



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

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

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

ITEM 1 – CALL TO ORDER

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

ITEM 2 – AGENDA, MINUTES, AND OBJECTIVES

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

ITEM 3 – PUBLIC COMMENT

3. Public Comment – none received

ITEM 4 – GUEST SPEAKERS

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

ITEM 5 – EXECUTIVE REPORTS

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

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

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

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

ITEM 6 – STANDING COMMITTEE REPORTS

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

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

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

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

ITEM 7 – STRATEGIC PLAN OVERVIEW

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

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

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

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

ITEM 8 – RECOGNITION AND AWARDS

16. The Commission honored the following:

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

ITEM 9 – EX-OFFICIO REPORTS

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

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

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

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

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

ITEM 10 – BREAKOUT SESSION I: MIC3 Strategic Plan

Purpose: Review and discuss Strategic Plan, prioritize goals

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

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

- Strategy 1: Alabama to Florida
- Strategy 2: Georgia to Maine
- Strategy 3: Maryland to New Jersey
- Strategy 4: New Mexico to South Carolina
- Strategy 5: South Dakota to Wyoming

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

Purpose: Discuss best practices, challenges, and collaborative opportunities

For: Military School Liaison Officers working with families and schools

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

ITEM 12 – ELECTION OF NEW COMMISSION OFFICERS

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

- | | |
|-----------------------------------|--|
| Chairman | Rosemarie Kraeger, Rhode Island Commissioner |
| Vice Chair | Mary Gable, Maryland Commissioner |
| Treasurer/Finance Committee Chair | Bob Buehn, Florida Commissioner |

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

ITEM 13 – BREAKOUT SESSION II: MILITARY IMPACTED TIER BREAKOUT

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

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

ITEM 14 – GUEST SPEAKERS

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

Annual Meeting in Recess

ITEM 15 – CALL TO ORDER

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

ITEM 16 – LEADERSHIP DEVELOPMENT COMMITTEE

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

- | | |
|---------------------------------|--|
| PR and Training Committee Chair | LTC Davina French, North Dakota Commissioner |
|---------------------------------|--|

Compliance Committee Chair
Rules Committee Chair

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

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

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

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

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

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

ITEM 18 – STRATEGIC PLAN

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

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

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

ITEM 20 – NEW BUSINESS

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

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

ITEM 21 – COMMITTEE MEETINGS

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

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

ITEM 22 – FUTURE ANNUAL BUSINESS MEETINGS

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

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

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

Respectfully submitted by,



Cherise Imai
Executive Director and Secretary