

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

July 9, 2019

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

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

The Honorable Adrienne A. Jones  
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 Jones:

Pursuant to §7-1303 of the Education Article, MSAR #7598 and MSAR #8880, the Maryland State Department of Education (MSDE) shall report annually to the Legislature, Governor, Judiciary, and State Council of the member states concerning the activities of the Interstate Commission on Educational Opportunity for Military Children during the preceding year. Such reports shall also include any recommendations that may have been adopted by the Interstate Commission.

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 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 12<sup>th</sup> grade. The Compact seeks to make transition easier for 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.

The Honorable Larry Hogan  
The Honorable Thomas V. Miller  
The Honorable Adrienne A. Jones  
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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 2019
- Agenda for the October 17-18, 2018 Annual Business Meeting of the MIC3
- Executive Committee Meeting Agenda for April 17-19, 2019
- Minutes of the October 25-27, 2017, Commission Meeting (Minutes of the 2018 Commission meeting are not yet available.)

Maryland was represented at the Annual Business 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 Maryland 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 *2018 Annual Report*. The MIC3 is committed to the development of the next Strategic Plan and began the process at the Executive Committee Retreat on April 18, 2019. Further work of the Executive Committee includes a revision of the Code of Conduct Policy and Conflict of Interest Policy. Both of these documents are attached. Also attached is a copy of the agenda of the November 16, 2018, meeting of Maryland's State Council for the Interstate Compact. Each state must have a State Council that meets annually.

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>.



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Based on active duty military, as of August 7, 2018, (the most recent data available), Maryland serves 19,998 children, aged 5 – 18, from active duty military members in the Army, Navy, Marine Corps, Air Force, Department of Defense, and Coast Guard. Dues for membership to MIC3 are paid based on the number of active duty military in the State. In November 2017, at the Annual Business Meeting, the Commission voted on an increase in dues from \$1.00 per child to \$1.15 per child. Maryland's dues for FY 20 will be \$22,998.

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](mailto:mary.gable@maryland.gov). You may find additional information on the Maryland State Department of Education's website: <http://archives.marylandpublicschools.org/MSDE/programs/brac/military.htm> 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:

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- MIC3 monthly newsletter for June 2019
- Agenda for the October 17-18, 2018 Annual Business Meeting of the MIC3
- Executive Committee Meeting Agenda for April 17-19, 2019
- Minutes of the October 25-27, 2017 Commission Meeting
- MIC3 2018 Annual Report
- MIC3 Code of Conduct Policy, revised April 17, 2019
- MIC3 Conflict of Interest Policy, revised April 17, 2019
- Maryland State Council Meeting Agenda, November 16, 2018



### 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](http://www.mic3.net) | [mic3info@csg.org](mailto:mic3info@csg.org)





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Issue 19

June 2019

## NEW COMMISSIONER FOR GEORGIA

Dr. William C. Hardin, Georgia



Appointed by Gov. Brian Kemp on April 1, 2019, Dr. William Hardin was selected as the Georgia Compact Commissioner.

A third generation educator who grew up in south Florida, Dr. Hardin attended Abraham Baldwin College, University of Georgia, and Valdosta State University. He received his doctorate from the University of Sarasota. [Read More](#)

## COLLABORATING WITH THE COMPACT

By Dr. David Splitek, Program Manager, Military Child Education Coalition (MCEC)

**A distinguished military graduate, educator for over 40 years, with a son currently serving in the U.S. Army, Dr. Splitek is acutely aware of the issues that face military-connected students. Dr. Splitek is the ex-officio representative on the Commission for MCEC, an organization that shares many of the same values of the Military Interstate Children’s Compact Commission (MIC3).**



The Compact is affirmation of the work that the MCEC has undertaken for the past twenty-one years. Our first research project, *The Secondary Education Transition Study (SETS)* focused on discovering the critical issues that inhibited successful school transitions for children of active duty military members. We were delighted to see the Compact emphasizes those same critical areas.

We continue to educate school personnel – counselors, principals, teachers, school nurses – along with military-connected parents and interested community members about creating transitions that help students thrive in their pre-kindergarten through twelfth grade years and beyond. [Read More](#)

For more information about MCEC visit [militarychild.org](http://militarychild.org)

## RESOLVING COMPLIANCE ISSUES

By Daron Korte, MIC3 Minnesota Commissioner and Compliance Chair



Following the 2018 Annual Business Meeting in Cleveland, Ohio, the Compliance Committee was tasked with defining a transparent and thorough process to address situations when a state may be out of compliance with the compact or rules.

The Committee used the Interstate Compact on Juveniles' non-compliance policy as a framework to develop a policy for MIC3. The policy defines a four-stage escalation process intended to help promote a swift resolution until the issue is considered resolved.

*The Policy for Resolving Compliance Issues* was approved by the Executive Committee on April 17, 2019. The adoption of this policy was a milestone for the Compliance Committee and I wish to publicly acknowledge the members and thank them for their hard work and diligence during this process. [Read More](#) .

## EASING TRANSITIONS IN GEORGIA

Through the joint training initiative and partnership between the MIC3 and the Military Impacted Schools Association (MISA), Kate Wren Gavlak, MIC3 Commissioner for California spoke at a seminar at the Liberty County School System (LCSS), in Georgia on May 7, 2019. [Read More](#)



## IMMUNIZATION AND VACCINE HOW DOES YOUR STATE STACK UP?

The U.S. declared in 2000, that it had successfully eliminated the highly contagious viral infection, measles. New data from the U.S. Centers of Disease Control (CDC) shows that there have been at least 764 cases of measles across 23 states since the beginning of 2019. [Read More](#) .

Updated in 2017, the U.S. Centers for Disease Control (CDC) compiled a list of state statutes and regulations regarding school vaccinations -



how does your state compare? [Read More](#) .

## ADDRESSING ISSUES ACROSS BORDERS

By Council of State Government, National Center of Interstate Compacts (NCIC)

The CSG National Center for Interstate Compacts (NCIC), is a policy program that assists states in developing interstate compacts. In 2018, NCIC saw an interest in interstate occupational licensure compacts grow. [Read More](#)



### Policy Updates

- [Updated Code of Conduct](#)
- [Conflict of Interest](#)
- [Resolving Compliance Issues](#)

### General Updates

- [Commissioner Appointment Process](#)
- [Commissioner Responsibilities](#)
- [New Minutes Posted](#)
- [Understanding the Value of the Compact](#)
- [Month of the Military Child Video Highlights](#)

## COMPACT APPLICATION

The MIC3 National Office receives numerous assistance requests for clarification on the application of the Compact, typically from the school district or a parent.

The district had an incoming senior student who would obtain 125 credits and would meet the minimum state graduation requirement of 120 credits. The district however, requires 130 credits for graduation. The state asked if it was allowable under the Compact to waive the remaining 5 credits for the student since they met the state requirement.

Article VII - Graduation Requirements provides for this accommodation and it is therefore covered under the Compact. The Superintendent drafted a letter outlining the waiver and accommodation as the student met state graduation requirements.

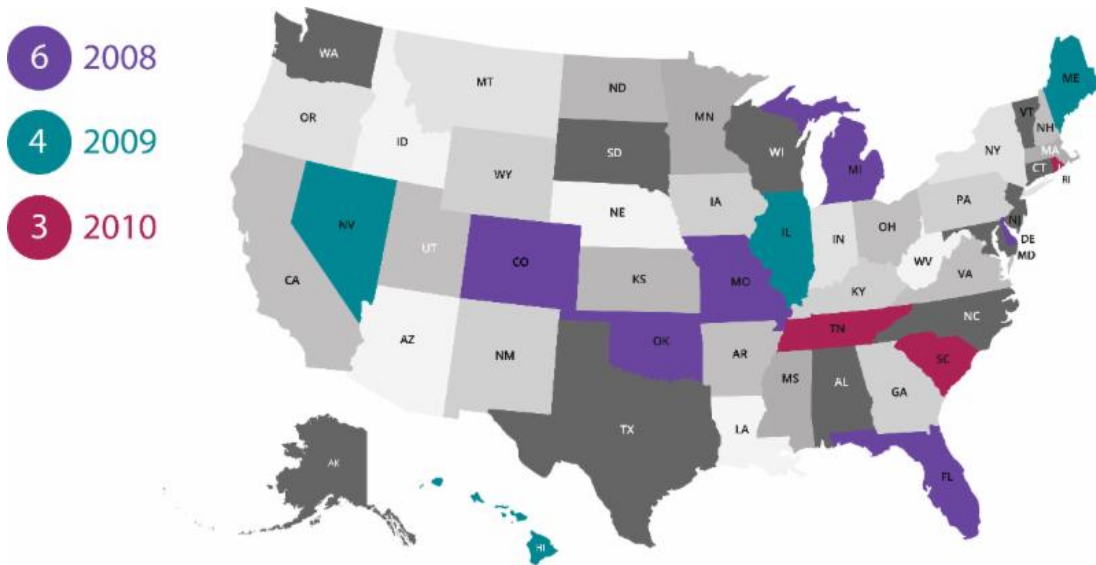
This is a perfect example of the application of the Compact provision for graduation.

# SUMMER TRANSITIONS

According to Rear Admiral Peter Clarke, at the United States Transportation Command, between 420,000 and 450,000 military families go through a Permanent Change of Station (PCS) move annually, about 40% of these take place in the summer.

With the school year ending, a high percentage of military-connected students and families will be one the move once again. The Military Families for High Standards (MFHS) produced a great guide for transitioning military families. [Read More](#)

## STATES THAT ADOPTED THE COMPACT IN THE MONTH OF JUNE



CALENDAR



### Executive Committee

June 20, 2019 | 2:00 pm (ET)

### Leadership and Development Committee (LDC)

June 24, 2019 | 1:00 pm (ET)

[Visit our website](#)





**2018 Annual Business Meeting  
Commissioner Info Session Agenda**

**Wednesday, October 17, 2018, 8:30 am - 9:45 am**

**Westin Cleveland Hotel, Ohio  
Room: Calypso**

**2017 Items updated for 2018**

Attire: Business

1. Welcome and Announcements
2. Table Introductions

Suggested agenda items and/or recommended topics:

- Commissioner/Designee only
- Informational
- Reminders
- Sensitive Discussion items

Updates:

3. Commission Compliance – Chair Daron Korte (MN)
  - a. State Responsibilities and Requirements
    - i. Code of Conduct Forms
    - ii. State Coordination Policy
    - iii. Data collected by the national office:
      1. Commissioner Vacancies and Appointments
      2. State Council Meeting Dates
      3. State Elections
    - iv. State Statute Comparative
    - v. Executive Director (ED) Update
4. Legal Aspects – Rick Masters, MIC3 General Counsel
  - a. Legal Advisories and Request Process
  - b. Statutory Language External to the Compact (CA, VA, FL, UT)
5. Compact Rules – Chair Mary Gable (MD)
  - a. National Office Case Report and Analysis
  - b. Unique Case Collection Form
  - c. Rules Book (2<sup>nd</sup> ed)
  - d. Promulgation of Rules Guide
6. Communication and Marketing – Chair Shelley Joan Weiss (WI)
  - a. Marketing resources: New Public Service Announcements
  - b. MIC3 Awards
  - c. Website, Newsletters

7. Training – Chair Don Kaminar (AR)
  - a. New Video
  - b. MIC3-MISA Pilot Training (NE, CA, NJ, KS, TX)
8. **Activity - Tabletop Discussion:** Discuss compact related issues (moved from Tier Groups, items from Mid-Year Survey except \*\*)
  - Smarter Balanced Testing (multiple testing due to move)
  - Chronic Absenteeism and its application to the rule allowing 10 days off for a deployment
  - Athletic Rules and the Compact\*\*
9. Close and Wrap-up

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





MILITARY INTERSTATE  
CHILDREN'S COMPACT  
COMMISSION

**EXECUTIVE COMMITTEE MEETING AGENDA**  
**April 17-19, 2019**  
**Embassy Suites Lexington Green**  
**245 Lexington Green Circle, Lexington, KY 40503**  
**Room: Ballroom A & B**

Attire: Casual

**Tuesday, April 16<sup>th</sup>** Arrival in Lexington, Kentucky (via Bluegrass Airport/LEX)

Complimentary hotel shuttle to Embassy Suites Lexington Green

5:00pm Dinner on own or tentative Activity/Dinner (if time permits)

**Wednesday, April 17<sup>th</sup> 7:00 a.m. – 9 p.m.**

7:00am Breakfast served

\*Vote required

8:00am Welcome and Call to Order (*D.Kaminar*)

Roll Call (*C.Imai*)

Approval of the Agenda\* #2

Approval of the Minutes from March 21, 2019\* #3

Review Itinerary #1

8:45am **Reports**

Chair (*D.Kaminar*)

- Recent Feedback from Committee Meetings
- Current Strategic Plan Report Card - tabled for May

Vice Chair (*L.Anastasio*)

Executive Director (*C.Imai*)

- National Guard and Reserves Strategy (*C.Imai*) – tabled for May
- Commissioner Query Survey Results #4
- Legislative Tracking Report #5
- Upcoming Training and Meetings:
  - May 1-2: Army School Liaison Officers, Orlando, FL
  - May 7: MIC3-MISA School Training, Savannah, GA
  - May 9: Marine School Liaison Officers, Quantico, VA
  - June 13: PA State Council Meeting, Pittsburgh, PA
  - July 23: MCEC National Training Seminar, Arlington, VA

General Counsel (*R.Masters*)

9:30am Finance (*B.Buehn*)

- Kentucky Employee Retirement System (*J.Moseley*)

- FY2020 Dues #6

Communications and Outreach (*B.Henry*)

9:45am

Compliance (*D.Korte*)

- State Council Meetings Report #7
- Commissioner Vacancies Report #8
- Status of Utah Mediation on the National Guard and Reserves Language
- Commissioner Appointment Process #9
- Policies:
  - Guidelines for Resolving Compliance Issues #10
  - Code of Conduct Policy #11a-b
  - Conflict of Interest Policy #12

10:30am

Rules (*M.Gable*)

- Promulgation of Rules and Rules Guide #13
- Unique Case Submissions

Training (*E.Singleton*)

- New Commissioner Mentoring Program #14

Leadership Development (*R.Kraeger*)

11:00am

**Old Business**

Commissioner Query Results #15

\*Vote required

Coalition for Military Connected Student Success (CMCSS) Invitation to MIC3 to Participate

11:15am

Revised Commissioner Language Definition #16

Ex-Officio Member Role on the Commission (*L.Anastasio/D.Korte*) #17

Partnerships and Collaboration Discussion (*C.Imai*) #18a-b

12:00pm

**Lunch**

1:00pm

**New Business**

MIC3 Website: Data Analysis and Walkthrough (*R.Pryor*) #19

1:15pm

Annual Commissioner Mid-Year Survey

- Previous Year Questions and Timeline (*C.Imai*) #20a-b

2:00pm

2019 Annual Business Meeting Planning and Discussion

- 2018 Post-ABM Survey Summary #21a
- Who is the ABM Targeted Audience?
- Draft Itinerary #21b
  - Overall Format
  - New Commissioner Reception
  - Commissioner Only Session
  - General Session
  - Evening Reception
  - Breakouts

- Parent Panel
- Tier Groups
- Awards
- Anything else?

- 3:15pm      **Award Nominations** (View policy: <http://bit.ly/mic3awards>)
- Cheryl Serrano (CO) for the Cheryl Serrano Leadership Award
  - Norman Arflack for the Norman Arflack Leadership Award
- 3:30pm      Permanent *Leadership Development Committee* Status
- 4:00pm      Closed Executive Session: Personnel
- 4:45pm      Other Business and Announcements
- 5:00pm      Meeting Recess
- 5:30pm      Group Dinner and Activity

**Thursday, April 18<sup>th</sup> 7:00am-5:00pm**

- 7:00am      Breakfast served
- 8:00am      Meeting Reconvenes: Strategic Planning (separate agenda w/b provided) (*B. Riggs*)
- 12:00pm      **Lunch**
- 5:00pm      Adjournment
- Dinner On Own or Activity (if time permits)  
or Departure

**Friday, April 19**      Departure

**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?





**2017 ANNUAL BUSINESS MEETING MINUTES  
OCTOBER 26-27, 2017**

**Call to Order**

National Commission Chair Rosemarie Kraeger (RI) called the meeting to order on Thursday, October 26, 2017 at 8:35AM ET.

**Roll Call**

Executive Director (ED) Cherise Imai called the roll and a quorum was established.

**IN ATTENDANCE**

STATE	SAL	NAME	STATE	SAL	NAME
ALABAMA	Dr.	Douglas Ragland	NEVADA	Mr.	Scott Bensing
ALASKA	Ms.	Marcy Herman*	NEW HAMPSHIRE	Dr.	Kathleen Murphy
ARIZONA	Mr.	Charles Tack*	NEW YORK	Dr.	Debra Jackson
ARKANSAS	Mr.	John "Don" Kaminar	NORTH CAROLINA	Mr.	E. Alex Erwin III
CALIFORNIA	Ms.	Kate Wren Gavlak	NORTH DAKOTA	Ms..	Davina French
COLORADO	Ms.	Cheryl Serrano	OHIO	Mr.	Pete LuPiba
CONNECTICUT	Ms.	Laura Anastasio	OREGON	Ms.	Cindy Hunt*
DELAWARE	Dr.	Susan Haberstroh	PENNSYLVANIA	Mr.	Robert Staver
FLORIDA	Mr.	Robert Buehn	RHODE ISLAND	Ms.	Rosemarie Kraeger
GEORGIA	Dr.	Robin Hines	SOUTH CAROLINA	Ms.	Yolande Anderson*
HAWAII	Dr.	Kathleen Berg	SOUTH DAKOTA	Mr.	Alan Kerr
IDAHO	Mr.	Pete Koehler	TENNESSEE	Ms.	Deanna McLaughlin
ILLINOIS	Mr.	Brian Riegler	UTAH	Mr.	Ben Rasmussen
IOWA	Ms.	Margaret Seales	VERMONT	Mr.	David Young
KANSAS	Mr.	C. Neuenswander	VIRGINIA	Mr.	Daniel Dunham
KENTUCKY	Mr.	Blaine Hedges	WASHINGTON	Mr.	Greg Lynch
LOUISIANA	Dr.	Clay Corley	WEST VIRGINIA	Mr.	Christopher P. Cmiel
MAINE	Ms.	Sarah Forster	WISCONSIN	Ms.	Shelley Joan Weiss
MARYLAND	Ms.	Mary Gable	WYOMING	Mr.	Gary Hartman
MASSACHUSETTS	Mr.	J Clarke Orzalli	DISTRICT OF COLUMBIA	Ms.	Taneka Miller
MICHIGAN	Mr.	Russ Gullett	USDOD REPRESENTATIVE**	Ms.	Kathleen Facon
MINNESOTA	Mr.	Daron Korte*	MCEC**	Dr.	David Splitek
MISSOURI	Dr.	Brian Henry	MISA**	Mr.	Kyle Fairbairn
MONTANA	Mr.	Hal Stearns	NFHS**	Mr.	Davis Whitfield
NEBRASKA	Mr.	Brian Halstead	NMFA**	Ms	Eileen Huck

\*Designee

\*\*Ex-Officio (Non-Voting)

**NOT IN ATTENDANCE**

STATE	SAL	NAME	STATE	SAL	NAME
INDIANA		VACANT	NEW MEXICO	Mr.	Paul Aguilar
MISSISSIPPI		VACANT	OKLAHOMA	Dr.	Pam Deering
NEW JERSEY		VACANT	TEXAS	Mr.	Michael Morath

**MIC3 National Office Staff in Attendance:**

1. Cherise Imai, Executive Director
2. Richard Pryor, Communications Associate
3. Rick Masters, General Counsel

**Welcome Remarks**

Chair Kraeger (RI), welcomed the membership to the 2017 Annual Business Meeting of the Military Interstate Children's Compact Commission. She thanked the Commissioners for their engagement and stated the work the Commission does makes a difference. Chair Kraeger thanked the National Office for their support and planning the meeting. Both have stepped up and taken the Commission to a new level. She also expressed appreciation to the Executive Committee (EXCOM) for their dedication and commitment.

**Opening Remarks**

The State Commissioner of Education for Rhode Island, Mr. Ken Wagner, addressed the Commission and provided opening remarks. He thanked all for their service to military families and emphasized the importance of providing the support and tools they need to be successful.

**Public Comment** - none**Agenda**

**Commissioner Deanna McLaughlin (TN) motioned to approve the agenda, seconded by Commissioner Kate Wren Gavlak (CA). The motion passed.**

**Minutes**

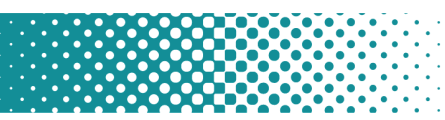
**Commissioner Shelley Joan Weiss (WI) motioned to approve the minutes with corrections, seconded by Commissioner Wren Gavlak (CA). The motion passed.**

**Executive Reports****National Chair Report**

Chair Kraeger expressed appreciation to the EXCOM, who dedicate 6-10 hours a month on average to Commission efforts. On behalf of the EXCOM, they were thrilled with the changes under the leadership of Executive Director (ED) Imai, including the development of the Commission's first strategic plan in July 2016 to which they are committed and accountable for; the new branding and logo are evident in the new collaterals which have been distributed; as well as the new and updated website. She concluded that under ED Imai's leadership, she has taken the Commission to the next level which was needed. At the EXCOM Strategic Planning Session two summers ago, the consultant, Fahy Mullaney, talked about the maturity of an organization, and we are seeing that maturity now. The Compact is still young and will continue to grow.

**Executive Director Report**

ED Imai expressed appreciation for the Commission's support and guidance during her first year at the National Office. She has spoken with a majority of the members' one-on-one over the past year to connect and understand how their state oversees the Compact. She was pleased with the passion and dedication of the members to the Commission and their role. We have been focused on the way ahead to achieve the goals and action items outlined in our strategic plan within our Committees. ED Imai stated that it is important for the National Office to be in sync with the Strategic Plan, and the EXCOM approved aligning the staffing roles. Formerly the Operations Coordinator, Mr. Richard Pryor has a new



role as the Communications Associate for the Commission. There is currently one vacancy for the Training and Operations Associate which will be filled in the upcoming year.

### **General Counsel**

General Counsel Rick Masters expressed appreciation for being able to see the Commission grow over past decade. His purpose is to assist states with the compliance under the Compact. One of the critical situations that we have with several states is meeting the requirement to appoint a Commissioner and create a State Council. Both are critical as installations within each state for stakeholders to reach the Compact. These functions are central for military families, education officials and others to contact for assistance. Currently we have several states that have not made their appointments or composed their State Councils to fulfill their obligations under the Compact. Where this is happening, we are challenged to take action. He recommended Commissioners have a succession plan in place if there are new Governor elections, they resign, or there are other transitions taking place – to ensure there is continuity under the Compact. General Counsel Masters reported there were seven Legal Advisories published this year.

#### **1. Proposed By-Laws Change: Separation of the Public Relations and Training Committee into two separate committees.**

- a. General Counsel Masters reported that at the in-person EXCOM meeting in April, they concluded that the Public Relations (PR) and Communications Committee had a vast workload and it was a large amount for one Committee to oversee.
- b. For efficiency and effectiveness, the EXCOM determined that the PR and Communications Committee be separated into two separate Committees: Communications and Outreach, and Training in order to accomplish their Strategic Plan goals. Thus, the By-Laws amendment was necessary, and revised language was drafted.
- c. Chair Kraeger added that the EXCOM assessed the workload and agreed that the separation would allow for the Strategic Plan Goals assigned to these Committee's to be accomplished timely.
- d. **Commissioner Davina French (ND) motioned for the PR and Communications Committee be separated into two separate Committees: Communications and Outreach, and Training. Seconded by Commissioner Deanna McLaughlin (TN). Motion passed unanimously.**

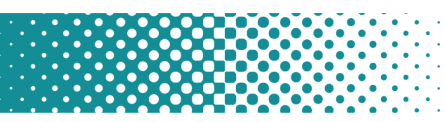
### **Rhode Island Showcase - Parent Panel**

Military parents and students attending school in Rhode Island shared their experiences during this session facilitated by Naval Station Newport School Liaison Officer, Pamela Martin. Chair Kraeger expressed appreciation for the panelists and reminded the Commission that the work is all about children, and the Compact has made us better educators for all students.

### **Presentation: Social Media and Making Connections**

Ms. Corey Lennon, Middle School Technology Coach, South Kingston School Department and Commissioner Shelley Joan Weiss (WI) briefed the Commission on using social media and other best practices to share their story and promote the Compact within their states. MIC3 Communications Associate Richard Pryor expressed his gratitude for Ms. Lennon who assisted Commissioners, during the evening reception, with setting up and using their social media accounts to promote meetings and activities. Chair Kraeger thanked both Commissioner Weiss and Ms. Lennon for sharing their expertise and examples to help the Commission.

### **Tier Groups**



Chair Kraeger encouraged everyone to complete the post-Annual Business Meeting (ABM) survey that is distributed to attendees to obtain feedback, so the event may be improved every year. Last year, there were suggestions on improving training, providing opportunities to talk and network, and more discussion on case studies. The Commissioner Only Session was a prime example of changing the format based on responses received. Another item was providing Commissioners more time during the Tier Groups meetings for discussion.

Each Tier Group was asked to highlight three points from their discussion:

1. Group #1 – Commissioner Designee Daniel Dunham (VA) reported a lot is being done in states to educate stakeholders. The group discussed the need to present at state education conferences on the Compact, and that Commissioners need to receive data on where the military students are, and the cases that reach the National Office. This will demonstrate that states are reaching folks at the grassroots level and a majority of the cases are resolved there. The last item is working with institutions of higher learning to reach those working with military connected students and service providers (such as the University of Maryland and John Hopkins University) to educate them on the challenges that military families and students encounter (educating the educator).
2. Group #2 – Commissioner Clarke Orzalli (MA) reported that Tier Group members may or may not have a base/installation located in their state. A majority in this category are widely dispersed students, and their location is unknown. They are hopeful that the Military Identifier will indicate where these students are located. They discussed connecting with the Recruitment Commands and Service Ombudsman to connect with the active duty members as well as spouses.
3. Group #3 – Commissioner Pete LuPiba (OH) reported reaching out to school counselors and having a key point of contact within the State Department of Education was important connections for their states. Also, conducting State Council training and outreach was necessary.
4. Group #4 – Commissioner Weiss (WI) reported that they need the time to meet. They felt it was important to create an MIC3 application to access Compact information.

## **Breakout Sessions Report**

### **Education and Military 101**

Commissioner Mary Gable (MD) reported the breakout session a discussion surrounding the importance of knowing your state. For members that are not military affiliated, the military briefing was beneficial. Commissioner Kathleen Murphy (NH) added that it is important to be aware of changes in your state regarding curriculum, assessments, and social emotional learning for students.

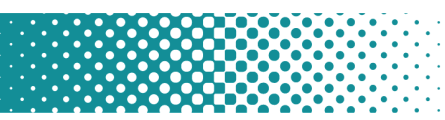
### **Effective State Councils**

Commissioner McLaughlin (TN) reported the first session was composed of primarily Commissioners, and the second was attended by non-Commissioners or School Liaison Officers. Several states do their State Councils differently and there is no one “right” way to form or operate your Council meetings. The key is to be familiar with your state statute requirement regarding public meeting notices, agendas, and appointment of Council members.

### **Managing Compact Cases**

Commissioner Weiss (WI) thanked Commissioners Robin Hines (GA), Craig Neuenswander (KS), and Designee Dan Dunham (VA) for their teamwork on the facilitation of the discussion, as well as the participants. Attendees walked away with both the similarities and uniqueness of the cases. Areas discussed were placement, housing, athletics, and the importance of Council membership as referrals and assisting with cases and resources. In addition, they shared a copy of Commissioner McLaughlin’s (TN) case management form which will be posted on the website. Overall there was an understanding that there





is an increased need for accommodating children, whether or not they are under the Compact – and the focus always needs to be on the children.

### **School Liaison Officers (SLO)**

MCEC Representative Dave Splitek reported several themes: a specific targeted effort by SLOs to build relationships with schools is important in resolving issues; professional development on the Compact for schools. Persistent issues were: transfer of credits and weighted grades; kindergarten age entry and parents' awareness of the school calendars; transition between different course schedules (for example going from a seven-course schedule to a block schedule). Overall, very committed individuals who try their best to help ensure smooth transitions so kids may graduate on-time. Commissioner Douglas Ragland (AL) added that they discussed the importance of “educating the educator” and for Commissioners to connect with their School Liaison Officers.

### **Leadership Development Committee**

Commissioner Gavlak (CA) yielded the floor to Commissioner Laura Anastasio (CT) for the Committee report. Commissioner Anastasio (CT) reported the Committee discussed next steps. It was determined that once the Committee has developed a process and plan, they will work with the Rules Committee on proposed language for a By-Laws change at the next ABM to provide guidance for those interested in holding a leadership position. Commissioner Taneka Miller (DC) said she understood that the office terms are two years and asked what prompted the change. Commissioner Anastasio, replied the By-Laws reflect a one-year term though the expectation is that the Chair would serve for two years. Past practice has operated under two- year service. General Counsel Masters said the statute requires annual elections be held.

Commissioner Anastasio listed the members of the Committee: Kate Wren Gavlak (CA), Daron Korte (MN), Marcy Herman (AK), Craig Neuenswander (KS), Cheryl Serrano (CO), and Shelley Joan Weiss (WI).

1. **Elections and Slate of Candidates** – Commissioner Gavlak presented the Slate of Candidates:
  - a. **A nomination for Chair was made for Commissioner Kraeger (RI) by Commissioner Greg Lynch (WA) and seconded by Commissioner Bob Buehn (FL). Motion passed unanimously.**
  - b. **A nomination for Treasurer was made by Commissioner Pete LuPiba (OH) for Commissioner Bob Buehn (FL) and seconded by Commissioner Kathleen Berg (HI). Motion passed unanimously.**
  - c. **A nomination for Vice Chair was made for Mary Gable (MD) by Commissioner Cheryl Serrano (CO) and seconded by Commissioner Robin Hines (GA). A floor nomination was made by Commissioner Yolande Anderson (SC) for Commissioner Pete LuPiba (OH) for Vice-Chair and seconded by Commissioner Deanna McLaughlin (TN).**
    - i. Two minutes were provided for each candidate to address the Commission.
    - ii. Confidential paper ballots were cast by members present, counted by the National Office staff, and the results was for Vice Chair, Commissioner LuPiba (OH)
    - iii. Chair Kraeger thanked Commissioner Gable (MD) for her service and support in the past year as Vice Chair of the Commission, and congratulated Commissioner LuPiba (OH) as the new Vice Chair.

### **Ex-Officio Reports**

**National Federation of State High School Associations** – Representative Davis Whitfield presented on the background of the NFHS and how the organization supports students.

**Meeting Recess** – At approximately 5:30PM ET, **Commissioner Berg (HI) motioned to recess the meeting, seconded by Commissioner Murphy (NH). Motion passed unanimously.**

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**Reconvening**

National Commission Chair Rosemarie Kraeger (RI) reconvened the meeting on Friday, October 27, 2017 at 10:45AM ET.

**Standing Committee Reports**

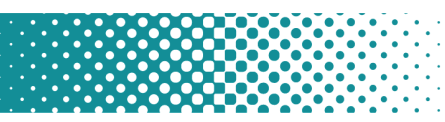
**Finance** – Commissioner Buehn (FL) reported that overall, the organization is in good fiscal standing, and the recent audit revealed no findings. However, in the past several years the Compact has recognized a decrease in the number of military dependents.

1. The Commission dues are based upon this number and in the past several years, there has been a decrease due to military downsizing - which has impacted the Commission's finances. We have been able to weather this due to our strong reserve. The Committee explored options, and this past August, we approved the investment of \$350K of our Reserve in Vanguard. We hope going forward, that the potential gains will offset the dues decrease. Dues collections are going well.
2. Commissioner Buehn present the proposed FY2019 Budget, approved by both the Finance and EXCOM, for the Commission's approval. He projected the Commission would need to pull \$15-20K from the reserve to balance the budget. He stated costs have increased and highlighted various points for the members: rising cost of the Kentucky Retirement System for staff; as well as the ABM. Commissioner Serrano (CO) said the intent of the reserve was to have 18 months of operating costs for the organization to ensure continuity. She asked if the Committee is looking at the dues formula and a possible increase. Commissioner Buehn (FL) reflected that some Members may remember that a couple of years ago, the Commission explored reducing dues. The Committee will explore other sources of revenue, including changing the dues structure and ways to increase revenue in the next year. Commissioner Lynch (WA) added that in a lot of states, the Compact is an unfunded mandate which will need to be addressed.
3. **Commissioner Lynch (WA) moved to approve the proposed FY2019 Budget, seconded by Commissioner Don Kaminar (AR). Motion passed unanimously.**

**Compliance** – Commissioner LuPiba (OH) reported the Committee along with Vice Chair Laura Anastasio (CT), discussed cases. He thanked the Committee for their support as well as ED Imai and General Counsel Masters for their guidance.

**Rules** – Commissioner Kaminar (AR) thanked the Committee for another year of great work and recognized how much they have accomplished. He recognized the Vice Chair, Commissioner Taneka Miller (DC), and Commissioner Gable (MD) who he succeeded as the Rules Committee Chair. Commissioner Kaminar advised all to read the *Legal Advisories* available online and referred to the *Unique Case Submittal Form* which is being developed.

**Public Relations and Training** – Commissioner French (ND) reported that her team has been great in developing the rebranding and new website. She thanked the National Office, ED Imai and Mr. Pryor, for



their support. Commissioner French expects some growing pains as the committee separates into two new committees, however she expressed her appreciation for all the work done during the past year.

### **Ex-Officio Reports**

**U.S. Department of Defense (DOD)** – Representative Kathy Facon reported a resource guide for the Military Representatives has been developed which will be provided to them upon their appointment.

**Military Impacted School Association (MISA)** – Chair Kraeger thanked MISA for sponsoring the evening reception. Executive Director Kyle Fairbairn reported that a new Memorandum of Understanding had been signed with the Commission that will allow the MISA and MIC3 to provide joint training in MISA School Districts. There is no cost affiliated with the training and no funds will be exchanged between the Commission and MISA. As both organizations share the similar missions, ED Fairbairn viewed this as an opportunity to ensure schools are aware of the Compact and its provisions.

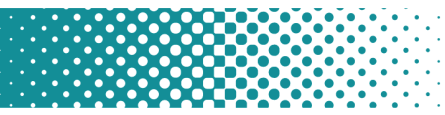
**Military Child Education Coalition (MCEC)** – David Splitek updated the Commission on the Zuckerberg Foundation grant and a recent report that was released. The information reflects what MCEC already knew and they will continue to research transcripts and credit alignment.

**National Military Family Association (NMFA)** – Eileen Huck explained NMFA is an advocacy organization that supports all military families. She provided an update on its activities, and efforts to address a variety of issues such as a high quality of education. The recent topic circulated on the Hill has been Vouchers for Military Students. NMFA is happy to be a resource for the Commission and states.

**Special Guest: The National Oceanic and Atmospheric Administration** – CAPT Amilynn Adams, Senior Advisor to the Director, Office of Marine and Aviation Operations provided an overview of NOAA, their operations, and activities.

### **Comments on the Commission Elections**

- Commissioner Serrano (CO) commented that she felt we did a lot of damage yesterday, and several people approached her afterwards who didn't understand what happened. A lot of healing will need to take place, she didn't know how long that would take. Commissioner Serrano (CO) state how hard the Commission works, and that she had been here since the beginning, and if people had issues with how the organization was run they should have addressed it a different way before yesterday. She referred to the docket book and leadership history, and the practice of two-year terms although the Compact holds annual elections. The Compact is about assisting military children. Commissioner Serrano (CO) expressed her feeling that it had become a political entity, which had been avoided up to this point. Going forward a process would be in place to avoid a situation like this in the future. She reiterated that many people did not understand what took place yesterday; however, she felt strongly the need to voice her reflections.
- Commissioner Russ Gullett (MI) said he is an elected member of a local school board and they have annual elections. He was confused by Commissioner Serrano's statements and asked her to explain why she felt the organization was damaged by an election that followed a democratic process.
- Commissioner Serrano responded that when the meeting began it was assumed individuals would continue in their roles and serve a two-year term, a process that has been followed since day one. Yesterday's events were different from past elections. We were not expecting a school board elections process. When people have put the time and effort into their positions as they have done,



then the expectation is they will move into leadership – and continuity is important for the organization. In the beginning, there were only 11 members states, and she was asked to be the Chair. It was just that it was a different process from which Commissioners were used to. It was a different process in previous years. At least 15 Commissioners came to talk to her after yesterday's events and they said they did not understand what happened.

- Commissioner Sarah Forster (ME) – commented that as someone that has been part of the Commission from the beginning, it was important that those in leadership have the experience necessary to lead the organization. In previous years, the Vice Chair has become the Chair and both have served two years each.
- Chair Kraeger promised that as a Commission, we were going to heal and remain focused on the children, and that we will come out of this stronger.

**Military Representatives to State Councils** – Bill Hampton, Military Community and Family Policy, Defense Liaison Office, U.S. Department of Defense provided an update regarding Military Representatives. There is an approved Department of Defense Instruction on the Compact, and an established appointment process. Currently there are 33 appointments and efforts continue to fill vacant positions by working with the states. Targeted efforts in the next year: appointment, training, improve feedback to the service members and the Department. He emphasized that continued communication is critical. If Commissioners have transitions in Military Representatives, they should contact Mr. Hampton within 30 days of the departure. Mr. Hampton concluded that the senior military leadership officials appreciate the engagement of the Commission and want to ensure that everything is in place.

**General Attendee Report** – Chair Kraeger explained that last year the survey feedback revealed that general attendees to the ABM wanted more engagement. To address that request three separate sessions were included for General Attendees.

Ms. Debbie Patch, School Liaison Officer, Navy Region East – Best Practices and Challenges

- Best practices
  - Continual professional development for schools
  - Educating military families
  - Networking with SLOs across the country to ensure engagement
  - Briefing at our regional and state meetings
  - Ensuring MIC3 info is provided for inbound families
- Challenges
  - Access to school districts
  - Lack of active MIC3 State Councils
  - School perception or belief that they do not need to follow the Compact
  - Variation in education models
  - Perception of rigor of education in states
  - Compact flexibility would result in audit issues for districts

Ms. Kelly Frisch, School Liaison Officer, Navy Region Southwest – Compact Needs and Tools

- Creating a tool for reporting at the installation level
- Create a standard operating process for data collection (work with national office)
- School requirements data for enrollment
- Adding a generic SLO email and info on State webpage

Ms. Wendy Nakasone-Kalani, Director, School Support Services, US Army Garrison Hawaii



- Produced a Parent FAQ for distribution to parents regarding what the Compact does and doesn't cover.

### **Future Annual Business Meetings**

Commissioner LuPiba (OH) encouraged members to attend the 2018 ABM in Cleveland, Ohio. Future Meetings will be held in 2019 Colorado Springs, CO hosted by Commissioner Serrano (CO); and for 2020 Nevada – Commissioner Scott Bensing (NV). Commissioner Kaminar presented for consideration, the State of Arkansas as a locale for the 2021ABM.

### **Closing Comments**

Commissioner Gable (MD) thanked the Commission for their support. Chair Kraeger and the Commission expressed deep appreciation for ED Imai and Associate Pryor for their hard work in planning the ABM. Chair Kraeger said feedback provided last year was incorporated into this year's meeting. Commissioner McLaughlin added that she heard this sentiment from Members as well. The panelists and incorporation of other Commissioners in the program was well received. She encouraged everyone to complete the post-ABM survey as it is crucial for planning the following years' ABM. Chair Kraeger thanked Commissioners Anastasio (CT), Orzalli (ME), and Murphy (NH) for the donations in the swag bag. She expressed her gratitude everyone for their commitment and support of the Commission and all military students.

### **Adjournment**

**Commissioner Serrano (CO) motioned to adjourn at 11:56AM ET, seconded by Commissioner Gable (MD). Motion passed.**

DRAFT



MILITARY INTERSTATE  
CHILDREN'S COMPACT  
COMMISSION



# 2018 ANNUAL REPORT

SUCCESSFUL EDUCATIONAL TRANSITIONS



## LEADERSHIP



### CHAIR

Rosemarie Kraeger (RI)



### VICE CHAIR

Pete LuPiba (OH)



### TREASURER

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

## LETTER FROM THE CHAIR

It is hard to believe that the Military Interstate Compact will be celebrating its tenth year since the first 11 State members joined in 2008. Thirty-One States were part of the Compact in 2010, representing over 75% coverage of our military children. In 2014, we celebrated the 50 states plus the District of Columbia...a monumental accomplishment for our military students and their families! We have had great success in fulfilling our vision “*successful educational transitions.*”

As MIC3 enters the next phase of organizational growth, we are committed to ensure that our values are aligned in all our decision making and are demonstrated in our actions. These values include:

- Doing the right thing for children
- Resolving issues fairly
- Respect for all
- Transparency in all we do
- Committed to making a difference

The upcoming year will include a review and update of the strategic plan. We are proud of the work our standing committees have done to achieve many of the action steps. These accomplishments are a result of your active involvement on each of the committees. A **BIG “thank you” for the time you dedicate to MIC3.** Our national office team has been outstanding, working collaboratively with our State Commissioners and ensuring we have the tools in each state to support our military families during transition. **Lindsey Dablow** was added to the national team in April. She along with **Richard Pryor** and our Executive Director, **Cherise Imai**, have created a power team and are the heartbeat of the organization. Their responsiveness and professionalism are notable.

Again, my sincere thanks to all of you for your dedication to our mission. As our former Chair, Kate Wren Gavlak would say, “Doing the RIGHT THING for children”....as a Commissioner, you do this every day!

With warm regards,

**Rosemarie K. Kraeger**

*Commission Chair and Rhode Island Commissioner*

## GENERAL COUNSEL REPORT

### RICHARD MASTERS



The General Counsel provides 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. General Counsel has managed litigation in four states during this period, two of which are now resolved with two still pending.

## NATIONAL OFFICE STAFF



**CHERISE IMAI**  
*Executive Director*  
p 859-244-8069  
e cimai@csg.org



**RICHARD PRYOR**  
*Communications Assoc.*  
p 859-244-8133  
e rpryor@csg.org



**LINDSEY DABLOW**  
*Training and Operations Assoc.*  
p 859-244-8067  
e ldablow@csg.org

# MISSION

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



## FACTS AND FIGURES

AS OF MAY 2018, THERE ARE  
**1,597,639**  
DEPENDENT CHILDREN (0-18)  
— IN THE U.S. MILITARY —

**1,054,907**  
**OR 66%**  
ARE SCHOOL AGE (5-18)



### ACTIVE DUTY

W O R L D W I D E

**989,374** TOTAL DEPENDENT CHILDREN (0-18)

**63%** ARE SCHOOL AGE CHILDREN (5-18)

**40% OF DEPENDENT CHILDREN ARE UNDER AGE 12**

C O N T I N E N T A L U . S .

**888,208** TOTAL DEPENDENT CHILDREN (0-18)

**62%** ARE SCHOOL AGE CHILDREN (5-18)

**40% OF DEPENDENT CHILDREN ARE UNDER AGE 12**

### NATIONAL GUARD & RESERVE

W O R L D W I D E

**607,879** TOTAL DEPENDENT CHILDREN (0-18)

**71%** ARE SCHOOL AGE CHILDREN (5-18)

**42% OF DEPENDENT CHILDREN ARE UNDER AGE 12**

C O N T I N E N T A L U . S .

**590,608** TOTAL DEPENDENT CHILDREN (0-18)

**71%** ARE SCHOOL AGE CHILDREN (5-18)

**42% OF DEPENDENT CHILDREN ARE UNDER AGE 12**



# COMMITTEE REPORTS

## EXECUTIVE COMMITTEE (EXCOM)

Met 13 times including two face-to-face meetings.

*"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."*

Following the Annual Business Meeting the members of the EXCOM attended a retreat to re-energize and re-engage the Committee, review its roles and responsibilities and plan for the year, it was also an opportune time to welcome the new members to the Committee. The EXCOM has had another busy year managing and guiding the business of the Commission. The Committee approved: litigation in several states; three legal advisories; and the Rules Committee's proposal on a dues increase. The EXCOM also approved the script for a new Public Service Announcement (PSA). The EXCOM tasked the Leadership and Development Committee (LDC) to streamline the election process and develop a clear transparent succession plan. The Committee approved the revised strategic plan for the newly formed Training Committee, and the Communication and Outreach Committee. Following the approval of the MOU between the MIC3 and the Military Impacted Schools Association (MISA), joint training on the Compact began and has taken place in California, Nebraska and New Jersey with more training scheduled for the Fall in Texas, Kansas and Missouri.

## RULES COMMITTEE

Jan. 3 | Apr. 11 | July 11 | Aug. 8 | Sept. 5



### RULES COMMITTEE CHAIR Mary Gable | Maryland

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

The Rules Committee developed an online form for use by Commissioners, for training and best practices. They approved a proposal increasing membership dues. The Committee published the 2nd edition Rules Book, a revised, more user-friendly digital format. The Committee and General Counsel also reviewed three legal advisory requests for rules interpretation.

**Local Education Authority (LEA) Sharing Student Information with State Commissioners**—Does the Compact allow for districts and schools to share student information with a State Commissioner as they work cases?

**Waiving State Graduation Credits**—Does the Compact allow a Local Education Authority (LEA) to waive state graduation credit requirements under Article VII?

**Charter School Admissions**—Does the Compact require a Charter School which ordinarily requires families to apply through a school lottery, to make preferences for children of military families for admission to such charter schools?

## FINANCE COMMITTEE

Jan. 23 | Apr. 10 | Apr. 24 | Aug. 28 | Sept. 25



### TREASURER

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

*"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."*

The Finance Committee's recommendation that the Commission invest a portion of investment funds into Vanguard continues to prove a valid one as the growth in that account continues. The Committee discussed a change in the By-Laws that if passed at the Fall 2018 ABM, would take effect in FY 2020, increasing the annual dues formula to \$1.15 per military child. The FY2018 annual audit was completed by Blue & Co. and the Commission was found to be in good standing.

## COMPLIANCE COMMITTEE

Jan. 9 | Mar. 13 | June 12 | Sept. 12



### COMPLIANCE COMMITTEE CHAIR Daron Korte | Minnesota

*"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."*

The requirement to establish a state council and appoint state Commissioners continues to be high on the agenda for this Committee. This has involved recommending litigation for some states which quickly helped to resolve some of the issues. The Committee continually reviews the strategic plan and identified a need to develop guidelines for State and Boards and Commissions Offices on the appointment of new Commissioners. The Committee have also been tasked with developing a checklist for Commissioners on their responsibilities and tasks to be used when they are appointed to assist them as they transition into their new role.



## TRAINING COMMITTEE

Jan. 9 | Feb. 6 | Mar. 6 | Apr. 10 | June 5 | Aug. 7 | Sept. 4 | Oct. 2



### TRAINING COMMITTEE CHAIR

John "Don" Kaminar | Arkansas

*"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."*

At the 2017 Annual Business Meeting (ABM), the Commission passed the proposed By-Laws change regarding the separation of the Public Relations & Training Committee to help realign the mission of the Commission to the strategic plan. This created two separate committees focused on Training, and Communication and Outreach. The newly formed Training Committee began by reviewing the strategic plan. The Committee conducted a training needs survey to the members of the Commission to identify areas that may need more focus. The survey also provided the breakout topics for the 2018 ABM. The Committee began working on these presentations early in 2018. The Committee approved a training video and assisted in reviewing a new Public Service Announcement (PSA). The Training Committee is reviewing additional training materials for use by Commissioners.

## COMMUNICATIONS AND OUTREACH

Jan. 11 | Feb. 8 | Mar. 8 | May 10 | Aug. 9



### COMMUNICATIONS AND OUTREACH CHAIR

Shelley Joan Weiss | Wisconsin

*"Responsible for developing materials to improve and expand the outreach of the Commission and for targeting ways to communicate our message to a wider audience."*

The newly formed Communication and Outreach Committee has been engaged in reviewing and updating their portion of the strategic plan during the past year. They have been instrumental in reviewing and supporting the efforts of the national office with the approval of new downloadable posters, website updates, and contributed greatly to the success of the 'Purple Up' campaign. Finally, and most importantly, the Committee approved the script, and subsequently three Public Service Announcements (PSAs) created by the national office and the Department of Defense (DoD). *Note: It should be noted that despite efforts from multiple parties, this committee has been unable to attain quorum for any of its meetings during this period.*

## AD HOC COMMITTEE

Oct. 25, 2017 | Feb. 26 | Mar. 26 | May 21 | Jun. 21 | Aug 27



### AD HOC COMMITTEE CHAIR

Kate Wren Gavlak | California

At the 2017 Annual Business Meeting (ABM), Chair Rosemarie Kraeger (RI) approved the formation of an Ad Hoc Committee for Leadership Development, led by Past Commission Chair and current Leadership Development Committee Chair, Kate Wren Gavlak (CA). The purpose was to examine the current election protocol and develop a process that was transparent and outlined a clear succession plan for MIC3. The Committee has met six times since the publication of this report. It is testament to their hard work and diligence that they formulated a process which has seen the highest number of applications for leadership positions since the formation of the Compact.

## EX-OFFICIO MEMBERS

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



Kathy Facon  
Chief, Education Partnership  
and Resources



Eileen Huck  
Government Relations Deputy Director



Kyle Fairbairn  
Executive Director



David Splitek  
Program Manager



Davis Whitfield  
Chief Operating Officer





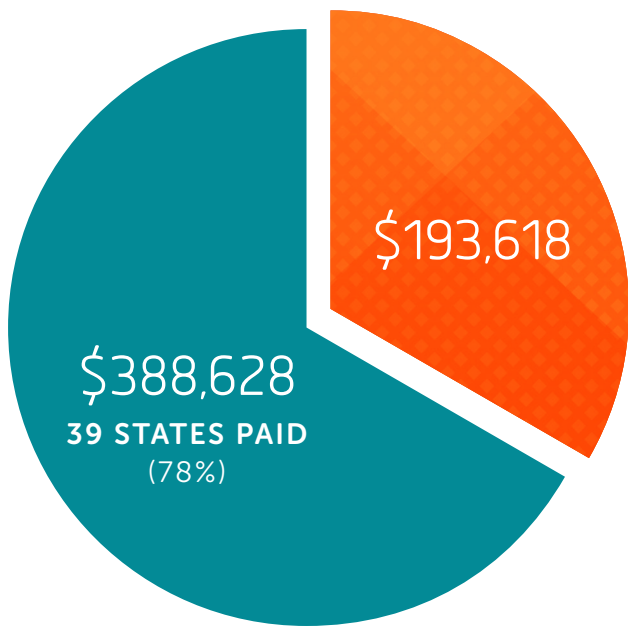
“I cannot tell you how grateful I am for this compact, 3 kids from elementary to high school moving from Florida to California. I have greatly relied and advocated for my kids, thank you!”

## FINANCIAL OUTLOOK

### ANNUAL DUES PAYMENTS FOR FISCAL YEAR 2019\*

based on total amount due of \$582,246

\*AS OF SEPTEMBER 6, 2018



**TOTAL PAID 67% | TOTAL OWED 33%**

*“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 accompanying financial statements of business-type activities of the Military Interstate Children’s Compact Commission (the Compact) as of and for the years ended June 30, 2018 and 2017, and the related notes to the financial statements, which collectively comprise the Compact’s basic financial statements as listed in the table of contents.

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of the business-type activities of the Compact as of June 30, 2018 and 2017, and the respective changes in financial position and cash flows thereof for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Below is a detail of amounts included in deposits and investments as of June 30, 2018.

DESCRIPTION	AMOUNT
Large-blend equity mutual fund	\$240,000
Short-term bond fund	\$140,000
<b>TOTAL</b>	<b>\$380,000</b>

*\*Note: Initial investment of \$350,000 approved in August, 2017.*

A full copy of auditors report is available on the MIC3 website.

# STRATEGIC PLAN

The goals are numbered according to the first strategic plan, adopted in 2016. Gaps appear where goals have been completed, are no longer deemed appropriate, or have been moved to another committee.

## EXECUTIVE COMMITTEE

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

### GOAL

- 4 Create a task force of regional representatives for individual Commissioner mentoring and compliance.
- 5 Assess and update the annual business meeting to reflect strategic visioning. Develop a tiered training focus.

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

### GOAL

- 1 Establish a succession plan to:
  - Develop a clear, transparent process to identify mature states to draw from for leadership opportunities.
  - Support a culture of leadership and mentoring for all Commissioners.

## COMPLIANCE COMMITTEE

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

### GOAL

- 1 Design info and archive collection system for historical continuity and transparency for the national office.
- 3 Conduct a needs assessment by state.

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

### GOAL

- 1 Develop a Commissioner education program to:
  - a. Assess individual states as to level of training needed, and equip Commissioners with appropriate tools and technologies.
- 2 Assess each State Council for regulatory compliance.
  - a. Conduct joint assessment of councils,
  - b. Identify roles of SLOs and interaction on State Councils, and Conduct council reassessment when key changes occur.
- 3 Develop key measures of effectiveness for Commissioners and councils.
  - a. Develop a checklist for Commissioners and councils.



## FINANCE COMMITTEE

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

### GOAL

- 2 Ensure sustainability to:
  - a. Identify external impacts on the MIC3 mission and fiscal outlook. (e.g. ESSA, BRAC)
  - b. Identify opportunities to increase support and sponsorship of MIC3 (e.g. vendors, supporters, affiliates, associations and states).

## TRAINING COMMITTEE

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

### GOAL

- 1 Develop a Commissioner education program to:
  - a. Assess individual states as to level of training needed, and
  - b. Equip Commissioners with appropriate tools and technologies.

**Strategy 4:** Increase and improve communication resources

### GOAL

- 1 Refresh and rebrand MIC3 resources—logo, newsletter, and publications.
- 2 Completely revamp the website by updating and making it more user friendly to serve as a resource for both internal and external users.
- 3 Develop MIC3 annual report and state profiles to provide accountability and transparency
- 4 Update MIC3 Video—Professional production
- 5 Update/create webinar program.



# STRATEGIC PLAN

## COMMUNICATION AND OUTREACH COMMITTEE

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

### GOAL

- 2 Clearly identify the scope and range of the Communications and Outreach Committee

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

### GOAL

- 2 Develop a communication mechanism for dissemination of information through partnership changes to convey our message and promote our vision.

**Strategy 4:** Increase and improve communication resources

### GOAL

- 4 Produce new public service announcement (PSA).
- 6 Develop social media strategy (e.g. Facebook party)

## RULES COMMITTEE

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

### GOAL

- 1 Identify partners (current and future) at the national, federal, state and local levels that have mutual interests and common goals.
  - a. Engage key representatives and identify opportunities to partner.
  - b. Formalize partnerships through memorandum of agreement or understanding with mutual goals and objectives.

“My oldest will graduate in 2 years from his 8th school. Being a military kid is hard work and MIC3 is helping to make it easier.”

## 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.





# MIC3 YEAR IN REVIEW

## NEW COMMISSIONERS

**ERNISE SINGLETON**, Education Program Manager  
*Louisiana Department of Education*

**TONY TRONGONE**, Superintendent of Schools  
*Pemberton Township Schools, New Jersey*

**JAY W. LEDBETTER**, Senior Criminal Justice Policy Advisor  
to Governor Phil Bryant, *Mississippi*

**ADRIANNE SALAS**, Superintendent  
*Alamogordo Public Schools, New Mexico*

**ALEX ERWIN III**, Attorney  
*Onslow County Schools, Jacksonville, North Carolina*

## STATE COMMISSIONER BACKGROUNDS

While the majority of our Commissioners have a background in education, we also have representatives from the military and legal fields as well as other areas.

*Out of 46 Commissioners\**



**EDUCATION** 34 members (74%)

**State** 19 members (56%) | **District** 15 members (44%)

**MILITARY** 6 members (13%)

**OTHER** 6 members (13%)

\* 5 vacant positions



## RECOGNITION AWARDS

**SCOTT BENSING**  
former Commissioner, Nevada

**PETE KOHLER**  
former Commissioner, Idaho

**CDR JOHN DEWEY**  
US Coast Guard Representative,  
Hawaii State Council

**COL STEPHEN DAWSON**  
US Army Garrison, Hawaii  
Army Representative on State Council

**COL PETER SANTA ANA**  
US Indo Pacific Command, Hawaii  
Military Representative on State Council

**ANDREA ATTAWAY YOUNG**  
Wright Patterson Air Force Base, Ohio  
School Liaison Officer

**WAYNE YOSHINO**  
US Army Garrison, Hawaii  
School Liaison Officer

**JAN IWASE**  
Principal of Daniel K. Inouye  
Elementary School, Hawaii

**PAT DUNAWAY**  
Senior Accountant, The Council of  
State Governments

*Cherry Okahara, Principal Jan Iwase,  
Daniel K. Inouye Elementary and Mark  
Arinaga, Central Oahu District Office;  
Hawaii State Department of Education*



## NEW STAFF

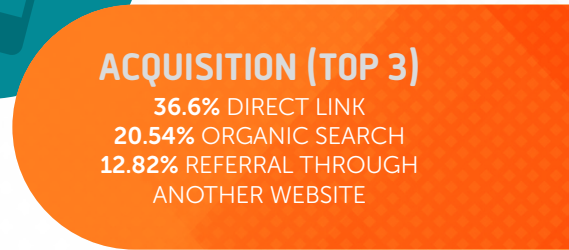
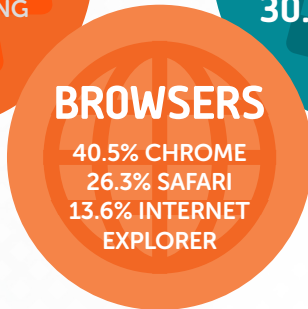
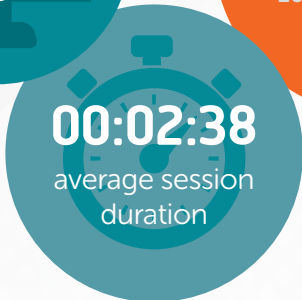
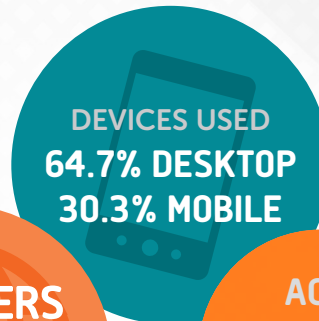
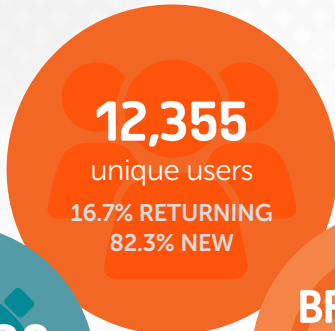
**LINDSEY DABLOW** joined the MIC3 staff in the national office as the new Training and Operations Associate in April 2018.



# MIC3 YEAR IN REVIEW

## WEBSITE ANALYTICS BETWEEN JUNE 30, 2017–JULY 1, 2018

MIC3 launched its new website in Fall 2017. The new site provides a more updated and dynamic feel and provides the customer a much more user friendly and direct experience with more relevant and updated information.



## INITIATIVES

### WE HAD 48 STATE COUNCIL MEETINGS IN FY18

**76%** of states with a Commissioner held at least 1 state council meeting in FY18

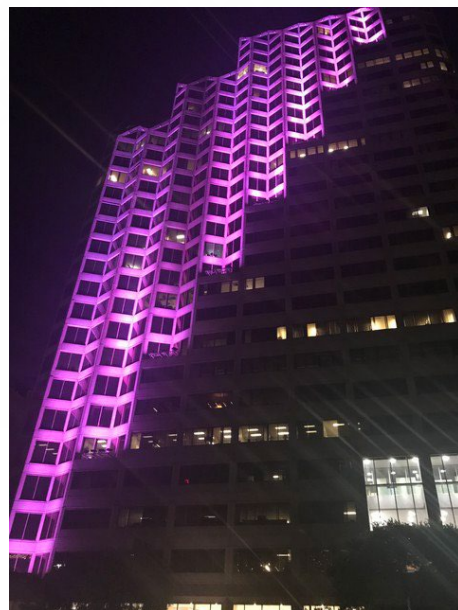
During the past 12 months MIC3 has engaged with the Military Impacted Schools Association (MISA) to conduct training among highly impacted school districts. They have so far carried out training in Nebraska, California and New Jersey, MISA estimates that approximately 90% of school districts with military connected children attended these sessions. Training for Fall 2018 has already been planned with a joint training session in Kansas and Missouri in September and Texas in December.



# MIC3 YEAR IN REVIEW

## PURPLE UP CAMPAIGN APRIL 2018

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. 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.





# MIC3 YEAR IN REVIEW

## MIC3 NATIONAL OFFICE CASE ANALYSIS

July 1, 2017–June 30, 2018

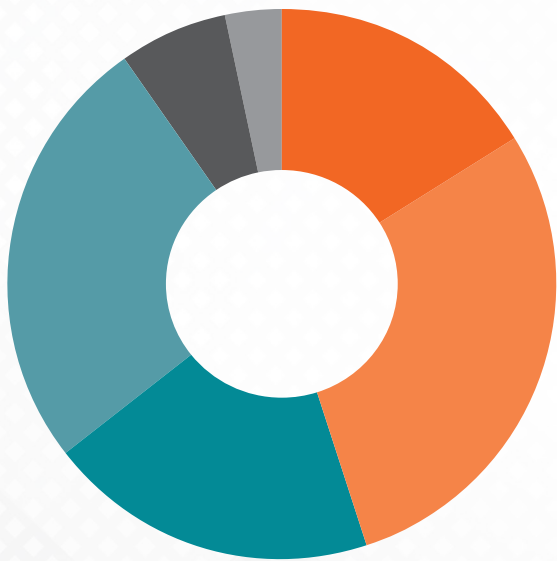
The majority of the compact cases and inquiries are resolved at the state, district, and school levels. This data is not reflective of the actual number of compact related cases that are addressed.

**42%** of cases were covered by the compact

—VS—

**58%** of cases were not covered by the compact


### REQUESTOR



- PARENT 16%**
- MILITARY SERVICE 29%**  
(i.e. School Liaison Officer)
- STATE 19%**
- COMPACT COMMISSIONER 26%**
- DISTRICT/SCHOOL 6%**
- STUDENT 3%**

## COMPACT RELATED CASE TOPICS



 <b>MILITARY INTERSTATE CHILDREN'S COMPACT COMMISSION</b>	<b>Policy Number</b>  <b>2-2017</b>
<b>Administrative Policy</b>  <b>CODE OF CONDUCT POLICY</b>	<b>Issued:</b> August 17, 2017 <b>Revised:</b> April 17, 2019

**I. Background**

The Executive Committee is vested with the power to act on behalf of the Interstate Commission during periods when the Commission is not in session. This policy applies to signatory states to the Interstate Compact on Educational Opportunity for Military Children and Commissioners or designees officially appointed to represent those states at the annual business meeting.

**II. Introduction**

The Interstate Commission on Educational Opportunity for Military Children ("MIC3") is comprised of one Commissioner from each of the 50-states and Washington, D.C. Created by the enactment of the Compact by the member states, the Commission affords great deference to its member states in selecting Commissioners to represent them. The Commission's Policy on the Code of Conduct was implemented to ensure transparency, accountability, and integrity among all members of the Commission.

**III. Commissioner Code of Conduct**

This Code of Conduct has been adopted to foster harmonious relations among Commissioners, and to engender the respect and confidence of members and the entire MIC3 community.

1. Commissioners should perform their duties honestly, in good faith, and with a reasonable amount of diligence and care.
2. Commissioners should act in the overall best interests of the organization, its member states, and the general MIC3 community.
3. Commissioners should conduct themselves at all times in a manner that does credit to the organization and the state they represent.
4. No Commissioner shall engage in criminal or disgraceful conduct prejudicial to the Commission, any other Commissioner or any other state.



#### **IV. Code of Conduct Form**

All Commissioners are required to complete a Code of Conduct Form which must be submitted to the Executive Director by January 31st of each year, regardless of whether there have been any changes in status from the previous year. If a Commissioner is appointed after January 31st, a completed form must be submitted within six weeks following the appointment.

#### **V. Notification to State Appointing Authority**

The Commission may notify the appropriate appointing authority in the home state of the Commissioner regarding any concerns it may have with respect to the conduct of said Commissioner, such as:

- The Commissioner or Designee has been found in violation of criminal or civil state or federal statute or regulation pertaining to the administration of their duties under the Compact; or has engaged in disgraceful conduct prejudicial to the Commission, any other Commissioner or any other state.

Removal of a Commissioner from their position as a representative of a member state shall be at the sole discretion of the appointing authority of that state.



MILITARY INTERSTATE  
CHILDREN'S COMPACT  
COMMISSION

**Code of Conduct Form**


*Commissioners appointed by the states are responsible for upholding the integrity of the Commission and its member states. No Commissioner shall engage in conduct prejudicial to the Commission, any other Commissioner or any other state. The Executive Committee shall have the sole authority to consider allegations of breaches of this code, including appeals from Commissioners alleged to be in violation herewith. In the case of a breach, the Executive Committee may direct the Chair to notify the appropriate appointing authority in the Commissioner's home state.*

*I, \_\_\_\_\_, Commissioner or Designee for the State of \_\_\_\_\_, hereby swear or affirm that I have read and understand the MIC3 Commission Code of Conduct and will comply with said policy in all matters pertaining to my duties and obligations as a Commissioner, or Officer of the Commission.*

\_\_\_\_\_  
*Commissioner*

*State of* \_\_\_\_\_

*Dated this* \_\_\_\_ *day of* \_\_\_\_\_, 20\_\_.

 <b>MILITARY INTERSTATE CHILDREN'S COMPACT COMMISSION</b>	<b>Policy Number</b>  <b>2-2019</b>
<b>Administrative Policy</b>  <b>CONFLICT OF INTEREST POLICY</b>	<b>Issued:</b> April 17, 2019

**I. Authority**

The Executive Committee is vested with the power to act on behalf of the Interstate Commission during periods when the Commission is not in session. The Executive Committee oversees the day to day activities managed by the Executive Director.

**II. Applicability**

This policy applies to signatory states to the Interstate Compact on Educational Opportunity for Military Children and Commissioners or Designees appointed to represent those states to the National Commission.

**III. Introduction**

The Interstate Commission on Educational Opportunity for Military Children ("MIC3") is comprised of one Commissioner from each of the 50 states and Washington, D.C. As a joint government entity created by the enactment of the Compact by the member states, the Commission affords great deference to its member states in selecting Commissioners to represent them. The diverse personal, educational, and professional backgrounds of Commissioners are one of the Commission's greatest assets. However, this diversity means that some Commissioners may have personal pecuniary interests which are affected by the outcomes of management and other decisions which must be made concerning the administration of the Compact Commission at times. The Commission's Policy on Conflict of Interest was implemented to ensure transparency, accountability, and integrity in the Commission's decision-making process.

**IV. Commissioner Conflict of Interest**

The Commissioner Conflict of Interest adopted as a policy of the Commission provides as follows:

*Conflict of Interest. Commissioners and their Designees appointed by the states are responsible for upholding the integrity of the Commission and its member states.*

*No Commissioner or Designee shall vote or participate in debate upon a matter in which the Commissioner or Designee has a direct or indirect financial or other personal interest resulting in a personal benefit that conflicts with the fair and impartial conduct of official duties.*

*The Executive Committee shall have the sole authority to consider allegations of breaches of this code, including appeals from Commissioners or Designees alleged to be in violation herewith. In the case of a breach, the Executive Committee may direct the Chair to notify the appropriate appointing authority in the Commissioner's or Designee's home state.*

#### *Definition*

A **Conflict of Interest** is a set of circumstances that creates a risk that professional judgement or actions regarding a primary interest will be unduly influenced by a secondary personal interest economic or otherwise.

### **V. Conflict of Interest Form (Disclosure Form)**

1. All Commissioners and Designees are required to complete a Conflict of Interest Form (Disclosure Form). The form requires recusal from participating in debate or voting on a matter in which there are personal interests, financial or otherwise, that may impact the ability of a Commissioner or Designee to conduct business in a "fair and impartial" manner.
2. Completed Commission Disclosure Forms must be submitted to the Executive Director by January 31st of each year, regardless of whether there have been any changes in status from the previous year. If a Commissioner or Designee is appointed after January 31st, a completed Disclosure Form must be submitted prior to participation in a Commission meeting. For the first year of implementation of this Policy, all Commissioners and Designees must complete a disclosure form prior to the 2018 Annual Business Meeting.
3. Completed Disclosure Forms will be made available to the public upon request.
4. Disclosure Forms must be updated annually by Commissioners and their Designees. If a Commissioner or Designee does not have any changes to their Disclosure Form, the previous year's form can be resubmitted.

### **VI. Commissioner and Designee Recusal**

Prior to the discussion of an issue in which a Commissioner or Designee believes a conflict of interest may exist, the Commissioner or Designee must advise the Chair at, or prior to the meeting that they are recusing themselves from participating in the caucus and voting. Once recused, the Commissioner or Designee will not be able to participate in the debate or the vote concerning the matter which led to the recusal.

### **VII. Concerns over Conflict of Interest**

Concerns over conflicts of interest should be brought to the attention of the Chair of the Commission for consideration by the Executive Committee. The Executive Committee will determine if any of the provisions of the Commission's Policy on Conflicts of Interest have been violated and decide the appropriate action, if any, including that provided in Section VIII.



**VIII. Notification of Home State Appointing Authority**

If any of the following conditions are met, the Commission may notify the appropriate appointing authority in the home state of the Commissioner or Designee regarding its concern about the ability of the Commissioner or Designee to perform their duties in a fair and impartial manner, or if it becomes aware of any of the following information:

- The Commissioner or Designee has a substantial financial, or other personal conflict of interest in the outcome of the matter, such as the awarding of a contract for services or employment and refuses to recuse from debate or voting on such matter;

Removal of a Commissioner from their position as a representative of a member state shall be within the sole discretion of the appointing authority of that state,



MILITARY INTERSTATE  
CHILDREN'S COMPACT  
COMMISSION

**Conflict of Interest Disclosure Form**

*Commissioners and their Designees appointed by the states are responsible for upholding the integrity of the Commission and its member states. No Commissioner shall vote or participate in debate upon a matter in which the Commissioner has a direct or indirect financial or other personal interest resulting in a personal benefit that conflicts with the fair and impartial conduct of official duties. The Executive Committee shall have the sole authority to consider allegations of breaches of this code, including appeals from Commissioners alleged to be in violation herewith. In the case of a breach, the Executive Committee may direct the Chair to notify the appropriate appointing authority in the Commissioner's home state.*

*I, \_\_\_\_\_, Commissioner or Designee for the State of \_\_\_\_\_, hereby swear or affirm that I have read and understand the MIC3 Commission Conflict of Interest and will comply with said policy in all matters pertaining to my duties and obligations as a Commissioner, Designee, or Officer of the Commission, including my obligation to recuse myself from consideration, debate or voting on any matter that conflicts with the fair and impartial conduct of my official duties.*

\_\_\_\_\_  
*Commissioner/Designee*

*State of* \_\_\_\_\_

*Dated this* \_\_\_\_ *day of* \_\_\_\_\_, 20\_\_.



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

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**Maryland State Department of Education**  
**Interstate Compact for Educational Opportunity for Military Children**  
**Maryland State Council Meeting**  
**Friday, November 16, 2018**  
**9:30 am – 11:00 am**

**Agenda**

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1. Welcome and Introductions
2. Commission Update
  - Advisory Opinions
  - Tier Groups
  - Other Items
3. Sample Cases
4. Rule Changes
  - Dues
  - State Council Meeting
5. Chesapeake Regional Association of Student Councils
6. Input from State Council