

**EXECUTIVE COMMITTEE (EXCOM) MEETING MINUTES  
MAY 17, 2018**

PRESENT	Rosemarie Kraeger	Rhode Island Commissioner	Chair
	Pete LuPiba	Ohio Commissioner	Vice Chair
	Bob Buehn, Capt, USN (Ret.)	Florida Commissioner	Treasurer/Finance
	Mary Gable	Maryland Commissioner	Rules
	Don Kaminar	Arkansas Commissioner	Training
	Daron Korte	Minnesota Commissioner	Compliance
	Shelley Joan Weiss	Wisconsin Commissioner	Comm & Outreach
	Kathy Facon	DoD Military Representative/ DODEA	Ex-Officio
	Cherise Imai	Executive Director	Secretary
	Rick Masters	General Counsel	
Lindsey Dablow	Training and Operations Associate		
Richard Pryor	Communications Associate		
EXCUSED	Kate Wren Gavlak	California Commissioner	Past Chair

**ITEM 1 – CALL TO ORDER**

1. Chair Rosemarie Kraeger called the meeting to order at 2:00PM ET. She expressed condolences on behalf of the Executive Committee on the recent passing of Commissioner Pete LuPiba's (OH) father. Roll call was conducted by Executive Director (ED) Cherise Imai.

**ITEM 2 – AGENDA AND MINUTES**

2. The agenda was motioned for approval and seconded by Commissioner Don Kaminar (AR) and Commissioner Shelley Joan Weiss (WI). Motion carried. The minutes of the April 18-19, 2018 meeting was motioned for approval and seconded by Commissioner Weiss and Commissioner Bob Buehn (FL). Motion carried.

**ITEM 3 – REPORTS**

3. **Chair** – Chair Kraeger sent a message to the Commission providing a summary of the April meeting in Lexington. The update was well-received, and several members expressed positive appreciation. Chair Kraeger and General Counsel Rick Masters will conduct their annual military compact breakout session at the upcoming Military Child Education Coalition in Washington DC on July 24<sup>th</sup>.

4. **Executive Director** – ED Imai reported that staff conducted the site visit for the 2019 Annual Business Meeting hosted by Commissioner Cheryl Serrano. The meeting will be held at the Antlers Hotel in Colorado Springs. Commissioner Serrano attended the Utah State Council meeting held April 18-19 on behalf of ED Imai as it coincided with the EXCOM meeting in Lexington. At the request of Commissioner Yolande Anderson, she recently attended the South Carolina State Council meeting. Imai will also attend the Military Impacted Schools Association (MISA) summer meeting in June. Chair Kraeger is attending the same meeting for her school district and her travel is covered by her district. Both will facilitate a conversation with MISA superintendents on improving support and identifying needs regarding the Compact.

5. **General Counsel – Litigation** – Commissioner Weiss motioned to move into Executive Session, seconded by Commissioner Kaminar. Motion passed. **The committee met in Executive Session to discuss**

**legal business.** DOD Representative, Kathy Facon and national office staff were present. Once completed, Commissioner Kaminar motioned to end the closed session, seconded by Commissioner Buehn. Motion passed.

6. ***Dues Formula Increase Rationale and Public Notice*** –The Rules Committee requested a legal rationale from General Counsel Rick Masters to accompany the public notice. Masters said this is outstanding and he will provide a draft to ED Imai for release to the Commission. (OPEN ITEM)

7. ***Legal Advisories*** – General Masters reported that two (2) advisories were requested by Commissioner Deanna McLaughlin (TN) on FERPA, and from Jim Sarruda, New Jersey State Council on Graduation Requirements. He will provide drafts for approval at the June meeting. (OPEN ITEM)

8. ***Communications and Outreach*** – Commissioner Weiss said she has nothing to report. As expressed in April, she is challenged with committee member participation and will try different times and dates. They will discuss new items for the strategic plan.

9. ***Compliance*** – Commissioner Daron Korte (MN) reported they have not met since April and their next meeting is in June. They are still focused on confirming all states have active state councils as required by the Compact. Several states have not confirmed or provided a record of their meeting dates and he is following up with them. The committee will examine what the expectation is and what to do when a state has a state council and says they are not going to meet because having a meeting is not included in their state statute.

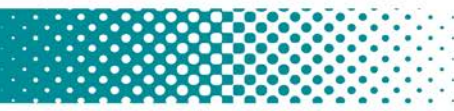
10. ***Finance*** – Commissioner Buehn reported we are on track for spending and targeted to be underbudget this year. The reserve continues to perform well. Dues for FY2018 are 100% collected and the invoices for FY2019 were distributed in April/May. Several states have paid.

11. ***Rules*** – Commissioner Gable brought the Rules Book up for discussion and approval. ED Imai thanked everyone for their feedback and stated that most were incorporated into the final draft - except those that require a change to the rules itself. Commissioner Kaminar motioned to approve the 2<sup>nd</sup> Edition Rules Book, seconded by Commissioner Gable. Motion passed. The digital copy will be added to the website and promoted in the next ED update and newsletter. Commissioner Gable reminded everyone that hard copies of the book will not be printed until after the Annual Business Meeting, to include any rules changes that may be passed. Post approval, Kathy Facon wanted to add a text box of tips to the rules book. Commissioner Pete LuPiba (OH) suggested drafting an FAQ. The Rules Committee will review these suggestions.

12. ***Training*** – Commissioner Kaminar said they have not met since the April EXCOM and members are working on their breakouts for the Annual Business Meeting. Regarding the PsychArmor video that is being updated for use by MIC3. Communications Associate Richard Pryor has sent out the final draft yesterday - some members had comments and good ideas. However, when the Training Committee presented the video for EXCOM's approval back in March. He reminded all that the national staff sent the EXCOM the link to the video prior to the March meeting. At the March meeting, the EXCOM approved the minor revisions, and the voted for an amount of up to \$900 for the national office to secure a contract with PsychArmor and make changes for us.

13. Email from DOD Military Representative, Kathy Facon:

- I agree with Shelley and Daron and think that some of the visuals should be modified to allow for diversity in gender and roles. Overall look is very elementary school, kind of K-5.
- Hats: try nurse, graduation cap, Chef, or a pencil behind the ear for accountant - even ear buds for modern living on the metro



- Subtle switch of the fireman "moving" by changing the station name from LA to San Diego to San Francisco is within the same state and not interstate: recommend: San Diego/VA or NC/CA.
- "Special challenges" language is too close to "special education". Recommend use language that says: requires frequent transitions and academic adjustments.
- Why don't the children have mouths? The four "familiar students" could be smiling and the "new kid" could be a mouth open or round - or a question mark above his head.
- Also, can identify a new kid by apparel: some schools are all backpack, some message bag: make four the same and one different: solid backpacks and one floral.
- Relocation map talks about different cultures but moves the student CONUS from CA to NC: how about from the USA to overseas.
- Requirements should read: graduation requirements -"valiant effort" - dated language: should say it is a binding agreement
- Add MIC3 website address to the slide abbreviating MIC3 (subliminal message) -rather than say the compact "only applies to public schools: be positive and say it applies to \*all public schools K - grade 12\* because all states, DoDEA and DC are included.
- Dated language: old location, new location: we now use in the Compact Desk  
Reference: sending school and receiving school -"should enroll" - used throughout the provisions section: The language is more akin to: The compact requires school systems in member states to....enroll in
- K even if they miss cut off dates etc. et. al. The compact removes the "should do" and replaces it with: are required to.... or through binding agreement students are eligible for continued placement such as gifted....
- I also disagree with some of the statements that are made in the video....
  - For example: at 0:09 - the narrator does not mention "Department of Defense" when reading the slide
  - Another example: at 0:37 "military children fall behind because they cannot fully master their position".... I strongly disagree and think this should be more positively stated.
  - I realize this is a lot, but it is important investment for MIC3. It should be reflective in content, language and be sensitive to gender, race and equity issues.

#### 14. Email from Commissioner Weiss:

- Echo the items you have identified in the initial email.
- Dislike the use of the word "kid" and it is used repeatedly. Once during the presentation would be enough. Much prefer children or students (when applicable). If this is to be shared with educators, need to be aware of this.
- Enrollment should come before placement as issues that are dealt with.
- Several not so subtle messages about gender (boys represented more than girls).
- Visuals of folks that the Compact applies to (military, NOAA, retired) appear to all be males (hair/beards?).
- Visuals of girls look like Mickey Mouse. I don't see many students who have that look - particularly students past elementary level. Cute - but possibly just longer hair would be better if hair is the only defining feature
- From :50 to 1:22 - a boy is the person represented on all of the slides.
- The hat on the boy identified as the "new kid" looks like a dunce hat - and may have other implications. Possibly just a sign or "balloon" over the head with "new kid" would work.
- :35 - all of the "jobs/hats" are traditionally thought of as male jobs (construction worker, firefighter, police officer). I know these are jobs open to all, but when the "hat" is on a "male

child" head, it sends a message that half of the population is not considered. Possibly have at least one of the "hats" on a girl with longer hair and maybe a nurses cap (outdated as that may be, I can't think of other hats).

- Love the visual of "commissioners" across the US, but possibly multiple colors could be used on the faces (light to dark) to show diversity.
- Appreciate the repetition.

15. Email from Commissioner Korte:

- Very neat and well done. Just a few comments:
- 0:05 – Lots of words and the slide moves too fast to read them. I'd suggest we use "Introduction to the Military Interstate Children's Compact" which is easy to read quickly, aligns more with MIC3 acronym, and may minimize confusion. We clarify elsewhere that the compact only applies to public schools.
- 4:20 – Narrator says "where possible, districts should waive graduation requirements when a child transfers in their senior year to ensure the student can graduation on time." Per the compact, the LEA should only waive grad requirements when *similar coursework has been completed*. I'd prefer the video mirror the language of the compact. Something like, "The district must waive specific courses required for graduation if similar coursework has been satisfactorily completed in another district. Or the district must provide the student with a reasonable justification for the denial of a course waiver."
- 6:16 – Maybe show the MIC3 contact information again. It's at the beginning but moves pretty fast.
- Generally:
  - Agree with preference of "child" or "student" over "kid" but I can live with it
  - Agree that it's concerning that most of the "kids" and parents shown are light skinned. Especially at 5:20. Yikes...
- Thanks everyone for their work on this!

16. Commissioner Kaminar said we are at that point where if we do anything different it would be over the cost of the original contract with PsychArmor. PsychArmor has estimated that the changes would be an excess of \$20K to make the additional changes, and he added that we have already paid them half of our contract to date. Commissioner Kaminar suggested that we follow through on what we voted on, and pay PsychArmor remainder of their contract, and make the video available for use. Members can choose to use the video or not. Chair Kraeger appreciated the suggestions, however she could live with the video as is. She asked if the video so egregious that we would feel uncomfortable as an organization to put this forward? Or can we live with this and in the future, incorporate the suggestions for future videos.

17. DOD Representative Kathy Facon asked for confirmation that about \$450 was paid to make the changes so far? Associate Pryor affirmed this was correct. Commissioner Kaminar said he recommended having something for the money we have spent. The video would be made available to anyone who would want to use it, but they don't have to. Future videos would take those suggestions into account. Commissioner Korte asked for clarification that changes were made to the video so far based on the email circulated yesterday. Commissioner Kaminar said no changes were made based on yesterday. Chair Kraeger said we were presented the video, and suggestions from the Training Committee to review for the line item approval at the March EXCOM. Commissioner Kaminar said the project is so far advanced and it is too late to make any additional changes. Commissioner Korte said he thought that PsychArmor would be more sensitive to diversity, ethnicity and gender

– and it is something pretty basic. For them to come back and say, “no we can’t do that” seems bad and unacceptable.

18. Commissioner Kaminar reminded the video is repurposed from a video developed for the National Military Family Association (NMFA)’s Eileen Huck. He said they were already using it and suggested it to us and said we could make changes and use it for MIC3 purposes. This is not an original production for MIC3. DOD Representative Kathy Facon added that PsychArmor produced a whole suite of courses for NMFA, not just the MIC3 one. Associate Pryor clarified that after NMFA’s Eileen Huck kindly shared this video, he approached PsychArmor who explained that the company was given \$30K to do various videos. They were willing to do minor changes for a very small amount so we could use the video to provide a broad brush on the compact. He said it provides a general understanding on who we are and what we do.

19. Chair Kraeger asked if NMFA, based on our comments, would need to take down their video? Commissioner Weiss said she appreciated Pryor’s efforts, however perhaps NMFA is trying to connect with a different audience that we are trying to reach. However, educators she interacts with would be concerned about the equity issues more than knowledge of the Compact. Korte said he is really concerned with no figure of color in the first part with 10 students. Commissioner’s Korte and Gable admitted that they did not view the video prior to March meeting, and Gable apologized for this. Commissioner Weiss said she failed to understand that she needed to do a more thorough review originally. She added that although \$900 was spent and we have nothing to show for it, our Board has learned a lesson – that a cursory and in-depth review is needed when it is on our meeting agenda.

20. All agreed to pause and have the Training Committee relook at the video and what can be done. Pryor will speak to PsychArmor about the project and obtaining a timeline for payment on work done. He reiterated that incorporating the additional revisions would require doing a new video. He suggested sending it out to a wider group of people. Chair Kraeger asked Kaminar to check-in with Eileen Huck. Commissioner Kaminar asked that the minutes capture the conversation, explain how we voted to approve this project two months ago, and now we have concerns and put a hold. All agreed. Some expressed appreciation for work on the project. **(OPEN ITEM)**

#### ITEM 4 – NEW BUSINESS

21. ***State Data Collection and Annual Reporting to the Commission*** – On April 18<sup>th</sup>, Commissioner Weiss emailed Commissioner Gable, Rules Chair, referencing ***Commission Rules, Section. 2.103: Data Collection and Reporting:***

(a) *As required by the compact, and as specified by the operational procedures and forms approved by the commission, the states shall gather, maintain and report data regarding the transfer and enrollment of students who transfer from one state LEA to another state LEA under this compact.*

(b) *Each state shall report to the commission annually the number of students transferred to a LEA from another state and received from another state’s LEA in the previous year.*

(c) *Reports required under sec. 2.103 (a) and (b) shall be received by the Commission no later than June 30 of each year.*

Commissioner Weiss asked if states collect data on the number of students they transition under the Compact, and if they have, where they have gotten the data from. Commissioner Gable responded that no state gathers this information, and that a number of years ago it was discussed at an Annual Meeting. At that time, members said they were not equipped to collect this data but there was a decision at that point not to make a change to the rules.

22. Chair Kraeger said we need to see how the military student identifier is done in each state and how the data looks. Commissioner Weiss said once we collect the data in ESSA we need to look at the numbers, because Wisconsin does not document children when they move from state to state. She added that after ESSA if we can

look at it again and love the idea of knowing how many students in our state that are military connected, but some of the verbiage has to be changed so it is a more accurate reflection of what type of data we can get and report. Weiss also noted that the military family is self-reporting their military connection and that in Wisconsin, they will be looking at active duty connection, but there is more information needed because there is national guard and reserve, etc. Regarding ESSA, Gable said she was not sure if there would be consistency across states on what they are reporting. She cautioned this is a very complex topic and to keep an eye on it, also that commission members are not seeking to collect this data now.

23. In the interest of time, the remaining items for *New Business, Old Business and Other Business* and *Announcements* were tabled for the June meeting.

**ITEM 5 – ADJOURNMENT** – With no further business to conduct, Chair Kraeger adjourned the meeting at 12:02 PM ET.

Respectfully submitted by,



Cherise Imai  
Secretary/Executive Director