

2020 ANNUAL BUSINESS MEETING MINUTES

Friday, October 2, 2020

Call to Order

National Commission Chair John "Don" Kaminar (AR) called the meeting to order on Friday, October 2, 2020 at 12:00 PM EST.

Welcome Remarks

Chair Kaminar asked members to place their microphones on mute and use the chat room feature if they would like to comment or have a technical difficulty. Once the roll call was completed, he requested the panel discussion take place immediately following roll call. He encouraged Commissioners to remain on the call for the entire meeting in order to vote on action items at the end of the meeting.

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	NEW HAMPSHIRE	Dr.	Kathleen Murphy
ALASKA	Mr.	Terry Ryals	NEW JERSEY	Mr.	Jim Sarruda*
ARIZONA	Mr.	Bruce DuPlanty	NEW MEXICO	Ms.	Teresa Ferenczhalmy
ARKANSAS	Mr.	John I. "Don" Kaminar	NEW YORK	Dr.	Debra Jackson
CALIFORNIA	Mr.	Khieem Jackson	NORTH CAROLINA	Mr.	Nick Sojka, Jr.
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		VACANT	TENNESSEE	Ms.	Deanna McLaughlin
KANSAS	Mr.	Craig Neuenswander	TEXAS	Ms.	Shelly Ramos
KENTUCKY	Mr.	Steven Bullard	UTAH	Mr.	Ben Rasmussen
LOUISIANA	Dr.	Ernise Singleton	VIRGINIA	Mr.	Daniel Dunham
MAINE	Mr.	Tyler Backus	WASHINGTON	Mr.	Gregory Lynch
MARYLAND	Ms.	Mary Gable	WEST VIRGINIA	Mr.	Chris Cmiel
MASSACHUSETTS	Mr.	Clarke Orzalli	WISCONSIN	Ms.	Shelley Joan Weiss
MICHIGAN	Mr.	Michael Price	WYOMING	Mr.	Chad Delbridge
MINNESOTA	Mr.	Daron Korte	USDOD REP**	Mr.	Chuck Clymer
MISSOURI	Dr.	Brian Henry	MCEC**	Dr.	David Splitok
MONTANA	Mr.	"Hal" Stearns	MISA**	Mr.	Kyle Fairbairn
NEBRASKA	Mr.	Brian Halstead	NFHS**	Mr.	Davis Whitfield
NEVADA	Ms.	Felicia Gonzales	NMFA**	Ms.	Nicole Russell

*Proxy, ** Ex-officio (non-voting member)

MIC3 National Office

1. Cherise Imai, Executive Director
2. Lindsey Dablow, Training and Operations Associate
3. Brian Dablow, Special Support for ABM
4. Rick Masters, General Counsel

NOT IN ATTENDANCE

STATE	SAL	NAME
DISTRICT OF COLUMBIA	Ms.	Lakeeshia Fox
INDIANA		VACANT
MISSISSIPPI		VACANT
VERMONT	Mr.	David Young

Note: Though they were not present at rollcall, it is noted:

- Vermont Commissioner David Young arrived at 1:30 PM EST.
- District of Columbia Commissioner arrived at 3:20 PM EST.

Panel: Modern Issues Facing Military Families

Chair Kaminar introduced Dr. Ernise Singleton, the MIC3 Training Committee Chair and Commissioner from Louisiana. She stated the discussion would be on Race, Inclusions, and Equality in the Armed Forces. She noted the conversation may make some people uncomfortable, which is small in comparison to the discomfort people of color have felt for many years. She said discussions are needed and is timely considering the racial strife in 2020.

In 2018, 31% of active duty military members identified as a racial minority. Commissioner Singleton stated that this topic is applicable as we support families with smooth transitions for their military-connected students. Commissioner Singleton then introduced the guest panel.

- Jennifer Aiken the Co-Director of Applied Research, Blue Star Families
- Naomi Gonzalez, Marine Corps parent, blended family with seven children, experienced 6 moves
- Kathleen Murphy, Superintendent, Concord School District and New Hampshire Commissioner
- Brian Henry, Superintendent, Waynesville School District and Missouri Commissioner
- Chuck Clymer, Civic & Youth Education Services (CYES), Program Manager, Headquarters, Commander Navy Installation Command (CNIC) and USDOD Representative to the Commission

Jennifer Aiken

Ms. Aiken asked participants to review a quote from a military parent explaining how racism is a concern whenever they move and have to get acclimated to a new neighborhood and schools, with this concern only being compounded by the current unrest. Ms. Aiken stated that Blue Star Families ran a Civil Unrest Pulse Check over the summer to determine how military families were feeling about the civil unrest in our country. They received hundreds of similar responses to the quote referenced above. She stated that 30% of active duty families feel more empowered to have difficult conversations about race, which was a good critical mass to begin social change.

Ms. Aiken said schools are a big source of engagement for military schools and that military kids need friends, supportive teachers, and extracurricular activities. She noted that it is hard to create a sense of belonging for a child of color in a school unless the school was willing to engage in this dialogue. They also know that schools support the whole family. They did a Pain Points Poll and Resilience Under Stress study which found that military families of color were experiencing the pandemic quite differently than white families. The data showed that military families of color were not receiving resources regarding how to engage in a community. She encouraged schools to note this as families of color transition to their schools, even taking the time to ask parents and students if they feel welcomed to the school.

Ms. Aiken said Blue Star Families was continuing their research regarding this topic and pointed out that military families of color are severely underrepresented in research. The organization has made some changes to become more inclusive in their research. Ms. Aiken encouraged anyone military connected to complete the 2020 Military Family Lifestyle Survey which includes questions regarding this issue.

Ms. Aiken concluded her comments by thanking the Commission for inviting her to speak.

Chuck Clymer

Mr. Clymer referenced the 2018 demographic report (which he attached) put out by the DoD as a starting point for the Commissioners. He said the DoD has an office for Diversity, Equity, and Inclusion which specifically states that the face of the nation commands that it changes. Specifically, they try to attract, recruit, and develop a diverse service force. They manage diversity and equity management programs for military personnel and DoD civilians. These programs have been in operation since the 1940's. Commanders at all levels have a diversity team on their staff which they use regularly. Mr. Clymer was recently part of a focus group on diversity and the issues of the day. The DOD has a process if a military family encounters a problem with a diversity issue, which he believes sets the standard for support.

Naomi Gonzalez

Ms. Gonzalez expressed her appreciation to be part of today's panel and for having this discussion. She emphasized the quote from Ms. Aiken's presentation and stated that it was a reality for her family due to the racial makeup of her children. Every time they received PCS orders they questioned whether or not their family was going to be accepted was a high concern. They were a family not only of color but of "lots of colors." She noted her son was African American, and her concern was for him because he stuck out. Ms. Gonzalez said when she was asked by ED Imai to be on the panel, they had a candid talk in which she shared real things that military families of color probably would not share with white families. She stated that they look at things differently that non-families of color wouldn't consider.

Ms. Gonzalez said they had to look at demographics of the school in order to determine where to send their children. They looked at whether the school was all-white, all-black, or if there would be a good mixture of races which represented their family. She mentioned white families may look at test scores in determining school attendance but that they did not have that privilege. When looking at a neighborhood in which to live, they couldn't always tour the area beforehand, so you just hoped that there are people of color in the area. She stated there was a

trick with Google Maps and look at the Street View feature to see if they could see any people of color in the neighborhood. Ms. Gonzalez said they once rented a home in Louisville, Kentucky where they were stationed, and their neighbors had a Confederate flag in their window and the location just didn't work out.

In speaking to schools on the issue of helping families of color transition, she mentioned these families just want what other families, civilian or military, want – for their children to be safe and to receive a good education. She noted her kids just want to feel safe in the environment they are in, know they would be accepted and not going to have to worry about being singled out.

Commissioner Kathleen Murphy (NH)

Commissioner Murphy commented that each time you hear someone else's experience it gives you a different perspective and she thanked Ms. Gonzalez for her comments. She mentioned her state of New Hampshire was small, with only 700 military-connected children.

Commissioner Murphy was the MIC3 Commissioner for New Hampshire and currently the Superintendent of Concord School District. Commissioner Murphy said this was a huge issue for New Hampshire, being a very white, homogenous state. There was a very small number of diverse families within their state. One advantage of being small was the state was very connected. She stated the Superintendents in New Hampshire have sponsored a series of workshops for their community leaders covering topics such as equity and implicit bias. She noted the trainings were very helpful and educated them on the needs of their families of color.

Commissioner Murphy encouraged people to read the book *Why are all the Black Kids Sitting Together in the Cafeteria?* by Beverly Daniel Tatum, Ph.D. which has served as a great tool for her. She mentioned the most important thing was that anti-racism training occurs at the top levels of schools' administration and staff. She said it's critical that they look at their discrimination policies, bullying policies, and sexual harassment policies to make sure they're inclusive.

Commissioner Murphy said it's important to note that the anti-racism work in schools can't be done in isolation, it was important for the schools to work with the cities and states. She said her community, Concord, has been a refuge destination in their state, and they have a large Bhutanese and Nepalese population. In order to welcome these families, they have family nights in parks where staff attend to meet and talk with these families about their needs. They provide interpreters in order to minimize any language barriers. Her schools are currently in remote learning, so it was important for them to reach out to their families to see if the students have what they need to learn remotely. She said this was a model that could work with new military families coming into their schools.

In the schools in Concord, they do peer engagement for new military connected students. One thing they did this year was to hire a safety compliance officer to work directly with young people who are struggling. Kids new to the district can have a safe place to share their concerns. They have an anti-racism advisory made up of students, parents, and staff. This advisory has developed an action plan to combat many issues of racism. One of these issues was to have a teaching staff that was more reflective of the diverse demographic of their student body. Curriculum was another huge piece they're working on in order to promote diversity.

Commissioner Brian Henry (MO)

Commissioner Henry said diversity was a huge discussion point for his school district this year. He thanked Ms. Gonzalez for her thoughts and perceptions as a parent. He said there was an incident in his district where a student posted a racist and violent message and he talked with a military leader in his area who was African-American, and they decided to take action. About three years ago he met with many of the African-American Pastors, the Hispanic Family Association, and Korean Association in order to address the issues of racism he was seeing as the Superintendent of Waynesville R-IV School District within the community. The diversity team was developed, and it led to building student diversity teams and faculty diversity teams. One of the events they developed was the Tiger Festival of Nations before a football game and a basketball game and they have food and cultural presentations from all over the world for the community.

Commissioner Henry said Waynesville was in a very rural area in Missouri and when visitors from other areas come into their school they get to see diversity on display. They also did a diversity book and captured students' poetry, short stories, and art and put it in local businesses. This culminated into a poetry slam evening which was well attended. It also gave them an inside view on what students in their schools were thinking regarding diversity. After that, the district had a Diversity Week which included their high school students holding a Diversity Fair for the local elementary students.

Commissioner Henry said a year ago they realized they needed to go deeper and look at the issues of race and racism. He said one of the challenges was they serve a very diverse student population but they're in a homogenous setting in rural Missouri. They have provided time in their homeroom, Tiger Time, for students to talk and be heard on this issue. They've found that their students crave these discussions and feel more comfortable in their school.

Commissioner Henry discussed how the diverse community of Waynesville has been beneficial for his family. He said the school tries to hire as many military spouses as they can, which was where the diversity comes for their staff. They struggle to find diverse staff in other arenas. There was an active NAACP group that serves on his diversity team and there's a focus building trust amongst their team. One struggle they have is when their students go into other districts because their teams look very different from other teams. Commissioner Henry has had discussions with other Superintendents within the conference regarding racism because most of the other schools are predominantly white.

Commissioner Khieem Jackson (CA) asked the panel "How do you overcome the challenges with schools or decision makers who feel this was not an issue or they are resistant to implicit bias training?"

Commissioner Murphy responded by saying that it's a very difficult issue. They always give an assessment at the end of their trainings and many of their participants haven't experienced the things they discuss. The trainings are not one shot, they are done over time. She said listening to student groups discuss this topic, it's very powerful, listening to their thoughts because this was where the change occurs.

Commissioner Singleton said Commissioners can provide communication to ensure military families have the resources they need. She said Commissioners can ask pointed questions and realize that families of color look at things differently than white families. She encouraged Commissioners to think of things with another lens. She said Commissioners can provide a safe environment, listen to others' feelings and validate them. It was important to continue to have uncomfortable conversations, so we don't continue the cycle of racism which has dangerous implications.

Chair Kaminar thanked the panel and emphasized that we have to take this issue seriously and take action to make change happen.

Meeting Recess

At approximately 1:17 PM EST, Chair Kaminar requested a motion for a ten-minute recess. **Commissioner Singleton motioned and Commissioner Greg Lynch (WA) seconded. Motion carried.**

Reconvening

The meeting was reconvened at 1:28 PM EST by Chair Kaminar.

Standing Committee Reports

Rules – Commissioner Mary Gable (MD) said a year ago the Rules Committee brought forth the Promulgation of Rules Guide. She said the committee looks for unique cases to post on the Commissioners Portal on the website for reference by other Commissioners. Commissioner Gable thanked her committee members for their contributions. Last year, at the 2019 ABM, the Committee was assigned with developing a policy development and approval process.

The assignment was as follows. “The Rules Committee will develop a transparent set of procedures on how the Commission will develop policies and procedures that reflect clarity and allow for input from all Commissioners. The procedures will include how to develop new policies, how to amend existing policies, and how to rescind exiting policies.” Commissioner Gable thanked ED Imai and Ms. Dablow from the National Office for their assistance in developing this procedure. They captured all the committee’s language from their conversations and gave the Rules Committee a model in which they could work.

Commissioner Gable wanted to highlight some facets of the new proposed policy

She stated new policies or amendments to existing policies may be submitted to the Executive Committee (EXCOM) which will be referred to the appropriate Standing Committee. Any Commissioner may submit a policy proposal or policy amendment and Standing Committees may propose policies or policy amendments by a majority vote. In both instances, a quorum must be established, the Proposal must be made in the form of a motion and approved by a majority vote of the committee members at their meeting.

The initial policy draft must take into consideration the issue the policy intends to address, the language, the applicability to the Commission, and the impact on other Commission policies.

After the draft is submitted to EXCOM, it is reviewed and designated to a Standing Committee to review the proposed new policy.

The EXCOM could develop a proposed policy and it would be referred to another Standing Committee for review prior to adoption. The National Office could develop a proposed policy in collaboration with the EXCOM and vetted through the same process. If a Committee has concerns regarding a policy-related issue, the Committee can vote to recommend EXCOM review the issue to determine further action. The EXCOM would review the proposal based on the criteria previously mentioned and would either support the proposal as submitted or recommend changes.

If EXCOM decided that substantive changes were needed, the referring committee would review and either approve EXCOM's changes, proceed with the original submission, or withdraw its original submission. Adjustments must be approved by a majority vote with a quorum established.

Formatting or technical modification may be made prior to final approval of the proposal. A Committee, Commissioner, or Designee may ask the EXCOM to rescind an adopted policy. The request must be in writing, include the reasoning, and voted on and passed by both the EXCOM and one additional Standing Committee. A request to rescind an adopted policy will be recorded and voted on at the next Annual Business Meeting (ABM).

Once a policy was adopted by the EXCOM, it would be published on the MIC3 website within 10 days and a link to the policy will be published in one of the Commission's electronic communications within 45 days of passage.

Once a proposed policy or amendment has been reviewed and approved by a Standing Committee and the EXCOM, it would be a provisional policy and will take effect immediately. All provisional policies will be reviewed and voted on at the next ABM. A provisional policy is considered adopted by a simple majority vote of the full Commission at the following ABM after a quorum has been established.

Commissioner Gable summarized the process with the outline that follows:

- Commissioners, designees, or Standing Committees may propose new policies or amendments to existing policies.
- The draft text may be developed by the sponsor or the standing committee and submitted to the EXCOM for referral to a committee for review.
- Proposed policies and amendments will be reviewed by a Standing Committee and the EXCOM.
- Policies are effective once two committees have reviewed and voted to approve.
- All provisional policies will be added to the Consent calendar and review at the next ABM.
- The National Office will publish all adopted policies within 45 days of passage.

Commissioner Shelley Joan Weiss (WI) thank Commissioner Gable and asked “If there is not a quorum in the Standing Committee, the proposal of the individual Commissioner does not move forward until there is a quorum, and there is a majority vote of the quorum. Is this correct?”

Commissioner Gable responded she was correct. She said it does not mean the policy won't go forward, however the proposal would need to be added to the next agenda.

Commissioner Weiss followed up by asking “If or when the proposed policy is referred to another Standing Committee to be reviewed will the Commissioner who proposed the policy be notified and invited to the Standing Committee meeting where it is discussed to provide any additional information or clarification?” Commissioner Gable responded by saying she thinks the Committee can determine what, if any, additional information they may need to fully review the policy before them.

Commissioner Gable closed her comments by thanking Ms. Dablow for all her help with the proposal.

Election Results

Chair Kaminar turned the floor over to Commissioner Kraeger to announce the results of the election. She thanked the National Office and the Leadership Nomination Committee (LNC) for their efforts in the election. She also thanked all the candidates for running. The following officers were elected to serve the Commission in 2021.

- **Treasurer** - Commissioner Craig Neuenswander (KS)
- **Vice Chair** – Commissioner Laura Anastasio (CT)
- **Chair** – Commissioner John “Don” Kaminar (AR)

Standing Committee Reports (continued)

Communication and Outreach Committee – Commissioner Henry thanked the members of the Committee and said he appreciated their work despite the challenges of the year. The Committee developed a Communications Plan with the goal of continuing to improve communication as the mission of MIC3 is carried out. The audience of the Communications Plan was considered, and Commissioner Henry noted his goal is to get more education out to school Superintendents. In Year Two, the Committee plans to work on developing the Ambassadors Program.

The Communications Plan has many different channels that can be used in order to get the message out, the local level will be emphasized in the upcoming year. Most of the Purple Up! and Month of the Military Child initiatives were not able to be held due to the COVID-19 pandemic.

The Committee worked on the Successful Compact Transition Videos campaign in order to capture successful transitions that occur when the Compact works. The purpose is to capture these in short videos in order to show them at the 2021 ABM as well as on the MIC3.net website, social media, and through state outlets. They would like videos to be submitted with a signed media release by Tuesday, June 1, 2021. Commissioner Henry referenced the necessary Video Parameters, which are also included in participants' docket. The videos should

be 30 seconds in length, filmed in landscape mode, conversational in nature, and conclude with "M-I-C-3 worked for me." He noted the School Liaison Officers (SLO) would be a good resource to use when developing a video.

Commissioner Henry complimented to National Office on the new look of their website and concluded his remarks.

Commission Resources, Training, and Support

Ms. Dablow, the Training Operations Associate for MIC3 discussed her duties including working with the Council of State Governments to process state dues, oversee the vendor process and a second set of eyes on employees' reimbursements. She noted the exciting part of her duties is training and she expressed appreciation to the Training Committee for collaborating with her.

In 2020, the transition of the website to WordPress was completed and for the most part the transition went smoothly. The MIC3 website has received a large increase in traffic since the redesign. Epic Technologies completed the migration and they have been wonderful to work with. ED Imai and Ms. Dablow are both trained in updating the WordPress site. According to the contract, Epic Technologies will train the new Communications Association on how to update the website once that position is filled.

Ms. Dablow pulled up the website to show some features to the Commissioners and attendees. She went through each tab on the website to highlight things that may be helpful in implementing the Compact. She said one of the most underutilized pages on the website is the Media Resources page. It includes podcasts, webinars, newsletter, and anything released by MIC3.

ED Imai discussed the My Navy Family App. This suggestion came from one of the Navy School Liaison Officers, Christine Monroe. After the website was transitioned to WordPress and became more mobile friendly, the Compact able to be added to the My Navy Family App as a resource. A Memorandum of Understanding was signed between this organization and MIC3's EXCOM. The previous website was not mobile friendly. She thanked Ms. Monroe and Mr. Clymer for their efforts in accomplishing this.

Ms. Dablow said as MIC3 accomplishes the goals of the Strategic Plan the website will continue to be updated. She said the hope is to return to in-person trainings on the Compact. However, virtual trainings are done at no cost to the requesting states, Commissioners, or schools. At the end of the training sessions, participants are always surveyed. The workbook was developed so training attendees could have everything they need to go and implement the Compact after the training. It is a user-friendly workbook with resources. Upon receipt of the survey, participants receive a Certificate of Completion. Ms. Dablow pointed out the key role the School Liaison Officers play, saying she uses the "Call to SLO before you go" slogan in her trainings.

Ms. Dablow listed many ways MIC3 communicates with its members and stakeholders through social media, The Wire newsletter, webinars, and Ex-Officio member meetings.. She appreciates the Ex-Officio organizations and their enthusiasm in spreading the Compact. The National Office assists with policy drafting and legal advisories, as well as assisting with parent request for information and Compact cases. The National Office also onboards and trains new

Commissioners, providing them with a mentoring relationship with a seasoned Commissioner. In 2021, they will focus on virtual webinars, townhall meetings, and videos that allow for more idea sharing and interaction. She reminded Commissioners the National Office was always willing to attend and staff state council meetings. Ms. Dablow stated she appreciated attending state council meetings to learn what each state is doing. She encouraged parents and SLOs to feel free to reach out to the National Office for assistance if they need to.

Meeting Recess

At approximately 2:11 PM EST Chair Kaminar asked if there was a motion for a ten-minute recess. **Commissioner Bob Buehn (FL) motioned, and Commissioner Davina French (ND) seconded. Motion carried.**

Reconvening

The meeting was reconvened at 2:21 PM EST by Chair Kaminar.

Standing Committee Reports (continued)

Training – Commissioner Singleton stated the Training Committee is responsible for developing educational resources and training materials for use in the members states to help ensure awareness of and compliance with the terms of the Compact and Commission Rules. She thanked the members of the Training Committee for their diligence.

Commissioner Singleton said they were charged with developing the New Commissioner Mentoring Program, which is detailed in the Docket Book on Page 147. The process includes the National Office onboarding newly appointed Commissioners, and the various tasks a mentor and mentee can do during the time period. She referenced Page 152 in the Docket Book, which is the mentee application.

During each meeting, the Strategic Plan was the focus of the Training Committee, specifically Goal 1 of enhancing MIC3’s awareness and Goal 2, empowering and channeling the diverse nature of our Commissioners. One of the recommendations that came from the 2019 ABM breakout sessions were to create a Tool Kit focused on each specific audience on the MIC3 website. There is a Tool Kit for Commissioners, State Councils, parents, and schools. These Tool Kits have specific links for each audience in one succinct location.

Mentors can be seasoned Commissioners or former Commissioners, excited about sharing their Knowledge about the Compact and how to create a State Council
Mentees will be paired up with a mentor after the onboarding process with the Executive Director. The timeline for the onboarding process with the Executive Director is 30 days then 15 days for pairing up the mentor and mentee. There are some suggestions of tasks for the mentor and mentee, as well as guidelines for communication. The timeline for these tasks is approximately six months. The application to become a mentor is very short and should be easy to complete.

Commissioner McLaughlin asked Commissioner Singleton “How is your committee recruiting

mentors?" Commissioner Singleton responded that they have the resource information and form available on the Commissioner page of the website but they will not be actively recruiting mentors.

The Compact & External Legislation

ED Imai reference Docket Book Page 103 noting the Compact is a contractual agreement between members states and should never be modified. Any extension of the Compact provisions should be submitted to the National Office for legal review by General Counsel.

She referenced the following topics and states that have passed legislation:

- Advanced Enrollment – CA, AR, FL, NE, SD, TX, WA
- Enrollment – KY
- Enrollment Preference/Charter School – UT, FL
- Excused Absences – NC
- Military Education Coordinator – AR
- Extension of the Compact Beyond Title 10 Active Duty – DOD Civilian (KY), National Guard (AR)
- Establishing Residency – AL, WA

While each state has approached legislation differently, these states are trying their best to make changes that benefit students. ED Imai told Commissioners to please let the National Office know if related legislation passes in their states so they may update the external legislation document.

Ad Hoc Report: National Guard and Reserve Coverage Task Force

Commissioner Kathleen Berg (HI) thanked the members of the task force, and the staff of the National Office for their support. The task force was created in Spring 2019 and their initial report was presented in May 2020. Due to the pandemic, the task force was not able to work with the military, however she noted they received two databases on interstate transfers in the National Guard. Commissioner Berg said these databases changed the Members perception of transitions within the National Guard and Reserve, and they were able to form a well-researched recommendation. She displayed their recommendation on a slide which stated the following:

“The National Guard and Reserve Coverage Task Force (NGRTF) supports expansion of the Compact coverage to all members of the Selected Reserve – including Traditional, Active/Guard Reserve, and Military Technician (Dual Status) members – for moves related to changes in duty station and for deployments in any active duty status – including Title 10, Title 32, and State Active Duty (SAD).

Furthermore, the NGRTF recommends that determining what form MIC3 support should take be referred to the appropriate MIC3 Standing Committee(S) so that all factors involved in that decision can be duly considered, including costs to the Commission and to the member states, as well as the time it would take to accomplish expanded applicability to the most members of the Selected Reserve in the most states.”

Commissioner Berg gave a brief history of the Compact, stating that when it was developed the understanding was that members of the National Guard and Reserve didn't move. Active Duty military members have no choice over where they are stationed, they are ordered to follow move orders. Members of the National Guard and Reserve are part-time and have some choice over where they serve. The Compact language is about "leveling the playing field" not creating a privileged group.

Commissioner Berg said the task force looked at what has changed with the National Guard and Reserves since the Interstate Compact was established. She said the use of these groups has changed a lot. In fact, in the 28 years since 1991, they have been involuntary activated for federal service six times. This includes nearly one million guard and reservists being called up for service for military operations in the years following September 11, 2001. She referenced a quote from Army General James C. McConville who said, "The Army cannot do what it does without the National Guard."

In 2020, the number of National Guard members called up to serve their states has been unprecedented. This is Title 32, state-active duty. Referencing a DoD chart, Commissioner Berg noted that the Ready Reserve National Guard members make up 29.8% of the total military force. Within that subset, the task force is specifically looking at the Selected Reserve members, which is 77.2% of the Ready Reserve group, or 802,842 members. The members of the Inactive National Guard and the Individual Ready Reserve have no training requirements.

She referenced Page 175 of the Docket Book which shows the number of National Guard & Reserve members with children ages 5-18, the data is listed by state. A little over half of the children in this graphic live in a total of 11 states. Some states, such as Virginia, already include the National Guard and Reserve in their programs.

Of the 802,842 Selective Reserve Members, the Army National Guard has the largest members, followed by the Army Reserve, and the Air National Guard. The Selective Reserve Members have monthly and annual training requirements. Only 17% of this group works full-time for the National Guard and Reserve. These full-time support positions include the Active/Guard Reserve (AGR), Military Technicians (Dual-Status), and Active Component (Title 10). The National Guard is under control of the Governor but can be called up by the President. The National Guard is valuable to the states to allow their personnel to act in a law enforcement capability within its own state or in an adjacent state if invited.

If the Compact was expanded to include coverage to the National Guard and Reserve, Commissioner Berg said clear language must be used, consistent with legal definitions, to designate Compact applicability.

The task force discovered that the full-time support reservists often move. As missions change and as units are created and shut down, members move to stay in the Guard. There was more interstate movement in the Guard and Reserve than ever before. In numbers, there are fewer Guard and Reserve children than those of Active Duty families.

The task force was unable to get data from the Reserves to see how often members move, but they did obtain data from the Air National Guard and the Army National Guard. Both of these groups had between 900-1000 of the members each who changed duty stations over a six-month period. If you extrapolate the data, you could estimate there are approximately 4,000 members who change duty stations each year, or less than 1% of members each year. It appears both full-time and part-time Guard members would have a need for Compact coverage. If providing Compact coverage would encourage members to stay in the Guard, it appears to be beneficial.

In summary, even though the numbers are low, there are National Guard and Reserve children who must change schools as a result of their military parents being moved. The Guard and Reserve members should get the same benefits as their Active Duty counterparts. The Guard and Reserve members have the same obligation, whether part-time or full-time, to sacrifice and serve when ordered. To be fair, the Compact should cover these families.

The After-Action Report from the National Guard and Reserve Family Forum, held in 2019, was sent to the task force, which Commissioner Berg referred to as “eye opening.” In response to the second survey the task force sent, they realized many states are very inclusive in their policies as it relates to Guard and Reserve families. Several states expressed interest in creating state statutes to extend Compact coverage to their Guard and Reserve members. Supporting states in their efforts to pass state statutes would be a good first step. Commissioner Berg gave the example that MIC3 could provide legal language to these states in establishing their state statutes to do so.

Commissioner Berg referenced a slide with courses of action that MIC3 can do to support expansion of Compact coverage to National Guard and Reserve members. One option is to propose an amendment to the Compact, which would be a lengthy process. A simple redefinition of the term “Active Duty” will not suffice. No amendment to the Compact would be enforceable until all 51 member states’ Compact statutes were amended.

It would be far easier and less expensive to assist states in developing external statutes to extend the provisions of the Compact to include Guard and Reserve families. These would not require states to pay higher dues to MIC3. Arkansas has done separate legislation that expanded coverage to “children of all components of uniformed services.” Such state action could raise awareness in the local states of the importance of the Guard and Reserve.

Commissioner Berg motioned the following:

“On behalf of the Task Force, I move that the Commission accept the recommendation and support the expansion of the Compact coverage to all members of the Selected Reserve, including Traditional, Active/Guard Reserve, and Military Technician (Dual Status) members for moves related to changes in duty station and for deployments in any active duty status, including Title 10, Title 32, and State Active Duty (SAD) by doing the following:

(1) referring the determination of what actions, the Commission will take to the appropriate Standing Committee(s), which will take into consideration all relevant factors, including costs to the Commission and to the members states, feasibility and compatibility with the Compact

purpose and Commission powers and duties, timeline, impact on the integrity of the Compact and workload for the Commission and MIC3 staff, and other risks and benefits; and

(2) budgeting \$5,000, with permission to request the EXCOM for more, up to a limit of \$20,000, for reasonable expenses required to explore options and initiate action(s) in support of the recommendation.

Commissioner Brian Halstead (NE) seconded the motion.

Commissioner Lynch thanked the NGRTF and said he was a strong supporter of being fair, however a larger discussion was needed on how to involve State Councils. In this case, he said he has not gotten a recommendation from his State Council on how they feel. His second point, he said is a bigger issue, in the context of other initiative we have, how does this fit in the broader picture? Where is the dividing line in supporting motions with funds in the future?

Commissioner McLaughlin thanked the task force and said it would have been useful to have the motion language to share with her State Council, the Guard leadership in Tennessee, and the Governor to hear their thoughts on it prior to the ABM. She said she would feel more comfortable proceeding if it were just Items 1 or 2 in the motion, because in looking at the dues structure it would result in the doubling of several states' dues. She said there are a lot of unanswered questions.

Commissioner McLaughlin motioned to postpone a vote on this motion until the 2021 ABM. Mr. Masters, General Council, pointed out that there was a motion on the floor already so unless Commissioner Berg wished to withdraw the original motion, they must satisfy the initial motion.

Commissioner Berg said the motion is comprehensive, so she wanted to allow some budget allowance to explore the language. She stated perhaps the budget part could be left off the Motion if the National Office supports that. Chair Kaminar asked Commissioner Berg if she wanted to amend the initial. Commissioner Berg said she would amend her initial Motion by leaving off the budgetary language in Item #2.

Chair Kaminar asked Commissioner McLaughlin if it satisfied her to remove Item #2. Commissioner McLaughlin said the language in the first paragraph bothered her more because it seemed to suggest we would move forward regardless. Commissioner Berg offered to add the wording "consider supporting expansion."

The following language was removed from the motion: "(2) budgeting \$5,000, with permission to request the EXCOM for more, up to a limit of \$20,000, for reasonable expenses required to explore options and initiate action(s) in support of the recommendation."

After discussion, Commissioner Berg made the following amended motion:

"On behalf of the Task Force, I move that the Commission accept the recommendation and consider supporting the expansion of the Compact coverage to all members of the Selected Reserve, including Traditional, Active/Guard Reserve, and Military Technician (Dual Status)

members for moves related to changes in duty station and for deployments in any active duty status, including Title 10, Title 32, and State Active Duty (SAD) by doing the following:

(1) referring the determination of what actions, the Commission will take to the appropriate Standing Committee(s), which will take into consideration all relevant factors, including costs to the Commission and to the members states, feasibility and compatibility with the Compact purpose and Commission powers and duties, timeline, impact on the integrity of the Compact and workload for the Commission and MIC3 staff, and other risks and benefits; and

Commissioner Brian Halstead (NE) seconded the amended motion.

Commissioner McLaughlin stated she approved the change because the obligatory language was removed.

Commissioner Daniel Dunham (VA) thanked Commissioner Berg for her great presentation. He said he was a bit concerned because he felt like the original motion was asking for them to support expansion and now it looks more like an investigation. He said Virginia would like to support other populations outside the Guard and Reserve who could be helped by the Compact. He said if Virginia moves forward with this expansion would be anything to prevent them from moving forward. Commissioner Berg responded by saying states were untethered outside of the Compact and they could proceed how they wish as long as they fulfill the Compact and do not compromise the statutory language.

General Counsel Masters said it would not be effective if Virginia or any state tried to amend the Compact without the support of all 51 member states because it requires all the states to amend their Compact language in statute. He said there was a deeper question if several states do something outside the Compact in order to expand coverage. He questioned how involved MIC3 would be in the details of the language used by states in their statutes.

Commissioner Khieem Jackson (CA) thanked Commissioner Berg and the entire task force for their work. He said he appreciated the adjustment of the motion to give his state time to look at the details in how it would affect them. He said the main point is he wanted to talk with California's State Legislature, State Council, and Superintendents before moving forward with a definitive plan.

Commissioner Shelley Joan Weiss (WI) thanked Commissioner Berg and the task force for all their hard work. She said it would be helpful if they had sample language (reviewed by Mr. Masters and supported by the Commission) that they could take forward to discuss with their states. Her question is if Public Health and the NOAA have any kind of reserve components that at some point might be affected by this? She also said she supports Commissioner Dunham's comment that they want their state to be inclusive and it's important to look at other agencies who may have children who could benefit from the Compact (FBI agents' children, for example). Commissioner Weiss noted that she would be submitting a request to get a recording of Commissioner Berg's presentation and a copy of the slides used.

Commissioner Ben Rasmussen (UT) said the way the motion was originally written addressed the concerns Commissioners had about the language because it would be sent to Standing

Committees to be worked through. He said he is frustrated by this because Utah has been pressing for this for some time, and he prefers that the original motion be accepted. He responded to the concern some Commissioners voiced regarding the cost and noted there is no recommendation to set the fees as they are now. The Standing Committees would look at how to set the fees. He respectfully dissented due to the change in the motion.

Commissioner Clarke Orzalli (MA) asked Mr. Masters for clarification if it was acceptable that the original motion and the amended motion were able to be seconded by a member of the NGRTF. Mr. Masters said it appears to be acceptable and not parliamentary defective. Commissioner Orzalli said he thinks it should be someone outside the NGRTF who seconds the motion. Mr. Masters said there is no prohibition in Robert's Rules of Order that prevents this.

Commissioner Darrell Floyd (OK) thanked Commissioner Berg and the committee for their hard work. He asked if the monetary expression in Point #2 was to be split across the 50 states and the District of Columbia. Commissioner Berg said the money would come from the Commission's operating budget and is to aid in the research of the Standing Committees, basically seed money to cover any legal fees that might be incurred during the exploration phase of expanding coverage. She said the EXCOM could limit the amount to be spent during this phase. She said she felt like the task force shouldn't continue another year and that there is a lot to talk about when determining what action should be taken.

Commissioner Gable added she agreed with Commissioner McLaughlin's concerns. There are two levels of things to consider. Serving kids in transition is our job. She said the task force's recommendation is very dense and contains a lot of information. Commissioner Gable said each Commissioner must be able to articulate it well as they speak to their State Councils. She mentioned that budgets are very tight for states and that if she said yes to an increase in funding it would not be looked at favorably.

Commissioner Davina French (ND) asked the question, "Since we used the School Liaison Officers (SLO) across the Active Duty Components, in the research, did NGRTF tackle the National Guard Bureau for the use of their youth coordinators and education specialists?" Commissioner Berg responded that they just went through the rationale of who should be included. The Guard and Reserve have the same moral obligation as Active Duty personnel, and if covering 1-2% of the military connected families in these organizations that do move, then we have the duty to accommodate them. Commissioner Berg said in some circumstances these students are already treated like military students. The importance of helping states to expand to include the Guard and Reserve is to help advocate for these students. Commissioner Berg said she could trim the money out of the motion in order to get this issue to Standing Committees for their consideration. She doesn't want to be unresponsive to the requests of the Active Duty services and the Reserve services.

Commissioner Lynch said he supports the idea; however, he was concerned about the funds being used coming from the operating budget and was afraid it set a precedent.

Commissioner Bob Buehn (FL) asked if they need a motion to transition the work of the task force to the Standing Committees. He said in the next year the Commissioners could go to their states and talk about this with their State Councils.

Chair Kaminar asked Mr. Masters if they could simply refer the task force's work to the EXCOM and ask them if they want to assign it to the Standing Committees. Mr. Masters said that makes sense to him and they have to dispose of the motion in a proper way.

Commissioner Tim McMurtrey (ID) wanted to say that Idaho was in agreement with Utah and that their state would be interested in seeing the original motion stand.

Commissioner Jackson said he agreed with Commissioner Buehn's recommendation of sending this to committees for discussion. He can follow up with the task force offline regarding Page 174-175 in the docket book in respect to dues.

Commissioner Susan Haberstroh (DE) asked "If this discussion was about expanding the Compact coverage, she needed clarification if it was expected that all of our states plus DC are going to go back to their legislatures and make changes or if this motion allows for another option to get coverage. She was concerned about opening their legislation/statute at this time. She was trying to get clarity on what supporting expanding the Compact meant." Commissioner Berg responded by saying she was asking the Commission to agree to consider studying various options or actions, not anything in particular other than to study the options.

Commissioner Weiss said she agrees with Commissioner Buehn that this could be investigated by Committees, especially the Finance Committee. She also said the person who made the motion can withdraw the motion.

Commissioner Berg withdrew her motion.

Commissioner Korte made a motion that the Commission agree to receive the report from the National Guard and Reserves Coverage Task Force and send it to EXCOM for further consideration and study. Commissioner French seconded the Motion.

Commissioner Kathleen Murphy (NH) commented that New Hampshire is in support of the revised motion. She said New Hampshire's state council has had a keen interest in this for the last several years and it is an important aspect of their work.

Chair Kaminar called for a vote on Commissioner Korte's motion. Ms. Dablow read the motion as "MIC3 agrees to receive the NGRTF report and send it to the EXCOM for further study and consideration." **The Commissioners from Utah and Idaho opposed the motion. The motion carried with Utah and Idaho dissenting.**

New Business

Action Item: FY2022 Proposed Budget and Dues – Commissioner Neuenswander noted FY 2022 Proposed Dues on Page 125 in the Docket Book includes the increase of dues from \$1 per student to \$1.15 per student which was adopted during the 2019 ABM.

Commissioner Alan Kerr (SD) moved to adopt the proposed dues. Commissioner Weiss seconded the motion. The motion carried, and the Proposed Dues was adopted.

Commissioner Kraeger moved to adopt the proposed budget. Commissioner Singleton seconded the motion.

Commissioner McLaughlin asked if there are any salary increase requests in the current budget proposal. Commissioner Neuenswander deferred to ED Imai. ED Imai stated a 2-4% salary increase for employees is included in the budget, although the EXCOM determines salary increases for staff. Commissioner McLaughlin asked if the EXCOM could make changes to the budget should it be approved. Commissioner Neuenswander replied they could.

Commissioner McLaughlin recommended to the EXCOM that in light of the current challenging climate of state budgets, like Tennessee, she would appreciate the EXCOM not granting any staff salary increases this year.

Commissioner Weiss expressed support for Commissioner McLaughlin's statement, and repeated her comment from yesterday about the Commission hiring contract employees instead of permanent employees in order to not have to provide benefits for staff.

Commissioner Berg noted that the National Office staff is very small with just two staffers, the Executive Director and Training Associate, and it would be extremely difficult to deal with staff changes at this point. She noted this year has been extra challenging with the pandemic and with the Communications Associate vacancy. She recommended the EXCOM offer the raises if it could, to keep the staff in place.

Chair Kaminar called for a vote on the FY2022 Proposed Budget. The motion carried, and the FY2022 Proposed Budget was adopted.

Action Item: Consent Agenda
Operating Reserve Policy

Commissioner Neuenswander said the policy recommends that MIC3 maintains two years of operating expenditures in reserve. Spending this money would require the approval of the Finance Committee and the EXCOM.

Commissioner Buehn moved to approve the Operating Reserve Policy. Commissioner Gable seconded the motion. The motion carried.

Investment Policy

This policy was similar to other organizations' policies that are publicly funded. There was a list of assets that may be invested in and there was a list of transactions that are prohibited. They are conservative in nature, and the docket book displays how the investments have performed over the past three years. Significant changes are reported to the Finance Committee and any changes to the policy have to be approved by the Finance Committee and the EXCOM.

Commission Neuenswander moved to approve the Investment Policy. Commissioner Felicia Gonzales (NV) seconded the motion. The motion carried.

Policy Development and Approval Policy

This was presented by Commissioner Gable earlier in the day.

Commissioner Haberstroh moved to approve the policy. Commissioner Rasmussen (UT) seconded the motion.

Commissioner Weiss (WI) asked for clarification that whoever brings forth a policy will be notified by EXCOM or the National Office when the policy was being discussed to have an opportunity to speak if they need to.

Commissioner Gable concurred that the Commissioner or Chair of the Standing Committee that proposed the policy or policy amendment would be invited to attend a meeting to provide additional information if the committee determined it was necessary

The motion carried.

Commissioner McLaughlin said a suggestion would be to include the language that was being voted on during the ABM with the agenda which was received 30 days ahead of the ABM. ED Imai stated Commission Rules require the agenda to be posted 30 days in advance and the Docket Book be published two weeks in advance. Commissioner McLaughlin responded by saying she was just asking for the items that will be voted on to be provided with the agenda 30 days out.

Chair Kaminar thanked the participants for their energy, enthusiasm, and passion in attending the past two days. He hoped to see everyone in Little Rock, AR for the 2021 ABM should the pandemic allow. He added the 2022 ABM will be held Louisiana and 2023 ABM in Virginia. He thanked the two National Office staffers for their hard work and organizing the meeting in a virtual format.

Adjournment

With no further business to conduct, Proxy Commissioner Jim Sarruda (NJ) moved to adjourn the meeting. Commissioner Buehn seconded the motion. The motion carried. The meeting was adjourned at 4:22 PM EST.