



MILITARY INTERSTATE
CHILDREN'S COMPACT
COMMISSION

EXECUTIVE COMMITTEE MINUTES

FISCAL YEAR 2017-2018

TABLE OF CONTENTS

EXECUTIVE COMMITTEE MINUTES FY18

AUGUST 17, 2017	1
SEPTEMBER 21, 2017	3
SEPTEMBER 26, 2017	6
JANUARY 18, 2018	8
FEBRUARY 15, 2018	12
MARCH 15, 2018	15
APRIL 18, 2018	18
MAY 17, 2018	22

Executive Committee Meeting Minutes
Thursday, August 17, 2017

PRESENT	Rosemarie Kraeger	Rhode Island Commissioner	Chair
	Mary Gable	Maryland Commissioner	Vice Chair
	Bob Buehn, Capt, USN (Ret.)	Florida Commissioner	Treasurer/Finance
	Kathy Facon	DoD Representative/DODEA	Ex-Officio
	LTC Davina French	North Dakota Commissioner	PR and Training
	Kate Wren Gavlak	California Commissioner	Past Chair
	Don Kaminar	Arkansas Commissioner	Rules
	Pete LuPiba	Ohio Commissioner	Compliance
	Cherise Imai	Executive Director	Secretary
	Rick Masters	General Counsel	
	Richard Pryor	Communications Specialist	

ITEM 1 – CALL TO ORDER

1. Chair Rosemarie Kraeger called the meeting to order at 2:01pm. Roll call was conducted, and 7 members, 1 ex-officio, and 3 staff were present.

ITEM 2 – AGENDA AND MINUTES

2. The day's agenda and the minutes of the June 15, 2017 meeting were approved as presented.

ITEM 3 – REPORTS

3. **Executive Director** – Executive Director (ED) Cherise Imai reviewed the Case Report results based on cases and inquiries the national office encountered the past year. She also reported interviews were conducted, however she has decided to not fill the position now. She will inquire about hiring a temporary administrative person to assist on day-to-day operations.

4. **Trips/Events/Meetings Update** – At the *MISA (Military Impacted Schools Assn) Summer Meeting* in Florida, Chair Kraeger provided an update on the Compact for attendees. She also encouraged them to connect with their State Commissioner and attend State Council meetings. Imai attended the *CSG-Southern Legislative Conference* in Mississippi and connected with several legislature representatives, as well as the MS Governor's office on their Commissioner vacancy. Many had heard about the Compact and were interested in their states' progress. Both Kraeger and General Counsel, Rick Masters, briefed on the Compact at the MCEC (Military Child Education Coalition) Conference at end July. The presentation was well received and there were many questions from attendees.

5. **General Counsel - Code of Conduct Policy and Form** – Masters presented a final draft for review which was approved with further amendments. Masters will brief the form at the upcoming Annual Business meeting during the Commissioner session. **(OPEN ITEM)**

6. **MIC3-MISA Training MOA** – Masters presented the draft MOA which was approved unanimously with several amendments. Imai will forward the final for signature by Kyle Fairbairn, MISA Executive Director, and to discuss the logistics on the pilot rollout. **(OPEN ITEM)**

7. **General Counsel – Legal Advisory on Spouse Eligibility** – As a follow-up to last month's meeting, Masters drafted a formal legal advisory for review based on Washington State's inquiry. The advisory was approved unanimously. Imai will disseminate the info in the next *ED Update*.
8. **General Counsel – Utah Statute** – Masters is working with Utah on their statute, which is scheduled for review in the next year's legislative session. (OPEN ITEM)
9. **Compliance – Commissioner Vacancies and State Council Report** – Chair Pete LuPiba reported his committee will continue working with states on filling commissioner vacancies and supporting commissioners in establishing their state councils. Currently Indiana, New Jersey, and North Carolina have vacancies. Both Mississippi and Missouri do not have State Councils.
10. **Compliance – State Coordination Policy** – LuPiba reported that two webinars are scheduled for: 1) Friday, September 15 at 2:00pm (EDT), and 2) Friday, September 22 at 9:00am (EDT). The session will be led by him and Vice-Chair Anastasio. Registration will be released in the next *ED Update*.
11. **Rules – Case Report Form** – ED Imai reported on behalf of Chair Don Kaminar that the form is being tested and results will be provided at the next meeting.
12. **PR and Training – New Website and ABM Training** – Chair Davina French reported that testing on the new website is underway, and is targeted for release on September 1. In addition, the training committee is updating the training schedule and facilitators. More info will be discussed in September.
13. **Finance – Audit, Budget and Investments** – Treasurer Bob Buehn reported that as approved in May, funds were invested in Vanguard effective the new fiscal year. He provided the final end-of-FY2017 budget and audit reports for review. The audit was good and there were no findings. Imai presented the amended FY2018 – which is more accurate and aligned to FY2017 expenditures. It was passed as presented. Buehn reported the FY2019 budget will be presented at the September meeting for approval. We are pending the dependent data from the Department of Defense. (OPEN ITEM)

ITEM 4 – ADJOURNMENT – The remainder of the agenda was tabled to the September. With no further business to conduct, Chair Kraeger adjourned the meeting at 3:00 PM EDT.

Respectfully submitted by,



Cherise Imai
Secretary/Executive Director

**EXECUTIVE COMMITTEE (EXCOM) MEETING MINUTES
THURSDAY, SEPTEMBER 21, 2017**

PRESENT	Rosemarie Kraeger	Rhode Island Commissioner	Chair
	Mary Gable	Maryland Commissioner	Vice Chair
	Bob Buehn, Capt, USN (Ret.)	Florida Commissioner	Treasurer/Finance
	Kathy Facon	DoD Representative/DODEA	Ex-Officio
	LTC Davina French	North Dakota Commissioner	PR and Training
	Kate Wren Gavlak	California Commissioner	Past Chair
	Don Kaminar	Arkansas Commissioner	Rules
	Pete LuPiba	Ohio Commissioner	Compliance
	Cherise Imai	Executive Director	Secretary
	Rick Masters	General Counsel	
	Richard Pryor	Communications Associate	

ITEM 1 – CALL TO ORDER

1. Chair Rosemarie Kraeger called the meeting to order at 2:00PM ET. Roll call was conducted, and 7 members, 1 ex-officio, and 3 staff were present.

ITEM 2 – AGENDA AND MINUTES

2. The agenda was motioned for approval by Don Kaminar (AR) and seconded by Kate Wren Gavlak (CA), and passes unanimously. The minutes of the August 17, 2017 meeting were motioned for approval by Pete LuPiba (OH) and seconded by Wren Gavlak (CA). Motion passes unanimously.

ITEM 3 – REPORTS

3. **Executive Director** – Cherise Imai presented the final Case Report and reported that New York’s (NY) State Council worked with the Department of Education to pass revised regulations that would align their policies with the Compact. MIC3 provided testimony in support of the measure which passed in August. The national office drafted a press release to highlight their efforts, which are exceptional as NY had significant opposition in joining the Compact. The positive collaboration is due to Commissioner Debra Jackson’s work to bring the right people together. Second, Imai presented the draft FY2017-18 committee meeting schedule for review and asked members to notify her if these dates and/or times do not work with their schedules. Meeting dates are included in the ABM Docket Book.

4. **Trips/Events/Meetings Update** – On September 25, Chair Kraeger will attend the *MISA (Military Impacted Schools Assn) Meeting* in Washington, DC, to update on the Compact. Second, the *Interstate Commission on Juvenile Justice (ICJ)* invited MIC3 to attend their Annual Meeting in San Diego that same day. Past Chair, Wren Gavlak attended last year and will attend again this year.

5. **General Counsel – Utah on Compact Statute** – Rick Masters spoke with Gary Harter, Secretary of Veteran Affairs, and with the Attorney of the Legislative Bureau on new language to provide the National Guard and Reserve with the same accommodations as the Compact, and to revert the Compact back to its original language. **(OPEN ITEM)**

6. **General Counsel – Legal Advisory for Kansas** – Masters presented the advisory on if the Compact allows a receiving state public school to withdraw credit and corresponding grades previously awarded for courses completed in the sending state public school where the sending state declines to do so. Wren Gavlak (CA) motioned to approve with a second by Kaminar (AR). Motion passes.
7. **Compliance Committee** – LuPiba (OH) reported he and Vice Chair, Laura Anastasio (CT) will facilitate a second webinar on the State Coordination Policy tomorrow. The first, held last week, had two attendees. He updated on commissioner vacancies, the status of state councils, and that the next meeting is tomorrow. Imai added the State Council Meeting Report will be finalized on Monday, and that almost 20 members did not hold meetings last year.
8. **Rules Committee** – Kaminar (AR) reported the committee will meet Tuesday and the new Case Submission Form is being field tested. The first submission was received last week from Kansas and feedback from Commissioner Shelley Joan Weiss' (WI) concerns about anyone being able to submit the form without going through the Commissioner first.
9. **PR and Training – New Website and ABM Training** – Davina French (ND) and Richard Pryor reported that the new website was launched on the 11th. It's been used significantly and the national office has received several publication requests through the new online request form from Norway, Germany, and other locales. Pryor highlighted that the website can be modified internally, while previously any revisions were submitted to the Council of State Governments (CSG). These changes ensure timely updates and the ability to adapt to our needs quickly. Feedback is ongoing.
10. **PR and Training – MIC3-MISA Training Partnership** – French reported that the EXCOM approved MOU was signed by MISA and Imai. Working with MISA/Kyle Fairbairn and Wren Gavlak (CA) as MIC3 lead on this initiative. Bellevue Public Schools in Nebraska has agreed to host the first pilot session on October 18th. Commissioner Brian Halstead (NE) will attend and co-brief with Wren Gavlak on two sessions - one for educators, and the other on military personnel and parents. Other states such as California are targeted this year, and Wren Gavlak will work with MISA and other state commissioners that are interested in this effort. **(OPEN ITEM)**
11. **Finance – FY18** – Bob Buehn (FL) reported that 67% of the FY18 dues (or 38 states) were paid to date. He reviewed the first quarter budget, which is on track for projected expenditures.
12. **Finance – FY19** – Buehn (FL) reviewed the FY19 dues projection which is 2.1% less than last year due to a decrease in military dependents. He projects that the number will continue to decrease and the committee will track the data. He also presented the FY19 proposed budget, as approved by his committee, for EXCOM approval. Wren Gavlak (CA) moved to approve, seconded by Mary Gable (MD). The motion passes unanimously.
13. **Department of Defense – DOD Task Force Update** – Kathy Facon (DOD) shared that conversations have taken place regarding the recommendation to convene a DoD Task Force related to the Compact. She explained that there are strong mechanisms in place, training opportunities, and that

she was confident that the Compact works. The issue to address is that of training, to ensure senior leaders and families are aware what the Compact covers and what it does not. Facon will meet with her leadership to ensure they are on board with the plan to not hold a DoD Task Force meeting, but rather to focus our efforts on internal training.

14. *Department of Defense – Military Representatives (MILREPS) to State Councils* – Facon said a new list was provided to the Commission and they are working on a guidebook for personnel.

ITEM 4 – OLD BUSINESS

15. *MCEC-Columbia University Study* has not been released to date. Chair Kraeger reported a one-page summary was released at the MCEC conference. Facon said MCEC has a meeting in in Texas this week. MCEC also received a second grant and may be planning to do more on the study. Facon shared that she would contact MCEC to obtain the information released at their conference.

16. *Leadership Development Committee (LDC)* – Wren Gavlak (CA) said that after much thought and criticism of the election process, she is trying to develop an election process that is simpler, transparent, and easier to understand. Individuals may be critical of the election process and EXCOM because they may not be aware of the roles and/or responsibilities of the leadership positions or the time requirements involved. She added that it does takes a lot of time to serve on the EXCOM. Prior, Wren Gavlak asked Chair Kraeger to appoint an Ad Hoc Committee (that would not include anyone currently on EXCOM) to review current materials, discuss the process/concerns, and educate the Commission what being on the EXCOM requires. They would discuss developing an application process (currently the LDC receives a list of names to select from). While we won't be able to get rid of all the criticism, when we leave Rhode Island, she hopes that a good discussion and a tight process for succession planning (with training) will be developed as a result. Facon added that she supported this effort.

17. *Annual Business Meeting (ABM)* – Imai reviewed the content/facilitator list, general session agenda, and meeting/hearing notices.

ITEM 4 – NEW BUSINESS

18. *Patriot Poster Contest* – LuPiba presented the contest his state developed. It was agreed that participation would not be mandated, participation would be voluntary and at the state level. States could voluntarily send their poster winner to the national office for possible use in publications. All agreed that LuPiba could present this as a best practice and distribute information at the ABM.

ITEM 5 – ADJOURNMENT –With no further business to conduct, Chair Kraeger adjourned the meeting at 3:14 PM EDT.

Respectfully submitted by,



Cherise Imai
Secretary/Executive Director

**EXECUTIVE COMMITTEE (EXCOM) MEETING MINUTES
TUESDAY, SEPTEMBER 26, 2017**

PRESENT	Rosemarie Kraeger	Rhode Island Commissioner	Chair
	Mary Gable	Maryland Commissioner	Vice Chair
	Bob Buehn, Capt, USN (Ret.)	Florida Commissioner	Treasurer/Finance
	Kathy Facon	DoD Representative/DODEA	Ex-Officio
	LTC Davina French	North Dakota Commissioner	PR and Training
	Kate Wren Gavlak	California Commissioner	Past Chair
	Don Kaminar	Arkansas Commissioner	Rules
	Pete LuPiba	Ohio Commissioner	Compliance
	Cherise Imai	Executive Director	Secretary
	Rick Masters	General Counsel	
	Richard Pryor	Communications Specialist	

ITEM 1 – CALL TO ORDER

1. Chair Rosemarie Kraeger (RI) called the meeting to order at 12:00PM ET. Roll call was conducted by Cherise Imai, and 7 members, 1 ex-officio, and 3 staff were present.

ITEM 2 – NEW BUSINESS

2. ***Corrective Action on the States of New Jersey and Indiana*** – Pete LuPiba (OH) reviewed the historical communication between himself and the national office with the states of New Jersey and Indiana on their state commissioner vacancies and the state councils. As of September 23, New Jersey has been without a commissioner for one year. While Indiana has been without a commissioner since April and has never had a state council. Based on the recommendation by the Compliance Committee at their September 22nd meeting, *Don Kaminar (AR) moved that individual notification letters of default under the Compact be issued to both New Jersey and Indiana, and that both states must submit a proposal to the Commission on how they will remedy or address their default within a period of 30 days, or the Commission may pursue further legal action. The motion was seconded by Mary Gable (MD). The motion was approved unanimously.* Chair Kraeger requested that a copy of the letter be provided to the EXCOM.

3. ***Update on Mississippi and Missouri*** – LuPiba (OH) reported that the national office would continue to work with both states on developing their state councils over the next 30 days.

4. ***Patriot Poster Contest*** – Chair Kraeger reviewed LuPiba's (OH) draft proposal that MIC3 conduct a poster contest in every state and that states would send the winning posters to the national office. She said the discussion last week included that we thought it was a nice idea and an example of a best practice and engagement of state council members. The committee expressed concern that it was also a big ask for the states and about the increased workload for the national office to manage. LuPiba said he didn't think the coordination would take much effort. The committee agreed that: 1) LuPiba could present the information at the Annual Business Meeting as an initiative that Ohio developed, 2) states could develop the same program with their councils – though participation was voluntary, not

mandatory, and 3) participating states may forward poster winner artwork to the national office for possible use in MIC3 publications. Chair Kraeger asked that LuPiba revise the draft flyer with the elements discussed today with Richard Pryor. Gable (MD) suggested, and all agreed, that as we are possibly standing up a new Communications and Outreach Committee at the ABM, this may be an initiative they may consider working on for the upcoming year.

ITEM 3 – ADJOURNMENT –With no further business to conduct, Chair Kraeger adjourned the meeting at 12:123 PM EDT.

Respectfully submitted by,

A handwritten signature in cursive script that reads "Cherise Imai".

Cherise Imai
Secretary/Executive Director

**EXECUTIVE COMMITTEE (EXCOM) MEETING MINUTES
THURSDAY, JANUARY 18 and FEBRUARY 1, 2018**

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

ITEM 1 – CALL TO ORDER

1. Chair Rosemarie Kraeger called the meeting to order at 2:00PM EST. Roll call was conducted by Executive Director (ED) Cherise Imai, and 8 members, 1 ex-officio, and 3 staff were present.

ITEM 2 – AGENDA AND MINUTES

2. The agenda was motioned for approval by Don Kaminar (AR) and seconded by Mary Gable (MA). Motion carries. The minutes of the September 21 and 26, 2017 meetings were motioned for approval by Pete LuPiba (OH) and seconded by Kate Wren Gavlak (CA). Motion carries.

ITEM 3 – REPORTS

3. **Chair: MIC3 Retreat Reference Document and Evaluation/Feedback Summary** – Chair Kraeger reviewed the EXCOM Retreat reference document which includes our mission, vision, and values; and outlines our work and agreed shared norms, shared commitments, and the guiding questions for new MIC3 activities and proposals. Any new proposals must be aligned with our strategic plan, or why have a plan? We will refer to this document often at our meetings. Chair Kraeger asked that the language for the shared norms and commitments be added to future EXCOM agendas. Second, she reviewed the EXCOM evaluation feedback summary provided by Retreat Strategic Organization Consultant, Mary Canole.

4. **Chair: Executive Committee Self-Assessment Survey** – Chair Kraeger reminded that this was an outstanding task from the December retreat. The purpose is to evaluate how we are doing as a team, our work, and for internal use only. Shelley Joan Weiss (WI), the lead on this task, reviewed the long form which she drafted by pulling samples from other board assessments online. She also designed a short form that could be used after each EXCOM meeting. She stated that first, the EXCOM needs to determine if we want to do this, and if yes, how often. General Counsel Rick Masters stated the assessment wording concerned him, and to use the statement “full authority” may: 1) not be consistent

with our compact statute, and 2) creates some ambiguity on our legal authority. He recommended revising question #32 from “full authority” to “appropriate authority”. The EXCOM asked Masters to conduct a legal review of the draft, if the committee was going to pursue using this assessment. Gable said the survey was a good self-check, however questioned the intended outcome. She thought it was to identify what to measure, give us feedback on our performance as an EXCOM, and identify what we need to work on to move the Commission forward. Kathy Facon (DOD) offered to connect Weiss with a DODEA survey expert. All agreed that they would provide feedback to Weiss on both the short and long forms by February 8. Chair Kraeger thanked Weiss for producing the draft and asked that this item be added to the March agenda for further discussion. (OPEN ITEM)

5. **Executive Director – Partnerships and Engagements** – ED Imai and Communications Associate Richard Pryor attended the National Council of State Government’s (CSG) meeting in Las Vegas, NV in mid-December. This year, the National Center for Interstate Compacts (NCIC) meeting was imbedded in the CSG meeting. Imai was a breakout panelist on *Administering Compacts* which was well-attended with compact staff, and members of the legislative, executive, and judicial branches. Additionally, Masters and Imai are members of the NCIC Advisory Committee, and their engagement further promotes our Commission and work. Imai will be a featured speaker and panelist at the Fort Hood Army Education Summit on February 8 in Killeen, TX. She will attend the Military Impacted Schools Association meeting in Washington DC in late March, and scheduling meetings with NOAA and UPHHS.

6. **Executive Director – Other Updates** – Commissioner Gavlak was elected to serve for a second term by the CSG Affiliate Team to the Leadership Committee as their representative. She will work with the CSG Executive Committee and represent the affiliate organization voice. Imai reported the job description for the Operations and Training Coordinator is posted on the CSG website and was disseminated through their channels and affiliate agencies. The position closes on February 9th. She thanked the EXCOM for their feedback on the manual. It is under revision and the 3rd draft will be shared for review. Chair Kraeger reminded that the guide will assist new members to be acclimated to the EXCOM. Imai said the manual will need to be updated annually as it contains contact info, etc. that is specific to the current team, however the content should be consistent overall.

7. **The committee met in Executive Session to discuss legal matters.** Both DOD Representative, Kathy Facon and staff were present.

8. **General Counsel – New Jersey** – Daron Korte (MN) motioned to that the State of New Jersey, due to their new Governor recently elected, be sent a subsequent second notice of default letter. The motion was seconded by Gable. The motion carries. (OPEN ITEM)

9. **General Counsel – Utah** – General Counsel Masters reported that Utah is working on the language to revert the Compact to the original language. He has not received confirmation of the filing and will follow up on the status. (OPEN ITEM)

10. **General Counsel – Pending Litigation Between Parties** – General Counsel Masters stated that every Commissioner should be aware that once MIC3 has made a decision to seek litigation,

communications should not occur be between the parties. As the attorney for the Commission, he is the “mouthpiece of the communication” for the MIC3 Commission and is the only contact person on correspondence. If a commissioner is contacted by that state regarding their case, they need to refer the state to him and the ED. Chair Kraeger thanked him for the reminder and said we did not want to compromise any litigation.

11. **General Counsel – Guam Compact Membership** – General Counsel Masters reported that he will be travelling to Guam for the Nurses Licensure Compact and could inquire about Guam’s membership on our Compact. Kathy Facon said they are similar to Puerto Rico, and that Guam children attend DODEA schools, so she was unsure of the value. She will send military student data for Masters’ review. The EXCOM agreed that if he was going to be in Guam, it would be beneficial to reach out and connect with education officials. (OPEN ITEM)

12. **Meeting Recess** – Due to time constraints, Chair Kraeger recessed the meeting at 3:04PM EST

13. **Meeting Reconvened** – Chair Kraeger reconvened the meeting on Thursday, February 1, 2018 at 1:00PM EST. All members and staff were present.

14. **Communications Committee** – Commissioner Weiss reviewed the draft cover letter, proclamation, and supportive docs to be released for the upcoming *Purple Up Month of the Military Child* in April. She sent it to her committee and did not receive any feedback for changes, they liked the documents. Weiss suggested a theme be added, and Facon said there isn’t a national theme, and that themes are normally determined by installations. The date selected is April 25th. Weiss asked why was that date selected as schools celebrate it throughout the month. Pryor replied that date is selected annually for MIC3 and for our purposes only, it is not a national date. The EXCOM liked the documents which will be forwarded to the Commission and posted on the website. Chair Kraeger added that sends the info to her local newspaper. her state and local contacts to support awareness.

15. **Compliance Committee – Missouri** – Commissioner Korte said Commissioner Brian Henry held his first State Council meeting in November and are compliant under the Compact. He said Imai attended the meeting and briefed the Council. She reported that it went well and that we assisted in drafting a press release and promoted the meeting via our social media.

16. **Compliance Committee – Mississippi** – Commissioner Korte motioned that the EXCOM authorized send a notice of default letter which includes authorization to file an enforcement action for non-compliance regarding their State Council, which was seconded by Don Kaminar (AR). General Counsel Masters stated that any response received by any member of the Commission (or EXCOM) from the state should be: 1) directed to him and the ED and 2) needs to be received by the Commission in writing. The motion was seconded by Bob Buehn (FL), and the motion carries. (OPEN ITEM)

17. **Finance Committee – Budget Report** – Commissioner Buehn reported that FY18 dues are 98% collected with just Alabama and Illinois outstanding, and that payment was anticipated within the next month. He said that the reserve investment with Vanguard has resulted in a little over \$3K in revenue. Imai said she paid the \$1,506.12 sick leave invoice for former ED, General Norm Arflack due to under

billing by the Kentucky Retirement System. This was an unanticipated budget item. However due to the current third staff vacancy, we are forecast to end the fiscal year under budget.

18. **Finance Committee – Dues Discussion** – Commissioner Buehn also reported that the committee is charged with looking at sources of revenue for the Commission, which also includes discussion on a possible increase in member dues. He briefly touched on this at the Fall Annual Business Meeting. Over the past three years, there has been a decrease on the number of children, which impacts our revenue. Finance is also charged with looking at other options to grow revenue. The rationale is tied to the Consumer Price Index (CPI) and inflation – it's been at \$1 for the past 10 years, and inflation has increased 14.5%. They are also tracking the federal budget and potential upswing with the military build-up. As soon as the comments come in from Finance, they will send the EXCOM the “package” concurrent with sending it to Rules. Their next meeting is in March, and they will have a proposal ready for the Rules' meeting in April.

19. **Rules Committee** – Commissioner Gable provided an update on the Case Collection Form. The committee agreed to revise the form for Commissioner use only. It has been moved to the “commissioner only” website portal. The committee members committed to complete the form with one case each to start the process of collection. She also stated that the committee is aware of possible submittals from Finance and the Leadership Development, and reviewed timelines. Finally, they will be revising the Legal Advisories, so they align with the Rules Book, and will be producing an updated and digitized copy of the Rules Book.

20. **Training Committee** – Commissioner Don Kaminar reported that Gavlak is the Vice Chair of the Training Committee. He reviewed the *milestones matrix* which describes key dates and action items for his team. They are reviewing the materials on the website and identifying needs. The committee conducted a survey on training needs of the Commission and he shared a summary of the feedback. Based on these responses, Kaminar motioned to approve the (6) training topics for presentation at the 2018 ABM and recruit instructors on these topics:

1. Duties and Responsibilities of State Commissioners
2. Organization, Structure, and Running a State Council
3. MIC3 Case Studies
4. Support Systems for Military Families
5. Legal Aspects and Limitations of the Compact
6. Parent/Student Panel (General session plus a separate 2nd breakout session)

The motion was seconded by Gable, and the motion carries.

ITEM 4 – ADJOURNMENT – With no further business to conduct, Chair Kraeger adjourned the meeting at 2:04 PM EST.

Respectfully submitted by,



Cherise Imai
Secretary/Executive Director

March 15, 2018

[Return to Table of Contents](#)

**EXECUTIVE COMMITTEE (EXCOM) MEETING MINUTES
THURSDAY, FEBRUARY 15, 2018**

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

ITEM 1 – CALL TO ORDER

1. Chair Rosemarie Kraeger called the meeting to order at 2:00PM EST. Roll call was conducted by Executive Director (ED) Cherise Imai, and 7 members, 1 ex-officio, and 2 staff were present. She asked for a moment of silence for the victims of the school shooting in Florida. Shelley Joan Weiss (WI) joined the call near the end of the meeting.

ITEM 2 – AGENDA AND MINUTES

2. The agenda was motioned for approval by Don Kaminar (AR) and seconded by Kate Wren Gavlak (CA). Motion carries. Kaminar also motioned to table the minutes of the January 18 and February 1, 2018 meeting for the March meeting. Seconded by Pete LuPiba (OH), the motion carries.

ITEM 3 – REPORTS

3. **Chair: EXCOM Self-Assessment Survey Draft** – Commissioner Weiss (WI) was not in attendance to present the draft and Chair Kraeger asked that this item be placed on the agenda for further discussion at the March meeting. **(OPEN ITEM)**

4. **Executive Director – Partnerships and Engagements** – ED Imai was a featured speaker and panelist at the Fort Hood Army Education Summit on February 8 in Killeen, TX. Overall the summit was impressive and had over a couple of hundred attendees. The MIC3 session was well attended with at least 80 participants. She will attend the Military Impacted Schools Association meeting in Washington DC in late March and is working on scheduling meetings with UHPHS. Pete LuPiba suggested that Imai meet with USDOE officials to obtain an update on the status of the military identifier, availability of the data, and their timelines. He questioned if Imai had met with the USDOE before and said he thought it was important agency to partner with. Imai agreed that engagement was important and that she and Rick Masters reported to the EXCOM that they met with Maureen Dowling

and her staff last year. The EXCOM discussed the purpose of scheduling the meeting and agreed that the military identifier is outside of the Commission's scope and authority. In addition, under the federal *Every Student Succeeds Act* (ESSA), states are required to submit data to the USDOE in September 2018, therefore data would likely not be available until after that date. In conclusion, all agreed that the identifier is outside of the Commission's scope of work, and the decision would be left to Imai - who would check with her USDOE point of contact - on scheduling and the feasibility of meeting in March.

5. **Executive Director – Staff Vacancy** – ED Imai reported that she received 53 applicants for the position and is working with Human Resources to review the applications. She will hold phone interviews next week and in-person interviews the last week of February with the intent to have someone on board by end March.
6. **General Counsel** – Due to a conflict in his schedule, Rick Masters was unable to attend the call and his report is tabled for the March meeting.
7. **Communications Committee** – Commissioner Weiss was not present. No report.
8. **Compliance Committee** – Commissioner Korte reported his committee will meet in March, and he asked his members to review the committee's Strategic Plan goals for feedback.
9. **Finance Committee** – Commissioner Buehn reported the committee continues their discussion on dues structure options and anticipates a single proposal to be presented to the Rules Committee for consideration.
10. **Rules Committee** – Commissioner Gable said she had no report.
11. **Training Committee** – Commissioner Kaminar reported that his committee tried to meet twice and was unsuccessful in obtaining quorum. They have had good discussion centered on preparing for the Annual Business Meeting (ABM) and Richard Pryor is trying to secure a meeting date for next week. Kaminar asked Gavlak to provide an update on the Nebraska and California Training Sessions. Gavlak reported that the Nebraska session went well and was successful. They received positive feedback from both state session participants. The California training had 16 attendees, with representatives from districts that have had issues on the Compact in the past year – so she was glad to see them. She shared her slides with the EXCOM earlier last week, and she stated she has used the same slides every year for her presentations. Her sessions also included case discussions and real-life scenarios that schools have encountered. The feedback included comments that more training is desired. California is a big state, so she has State Council meetings twice a year, in the North and South areas of the state. The School Liaison Officers are seeking additional sessions in May for northern districts in conjunction with the California State Council Meeting.

ITEM 4 – OLD BUSINESS

12. **Patriot Poster Contest** – Commissioner LuPiba reported that he presented the contest information at the ABM and since then, he has spoken with (20) states who have agreed to hold a contest in their state this year. They (the states) would hold their state contests, then send the winning

posters to the national office for the national contest and select one winner. He added that the initiative is with the Compact's mission in supporting children. The EXCOM liked his that he shared Ohio's best practice, though questioned the contest's impact on the budget, commissioner's resources and time, and the logistics. They agreed that the initiative would be referred to the Communication and Outreach committee's review and discussion. LuPiba questioned who will notify Weiss that this was assigned to her committee? Imai responded that she would inform Weiss and ask her to connect with LuPiba to discuss the details.

13. ***The committee met in Executive Session to discuss personnel matters.*** Both DOD Representative, Kathy Facon and staff were excused.

14. ***Approval of the Revised Strategic Plan*** – Commissioner Gable motioned to accept the revised plan which includes the goals and action plans for the newly created committees for Communications and Outreach, and Training. Seconded by Kaminar, the motion passes. Imai thanked the committee and will post the new plan on the website and disseminate to the Commission.

ITEM 5 – NEW BUSINESS

15. ***ABM Survey Feedback*** – Communications Associate Pryor briefed on the feedback and comments from the attendees. Overall it was positive, and highlights were the breakout sessions, reception, and parent/student panels.

16. ***Partnership and Collaboration Discussion Proposal*** – ED Imai reviewed her two-pager document which outlines a desired discussion on establishing partnerships with other agencies and organizations. The current position determined when MIC3 was approached to support political hot topics such as Common Core, and there wasn't a consensus among member states on such issues. Due to this the leadership at that time took an informal approach to partnerships - more of a handshake and desire to work together, versus a formal working partnership. With the EXCOM, Rules, and Finance Committees' strategic plan goals inclusive of building partnerships, Imai asked the EXCOM to have a good discussion on where we are today and how we can accomplish our mission, vision and goals. The EXCOM agreed and this topic would be added to the April in-person meeting in Lexington. (OPEN ITEM)

ITEM 6 – OTHER BUSINESS AND ANNOUNCEMENTS

17. ***EXCOM Spring Planning Meeting*** – ED Imai reminded members to make their arrangements and email to both she and Pryor. Also, that the dress is casual, and jeans are appropriate attire.

ITEM 7 – ADJOURNMENT – With no further business to conduct, Chair Kraeger adjourned the meeting at 3:01 PM EST.

Respectfully submitted by,



Cherise Imai
Secretary/Executive Director

March 15, 2018

[Return to Table of Contents](#)

**EXECUTIVE COMMITTEE (EXCOM) MEETING MINUTES
THURSDAY, MARCH 15, 2018**

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

ITEM 1 – CALL TO ORDER

1. Chair Rosemarie Kraeger called the meeting to order at 2:00PM EST. Roll call was conducted by Executive Director (ED) Cherise Imai.

ITEM 2 – AGENDA AND MINUTES

2. The agenda was motioned for approval by Commissioner Kaminar and seconded by Commissioner Buehn. Motion carried. The minutes of the January 18/February 1 and the February 15, 2018 meetings were motioned for approval with revisions by Commissioner Gable and seconded by Bob Buehn. Motion carried.

ITEM 3 – REPORTS

3. *Chair: MIC3 Retreat Reference Document and Evaluation/Feedback Summary* – Chair Kraeger spoke with Commissioner Weiss, who is not present, prior to today's meeting on her concerns regarding the short and long draft assessments which included: are we making more of the survey than we need to; could we keep it a simple process; is evaluating after every meeting needed and is the short version enough; and do we need to survey the entire Commission? Rick Masters said he is in favor of feedback for assessment, visioning and planning purposes, however the drafts have been taken beyond the need. He expressed concern on the survey instrument, and that there are already orders of procedure written in to our bylaws and rules such as Robert's Rules of Order that provide a mechanism for committee members to express their opinions or opposition to an item. Commissioner Gable expressed appreciation for Commissioner Weiss' work and the draft, and shared Masters' concern on the purpose, if the survey will provide the data and value we are seeking, and the time commitment of members for this activity. Kathy Facon (DOD) stated that Dr. Lehman worked with Commissioner Weiss to create the survey drafts based on a conversation they had between the two of them (and that she did not participate in). Dr. Lehman spent a lot of time in development and can address any concerns or revise

the questions if directed. Commissioner Buehn shared the same concerns as Commissioner Gable and said some questions may be redundant, however they are a check “for the record” on accountability. Rick Masters said he will identify the questions that are in conflict with the Compact and our fiduciary duties, and questions that are suitable for an assessment – to share at the April meeting. (OPEN ITEM)

4. **Executive Director** – ED Imai reported an article was recently released that mentions the Compact. No action was required on this item. Second, her main meeting in Washington DC was cancelled and she is cancelling her trip next week. The appointments will be rescheduled in the near future. Third, she is still pending the hiring of a new staffer.
5. **General Counsel – Guam Compact Membership** – Outside Counsel Masters reported that he travelled to Guam for the Nurses Licensure Compact and inquired about Guam’s membership on our Compact. He met with the School Liaison Officer, Lydia Broussard, and visited DODEA schools – of which over 90% of the military students attend. He was not able to meet with the Guam Department of Education and there seems to be little interest at this time. Data is not available on the number of students enrolled in public schools. There are future plans for up to 5,000 Marine personnel from Okinawa to be moved to Guam and Hawaii, though no specific timeline was provided. The Committee agreed to continue to track future movements however no action was required at this time.
6. **General Counsel – Utah** – Outside Counsel Masters spoke with Utah Military and Veteran Affairs Commissioner Gary Harter and Zion Bank Representative, Brian Garrett, who have not followed through on the statute appeal during this legislative session. He added that they have very different conclusions on their previous conversations with him. He tabled this item for the April meeting and said additional information would be provided to the EXCOM for next steps. (OPEN ITEM)
7. **Executive Session** – Commissioner Gavlak motioned to move into Executive Session, seconded by Commissioner Gable. Motion passed. **The committee met in Executive Session to discuss legal business.** DOD Representative, Kathy Facon and national office staff were present. Commissioner Kaminar motioned to end the closed session, seconded by Commissioner Buehn. Motion passed.
8. **Communications and Outreach** – Richard Pryor reported on behalf of Commissioner Weiss that four new posters were developed on request by Commissioner Clarke Orzalli (MA) and approved by the committee so Commissioners, schools and bases could use them to promote the Compact. The Committee has had difficulty in attendance and obtaining quorum to hold meetings. The dates were identified in advance, reminders are sent to members, and after 3-4 meetings, quorum has not been obtained. The Committee agreed that this challenge is also seen in the Training and the Compliance meetings as well. Commissioner Gable said this is an opportune time to discuss and find solutions. Pryor reported that the work on the Public Service Announcement continues with the ABM targeted for completion. A longer training video will be produced post ABM.
9. **Compliance** – ED Imai said the report provided by Outside Counsel Masters on the litigation status is sufficient. She added that the Committee is reviewing their Strategic Plan goals to ensure it is relevant and aligned to their work. Chair Kraeger stated that during the recent Compliance Committee Meeting, a point of order was raised regarding the Chair and Vice Chair role on Committees and voting

ability. She asked ED Imai to add this item to the April meeting, and that Masters lead this discussion.

(OPEN ITEM)

10. **Finance** – Commissioner Buehn reviewed the balance reports, income and revenue statements. We are on track regarding the budget expenditures. Dues have all been collected and only one state is outstanding – Illinois. The state has approved the funds, we are just pending the payment. He reported that the Committee is considering a dues structure increase and is pending a final recommendation to the EXCOM.

11. **Rules** – Commissioner Gable reported they are working on publishing a second draft of the Rules Book and will also be reviewing the Legal Advisories to align it to the Rules. Currently, the advisory content references the model compact language which is confusing. ED Imai said she would provide the copy to Outside Counsel Masters for review and approval before it is submitted to the Rules and Executive Committees.

12. **Training** – Commissioner Kaminar reported the committee has reviewed the PsychArmor (PA) video produced in partnership with the National Military Family Association (NMFA). We discussed with NMFA and PA the opportunity to revise the video to make it usable for MIC3 training and use. PA estimated the cost to update the video to be \$900. Commissioner Kaminar motioned that up to \$900 be budgeted to revise the video, seconded by Commissioner Buehn. The motion passed.

13. **Leadership Development** – Commissioner Gavlak stated that their first meeting last month went well, and that the Committee is making progress. They do not have any products for review at this time however she hopes to have something for review at the April meeting.

ITEM 4 – OLD BUSINESS

14. **Executive Session** – **The committee met in Executive Session to discuss personnel business.** The national office staff, and the DOD Representative, were excused.

ITEM 5 – NEW BUSINESS

15. **Awards Request** – Commissioner Kaminar motioned that a level 3 awards request (certificate and coin) be approved for outgoing Nevada Commissioner Scott Bensing, seconded by Commissioner Gable. The motion passed. ED Imai added that Commissioner Bensing will still serve until his replacement is appointed. He hopes that the changeover will coincide with the next State Council Meeting.

ITEM 6 – ADJOURNMENT – With no further business to conduct, Chair Kraeger adjourned the meeting at 3:10 PM EDT.

Respectfully submitted by,



Cherise Imai
Secretary/Executive Director

Approved April 18, 2018

[Return to Table of Contents](#)

**EXECUTIVE COMMITTEE (EXCOM) MEETING MINUTES
EMBASSY SUITES ON LEXINGTON GREEN
LEXINGTON, KENTUCKY
APRIL 18-19, 2018**

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

ITEM 1 – CALL TO ORDER

1. Chair Rosemarie Kraeger called the meeting to order at 8:00AM ET. Roll call was conducted by Executive Director (ED) Cherise Imai. Chair Kraeger welcomed the committee to Lexington. New Training and Operations Associate, Lindsey Dablow, was also welcomed to the team.

ITEM 2 – AGENDA AND MINUTES

2. The agenda was motioned for approval and seconded by Commissioner Shelley Joan Weiss (WI) and Commissioner Kate Wren Gavlak (CA). Motion carried. The minutes of the March 15, 2018 meetings were motioned for approval and seconded by Commissioner Mary Gable (MD) and Bob Buehn (FL). Motion carried.

ITEM 3 – GUEST SPEAKER

3. **Kentucky Employment Retirement System (KERS)** – The Council of State Governments (CSG) Deputy Director and General Counsel, Jason Moseley, and Wade Litrell, Chief Financial Officer provided an update on the KERS system.

ITEM 4 – REPORTS

4. **Chair – EXCOM Self-Assessment** – After a lengthy discussion, the committee determined that a self-survey was unnecessary, and that *Robert's Rules of Order* provides sufficient structure, guidance, and opportunity for members to provide input at meetings and on commission business. All agreed that a mid-year survey of the commission would be valuable to obtain input from non-EXCOM members on various topics. The committee asked national staff to draft questions for review at the May meeting. **(OPEN ITEM)**

5. **Executive Director** – ED Imai reported that the *Code of Conduct* forms are due by end April. She tabled the approval of the *Executive Committee Manual* to consider additional feedback received. ED Imai presented recommended revisions to the *Travel Policy*, which was motioned for approval by Commissioner Pete LuPiba (OH) and seconded by Commissioner Don Kaminar (AR). Motion carried.

6. **General Counsel – FERPA** – General Counsel Rick Masters reported an advisory was requested by Commissioner Deanna McLaughlin (TN). (OPEN ITEM)
7. **General Counsel – Code of Conduct Inquiry on Commissioner Compensation Under the MISA-MIC3 MOU for Training on the Compact** – General Counsel Masters reported that a committee member inquired if compensation was allowable and he stated that a small insignificant amount, such as an honorarium, is fine. DOD Representative Kathy Facon said years ago, MCEC had lost their contract with the Army and was looking for opportunities for training. MCEC submitted a training proposal to MIC3 and was told it was a conflict of interest. She added that MISA had submitted a proposal too. Commissioner Gavlak clarified that the MCEC and MISA proposals were “pay for training services”, without any direction or input from MIC3. The EXCOM, at that time, determined that if there is training, that MIC3 needs to be the lead and conduct the training. Both organizations were declined. ED Imai reported that the current MOU with MISA does not involve any payment to MISA. Gavlak reminded the committee approved last year and we asked General Counsel Masters to draft an MOU on the initiative and approved up to \$10K for costs associated with this.
8. **General Counsel – Executive Session** – Commissioner Weiss motioned to move into Executive Session, seconded by Commissioner Kaminar. Motion passed. **The committee met in Executive Session to discuss legal business.** DOD Representative, Kathy Facon and national office staff were present. Once completed, Commissioner Kaminar motioned to end the closed session, seconded by Commissioner Buehn. Motion passed.
9. **General Counsel – Litigation Matters**
- **Utah** – Commissioner Weiss motioned that General Counsel Masters communicate with Utah’s Commissioner on the failure to correct the compact statute to its original language. Seconded by Commissioner Gavlak, the motion carried. (OPEN ITEM)
 - **General Counsel – Legal Matters** – Commissioner Gable motioned that the national office may disseminate information pertaining to legal matters at the Annual Business Meeting, through the newsletters, and other methods deemed appropriate. Seconded by Commissioner Gavlak, the motion carried. (OPEN ITEM)
10. **Finance** – Commissioner Bob Buehn (FL) reviewed the status of the budget, expenses, and reserve investment. We are on track for spending and targeted to be under budget this year. The reserve continues to perform well. He introduced the proposal for the dues increase of 15%, their method and analysis. He added that the Rules committee requested a legal rationale by General Counsel Masters to accompany the public notice and provide some authority reference for Commissioners to use for discussion in their states. (OPEN ITEM)
11. **Compliance** – Commissioner Daron Korte (MN) reported the committee is collecting dates of state council meetings, and that both he and ED Imai are follow-up with members.
12. **Communication and Outreach** – Commissioner Weiss reported that *Purple Up!* this year was extremely successful, we received a larger response from Commissioners participating compared to last year. Communications Associate Richard Pryor reported that he and ED Imai attended events and toured schools at Fort Knox last week Friday. All agreed that we should continue supporting this event annually. Commissioner Weiss presented the Public Service Announcement script for review and motioned for approval. Seconded by Commissioner LuPiba, the motion carried. She shared that her committee is continually challenged with obtaining quorum and has not been successful thus far. She is working on options to improve attendance. Commissioner Kaminar added this was a challenge for the Training Committee as well, however they pooled members and changed the meeting time which may improve attendance.

13. **Training** – Commissioner Gavlak reported that the California Training went really well, and that survey results were favorable. Several districts from neighboring areas attended. The case study discussions were great, and attendees had a lot of questions. Commissioner Kaminar said the committee is working on the breakouts for the Annual Meeting and asked for feedback on the draft sessions. The topics were surveyed from Commission members. Facilitators are identified and are working on their presentations. reported the PsychArmor (PA) video is being revised with our changes and he anticipates it being finalized next month.

14. **Leadership Development** – Commissioner Gavlak provided an update on their work to date. Commissioner Korte said the annual election and term of one year are in his state statute, RI, AL, NJ. Based on this, General Counsel Masters said we cannot change the statute to limit terms. Commissioner Gavlak will bring this up to the committee at their next meeting.

15. **Rules – Dues Increase Proposal** – Commissioner Gable reported that her committee approved the Finance committee's recommendation as presented. Commissioner Weiss motioned to approve the proposal, which was seconded by Commissioner Korte. Motion carries. ED Imai said the public notice will be released once the legal rationale is drafted by General Counsel Masters. (OPEN ITEM)

16. **Rules** – Commissioner Gable reported that the Rules Book, 2nd edition was approved by her committee for review by the EXCOM. ED Imai tabled this item for May as additional revisions were received by from DOD Representative, Kathy Facon. The group also worked on the Unique Case Submission Form which is still under testing. Commissioner Gable asked that EXCOM members complete the form to assist with the testing. (OPEN ITEMS)

ITEM 5 – OLD BUSINESS

17. **Strategic Plan** – The committee reviewed the goals and action items and updated the status. An update will be provided to the Commission at the Annual Meeting and included in a future Chair Message.

18. **2018 Annual Business Meeting** – The committee discussed the itinerary and made several revisions to ensure the meeting is efficient, valuable, and productive. The national staff will edit the draft for review at the May meeting. (OPEN ITEM)

19. **In the interest of time, the Studies and Publications updates were tabled to the May meeting.**

ITEM 6 – NEW BUSINESS

20. **Robert's Rules of Order(RROO) and Meeting Protocol**

- General Counsel Masters reported that both the Vice Chair and Chair may sit-in on meetings, though they are not members of the standing committee. Lastly, they are not allowed to cast a vote, their role is supportive.
- He stated that RROO provides the opportunity for members to suggest agenda items prior to and during commission meetings. If a member disagrees with an item or action, the member can raise this with the meeting chair.

21. **Meeting Attendance and Quorum Challenges** – Commissioner Weiss raised this earlier during her committee report. The other committees do not have these challenges. It was suggested to discuss at the ABM during the *Commissioner Info Session* or added as a survey question. (OPEN ITEM)

22. **In the interest of time, the Partnerships and Collaboration item was tabled to the May meeting.**

23. **Website Update** – Communications Associate Pryor shared the google analytics and the new features on the website.
24. **New Ideas for MIC3.** The committee discussed and closed out the following:
- December EXCOM retreat ideas
 - Commissioner LuPiba's ideas from his email dated November 7, 2017
 - Sending letters to high brass military – Kathy Facon is scheduling a meeting between ED Imai and Chair Kraeger the next time they are in Washington DC. Possibly in July.
 - Teleconference townhalls for tier groups – With challenges on obtaining quorum for standing committees an issue, the committee said they were cautious about adding more meetings to the commission schedule at this time. They also recognized the need to identify the purpose of the tier groups and how they are utilized.
 - Poster Contest – (already assigned to Communication and Outreach)
 - Designate July or another month as the *Military Supporter Month* – States could consider doing this if they wanted to. Currently, members can request awards from MIC3 to present to appropriate individuals.
 - Authoring grants – The Finance Committee has considered this in the past. ED Imai said the Commission needs to identify specific goals and outcomes. Management of the grants and impact on staff should also be considered.
25. **Future Annual Business Meeting for 2021** – Commissioner Kaminar motioned to approve Arkansas as the host state for the 2021 meeting, which was seconded by Commissioner Gable. Motion passed.
26. **Executive Session** – **The committee met in Executive Session to discuss personnel business.** The national office staff, and the DOD Representative, were excused.

ITEM 7 – ADJOURNMENT – With no further business to conduct, Chair Kraeger adjourned the meeting at 12:02 PM ET.

Respectfully submitted by,



Cherise Imai
Secretary/Executive Director

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

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

ITEM 1 – CALL TO ORDER

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

ITEM 2 – AGENDA AND MINUTES

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

ITEM 3 – REPORTS

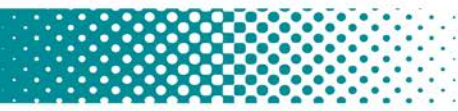
3. **Chair** – Chair Kraeger sent a message to the Commission providing a summary of the April meeting in Lexington. The update was well-received, and several members expressed positive appreciation. Chair Kraeger and General Counsel Rick Masters will conduct their annual military compact breakout session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

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

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

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

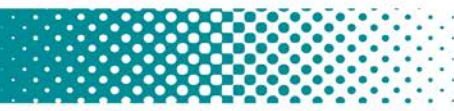
6. ***Dues Formula Increase Rationale and Public Notice*** –The Rules Committee requested a legal rationale from General Counsel Rick Masters to accompany the public notice. Masters said this is outstanding and he will provide a draft to ED Imai for release to the Commission. (OPEN ITEM)
7. ***Legal Advisories*** – General Masters reported that two (2) advisories were requested by Commissioner Deanna McLaughlin (TN) on FERPA, and from Jim Sarruda, New Jersey State Council on Graduation Requirements. He will provide drafts for approval at the June meeting. (OPEN ITEM)
8. ***Communications and Outreach*** – Commissioner Weiss said she has nothing to report. As expressed in April, she is challenged with committee member participation and will try different times and dates. They will discuss new items for the strategic plan.
9. ***Compliance*** – Commissioner Daron Korte (MN) reported they have not met since April and their next meeting is in June. They are still focused on confirming all states have active state councils as required by the Compact. Several states have not confirmed or provided a record of their meeting dates and he is following up with them. The committee will examine what the expectation is and what to do when a state has a state council and says they are not going to meet because having a meeting is not included in their state statute.
10. ***Finance*** – Commissioner Buehn reported we are on track for spending and targeted to be underbudget this year. The reserve continues to perform well. Dues for FY2018 are 100% collected and the invoices for FY2019 were distributed in April/May. Several states have paid.
11. ***Rules*** – Commissioner Gable brought the Rules Book up for discussion and approval. ED Imai thanked everyone for their feedback and stated that most were incorporated into the final draft - except those that require a change to the rules itself. Commissioner Kaminar motioned to approve the 2nd Edition Rules Book, seconded by Commissioner Gable. Motion passed. The digital copy will be added to the website and promoted in the next ED update and newsletter. Commissioner Gable reminded everyone that hard copies of the book will not be printed until after the Annual Business Meeting, to include any rules changes that may be passed. Post approval, Kathy Facon wanted to add a text box of tips to the rules book. Commissioner Pete LuPiba (OH) suggested drafting an FAQ. The Rules Committee will review these suggestions.
12. ***Training*** – Commissioner Kaminar said they have not met since the April EXCOM and members are working on their breakouts for the Annual Business Meeting. Regarding the PsychArmor video that is being updated for use by MIC3. Communications Associate Richard Pryor has sent out the final draft yesterday - some members had comments and good ideas. However, when the Training Committee presented the video for EXCOM's approval back in March. He reminded all that the national staff sent the EXCOM the link to the video prior to the March meeting. At the March meeting, the EXCOM approved the minor revisions, and the voted for an amount of up to \$900 for the national office to secure a contract with PsychArmor and make changes for us.
13. Email from DOD Military Representative, Kathy Facon:
 - o I agree with Shelley and Daron and think that some of the visuals should be modified to allow for diversity in gender and roles. Overall look is very elementary school, kind of K-5.
 - o Hats: try nurse, graduation cap, Chef, or a pencil behind the ear for accountant - even ear buds for modern living on the metro



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

14. Email from Commissioner Weiss:

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



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

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

15. Email from Commissioner Korte:

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

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

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

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

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

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

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

ITEM 4 – NEW BUSINESS

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

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

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

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

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

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

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

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

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

Respectfully submitted by,



Cherise Imai
Secretary/Executive Director