

Karen B. Salmon, Ph.D.
State Superintendent of Schools

July 3, 2018

The Honorable Larry Hogan
Governor
100 State Circle
Annapolis, MD 21401-1991

The Honorable Thomas V. Mike Miller
H-107 State House
100 State Circle
Annapolis, MD 21401-1991

The Honorable Michael E. Busch
H-101 State House
100 State Circle
Annapolis, MD 21401-1991

Re: MSAR #7598 and #8880 – Interstate Commission on Educational Opportunity for Military Children Report

Dear Governor Hogan, President Miller, and Speaker Busch:

Section 7-1303 of the Education Article, requires the Maryland State Department of Education (MSDE) to report annually to the legislatures, governors, judiciary, and state councils of the member states concerning the activities of the Interstate Commission on Educational Opportunity for Military Children during the preceding year.

The Military Interstate Children's Compact Commission (MIC3) is the national organization leading the work on educational opportunity for military children. The MIC3 is proud that all 50 states and the District of Columbia are members of the Interstate Compact. The Interstate Compact ensures the uniform treatment of military children transferring between school districts and states. It was developed by the Council of State Governments' National Center for Interstate Compacts, the U.S. Department of Defense, national associations, federal and state officials, the Department of Education of each state, school administrators, and military families.

The military child faces many challenges as the military family transfers from one assignment to the next. The average military student faces transition challenges more than twice during high school and most military children will attend six to nine different school systems in their lives from kindergarten to 12th grade. The Interstate Compact seeks to make transition easier for

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children of military families to ensure that they are afforded the same opportunities for education success as other children and are not penalized or delayed in achieving their educational goals.

In accordance with the requirement of the Education Article to report on the work of the Interstate Compact, please find attached the following:

- MIC3 one page summary of the Interstate Compact;
- MIC3 monthly newsletter for June 2018;
- Agenda for the October 25-27, 2017 Annual Business Meeting of the Interstate Commission on Educational Opportunity for Military Children;
- Executive Committee Agenda for April 18-19, 2018; and
- Minutes of the October 27-28, 2016 Commission Meeting (Minutes of the 2017 Commission meeting are not yet available.)

Maryland was represented at the Annual Meeting and the Executive Committee Meeting listed above by the Assistant State Superintendent of the Division of Student Support, Academic Enrichment, and Educational Policy, Mary L. Gable. Ms. Gable is the State Commissioner and the Chairperson of the Rules Committee.

At the Annual Business Meeting, the Executive Committee continued to address the MIC3 Strategic plan. The five major initiatives of the Commission are:

Strategy 1: Develop a data collection system to fulfill Commission requirements and to improve operation effectiveness and efficiency.

Strategy 2: Assess and focus the education and outreach programs to develop Commissioners and implement 50+1 State Councils.

Strategy 3: Establish and cultivate strategic partnerships that leverage the vision of MIC3.

Strategy 4: Increase and improve communication resources.

Strategy 5: Establish a sustainable culture that supports members and ensures organizational continuity.

For further information, see the attached *2017 Annual Report*.

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Also attached is a copy of the agenda of the November 7, 2017 meeting of Maryland's State Council for the Interstate Compact. Each state must have a State Council that meets annually. Members of Maryland's State Council include:

Dr. Theresa Alban, Superintendent, Frederick County Public Schools
Col. Thomas Rickard, USA, Garrison Commander, Fort George G Mead
The Honorable John Astle, Senator, District 30, Anne Arundel County
The Honorable Anne Kaiser, Delegate, District 14, Montgomery County
Ms. Sarah E. Bonise, Director, Child, Youth, and School Services Support/School Liaison
Ms. Carol Mohsberg, School Liaison Officer, Naval Support Activity Annapolis, United States Navy
Ms. Flavia Walton, Military Family Representative
Ms. Lucia Martin, Resource Counselor, Anne Arundel County Public Schools
Dr. Lynne Muller, Section Chief, Student Services and School Counseling, Maryland State Department of Education
Ms. Mary L. Gable, Assistant State Superintendent, Division of Student Support, Academic Enrichment, and Educational Policy

Additional representatives attending the November meeting included:

Ms. Stacie Umbarger, Aberdeen Proving Ground, School Resource Officer
Ms. Antoinette Parker, School Support, Services Director, Fort George G. Meade
Mr. Andrew Warner, Executive Director, Maryland Public Secondary Schools Athletic Association
Ms. Teresa Dantzler, Ombudsman, Maryland State Department of Education

The Interstate Compact operates under rules that were adopted by the Compact and each state. In order to make these rules available, a Compact Rules Desk Reference is available for each Commissioner. A copy of the rules can be found at:

<http://www.mic3.net/documents/MIC3CommissionRules-Final-amendedNov2012v2.docx>.

Based on active duty military, as of August 22, 2017 (the most recent data available), Maryland serves 18,850 children, aged 5 – 18, from active duty military members in the Army, Navy, Marine Corps, Air Force, Department of Defense, and Coast Guard.

Should you have any questions regarding this report, please feel free to contact Mary Gable at 410-767-0472 or by email at mary.gable@maryland.gov. You may also find more information on the Maryland State Department of Education's website:

<http://archives.marylandpublicschools.org/MSDE/programs/brac/military.htm>

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or on the MIC3 website: <http://mic3.net/index.aspx>.

Thank you for your support of children of military families who attend Maryland schools.

Best Regards,



Karen B. Salmon, Ph.D.
State Superintendent of Schools

KBS/mlg

Enclosures:

- MIC3 one page summary of the Interstate Compact
- MIC3 monthly newsletter for June 2018
- Agenda for the October 25-27, 2017 Annual Business Meeting of the Interstate
Commission on Educational Opportunity for Military Children
- Executive Committee Agenda for April 18-19, 2018
- Minutes of the October 27-28, 2016 Commission Meeting
- MIC3 2017 Annual Report
- Maryland State Council Meeting Agenda, November 7, 2017



MILITARY INTERSTATE
CHILDREN'S COMPACT
COMMISSION

WHAT IS THE COMPACT?

Developed in 2006, the Military Interstate Children's Compact was adopted by all 50 states, the District of Columbia and the Department of Defense Education Activity. The Compact eases the educational challenges that military children encounter, and supports uniform treatment as they transfer between school districts in member states. Note: The Compact only applies to public schools.

STUDENTS COVERED

Children of the following:

- Active duty members of the uniformed services, including members of the National Guard and Reserve on active duty orders (Title 10)
- Members or veterans who are medically discharged or retired for one year
- Members who die on active duty, for a period of one year after death
- Uniformed members of the Commissioned Corps of the National Oceanic and Atmospheric Administration (NOAA), and United States Public Health Services (USPHS)

STUDENTS NOT COVERED

Children of the following:

- Inactive members of the National Guard and Reserves (Not Title 10)
- Members now retired not covered above
- Veterans not covered above
- Other Department of Defense personnel, federal agency civilians and contract employees not defined as active duty
- Members other than the uniformed personnel of NOAA and USPHS

SOME OF THE ISSUES COVERED

Enrollment

- Educational Records
- Immunizations
- Kindergarten & First Grade

Entrance Age

Placement & Attendance

- Course & Educational Program Placement
- Special Education Services
- Placement Flexibility
- Absence Related to Deployment Activities

Graduation

- Waiving courses required for graduation if similar course work has been completed
- Flexibility in accepting state exit or end-of-course exams, national achievement tests, or alternative testing in lieu of testing requirements for graduation in the receiving state
- Allowing a student to receive a diploma from the sending school instead of the receiving school

MISSION

Through the Interstate Compact, MIC3 addresses key educational transition issues encountered by children of military families.

CONTACT US AT

1776 Avenue of the States | Lexington, KY 40511
859 244 8133 | www.mic3.net | mic3info@csg.org





Mary Gable -MSDE- <mary.gable@maryland.gov>

MIC3 Newsletter - Issue 10, June, 2018

1 message

Richard Pryor - Communications Associate <rpryor@csg.org>
Reply-To: rpryor@csg.org
To: mary.gable@maryland.gov

Fri, Jun 1, 2018 at 9:00 AM



Issue: 10

June 2018



MONTH OF THE MILITARY CHILD

A big thank you to everyone that shared, promoted, tweeted, emailed about the **Purple Up** events that took place in April across the country. We uploaded some of the photos to our gallery and many more were

shared through our social media. If you have additional photos or news, please email them to mic3info@csg.org.

IN THE SPOTLIGHT

Dan Dunham - Virginia Commissioner Designee

Having been involved with the Compact in the District of Columbia and now Virginia we spoke with Dan about the challenges he has seen in both states.

"One of the biggest transition challenges has been supporting students who have attended specialty center programs in sending states. This includes elementary students who were receiving gifted instruction."



READ MORE

CONGRATULATIONS - CLAY CORLEY



MIC3 congratulates Clay Corley, Louisiana State Commissioner on his new appointment as the Superintendent of DeSoto Parish Schools.

"Its an honor to be appointed superintendent of schools in such a wonderful community," said Corley.

READ MORE

IN THE NEWS

Military Children Write Letters to Marines

By Brett Bigham - 2014 Oregon State Teacher of the Year

Who knows better the personal price these servicemen are paying to protect their country? Who knows better about missing kids' birthdays and Christmases and graduations? When you hear of a service member



being sent overseas for a sixth or seventh time, you need to picture that sixth or seventh heartbreaking goodbye.

[READ MORE](#)

2018 MILITARY CHILD OF THE YEAR AWARD

ARLINGTON, Va., OPERATION HOMEFRONT celebrated these seven inspiring teens who were recently awarded their 2018 Military Child of the Year Award.

[READ MORE](#)



INDIAN RIVER CENTRAL SCHOOL HELPING MILITARY CHILDREN



Tamara Boyett (left), is a senior at Indian River Central School in northern New York. Her dad's in the Army, and she's moved a lot.

"I'm not even sure I can't count," Boyett laughs. "This is the fifth place that I've lived—New York, Oklahoma, Texas, Hawaii and Kansas."

[READ MORE](#)

GOVERNOR SIGNS BILL FOR MILITARY CHILDREN

HAMPTON, Va., Governor Ralph Northam was at Kecoughtan High School in Hampton, Virginia on Monday to sign an important piece of legislation. The bill allows students to stay at the same public school free of charge even if their parents are transferred to military housing in another school division.



[READ MORE](#)

RESOURCES

The second edition Compact Rules book is now available online!

Downloadable one pagers, guides and brochures are also available online for your meetings and events. You may also request publications online.



We would love to highlight events in your state in our newsletter and on social media! E-mail mic3info@csg.org or upload your high resolution images to our Dropbox.

Save
the
Date

2018 Annual Business Meeting
The Westin Cleveland Downtown Hotel, October 17/18

MIC3 | MILITARY INTERSTATE
CHILDREN'S COMPACT
COMMISSION



Registration details to follow in the Spring

CALENDAR 

Training Committee Meeting

Jun 5, 2018 | 1:00 pm (ET)

Compliance Committee Meeting

Jun 12, 2018 | 2:00 pm (ET)

Executive Committee Meeting

Jun 21 and Jul 19, 2018 | 2:00 pm (ET)

Rules Committee Meeting

Jul 11, 2018 | 2:00 pm (ET)



**2017 Annual Business Meeting
Commissioner Info Session Agenda**

Wednesday, October 25, 2017, 2:00 – 5:00pm

**Renaissance Providence Hotel, Rhode Island
Room: Symphony A**

Attire: Business/Casual

1. Welcome and Announcements
2. Table Introductions
3. Commission Compliance – Chair Pete Lupiba (OH), V.Chair Laura Anastasio (CT)
 - a. State Responsibilities and Requirements
 - i. New State Coordination Policy
 - ii. Data tracked:
 1. Commissioner Vacancies and Appointments
 2. State Council Meeting Dates
 - iii. Military Representatives (Bill Hampton, DOD)
4. Legal Aspects – Rick Masters, MIC3 General Counsel
 - a. Conflict of Interest Form (New)
 - b. Legal Advisories
 - c. Statutory Language External to the Compact
5. Compact Rules – Chair Don “John” Kaminar (AR), V.Chair Taneka Miller (DC)
 - a. National Office Case Report and Analysis
 - b. Case Collection Form (New)
6. Activity - Tabletop Discussion: CASES
 - a. What is the most common case type encountered?
 - b. What are the most difficult case types encountered?
 - c. How do you handle cases that do not fall under the Compact?
 - d. Share one strategy you use for case resolution.

**** BREAK – 3:15pm – BREAK ****

7. Resources – Richard Pryor, MIC3 Communication Associate
 - a. Marketing collaterals: guide, brochure, 1-pages
 - b. MIC3 Awards
 - c. Newsletters
 - d. ED Update
 - e. New slide decks

8. Communication – Richard Pryor, MIC3 Communication Associate
 - a. Purple Up
 - b. National Office Support
 - c. New website walkthrough
 - d. Military Kids Poster Contest

9. Training – LTC Davina French (ND)
 - a. Military Impacted Schools Assn Districts partnership
 - b. Upcoming year: online training development
 - c. Focus for upcoming year

10. *Best Practices on implementing the Compact in States*
 - a. New York: Regents' diploma and exam – Dr. Debra Jackson
 - b. West Virginia: Guide for School Administrators on the Compact – Robert Mellace
 - c. Virginia: End-of-course exams – Daniel Dunham

11. Activity - Tabletop Discussion: STATE BEST PRACTICES

What unique or best practice have you, your state, or state council implemented to support the Compact?

12. Close and Wrap-up

The MIC3 Reception hosted by the ***Military Impacted Schools Association*** (MISA) will be held in the ***Symphony Foyer*** from 5:30-7:00pm.
Attire: Business/Casual



MILITARY INTERSTATE
CHILDREN'S COMPACT
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**2017 Annual Business Meeting
General Attendee/SLO Session Agenda**

Wednesday, October 25, 2017, 12:00 – 5:00pm

Renaissance Providence Hotel, Rhode Island

Attire: Business/Casual

Wednesday, October 25, 2017

Room: Handel

12 noon – 1:45 pm Introduction & Logistics

Compact 101 and Case Topics (Cherise Imai)

1:45 pm Break

2:00 pm – 3:15 pm What's Up with MIC3? (Richard Pryor)

Small Groups - Developing a "Parent FAQ" document

3:15 pm Break

3:30 pm – 5:00 pm Small Groups - Developing a "Parent FAQ" document (continued)

5:30pm Evening Reception in the **Symphony Foyer** hosted by the **Military Impacted Schools Association (MISA)**

Thursday, October 26, 2017

Room: Haydn

10:45 am – 12 noon Review and Finalize FAQ document

Small Groups - Best Practices/Challenges Working w/Schools and Families

Friday, October 27, 2017

Room: Handel

8:30 am – 10:30 am Small Groups - Identifying Needs`

Open Forum: Questions (Cherise Imai)

Wrap Up

10:45 am Summary report to the Commission



**2017 Annual Business Meeting
General Session Agenda**

**Thursday, October 26, 2017, 8:30am – 10:30am and 3:45pm – 5:30pm
Friday, October 27, 2017, 10:45am – 12:00noon**

**Renaissance Providence Hotel, Rhode Island
Room: Symphony A**

Attire: Business

Action Item: For Commission vote

1. Call to Order
2. Roll Call
3. Welcome and Opening Remarks
Special Guest: Ken Wagner, State Commissioner of Education, Rhode Island
4. Approval of the Agenda
5. Approval of the 2016 Annual Business Meeting Minutes
6. Public Comment
7. Parent-Student Panel
8. Social Media and Making Connections
Presenters: Corey Lennon, Middle School Technology Coach, South Kingston School Department
Richard Pryor, Communications Associate, MIC3
Shelley Joan Weiss (WI)
9. Executive Reports
 - a. Executive Committee – Rosemarie Kraeger, Chair (RI)
 - b. Executive Director – Cherise Imai
 - c. General Counsel – Rick Masters, Esq.
 - i. Action Item: Proposed Bylaws Change - Separation of the Public Relations and Training Committee into two separate committees.
10. Standing Committee Reports
 - a. Finance – CAPT Robert Buehn, USN (Ret) (FL)
 - i. Action Item: FY2019 Proposed Budget

- b. Compliance – Pete LuPiba (OH)
- c. Rules – Don Kaminar (AR)
- d. Public Relations and Training – LTC Davina French (ND)

11. Ad Hoc Committee Report

- a. Leadership Development Committee (LDC) – Kate Wren Gavlak (CA),
Past Chair
- b. Action Item: Election of New Officers: Chair, Vice Chair, and Treasurer
- c. Action Item: Election of (1) At-Large Member for the LDC

12. Ex-Officio Reports

- a. Department of Defense – Kathy Facon
- b. Military Impacted School Association – Kyle Fairbairn
- c. Military Child Education Coalition – David Splitek
- d. National Military Family Association – Eileen Huck
- e. National Federation of State High School Associations – Davis Whitfield

13. The National Oceanic and Atmospheric Administration

Guest Speaker: CAPT Amilynn Adams, Senior Advisor to the Director,
Office of Marine and Aviation Operations

14. Old Business

- a. Military Representatives to State Councils – Bill Hampton, Military
Community and Family Policy, Defense Liaison Office, U.S.
Department of Defense

15. New Business

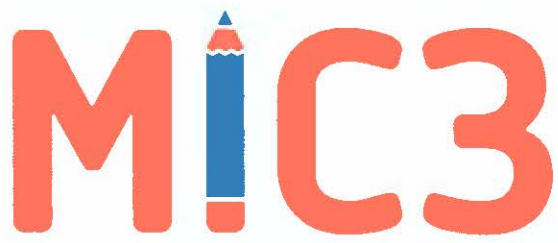
- a. General Attendee / School Liaison Session Report

16. Future Annual Business Meetings

- a. 2018 Cleveland, Ohio – Pete LuPiba (OH)
- b. 2019 Colorado – Cheryl Serrano (CO)
- c. 2020 Nevada – Scott Bensing (NV)

17. Announcements and Closing Comments

18. Adjournment



MILITARY INTERSTATE
CHILDREN'S COMPACT
COMMISSION

**Executive Committee
Meeting April 18/19, 2018**

**Embassy Suites
Lexington, Kentucky**





EXECUTIVE COMMITTEE SPRING MEETING

Attire: Business Casual
Dates: April 18-19, 2018
Hotel: Embassy Suites by Hilton on Lexington Green
245 Lexington Green Circle
Lexington, KY 40503-3309
Phone 859-271-4000

Note: Two nights are reserved and will be paid directly by MIC3. A personal credit card will be required upon check-in for any incidentals. Please refer to the *MIC3 Travel Policy* for details.

ITINERARY

Tuesday, April 17, 2018 Arrival Day (Dinner on Own)

Wednesday, April 18, 2018 Meeting Day

7:30 AM	Breakfast	Ballroom A, 1 st floor
8:00 AM	Meeting Commences	Ballroom A, 1 st floor
4:00 PM	Meeting Ends	
4:45 PM	Meet in Lobby and Departure	
5:15 PM	Team Activity	
7:00 PM	Team Dinner	
9:00 PM	Return to Hotel	

Thursday, April 19, 2018 Meeting and Departure Day

7:30 AM	Breakfast	Ballroom A, 1 st floor
8:00 AM	Meeting Commences	Ballroom A, 1 st floor
12:00 PM	Meeting Ends	



EXECUTIVE COMMITTEE AGENDA
April 18-19, 2018
Breakfast: 7:30 AM (EDT)
Meeting Commences: 8:00 AM (EDT)

Embassy Suites on Lexington Green
245 Lexington Green Circle
Lexington, KY 40503
Ballroom A, 1st floor
Attire: Business Casual

- I. Welcome and Call to Order (*Rosemarie Kraeger*)
- II. Roll Call (*Cherise Imai*)
- III. Approval of the Agenda
- IV. **Approval of the Minutes from March 15, 2018**
- V. Guest Speakers: Jason Moseley, Deputy Director and General Counsel, and Wade Littrell, CFO of CSG to provide an update on the Kentucky Retirement System *Vote required
**Vote in Rules Report
- VI. Reports
 - A. Chair (*Rosemarie Kraeger*)
 - 1. **EXCOM Self-Assessment – Draft** (*Shelley Joan Weiss*)
 - B. Executive Director (*Cherise Imai*)
 - 1. Code of Conduct Forms – Due April 30th
 - a) Clarification on Compensation (*Rick Masters*)
 - 2. **EXCOM Manual**
 - 3. **Administrative Policies**
 - a) **Travel Policy (updated)**
 - C. General Counsel (*Rick Masters*)
 - 1. **Utah**
 - 2. **Executive Session: Litigation Update (New Jersey, Indiana, Mississippi)**
 - D. Finance (*Bob Buehn*)
 - 1. FY18 – Balances/Budget and Finance Report, Dues, and Investment Update
 - 2. Proposed New Dues Formula and Language**
 - E. Compliance Committee (*Daron Korte*)
 - 1. State Council Meeting Report

Note: All Committee Reports should include an update on Strat Plan goals.

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- F. Training (Don Kaminar)
 - 1. California District Training – Survey Results
 - 2. PsychArmor Video
 - 3. **ABM Breakout Sessions** – Draft
- G. Communication and Outreach (*Shelley Joan Weiss*)
 - 1. Purple Up!
 - 2. **Public Service Announcement (PSA) Script**
- H. Leadership Development Ad Hoc Committee (*Kate Wren Gavlak*)
- I. Rules Committee (*Mary Gable*)
 - 1. **Rules Book – 2nd printing**
 - 2. Unique Case Submission Form and Report
 - 3. Cases Received by the National Office
 - 4. Proposal: **Finance on Dues Formula Increase**

VII. Old Business

- A. Strategic Plan (*Rosemarie Kraeger*)
 - 1. Review and Discussion on EXCOM Goals/Actions Items
 - 2. Dissemination to the Commission
- B. 2018 Annual Business Meeting (*Cherise Imai*)
 - 1. Draft Itinerary
 - 2. Commissioner Session Agenda
 - 3. General Session Agenda
 - 4. Tier Groups: Group Leaders and Discussion Topics
- C. Studies and Publications (*Cherise Imai*)
 - 1. MCEC Columbia University Study Update
 - 2. ***Seasons of My Military Student: Practical Ideas for Parents and Teachers*** by Stacy Huisman and Amanda Trimillos

VIII. New Business

- A. Roberts Rules of Order and Meeting Protocol (*Rick Masters*)
 - 1. Participation Protocol for Chair and Vice Chair
 - 2. Adding Items to the Commission or Committee Meeting Agendas
 - 3. Other Questions or Clarification
- B. Meeting Attendance/Quorum Challenges for Committees
- C. Partnerships and Collaboration Discussion (*Cherise Imai*)
 - 1. Report
 - 2. Current Process
 - 3. Discuss Way Forward
- D. Website Update (*Richard Pryor*)
 - 1. New Features
 - 2. Data Analytics
- E. New Ideas for MIC3
 - 1. Retreat Ideas – page 9 (*Rosemarie Kraeger*)

2. Pete's Ideas (*Pete LuPiba*)

F. Future Annual Business Meetings (*Cherise Imai*)

1. 2019 - Colorado (*Cheryl Serrano*)
2. 2020 - Nevada (*Scott Bensing/New Commissioner*)
3. 2021 - Arkansas (*Don Kaminar*)

IX. Executive Session - Personnel

X. Other Business

XI. Adjournment

Upcoming Meetings:

- Thurs, May 17, 2018 @ 2:00 PM ET
- Thurs, Jun 21, 2018 @ 2:00 PM ET
- Thurs, Jul 19, 2018 @ 2:00 PM E
- Thurs, Aug 16, 2018 @ 2:00 PM ET
- Thurs, Sept 20, 2018 @ 2:00 PM ET
- Thurs, Oct 17-18, 2018 in Cleveland, OH (ABM)

MIC3 GUIDING PRINCIPLES

MISSION Through the Interstate Compact, MIC3 addresses key educational transition issues encountered by children of military families.

VISION Successful Educational Transitions

VALUES

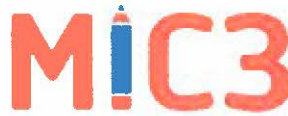
1. Doing the right thing for children
2. Resolving issues fairly
3. Respect for all
4. Transparency in all we do
5. Committed to making a difference

SHARED COMMITMENTS

1. Advance the organization to serve children (set aside adult issues).
2. Openness and transparency in all we do.
3. Collaboration based on trust.
4. The inclusion of diverse perspectives of all members (50+1).
5. Continual professional growth of the organization and the individuals and commissioners.
6. Make decisions using data, expertise and experience consistent with the strategic plan.
7. Our actions always reflect our vision, mission and values.
8. Regularly assess our performance and progress.

New activities or proposals must be aligned to the strategic plan:

1. Does the proposal align with the MIC3 mission and vision?
2. Does the proposal compliment current strategic goals and action items?
3. Is the proposal a logical step/action item to be added on a particular strategic goal?



EXECUTIVE COMMITTEE (EXCOM) MEETING MINUTES THURSDAY, MARCH 15, 2018

Table with 4 columns: Status (PRESENT/EXCUSED), Name, State/Role, and Title. Lists members like Rosemarie Kraeger (Rhode Island Commissioner, Chair) and Daron Korte (Minnesota Commissioner, Compliance).

ITEM 1 – CALL TO ORDER

1. Chair Rosemarie Kraeger called the meeting to order at 2:00PM EST. Roll call was conducted by Executive Director (ED) Cherise Imai.

ITEM 2 – AGENDA AND MINUTES

2. The agenda was motioned for approval by Commissioner Kaminar and seconded by Commissioner Buehn. Motion carried. The minutes of the January 18/February 1 and the February 15, 2018 meetings were motioned for approval with revisions by Commissioner Gable and seconded by Bob Buehn. Motion carried.

ITEM 3 – REPORTS

3. Chair: MIC3 Retreat Reference Document and Evaluation/Feedback Summary – Chair Kraeger spoke with Commissioner Weiss, who is not present, prior to today’s meeting on her concerns regarding the short and long draft assessments which included: are we making more of the survey than we need to; could we keep it a simple process; is evaluating after every meeting needed and is the short version enough; and do we need to survey the entire Commission? Rick Masters said he is in favor of feedback for assessment, visioning and planning purposes, however the drafts have been taken beyond the need. He expressed concern on the survey instrument, and that there are already orders of procedure written in to our bylaws and rules such as Robert’s Rules of Order that provide a mechanism for committee members to express their opinions or opposition to an item. Commissioner Gable expressed appreciation for Commissioner Weiss’ work and the draft, and shared Masters’ concern on the purpose, if the survey will provide the data and value we are seeking, and the time commitment of members for this activity. Kathy Facon (DOD) stated that Dr. Lehman worked with Commissioner Weiss to create the survey drafts based on a conversation they had between the two of them (and that she did not participate in). Dr. Lehman spent a lot of time in development and can address any concerns or revise

the questions if directed. Commissioner Buehn shared the same concerns as Commissioner Gable and said some questions may be redundant, however they are a check “for the record” on accountability. Rick Masters said he will identify the questions that are in conflict with the Compact and our fiduciary duties, and questions that are suitable for an assessment – to share at the April meeting. (OPEN ITEM)

4. **Executive Director** – ED Imai reported an article was recently released that mentions the Compact. No action was required on this item. Second, her main meeting in Washington DC was cancelled and she is cancelling her trip next week. The appointments will be rescheduled in the near future. Third, she is still pending the hiring of a new staffer.
5. **General Counsel – Guam Compact Membership** – Outside Counsel Masters reported that he travelled to Guam for the Nurses Licensure Compact and inquired about Guam’s membership on our Compact. He met with the School Liaison Officer, Lydia Broussard, and visited DODEA schools – of which over 90% of the military students attend. He was not able to meet with the Guam Department of Education and there seems to be little interest at this time. Data is not available on the number of students enrolled in public schools. There are future plans for up to 5,000 Marine personnel from Okinawa to be moved to Guam and Hawaii, though no specific timeline was provided. The Committee agreed to continue to track future movements however no action was required at this time.
6. **General Counsel – Utah** – Outside Counsel Masters spoke with Utah Military and Veteran Affairs Commissioner Gary Harter and Zion Bank Representative, Brian Garrett, who have not followed through on the statute appeal during this legislative session. He added that they have very different conclusions on their previous conversations with him. He tabled this item for the April meeting and said additional information would be provided to the EXCOM for next steps. (OPEN ITEM)
7. **Executive Session** – Commissioner Gavlak motioned to move into Executive Session, seconded by Commissioner Gable. Motion passed. **The committee met in Executive Session to discuss legal business.** DOD Representative, Kathy Facon and national office staff were present. Commissioner Kaminar motioned to end the closed session, seconded by Commissioner Buehn. Motion passed.
8. **Communications and Outreach** – Richard Pryor reported on behalf of Commissioner Weiss that four new posters were developed on request by Commissioner Clarke Orzalli (MA) and approved by the committee so Commissioners, schools and bases could use them to promote the Compact. The Committee has had difficulty in attendance and obtaining quorum to hold meetings. The dates were identified in advance, reminders are sent to members, and after 3-4 meetings, quorum has not been obtained. The Committee agreed that this challenge is also seen in the Training and the Compliance meetings as well. Commissioner Gable said this is an opportune time to discuss and find solutions. Pryor reported that the work on the Public Service Announcement continues with the ABM targeted for completion. A longer training video will be produced post ABM.
9. **Compliance** – ED Imai said the report provided by Outside Counsel Masters on the litigation status is sufficient. She added that the Committee is reviewing their Strategic Plan goals to ensure it is relevant and aligned to their work. Chair Kraeger stated that during the recent Compliance Committee Meeting, a point of order was raised regarding the Chair and Vice Chair role on Committees and voting

ability. She asked ED Imai to add this item to the April meeting, and that Masters lead this discussion.
(OPEN ITEM)

10. **Finance** – Commissioner Buehn reviewed the balance reports, income and revenue statements. We are on track regarding the budget expenditures. Dues have all been collected and only one state is outstanding – Illinois. The state has approved the funds, we are just pending the payment. He reported that the Committee is considering a dues structure increase and is pending a final recommendation to the EXCOM.

11. **Rules** – Commissioner Gable reported they are working on publishing a second draft of the Rules Book and will also be reviewing the Legal Advisories to align it to the Rules. Currently, the advisory content references the model compact language which is confusing. ED Imai said she would provide the copy to Outside Counsel Masters for review and approval before it is submitted to the Rules and Executive Committees.

12. **Training** – Commissioner Kaminar reported the committee has reviewed the PsychArmor (PA) video produced in partnership with the National Military Family Association (NMFA). We discussed with NMFA and PA the opportunity to revise the video to make it usable for MIC3 training and use. PA estimated the cost to update the video to be \$900. Commissioner Kaminar motioned that up to \$900 be budgeted to revise the video, seconded by Commissioner Buehn. The motion passed.

13. **Leadership Development** – Commissioner Gavlak stated that their first meeting last month went well, and that the Committee is making progress. They do not have any products for review at this time however she hopes to have something for review at the April meeting.

ITEM 4 – OLD BUSINESS

14. **Executive Session** – The committee met in Executive Session to discuss personnel business. The national office staff, and the DOD Representative, were excused.

ITEM 5 – NEW BUSINESS

15. **Awards Request** – Commissioner Kaminar motioned that a level 3 awards request (certificate and coin) be approved for outgoing Nevada Commissioner Scott Bensing, seconded by Commissioner Gable. The motion passed. ED Imai added that Commissioner Bensing will still serve until his replacement is appointed. He hopes that the changeover will coincide with the next State Council Meeting.

ITEM 6 – ADJOURNMENT – With no further business to conduct, Chair Kraeger adjourned the meeting at 3:10 PM EDT.

Respectfully submitted by,



Cherise Imai
Secretary/Executive Director



MINUTES OF THE MIC3 ANNUAL MEETING IN ORLANDO, FL - OCTOBER 27-28, 2016

PRESENT	Marcy Herman	Alaska Commissioner Designee	
	Brittany Kincaid	Arkansas Commissioner*	
	Kate Wren Gavlak	California Commissioner	Chair
	Cheryl Serrano	Colorado Commissioner	
	Susan Haberstroh	Delaware Commissioner	
	Taneka Miller	District of Columbia Commissioner	
	Laura Anastasio	Connecticut Commissioner	
	Bob Buehn	Florida Commissioner	Treasurer/Finance
	Robin Hines	Georgia Commissioner	
	Brig Gen (ret) Kathleen Berg	Hawaii Commissioner	Past Chair
	Pete Kohler	Idaho Commissioner	
	Brian Riegler	Illinois Commissioner	
	Laura Snyder	Indiana Commissioner	
	Craig Neuenswander	Kansas Commissioner Designee	
	Blaine Hedges	Kentucky Delegate (non-voting)**	
	Clay Corley	Louisiana Commissioner	
	Sarah Forster	Maine Commissioner Designee	
	Mary Gable	Maryland Commissioner	Rules
	Clarke Orzalli	Massachusetts Commissioner	
	Russ Gullett	Michigan Commissioner	
	Daron Korte	Minnesota Commissioner Designee	
	Brian Henry	Missouri Commissioner	
	Hal Stearns	Montana Commissioner	
	Brian Halstead	Nebraska Commissioner	
	Scott Bensing	Nevada Commissioner	
	Kathleen Murphy	New Hampshire Commissioner	
	Deborah Jackson	New York Commissioner	
	Donnie Loftis	North Carolina Commissioner*	
	Davina French	North Dakota Commissioner	PR and Training
	Pete LupibaLuPiba	Ohio Commissioner	Compliance
	Pam Deering	Oklahoma Commissioner	
	Cindy Hunt	Oregon Commissioner*	
	Robert Staver	Pennsylvania Commissioner	
	Rosemarie Kraeger	Rhode Island Commissioner	Vice Chair
	Yolande Anderson	South Carolina Commissioner Designee	
	Alan Kerr	South Dakota Commissioner	
	Deanna McLaughlin	Tennessee Commissioner	
	Shelly Ramos	Texas Commissioner Designee	
	Ben Rasmussen	Utah Commissioner	
	David Young	Vermont Commissioner	
	Daniel Dunham	Virginia Commissioner	
	Greg Lynch	Washington Commissioner	
	Col Chris Cmiel	West Virginia Commissioner Designee	
	Shelley Joan Weiss	Wisconsin Commissioner	
	Chad Delbridge	Wyoming Commissioner*	
	Kathy Facon	DoD Representative	Ex-Officio



	David Splitok	MCEC	Ex-Officio
	Kyle Fairbairn	MISA	Ex-Officio
	Davis Whitfield	NHFS	Ex-Officio
	Eileen Huck	NMFA	Ex-Officio
	Cherise Imai	Executive Director, MIC3	Secretary
	John Matthews	Program Specialist, MIC3	
	Richard Pryor	Operations Coordinator, MIC3	
	Rick Masters	General Counsel, MIC3	
	Fahy Mullaney	Consultant	
ABSENT	Diane Douglas	Arizona Commissioner	
	Tom Beasley	Iowa Commissioner	
	Paul Aguilar	New Mexico	
	Mike Reed	Mississippi Commissioner	
VACANT	Vacant	Alabama	
	Vacant	New Jersey	
	*Person serving as the Commissioner was a temporary appointment.		
	**Kentucky Delegate will be the new Commissioner on December 1, 2016.		

ITEM 1 – CALL TO ORDER

1. The meeting was called to order at 9:16AM EST on October 27, 2016. The roll call was taken by Cherise Imai, Executive Director. Forty-five voting members, four staff members, and five ex-officio members were present. Four members were absent, and 2 member states have vacant Commissioner positions.

ITEM 2 – AGENDA, MINUTES, AND OBJECTIVES

2. The agenda and the minutes from the 2015 MIC3 annual meeting were approved. Chair Wren Gavlak, reviewed with the Commission the objectives of the meeting.

ITEM 3 – PUBLIC COMMENT

3. Public Comment – none received

ITEM 4 – GUEST SPEAKERS

5. Rick Masters, MIC3 General Counsel, reported for Colmon Elridge, Director, National Center for Interstate Compacts (NCIC), who was unable to attend due to illness. Masters said NCIC is a part of The Council of State Governments (CSG) and was instrumental in the development of the Compact. NCIC continues to work on compact origination and development. He shared examples of cases in which compacts have made an impact on policy and easing regulations.

ITEM 5 – EXECUTIVE REPORTS

6. *Executive Committee Report* – Chair Wren Gavlak reported on the transition over the last year since MG Stephen Hogan’s departure and the hiring of a new Executive Director, Cherise Imai. She thanked MIC3 staff for their help and support. She reported that the Commission is stronger and moving forward. She explained that the Executive Committee (EXCOM) contracted Fahy Mullaney to assist in developing a new strategic plan.

7. *Executive Director Report* – Executive Director Imai expressed how glad she was to be in this position. She provided an overview of her first few months on the job. She thanked the Commissioners for their support

and looks forward to getting to know all of them. She attended the Nevada State Council meeting and participated in the Florida State Council meeting by phone.

8. **General Counsel Report** – Masters praised the work of the EXCOM and the Executive Director, as well as the Rules and Compliance Committees in addressing cases this past year. He reviewed the recent case involving the District of Columbia. He expressed that advisory opinions are available should Commissioners need one. He encouraged Commissioners to connect and discuss cases and seek resolutions. He reviewed the policies developed by the MIC3 staff. He praised the newly published Annual Report, which is required by the Bylaws.

ITEM 6 – STANDING COMMITTEE REPORTS

9. **Finance Committee** – Capt Bob Buehn (Ret, USN), Committee Chair and Florida Commissioner, reported on the FY16 end of year budget, the annual audit, and update on the FY17 dues. He reviewed the new quarterly report format being used for FY17, which is currently on target with no surplus anticipated. The Commission has a reserve of close to \$1.5 million. When asked about investment opportunities, Buehn said that the Executive Committee has a presentation scheduled by CSG on opportunities post ABM. Buehn presented the FY18 budget which was approved by the Commission.

10. **PR & Training Committee** – LTC Davina French, Committee Chair and North Dakota Commissioner, explained that the survey results from last year's meeting were incorporated into the new strategic plan and goals, and that social media and training continue to be hot topics. Richard Pryor, MIC3 Operation Coordinator briefed on the rebranding effort. He explained that with the help of the CSG graphics team, the new logo was developed along with the redesign of the publications and the creation of the first Annual Report. Post ABM, a survey on ideas for the new website, as well as the digital newsletter will be sent out. Social media will also need to be a focus this year.

11. **Compliance Committee** – Pete LuPiba, Committee Chair and Ohio Commissioner, thanked the committee for their hard work when there was a compliance issue between two states. He reported that Oregon and Pennsylvania now have commissioners. LuPiba also thanked the Chair Wren Gavlak and Masters for their guidance. He indicated that the goals of the strategic plan will make the work of the Compliance Committee even more challenging in the year ahead.

12. **Rules Committee** – Mary Gable, Committee Chair and Maryland Commissioner, thanked the Commissioners for their support this past year. At the 2015 ABM, an issue arose in Virginia regarding temporary housing. The issue was an intrastate issue rather than an interstate issue. After non-consensus on rule language, the Committee decided to have more conversation during the Tier Breakout session. At the Rules Committee meeting, they will discuss the Strategic Plan, as well as the temporary housing and military permanent change of station. The Committee continues to seek the Commission's input on this subject.

ITEM 7 – STRATEGIC PLAN OVERVIEW

13. **MIC3 Strategic Plan Overview** – Fahy Mullaney, Consultant and Chair Wren Gavlak, Chairman reviewed the timeline since July 2014. Mullaney has more than 32 years of experience on strategic planning and organizational development. The Executive Committee thought that with the transition resulting from the executive director vacancy and the hiring of a new director, that it was time to seek some outside assistance in developing a strategic plan.

14. Mullaney briefed on the difference between annual and strategic planning, and explained that the strategic plan is a three-year plan. The Commission is a young, vibrant organization that is growing and changing quickly.

The plan is designed to envision the future of the organization. Planning was then done accordingly toward reaching that future. A new vision, mission and core values were developed by the Executive Committee. During the session, the Committee looked at the Strengths, Weakness, Opportunities and Threats, or SWOT, of the organization along with the organization is in its life cycle. Mullaney reviewed how the core strategies and goals of the MIC3 strategic plan were developed. The goals are measurable and clear about where the Commission is going. The purpose of bringing the strategic plan to the Commission is to cultivate involvement and investment in the future of the organization.

15. Chair Wren Gavlak explained that the biggest challenge in adopting and implementing the strategic plan is getting everyone to speak the same language. She emphasized that the work done by MIC3 is about the children. She reviewed the vision, mission, the five core strategies and the goals attached to each strategy. During the day, the breakout sessions will be reviewing the goals and developing action steps of how to reach the goals.

ITEM 8 – RECOGNITION AND AWARDS

16. The Commission honored the following:

- Mrs. Sami Takai for the Honorable U.S. Congressman Mark Takai, Hawaii
- Major General Stephen Hogan, the Adjutant General, Commonwealth of Kentucky
- Brig Gen (ret) Kathleen Berg, Commissioner, (HI), Past Chairman
- Curtis Jenkins, Student Support Services Team Leader, Florida Department of Education

ITEM 9 – EX-OFFICIO REPORTS

17. *Department of Defense (DoD)* – Kathy Facon, DoD Representative and MIC3 Ex-Officio, briefed the Commission on her role as an Ex-Officio and the Department of Defense Education Activity's support of the Compact as a school system.

18. *Military Impacted School Association (MISA)* – Kyle Fairbairn, Executive Director and MIC3 Ex-Officio, briefed on MISA, it's history and role. He outlined the relationship with the DoD and the US Department of Education and outlined MISA's role in public policy such as the reauthorization of Impact Aid (2016) and the federal military identifier regulations for the Every Student Succeeds Act (ESSA).

19. *Military Child Education Coalition (MCEC)* – David Splittek, Representative and MIC3 Ex-Officio, presented on his organization. They used to provide training for school personnel, however they are moving towards online modules for efficiency. Their focus areas include: data quality (military student identifier), college and workplace readiness and implementation of the Interstate Compact.

20. *National Military Family Association (NMFA)* – Eileen Huck, Representative and MIC3 Ex-Officio, briefed on her organization, their role, and activities.

21. *National Federation of State High School Associations (NFHS)* – Davis Whitfield, NFHS Representative and MIC3 Ex-Officio Member, briefed the Commission on his organization and it responsibilities. Chair Wren Gavlak encouraged Commissioners to contact their State Athletics Associations and state PTA organizations to join their State Councils.

ITEM 10 – BREAKOUT SESSION I: *MIC3 Strategic Plan*

Purpose: Review and discuss Strategic Plan, prioritize goals

For: Commissioner/Designees and other staff that implement the Compact

22. Each strategy group had to review the goals that they were given and record observations, pay-offs (What are the benefits if this goal is achieved?), the feasibility of each goal suggest ideas for achieving each goal. Each group then had to prioritize the goals and reports back to the Commission.

Strategy 1: Alabama to Florida

Strategy 2: Georgia to Maine

Strategy 3: Maryland to New Jersey

Strategy 4: New Mexico to South Carolina

Strategy 5: South Dakota to Wyoming

ITEM 11 – BREAKOUT SESSION I: SCHOOL LIAISON OFFICERS (SLO)

Purpose: Discuss best practices, challenges, and collaborative opportunities

For: Military School Liaison Officers working with families and schools

23. This breakout group was asked to discuss any possible rules that the Commission should consider that might be helpful for school liaison officers, or SLOs, and/or military families. Group members also were tasked with making suggestions about how the Commission can assist SLOs in addressing cases.

ITEM 12 – ELECTION OF NEW COMMISSION OFFICERS

24. Brig Gen (ret.) Kathleen Berg, Past Commission Chair and Hawaii Commissioner, presented the following slate of candidates for the 2016-2018 term:

Chairman

Rosemarie Kraeger, Rhode Island Commissioner

Vice Chair

Mary Gable, Maryland Commissioner

Treasurer/Finance Committee Chair

Bob Buehn, Florida Commissioner

No nominations were made from the floor. The candidates were accepted by acclamation.

ITEM 13 – BREAKOUT SESSION II: MILITARY IMPACTED TIER BREAKOUT

Purpose: Discuss the Temporary Housing Rules Language proposal; Leadership Development Committee and Process; Military Permanent Change of Station and School Attendance; State Council Handbook.

25. The Tiers were broken down into four levels based on the number of military students.

ITEM 14 – GUEST SPEAKERS

26. Florida Governor Rick Scott welcomed the Commission to Florida and stated his appreciation for the work of the Commission.

****Annual Meeting in Recess****

ITEM 15 – CALL TO ORDER

27. The meeting was reconvened by Chair Wren Gavlak at 8:30AM EST on October 28, 2016.

ITEM 16 – LEADERSHIP DEVELOPMENT COMMITTEE

28. Chair Wren Gavlak said that after further review, the EXCOM determined that the at-large member of the LDC should be appointed by the Commission Chair to be consistent with other processes and policies. As the Commission Chair-elect Rosemarie Kraeger, Rhode Island Commissioner, selected Daron Korte, Minnesota Commissioner Designee, to be the At-Large for 2016-2017. Kraeger also selected the following people to be chairs of the standing committees for the 2016-2018 term:

PR and Training Committee Chair

LTC Davina French, North Dakota Commissioner

Compliance Committee Chair
Rules Committee Chair

Pete LuPiba, Ohio Commissioner
John "Don" Kaminar, Arkansas Commissioner

ITEM 17 – BREAKOUT SESSION II: *Military Impacted Tier Breakout Reports*

Temporary Housing Rules Language: The consensus was no rule change was necessary. Rather than a rule, other less rigid options should be explored and best practices should be shared.

Leadership Development Committee: The consensus was that the process seems too complicated and more clarification was needed. However, people did express interest in being involved with the leadership pool.

PCS and School Attendance: The consensus was that more communication with parents was needed on Permanent Change of Station (PCS), and that it is NOT a deployment. SLOs can help alleviate address this with parents as education should be a top priority.

State Council Handbook: The consensus was that the organization chart for the state council was not necessary. Suggestions also included: a list of who should be on a council, a flowchart of whom to contact on a case or a position vacancy, how to get other stakeholders involved, and the role of the national guard.

ITEM 18 – STRATEGIC PLAN

29. Chair Wren Gavlak thanked the Commission for their input and comments on the Strategic Plan and requested approval of the plan by the Commission. Adoption of the plan was approved unanimously.

ITEM 19 – BREAKOUT SESSION I: *School Liaison Report*

30. No rule changes are needed; additional changes may hinder the flexibility for families. SLOs have worked hard at local and state levels to mitigate challenges. SLOs have been able to work with school districts to accommodate military families. To help SLOs, MIC3 could design or create a template to record case studies, which can be shared with other SLOs nationwide.

ITEM 20 – NEW BUSINESS

29. ***Appointment Process of DOD Representatives*** – Bill Hampton, DOD Military Community and Family Policy – Defense State Liaison Office, briefed the Commission on the appointment process of DOD representatives to State Councils. He explained the current process and stated that new DOD Instructions (DODI) are awaiting approval. The language would allow for the designation of a position rather than a person. The language should be approved in the Spring of 2017. Hampton said he would contact each Commissioner within one week regarding their DoD representatives.

30. ***Discussion: National Guard and Reserves Inclusion*** – Masters led a discussion about non-Title 10 dependents not being covered under the Compact. He cited MIC3 Advisory Opinion 1-2014. Masters advised that if states were to broaden the application, it may create a legal issue, and make the Compact unenforceable due to ambiguity. Masters emphasized that if the Compact itself is changed in any one state, the Compact coverage would not have to be honored by the other member states.

ITEM 21 – COMMITTEE MEETINGS

31. ***Committee Action Plan Input & Sharing*** – The purpose was to review the Strategic Plan and develop Committee Action Steps, Input and Discussion; planning for upcoming year. Each committee had to take the strategies and goals assigned to their committee and discuss action steps for achieving the goals. The committees also had to prioritize their goals.

32. Fahy Mullaney, Strategic Planning Consultant, expressed what a pleasure it was to work with them on the plan. He reminded the Commission that the plan is organic, and will allow the Commission to grow and expand. There will be times when the implementation will be mental and other times when it will seem very physical, as commissioners work together to achieve the goals that have been established. He expressed pleasure at being able to observe the Commission on its journey to serve military children.

ITEM 22 – FUTURE ANNUAL BUSINESS MEETINGS

- 2017 Annual Meeting – Renaissance Hotel, Providence, Rhode Island – October 25-27, 2017
- 2018 Annual Meeting – Ohio (city to be determined)
- Action Item: 2019 Annual Meeting Host
 - Denver, Colorado – Proposed by Cheryl Serrano, Colorado Commissioner
 - Las Vegas, Nevada – Proposed by Scott Bensing, Nevada Commissioner

33. Rosemarie Kraeger, Commission Chair-elect, recognized and expressed her appreciation for Chair Wren Gavlak's leadership. On behalf of the Commission, she presented her with a gavel. Treasurer Buehn presented Chair Wren Gavlak with the first Christmas ornament from the Florida State Museum for 2016.

34. The meeting was adjourned by Chair Wren Gavlak at 12:00 PM ET.

Respectfully submitted by,



Cherise Imai
Executive Director and Secretary



MILITARY INTERSTATE
CHILDREN'S COMPACT
COMMISSION

2017 ANNUAL REPORT

SUCCESSFUL EDUCATIONAL TRANSITIONS



Leadership



CHAIR
Rosemarie Kraeger (RI)



VICE CHAIR
Mary Gable (MD)



TREASURER
Bob Buehn, Capt, USN (Ret.) (FL)

Letter from the Chair

It has been an honor to serve over the past year as the 5th Commission Chair. Founder of Ford Motor Company, Henry Ford said, *"Coming together is a beginning, staying together is progress, and working together is success."* We started in 2006 with an idea, and the Commission began with a handful of signatory states. Today, with 50 member states and the District of Columbia, we celebrate our progress and milestones: adoption of the new strategic plan, mission and vision; rebranding; new website and collaterals; and focus on ensuring the Compact is implemented in all member states.

As an educator for over 40 years and the District Superintendent of Middletown Public Schools, caring for children has been my passion and why I joined the teaching profession. I am proud to support our military as they serve and sacrifice for our country, and know first-hand that our efforts have a positive impact on children.

I would like to thank our Ex-Officio members: the U.S. Department of Defense; Military Impacted Schools Association; Military Child Education Coalition; National Military Family Association; and National Federation of State High School Associations for their continued support. Their partnership is invaluable and vital to our work.

Our success is largely due to our member states and Commissioners for their dedication and collaborative efforts. Working together is the key to our progress and is the reason for our success. I appreciate the trust and confidence placed in me and our Executive Committee to pave the way ahead - and we do not take this for granted. We look forward to building upon our relationships in the coming year, being passionate about children, and supporting *successful education transitions*.

With warm regards,

Rosemarie K. Kraeger
Commission Chair and Rhode Island Commissioner

General Counsel Report

Richard Masters



The General Counsel provides legal guidance to the Commission and its Committees with respect to legal issues, related to their duties and responsibilities under MIC3 terms, its by-laws and rules. Actively participating in both dispute resolution and litigation matters related to enforcement of the Compact provisions and rules, Counsel also advises the Commission on issues pertaining to investigation, compliance, and enforcement responsibilities. Finally, Counsel may assist with training and presentations to Commissioners and other stakeholders involved in implementation of the Compact as to its legal foundation and application to the states.

NATIONAL OFFICE STAFF



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MISSION

Through the Interstate Compact, MIC3 addresses key educational transition issues encountered by children of military families.



Facts and Figures

THE US MILITARY HAS BEEN AN
ALL VOLUNTEER FORCE

SINCE 1973

there are about
1.4 MILLION
on active duty

&

1.4 MILLION
National Guard
and Reserve

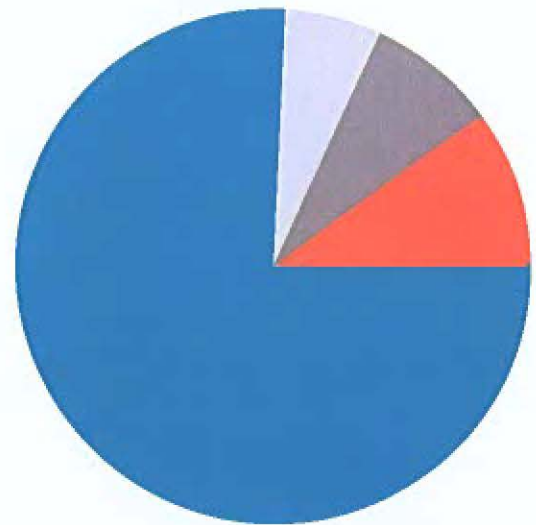
across all branches, approximately
10% ARE DUAL-MILITARY MARRIAGES

OF **1.1 MILLION** SCHOOL AGED CHILDREN (5-18)

630,000 ARE CHILDREN OF
ACTIVE DUTY PARENTS

75% OF ACTIVE DUTY CHILDREN
ARE UNDER AGE 12

DISTRIBUTION OF MILITARY-
CONNECTED CHILDREN BY TYPE
OF SCHOOL ENVIRONMENT



- PUBLIC 76%**
- PRIVATE/PAROCHIAL 10%**
- DODEA 8%**
- HOME SCHOOLED 6%**

Based on data provided by the Military Child Education Coalition (MCEC)

Committee Report

EXECUTIVE COMMITTEE (EXCOM) Meets monthly, every 3rd Thursday

"During the Interstate Commission meeting, members will be tasked with electing commission officers from among the member states. These officers will serve as the designated leaders of the commission, officiating at commission meetings, overseeing the development and composition of committees, and maintaining close contact with the commission's staff once hired."

The EXCOM has focused on the implementation of the first year of the Strategic Plan adopted at the 2016 Annual Business Meeting (ABM). They continue to make strides in outreach to organizations to further expand the knowledge of the Compact and establish partnerships to strengthen the organization. In addition, they continue work on developing a culture of leadership and mentoring for all Commissioners, engaging members on leadership opportunities for succession planning, and utilizing the smaller Tier Groups for more meaningful discussion on issues and concerns. Lastly, the EXCOM approved six legal advisory opinions on Compact applicability, and supported several awards to members and supporters for their contributions in furtherance of our mission.

RULES COMMITTEE Dec. 13 (2016) | Mar. 14 | June 13 | Sept. 26

"Responsible for administering the commission's rulemaking procedures, and for developing proposed rules for the commission's consideration as appropriate."

At the 2016 ABM, the Commission did not adopt the proposed rules change on Temporary Housing which included an enhanced definition and process under the Compact. They determined the current rule allowed more flexibility for accommodation by member states. The Committee developed a "Case Report Form" to collect best practices on Compact application from stakeholders which is currently under field testing. In addition, the Committee and General Counsel has reviewed legal advisory opinion requests for rules interpretations.

United States Coast Guard (USCG) Eligibility—Whether the provisions of the Interstate Compact on Educational Opportunity for Military Children (MIC3) apply to members of the USCG,

Kindergarten Eligibility—Whether the provisions of Article IV, D. of the Interstate Compact on Educational Opportunity for Military Children (MIC3) and Rule 3.102 (b) require documentation for enrollment in Kindergarten?

State Council Appointments—Whether the provisions of Article VIII, A. of the Interstate Compact on Educational Opportunity for Military Children (MIC3) permits member states to add members to the state council?

National Guard or Reserve not on Active Duty as defined by Title 10—Whether the provisions of the Interstate Compact on Educational Opportunity for Military Children, (MIC3) apply to members of the National Guard or Reserve who are not on active duty as defined in Title 10 of the U.S. Code.

End-of-Course Exam Waivers—Whether the provisions of Article VII, A. and B. of the Interstate Compact on Educational Opportunity for Military Children (MIC3) and MIC3 Rule 4.102 provide for waivers of course requirements, including end of course exams, for any student or is limited only to graduating seniors.

Spouse Eligibility—Whether the provisions of the Interstate Compact on Educational Opportunity for Military Children (MIC3) apply to Spouses of military members.

FINANCE COMMITTEE Jan. 19 | Apr. 20th | July 20th | Sept. 21

"Responsible for monitoring the commission's budget and financial practices, including the collection and expenditure of commission revenues, and for developing recommendations for the commission's consideration as appropriate."

After extensive discussion and research, the Committee recommended that the EXCOM initiate steps to establish an investment account. In May, the EXCOM approved the investment of a portion of the reserves under the Council of State Government (CSG) Vanguard portfolio which has already resulted in positive returns. The annual audit was completed in August by Blue & Company LLC, and the organization was found to be in good standing. The Committee continues to track external impacts on the MIC3 mission and fiscal outlook.



COMPLIANCE COMMITTEE

Jan. 10 | Apr. 11 | July 11 | Oct. 10

“Responsible for monitoring the compliance by member states with the terms of the compact and the commission’s rules, and for developing appropriate enforcement procedures for the commission’s consideration.”

In line with Article VIII of the model compact language, the Committee developed a new State Coordination Policy that outlines the notification and resignation process for Commissioner appointments, as well as annual information provided to the Commission. This policy ensures compliance with the Statute or Code requirements that each member State maintain a State Commissioner and a State Council. The national office established a records retention policy which includes archiving Commission documents to include State Council meeting agendas and minutes for archival purposes. The Committee continues to monitor several State Commissioner position vacancies as well as states that have not established State Councils.

PUBLIC RELATIONS AND TRAINING COMMITTEE

Nov. 15 (2016) | Jan. 17 | April 18 | July 18 | Sept. 19

“Responsible for developing educational resources and training materials for use in the member states to help ensure awareness of, and compliance with, the terms of the compact and the commission’s rules.”

Following the successful rollout of the new materials and rebranding at the 2016 ABM, the Committee focused on improving the digital newsletter. The reformatted newsletter was well received and reaches a wider audience. In line with the Strategic Plan, the Committee designed the framework for the new website, and included opportunities for constructive feedback throughout all construction phases which culminated in the new website launch on September 11th. To better align with the Strategic Plan and Goals, the Committee also recommended to the EXCOM that the Public Relations and Training be split into two smaller Committees—Communications and Training.

Ex-Officio Members

MIC3 acknowledges the support it receives from its Ex-Officio members as we all strive to do what is best for children of military families.



Kathy Facon
Chief, Education Partnership
and Resources



David Splitek
Program Manager



Eileen Huck
Government Relations Deputy Director



Davis Whitfield
Chief Operating Officer



Kyle Fairbairn
Executive Director

“Thank you to those who helped my daughter and I tackle the impossible.”

—Kristi Queen



Executive Committee



CHAIR
Rosemarie Kraeger
Rhode Island



RULES COMMITTEE CHAIR
John Kaminar
Arkansas



VICE CHAIR
Mary Gable
Maryland



COMPLIANCE COMMITTEE CHAIR
Pete LuPiba
Ohio



TREASURER
Bob Buehn, Capt, USN (Ret.)
Florida



PUBLIC RELATIONS AND
TRAINING COMMITTEE CHAIR
LTC Davina French, NDARNG
North Dakota



PAST CHAIR
Kate Wren Gavlak
California



DEPARTMENT OF DEFENSE
Kathy Facon
Non-voting member



"A few days short of graduation we received news that Hailey would walk, we were beyond thrilled. We will never know the lengths everyone went through to make this happen, but we will be forever grateful. Thank you all so very much."

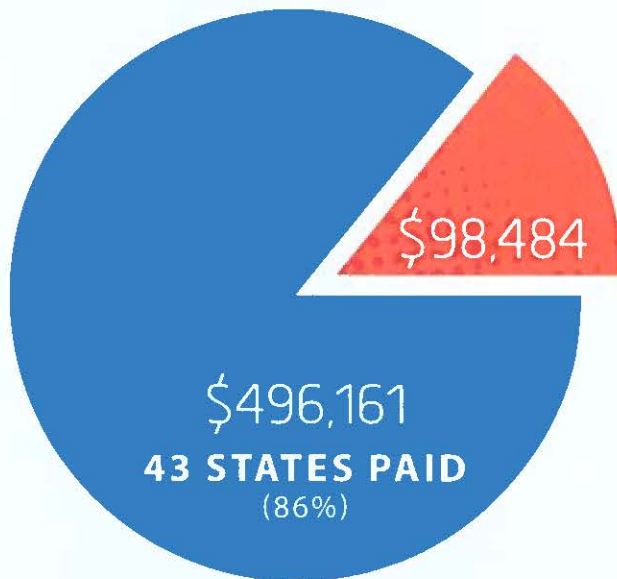
–Kristi Queen

Financial Outlook

ANNUAL DUES PAYMENTS FOR FISCAL YEAR 2018*

based on total amount due of \$594,645

*AS OF 1 OCT 2017



TOTAL PAID 86% | TOTAL OWED 14%

"The dues formula shall be based on the figure of one dollar per child of military families eligible for transfer under this compact, and beginning in FY 2014 this calculation shall be based upon the State in which each military family resides, except that effective FY 2013, and each year thereafter, no state dues assessment shall exceed the sum of sixty thousand dollars (\$60,000.00) per year and effective FY 2014, and each year thereafter, no state dues assessment shall be less than two thousand dollars (\$2,000.00)."

MIC3 Annual Audit

To the Board of Directors
Military Interstate Children's Compact Commission
Lexington, Kentucky

We have audited the financial statements of the Military Interstate Children's Compact Commission (the Compact) for the year ended June 30, 2017, and have issued our report thereon dated as of the date of this letter. Professional standards require that we provide you with information about our responsibilities under generally accepted auditing standards as well as certain information related to the planned scope and timing of our audit. We have communicated such information to you in our letter dated July 23, 2017 and our engagement letter dated May 14, 2017. Professional standards also require that we communicate to you the following information related to our audit.

SIGNIFICANT AUDIT FINDINGS

Qualitative Aspects of Accounting Practices

Management is responsible for the selection and use of appropriate accounting policies. In accordance with the terms of our engagement letter, we will advise management about the appropriateness of accounting policies and their application. The significant accounting policies used by the Compact are described in Note 1 to the financial statements. No new accounting policies were adopted and the application of existing policies was not changed during 2017. We noted no transactions entered into by the Compact during the year for which there is a lack of authoritative guidance or consensus. All significant transactions have been recognized in the financial statements in the proper period.

Accounting estimates are an integral part of the financial statements prepared by management and are based on management's knowledge and experience about past and current events and assumptions about future events. Certain accounting estimates are particularly sensitive because of their significance to the financial statements and because of the possibility that future events affecting them may differ significantly from those expected.

Difficulties Encountered in Performing the Audit

We encountered no significant difficulties in dealing with management in performing and completing our audit.



Corrected and Uncorrected Misstatements

Professional standards require us to accumulate all known and likely misstatements identified during the audit, other than those that are trivial, and communicate them to the appropriate level of management. None of the misstatements detected as a result of audit procedures and corrected by management were material, either individually or in the aggregate, to the financial statements taken as a whole.

Disagreements with Management

For purposes of this letter, professional standards define a disagreement with management as a financial accounting, reporting, or auditing matter, whether or not resolved to our satisfaction, that could be significant to the financial statements or the auditor's report. We are pleased to report that no such disagreements arose during the course of our audit.

Management Representations

We have requested certain representations from management that are included in the management representation letter dated as of the date of this letter.

Management Consultations with Other Independent Accountants

In some cases, management may decide to consult with other accountants about auditing and accounting matters, similar to obtaining a "second opinion" on certain situations. If a consultation involves application of an accounting principle to the Compact's financial statements or a determination of the type of auditor's opinion that may be expressed on those statements, our professional standards require the consulting accountant to check with us to determine that the consultant has all the relevant facts. To our knowledge, there were no such consultations with other accountants.

Other Audit Findings or Issues

We generally discuss a variety of matters, including the application of accounting principles and auditing standards, with management each year prior to retention as the Compact's auditors. However, these discussions occurred in the normal course of our professional relationship and our responses were not a condition to our retention.

Required Supplementary Information

With respect to the required supplementary information accompanying the financial statements, we have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

This information is intended solely for the use of the Board of Directors and management of the Compact and is not intended to be and should not be used by anyone other than these specified parties.

Blue & Co., LLC
August 14, 2017

"Schools are important in the transition process, and it was a more positive experience when they were welcoming and understood our challenges"

—Holly Meyers Bednarek

MIC3 YEAR IN REVIEW



AWARDS

MG STEPHEN HOGAN

Outgoing Executive Director, MIC3

KATE WREN GAVLAK (CA)

Outgoing MIC3 Chair of the Commission

BG (RET) KATHLEEN BERG (HI)

Outgoing Immediate Past Chair

MELISSA LUCHAU

Commissioner Designee, Virginia

DOUG TAGGART

North Carolina State Council

CURTIS JENKINS

Florida State Council

MARY JANE TAPPEN

Chair, Florida State Council

KAREN PASCHAL

MIC3 Administrator, Ohio

KATHRYN MATAYOSHI

State Superintendent, Hawaii



NEW COMMISSIONER DR. DOUGLAS RAGLAND

Retired Superintendent



2016 SUPERINTENDENT OF THE YEAR (NH)

KATHLEEN MURPHY

Commissioner, New Hampshire

PURPLE UP CAMPAIGN 2017



Above: Children from Sand Ridge Elementary School, Onslow County, North Carolina celebrate the Month of the Military Child.

While communities recognize the important role of our active duty men and women, we must remember that families—spouses, and especially children—sacrifice as well. The month of April is celebrated as the Month of the Military Child, and the commission recognized “Purple Up! For Military Kids” on April 25, a day to celebrate military families. “By wearing purple, we recognize the service of our youngest heroes—military children,” said Rosemarie Kraeger, Rhode Island commissioner and district superintendent of Middletown Public Schools.

Established by former U.S. Secretary of Defense Caspar Weinberger in 1986, the designation of April as the Month of the Military Child acknowledges the significant role military youth play in our communities. Why purple? Purple is the color that symbolizes all branches of the military, as it is a combination of Army green, Marine red, and the blue of the Coast Guard, Air Force and Navy.

Right: The Governor of Delaware, Governor Carney meets students from Caesar Rodney School District's Dover Air Force Base Middle School and Major George S Welch Elementary School in recognition of the Month of the Military Child.





MIC3 NATIONAL OFFICE – CASE ANALYSIS

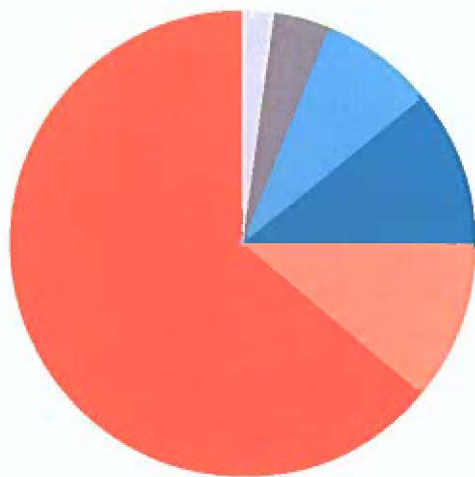
40% of cases were covered by the compact

vs

60% of cases were not covered by the compact

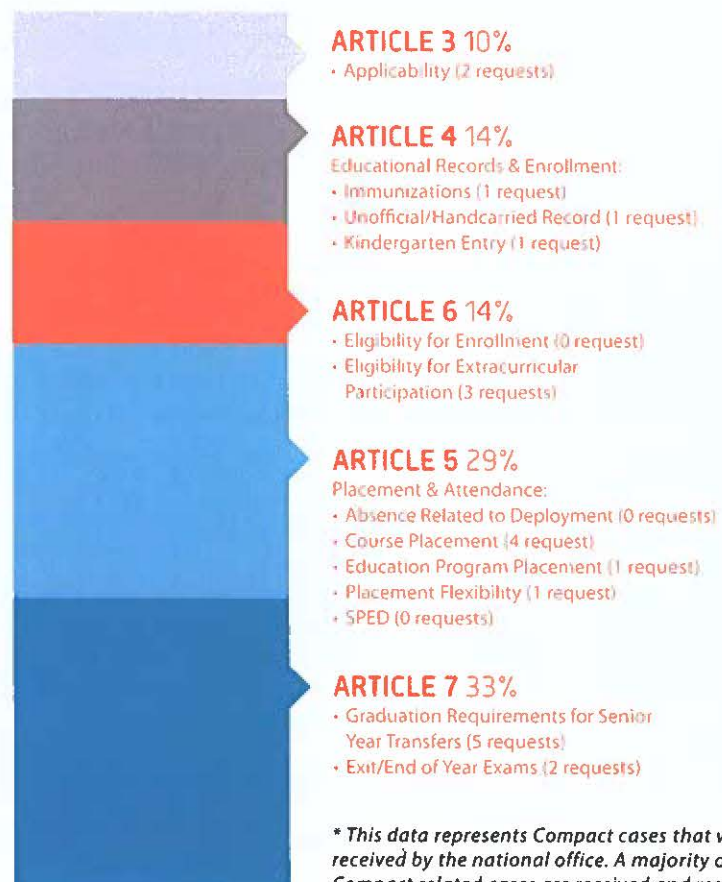
REQUESTS

Requestor



- **PARENT 64%**
- **MILITARY SERVICE 11%**
(i.e. School Liaison Officer)
- **STATE 11%**
- **COMPACT COMMISSIONER 8%**
- **DISTRICT/SCHOOL 4%**
- **STUDENT 2%**

Compact Related Case Topics



** This data represents Compact cases that were received by the national office. A majority of the Compact related cases are received and resolved at the school, district, and State Commissioner levels and not raised to the national level*