*

*RESOLUTION OF THE BOARD OF DIRECTORS OF THE NATIONAL ASSOCIATION FOR MUSIC EDUCATION*

*THE BOARD OF DIRECTORS OF THE NATIONAL ASSOCIATION FOR MUSIC EDUCATION (THE “CORPORATION”), A DISTRICT OF COLUMBIA NONPROFIT CORPORATION, HEREBY ADOPTS THE FOLLOWING RESOLUTION:*

***RESOLVED, THAT, THE CORPORATION SHALL INDEMNIFY EACH OF THE AUTHORS OF THE “DIVISIVE CONCEPTS LAWS IN MUSIC EDUCATION” REPORT TO THE FULLEST EXTENT PERMITTED BY LAW, AND SHALL ADVANCE THE COSTS OF DEFENSE TO SUCH INDEMNIFIED PERSONS TO THE FULLEST EXTENT PERMITTED BY LAW, EXCEPT THAT THE CORPORATION SHALL NOT BE SUBJECT TO THE FOREGOING OBLIGATIONS FOR AN AUTHOR IN THE EVENT SUCH OBLIGATIONS ARISE FROM THE AUTHOR’S FRAUD, GROSS NEGLIGENCE, OR OTHER ACTS OR OMISSIONS RESULTING IN REPUTATIONAL OR OTHER MATERIAL HARM TO THE CORPORATION.***

President Sheehan reviewed for the board the request from the Music Program Leaders for support for a forum in November 2023 or January 2024. This would be an in-person event, possibly in conjunction with the NAMM Show in January 2024. This request will be reviewed by the Finance Committee during the upcoming budget meeting. Governance and staff are working closely with the Chair of the Music Program Leaders on planning for this event.

President Sheehan asked Immediate Past President and Equity Committee Chair Mackie Spradley to provide a report from the Equity Committee. The Equity Committee and Equity Leadership Institute will hold a joint meeting in the month of April following the conversations of both groups in separate meetings. Both groups have been engaged in dialogue in tandem regarding the development of an equity resource center. This work stems from the new NAFME Strategic Plan. The board will be kept updated on this work.

President Sheehan asked Eastern Division Immediate Past President Keith Hodgson and Southwestern Division President-Elect Martha Gabel to update the board on the work of the Professional Learning and Partnerships Committee (PLPC) committee. Tri-Chair Hodgson informed the board of the recent discussion of the PLPC about a possible “Building a Better...” series, the planning for the upcoming April 29 General Music virtual conference, and the continuing work on the NAFME Learning Center.

President Sheehan requested President-Elect Deb Confredo provide a report of the Music Teacher Profession Initiative task force. President-Elect Confredo informed the

board that writing the report was underway. Next steps include finalizing the report, promotion by NAFME, planning meetings with various partner groups to roll out the report, and a communications plan for the release of the report.

President Sheehan asked Immediate Past President Spradley to provide the board with a report from The Table Music Education Conference. Immediate Past President Spradley and President-Elect Confredo attended the event in-person. Both noted the event was successful and accessible to all. A few board members were able to participate virtually in the event and echoed these sentiments. The board looks forward to furthering the conversation that took place at the event and seeing tangible next steps.

President Sheehan led a dialogue with the board on the Small Schools Initiative. President Sheehan is working with Northwest Division President Tom Muller and others on this project. There have been multiple meetings of this group as they plan for their first town hall. The board will continue to be updated.

## **VI Old Business**

President Sheehan reminded the board that work continues on next steps for the NAFME Strategic Plan. Implementation teams have been meeting and writing implementation plans for consideration by the Executive Committee. Next, the implementation teams will meet with President Sheehan and Immediate Past President Spradley to discuss priorities the groups would like the staff and Finance Committee to consider during discussions for the FY 2023-2024 budget.

President Sheehan provided an update to the board about the partnership with MusicWill that will include an engagement at their annual Modern Band Summit. The NAFME contingent will include each Division President, or a representative, and the Chairs/representative of the Innovations Council and the Council of Music Program Leaders. This group will attend the Modern Band Summit and then, following the event, participate in a think tank meeting with MusicWill that will include discussion about expanding and growing paradigms for music education.

President Sheehan reviewed for the board his planning for the 2023 National Assembly. The Music Education Policy Roundtable members will be very involved at the 2023 National Assembly. They have been invited to Hill Day, as they are every year. They are being asked to join the National Assembly the next day as well to participate in the symposium conversation which will include the topics of Music Teacher Profession Initiative paper and equity. President Sheehan asked the Division Presidents to keep us informed on the timing of their Division Meetings at National Assembly for planning purposes.

## **VII New Business**

President Sheehan discussed with the board planning for the 2023 Fall Division Board Meetings. The NAFME Executive Committee will plan to participate virtually in each Fall Division Board Meeting. President Sheehan reminded the board there was no budgeted financial support for the Fall Division Board Meetings and the State MEAs would be responsible for all financial components if a Division wanted to meet in person. President Sheehan will plan to share

blackout dates with the Division Presidents so they can plan the dates for the Fall Division Board Meetings and report back to the board on the final dates.

**VIII Adjourment**

*IT WAS MOVED BY STONE, SECONDED BY MULLER, AND CARRIED UNANIMOUSLY TO ADJOURN THE NATIONAL EXECUTIVE BOARD MEETING ON SATURDAY, APRIL 1, 2023, AT 4:42 P.M. EASTERN TIME.*



**National Executive Board Agenda  
Saturday, April 1, 2023 – 1:00 PM-3:00 PM ET  
Virtual Meeting**

I	Review & Adoption of Agenda		
	Confirm the Consent Agenda		
	• Approval of January 28, 2023 Minutes	Consent	Pages 1-10
	• Approval of NAFME 2024 Higher Ed Conference Dates and Location	Consent	Pages 11
II	Ongoing Business		
	• Financial Report		Pages 12-23
	• NAFME Dues Recommendation	Action	Page 24
	• Building Lease and Exit	Action	Page 25
	• Q2 – Quarterly Management Report Appendix A		Informational
	• January 2023 High Notes Appendix B1, B2		Informational
	• Report of NAFME Elections		
	• Candidates for National President-Elect	Discussion	Pages 26-30
	• January 2023 Elections Update		Informational Page 31
	• January 2024 Elections timeline		Informational Page 32-36
	• Divisive Concepts Laws Report		
	• Indemnification	Action	Page 37
	• Music Program Leaders Forum	Discussion	Pages 38-39
	• MEA Updates		
	• Co-branded benefits	Informational	Pages 40-44
	• State MEA “Tune Up” Questions	Informational	Page 45
	• Reports		
	• Advocacy and Public Policy Report	Informational	Pages 46-49
	• Equity Committee		Informational
	• Professional Learning and Partnerships Comm		Informational
	• Music Teacher Profession Initiative		Informational
	• The Table Music Education Conference		Informational
	• Small Schools Initiative		Informational
III	Old Business		
	• MIOSM Wrap-up	Informational	Pages 50-51
	• Strategic Plan	Informational	Page 52
	• List of NEB Meeting Dates 2022-2024	Informational	Page 53
	• List of Equity Leadership Institute Meeting Dates		

2022-2023

Informational Page 54

IV New Business

- Fall Division Board Meeting Dates

Informational Page 55