



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

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June 30, 2021

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

The Honorable William Ferguson  
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 Ferguson, 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. Maryland adopted the Compact in 2009, when the Maryland General Assembly added the Compact provisions to the Maryland Code.

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 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

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families to ensure that they are afforded the same opportunities for educational 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 Annual Report 2020
- Agenda for the October 1-2, 2020 Annual Business Meeting of the MIC3 (virtual meeting)
- Minutes of the October 23-24, 2019, Commission Meeting (Minutes of the 2020 Commission meeting are not yet available.)
- Executive Committee Meeting Agenda and Minutes for April 15, 2021 (virtual meeting)
- Maryland State Council Meeting, March 3, 2021

Maryland was represented at the Annual Business Meeting and the Executive Committee Meetings, which were held virtually, by Mary L. Gable, Assistant State Superintendent of the Division of Student Support, Academic Enrichment, and Educational Policy. Ms. Gable is the Maryland State Commissioner and the Chairperson of the Rules Committee. As Commissioner, Ms. Gable annually shares information on the Interstate Compact with the Directors of Student Services and Coordinators of School Counselors across the 24 local school systems. Ms. Gable assists families and the local school systems when there are challenges in a student's transition. Dr. Teresa Alban, Superintendent of Frederick County Public Schools, represents the Public School Superintendents Association of Maryland (PSSAM) on the State Council and shares information on the Compact with all local Superintendents.

Information on the accomplishments of the Military Interstate Compact Commission can be found in the attached *2020 Annual Report*. Also attached is a copy of the agenda and minutes of the March 3, 2021, meeting of Maryland's State Council for the Interstate Compact. At the meeting, the Council welcomed the new Garrison Commander of Fort George G. Meade, Colonel Christopher M. Nyland. Colonel Nyland is the Department of Defense member of the Maryland State Council. 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>. The Chairperson of the Commission communicates through a monthly newsletter with each State Commissioner and Ex-Officio member of MIC3. A question being considered by every State Council this year is the addition to the Compact of National Guard and reserve dependents beyond those under Title 10 active duty status. During the 2020-2021 school year, the MIC3 provided all states with an update on the status of "return to school" in each state. The most



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recent update can be found at: [https://mic3.net/wp-content/uploads/2021/04/42-School-Update\\_20210419.pdf](https://mic3.net/wp-content/uploads/2021/04/42-School-Update_20210419.pdf)

Based on active duty military, as of August 2020, (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. As a member of the Compact, Maryland's dues for FY 2021 were \$22,998.00.

Should you have any questions regarding this report, please feel free to contact Mary Gable by phone at 410-767-0472 or by email at [mary.gable@maryland.gov](mailto:mary.gable@maryland.gov). You may find additional information 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 Annual Report 2020
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MIC3

MILITARY INTERSTATE  
CHILDREN'S COMPACT  
COMMISSION



2020 ANNUAL REPORT

SUCCESSFUL EDUCATIONAL TRANSITIONS





MILITARY INTERSTATE  
CHILDREN'S COMPACT  
COMMISSION

### WHAT IS THE COMPACT?

The Compact deals with the challenges of military children and their frequent relocations. It allows for uniform treatment as military children 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)



# 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**

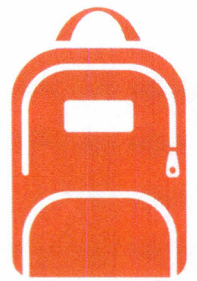
DEPENDENT CHILDREN (0-18)

— OF 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 .

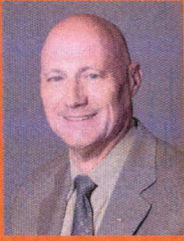
**590,608** TOTAL DEPENDENT CHILDREN (0-18)

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

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



## LEADERSHIP



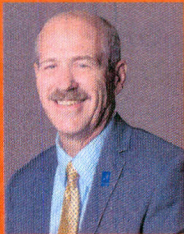
### CHAIR

John I. "Don" Kaminar (AR)



### VICE CHAIR

Laura Anastasio (CT)



### TREASURER

Craig Neuenswander (KS)



### PAST CHAIR

Rosemarie Kraeger (RI)

## LETTER FROM THE CHAIR

Dear Colleagues,

What a unique time we're living in! A deadly pandemic. Social unrest. An economic downturn. Schools opening in exceptionally demanding conditions. But despite the many challenges, we have a job to do – to resolve the education-related issues that military-connected students face due to their parents' transfers. And despite the challenges, we're getting it done. Just think about how far we've come and what we've accomplished.

First, the efforts of the Outreach and Training Committees, our national staff, and so many of you within your states to educate our stakeholders have been very successful. Awareness of the Compact has been raised to the point that many issues are now solved before they ever come to the attention of the state Compact Commissioner. That's a true mark of success for this Commission.

We've also made great progress in reaching out to assist reserve component families. The National Guard and Reserve Task Force has given the issue careful study and is ready to report its findings and recommendations. We can all look forward with clarity of purpose to the next steps to serve the families of our Guardsmen and Reservists.

The new Strategic Plan that all of you helped develop is well under way being implemented. It points the way for the Commission to grow to the next level, and remain strong and relevant for the next several years. To have accomplished all of this in the circumstances in which we now find ourselves is reason for us all to be proud. Certainly, I'm proud to have served alongside you this past year – and I look forward eagerly to "seeing" you all at our first ever virtual Annual Business Meeting (ABM). Thank you for your professional excellence and devotion to duty in your service to military-connected students.

Warmest regards,

**John I. "Don" Kaminar**

*Commission Chair and Arkansas Commissioner*

## GENERAL COUNSEL REPORT

RICHARD MASTERS



Outside Counsel is retained to provide guidance for the Commission and its Committees with respect to legal issues, related to their duties and responsibilities under MIC3 terms, and 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. During this period, Counsel has drafted one advisory and assisted with one inquiry.

## NATIONAL OFFICE STAFF



### CHERISE IMAI

*Executive Director*

**p** 859-244-8069

**e** cimai@csg.org



### LINDSEY DABLOW

*Training and Operations Associate*

**p** 859-244-8067

**e** ldablow@csg.org



# COMMITTEE REPORTS

## EXECUTIVE COMMITTEE (EXCOM)

Met 14 times

*Responsible for guiding and overseeing the administration of all Commission activities and for acting on behalf of the Commission, as permitted by the Compact, during the interim between Commission meetings.*

Following the 2019 ABM, the Committee welcomed the newly elected Treasurer and Finance Chair, Kansas Commissioner Craig Neuenswander to the leadership team. The Committee held their April annual in-person meeting virtually due to COVID-19, for a total of 14 meetings.

The Committee formally addressed two inquiries from the Commissioner of Wisconsin and one from the Tennessee Board of Education; approved one legal advisory on Grade Point Average Calculations requested by the Commissioner of Tennessee; and three administrative policies on Policy Development, Investments, and Operational Reserves – recommended by the Rules and Finance committees.

A fourth Memorandum of Understanding (MOU) with the Military Impacted Schools Association (MISA) was approved to conduct joint training on the Compact. A new MOU was signed with the Navy Personnel Command to add MIC3 as a resource to the application for families. In June, the Committee conducted the Mid-Year Survey of the Commission, collecting state-specific information to guide committee activities under the new Strategic Plan.

The team also approved a website migration to a mobile-friendly website and sustainable content management; and dissemination of weekly COVID-19 updates for member states on school closures and openings. Over the next year, the Committee will continue oversight of the strategic plan and priorities.

## RULES COMMITTEE

Feb 18 | Apr 7 | May 19 | June 16



### 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.*

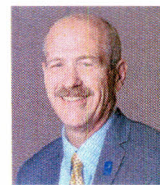
During the 2019 ABM, the Rules Committee introduced the Promulgation of Rules Guide, an initiative to outline the process by which Rules of the Commission are developed, reviewed, and approved.

In 2020, the Committee continues to review and analyze the Unique Case Submissions, and the Case and Inquiry Report to determine enhance training or identify rules amendment or clarification needs. In addition to its standard work, the Committee adopted the Policy Development and Approval document which was approved by the Executive Committee and will be reviewed at the 2020 ABM.



## FINANCE COMMITTEE

Jan 28 | May 26 | July 28 | Aug 25



### TREASURER

Craig Neuenswander | Kansas

*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*

Despite the economic challenges of COVID-19, the 2018 Finance Committee's recommendation that the Commission invest a portion of reserve funds into Vanguard Investments continues to prove a valid one as the growth in that account has increased steadily over the past two years. On advisement of the auditor, the Committee's primary goal this year was adopting investment and operational reserve policies.

In 2018, the Committee recommended an increase to the annual dues formula from \$1.00 to \$1.15 per military child, in part to keep up with a 10-year inflation, rising costs of the organization with the attainment of full membership of the 50 states and the District of Columbia, and to address the continued decrease in the number of military dependents over the past three years - as a result of the military drawdown. Due to the reduction in military dependents, total dues have increased only 7.6% since 2017, the year before the dues formula increase. While the action has supported Commission growth and continued programs, the Committee continues to closely monitor factors such as the: Kentucky Employee Retirement System, rising cost of employee benefits and healthcare, and unknown impact of COVID-19 on current and future operations. The good news is the FY2020 annual audit was completed by Blue & Company and the Commission finances were found to be in good standing.

Over the next year, the Committee will continue to: educate on the fiscal process, and report on the budget and fiscal operations; and establish fiscal principals and policies to support a stable organization. The Committee will also conduct an operation and program audit to identify needs and areas of improvement.



## COMPLIANCE COMMITTEE

Jan 14 | Mar 10 | May 12 | July 14 | Aug 11 | Sept 8



**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.*

With an emphasis on the newly adopted Strategic Plan, specifically Goal 2: Cohesive and Aligned - Empower and channel the diverse nature of our Commissioners to maintain one focus, one purpose, and one outcome, the Compliance Committee continues to focus on Commissioner vacancies among the member states and states that have not appointed or held state council meetings as prescribed in the 1-2017 State Coordination Policy. The Committee reviewed and discussed newly adopted policies 3-2019 Guidelines for Commission Meetings and 5-2019 Defining Role of Commissioner, Designee, and Proxy policies contemplating possible compliance implications in the future. The Committee continues to process Code of Conduct and Conflict of Interest paperwork from both seasoned and newly appointed Commissioners throughout the year, and reviews the strategic plan to identify areas of need regarding compliance and the mission of this committee.

## TRAINING COMMITTEE

Jan 28 | Apr 14 | June 4 | July 28 | Aug 25



**COMMITTEE CHAIR**  
Ernise Singleton | *Louisiana*

*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.*

The Training Committee focused on accomplishing tasks within Goal 1: Clarity and Awareness, Tactic 1 – Enhance MIC3 visibility and awareness among those impacted by MIC3 through clarity of our mission, clearly defined roles and responsibilities of our stakeholders, and a commitment to the Compact and Goal 2: Cohesive and Aligned – Empower and channel the diverse nature of our commissioners to maintain one focus, one purpose and one outcome of the current strategic plan. Throughout the year the Committee developed the New Commissioner Mentoring packet that outlines the process, including the timeline, for mentors and mentees to follow as they develop productive working relationships with the goal of creating strong partnerships between member states.

The Training Committee closed out 2020 focused on Goal 1, Tactic 2 – Continue to expand training within states, regionally, or online by producing four toolkits featuring materials developed by the Commission for Commissioners, State Councils, Schools, and Parents. The toolkits will be available following the 2020 ABM.

## COMMUNICATIONS AND OUTREACH

Jan 8 | Feb 5 | Mar 4 | May 6 | July 1 | Aug 5



**COMMITTEE CHAIR**  
Brian Henry | *Missouri*

*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.*

This year, the Committee updated campaign materials for April's Month of the Military Child (MOTMC) which were disseminated through the Commission's social media, newsletter, and Chair Message. However, with the pandemic in mid-March resulting in state and city shutdowns, and school campus closures – many communities cancelled celebratory events. While a couple of states celebrated virtually, the campaign was a challenge for communities preoccupied with dealing with COVID-19. Despite this, the Committee developed a new Communication Plan focused on communicating the mission of the Compact to members and stakeholders, and a program on Successful Transition Videos which will be launched at the ABM in October. The new initiative highlights personal stories on how the compact has facilitated student transitions and will be featured in social media campaigns and highlighted at the 2021 ABM.

## LEADERSHIP NOMINATION COMMITTEE

June 5 | July 3 | July 27 | Aug 24 | Oct 26



**COMMITTEE CHAIR**  
Rosemarie Kraeger | *Rhode Island*

At the 2017 ABM, the Commission approved the formation of an Ad Hoc Committee on Leadership Development (LDC). The first year of the LDC was led by former Commission 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. On recommendation of the previous Committee, it was adopted in 2019 as a new permanent committee and the name was changed from Leadership Development to Nomination. The new Committee met five times and reviewed feedback from the November debrief meeting. Key actions included simplifying the annual election documents and clarifying the electoral process as the 2020 ABM will be held on a virtual platform.

## NATIONAL GUARD AND RESERVE COVERAGE TASK FORCE

Oct 23 | Dec 11 | Feb 14 | June 15



**TASK FORCE CHAIR**  
Kathleen Berg | *Hawaii*

The National Guard and Reserve Coverage Task Force (NGRTF) was convened by the Executive Committee to collect and analyze relevant data in order to recommend whether MIC3 protections for military-connected students already in place for the children of these reserve component service members in Title 10 status should be expanded to cover children of members in other status situations, as well. The Task Force will present their final report at the 2020 ABM.



# EX-OFFICIO REPORT

# MEMBERS



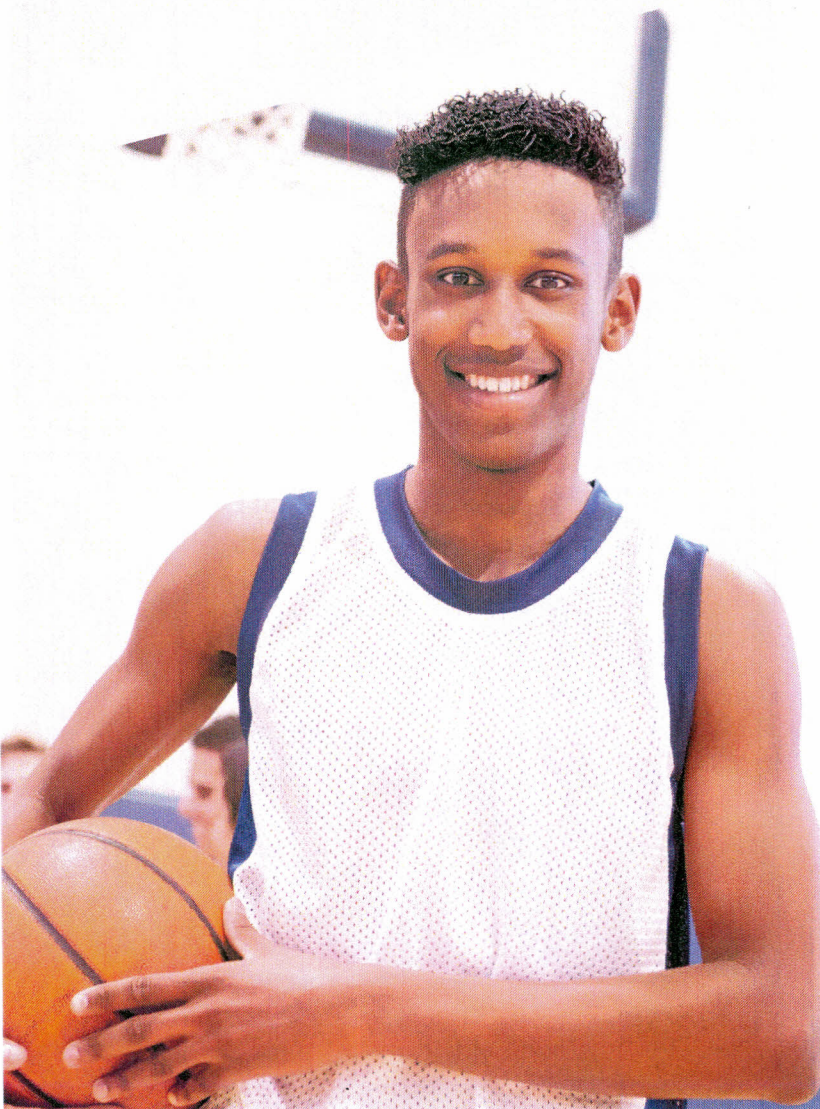
**LAURA ANASTASIO** | *Connecticut*

June 25

An invaluable resource and support for the Commission, Vice Chair Laura Anastasio convenes the ex-officio organizations periodically to engage and discuss the Compact. Due to

the COVID-19 pandemic, the group met once in June to welcome newly appointed National Military Family Association representative, Nicole Russell following the departure of longtime member, Eileen Huck.

The group discussed: the effect of the pandemic on the Commission and states; the upcoming ABM; status of Commissioner vacancies; highlighted the Commission's in-person and virtual trainings and received an update by Kyle Fairbairn on the joint training initiative with the Military Impacted Schools Association. The meeting concluded with discussion on the pandemic, best practices, and resources from the representative organizations for dissemination to the Commission and other stakeholders. The Commission is grateful for the partnership and support the ex-officio organizations provide, especially during this unique, challenging time.



We appreciate the partnership and support from our Ex-Officio (non-voting) representatives as we all strive to do what is best for children of military families.



**Charles Clymer, Jr.**  
*CYES Program Manager  
Commander Navy Installation Command*



MILITARY CHILD  
EDUCATION  
COALITION

**David Splitek**  
*Program Manager*



MILITARY IMPACTED  
SCHOOLS  
ASSOCIATION

**Kyle Fairbairn**  
*Executive Director*



NATIONAL FEDERATION  
OF STATE HIGH SCHOOL  
ASSOCIATIONS

**Davis Whitfield**  
*Chief Operating Officer*



NATIONAL  
MILITARY FAMILY  
ASSOCIATION

Together we're stronger

**Nicole Russell**  
*Deputy Director of  
Government Relations*



# 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.





# STRATEGIC PLAN 2020–2022

## STRATEGY 1

Enhance MIC3 visibility and awareness among those impacted by MIC3 through clarity of our mission, clearly defined roles and responsibilities of our stakeholders, and a commitment to the Compact.

### GOAL | *Clarity and Awareness*

Military families rely on MIC3 to assist in the successful transition of their children during transfer and transitions. However, many families and education professionals may be unaware of MIC3 and those who are aware of the Compact, may not understand exactly what the Compact covers. It is critically important MIC3 leverage our stakeholders to expand our reach to those areas that may not be aware of the Compact while continuing to provide clarity of the Compact to areas with a high military presence.

## STRATEGY 2

Empower and channel the diverse nature of our commissioners to maintain one focus, one purpose, and one outcome.

### GOAL | *Cohesive and Aligned*

MIC3 is uniquely positioned to engage the skills and abilities of commissioners and stakeholders while maintaining a culture and environment that are aligned with our mission, vision, values, and purpose. In doing so, we will encourage maximum engagement from all stakeholders while creating an organization focused on innovation, professionalism, and progress.

## STRATEGY 3

Establish and maintain a culture of growth to ensure fiscal stability and operational effectiveness.

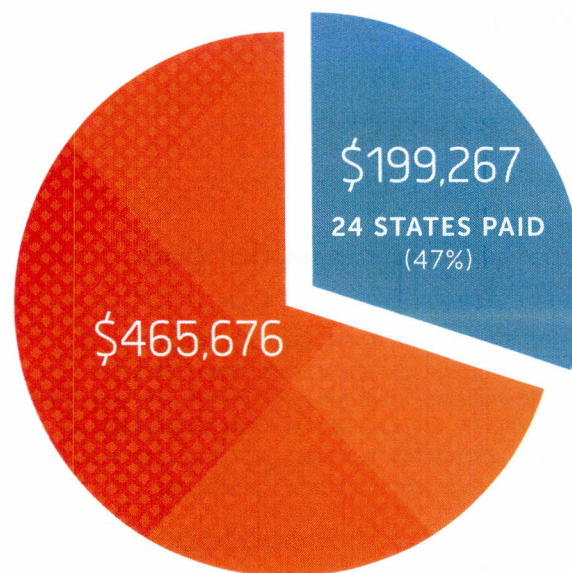
### GOAL | *Foundation and Future*

As MIC3 continues to evolve and mature, so must our approach to continually invest in our infrastructure while positioning the organization within an ever-changing environment. To do so, MIC3 will continue to focus on maximizing our operational effectiveness while continuing to manage our assets and structure responsibly.

# FINANCIAL OUTLOOK

## ANNUAL DUES PAYMENTS FOR FISCAL YEAR 2021\*

based on total amount due of \$654,843



**TOTAL PAID 29% | TOTAL OWED 71%**

Payment deadline is June 30, 2021.

States paid as of August 28, 2020:

- AK, AR, CO, CT, DE, GA, IN, IA, KS, KY, MI, MN, MT, NE, NV, NM, ND, OR, SC, TN, VT, WV, WY
- Note: HI has paid 65% of dues.

*Compact Rules Language adopted at 2018 ABM—"Beginning with FY 2020, the dues formula shall be based on the figure of one dollar and fifteen cents per child (\$1.15) of military families eligible for transfer under this compact, and this calculation shall be based upon the State in which each military family resides, except that no State dues assessment shall exceed the sum of sixty-nine thousand dollars (\$69,000.00) per year or shall be less than two thousand three hundred dollars (\$2,300.00)."*







## MIC3 REPORT OF INDEPENDENT AUDITORS

**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, 2020 and 2019, and the related notes to the financial statements, which collectively comprise the Compact's basic financial statements as listed in the table of contents.

### *Management's Responsibility for the Financial Statements*

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

### *Auditor's Responsibility*

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### *Opinion*

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, 2020 and 2019, 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.

### *Required Supplementary Information*

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis be presented to supplement the financial statements. Such information, although not a part of the financial statements, is required by the Governmental Accounting Standards Board, which considers it to be an essential part of financial reporting for placing the financial statements in an appropriate operational, economic, or historical context. 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 financial statements, and other knowledge we obtained during our audit of the 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.

**Blue & Co., LLC**

Lexington, Kentucky  
August 25, 2020

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



# MIC3 YEAR IN REVIEW

## NEW COMMISSIONERS & EX-OFFICIOS

**TYLER BACKUS** *School Finance and Compliance Coordinator, Maine Department of Education*

**CHARLES CLYMER, JR.** *CYES Program Manager, Commander Navy Installation Command*

**BRUCE DUPLANTY** *Deputy Associate Superintendent, Arizona Department of Education*

**TERESA FERENCZHALMY** *Military Community Liaison, Alamogordo Public Schools, New Mexico*

**LAKEESHIA FOX** *Director, Legislative and Governmental Affairs, Office of the Deputy Mayor for Education, District of Columbia*

**FELICIA GONZALES** *Deputy Superintendent of Educator Effectiveness and Family Engagement, Nevada Department of Education*

**KHIEEM JACKSON** *CEO, Mission Strategy Group, California*

**TIM MCMURTREY** *Deputy Superintendent of Operations, Idaho State Department of Education*

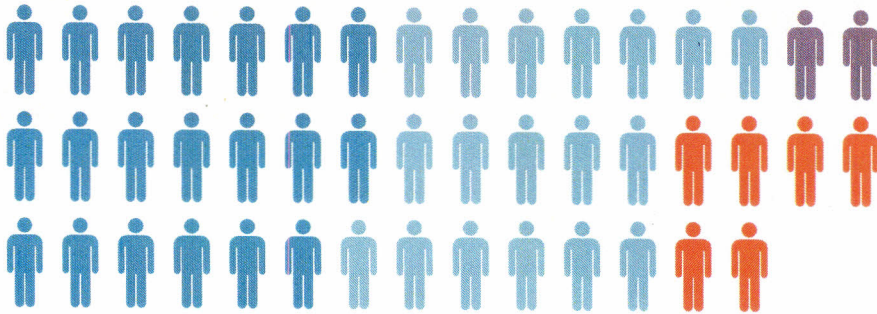
**NICOLE RUSSELL** *Deputy Director of Government Relations, National Military Family Association*

**NICKOLAS J. SOJKA, JR.** *Board Attorney, Cumberland County Schools, 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** 38 members (83%)  
State 20 members (44%) | District 18 members (39%)

**MILITARY** 6 members (13%)

**OTHER** 2 members (4%)

\* 5 vacant positions

## FISCAL YEAR 2020 AWARDS

### JULY 2019

**BLAINE HEDGES**  
Kentucky Commissioner

**KATE WREN GAVLAK**  
California Commissioner

### SEPTEMBER 2019

**KATHY FACON**  
Ex-officio Representative, Department of Defense Education Activities

**NATIONAL MILITARY FAMILY ASSOCIATION**  
Half Century Anniversary, Proclamation

### DECEMBER 2019

**LINDA BOSWELL**  
Education Liaison, U.S. Pacific Fleet Command

**ALEX ERWIN**  
North Carolina Commissioner

### JANUARY 2020

**COL (R) RUSS GULLETT**  
Michigan Commissioner

**TANEKA MILLER**  
District of Columbia Commissioner

**ZACHARIAH MORGAN**  
MIC3 Kentucky State Council

### JUNE 2020

**CURTIS JENKINS**  
MIC3 Florida State Council

## ARFLACK LEADERSHIP AWARD

**ROBERT BUEHN**  
Florida Commissioner

## STATE SERVICE AWARD

**SARAH FORSTER**  
Maine Commissioner

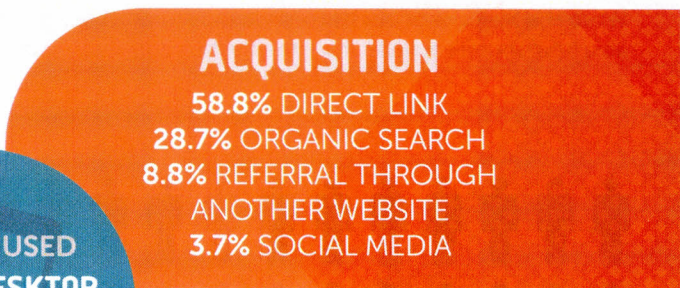
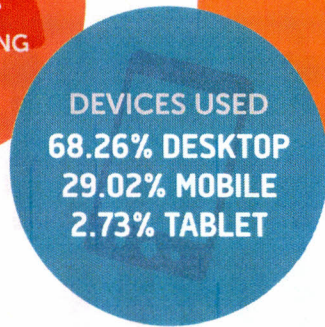
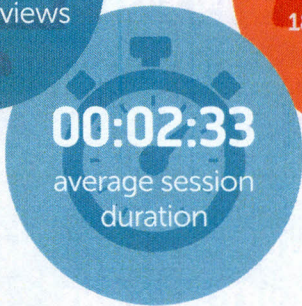




## MIC3 YEAR IN REVIEW

### WEBSITE ANALYTICS BETWEEN JULY 1, 2019–JUNE 30, 2020

MIC3 launched its new website in Fall 2017. Over the past three years, the users have grown significantly. Page views are up 153% and total users are up 146%."



## INITIATIVES

**87%** of states with a Commissioner held at least 1 state council meeting in FY20

**9%** of states did not report a meeting

**5** Commissioner vacancies

**MILITARY IMPACTED SCHOOLS ASSOCIATION TRAINING** In fall 2017, a Memorandum of Agreement (MOU) was signed with MISA to collaborate on nationwide compact training for public school districts. Three states (Nebraska, California, and New Jersey) hosted sessions for school district administration, personnel, parents, and military and community stakeholders. In 2018, trainings were held in Kansas, Texas, and Georgia; and in October 2019, training was conducted in Washington State. In March 2020, due to the COVID-19 pandemic, the Spring training sessions were cancelled.



# MIC3 YEAR IN REVIEW

## COVID-19 IMPACT ON EDUCATION

The pandemic resulted in school campus closures for in-person instruction in March, and while the school year was still ongoing, districts pursued non-traditional instruction (NTI). As pandemic regulations were extended and virtual learning continued, state officials and schools provided updates and flexibility on academic credits, testing requirements, and graduation to ensure the school year was completed on time. Despite challenges, there were no reports of districts unable to graduate seniors and districts were creative in providing special recognition or ceremonies for students.

Adapting to the 'new normal' has not been easy with parents working from home or losing their jobs; helping complete schoolwork; limited childcare options; and special needs support, therapies and tutoring held virtually or on-hold - the pandemic has been challenging for families.

Over summer, the 50 states and District of Columbia published reopening school frameworks, including health and safety guidelines, and options of remote, in-person, and hybrid

instruction. As districts have reopened for the school year, they remain focused on supporting families and providing a quality education for students. With most districts funded through a formula of state and local tax dollars, they brace for unprecedented budget shortfalls in the upcoming year. As education is typically the largest part of the state budget, cuts as high as 25% of district budgets are anticipated – as the cost of education under the pandemic continues to increase.

As officials monitor and manage the crisis, one thing is evident, adapting to this 'new normal' continues to be a challenge for all. While the pandemic has broadened discussion on education and remote learning, the unknown factor continues to be students. Although there are no easy answers or solutions, we can focus on being positive and continue working together as a community safety net to make it through this crisis. We can do it together.



## PURPLE UP! MONTH OF THE MILITARY CHILD

The month of April is celebrated as the Month of the Military Child, and the Commission had selected April 26, 2020, as the day to celebrate military children. 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. In March, the worldwide impact of the COVID-19 pandemic resulted in nationwide closures of school district buildings and student learning was moved to a virtual platform. While a majority of states cancelled celebrations and signatory events, some states celebrated virtually, issuing proclamations, encouraging sidewalk chalk art and social media posts.







## COMPACT TRAINING SUPPORTS AWARENESS OF THE CHALLENGES MILITARY STUDENTS ENCOUNTER

BY LINDSEY DABLOW | *Training and Operations Associate*

Since the Commission celebrated the adoption of the Compact by 50 states and the District of Columbia in 2014, the focus shifted from advocating for signatories to ensuring regulatory compliance and expanding educational awareness to support our mission. While the initial Commission goal was educating schools and parents, the 2016 Strategic Plan provided more opportunities to expand the effort. The alignment of staffing and resources enhanced in-person and virtual training options; development of new videos, public service announcements; and an onboarding process for new commissioners and state councils.

In September 2017, the Commission signed a memorandum of understanding with the Military Impacted Schools Association (MISA), with schools hosting seven trainings sessions, covering 60 school districts and 205 participants. The collaboration benefits communities serving military families transitioning into the school system. "The initiative is a win-win for schools and students," said Kyle Fairbairn, MISA's Executive Director, "educating about the Compact also allows MISA schools to share best practices and solutions that supports families."

This past year, 11 training sessions were conducted for over 500 stakeholders - school district personnel; state council members; and military school liaison officers (SLO). Held in addition to the independent trainings conducted by state commissioners and SLO, the feedback has been overwhelmingly positive. The initiatives increased the demand for training publications which are available at no cost to states. In 2018, the Commission distributed 13,990 parent guides and brochures compared to 8,925 in 2017 - a 57% increase in only one year. In 2019, 21,256 collaterals were requested, an increase of more than 50% from the prior year.

With the adoption of second strategic plan in 2019, the COVID-19 pandemic compelled the Commission to explore other avenues to educate on the unique challenges of military children. This year, the Commission will release new toolkits and resources to enhance state training initiatives. "The Commission's efforts are due to the commitment by members to work together," emphasized MIC3 Chairman and Arkansas Commissioner John Kaminar, "and knowing what we do makes a difference."





# MIC3 YEAR IN REVIEW

## MIC3 NATIONAL OFFICE CASE ANALYSIS

July 1, 2019–June 30, 2020

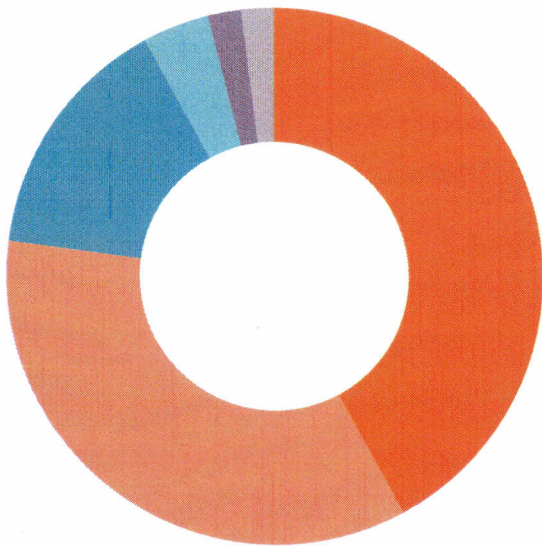
The majority of the compact cases and inquiries are resolved at the state, district and school levels. This data is not reflective of the actual number of compact related cases that are addressed.

**36%** of cases were covered by the compact

—VS—

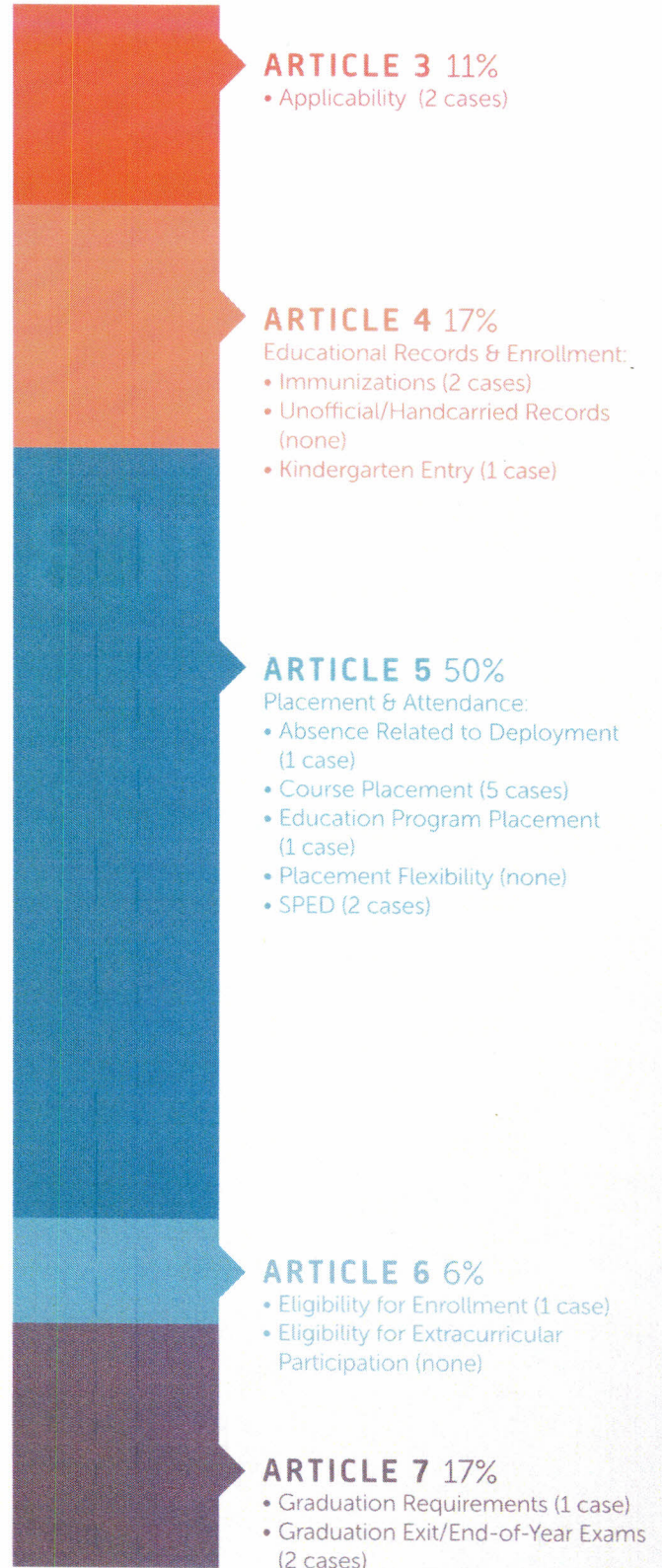
**64%** of cases were not covered by the compact

### REQUESTOR



- **COMPACT COMMISSIONER** 42%
- **PARENT** 35%
- **MILITARY SERVICE** 15%  
(School Liaison Officer)
- **STUDENT** 4%
- **EX-OFFICIO MEMBER OF THE COMMISSION** 2%
- **DISTRICT/SCHOOL** 2%

## COMPACT RELATED CASE TOPICS







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1776 Avenue of the States | Lexington, KY 40511  
859.244.8000 | [mic3info@csg.org](mailto:mic3info@csg.org) | [www.mic3.net](http://www.mic3.net) |  



**2020 ABM Virtual Meeting Agenda**  
**Thursday, October 1, 2020**  
**12:00pm – 4:00pm ET**

Action Item: For Commission Vote

1. Call to Order – *John “Don” Kaminar (AR)*
2. Roll Call
3. Welcome and Opening Remarks
4. **Approval of the Agenda**
5. **Approval of the 2019 Annual Business Meeting Minutes**
6. Public Comment
7. **2020 Elections** – *Rosemarie Kraeger (RI)*
  - a. **Commission Elections (Art III, Sec 1 Elections:** <http://bit.ly/mic3bylaws>)
8. **Strategic Plan Update** – *John “Don” Kaminar (AR) & Cherise Imai*
9. Executive Reports
  - a. Chair – *John “Don” Kaminar (AR)*
    - i. 2019 ABM Information Request on DoD Ex-Officio Role
  - b. Executive Director – *Cherise Imai*
    - i. 2020 Annual Report
  - c. Vice Chair – *Laura Anastasio (CT)*
    - i. Ex-Officio
  - d. General Counsel – *Rick Masters, Esq.*
10. **State Council Military Representatives and USDoD Key Issues** – *Bill Hampton*, Deputy Director, Military Community & Family Policy, Defense Liaison Office, U.S. Department of Defense
11. **Ex-Officio Reports**
  - a. National Federation of State High School Associations – *Davis Whitfield*
  - b. Military Impacted School Association – *Kyle Fairbairn*
  - c. Military Child Education Coalition – *David Splitek*
  - d. National Military Family Association – *Nicole Russell*
  - e. U.S. Department of Defense – *Chuck Clymer*
12. **Standing Committee Reports**
  - a. Finance – Treasurer *Craig Neuenswander (KS)*
    - i. FY2020



- ii. FY2021
- iii. Investment Policy
- iv. Kentucky Employee Retirement System

**\*\* RECESS – 15 min \*\***

**13. The Pandemic: Impact on Schools and Military Dependents**

**14. Standing Committee Reports (continued)**

- b. Compliance – *Daron Korte (MN)*
  - i. Resolving Compliance Issues
  - ii. Statute, Bylaws, Rules Language Review
    - i. Data Collection provision
  - iii. Annual Reporting
    - Commissioner Vacancies
    - State Council Meetings
    - State End-of-Year Reports
- c. Rules – *Mary Gable (MD)*
  - i. Unique Cases Report
  - ii. Policy Development and Approval Policy
- d. Communication and Outreach – *Brian Henry (MO)*
  - i. Communication Plan
  - ii. Purple Up and Month of the Military Child
  - iii. Successful Compact Transitions Video Program (New)

**\*\* RECESS \*\***

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**Friday, October 2, 2020  
12:00pm – 4:00pm ET**

- 1. Call to Reconvene – *John “Don” Kaminar (AR)*
- 2. Roll Call
- 3. **Election Results**
- 4. **Modern Issues Facing Military Families**
- 5. **Standing Committee Reports (continued)**
  - e. Training – *Ernise Singleton (LA)*
    - i. Compact Education: Training Update – *Lindsey Dablow*
    - ii. Mentoring Program
    - iii. Toolkits
- 6. **Commission Resources, Training, and Support** – *Lindsey Dablow*
  - a. Website Walkthrough
  - b. My Navy Family App
  - c. Training Resources and Support

7. **The Compact and External Legislation** – *Cherise Imai*

**\*\* RECESS – 15 min \*\***

8. **Ad Hoc Report: National Guard and Reserves Coverage Task Force: Extending Applicability Beyond Title 10 National Guard and Reserves Dependents** – *Kathy Berg (HI)*

9. **New Business**

- a. **Action Item: FY2022 Proposed Budget and Dues**
- b. **Consent Agenda: Policies**
  - i. **Reserve Policy**
  - ii. **Investment Policy**
  - iii. **Policy Development and Approval**

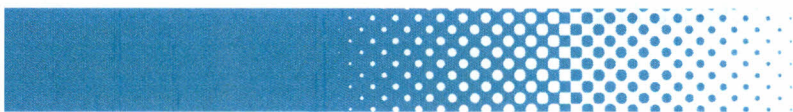
10. **Future Annual Business Meetings**

- a. 2021 Little Rock, Arkansas – *John “Don” Kaminar (AR)*
- b. 2022 Louisiana – *Ernise Singleton (LA)*
- c. 2023 Virginia – *Dan Dunham (VA)*

11. **Announcements and Closing Comments**

12. **Adjournment**

Approved by the Executive Committee on August 20, 2020



MILITARY INTERSTATE  
CHILDREN'S COMPACT  
COMMISSION

2019 MIC3 Annual Business Meeting Minutes  
October 23-24, 2019

**Call to Order**

National Commissioner Chair Don Kaminar (AR) called the 2019 Annual Business Meeting (ABM) to order at 10:00 AM MST on October 23, 2019 in Colorado Springs, Colorado.

**Welcome Remarks**

Chair Kaminar welcomed attendees to the 2019 ABM of the Military Interstate Children's Compact Commission (MIC3). He extended his gratitude to Commissioner Keith Owen (CO) for graciously hosting the ABM. Forty-seven states were represented in addition to four ex-officio member organizations who were present. A record number of 116 attendees registered for the 2019 ABM.

**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	Ms.	Felicia Gonzales
ALASKA	Mr.	Terry Ryals	NEW HAMPSHIRE	Dr.	Kathleen Murphy
ARIZONA	Mr.	Bruce DuPlanty	NEW JERSEY	Mr.	Tony Trongone
ARKANSAS	Mr.	John "Don" Kaminar	NEW MEXICO	Ms.	Teresa Ferenczhalmy
CALIFORNIA	Ms.	Jacie Ragland	NEW YORK	Dr.	Debra Jackson
COLORADO	Dr.	Keith Owen	NORTH DAKOTA	Ms.	Davina French
CONNECTICUT	Ms.	Laura Anastasio	OHIO	Mr.	Pete LuPiba
DELAWARE	Dr.	Susan Haberstroh	OKLAHOMA	Dr.	Darrell Floyd
FLORIDA	Mr.	Bob Buehn	OREGON	Ms.	Cindy Hunt
GEORGIA	Dr.	Will Hardin	PENNSYLVANIA	Ms.	Barbara Clemmer
HAWAII	Dr.	Kathleen Berg	RHODE ISLAND	Ms.	Rosemarie Kraeger
IDAHO	Mr.	Tim McMurtrey	SOUTH CAROLINA	Ms.	Yolande Anderson
ILLINOIS	Dr.	Darcy Benway	SOUTH DAKOTA	Mr.	Alan Kerr
IOWA	Ms.	Misty Nissen	TENNESSEE	Ms.	Deanna McLaughlin
KANSAS	Mr.	C. Neuenswander	TEXAS	Ms.	Shelly Ramos
KENTUCKY	Mr.	Steven Bullard	UTAH	Mr.	Ben Rasmussen
LOUISIANA	Dr.	Ernise Singleton	VERMONT	Mr.	David Young
MAINE	Mr.	Tyler Backus	VIRGINIA	Mr.	Daniel Dunham
MARYLAND	Ms.	Mary Gable	WEST VIRGINIA	Mr.	Chris Cmiel
MASSACHUSETTS	Mr.	Clarke Orzalli	WISCONSIN	Ms.	Shelley Joan Weiss
MICHIGAN	Mr.	Russ Gullett	WYOMING	Mr.	Chad Delbridge
MINNESOTA	Mr.	Daron Korte	USDOD REPRESENTATIVE**	Mr.	Chuck Clymer
MISSOURI	Dr.	Brian Henry	MCEC**	Dr.	David Splitek
MONTANA	Mr.	Elsie Arntzen*	MISA**	Mr.	Kyle Fairbairn



NEBRASKA	Mr.	Scott Summers*	NFHS**	Mr.	Davis Whitfield

\*Proxy

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

**NOT IN ATTENDANCE**

STATE	SAL	NAME	STATE	SAL	NAME
INDIANA		VACANT	WASHINGTON		EXCUSED
MISSISSIPPI		VACANT	NMFA		VACANT
NORTH CAROLINA		EXCUSED	-		-

**MIC3 National Office Staff in Attendance**

1. Cherise Imai, Executive Director
2. Lindsey Dablow, Training and Operations Associate
3. Beth Workman, Communications Associate
4. Rick Masters, Outside General Counsel

**2019 Annual Business Meeting Agenda**

Chair Kaminar reported the agenda items to be moved around to accommodate travel schedules and maintain a quorum.

Commissioner Shelley Joan Weiss (WI), moved to amend the agenda so policies developed since the 2018 Annual Business Meeting could be discussed. The motion was seconded by Commissioner Deanna McLaughlin (TN).

Commissioner Daron Korte (MN) stated he would be discussing some of the policies during the Compliance Committee Report and it may be more appropriate to discuss them then. General Counsel Rick Masters reminded the Commission that the new policies could be discussed during the New Business section of the agenda. Commissioner Kathy Berg (HI) supported Mr. Masters' recommendation.

Commissioner Pete LuPiba (OH) remarked that the motion from Commissioner Weiss did not specify the section for the discussion. Mr. Masters recommended that the discussion occur during the General Session and not in a standing committee.

Commissioner Rosemarie Kraeger (RI) moved to amend the motion on the floor to place the proposed discussion of the newly enacted policies in the General Session under New Business. This motion was seconded by Commissioner Douglas Ragland (AL).

Commissioner Weiss stated that if all the recently passed policies, including the appointing authority of the Chair, are discussed during the Compliance Committee Report then she would withdraw her motion.

Commissioner McLaughlin spoke in support of the amended motion.





Vice Chair Laura Anastasio (CT) noted that Commissioner Weiss participated in and discussed her concerns regarding the policies at the Executive Committee's (EXCOM) October Meeting. At that meeting she requested the ABM Agenda be amended to accommodate this topic. However, the EXCOM determined this would not be an appropriate item to include on the agenda, since the policies were vetted and voted on through committees.

Commissioner LuPiba questioned why the EXCOM determined that it was inappropriate to add to agenda. Commissioner Anastasio reported the policies were brought through the standing committees for discussion and vote. It was the understanding of the EXCOM that the commissioners on those committees were vetting the proposed policies and since no comments were provided back to the EXCOM the policies were voted and passed by the committees. Commissioner LuPiba responded that he had no knowledge of policies.

Commissioner Korte clarified that as the Chair of the Compliance Committee, he would present the policies voted and passed by the Compliance Committee during his Committee Report.

Commissioner Taneka Miller (DC) requested clarification on how the policies were passed. Chair Kaminar responded that (some of) the policies were discussed during Standing Committee Meetings, such as the Compliance Committee, and these policies were then enacted by the EXCOM.

General Counsel Masters clarified that the motion to amend (made by Commissioner Kraeger) would be voted on first, then the original motion (made by Commissioner Weiss) would be voted on (per Robert's Rules of Order). If a majority of the commission votes for the amendment, then the policy discussion will occur during the General Session under New Business.

**The vote on the amended motion to designate the New Business Section of the General Session Agenda, as the time for the policy discussion, passed by majority vote.**

Commissioner Ernise Singleton (LA) requested clarification on Commissioner Weiss' motion. General counsel responded the original motion made by Commissioner Weiss was to amend the ABM agenda to include a discussion of recently adopted policies to the ABM Agenda.

**Commissioner Weiss' motion to amend the 2019 ABM Agenda passed by majority vote.** Those opposed: South Dakota, Virginia, Colorado, Connecticut, Alabama, Rhode Island, and New Jersey. Abstaining: South Carolina.



### **2018 ABM Minutes**

Commissioner Tyler Backus (ME) requested a date correction from 2019 to 2018 in the 2018 ABM Minutes. Having no further discussion, **Commissioner McLaughlin motioned to approve the minutes as amended, second by Commissioner Weiss. Motion carried.**

### **Public Comment**

No public comments were submitted to the Commission.

### **Leadership Development Committee – 2019 Elections Presentation**

Commissioner Kraeger, Chair of the Leadership Development Committee (LDC) provided the committee updates. She emphasized the LDC is separate from the EXCOM and worked to be transparent through the entire nomination and election process. The goal was to oversee diverse leader nominations that understand the commitment and possess skills necessary to lead.

Commissioner Kraeger presented the candidates and noted that nominations would be accepted on the floor. If there were nominations from the floor, then a ballot would be provided, and a confidential vote conducted. She added that the LDC created a survey to gather feedback on the election process on the back of the ballot form.

General Counsel Masters clarified according to Robert's Rules of Order, should the slate not be contested, an election by acclamation would occur.

Commissioner Davina French (ND) asked if the LDC 2019 accomplishments were to detail how elections are conducted, then when will the LDC begin to cultivate commissioners for leadership positions in 2020. Commissioner Kraeger stated the LDC recommended the committee transition to a standing committee and focus on nominations rather than succession planning, and other standing committees will discuss leadership development and succession.

Commissioner Kraeger presented **the Slate of Candidates: Chair – John “Don” Kaminar (Arkansas), Vice Chair – Laura Anastasio (Connecticut), Treasurer – Craig Neuenswander (Kansas)** and asked for nominations from the floor; hearing none, **the vote to accept the slate of candidates as presented carried unanimously.** Commissioner Kraeger thanked the LDC members for their hard work.

Commissioner Clarke Orzalli (MA) requested confirmation that the vote to approve the slate negates a secret ballot. General Council Masters confirmed. Chair Kraeger explained LDC would issue the election survey before adjournment of the 2019 ABM.

### **Reports**

**National Oceanic Atmospheric Administration (NOAA)** – Director of Commissioned Personnel Center, Captain Devin Brakob briefed NOAA's history and background. He





MILITARY INTERSTATE  
CHILDREN'S COMPACT  
COMMISSION

stated that the Compact applies to the children of the NOAA Commissioned Officers and added that NOAA has 321 commissioned uniformed officers. A FY20 goal for NOAA is to establish five regional (Oregon, Hawaii, Maryland, Virginia, and Florida) contacts throughout the U.S. and confirm a Memorandum of Agreement (MOU) with MIC3 within the next three years.

### **Executive Reports**

**Chair** – Chair Kaminar stated in the past year the EXCOM created the National Guard and Reserve Coverage Task Force (NGRTF) chaired by Commissioner Berg. The NGRTF is tasked to review data and examine extending Compact coverage eligibility to National Guard and Reserve member families. The Task Force will report at the 2020 ABM. Chair Kaminar explained the EXCOM developed a new three-year strategic plan that the Commissioner will review during the ABM. Chair Kaminar thanked the EXCOM members for their hard work and dedication over the last year.

**Executive Director** – In her 4<sup>th</sup> year as Executive Director of MIC3, ED Imai thanked the Commission for the opportunity to serve. The Commission has grown over the past year, and she has on-boarded 9 new Commissioners this year. The National Office focused on establishing new partners and trained new National Office staff. Finally, ED Imai provided the case inquiry report and explained that inquiries have more than doubled since last year.

**Vice Chair** – Vice Chair Anastasio reported the EXCOM discussed the role of the Ex-Officio organizations and they determined that the Ex-Officio members serve on MIC3 due to agency parallels. During the last year, Ex-Officio members met three times to be apprised of Compact updates including the new three-year strategic plan, Code of Conduct (COC), and Conflict of Interest (COI) policies. This format allowed Ex-Officio members to participate in all aspects of the Commission and offers a direct line of communication to the EXCOM.

Commissioner Weiss understood that Ex-Officio members are nonvoting members but inquired why they were not included in the EXCOM's strategic plan discussion. Commissioner McLaughlin supported the statement by Commissioner Weiss. Vice Chair Anastasio reported all of the Ex-Officio members were included in the strategic planning discussion and given the opportunity to provide input during the process.

Chair Kaminar responded that the MOU between the U.S. Department of Defense (DoD) and the Commission excludes the DoD Representative from participating in governance decisions regarding the Commission, as the strategic plan is a governing tool, the MOU prohibited this.

Commissioner Weiss asked if the Ex-Officio member meetings are listed on the MIC3 website and Commissioner Anastasio responded that the meetings are informal meetings and no official minutes are taken.



**General Council** – Mr. Masters reminded the Commission that each state commissioner is charged with implementing the compact and ensuring compliance. Since the 2018 ABM, two matters have led to litigation due to compliance of the law. Both cases were resolved through remedial action, which resulted in voluntary dismissal and settlement agreements.

**Meeting Recess**

At approximately 11:50 AM MST a motion to recess was made by Commissioner Berg and seconded by Commissioner Singleton. Motion carried.

.....

**Reconvening**

The meeting was reconvened at 1:01 PM MST by Chair Kaminar.

**2020-22 Strategic Plan** Consultant Brian Riggs of The Dialogue Shop explained that the strategic plan is a joint initiative between the consultant, EXCOM, and National Office. He described the strategic planning process and engagement with input from Chair Kaminar and ED Imai. The MIC3 is an evolving entity and the goal of the strategic plan is to continue to grow effectively with the commission. Commissioners were surveyed and provided input on goals and tactics.

Mr. Riggs presented the new strategic plan, which builds on the past plan. Both plans were designed to envision and transition into the future, while focusing on several key goals. There are three goals in the new strategic plan: Goal 1: Clarity and Awareness; Goal 2: Cohesive and Aligned; Goal 3: Foundation and Future. Each of the goals has corresponding tactics assigned to the standing committees. The purpose of the plan is to engage Commissioners and cultivate involvement and investment in the future of the Commission. The standing committees will meet during this afternoon to discuss tactics and timelines for the 2020-2022 Strategic Plan.

**U.S. Public Health Service (USPHS) Report** – Mr. Jim Currie, Executive Director of the USPHS Commissioned Officers Association, reported there are over 5,500 members in the USPHS with the majority being medical professionals. The Commissioner Corps has deployed 800 times in the past five years, namely to natural disasters and disease outbreaks. ED Cherise Imai stated that Commissioned Officers of the USPHS are covered by MIC3. The National Office has requested a breakdown by state from the USPHS and will distribute that information to the commission once it is available.

**Standing Committee Reports**

**Finance** – Treasurer Bob Buehn (FL) reviewed the FY19-20 balance sheets, income statements, state dues collection, and the proposed FY21 budget. Commissioner McLaughlin requested explanation on income statement variances and if variances are discussed and approved by the Finance Committee. Treasurer Buehn responded the





committee reviews but does not vote on variances during the Finance Committee meetings. ED Imai explained that the budget is projected and approved two years in advance, so variances are expected. The National Office is mindful when making expense decisions and records all expenses on the appropriate line item for future budgeting purposes. The National Office is required to provide the auditor with a detailed explanation for any items that exceed the budgeted amount. Commissioner Orzalli commented that budgets need to be viewed by year not by month because of the nature of expenses throughout the year.

**Compliance** – Commissioner Korte reported that a number of policies and processes were passed this year. *The Commissioner Appointment Process* and *Checklist for Commissioners* were created to provide clarification for appointing authorities and the Commissioner in each state. Commissioner Korte stated a majority of member states are in compliance. He concluded his report noting that the Conflict of Interest and Code of Conduct forms are due to the National Office by January 31, 2020.

Commissioner Weiss requested additional information and state coordination policy passed during the 2018 ABM. Chair Kaminar stated the inquiry raised by Commissioner Weiss should be addressed in the New Business Section of the General Session, as that was the vote taken by the Commission regarding the agenda amendment.

**Rules** – Commissioner Mary Gable (MD) reported on the *Promulgation of Rules Guide* with input from Commissioner Berg. The *Promulgation of Rules Guide* outlines how new rules or amendments may be proposed for consideration.

Chair Kaminar stated Standing Committee assignments are appointed based on survey feedback. Another survey requesting commissioner preference regarding committee assignments will be distributed by email following the ABM. Chair Kaminar advised commissioners to update their email with the National Office staff to ensure receipt.

**Meeting Recess**

**A motion to recess the meeting was made by Commissioner Ben Rasmussen (UT) and seconded by Commissioner Singleton. The motion carried and the meeting recessed at 3:28 PM MST.**



**Reconvening**

Chair Kaminar reconvened the meeting on Thursday, October 24, 2019 at 8:01 AM MST.

**Roll Call**

Vice Chair Anastasio called the roll. There being no change to the commissioners' present, a quorum was established.



## **Remarks**

Chair Kaminar thanked Commissioner Owen and Air Force School Liaison Officer (SLO) Kent Lawrence for arranging the evening reception, sponsored by the Military Impacted Schools Association. The Chair also recognized, that due to travel arrangements, there was a potential that the Commission could lose quorum therefore agenda items requiring a vote would be moved up on the agenda.

## **New Business**

**FY2021 Annual Budget** – Treasurer Buehn presented the proposed FY2021 budget to the Commission. Commissioner Korte asked if the Finance Committee discussed cost of living increases for the National Office staff. Treasurer Buehn confirmed that it was discussed in the Finance Committee. ED Imai responded that there is enough budgeted for salary increases in the next two years.

Commissioner LuPiba inquired about the status of Kentucky Employee Retirement System (KERS). Commissioner Buehn responded that there has been no change since the end of August. ED Imai explained that there is proposed legislation, that if passed will give the affiliates of Council of State Governments (CSG) an option to exit KERS. Commissioner Buehn stated that the Finance Committee has considered various strategies and tactics and confirmed that MIC3 is in a good position to exit KERS.

**Commissioner Alan Kerr (SD) moved to approve the FY2021 Budget as presented, seconded by Commissioner French. Motion carried.**

**By-laws Change** – Leadership Nomination Committee – Chair Kaminar explained the By-laws change was requested by the Leadership Development Ad Hoc Committee to become a standing committee and change the name to the Leadership Nomination Committee (LNC). The task of the LNC would be to coordinate the nomination application process and timeline for the annual elections.

**Commissioner Kerr motioned to approve the recommended By-laws change as presented, seconded by Commissioner Brian Henry (MO). Motion carried with two dissenting votes – South Dakota and South Carolina.**

## **Standing Committee Reports (cont.)**

**Training** – Commissioner Ernise Singleton (LA) reported the Training Committee's largest project this past year was developing the New Commissioners Mentoring Program. Additional projects from the previous year also included working with the Communications and Outreach Committee on the bookmarks and developing the 2019 ABM Breakout Sessions.

**Communications and Outreach** – Commissioner Henry thanked the members of the committee. The committee developed and approved a definition for the MIC3 partner,





MILITARY INTERSTATE  
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COMMISSION

created materials for Purple Up! and assisted the Training Committee with the bookmark project.

### **Standing Committee – Strategic Plan Reports**

- Finance – Commissioner Buehn reminded commissioners that the Finance Committee meetings are open, and commissioners are encouraged to attend. The Committee reviewed the tactics and determined that transparency and sustainability are key to the next three years of implementation.
- Compliance – Commissioner Korte expressed that the work of MIC3 is about the kids and that should be the number one priority. Compliance discussed committee tactics, specifically how to notify new commissioners of role and responsibilities and engaging all commissioners.
- Rules – Commissioner Gable stated the Rules Committee does not have specific goals and tactics within the strategic plan; however, the committee is committed to supporting the strategic plan by assisting the committees with their goals.
- Training – Commissioner Singleton said the committee is considering ways to organize the resources and training material to support to the commission as it pertains to training.
- Communications and Outreach – Commissioner Henry reported the committee's main focus is on how to best support the needs of transitioning military-connected children through the implementation of a communications plan.

**Update on State Council Military Representatives and U.S. DoD Key Issues** – Mr. Bill Hampton, Deputy Director, Military Community and Family Policy, Defense Liaison Office U.S. Department of Defense provided an update on key issues regarding the MIC3, including the DoD Instruction (DoDI) and how this pertains to the military representatives. States are assigned regional liaisons and member states can have more than one military representative. Mr. Hampton explained that he emails MIC3 Commissioners at least twice a year to check on the status of their MILREP and any concerns. Commissioners should expect a report from him in March 2020.

### **Ad Hoc Committee Reports**

**National Guard and Reserve Task Force (NGRTF)** – Commissioner Kathleen Berg (HI) reported that the second meeting of the NGRTF on October 23, 2019 focused on how Utah extended Compact coverage to Guard and Reserve connected families within their state. She reported that current data supports there are about 1.5 million military-connected children total, including the National Guard and Reserve, but not a lot of data supporting members being ordered to move interstate. Commissioner Berg explained the military is moving toward being more inclusive of the National Guard and Reserve members, regardless of the data. She added there is a national effort to extend coverage to treat all military families the same.

Commissioner Berg informed the Commission that currently the Military Student Identifier (MSI) does not collect information on National Guard and Reserve connected



families, leading to a gap in services for children while the parent is deployed, however there is a movement to include the National Guard and Reserve children in the MSI count.

Commissioner Berg concluded her report by highlighting Kentucky and California, which have external legislation that extends the provisions of the Compact to additional service-related groups. However, Utah amended the state compact statute creating a situation where Utah is out of compliance with the Compact and the other 49 members.

Commissioner Miller requested that the NGRTF consider the fiscal impact on member states when making their final recommendation to the Commission. Commissioner Berg agreed that a cost analysis would be conducted.

### **Meeting Recess**

**A motion to recess was made by Commissioner Miller and seconded by Commissioner Berg. The motion carried and the meeting recessed at 9:21 AM MST.**

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### **Reconvening**

The meeting was reconvened on Thursday, October 24, 2019 at 1:15 PM MST by Chair Kaminar.

### **Colorado Highlight: Building Resilience – Socio-Emotional Wellness Panel and Systems of Support**

Commissioner Kraeger moderated the panel focused on socio-emotional wellness specific to K-12 schools in Colorado. Panelists included:

1. Liza Zimprich, former School Psychologist and current Director of Special Education, Fountain-Fort Carson 8 School District
2. Anne Marsh, School Behavioral Health Provider through Evans Army Hospital
3. Cindy and Ryan McLaughlin, Parent and Student
4. Barb Becker, Colorado Behavioral Healthcare Council, Director of Mental Health First Aid Colorado

**The Compact and External Legislation** – ED Imai reported on external legislation for 2018 and 2019 related to the educational transitions of K-12 military children.

Commissioner Dunham added Virginia had an advanced enrollment statute as well. Chair Kaminar shared Arkansas' recently passed external legislation, which extend the Compact coverage to include National Guard and Reserve connected children and create a military liaison at highly impacted school districts. ED Imai stated that the National Office's goal in the coming year is to track state legislation related to the Compact with the assistance of CSG.





### **Ex-Officio Reports**

**U.S Department of Defense (USDoD)** – Mr. Chuck Clymer, Education Services Program Manager for the US Navy, introduced himself as the new USDoD Representative to the Compact, and deferred to Ms. Kathy Facon, former USDoD Representative to the Commission for his report. Ms. Facon reviewed the past year's trainings, compact cases, and resource development. Chair Kaminar thanked Ms. Facon for her service and warmly welcomed Mr. Clymer to the Commission.

**Military Impacted Schools Association (MISA)** – Mr. Kyle Fairbairn, Executive Director, reported on the collaboration between MISA and the MIC3 to provide training and increase awareness of the Compact. He yielded the floor to National Association of Federally Impacted Schools (NAFIS) Executive Director Hilary Goldmann to discuss the importance of impact aid. ED Goldmann spoke briefly about the role of NAFIS and agreed to distribute information regarding what states are receiving and what states should receive so the Commissioners could follow up to ensure proper funding for school districts in their states.

**Military Child Education Coalition (MCEC)** – Dr. David Splittek, Program Manager, Higher Education Initiatives, stated MCEC's purpose is to offer inclusive, quality education for military-connected students through smooth transitions. MCEC began with the Student to Student program, which is still very effective and utilized throughout the nation. He concluded his report stating the Military Student Identifier (MSI) is key to school districts in serving military-connected students and MCEC is an advocate for adding National Guard and Reserve children to the MSI.

**National Federation of State High School Associations (NFHS)** – Mr. Davis Whitfield, Chief Operating Officer, reported the NFHS is comprised of 50 member states, plus DC. A Federation means the states govern and the national association provides guidance, such as writing playing rules. State associations have specific criteria for participation and as military-connected students transfer, the families need to contact the state executive director and/or commissioner to ensure eligibility. Mr. Whitfield stated NFHS reviews case studies to determine areas of improvement and operations.

### **New Business (cont.)**

**Agenda Amendment – Policy Discussion** – Chair Kaminar reminded Commissioners to follow Robert's Rules of Order and be judicious of time. The Chair stated that Commissioner Weiss had been in communication with the EXCOM prior to the ABM regarding her request to discuss the policies and Mr. Kaminar asked Commissioner Weiss if she was amenable to the commissioners being apprised of the communications. Having no objection, Chair Kaminar asked if there was a motion for the EXCOM to share the communication responses with the general body.

**Commissioner Gable moved and Commissioner Kraeger seconded. Motion carried.** The National Office staff distributed copies of the email sent by Commissioner



Weiss on October 23, 2019 and the EXCOM response communication with Commissioner Weiss.

Chair Kaminar yielded the floor to Commissioner Weiss. Commissioner Weiss stated she wanted to ensure that the time, energy, expertise, and budget of the MIC3 are being utilized to focus on serving military-connected students. Commissioner Weiss believes in using evidenced based data to affect change within the Commission and for the Commission to be transparent in its engagement. Commissioner Weiss noted her concerns:

- **Code of Conduct** – Commissioner Weiss asked who and what determines “*disgraceful conduct*”, “*prejudicial to the commission, any other commissioner, or any other state?*” The statement seems somewhat arbitrary. She questioned who is making this determination of prejudicial or derogatory behavior and who would be investigating it? What behavior or data constituted the language for the Code of Conduct form?
- **Guidelines for Commission Meetings** – Commissioner Weiss asked why does MIC3 need this policy when the Commission already has By-laws and follows Robert’s Rules of Order? What behavior and/or data prompted this policy?
- **Ex-Officio Representative Role and Conduct** – Commissioner Weiss mentioned that the roles of the Ex-Officio members seem to be changing. She referenced minutes of the EXCOM meeting, in which the Ex-Officio was asked not to participate in Strategic Planning Process. Commissioner Weiss understands that Ex-Officio members are nonvoting representatives, but in an organization that focuses on transparent engagement it is important to hear all voices, particularly when they serve the second largest military-connected children population.
- **Defining the Role of Commissioner, Designee and Proxy** – Commissioner Weiss explained her concern was for every member state to have representation, since the two references to time in the document are 30 days and 60 days but does not address representation in the case of an emergency. She requested clarification on what to do in an emergency situation, in which a Commissioner could not attend the ABM, but still allow the state to be represented.
- **By-laws. Article 3. Section 2** – Commissioner Weiss requested clarification on officers and duties. She understands the Chair has the authority to appoint Commissioners to committees, but does the chair have the authority to appoint the chair of the committee?

Finally, Commissioner Weiss pointed out that not all of the policies had several readings before being adopted by the EXCOM.

Chair Kaminar asked Commissioner Weiss to clarify what action she is requesting from the Commission since the EXCOM addressed her concerns in the email response following the October EXCOM meeting.

Commissioner Weiss requested the evidence or data that lead to the language in the policies. She also wanted other Commissioners to have the opportunity to have a voice





regarding the issues. She expressed concern that dissenting opinions and diversity of voices are not always welcomed.

Commissioner Berg commented that Commissioner Weiss is incorrect, that since 2009, standing committee chairs have always been appointed by the Chair of the Commission. Historically vice chairs of committee were elected within the committee, however the standing committee chairs were selected by the Chair of the Commission.

Commissioner Orzalli stated that four policies have been approved by the EXCOM since the 2018 ABM and stated that this is within the purview of the EXCOM responsibilities. He asked if the four policies should be rules since they address compliance? Commissioner Orzalli questioned the role of the DoD Representative in leadership and wondered where it stated that the DoD Ex-Officio cannot be part of management decisions.

Chair Kaminar explained that any policy can become a rule, but it is a longer process and once a rule is implemented it is more difficult to rescind or amend. Chair Kaminar requested that ED Imai look up the language regarding the role of the DoD Representative for Commissioner Orzalli.

ED Imai responded that in the Model Compact Language, Article IX, Section E states: "*The U.S. Dept. of Defense, shall serve as an ex-officio, nonvoting member of the executive committee.*" Mr. Masters added that Article IX, Section C addresses the role of ex-officios who are members of interested organizations.

Mr. Masters further clarified that Article XI, Section C, 10 clearly provides the EXCOM with the ability to adopt policies. The same article states that "*The executive committee shall have such authority and duties set forth in the bylaws.*" Mr. Masters stated that the articles clearly state that EXCOM has the authority to provide for the creation of rules, operating procedures and administrative and technical support functions. He continued whether it should be in the form of Rules rather than procedures is debatable. Mr. Masters recommended a motion to postpone the discussion due to time limitations and to refer the matter to the EXCOM or Rules Committee for further investigation.

Commissioner French (ND) requested permission to speak freely. She stated that there has been tension for the last couple of years. Commissioner French stated that she fell on the "not the popular side" of the election two years ago, then was released from her leadership duties within a few days of that election. Commissioner French stated that she essentially was "fired" as the Training Committee Chair.

She added that she never received the committee preference survey last year, as such she does not feel that she is serving her committee well, since it is not her committee of preference, nor expertise. Commissioner French mentioned that she does not want to continue to feel like she is walking on eggshells.



Chair Kaminar responded that the survey was sent out via Constant Contact to all Commissioners and he tried to accommodate Commissioners' wishes pertaining to committee preference. Chair Kaminar requested that ED Imai provide the results of the survey to the entire Commission post ABM.

Commissioner McLaughlin (TN) commented that in her experience, committees make recommendations to the full body, but since Commissioners only serve on one committee, not all have the opportunity to vet the policies and provide feedback. It is important for all Commissioners to participate in the process, especially if the policy affects all Commissioners, such as the Code of Conduct. Commissioner McLaughlin expressed her opinion that it is important for the Ex-Officio representatives to be involved in the strategic planning process. Specifically, the involvement of the U.S. Department of Defense Education Activity (DoDEA), which serves the largest number of military-connected children, is an important stakeholder to include in planning processes. Chair Kaminar thanked Commissioner McLaughlin for her comments.

Commissioner Misty Nissen (IA) said that as a new Commissioner, she can see the tension in the group. She brought up the need for inclusion for all commissioners, Ex-Officio members and school liaison officers. Commissioner Nissen stated the ultimate goal of the discussion is to ensure that everyone who wanted to be included, is present to provide input. Chair Kaminar thanked Commissioner Nissen for her comment.

Commissioner Susan Haberstroh (DE) stated that she has been with the Commission since day one and has been present at all of the ABMs except one. She explained that all of the Commissioners need to know how the policies and administrative practices are being developed and what is the formal process. **Commissioner Haberstroh motioned that the Rules Committee develop a procedure for developing policies and procedures. Commissioner Nissen seconded the motion.**

Commissioner Miller (DC) requested clarification stating the Rules Committee is focused on the Compact Rules, whereas the EXCOM is within their power to focus on Commission policies and there is a very clear distinction between a rule, law, and policy, which have very different process paths. She asked for the distinction to be made in the motion.

Commissioner Cindy Hunt (OR) said she had several questions for general counsel. First, if a Commissioner has a question or comment about a policy, what is the process for raising that question? Second, what is the process if a Commissioner would like to amend or repeal a current policy?

General Counsel Masters answered that the Model Compact Language is not clear on the specific circumstances involved if the commission decided to amend or repeal a policy. Mr. Masters replied that the motion made by Commissioner Haberstroh should address the questions raised by Commissioner Hunt.



Commissioner Hunt appreciated the response by Mr. Masters and spoke in favor of the motion.

Commissioner Gable asked for very specific language and clarification to direct the Rules Committee.

Commissioner Buehn requested clarification from general counsel regarding the status of the four policies mentioned by Commissioner Weiss if the motion passed.

General Counsel Masters stated that the status of the policies is still on the table to be considered by the Commission and the motion that was made might need an amendment to address the four policies that are of concern to Commissioner Weiss.

Commissioner Haberstroh **amended her original motion to request the Rules Committee develop a procedure for how policies and rules are considered from this point forward. Commissioner Nissen seconded the amended motion.**

Commissioner Orzalli stated his concern for all of the policies that have been questioned by Commissioner Weiss since the motion has been amended to address future policies and not the due diligence of the four policies in question.

Chair Kaminar answered that the motion to move forward is separate from what Commissioner Miller requested, which is to consider what to do with the four policies in question.

Commissioner Weiss responded that she supported the amendment to the motion. Once the Commission has voted on Commissioner Haberstroh's motion, then she requested that the Commission return to the four established policies, which the Commission can vote to rescind those policies until a rule has been put in place as requested by the motion.

Commissioner Ragland (AL) asked for clarification if the EXCOM can take up the issue of the established policies rather than the Commission as a whole.

Chair Kaminar answered that Mr. Masters had previously mentioned a motion could be made to postpone the discussion of the four policies to the Rules Committee or EXCOM.

ED Imai questioned that Travel Policy is required by the Counsel of State Governments, thus rescinding it would affect MIC3's ability to provide reimbursements.

**The amended motion made by Commissioner Haberstroh was carried by majority vote.** The member states that opposed were recorded by the secretary: Louisiana,



Missouri, Rhode Island, Connecticut, New York, and Idaho, voted in opposition. Alabama abstained.

Commissioner Gable asked that the commission consider the Travel Policy and have a separate discussion on the remaining three policies.

Commissioner Berg moved to approve the Travel Policy as amended so that it conforms with CSG. Commissioner French seconded the motion.

Commissioner Miller asked for point of order, to address the motion she made regarding discussion of the four established policies separate from Commissioner Haberstroh's motion. **Commissioner Miller made the motion to vote to approve the four established policies. Commissioner Kraeger seconded the motion.**

Commissioner Hunt requested clarification from general counsel if the body can adopt policies that have already been approved and what about all policies that have been adopted by the Commission?

Mr. Masters followed that it is up to the Commission for how to proceed forward with the policy adoption.

Commissioner Weiss stated that with the motion to direct the Rules Committee to create a procedure or policy for how policies are promulgated, her issues are satisfied. Commissioner Weiss spoke that as it stands, there is no rule for how Commissioners can impact policy, and she asked that the Commission develop the process so that all Commissioners can have a thorough review of policy being proposed before it is passed. If the Rules Committee accomplishes this, then her issues were satisfied.

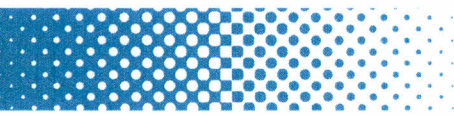
Chair Kaminar appreciated Commissioner Weiss' clarification. Chair Kaminar stated that the Commission needs a clearly defined process for how it establishes policies with input from the Commissioners.

Commissioner Orzalli thanked Chair Kaminar and ED Imai for providing the Ex-Officio role and responsibility clarification in the Model Compact Language. He requested each state's Compact Statute be reviewed for specific language regarding Ex-Officio, specifically the language pertaining to the DoD Representative.

Chair Kaminar requested that ED Imai conduct this review with National Office staff.

**Commissioner Yolande Anderson (SC) moved that the discussion be tabled until the Commission meets again allowing the Rules Committee to move forward with the procedure for how a policy is created. The motion was seconded by Commissioner Trongone (NJ). The motion carried.**





**Future Annual Business Meetings**

Chair Kaminar stated he looked forward to hosting the 2020 ABM in his home state of Arkansas on October 1-2, 2020 in Little Rock and encouraged all members to attend. The 2021 ABM will be held in Louisiana – dates and location are forthcoming. Chair Kaminar said that the National Office is seeking proposals to host the 2022 ABM. Commissioner Dunham of Virginia offered to host the 2022 ABM.

**Adjournment**

**Commissioner McLaughlin moved to adjourn the meeting, which was seconded by Commissioner Anderson (SC). The meeting adjourned at 4:39 PM MST.**

DRAFT



**EXECUTIVE COMMITTEE MINUTES**  
**Thursday, April 15, 2021**

PRESENT	John "Don" Kaminar Laura Anastasio Mary Gable Rosemarie Kraeger Ernise Singleton Daron Korte Brian Henry	Arkansas Commissioner Connecticut Commissioner Maryland Commissioner Rhode Island Commissioner Louisiana Commissioner Minnesota Commissioner Missouri Commissioner	Chair Vice Chair Rules Past Chair Training Compliance Comm & Outreach
EXCUSED	Craig Neuenswander Chuck Clymer	Kansas Commissioner DoD Representative	Treasure & Finance Ex-Officio
STAFF	Cherise Imai Lindsey Dablow Mary Pendleton	Executive Director Training & Operations Assoc. Administrative Asst.	Secretary

**ITEM 1 – CALL TO ORDER**

1. Chair Don Kaminar (AR) called the meeting to order at 12:22 PM EST on Thursday, April 15, 2021.

**ITEM 2 – ROLL CALL**

2. Roll call was taken by Cherise Imai, Executive Director. A quorum was established.

**ITEM 3 – PLEDGE OF ALLEGIANCE**

3. Chair Kaminar led the group in the Pledge of Allegiance.

**ITEM 4 – APPROVAL OF THE AGENDA**

4. Commissioner Mary Gable (MD) motioned to approve the agenda as presented. The motion was seconded by Commissioner Laura Anastasio (CT). Motion carried.

**ITEM 5 – APPROVAL OF THE MINUTES FROM MARCH 18, 2021**

5. Commissioner Rosemarie Kraeger (RI) motioned to approve the meeting minutes for March 18, 2021, seconded by Commissioner Gable. Motion carried.

**ITEM 6 – REPORTS**

6. **Chair** – Chair Kaminar commented on the Month of the Military Child and encouraged all states to participate. He asked for all EXCOM members to complete the Training Survey by April 26, 2021.
7. **Vice Chair** – Vice Chair Laura Anastasio (CT) reported the Ex-Officio group met on March 25, 2021. She reported they received an update from DOD Representative Chuck Clymer and discussed the Texas State Council legislation.



8. **Executive Director** – ED Imai updated the committee that the National Office will re-open in phases with modifications, but the dates have not been released. She noted the National Office staff works in the office on Wednesday. She gave a report on the meeting with Jermaine Sullivan with the U.S. Department of Education Military Affairs Team and noted they will meet quarterly. She briefed the National Guard and Reserve issue at the State Council meetings of Idaho and Florida.
9. ED Imai updated the committee on the Joining Forces Initiative meeting on April 7<sup>th</sup>. The priorities for Joining Forces are military spouse employment, military child education, and health and well-being for members and their families.
10. Training and Operations Associate Lindsey Dablow reported on a training for 6 installations in Florida as part of the Month of the Military Child. Commissioner Bob Buehn (FL) could not attend but taped a greeting for attendees. She reported she will conduct similar training for North Carolina later in April. She stated MCEC asked for a Compact 101 presentation at their National Conference which will be held virtually in July.
11. **Finance** – ED Imai reviewed the Fiscal Year 2021 Dues Report, 9 states' payments are outstanding. She noted the Fiscal Year 2022 invoices will be released on May 1, 2021. She reviewed the Balance Sheet and Vanguard Investment statement.
12. ED Imai updated the committee that Kentucky House Bill 8 was signed into law on March 23, 2021. She reported this includes the favorable reductions from 49% to 39% for employer retirement contributions by MIC3 into the Kentucky Retirement System. The Council of State Governments has further reduced MIC3's contribution to 10% as the two full-time employees are Tier 1 employees. This change is effective July 1.
13. **Communication and Outreach Committee** – ED Imai reminded members about the Successful Transitions video program and stated the National Office can assist if needed.
14. **Compliance** – Commissioner Daron Korte (MN) credited the quick action of ED Imai, Chair Kaminar, Ms. Dablow, Rick Masters, and an Arkansas attorney for their work in Arkansas to solve their legislative issue. Commissioner Korte reported Compliance will discuss the committee's role and best practices in tracking legislation.
15. Commissioner Korte noted Commissioner Alan Kerr (SD) is on administrative leave until June. He said the Assistant Superintendent will be invited to Compliance meetings but will not be able to vote.
16. Commissioner Korte said the Compliance Committee is working on expectations for commissioners on regarding sessions and attendance at the Annual Business Meeting.
17. **Rules** – Commissioner Gable stated she has nothing to report since they have not met since the last meeting. Their next meeting is April 20, 2021.
18. **Training** – Commissioner Singleton stated they have not had a meeting since the last EXCOM meeting. She referenced the Training Survey was sent out.
19. **Leadership Nomination** – Commissioner Kraeger stated they met and reviewed documents regarding the leadership nomination process. She reported she asked ED Imai to look at the bylaws to see if there could be a slate of officers and do the election before ABM. The bylaws require the election



be held at a meeting of the commission where quorum is established. There was discussion about whether the election could be held with a voice vote.

20. **DoD Liaison** – ED Imai reported new web pages are being developed on the MIC3 site for school liaisons. Additionally, the military representative list is being updated. Once each of the services approves it, there can be a master list to work from.

#### ITEM 7 – OLD BUSINESS

21. **2021 Annual Business Meeting** - ED Imai asked for a decision from EXCOM on the format of the ABM this year. She reviewed the results of the commissioner survey regarding the 2021 ABM. Ms. Dablow gave a report on the Little Rock Marriott and their COVID precautions. She reported we need to let the hotel know by April 26<sup>th</sup> if the contract will be cancelled. She reported there will be a \$7,065 penalty if the reservation is cancelled by April 26<sup>th</sup>.

22. Ms. Dablow reported on the costs of the ABM and the various options: in-person, virtual and hybrid. She said the hybrid option comes with significant costs due to hiring in AV company to run the meeting in Little Rock. ED Imai reported the budget for the 2021 ABM was increased due to COVID precautions. There was discussion whether space would allow for distancing if school liaisons attended, and Ms. Dablow said with an additional ballroom it would. ED Imai spent time discussing which sessions could be held virtually prior to ABM and which needed to be included in the program at ABM.

23. Commissioner Gable motioned for a ten-minute recess, seconded by Commissioner Brian Henry (MO).

24. There was discussion regarding the options regarding 2021 ABM. Commissioner Korte noted the lack of in-person connection is a concern, stating there are some members of his committee he has never met in person. Chair Kaminar expressed the consensus seemed to be an in-person meeting with a hybrid option, noting commissioners could send a proxy representative if necessary.

25. Commissioner Henry motioned to have an in-person 2021 ABM with a hybrid option for those not able to attend. The motion was seconded by Commissioner Korte. Motion carried.

26. ED Imai asked for feedback on having some of the content virtually prior to ABM, as well as how people feel about holding in person receptions at ABM. There was discussion about the receptions being optional. ED Imai noted a draft agenda of the ABM would be given at the next EXCOM meeting.

27. **Operations Audit, Review RFP** – ED Imai reported an RFP was sent to four companies and two submitted a proposal, Riggs Enterprise and MSL Public Accountants. She asked for members to review the proposals and make a recommendation on which company to secure, pending the Finance Committee's approval. Commissioner Gable asked if the Executive Committee has a recommendation. Ms. Dablow pointed out that Brian Riggs' proposal included a benchmark section where the organization will be compared to other similar organizations.

28. Commissioner Singleton motioned to accept the proposal from Brian Riggs of Riggs Enterprise, seconded by Commission Henry.

29. **General Counsel Statement on the Commission Purpose, Role, and Responsibilities** – Commissioners reviewed the Legal Memorandum document prepared by Rick Masters regarding the Purple Star Program.



30. Commissioner Gable motioned for the commission to accept the statement with the correction of a typo (change buy to by) in the next to last line. The motion was seconded by Commissioner Kraeger. Motion carried.

#### **ITEM 8 – NEW BUSINESS**

31. **Arkansas SB 638** – Chair Kaminar and ED Imai explained a member of the legislature filed a bill that would take Arkansas out of the Compact. ED Imai reported she traveled to Arkansas and attended a series of meetings that resulted in the bill being amended. ED Imai stated the need to reinforce to Commissioners and stakeholders about Compact law.

32. Chair Kaminar expressed the need to have a system of keeping track of what is going on in state's legislatures to monitor situations such as these. He said it is time to address Utah being in violation of the Compact by changing it. Chair Kaminar said this is the proof why full-time employees in the National Office are necessary versus contract employees. Commissioner Henry suggested giving a summary of this to the entire commission as a training opportunity.

33. ED Imai noted there will be expenses from Legal Counsel Fred Knight in Arkansas that was not planned for the in the 2021 budget. Also, she asked CSG to provide a proposal of what it would cost if they tracked military education legislation and policy for MIC3.

#### **ITEM 9 – EXECUTIVE SESSIONS**

34. There was no Executive Session.

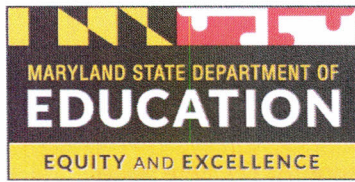
#### **ITEM 10– OTHER BUSINESS AND ANNOUNCEMENTS**

35. There was no additional business or announcements.

#### **ITEM 11 – ADJOURNMENT**

36. With no further business to conduct, Chair Kaminar adjourned the meeting at 2:48 PM EST.





**Interstate Compact on Educational Opportunity for Military Children  
Maryland State Council Meeting  
Wednesday, March 3, 2021, 10:00 AM**

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**Attending:**

Dr. Terry Alban, Superintendent, Frederick County Schools  
Tanisha Andrus, LSO, Naval/Bethesda  
Sarah Bonise, SLO, Ft. Meade  
Michelle Boone, NSA/Annapolis  
Ron Brown, MSDE  
Kim Crutchfield, SLO, Anacostia/Bowling  
Teresa Dantzler, MSDE  
Rene Everett Sansone, Parents Place of Maryland  
Horace Franklin, Navy Regional SLO  
Lolita Gunter, SLO, Charles County  
Cherise Imai, MIC3  
Lynne Muller, MSDE  
Christina Thompson, SLO Ft. Dietrich  
Jonathon Turner, MSDE  
Stacey Umberger, SLO Aberdeen Proving Grounds  
Ryan Voeglin, Student Services, Anne Arundel County Schools  
Flavia Walton, Family Representative

**Introductions**

Mary Gable introduced and welcomed Colonel Christopher M. Nyland, Garrison Commander, Fort Meade. Col Byland is the Department of Defense Representative to Maryland's State Council. All attendees introduced themselves.

**Review, Updates, Strategic Plan**

Mary Gable presented an overview of the Compact, with current numbers of military families and children in Maryland.

**National Guard and Reserve**

Cherise Imai, Executive Director, Military Interstate Children's Compact Commission (MIC3) provided an overview of recent work on responses to questions related to the compact. The MIC3 coordinates the work of the 51 member states and territories. Typically, questions that arise about applying the compact to individual cases is handled at the local level. The MIC3 office tracks the questions they receive and facilitates a resolution when needed. These case examples become a resource for all states. The most common cases and questions are for young children starting schools, grades k and 1, and also regarding high school graduation requirements. School choice is also a common topic.

Ms. Imai then reviewed work that began in 2019 to consider the inclusion of National Guard and Reserve families in the Compact. Currently the Compact covers National Guard and Reserve members on active duty (Title 10). The question about extending the Compact to these two groups originated in Utah. A task force was charged with gathering data and assessing options about this topic. . The



executive committee of the MIC3 have been reviewing this work for several months (?). One issue considered was state dues, which are based on the number of students in each state, and would increase if the National Guard and Reserve families were included. Changes to a multi-state compact such as MIC3, require that every participating state alter its state law in the same way. Kentucky and Arkansas have made some adjustments outside of the compact.

1. Expansion of the Compact to dependents of National Guard and Reserve dependents (needs approval of all 50 States +1)
2. Local expansion through legislation (Not all 50 states +1 would have the same agreement)
- 3 Two separate Compacts-one for active duty and one for National Guard and Reserve (would not be consistent across all states)
4. MOA with the Commission-treat children of Guard and Reserves as though the Compact covers them.
5. Take no action at this time.

The Maryland Commission has been asked to:

1. Collect the number of National Guard and Reserve members
2. Collect the number of national Guard and Reserve school aged dependents
3. 3. Discuss and take a position on the extension of the compact's services.
4. Report the position to the MIC3 by August 31, 2021
  - a. Report should include the council's position and rationale for the position
  - b. Any questions or concerns about the issue

In discussion, Ms. Imai noted that this question was considered when the Compact was developed. The main purpose of the Compact is to ensure that the many transitions often experienced by military families, are not as big a concern for the National Guard and Reserves, who do not move frequently. It was pointed out though, that a Guard member's overseas deployment may require that children relocate to another state to live temporarily with relatives, and then return home six months later.

Discussion also included the recent Federalization of the Guard in DC. Most members pointed out that no one asks a parent which branch or service they represent. Schools in Maryland, on the whole, already allow the Compact strategies to apply to military dependent students regardless of active or local duty. Mary Gable expressed the request that dues not be affected by the addition of these students. No funds are granted for membership in MIC3.

### **Mental Health**

Lynne Muller, Ph.D., NCC, LCPC, Section Chief, Student Services and School Counseling, MSDE, shared a brief overview of mental health issues facing students this year, with the closures of school buildings. She emphasized the resources and staff that are available in all public schools. There was discussion of having military life counselors join a meeting of School Counseling Coordinators to continue to ensure sharing of knowledge and resources.

Col. Nyland mentioned current legislation and encouraged members to support these bill.

Mary Gable will send out another copy of the agenda and will share the mental health presentation with any member who might want to have it.

### **Materials:**

Agenda



MIC3/Maryland, presentation by Mary gable

MIC3/question of national Guard presentation by Cherise Imai

Mental Health needs and services in Maryland Schools, by Lynne Muller.

Military Interstate Children's Compact Commission webpage at <https://mic3.net/>



