



MILITARY INTERSTATE
CHILDREN'S COMPACT
COMMISSION

2020 Annual Business Meeting

October 1, 2020, 12:00 PM – 4:00 PM ET
October 2, 2020, 12:00 PM – 4:00 PM ET



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October 1, 2020

Dear Commissioners, Designees, and Annual Meeting Attendees:

Welcome to the Commission's first ever virtual Annual Business Meeting. The fact that we are pressing forward with the work of the Commission even in these challenging times and unusual setting demonstrates that nothing can stop us from fulfilling our statutory mandate to resolve transitional issues for military-connected student.

Looking back, I must say I'm very pleased with our progress. We are now a year into implementing our new Strategic Plan, which all of you helped to create. We're making excellent progress in achieving several of the goals, and while others are proving to be more challenging, I'm confident that we will accomplish all tasks in the plan.

Like many of you, I'm looking forward eagerly to hearing from the National Guard and Reserve Task Force on its findings and recommendations regarding the needs of reserve component families. If the recommendation is that reserve component families should also be protected, we will find a way to make that happen.

While the current pandemic has caused us to delay our work with the Public Health Service, whose officers are doing yeoman duty to protect Americans from the ravages of COVID-19, we haven't taken our eye off the ball. As soon as we are able, we will move forward with bringing the USPHS under our Compact, as we will with the commissioned officers of NOAA.

And while the pandemic has caused our citizens to rethink how they approach virtually every aspect of life, it hasn't stopped our military families from moving across the country and even overseas as they continue to support and defend our Constitution. Accordingly, all of you, along with our wonderful partners in the Department of Defense, especially the excellent network of school liaisons, our superb partners in our ex officio organizations, and our exceptionally diligent and dedicated national staff, have risen to the occasion and done what you do best.

What challenges we've faced! Through it all, you've continued to fulfill your duty, completely undaunted by the difficult circumstances in which we find ourselves. It has been a privilege to serve with you.

Respectfully,



John I. Kaminar

Commission Chair and Arkansas Commissioner



NOTICE OF PUBLIC MEETING

In accordance with Article VI, Section 1 of the Bylaws for the Military Interstate Children's Compact Commission (MIC3), and the Government in Sunshine Act, 5 U.S.C. § 552b, the organization hereby gives notice of the Annual Business Meeting of the Commission.

Due to the COVID-19 crisis, the Commission will hold a virtual meeting with the sole purpose being to conduct essential business necessary to ensure operations continue without interruption during the pandemic.

Individuals interested in participating in the virtual meeting can do so by registering through the *GoToMeeting* platform at:

<http://events.r20.constantcontact.com/register/event?oeidk=a07eqz5evkq96db49e1&llr=i9wci6xab>

Event: MIC3 Virtual Annual Business Meeting

Meeting Dates: Thursday, October 1, 2020 and Friday, October 2, 2020
12:00 PM – 4:00 PM ET 12:00 PM – 4:00 PM ET

The meeting itinerary may be found at <http://www.mic3.net/2020-annual-business-meeting.html>, or requested by email to mic3info@csg.org

An individual or representative wishing to testify should register* prior to the meeting. Testimony must be related to an item that is on the agenda and such person shall be required to identify the agenda item to be addressed by the testimony. Each individual or representative of an organization is allotted three (3) minutes, or an amount of time otherwise designated by the Chairperson, to provide testimony to the Commission.


Persons requiring special assistance or services, should call Lindsey Dablow at (859) 244-8067 at least ten (10) business days before the meeting.

***Interested persons may submit notice to the Commission of their intent to attend and submit written comments to:**

Cherise Imai
Executive Director
Military Interstate Children's Compact Commission
1776 Avenue of the States
Lexington, KY 40511
Email: cimai@csg.org
Phone (859) 244-8069
Fax (859) 244-8001

2020 Annual Business Meeting Itinerary

	Time	Thursday, October 1, 2020	Room
All Attendees	12:00 PM	General Session	GoToWebinar
	2:00 PM	Recess (15 Minutes)	
	2:25 PM	General Session Reconvenes	
	4:00 PM	Recess for the day	
	Time	Friday, October 2, 2020	
All Attendees	12:00 PM	General Session Reconvenes	GoToWebinar
	2:15 PM	Recess (15 Minutes)	
	2:30 PM	General Session Reconvenes	
	4:00 PM	Closing and Adjournment	

	<p align="center">Policy Number</p> <p align="center">01-2014</p>
<p align="center">Administrative Policy TRAVEL POLICY AND REIMBURSEMENT GUIDELINES</p>	<p>Issued: August 11, 2014 Revised: August 15, 2019, April 20, 2018, June 15, 2017, October 3, 2016</p>

I. General Information

- a. Personnel travelling on authorized MIC3 business are expected to retain **all** receipts (**BOTH itemized and credit card receipts**) and submit them with their expense form.
- b. For Annual Business Meetings (ABM), MIC3 will reimburse the Commissioner, Designee or Proxy for: ground transport or mileage to/from the departure airport; airport parking fees; airfare and standard baggage fees; ground transportation (taxi or shuttle) to the hotel/lodging; and meals (no alcohol).
 - i. ABM hotel/lodging days (authorized for the meeting) will be billed directly to MIC3's account.
 - ii. The traveler will be charged directly by the hotel for any dates that are outside (prior to or post-meeting) of the authorized meeting dates.
 - iii. MIC3 will not reimburse incidental charges such as entertainment, personal phone calls, and in-room snacks or bar purchases.
- c. If travelling on other MIC3 business, the Executive Director will confirm the logistics and reimbursable expenses with the traveler prior to travel.

II. Receipts

- a. **All receipts submitted for reimbursement must be itemized and notated with the item(s) being claimed. A credit card receipt with just an amount is not reimbursable.**
- b. Meals: a minimum, maximum nor per diem is specified, however actual and 'reasonable' meal expenses (including gratuities) will be reimbursed.
- c. Alcohol: is not reimbursable and should be deleted from any receipt and the amount adjusted accordingly. If possible, separate any alcohol expense from your meal expense.
- d. Hotel/lodging: the invoice must include the name/location of hotel, guest name(s), date(s) of stay, and a breakdown of charges for lodging, meals, telephone and any incidentals.

- e. Tips: It's understood that tips (hotel housekeeping, etc.) are discretionary and a receipt may not be available. These expenses may be claimed on the expense reimbursement form under "Other" with the type of tip (baggage, housekeeping, etc.).

III. Air Travel

- a. Individuals are required to book air travel a minimum of **30 days** prior to the date of travel.
- b. MIC3 will only reimburse for coach/economy-class air fares. First class travel is allowed only when the fare is no higher than the coach/economy-class air fare or if a participant opts to use frequent flyer points for a first-class upgrade.
- c. Flights costs are automatically authorized up to \$700. You must obtain approval from the Executive Director to exceed this amount.
- d. Fees not authorized include:
 - i. Ticket change fees - Extenuating circumstances may be considered.
 - ii. Excess baggage fees - Standard fees are authorized.
 - iii. **Seat upgrade charges**

IV. Use of a Privately-Owned Vehicle (POV)

- a. Rate. The current reimbursement rate for a privately-owned vehicle is **.53.5** cents per mile as of January 1, 2017. This rate is based on the IRS standard business mileage rates.
- b. When using a personal vehicle, the maximum reimbursement for all travel expenses will be calculated as follows:
 - i. The maximum, including mileage, tolls and lodging, is limited to no more than the normal expenses that would have been incurred if commercial air had been used.
 - ii. A valid airfare cost comparison must be submitted with the travel voucher. The cost comparison must be obtained at least **THREE** weeks prior to the departure date of the trip. If the traveler must take a last-minute trip (inside three weeks of the departure date), then the cost comparison must be run on the day it is learned the trip must be made, and this explanation must be given on the travel voucher.
 - iii. The national office reserves the right to conduct their own cost comparison should it be required.
- c. Documentation (map)
 - i. 0 to 100 miles - Odometer reading and/or a map showing miles coinciding with the dates of travel.
 - ii. Greater than 100 miles – A map showing miles coinciding with the dates of travel is **required**.
 - iii. Greater than 500 miles – A map showing miles and documentation of the public carrier rate coinciding with the dates of travel is **required**.
- d. Gas is not reimbursable when using a POV.

- e. Note: Individuals are responsible for any traffic tickets/citations issued while traveling in a POV or a rental car on MIC3 business. MIC3 is not liable for any accidents or damage resulting from travel associated with MIC3 business.

V. Car Rental

- a. Is **not** an approved method of transport unless prior authority has been granted and it can be shown that it is a cheaper or comparable method of transport than air,
 - i. Rental charges should be net of any discounts and will be limited to the rental cost of compact or standard size cars.
 - ii. Valet parking - the traveler shall attempt to utilize self-parking if available. Valet may be allowable if there is no other option available or it has been discounted to the rate of regular parking for the purpose of the meeting in question.

VI. Ground Transportation

- a. If travel is by air, traveler shall attempt to utilize a shuttle or taxi to and from the hotel/lodging.

VII. Transportation to/from Home/Work and Airport


- a. If the traveler plans to take public transportation (subway, bus, or tram), taxi or shuttle to/from the airport – the roundtrip travel fare may be claimed.
- b. If the traveler is dropped off/picked up at the airport by a friend or family member, only one-way travel mileage may be claimed for each trip. Airport parking fees incurred while a family member waits for the traveler upon his/her return are not eligible for reimbursement.
- c. If the traveler utilizes airport parking for their personal vehicle, the round-trip mileage travel and airport parking fees may be claimed.

VIII. Hotel/Lodging (applies to travel other than the Annual Business Meeting)

- a. If an overnight stay is necessary, hotel/motel accommodations should be based on a preferred rate plus applicable taxes. Inquire with MIC3 on the rate for your travel area.
- b. MIC3 will not reimburse incidental charges such as entertainment, personal phone calls, and in-room snacks or bar purchases.
- c. The hotel/lodging invoice must include the name/location of hotel, guest name(s), date(s) of stay, and a breakdown of charges for lodging, meals, telephone and any incidentals.

IX. Expense Reimbursement (Expenses are typically reimbursed at the conclusion of the event, although travel advances may be requested.)

- a. All travelers must complete and submit claims using the **Non-CSG Expense Reimbursement** form. A downloadable, fillable form can be found at: <http://mic3.net/pages/resources/resources.aspx>
- b. Deadlines: Forms should be submitted no later than **30** days following the trip/event. If they are received beyond this window, the traveler may be asked to provide a written justification. Note: Expense claims are normally processed each Monday, and reimbursements are usually mailed on Friday.
- c. Expense Reimbursement forms must be scanned/emailed to mic3info@csg.org. If email is not available, mail forms to: *MIC3, 1776 Avenue of the States, Lexington, KY, 40511.*
- d. A guide to the completion of the reimbursement form can be found at: <http://bit.ly/2gfktRm> or www.mic3.net under Resources, *Expense Form Completion*.
- e. Should you have any questions, please contact MIC3.

	<p align="center">Policy Number</p> <p align="center">01-2015</p>
<p align="center">Administrative Policy AWARDS POLICY</p>	<p>Issued: October 3, 2016 Revised: February 13, 2019</p>

This policy has been created to define the process for recognizing individuals and organizations. The awards program recognizes individuals for tenure, service, position, or noteworthy contribution to the Commission and its mission.

i. Awards


- a. Cheryl Serrano Leadership Award - Gavel
- b. Norman Arflack Leadership Award - Framed Certificate and Coin
- c. MIC3 State Service Award - Certificate and Paperweight
- d. MIC3 Community Award - Certificate and Coin

ii. Cheryl Serrano Leadership Award

- a. Recognizes the current Chair for outstanding leadership of the Commission through the enhancement of the mission and vision of the Compact.
- b. The award is presented to the outgoing Chair of the Commission (Chair) with approval of the Executive Committee (EXCOM).
- c. Timeline and venue for the presentation is dependent on the outcome of the elections at the Annual Business Meeting (ABM), unless the Chair has notified the national office they will not be seeking an additional term, or they resign during their 12-month tenure.

iii. Norman Arflack Leadership Award

- a. Recognizes an outgoing individual whose outstanding leadership on the EXCOM in a position other than Chair, has enhanced the mission and vision of the Compact. The nominee is a State Commissioner who has served in an elected position of Vice Chair or Treasurer; or was appointed to a Standing Committee Chair position. The nominee must have served, at minimum, one full term.
- b. The nomination is made by the Executive Director to the Commission Chair for approval.

	<p align="center">Policy Number</p> <p align="center">01-2015</p>
<p align="center">Administrative Policy AWARDS POLICY</p>	<p>Issued: October 3, 2016 Revised: February 13, 2019</p>

- c. Timeline is dependent on the elections at the ABM. The award will be mailed within 4-6 weeks; or if practical, presented in-person.

iv. MIC3 State Service Award

- a. Recognizes an outgoing State Commissioner whose outstanding leadership and or role has been essential to ensuring their state’s implementation of the military interstate compact.
- b. The nomination is made by the Executive Director to the EXCOM for approval upon confirmation of the resignation or the term end of the nominee.
- c. The award will be mailed within 4-6 weeks.

v. MIC3 Community Award

- a. Recognizes a Commissioner or and individual whose outstanding leadership and/or role has been essential to ensuring a state’s implementation of the military interstate compact. The nominee may be a Commissioner, member of the State Council or another deserving individual who has shown the same traits in support of the Compact.
- b. The nomination is made by the State Commissioner or the Executive Director. The Executive Director is responsible for approving the award. The award will be mailed within 4-6 weeks to the State Commissioner.

	<p align="center">Policy Number</p> <p align="center">01-2016</p>
<p align="center">Administrative Policy FINANCE POLICY</p>	<p align="center">Issued: October 3, 2016</p>

This policy has been created to define the process for financial and budgetary documents on behalf of the Military Interstate Children's Compact Commission (MIC3).

Financial Records

A folder will be designated on the MIC3 shared drive for each fiscal year. Each folder will have folders designated for the following materials:

- I. Budget
- II. Dues
- III. Travel Reimbursements
 - a. Staff
 - b. Commissioners
 - c. Annual Meeting participants
- IV. Credit cards
- V. Tax Documentation
- VI. Audits

I. Budget

Beginning in FY17, budgetary documents and spreadsheets will be broken down quarterly to correspond with the meeting of the MIC3 Finance Committee. Monthly finance reports (Balance, Revenue and Expense, and Detail) will be placed in the corresponding quarterly folder.

II. Dues

Dues folder will contain separate folders for the invoices and payments. All incoming dues payments must be marked with the corresponding state or states abbreviations

Resides numbers for the year and the dues spreadsheet should remain as separate files from these folders.

III. Travel Reimbursements

Travel reimbursements will have separate folders for each staff member and the members of the Executive Committee. Other folders can be created as the needs arise.

	<p align="center">Policy Number</p> <p align="center">01-2016</p>
<p align="center">Administrative Policy FINANCE POLICY</p>	<p align="center">Issued: October 3, 2016</p>

These folders are for reimbursement outside of the Annual Meeting. Once completed and approved by executive director, they are to be filed electronically.

a. MIC3 Employee Expense Reports

- i. Reimbursements for travel expenses, business meals, or other approved costs will be made only upon the receipt of a properly approved and completed expense reimbursement form (see further policies under “Travel and Business Entertainment”).
- ii. All original receipts must be attached, including itemized receipts for meals, and a brief description of the business purpose of trip or meeting must be noted on the form.
- iii. Expense reports for multiple party dinners should have the guests listed to eliminate the possibility of double payments of expenses. MIC3 travel policies shall apply to non-MIC3 participants.
- iv. Expense reports will be processed for payment on Thursday if received before noon on Monday.
- v. Expense reports submitted without proper approvals, original receipts or documentations or are otherwise incomplete will be returned without payment.

b. Commissioners

- i. Commissioners traveling and presenting on behalf of the Commission outside of the Annual Meeting will follow the guidelines in the *MIC3 Administrative Policy #1-2014: TRAVEL POLICY AND REIMBURSEMENT GUIDELINES*
- ii. Using the following guidelines will ensure upon receipt of a claim, it is processed without an unnecessary delay.
- iii. Expense reports should be submitted no later than 30 days following the trip/event. If expenses are submitted beyond the 30-day window, individuals may be asked to provide a written justification as to why the expense report is being submitted late.

	<p align="center">Policy Number</p> <p align="center">01-2016</p>
<p align="center">Administrative Policy FINANCE POLICY</p>	<p align="center">Issued: October 3, 2016</p>

- iv. With immediate effect, it is now acceptable to submit expense forms electronically, via email. Original, itemized receipts are still required. These can be scanned and emailed along with the expense form to rpryor@csg.org. You can still submit them via regular mail if preferred.
- v. A guide to the completion of the expense form can be found via the Resources page at www.mic3.net.

c. Annual Business Meeting - Commission

All travel reimbursements and the corresponding expense chart will be filed under the Annual Business Meeting folder. The reimbursement should be filed with the name and state of the commissioner, commissioner designee, or temporary appointment.

IV. Credit Cards

Credit Card reconciliation is completed each month by the card holders. Once completed and coded according to the guidelines from the Council of State Governments, and approved by the Executive Director, the bill and the receipts should be scanned and filed electronically under the card holders name.

In the event that a card is hijacked, lost or stolen, a written record and all paperwork needs to be filed under the cardholder's name in the event that it is needed for audit purposes. If a card is replaced a new folder should be created under the cardholder's name to distinguish the old card from the new. Paperwork regarding lost or stolen cards MUST be obtained and shared through Staff Accountant/AP Coordinator at CSG.

V. Tax Documentation

This includes W9 and any state paperwork needed for the processing of the dues to the Commission. Any change in the documentation or state paperwork should be filed promptly. If dealing with a state, the file name needs to include the appropriate state abbreviation.

VI. Audits

This file will include a list of material requested annually by the auditor and instructions for the audit. All materials needed for the audit should be placed in the audit folder on the MIC3 share drive as they are completed.

 <p>MILITARY INTERSTATE CHILDREN'S COMPACT COMMISSION</p>	<p>Policy Number 02-2016</p>
<p>Administrative Policy RECORDS RETENTION POLICY AND GUIDELINES</p>	<p>Issued: October 3, 2016</p>

I. Objective

To ensure that records and documents produced by the Military Interstate Children's Compact Commission (MIC3) are adequately protected.

II. Applicability

This policy applies to all physical and electronic records produced by MIC3. Records and documents produced by the Council of State Governments (CSG) on behalf of its Affiliates are maintained in accordance with policies and procedures established by CSG. See Schedule B. This policy is not applicable to records or documents produced by member states which are maintained in accordance with policies and procedures established by their respective states.

III. Administration

The Executive Director in conjunction with the CSG is responsible for the implementation and administration of the record retention schedule shown in Schedule A.

IV. Suspension of Record Disposal in the Event of Litigation or Claims

In the event MIC3 becomes party to a court action, a government investigation, or audit, the disposal of any and all records and documents shall be suspended until such time as the Executive Director, with the advice of counsel, determines otherwise.

V. Record Keeping

When an employee disposes records in accordance with the schedule outlined in Schedule A, the employee shall prepare a written log identifying the records and documents destroyed, the date destroyed and by whom. The logs are to be maintained by the Executive Director.

SCHEDULE A RECORD RETENTION SCHEDULE (MIC3)

a. Financial Records

<u>Record Type</u>	<u>Minimum Retention Period</u>
Budget	5 years
Dues documentation	5 years
Travel Reimbursements	7 years
Credit card documentation	5 years
W9s	Permanent

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Audits	5 years
Hotel Contracts	3 years after expiration

b. Commission and Committee Materials

<u>Record Type</u>	<u>Minimum Retention Period</u>
Minutes	Permanent
Agendas	Permanent
Committee rosters	Permanent
Training materials	3 years
Toolkits	3 years
Strategic plans	Permanent
Annual Reports	Permanent
By-laws	Permanent
Rules	Permanent
Policies and Procedures	Permanent
Audio recording of Committee/ Commission Meetings	3 years

c. Internal documents

<u>Record Type</u>	<u>Minimum Retention Period</u>
Letters/memos	2 years
Service Contracts	3 years
Legal documents	Permanent
Conference materials	2 years
Directories	2 years
Presentations	3 years
Publications (brochures, guides, handouts)	2 years
Logos	Permanent
Media	3 years
Press Releases	Permanent

c. State Materials

<u>Record Type</u>	<u>Minimum Retention Period</u>
Agendas	Permanent
Council Minutes	Permanent
Commissioner Appointments	Permanent
Success/Achievements	Permanent

	<p align="center">Policy Number</p> <p align="center">02-2016</p>
<p align="center">Administrative Policy RECORDS RETENTION POLICY AND GUIDELINES</p>	<p align="center">Issued: October 3, 2016</p>

VI. SCHEDULE B - RECORD RETENTION SCHEDULE (CSG)

Records retained by the Council of State Governments:

a. Personnel Records

<u>Record Type</u>	<u>Minimum Retention Period</u>
Personnel files (employee information and compensation records)	Permanent
I-9's	1 year after termination or 3yrs after hire
Personnel files (payroll records and summaries including records related to employee's leave)	Permanent
Employee Earnings Records	Permanent
Personnel Records (including individual attendance records, application forms, job or status change records, performance evaluations, termination papers, training and qualification records)	Permanent
Personnel files (terminated employees)	Permanent
Retirement and pension records	Permanent
Tax Returns and worksheets	10 years
Timesheets	Permanent
Workers Compensation	Permanent
Personnel Policies	Permanent
Job Descriptions	Permanent

b. Insurance Records

<u>Record Type</u>	<u>Minimum Retention Period</u>
Annual Loss Summaries	10 years
Claims Files (correspondence, medical records, injury documentation, etc.)	10 years
Group Insurance Plans - Active Employees	10 years
Group Insurance Plans – Retirees	10 years
Insurance Policies (active and expired)	10 years

c. Payroll Documents

<u>Record Type</u>	<u>Minimum Retention Period</u>
Employee Deduction Authorizations	Permanent

 <p>MILITARY INTERSTATE CHILDREN'S COMPACT COMMISSION</p>	<p>Policy Number</p> <p>02-2016</p>
<p>Administrative Policy RECORDS RETENTION POLICY AND GUIDELINES</p>	<p>Issued: October 3, 2016</p>

Payroll Deductions	Permanent
W-2 and W-4 Forms	Permanent
Garnishments, Assignments, Attachments	Permanent
Labor Distribution Cost Records	8 years
Payroll Registers (gross and net)	8 years

d. Accounting and Finance

<u>Record Type</u>	<u>Minimum Retention Period</u>
Accounts Payable ledgers/schedules	5 years
Accounts Receivable ledgers/schedules	5 years
Audit Reports/Financial Statements	5 years
Audit Records (Including work papers and other audit related documents)	5 years
Bank Statements/Canceled Checks	5 years
Expense Reports	7 years
General Ledgers	5 years
Investment Records	5 years
Credit card records	5 years
Depreciation records	5 years

e. Tax Records

<u>Record Type</u>	<u>Minimum Retention Period</u>
Tax-Exemption Documents and Related Correspondence	Permanent
IRS Rulings	Permanent
Excise Tax Records	5 years
Tax Bills, Receipts, and Statements	5 years
Tax Returns (income, franchise, and Property)	5 years
Tax Workpaper Packages – Originals	5 years
Sales/Use Tax Records	5 years
Annual Information Returns – Federal and State	5 years
IRS/Government Audit Records	5 years

	<p align="center">Policy Number 01-2017</p>
<p align="center">Administrative Policy STATE COORDINATION POLICY</p>	<p align="center">Issued: March 28, 2017</p>

I. Authority

Article VIII, State Coordination, of the model compact language, *Interstate Compact on Educational Opportunity for Military Children*, provides for the appointment of a State Commissioner and a State Council for the implementation, administration, and advocacy of the Compact. Through adoption of the Compact, each state may have kept or modified the language of this Article, however the components of the Article remain intact. **This policy ensures compliance with the Statute or Code requirements that each member State maintains a State Commissioner and a State Council.**

II. Applicability

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

III. Policy

a. State Commissioner Appointment

- i. The appointment of the State Commissioner is governed by Article VIII, State Coordination, Section C of the model compact language. “The compact commissioner responsible for the administration and management of the state’s participation in the compact shall be appointed by the Governor or as otherwise determined by each member state.” **Review the version in each State Statute or Code for the appropriate appointing authority.**
- ii. Upon resignation, the State Commissioner shall notify both the appointing authority and the Executive Director in writing. The Executive Director shall confirm in writing, the resignation, request for an interim point of contact, and notify the member state of the 60-day appointing period.
- iii. If the member State has not appointed a new State Commissioner within 60 days, the Executive Director will send by registered mail a delinquency notice to the appointing authority.

- iv. If a member State has not appointed a new State Commissioner within 90 days, the Executive Director may refer the matter to the Compliance Committee for action.
- b. State Council
- i. The appointment of the State Council is governed by Article VIII, State Coordination, Section A, of the model compact language. “Each member State shall, through the creation of a State Council or use of an existing body or board, provide for the coordination among its agencies of government, local education agencies and military installations concerning the state’s participation in, and compliance with, this Compact and Interstate Commission activities.” **Review the version in each State Statute or Code for the appropriate appointing authority and membership.**
 - ii. Newly appointed State Commissioners shall be given one year from their appointment date to reorganize their State Council, if one has not already been established.
 - iii. If a member State has not established their State Council within one year, the Executive Director may refer the matter to the Compliance Committee for action.
- c. Reporting
- i. By June 30 of each year, member States shall submit the following information regarding their State Council to the national office:
 - a) State Council membership roster.
 - b) Identify and/or confirm at least two points of contact for the member state. E.g. State Commissioner, Military Family Education Liaison, State Department of Education, etc.
 - c) Summary of accomplishments, activities and presentations for the previous year.
 - ii. If a member State has not submitted the above information within 30 days, the Executive Director will send a written reminder to the State Commissioner.
 - iii. If a member State has not submitted the above information within 60 days, the Executive Director may refer the matter to the Compliance Committee for review and possible action.

	<p align="center">Policy Number 2-2017</p>
<p align="center">Administrative Policy CODE OF CONDUCT POLICY</p>	<p>Issued: August 17, 2017 Revised: April 17, 2019</p>

I. Background

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

II. Introduction

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

III. Commissioner Code of Conduct

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

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

IV. Code of Conduct Form

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

V. Notification to State Appointing Authority

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

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

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



Code of Conduct Form

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

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

Commissioner

State of _____

Dated this _____ day of _____, 20__.

	<p align="center">Policy Number 3-2017</p>
<p align="center">Administrative Policy ACCESSING LEGAL COUNSEL POLICY</p>	<p align="center">Issued: December 7, 2017</p>

I. Authority

The Executive Committee is vested with the power to act on behalf of the Interstate Commission during periods when the Interstate Commission is not in session.

II. Applicability

This policy applies to signatory states to the Interstate Compact on Educational Opportunity for Military Children and Commissioners or Designees appointed to represent those states to the National Commission, State Legal Representatives and all persons engaged in the business of the Compact.

III. Policy

- a. The Commissioners or Designees appointed to represent those states to the National Commission, State Legal Representatives and all persons engaged in the business of the Compact shall access the Legal Counsel of the Commission through the Executive Director. Pursuant to the Compact and Compact Rules, these persons may request a legal interpretation in writing or by email through the Executive Director.

The Legal Counsel of the Commission shall not communicate directly to anyone in regards to his scope of responsibility to the Commission on matters for which a fee for legal services will be charged to the Commission without the knowledge of the Executive Director.

- b. Should costs be incurred due to Commissioners or Designees, State Legal Representatives, or persons engaged in the business of the Compact communicating directly with the Legal Counsel of the Commission without the Executive Director's approval, the non-approved fees or costs will not be paid by the Commission.

 <p data-bbox="560 155 889 262">MILITARY INTERSTATE CHILDREN'S COMPACT COMMISSION</p>	<p data-bbox="1089 155 1299 191">Policy Number</p> <p data-bbox="1133 222 1247 258">01-2019</p>
<p data-bbox="407 352 708 388">Administrative Policy</p> <p data-bbox="315 420 800 455">RESOLVING COMPLIANCE ISSUES</p>	<p data-bbox="1044 384 1338 420">Issued: April 17, 2019</p>

I. Authority

The objective of this policy is to establish a proactive process for resolving non-compliance prior to a referral to the Compliance Committee. This policy is intended to promote resolution of such issues through positive interaction and seek to invoke punitive sanctions in the most serious cases and/or only as a measure of last resort. While this policy is intended to assist member states with non-compliance problems by promoting positive working relationships and solutions, it is recognized that this may not be applicable in all cases. It is not intended to circumvent the powers and duties of the Commission to enforce the provisions of the Compact as specified by statute or rules.

II. Applicability

This policy applies to the National Office and all member states.

III. Policy

When a non-compliance matter or complaint comes to the attention of the National Office, the National Office will respond by taking the action identified below, continuing through the process until the issue is considered resolved.

Level One: The Executive Director makes contact with the involved Commissioner(s) or other state point of contact and attempts to resolve the matter. If the matter can't be resolved it is advanced to Level Two for additional action.

Level Two: At Level Two the Executive Director continues to work to identify an acceptable solution by consulting with the appropriate standing committees, i.e. rules, training etc.

Level Three: At Level Three the Executive Director has exhausted attempts to resolve the compliance problem using the methods identified in the first two levels. The Executive Director elevates the matter to the Chair of the Compliance Committee.

Level Four: At Level Four the Chair of the Compliance Committee has exhausted attempts to resolve the matter using the methods identified in the first three levels. The Compliance Chair prepares a report to the Executive Committee for further action, including but not limited to commencing litigation in federal court.

	<p align="center">Policy Number 2-2019</p>
<p align="center">Administrative Policy CONFLICT OF INTEREST POLICY</p>	<p>Issued: April 17, 2019</p>

I. Authority

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

II. Applicability

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

III. Introduction

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

IV. Commissioner Conflict of Interest

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

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

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

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

Definition

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

V. Conflict of Interest Form (Disclosure Form)

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

VI. Commissioner and Designee Recusal

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

VII. Concerns over Conflict of Interest

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

VIII. Notification of Home State Appointing Authority

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

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

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



Conflict of Interest Disclosure Form

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

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

Commissioner/Designee

State of _____

Dated this ____ day of _____, 20__.

	<p align="center">Policy Number 3-2019</p>
<p align="center">Administrative Policy GUIDELINES FOR COMMISSION MEETINGS</p>	<p align="center">Issued: June 20, 2019</p>

I. Purpose

The objective of this policy is to establish guidelines for participants and attendees during meetings of the commission. These guidelines are intended to insure positive interaction and timely resolution of any issues that may occur during the course of debate. They are not intended to circumvent or stifle debate but to ensure agenda items are addressed efficiently.

II. Authority

Article VI, Section 4. Procedure of the Military Interstate Children’s Compact Commission’s (MIC3) bylaws establishes *Robert’s Rules of Order* as the procedural guide for conducting commission meetings unless otherwise prescribed by bylaws or rules adopted by the commission. This policy is consistent with *Robert’s Rules of Order*.

III. Applicability

This policy applies to the National Office staff, the Commissioners of all member states, proxies for Commissioners, ex-officio organization representatives, and members of the public attending meetings of the Commission. This policy refers to the term “Commissioner” as defined in *Article II Membership* of the Compact Bylaws.

This policy is intended for use during all commission meetings including: the annual business meeting; standing and ad hoc committee; task force; and tier groups meetings. And will apply to meetings conducted in-person, and by telephone or web-based conferencing.

IV. General Information

All Commission meetings are open to the public. Commissioners, ex-officio representatives, or public participants may attend meetings, however may only speak when recognized by the Chair in accordance with *Article VIII, Section 4 Public Participation* of the Compact Bylaws,. It is expected that all discussion, remarks, and comments made during commission meetings will be courteous, respectful, and professional. Comments of a personal nature or that are intended to insult, belittle, or otherwise denigrate any individual are not acceptable.

	<p align="center">Policy Number 3-2019</p>
<p align="center">Administrative Policy GUIDELINES FOR COMMISSION MEETINGS</p>	<p align="center">Issued: June 20, 2019</p>

V. Policy

Meetings of the Commission will uphold the following practices:

- Commissioners may have the floor to speak after being recognized by the Chair.
- Commissioners are not to interrupt the individual who has the floor.
- The Chair will present a draft agenda after the start of the meeting. Members may move for changes to the agenda before voting to adopt it.
- To discuss or debate an agenda item, the Commissioner shall make a motion. The discussion will be opened after the motion has been seconded by another Commissioner.
- No Commissioner may speak twice about the same issue until everyone else wishing to speak has been allowed to do so.
- The Chair may establish reasonable limits to the debate in order to expedite matters and accomplish Commission business.
- The Chair has the same rights to speak and vote on questions as do other Commissioners.

VI. Maintaining and Restoring Order for all Meeting Attendees

The Chair is responsible for maintaining and restoring order during the meetings. The Chair shall employ the following steps progressively to maintain order:

1. Remind Commissioners and meeting attendees of the proper procedures and expectations for discussion and debate.
2. Call the meeting back to order.
3. An offending individual:
 - a. Shall be admonished by name and the minutes of the meeting shall reflect the unacceptable behavior, words, or actions at the direction of the Chair.
 - b. Can be removed from the meeting.
 - i. Commissioners may be removed from the meeting by a two-thirds vote of the body. A Commissioner has the right to appeal the decision.
 - ii. The Chair has the power to remove a meeting attendee, non-voting representative, or public participant at any time during a meeting, and this individual has no right to appeal the Chair's decision.
 - iii. Each of these actions shall be recorded in the minutes of the meeting at the direction of the Chair.

	<p align="center">Policy Number 3-2019</p>
<p align="center">Administrative Policy GUIDELINES FOR COMMISSION MEETINGS</p>	<p align="center">Issued: June 20, 2019</p>

VII. Penalties for Commissioners, Ex Officio Representatives, and Meeting Attendees

Once a quorum is established, disciplinary action may be imposed for inappropriate behavior by a vote of the Commissioners present. A Commissioner may ask to be recognized and move to propose a penalty, or the Chair may ask what penalty should be imposed.

Possible penalties include:

- An apology by the offending individual
- Formal censure or reprimand
- Removal of the offending individual for the remainder of the meeting
- Suspension of the offending individual's rights for a designated period of time
- Expulsion of the offending individual from the organization
- Any penalty other than expulsion requires a majority vote to adopt; expulsion takes a two-thirds vote. At the request of a single member, the vote on a penalty motion must be taken by ballot.

Commissioners may vote to have the offending individual leave the meeting while they discuss the penalty. This action must also be presented in the form of a motion. If the Commission does not ask the offending individual to leave during the discussion, they shall allow the offending individual to speak briefly in his or her defense. If the offending individual denies the charges, the Secretary can read back what he or she has said or done.

VIII. Ex Officio Representatives

The Commission Rules, Article 2, Section 3 defines the ex officio representative as *“non-voting representatives who are members of interested organizations. Military-oriented, military family, education-oriented, and parent and teacher organizations are welcome to petition the Commission for inclusion as an ex-officio member.”*

- Ex officio representatives may participate in debate and discussion if recognized by the Chair, after Member comments have been concluded.
- Non-voting representatives, may not move, second, or vote on any motion.

 <p data-bbox="565 130 881 235">MILITARY INTERSTATE CHILDREN'S COMPACT COMMISSION</p>	<p data-bbox="1117 130 1325 163">Policy Number</p> <p data-bbox="1175 197 1266 226">4-2019</p>
<p data-bbox="410 300 708 333">Administrative Policy</p> <p data-bbox="185 365 935 394">EX-OFFICIO REPRESENTATIVE ROLE AND CONDUCT</p>	<p data-bbox="1073 331 1370 365">Issued: June 20, 2019</p>

I. Introduction

Pursuant to Article IX of the Military Interstate Children’s Compact Commission (MIC3) model compact language and Article II Section 3 of the Commission Bylaws, ex-officio representatives are *non-voting representatives who are members of interested organizations, including but not limited to military-oriented, military family, education-oriented, and parent and teacher organizations.*

The title of ex-officio follows the position, or the office, as in its Latin roots, “from the office,” serving on MIC3 as an official representative from his or her organization.

The following describes the standards for ex-officio participation on the Commission:

II. Appointment

- Each ex-officio organization shall provide an appointment letter to the Commission designating, by name, the official representative for their respective organization to the Commission.
- Each ex-officio organization shall be permitted one representative.

III. Voting status

- Ex-officio representatives are non-voting and therefore unable to vote on any matter that comes before the Commission.

IV. Committees

- Each ex-officio representative may only serve on one committee as assigned by the Chair of the Commission, or as provided by the Bylaws.
- No ex-officio shall serve on the Leadership Development Committee or any subsequent committee that is dedicated to identifying MIC3 leaders and monitoring the election of MIC3 officers.
- Ex-officio representatives may not be included in the Committee Chair’s count when determining the number of committee representatives needed for a quorum.
- Ex-officio representatives serving on a committee shall have the right to participate in debates and discussions before the Commission or their assigned committee.
- Ex-officio representatives are expected to refrain from participating in debate upon a matter that the ex-officio has a direct or indirect financial or other personal interest, resulting in a personal benefit that conflicts with the conduct of his or her duties.

 <p>MIC3 MILITARY INTERSTATE CHILDREN'S COMPACT COMMISSION</p>	<p>Policy Number 4-2019</p>
<p>Administrative Policy EX-OFFICIO REPRESENTATIVE ROLE AND CONDUCT</p>	<p>Issued: June 20, 2019</p>

- Should an ex-officio representative believe a conflict of interest exists, they should announce to the committee or the Commission that they are recusing themselves from the debate.
- The ex-officio representative must sign the MIC3 Conflict of Interest Disclosure Form unless their organization has a similar Conflict of Interest Policy and Conflict of Interest Disclosure form signed by the ex-officio. In this event, the ex-officio shall furnish a copy of this form to the Commission.
 - The U.S. Department of Defense Ex-officio Member serving as the liaison to MIC3 shall be exempt from signing such Conflict of Interest form, however they remain subject to the regulations and policies of the U.S. Department of Defense.

V. Code of conduct


- Ex-officio representatives are expected to comply with the principles detailed in the MIC3 Code of Conduct Policy, including;
 - Participating in good faith in MIC3 activities;
 - Conducting themselves in a manner that does credit to their respective organizations and to the Commission;
 - Acting in the overall best interests of the Commission and their organizations;
 - Not engaging in any conduct that is criminal, disgraceful, or prejudicial to MIC3 or to their own organizations;

VI. Commission management and operations

- Ex-officio representatives shall not engage directly or indirectly in the management or function of the Commission. Therefore, they may not vote or make decisions on the daily administration of the Commission, including but not limited to the election of officers, strategic planning, or personnel matters.

VII. Representation to third parties

- Ex-officio representatives represent their respective organizations on the Commission, and are not appointed Commissioners of member states or the District of Columbia, therefore ex-officio representatives shall not represent the Commission to third parties or to the U.S. Government;
- Ex-officio representatives shall not represent or speak on behalf of the Commission at any event without approval of the MIC3 Executive Committee.

	<p align="center">Policy Number 5-2019</p>
<p align="center">Administrative Policy DEFINING ROLE OF COMMISSIONER, DESIGNEE, AND PROXY POLICY</p>	<p align="center">Issued: June 20, 2019</p>

I. Authority

The Military Interstate Children’s Compact Commission (MIC3) established the position of Compact Commissioner to represent and administer the Compact in each member state. This policy will define the duties and responsibilities of the Compact Commissioner, Designee, and those individuals attending the MIC3 Annual Business Meeting (ABM) as the state’s Proxy. It will clarify the party responsible for allocating those duties and responsibilities to the individual.

II. Applicability

This policy applies to individuals chosen to administer the Compact as indicated by the appointing authority, as outlined in the state’s statute, or the Compact Commissioner whether they are administering the Compact daily or serving as a proxy only for the MIC3 ABM.

III. Definitions: Compact Model Language, Rules, and By-Laws

A. Compact Model Language: Article VIII & Article IX


Article VIII – State Coordination

C. The Compact Commissioner responsible for the administration and management of the state’s participation in the compact shall be appointed by the governor or as otherwise determined by each member state.

Article IX – Interstate Commission

B. Consist of one Interstate Commission voting representative from each member state who shall be that state’s compact commissioner.

3. A representative shall not delegate a vote to another member state. In the event the Compact Commissioner is unable to attend a meeting of the Interstate Commission, The Governor or State Council may delegate voting authority to another person from their state for a specified meeting.

	<p align="center">Policy Number 5-2019</p>
<p align="center">Administrative Policy DEFINING ROLE OF COMMISSIONER, DESIGNEE, AND PROXY POLICY</p>	<p align="center">Issued: June 20, 2019</p>

B. Compact Rules: Ch. 100, SEC. 1.101 Definitions

D. "Compact Commissioner" as the voting representative of each compacting State, appointed pursuant to Article VIII of this compact.


C. MIC3 By-Laws: Article II - Membership

***Section 2. Commissioners.** Each Compacting State shall have and be limited to one Member. A Member shall be the Commissioner of the Compacting State. Each Compacting State shall forward the name of its Commissioner to the national office of the Commission, who will advise the Commission chairperson. The national office of the Commission shall promptly advise the appropriate appointing authority of the Compacting State of the need to appoint a new Commissioner upon the expiration of a designated term or the occurrence of mid-term vacancies. If a resignation of a Commissioner occurs or a change is made by the state appointing authority, it is the responsibility of the member state to inform the Commission of the vacancy or change.*

VI. Policy – Defining Role

A. Compact Commissioner

As defined by the Compact Rules Chapter 100, section 1.101 the *"Compact Commissioner"* means: *the voting representative of each compacting State, appointed pursuant to Article VIII of this compact.* This individual, as indicated by an appointment letter from their state's appointing authority, administers and manages the Compact in their state. The Compact Commissioner serves on at least one Standing Committee and may be eligible to hold an elected leadership position on the Commission. In addition, the Compact Commissioner attends and actively participates in the MIC3 ABM as their state's voting representative.

 <p data-bbox="573 132 873 226">MILITARY INTERSTATE CHILDREN'S COMPACT COMMISSION</p>	<p data-bbox="1089 128 1299 159">Policy Number</p> <p data-bbox="1143 195 1239 226">5-2019</p>
<p data-bbox="407 296 708 327">Administrative Policy</p> <p data-bbox="295 363 821 426">DEFINING ROLE OF COMMISSIONER, DESIGNEE, AND PROXY POLICY</p>	<p data-bbox="1040 323 1341 354">Issued: June 20, 2019</p>

B. Designee

Should a Compact Commissioner choose to delegate the duties and responsibilities of the Commissioner to another individual this person shall be the “Designee”. The Compact Commissioner must inform the MIC3 National Office in writing or by utilizing the MIC3’s Delegation of Authority Form¹ of the name of their Designee within 60 days of their appointment. The “Designee” is the voting representative for their compacting State, will serve on at least one Standing Committee and may be eligible to hold an elected leadership position on the Commission. In addition, the Compact Commissioner Designee attends and actively participates in the MIC3 ABM as their state’s voting representative.


C. Proxy

Should the Compact Commissioner or the Designee be unable to attend the MIC3 ABM then a “Proxy” may be selected by the appointing authority, Compact Commissioner, State Council, or Designee to serve as the voting representative for their state only for the duration of the specified ABM. A proxy will not serve on a Standing Committee but may attend any meetings held during the MIC3 ABM, so they may communicate relevant information to their Compact Commissioner or State Council upon the conclusion of the ABM. A proxy may not run for or hold a leadership position in MIC3.

VII. MIC3 Delegation of Authority Form

The MIC3 Delegation of Authority form for the MIC3 ABM containing the name and contact information of the selected individual must be submitted at least 60 business days but no later than 30 business days prior to the first day of the ABM to insure all pertinent information, i.e. items to be voted on, are communicated. Only those individuals serving as a proxy who have submitted the proper documentation to the MIC3 National Office will be eligible for reimbursement under the MIC3 Travel Policy for expenses incurred in relation to the ABM.

¹ MIC3 Delegation of Authority Form (attached)

	<p align="center">Policy Number 1-2020</p>
<p align="center">Administrative Policy POLICY DEVELOPMENT AND APPROVAL</p>	<p align="center">Issued: June 18, 2020</p>

I. APPLICABILITY

This policy applies to the Interstate Commission on Educational Opportunity for Military Children, also known as the Military Interstate Children’s Compact Commission (MIC3), as defined in the Compact Rules; Chapter 100, SEC.1.101, I.

This policy takes effect June 18, 2020.

II. AUTHORITY

This policy is meant to clarify and establish transparent guidelines by which Commission policies are developed, reviewed, approved, and distributed. This policy includes how to develop new policies, how to amend existing policies, and how to rescind existing policies.

A. MIC3 By-laws: Article I Commission Purpose, Function and By-laws

Section 2. Functions.


In pursuit of the fundamental objectives set forth in the Compact, the Commission shall, as necessary or required, exercise all of the powers and fulfill all of the duties delegated to it by the Compacting States. The Commission’s activities shall include, but are not limited to, the following: the promulgation of binding rules and operating procedures; equitable distribution of the costs, benefits and obligations of the Compact among the Compacting States; enforcement of Commission Rules, Operating Procedures and Bylaws; provision of dispute resolution; Coordination of training and education; and the collection and dissemination of information concerning the activities of the Compact, as provided by the Compact, or as determined by the Commission to be warranted by, and consistent with, the objectives and provisions of the Compact.

However, where there are Commission policies that do not directly relate to those actions identified in the Commission’s By-laws. The Commission, through the Model Compact Language, delegated to the Executive Committee (EXCOM) the authority to develop and approve new policies or make amendments to existing policies.

B. Model Compact Language: Article XI Organization and Operation of the Interstate Commission

Section C. Executive Committee, Officers and Personnel

Approved June 18, 2020

 <p>MILITARY INTERSTATE CHILDREN'S COMPACT COMMISSION</p>	<p>Policy Number 1-2020</p>
<p>Administrative Policy POLICY DEVELOPMENT AND APPROVAL</p>	<p>Issued: June 18, 2020</p>

1. *The executive committee shall have such authority and duties as may be set forth in the bylaws, including but not limited to:*
 - a. *Managing the affairs of the Interstate Commission in a manner consistent with the bylaws and purposes of the Interstate Commission;*
 - b. *Overseeing an organizational structure within, and appropriate procedures for the Interstate Commission to provide for the creation of rules, operating procedures, and administrative and technical support functions; and*
 - c. *Planning, implementing, and coordinating communications and activities with other state, federal and local government organizations in order to advance the goals of the Interstate Commission.*

III. POLICY


A. Submitting New Policies and Amending Existing Policies - Proposed new policies and amendments to existing policies shall be submitted to the EXCOM for referral to the appropriate Standing Committee as follows:

1. Any Commissioner may submit a policy proposal or policy amendment for referral during any Standing Committee meeting. The presence of a quorum must be established before any vote of the Committee can be taken. This proposal must be made in the form of a motion and approved by a majority vote of the Committee members present at the Committee meeting;
2. Standing Committees of the Commission may propose policies or policy amendments by a majority vote, after a quorum has been established, of that Committee.

B. Initial Draft - Initial policy drafts can be developed by any Standing Committee, Commissioner, or designee. Once a draft has been submitted the EXCOM will designate a Committee to review the proposed new policy or amendment to an existing policy.

1. **Policy Drafts** - All policy drafts should take into consideration the following:
 - a. Issue the policy intends to address
 - b. Language


Approved June 18, 2020

	<p align="center">Policy Number 1-2020</p>
<p align="center">Administrative Policy POLICY DEVELOPMENT AND APPROVAL</p>	<p align="center">Issued: June 18, 2020</p>

- c. Applicability to the Commission
- d. Impact on other Commission policies

- C. Approval** – With the responsible Standing Committee’s approval, as demonstrated by simple majority vote, after a quorum of that committee has been established, the proposed new policy or amendment to an existing policy will be forwarded to the EXCOM for review before the submission is considered adopted.
- D. EXCOM Proposals** - The EXCOM may develop proposals based on recommendations received from other Committees, Commissioners, or Designees. The EXCOM will review the proposed policy or amendment to an existing policy and may vote to adopt the policy. If a motion is made to adopt the proposal, at a meeting where quorum has been established, then the EXCOM may adopt the policy by a simple majority vote. Should the EXCOM develop a proposed policy then that proposal will be referred to another Standing Committee for review prior to adoption and will be vetted through the same process as outlined in Section III,C..
- E. National Office Proposals** – Proposed policies or amendments to existing policies originating from the National Office will be developed in collaboration with the EXCOM. All proposals originating from National Office recommendations will be vetted through the same process as EXCOM proposals which is outlined in Section III, D.
- F. Recommendation of Issues to EXCOM for Review** - If a Committee has concerns regarding a policy-related issue, the Committee may vote to recommend the EXCOM review the issue to determine what, if any, further action should be taken. It is not necessary for the Committee to draft a proposal if this type of recommendation is made.
1. **EXCOM Review** - The EXCOM reviews all proposals, taking into consideration the following:
 - a. Proposed language;
 - b. Need/justification for the proposal;
 - c. Impact on other policies or Rules;
 - d. Formatting changes (requires notification to referring Committee Chair);
 - e. Legal issues (if applicable); and
 - f. Feasibility/applicability across all Compact Commissioners and member states.
 2. **EXCOM Actions** - After discussing a recommendation or proposal, the EXCOM will determine whether to support a proposal as submitted, or recommend changes.

Approved June 18, 2020

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- G. Recommend Substantive Changes to Proposals from Committee** - If the EXCOM determines substantive changes are needed, the proposal will be returned to the referring Committee with reasoning and justification for the suggested changes. The referring Committee may:
1. approve the EXCOM's changes;
 2. proceed with its original submission; or
 3. withdraw its original submission.

Any adjustments made to a proposal must be approved by majority vote, once a quorum has been established, of that Committee. A proposal may be withdrawn at any time by the Committee who initially submitted it.

- H. Recommend Formatting Changes to Proposals** - Formatting or technical modifications may be made prior to final approval of the proposal. This may include grammar, numbering, and language modifications that do not affect the intent of the proposal or the justification. Any formatting changes are conveyed to the referring party or Committee Chair who can dispute the format change for context.

- I. Rescinding a Policy** – A Committee, Commissioner, or Designee may ask the EXCOM to rescind an adopted policy. The request must be in writing and include the reasoning and justification for asking that the policy be voided. A request to rescind a policy must be voted and passed by both the EXCOM and one additional Standing Committee. A request to rescind an adopted policy will be recorded on the consent calendar for approval by a simple majority vote of the full Commission at the next Annual Business Meeting (ABM).


IV. DISTRIBUTION AND COMMUNICATION

Once a policy is adopted by the EXCOM it will be published on the MIC3.net website within 10 business days of passage. A link to the policy will be published in one of the Commission's electronic communications (newsletter, chair message) within 45 days of passage.


V. RATIFYING POLICIES AT THE ABM

Once a proposed policy or amendment to an existing policy is reviewed and approved of by a Standing Committee and the EXCOM, it will be a provisional policy and will take affect immediately. All provisional policies are to be recorded on the consent calendar for review, and amendment if necessary, at the next ABM. A provisional policy is considered "adopted"

Approved June 18, 2020

	<p align="center">Policy Number 1-2020</p>
<p align="center">Administrative Policy POLICY DEVELOPMENT AND APPROVAL</p>	<p align="center">Issued: June 18, 2020</p>

by a simple majority vote of the full Commission at the following ABM after a quorum has been established.

	<p align="center">Policy Number 2-2020</p>
<p align="center">Administrative Policy INVESTMENT POLICY</p>	<p align="center">Issued: August 20, 2020</p>

I. Authority

The objective of this policy is to establish investment guidelines by which assets in the form of reserve funds or funds in excess of operating expenses may be invested to ensure the Military Interstate Children’s Compact Commission (MIC3) assets are invested in a prudent manner, in order to optimize long term returns at an appropriate level of risk.


Responsibility for investment of the “Fund” rest with the MIC3 Finance Committee, including; the establishment of an overall investment policy, including asset allocating guidelines and a structure of investment managements; the appointment or removal of portfolio managers and other advisors; and monitoring the performance of the Fund.

II. Applicability

This policy applies to the Interstate Commission on Educational Opportunity for Military Children, also known as the Military Interstate Children’s Compact Commission, as defined in the Compact Rules; Chapter 100, SEC.1.101, Subsection I.

III. Definitions

- a. **“Asset Allocation”** means: the way an investment portfolio is divided among various asset classes, such as cash, investments, bonds, and stocks.
- b. **“Interstate Commission”** means: the Commission that was created under Article IX of this compact.
- c. **“Fund”** means: the primary monetary amount invested by the MIC3 Finance Committee obtained from the Interstate Commission’s reserve fund or funds in excess of operating expenses.
- d. **“Market Value”** means: the current price of an asset.
- e. **“Net Return”** means: the gain or loss realized by an investment portfolio.
- f. **“Portfolio”** means: all the securities held by a mutual fund or the total investment holdings of an individual or an institution.
- g. **“Portfolio Manager”** means: the person or organization that makes the day-to-day decisions regarding a portfolio’s investments.
- h. **“Principal”** means: the amount of money originally put into an investment.
- i. **“Rate of Return”** means: the net gain or loss on an investment over a specified time period, expressed as a percentage of the investment’s initial cost.

	<p align="center">Policy Number 2-2020</p>
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IV. Return Objectives

- a. Preservation of principal
- b. To achieve a net rate of return of a minimum 3% per year based on a 3-year moving average.
- c. This is to be considered and managed as a balanced portfolio

While the primary objective is to add value through prudent management. The nature of the requirements may change over time, and accordingly the objectives will be reviewed by the Finance Committee annually while considering the MIC3’s level of assets and purpose.

V. Guidelines

a. Investment Philosophy – Asset Allocation

The Finance Committee believes that it should be the function of the portfolio manager to allocate the portfolio’s assets among common stocks, bonds, and cash reserves. Accordingly, it is the guidance of the Finance Committee that the asset mix of the portfolio should be 60% equity and 40% fixed. The portfolio shall be rebalanced at such time as the equity percentage drops below 55% or exceeds 65%.


b. Preservation of Principal

It is the intention of the Finance Committee to preserve the principal in the long-term investment portfolio. It is understood that there will be months and quarters when a negative rate of return will be experienced. The Executive Director or their designee is expected to notify the Finance Committee Chair at any time the portfolio exceeds a negative net return in excess of 10% in any fiscal year.

c. Types of Assets

In order to provide the portfolio manager with the freedom to invest in various types of assets, the following items are expressly approved for investment purposes:

- Common Stock
- Preferred Stock

 <p data-bbox="561 159 889 264">MILITARY INTERSTATE CHILDREN'S COMPACT COMMISSION</p>	<p data-bbox="1089 159 1300 191">Policy Number</p> <p data-bbox="1143 226 1240 258">2-2020</p>
<p data-bbox="407 359 708 390">Administrative Policy</p> <p data-bbox="407 426 708 457">INVESTMENT POLICY</p>	<p data-bbox="1029 390 1354 422">Issued: August 20, 2020</p>

- U.S. Government Securities
- Convertible Securities
- Bonds with an “BBB” or higher rating by Moody’s or Standard & Poor’s
- Mutual Funds
- Money Market Funds
- Covered Call Options
- Dollar Denominated ADR’s
- Zero Coupon Bonds

d. Prohibited Transactions

All assets selected for inclusion in the portfolio must have a readily ascertainable market value and must be readily marketable.

The following types of assets or transactions are expressly prohibited:


- Selling Short
- Commodities
- Letter Stock
- Options (other than covered call options)
- Non-traditional or new forms of securities, i.e.; Index Options, Future Contracts, etc.
- Tax-Exempt Securities

e. Diversification of Equity Securities

The equity portion of the portfolio should be invested in an Index Fund that tracks the performance of the stock market as a whole.

VI. Fund Management

The Finance Committee may select professional competent portfolio managers to assist with management and recommendations for fund assets. The Finance Committee may make portfolio manager changes from time to time as they deem in the best interest of the Interstate Commission. The selection of portfolio managers will be made in a prudent manner taking into account their relevant experience, expertise, and ability.

	<p align="center">Policy Number 2-2020</p>
<p align="center">Administrative Policy INVESTMENT POLICY</p>	<p align="center">Issued: August 20, 2020</p>

The Finance Committee may also direct the Executive Director to hold cash equivalents on a short-term basis, either to meet obligations or pending allocation to an investment account.

VII. Valuation of Investments

Most investments will be valued at their market value when that is available from regular public trading but not less than quarterly.

If the market valuation of an investment is not available, then a fair value shall be supplied by the portfolio manager at each quarter end. A reasonable methodology should be applied consistently over time.

VIII. Monitoring


The Finance Committee will annually review and discuss:

- The portfolio managers, or their designated representative, will meet with the Finance Committee on at least an annual basis to review their progress in meeting the investment objectives of this policy. In addition, the Finance Committee may be asked to make formal presentation to the Interstate Commission.
- Current economic outlook and investment plans
- Asset mix of the invested funds and take action necessary to comply with desired asset allocation guidelines
- Rate of return

IX. Fund Expenditures

Each year, the Finance Committee will review the portfolio and make a recommendation to the Executive Committee (EXCOM).

The dollar amount and timing of any distribution(s) from the Fund will be left up to the EXCOM based on recommendations from the Finance Committee and the Executive Director. The EXCOM, on behalf of the Interstate Commission, is authorized to withdraw up to 5% of the total market value of the Fund annually (market value to be determined as of the last business day of the preceding year) for the organization’s operating purposes, to include replenishment of the Operating Reserve Fund balance.

	<p align="center">Policy Number</p> <p align="center">3-2020</p>
<p align="center">Administrative Policy</p> <p align="center">OPERATING RESERVE</p>	<p align="center">Issued: August 20, 2020</p>

I. Purpose

The purpose of the Operating Reserve Policy for the Military Interstate Children’s Compact Commission (MIC3) is to ensure the stability of the mission, programs, employment, and ongoing operations of the organization. The Operating Reserve is intended to provide an internal source of funds for situations such as a sudden increase in expenses, one-time unbudgeted expenses, unanticipated loss in funding, or uninsured losses. The Reserve may also be used for one-time, nonrecurring expenses that will build long-term capacity, such as staff development, research and development, or investment in infrastructure.

Operating Reserves are not intended to replace a permanent loss of funds or eliminate an ongoing budget gap. It is the intention of MIC3 for Operating Reserves to be used and replenished within a reasonably short period of time. The Operating Reserve Policy will be implemented in concert with the other governance and financial policies of MIC3 and is intended to support the goals and strategies contained in these related policies and in strategic and operational plans.


II. Definitions and Goals

The Operating Reserve Fund is defined as a designated fund set aside by action of the Executive Committee. The minimum amount to be designated as Operating Reserve will be established in an amount sufficient to maintain ongoing operations and programs for a set period of time, measured in months. The Operating Reserve serves a dynamic role and will be reviewed and adjusted in response to internal and external changes.

The target minimum Operating Reserve Fund balance is equal to two-years average operating costs. The calculation of average monthly operating costs includes all recurring, predictable expenses such as salaries and benefits, occupancy, office, travel, program, and ongoing professional services. Depreciation, in-kind, and other non-cash expenses are not included in the calculation. The amount of the Operating Reserve Fund balance target minimum will be calculated each year after approval of the annual budget, reported to the Finance and Executive Committees, and included in the regular financial reports.

III. Accounting for Reserves

The Operating Reserve Fund balance will be recorded in the financial records as Operating Reserve. The Operating Reserves will be commingled with the general cash and investment accounts of the organization.

	<p align="center">Policy Number 3-2020</p>
<p align="center">Administrative Policy OPERATING RESERVE</p>	<p align="center">Issued: August 20, 2020</p>

IV. Funding of Reserves

The Operating Reserve Fund will be funded with surplus unrestricted operating funds. The Executive Committee may from time to time direct that a specific source of revenue be set aside for Operating Reserves. Examples may include one-time gifts or bequests, special grants, or special appeals.

V. Use of Reserves

Use of the Operating Reserves requires three steps:


1. Identification of appropriate use of reserve funds.

The Executive Director and staff will identify the need for access to reserve funds and confirm that the use is consistent with the purpose of the reserves as described in this Policy. This step requires analysis of the reason for the shortfall, the availability of any other sources of funds before using reserves, and evaluation of the time period that the funds will be required and replenished.

2. Authority to use operating reserves.

The Executive Director will submit a request to use Operating Reserves to the Finance Committee. The request will include the analysis and determination of the use of funds and plans for replenishment. The organization’s goal is to replenish the funds used within twelve months to restore the Operating Reserve Fund to the target minimum amount. If the use of Operating Reserves will take longer than 12 months to replenish, the request will be scrutinized more carefully.

The Finance Committee will submit a recommendation to the Executive Committee (EXCOM), to include the initial proposal by Executive Director should it differ from the Finance Committee recommendation. The EXCOM, on behalf of the Interstate Commission, is authorized to approve or modify the request, and authorize transfer from the reserve. The ‘authority to use operating reserves’ process outlined in this section may be enacted by the Finance Committee should the *Operational Reserve Goal* be attained as described in Section II of this policy.

	<p align="center">Policy Number 3-2020</p>
<p align="center">Administrative Policy OPERATING RESERVE</p>	<p align="center">Issued: August 20, 2020</p>

3. Reporting and monitoring.

The Executive Director is responsible for ensuring that the Operating Reserve Fund is maintained and used only as described in this Policy. Upon approval for the use of Operating Reserve funds, the Executive Director will maintain records of the use of funds and plan for replenishment. He/she will provide regular reports to the Finance Committee/Executive Committee of progress to restore the Fund to the target minimum amount.

4. Relationship to Other Policies

The National Office shall maintain the following Executive Committee approved policies, which may contain provisions that affect the creation, sufficiency, and management of the Operating Reserve Fund.

- Finance Policy
- Investment Policy

5. Review of Policy

This Policy will be reviewed every other year, at minimum, by the Finance Committee, or sooner if warranted by internal or external events or changes. Changes to the Policy will be recommended by the Finance Committee to the EXCOM.

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
 - ï 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 ****

**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**

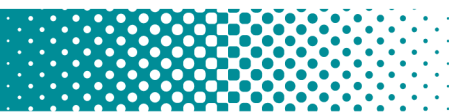
10. **Future Annual Business Meetings**

- 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 Ferenczhalmly
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).

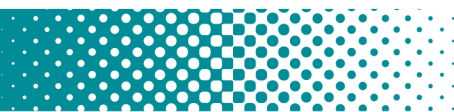
Commissioner Daron Korte (MN) stated he would be discussing some of the policies during the Compliance Committee Report and it may be more appropriate to discuss them then. General Counsel Rick Masters reminded the Commission that the new policies could be discussed during the New Business section of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

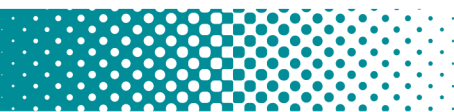
Commissioner Davina French (ND) asked if the LDC 2019 accomplishments were to detail how elections are conducted, then when will the LDC begin to cultivate commissioners for leadership positions in 2020. Commissioner Kraeger stated the LDC recommended the committee transition to a standing committee 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 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 4th 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.

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Reconvening

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

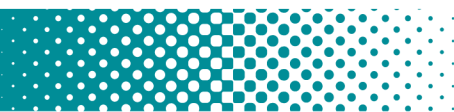
2020-22 Strategic Plan Consultant Brian Riggs of The Dialogue Shop explained that the strategic plan is a joint initiative between the consultant, EXCOM, and National Office. He described the strategic planning process and engagement with input from Chair Kaminar and ED Imai. The MIC3 is an evolving 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.

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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.

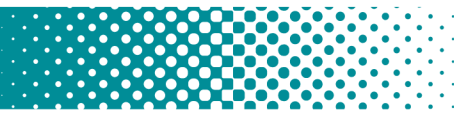
By-laws Change – Leadership Nomination Committee – Chair Kaminar explained the By-laws change was requested by the Leadership Development Ad Hoc Committee to become a standing committee and change the name to the Leadership Nomination Committee (LNC). The task of the LNC would be to coordinate the nomination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



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.

Reconvening

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

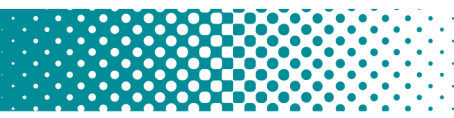
Colorado Highlight: Building Resilience – Socio-Emotional Wellness Panel and Systems of Support

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.

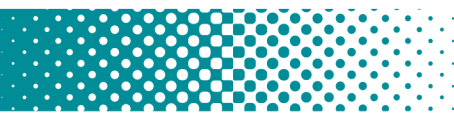
Chair Kaminar yielded the floor to Commissioner Weiss. Commissioner Weiss stated she wanted to ensure that the time, energy, expertise, and budget of the MIC3 are being utilized to focus on serving military-connected students. Commissioner Weiss believes in using evidenced based data to affect change 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.

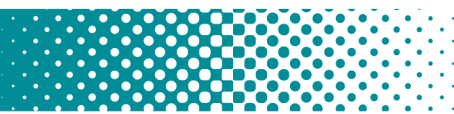
Commissioner Misty Nissen (IA) said that as a new Commissioner, she can see the tension in the group. She brought up the need for inclusion for all commissioners, Ex-Officio members and school liaison officers. Commissioner Nissen stated the ultimate goal of the discussion is to ensure that everyone 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.

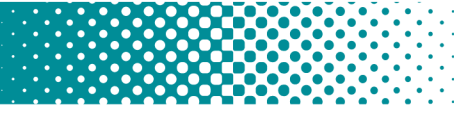
Commissioner Weiss stated that with the motion to direct the Rules Committee to create a procedure or policy for how policies are promulgated, her issues are satisfied. Commissioner Weiss spoke that as it stands, there is no rule for how Commissioners can impact policy, and she asked that the Commission 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 REPORT

Annual Business Meeting
October 1-2, 2020

To: Commissioners, Designees and Ex-Officio Members

From: John "Don" I. Kaminar (AR), Chair

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 Annual Business Meeting (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 17 meetings.

The Committee formally addressed two formal 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 21st Century Sailor Office, 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 platform migration to support 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.

2019 ABM Information Request on DoD Ex-Officio Role

BACKGROUND

At the 2019 Annual Business Meeting held this past October in Colorado Springs, Massachusetts Commissioner Clarke Orzalli questioned the role of the DoD Representative in leadership and asked where it stated in the compact statute, or other documentation, that the DoD Ex-Officio member could not be part of management decisions of the Commission.

The Commissioner's question was in reference to the former DoD Ex-Officio representative (herein referred to as "Representative") to the Executive Committee (EXCOM) of the Commission not participating in the EXCOM strategic planning session in April 2019. The EXCOM determined the Representative was prohibited by the Department of Defense Memorandum of Understanding (MOU) and Instruction (DoDI) from engaging in management or control of MIC3 or allowing the appearance of DoD endorsement of MIC3.

Fifty-one member statutes were reviewed, in addition to:

1. Department of Defense Memorandum of Understanding (MOU) - http://www.mic3.net/assets/mou-mic3-dod_20110506.pdf
2. Department of Defense Instruction (DoDI) - http://www.mic3.net/assets/compact-dodi.134229_dodi_2017.pdf
3. MIC3 ByLaws - <http://www.mic3.net/assets/by-laws-amended-oct-2019.pdf>
4. MIC3 Model Compact Language - <http://www.mic3.net/assets/compact-model-language.pdf>

DOCUMENTS

Document #1: Memorandum of Understanding (MOU) Between the Interstate Compact on Educational Opportunity for Military Children

III. Responsibilities of Parties

To the extent permitted under applicable law and regulation, MIC3 and ODASD (MC&FP) acknowledge the following understandings:

- A. *Responsibilities of MIC3:*
 1. *Propose to DoD names of suggested DoD representatives to state councils to be considered for designation as DoD Liaisons by DoD.*
 2. *Undertake all reasonable efforts so that all students attending DoD Education Activity (DoDEA) schools are treated as though they are transitioning to or from a school system in a state that has adopted the Compact and is a member of MIC3.*
 3. *Distribute current MIC3 guidance and information to the Office of the DUSD(MC&FP) for dissemination to the Military Departments and DoDEA.*
 4. *Provide mediation between MIC3 member states and DoDEA concerning disputes over provisions in Articles II through VIII of the Compact*
- B. *Responsibilities of ODASD(MC&FP):*
 1. *Appoint an 'Ex-Officio' member to MIC3 representing DoD and serving as the DoD Liaison to MIC3.*

2. Designate military representatives (or DoD Liaisons) to State Councils.
3. Ensure, to the extent allowable by section 2164 of title 10, United States Code (U.S.C.) and sections 921-932 of title 20, USC., operating policies and procedures required by DoD Directive 1342.20 are adjusted to implement the provisions of the Compact in all DoDEA schools.
4. Share with MIC3, training and promotional information pertaining to the Compact and its implementation that is publicly available.
5. Work with the Services to establish the proper role of Military Service School Liaisons in supporting the implementation of the Interstate Compact within the states. (School Liaisons serve at the installation level and are the primary links between military installations, local schools and school districts, and transitioning military families)

Document #2: Department of Defense Instruction (DoDI)

ENCLOSURE 2: RESPONSIBILITIES

2. DEPUTY ASSISTANT SECRETARY OF DEFENSE FOR MILITARY COMMUNITY AND FAMILY POLICY (DASD(MC&FP)).

Under the authority, direction, and control of the ASD(M&RA), the DASD(MC&FP):

- b. Designates the DoD ex-officio member serving as a liaison to MIC3, insofar as the DoD is invited to do so by MIC3.*

ENCLOSURE 3: REPRESENTATIVES TO STATE COUNCILS, THE DoDEA COMMITTEE, AND MIC3

4. EX-OFFICIO MEMBER SERVING AS A LIAISON TO MIC3.

In accordance with section 3-201 of Reference (e), the DoD ex-officio member to the Commission must:

- a. Be a military member or a civilian employee of the DoD who can remain in the position for at least 2 years and who has a direct interface with DoDEA and the U.S. public education system as part of official duties or has supervisory responsibility for those who do.*
- b. Attend as a liaison meetings of MIC3, its Executive Committee, and other standing committees where requested by the Commission. DoDI 1342.29, January 31, 2017 11 ENCLOSURE 3*
- c. Only represent DoD interests (not the interests of MIC3), and consequently may not:*
 - (1) Engage in management or control of MIC3 (therefore, may not vote or make decisions on daily administration of MIC3).*
 - (2) Endorse or allow the appearance of DoD endorsement of MIC3, or its events, products, services, or enterprises.*
 - (3) Represent the Commission to third parties; or*
 - (4) Represent MIC3 to the U.S. Government, as prohibited by criminal statutes.*
- d. Make clear to MIC3 that:*
 - (1) The opinions expressed by the incumbent do not bind DoD or any DoD Component to any action.*

(2) If included on MIC3 websites, all references to the incumbent by name or title must indicate that they are the "DoD Ex-Officio Member" as opposed to a MIC3 member.

Document #3: MIC3 ByLaws: Article II – Membership

Section 3. Ex-Officio Members. *The Commission will include ex-officio, non-voting representatives who are members of interested organizations. Military-oriented, military family, education-oriented, and parent and teacher organizations are welcome to petition the Commission for inclusion as an ex-officio member. Commission members may also petition on behalf of a group for ex-officio membership. All petitions must be approved by a simple majority vote of the Commission membership.*

Section 4. Membership. *Organizations that are ex-officio members of the Commission are:*

- U. S. Department of Defense (DOD)*
- Military Child Education Coalition (MCEC)*
- Military Impacted Schools Association (MISA)*
- National Military Family Association (NMFA)*
- National Federation of State High School Associations (NFHS)*

Document #4: MIC3 Model Compact Language

Article IX – Interstate Commission on Educational Opportunity for Military Children

C. Consist of ex-officio, non-voting representatives who are members of interested organizations. Such ex-officio members, as defined in the bylaws, may include but not be limited to, members of the representative organizations of military family advocates, local education agency officials, parent and teacher groups, the U.S. Department of Defense, the Education Commission of the States, the 148 Interstate Agreement on the Qualification of Educational Personnel and other interstate compacts affecting the education of children of military members.

E. The executive committee shall oversee the day-to-day activities of the administration of the compact including enforcement and compliance with the provisions of the compact, its bylaws and rules, and other such duties as deemed necessary. The U.S. Dept. of Defense shall serve as an ex-officio, nonvoting member of the executive committee.

Document #5: State Compact Language Comparison

A review of 51 member statutes was conducted and while the spelling (ex-officio, ex officio, exofficio) or the terminology (ex-officio vs. non-voting member) may differ slightly within legislative statutes, the compact language context is identical to the Model Compact Language (MCL). The MCL outlines ex-officio members membership on the Commission, and the DoD Liaison as a non-voting member to the Executive Committee.

CONCLUSION

While both the Commission ByLaws and Compact Model Language reflect obtaining ex-officio membership on the Commission, it does not address the role of the DoD ex-officio representative specifically. However, the DoD MOU and DoDI signed by the MIC3 and DoD in April/May 2011 define a calculated relationship between the two organizations designed to avoid giving a federal government agency the ability to directly influence the governance of an organization composed of member states.

The MOU outlines the DoD role as: appointing a representative to liaise with the Commission; appointing the Military Representatives to State Councils; facilitating with the services, the role of School Liaison Officers on the Compact implementation; implementing the provisions of the Compact in DODEA Schools; and sharing training and promotional information pertaining to the Compact and implementation.

With regard to the participation of the Representative in the strategic planning process, the DoDI states the Representative only represents DoD interests and may not engage in management or control of MIC3. The member may not vote or make decisions on daily administration of MIC3; endorse or allow the appearance of DoD endorsement of MIC3, or its events, products, services, or enterprises; represent the Commission to third parties; or represent MIC3 to the U.S. Government, as prohibited by criminal statutes.

In conclusion, allowing the Representative to participate in the strategic planning process would have unfairly placed the Representative in a position where they may have been asked to act in conflict with those directives. The strategic plan of an organization determines the direction in which the organization shall move, which is in essence the management and control of MIC3. It is important to note the five ex-officio organizations of the Commission were provided the opportunity to provide feedback and input on the strategic plan through the Ex-Officio Meetings, facilitated by the Vice Chair of the Commission. Their recommendations and suggestions were incorporated in the strategic plan by the EXCOM.

STRATEGIC PLAN 2020-2022

1776 Avenue of the States
Lexington, KY 40511

859-244-8000
mic3info@csg.org
www.mic3.net



VISION

Successful Educational Transitions

MISSION

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

VALUES:

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

GOAL 1: 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.

Goal Statement:

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.

Strategies:

1. Develop a comprehensive MIC3 communication strategy
2. Clearly define and communicate roles and responsibilities of all stakeholders within MIC3
3. Inspire and empower our stakeholders to increase their presence where we need it most; in doing so we will simultaneously seek to expand and cultivate an ever-growing network
4. Implement a formal mentoring program
5. Develop comprehensive training curriculum for all our stakeholders
6. Evaluate the current impact of the Compact

Tactics

Executive Committee

- Develop a mechanism for evaluating the impact of the Compact, either internally or with the assistance of an outside agency: establish a baseline, define measurables, and develop a reporting apparatus for states to demonstrate impact.

Communications & Outreach

- Develop a communication plan with emphasis in the following areas:
 - Distribution of current products and online materials.
 - Expanding social media presence.
 - Developing online resources focused on commissioners, states, and military-connected families.
- Identify stakeholders and their relationship to the Commission.
 - Develop an MIC3 ambassador program to collaborate with stakeholders.
- Develop a plan for commissioners to initiate contact between their state department of education and military personnel within their state.
- Utilize state education conferences to disseminate information about the Compact.

Training

- Develop and implement a new commissioner mentoring program.
- Continue to expand training within states, regionally, or online.
- Create comprehensive training materials for commissioners and other stakeholders.

GOAL 2: 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.

Goal Statement:

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

Strategies:

1. Create a structure that allows for full Commission engagement
2. Create best practice (expectations) engagement parameters (code of conduct) for commissioners
3. Create volunteer leadership pathways
4. Formalize onboarding experiences
5. Develop an innovative governance model to create opportunity for engagement

Tactics

Executive Committee

- Engage the full Commission with in-person regional or tier group meetings throughout the year.
- Develop a national recognition program for outstanding commissioners.
- Develop a mechanism to gather resources and best practices from commissioners through the MIC3 website.
- Develop a mechanism to share the resources and best practices with the full Commission.

Compliance

- Communicate compliance expectations and highlight states that are meeting those expectations.
- Communicate how the National Office can assist states with Compact compliance.
- Define and communicate the responsibilities of state councils.
- Define and communicate minimum expectations for commissioner participation and engagement at the annual business and standing committee meetings.

Leadership Development

- Define leadership within the Commission and identify individual skills and behaviors that are needed.
- Develop a formal leadership program to identify future leaders and reinforce succession planning.
- Encourage commissioners interested in leadership positions.

Training

- Develop and implement a new commissioner mentoring program.

GOAL 3: 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.

Goal Statement:

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

Strategies:

1. Educate our community on our resources, responsibilities, and commitments
2. Research revenue and support sources to support our initiatives
3. Create an operations audit to ensure the team has what they need to succeed
4. Ensure current volunteer engagement by providing necessary resources, education, and pathways for future volunteers

Tactics

Communication & Outreach

- Communicate resources to commissioners and stakeholders. Include reminders about existing resources, responsibilities, and commitments.
- Research how member states and military services educate stakeholders on the Compact, and develop a strategy to support their efforts.
- Develop a template for commissioners to highlight the Compact within their state for their Governor, legislators, and other stakeholders.
- Develop additional online tools and informative videos for commissioner and stakeholder use.

Finance

- Explore and communicate to the Commission the viability of outside funding sources for the Commission.
- Continue transparent reporting of Commission budget and develop opportunities for stakeholders to understand the fiscal operations of the Commission.
- Audit the operations and programs of the Commission and National Office to determine needs and areas of improvement.
- Establish fiscal principles and policies - short and long-term - to ensure stability.

STRATEGIC PLAN 2017-2019 KEY ACCOMPLISHMENTS

Strategy 1

Develop a data collection system to fulfill Commission requirements and to improve operation effectiveness and efficiency

Goal | *Compliance*

Design an information and archive collection system for historical continuity and transparency for the National Office.

- In collaboration with the Executive Committee (EXCOM), the committee approved a new Records Retention Policy to insure industry standards are met.
- Developed State Coordination Policy to ensure State Councils meet at least annually and supported the policy with webinar training and templates to assist with implementation.

Goal | *Compliance*

Conduct a needs assessment by state.

- Reviewed current collection parameters for the Commission and created the State Coordination Policy to address shortfalls.
- The National Office collected information related to the newly implemented policy for FY18 and FY19.

Strategy 2

Assess and focus the education and outreach programs to develop commissioners and implement 50 + 1 state councils

Goal | *Compliance*

Assess each State Council for regulatory compliance.

- Commission approved the Rule 2.105 State Councils at the 2018 Annual Business Meeting (ABM).

Goal | Compliance

Develop key measures of effectiveness for commissioners and state councils.

- Produced a Commissioner Checklist to assist commissioner and state councils.

Goal | Executive

Assess and update the Annual Business Meeting (ABM) to reflect strategic visioning.

Develop a tiered training focus.

- The Commission's Executive Director (ED) onboards newly appointed commissioners using the Compact 101 slides within 30 days of the National Office receiving their appointment letter.
- At the 2016 ABM, commissioner & ex-officio only sessions were implemented, and included in the 2017 and 2018 meetings.
- Breakout sessions at the ABM were designed to train and encourage interaction between attendees.
- Strategic Plan updates were provided through the ED Update and the Chair Message publications.

Strategy 3**Increase and improve communication resources****Goal | Communications & Outreach**

Refresh and rebrand MIC3 resources – logo, newsletter, and publications.

- Redesigned logo and launched at the 2016 ABM.
- Rebranding included new marketing collaterals, digital newsletter, and ED Update completed in 2017.

Goal | Communications & Outreach

Completely revamp the website by updating and making it more user friendly to serve as a resource for both internal and external users.

- New MIC3 website completed in 2017.
- New content - webinars, videos, and meeting minutes - was continually updated.

Goal | *Communications & Outreach*

Develop MIC3 Annual Report and state profiles to provide accountability and transparency.

- First Annual Report published in September 2016.
- State profiles are updated annually and posted to the MIC3 site.

Goal | *Training, Communications & Outreach*

Update MIC3 Video – Professional production.

- Three public service announcement (PSA) videos were produced, one PSA was developed in partnership with the US Department of Defense (USDoD) and two were developed by MIC3.
- MIC3 developed a Compact overview video for training.

Goal | *Communications & Outreach*

Develop social media strategy (e.g. Facebook).

- National Office added a Communications Associate position to support this goal.
- Communications Associate briefs at the EXCOM's Spring Retreat and at the ABM regarding social media and website analytics.

Strategy 4

Establish a sustainable culture that supports members and ensures organizational continuity

Goal | *Executive*

Support a culture of leadership and mentoring for all commissioners.

- The Chair contacts Commission members throughout the year to engage and support.
- The ED onboards newly appointed commissioners.
- The National Office staff attend, in-person and virtually, state council meetings to support commissioners.
- New commissioner reception held annually at the ABM.

Goal | Finance

Ensure sustainability to: identify external impacts on the MIC3 mission and fiscal outlook (e.g. ESAA, BRAC).

- In contact with the USDoD to track administration's priorities and budget to identify population trends.
- An annual report on number of military dependents is provided by the USDoD.
- At the 2018 ABM a dues increase of 15% was approved by the Commission and implemented as of FY2020.

Goal | Finance

Identify opportunities to increase support and sponsorship of MIC3 (e.g. vendors, supporters, affiliates, associations and states).

- In 2017 the Finance Committee invested a portion of the reserve fund continues to be monitored.
- The committee tracks potential partners with the capacity to support the MIC3 mission.

EXECUTIVE DIRECTOR REPORT

Annual Business Meeting
October 1-2, 2020

To: Commissioners, Designees and Ex-Officio Members

From: Cherise Imai, Executive Director

This past year was one of transition for the national office. With one of two staffing positions currently vacant and the national office building physically closed due to the COVID-19 pandemic, we have worked hard to maintain a high level of service and support. The Commission focused targeted key goals and activities of year 1 of the second strategic plan. The continued evolution is necessary, having attained our membership goal of 51 states and the District of Columbia in 2014, in order to meet our mission of successful educational transitions. While the first strategic plan focused on staffing alignment, resource development, and strengthening the organization's foundation, the second plan targets program development.

The national office continues to support compact implementation within states by onboarding new Commissioners quickly to ensure continuity of program activities. In FY20, the national office onboarded 9 new commissioners, which includes reviewing roles and responsibilities, compact rules, and operational information. On request, the national office also provides virtual meeting platforms, updated reports, presentations and training, as well as collaterals and resources for states.

The national office continues to focus on state support and stakeholder outreach. Key accomplishments include:

- Speaking Engagements
 - ⇒ State training (in-person* and virtual**)
 - October 2019 – Washington (MISA)
 - December 2019 - Washington (Anacortes SD) 3 sessions*
 - January 2020 - STOMP
 - February 2020 - California (Travis Unified), 2 sessions*
 - June 2020 – Alabama (with SLO Wanda Cooper), 2 sessions**
 - ⇒ Conference/Meeting Presentations
 - July 2019 - MCEC National Training Seminar
 - September 2019 - Military Impacted Schools Association (MISA)
 - September 2019 – Alabama K-12 Public Education Symposium
 - September 2020 - National Governor's Association
 - ⇒ Webinar Panelist
 - June 2020 - COVID-19 Military Support Initiative (CMIC),
“Strategies for Resuming K-12 Education”

- August 2020 – Military Child Education Coalition (MCEC), “*MIC3 and the Purple Start Program*”
- Conferences - September 2019 - National Summit on Courts and Military Connected Families
- New Resources - New training workbook
- State Support
 - ⇒ Attended and provided updates for 13 state council meetings
 - ⇒ Provided state council meeting support for 6 states on *GoToMeeting*
 - ⇒ Distributed a total of 20,761 collaterals to states. Resources include: brochures, guides, and rulebooks used to educate stakeholders.
 - ⇒ Provided formal advisement on 55 cases and inquiries.
 - ⇒ Published
 - Annual Report
 - Note from the Commission Chair (12 issues)
 - Newsletters (10 issues)
 - Executive Director Updates (3 issues)
 - Weekly COVID-19 Information and Guidance on School Closures and Reopening (24 issues)
- Other Support
 - ⇒ Facilitated 48 virtual standing committee meetings
 - ⇒ Conducted the annual fiscal audit
 - ⇒ Commission Only Survey’s
 - Mid-Year Survey
 - National Guard and Reserve Commissioner Survey
 - ⇒ Bestowed 12 Awards

Additionally, the national office provides state advisement and develops state specific resources, including presentations, and information papers on request. Our continued growth and success is a direct result of the dedication of our Commissioners, Ex-Officio members, military services and community partners. Thank you for your support and collaboration during FY20 and beyond.

General Counsel

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.

MIC3 National Office Case and Inquiry Summary
 FY 2020 - July 1, 2019 to June 30, 2020

Requestor	#	%
Parent	19	35%
Military Service (i.e. School Liaison Officer)	8	15%
State	0	0%
Compact Commissioner	23	42%
Ex-Officio Member	1	2%
District/School	1	2%
Student	2	4%
Other	1	2%
TOTAL	55	100%

Type	#	%
Compact Related	20	36%
Not Applicable	35	64%
TOTAL	55	100%

Compact Related Case Topics	#	Article	% *
Art III-Applicability	2	2	11%
Art IV-Educational Records & Enrollment: Records/Immunizations	2		
Art IV-Enrollment-Kindergarten Entry	1		
Art V-Placement & Attendance (General)	0	3	17%
Art V-Placement & Attendance: Absence Related to Deploy	1		
Art V-Placement & Attendance: Course Placement	5		
Art V-Placement & Attendance: Educ Program Placement	1		
Art V-Placement & Attendance: Placement Flexibility	0		
Art V-Placement & Attendance: SPED	2	9	50%
Art VI-Eligibility for Enrollment	1		
Art VI-Eligibility for Extracurricular Participation	0	1	6%
Art VII-Graduation Req	1		
Art VII-Graduation: Exit/EOY Exams	2	3	17%
TOTAL	18	18	100%

Not Applicable Case Topics	# Cases	%
Homeschool transfer	3	9%
Early Withdrawal	2	6%
School Choice	2	6%
Early Dismissal and Curriculum	1	3%
Change of PCS	1	3%
Preschool Enrollment	1	3%
National Guard Title 32	1	3%
Behavioral Support Resources	1	3%
Student Support Resources	1	3%
School Enrollment: Proof of Child Custody	1	3%
General Transition Inquiry	1	3%
School Materials for Online AP Course	1	3%
Child Custody	1	3%
SPED Certificate	1	3%
Dance Club Elected Office	1	3%
Sending State Non-Residency for Kindergarten Entry	1	3%
Excused Absences for Training in a Non-Combat Zone	1	3%
Records from a Closed Overseas School	1	3%
Specific Foreign Language Not Offered at New School	1	3%

By Rcvg State	#	%
California	6	11%
Massachusetts	4	7%
Texas	3	5%
Mississippi	3	5%
Pennsylvania	3	5%
Virginia	3	5%
Georgia	2	2%
Maryland	2	4%
Hawaii	2	2%
Kentucky	2	4%
New Jersey	2	4%
Oklahoma	2	4%
Utah	2	4%
Alaska	1	2%
Florida	1	2%
Colorado	1	4%
Louisiana	1	2%
Missouri	1	2%
Nebraska	1	2%
New Mexico	1	2%
New York	1	2%
N. Carolina	1	2%
South Carolina	1	2%
Tennessee	1	2%
West Virginia	1	2%
	0	0%
	0	0%
	0	0%
	0	0%
	0	0%
	0	0%
Italy	1	2%
DODEA	2	4%
No state	4	7%
TOTAL	55	100%

By Receiving State Military	#	%
Tier 1: 15,001+	21	38%
Tier 2: 6,001-15,000	10	18%
Tier 3: 2,001-6,000	16	29%
Tier 4: 0-2,000	1	2%
Italy	1	2%
DODEA	2	4%
No state	4	7%
TOTAL	55	100%

Updated 7/1/2020

MIC3 National Office Case and Inquiry Summary
 FY 2020 - July 1, 2019 to June 30, 2020

Guaranteed Reciprocal Diploma	1	3%
Transfer from US Territories	1	3%
PCS Transition Timeframe	1	3%
GPA Calculation: Honors Class Weighting	1	3%
Incomplete Course Credit Due to Early Withdrawal from District to Travel	1	3%
Mandated GT Program Placement for Military Child	1	3%
Senior Moves Out of School District, Wants to Attend/Graduate from Current School	1	3%
PCS and Continued School Enrollment Under the Pandemic	1	3%
High School Credit for Middle School Coursework	1	3%
Meeting Graduation Requirements for an Honors Diploma	1	3%
Public School Tuition Waiver	1	3%
State Military Representative	1	3%
Early withdrawal and completion of the school year	1	3%
Continued Enrollment in a US School	1	3%
TOTAL	35	100%

Note: A 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.



STATUTORY LANGUAGE EXTERNAL TO THE COMPACT

The following statutory language are stand alone and introduced separately outside of the from the Interstate Compact on Educational Opportunity for Military Children (Compact) statute.

As a quasi-governmental organization, the Commission does not advocate for specific legislation outside of the Compact statute. The examples demonstrate extension of the Compact statute to other student populations, clarify or further support the Compact rules specific to a states statute or education regulation.

Keep in mind as it is a contractual agreement between member states, **your Compact statute should never be modified**. Any extension of the compact provisions must be introduced separately from the original compact, and should be submitted to the national office for a legal review to ensure it does not conflict and to avoid unintended consequences.

Please contact the national office should you have any questions regarding the Interstate Compact or your state statute.

ADVANCED ENROLLMENT

CALIFORNIA

On September 12, 2016, California **Senate Bill 1455, "Relating to establishing resident for purposes of admission into public schools,"** was signed into law by Governor Jerry Brown, and is effective January 1, 2017.

(**Interstate Compact:** California Education Code, Sections 49700-49703)

Separate from the Compact, this law aims to provide military families transferring to a California the ability to start the school enrollment process as soon as a written military transfer order is given. School districts are required to accept electronic applications for enrollment in a specific school or program within the school district, and course registration for these students. Parents must provide proof of residence within 10 days after the published arrival date provided on official documentation.

California's Education Code is amended by adding Section (48204.3). A complete text of the statute can be found at http://leginfo.ca.gov/faces/codes_displaySection.xhtml?sectionNum=48204.3.&lawCode=EDC

ARKANSAS

On April 2, 2019, Arkansas **Senate Bill 638, "Concerning the Interstate Compact on Educational Opportunity for Children of Military Families; And To Amend Aspects of the Arkansas Code With Respect To Children of Military Families Who Are Enrolled In A Public School"**, passed Arkansas' General Assembly and was signed into law by Governor Asa Hutchinson on April 17, 2019. Referred to as Act 939

(**Interstate Compact:** Arkansas Code, Title 6, Chapter 24, Subchapter 6-4-301 – 6-4-307)

Separate from the Compact, the purpose of this law is to amend aspects of Arkansas' Code with respect to children of military families who are enrolled in a public school. The language updates assignments to the state council and the functions. It extends eligibility to students of National Guard members, provides for advanced enrollment of students, and expands the pre-deployment activities window. Act 939 also requires school districts with at least 20 military-connected student or 3,000 students overall to appoint a Military Education Coordinator to support military-connected students in transition.

Arkansas Code is amended by adding § 6-18-107. A complete text of Act 939 can be found at <http://www.arkleg.state.ar.us/assembly/2019/2019R/Acts/Act939.pdf>

FLORIDA

During the 2019 session Florida Legislature passed **Senate Bill 620 "Military-Friendly Initiatives,"** was signed into law by Governor Ron DeSantis, and was effective June 26, 2019.

(**Interstate Compact:** FS 1000.31-1000.39)

Separate from the Compact, this law allows a student whose parent is transferring or is pending transfer to a military installation within a school district while on active military duty pursuant to an official military order shall be considered a resident of the school district for purposes of enrollment when the order is submitted to the school district.

Florida's Statute is amended by adding Sections (1002.31) and (1003.05). A complete text of the statute can be found at:

1002.31 -

http://www.leg.state.fl.us/statutes/index.cfm?mode=View%20Statutes&SubMenu=1&App_mode=Display_Statute&Search_String=1002.31&URL=1000-1099/1002/Sections/1002.31.html

1003.05 -

http://www.leg.state.fl.us/statutes/index.cfm?mode=View%20Statutes&SubMenu=1&App_mode=Display_Statute&Search_String=1003.05&URL=1000-1099/1003/Sections/1003.05.html

During the 2020 session Florida Legislature passed **Senate Bill 662 "Education and the Military,"** was signed into law by Governor Ron DeSantis, and was effective July 1, 2020. Separate from the Compact, this law amends section (s.) 1003.05, Florida Statutes (F.S.), (link above) so that a student whose parent is transferred or is pending transfer to a military

installation within the state while on active military duty pursuant to an official military order shall be considered a resident of the school district for purposes of enrollment when the order is submitted to the school district, and shall be provided preferential treatment in the controlled open enrollment process of the school district pursuant to s. 1002.31, F.S.

This means that active duty military families transferring to a military installation in Florida will not have to wait until they establish residency in Florida to present their transfer orders to any Florida school district to enroll in school or avail themselves of that school district's controlled open enrollment options.

FLORIDA cont.

1002.31 –

http://www.leg.state.fl.us/Statutes/index.cfm?App_mode=Display_Statute&URL=1000-1099/1002/Sections/1002.31.html

NEBRASKA

On March 7, 2019, Nebraska **Legislative Bill 115, “Change provisions related to enrollment of children of members of the military,”** was signed into law by Governor John Peter Ricketts, and was effective March 12, 2019.

(Interstate Compact: Nebraska Revised Statutes, 79-2201 – 79-2206)

Separate from the Compact, this law amends Nebraska’s Chapter 79-215 to allow children of military families with documentation of a pending military relocation into the state, preliminary enrollment to a school district as long as the family will be in the school district during the current or following school year. This legislation also amends 79-216 to define that children of military families that live on federally owned property, such as Offut Air Force Base, are considered residents of the school district where the property is located.

A complete text of the statute can be found at

<https://nebraskalegislature.gov/FloorDocs/106/PDF/Slip/LB115.pdf>

SOUTH DAKOTA

On February 14, 2019, South Dakota **House Bill 1044, “An act to authorize certain children who are subject to a pending military relocation to apply for enrollment in a school district,”** was signed into law by Governor Kristi Noem, and was effective February 14, 2019.

(Interstate Compact: South Dakota Statutes, Chapter 13-53E-1)

Separate from the Compact., this law amends South Dakota’s Education language to authorize children of military members, whose relocation is pending, to enroll in school pending evidence of residency.

SECTION 13-28-9, Education Code, is amended. A complete text of the statute can be found at: <https://sdlegislature.gov/docs/legsession/2019/Bills/HB1044ENR.pdf>

TEXAS

On May 28, 2019, Texas **House Bill 1597, “Relating to established residency for purposes of admission into public schools,”** was signed into law by Governor Greg Abbott, and was effective May 28, 2019.

(Interstate Compact: Texas Statutes, Education Code, Chapter 4, 162.001 – 162.005)

Separate from the Compact, this law amends Texas’ Education Code to authorize a person whose parent or guardian is an active-duty member of the U.S. armed forces to establish residency for the purposes of public school admission by providing to the public school district or open-enrollment charter school, by a specified deadline, a copy of a military order requiring

TEXAS cont.

the parent's or guardian's transfer to a military installation in or adjacent to the district's or school's attendance zone.

SECTION 25.001, Education Code, is amended by adding Subsections (c-1) and (c-2). A complete text of the statute can be found at <https://statutes.capitol.texas.gov/Docs/ED/htm/ED.25.htm#25.001>

WASHINGTON

In April 2019, Washington adopted **Substitute House Bill 1210 "School Enrollment – Nonresident Children From Military Families,"** was signed into law by Governor Jay Inslee, and was effective July 28, 2019.

(**Interstate Compact:** Revised Code of Washington, Chapter 28A.705)

Separate from the Compact, this law amends Washington's Revised Code to allow nonresident children of military families to enroll in Washington's public schools prior to arrival in the state. Provides that children of military families meet school district residency for enrollment if the children's active duty military parents are transferring to a military installation within Washington. Directs school districts to accept such children's enrollment and course registration by electronic means. Requires that parents of these children provide proof of residence in the school district within 14 days of the arrival date provided on official military documentation.

Revised Code of Washington is amended to add a new section to Chapter 28A.225. A complete text of the statute can be found at <http://lawfilesexp.leg.wa.gov/biennium/2019-20/Pdf/Bills/House%20Passed%20Legislature/1210-S.PL.pdf>

ENROLLMENT

KENTUCKY

In April 2008, Kentucky adopted **Kentucky Revised Statute (KRS) 156.730** and joined the Commission. In 2020, the State Legislature adopted **House Bill 266** – which amends **KRS 159.075 to include** *parents or guardians who are transferring to a reserve component or separating from the military under honorable conditions; include a home under contract to be built as a qualifying residence; allow qualifying students to temporarily reside outside of district if the housing is unavailable and be included in the attending district's average daily attendance.* The statute took effect March 24, 2020.

(**Interstate Compact:** Kentucky Revised Statutes 156.730; 156.735)

Kentucky's Revised Statute was amended to add Section 159.075. A complete text of the statute can be found at <https://apps.legislature.ky.gov/law/statutes/statute.aspx?id=49997>

ENROLLMENT PREFERENCE

UTAH

In March 22, 2019, Utah adopted **House Bill 306 “Enrollment Preference for Military Children,”** was signed into law by Governor Gary Richard Herbert, and was effective May 14, 2019.

(**Interstate Compact:** Utah Code, Title 53A, Chapter 1, Part 10)

Separate from the Compact, this law amends charter school enrollment provisions to establish a preference for a child of a military servicemember. Utah’s Code is amended to reflect rewrites to 53G-6-502.

A complete text of the statute can be found at <https://le.utah.gov/~2019/bills/static/HB0306.html>

FLORIDA

On June 23, 2020, Governor Ron DeSantis signed into law Senate Bill 662 which provides greater flexibility to transitioning students of military families for enrollment and certain preferential treatment. Adds to the school grading calculation Armed Services Qualification Test (ASQT) scores and Junior Reserve Officers’ Training Corps (JROTC) course participation.

A complete text of the statute can be found at <https://www.flsenate.gov/Session/Bill/2020/662/BillText/er/PDF>

EXCUSED ABSENCES

NORTH CAROLINA

In March 2019, North Carolina adopted **Senate Bill 230 “Excused Absences for Military Children,”** was signed into law by Governor Roy Cooper, and was effective August 14, 2019.
(**Interstate Compact:** North Carolina Statutes, Article 29B § 115C-407.5)

Separate from the Compact, this law would add a new category of required excused absences. Students would be allowed a minimum of two days per academic year for the parent or legal guardian’s military leave when certain requirements outlined in the bill are met. Requirements include: the student’s parent or legal guardian would be required to give written notice of the request for leave for a reasonable time prior to the absence; and the student must be given the opportunity to make up tests or missed work due to the absence.

North Carolina’s Statutes is amended to reflect rewrites to Section 1.(a) G.S. 115C-379. A complete text of the statute can be found at <https://www.ncleg.gov/Sessions/2019/Bills/Senate/PDF/S230v5.pdf>

MILITARY EDUCATION COORDINATOR

ARKANSAS – Please refer to “*Advanced Enrollment*” **Arkansas Act 939**

EXTENSION OF THE COMPACT BEYOND ACTIVE DUTY TITLE 10

CIVILIAN MILITARY EMPLOYEES

KENTUCKY

In 2009, the State Legislature adopted the **KRS 156.735** – which extends eligibility to “students of civilian military employees”. The statute took effect June 25, 2009.

Kentucky’s Revised Statute was amended to add Section 156.735. A complete text of the statute can be found at <https://apps.legislature.ky.gov/law/statutes/statute.aspx?id=3244>

NATIONAL GUARD

ARKANSAS – Please refer to “*Advanced Enrollment*” **Arkansas Act 939**

This provision is separate from the state statute and extends the compact provisions to national guard and reservists under all titles moving into the state.

“Activated reserve components” means members of the reserve 12 component of the uniformed services who have received a notice of intent to 13 deploy or mobilize under Title 10 of the United States Code, Title 32 of the 14 United States Code, or state mobilization to active duty.”

RESIDENCY

ALABAMA

On March 10, 2020, Alabama **Senate Bill 143, “Local Board of Education, military dependents deemed Alabama residents for purposes of virtual education when member of US Armed Forces ordered to relocate to state,”** was signed into law by Governor Jerry Brown, and took effect amending Sec. 16-46A-1.

(Interstate Compact: Alabama Code Title 16. Education § 16-44B-1)

Separate from the Compact, this law aims To amend Section 16-46A-1, Code of Alabama 1975, 6 relating to K-12 virtual education, to provide, for the 7 purposes of enrolling in and attending a virtual school 8 operating in this state, that the dependents of a member of 9 the United States Armed Forces shall be considered residents 10 of the state upon the member receiving orders to relocate to 11 Alabama.

A complete text of the statute can be found at <http://alisondb.legislature.state.al.us/ALISON/SearchableInstruments/2020RS/PrintFiles/SB143-enr.pdf>

WASHINGTON

In 2020, Washington adopted ***Substitute House Bill 2543 “AN ACT relating to ensuring eligible veterans and their dependents qualify for in-state residency; and amend RCW 28B.15.012*** was signed into law by Governor Jay Inslee, and was effective June 11, 2020.

Separate from the Compact, this law amends Washington's Revised Code to ensure eligible veterans and their dependents qualify for in-state residency if the service member is reassigned out-of-state

A complete text of the statute can be found at <http://lawfilesexternal.leg.wa.gov/biennium/2019-20/Pdf/Bills/Session%20Laws/House/2543-S.SL.pdf>



FINANCE COMMITTEE REPORT

Annual Business Meeting
October 1-2, 2020

To: Commissioners, Designees and Ex-Officio Members

From: Craig Neuenswander (KS), Commission Treasurer and Chair

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 policies on the investment and operational reserve.

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.

The Council of State Governments

Balance Sheet

	6/30/2020
520 - Military Interstate Children's Compact Commission	
Assets	
Long Term Investments	434,682.78
Cash with CSG	976,551.49
Total Assets	1,411,234.27
Liabilities & Net Assets	
Liabilities	
Deferred Revenue	153,924.00
Total Liabilities	153,924.00
Net Assets	
Unrestricted Net Assets	1,257,310.27
Total Net Assets	1,257,310.27
Total Liabilities & Net Assets	1,411,234.27
BEGINNING BALANCE WITH CURRENT YEAR ADJUSTMENTS	1,116,144.95
NET SURPLUS/(DEFICIT)	141,165.32
ENDING FUND BALANCE	1,257,310.27

The Council of State Governments

Income Statement

Current Month				Year to Date				
6/30/2020	Budget	Variance		Actual	Budget	Variance	Annual Budget	
Revenues								
12,464.00	55,276.59	(42,812.59)	520-171-10-40001	Appropriations	657,498.00	663,319.00	(5,821.00)	663,319.00
(12,464.00)	0.00	(12,464.00)	520-171-10-40010	Member Dues - Regular	0.00	0.00	0.00	0.00
0.00	750.00	(750.00)	520-171-10-43000	Conference Registration Fees	21,800.00	9,000.00	12,800.00	9,000.00
357.82	8.34	349.48	520-171-10-51000	Interest Income	4,378.52	100.00	4,278.52	100.00
1,135.52	166.67	968.85	520-171-10-51010	Dividend Income	4,762.01	2,000.00	2,762.01	2,000.00
203.41	250.00	(46.59)	520-171-10-51040	Operating Interest Income	9,510.79	3,000.00	6,510.79	3,000.00
4,611.46	416.67	4,194.79	520-171-10-51080	Unrealized Gains - Equity Index	12,633.23	5,000.00	7,633.23	5,000.00
1,461.47	8.34	1,453.13	520-171-10-51090	Unrealized Gains - Bond Index	3,702.26	100.00	3,602.26	100.00
0.00	0.00	0.00	520-171-10-53030	Refunds	273.27	0.00	273.27	0.00
7,769.68	56,876.61	(49,106.93)	Total Revenues		714,558.08	682,519.00	32,039.08	682,519.00
Expenses								
15,296.60	18,333.34	3,036.74	520-171-10-60000	Salaries & Wages	196,374.10	220,000.00	23,625.90	220,000.00
1,096.45	1,666.67	570.22	520-171-10-61009	Payroll Taxes	14,822.12	20,000.00	5,177.88	20,000.00
7,424.29	8,916.67	1,492.38	520-171-10-61019	Retirement Benefits	95,449.20	107,000.00	11,550.80	107,000.00
2,184.31	2,666.67	482.36	520-171-10-61029	Other Benefits	32,432.23	32,000.00	(432.23)	32,000.00
0.00	250.00	250.00	520-171-10-61059	Continuing Education	0.00	3,000.00	3,000.00	3,000.00
0.00	250.00	250.00	520-171-10-61069	Staff Development	0.00	3,000.00	3,000.00	3,000.00
0.00	29.17	29.17	520-171-10-61089	Professional Membership Dues	0.00	350.00	350.00	350.00
0.00	166.67	166.67	520-171-10-62000	Supplies	1,209.19	2,000.00	790.81	2,000.00
18.10	125.00	106.90	520-171-10-62010	Postage	1,891.62	1,500.00	(391.62)	1,500.00
404.00	608.34	204.34	520-171-10-62090	Computer Service & Support	6,565.00	7,300.00	735.00	7,300.00
38.01	41.67	3.66	520-171-10-62110	Internet Access	456.12	500.00	43.88	500.00
130.79	250.00	119.21	520-171-10-62140	Software Purchase	2,962.95	3,000.00	37.05	3,000.00
96.00	145.84	49.84	520-171-10-62280	Insurance	1,560.00	1,750.00	190.00	1,750.00
0.26	225.00	224.74	520-171-10-62310	Photocopy	82.70	2,700.00	2,617.30	2,700.00
4.85	41.67	36.82	520-171-10-62340	Credit Card Merchant Fees	631.51	500.00	(131.51)	500.00
279.72	375.00	95.28	520-171-10-62360	Direct Telephone Expense	4,072.92	4,500.00	427.08	4,500.00
53.55	125.00	71.45	520-171-10-62370	Cell Phone Expense	646.28	1,500.00	853.72	1,500.00
11,352.35	750.00	(10,602.35)	520-171-10-62410	Advertising/Promotion	20,764.23	9,000.00	(11,764.23)	9,000.00

The Council of State Governments

Income Statement

Current Month			Year to Date					
6/30/2020	Budget	Variance			Actual	Budget	Variance	Annual Budget
3,890.00	83.34	(3,806.66)	520-171-10-62440	Gifts & Awards	4,232.41	1,000.00	(3,232.41)	1,000.00
0.00	250.00	250.00	520-171-10-66000	Equipment Purchase	3,594.09	3,000.00	(594.09)	3,000.00
0.00	8,333.34	8,333.34	520-171-10-68230	Meeting Expenses	109,009.80	100,000.00	(9,009.80)	100,000.00
5,962.50	1,500.00	(4,462.50)	520-171-10-72000	Consultant Services	8,412.50	18,000.00	9,587.50	18,000.00
0.00	250.00	250.00	520-171-10-72010	Consultant Expense	1,212.35	3,000.00	1,787.65	3,000.00
0.00	2,091.67	2,091.67	520-171-10-74000	Staff Travel	7,672.02	25,100.00	17,427.98	25,100.00
0.00	833.34	833.34	520-171-10-74080	Other Travel	5,362.46	10,000.00	4,637.54	10,000.00
0.00	1,666.67	1,666.67	520-171-10-76000	Executive Committee	0.00	20,000.00	20,000.00	20,000.00
0.00	25.00	25.00	520-171-10-78050	Printing	72.73	300.00	227.27	300.00
0.00	83.34	83.34	520-171-10-78060	Photography	850.00	1,000.00	150.00	1,000.00
0.00	166.67	166.67	520-171-10-80000	Legal Services	0.00	2,000.00	2,000.00	2,000.00
0.00	500.00	500.00	520-171-10-80020	Audit & Accounting Fees	6,000.00	6,000.00	0.00	6,000.00
1,333.32	1,750.00	416.68	520-171-10-85000	Rent	19,749.79	21,000.00	1,250.21	21,000.00
2,478.26	2,916.67	438.41	520-171-10-91010	Indirect Cost - AF	27,304.44	35,000.00	7,695.56	35,000.00
52,043.36	55,416.75	3,373.39	Total Expenses		573,392.76	665,000.00	91,607.24	665,000.00
(44,273.68)	1,459.86	(45,733.54)	NET SURPLUS/(DEFICIT)		141,165.32	17,519.00	123,646.32	17,519.00

VANGUARD INVESTMENT HISTORICAL REPORT

Initial Investment (8/10/2017)	\$ 350,000
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	June 30, 2018	June 30, 2019	June 30, 2020
Short-Term Investment	\$ 139,584.60	\$ 261,976.07	\$ 178,008.47
Stock Market Value	\$ 240,362.92	\$ 147,230.69	\$ 256,674.31
Total Value of Accounts	\$ 379,947.52	\$ 409,206.76	\$ 434,682.78
Stocks	63%	64%	59%
Bonds	37%	36%	41%
Short-Term Reserves	0	0	0
Other	0	0	0
Year-to-date income			
Taxable income	3794.25	4448.32	\$ 4,348.91
Nontaxable income	\$ -	\$ -	\$ -

Fiscal Year 2021 Dues

As of September 4, 2020



Member State	Military Dependants	DUES FY21	Commissioner	Dues Remitted
Alabama	9,666	11,116	Douglas Ragland	
Alaska	8,141	9,362	Terry Ryals	\$ 9,362.00
Arizona	10,209	11,740	Bruce DuPlanty	\$ 11,740.00
Arkansas	2,589	2,977	Don Kaminar	\$ 2,977.00
California	57,811	66,483	Khieem Jackson	
Colorado	18,529	21,308	Keith Owen	\$ 21,308.00
Connecticut	3,107	3,573	Laura Anastasio	\$ 3,573.00
Delaware	1,663	2,300	Susan Haberstroh	\$ 2,300.00
District of Columbia	803	2,300	Lakeeshia Fox	
Florida	38,761	44,575	Robert Buehn	
Georgia	30,721	35,329	Will Hardin	\$ 35,329.00
Hawaii	18,614	21,406	Kathy Berg	\$ 13,853.00 *
Idaho	2,065	2,300	Tim McMurtrey	
Illinois	7,431	8,546	Darcy Benway	
Indiana	2,455	2,823	VACANT	\$ 2,823.00
Iowa	1,064	2,300	Misty Nissen	\$ 2,300.00
Kansas	9,922	11,410	Craig Neuenswander	\$ 11,410.00
Kentucky	7,974	9,170	Steven P. Bullard	\$ 9,170.00
Louisiana	7,596	8,735	Ernise S. Singleton	
Maine	1,091	2,300	Sarah Forster	
Maryland	18,830	21,655	Mary Gable	
Massachusetts	2,399	2,759	RADM J. Clarke Orzalli	
Michigan	3,112	3,579	VACANT	\$ 3,579.00
Minnesota	1,082	2,300	Daron Korte	\$ 2,300.00
Mississippi	5,068	5,828	VACANT	
Missouri	7,720	8,878	Brian Henry	
Montana	1,444	2,300	Hal Stearns	\$ 2,300.00
Nebraska	3,759	4,323	Brian Halstead	\$ 4,323.00
Nevada	5,986	6,884	Felicia Gonzales	\$ 6,884.00
New Hampshire	669	2,300	Kathleen Murphy	
New Jersey	4,546	5,228	Tony Trongone	
New Mexico	5,051	5,809	Teresa Ferenczhalmy	\$ 5,809.00
New York	10,379	11,936	Debra Jackson	
North Carolina	43,081	49,543	Nick Sokja	
North Dakota	2,355	2,708	Davina French	\$ 2,708.00
Ohio	6,919	7,957	Pete Lupiba	
Oklahoma	8,735	10,045	Dr. Darrell Floyd	
Oregon	1,564	2,300	Cindy Hunt	\$ 2,300.00
Pennsylvania	4,047	4,654	VACANT	
Rhode Island	1,424	2,300	Rosemarie Kraeger	

South Carolina	13,233	15,218	Yolande Anderson	\$ 15,218.00
South Dakota	1,517	2,300	Alan Kerr	
Tennessee	11,305	13,001	Deanna McLaughlin	\$ 13,001.00
Texas	60,508	69,000	Shelly Ramos	
Utah	3,201	3,681	Ben Rasmussen	\$ 3,681.00
Vermont	169	2,300	David Young	\$ 2,300.00
Virginia	70,060	69,000	Dan Dunham	
Washington	26,177	30,104	Greg Lynch	
West Virginia	567	2,300	Chris Cmiel	\$ 2,300.00
Wisconsin	1,856	2,300	Shelley Joan Weiss	
Wyoming	1,384	2,300	Chad Delbridge	\$ 2,300.00
Total		\$654,843	Total	\$ 195,148
Remaining Balance		\$459,695	States Paid	25
States Outstanding		26	% Paid	49%
			% of Dues	29.80%

* indicates partial payment (65%)

The Council of State Governments

Balance Sheet

	7/31/2020
520 - Military Interstate Children's Compact Commission	
Assets	
Long Term Investments	450,521.29
Cash with CSG	992,908.95
Total Assets	1,443,430.24
Liabilities & Net Assets	
Liabilities	
Deferred Revenue	(7,958.00)
Total Liabilities	(7,958.00)
Net Assets	
Unrestricted Net Assets	1,451,388.24
Total Net Assets	1,451,388.24
Total Liabilities & Net Assets	1,443,430.24
BEGINNING BALANCE WITH CURRENT YEAR ADJUSTMENTS	1,263,498.27
NET SURPLUS/(DEFICIT)	187,889.97
ENDING FUND BALANCE	1,451,388.24

The Council of State Governments

Income Statement

Previous Month				Year to Date				Annual Budget
7/31/2020	Budget	Variance		Actual	Budget	Variance		Annual Budget
11396 - MIC3 - ADMINISTRATION								
Revenues								
200,407.00	54,570.25	145,836.75	520-171-10-40001	Appropriations	200,407.00	54,570.25	145,836.75	654,843.00
355.73	0.00	355.73	520-171-10-51000	Interest Income	355.73	0.00	355.73	0.00
0.00	8.33	(8.33)	520-171-10-51010	Dividend Income	0.00	8.33	(8.33)	100.00
206.81	0.00	206.81	520-171-10-51040	Operating Interest Income	206.81	0.00	206.81	0.00
14,506.50	83.33	14,423.17	520-171-10-51080	Unrealized Gains - Equity Index	14,506.50	83.33	14,423.17	1,000.00
976.28	0.00	976.28	520-171-10-51090	Unrealized Gains - Bond Index	976.28	0.00	976.28	0.00
216,452.32	54,661.91	161,790.41	Total Revenues		216,452.32	54,661.91	161,790.41	655,943.00
Expenses								
14,444.79	20,833.33	6,388.54	520-171-10-60000	Salaries & Wages	14,444.79	20,833.33	6,388.54	250,000.00
1,141.48	2,083.33	941.85	520-171-10-61009	Payroll Taxes	1,141.48	2,083.33	941.85	25,000.00
7,715.38	9,166.66	1,451.28	520-171-10-61019	Retirement Benefits	7,715.38	9,166.66	1,451.28	110,000.00
2,186.68	3,166.66	979.98	520-171-10-61029	Other Benefits	2,186.68	3,166.66	979.98	38,000.00
0.00	166.66	166.66	520-171-10-61069	Staff Development	0.00	166.66	166.66	2,000.00
0.00	166.66	166.66	520-171-10-62000	Supplies	0.00	166.66	166.66	2,000.00
34.00	250.00	216.00	520-171-10-62010	Postage	34.00	250.00	216.00	3,000.00
404.00	608.33	204.33	520-171-10-62090	Computer Service & Support	404.00	608.33	204.33	7,300.00
38.01	41.66	3.65	520-171-10-62110	Internet Access	38.01	41.66	3.65	500.00
171.79	337.50	165.71	520-171-10-62140	Software Purchase	171.79	337.50	165.71	4,050.00
96.00	145.83	49.83	520-171-10-62280	Insurance	96.00	145.83	49.83	1,750.00
0.00	225.00	225.00	520-171-10-62310	Photocopy	0.00	225.00	225.00	2,700.00
5.02	0.00	(5.02)	520-171-10-62340	Credit Card Merchant Fees	5.02	0.00	(5.02)	0.00
244.25	375.00	130.75	520-171-10-62360	Direct Telephone Expense	244.25	375.00	130.75	4,500.00
54.16	125.00	70.84	520-171-10-62370	Cell Phone Expense	54.16	125.00	70.84	1,500.00
0.00	750.00	750.00	520-171-10-62410	Advertising/Promotion	0.00	750.00	750.00	9,000.00
0.00	125.00	125.00	520-171-10-62440	Gifts & Awards	0.00	125.00	125.00	1,500.00
0.00	166.66	166.66	520-171-10-66000	Equipment Purchase	0.00	166.66	166.66	2,000.00
0.00	1,666.66	1,666.66	520-171-10-68230	Meeting Expenses	0.00	1,666.66	1,666.66	20,000.00
0.00	1,666.66	1,666.66	520-171-10-72000	Consultant Services	0.00	1,666.66	1,666.66	20,000.00

The Council of State Governments Income Statement

Previous Month							Year to Date			
7/31/2020	Budget	Variance			Actual	Budget	Variance	Annual Budget		
0.00	83.33	83.33	520-171-10-72010	Consultant Expense	0.00	83.33	83.33	1,000.00		
0.00	1,041.66	1,041.66	520-171-10-74000	Staff Travel	0.00	1,041.66	1,041.66	12,500.00		
0.00	416.66	416.66	520-171-10-74080	Other Travel	0.00	416.66	416.66	5,000.00		
0.00	1,666.66	1,666.66	520-171-10-76000	Executive Committee	0.00	1,666.66	1,666.66	20,000.00		
0.00	83.33	83.33	520-171-10-76020	Board Member Travel	0.00	83.33	83.33	1,000.00		
0.00	166.66	166.66	520-171-10-78050	Printing	0.00	166.66	166.66	2,000.00		
0.00	500.00	500.00	520-171-10-80000	Legal Services	0.00	500.00	500.00	6,000.00		
0.00	525.00	525.00	520-171-10-80020	Audit & Accounting Fees	0.00	525.00	525.00	6,300.00		
666.68	1,750.00	1,083.32	520-171-10-85000	Rent	666.68	1,750.00	1,083.32	21,000.00		
1,360.11	2,916.66	1,556.55	520-171-10-91010	Indirect Cost - AF	1,360.11	2,916.66	1,556.55	35,000.00		
28,562.35	51,216.56	22,654.21	Total Expenses		28,562.35	51,216.56	22,654.21	614,600.00		
187,889.97	3,445.35	184,444.62	NET SURPLUS/(DEFICIT)		187,889.97	3,445.35	184,444.62	41,343.00		

MIC3 FY2022 PROPOSED DUES

RANK	State	Army	Navy	Marines	Air Force	CG	USPHS	NOAA	TOTAL	DUES
1	Virginia	15,965	33,947	5,689	9,597	3,472	357	11	69,038	\$ 69,000
2	Texas	36,171	4,857	1,819	15,257	1,254	287	0	59,645	\$ 68,592
3	California	6,072	29,112	12,149	7,527	2,176	177	3	57,216	\$ 65,798
4	North Carolina	23,032	3,612	11,084	3,500	1,392	168	2	42,790	\$ 49,209
5	Florida	7,925	14,299	1,868	12,365	2,681	94	16	39,248	\$ 45,135
6	Georgia	20,536	3,654	769	4,767	304	571	0	30,601	\$ 35,191
7	Washington	12,641	8,758	357	3,062	921	116	6	25,861	\$ 29,740
8	Maryland	6,600	5,609	1,206	3,967	1,045	1,185	48	19,660	\$ 22,609
9	Colorado	11,778	797	238	5,426	67	127	0	18,433	\$ 21,198
10	Hawaii	8,303	4,496	1,668	2,784	639	27	4	17,921	\$ 20,609
11	South Carolina	4,644	2,205	1,769	3,863	523	30	0	13,034	\$ 14,989
12	Tennessee	8,416	1,811	231	603	144	15	0	11,220	\$ 12,903
13	Arizona	3,156	683	1,333	4,809	38	403	0	10,422	\$ 11,985
14	New York	7,247	1,125	453	537	488	81	0	9,931	\$ 11,421
15	Kansas	7,762	193	159	1,497	67	40	0	9,718	\$ 11,176
16	Alabama	5,865	565	211	2,216	695	14	1	9,567	\$ 11,002
17	Oklahoma	4,454	952	183	3,107	46	336	0	9,078	\$ 10,440
18	Alaska	3,506	75	31	3,450	992	218	0	8,272	\$ 9,513
19	Kentucky	7,426	202	105	252	149	68	0	8,202	\$ 9,432
20	Missouri	4,587	468	496	1,993	99	61	3	7,707	\$ 8,863
21	Louisiana	3,234	624	406	2,517	711	29	0	7,521	\$ 8,649
22	Illinois	1,534	2,043	394	3,123	184	35	0	7,313	\$ 8,410
23	Ohio	1,520	703	379	3,790	368	40	2	6,802	\$ 7,822
24	Nevada	557	592	108	4,441	26	13	0	5,737	\$ 6,598
25	New Mexico	608	160	101	3,967	14	186	0	5,036	\$ 5,791
26	Mississippi	840	1,870	157	1,833	205	12	2	4,919	\$ 5,657
27	New Jersey	1,090	495	278	1,936	611	59	0	4,469	\$ 5,139
28	Pennsylvania	1,808	861	469	681	177	86	2	4,084	\$ 4,697
29	Nebraska	410	353	111	2,777	18	15	0	3,684	\$ 4,237
30	Utah	559	166	126	2,389	17	36	0	3,293	\$ 3,787
31	Michigan	1,279	547	294	277	609	34	0	3,040	\$ 3,496
32	Connecticut	283	2,120	64	85	449	14	1	3,016	\$ 3,468
33	Arkansas	499	181	99	1,756	25	10	0	2,570	\$ 2,956
34	North Dakota	96	19	13	2,341	1	26	0	2,496	\$ 2,870
35	Indiana	1,371	398	209	323	78	10	0	2,389	\$ 2,747
36	Massachusetts	552	291	130	601	666	60	4	2,304	\$ 2,650
37	Idaho	294	198	88	1,406	21	26	0	2,033	\$ 2,338
38	Wisconsin	852	388	137	280	206	30	0	1,893	\$ 2,300
39	Delaware	142	72	24	1,345	73	10	0	1,666	\$ 2,300
40	Oregon	471	263	134	207	468	51	12	1,606	\$ 2,300
41	South Dakota	148	36	14	1,282	1	92	0	1,573	\$ 2,300
42	Montana	204	100	35	1,112	12	79	0	1,542	\$ 2,300
43	Wyoming	99	29	15	1,259	9	24	0	1,435	\$ 2,300
44	Rhode Island	214	820	134	96	140	3	5	1,412	\$ 2,300
45	Minnesota	479	221	115	199	65	106	0	1,185	\$ 2,300
46	Maine	198	349	36	71	414	6	0	1,074	\$ 2,300
47	Iowa	563	120	123	200	27	18	0	1,051	\$ 2,300
48	Dist of Col	257	161	62	209	85	41	0	815	\$ 2,300
49	New Hampshire	169	148	55	106	143	25	1	647	\$ 2,300
50	West Virginia	199	102	40	141	49	58	2	591	\$ 2,300
51	Vermont	71	20	14	30	17	3	0	155	\$ 2,300
		226,686	131,870	46,182	131,359	23,081	5,612	125	564,915	\$ 652,317

Prepared by the Defense Manpower Data Center on 8/19/2020
 DRS #138535 - Active Duty
 Active Duty Military Dependents, Ages 5-18, by State

Approved by Finance Committee 8/25/2020
 Approved by Executive Committee 9/3/2020

Based on \$1.15 per military dependent

RANK	State	Army	Navy	Marines	Air Force	CG	USPHS	NOAA	TOTAL	DUES
16	Alabama	5,865	565	211	2,216	695	14	1	9,567	\$ 11,002
18	Alaska	3,506	75	31	3,450	992	218	0	8,272	\$ 9,513
13	Arizona	3,156	683	1,333	4,809	38	403	0	10,422	\$ 11,985
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39	Delaware	142	72	24	1,345	73	10	0	1,666	\$ 2,300
48	Dist of Col	257	161	62	209	85	41	0	815	\$ 2,300
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37	Idaho	294	198	88	1,406	21	26	0	2,033	\$ 2,338
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38	Wisconsin	852	388	137	280	206	30	0	1,893	\$ 2,300
43	Wyoming	99	29	15	1,259	9	24	0	1,435	\$ 2,300
		226,686	131,870	46,182	131,359	23,081	5,612	125	564,915	\$ 652,317

Prepared by the Defense Manpower Data Center on 8/19/2020

DRS #138535 - Active Duty

Active Duty Military Dependents, Ages 5-18, by State

MIC3 FY2022 Budget - Proposed

Acct. #	Description - Expenses	FY20	FY21	Amended	FY22	Notes
60000	Salaries and wages	\$ 220,000	\$ 220,000	\$ 250,000	\$ 230,000	3 positions (ED + 2 staff)
61009	Payroll Taxes	\$ 20,000	\$ 20,000	\$ 25,000	\$ 35,200	FICA=15.3% of salary
61019	Retirement Benefits	\$ 107,000	\$ 110,000	\$ 110,000	\$ 115,000	Kentucky Retirement empl contrib=50% (of payroll)
61029	Other Benefits	\$ 32,000	\$ 36,000	\$ 38,000	\$ 46,000	Healthcare employer contribution 26% proj increase
61059	Continuing Education	\$ 3,000	\$ 3,000	\$ -	\$ 2,000	Staff higher education
61069	Staff development	\$ 3,000	\$ 3,000	\$ 2,000	\$ 2,000	Staff professional development and skill courses
61089	Professional membership dues	\$ 350	\$ 350	\$ -	\$ 350	Membership for PRSA and other organizations
62000	Supplies	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	Office supplies
62010	Postage	\$ 1,500	\$ 1,500	\$ 3,000	\$ 3,000	Mailing collaterals & virtual webinar materials
62090	Computer service and support *	\$ 7,300	\$ 7,300	\$ 7,300	\$ 7,300	CSG IT charges to MIC3 (\$202/mo per staff)
62110	Internet Access*	\$ 500	\$ 500	\$ 500	\$ 500	For internet
62140	Software purchase*	\$ 3,000	\$ 3,500	\$ 4,050	\$ 4,500	Con Contact, Sur Monkey, Adobe, Muse, Powtoon, WPtPro
62280	Insurance *	\$ 1,750	\$ 1,750	\$ 1,750	\$ 1,750	3 year contract for 2018-2020
62310	Photocopy	\$ 2,700	\$ 2,700	\$ 2,700	\$ 1,500	Daily, ABM and 2-EXCOM meeting/retreat
62340	Credit card merchant fee	\$ 500	\$ 500	\$ -	\$ 500	ABM online credit card payment fees
62360	Direct telephone expense*	\$ 4,500	\$ 4,500	\$ 4,500	\$ 4,500	3 landlines + long distance calls for committee meetings
62370	Cell phone expense	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,000	
62410	Advertising promotion	\$ 9,000	\$ 9,000	\$ 9,000	\$ 9,000	Collaterals (2 orders/year), Annual Report
62440	Gifts and awards	\$ 1,000	\$ 1,500	\$ 1,500	\$ 1,500	ABM Awards
66000	Equipment purchase	\$ 3,000	\$ 2,000	\$ 2,000	\$ 2,000	Staff computer, printer, hardware
68230	Meeting expense	\$ 100,000	\$ 100,000	\$ 20,000	\$ 140,000	ABM in-person meeting (w/COVID): AV, printing, postage
72000	Consultant services	\$ 18,000	\$ 8,000	\$ 20,000	\$ 20,000	Legal Advisors (\$150/hr); Strategic Plan Consultant
72010	Consultant expense	\$ 3,000	\$ 3,000	\$ 1,000	\$ 1,000	Legal Advisor and Consultant travel
74000	Staff travel	\$ 25,100	\$ 25,400	\$ 12,500	\$ 15,000	Training and briefings (SP)
74080	Other Travel	\$ 10,000	\$ 10,000	\$ 5,000	\$ 5,000	MISA school district training
76000	Executive Committee	\$ 20,000	\$ 20,000	\$ 20,000	\$ 10,000	In-person meeting for 8 members
76020	Board member travel	\$ -	\$ 1,000	\$ 1,000	\$ 1,000	CSG Ldrshp Council Meeting (affiliate organization rep)
78050	Printing	\$ 300	\$ 2,000	\$ 2,000	\$ 1,000	Office copymachine
78060	Photography	\$ 1,000	\$ 1,000	\$ -	\$ 1,000	Commissioner headshots and ABM reception
80000	Legal services	\$ 2,000	\$ 2,000	\$ 6,000	\$ 3,000	Anticipated litigation costs
80020	Audit & accounting Fees *	\$ 6,000	\$ 6,000	\$ 6,300	\$ 6,300	Blue & Co Accounting Firm (3-year contract FY20-22)
85000	Rent *	\$ 21,000	\$ 21,000	\$ 21,000	\$ 21,000	For staff office space
91010	Indirect costs *	\$ 35,000	\$ 35,000	\$ 35,000	\$ 38,000	Due to KERS, CSG decreased mgmt fee to 3.1% with increase to 8.1% if we exit KERS.
Total		\$ 665,000	\$ 665,000	\$ 614,600	\$ 731,900	

* Fixed cost

Projected Revenue	\$ 680,519	\$ 675,043	\$ 655,943	\$ 658,417
Total Expenses	\$ 665,000	\$ 665,000	\$ 614,600	\$ 731,900
Proj Rev vs Expenses	\$ 15,519	\$ 10,043	\$ 41,343	\$ (73,483)

Item #	Description - Revenues	FY20	FY21	Amended	FY22
40001	Appropriations	\$ 663,319	\$ 654,843	\$ 654,843	\$ 652,317
43000	Conf regis fees	\$ 9,000	\$ 7,000	\$ -	\$ 5,000
51010	Interest Income	\$ 100	\$ 100	\$ 100	\$ 100
51040	Dividend Income	\$ -	\$ -	\$ -	\$ -
51080	Operating Interest Income	\$ 3,000	\$ 10,000	\$ 1,000	\$ 1,000
51090	Unreal. Gains-Eq Index	\$ 5,000	\$ 3,000	\$ -	\$ -
51080	Unreal. Gains-Bd Index	\$ 100	\$ 100	\$ -	\$ -
Projected Total		\$ 680,519	\$ 675,043	\$ 655,943	\$ 658,417

Investment (Vanguard)	July 2019	Dec 2019	April 2020	May 2020
Current Balance	\$ 413,194.62	\$ 438,077.22	\$ 411,998.88	\$ 427,116.51
Short-term Invest-Gr Adm	\$ 147,452.46	172,376.26	173,870.89	176,189.18
Total Stock Mkt Idx Adm	\$ 265,742.16	265,700.96	238,127.99	250,927.33
Initial Investment - August 2017	\$ 350,000	\$ 350,000	\$ 350,000	\$ 350,000
Net Gain	\$ 63,195	\$ 88,077	\$ 61,999	\$ 77,117

Fund Balance	
FY21 Beginning Balance	\$ 1,263,498.27
Net Surplus (Deficit)	\$ 187,889.97
End Fund Balance	\$ 1,451,388.24

Notes: Percentage of FY22 budget

\$ 426,200 (59%) = salaries, payroll taxes, benefits, KY retirement system

\$ 115,000 (16%) = KERS only, based on 50% of salary

\$ 45,850 (6%) = fixed costs* (rent, indirect cost to CSG, audit and accounting fees, insurance and IT fees, computer, software service and support)

Approved by Finance Committee 8/25/2020

Approved by EXCOM 9/3/2020



MEMORANDUM

TO: Cherise Imai, Executive Director
Military Interstate Children’s Compact Commission

FROM: Jason Moseley, Deputy Executive Director/General Counsel

DATE: April 6, 2020

RE: KERS Update

Recent developments with the Kentucky Employees Retirement System (KERS) include the receipt of estimated liability figures from the Kentucky Retirement System (KRS) connected with 2019’s House Bill 1 (HB 1) as well as legislation filed in the 2020 legislative session that would impact those employers that do not leave KERS. Additionally, COVID-19 has impacted both these issues.

On January 30, 2020, CSG received the estimated liability figures from KRS pursuant to CSG’s request under 2019’s HB 1. KRS calculated the liability figures in 4 different ways, allowing for either a lump sum payment or installment payments, as well as allowing Tier 1 and 2 employees to remain in KERS (soft freeze) and not allowing Tier 1 and 2 employees to remain in KERS (hard freeze). Based on those variables, the following information was provided:

Option 1: Hard freeze/lump sum	\$15,853,830
Option 2: Soft freeze/lump sum	\$26,668,230
Option 3: Hard freeze/installments	\$18,636,260 (payable over 11 years)
Option 4: Soft freeze/installments	\$29,723,275 (payable over 21 years)

KRS also provided an estimate of CSG’s annual payment if CSG did not elect to leave KERS and began paying at the projected employer contribution rate of 93.01%. That projected annual payment was \$3,323,148.

No detailed breakdown of information by employee or by CSG and Affiliate division was provided but an annual payment schedule was provided for both Option 3 and Option 4. If CSG elects to use a hard freeze and make installment payments (Option 3), KRS projects it will take 11 years to pay the unfunded liability with annual payments ranging from \$2,391,019 at the highest to \$1,943,635 at the lowest. If CSG elects to use a soft freeze and make installment payments (Option 4), KRS projects it will take 21 years to



pay the unfunded liability with annual payments ranging from \$2,575,807 at the highest to \$947,209 at the lowest.

After receiving these estimates, CSG submitted questions to KRS regarding their ability to provide a breakdown of the estimated liability by divisions, including by Affiliate. Additionally, CSG asked about the ability, under a soft freeze, for individual Tier 1 and Tier 2 employees to individual decide to exit KERS. KRS responded, refusing to provide any break down of the liability by division. KRS also rejected the possibility of an individual to exit KERS under a soft freeze.

Based on the estimated liability figures, CSG evaluated the ability to pay both in lump sum and in installments. One major consideration was whether federal grant funds can be used to pay these amounts once the liability is no longer part of an employee's benefit costs but are instead debt payable to KRS. CSG consulted with Blue & Company, CSG's external auditing firm, on this issue of the use of federal grants. The auditor concluded that federal grants could not be used to pay for those costs.

CSG also considered the possibility of securing bonds through the Commonwealth of Kentucky to pay the lump sum costs of exiting the system and then paying off the bonds over time using federal grants. A similar analysis was conducted utilizing Blue & Company and they concluded that federal grants could not be used to pay off bonded debt. These conclusions seem to eliminate the possibility of using the exit mechanism created by HB 1 from the 2019 special session.

In the 2020 legislative session, the Kentucky General Assembly began with numerous bills that impact some aspect of Kentucky's pension system. The only bill that impacted quasi governmental organizations was House Bill 171 (HB 171). This bill provided that if an organization does not exit the system on July 1, 2020, under 2019's HB 1, those remaining organizations, as well as all participating state agencies, would no longer pay KRS a percentage of payroll to cover the unfunded liability. Instead, those remaining employers and state agencies would pay the actual cost of the employee benefit, currently 10.35% of employee payroll, and the accrued liability attributable to that employer would be amortized over 27 years and paid in separate annual payments. HB 171 does specify that all employers may, for purposes of collecting employer contributions from various fund sources, convert the liability amount to a percentage of payroll. This would allow the unfunded liability to be charged back to grants as a percentage of payroll.

Based on HB 171's calculations, CSG has an accrued liability of \$19,274,916, representing 0.10039% of the total KERS unfunded liability. Using payroll figures from June 30, 2019, KRS projects that CSG's obligation for the actual cost of employee benefits at 10.35% of payroll is \$369,794 annually. The accrued liability amortized over



27 years is projected to be \$1,192,994 annually. If this accrued liability amount was converted to a percentage of payroll, it would equate to 33.39% which, when added to the actual benefit cost of 10.35%, would generate a total of 43.74% of payroll. This would be relevant if a percentage of payroll was desired for use with external funding sources. Projections used for HB 171 show KERS returning to 100% funding by 2043.

After HB 171 passed the House and was making its way through the Senate, COVID-19 began impacting both state and national operations. The Kentucky General Assembly shortened the legislative session by 7 working days, quickly passed a 1-year budget instead of the required 2-year budget, and tried to address some critical issues before the session came to an end. There are two more working days for the General Assembly, April 14 and 15, after the Governor's veto period ends. While bills could advance during those two days, currently HB 171 has not passed the Senate. The 1-year budget passed by the General Assembly (House Bill 352) contains a provision that keeps the employer contribution rate for quasi's at 49.47% for another year instead of the state agency rate of 84.43%. The General Assembly also quickly passed Senate Bill 249 which delays the implementation of 2019's HB 1 by one year. Despite the remaining two working days, the most likely outcome appears to be a KERS employer contribution rate hold of 49.47% for another year. This was not the outcome we were hoping for and understand the impact this has on your organization.

While COVID-19 has negatively impacted all our organizations and our ability to provide services to our members, federal legislation meant to help soften the impact of COVID-19 has also provided some possibilities that we are pursuing. As a part of the CARES Act, signed into law on March 27, 2020, small businesses and non-profits are eligible for forgivable payroll loans up to two months of that organization's payroll. CSG coordinated with our bank and the U.S. Small Business Administration to apply for those forgivable loans on Friday, April 3, 2020, the first day those applications were being accepted. While we do not know if we will receive a loan or what that loan amount may be, the loan amount requested was enough to cover two months of payroll for all CSG employees, including employees staffing all Affiliate organizations. If we receive a loan through this program, so long as we do not reduce payroll during the loan period in question (February 15 through June 30) and use the loan for qualifying payroll expenses, that loan would be forgiven. As we receive additional information about the status of the loan application, we will provide additional information.

As we receive more information about the General Assembly, legislation impacting our organizations, and the federal loan program, we will provide updates.



COMMUNICATIONS & OUTREACH COMMITTEE REPORT

Annual Business Meeting
October 1-2, 2020

To: Commissioners, Designees and Ex-Officio Members

From: Brian Henry (MO), Chair

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 Annual Business Meeting (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.

Successful Compact Transition Videos Information Sheet

Deadline for public submissions to State Compact Commissioner - June 1, 2021 by 6:00 PM Hawaii Time

Purpose: To capture stories of successful education transitions of military-connected students under the Military Interstate Children's Compact Commission (MIC3) through a thirty (30) second video.

Outcome: Selected videos will be shown at the 2021 Annual Business Meeting (ABM) to demonstrate how the Compact makes a difference. Additionally, MIC3 could use any submitted videos to promote successful education transitions through MIC3's website, social media, or trainings.

Deadline: The final edited video in MP4 format and a signed media release form will be submitted to your state's Compact Commissioner by **Tuesday, June 1, 2021 by 6:00 PM Hawaii Time** as a Google Drive link, Adobe Cloud link, or compressed zip file. Any videos submitted after this date may be considered for the 2021 ABM or utilized in other MIC3 promotional materials.

Video Parameters:

- Videos may be submitted to the respective state Compact Commissioner by school liaison officers, schools, or the parents of a military-connected student.
 - How to find and contact your commissioner: <https://www.mic3.net/interactive-map.html>
- Videos must demonstrate a successful student education transition under the MIC3 rules (<http://mic3.net/assets/rules-book-edits-20190905.pdf>) in the areas of:
 - Educational Records and Enrollment: Immunizations
 - Educational Records and Enrollment: Unofficial/Hand Carried Records
 - Enrollment: Kindergarten Entry
 - Placement and Attendance: Absence Related to Deployment
 - Placement and Attendance: Course Placement
 - Placement and Attendance: Education Program Placement
 - Placement and Attendance: Placement Flexibility
 - Placement and Attendance: Special Education (SPED)
 - Eligibility and Enrollment
 - Eligibility for Extracurricular Participation
 - Graduation Requirements: Senior Year Transfers
 - Graduation: Exit and End of Year Exams
- Videos are limited to 30 seconds in length and MP4 format.
- Videos filed on a smartphone or tablet must be filmed in high definition at 1080p @ 60fps: 200MB or above (4K @ 30fps: 375 MB is acceptable)
- Videos filmed on a smartphone or tablet should be filmed in landscape and it is recommended that tripods are used.
- Videos should be conversational in nature not answer and question style. Participants should speak in first person and use active statements.
- The script below is provided to assist participants and ensure consistency in the videos.
- Student must state: "M-I-C-3 worked for me," at the end of the video.

Example Video Script:

- Introduction - *My name is _____ and I transferred to a new school in (name of state) over the summer. My (mom/dad) is in the (service branch).*
- What was the challenge? - *When I arrived at my new school, the football team had already held tryouts in July. I played football at my previous school and wanted to continue playing sports at my new school.*
- How did the compact work for you? - *The compact requires the new school provide the opportunity for me to tryout for the team. Due to this, I was allowed to tryout and made the team.*
- How did this make you feel and why? - *(2-3 sentences)*
- Closing - *"M-I-C-3 worked for me!"*

Public Submittal Checklist:

- Video – Final edited version in MP4 format
- Photo and Video Release Form - Completed

Review and Selection Process:

- Videos will be reviewed by the Communications and Outreach Committee using a comprehensive rubric from June 16 to July 30.
- Final recommendations will be submitted to the Executive Committee for review before the end of August.
- Notification of acceptance and use or regrets will be sent via email to the Compact Commission and other contacts listed on the release form on or before August 31, 2021

Questions? Contact the MIC3 National Office staff at 859.244.800 or mic3info@csg.org

Disclaimer:

Applicant agrees that the video submitted with the application follows video parameters listed on the Information Sheet. Applicant understands if the video does not meet the parameters, it will not be reviewed. Applicant consents that the Military Interstate Children's Compact Commission (MIC3) may use the image, video, voice, and information in the submitted video. In addition, applicant waives any right to inspect or approve the finished video recording. Applicant agrees that all such pictures, video or audio recordings and any reproduction thereof shall remain the property of the MIC3 and that the MIC3 may use it as it sees fit. Applicant understands this consent is perpetual, that it may not be revoked, and it is binding. Applicant understands these images may appear publicly, at the MIC3 Annual Business meeting and/or on the internet. It is understood that this material will be used in a legitimate manner and is not intended to cause any harm or undue issues to the parties involved.

Successful Compact Transition Videos Frequently Asked Questions

What is the purpose of the video?

To capture stories of successful education transitions of military-connected students under the interstate compact through 30 second videos.

How will MIC3 use the videos?

MIC3 will release the videos chosen by the Communications and Outreach Committee at the Commission's 2021 Annual Business Meeting. However, all video submissions may be utilized by the Commission in its social media, print media, and website for the existence of the Compact.

Who may submit videos?

Any interested party; SLOs, schools, students, parents, or other interested parties may submit videos through their state's Compact Commissioner. Videos submitted outside of the Compact Commissioner will not be considered. The Commissioners are responsible for ensuring all items are properly submitted to the Commission.

Is there a deadline?

Yes, public submissions, including videos and signed release form, must be submitted to your respective Compact Commissioner no later than *Tuesday, June 1, 2021 by 6:00 PM Hawaii Time.*

Can the Commission provide help for editing and formatting the videos?

No, all editing and video formatting is the responsibility of the Commissioner and/or interested party submitting the video.

What if the transition is not Compact related?

Only videos submitted demonstrating a Compact related issue will be accepted. See *Video Parameters* outlined on the **Information Sheet** to determine if the video demonstrates a successful Compact related student transition.

What happens if the video is submitted after the deadline?

Videos submitted to MIC3 after the stated deadline may be considered for the 2021 Annual Business Meeting as long as the video application packet is submitted by a MIC3 Commissioner. The Communications and Outreach Committee has final authority regarding late submissions.

What if the video is submitted but the Parental Consent Photo and Video Release Form is not included or was not signed?

Incomplete application packets will not be considered by the Communications and Outreach Committee. If the application packet is received prior to the deadline the Compact Commissioner may reach back to the submitter to obtain the missing document or signatures, but it is the responsibility of the submitter to ensure the application packet is complete. If the deadline has passed, incomplete application packets will not be considered.

What parameters will the Communications & Outreach Committee use to review the videos?

Video application packets will be reviewed and scored by the MIC3 Communications and Outreach Committee utilizing an approved rubric. The rubric will be posted on the MIC3 website.

Will I be notified of the Committee's decision?

All parties submitting a video, and listed on the release form, including the Compact Commissioner will be notified via email from the National Office regarding the Communications & Outreach Committee's decision.

Who owns the rights to the video?

By signing and submitting the required Parental Consent Photo and Video Release Form you release ownership and rights to MIC3.

How long will MIC3 use or store the videos?

MIC3 will have access to the videos for as long as the compact is in existence.

Who can I contact if I have additional questions?

You may contact the MIC3 National Office at 859.244.8000 or mic3info@csg.org.



Successful Compact Transition Videos

PARENTAL CONSENT PHOTO AND VIDEO RELEASE FORM

This form needs to be submitted by all video participants and/or the parent/guardian of those students. Multiple video participants mean multiple forms are required to be submitted with the application packet.

Student's Name: _____

Student's Date of Birth: _____

I hereby authorize The Military Interstate Children's Compact Commission ("MIC3"), its representatives and members the right to take photographs of me, to publish these photographs and/or take video of me and to publish the video or hyperlink to the video, along with use of my name, for use in any MIC3 printed publications and/or website.

I acknowledge that since my participation in publications, videos and/or websites produced by MIC3 is voluntary, I will receive no financial compensation. I further agree that my participation in any publication, video and/or website produced by MIC3 confers upon me no rights of ownership whatsoever.

I agree that MIC3 may use the photo or video with or without my name and for any lawful purpose, including, for example, such purposes as publicity, illustration, advertising, and web content.

I release MIC3, its contractors and its members from liability for any claims by me or any third party in connection with my participation.

In addition, I waive any right to inspect or approve the finished video recording. I agree that all such pictures, video or audio recordings and any reproduction thereof shall remain the property of the MIC3 and that the MIC3 may use it as it sees fit.

I have read and agree to the above:

Student Signature: _____ Date: _____

Street Address: _____ City: _____

State: _____ Zip: _____ Student Email: _____

If Participant under 18, Parent or Legal Guardian Signature:

Signature: _____ Date: _____

Parent/Guardian Name: _____

Parent/Guardian Email: _____

Parent/Guardian Phone Number: _____

Form must be submitted with video to the State Compact Commissioner by Tuesday, June 1, 2021 by 6:00 PM Hawaii Time.

Successful Compact Transition Videos Commissioner Application

***Commissioner application submissions must be received by the National Office
by Tuesday, June 1, 2021 6:00 PM Hawaii Time***

Name of MIC3 Commissioner/State: _____

- *Submit the application, video, and signed media release(s) to mic3info@csg.org using a Google Drive link, Adobe Cloud link or compressed zip file.*
- ***Submit one application per video.*** *Should you have questions please contact the National Office at 859.244.8000 or mic3info@csg.org.*

VIDEO DETAILS

Video Producer Name: _____

Video Producer Title: _____

Video Producer Email: _____

Video Producer Phone Number: _____

Video Title: _____

Videos demonstrates a successful student education transition under the MIC3 Rules and in the areas of:

- Educational Records and Enrollment: Immunizations
- Educational Records and Enrollment: Unofficial/Hand Carried Records
- Enrollment: Kindergarten Entry
- Placement and Attendance: Absence Related to Deployment
- Placement and Attendance: Course Placement
- Placement and Attendance: Education Program Placement
- Placement and Attendance: Placement Flexibility
- Placement and Attendance: Special Education (SPED)
- Eligibility and Enrollment
- Eligibility for Extracurricular Participation
- Graduation Requirements: Senior Year Transfers
- Graduation: Exit and End of Year Exams

Video Participant(s) name(s) and grade(s): _____

**(Signed media release(s) must be included with the application – one form submitted per student)
–Link will be posted on the MIC3.net website**

State: _____

District and School Name: _____

Name of Commissioner Printed and Signed

Date



TRAINING COMMITTEE REPORT

Annual Business Meeting
October 1-2, 2020

To: Commissioners, Designees and Ex-Officio Members

From: Ernise Singleton (LA), Chair

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 three toolkits featuring materials developed by the Commission for Commissioners, State Councils, Schools, and Parents. The toolkits will be available following the 2020 ABM.

New Commissioner Mentoring Program

I. Introduction

“The goal of MIC3 is to replace the widely varying policies affecting transitioning military students. The Compact leverages consistency. It uses a comprehensive approach that provides a consistent policy in every school district in every State that chooses to join.”
(Military Interstate Children’s Compact Commission [MIC3], 2018)

This toolkit is designed for mentors to assist in starting up and maintaining an effective mentoring relationship with newly appointed Commissioners.

II. Scope of Work

Seasoned and past Commissioners serving in the role of mentor provide professional educational leadership for new Commissioners. Although a mentor may provide a number of services, the main purpose is to assist newly appointed Commissioners or Designees in implementing the Compact while recognizing best practices and ensuring successful educational transitions for military-connected students.

III. Mentors

Ideally the Compact would like to utilize seasoned or former Commissioners, with a passion for the Commission, in the role of mentor, but any Commissioner that volunteers will be accepted as a potential mentor. Individuals selected as a mentor should be able to or have knowledge of:

1. Knowledge of the Compact’s mission, vision, and shared commitments
2. Knowledge of how the Commission is structured
3. Stay accessible, committed, and engaged during the length of the program
4. Offer encouragement through genuine positive enforcement
5. Share “lessons learned” from their own experiences
6. Be a resource and a sounding board
7. Attend the Annual Business Meeting (ABM) providing support prior to, during, and after the meeting

IV. Mentees

Newly appointed Commissioners will enter into the New Commissioner Mentoring Program upon receipt of their formal appointment letter from their state’s appointing authority. If the new Commissioner previously served as a designee at ABM or participated in the Compact in a formal capacity the process or timeline may be condensed based on their individual needs. Steps may be modified to provide the mentee with the tools necessary for success in their new role.

V. Process & Timeline

Step 1: National Office New Commissioner Onboarding

30 Days

- Upon receipt of a formal appointment letter signed by the Member State’s appointing authority, the Executive Director (ED) will reach out to the new Commissioner to schedule an onboarding call within 30 days.
- The ED will brief the new Commissioner regarding the history, formation, application, and implementation of the Compact. (formerly known as the 101 briefing)
- Upon completion of the onboarding call the ED will notify the Training Committee Chair that State A has appointed a new Commissioner and they are ready to be paired with a mentor.
- The ED will make a recommendation regarding the mentor based on the Commissioners bio and information received during the onboarding process. This summary will be provided to the Training Committee Chair.

Step 2: Mentor & Mentee Assignment

15 Days

- Upon notification from the ED the Training Committee Chair will assign a mentor from the Committee’s approved list of Commissioners who have indicated a willingness to be a mentor.
- Criteria to consider when assigning a mentor:
 - Similar number of military impacted students residing in the member State.
- Once a mentor has been asked and accepted the Training Committee Chair will notify the new Commissioner that a mentor has been assigned and will be in touch shortly.
- The Training Committee Chair will provide the mentee’s contact information to the mentor and vice versa so the process may begin.

Step 3: Mentor & Mentee Program Task

*Please adjust task accordingly if the appointment takes place close to ABM.

- How to register for the ABM
- Expectations while at the ABM
- Information on agenda items the Commission will be voting on
- Introductions
 - Mentor will contact mentee within 1 week of receiving their contact information to introduce themselves and designate a time to discuss next steps.
- Suggested Topics for Discussion
 - Who should be a member on your state council?
 - Provide examples of other member state’s council make-up
 - High School Athletic Associations
 - School Associations
 - State Council meeting agenda topics: review rules, recent cases, educating stakeholders on the Compact, roles & responsibilities of members.
 - Communication
 - Various forms of communication utilized by the mentor
 - Various forms of communication utilized by the Commission and National Office.
 - The time allotted to that task.
 - The mentor should share challenges they have encountered with the mentee.

Approved July 28, 2020

- Case Resolution
 - Who does the Commissioner contact if they need assistance with a case or has a question?
- Record keeping

Step 4: Communication

To help ensure the newly appointed Compact Commissioner successfully transitions into their new role the following meeting or contact schedule should serve as a baseline for building a purposeful collaboration.

- Initial Contact Between Mentor and Mentee
 - As stated in *Step 3* the mentor will contact the mentee within one (1) week of receiving their contact information from the Training Committee Chair.
- For the Initial Six Months
 - In the beginning mentors are expected to meet at least one time per month with their mentee for the first six months.
 - It may be easier to set monthly meetings for the same time each month for ease of scheduling.
 - The length of each meeting should be based on the needs of the participants; however, mentors are expected to provide the mentee with any pertinent information in a timely manner.
- After Six Months
 - After six months the meetings may become less regimented and should occur every other month or as needed.

Reference Documents

- 1) New Commissioner Tips
- 2) Commissioner Responsibilities <http://www.mic3.net/assets/excom-approved-commissioner-responsibilities-4.17.2019.pdf>

New Commissioner Tips

You've been onboarded by the Executive Director, and been assigned a mentor, what's next?

1. Become familiar with your state compact statute. While all states adopted the model statute, some vary on:
 - a. The appointment process and appointing authority for the Compact Commissioner and State Council
 - b. The composition of the State Council
 - c. Who leads the State Council (Compact Commissioner, State Department of Education)
 - d. Annual reporting requirements (to the Legislative Assembly, Governor or State Board of Education)
 - e. There may also be other requirements specific to your state noted in your statute.
2. Become familiar with the Compact Rules and Regulations. Keep in mind that if your state statute, state department of education or board of education regulations, or local education agency policies are in conflict with the Compact statute, the Compact provisions and rules prevail.
 - a. Model compact: <http://www.mic3.net/assets/model-language.pdf>
 - b. Compact Rule Book: <http://www.mic3.net/assets/rules-2018-revised-9-nov--2018.pdf>
3. Connect with the outgoing Compact Commissioner (if possible). Obtain contact lists, information on meetings, strategies and initiatives.
4. Connect with your State Council (if one exists) members.
 - a. Send them an email or letter of introduction. The National Office can assist you with this task if needed.
 - b. Schedule one-on-one calls or meetings to discuss their perspective, concerns, ongoing cases or opportunities to support.
 - c. If you are not an educator, connecting with the State Department of Education is helpful in resolving cases and when connecting with LEA Superintendents. They may also be able to assist with other meeting resources if you do not have access to a facility or conference call system. They may also be able to advise you on state education policies and regulations, facilitate legal analysis or support.
 - d. The Military Family Education Liaison (MFEL) is a non-voting member of the State Council who assists families and the state in facilitating the implementation of the Compact.
 - e. Military School Liaison Officers (SLO) help families with education transitions every day, and in addition to parents and school districts, you will most likely be contacted by SLOs for assistance on Compact cases. They likely are members of your State Council or attend meetings.

For a list of SLO by service:

<https://www.dodea.edu/Partnership/schoolLiaisonOfficers.cfm>

5. Identify other stakeholders that would be helpful to supporting the State Council's efforts in implementing the Compact. Refer to your state statute on the process of appointments to the State Council. Some Member States have added the following agencies and/or organizations:
 - a. State Athletics Associations
 - b. State Military and/or Veteran Affairs
 - c. State National Guard and Reserve
 - d. State Board of Education
 - e. Higher Education Agencies (University, P-20)
 - f. Special Education organizations
 - g. School Counselor organizations

6. Schedule your first State Council meeting. Member states are required to hold one meeting annually. Be sure to notify the National Office so it may be posted on your state compact webpage, and forward your agenda, minutes and handouts once they are available.

7. Once you have been assigned to a Standing Committee by the Commission Chair, the Committee Chair should connect with you. Be sure to sure to note meeting dates and times on your schedule, although reminders will be sent via email and outlook.

Other questions? Connect with your Mentor, your preceding state Compact Commissioner, or National Office. We are always here to help!

MIC3 Training Toolkit for Commissioners

Commissioner

The webpages, publications, and videos listed below will provide Commissioners with a better understanding of Interstate Compacts and specifically the Military Interstate Children's Compact Commission. Each section features materials relative to that topic but it is recommended that Commissioners are familiar with all the documents listed below.

General Knowledge

1. **WHAT IS A COMPACT** <http://www.mic3.net/assets/what-is-an-interstate-compact.pdf>
2. **COMPACT VALUE** <http://www.mic3.net/assets/compact-value.pdf>
3. **STATE PROFILES** <http://www.mic3.net/state-profiles.html>
4. **STATE STATUTES** <http://www.mic3.net/state-statutes.html>
5. **EX-OFFICIO** <http://www.mic3.net/ex-officio.html>
6. **LEGAL FAQ** <http://www.mic3.net/assets/mic3-legal-purpose-and-effect-faq.pdf>

Commissioner Specific

7. **COMMISSIONER MANUAL** (Provided by Executive Director)
8. **COMMISSIONER RESPONSIBILITIES** <http://www.mic3.net/assets/excom-approved-commissioner-responsibilities-4.17.2019.pdf>
9. **COMPACT RULES** <http://www.mic3.net/assets/rules-book-edits-20190905.pdf>
10. **MIC3 STRATEGIC PLAN** (current) http://www.mic3.net/assets/1-mic3-strategic-plan_20190916_final22.pdf
11. **PROMULGATION OF RULES** (webinar coming soon) **AND DOCUMENT** <http://www.mic3.net/assets/promulgation-of-rules-final-2019.09.12.pdf>
12. **FINANCE 101 PRESENTATION** http://www.mic3.net/assets/finance-101-slides_201910123_2pp.pdf
13. **MILITARY REPRESENTATIVE RESOURCE GUIDE** <http://www.mic3.net/assets/milrepfactsheet-v2.pdf>
14. **ANNUAL REPORTS** <http://www.mic3.net/annual-report.html>

Operations and Administration

15. **MIC3 POLICIES** <http://www.mic3.net/commissioner.html>
16. **ADVISORY OPINIONS** <http://www.mic3.net/advisory-opinions.html>

Establishing Your State Council

17. **STATE COUNCIL MEMBERSHIP** <http://www.mic3.net/interactive-map.html>

MIC3 Training Toolkit for Commissioners

(Continued)

18. **STATE COORDINATION POLICY** http://www.mic3.net/assets/1-2017_state-coordination-policy_20200206.pdf
19. **STATE COUNCIL MEETING SAMPLES AND TEMPLATES** <http://www.mic3.net/state-samples--templates.html>
20. **STATE COUNCIL PRESENTATION** (coming soon)
21. **MILITARY REPRESENTATIVES APPOINTMENT GUIDE** <http://www.mic3.net/assets/milrepfactsheet-v2.pdf>

Implementing the Compact in Your State

22. MEDIA RESOURCES

- a. **MIC3 Summary with Provisions** <https://youtu.be/uXDwsFJn4vk> (video)
- b. **PSA Videos (3)** <https://youtu.be/7QrmVUs9jos>
<https://youtu.be/-SIW9C5LQVw>
<https://youtu.be/fK24q82YZf0>
- c. **Parent Guide** <https://indd.adobe.com/view/f41d20ad-3121-4c98-ab68-61c4b7daec69> (publication)
- d. **Brochure** http://www.mic3.net/assets/mic3_4-fold_brochure.pdf (publication)
- e. **One Pager** <http://www.mic3.net/assets/one-pager-information2.pdf>
- f. **Compact Rules** <http://www.mic3.net/assets/rules-2018-revised-9-nov--2018.pdf>
- g. **Bookmarks** <http://www.mic3.net/assets/2019-bookmarks-for-website-dl.pdf>
- h. **Posters** <http://www.mic3.net/assets/mic3-poster---1-sig.pdf>
<http://www.mic3.net/assets/mic3-poster---2-sig.pdf>
<http://www.mic3.net/assets/mic3-poster---2-sig.pdf>
<http://www.mic3.net/assets/pcs-poster.pdf>

23. WEBINARS <http://www.mic3.net/webinar.html>

- a. **MIC3/MCEC Parent to Parent** (General information about the MIC3)
- b. **MIC3 State Coordination Policy** (Policy Information)
- c. **The College Admissions Process – Things to Keep in Mind** (Military-connected families and navigating the college admissions process)

MIC3 Training Toolkit for State Councils

State Councils

The webpages, publications, and videos listed below will provide State Councils with a better understanding of Interstate Compacts and specifically the Military Interstate Children's Compact Commission. Each section features materials relative to that topic but it is recommended that members of the state council are familiar with all the documents listed below.

General Knowledge

1. **WHAT IS A COMPACT** <http://www.mic3.net/assets/what-is-an-interstate-compact.pdf>
2. **COMPACT VALUE** <http://www.mic3.net/assets/compact-value.pdf>
3. **STATE PROFILES** <http://www.mic3.net/state-profiles.html>
4. **STATE STATUTES** <http://www.mic3.net/state-statutes.html>
5. **EX-OFFICIO** <http://www.mic3.net/ex-officio.html>
6. **LEGAL FAQ** <http://www.mic3.net/assets/mic3-legal-purpose-and-effect-faq.pdf>

Commissioner Specific

7. **COMMISSIONER MANUAL** (Provided by Executive Director)
8. **COMMISSIONER RESPONSIBILITIES** <http://www.mic3.net/assets/excom-approved-commissioner-responsibilities-4.17.2019.pdf>
9. **PROMULGATION OF RULES** (webinar coming soon) **AND DOCUMENT** <http://www.mic3.net/assets/promulgation-of-rules-final-2019.09.12.pdf>
10. **FINANCE 101 PRESENTATION** http://www.mic3.net/assets/finance-101-slides_201910123_2pp.pdf
11. **ANNUAL REPORTS** <http://www.mic3.net/annual-report.html>

Operations and Administration

12. **MIC3 POLICIES** <http://www.mic3.net/commissioner.html>
13. **ADVISORY OPINIONS** <http://www.mic3.net/advisory-opinions.html>

Establishing Your State Council

14. **STATE COUNCIL MEMBERSHIP** <http://www.mic3.net/interactive-map.html>
15. **STATE COORDINATION POLICY** http://www.mic3.net/assets/1-2017_state-coordination-policy_20200206.pdf
16. **STATE COUNCIL MEETING SAMPLES AND TEMPLATES** <http://www.mic3.net/state-samples--templates.html>
17. **STATE COUNCIL PRESENTATION** (coming soon)

MIC3 Training Toolkit for State Councils

(Continued)

18. **MILITARY REPRESENTATIVES APPOINTMENT GUIDE** <http://www.mic3.net/assets/milrepfactsheet-v2.pdf>

Implementing the Compact in Your State

19. MEDIA RESOURCES

- a. **MIC3 Summary with Provisions** <https://youtu.be/uXDwsFJn4vk> (video)
- b. **PSA Videos (3)** <https://youtu.be/7QrmVUs9jos>
<https://youtu.be/-SIW9C5LQVw>
<https://youtu.be/fk24q82YZf0>
- c. **Parent Guide** <https://indd.adobe.com/view/f41d20ad-3121-4c98-ab68-61c4b7daec69> (publication)
- d. **Brochure** http://www.mic3.net/assets/mic3_4-fold_brochure.pdf (publication)
- e. **One Pager** <http://www.mic3.net/assets/one-pager-information2.pdf>
- f. **Compact Rules** <http://www.mic3.net/assets/rules-2018-revised-9-nov--2018.pdf>
- g. **Bookmarks** <http://www.mic3.net/assets/2019-bookmarks-for-website-dl.pdf>
- h. **Posters** <http://www.mic3.net/assets/mic3-poster---1-sig.pdf>
<http://www.mic3.net/assets/mic3-poster---2-sig.pdf>
<http://www.mic3.net/assets/mic3-poster---2-sig.pdf>
<http://www.mic3.net/assets/pcs-poster.pdf>

20. WEBINARS <http://www.mic3.net/webinar.html>

- a. **MIC3/MCEC Parent to Parent** (General information about the MIC3)
- b. **MIC3 State Coordination Policy** (Policy Information)
- c. **The College Admissions Process – Things to Keep in Mind** (Military-connected families and navigating the college admissions process)

MIC3 Training Toolkit for Schools

Schools

The webpages, publications, and videos listed below will provide schools with a better understanding of Interstate Compacts and specifically the Military Interstate Children's Compact Commission. Each section features materials relative to that topic but it is recommended that all schools personnel familiarize themselves with all the documents listed below and how the Compact is implemented in the state they are residing.

General Knowledge

1. **WHAT IS A COMPACT** <http://www.mic3.net/assets/what-is-an-interstate-compact.pdf>
2. **COMPACT VALUE** <http://www.mic3.net/assets/compact-value.pdf>
3. **FIND YOUR STATE'S PROFILE** <http://www.mic3.net/state-profiles.html>
4. **FIND YOUR STATE'S STATUTE** <http://www.mic3.net/state-statutes.html>
5. **FAQ** <http://www.mic3.net/faqs.html>

Commissioner Specific

6. **FIND YOUR COMPACT COMMISSIONER** <http://www.mic3.net/interactive-map.html>
7. **COMMISSIONER RESPONSIBILITIES** <http://www.mic3.net/assets/excom-approved-commissioner-responsibilities-4.17.2019.pdf>
8. **COMMISSION GUIDE FOR PARENTS AND SCHOOLS** <http://www.mic3.net/assets/one-pager-parents-and-schools.pdf>
9. **WHAT IS A SCHOOL LIAISON OFFICER (SLO)** <https://www.dodea.edu/Partnership/schoolLiaisonOfficers.cfm>
10. **FIND YOUR SCHOOL LIAISON OFFICER** <https://www.dodea.edu/partnership/>
11. **WHO DO I ASK FOR HELP** <http://www.mic3.net/assets/parent-flowchart.pdf>
12. **FIND YOUR STATE COUNCIL MEMBERSHIP** <http://www.mic3.net/interactive-map.html>
13. **COMPACT RULES** <http://www.mic3.net/assets/rules-book-edits-20190905.pdf>
14. **ANNUAL REPORTS** <http://www.mic3.net/annual-report.html>

Compact Resources

15. **USEFUL LINKS** <http://www.mic3.net/useful-links.html>
16. **ADVISORY OPINIONS** <http://www.mic3.net/advisory-opinions.html>
17. **MEDIA RESOURCES**
 - a. **MIC3 Summary with Provisions** <https://youtu.be/uXDwsFJn4vk> (video)
 - b. **PSA Videos (3)** <https://youtu.be/7QrmVUs9jos>
<https://youtu.be/-SIW9C5LQVw>

MIC3 Training Toolkit for Schools

(Continued)

- <https://youtu.be/fK24q82YZf0>
- c. **Parent Guide** <https://indd.adobe.com/view/f41d20ad-3121-4c98-ab68-61c4b7daec69> (publication)
 - d. **Brochure** http://www.mic3.net/assets/mic3_4-fold_brochure.pdf (publication)
 - e. **One Pager** <http://www.mic3.net/assets/one-pager-information2.pdf>
 - f. **Compact Rules** <http://www.mic3.net/assets/rules-2018-revised-9-nov--2018.pdf>
 - g. **Bookmarks** <http://www.mic3.net/assets/2019-bookmarks-for-website-dl.pdf>
 - h. **Posters** <http://www.mic3.net/assets/mic3-poster---1-sig.pdf>
<http://www.mic3.net/assets/mic3-poster---2-sig.pdf>
<http://www.mic3.net/assets/mic3-poster---2-sig.pdf>
<http://www.mic3.net/assets/pcs-poster.pdf>
18. **WEBINARS** <http://www.mic3.net/webinar.html>
- a. **MIC3/MCEC Parent to Parent** (General information about the MIC3)
 - b. **The College Admissions Process – Things to Keep in Mind** (Military-connected families and navigating the college admissions process)



MILITARY INTERSTATE
CHILDREN'S COMPACT
COMMISSION

MIC3 Training Toolkit for Parents

Parents

The webpages, publications, and videos listed below will provide parents with a better understanding of Interstate Compacts and specifically the Military Interstate Children's Compact Commission. Each section features materials relative to that topic but it is recommended that parents familiarize themselves with all the documents listed below and how the Compact is implemented in the state they are residing.

General Knowledge

1. **WHAT IS A COMPACT** <http://www.mic3.net/assets/what-is-an-interstate-compact.pdf>
2. **COMPACT VALUE** <http://www.mic3.net/assets/compact-value.pdf>
3. **FIND YOUR STATE'S PROFILE** <http://www.mic3.net/state-profiles.html>
4. **FIND YOUR STATE'S STATUTE** <http://www.mic3.net/state-statutes.html>
5. **PARENT FAQ** <http://www.mic3.net/assets/parent-faq-2019.pdf>

Commissioner Specific

6. **FIND YOUR COMPACT COMMISSIONER** <http://www.mic3.net/interactive-map.html>
7. **COMMISSIONER RESPONSIBILITIES** <http://www.mic3.net/assets/excom-approved-commissioner-responsibilities-4.17.2019.pdf>
8. **COMMISSION GUIDE FOR PARENTS AND SCHOOLS** <http://www.mic3.net/assets/one-pager-parents-and-schools.pdf>
9. **WHO DO I ASK FOR HELP** <http://www.mic3.net/assets/parent-flowchart.pdf>
10. **FIND YOUR STATE COUNCIL MEMBERSHIP** <http://www.mic3.net/interactive-map.html>
11. **COMPACT RULES** <http://www.mic3.net/assets/rules-book-edits-20190905.pdf>
12. **ANNUAL REPORTS** <http://www.mic3.net/annual-report.html>

Need to Know Before You Go

13. **PCS CHECKLIST** <https://www.militaryonesource.mil/moving-housing/moving/planning-your-move/plan-my-move-great-pcs-moving-checklists-more>
14. **WHAT IS A SCHOOL LIAISON OFFICER (SLO)** <https://www.dodea.edu/Partnership/schoolLiaisonOfficers.cfm>
15. **FIND YOUR SCHOOL LIAISON OFFICER** <https://www.dodea.edu/partnership/>

Compact Resources

16. **ADVISORY OPINIONS** <http://www.mic3.net/advisory-opinions.html>
17. **MEDIA RESOURCES**

MIC3 Training Toolkit for Parents

(Continued)

- a. **MIC3 Summary with Provisions** <https://youtu.be/uXDwsFJn4vk> (video)
 - b. **PSA Videos (3)** <https://youtu.be/7QrmVUs9jos>
<https://youtu.be/-SIW9C5LQVw>
<https://youtu.be/fK24q82YZf0>
 - c. **Parent Guide** <https://indd.adobe.com/view/f41d20ad-3121-4c98-ab68-61c4b7daec69>
(publication)
 - d. **Brochure** http://www.mic3.net/assets/mic3_4-fold_brochure.pdf (publication)
 - e. **One Pager** <http://www.mic3.net/assets/one-pager-information2.pdf>
 - f. **Compact Rules** <http://www.mic3.net/assets/rules-2018-revised-9-nov--2018.pdf>
 - g. **Bookmarks** <http://www.mic3.net/assets/2019-bookmarks-for-website-dl.pdf>
 - h. **Posters** <http://www.mic3.net/assets/mic3-poster---1-sig.pdf>
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<http://www.mic3.net/assets/mic3-poster---2-sig.pdf>
<http://www.mic3.net/assets/pcs-poster.pdf>
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MILITARY INTERSTATE
CHILDREN'S COMPACT
COMMISSION



COMPLIANCE COMMITTEE REPORT

Annual Business Meeting
October 1-2, 2020

To: Commissioners, Designees and Ex-Officio Members

From: Daron Korte (MN), Chair

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 continually reviews the strategic plan to identify areas of need regarding compliance and the mission of this committee.

State	Commissioner	Commissioner Vacancies	End of Year Reports	Code of Conduct Form	Conflict of Interest Form
<i>Alabama</i>	Dr. Douglas Ragland				
<i>Alaska</i>	Terry Ryals				
<i>Arizona</i>	Bruce DuPlanty				
<i>Arkansas</i>	John "Don" Kaminar				
<i>California</i>	Khieem Jackson				
<i>Colorado</i>	Keith Owen				
<i>Connecticut</i>	Laura Anastasio				
<i>Delaware</i>	Susan K. Haberstroh				
<i>District of Columbia</i>	Lakeeshia Fox				
<i>Florida</i>	Robert Buehn				
<i>Georgia</i>	William Hardin				
<i>Hawaii</i>	Kathleen F. Berg				
<i>Idaho</i>	Tim McMurtrey				
<i>Illinois</i>	Darcy Benway				
<i>Indiana</i>	VACANT				
<i>Iowa</i>	VACANT				
<i>Kansas</i>	Craig Neuenswander				
<i>Kentucky</i>	Steven P. Bullard				
<i>Louisiana</i>	Ernise Singleton				
<i>Maine</i>	Tyler Backus				
<i>Maryland</i>	Mary. L. Gable				
<i>Massachusetts</i>	J. Clarke Orzalli				
<i>Michigan</i>	VACANT				
<i>Minnesota</i>	Daron Korte				
<i>Mississippi</i>	VACANT				
<i>Missouri</i>	Brian Henry				
<i>Montana</i>	Hal Stearns				
<i>Nebraska</i>	Brian Halstead				
<i>Nevada</i>	Felicia Gonzales				
<i>New Hampshire</i>	Kathleen Murphy				
<i>New Jersey</i>	Tony Trongone				
<i>New Mexico</i>	Teresa Ferenczhalmy				
<i>New York</i>	Debra Jackson				
<i>North Carolina</i>	Nick Sojka, Jr.				
<i>North Dakota</i>	Davina French				
<i>Ohio</i>	Pete LuPiba				
<i>Oklahoma</i>	Darrell Floyd				
<i>Oregon</i>	Cindy Hunt				
<i>Pennsylvania</i>	VACANT				
<i>Rhode Island</i>	Rosemarie K. Kraeger				
<i>South Carolina</i>	Yolande Anderson				
<i>South Dakota</i>	Alan Kerr				
<i>Tennessee</i>	Deanna McLaughlin				
<i>Texas</i>	Shelly Ramos				
<i>Utah</i>	Ben Rasmussen				
<i>Vermont</i>	David Young				
<i>Virginia</i>	Daniel Dunham				

State	Commissioner	Commissioner Vacancies	End of Year Reports	Code of Conduct Form	Conflict of Interest Form
<i>Washington</i>	Greg Lynch				
<i>West Virginia</i>	Chris Cmiel				
<i>Wisconsin</i>	Shelley Joan Weiss				
<i>Wyoming</i>	Chad Delbridge				

KEY	
Have Submitted Forms	
Outstanding Docs	
Vacancies	

MIC3 State Council Meetings

	State	FY2017 (7/1/16-6/30/17)	FY2018 (7/1/17-6/30/18)	FY2019 (7/1/18-6/30/19)	FY2020 (7/1/19-6/30/20)	FY2021 (7/1/20-6/30/21)	Notes
1	Alabama	4/27/17	7/27/18	10/4/18	8/7/20		
2	Alaska	none reported	10/6/17	11/9/18	8/10/20		By 9/2020
3	Arizona	none reported	none reported	none reported	September		By 6/2020
4	Arkansas	2/3/17	8/3, 11/2/17	6/27/2018, 11/1, 5/8/19	7/16, 9/17, 11/21/19, 1/14/20, 3/17, 5/12		
5	California	4/25/17	11/7/17, 5/4/18	11/6/18, 5/22/19	9/10/20		By 7/2021
6	Colorado	10/11/16	10/2/17	10/11/18	10/1/19		By 1/2020
7	Connecticut	4/6/17	10/5/17, 5/3/18	10/11/18, 3/21/19	10/3/19		
8	Delaware	3/9/17	3/8/18	3/14/19	3/12/20		
9	DC	11/22/16; 3/13/17	5/3/18	none reported	none reported		By 8/2021
10	Florida	7/8, 10/14/16; 1/13, 4/4/17	7/14/17, 10/13, 1/12/18, 4/13	1/12, 4/13/18, 1/11, 4/12/19	7/19/19, 10/11/19, 1/10/2020, 4/10/20	7/10/2020, 10/9, 1/8/2021, 4/9	
11	Georgia	3/21/17	4/24/18	4/19/19	6/17/20		
12	Hawaii	1/20/17	12/8/17, 1/15/18	9/10/18	7/3/2019, 10/2/19, 1/15/20		
13	Idaho	none reported	none reported	none reported	3/10/20		By 5/2020
14	Illinois	none reported	none reported	1/31/19	none reported		
15	Indiana	none reported	none reported	none reported	none reported		Vacant
16	Iowa	none reported	none reported	none reported	none reported		Vacant
17	Kansas	12/15/16	11/30/17	3/20/19	11/20/19		
18	Kentucky	none reported	9/29/17	11/26/18	12/5/19		
19	Louisiana	none reported	11/15/17	New Comm E. Singleton	2/3/20		
20	Maine	12/9/16	11/30/17	5/3/19	5/27/20		
21	Maryland	11/9/16	11/7/17	10/16/18	11/15/19		
22	Massachusetts	4/10/17	11/27/17	11/29/18	11/22/19		
23	Michigan	11/3/17	11/1/17	none reported	none reported		Vacant
24	Minnesota	5/25/17	12/12/17, 2/27/18, 7/5	4/23/19	1/23/20, 5/28/20		
25	Mississippi	none reported	none reported	none reported	none reported		Vacant
26	Missouri	none reported	11/29/17, 6/5/18	10/2/18, 6/18/19	10/2/19, 6/17/20		
27	Montana	8/10/16	5/25/17	5/28/19	12/3/19, 4/14/20		
28	Nebraska	9/13/16	9/13/17	9/12/18	9/9/19	September	
29	Nevada	9/7/16	none reported	none reported	1/22/19		By 10/2020
30	New Hampshire	12/8/16	10/13/17	12/11/19	3/13/20		
31	New Jersey	none reported (Comm vacant)	none reported	6/12/19	1/22/19		
32	New Mexico	none reported	none reported	Vacant as of 10/2018	9/29/20		By 10/2020
33	New York	8/11, 11/9/16; 1/31, 4/21/17	9/14/17, 4/17/18	9/19/18, 3/26/19	10/2/2019, 4/1/20	10/14/20, 4/7/21	
34	North Carolina	9/14/16	4/24/18	9/26/18, 3/18/19	none reported		By 8/2021
35	North Dakota	none reported	1/4/18	12/4/2018, 5/29/19	none reported		
36	Ohio	5/10/17	8/23/17, 12/13, 5/14/18	11/15/18, 4/24/19	7/15/19, 8/29, 12/9, 4/17/20, 5/21	8/24/20, 12/4	
37	Oklahoma	6/28/17	6/11/18	7/24/19	7/28/20		By 4/2020
38	Oregon	3/23/17	9/26/17, 12/7/17	12/6/19	none reported		
39	Pennsylvania	none reported	none reported	6/13/2019 cancelled	none reported		Pending Comm appt
40	Rhode Island	12/12/16	10/24/18	10/24/2018, 5/5/19	September		
41	South Carolina	4/24/17	4/26/18	none reported	4/9/20	November	
42	South Dakota	4/1/17	4/24/18	2/1/19	2/28/20		
43	Tennessee	4/21/17	4/16/18	5/1/19	5/4/20		
44	Texas	none reported	none reported	none reported	none reported		S.Ramos
45	Utah	none reported	4/18/18	4/22/19	4/21/20		
46	Vermont	none reported	none reported	none reported	10/13/19		
47	Virginia	12/19/16; 6/7/17	10/31/17, 12/14/17	10/24/18	10/2/19		
48	Washington	10/13/16	10/11/17	10/2/18	10/9/19	9/24/20	
49	West Virginia	5/9/17	6/27/18	6/4/19	7/24/19		
50	Wisconsin	2/15/17	8/13/18	8/13/18, 2/11/19	2/25/20		
51	Wyoming	7/12, 10/18/16; 4/11/17	7/11/17	5/21/19	7/9/19, 11/12/19, 6/9/20		
0	Litigation						
4	Lv 1 (No mtg in FY17-18-19-20)						
3	Lv 2 (Met FY19, no mtg in FY20)						
3	New Commissioner Appointment (1						
5	Vacant						

Note: 38/46 (83%) states held a meeting in FY20
 2/46 (4%) states will hold meetings in September under the extension
 4/46 (9%) states have not reported a meeting in FY20 to date
 5 states have Commissioner vacancies
 3 states have newly appointed Commissioners

Updated 9/3/20



RULES COMMITTEE REPORT

Annual Business Meeting
October 1-2, 2020

To: Commissioners, Designees and Ex-Officio Members

From: Mary Gable (MD), Chair

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 which was approved by the Executive Committee and will be reviewed at the 2020 ABM.



LEADERSHIP NOMINATION COMMITTEE REPORT

Annual Business Meeting
October 1-2, 2020

To: Commissioners, Designees and Ex-Officio Members

From: Rosemarie Kraeger (RI), Chair

At the 2017 Annual Business Meeting (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 Annual Business Meeting will be held on a virtual platform.



NATIONAL GUARD AND RESERVE COVERAGE TASK FORCE

Annual Business Meeting
October 1-2, 2020

To: Commissioners, Designees and Ex-Officio Members

From: Kathleen Berg (HI), Task Force Chair

Task Force Directive

The MIC3 National Guard and Reserve Coverage Task Force (NGRTF) collects and analyzes 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.

A preliminary report is due to the EXCOM by April 2020 with a final report by July 31, 2020. The NGRTF will present their final report at the 2020 Annual Business Meeting.

Number of Active Duty Sponsors and Children Ages 5-18 By Country, State and Service

As of July 31, 2020

State	Service														TOTAL		Dues
	Army		Navy		Marine Corps		Air Force		Coast Guard		Public Health		NOAA		Sponsors	Child 5-18	
	Sponsor s	Child 5-18	Sponsors	Child 5-18	Sponsors	Child 5-18	Sponsor s	Child 5-18	Sponsor s	Child 5-18	Sponsor s	Child 5-18	Sponsor s	Child 5-18	Sponsors	Child 5-18	
1 Virginia	21,248	15,965	67,826	33,947	12,293	5,689	14,180	9,597	4,640	3,472	373	357	28	11	120,588	69,038	\$ 69,000
2 Texas	65,676	36,171	6,734	4,857	3,553	1,819	28,886	15,257	1,895	1,254	291	287	3	0	107,038	59,645	\$ 68,592
3 California	11,401	6,072	66,099	29,112	58,159	12,149	19,114	7,527	4,630	2,176	230	177	17	3	159,650	57,216	\$ 65,798
4 North Carolina	43,077	23,032	5,588	3,612	39,661	11,084	7,252	3,500	1,774	1,392	175	168	1	2	97,528	42,790	\$ 49,209
5 Florida	9,760	7,925	30,941	14,299	5,248	1,868	24,608	12,365	5,102	2,681	128	94	57	16	75,844	39,248	\$ 45,135
6 Georgia	38,857	20,536	5,923	3,654	1,961	769	9,761	4,767	456	304	679	571	1	0	57,638	30,601	\$ 35,191
7 Washington	27,300	12,641	18,296	8,758	1,108	357	6,745	3,062	1,789	921	118	116	23	6	55,379	25,861	\$ 29,740
8 Maryland	9,671	6,600	10,507	5,609	2,422	1,206	7,909	3,967	1,372	1,045	1,288	1,185	57	48	33,226	19,660	\$ 22,609
9 Colorado	26,210	11,778	1,056	797	496	238	9,287	5,426	64	67	123	127	5	0	37,241	18,433	\$ 21,198
10 Hawaii	19,109	8,303	10,879	4,496	7,874	1,668	5,461	2,784	1,247	639	27	27	16	4	44,613	17,921	\$ 20,609
11 South Carolina	6,421	4,644	9,631	2,205	5,421	1,769	9,324	3,863	956	523	28	30	6	0	31,787	13,034	\$ 14,989
12 Tennessee	13,882	8,416	1,746	1,811	440	231	563	603	149	144	23	15	0	0	16,803	11,220	\$ 12,903
13 Arizona	5,748	3,156	752	683	4,394	1,333	11,372	4,809	28	38	433	403	0	0	22,727	10,422	\$ 11,985
14 New York	17,704	7,247	1,617	1,125	1,285	453	735	537	950	488	96	81	0	0	22,387	9,931	\$ 11,421
15 Kansas	16,861	7,762	196	193	257	159	3,244	1,497	76	67	37	40	0	0	20,671	9,718	\$ 11,176
16 Alabama	8,000	5,865	527	565	410	211	3,026	2,216	938	695	15	14	1	1	12,917	9,567	\$ 11,002
17 Oklahoma	8,861	4,454	1,735	952	519	183	7,939	3,107	18	46	275	336	0	0	19,347	9,078	\$ 10,440
18 Alaska	11,315	3,506	84	75	51	31	7,876	3,450	1,897	992	237	218	6	0	21,466	8,272	\$ 9,513
19 Kentucky	16,512	7,426	166	202	248	105	216	252	162	149	49	68	1	0	17,354	8,202	\$ 9,432
20 Missouri	6,325	4,587	402	468	2,273	496	4,571	1,993	136	99	42	61	1	3	13,750	7,707	\$ 8,863
21 Louisiana	7,702	3,234	824	624	929	406	5,281	2,517	1,154	711	34	29	2	0	15,926	7,521	\$ 8,649
22 Illinois	2,004	1,534	21,262	2,043	875	394	4,315	3,123	210	184	38	35	0	0	28,704	7,313	\$ 8,410
23 Ohio	1,701	1,520	674	703	809	379	5,646	3,790	441	368	47	40	4	2	9,322	6,802	\$ 7,822
24 Nevada	614	557	1,343	592	253	108	10,549	4,441	30	26	15	13	0	0	12,804	5,737	\$ 6,598
25 New Mexico	760	608	168	160	194	101	12,255	3,967	13	14	223	186	0	0	13,613	5,036	\$ 5,791
26 Mississippi	862	840	5,558	1,870	534	157	4,646	1,833	275	205	10	12	18	2	11,903	4,919	\$ 5,657
27 New Jersey	1,394	1,090	868	495	754	278	4,660	1,936	1,921	611	62	59	0	0	9,659	4,469	\$ 5,139
28 Pennsylvania	2,120	1,808	1,023	861	836	469	724	681	289	177	83	86	3	2	5,078	4,084	\$ 4,697
29 Nebraska	341	410	369	353	169	111	5,634	2,777	21	18	19	15	0	0	6,553	3,684	\$ 4,237
30 Utah	448	559	148	166	189	126	4,408	2,389	4	17	19	36	0	0	5,216	3,293	\$ 3,787
31 Michigan	1,230	1,279	487	547	600	294	332	277	1,080	609	25	34	2	0	3,756	3,040	\$ 3,496
32 Connecticut	447	283	5,866	2,120	219	64	119	85	700	449	15	14	14	1	7,380	3,016	\$ 3,468
33 Arkansas	473	499	125	181	222	99	3,732	1,756	35	25	8	10	0	0	4,595	2,570	\$ 2,956
34 North Dakota	81	96	14	19	31	13	7,428	2,341	0	1	25	26	0	0	7,579	2,496	\$ 2,870
35 Indiana	1,380	1,371	369	398	420	209	259	323	83	78	8	10	0	0	2,519	2,389	\$ 2,747
36 Massachusetts	863	552	472	291	397	130	1,227	601	1,395	666	72	60	3	4	4,429	2,304	\$ 2,650
37 Idaho	305	294	139	198	132	88	3,576	1,406	24	21	15	26	0	0	4,191	2,033	\$ 2,338
38 Delaware	176	142	74	72	55	24	3,459	1,345	101	73	7	10	0	0	3,872	1,666	\$ 2,300
39 District of Columbia	765	257	1,246	161	859	62	798	209	339	85	127	41	13	0	4,147	815	\$ 2,300
40 Iowa	561	563	121	120	174	123	192	200	43	27	15	18	1	0	1,107	1,051	\$ 2,300
41 Maine	189	198	489	349	94	36	55	71	651	414	11	6	1	0	1,490	1,074	\$ 2,300
42 Minnesota	545	479	189	221	322	115	220	199	108	65	92	106	0	0	1,476	1,185	\$ 2,300
43 Montana	175	204	68	100	87	35	3,411	1,112	1	12	59	79	0	0	3,801	1,542	\$ 2,300
44 New Hampshire	239	169	390	148	131	55	110	106	246	143	20	25	3	1	1,139	647	\$ 2,300
45 Oregon	545	471	258	263	275	134	266	207	1,006	468	59	51	43	12	2,452	1,606	\$ 2,300
46 Rhode Island	227	214	2,123	820	245	134	77	96	332	140	2	3	9	5	3,015	1,412	\$ 2,300
47 South Dakota	134	148	32	36	57	14	3,418	1,282	0	1	87	92	0	0	3,728	1,573	\$ 2,300
48 Vermont	86	71	21	20	33	14	72	30	35	17	2	3	0	0	249	155	\$ 2,300
49 West Virginia	268	199	86	102	124	40	97	141	59	49	50	58	2	2	686	591	\$ 2,300
50 Wisconsin	962	852	498	388	340	137	331	280	321	206	26	30	0	0	2,478	1,893	\$ 2,300
51 Wyoming	107	99	25	29	36	15	2,942	1,259	1	9	11	24	0	0	3,122	1,435	\$ 2,300
TOTAL	411,642	226,686	286,034	131,870	158,468	46,182	272,308	131,359	39,197	23,081	5,953	5,612	341	125	1,173,943	564,915	\$ 652,317

Prepared by the Defense Manpower Data Center on August 19, 2020.
DRS #138535 - Active Duty

Number of Guard/Reserve Sponsors and Children Ages 5-18 By Country, State and Service/Component

As of July 31, 2020

State	Service/Component														TOTAL		Dues
	Army National Guard		Army Reserve		Navy Reserve		Marine Corps		Air National Guard		Air Force Reserve		Coast Guard		Sponsors	Children 5-18	
	Sponsors	Children 5-18	Sponsors	Children 5-18	Sponsors	Children 5-18	Sponsors	Children 5-18	Sponsors	Children 5-18	Sponsors	Children 5-18	Sponsors	Children 5-18			
1 Texas	17,524	8,944	28,096	13,118	8,331	4,760	6,914	1,438	5,222	2,954	10,156	5,962	447	387	76,690	37,563	\$ 43,197
2 California	11,754	5,910	20,715	7,203	15,079	5,480	18,921	1,993	4,416	2,752	9,758	4,424	793	449	81,436	28,211	\$ 32,443
3 Florida	9,074	5,114	14,701	6,552	8,552	4,233	4,172	678	2,839	1,890	9,035	4,991	955	640	49,328	24,098	\$ 27,713
4 Virginia	11,446	4,701	14,126	5,851	10,798	4,783	4,549	1,228	2,671	1,650	4,463	2,115	523	311	48,576	20,639	\$ 23,735
5 Georgia	12,186	4,924	11,950	5,175	2,646	1,444	1,999	388	2,692	2,030	4,196	2,564	142	113	35,811	16,638	\$ 19,134
6 North Carolina	8,732	4,428	10,365	4,665	2,385	1,130	11,423	1,033	1,400	992	2,858	1,476	321	251	37,484	13,975	\$ 16,071
7 Ohio	9,348	3,976	7,604	3,182	1,965	1,015	2,129	284	4,475	2,650	4,294	2,410	195	150	30,010	13,667	\$ 15,717
8 Pennsylvania	11,080	5,169	9,486	3,484	2,040	944	2,598	331	3,805	2,285	2,579	1,195	178	117	31,766	13,525	\$ 15,554
9 New York	8,879	3,606	10,511	3,634	2,986	1,117	3,626	376	4,963	2,805	2,586	1,081	413	197	33,964	12,816	\$ 14,738
10 Washington	5,344	3,083	8,270	3,308	4,763	1,797	1,486	209	2,249	1,673	2,735	1,293	349	209	25,196	11,572	\$ 13,308
11 Tennessee	7,768	4,964	5,754	2,664	1,784	1,040	1,198	189	2,820	2,050	807	376	62	56	20,193	11,339	\$ 13,040
12 Missouri	9,068	4,578	5,794	2,747	1,142	692	1,154	229	2,087	1,556	2,002	1,304	41	52	21,288	11,158	\$ 12,832
13 Arizona	5,564	3,248	5,297	2,519	1,805	854	2,080	332	2,566	1,942	3,541	2,030	42	28	20,895	10,953	\$ 12,596
14 Illinois	8,336	3,309	7,634	2,920	6,155	1,077	2,282	298	2,667	1,741	1,952	1,086	114	79	29,140	10,510	\$ 12,087
15 Alabama	8,457	4,442	5,223	2,653	893	551	941	131	2,109	1,413	1,894	978	139	82	19,656	10,250	\$ 11,788
16 Indiana	8,488	4,950	4,142	1,974	931	529	1,281	217	1,791	1,314	1,497	966	46	35	18,176	9,985	\$ 11,483
17 Maryland	4,738	2,301	6,470	2,643	3,301	1,747	1,688	355	2,527	1,643	2,267	1,015	218	135	21,209	9,839	\$ 11,315
18 Utah	4,610	4,273	2,816	1,969	593	387	546	103	1,362	1,456	1,799	1,554	6	5	11,732	9,747	\$ 11,209
19 Colorado	3,731	2,221	6,873	2,637	1,714	781	1,342	161	2,035	1,389	4,217	2,458	42	38	19,954	9,685	\$ 11,138
20 South Carolina	8,685	3,864	5,312	2,317	1,391	659	1,454	286	1,444	955	2,501	1,255	167	126	20,954	9,462	\$ 10,881
21 Michigan	6,913	3,428	4,342	1,960	1,492	717	1,872	269	2,247	1,688	713	302	133	96	17,712	8,460	\$ 9,729
22 Minnesota	8,421	3,889	3,846	1,683	864	504	893	155	2,217	1,411	1,426	732	42	36	17,709	8,410	\$ 9,672
23 Mississippi	6,899	3,963	2,292	1,096	1,026	420	409	54	2,642	1,765	1,283	764	56	55	14,607	8,117	\$ 9,335
24 Louisiana	7,944	3,840	2,608	1,121	1,374	644	1,356	467	1,337	892	1,352	825	138	109	16,109	7,898	\$ 9,083
25 Oklahoma	6,272	3,030	3,226	1,488	739	353	683	137	2,209	1,419	2,227	1,446	19	12	15,375	7,985	\$ 9,068
26 Kansas	3,807	2,686	3,708	1,883	372	224	500	94	1,918	1,468	1,031	723	13	13	11,349	7,091	\$ 8,155
27 Kentucky	5,311	2,876	5,059	2,640	563	369	755	111	1,006	697	440	236	32	18	13,166	6,947	\$ 7,989
28 Wisconsin	5,870	2,495	4,607	2,171	958	480	1,030	121	2,160	1,324	615	291	89	62	15,329	6,944	\$ 7,986
29 New Jersey	4,732	1,936	4,677	1,886	1,547	680	1,874	261	2,100	1,117	1,498	647	346	166	16,774	6,693	\$ 7,697
30 Arkansas	5,058	2,997	2,129	968	328	158	377	68	1,740	1,309	702	351	16	18	10,350	5,869	\$ 6,749
31 Massachusetts	4,877	1,894	4,005	1,296	1,097	423	1,450	141	1,951	999	1,544	670	329	158	15,253	5,581	\$ 6,418
32 Iowa	5,421	2,714	2,367	1,172	421	222	499	46	1,630	1,174	256	149	12	7	10,606	5,484	\$ 6,307
33 Hawaii	2,732	1,486	3,016	1,327	1,316	423	968	105	2,106	1,473	838	401	133	86	11,109	5,301	\$ 6,096
34 Oregon	3,799	2,381	1,845	639	820	306	778	85	1,598	1,220	609	273	149	76	9,598	4,980	\$ 5,727
35 Idaho	2,898	1,129	1,349	728	461	284	338	73	1,386	1,191	409	294	24	14	6,865	4,713	\$ 5,420
36 Nebraska	2,798	1,854	1,495	806	374	227	323	63	1,040	785	758	444	4	3	6,792	4,182	\$ 4,809
37 Nevada	3,061	1,223	2,266	751	795	329	553	52	1,177	558	2,154	1,043	20	18	10,026	3,974	\$ 4,570
38 Alaska	1,546	1,008	1,238	399	162	72	147	17	1,916	1,449	660	400	64	39	5,733	3,384	\$ 3,892
39 West Virginia	2,602	1,467	1,286	585	235	149	261	35	1,480	930	183	106	23	21	6,070	3,293	\$ 3,787
40 South Dakota	2,937	2,026	573	294	103	69	92	23	1,044	786	250	81	1	0	5,000	3,279	\$ 3,771
41 Connecticut	3,470	1,362	1,828	611	840	362	685	78	1,129	517	562	209	109	48	8,623	3,187	\$ 3,665
42 New Mexico	2,257	1,355	1,228	564	424	197	361	61	971	557	950	430	10	5	6,201	3,169	\$ 3,644
43 Montana	2,077	1,274	882	440	202	116	202	36	863	633	278	92	8	2	4,512	2,593	\$ 2,982
44 Maine	1,700	1,005	839	308	353	180	258	31	1,109	736	138	58	77	43	4,474	2,361	\$ 2,715
45 North Dakota	2,760	1,431	398	121	63	38	113	10	774	501	440	152	2	0	4,550	2,253	\$ 2,591
46 New Hampshire	1,717	824	1,079	447	378	170	395	46	905	463	325	121	60	34	4,859	2,105	\$ 2,421
47 Delaware	1,283	640	547	236	161	80	198	29	614	382	863	522	29	17	3,695	1,906	\$ 2,192
48 Wyoming	1,233	808	275	120	98	60	93	13	768	580	220	75	5	6	2,692	1,662	\$ 1,911
49 Rhode Island	1,433	617	578	199	520	200	183	24	757	328	168	68	59	38	3,698	1,474	\$ 1,695
50 Vermont	1,502	816	290	61	76	22	98	2	724	428	79	46	11	3	2,780	1,378	\$ 1,585
51 District of Columbia	416	130	687	129	436	72	254	18	120	28	297	56	38	6	2,248	439	\$ 505
TOTALS	288,558	147,589	255,704	109,344	97,852	43,570	89,781	12,984	99,778	65,948	98,405	52,540	7,244	4,669	937,322	436,644	\$ 502,141

Prepared by the Defense Manpower Data Center on August 19, 2020.
DRS #138535 - Guard Reserve

Active Duty + National Guard and Reserve

	State	AD ONLY			NGR ONLY			AD+NGR		FY22 Dues (No Threshold)	FY22 Dues with Threshold*
		Sponsors	Child 5-18	FY22 Dues	Sponsors	Child 5-18	FY22 Dues	Sponsors	Child 5-18		
1	Texas	107,038	59,645	\$ 68,592	76,690	37,563	\$ 43,197	183,728	97,208	\$ 111,789	\$ 69,000
2	Virginia	120,588	69,038	\$ 69,000	48,576	20,639	\$ 23,735	169,164	89,677	\$ 103,129	\$ 69,000
3	California	159,650	57,216	\$ 65,798	81,436	28,211	\$ 32,443	241,086	85,427	\$ 98,241	\$ 69,000
4	Florida	75,844	39,248	\$ 45,135	49,328	24,098	\$ 27,713	125,172	63,346	\$ 72,848	\$ 69,000
5	North Carolina	97,528	42,790	\$ 49,209	37,484	13,975	\$ 16,071	135,012	56,765	\$ 65,280	\$ 65,280
6	Georgia	57,638	30,601	\$ 35,191	35,811	16,638	\$ 19,134	93,449	47,239	\$ 54,325	\$ 54,325
7	Washington	55,379	25,861	\$ 29,740	25,196	11,572	\$ 13,308	80,575	37,433	\$ 43,048	\$ 43,048
8	Maryland	33,226	19,660	\$ 22,609	21,209	9,839	\$ 11,315	54,435	29,499	\$ 33,924	\$ 33,924
9	Colorado	37,241	18,433	\$ 21,198	19,954	9,685	\$ 11,138	57,195	28,118	\$ 32,336	\$ 32,336
10	Hawaii	44,613	17,921	\$ 20,609	11,109	5,301	\$ 6,096	55,722	23,222	\$ 26,705	\$ 26,705
11	New York	22,387	9,931	\$ 11,421	33,964	12,816	\$ 14,738	56,351	22,747	\$ 26,159	\$ 26,159
12	Tennessee	16,803	11,220	\$ 12,903	20,193	11,339	\$ 13,040	36,996	22,559	\$ 25,943	\$ 25,943
13	South Carolina	31,787	13,034	\$ 14,989	20,954	9,462	\$ 10,881	52,741	22,496	\$ 25,870	\$ 25,870
14	Arizona	22,727	10,422	\$ 11,985	20,895	10,953	\$ 12,596	43,622	21,375	\$ 24,581	\$ 24,581
15	Ohio	9,322	6,802	\$ 7,822	30,010	13,667	\$ 15,717	39,332	20,469	\$ 23,539	\$ 23,539
16	Alabama	12,917	9,567	\$ 11,002	19,656	10,250	\$ 11,788	32,573	19,817	\$ 22,790	\$ 22,790
17	Missouri	13,750	7,707	\$ 8,863	21,288	11,158	\$ 12,832	35,038	18,865	\$ 21,695	\$ 21,695
18	Illinois	28,704	7,313	\$ 8,410	29,140	10,510	\$ 12,087	57,844	17,823	\$ 20,496	\$ 20,496
19	Pennsylvania	5,078	4,084	\$ 4,697	31,766	13,525	\$ 15,554	36,844	17,609	\$ 20,250	\$ 20,250
20	Oklahoma	19,347	9,078	\$ 10,440	15,375	7,885	\$ 9,068	34,722	16,963	\$ 19,507	\$ 19,507
21	Kansas	20,671	9,718	\$ 11,176	11,349	7,091	\$ 8,155	32,020	16,809	\$ 19,330	\$ 19,330
22	Louisiana	15,926	7,521	\$ 8,649	16,109	7,898	\$ 9,083	32,035	15,419	\$ 17,732	\$ 17,732
23	Kentucky	17,354	8,202	\$ 9,432	13,166	6,947	\$ 7,989	30,520	15,149	\$ 17,421	\$ 17,421
24	Utah	5,216	3,293	\$ 3,787	11,732	9,747	\$ 11,209	16,948	13,040	\$ 14,996	\$ 14,996
25	Mississippi	11,903	4,919	\$ 5,657	14,607	8,117	\$ 9,335	26,510	13,036	\$ 14,991	\$ 14,991
26	Indiana	2,519	2,389	\$ 2,747	18,176	9,985	\$ 11,483	20,695	12,374	\$ 14,230	\$ 14,230
27	Alaska	21,466	8,272	\$ 9,513	5,733	3,384	\$ 3,892	27,199	11,656	\$ 13,404	\$ 13,404
28	Michigan	3,756	3,040	\$ 3,496	17,712	8,460	\$ 9,729	21,468	11,500	\$ 13,225	\$ 13,225
29	New Jersey	9,659	4,469	\$ 5,139	16,774	6,693	\$ 7,697	26,433	11,162	\$ 12,836	\$ 12,836
30	Nevada	12,804	5,737	\$ 6,598	10,026	3,974	\$ 4,570	22,830	9,711	\$ 11,168	\$ 11,168
31	Minnesota	1,476	1,185	\$ 2,300	17,709	8,410	\$ 9,672	19,185	9,595	\$ 11,034	\$ 11,034
32	Wisconsin	2,478	1,893	\$ 2,300	15,329	6,944	\$ 7,986	17,807	8,837	\$ 10,163	\$ 10,163
33	Arkansas	4,595	2,570	\$ 2,956	10,350	5,869	\$ 6,749	14,945	8,439	\$ 9,705	\$ 9,705
34	New Mexico	13,613	5,036	\$ 5,791	6,201	3,169	\$ 3,644	19,814	8,205	\$ 9,436	\$ 9,436
35	Massachusetts	4,429	2,304	\$ 2,650	15,253	5,581	\$ 6,418	19,682	7,885	\$ 9,068	\$ 9,068
36	Nebraska	6,553	3,684	\$ 4,237	6,792	4,182	\$ 4,809	13,345	7,866	\$ 9,046	\$ 9,046
37	Idaho	4,191	2,033	\$ 2,338	6,865	4,713	\$ 5,420	11,056	6,746	\$ 7,758	\$ 7,758
38	Oregon	2,452	1,606	\$ 2,300	9,598	4,980	\$ 5,727	12,050	6,586	\$ 7,574	\$ 7,574
39	Iowa	1,107	1,051	\$ 2,300	10,606	5,484	\$ 6,307	11,713	6,535	\$ 7,515	\$ 7,515
40	Connecticut	7,380	3,016	\$ 3,468	8,623	3,187	\$ 3,665	16,003	6,203	\$ 7,133	\$ 7,133
41	South Dakota	3,728	1,573	\$ 2,300	5,000	3,279	\$ 3,771	8,728	4,852	\$ 5,580	\$ 5,580
42	North Dakota	7,579	2,496	\$ 2,870	4,550	2,253	\$ 2,591	12,129	4,749	\$ 5,461	\$ 5,461
43	Montana	3,801	1,542	\$ 2,300	4,512	2,593	\$ 2,982	8,313	4,135	\$ 4,755	\$ 4,755
44	West Virginia	686	591	\$ 2,300	6,070	3,293	\$ 3,787	6,756	3,884	\$ 4,467	\$ 4,467
45	Delaware	3,872	1,666	\$ 2,300	3,695	1,906	\$ 2,192	7,567	3,572	\$ 4,108	\$ 4,108
46	Maine	1,490	1,074	\$ 2,300	4,474	2,361	\$ 2,715	5,964	3,435	\$ 3,950	\$ 3,950
47	Wyoming	3,122	1,435	\$ 2,300	2,692	1,662	\$ 1,911	5,814	3,097	\$ 3,562	\$ 3,562
48	Rhode Island	3,015	1,412	\$ 2,300	3,698	1,474	\$ 1,695	6,713	2,886	\$ 3,319	\$ 3,319
49	N.Hampshire	1,139	647	\$ 2,300	4,859	2,105	\$ 2,421	5,998	2,752	\$ 3,165	\$ 3,165
50	Vermont	249	155	\$ 2,300	2,780	1,378	\$ 1,585	3,029	1,533	\$ 1,763	\$ 2,300
51	Dist of Col	4,147	815	\$ 2,300	2,248	439	\$ 505	6,395	1,254	\$ 1,442	\$ 2,300
		1,173,943	564,915	\$ 652,317	937,322	436,644	\$ 502,141	2,111,265	1,001,559	\$ 1,151,793	\$ 1,043,181

Prepared by the Defense Manpower Data Center on August 19,2020.

*Min=\$2,300, Max=\$69,000

As of July 31, 2020

MIC3 COMMITTEE ROSTER

Executive Committee

John “Don” I. Kaminar (AR)
Laura Anastasio (CT)
Craig Neuenswander (KS)
Mary Gable (MD)
Brian Henry (MO)
Ernise Singleton (LA)
Rosemarie Kraeger (RI)
Daron Korte (MN)
Chuck Clymer (DOD Ex-Officio)

Compliance Committee

Daron Korte (MN)
Bruce DuPlanty (AZ)
Teresa Ferenczhalmy (NM)
Davina French (ND)
Terry Ryals (AK)
Shelley Joan Weiss (WI)

Rules Committee

Mary Gable (MD)
Kathleen Berg (HI)
Daniel Dunham (VA)
Cindy Hunt (OR)
Darrell Floyd (OK)
Susan Haberstroh (DE)
Deanna McLaughlin (TN)
Douglas Ragland (AL)
Ben Rasmussen (UT)
Khieem Jackson (CA)
Lakeeshia Fox (DC)
Nicole Russell (NMFA Ex-officio)

Communications and Outreach Committee

Brian Henry (MO)
Darcy Benway (IL)
Steven Bullard (KY)
Chris Cmiel (WV)
Felicia Gonzales (NV)
William Hardin (GA)
Pete LuPiba (OH)
Keith Owen (CO)
Shelly Ramos (TX)
Tony Trongone (NJ)
Davis Whitfield (NFHS Ex-officio)

Training Committee

Ernise Singleton (LA)
Yolande Anderson (SC)
Rosemarie Kraeger (RI)
Tim McMurtrey (ID)
Kathleen Murphy (NH)
David Young (VT)
David Splittek (MCEC Ex-Officio)

Finance Committee

Craig Neuenswander (KS)
Robert Buehn (FL)
Chad Delbridge (WY)
Brian Halstead (NE)
Debra Jackson (NY)
Alan Kerr (SD)
Greg Lynch (WA)
Tyler Backus (ME)
Clarke Orzalli (MA)
Hal Stearns (MT)
Kyle Fairbairn (MISA Ex-officio)

Leadership Nomination Committee

Rosemarie Kraeger (RI)
Chad Delbridge (WY)
Debra Jackson (NY)
Greg Lynch (WA)
Deanna McLaughlin (TN)
Tim McMurtrey (ID)
Douglas Ragland (AL)
Tony Trongone (NJ)

National Guard and Reserve Task Force Committee

Kathleen Berg (HI)
Darcy Benway (IL)
Brian Halstead (NE)
Ben Rasmussen (UT)
Terry Ryals (AK)
Hal Stearns (MT)
Rosemarie Kraeger (RI) (EXCOM Liaison)

**States not represented: MS, IA, IN, MI, PA*

**As of September 3, 2020*

INTERSTATE COMMISSION ON EDUCATIONAL OPPORTUNITY FOR MILITARY CHILDREN

-- By-laws (as amended, Oct. 2017) --

Article I Commission Purpose, Function and By-laws

Section 1. Purpose.

Pursuant to the terms of the Interstate Compact on Educational Opportunity for Military Children, (the “Compact”), the Interstate Commission on Educational Opportunity for Military Children (the “Commission”) is established to fulfill the objectives of the Compact, through a means of joint cooperative action among the Compacting States: to promote, develop and facilitate a uniform standard that eases the state-to-state transition of military personnel, their spouses and primarily their children as these children transfer from one state to another and from one school system to another as a direct result of the military parent’s frequent reassignments.

Section 2. Functions.

In pursuit of the fundamental objectives set forth in the Compact, the Commission shall, as necessary or required, exercise all of the powers and fulfill all of the duties delegated to it by the Compacting States. The Commission’s activities shall include, but are not limited to, the following: the promulgation of binding rules and operating procedures; equitable distribution of the costs, benefits and obligations of the Compact among the Compacting States; enforcement of Commission Rules, Operating Procedures and By-laws; provision of dispute resolution; Coordination of training and education; and the collection and dissemination of information concerning the activities of the Compact, as provided by the Compact, or as determined by the Commission to be warranted by, and consistent with, the objectives and provisions of the Compact.

Section 3. Bylaws.

As required by the Compact, these By-laws shall govern the management and operations of the Commission. As adopted and subsequently amended, these By-laws shall remain at all times subject to, and limited by, the terms of the Compact.

Article II Membership

Section 1. Purpose. The Commission Membership shall be comprised as provided by the Compact.

Section 2. Commissioners. Each Compacting State shall have and be limited to one Member. A Member shall be the Commissioner of the Compacting State. Each Compacting State shall forward the name of its Commissioner to the national office of the Commission, who will advise the Commission chairperson. The national office of the Commission shall promptly advise the appropriate appointing authority of the

Compacting State of the need to appoint a new Commissioner upon the expiration of a designated term or the occurrence of mid-term vacancies. If a resignation of a Commissioner occurs or a change is made by the state appointing authority, it is the responsibility of the member state to inform the Commission of the vacancy or change.

Section 3. Ex-Officio Members. The Commission will include ex-officio, non-voting representatives who are members of interested organizations. Military-oriented, military family, education-oriented, and parent and teacher organizations are welcome to petition the Commission for inclusion as an ex-officio member. Commission members may also petition on behalf of a group for ex-officio membership. All petitions must be approved by a simple majority vote of the Commission membership.

Section 4. Membership. Organizations that are ex-officio members of the Commission are:

- U. S. Department of Defense (DOD)
- Military Child Education Coalition (MCEC)
- Military Impacted Schools Association (MISA)
- National Military Family Association (NMFA)
- National Federation of State High School Associations (NFHS)

Article III Officers

Section 1. Election and Succession.

The officers of the Commission shall include a chairperson, vice chairperson, secretary, treasurer and the past chair. The officers shall be duly appointed Commission Members, except that if the Commission appoints an Executive Director, then the Executive Director shall serve as the secretary. Officers shall be elected annually by the Commission at any meeting at which a quorum is present, and shall serve for one year or until their successors are elected by the Commission. The officers so elected shall serve without compensation or remuneration, except as provided by the Compact.

Section 2. Duties.

The officers shall perform all duties of their respective offices as provided by the Compact and these By-laws. Such duties shall include, but are not limited to, the following:

- a. *Chairperson.* The chairperson shall call and preside at all meetings of the Commission and in conjunction with the Executive Committee shall prepare agendas for such meetings, shall make appointments to all committees of the Commission, and, in accordance with the Commission's directions, or subject to ratification by the Commission, shall act on the Commission's behalf during the interims between Commission meetings.
- b. *Vice Chairperson.* The vice chairperson shall, in the absence or at the direction of the chairperson, perform any or all of the duties of the chairperson. In the event of a vacancy in the office of chairperson, the vice chairperson shall serve as acting

until a new chairperson is elected by the Commission.

c. *Secretary.* The secretary shall keep minutes of all Commission meetings and shall act as the custodian of all documents and records pertaining to the status of the Compact and the business of the Commission.

d. *Treasurer.* The treasurer, with the assistance of the Commission's executive director, shall act as custodian of all Commission funds and shall be responsible for monitoring the administration of all fiscal policies and procedures set forth in the Compact or adopted by the Commission. Pursuant to the Compact, the treasurer shall execute such bond as may be required by the Commission covering the treasurer, the executive director and any other officers, Commission Members and Commission personnel, as determined by the Commission, who may be responsible for the receipt, disbursement, or management of Commission funds.

e. *Past Chair.* The past chair is the most recent previous chair who is still serving as a Commission member and shall perform such duties as may be requested by the Commission.

Section 3. Costs and Expense Reimbursement.

Subject to the availability of budgeted funds, the officers shall be reimbursed for any actual and necessary costs and expenses incurred by the officers in the performance of their duties and responsibilities as officers of the Commission.

Article IV Commission Personnel

Section 1. Commission Staff and Offices.

The Commission may by a majority of its Members, or through its executive committee appoint or retain an executive director, who shall serve at its pleasure and who shall act as secretary to the Commission, but shall not be a Member of the Commission. The executive director shall hire and supervise such other staff as may be authorized by the Commission. The executive director shall establish and manage the Commission's office or offices, which shall be located in one or more of the Compacting States as determined by the Commission.

Section 2. Duties of the Executive Director.

As the Commission's principal administrator, the executive director shall also perform such other duties as may be delegated by the Commission or required by the Compact and these By-laws, including, but not limited to, the following:

- a. Recommend general policies and program initiatives for the Commission's consideration;
- b. Recommend for the Commission's consideration administrative personnel

policies governing the recruitment, hiring, management, compensation and dismissal of Commission staff;

c. Implement and monitor administration of all policies, programs, and initiatives adopted by the Commission;

d. Prepare draft annual budgets for the Commission's consideration;

e. Monitor all Commission expenditures for compliance with approved budgets, and maintain accurate records of the Commission's financial account(s);

f. Assist Commission Members as directed in securing required assessments from the Compacting States;

g. Execute contracts on behalf of the Commission as directed;

h. Receive service of process on behalf of the Commission;

i. Prepare and disseminate all required reports and notices directed by the Commission; and

j. Otherwise assist the Commission's officers in the performance of their duties under Article III herein.

Article V Qualified Immunity, Defense, and Indemnification

Section 1. Immunity.

The Commission, its Members, officers, executive director, and employees shall be immune from suit and liability, either personally or in their official capacity, for any claim for damage to or loss of property or personal injury or other civil liability caused or arising out of or relating to any actual or alleged act, error, or omission that occurred, or that such person had a reasonable basis for believing occurred within the scope of Commission employment, duties, or responsibilities; provided, that any such person shall not be protected from suit or liability, or both, for any damage, loss, injury, or liability caused by the intentional or willful and wanton misconduct of any such person.

Section 2. Defense

Subject to the provisions of the Compact and rules promulgated thereunder, the Commission shall defend the Commissioner of a Compacting State, his or her representatives or -employees, or the Commission, and its representatives or employees in any civil action seeking to impose liability against such person arising out of or relating to any actual or alleged act, error or omission that occurred within the scope of Commission employment, duties, or responsibilities or that such person had a reasonable

basis for believing occurred within the scope of Commission employment, duties or responsibilities; provided, that the actual or alleged act, error, or omission did not result from gross negligence or intentional wrongdoing on the part of such person.

Section 3. Indemnification.

The Commission shall indemnify and hold the Commissioner of a Compacting State, his or her representatives or employees, or the Commission, and its representatives or employees harmless in the amount of any settlement or judgment obtained against such person arising out of or relating to any actual or alleged act, error, or omission that occurred within the scope of Commission employment, duties, or responsibilities or that such person had a reasonable basis for believing occurred within the scope of Commission employment, duties, or responsibilities; provided, that the actual or alleged act, error, or omission did not result from gross negligence or intentional wrongdoing on the part of such person.

**Article VI
Meetings of the Commission**

Section 1. Meetings and Notice.

The Commission shall meet at least once each calendar year at a time and place to be determined by the Commission. Additional meetings may be scheduled at the discretion of the chairperson, and must be called upon the request of a majority of Commission Members, as provided by the Compact. All Commission Members shall be given written notice of Commission meetings at least thirty (30) days prior to their scheduled dates. Final agendas shall be provided to all Commission Members no later than ten (10) days prior to any meeting of the Commission. Thereafter, additional agenda items requiring Commission action may not be added to the final agenda, except by an affirmative vote of a majority of the Members. All Commission meetings shall be open to the public, except as set forth in Commission Rules or as otherwise provided by the Compact. Prior public notice shall be provided in a manner consistent with the federal Government in Sunshine Act, 5 U.S.C. § 552b, including, but not limited to, the following: publication of notice of the meeting at least ten (10) days prior to the meeting in a nationally distributed newspaper or an official newsletter regularly published by or on behalf of the Commission and distribution to interested parties who have requested in writing to receive such notices. A meeting may be closed to the public where the Commission determines by two-thirds (2/3rds) vote of its Members that there exists at least one of the conditions for closing a meeting, as provided by the Compact or Commission Rules.

Section 2. Quorum.

Commission Members representing a majority of the Compacting States shall constitute a quorum for the transaction of business, except as otherwise required in these By-laws. The participation of a Commission Member from a Compacting State in a meeting is sufficient to constitute the presence of that state for purposes of determining the existence of a quorum, provided the Member present is entitled to vote on behalf of the

Compacting State represented. The presence of a quorum must be established before any vote of the Commission can be taken.

Section 3. Voting.

Each Compacting State represented at any meeting of the Commission by its Member is entitled to one vote. A Member shall vote himself or herself and shall not delegate his or her vote to another Member. Members may participate in meetings by telephone or other means of telecommunication or electronic communication. Except as otherwise required by the Compact or these By-laws, any question submitted to a vote of the Commission shall be determined by a simple majority.

Section 4. Procedure.

Matters of parliamentary procedure not covered by these By-laws shall be governed by Robert's Rules of Order.

**Article VII
Committees**

Section 1. Executive Committee.

The Commission may establish an executive committee, which shall be empowered to act on behalf of the Commission during the interim between Commission meetings, except for rulemaking or amendment of the Compact. The Committee shall be composed of all officers of the Interstate Commission and the chairpersons of each committee. The procedures, duties, budget, and tenure of such an executive committee shall be determined by the Commission. The power of such an executive committee to act on behalf of the Commission shall at all times be subject to any limitations imposed by the Commission, the Compact or these By-laws.

Section 2. Other Committees.

The Commission may establish such other committees as it deems necessary to carry out its objectives, which shall include, but not be limited to Finance Committee, Rules Committee, Compliance Committee, Training Committee and Communications and Outreach Committee. The composition, procedures, duties, budget and tenure of such committees shall be determined by the Commission.

**Article VIII
Finance**

Section 1. Fiscal Year.

The Commission's fiscal year shall begin on July 1 and end on June 30.

Section 2. Budget.

The Commission shall operate on an annual budget cycle and shall, in any given year, adopt budgets for the following fiscal year or years only after notice and comment as

provided by the Compact.

Section 3. Accounting and Audit.

The Commission, with the assistance of the executive director, shall keep accurate and timely accounts of its internal receipts and disbursements of the Commission funds, other than receivership assets. The treasurer, through the executive director, shall cause the Commission's financial accounts and reports including the Commission's system of internal controls and procedures to be audited annually by an independent certified or licensed public accountant. As required by the Compact, upon the determination of the Commission, but no less frequently than once each year, the report of such independent audit shall be made available to the public and shall be included in and become part of the annual report to the Governors, legislatures, and judiciary of the Compacting States. The Commission's internal accounts, any workpapers related to any internal audit, and any workpapers related the independent audit shall be confidential; provided, that such materials shall be made available: 1) in compliance with the order of any court of competent jurisdiction; ii) pursuant to such reasonable rules as the Commission shall promulgate; and iii) to any Commissioner of a Compacting State, or their duly authorized representatives.

Section 4. Public Participation in Meetings.

Upon prior written request to the Commission, any person who desires to present a statement on a matter that is on the agenda shall be afforded an opportunity to present an oral statement to the Commission at an open meeting. The chairperson may, depending on the circumstances, afford any person who desires to present a statement on a matter that is on the agenda an opportunity to be heard absent a prior written request to the Commission. The chairperson may limit the time and manner of any such statements at any open meeting.

Section 5. Debt Limitations.

The Commission shall monitor its own and its committees' affairs for compliance with all provisions of the Compact its rules and these By-laws governing the incursion of debt and the pledging of credit.

Section 6. Travel Reimbursements.

Subject to the availability of budgeted funds and unless otherwise provided by the Commission, Commission Members shall be reimbursed for any actual and necessary expenses incurred pursuant to their attendance at all duly convened meetings of the Commission or its committees as provided by the Compact.

Article IX

Withdrawal, Default, and Termination

Compacting States may withdraw from the Compact only as provided by the Compact. The Commission may terminate a Compacting State as provided by the Compact.

Article X Adoption and Amendment of By-laws

Any By-law may be adopted, amended or repealed by a majority vote of the Members, provided that written notice and the full text of the proposed action is provided to all Commission Members at least thirty (30) days prior to the meeting at which the action is to be considered. Failing the required notice, a two-third (2/3rds) majority vote of the Members shall be required for such action.

Article XI Dissolution of the Compact

The Compact shall dissolve effective upon the date of the withdrawal or the termination by default of a Compacting State which reduces Membership in the Compact to one Compacting State as provided by the Compact.

Upon dissolution of the Compact, the Compact becomes null and void and shall be of no further force or effect, and the business and affairs of the Commission shall be concluded in an orderly manner and according to applicable law. Each Compacting State in good standing at the time of the Compact's dissolution shall receive a pro rata distribution of surplus funds based upon a ratio, the numerator of which shall be the amount of its last paid annual assessment, and the denominator of which shall be the sum of the last paid annual assessments of all Compacting States in good standing at the time of the Compact's dissolution. A Compacting State is in good standing if it has paid its assessments timely.

INTERSTATE COMPACT ON EDUCATIONAL OPPORTUNITY FOR MILITARY CHILDREN

COMPACT RULES

Adopted November 2009, amended October 2012 and 2018

Second Edition, Version Two

Introduction

The goal of the Compact is to replace the widely varying policies affecting transitioning military students. The Compact leverages consistency. It uses a comprehensive approach that provides a consistent policy in every school district and in every State that chooses to join.

The Compact addresses key educational transition issues encountered by military families including enrollment, placement, attendance, eligibility and graduation.

Children of active duty members of the uniformed services, National Guard and Reserve on active duty orders, and, for one year after leaving service, members or veterans who are medically discharged or retired are eligible for assistance under the Compact.

The Commission Rules were approved and adopted at the annual business meeting in November 2009. The Rules complement the language of the Interstate Compact and may not conflict with it. These rules are not designed to address every issue arising under the Compact but allow room for flexibility to make reasonable changes or clarification as the need arises through amendment, advisory opinions, and training opportunities.

Rule 2.103(d) governing the "Dues Formula," was amended by the Commission at the 2011 MIC3 Annual Meeting in Louisville, Kentucky.

Rule 3.102(b) defining "Kindergarten enrollment," was amended by the Commission at the 2012 MIC3 Annual Meeting in Charleston, South Carolina.

Rule 2.103 governing the "Dues Formula" and Rule 2.105 regarding State Councils were approved and adopted by the Commission at the 2018 MIC3 Annual Meeting in Cleveland, Ohio.

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Chapter - 100 DEFINITIONS

SEC.1.101 Definitions

As used in these rules, unless the context clearly requires a different construction.

- A. "Active duty" means: full-time duty status in the active uniformed service of the United States, including members of the National Guard and Reserve on active duty orders pursuant to 10 U.S.C. Section 1209 and 1211.
- B. "By-laws" means: those by-laws established by the Interstate Commission on Educational Opportunity for Military Children for its governance, or for directing or controlling the Interstate Commission's actions or conduct.
- C. "Children of military families" means: a school-aged child(ren), enrolled in kindergarten through twelfth (12th) grade, in the household of an active duty member.
- D. "Compact Commissioner" means: the voting representative of each compacting State, appointed pursuant to Article VIII of this compact.
- E. "Days" means: business days, unless otherwise noted.
- F. "Deployment" means: the period one (1) month prior to the service members' departure from their home station on military orders though six (6) months after return to their home station.
- G. "Education(al) records" means: those official records, files, and data directly related to a student and maintained by the school or local education agency (LEA), including but not limited to records encompassing all the material kept in the student's cumulative folder such as general identifying data, records of attendance and of academic work completed, records of achievement and results of evaluative tests, health data, disciplinary status, test protocols, and individualized education programs.
- H. "Extracurricular activities" means: a voluntary activity sponsored by the school or LEA or an organization sanctioned by the LEA. Extracurricular activities include, but are not limited to, preparation for and involvement in public performances, contests, athletic competitions, demonstrations, displays, and club activities.
- I. "Interstate Commission on Educational Opportunity for Military Children" means: the Commission that is created under Article IX of this compact, which is generally referred to as Interstate Commission.
- J. "Local education agency" means: a public authority legally constituted by the State as an administrative agency to provide control of and direction for kindergarten through twelfth (12th) grade public educational institutions.
- K. "Member State" means: a State that has enacted this compact.

- L. "Military installation" means: a base, camp, post, station, yard, center, homeport facility for any ship, or other activity under the jurisdiction of the Department of Defense, including any leased facility, which is located within any of the several States, the District of Columbia, the Commonwealth of Puerto Rico, the U.S. Virgin Islands, Guam, American Samoa, the Northern Marianas Islands and any other U.S. territory. Such term does not include any facility used primarily for civil works, rivers and harbors projects, or flood control projects.
- M. "Non-member State" means: a State that has not enacted this compact.
- N. "Receiving State" means: the State to which a child of a military family is sent, brought, or caused to be sent or brought.
- O. "Rule" means: a written statement by the Interstate Commission promulgated pursuant to Article XII of this compact that is of general applicability, implements, interprets or prescribes a policy or provision of the compact, or an organizational, procedural, or practice requirement of the Interstate Commission, and has the force and effect of statutory law in a member State, and includes the amendment, repeal, or suspension of an existing rule.
- P. "Sending State" means: the State from which a child of a military family is sent, brought, or caused to be sent or brought.
- Q. "State" means: a State of the United States, the District of Columbia, the Commonwealth of Puerto Rico, the U.S. Virgin Islands, Guam, American Samoa, the Northern Marianas Islands and any other U.S. territory.
- R. "State Council" means: the Council in each member State established under Article VIII of this compact or the existing body or board designated by the member State to provide for multi-agency coordination of the Compact activities.
- S. "Student" means: the child of a military family for whom the LEA receives public funding and who is formally enrolled in kindergarten through twelfth (12th) grade.
- T. "Transition" means: 1) the formal and physical process of transferring from school to school or 2) the period of time in which a student moves from one school in the sending State to another school in the receiving State.
- U. "Uniformed service(s)" means: the Army, Navy, Air Force, Marine Corps, Coast Guard as well as the Commissioned Corps of the National Oceanic and Atmospheric Administration, and Public Health Services.
- V. "Veteran" means: a person who served in the uniformed services and who was discharged or released under conditions other than dishonorable.

Chapter 200 - GENERAL PROVISIONS

SEC. 2.101 Adoption of Rules; Amendment

Proposed rules or amendments to the rules shall be adopted by majority vote of the members of the Interstate Commission in the following manner:

- (a) Proposed new rules and amendments to existing rules shall be submitted to the Interstate Commission office for referral to the Rules Committee as follows:
 - (1) Any Commissioner may submit a proposed rule or rule amendment for referral to the Rules Committee during the annual Commission meeting. This proposal must be made in the form of a motion and approved by a majority vote of a quorum of the Commission members present at the meeting;
 - (2) Standing Committees of the Commission may propose rules or rule amendments by majority vote of that Committee;
 - (3) Any regional group of States as may be subsequently recognized by the Commission may propose rules or rules amendments by a majority vote of members of that region;
- (b) The Rules Committee shall prepare a draft of all proposed rules and provide the draft to all Commissioners for review and comments. All written comments received by the Rules Committee on proposed rules shall be posted on the Commission's website upon receipt. Based upon the comments made by the Commissioners, the Rules Committee shall prepare a final draft of the proposed rule(s) or amendments for consideration by the Commission no later than the next annual meeting falling in an odd-numbered year.
- (c) Prior to promulgation and adoption of a final rule by the Interstate Commission, the text of the proposed rule or amendment shall be published by the Rules Committee no later than thirty (30) days prior to the meeting at which the vote is scheduled, on the official web site of the Interstate Commission and in any other official publication that may be designated by the Interstate Commission for the publication of its rules. In addition to the text of the proposed rule or amendment, the reason for the proposed rule shall be provided.
- (d) Each administrative rule or amendment shall State:
- (e) The place, time, and date of the scheduled public hearing;
- (f) The manner in which interested persons may submit notice to the Interstate Commission of their intention to attend the public hearing and any written comments; and
- (g) The name, position, physical and electronic mail address, telephone, and telefax number of the person to whom interested persons may respond with notice of their attendance and written comments.
- (h) Every public hearing shall be conducted in a manner guaranteeing each person who wishes to comment a fair and reasonable opportunity to comment. No transcript of the

public hearing is required, unless a written request for a transcript is made, which case the person or entity making the request shall pay for the transcript. A recording maybe made in lieu of a transcript under the same terms and conditions as a transcript. This subsection shall not preclude the Commission from making a transcript or recording of the public hearing if it chooses to do so.

- (i) Nothing in this section shall be construed as requiring a separate hearing on each rule. Rules may be grouped for the convenience of the Interstate Commission at hearings required by this section.
- (j) Following the scheduled hearing date, or by the close of business on the scheduled hearing date if the hearing was not held, the Interstate Commission shall consider all written and oral comments received.
- (k) The Interstate Commission shall, by majority vote of a quorum of the Commissioners, take final action on the proposed rule and shall determine the effective date of the rule, if any, based on the rulemaking record and the full text of the rule.
- (l) Not later than sixty (60) days after a rule is adopted, any interested person may file a petition for judicial review of the rule in the United States district court of the District of Columbia or in the federal district court where the Interstate Commission's principal office is located. If the court finds that the Interstate Commission's action is not supported by substantial evidence, as defined in the federal Administrative Procedures Act, in the rulemaking record, the court shall hold the rule unlawful and set it aside.
- (m) Upon determination that an emergency exists, the Interstate Commission may promulgate an emergency rule that shall become effective immediately upon adoption, provided that the usual rulemaking procedures provided in the compact and in this section shall be retroactively applied to the rule as soon as reasonably possible, in no event later than ninety (90) days after the effective date of the rule. An emergency rule is one that must be made effective immediately in order to:
 - (1) Meet an imminent threat to public health, safety, or welfare;
 - (2) Prevent a loss of federal or State funds;
 - (3) Meet a deadline for the promulgation of an administrative rule that is established by federal law or rule; or
 - (4) Protect human health and the environment.

SEC. 2.102 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.

SEC. 2.103 Dues Formula

- (a) The Commission shall determine the formula to be used in calculating the annual assessments to be paid by States. Public notice of any proposed revision to the approved dues formula shall be given at least 30 days prior to the Commission meeting at which the proposed revision will be considered.
- (b) The Commission may consider the population of the States, the number of students subject to the compact within each State, and the volume of student transfers between States in determining and adjusting the assessment formula.
- (c) The approved formula and resulting assessments for all member States shall be distributed by the Commission to each member State annually.
- (d) 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).

SEC. 2.104 Forms

- (a) States may use the forms or electronic information system authorized by the Commission for communication regarding transfers of students subject to this compact between or among States

SEC. 2.105 State Councils

- (a) Each State Council shall meet at least once per fiscal year. The State Compact Commissioner shall provide the State Council meeting dates, agendas, and minutes to the Interstate Commission office within 60 days following each State Council meeting. State Council meetings may be conducted face-to-face, electronically or by telephone.
- (b) If a State's statute delegates the duties of the State Council to another entity, the State Compact Commissioner shall annually by July 1 submit appropriate documentation to the Interstate Commission office demonstrating that the delegated entity is fulfilling the duties of the State Council required under Article VIII of this Compact. The Interstate Commission office may request additional documentation if the Compliance Committee

determines the submitted documentation is insufficient to demonstrate compliance with Article VIII of this compact.

Chapter 300 - TRANSFER OF EDUCATION RECORDS AND ENROLLMENT

SEC. 3.101 Eligibility for Transfer and Enrollment

- (a) Unofficial or “hand-carried” education records – In the event that official education records cannot be released to the parents for the purpose of transfer, the custodian of the records in the sending State shall prepare and furnish to the parent a complete set of unofficial educational records containing uniform information as determined by the Interstate Commission. Upon receipt of the unofficial education records by a school in the receiving State, the school shall enroll and appropriately place the student based on the information provided in the unofficial records pending validation by the official records, as quickly as possible. In the event a State or LEA charges a fee for copies of educational records, such a fee shall not exceed the reasonable cost of reproduction.
- (b) Official education records/transcripts—Simultaneous with the enrollment and conditional placement of the student, the school in the receiving State shall request the student’s official education record from the school in the sending State. Upon receipt of this request, the school in the sending State will process and furnish the official education records to the school in the receiving State within ten (10) business days except for a designated school staff break including, but not limited to, spring, summer, or holiday. Records should be furnished as soon as possible following the return of staff from a school staff break; however, the time shall not exceed ten (10) days after the return of staff.

SEC. 3.102 Application for Transfer of Student Records and Enrollment

An application for transfer of educational records of students subject to this compact shall contain the following:

- (a) Immunizations – Compacting States shall give thirty (30) calendar days from the date of enrollment. For a series of immunizations, initial vaccinations must be obtained within thirty (30) calendar days.
- (b) Kindergarten and First grade entrance age – Students shall be allowed to continue their enrollment at grade level in the receiving State commensurate with their grade level (including Kindergarten) from a LEA in the sending State at the time of transition, regardless of age. In the case of a Kindergarten student, the student must have been enrolled and attended class in the sending State in order to assure continued attendance in Kindergarten in the receiving State. A student that has satisfactorily completed the prerequisite grade level in the local education agency in the sending State shall be eligible for enrollment in the next highest grade level in the receiving State, regardless of age. A student transferring after the start of the school year in the receiving State shall enter the school in the receiving State on their validated level from an accredited school in the sending State.

- (c) Any student who transfers from an out-of-state public school and who does not meet regular age requirements for admission to the school of the State being transferred into shall be admitted upon presentation of the data required in subsection (3).
 - (1) Any student who transfers from an out-of-state non public school and who does not meet regular age requirements for admission to a public school in the State being transferred, shall be admitted if the student meets age requirements for public schools within the State from which he or she is transferring, and if the transfer of the student's academic credit is acceptable under rules of the school board. Prior to admission, the parent or guardian must also provide the data required in subsection (3).
 - (2) In order to be admitted into a school of the State being transferred, such a student transferring from an out-of-state school must provide the following data:
 - (i) Official documentation that the parent(s) or guardian(s) were resident(s) of the State in which the child was previously enrolled in school;
 - (ii) An official letter or transcript from the proper school authority which shows a record of attendance, academic information, and grade placement of the student;
 - (iii) Documented evidence of immunization against communicable diseases; and
 - (iv) Evidence of date of birth.

Chapter 400 - GRADUATION

SEC. 4.101 Waiver Requirements

- (a) LEA administrative officials shall waive specific courses required for graduation if similar course work has been satisfactorily completed in another LEA or shall provide reasonable justification for denial. Should a waiver not be granted to a student who would qualify to graduate from the sending school, the LEA shall provide an alternative means of acquiring required coursework so that graduation may occur on time. If the receiving LEA requires a graduation project, volunteer community service hours, or other State or LEA specific requirements, the receiving LEA may waive those requirements.

SEC. 4.102 Exit Exams

- (a) Exit exams – States shall accept: 1) exit or end-of-course exams required for graduation from the sending State; or 2) national norm-referenced achievement tests or 3) alternative testing, in lieu of testing requirements for graduation in the receiving State. In the event the above alternatives cannot be accommodated by the receiving State for a student transferring in his or her senior year, then the provisions of Article VII, Section C shall apply.

SEC. 4.103 Transfers During Senior Year

- (a) Transfers during senior year – There may be cases in which a military student transferring at the beginning or during his or her senior year is ineligible to graduate from the receiving LEA after all alternatives have been considered. In such cases the sending and receiving LEA's shall ensure the receipt of a diploma from the sending LEA, if the student meets the

graduation requirements of the sending LEA. In the event that one of the States in question is not a member of this compact, the member State shall use best efforts to facilitate the on-time graduation of the student in accordance with Sections A and B of this Article.¹

Chapter 500 - PLACEMENT & ATTENDANCE

SEC. 5.101 Course Placement

- (a) The receiving school shall initially place a student who transfers before or during the school year in educational courses based on the student's enrollment in the sending State school and/or educational assessments conducted at the school in the sending State to the extent the educational courses are provided by the receiving school. Course placement includes but is not limited to Honors, International Baccalaureate, Advanced Placement, vocational, technical and career pathways courses. The receiving school may perform subsequent evaluations to ensure appropriate placement and continued enrollment of the student in the course(s). The receiving school may allow the student to attend similar educational courses in other schools within the LEA if the receiving school does not offer such educational courses.

SEC. 5.102 Educational Program Placement

- (a) The receiving State school shall initially honor placement of the student in educational programs based on current educational assessments conducted at the school in the sending State or participation/placement in like programs in the sending State. Such programs include, but are not limited to: 1) gifted and talented programs; and 2) English as a second language (ESL). The receiving school may perform subsequent evaluations to ensure appropriate placement and continued enrollment of the student in the course(s). The receiving school may allow the student to attend similar educational courses in other schools within the LEA if the receiving school does not offer such programs.

SEC. 5.103 Special Education Services

- (a) In compliance with the federal requirements of the Individuals with Disabilities Education Act (IDEA), 20 U.S.C.A. Section 1400 et seq, the receiving State shall initially provide comparable services to a student with disabilities based on his/her current Individualized Education Program (IEP); and
- (b) In compliance with the requirements of Section 504 of the Rehabilitation Act, 29 U.S.C.A. Section 794, and with Title II of the Americans with Disabilities Act, 42 U.S.C.A. Sections 12131-12165, the receiving State shall make reasonable accommodations and modifications to address the needs of incoming students with disabilities, subject to an existing 504 or Title II Plan, to provide the student with equal access to education.
- (c) The receiving school may perform subsequent evaluations to ensure appropriate placement and appropriate services. The receiving school shall follow any current regulations the receiving State has in place in order to comply with federal or State law.

¹ Please refer to your specific state statute for clarification

SEC. 5.104 Placement Flexibility

- (a) LEA officials shall have flexibility in waiving course/program prerequisites, or other preconditions for placement in courses/programs offered under the jurisdiction of the LEA.

SEC. 5.105 Absence as Related to Deployment Activities

- (a) A student whose parent or legal guardian is an active duty member of the uniformed services, as defined by the Compact, and has been called to duty for, is on leave from, or immediately returned from deployment to a combat zone or combat support posting, shall be granted additional excused absences at the discretion of the LEA superintendent or head of school to visit with his or her parent or legal guardian relative to such leave or deployment of the parent or guardian. Notwithstanding the above, the LEA superintendent or head of school may provide a maximum number of additional excused absences.

Chapter 600 - ELIGIBILITY

SEC. 6.101 Eligibility for Enrollment

- (a) A custody order, special power of attorney, or other applicable document relative to the guardianship of a child of a military family and executed under the applicable law of each member State shall be sufficient for the purposes of enrollment and all other actions requiring parental participation and consent. A special power of attorney form, which is acceptable in some jurisdictions, can be obtained through the JAG offices pursuant to Military Family Care Plan regulations.
 - (1) A local education agency shall be prohibited from charging local tuition to a transitioning military child placed in the care of a non-custodial parent or other person standing in loco parentis who lives in a jurisdiction other than that of the custodial parent. Tuition may be charged for optional programs offered by the LEA.
 - (2) A transitioning military child, placed in the care of a non-custodial parent or other person standing in loco parentis who lives in a jurisdiction other than that of the custodial parent, may continue to attend the school in which he/she was enrolled while residing with the custodial parent.
 - (3) The local education agency shall not charge tuition. In addition, transportation to and from school is the responsibility of the non-custodial parent or other persons standing in loco parentis.

SEC. 6.102 Eligibility for Extracurricular Participation

- (a) State and local education agencies shall facilitate the opportunity for transitioning military children's inclusion in extracurricular activities, regardless of application deadlines, with consultation with the State high school athletic association, to the extent

they are otherwise qualified. Application deadlines include tryouts, summer conditioning and other coach or district pre-requisites.

Chapter 700 - OVERSIGHT, ENFORCEMENT, AND DISPUTE RESOLUTION

SEC. 7.101 Informal Communication to Resolve Disputes or Controversies

- (a) States shall attempt to resolve disputes or controversies by communicating with each other by telephone, telefax, or electronic mail
- (b) Failure to resolve dispute or controversy:
 - (1) Following an unsuccessful attempt to resolve controversies or disputes arising under this compact, its by-laws or its rules as required under sec. 7.101 (a), States shall pursue one or more of the informal dispute resolution processes set forth in sec. 7.101(b) (2) prior to resorting to formal dispute resolution alternatives.
 - (2) Parties shall submit a written request to the executive director for assistance in resolving the controversy or dispute. The executive director shall provide a written response to the parties within ten (10) days and may, at the executive director's discretion, seek the assistance of legal counsel or the executive committee in resolving the dispute. The executive committee may authorize its standing committees or the executive director to assist in resolving the dispute or controversy.

SEC. 7.102 Formal Resolution of Disputes and Controversies

- (a) Alternative dispute resolution – Any controversy or dispute between or among compacting States that arises from or relates to this compact that is not resolved under sec. 7.101 may be resolved by alternative dispute resolution processes. These shall consist of mediation and arbitration.
- (b) Mediation and arbitration:
 - (1) Mediation
 - (i) A State that is party to a dispute may request, or the executive committee may require, the submission of a matter in controversy to mediation.
 - (ii) Mediation shall be conducted by a mediator appointed by the executive committee from a list of mediators approved by the national organization responsible for setting standards for mediators and pursuant to procedures customarily used in mediation proceedings.
 - (2) Arbitration
 - (i) Arbitration may be recommended by the executive committee in any dispute regardless of the parties' previous submission of the dispute to mediation.
 - (ii) Arbitration shall be administered by at least one neutral arbitrator or a panel of arbitrators not to exceed three members. These arbitrators shall be selected from a list of arbitrators maintained by the Commission staff.
 - (iii) The arbitration may be administered pursuant to procedures customarily used in arbitration proceedings and at the direction of the arbitrator.

- (iv) Upon the demand of any party to a dispute arising under the compact, the dispute shall be referred to the American Arbitration Association and shall be administered pursuant to its commercial arbitration rules.
- (v) (a) The arbitrator in all cases shall assess all costs of arbitration, including fees of the arbitrator* and reasonable attorney fees of the prevailing party, against the party that did not prevail.

(b) The arbitrator* shall have the power to impose any sanction permitted by this compact and other laws of the State or the federal district in which the Commission has its principal offices.
- (vi) Judgment on any award may be entered in any court having jurisdiction.

SEC. 7.103 Enforcement Actions Against a Defaulting State

- (a) If the Interstate Commission determines that any State has at any time defaulted ("defaulting State") in the performance of any of its obligations or responsibilities under this Compact, the by-laws or any duly promulgated rules the Interstate Commission may impose any or all of the following penalties:
 - (1) Damages or costs in such amounts as are deemed to be reasonable as fixed by the Interstate Commission;
 - (2) Remedial training and technical assistance as directed by the Interstate Commission;
 - (3) Suspension and termination of membership in the compact. Suspension shall be imposed only after all other reasonable means of securing compliance under the by-laws and rules have been exhausted. Immediate notice of suspension shall be given by the Interstate Commission to the governor, the chief justice or chief judicial officer of the State, the majority and minority leaders of the defaulting State's legislature, and the State Council.
- (b) The grounds for default include, but are not limited to, failure of a Compacting State to perform such obligations or responsibilities imposed upon it by this compact, Interstate Commission by-laws, or duly promulgated rules. The Interstate Commission shall immediately notify the defaulting State in writing of the penalty imposed by the Interstate Commission on the defaulting State pending a cure of the default. The Interstate Commission shall stipulate the conditions and the time period within which the defaulting State must cure its default. If the defaulting State fails to cure the default within the time period specified by the Interstate Commission, in addition to any other penalties imposed herein, the defaulting State may be terminated from the Compact upon an affirmative vote of a majority of the compacting States and all rights, privileges, and benefits conferred by this Compact shall be terminated from the effective date of suspension.
- (c) Within sixty (60) calendar days of the effective date of termination of a defaulting State, the Interstate Commission shall notify the governor, the chief justice or chief judicial officer, the majority and minority leaders of the defaulting State's legislature, and the State Council of such termination.

- (d) The defaulting State is responsible for all assessments, obligations, and liabilities incurred through the effective date of termination including any obligations, the performance of which extends beyond the effective date of termination.
- (e) The Interstate Commission shall not bear any costs relating to the defaulting State unless otherwise mutually agreed upon between the Interstate Commission and the defaulting State.
- (f) Reinstatement following termination of any compacting State requires both are enactment of the Compact by the defaulting State and the approval of the Interstate Commission pursuant to the rules.

SEC 7.104 Judicial Enforcement

- (a) The Interstate Commission may, by majority vote of the members, initiate legal action in the United States District Court for the District of Columbia or, at the discretion of the Interstate Commission, in the federal district where the Interstate Commission has its offices to enforce compliance with the provisions of the Compact, its duly promulgated rules and by-laws, against any compacting State in default. In the event judicial enforcement is necessary, the prevailing party shall be awarded all costs of such litigation including reasonable attorneys' fees.

Military Interstate Children's Compact Commission
1776 Avenue of the States
Lexington, Kentucky 40511

**APPENDIX IV.
INTERSTATE COMPACT ON
EDUCATIONAL OPPORTUNITY FOR MILITARY CHILDREN**

-- Model Compact Language --

**This is the original model language, please refer to the language adopted in your state
which may vary**

Interstate Compact

on

Educational Opportunity for Military Children

ARTICLE I

PURPOSE

It is the purpose of this compact to remove barriers to educational success imposed on children of military families because of frequent moves and deployment of their parents by:

- A. Facilitating the timely enrollment of children of military families and ensuring that they are not placed at a disadvantage due to difficulty in the transfer of education records from the previous school district(s) or variations in entrance/age requirements.

- B. Facilitating the student placement process through which children of military families are not disadvantaged by variations in attendance requirements, scheduling, sequencing, grading, course content or assessment.
- C. Facilitating the qualification and eligibility for enrollment, educational programs, and participation in extracurricular academic, athletic, and social activities.
- D. Facilitating the on-time graduation of children of military families.
- E. Providing for the promulgation and enforcement of administrative rules implementing the provisions of this compact.
- F. Providing for the uniform collection and sharing of information between and among member states, schools and military families under this compact.
- G. Promoting coordination between this compact and other compacts affecting military children.
- H. Promoting flexibility and cooperation between the educational system, parents and the student in order to achieve educational success for the student.

ARTICLE II

DEFINITIONS

As used in this compact, unless the context clearly requires a different construction:

- A. "Active duty" means: full-time duty status in the active uniformed service of the United States, including members of the National Guard and Reserve on active duty orders pursuant to 10 U.S.C. Section 1209 and 1211.

- B. "Children of military families" means: a school-aged child(ren), enrolled in Kindergarten through Twelfth (12th) grade, in the household of an active duty member.

- C. "Compact commissioner" means: the voting representative of each compacting state appointed pursuant to Article VIII of this compact.

- D. "Deployment" means: the period one (1) month prior to the service members' departure from their home station on military orders though six (6) months after return to their home station.

- E. "Education(al) records" means: those official records, files, and data directly related to a student and maintained by the school or local education agency, including but not limited to records encompassing all the material kept in the student's cumulative folder such as general identifying data, records of attendance and of academic work completed, records of achievement and results

of evaluative tests, health data, disciplinary status, test protocols, and individualized education programs.

- F. “Extracurricular activities” means: a voluntary activity sponsored by the school or local education agency or an organization sanctioned by the local education agency. Extracurricular activities include, but are not limited to, preparation for and involvement in public performances, contests, athletic competitions, demonstrations, displays, and club activities.

- G. “Interstate Commission on Educational Opportunity for Military Children” means: the commission that is created under Article IX of this compact, which is generally referred to as Interstate Commission.

- H. “Local education agency” means: a public authority legally constituted by the state as an administrative agency to provide control of and direction for Kindergarten through Twelfth (12th) grade public educational institutions.

- I. “Member state” means: a state that has enacted this compact.

- J. “Military installation” means: means a base, camp, post, station, yard, center, homeport facility for any ship, or other activity under the jurisdiction of the Department of Defense, including any leased facility, which is located within any of the several States, the District of Columbia, the Commonwealth of Puerto Rico, the U.S. Virgin Islands, Guam, American Samoa, the Northern Marianas

Islands and any other U.S. Territory. Such term does not include any facility used primarily for civil works, rivers and harbors projects, or flood control projects.

- K. “Non-member state” means: a state that has not enacted this compact.

- L. “Receiving state” means: the state to which a child of a military family is sent, brought, or caused to be sent or brought.

- M. “Rule” means: a written statement by the Interstate Commission promulgated pursuant to Article XII of this compact that is of general applicability, implements, interprets or prescribes a policy or provision of the Compact, or an organizational, procedural, or practice requirement of the Interstate Commission, and has the force and effect of statutory law in a member state, and includes the amendment, repeal, or suspension of an existing rule.

- N. “Sending state” means: the state from which a child of a military family is sent, brought, or caused to be sent or brought.

- O. “State” means: a state of the United States, the District of Columbia, the Commonwealth of Puerto Rico, the U.S. Virgin Islands, Guam, American Samoa, the Northern Marianas Islands and any other U.S. Territory.

- P. “Student” means: the child of a military family for whom the local education agency receives public funding and who is formally enrolled in Kindergarten through Twelfth (12th) grade.
- Q. “Transition” means: 1) the formal and physical process of transferring from school to school or 2) the period of time in which a student moves from one school in the sending state to another school in the receiving state.
- R. “Uniformed service(s)” means: the Army, Navy, Air Force, Marine Corps, Coast Guard as well as the Commissioned Corps of the National Oceanic and Atmospheric Administration, and Public Health Services.
- S. “Veteran” means: a person who served in the uniformed services and who was discharged or released there from under conditions other than dishonorable.

ARTICLE III

APPLICABILITY

- A. Except as otherwise provided in Section B, this compact shall apply to the children of:
1. active duty members of the uniformed services as defined in this compact, including members of the National Guard and Reserve on active duty orders pursuant to 10 U.S.C. Section 1209 and 1211;
 2. members or veterans of the uniformed services who are severely injured and medically discharged or retired for a period of one (1) year after medical discharge or retirement; and
 3. members of the uniformed services who die on active duty or as a result of injuries sustained on active duty for a period of one (1) year after death.
- B. The provisions of this interstate compact shall only apply to local education agencies as defined in this compact.
- C. The provisions of this compact shall not apply to the children of:
1. inactive members of the national guard and military reserves;
 2. members of the uniformed services now retired, except as provided in Section A;

3. veterans of the uniformed services, except as provided in Section A;
and
4. other U.S. Dept. of Defense personnel and other federal agency civilian
and contract employees not defined as active duty members of the
uniformed services.

ARTICLE IV

EDUCATIONAL RECORDS & ENROLLMENT

- A. Unofficial or “hand-carried” education records – In the event that official education records cannot be released to the parents for the purpose of transfer, the custodian of the records in the sending state shall prepare and furnish to the parent a complete set of unofficial educational records containing uniform information as determined by the Interstate Commission. Upon receipt of the unofficial education records by a school in the receiving state, the school shall enroll and appropriately place the student based on the information provided in the unofficial records pending validation by the official records, as quickly as possible.

- B. Official education records/transcripts - Simultaneous with the enrollment and conditional placement of the student, the school in the receiving state shall request the student’s official education record from the school in the sending state. Upon receipt of this request, the school in the sending state will process and furnish the official education records to the school in the receiving state

within ten (10) days or within such time as is reasonably determined under the rules promulgated by the Interstate Commission.

- C. Immunizations – Compacting states shall give thirty (30) days from the date of enrollment or within such time as is reasonably determined under the rules promulgated by the Interstate Commission, for students to obtain any immunization(s) required by the receiving state. For a series of immunizations, initial vaccinations must be obtained within thirty (30) days or within such time as is reasonably determined under the rules promulgated by the Interstate Commission.
- D. Kindergarten and First grade entrance age – Students shall be allowed to continue their enrollment at grade level in the receiving state commensurate with their grade level (including Kindergarten) from a local education agency in the sending state at the time of transition, regardless of age. A student that has satisfactorily completed the prerequisite grade level in the local education agency in the sending state shall be eligible for enrollment in the next highest grade level in the receiving state, regardless of age. A student transferring after the start of the school year in the receiving state shall enter the school in the receiving state on their validated level from an accredited school in the sending state.

ARTICLE V

PLACEMENT & ATTENDANCE

- A. Course placement - When the student transfers before or during the school year, the receiving state school shall initially honor placement of the student in educational courses based on the student's enrollment in the sending state school and/or educational assessments conducted at the school in the sending state if the courses are offered. Course placement includes but is not limited to Honors, International Baccalaureate, Advanced Placement, vocational, technical and career pathways courses. Continuing the student's academic program from the previous school and promoting placement in academically and career challenging courses should be paramount when considering placement. This does not preclude the school in the receiving state from performing subsequent evaluations to ensure appropriate placement and continued enrollment of the student in the course(s).
- B. Educational program placement – The receiving state school shall initially honor placement of the student in educational programs based on current educational assessments conducted at the school in the sending state or participation/placement in like programs in the sending state. Such programs include, but are not limited to: 1) gifted and talented programs; and 2) English as a second language (ESL). This does not preclude the school in the receiving state from performing subsequent evaluations to ensure appropriate placement of the student.
- C. Special education services – 1) In compliance with the federal requirements of the Individuals with Disabilities Education Act (IDEA), 20 U.S.C.A. Section 1400 et

seq, the receiving state shall initially provide comparable services to a student with disabilities based on his/her current Individualized Education Program (IEP); and 2) In compliance with the requirements of Section 504 of the Rehabilitation Act, 29 U.S.C.A. Section 794, and with Title II of the Americans with Disabilities Act, 42 U.S.C.A. Sections 12131-12165, the receiving state shall make reasonable accommodations and modifications to address the needs of incoming students with disabilities, subject to an existing 504 or Title II Plan, to provide the student with equal access to education. This does not preclude the school in the receiving state from performing subsequent evaluations to ensure appropriate placement of the student.

- D. Placement flexibility – Local education agency administrative officials shall have flexibility in waiving course/program prerequisites, or other preconditions for placement in courses/programs offered under the jurisdiction of the local education agency.

- E. Absence as related to deployment activities – A student whose parent or legal guardian is an active duty member of the uniformed services, as defined by the compact, and has been called to duty for, is on leave from, or immediately returned from deployment to a combat zone or combat support posting, shall be granted additional excused absences at the discretion of the local education agency superintendent to visit with his or her parent or legal guardian relative to such leave or deployment of the parent or guardian.

ARTICLE VI

ELIGIBILITY

A. Eligibility for enrollment

1. Special power of attorney, relative to the guardianship of a child of a military family and executed under applicable law shall be sufficient for the purposes of enrollment and all other actions requiring parental participation and consent.
2. A local education agency shall be prohibited from charging local tuition to a transitioning military child placed in the care of a non-custodial parent or other person standing in loco parentis who lives in a jurisdiction other than that of the custodial parent.
3. A transitioning military child, placed in the care of a non-custodial parent or other person standing in loco parentis who lives in a jurisdiction other than that of the custodial parent, may continue to attend the school in which he/she was enrolled while residing with the custodial parent.

B. Eligibility for extracurricular participation - State and local education agencies shall facilitate the opportunity for transitioning military children's inclusion in extracurricular activities, regardless of application deadlines, to the extent they are otherwise qualified.

ARTICLE VII

GRADUATION

In order to facilitate the on-time graduation of children of military families states and local education agencies shall incorporate the following procedures:

- A. Waiver requirements – Local education agency administrative officials shall waive specific courses required for graduation if similar course work has been satisfactorily completed in another local education agency or shall provide reasonable justification for denial. Should a waiver not be granted to a student who would qualify to graduate from the sending school, the local education agency shall provide an alternative means of acquiring required coursework so that graduation may occur on time.

- B. Exit exams - States shall accept: 1) exit or end-of-course exams required for graduation from the sending state; or 2) national norm-referenced achievement tests or 3) alternative testing, in lieu of testing requirements for graduation in the receiving state. In the event the above alternatives cannot be accommodated by the receiving state for a student transferring in his or her Senior year, then the provisions of Article VII, Section C shall apply.

- C. Transfers during Senior year – Should a military student transferring at the beginning or during his or her Senior year be ineligible to graduate from the

receiving local education agency after all alternatives have been considered, the sending and receiving local education agencies shall ensure the receipt of a diploma from the sending local education agency, if the student meets the graduation requirements of the sending local education agency. In the event that one of the states in question is not a member of this compact, the member state shall use best efforts to facilitate the on-time graduation of the student in accordance with Sections A and B of this Article.

ARTICLE VIII

STATE COORDINATION

- A. Each member state shall, through the creation of a State Council or use of an existing body or board, provide for the coordination among its agencies of government, local education agencies and military installations concerning the state's participation in, and compliance with, this compact and Interstate Commission activities. While each member state may determine the membership of its own State Council, its membership must include at least: the state superintendent of education, superintendent of a school district with a high concentration of military children, representative from a military installation, one representative each from the legislative and executive branches of government, and other offices and stakeholder groups the State Council deems appropriate. A member state that does not have a school district deemed to contain a high concentration of military children may appoint a superintendent from another school district to represent local education agencies on the State Council.

- B. The State Council of each member state shall appoint or designate a military family education liaison to assist military families and the state in facilitating the implementation of this compact.

- C. The compact commissioner responsible for the administration and management of the state's participation in the compact shall be appointed by the Governor or as otherwise determined by each member state.

- D. The compact commissioner and the military family education liaison designated herein shall be ex-officio members of the State Council, unless either is already a full voting member of the State Council.

ARTICLE IX

INTERSTATE COMMISSION ON EDUCATIONAL

OPPORTUNITY FOR MILITARY CHILDREN

The member states hereby create the “Interstate Commission on Educational Opportunity for Military Children.” The activities of the Interstate Commission are the formation of public policy and are a discretionary state function. The Interstate Commission shall:

- A. Be a body corporate and joint agency of the member states and shall have all the responsibilities, powers and duties set forth herein, and such additional powers as may be conferred upon it by a subsequent concurrent action of the respective legislatures of the member states in accordance with the terms of this compact.

- B. Consist of one Interstate Commission voting representative from each member state who shall be that state's compact commissioner.
 - 1. Each member state represented at a meeting of the Interstate Commission is entitled to one vote.
 - 2. A majority of the total member states shall constitute a quorum for the transaction of business, unless a larger quorum is required by the bylaws of the Interstate Commission.
 - 3. A representative shall not delegate a vote to another member state. In the event the compact commissioner is unable to attend a meeting of the Interstate Commission, the Governor or State Council may delegate voting authority to another person from their state for a specified meeting.
 - 4. The bylaws may provide for meetings of the Interstate Commission to be conducted by telecommunication or electronic communication.

- C. Consist of ex-officio, non-voting representatives who are members of interested organizations. Such ex-officio members, as defined in the bylaws, may include but not be limited to, members of the representative organizations of military family advocates, local education agency officials, parent and teacher groups, the U.S. Department of Defense, the Education Commission of the States, the

Interstate Agreement on the Qualification of Educational Personnel and other interstate compacts affecting the education of children of military members.

- D. Meet at least once each calendar year. The chairperson may call additional meetings and, upon the request of a simple majority of the member states, shall call additional meetings.

- E. Establish an executive committee, whose members shall include the officers of the Interstate Commission and such other members of the Interstate Commission as determined by the bylaws. Members of the executive committee shall serve a one year term. Members of the executive committee shall be entitled to one vote each. The executive committee shall have the power to act on behalf of the Interstate Commission, with the exception of rulemaking, during periods when the Interstate Commission is not in session. The executive committee shall oversee the day-to-day activities of the administration of the compact including enforcement and compliance with the provisions of the compact, its bylaws and rules, and other such duties as deemed necessary. The U.S. Dept. of Defense, shall serve as an ex-officio, nonvoting member of the executive committee.

- F. Establish bylaws and rules that provide for conditions and procedures under which the Interstate Commission shall make its information and official records available to the public for inspection or copying. The Interstate Commission may exempt from disclosure information or official records to the extent they would adversely affect personal privacy rights or proprietary interests.

G. Public notice shall be given by the Interstate Commission of all meetings and all meetings shall be open to the public, except as set forth in the rules or as otherwise provided in the compact. The Interstate Commission and its committees may close a meeting, or portion thereof, where it determines by two-thirds vote that an open meeting would be likely to:

1. Relate solely to the Interstate Commission's internal personnel practices and procedures;
2. Disclose matters specifically exempted from disclosure by federal and state statute;
3. Disclose trade secrets or commercial or financial information which is privileged or confidential;
4. Involve accusing a person of a crime, or formally censuring a person;
5. Disclose information of a personal nature where disclosure would constitute a clearly unwarranted invasion of personal privacy;
6. Disclose investigative records compiled for law enforcement purposes;
or
7. Specifically relate to the Interstate Commission's participation in a civil action or other legal proceeding.

H. For a meeting, or portion of a meeting, closed pursuant to this provision, the Interstate Commission's legal counsel or designee shall certify that the meeting may be closed and shall reference each relevant exemptible provision. The Interstate Commission shall keep minutes which shall fully and clearly describe all matters discussed in a meeting and shall provide a full and accurate

summary of actions taken, and the reasons therefore, including a description of the views expressed and the record of a roll call vote. All documents considered in connection with an action shall be identified in such minutes. All minutes and documents of a closed meeting shall remain under seal, subject to release by a majority vote of the Interstate Commission.

- I. The Interstate Commission shall collect standardized data concerning the educational transition of the children of military families under this compact as directed through its rules which shall specify the data to be collected, the means of collection and data exchange and reporting requirements. Such methods of data collection, exchange and reporting shall, in so far as is reasonably possible, conform to current technology and coordinate its information functions with the appropriate custodian of records as identified in the bylaws and rules.

- J. The Interstate Commission shall create a process that permits military officials, education officials and parents to inform the Interstate Commission if and when there are alleged violations of the compact or its rules or when issues subject to the jurisdiction of the compact or its rules are not addressed by the state or local education agency. This section shall not be construed to create a private right of action against the Interstate Commission or any member state.

ARTICLE X

POWERS AND DUTIES OF THE INTERSTATE COMMISSION

The Interstate Commission shall have the following powers:

- A. To provide for dispute resolution among member states.
- B. To promulgate rules and take all necessary actions to effect the goals, purposes and obligations as enumerated in this compact. The rules shall have the force and effect of statutory law and shall be binding in the compact states to the extent and in the manner provided in this compact.
- C. To issue, upon request of a member state, advisory opinions concerning the meaning or interpretation of the interstate compact, its bylaws, rules and actions.
- D. To enforce compliance with the compact provisions, the rules promulgated by the Interstate Commission, and the bylaws, using all necessary and proper means, including but not limited to the use of judicial process.
- E. To establish and maintain offices which shall be located within one or more of the member states.

- F. To purchase and maintain insurance and bonds.
- G. To borrow, accept, hire or contract for services of personnel.
- H. To establish and appoint committees including, but not limited to, an executive committee as required by Article IX, Section E, which shall have the power to act on behalf of the Interstate Commission in carrying out its powers and duties hereunder.
- I. To elect or appoint such officers, attorneys, employees, agents, or consultants, and to fix their compensation, define their duties and determine their qualifications; and to establish the Interstate Commission's personnel policies and programs relating to conflicts of interest, rates of compensation, and qualifications of personnel.
- J. To accept any and all donations and grants of money, equipment, supplies, materials, and services, and to receive, utilize, and dispose of it.
- K. To lease, purchase, accept contributions or donations of, or otherwise to own, hold, improve or use any property, real, personal, or mixed.

- L. To sell, convey, mortgage, pledge, lease, exchange, abandon, or otherwise dispose of any property, real, personal or mixed.

- M. To establish a budget and make expenditures.

- N. To adopt a seal and bylaws governing the management and operation of the Interstate Commission.

- O. To report annually to the legislatures, governors, judiciary, and state councils of the member states concerning the activities of the Interstate Commission during the preceding year. Such reports shall also include any recommendations that may have been adopted by the Interstate Commission.

- P. To coordinate education, training and public awareness regarding the compact, its implementation and operation for officials and parents involved in such activity.

- Q. To establish uniform standards for the reporting, collecting and exchanging of data.

- R. To maintain corporate books and records in accordance with the bylaws.

- S. To perform such functions as may be necessary or appropriate to achieve the purposes of this compact.

- T. To provide for the uniform collection and sharing of information between and among member states, schools and military families under this compact.

ARTICLE XI

ORGANIZATION AND OPERATION OF THE INTERSTATE COMMISSION

- A. The Interstate Commission shall, by a majority of the members present and voting, within 12 months after the first Interstate Commission meeting, adopt bylaws to govern its conduct as may be necessary or appropriate to carry out the purposes of the compact, including, but not limited to:
 - 1. Establishing the fiscal year of the Interstate Commission;
 - 2. Establishing an executive committee, and such other committees as may be necessary;
 - 3. Providing for the establishment of committees and for governing any general or specific delegation of authority or function of the Interstate Commission;
 - 4. Providing reasonable procedures for calling and conducting meetings of the Interstate Commission, and ensuring reasonable notice of each such meeting;

5. Establishing the titles and responsibilities of the officers and staff of the Interstate Commission;
6. Providing a mechanism for concluding the operations of the Interstate Commission and the return of surplus funds that may exist upon the termination of the compact after the payment and reserving of all of its debts and obligations.
7. Providing "start up" rules for initial administration of the compact.

B. The Interstate Commission shall, by a majority of the members, elect annually from among its members a chairperson, a vice-chairperson, and a treasurer, each of whom shall have such authority and duties as may be specified in the bylaws. The chairperson or, in the chairperson's absence or disability, the vice-chairperson, shall preside at all meetings of the Interstate Commission. The officers so elected shall serve without compensation or remuneration from the Interstate Commission; provided that, subject to the availability of budgeted funds, the officers shall be reimbursed for ordinary and necessary costs and expenses incurred by them in the performance of their responsibilities as officers of the Interstate Commission.

C. Executive Committee, Officers and Personnel

1. The executive committee shall have such authority and duties as may be set forth in the bylaws, including but not limited to:
 - a. Managing the affairs of the Interstate Commission in a manner consistent with the bylaws and purposes of the

Interstate Commission;

- b. Overseeing an organizational structure within, and appropriate procedures for the Interstate Commission to provide for the creation of rules, operating procedures, and administrative and technical support functions; and
 - c. Planning, implementing, and coordinating communications and activities with other state, federal and local government organizations in order to advance the goals of the Interstate Commission.
3. The executive committee may, subject to the approval of the Interstate Commission, appoint or retain an executive director for such period, upon such terms and conditions and for such compensation, as the Interstate Commission may deem appropriate. The executive director shall serve as secretary to the Interstate Commission, but shall not be a Member of the Interstate Commission. The executive director shall hire and supervise such other persons as may be authorized by the Interstate Commission.
- D. The Interstate Commission's executive director and its employees shall be immune from suit and liability, either personally or in their official capacity, for a claim for damage to or loss of property or personal injury or other civil liability caused or arising out of or relating to an actual or alleged act, error, or omission that occurred, or that such person had a reasonable basis for believing

occurred, within the scope of Interstate Commission employment, duties, or responsibilities; provided, that such person shall not be protected from suit or liability for damage, loss, injury, or liability caused by the intentional or willful and wanton misconduct of such person.

1. The liability of the Interstate Commission's executive director and employees or Interstate Commission representatives, acting within the scope of such person's employment or duties for acts, errors, or omissions occurring within such person's state may not exceed the limits of liability set forth under the Constitution and laws of that state for state officials, employees, and agents. The Interstate Commission is considered to be an instrumentality of the states for the purposes of any such action. Nothing in this subsection shall be construed to protect such person from suit or liability for damage, loss, injury, or liability caused by the intentional or willful and wanton misconduct of such person.
2. The Interstate Commission shall defend the executive director and its employees and, subject to the approval of the Attorney General or other appropriate legal counsel of the member state represented by an Interstate Commission representative, shall defend such Interstate Commission representative in any civil action seeking to impose liability arising out of an actual or alleged act, error or omission that occurred within the scope of Interstate Commission employment, duties or responsibilities, or that the defendant had a reasonable basis for believing occurred within the scope of Interstate Commission

employment, duties, or responsibilities, provided that the actual or alleged act, error, or omission did not result from intentional or willful and wanton misconduct on the part of such person.

3. To the extent not covered by the state involved, member state, or the Interstate Commission, the representatives or employees of the Interstate Commission shall be held harmless in the amount of a settlement or judgment, including attorney's fees and costs, obtained against such persons arising out of an actual or alleged act, error, or omission that occurred within the scope of Interstate Commission employment, duties, or responsibilities, or that such persons had a reasonable basis for believing occurred within the scope of Interstate Commission employment, duties, or responsibilities, provided that the actual or alleged act, error, or omission did not result from intentional or willful and wanton misconduct on the part of such persons.

ARTICLE XII

RULEMAKING FUNCTIONS OF THE INTERSTATE COMMISSION

- A. Rulemaking Authority - The Interstate Commission shall promulgate reasonable rules in order to effectively and efficiently achieve the purposes of this Compact. Notwithstanding the foregoing, in the event the Interstate Commission exercises its rulemaking authority in a manner that is beyond the scope of the purposes of this Act, or the powers granted hereunder, then such an action by the Interstate Commission shall be invalid and have no force or

effect.

- B. Rulemaking Procedure - Rules shall be made pursuant to a rulemaking process that substantially conforms to the “Model State Administrative Procedure Act,” of 1981 Act, Uniform Laws Annotated, Vol. 15, p.1 (2000) as amended, as may be appropriate to the operations of the Interstate Commission.
- C. Not later than thirty (30) days after a rule is promulgated, any person may file a petition for judicial review of the rule; provided, that the filing of such a petition shall not stay or otherwise prevent the rule from becoming effective unless the court finds that the petitioner has a substantial likelihood of success. The court shall give deference to the actions of the Interstate Commission consistent with applicable law and shall not find the rule to be unlawful if the rule represents a reasonable exercise of the Interstate Commission's authority.
- D. If a majority of the legislatures of the compacting states rejects a Rule by enactment of a statute or resolution in the same manner used to adopt the compact, then such rule shall have no further force and effect in any compacting state.

ARTICLE XIII

OVERSIGHT, ENFORCEMENT, AND DISPUTE RESOLUTION

A. Oversight

1. The executive, legislative and judicial branches of state government in each member state shall enforce this compact and shall take all actions necessary and appropriate to effectuate the compact's purposes and intent. The provisions of this compact and the rules promulgated hereunder shall have standing as statutory law.
2. All courts shall take judicial notice of the compact and the rules in any judicial or administrative proceeding in a member state pertaining to the subject matter of this compact which may affect the powers, responsibilities or actions of the Interstate Commission.
3. The Interstate Commission shall be entitled to receive all service of process in any such proceeding, and shall have standing to intervene in the proceeding for all purposes. Failure to provide service of process to the Interstate Commission shall render a judgment or order void as to the Interstate Commission, this compact or promulgated rules.

- B. Default, Technical Assistance, Suspension and Termination - If the Interstate Commission determines that a member state has defaulted in the performance of its obligations or responsibilities under this compact, or the bylaws or promulgated rules, the Interstate Commission shall:

1. Provide written notice to the defaulting state and other member states, of the nature of the default, the means of curing the default and any action taken by the Interstate Commission. The Interstate Commission shall specify the conditions by which the defaulting state must cure its default.
2. Provide remedial training and specific technical assistance regarding the default.
3. If the defaulting state fails to cure the default, the defaulting state shall be terminated from the compact upon an affirmative vote of a majority of the member states and all rights, privileges and benefits conferred by this compact shall be terminated from the effective date of termination. A cure of the default does not relieve the offending state of obligations or liabilities incurred during the period of the default.
4. Suspension or termination of membership in the compact shall be imposed only after all other means of securing compliance have been exhausted. Notice of intent to suspend or terminate shall be given by the Interstate Commission to the Governor, the majority and minority leaders of the defaulting state's legislature, and each of the member states.
5. The state which has been suspended or terminated is responsible for all assessments, obligations and liabilities incurred through the effective date of suspension or termination including obligations, the performance of which extends beyond the effective date of suspension or termination.
6. The Interstate Commission shall not bear any costs relating to any state that has been found to be in default or which has been

suspended or terminated from the compact, unless otherwise mutually agreed upon in writing between the Interstate Commission and the defaulting state.

7. The defaulting state may appeal the action of the Interstate Commission by petitioning the U.S. District Court for the District of Columbia or the federal district where the Interstate Commission has its principal offices. The prevailing party shall be awarded all costs of such litigation including reasonable attorney's fees.

C. Dispute Resolution

1. The Interstate Commission shall attempt, upon the request of a member state, to resolve disputes which are subject to the compact and which may arise among member states and between member and non-member states.
2. The Interstate Commission shall promulgate a rule providing for both mediation and binding dispute resolution for disputes as appropriate.

D. Enforcement

1. The Interstate Commission, in the reasonable exercise of its discretion, shall enforce the provisions and rules of this compact.
2. The Interstate Commission, may by majority vote of the members, initiate legal action in the United State District Court for the District of Columbia or, at the discretion of the Interstate Commission, in the federal district where the Interstate Commission has its principal offices, to enforce compliance with the provisions of the compact, its

promulgated rules and bylaws, against a member state in default. The relief sought may include both injunctive relief and damages. In the event judicial enforcement is necessary the prevailing party shall be awarded all costs of such litigation including reasonable attorney's fees.

3. The remedies herein shall not be the exclusive remedies of the Interstate Commission. The Interstate Commission may avail itself of any other remedies available under state law or the regulation of a profession.

ARTICLE XIV

FINANCING OF THE INTERSTATE COMMISSION

- A. The Interstate Commission shall pay, or provide for the payment of the reasonable expenses of its establishment, organization and ongoing activities.
- B. The Interstate Commission may levy on and collect an annual assessment from each member state to cover the cost of the operations and activities of the Interstate Commission and its staff which must be in a total amount sufficient to cover the Interstate Commission's annual budget as approved each year. The aggregate annual assessment amount shall be allocated based upon a formula to be determined by the Interstate Commission, which shall promulgate a rule binding upon all member states.

- C. The Interstate Commission shall not incur obligations of any kind prior to securing the funds adequate to meet the same; nor shall the Interstate Commission pledge the credit of any of the member states, except by and with the authority of the member state.
- D. The Interstate Commission shall keep accurate accounts of all receipts and disbursements. The receipts and disbursements of the Interstate Commission shall be subject to the audit and accounting procedures established under its bylaws. However, all receipts and disbursements of funds handled by the Interstate Commission shall be audited yearly by a certified or licensed public accountant and the report of the audit shall be included in and become part of the annual report of the Interstate Commission.

ARTICLE XV

MEMBER STATES, EFFECTIVE DATE AND AMENDMENT

- A. Any state is eligible to become a member state.
- B. The compact shall become effective and binding upon legislative enactment of the compact into law by no less than ten (10) of the states. The effective date shall be no earlier than December 1, 2007. Thereafter it shall become effective and binding as to any other member state upon enactment of the compact into law by that state. The governors of non-member states or their designees shall

be invited to participate in the activities of the Interstate Commission on a non-voting basis prior to adoption of the compact by all states.

- C. The Interstate Commission may propose amendments to the compact for enactment by the member states. No amendment shall become effective and binding upon the Interstate Commission and the member states unless and until it is enacted into law by unanimous consent of the member states.

ARTICLE XVI

WITHDRAWAL AND DISSOLUTION

A. Withdrawal

1. Once effective, the compact shall continue in force and remain binding upon each and every member state; provided that a member state may withdraw from the compact specifically repealing the statute, which enacted the compact into law.
2. Withdrawal from this compact shall be by the enactment of a statute repealing the same, but shall not take effect until one (1) year after the effective date of such statute and until written notice of the withdrawal has been given by the withdrawing state to the Governor of each other member jurisdiction.
3. The withdrawing state shall immediately notify the chairperson of the Interstate Commission in writing upon the introduction of legislation repealing this compact in the withdrawing state. The Interstate

Commission shall notify the other member states of the withdrawing state's intent to withdraw within sixty (60) days of its receipt thereof.

4. The withdrawing state is responsible for all assessments, obligations and liabilities incurred through the effective date of withdrawal, including obligations, the performance of which extend beyond the effective date of withdrawal.
5. Reinstatement following withdrawal of a member state shall occur upon the withdrawing state reenacting the compact or upon such later date as determined by the Interstate Commission.

B. Dissolution of Compact

1. This compact shall dissolve effective upon the date of the withdrawal or default of the member state which reduces the membership in the compact to one (1) member state.
2. Upon the dissolution of this compact, the compact becomes null and void and shall be of no further force or effect, and the business and affairs of the Interstate Commission shall be concluded and surplus funds shall be distributed in accordance with the bylaws.

ARTICLE XVII

SEVERABILITY AND CONSTRUCTION

- A. The provisions of this compact shall be severable, and if any phrase, clause, sentence or provision is deemed unenforceable, the remaining provisions of the compact shall be enforceable.

- B. The provisions of this compact shall be liberally construed to effectuate its purposes.

- C. Nothing in this compact shall be construed to prohibit the applicability of other interstate compacts to which the states are members.

ARTICLE XVIII

BINDING EFFECT OF COMPACT AND OTHER LAWS

- A. Other Laws
 - 1. Nothing herein prevents the enforcement of any other law of a member state that is not inconsistent with this compact.
 - 2. All member states' laws conflicting with this compact are superseded to the extent of the conflict.

- B. Binding Effect of the Compact

1. All lawful actions of the Interstate Commission, including all rules and bylaws promulgated by the Interstate Commission, are binding upon the member states.
2. All agreements between the Interstate Commission and the member states are binding in accordance with their terms.
3. In the event any provision of this compact exceeds the constitutional limits imposed on the legislature of any member state, such provision shall be ineffective to the extent of the conflict with the constitutional provision in question in that member state.

State	Commissioner
<i>Alabama</i>	Dr. Douglas Ragland
<i>Alaska</i>	Terry Ryals
<i>Arizona</i>	Bruce DuPlanty
<i>Arkansas</i>	John "Don" Kaminar
<i>California</i>	Khieem Jackson
<i>Colorado</i>	Keith Owen
<i>Connecticut</i>	Laura Anastasio
<i>Delaware</i>	Susan K. Haberstroh
<i>District of Columbia</i>	Lakeeshia Fox
<i>Florida</i>	Robert Buehn
<i>Georgia</i>	William Hardin
<i>Hawaii</i>	Kathleen F. Berg
<i>Idaho</i>	Tim McMurtrey
<i>Illinois</i>	Darcy Benway
<i>Indiana</i>	VACANT
<i>Iowa</i>	VACANT
<i>Kansas</i>	Craig Neuenswander
<i>Kentucky</i>	Steven P. Bullard
<i>Louisiana</i>	Ernise Singleton
<i>Maine</i>	Tyler Backus
<i>Maryland</i>	Mary. L. Gable
<i>Massachusetts</i>	J. Clarke Orzalli
<i>Michigan</i>	VACANT
<i>Minnesota</i>	Daron Korte
<i>Mississippi</i>	VACANT
<i>Missouri</i>	Brian Henry
<i>Montana</i>	Hal Stearns
<i>Nebraska</i>	Brian Halstead
<i>Nevada</i>	Felicia Gonzales
<i>New Hampshire</i>	Kathleen Murphy
<i>New Jersey</i>	Tony Trongone
<i>New Mexico</i>	Teresa Ferenczhalmy
<i>New York</i>	Debra Jackson
<i>North Carolina</i>	Nick Sojka, Jr.
<i>North Dakota</i>	Davina French
<i>Ohio</i>	Pete LuPiba
<i>Oklahoma</i>	Darrell Floyd
<i>Oregon</i>	Cindy Hunt
<i>Pennsylvania</i>	VACANT
<i>Rhode Island</i>	Rosemarie K. Kraeger
<i>South Carolina</i>	Yolande Anderson
<i>South Dakota</i>	Alan Kerr
<i>Tennessee</i>	Deanna McLaughlin
<i>Texas</i>	Shelly Ramos
<i>Utah</i>	Ben Rasmussen
<i>Vermont</i>	David Young
<i>Virginia</i>	Daniel Dunham
<i>Washington</i>	Greg Lynch

State	Commissioner
<i>West Virginia</i>	Chris Cmiel
<i>Wisconsin</i>	Shelley Joan Weiss
<i>Wyoming</i>	Chad Delbridge

Ex-Officio Organization	Representative
<i>Department of Defense</i>	Chuck Clymer
<i>Military Child Education Coalition</i>	David Splitek
<i>Military Impacted Schools Association</i>	Kyle Fairbairn
<i>National Military Family Association</i>	Nicole Russell
<i>National Federation of State High School Associations</i>	Davis Whitfield

2020-2021 Standing Committee Meeting Dates

Note: Conference call info and meeting agenda are emailed to participants prior to the meeting. Dates/times may change at the discretion of the Committee Chair.

Executive (3rd Thurs)

- Thurs, Dec 17, 2020 @ 1:00 PM ET
- Thurs, Jan 21, 2021 @ 1:00 PM ET
- Thurs, Feb 18, 2021 @ 1:00 PM ET
- Thurs, Mar 18, 2021 @ 1:00 PM ET
- Tues-Thurs, Apr 13-15, 2021, Lexington, KY
- Thurs, May 20, 2021 @ 1:00 PM ET
- Tues, Jun 17, 2021 @ 1:00 PM ET
- Thurs, Jul 15, 2021 @ 1:00 PM ET
- Thurs, Aug 19, 2021 @ 1:00 PM ET
- Thurs, Sept 16, 2021 @ 1:00 PM ET
- Thurs, Oct 21, 2021 @ 1:00 PM ET

Training (4th Tues)

- Tues, Oct 27, 2020 @ 1:00 PM ET
- Tues, Dec 15, 2020 @ 1:00 PM ET*
- Tues, Feb 23, 2021 @ 1:00 PM ET
- Tues, April 27, 2021 @ 1:00 AM ET
- Tues, Jun 22, 2021 @ 1:00 PM ET
- Tues, Aug 24, 2021 @ 1:00 PM ET
- Tues, Sept 28, 2021 @ 1:00 PM ET
- Tues, Oct 26, 2021 @ 1:00 PM ET

Finance (4th Tues)

- Tues, Nov 17, 2020 @ 11:00 AM ET*
- Tues, Jan 26, 2021 @ 11:00 AM ET
- Tues, Mar 23, 2021 @ 11:00 AM ET
- Tues, May 25, 2021 @ 11:00 AM ET
- Tues, Jul 27, 2021 @ 11:00 AM ET
- Tues, Aug 31, 2021 @ 11:00 AM ET***
- Tues, Sept 28, 2021 @ 11:00 AM ET

Other important dates:

April – Month of the Military Child
Wed, April 21, 2021 Purple Up Day

2021 Annual Business Meeting (ABM):
Thurs-Fri, Nov 4-5, 2021, Little Rock, AR

Compliance (2nd Tues)

- Tues, Nov 17, 2020 @ 2:00 PM ET*
- Tues, Jan 12, 2021 @ 2:00 PM ET
- Tues, Mar 9, 2021 @ 2:00 PM ET
- Tues, May 11, 2021 @ 2:00 PM ET
- Tues, Jul 13, 2021 @ 2:00 PM ET
- Tues, Sept 14, 2021 @ 2:00 PM ET

Rules (3rd Tues)

- Tues, Feb 9, 2021 @ 2:00 PM ET*
- Tues, Apr 20, 2021 @ 2:00 PM ET
- Tues, Jun 15, 2021 @ 2:00 PM ET**
- Tues, Aug 17, 2021 @ 2:00 PM ET**
- Tues, Oct 19, 2021 @ 2:00 PM ET**

Communications/Outreach (1st Wed)

- Wed, Dec 2, 2020 @ 2:00 PM ET
- Wed, Jan 6, 2021 @ 2:00 PM ET
- Wed, Mar 3, 2021 @ 2:00 PM ET
- Wed, May 5, 2021 @ 2:00 PM ET
- Wed, Jul 7, 2021 @ 2:00 PM ET
- Wed, Sept 1, 2021 @ 2:00 PM ET

Leadership Nomination Committee

- Mon, Mar 22, 2021 @ 1:00 PM ET
- Mon, May 24, 2021 @ 1:00 PM ET
- Mon, Jun 28, 2021 @ 1:00 PM ET
- Mon, Jul 26, 2021 @ 1:00 PM ET
- Mon, Aug 23, 2021 @ 1:00 PM ET
- Mon, Sept 20, 2021 @ 1:00 PM ET
- Mon, Nov 15, 2021 @ 1:00 PM ET (Debrief)*

Ex-officio (1st Thurs)

- Thurs, Jan 7, 2021 @ 11:00 AM ET
- Thurs March 25, 2021 @ 11:00 AM ET*
- Thurs, Aug 5, 2021 @ 11:00 AM ET
- Thurs, Oct 7, 2021 @ 11:00 AM ET

** Rules change proposal review

*** Budget proposal & audit review

Note: All committees will meet during the 2021 Annual-Business Meeting