



MILITARY INTERSTATE
CHILDREN'S COMPACT
COMMISSION

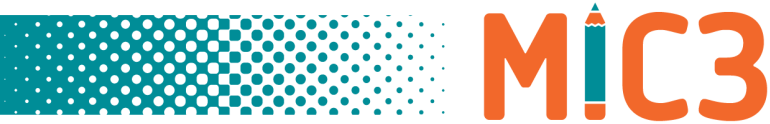
EXECUTIVE COMMITTEE MINUTES

FISCAL YEAR 2018-2019

TABLE OF CONTENTS

EXECUTIVE COMMITTEE MINUTES FY19

JULY 11, 2018.....	1
JULY 19, 2018.....	4
SEPTEMBER 6, 2018.....	8
SEPTEMBER 15, 2018.....	11
SEPTEMBER 20, 2018.....	17
NOVEMBER 26, 2018.....	22
JANUARY 17, 2019.....	28
FEBRUARY 21, 2019.....	33
MARCH 7, 2019.....	36
MARCH 21, 2019.....	40
APRIL 18, 2019.....	44
MAY 16, 2019.....	49
JUNE 20, 2019.....	57



**EXECUTIVE COMMITTEE (EXCOM) MEETING MINUTES
THURSDAY, JULY 11, 2018**

PRESENT	Rosemarie Kraeger	Rhode Island Commissioner	Chair
	Bob Buehn	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
	Pete LuPiba	Ohio Commissioner	Vice Chair

ITEM 1 – CALL TO ORDER

1. Chair Rosemarie Kraeger (RI) called the meeting to order at 12:02 PM EDT. Roll call was conducted by Executive Director Cherise Imai.

ITEM 2 – AGENDA AND MINUTES

2. The agenda was motioned for approval by Commissioner Shelley Joan Weiss (WI) and seconded by Commissioner Don Kaminar (AR). Motion carried.

3. The minutes of the June 21, 2018 meeting were motioned for approval by Commissioner Weiss and seconded by Commissioner Mary Gable (MD). Motion carried.

ITEM 3 – REPORTS

3. **Communications and Outreach** – Commissioner Weiss reported the committee approved the draft public service announcement script which is in production. The next meeting is in the beginning of August. She hopes attendance will improve.

4. **Compliance** – Commissioner Daron Korte (MN) reported the committee is tracking state council meetings and several states have not reported or held any meetings in last two fiscal years. One state said they are not planning on having a meeting. The committee agreed that it was not possible to have collaboration and multi-agency work without having a meeting at minimum, once a year. They felt a rule was necessary requiring state councils to meet, at minimum, annually. With General Counsel Rick Masters, they drafted and submitted a proposed rule to the Rules Committee. Commissioner Korte added that one member expressed concern regarding the requirement of minutes, which had been discussed at the previous ABM, however the MIC3 State Coordination Policy requires member state minutes be submitted to the national office.

5. **Finance** – Commissioner Bob Buehn (FL) provided an overview of the fiscal year 2018 expenses and reported that 100% of dues were collected. We are projected to end the year under budget and he complimented ED Imai for managing the budget well with unforeseen costs. He added that the investments continue to perform well. ED Imai said the annual audit is scheduled for August.

6. **Rules** – Commissioner Gable reported that the committee will convene this afternoon at 2:00pm and they have a rich agenda for discussion including the state council proposal. The 2nd edition of the Rules Book was finalized and posted online. They will also discuss adding a field for the U.S. Department of Defense Education Activity (DODEA) to submit cases to the Commission. New business includes sharing the legal advisories recently approved by the EXCOM, as well as a new promulgation of rules guidebook for Commissioners.

7. **Training** – Commissioner Kaminar stated the committee met on June 5th. The video was discussed and after payment of the PsychArmor invoice, they wanted to take the video and allow others to utilize it if they desired. He reported that the national office has produced a new video internally utilizing online software and are working on the final details. The committee is working on the training materials for the Annual Business Meeting breakout sessions. In the absence of his Vice Chair, Kate Wren Gavlak, he reported that the New Jersey military impacted schools training evaluation results were positive and included good comments/feedback on the sessions. ED Imai added that the sessions were well attended and hosted by the North Hanover School District.

8. **Leadership Development** – On behalf of Commissioner Gavlak, ED Imai reported the committee will meet on the 16th to discuss the results of the survey of interest. Commissioner Korte asked if there was any update on the response to Commissioner Deanna McLaughlin's email inquiry on the LDC election process. ED Imai replied the release was pending approval from one LDC member. Commissioner Weiss asked if the EXCOM will see the LDC's response prior to release. General Counsel Masters said he assisted with drafting the memorandum and he did not see any reason for the EXCOM to approve the document prior. He added that doing this would result in an additional delay of the release. Commissioner Korte asked if it is clear that the response is from the LDC and not the EXCOM. General Counsel Masters replied that the memorandum is very clear.

ITEM 4 – OLD BUSINESS

9. **Annual Business Meeting** – ED Imai reviewed in detail the overall itinerary, and both agenda for the general and commissioner only sessions. She requested feedback and thoughts as we need to finalize the schedule for logistical planning purposes.

- Members commented that they liked the overall schedule, that the flow was good, and that they were pleased that new individuals were involved in the training sessions.
- ED Imai asked for suggestions for the Tabletop Discussion/Activity during the Commissioner Only Session.
- Regarding the Tier Group meetings, ED Imai asked for ideas on the session format. She is pending the responses from the Mid-year Survey from the commission on the discussion topics.
- Kathy Facon, DOD Representative offered to assist the national office with the General Attendee session. ED Imai acknowledged the offer and will connect with Ms. Facon when appropriate.

10. ED Imai reminded members that the original idea by Commissioner Pete LuPiba to hold the reception at the Rock and Roll Hall of Fame was good, however it was not possible to secure local sponsors for the event. The reservation fee was \$10K plus the food cost, which was not feasible under our budget. Therefore, the reception will be held at the Westin.

11. Commissioner Weiss thanked the staff for providing a clear agenda. She asked that a link to the elections statute be added for the elections item under the General Session. She also asked for the future

annual meeting date for Colorado be added. ED Imai concurred on both requests.

10. **Award Request for former Idaho Commissioner, Pete Koehler** – ED Imai reported the Office of the Governor for Idaho submitted a request for a certificate and coin. Koehler recently left the Idaho Department of Education. Commissioner Kaminar motioned to approve, seconded by Commissioner Weiss. Motion passed.

12. In the interest of time, the remaining *Inquiry* items under Old Business were tabled for the next scheduled meeting:

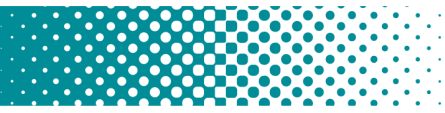
- a) Chronic Absenteeism (*Mary Gable*)
- b) State Assessments (*Mary Gable*)
- c) Data Collection and Reporting (*Shelley Joan Weiss*)
- d) Military School Vouchers from Greg Lynch, WA Commissioner (*Cherise Imai*)
- e) Athletics Rules and the Compact (*Cherise Imai*)

ITEM 5 – EXECUTIVE SESSION

13. The committee went into Executive Session to discuss internal business.

ITEM 6 – ADJOURNMENT – With no further business to conduct, Chair Kraeger adjourned the meeting at 12:22 PM EDT.

Respectfully submitted by,
Cherise Imai
Secretary/Executive Director



**EXECUTIVE COMMITTEE (EXCOM) MEETING MINUTES
THURSDAY, JULY 19, 2018**

PRESENT	Rosemarie Kraeger	Rhode Island Commissioner	Chair
	Pete LuPiba	Ohio Commissioner	Vice-Chair
	Bob Buehn	Florida Commissioner	Treasurer/Finance
	Mary Gable	Maryland Commissioner	Rules
	Kate Wren Gavlak	California Commissioner	Past Chair
	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		

ITEM 1 – CALL TO ORDER

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

ITEM 2 – AGENDA AND MINUTES

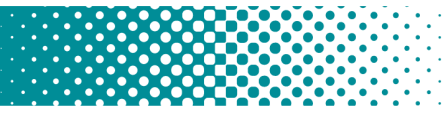
2. The agenda as modified was motioned for approval by Commissioner Shelley Joan Weiss (WI) and seconded by Commissioner Don Kaminar (AR). Motion carried.

3. The minutes of the July 11, 2018 meeting were motioned for approval by Commissioner Kaminar and seconded by Commissioner Mary Gable (MD). Motion carried.

ITEM 3 – REPORTS

3. **Finance** – Commissioner Bob Buehn (FL) indicated there was no change to the status of the investments. Commissioner Buehn provided a brief overview of MIC3’s FY2019 budget as approved at the last Annual Business Meeting (ABM). Executive Director Cherise Imai will provide an update on the Kentucky Retirement System (KRS) during her report. Commissioner Buehn provided members with the Affiliate Financial Contributions to CSG in FY2017. MIC3 contributed \$77,220 total to the Counsel of State Governments (CSG) for fiscal year 2017. Commissioner Buehn asked ED Imai to clarify what “Affiliate non-restricted direct costs” were and she stated those are indirect costs affiliate’s pay to CSG for rent, etc. Commissioner Buehn stated he wanted the members to know what costs are associated with having the National Office at CSG. The Finance Committee is prepared to present the Dues Structure at ABM and will move on to a discussion about establishing a foundation. Accounting is closing out Fiscal Year 2018 so those numbers will available soon. Commissioner Pete LuPiba (OH) asked if the Finance Committee would have a recommendation regarding the Foundation by ABM, and Commissioner Buehn did not think so because the committee’s current focus is passing the Dues Structure change.

4. **General Counsel** – Counsel Masters reported there was no change to the status of the legal matters negating the need for an executive session. Chair Kraeger asked for an update on the Dues Formula Increase – notice of proposed bylaw changes and ED Imai interjected New Jersey’s litigation is



closed due to the appointment of new Commissioner Tony Trongone. The other item, to Chair Kraeger's point, is the public notice of the proposed bylaws change to the dues structure. ED Imai stated this item was for review only and did not require a note. It will be released after the EXCOM meeting to give the states time to discuss prior to ABM.

5. Counsel Masters proceeded to the letter of grievance submitted by Commissioner Laura Anastasio (CT). Commissioner LuPiba asked if Commissioner Deanna McLaughlin's email should also be attached since it is referenced in the letter and Counsel Masters responded that the initial communication was sent to all Commissioners, so everyone had the opportunity to read it. Chair Kraeger interjected the email was not germane to the issue raised by Commissioner Anastasio's letter and Counsel agreed.

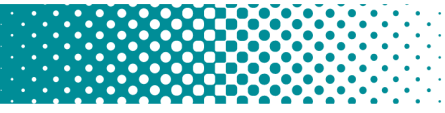
6. General Counsel Masters recommended this issue be addressed by alternative dispute resolution through mediation. The parties involved, being the Commissioner from Connecticut and the Commissioner from Ohio whom she complained against, be invited to participate in a voluntary mediation to resolve the issue. General Counsel Masters recommended the EXCOM use the services of Retired Judges Arbitration and Mediation Services as an impartial facilitator if both parties are willing to participate in the mediation process. This recommendation is consistent with the Compact's statute and bylaws. The fee is around \$300 per hour which is not excessive and would provide closure. The total cost is estimated at \$900 for 3 hours.

7. Commissioner LuPiba asked if Commissioner McLaughlin had been informed of the letter since her email communication is referenced in the letter, to which Counsel Masters replied he did not know if she had been informed. Counsel Masters offered to include Commissioner McLaughlin in the mediation if she felt she had been aggrieved.

8. Chair Kraeger opened the floor to discussion. Commissioner Shelley Joan Weiss (WI) asked whose responsibility was it to share the letter with Commissioner McLaughlin. Counsel Masters was willing to contact Commissioner McLaughlin but felt it was equally acceptable for the Executive Director or Chair of EXCOM to share the letter from Commissioner Anastasio with her. Following member discussion regarding the notification of parties General Counsel Masters clarified the mediator would review the materials and determine who to contact and include in the mediation process, but it would not hurt to include all parties and resolve all issues at one time.

9. Chair Kraeger asked for a point of order. Since the Commissioner from Ohio is one of the parties should he have to recuse himself from the discussion. Counsel Masters responded that Commissioner LuPiba could speak during this portion of the meeting but would not be allowed to vote according to Robert's Rules of Order.

10. Commissioner Weiss motioned ExCom follow General Counsel's recommendation on this matter and Commissioner Mary Gable (MD) seconded the motion. Commissioner Daron Korte (MN) clarified the motion was to follow counsel's recommendation to bring the matter to a mediator and allow them to decide who should be involved in the mediation. General Counsel Masters confirmed Commissioner Korte's summation. Commissioner Korte supported having Commissioner McLaughlin as part of the mediation since her email in response to the Leadership Development Committee's (LDC) email initiated the phone call from the Ohio Commissioner to Commissioner Anastasio. Her involvement would bring the issue full circle, as well as, asking the Chair of the LDC Commissioner Kate Wren Gavlak (CA) to participate. Commissioner Gavlak could speak for the LDC and address any questions the mediator might have.



11. Chair Kraeger discussed appointing two Commissioners as impartial observers to communicate and receive the mediator's report. Commissioner LuPiba asked where those Commissioners would be appointed? Commissioner Weiss asked for a point of order relating to her motion to follow the recommendation of counsel in this matter and then after a vote the addition of impartial observers could be addressed. General Counsel concurred with the Commission from Wisconsin.
12. Commissioner Don Kaminar (AR) asked counsel to clarify the mediation is addressing Commissioner Anastasio's complaint against Commissioner LuPiba, but it also addresses Deana McLaughlin's complaint against the LDC. Counsel Masters confirmed he did not think the mediator could address one without understanding the context. Ultimately the mediator will decide if it is helpful to include Commissioner McLaughlin and Commissioner Gavlak.
13. Chair Kraeger asked General Counsel about documentation who stated he would provide the mediator with all pertinent documents including the LDC report, Commissioner McLaughlin's email, and Commissioner Anastasio's letter. Commissioner LuPiba asked if his email to EXCOM would be included and General Counsel confirmed it would. General Counsel reminded the members that mediation is a voluntary process and good faith attempts will be made to reach a resolution, but if at any time those involved decide they no longer wish to participate.
14. General Counsel Masters said documentation and information will be provided to the mediator for review. Chair Kraeger called for the vote which was follow General Counsel's recommendation in this matter. Motion carries unanimously. Commissioner LuPiba recused himself from the vote as he is a named party in the case.
15. General Counsel Masters stated that Chair Kraeger may appoint two Commissioners to oversee the process and to receive the mediators report to bring to the EXCOM. He added that another option was appointing an Ad Hoc committee to do this, however it would require a vote by the EXCOM.
16. **Mid-Year Survey** – Chair Kraeger reported that the national office received 13 responses out of 46 members. On average, we normally receive a 50% response. Based on this low response rate, she recommended extending the deadline to allow for additional members to respond. Commissioner Weiss said she liked the survey and said she agreed with resending it out to the Commission. She asked members to think about the answers and how it aligns with our strategic plan. She added that once it is completed, that it would be wise to send out the key points and results to the Commission for awareness. The committee agreed to extend the deadline to the third week of August. Commissioner Korte recommended that a separate meeting be scheduled to review the survey results. The date selected in between August and September EXCOM meetings. Chair Kraeger asked the national staff to send an email thanking those that participated in the survey.
17. **MISA Summer Conference** – Chair Kraeger asked that we pre-survey the school districts on the Compact. The districts asked the Commission to develop resources for schools, providing training. Kathy Facon asked about developing resources, if they are aware of resources that exist. Imai responded that schools said they utilized the website and our collaterals, though they were not asked to identify which resources they would like to the commission to develop on the compact.
18. **Compliance Report** – Commissioner Korte deferred to Commissioner Gable on the status of the proposal on state councils.

19. **Rules Report** – Commissioner Gable reported that the committee added the field to allow the DOD to submit unique cases to the Commission. She also reported that the proposal on state council discussion was robust and it was tabled for their next meeting. She asked Commissioner Korte to attend their July meeting to provide an additional background and justification.

20. **Training Report** – Commissioner Kaminar said they are collecting materials for their training session at the Annual Business Meeting. He thanked the national staff for the seamless transition on staffing the committee and for their hard work.

21. **Leadership Development Report** – Commissioner Wren Gavlak reported that the committee will be sending out the application process for people who want to run for the upcoming year for elections in Ohio. Every commissioner that is interested may apply and the process includes floor nominations. Member will have time to meet the candidates, and they will have the opportunity to speak to the Commission meeting. Commissioner Weiss had questions on the process

ITEM 4 – OLD BUSINESS

22. **Annual Business Meeting** – ED Imai reviewed the Commissioner Weiss motioned to approve the Overall Itinerary, Commissioner Only Agenda and General Session Agenda as modified, seconded by Commissioner LuPiba. The committee asked that the Military Identifier item be moved to the Tier Group discussion. Over concern over a lobbying agency presenting at the business meeting, they requested the item on Impact Aid be removed. Motion carried. Commissioner LuPiba reported that he is pending response to a letter to the Governor of Ohio requesting his presence at the Annual Meeting.

ITEM 5 – ADJOURNMENT – With no further business to conduct, Chair Kraeger adjourned the meeting at 3:12 PM EDT.

Respectfully submitted by,
Cherise Imai
Secretary/Executive Director

**EXECUTIVE COMMITTEE (EXCOM) MEETING MINUTES
THURSDAY, SEPTEMBER 6, 2018**

PRESENT	Rosemarie Kraeger	Rhode Island Commissioner	Chair
	Pete LuPiba	Ohio Commissioner	Vice Chair
	Mary Gable	Maryland Commissioner	Rules
	Kate Wren Gavlak	California Commissioner	Past Chair
	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	Bob Buehn	Florida Commissioner	Treasurer/Finance

ITEM 1 – CALL TO ORDER

1. Chair Rosemarie Kraeger (RI) called the meeting to order at 2:02 PM EDT. Roll call was conducted by Executive Director (ED) Cherise Imai.

ITEM 2 – AGENDA AND MINUTES

2. The agenda was motioned for approval by Commissioner Shelley Joan Weiss (WI) and seconded by Commissioner Kate Wren Gavlak (CA). Motion carried.

3. The minutes of the August 16, 2018 meeting were motioned for approval by Commissioner Don Kaminar (AR) and seconded by Commissioner Gavlak. Motion carried.

ITEM 3 – REPORTS

4. **Communications and Outreach** – Although their Committee was unable to secure quorum for any of their meetings this past year, Commissioner Weiss and the committee created 3 Public Service Announcements, 2 created by the national office and the other by the US Department of Defense. The 30 second videos will promote the Commission and be launched at the Annual Business Meeting (ABM). Commissioner Wren Gavlak motioned for approval, seconded by Commissioner Kaminar. Motion carried.

5. **Finance** – ED Imai reported on behalf of Commissioner Bob Buehn (FL) and stated that the audit and the proposed Fiscal Year (FY) 2020 budget were approved by the Finance committee the previous week and are provided to the Committee for approval in preparation for the upcoming Annual Business Meeting. The FY 2018 Annual Audit was conducted in mid-August by *Blue and Co.* and was completed a week ahead of schedule. The Letter of Governance and the Financial Report outlined the expenditures and operating costs for the organization in comparison to the previous Fiscal Year. The audit was clean with one recommendation that the organization draft an Investment Policy. In addition to the *Blue and Co* provided template, ED Imai obtained templates from the Council of State Governments (CSG) and

two organizations on the Finance Committee's request. Commissioner Weiss motioned to approve the Letter of Governance, Audit Report and the proposed FY 2020 Budget, seconded by Commissioner Kaminar. Motion passed. Chair Kraeger thanked ED Imai, Chair Buehn and the Finance Committee for their hard work.

6. **Rules** – Commissioner Gable reported on their meeting held yesterday afternoon. The Committee reviewed the Promulgation of Rules guide draft. Two clarifications of the rules regarding promulgation were submitted for General Counsel review. The first clarifying the term “Regional Group of States” and if the term could be revised to the “Tier Groups” which aligns with our current operations. The second, on if rules could be proposed annually or only on odd numbered years. The second item the Committee discussed was the Legal Rationale for the State Council meeting requirement. They submitted feedback to General Counsel Masters regarding the rationale language to clarify the rationale data. General Counsel Masters will review and finalize the draft before the 30-day public notice period mandated by the rules. The notice is targeted for release on September 17th. Commissioner Korte added that the Compliance Committee agreed that the proposed rule would strengthen the requirement for member states to hold meetings and it would not “call out” the states that were not having meetings. He added that he anticipated a robust discussion at the ABM and thanked Commissioner Gable to move this forward.

7. **Training** – Commissioner Kaminar reported that Communications Associate Richard Pryor is tracking additional feedback on the training video which will be considered post-ABM. He reported that the training video is a tool that will be available to members for training and other opportunities and will be released at the ABM.

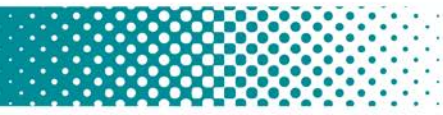
8. **Leadership Development Ad Hoc (LDC)** – Commissioner Gavlak reported they met recently. They have not had a meeting to approve the ballot yet, however it appears there are at least two nominations per elected positions on the ballot. All applications received were included in the ballot. Commissioner Weiss asked when the EXCOM will be notified of the ballot nominations and when it will be released. Commissioner Gavlak said information will be released to both the EXCOM and the Commission at the same time, and separately from the Docket Book to prevent confusion. She reminded that nominations will still be taken from the floor. The LDC will meet later this month on the timeline.

9. **General Counsel** – Litigation – General Counsel Rick Masters reported that he is awaiting a response from New Jersey and Indiana in terms of the agreed cost, payment of fees, and agreed order. He expects to hear something by end of the day next Friday the 13th. Should neither state respond, he will ask the court to schedule a meeting to obtain an update.

10. **General Counsel** – LuPiba/Anastasio Case – General Counsel Masters reported that he spoke with the agency judge regarding mediation who stated that because this is not a legal matter, nor case or personnel issue, he recommended that we use a related organization called “Justice Solutions” which is about half the rates that they use. Masters spoke with the agency's director and she would like to have conversations with the parties involved, preferably by phone call vice face-to-face, sometime next week. He expressed the desire to close the case before the ABM.

ITEM 4 – OLD BUSINESS

11. **Annual Business Meeting** – Chair Kraeger yielded to ED Imai for an update on the planning of ABM. ED Imai asked the Members to review document 7a – *ABM18 Itinerary* and stated the USPHS



brief has been replaced with a presentation by Sara Appel of the Mid-Western Higher Education Compact on *High School Transcripts and University/College Applications*.

12. ED Imai reported that the Tier Group meeting agenda was revised based on the feedback at the last meeting. The agenda will be uploaded on Google docs and she asked each group lead to bring their laptop. Currently a member of the EXCOM belongs to each Tier Group so in the current format they are staffing the meetings. Tier 2 and Tier 3 only have one EXCOM representative, so a staff person could assist them and be the designated note taker. Another recommendation was each group could choose a note taker/reporter from within the group.

13. ED Imai reviewed the General Attendee Sessions agenda and topics. DOD Representative has expressed what she wanted to take part in the sessions. The separate sessions were created after the 2016 ABM in which an Air Force School Liaison Officer disrupted the Commissioner Only training session. The post meeting comments from the Commissioners expressed that the session be closed to non-commissioner attendees. Therefore, the separate sessions were created for the 2017 ABM. Last year the sessions were well received and a Parent FAQ was created. A meeting will be scheduled later this or next week to review and discuss roles and responsibilities. Chair Kraeger asked that the EXCOM be sent the invitation to attend the meeting and participate.

14. **Mid-Year Survey Results** – ED Imai reviewed the results of the survey. There was a total of 22 of 46 respondents, or 47.8%. While the responses were lower than expected, there was good data to consider. Imai reminded that Commissioners were provided an initial deadline which was extended due to a low response rate. She reviewed the slides detailing the results, recommendations, and responses. Chair Kraeger will present this information at the ABM. Chair Kraeger added that she liked the way the data was presented, we asked questions, we listened and we are responding – and that is good. She hoped that it would encourage others to respond when the survey is released next year.

15. Commissioner Kaminar pointed out a response on question #2 that addressed the value of the commission. The respondent said, “there is room for improvement at the Executive Committee and Executive Director levels” and asked if the responded provided any elaboration on the comment. ED Imai replied that the respondent did not provide additional information based on their comment. Commissioner Kaminar recommended that clarification was needed and a broad comment like that is not helpful if we are trying to improve things. The EXCOM concluded it would be prudent for Chair Kraeger to reach back and connect with individuals, and ask why they responded that way, and for clarification on their comments.

16. Chair Kraeger thanked ED Imai for adding the time on the agenda to help move the agenda forward. The practice will be instituted for the next meeting.

ITEM 5 – ADJOURNMENT – With no further business to conduct, Commissioner Kaminar motioned to adjourn, seconded by Commissioner Weiss. Chair Kraeger adjourned the meeting at 3:13 PM EDT.

Respectfully submitted by,
Cherise Imai
Secretary/Executive Director

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

PRESENT	Rosemarie Kraeger	Rhode Island Commissioner	Chair
	Bob Buehn	Florida Commissioner	Treasurer/Finance
	Mary Gable	Maryland Commissioner	Rules
	Kate Wren Gavlak	California Commissioner	Past Chair
	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	Pete LuPiba	Ohio Commissioner	Vice-Chair

ITEM 1 – CALL TO ORDER

1. Chair Rosemarie Kraeger (RI) called the meeting to order at 2:02 PM EDT. Roll call was conducted by Executive Director (ED) Cherise Imai.

ITEM 2 – AGENDA AND MINUTES

2. The agenda as modified was motioned for approval by Commissioner Shelley Joan Weiss (WI) and seconded by Commissioner Don Kaminar (AR). Motion carried.

3. The minutes of the July 19, 2018 meeting were motioned for approval by Commissioner Kate Wren Gavlak (CA) and seconded by Commissioner Kaminar. Motion carried.

ITEM 3 – REPORTS

4. **Chair** – Chair Kraeger confirmed the Commission Mid-Year Survey received 20 responses and asked those members of the EXCOM who had not completed the survey already to please do so before the August 17, 2018 deadline. ED Cherise Imai informed Members a reminder regarding the survey and its deadline would be going out the next day.

The Chair asked ED Imai to present MIC3’s Strategic Plan specifically those items designated as the EXCOM’s responsibility. ED Imai addressed Strategy 2, Goal 4 “Create a task force of regional representative for individual Commissioner mentoring and compliance.” Several Commissioners indicated their desire to serve as mentors on the Mid-Year Survey. Using that list Commissioner Dan Dunham (VA) was assigned to Louisiana’s newly appointed Commissioner and Commissioner Gavlak was assigned to Commissioner Tony Trongone (NJ). As new Commissioners are appointed those on the list created from the Mid-Year Survey results will be asked to mentor. Chair Kraeger acknowledged the importance of the Strategic Plan since it is the blueprint the EXCOM created and agreed to follow.

5. **Executive Director** – ED Imai informed the Members new Commissioners have been appointed in New Jersey, Idaho, Louisiana, Mississippi, and Nevada. The National Office (NO) is waiting for Mississippi's appointee's paperwork and contact information. Nevada's Commissioner contacted the NO last week to inform staff he had accepted a new position in California and was resigning but provided a point of contact until a new Commissioner can be appointed.

6. **Communications and Outreach** – Commissioner Weiss stated the Committee was unable to reach a quorum at their last meeting but through discussion the members present requested all the Public Service Announcements (PSA) be released for review to the EXCOM.

Commissioner Weiss confirmed the PSA developed by the Department of Defense (DoD) could be dispersed once the EXCOM votes. Kathy Facon (DoD) explained the DoD developed PSA was formatted and licensed to be used for use on Defense media outlets. Ms. Facon clarified changes could still be made to the PSA. Commissioner Weiss confirmed a marketing plan would be forthcoming.

MIC3's Communications Associate Richard Pryor explained the evolution and development of the PSAs and training video. The NO's intention was to provide the Compact with diverse materials that would cater to a variety of audiences. Mr. Pryor (MIC3) asked the EXCOM to review the videos closely and welcomed feedback. Chair Kraeger asked Mr. Pryor to provide a deadline for Members to submit feedback on the PSAs and training video and August 22nd was designated as the deadline.

7. **Compliance** – Commissioner Daron Korte (MN) informed the EXCOM the Compliance Committee has not met since the previous EXCOM meeting so there was no update. Commissioner Korte reported he was a guest of the Rules Committee and would provide information related to the Proposed Rules Change Requiring State Councils to meet Annually during Commissioner Mary Gable's (MD) Rules Committee report.

8. **Finance** – Commissioner Bob Buehn (FL) walked EXCOM members through the attachments. The year-end numbers will not be available until September, so the Balance Sheet and Income Statement reflect the accounts through the end of June. The Balance Sheet and Income Statement reflected no change in the expenditures or execution of the budget. The Vanguard investment report reflected positive growth indicating there was no change to the status of the investments. The original amount invested of \$350,000 has grown to \$388,198.64.

Commissioner Buehn directed the members to an attachment outlining the collection of MIC3's Fiscal Year 2019 state dues. As of August 10, 2018, dues collected totals \$319,005.00 reflecting a majority of states having remitted payments. Lindsey Dablow (MIC3) informed the Members a second notice went out to the outstanding states on August 1, 2018.

Commissioner Buehn informed the Committee he and ED Imai had signed the contract for Blue and Co. to perform the annual audit. The audit should be finished by September and those results would be made available to the EXCOM soon thereafter. Commissioner Buehn closed his report stating the Finance Committee would meet on August 28, 2018 at 11:00 AM.

9. **Rules** – Commissioner Gable explained to the Members how the Proposed Rules Change requiring State Councils to meet at least annually had proceeded through the Rules Committee. Commissioner Gable invited Commissioner Korte to the Rules Committee meeting, so Committee Members could get clarification and background on the proposed Rules change. Commissioner Gable

briefly outlined the Committee's conversation and the request for a legal rationale from Commissioner Korte and Counsel Masters. Commissioner Gable informed the EXCOM the proposed Rules change was approved unanimously so it could be discussed at the Annual Business Meeting (ABM). The legal rationale will be provided to the Rules Committee once it is developed and will accompany the proposed Rules change for distribution at the ABM.

Commissioner Gable thanked Commissioner Korte's willingness to address the Rules Committee and yielded the floor to him. Commissioner Korte expressed his gratitude for the Rules Committee's insight into requesting the legal rationale. He briefly explained that he has not participated as a Commissioner in a discussion or vote at ABM to adopt or alter the Compact Rules. He stated providing the legal rationale would be helpful to the Commission then the proposal is reviewed at the ABM and thanked Commissioner Gable for her handling of this request from the Compliance Committee, and ushering it through the Rules Committee.

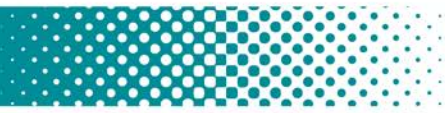
Commissioner Weiss asked if the Rules Committee discussed methods of enforcement for those states who do not meet or submit documents. Commissioner Korte explained the Rules once promulgated carry the same effect as the Compact itself. Any state out of compliance would go through the same process as any other enforcement action. The process usually begins with informal communications but can eventually lead to filing a lawsuit in federal court. Counsel Masters agreed with the statement made by Commissioner Korte outlining the enforcement. Commissioner Weiss asked what the response rate is currently for states submitting their meeting dates and agendas and Mr. Pryor responded around 30%. Commissioner Korte interjected seven states have provided no proof or intent that their state councils have or will meet so the response rate of 30% is low compared to the actual number holding meetings but not remitting the requested documents.

The motion was made to move the proposed Rules change regarding State Council Annual Meetings out of the EXCOM for discussion at the ABM by Commissioner Gable and seconded by Commissioner Weiss. Motion carried.

10. **Training** – Commissioner Kaminar reported the Training Committee reviewed materials for the Breakout Sessions for the ABM. He praised the Training Committee teams for developing the materials and specifically Kathy Facon for her feedback. Commissioner Kaminar provided the EXCOM Members a brief timeline regarding the development of the PsychArmor video. He informed the EXCOM that Training had voted to accept the PsychArmor video since the contract had been paid but not require the video be used by MIC3 or its' Commissioners. Commissioner Kaminar discussed the Powtoon video developed by Richard Pryor and requested the members review the video and provide any feedback.

Commissioner Kaminar informed the Committee Commissioner Gavlak is offering another training in Kansas on October 1st as part of MIC3's agreement with the Military Impacted Schools Association (MISA). Commissioner Kaminar asked ED Imai to provide the background of MIC3's partnership with MISA. ED Imai explained the MOU was developed with MISA to outline the responsibilities of each partner including the financial responsibility. Money does not exchange hands and each party is responsible for their own cost. During FY17 MIC3 spent \$2,220.55 for travel expenses only.

The partnership with MISA has helped MIC3 get the information to their school districts which are the ones working with the children and their families every day. The current MOU expires on September 18, 2018. Chair Kraeger directed Members to review the meeting attachments summarizing



the relationship with MISA. ED Imai opened the floor to questions and asked the individuals representing MISA to introduce themselves.

Kyle Fairbairn, MISA Executive Director and MIC3 ex-officio, described the vision of MISA's Board to create this partnership with MIC3 to educate and raise awareness of the Compact. The trainings are hosted by MISA schools so there is no cost to hold the trainings and MISA's Board provides a stipend to Commissioner Gavlak for the trainings and MIC3 covers the Commissioner's travel expenses.

MISA Executive Board member Keith Mispagel added non-MISA districts have reached out to him with inquiries from educators and parents attempting to understand what the Compact is and does. The trainings, while held in MISA school districts, are helpful for low impacted areas that do not deal with the Compact often, but the trainings provide an avenue to get additional information and gain understanding about MIC3. Mr. Mispagel expressed his desire for a continued partnership between MISA and MIC3 because it helps school systems that don't deal with the mobile military family every day.

Chair Kraeger voiced her support of the partnership pointing out many MIC3 Commissioner belong to MISA making this a natural partnership. She also directed Members to MIC3's Strategic Plan and how the MOU with MISA fulfills a strategy outlined by the EXCOM in 2017. The Chair directed members to consider the amount of training and exposure MIC3 receives from this partnership versus the low cost to the Commission and expressed this would not be possible without this mutually beneficial relationship. Chair Kraeger concluded her comments by asking Mr. Fairbairn if he had viewed MIC3's new training video and he responded that he was able to view it during a training in Nashville, TN. He expressed his support of the training video and the NO's work.

The motion was made to renew the MOU as it is written with MISA for one more year by Commissioner Kaminar and seconded by Commissioner Gable. Motion carried.

11. **Leadership Development Ad Hoc** – Commissioner Gavlak reported the Committee is scheduled to meet on August 27, 2018 to review the submitted applications and begin preparing the ballot for ABM. Commissioner Weiss inquired about the response rate and Commissioner Gavlak stated there were a few nominations but wanted to wait until the nomination deadline on August 22nd before proceeding. Commissioner Gavlak reminded the Committee that nominations will be accepted from the floor as outlined in the Compact Rules.

12. **General Counsel Updates** – General Counsel Rick Masters stated both New Jersey and Indiana have received notices inviting them to discuss payment of MIC3's legal cost now that they are in compliance. He expects to have an update on those items before the EXCOM meets in September.

ITEM 4 – OLD BUSINESS

13. **Annual Business Meeting** – Chair Kraeger yielded to ED Imai for an update on the planning of ABM. ED Imai asked the Members to review document 7a – *ABM18 Itinerary* and stated the Proposed Rules Change regarding Annual State Council meetings has been added to the General Session Agenda. She asked the EXCOM to finalize the Tier Group meeting format and the topics for those meetings. Currently a member of the EXCOM belongs to each Tier Group so in the current format they are staffing the meetings. Tier 2 and Tier 3 only have one EXCOM representative, so a staff person could assist them and be the designated note taker. Another recommendation was each group could choose a note taker/reporter from within the group.

Attachment 7d – *ABM18_Tier Groups* listed the proposed discussion items by overall topic. ED Imai indicated each proposed discussion item had ample content and could serve as one group session. Commissioner Weiss expressed her gratitude for documenting the need for a note taker in each group. She asked if note takers could be designated prior to the ABM and could the notes be prepared using Google Docs so they are viewable immediately by the group. Commissioner Weiss also asked if the Tier Groups could be contacted ahead of the ABM and asked to rank the topics so the moderators know what is important to their specific group. ED Imai asked if Commissioner Weiss was proposing sending it to the Commissioners to get their feedback and she clarified she was interested in hearing what those individuals within the specific Tier Groups, that plan to attend the ABM, thought would be beneficial for their own group to discuss. Chair Kraeger said she thought the Commissioners had already been asked to provide their feedback on the topics and ED Imai confirmed that all the topics came from the mid-year survey. Commissioner Kaminar supported Commissioner Weiss' suggestion but supported sorting the replies by Tier Group once the NO received them. He added due to time and the workload of the NO office preparing for ABM this could easily be determined at the beginning of the Tier Group discussion by asking them to look at the list and rank the topics.

Chair Kraeger also voiced her support for pre-determining the Tier Group discussion topics based on feedback from the Tier Groups but felt for this year timing would not allow it. The docket book for the ABM will be made available electronically on October 1st and it would not be feasible to do it this year. Commissioner Weiss clarified the intent was not to put the information in the docket book but rather allow the moderators to know ahead of the meetings what their Tier Group wanted to discuss. Kathy Facon asked if the intention of the Tier Groups was to group like size states together to discuss what the issues are in their state. ED Imai responded originally the Commission grouped states into "regional groups of states" based on their location and proximity to one another. About five years ago the Commission decided to group states based on impactation. This allowed the states with similar impactation to discuss common issues they shared. ED Imai expressed the NO's willingness to send a survey out to the Tier Groups but cautioned against it because the low response rate for the Mid-Year Survey indicated the group would not get a very good response to another survey. ED Imai also reminded the EXCOM a lot of information would be going out in the next few weeks and wanted to make sure the public notices did not get lost in the crowd. She concluded stating the NO would gladly execute any decision the EXCOM chose. It was decided to proceed as is and look at organizing a survey for the ABM in 2019 to rank proposed Tier Group topics.

14. Proposed EXCOM Meeting after close of ABM – Commissioner Weiss stated she thought it would be beneficial for the EXCOM to take advantage of the fact they are all together. She clarified the meeting did not have to take place after the close of ABM but could be held one of the evenings. Chair Kraeger offered some insight from the point of view of the Chair stating it may take a newly elected Chair some time to select the individuals they want to serve as Committee Chairs and that could impact people's plans. Commissioner Weiss asked for the dates and times EXCOM Commissioners needed to arrive and depart. ED Imai responded the New Commissioner Dinner will take place on Tuesday, August 16th at the restaurant inside the hotel at 7:00 PM EST. The ABM meetings begin on Wednesday, August 17th with breakfast at 7:00 AM. The ABM will conclude on Thursday, August 18th after 4:00 PM EST.

15. Chair Kraeger asked ED Imai if the additional topics under New Business could be tabled until the next EXCOM meeting. ED Imai agreed to table those topics but stated the items needed to be addressed since Commissioners are waiting for feedback from the NO. Chair Kraeger asked if the EXCOM needed to meet before the September 20th meeting and ED Imai confirmed she would send the

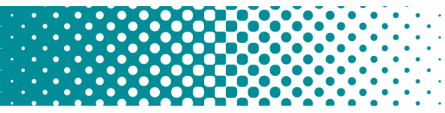
Members some available dates to set another meeting. ED Imai reminded the Committee there were several deadlines approaching and the NO would send out a reminder to the full Commission regarding those.

Kathy Facon asked if the specific inquiries or cases mentioned in the New Business had been distributed to the EXCOM and ED Imai confirmed it had not. The Chair asked for background information could be distributed prior to the interim meeting and ED Imai confirmed it would.

16. Commissioner Weiss asked the Chair if General Counsel would provide an update on the Commissioner Laura Anastasio (CT) Case. Chair Kraeger stated the Committee would need to enter into an executive session and asked if that conversation could wait until the next meeting or an interim meeting and Commissioner Weiss agreed it could wait until the next meeting.

ITEM 5 – ADJOURNMENT – With no further business to conduct, Chair Kraeger adjourned the meeting at 3:13 PM EDT.

Respectfully submitted by,
Cherise Imai
Secretary/Executive Director



**EXECUTIVE COMMITTEE (EXCOM) MEETING MINUTES
THURSDAY, SEPTEMBER 20, 2018**

PRESENT	Rosemarie Kraeger	Rhode Island Commissioner	Chair	
	Pete LuPiba	Ohio Commissioner	Vice Chair	
	Bob Buehn	Florida Commissioner	Treasurer/Finance	
	Mary Gable	Maryland Commissioner	Rules	
	Kate Wren Gavlak	California Commissioner	Past Chair	
	Don Kaminar	Arkansas Commissioner	Training	
	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	Daron Korte	Minnesota Commissioner	Compliance
		Shelley Joan Weiss	Wisconsin Commissioner	Comm & Outreach

ITEM 1 – CALL TO ORDER

1. Chair Rosemarie Kraeger (RI) called the meeting to order at 2:02 PM EDT. Roll call was conducted by Executive Director (ED) Cherise Imai.

ITEM 2 – AGENDA AND MINUTES

2. The agenda was motioned for approval by Commissioner Kate Wren Gavlak (CA) and seconded by Commissioner Don Kaminar (AR). Motion carried.

3. The minutes of the September 6, 2018 meeting were motioned for approval with revisions by Commissioner Kaminar (AR) and seconded by Commissioner Pete LuPiba (OH). Motion carried.

ITEM 3 – REPORTS

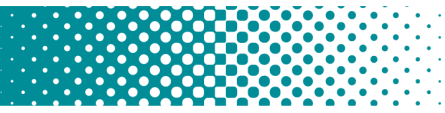
4. **Chair – Mid-Year Survey of the Commission** – Chair Rosemarie Kraeger reported she contacted four Commissioners identified at the last meeting for clarification on their responses. She spoke with three and is waiting for the fourth person to return her call. She asked the respondents the following:

- a. What could we have done differently to change your response?
- b. How were you affected by what happened (last year)?
- c. What needs to happen to fix things?
- d. What do you need to move forward?

5. Chair Kraeger reported what she heard was overall assumptions and perceptions of what is going on with MIC3 (in general) and the EXCOM. Some assumptions were not accurate and she tried to provide rebuttal information with supporting facts.

6. Discussion highlights:

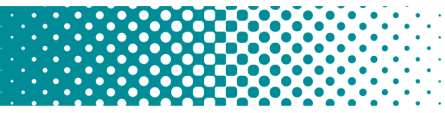
- a. A respondent said that when information was sent into the national office, that the national office was selective about what they put up. For example, for a *Purple Up!* Celebration, information was sent to the national office. Chair Kraeger did some



investigating and found that this was not true, and that every picture that was sent in was used in the website gallery.

- b. A respondent felt they were lacking quorum (at Committee meetings) and members did not have buy-in to the Committees because they were assigned to them rather than chosen.
 - i. Chair Kraeger informed that at the December EXCOM Retreat, that the EXCOM recognized the need to balance the Committees equally due to the creation of the two new Committees – Communications and Outreach, and Training. Second, that the EXCOM had asked her to contact the 5-6 individuals to see if they were willing to change Committees and willing to participate on them. All the individuals said they were willing to do both when she spoke with them. The respondent said that they remembered Chair Kraeger calling them.
 - ii. Regarding quorum, Chair Kraeger said that based on the data, a majority of the Committees are able to attain quorum. One Committee struggled and did not have quorum throughout the year. While another made adjustments to their meeting time, and this helped them attain quorum.
- c. One respondent said they felt the dates and times for the Committee meetings were predetermined. Chair Kraeger stated prior to ED Imai being onboard, the national staff reported that they spent an extraordinary large amount of time finding member availability to schedule Committee meetings. Therefore, they drafted a calendar with potential meeting dates for the year. She added that while the suggested dates are published at the ABM, the Chair and their Committee members are able to make adjustments as needed. Chair Kraeger provided the example of the Training Committee, who adjusted their meeting dates and times to meet their needs to attain quorum and were successful in this effort. Commissioner Kaminar concurred.
- d. Chair Kraeger also mentioned that one respondent perceived that the National Office took over training for ABM last year. She stated that last year there were difficulties with that particular Chair in terms of what was going on in their life, and the national office put together something in order to get the work done.
- e. Chair Kraeger reported that a suggestion was if there is something new on the MIC3 website, that a news alert could be sent to the field. (OPEN ITEM)
- f. At ABM, when we present the Slate of Candidates, we need to tell the “why” there is an LDC, the results, and why we went “down this road”.
- g. Chair Kraeger said a respondent asked how we engage and ensure that their State Council Members receive the MIC3 newsletter. She asked if the members provide their email to the national office can they be added to the distribution. (OPEN ITEM)
- h. Lastly, one respondent felt perhaps we were too hasty in separating PR and Training into two Committees last year. She thought the EXCOM could think about this. (OPEN ITEM)

7. Commissioner Kaminar thanked Chair Kraeger for calling all the respondents and said it was helpful to hear about what was on respondents’ minds. He asked if those contacted felt better. Chair Kraeger thought the respondents felt heard and that their concerns were addressed. She was cognizant of their feelings and the desire to ensure their voice was recognized. At times, she felt that they had misperceptions of the situation and she felt obligated to correct this by providing data, facts, and examples. She wanted to make sure she focused on what they needed to move forward.



8. **Executive Director** – ED Imai presented recently resigned GA Commissioner, Robin Hines; and Kelli May, Marine Region SLO for Level 3 Awards (Certificate and Coin). Commissioner LuPiba motioned to approve, seconded by Commissioner Wren Gavlak. Motion passed.

9. **General Counsel** – Litigation – Commissioner Gavlak moved that the EXCOM move into Executive Session, seconded by Commissioner LuPiba. Motion passed. DOD Representative, Kathy Facon, left the meeting as she would not be able to vote on the item as an Ex-Officio representative.

10. General Counsel Rick Masters provided an update on the status of the Commission's litigation cases. Commissioner Kaminar moved to adjourn Executive Session, seconded by Commissioner Wren Gavlak. Motion passed.

11. Commissioner Bob Buehn (FL) moved to table the litigation discussion until the next scheduled meeting, seconded by Commissioner Kaminar. Motion passed. **(OPEN ITEM)**

12. **General Counsel** – LuPiba/Anastasio Case: General Counsel Rick Masters said he received a contract proposal for mediation services at half the fee of the other agency, originally estimated at \$300, the alternative agency will charge \$150 an hour. General Counsel Masters will forward the contract for ED Imai to sign this week. Once a mediator is assigned, they will be contacting both parties. The intent is to resolve this before the ABM. Commissioner LuPiba asked General Counsel Masters to repeat the cost for the mediation. General Counsel Masters replied 50% of the original cost or \$150. **(OPEN ITEM)**

13. **Communications and Outreach** – No Report.

14. **Finance** – Commissioner Buehn, Treasurer and Finance Chair, reported that the premium for health insurance has increased 15% which will increase this linen item in the budget. The previous year the increase was 7%. This current increase reflects the continuing rising cost of doing business. The Committee will meet next week.

15. **Rules** – Commissioner Mary Gable (MD), Rules Chair, said she has no report.

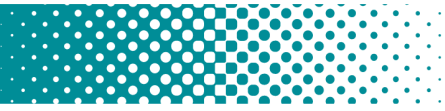
16. **Training** – Commissioner Kaminar, Training Chair, reported that the Committee is preparing for the ABM Breakouts. He also thanked ED Imai and DOD Representative, Kathy Facon for their work on the *General Attendee* sessions. Commissioner Gavlak said the next MISA-MIC3 training session will be held in Topeka, Kansas on October 1. Kansas Commissioner, Craig Neuenswander, will co-facilitate, and the session will be hosted by the Fort Leavenworth School District Superintendent Keith Mispagel. There is one session to allow for attendees to drive in from surrounding communities.

17. **Leadership Development Ad Hoc (LDC)** – Commissioner Gavlak said there was nothing to report since the last meeting.

18. **General Counsel** – Commissioner LuPiba and Anastasio Case – General Counsel Masters reported that he obtained a proposed contract that he will forward

ITEM 4 – OLD BUSINESS

13. **Annual Business Meeting** – Chair Kraeger yielded to ED Imai for an update on the planning of ABM.



14. ED Imai reported on the *General Attendee Sessions* which will be approved by the Training Committee.

15. ED Imai reported that Commissioner LuPiba revised the Parent Panel to *K-12 Military Student Transitions*. Commissioner LuPiba said he changed the session to include school personnel as it is more appropriate. Commissioner Kaminar said he recalled comments from the 2017 ABM Survey, and that attendees liked the parent-student format – that it was a popular part of the program. As this is very different, he questioned if need to be prepared for feedback.

16. DOD Representative, Kathy Facon said she doesn't see this as a deviation, and this bring in different dimension. She added that she did a similar format at the recent MCEC Training, and it was well received. Chair Kraeger said that we want to honor the feedback provided by the field, especially since we just had the Mid-Year Survey and she addressed the concerns of members. She suggested that during the panel presentation, that the introduction include that we wanted to add a different dimension to this segment.

17. Commissioner LuPiba replied that he did not feel like it was a complete deviation because he still has parents and students on the panel. He added that from state to shining state, that parents deal with a lot of the same things, whether it be social emotional things or curriculum – in Rhode Island or Ohio. He said that he felt adding a School Counselor would provide a view at the 30,000 level as well as the personal, and I know most of these folks since some serve on the Council. His School Liaison Officer (SLO) retired last year and there is a new one. He wants to make sure it's a full panel, a full landscape of child-to-panel, of council-to-MIC3 professions. He was not sure if it answered the questions, but it sounds like it happens at MISA and MCEC, and other conferences. Hopefully they will knock it out of the park.

18. Chair Kraeger said for last year's panel segment, her School Liaison Officer worked closely with the national office on logistics and planning so panelists were prepared, that they knew what questions would be asked, and that they were comfortable. She asked Commissioner LuPiba if he is coordinating the effort with the national office on the preparations such as questions, logistics, etc. – so it's a smooth segment. That was key for her.

14. Commissioner LuPiba said his people are driving 3-4 hours and the difference is that since we are not going to go full suit and full parent, then he had to coordinate. He just had his first all call with everyone on board and will do another one with the kids. So, he is not using all the questions, but there is also Purple Star which is done by some other states. So, he doesn't know if it is exactly like Rhode Island.

15. Commissioner Kaminar said there is only 4 weeks left until ABM, and the national office needs the information to ensure a smooth program. It sounds like there are details that need to provided. ED Imai said the last years panel was escorted, given special seating prior, panel seating was coordinated, and they were provided event parking validation. Commissioner LuPiba said he would share information, questions and details of panel needs with the national office. (OPEN ITEM)

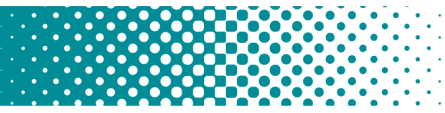
20. **EXCOM Spring Meeting** – ED Imai requested the EXCOM approve the dates of the Spring meeting and allow her to secure proposals for a Strategic Planning Consultant to lead the session. Commissioner Buehn moved to approve both requests, seconded by Commissioner Kaminar. Motion passed. (OPEN ITEM)



21. Next meeting will be held on Thursday, October 4, 2018 at 2:00PM ET.

ITEM 5 – ADJOURNMENT – With no further business to conduct, Commissioner Wren Gavlak motioned to adjourn, seconded by Commissioner Kaminar. Chair Kraeger adjourned the meeting at 3:01 PM ET.

Respectfully submitted by,
Cherise Imai
Secretary/Executive Director



EXECUTIVE COMMITTEE (EXCOM) MEETING MINUTES
Marriott Little Rock, 3 Statehouse Plaza, Little Rock, AR 72201
November 26 - 27, 2018

PRESENT	John "Don" Kaminar	Arkansas Commissioner	Chair
	Laura Anastasio	Connecticut Commissioner	Vice Chair
	Bob Buehn	Florida Commissioner	Treasurer
	Rosemarie Kraeger	Rhode Island Commissioner	Past Chair
	Mary Gable	Maryland Commissioner	Rules
	Brian Henry	Missouri Commissioner	Comm & Outreach
	Daron Korte	Minnesota Commissioner	Compliance
	Ernise Singleton	Louisiana Commissioner	Training
	Kathy Facon	DoD Military Representative/DODEA	Ex-Officio
	Cherise Imai	Executive Director	Secretary
	Rick Masters	General Counsel	
	Richard Pryor	Communications Associate	
	Lindsey Dablow	Training and Operations Associate	

ITEM 1 – CALL TO ORDER

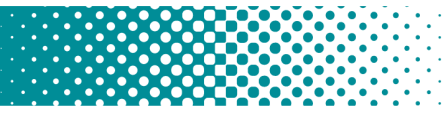
1. Chair Don Kaminar (AR) called the meeting to order at 2:00 PM EDT on November 26, 2018. Roll call was conducted by Executive Director (ED) Cherise Imai.

ITEM 2 – AGENDA AND MINUTES

2. The agenda was motioned for approval by Commissioner Rosemarie Kraeger (RI) and seconded by Commissioner Brian Henry (MO). Motion carried. The minutes of the October 4, 2018 meeting were motioned for approval by Commissioner Daron Korte (MN) and seconded by Commissioner Mary Gable (MD). Motion carried.

ITEM 3 – MIC3 OVERVIEW

4. **Master Calendar** – ED Imai presented the MIC3 Master Calendar which includes key timelines, events and deadlines which guide the organization’s activities. She asked Members to keep these dates in mind as we move forward throughout the year.
5. **2019 Committee Meeting Dates** – The EXCOM discussed committee quorum issues. Currently the default definition of quorum for MIC3 committee meetings is Robert’s Rules of Order. The EXCOM decided to see if committee’s ability to get quorum improved in 2019 before taking further action.
6. The EXCOM requested committee meeting notices be sent out at the beginning of the calendar year to all members of each specific committee so the committee meeting dates would be on their calendar. The Committee also discussed the protocol for public attendees calling into meetings and requested the Commissioner Manual be revised and updated.
7. **The EXCOM Manual: Roles and Expectations of an Executive Committee Member** – Chair Kaminar opened the floor to discussion regarding the role of the Vice Chair. The Members discussed developing the role of the Vice Chair as a conduit for MIC3’s ex-officio organizations. The Vice Chair



will meet with the ex-officio providing them an opportunity to receive information from the EXCOM as well as provide feedback to MIC3's leadership.

8. The EXCOM considered what items could be voted on by the EXCOM and which items require a vote by the full Commission. The members asked for guidance from General Counsel Rick Masters on what items need to be discussed during executive session, clarification on who needs to vote on bylaw changes, and if MOU's require the full Commission. [OPEN]

ITEM 4 – STRATEGIC PLAN

9. **History and Background** - The Committee discussed the current Strategic Plan. EXCOM Strategy 2: Goal 5 *Assess and update the annual business meeting to reflect strategic visioning. Develop a tiered training focus* led to discussion regarding the expectation and goals of the Tier Groups. It was determined the topic requires further discussion focused on SLO participation and the potential for an ABM panel or case study reviewing best practices.

10. **Strategic Plan Graphic** – Commissioner Korte (MN) advocated for the creation of a report card for the Commission, and the EXCOM Members agreed the visual aid would help the Commissioners understand how it is progressing towards its goals over the next three years.

11. EXCOM Strategy 5: Goal 1 *Establish a succession plan to: Develop a clear, transparent process to identify mature states to draw from for leadership opportunities. Support a culture of leadership and mentoring for all Commissioners.* The Leadership Development Committee will concentrate on this goal in 2019. Commissioner Kraeger (RI) stated the LDC will work to identify those who want to serve and the time frame they are comfortable serving within.

12. **Preparing for the 2nd Strategic Plan** - Developing MIC3's second strategic plan will be the focus of the EXCOM's retreat in April. All committee chairs should come prepared to discuss goals for their committee to achieve over the next three years that will advance the mission of the Compact. Committee Chairs were directed to request feedback from their Members to gather ideas, develop a timeline, and plan milestones for achieving goals.

ITEM 5 - REPORTS

13. **Chair: Feedback from Chair-Elect Calls to Commissioners and Ex-Officio Members** – Chair Kaminar shared the feedback he received from Commissioners following the Annual Business Meeting (ABM) in Cleveland. Commissioners shared their main concern was communication and especially, the dissemination of information from leadership. The EXCOM Members discussed how to address these concerns immediately and in the future.

14. **Written Reports for EXCOM meetings** - The Members determined the minutes from each Committee meeting would serve as a substitute for the verbal Committee Reports each Chair offers at the EXCOM meetings. The Committee Secretary was advised to follow Robert's Rules of Order in preparation of the minutes for uniformity and brevity.

15. **Standing Committees** – The Chair asked the Committee Chairs to include the strategic plan on agendas of the first committee meetings in 2019. [OPEN]

- 16. Executive Director: CSG Harassment Training** – ED Imai recently completed CSG’s Harassment training. She informed the Members MIC3’s staff would be participating in the same harassment training during 2019.
- 17. News/Reports: Council of State Governments (CSG), and the Education Commission of the States (ECS)** – The ED reported on MIC3’s continued partnership and collaboration with CSG. The ECS has asked ED Imai to participate in their next meeting via telephone.
- 18. CSG National Conference: States Work Together to Increase Opportunities for Military Families and Members – The National Office will attend CSG’s National Conference during December in Covington, Kentucky.** The ED was asked to participate in a panel discussion with Sara Appel, Midwestern Higher Education Compact; Nebraska State Senator Carol Blood; and Louisiana State Senator Barrow Peacock regarding the steps states have taken to ease issues related to transitioning military-connected families. In addition, during the conference, MIC3 will be represented by California Commissioner Kate Wren Gavlak who serves as the affiliate representative to CSG.
- 19. Training** – MIC3’s National Office in collaboration with the Military Impacted Schools Association (MISA) has or will provide training sessions in November and December 2018. ED Imai briefed the District of Columbia Public Schools on November 14, 2018 in Washington, DC. Training and Operations Associate Lindsey Dablow will conduct a training on November 29, 2018 for Missouri-East Public Schools. California Commissioner Kate Wren Gavlak in collaboration with Texas Commissioner Shelly Ramos will hold a training for the Texas Association of Federally Impacted Schools on December 14, 2018. The Texas training is part of the relationship established between MIC3 and MISA through a memorandum of understanding renewed in September 2018.
- 20. Memo to Commissioners on Rules passage** – The ED will compose and distribute a memo to the full Commission regarding recent Rules changes adopted at MIC3’s ABM. **[OPEN]**
- 21. General Counsel** – Commissioner LuPiba and Anastasio Case - General Counsel Rick Masters stated mediation would be concluded by the end of 2018 and the Members agreed it should be concluded as quickly as possible in the interest of both parties.
- 22. Legal Advisory: 4-2018 Immunization Waiver** – Commissioner Kraeger made the motion to approve the 4-2018 Immunization Waiver legal advisory. The motion was seconded by Commissioner Buehn. Motion Carried.
- 23. Communications and Outreach** – Chair Kaminar welcomed the newly appointed Chair of the Communications and Outreach Committee Commissioner Brian Henry (MO). Commissioner Henry provided a few comments regarding his vision for the Communication and Outreach Committee, such as making inroads to education, superintendent associations and other education associations to disseminate information. Their first meeting is January 9, 2019.
- 24. Compliance** – Commissioner Korte stated 2019 would be a busy year for the Compliance Committee. At the 2018 ABM the Commission adopted a new Rule regarding annual State Council meetings so this year the Committee would focus on compliance and enforcement. In addition, there have been several conversations about policy documents, for example, revising the Code of Conduct and creating the Conflict of Interest document discussed during review of the EXCOM Manual would lie with

the Compliance Committee. The EXCOM discussed Commissioner behavior at the ABM and how to address issues surrounding repeat behavior such as only attending one day of the meeting.

25. Finance – Chair Bob Buehn (FL) reviewed the FY19 Balance and Income Statements with the EXCOM. Forty-six member states have paid their FY19 State Dues leaving only Alabama, Arizona, Illinois, Texas, and Vermont outstanding. [OPEN]

26. Kentucky Retirement System Update - The Chair yielded to ED Imai who updated the EXCOM on the Kentucky Retirement System. Kentucky's Supreme Court has not issued a ruling on SB 151 so the provisions of that legislation have not been implemented by CSG. The aforementioned Senate Bill would require MIC3's employer contribution to the KRS increase to 83.43%. The Kentucky Retirement System has expressed an openness to holding that employer contribution rate at 49.47% while they continue to work on solutions for groups like CSG that participate in the retirement system. Until a ruling by Kentucky's Supreme Court CSG will decrease the indirect costs affiliates pay from 8.10% to 5.0%. [OPEN]

27. Status of Letter of Intent - Finance Chair Buehn reminded the Members the National Office staff had reviewed alternative office space should the Kentucky Supreme Court uphold SB 151. Two Letters of Intent were shared with the Members. At ABM the Finance Committee asked ED Imai to approach CSG leadership and ask if they would consider lowering the rent rate to an amount comparable to the properties listed in the letters. [OPEN]

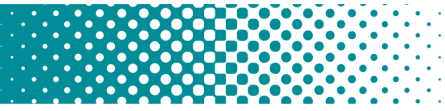
28. Rules – Rules Chair Mary Gable (MD) reminded the Members that the Rules Committee rolled out a revised edition of the MIC3 Rules Book at the ABM. The newest edition in pdf form is available for download on MIC3.net and hard copies will be available for order through that site soon.

29. Rules: Promulgation of Rules – Commissioner Gable stated the Rules Committee were currently working on the Promulgation of Rules process and would carry that on in 2019. The purpose of the Promulgation of Rules is to outline how trends, topics, or issues can be brought before the Rules Committee and vetted to determine if a change in the Compact's Rules needs to be put forth to the full Commission.

30. Training: Webinar Series – Newly appointed Training Chair Ernise Singleton (LA) thanked the EXCOM for their warm reception. She provided the Members with copies of the Training Committee Mission Statement adopted at the 2018 ABM. Commissioner Singleton stated the Training Committee would begin developing a video/webinar series in 2019 to address the four most prevalent areas of the Compact. This was a topic at the 2018 ABM and the Members expressed interest in advancing this training initiative

31. New Commissioner Mentor Program – Another function for the Training Committee in 2019 is the creation of a New Commissioner Mentor Program. This will focus on the procedures, processes and execution for onboarding newly appointed Commissioners to the Compact.

32. Leadership Development – Draft Minutes from the November 8th meeting – The EXCOM reviewed the minutes of the November 8th meeting of the Leadership Development Committee (LDC). The Members discussed making the LDC a permanent committee of the Commission, but no decision was reached, and the topic was held over for further discussion. [OPEN]

**ITEM 4 – OLD BUSINESS**

33. 2018 Annual Business Meeting: Press Release on New EXCOM – ED Imai reviewed the media release detailing the appointment of the 2019 Chair, Vice Chair, and Treasurer as elected at the 2018 ABM.

34. Cost Analysis – The EXCOM reviewed the estimated final cost of the 2018 ABM. There are a few Commissioners who still need to submit their reimbursements before the final cost can be determined. The estimated total expenditures was \$96,031.30, estimated total revenue, including MISA's sponsorship of the reception and the registration fees was \$12, 343.06 making the estimated event cost \$83,688.24.

35. Open Item: Testimony: AAP Course Weights in Illinois – EXCOM reviewed the request submitted by Scott AFB School Liaison Officer Dr. Cindy Doil regarding weighted credit for advanced placement courses and determined the Compact does not require districts to award credit for courses that aren't offered in their district. However, if not granting those credits would put the student at risk of not graduating on time, then the compact requires that the receiving district work with the sending district to attempt to get the student a diploma from the sending district.

36. Post-Survey Results – MIC3 Training and Operations Associate Lindsey Dablow summarized the feedback received post-ABM from attendees. Prevalent trends in the comments were increase emphasis on Case Studies/participation, small groups (Tier and breakouts), and National Guard and reservist.

37. Planning for 2019 ABM – Chair Kaminar asked the Members to consider the involvement of the general attendees and focus on how to make their attendance worthwhile for all parties. This topic will be discussed at a future meeting. **[OPEN]**

38. Discussion on Inquiries: National Office and Case Inquiry Report – ED Imai stated there are more cases being directed to the National Office resulting from an awareness of the Compact that didn't exist previously. The majority of cases come from the state Commissioners and are related to graduation or course placement.

39. Chronic Absenteeism and the Compact – This agenda item was brought before the EXCOM by Vice Chair Anastasio and will be heard more in-depth at a future meeting. **[OPEN]**

40. State Assessments – This agenda item will be discussed at a future meeting. **[OPEN]**

41. Partnerships and Collaboration Discussion – ED Imai directed the Members to the MIC3 Partnership and Collaboration Report in the docket book. The Members asked how other interstate compacts handle partnership request. The EXCOM advised more collaborative approach to determine what "partnering" with an organization would entail, especially if there is a financial interest. Chair Kaminar asked Communications and Outreach to define "partnership" including the various types of partnerships. It was determined that 3-5 organizations would be chosen by the ED to begin conversations with to clarify expectations of a partnership. **[OPEN]**

42. Awards – A motion was made by Commissioner Kraeger to award retiring Commissioner Gary Hartman (WY) a certificate and coin. Motion was seconded by Commissioner Korte. Motion carried.

43. MIC3 Policies and Procedures – Revise current *Code of Conduct to Conflict of Interest*:

Commissioner Korte made a motion to amend the Code of Conduct by moving IV and VIII, #2 to the Conflict of Interest. Motion was seconded by Commissioner Singleton. Motion carried. Chair Kaminar opened the floor to discussion. Questions surrounding the purpose of external participants to the Commission were discussed. Commissioner Korte explained participation by external parties, like ex-officio, needed to be outlined in the bylaws. The Code of Conduct and Conflict of Interest will be revised according to the feedback received at this committee. Both products will be reviewed by the Compliance Committee. [OPEN]

44. Revise Awards Policy – MIC3 Communications Associate Richard Pryor previewed the revised Awards Policy. The EXCOM asked Mr. Pryor to research additional options for the State Service Award and provide pricing information for an upcoming meeting. [OPEN]

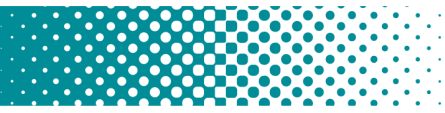
45. Method of Receiving Ideas/Feedback from Commission Members to the EXCOM – It was determined the Standing Committee's would include time on every committee agenda to relay information from the previous EXCOM meeting to its members. Additionally, each committee would include an item under "New Business" on each agenda to offer the Committee Members a chance to provide feedback for the Committee Chair to relay at the next EXCOM meeting. [OPEN]

46. Communication Etiquette: Appropriate etiquette between Commission Members, the EXCOM, and the National Office. Members discussed appropriate email tone and behavior and agreed to adhere to the values outlined by the MIC3 Guiding Principles.

47. Role and Working Relationship between the EXCOM/Commission and Ex-Officio Members/Organizations – Chair Kaminar expressed his desire to define and strengthen the relationship between the Commission and the ex-officio. Commissioner Korte, Commissioner Gable, and Commissioner Anastasio agreed to work on some language for the bylaws that would define this relationship. The discussion included asking ex-officio to provide their organization's Code of Conduct form or requesting they fill out MIC3's form so everyone is held to the same standard. [OPEN]

ITEM 5 – ADJOURNMENT – With no further business to conduct, Chair Anastasio motioned to adjourn, seconded by Commissioner Kraeger. Motion carried. Chair Kaminar adjourned the meeting at 12:20 PM EDT.

Respectfully submitted by,
Cherise Imai
Secretary/Executive Director



EXECUTIVE COMMITTEE (EXCOM) MEETING MINUTES
Thursday, January 17, 2019

PRESENT	John “Don” Kaminar	Arkansas Commissioner	Chair
	Laura Anastasio	Connecticut Commissioner	Vice Chair
	Bob Buehn	Florida Commissioner	Treasurer
	Rosemarie Kraeger	Rhode Island Commissioner	Past Chair
	Mary Gable	Maryland Commissioner	Rules
	Brian Henry	Missouri Commissioner	Comm & Outreach
	Daron Korte	Minnesota Commissioner	Compliance
	Ernise Singleton	Louisiana Commissioner	Training
	Kathy Facon	DoD Military Representative/DODEA	Ex-Officio
	Cherise Imai	Executive Director	Secretary
	Rick Masters	General Counsel	
	Richard Pryor	Communications Associate	
	Lindsey Dablow	Training and Operations Associate	

ITEM 1 – CALL TO ORDER

1. Chair Don Kaminar (AR) called the meeting to order at 2:03 PM EST. Roll call was conducted by Executive Director (ED) Cherise Imai.

ITEM 2 – AGENDA AND MINUTES

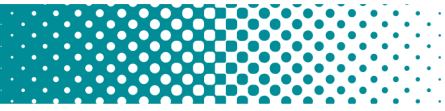
2. The agenda with one addition under New Business regarding an Award for Hannah Oakley of Illinois was motioned for approval by Commissioner Rosemarie Kraeger (RI) and seconded by Commissioner Ernise Singleton (LA). Motion carried. The minutes of the November 26-27, 2018 meeting were motioned for approval with amendments by Commissioner Kraeger and seconded by Commissioner Daron Korte (MN). Motion carried.

ITEM 3 – REPORTS

3. **Chair** – Chair Kaminar reviewed the status of the EXCOM’s Strategic Plan goals. The Tier Groups will be discussed at the April Meeting. **(OPEN)** As agreed in November, Chair Kaminar reminded Committee Chairs to include an agenda item at their meetings to provide an update on EXCOM activities to their members, as well as seek feedback on topics and concerns. Lastly, for EXCOM Reports, Committee Chairs may utilize their draft minutes in lieu of providing a summary report at monthly EXCOM meetings.

4. **Executive Director – Travel Update** – ED Imai reported the National Office was invited by Commissioner Brian Henry (MO) to conduct training for Waynesville School District personnel following the November meeting. The session was attended by 40 personnel which included administrators, staff, and personnel from nearby districts, as well as the School Liaison Officer. Commissioner Henry co-presented with Training and Operations Associate, Lindsey Dablow, and discussed case studies. ED Imai recently served on two panels, the first for the Council of State Governments (CSG) at their national meeting and the second for the Hawaii International Conference on Education (HICE).¹ Both sessions focused on support for military families, students and were excellent opportunities to highlight the Compact. General Counsel Rick Masters added the Compact is highlighted as successful collaboration between states to resolve concerns, and a current focus of the U.S. Department

¹ Although ED Imai was a HICE session panelist, reference to the Commission and ED Imai were inadvertently omitted from agenda.



of Defense is on occupational licensure for military spouses. He added that MIC3 is well-known as an example of this effort and a best practice among states.

5. **Appointments and Resignations** – ED Imai reported the recent resignation from Colorado Commissioner, Cheryl Serrano. Until a formal appointment letter is received, the interim point of contact for Colorado is Dr. Montana Romero, the Deputy Superintendent of the Fort Carson School District, who is also recommended as the next Commissioner. Dr. Romero attended the Annual Meeting in October. ED Imai stated she spoke with Dr. Romero in late December to offer assistance.

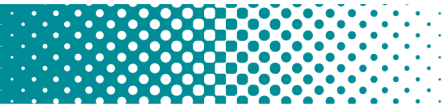
6. Other appointments by receipt of formal letter from the appointing authority include: Wyoming (Chad Delbridge); Pennsylvania (Kraig Kiehl); and Illinois (Dr. Darcy Benway). ED Imai reminded members that both Commissioner Delbridge and Commissioner Kiehl attended the Annual Meeting. She met with Dr. Benway and Ms. Hannah Oakley, the former Governor's Education Policy Advisor, in mid-December. Their first Council Meeting is scheduled on January 31, and the agenda includes Cindy Doil's testimony from the Annual Business Meeting. As Ms. Doil is a member of the Council, Ms. Imai was confident the Council would find a suitable resolution for their state.

7. **CSG Affiliates Representative to the CSG Executive Committee** – ED Imai reported that California Commissioner Kate Wren Gavlak's one-year term has ended as of December 31, and a new representative will be selected. The seat rotates between the affiliate organizations annually and she submitted Commissioner Kraeger's name if the other organizations are not interested in serving in this capacity.

8. **Vice-Chair** – As discussed at the November meeting, Vice-Chair Laura Anastasio (CT) is the liaison for the Ex-Officio organizations to the EXCOM. A meeting is scheduled for January 23rd with the five representatives to obtain feedback and discuss their role on the Commission. Chair Kaminar requested the Vice-Chair report be included in the monthly meeting agenda. **(OPEN)**

9. **Communications and Outreach** – Commissioner Henry stated the first meeting was held on January 9th. The MIC3 Poster Contest proposal was discussed and members felt there were many similar contests in place led by other national organizations. They determined pursuit of this initiative for the Commission was not viable. He also presented his vision for the Committee, sought input on the new strategic plan focus areas, and discussed making inroads to superintendent associations and other education associations to disseminate information. Chair Kaminar asked the Committee to work on a definition on what it means to be a MIC3 partner. Commissioner Henry stated this will be added onto their next meeting agenda. **(OPEN)**

10. **Compliance** – Commissioner Korte reported the first meeting was held on Tuesday, January 8. Discussion included several areas including possible items for the new strategic plan. Second, he stated the National Office has been challenged to connect with the MS Commissioner who was appointed in May 2018. Despite several attempts email and phone calls, it has not been successful. Third, the Committee discussed member state non-attendance at the Annual Business Meeting (ABM) and indicated some states have not sent a representative in the past two years - and how to address this (either through notification to the appointing authority or through litigation). Fourth, Commissioner Korte said he received complaints from several Commissioners at the ABM regarding State Commissioners attending, but not being present at meetings or voting. They discussed if Commissioner expectations need to be outlined to ensure the individual is attending and representing their state well at the ABM. Fifth, they reviewed the Commissioner Checklist, scheduled for approval at their next meeting prior to forwarding to EXCOM for comment. Finally, Commissioner Korte will work with the National Office on whether the



Committee will review the Code of Conduct and Conflict of Interest Policies as next steps, and incorporating the changes discussed at the November Retreat. **(OPEN)**

11. **Finance** – Treasurer Bob Buehn (FL) and ED Imai provided reports on the FY19 Dues and Budget as of November 30, 2018. ED Imai stated the expenditures and items are in-line with projections for the fiscal year and reported the fund balance is at \$1.285M. The Vanguard Investments are slightly behind the projection which is reflective of the current economy. Treasurer Buehn said the first Finance meeting is scheduled for January 22nd. ED Imai said the **Kentucky Employee Retirement System (KERS)** report by CSG Deputy Director and General Counsel, Jason Moseley, was tabled for February. **(OPEN)**

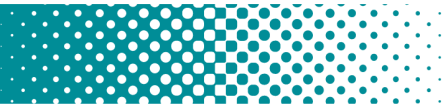
12. **Training** – Commissioner Singleton reported the first meeting is scheduled for February 9. She deferred to Training and Operations Associate, Lindsey Dablow, to provide a brief update on the with the Military Impacted Schools Association (MISA) training in Texas. In December, Commissioner Gavlak co-presented with Texas Commissioner Shelly Ramos. Ms. Dablow said the post-training surveys reflect the sessions are valuable and informative. In response to feedback for hard-copy materials and more interactive sessions, Ms. Dablow reported the National Office reorganized the presentation slides with case studies and is developing a Handbook that compliments the session. The new Handbook will be incorporate consistent branding and serve as a post-session resource for the attendees. Commissioner Singleton concluded the report reminding the Members that the New Commissioner Mentoring Program would be on the agenda as well.

13. **Rules** – Commissioner Mary Gable (MD) said she has nothing to report at this time, and their first meeting is on February 19.

14. **Leadership Development (LDC)** – Chair Kaminar stated that the LDC was created a couple of years ago to: 1) identify individuals for future elected officer leadership; and 2) eliminate the perception that seemed to be growing in the field that the EXCOM had become a self-perpetuating entity - a closed group that was choosing future leaders from its own membership and excluding other Commissioners from elected office. The intention was for the Committee to be chaired by the Past Chair of the Commission, and other members of the EXCOM to not have contact with the LDC. Commissioners could talk to LDC members about Commission transition cases and business, however anything regarding the elections and nominations were “taboo”, or to contact them regarding LDC business. The EXCOM point of contact regarding the LDC is Past Chair, Commissioner Kraeger. Chair Kaminar asked members for a verbal confirmation that they understood and agreed to this. All verbally confirmed agreement.

15. Commissioner Kraeger reported the Committee met under former LDC Chair Commissioner Gavlak at the end October to debrief on the ABM and identify items to work on going forward. Commissioner Kraeger stated due to resignations by the WY and CO Commissioners, new members were appointed to the Committee by Chair Kaminar. Commissioners Marcy Herman (AK), Sarah Forster (ME), and Craig Neuenswander (KS) were reappointed; while Deanna McLaughlin (TN), Tony Trongone (NJ), and Debra Jackson (NY) are newly appointed. One additional member has been contacted and is pending confirmation prior to public release. Commissioner Kraeger added that Chair Kaminar appointed Commissioner Gavlak as the Committee Advisor, and the first meeting is scheduled for late February. She stated one of the first orders of business is to discuss if the Committee should be a permanent Committee instead of Ad Hoc. They will prepare a recommendation to the EXCOM for the April Meeting. **(OPEN)**

ITEM 4 – OLD BUSINESS



16. **2018 ABM Reimbursements and Cost Analysis** – Ms. Dablow reported on the cost analysis per General Attendee which equates to \$983.39. The total includes costs specific for this group (catering, audio visual) and registration fees which range from \$270-\$520. Chair Kaminar brought up a suggestion by a Commissioner to select ABM locales that are also airline hubs to avoid members two flights for their air itineraries. Ms. Dablow said cost of airfare from various locales are considered as well as other factors to determine the city location, although states are selected by a Commissioner first volunteering to host the meeting. This item will be further discussed in April. **(OPEN)**

17. **Commissioner Language and Definition** – As a follow-up from the Retreat and direction by the EXCOM to research the definition the “Commissioner”, “Designee”, “Proxy” and whom may vote on the Commission. General Counsel stated that the authorized voting member is the Commissioner, and a Designee is an individual that is attending and voting for the appointed Commissioner. Ms. Dablow reviewed the draft. Commissioner Korte asked that he and Commissioner Gable review the document for consistency with rules and statute - and make a recommendation in February. He raised the need to determine if it is more appropriate to address via policy, rules, By-laws or statute. **(OPEN)**

18. **What is Decided by the EXCOM via the Full Commission** – ED Imai asked for this item to be tabled for February. **(OPEN)**

19. **Strategic Plan Report Card** – Chair Kaminar asked the National Office to draft samples for review in February. **(OPEN)**

ITEM 5 – NEW BUSINESS

20. **Level 3 Award for Hannah Oakley, Illinois** – Commissioner Kraeger motioned to approve the award, seconded by Commissioner Gable. Motion carried. **(OPEN)**

ITEM 6 – GENERAL COUNSEL REPORT

21. General Counsel Masters asked the litigation report to be tabled to February, and to provide an update on the LuPiba-Anastasio complaint - therefore moving into Executive Session was not necessary. Based on this, Commissioner Anastasio recused herself from the meeting and left the conference call.

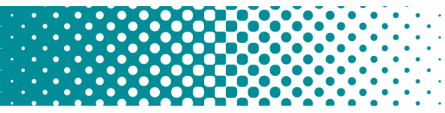
22. Note: Chair Kaminar informed the National Office post-meeting of an email received from USDOD Representative, Kathy Facon, in which she indicated she had left the conference call when the mediation discussion was raised by Mr. Masters. Although she did not make a verbal statement of her recusal during the meeting, the Chair requested this be noted in the meeting minutes.

23. Mr. Masters spoke with mediator, Janet Jernigan, on January 1. She misunderstood the next steps and failed to schedule the meeting between the two parties. In addition, she did not respond to his email which provided instructions that this needed to get done by end December. On his recent call with the Ms. Jernigan, he informed of the need for conclusion by end January. Mr. Masters restated that MIC3 will not expect to be billed if no action has been taken. By the end of next week, January 25, Mr. Masters will provide an update on the mediation call, and may seek EXCOM advisement if necessary, to secure another mediator. Ms. Jernigan indicated she would follow-up with the parties and identify a meeting date. Chair Kaminar asked Mr. Masters to connect with Ms. Jernigan and emphasize the importance of concluding this case by the deadlines. Chair Kaminar asked Mr. Masters to provide a list of recommendations for next steps if no action is taken at the February meeting. **(OPEN)**

ITEM 7 – ADJOURNMENT – With no further business to conduct, and with unanimous consent, Chair Kaminar adjourned the meeting at 3:01 PM EST.



Respectfully submitted by,
Cherise Imai
Secretary/Executive Director



EXECUTIVE COMMITTEE (EXCOM) MEETING MINUTES
Thursday, February 21, 2019

PRESENT	John "Don" Kaminar	Arkansas Commissioner	Chair
	Laura Anastasio	Connecticut Commissioner	Vice Chair
	Bob Buehn	Florida Commissioner	Treasurer
	Rosemarie Kraeger	Rhode Island Commissioner	Past Chair
	Mary Gable	Maryland Commissioner	Rules
	Brian Henry	Missouri Commissioner	Comm & Outreach
	Daron Korte	Minnesota Commissioner	Compliance
	Ernise Singleton	Louisiana Commissioner	Training
	Kathy Facon	DoD Military Representative/DODEA	Ex-Officio
	Cherise Imai	Executive Director	Secretary
	Richard Pryor	Communications Associate	
	Lindsey Dablow	Training and Operations Associate	

ITEM 1 – CALL TO ORDER

1. Chair Don Kaminar (AR) called the meeting to order at 2:01 PM EST. Roll call was conducted by Executive Director (ED) Cherise Imai.

ITEM 2 – AGENDA AND MINUTES

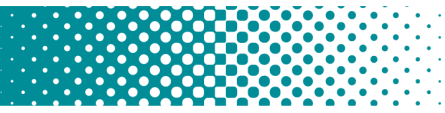
2. The agenda as amended was motioned for approval by Commissioner Ernise Singleton (LA) seconded by Commissioner Mary Gable (MD). Motion carried. The minutes of the January 17, 2019 meeting with amendments were motioned for approval by Commissioner Singleton seconded by Commissioner Gable. Motion carried.

ITEM 3 – REPORTS

3. **Chair** – EXCOM Task List – Chair Kaminar reviewed the new EXCOM Task List which tracks various tasks and deadlines. Members will have readable access however it will be managed by the National Office.

4. **Executive Director – State Statute Legislative Tracking** – ED Imai reported the National Office is tracking statutes from Texas, Illinois, North Carolina, Oregon and Utah: Texas - adding the requirement of a state council which was not included when the Compact language was first passed; Illinois - would like to remove the language designating the P20 Council as their state council; North Carolina – would like to eliminate their requirement that the state commissioner is a practicing attorney of a highly impacted military school district; Oregon has a sunset date of December 31, 2019; and Utah is still addressing the correction of their statute to remove the language regarding provision extension for all national guard and reserves in their compact language. All states are aware language changes need to be reviewed and approved by the national office to ensure the language is in-line with the Compact language of other states **(OPEN)**

5. **Military Advisory Group (MAG) Invitation** – ED Imai reported the Commission was invited to be part of the MAG, which is led by Jim Cowen, the Executive Director for the *Collaborative on Student*



Success. The group is composed of MIC3 Ex-Officio members, NMFA, MISA, and MCEC, as well as the Association of the U.S. Army and Military Families for High Standards. Chair Kaminar tabled discussion for March. **(OPEN)**

6. **Strategic Plan Consultant** – ED Imai recused herself from the meeting. Ms. Lindsey Dablow, Operations and Training Associate, presented the three proposals for consideration. Members selected Brian Riggs of Dialogue Shop. ED Imai will contact the consultant and finalize contract terms. **(OPEN)**

7. **Vice Chair** – Vice Chair Laura Anastasio reported the group had their first meeting on January 23rd. Three ex-officio, with the exception of Mr. Davis Whitfield of the National Federation of High Schools and Eileen Huck of the National Military Family Association, were able to attend. Topics discussed: Code of Conduct and Conflict of Interest policies and forms; some expressed interest in serving on standing committees; and feedback on ideas for the new strategic plan. The EXCOM concurred that the new ex-officio group facilitates direct input into the EXCOM and thanked Vice Chair Anastasio for her leadership.

8. **Compliance Committee – Utah Language for National Guard and Reserves** – Commissioner Daron Korte (MN) and Compliance Chair referred to the email handout from last year regarding Utah's statute. He reported Commissioner Ben Rasmussen (UT) questioned if the EXCOM would reconsider their position on not formally approving the proposed Utah language. Members concurred it was not appropriate for the Commission to formally approve a state's legislative language, and the primary concern was that the language that was added to the Compact statute was removed. Commissioner Korte said he would inform Commissioner Rasmussen and discuss with ED Imai and General Counsel Rick Masters on next steps. **(OPEN)**

9. **Committee Reports** – Due to time constraints, reports were tabled until the next meeting. **(OPEN)**

ITEM 4 – OLD BUSINESS

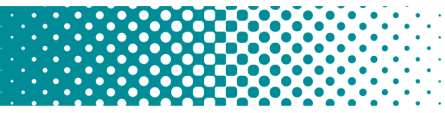
10. **Revised Awards Policy** – Members reviewed the policy which included revisions from the November Retreat. Commissioner Gable motioned to approve the policy, seconded by Treasurer Bob Buehn (FL). Motion passed.

11. Due to time constraints, the following were tabled for the March meeting: **(OPEN)**

- What is Decided by the EXCOM via the Full Commission?
- Commissioner Language and Definition
- Ex-Officio on the Commission Info Paper
- National Guard & Reserves - Deployment to the Southern Border

12. April EXCOM Itinerary – The itinerary, as presented, was unanimously approved. Members preferred a team activity for the evening of Wednesday, April 17. Travel details will be released once finalized with the hotel.

13. **LuPiba-Anastasio Case** – Chair Kaminar asked ED Imai to provide an update as General Counsel Masters was absent from the meeting. ED Imai reported the National Office received the report from mediator, Janet Jernigan. ED Imai read the report which stated, “Just Solutions mediators Mary Jo Gleason, Esq. and Janet Jernigan, conducted a telephonic mediation on January 31, 2019 from 1:00 to 3:00 pm, with Laura Anastasio and Pete LuPiba. After a thorough discussion of what occurred with



their communication and their different perspectives, they chose to reach a verbal agreement to put the issues behind them and to move forward communicating in a professional and respectful manner.”

14. Members were concerned about cost to the Commission to address the issue and the responsible party. The EXCOM asked ED Imai to provide a financial analysis at the next meeting. **(OPEN)**

ITEM 5 – NEW BUSINESS

15. **Commissioner Query Request** – ED Imai reported the National Office received a request from Commissioner Greg Lynch (WA) regarding Advanced Student Enrollment legislation his state recently encountered. While testifying at a legislative hearing, he was questioned about this initiative of which he was unaware. He reached out to ED Imai, who provided background information from the US Department of Defense (USDOD) State Liaison Office website. The initiative is one of the top ten priorities of the USDOD. Commissioner Lynch asked if the Commissioners could be queried to ask if a bill had been introduced and if they had been contacted.

16. ED Imai added that Vice Chair Anastasio and Commissioner Susan Haberstroh (DE) approached EXCOM last year about querying the Commission on two items that remain outstanding on the agenda:

- **State Assessment Tests** - *If states had any complaints regarding double-testing of students who move during a state assessment testing period. (i.e. Students being required to take a test in the receiving state even though they have been tested within the same school year in the sending state.)*
- **Chronic Absenteeism** - *If their school districts have been penalized for failing to meet your state's chronic absenteeism requirements because military-connected students have absences related to deployment activities.*

DOD Representative, Kathy Facon asked that DODEA participate in the query. Commissioner Rosemarie Kraeger (RI) motioned to approve, seconded by Treasurer Buehn. Motion passed. **(OPEN)**

ITEM 7 – ADJOURNMENT – With no further business to conduct, and with unanimous consent, Chair Kaminar adjourned the meeting at 3:10 PM EST.

Respectfully submitted by,
Cherise Imai
Secretary/Executive Director



EXECUTIVE COMMITTEE (EXCOM) MEETING MINUTES
Thursday, March 7, 2019

Table with 4 columns: Status (PRESENT, EXCUSED), Name, State/Role, and Position. Lists attendees like John 'Don' Kaminar (Arkansas Commissioner, Chair) and Kathy Facon (DoD Military Representative/DODEA, Ex-Officio).

ITEM 1 – CALL TO ORDER

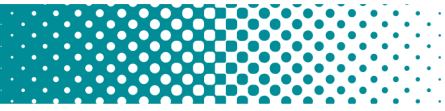
- 1. Chair Don Kaminar (AR) called the meeting to order at 2:00 PM EST. Roll call was conducted by Training and Operations Associate, Lindsey Dablow.

ITEM 2 – AGENDA AND MINUTES

- 2. The agenda was motioned for approval by Commissioner Brian Henry (MO) and seconded by Commissioner Ernise Singleton (LA). Motion carried. The minutes of the February 21, 2019 meeting with amendments were motioned for approval by Commissioner Mary Gable (MD) seconded by Commissioner Laura Anastasio (CT). Motion carried.

ITEM 3 – REPORTS

- 3. Communications and Outreach – Communications Chair, Commissioner Brian Henry (MO), stated the team met on February 6th. Discussion centered primarily on the definition of an "MIC3 partner". They agreed MIC3 desires to partner with other groups, however the focus should be centered around the MIC3 mission; the partnering organization does not need to be made an ex-officio member of MIC3; and we need to avoid advocacy groups or any area that falls under the domain of education organizations. A follow-up meeting is scheduled in March to discuss Purple Up! and the strategic plan.
4. Compliance – Utah Language for National Guard and Reserves – Compliance Chair, Commissioner Daron Korte (MN) stated at the last meeting, there was a request by the Utah Commissioner that the EXCOM provide a resolution to Utah stating we do not have any concerns or would be in support of the proposed language that would move the provision in their statute to extend the compact rules to national guard and reserve dependents beyond Title 10. A letter from Chair Kaminar was sent to Commissioner Ben Rasmussen (UT) this week which outlined the email



between General Counsel Rick Masters and Brian Garrett in October 2018 and stated the Commission would not object to the language utilization to resolve the Compact statute. **(OPEN)**

5. **Utah State Council** – Commissioner Korte also reported Utah recently introduced a bill to eliminate the Compact's State Council, and other oversight groups cited in Utah statute. Commissioner Rasmussen, through the Utah State Board of Education (UTBOE), inserted an amendment which moved the oversight of the State Council under UTBOE.
6. **Finance** – Treasurer and Finance Chair, Commissioner Bob Buehn (FL) reported the status of the budget, expenditures, and investments. FY2019 dues are 99% collected with Alabama outstanding.
7. **Rules** – Rules Chair, Commissioner Mary Gable (MD) reported the committee met on February 19th. A call is planned with the national office to discuss the case submissions and next steps regarding the promulgation guide. The guide draft is under review, and revisions are due to the national office by March 15th. She will present the final drafts for EXCOM review at the April meeting.
8. **Training** – Training Chair, Commissioner Ernise Singleton (LA) stated the team reviewed and adopted the committee's mission statement. They discussed: ideas for the Commissioner Mentoring Program and are submitting language to the national office for compilation; reviewing the case received by the Commission to develop case studies for training at the 2019 Annual Business Meeting (ABM); and will start developing the Webinar Series after the EXCOM meeting in April.
9. **Leadership Development** – Committee Chair Rosemarie Kraeger (RI) reported the first meeting was on March 4th. Several members are new, and they reviewed last year's timeline, discussion, and outcomes. In November, the previous committee debriefed and identified areas to address: improve the survey of interest timeline; develop an FAQ; develop campaigning parameters; determine if the committee will be a permanent committee; address terms and succession planning; and develop a new timeline for the election leading up to the ABM. Confidentiality was also discussed, and was agreed this relates to the nomination, not the work or the process of the elections itself.

ITEM 4 – OLD BUSINESS

10. **What is Decided by the EXCOM vs. the Full Commission** – Executive Director (ED) Cherise Imai stated this item was pending from the November Retreat. She stated Article VII of the bylaws indicate the Executive Committee is empowered to act on behalf of the Commission in between meetings, and Article X indicates bylaws adoption and amendment are via majority vote by the Commission. Contracts, memorandums of agreement and understandings are approved by the Executive Committee, and she provided documented examples of this process. Commissioner Korte said this clarification was helpful and thanked ED Imai for the clarification.
11. **National Guard & Reserves: Southern Border Deployment** – ED Imai stated this item was also pending from the November Retreat. She contacted former MIC3 Executive Director, General Stephen Hogan, currently the Kentucky Adjutant General for information. He responded that not a single family should be displaced on either Title 10 or 32 as this is a temporary duty station and not a permanent one. She is scheduling a call with General Hogan to discuss possible strategies to address the continued misperception by the guard and reserve that they are excluded from the Compact (as seen in the case of Utah) Addressing the issue first is more beneficial than being reactionary. **(OPEN)** Commissioner Korte stated this item was brought up by North Dakota Commissioner, Davina French, and he would relate the information back to her.

12. **Revised Commissioner Language and Definition** – Commissioner Korte reviewed the draft document and definitions. While the Committee agreed the definitions did not conflict with the Compact, it was just not clearly defined. They recognized the need to develop a policy by April (at latest), as the LDC is planning for the elections and nominations for the Fall. They agreed to table the item for additional discussion and possible vote at the next meeting. **(OPEN)**
13. **Ex-Officio Role on the Commission** – Commissioners Anastasio and Korte stated the bylaws are not clear on the role of ex-officio and to what degree they can participate in the organization. The information paper outlines the bylaws and the Commission Code of Conduct discussed at the November Retreat. Research on other organizations and the role of non-voting members was not insightful as the roles vary. Members agreed this topic needs to be explored further and considered carefully in the role they have on the Commission. While they have good things to offer and there may be unintended consequences. The Committee asked Commissioner Anastasio to request copies of the “code of conducts” for each ex-officio organization. **(OPEN)**
14. The Committee asked why some ex-officio cannot sign our Code of Conduct. The USDOD Representative stated they are not allowed to sign the form due to their federal regulations, and the federal form supersedes the MIC3 form. ED Imai added although it was not required, the Military Child Education Coalition and National Federation of High Schools representatives submitted Code of Conduct forms last year. The Committee suggested rotating the ex-officio seat on the EXCOM. ED Imai replied statute specifies the ex-officio seat for the DOD Representative, and other ex-officio have broached the subject previously. The discussion was tabled for the next meeting. **(OPEN)**

ITEM 5 – NEW BUSINESS – none

ITEM 6 – GENERAL COUNSEL – INDIANA LITIGATION – The item is tabled for the next meeting

ITEM 7 – OTHER BUSINESS

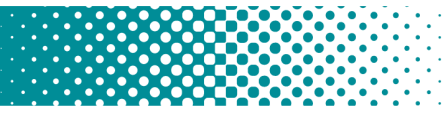
15. **LuPiba-Anastasio Case** – Commissioner Anastasio recused herself from the meeting and left the call. The Committee asked for a mediation cost update. ED Imai said the billing for Rick Masters is pending clarification, and once this is received, a final cost will be provided to the Committee.
16. **Purple Up/Month of the Military Child** – Chair Kaminar asked members to bring a MIC3/purple shirt to the April meeting for a photo. ED Imai reported the links to Purple Up! are available on the website. Communications Associate Richard Pryor asked members to sign up for social media for notification on events and activities sponsored by states.
17. **Webinar by Sara Appel (MHEC) on Post-Secondary Applications** – ED Imai reported the webinar is now available on our website.
18. **Newsletters, Chair Messages, ED Updates** – ED Imai reported the Chair Message and Newsletter publications will be monthly, and the ED Update would be published as necessary. It was suggested the header for the Chair Message be reworded to reflect the level of importance.

ITEM 8 – ADJOURNMENT



19. With no further business to conduct, Commissioner Henry motioned to adjourn the meeting, seconded by Commissioner Gable. Motion carried. Chair Kaminar adjourned the meeting at 3:00 PM EST.

Respectfully submitted by,
Cherise Imai
Secretary/Executive Director



EXECUTIVE COMMITTEE (EXCOM) MEETING MINUTES
Thursday, March 21, 2019

PRESENT	John "Don" Kaminar	Arkansas Commissioner	Chair
	Laura Anastasio	Connecticut Commissioner	Vice Chair
	Bob Buehn	Florida Commissioner	Treasurer
	Mary Gable	Maryland Commissioner	Rules
	Daron Korte	Minnesota Commissioner	Compliance
	Ernise Singleton	Louisiana Commissioner	Training
	Jennifer Dailey	DoD Military Representative/DODEA	Ex-Officio
	Perkins for K. Facon		
	Cherise Imai	Executive Director	Secretary
	Richard Pryor	Communications Associate	
Lindsey Dablow	Training and Operations Associate		
EXCUSED	Brian Henry	Missouri Commissioner	Comm & Outreach
	Rosemarie Kraeger	Rhode Island Commissioner	Past Chair

ITEM 1 – CALL TO ORDER

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

ITEM 2 – AGENDA AND MINUTES

2. The agenda as amended was motioned for approval by Commissioner Ernise Singleton (LA) seconded by Treasurer Bob Buehn (FL). Motion carried. The minutes of March 7, 2019 meeting with amendments were motioned for approval by Commissioner Mary Gable (MD) seconded by Commissioner Singleton. Motion carried.

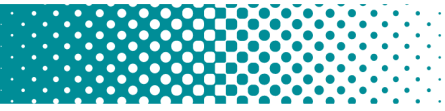
ITEM 3 – REPORTS

3. **Chair – U.S. Air Force (USAF) Initiative Request for Feedback** – Chair Kaminar reported the Commission was approached for feedback on their initiative to assess the quality of school serving Air Force families. The Committee reviewed and approved the draft letter, which will be sent by close of business tomorrow, March 22.

4. **EXCOM April Meeting Agenda** – Chair Kaminar reviewed the draft agenda and asked members to forward any revisions/additions to staff. He also asked members to forward travel information and their meal preferences to Training and Operations Associate, Lindsey Dablow. She reminded members to wear purple for a group photo.

5. **Vice Chair – Ex-Officio Group** – Vice Chair Laura Anastasio (CT) reported the group will meet on March 26. They have an agenda and copy of the Strategic Plan for discussion at the meeting. She will request for their copies of their *Code of Conduct* forms that they sign with their organizations.

6. **Executive Director – National Office/Case Inquiry** – ED Imai reported the national office has received 63 cases to date. About 54% are requested by the Commissioners, and over half of the inquiries



are not compact related. About 38% deal with Placement and Attendance, followed by Graduation. The top receiving state is California (16%), followed by Illinois and Missouri. And 62% of the inquiries are from Tier 1 and 2 states.

7. **State Statute Legislative Tracking** – ED Imai reported the National Office is tracking statutes from Oregon, Florida, Illinois, North Carolina, Utah, and Texas. All states are aware language changes need to be reviewed and approved by the National Office to ensure the language is in-line with the Compact language of other states and does not compromise the intent of the Compact. **(OPEN)**
8. **USAF School Liaison Training** – ED Imai reported the training request was received less than a week prior to their event. She briefed the SL at their meeting in San Antonio, TX earlier this month, which was well attended by over 85 SL's and various USAF Child and Youth Services staff. This was the first meeting for the SL in over 8 years, and the information/resources were well-received. The Public Affairs Office is providing DVDs of the MIC3 PSA and video to all SL's.
9. **MIC3 Staff Training** – ED Imai said she asked both staffers to schedule training with military impacted school districts to increase their knowledge of how districts operate and how they transition military students. Ms. Dablow, reported on her experience with Commissioner Rosemarie Kraeger's (RI) Middletown Public Schools and thanked her for her hospitality. Communications Associate, Richard Pryor, will travel to Commissioner Brian Henry's (MO) Waynesville Schools in May.
10. **Communications and Outreach Committee** – Tabled to the April meeting.
11. **Compliance Committee – Commissioner Vacancies** – Commissioner Daron Korte (MN) reviewed the tracking report which outlines the status of the appointment and ongoing communication activities. **(OPEN)**
12. **State of Utah Mediation on the National Guard and Reserves Language** – Commissioner Korte reported General Counsel, Chair Kaminar and the National Office discussed the request for a formal letter by the state, and a letter was drafted and sent last week. He hopes this will suffice in the language being removed. **(OPEN)**
13. **Guidelines for Resolving Compliance Issues** – Commissioner Korte reviewed the draft policy which is based on a similar one by the *Interstate Commission for Juveniles*. He asked members to review and forward any changes or questions. The item will be on the April EXCOM agenda for vote. **(OPEN)**
14. **Finance Committee – FY2019 Reports** – Treasurer Bob Buehn (FL) reported the committee will meet next week. Commission expenditures are on target for this month. ED Imai indicated the legal expenditures line item, which include New Jersey and Indiana, are projected to exceed the budget. Expenses include federal filing fees, in addition to legal fees incurred by General Counsel, Rick Masters.
15. **Kentucky Employee Retirement System (KERS)** – Treasurer Buehn reviewed the memo provided by the Council of State Governments on the status of the legislative bill. A bill is currently being considered by the Assembly and will go to conference on Friday, March 28th which is the end of the legislative session. ED Imai added we should have an update at our April meeting. She will forward any updates if received.

16. **Rules Committee** – Commissioner Mary Gable reported the submitted unique cases are under review by the Committee, and they have identified cases that can be used (and need clarification) and others that will not be used. Formal letters will be sent to all submitters stating if they will be used and an explanation.

17. **Leadership Development Committee** – Tabled to the April meeting.

ITEM 4 – OLD BUSINESS

18. **Coalition for Military Connected Student Success (CMCSS) Invitation to MIC3 to Participate** – Members agreed the issues they are addressing are important to us and it doesn't seem to be an advocacy organization. Overall, it could be a great opportunity to promote the Commission. Members also agreed we need to be clear with the organization that if a controversial topic or political issue arises, we can state that we do not take a position on these issues or legislative priorities. Chair Kaminar asked members to send concerns and questions to him by next week Friday, and ED Imai will schedule a call and speak with Mr. Cowen. **(OPEN)**

19. **Revised Commissioner Language and Definition** – Commissioner Korte reviewed the definitions for Commissioner, Designee, Proxy and how those relate to short- and long-term representatives of the Commission. He asked members to review and forward any changes or concerns to him and the National Office, as he would like to adopt it as a policy in April. **(OPEN)**

20. **Ex-Officio Role on the Commission** – Vice Chair Anastasio reviewed the Ex-officio Information Paper which outlines the role of the Ex-Officio members of the Commission to define their role, how they provide input into our affairs, and how to move forward with their involvement with the Commission. The questions at the bottom are for discussion at the April meeting. **(OPEN)**

21. **Conflict of Interest and Code of Conduct Policies** – Commissioner Korte stated these items are outstanding from the November Retreat. He asked members to submit revisions, concerns, to the national office. An old and new version will be provided for the discussion in April. **(OPEN)**

22. **Code of Conduct** – Commissioner Korte stated these asked members to submit revisions, concerns, to the national office. He asked for the old and new versions to be included for EXCOM discussion.

23. **LuPiba-Anastasio Case** – Tabled to the April meeting.

ITEM 5 – NEW BUSINESS

24. **Mid-Year Survey** – ED Imai presented the survey questions and responses from last year. She asked members to review and provide input on the questions and format – which will be finalized for approval at the April meeting. She also recommended the survey be disseminated earlier, in May, due to feedback from Commissioners. **(OPEN)**

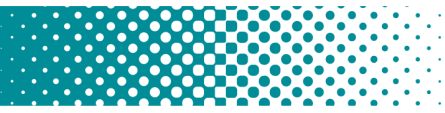
25. **General Counsel** – ED Imai reported the litigation with Indiana is closed with the receipt of the formal appointment of a Commissioner. General Counsel Masters is finalizing the documents and final costs. With this closure, all Commission litigation is closed.

ITEM 6 – ADJOURNMENT – With no further business to conduct, Chair Kaminar adjourned the meeting at 3:00 PM EST.



MILITARY INTERSTATE
CHILDREN'S COMPACT
COMMISSION

Respectfully submitted by,
Cherise Imai
Secretary/Executive Director



**EXECUTIVE COMMITTEE (EXCOM) MEETING MINUTES
APRIL 18-19, 2019
EMBASSY SUITES HOTEL, LEXINGTON, KY**

PRESENT	John "Don" Kaminar	Arkansas Commissioner	Chair
	Laura Anastasio	Connecticut Commissioner	Vice Chair
	Bob Buehn	Florida Commissioner	Treasurer
	Mary Gable	Maryland Commissioner	Rules
	Brian Henry	Missouri Commissioner	Comm & Outreach
	Daron Korte	Minnesota Commissioner	Compliance
	Rosemarie Kraeger	Rhode Island Commissioner	Training
	Ernise Singleton	Louisiana Commissioner	Past Chair
	Patty Ewen for K. Facon	DoD Military Representative/DODEA	Ex-Officio
	Cherise Imai	Executive Director	Secretary
	Richard Pryor	Communications Associate	
	Lindsey Dablow	Training and Operations Associate	

ITEM 1 – WELCOME AND CALL TO ORDER

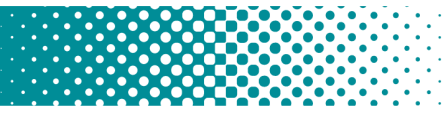
- Chair Don Kaminar (AR) called the meeting to order on Wednesday, April 18, 2019 at 7:35 AM ET. Roll call was conducted by Executive Director (ED) Cherise Imai. Chair Kaminar welcomed the members to Lexington.
- He stated the meeting would be recorded and a “parking lot” is posted for members to submit non-agenda items for discussion. He noted the full agenda over the next two-days, and his confidence in the Committee to accomplish the items to move forward.
- Chair Kaminar stated that as the EXCOM is still working on defining the role of the ex-officio members organizations on the Commission, he asked for the DOD Representative not be part of the Strategic Plan session tomorrow. It would be unfair to ask the Kathy Facon/Patty Ewen to participate in the session when it may be beyond the scope of what they are able to do. As Vice Chair Laura Anastasio (CT) regularly meets with the 5 ex-officio members, the DOD and other ex-officio organizations have had the opportunity to provide feedback on the plan and other Commission business.

ITEM 2 – AGENDA AND MINUTES

- The agenda was motioned for approval by Commissioner Ernise Singleton (LA) seconded by Treasurer Bob Buehn (FL). Motion carried. The minutes of March 21, 2019 meeting motioned for approval by Commissioner Brian Henry (MO), seconded by Commissioner Rosemarie Kraeger (RI). Motion carried.

ITEM 3 – REPORTS

- Chair – Standing Committee Feedback** – Chair Kaminar asked the respective chairs if there were comments from the Commission. Hearing none, he moved on to the next agenda item. He also tabled the discussion on the Strategic Plan Report Card to the May meeting. **(OPEN)**
- Vice Chair – Ex-Officio Group** – Vice Chair Laura Anastasio (CT) requested for ex-officio to share their Code of Conduct forms. She received documents from the US Department of Defense



Education Activity (DODEA), and from the National Federation of High Schools (NFHS), while the Military Impacted Schools Association (MISA) and National Military Family Association (NMFA) did not submit documents. The ex-officio agreed unanimously they want to be valuable and assist the Commission where needed.

7. **Executive Director** – ED Imai reported the National Office is tracking state statutes in Arkansas, Oregon, Florida, Illinois, North Carolina, Utah, and Texas. States are aware language changes need to be reviewed and approved by the National Office to ensure the language is in-line with the Compact language of other states and does not compromise the intent of the Compact. In addition, she reported on the upcoming briefs and training sessions. Finally, as all litigation has closed, there is no report from the General Counsel.

8. **Compliance Committee – Commissioner Vacancies** – Commissioner Daron Korte (MN) presented the tracking report which outlines the status of the appointment and ongoing communication activities.

9. **State of Utah Mediation on the National Guard and Reserves Language** – Commissioner Korte reviewed the background of the case. He reported he and Chair Kaminar will mediate with the parties in Salt Lake City on 14 May.

10. **Commissioner Appointment Process** – Commissioner Korte motioned to approve the document, seconded by Commissioner Mary Gable (MD). Motion passed.

11. **Commissioner Checklist** – Commissioner Gable motioned to approve the document, seconded by Commissioner Ernise Singleton (LA). Motion passed.

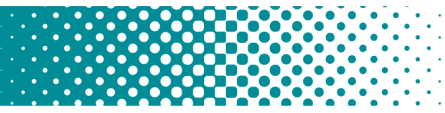
12. **Guidelines for Resolving Compliance Issues** – Commissioner Korte reviewed the draft policy which is based on a similar one by the *Interstate Commission for Juveniles*. The policy outlines the escalation process for compliance issues. Commissioner Kraeger motioned to approve the document with revisions, seconded by Commissioner Henry (MO). Motion passed.

13. **Code of Conduct** – Commissioner Gable motioned to approve the document with revisions, seconded by Commissioner Ernise Singleton (LA). Motion passed. *The National Office will disseminate the document to the Commission on 1 July with the deadline of 1 August.*

14. **Conflict of Interest** – Commissioner Gable motioned to approve the document with revisions, seconded by Commissioner Henry. Motion passed.

15. **Communications and Outreach Committee** – Commissioner Henry reported the Committee discussed the definition of a partnership with the Commission, and the desire to expand the reach of the organization with caution. As a quasi-governmental organization, the Commission should be focused on the mission and vision, and to avoid taking positions on controversial topics. **(OPEN)**

16. The Committee discussed the MIC3 Purple Up! initiative and disseminated the press release, encouraging states to submit their event and photos to the National Office. This year was the most promotion material received since we first began supporting this initiative. The Committee reviewed the Poster Contest proposal submitted by Commissioner Pete LuPiba (OH). Many states already do or have a



program similar to this proposal, including the Military Child Education Coalition and we cannot compete with their promotion. Therefore, the Committee decided not to support this.

17. **Rules Committee** – Commissioner Gable motioned to approve the *Rules Promulgation Guide*, seconded by Commissioner Kraeger. The Rules Committee will vote to approve the document at their 14 May meeting. Commissioner Gable reported some of the *Unique Case Submissions* varied – some of the cases may be utilized, while others were returned to the individual for additional clarification or details. Vice Chair Anastasio asked on behalf of Executive Director Kyle Fairbairn (MISA) if the cases would be available for MISA district utilization. Commissioner Gable stated the cases are only available for Commissioner use only, and perhaps something to consider in the future. Vice Chair Anastasio will notify Mr. Fairbairn.

18. **Training Committee – Commissioner Mentoring Program** – Commissioner Singleton reported the onboarding would still be conducted by the Executive Director. Discussion included: mentor assignments; developing a guide; mentor responsibilities and training; outlining “do’s and don’ts”; and if former Commissioners could be mentors. Vice Chair Anastasio expressed appreciation for the discussion on developing a framework.

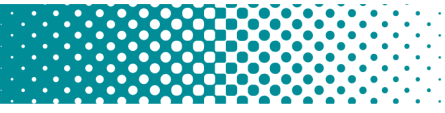
19. **Finance Committee** – Treasurer Bob Buehn (FL) reported the FY19 expenditures are on target. ED Imai indicated the legal expenditures line item, which include New Jersey and Indiana, are projected to exceed the budget. Expenses include federal filing fees, in addition to legal fees incurred by General Counsel, Rick Masters. In addition, consultant and meeting expenditures increased this past year and will exceed the budget. FY20 dues invoices will be disseminated in early May.

20. **Kentucky Employee Retirement System (KERS)** – CSG Deputy Director Jason Moseley reported a bill was passed in the 2019 session which provided a home harmless and exit strategy for CSG and MIC3. However, the bill was vetoed by Governor Bevin earlier this month. Bevin stated he would call for a special session by 1 July to solve the issue. Mr. Moseley stated quasi-governmental organizations, such as CSG/MIC3, are currently at a 49% employer contribution. Should this not be included, this would increase to 83%. He is hopeful the special session will be called and will update us on the status.

21. **Leadership Development Committee** – Commissioner Kraeger reported the Committee members were appointed by Chair Kaminar. The last meeting focused on the role of the LDC. They agreed the purpose this year is to: refine the election process based on last year’s Committee recommendations; to identify individuals interested in a leadership position; determine if the Committee should be permanent, and any role/responsibilities that may need to move to other committees. Chair Kaminar commented he heard some members would like to change the 50 +1 statutes to include language to hold elections every other year – extending a term to 2 years.

ITEM 4 – OLD BUSINESS

22. **Ex-Officio Role on the Commission** – Vice Chair Anastasio reviewed the Ex-officio Information Paper draft. The Committee agreed ex-officio are valuable organizations, however they agreed on the importance of setting clear expectations on behavior, allowable participation parameters, and input on Commission affairs. Using the Department of Defense Instruction (DODI) as a baseline, the Commission guidelines and policy would be drafted and discussed in May. **(OPEN)**



23. **Coalition for Military Connected Student Success (CMCSS) Invitation to MIC3 to Participate** – Chair Kaminar tabled this item to May. **(OPEN)**

24. **Revised Commissioner Language and Definition** – Commissioner Korte asked this item to be tabled to May/June. **(OPEN)**

ITEM 5 – NEW BUSINESS

25. **Mid-Year Survey** – As the new Strategic Plan is being developed and the Committee desires Commissioner feedback, the survey questions will focus on obtaining this feedback. **(OPEN)**

26. **2019 Annual Business Meeting (ABM) Discussion Highlights:**

- Desire for a leaner, more focused meeting (one-track)
- We have limited time, resources and staff
- Post-feedback: 84% like the ABM
- Focus on the ABMs primary audience – Compact Commissioners
- Highlights: networking and connectivity; learning something new
- Acknowledged non-commissioner (general) attendees are welcome and are welcome to participate when appropriate
- Theme: on mental health and student social emotional well being
- Identified topics for the Commissioner Only and General Sessions
- Determined breakouts: 1) State Councils/Duties of a Commissioner' 2) Case Studies; 3) Social Emotional Supports for Students
- Panel: Social Emotional Supports for Students

The Committee asked the National Office to revise the drafts for discussion in May. **(OPEN)**

27. **ABM Attendance by Service SLO** – ED Imai reported the service SLO leads of the Army, Navy and Air Force have confirmed they would send School Liaison Officer (SLO) representatives to the Annual Business Meeting (ABM) in the Fall – possibly 85 personnel from the Air Force. Ms. Ewen stated this travel is costly and the Department of Defense Instruction (DODI) requires that the request go through her office. She added the person for the Air Force is new to their position and may not be aware of this. Ms. Ewen said the other service branches have asked what the opportunities were for universal training in order to justify DOD personnel attending the event. They need to have an authentic idea on what will be presented in order to provide an opportunity for all to attend. She added that the agenda must be specific, and not broad, in order to give equal access.

28. **Future ABMs** – As the Nevada Commissioner has not been appointed, ED Imai recommended the 2021 ABM be opened for suggestions. Commissioner Singleton offered Louisiana. The Committee agreed unanimously on this locale.

ITEM 6 – OTHER BUSINESS

29. **Parking Lot** – Chair Kaminar noted two items will be addressed at a future meeting: 1) Holding a Commissioner Townhall; 2) Role of Military School Liaison Officers at the Annual Business Meeting.

30. **Travel Reimbursements** – ED Imai reminded members to submit their travel

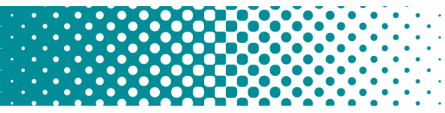
31. **Personnel** – Vice Chair Anastasio motioned to approve staff bonus as directed by the Executive Director, and the Executive Director be given a 4% raise with a 2% cash bonus. Seconded by Commissioner Kraeger. Motion passed.

ITEM 7 – RECESS – Chair Kaminar recessed the meeting at 5:02 PM ET.

ITEM 8 – STRATEGIC PLANNING – Chair Kaminar reconvened the meeting on Thursday, April 19, 2019 at 8:07 AM ET for the all-day Strategic Planning session with Consultant Brian Riggs.

ITEM 9 – ADJOURNMENT – With no further business to conduct, Chair Kaminar adjourned the meeting at 5:00 PM ET.

Respectfully submitted by,
Cherise Imai
Secretary/Executive Director



**EXECUTIVE COMMITTEE (EXCOM) MEETING MINUTES
THURSDAY, MAY 16, 2019**

PRESENT	John "Don" Kaminar	Arkansas Commissioner	Chair	
	Bob Buehn	Florida Commissioner	Treasurer	
	Mary Gable	Maryland Commissioner	Rules	
	Brian Henry	Missouri Commissioner	Comm & Outreach	
	Daron Korte	Minnesota Commissioner	Compliance	
	Rosemarie Kraeger	Rhode Island Commissioner	Past Chair	
	Ernise Singleton	Louisiana Commissioner	Training	
	Patty Ewen for K. Facon	DoD Military Representative/DODEA	Ex-Officio	
	Cherise Imai	Executive Director	Secretary	
	Richard Pryor	Communications Associate		
	Lindsey Dablow	Training and Operations Associate		
	Brian Riggs	Strategic Plan Consultant		
	EXCUSED	Laura Anastasio	Connecticut Commissioner	Vice Chair

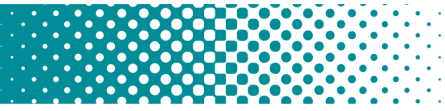
ITEM 1 – WELCOME AND CALL TO ORDER

- Chair Don Kaminar (AR) called the meeting to order on Thursday, May 16, 2019 at 2:02 PM EST. Roll call was conducted by Executive Director (ED) Cherise Imai. A quorum was established.
- Chair Kaminar commended the Committee for its hard work over the past six months and for how much has been accomplished, especially in key areas that are helping to move the Commission forward.

ITEM 2 – AGENDA AND MINUTES

- The agenda was motioned for approval by Commissioner Rosemarie Kraeger (RI) and seconded by Commissioner Brian Henry (MO). Motion carried. The minutes of the March 21, 2019 meeting motioned for approval by Commissioner Brian Henry (MO). Motion passed.
- The minutes were motioned for approval by Commissioner Henry and seconded by Commissioner Mary Gable (MD).
- Ms. Patty Ewen, representing the DOD Military Representative Kathy Facon, asked for clarification on the speaking order of the Committee, i.e., whether it is alphabetical or numerical. Chair Kaminar replied the group was small enough to recognize the voice of the speaker and this process has worked well in the past.
- Referencing Item 1 (3) of the April 18-19, 2019 Meeting Minutes, Ms. Ewen cited Chair Kaminar's comment "he asked the DOD Representative not be part of the Strategic Plan session tomorrow...it would be unfair to ask Kathy Facon/Patty Ewen to participate in the session when it may be beyond the scope of what they are able to do."

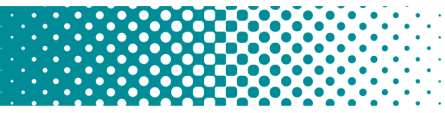
Revised June 28, 2019



7. Ms. Ewen compared this statement to the *Ex-Officio Role and Responsibility* document which states “the ex-officio role is to advance the MIC3 through their role and expertise”. Ms. Ewen said it was appropriate to state the DOD was not invited to participate in the Strategic Plan session, but not appropriate to say it is beyond the scope of what the DOD can do because the EXCOM does not know this.
8. Commissioner Gable questioned whether the minutes reflect what was said or what everyone agreed to. Chair Kaminar replied it is reflective of what was said. He thanked Ms. Ewen for her feedback and requested the phrase “Kathy Facon/Patty Ewen” be revised to “DOD Representative”.
9. Ms. Ewen said the EXCOM needs to own that the EXCOM asked DOD not to attend and that the DOD ex-officio had complied. She added that the EXCOM justification and reason for this exclusion are subjective and stated that she had a concern that the reason was outside of the scope of the attachment in defining the role of the ex-officio.
10. Commissioner Daron Korte (MN) recalled that the discussion was not about the scope of what the DOD does, but that allowing the DOD to participate and not allowing the other ex-officio to participate in the process was putting DOD on different grounds, and that the EXCOM was not comfortable with this.
11. Ms. Ewen stated that therein lay the problem, because the DOD is a member of the EXCOM and none of the other ex-officio representatives are members of the EXCOM. She stated that she was going to belabor the point that the DOD representative is an ex-officio and is a member of the EXCOM. The decision to not invite the DOD ex-officio was made in advance of her arrival (at the April meeting), so she was unsure why it is documented in the minutes.
12. Ms. Ewen stated the EXCOM made that decision and communicated this to Kathy Facon in advance. However, if the EXCOM discussed the decision during the April meeting then it has to be in the minutes, but the EXCOM made the decision, not because they wanted the DOD to be even with the other ex-officio but knowing that DOD is part of the EXCOM. She concluded her statement reiterating the decision had nothing to do with unfairness, but a choice not to have DOD there.
13. Chair Kaminar replied there was a reason why it was not appropriate for the DOD ex-officio to be there and that is the point. He expressed appreciation for her feedback, but stated that this was not relevant to the approval of the minutes.
14. Ms. Ewen said then that the minutes should state “may or may not” because Chair Kaminar didn’t know.
15. Chair Kaminar advised Ms. Ewen that a revision of the meeting minutes requires a motion by a voting member. He asked for a motion on Ms. Ewen’s amendment request. Hearing none, the Chair called for the vote to adopt the minutes with the amendment that “Kathy Facon/Patty Ewen” be revised to “DOD Representative”. Motion passed.

ITEM 3 – REPORTS

16. **Chair – 2020 Annual Business Meeting Site Visit** – Chair Kaminar reported Executive Director Cherise Imai and Training and Operations Associate Lindsey Dablow toured possible venues in Little



Rock, AR for the 2020 ABM. ED Imai stated she is pending additional information from the properties and will present a recommendation in June. In addition, ED Imai and Ms. Dablow attended the Arkansas State Council Meeting.

17. **Executive Director** – ED Imai provided an update on recent training opportunities which included the Army School Liaison Officer (SLO) meeting in Orlando, Florida. There were 85 attendees from stateside, Europe and Asia. In addition to facilitating a 101 Compact session, Chair Kaminar participated on a panel discussion. Both sessions were well-received.

18. ED Imai reported that Commissioners Kraeger and Gable had briefed the Marine SLOs in Quantico, Virginia. Commissioner Kraeger said the attendees, who were from throughout the nation, were engaged and responsive. About 50% were new to their positions, while the other half were seasoned. One concern was the state of Arizona – that there isn't a Commissioner and a State Council meeting has not been held. ED Imai said the National Office is working on the appointment.

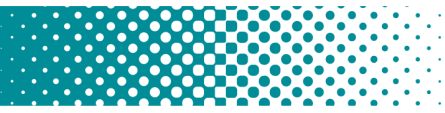
19. ED Imai reported that in partnership with the Military Impacted Schools Association under our training initiative, Georgia's Liberty and Camden County schools hosted two sessions for school personnel. There were 44 attendees, including the new Georgia Commissioner, Dr. Wil Hardin, District Superintendent of Camden Schools. ED Imai said Washington State is the next site, and Kyle Fairbairn is working with Commissioner Greg Lynch on scheduling the date. She added she will attend the MISA Summer meeting in San Diego at the end of June.

20. ED Imai reported that because staff professional development is important, Ms. Dablow had visited Commissioner Kraeger's Middletown Schools in March, and Communication Associate Richard Pryor travelled to Waynesville, MO to visit Commissioner Henry's schools.

21. **Communications and Outreach Committee** – Commissioner Henry reported the Committee did not have quorum at the May meeting. However, he provided a report to the committee on the April EXCOM meeting, and they further discussed the definition of a MIC3 partner, the various Purple Up! events and activities in April, and the need to develop a Communication Plan.

22. **Compliance Committee – State of Utah Mediation on the National Guard and Reserves Language** – Commissioner Daron Korte provided an update on the mediation with the State of Utah. Several years ago, Utah added additional language to its Compact statute to cover Guard and Reserve families and MIC3 has been encouraging the state over the past two years to move this language outside of its statute. To date, the case has not been resolved. On May 14th, at the invitation of Utah Commissioner Ben Rasmussen, both Commissioner Korte and Chair Kaminar met with Brian Garrett, an Air Force reservist and advisor on the Military and Veteran's Commission who also works at Zion Bank; and Director of Military and Veterans Affairs Gary Harter.

23. Commissioner Korte reported they heard Utah's rationale on the inclusion of the Guard and Reserve. Utah's position is that the state of the military has changed since the Compact was created and that National Guard and Reserve members now move around quite a bit. Chair Kaminar expressed concern about opening up the statutes and cautioned against the repercussions of such action weighed against making a change because we are not able to. He recommended creating a task force to examine the issue, assess the data, and present its findings and recommendations as to whether the Compact should expand coverage to the National Guard and Reserve. Chair Kaminar added that the task force would be active for one to two years and would provide a report to the Executive Committee and Commission at



the Annual Business Meeting. Commissioners Kraeger, Henry and Gable expressed support for examining the data, investigating the impact on states, and the issue. Commissioner Korte stated they also met with Utah Governor Gary Herbert's Deputy Chief of Staff.

24. Commissioner Gable motioned to create a task force to examine extending coverage to members of the National Guard and Reserve, seconded by Commissioner Korte. Motion passed. **(OPEN)**

25. Ms. Ewen stated that what impacts the active duty doesn't always impact the National Guard. Their National Guard families don't move, and she added the Guard and Reserve were not included in the military identifier.

26. **Finance Committee** – Treasurer Bob Buehn deferred to ED Imai to report on behalf of the Finance Committee. She reported the 100% of the FY2019 dues were collected. She commended Ms. Dablow for her diligence in working with the State of Alabama, the last state to submit its payment. ED Imai stated as reported in prior meetings, the investments continue to perform below projection, and the Finance Committee is still tasked with developing an Investment Policy based on the FY18 audit – which they will focus on in the next year. Finally, she reported the FY2020 dues invoices were disseminated via email to Commissioners and the appropriate accounting point of contacts earlier this month by Ms. Dablow.

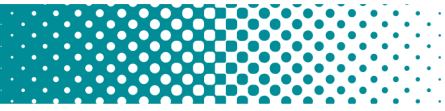
27. **Rules Committee** – Commissioner Gable reported the Committee recently met on Tuesday the 14th. She presented the new Promulgation of Rules Guide with revisions provided by the EXCOM from our April meeting. We are finalizing the document and will approve it via email. Commissioner Gable also mentioned they updated the case submission form and are finalizing the submissions. She asked Members to consider submitting a unique case by completing the online form.

28. **Training Committee – Commissioner Mentoring Program** – Commissioner Singleton (LA) reported they have not met this month; however, they are working on documents and obtaining feedback for the new mentoring program. She indicated she hopes to have an update next month.

29. **Leadership Development Committee** – Commissioner Kraeger reported the Committee met April 22. They agreed the purpose this year was to: refine the election process based on last year's Committee recommendations; to identify individuals interested in a leadership position; to determine whether any roles/responsibilities may need to move to other committees; and to determine whether the Committee should be permanent. The next meeting was scheduled for June.

ITEM 4 – OLD BUSINESS

30. **Ex-Officio Role on the Commission** – Commissioner Korte reported on behalf of Vice Chair Laura Anastasio (CT). He explained that the role of the ex-officio members was not clearly defined in our by-laws. He presented a draft document that details the expectations, role, responsibilities of ex-officio members. He highlighted that ex-officio could serve on a Committee as assigned by the MIC3 Chair with the exceptions that the DOD would serve on the EXCOM and ex-officio cannot serve on the Leadership Development or any electoral body; they would sign the Commission's code of conduct and conflict of interest forms or provide the similar signed forms from their organization/agency; they must comply with the principles of the code of conduct; and they cannot participate in management or control of MIC3. Commissioner Korte motioned to approve the document, seconded by Commissioner Gable.



31. Commissioner Kraeger questioned whether ex-officio representatives submit an appointment letter to the Commission. ED Imai replied the Commission has not received letters in the past and that the single appointment letter on file may be from National Federation of High Schools (NFHS), since it is the sole organization that was not part of the Commission at its inception. ED Imai stated that she felt this request was reasonable since it is in line with Commission protocol for member states.

32. Chair Kaminar agreed this was a good practice and asked Ms. Ewen for her feedback. She stated that their instruction is quite specific, and she actually had a copy of in front of her. She stated that the DoD Ex-officio Member must follow specific instructions and she knew Commissioner Henry didn't like to talk about the DODI, but DoD Ex-officio Members are accountable to that document. Ms. Ewen stated the DODI specifically says that "DODEA is the representative, and it goes through Kathy's office, and in the event she is not there, It has to be someone who's connected with local education agencies and/or supervised by her - and we follow that to the letter."

33. The Committee agreed that requiring a formal appointment letter should be included in the document. Chair Kaminar asked the document to be revised to add the requirement, and review the revised document at the June meeting. Commissioner Korte moved to table the motion to June, seconded by Commissioner Gable.

34. Ms. Ewen interjected and asked that the discussion continue because she had a point of discussion, and cited the statement: "*ex-officio members advance the work of MIC3 with the degree of influence and expertise that substantially benefits MIC3. Such members provide important consultation, formulating options or providing recommendations for action*" - and that this was fine.

35. She added that "ex-officio representative are nominated to a committee except DODEA because they are on the EXCOM and DODEA was uninvited to be part of the strategic plan meeting because it was not to be thought of as different from an ex-officio representative." She stated her "understanding was that the Strategic Plan was to formulate options and recommendations for action."

36. Ms. Ewen stated she was "raising the flag and more than concerned that we are being put into a position where we do represent DOD and the services are supposed to connect to us. Our DODI is specific on what the DOD Liaisons are supposed to do, including not trying to run the Commission, and we are okay with that stuff. But if we're supposed to be on the EXCOM, and then the EXCOM is disenfranchising us, and I'm concerned that we are going to end up in two different rivers."

37. Chair Kaminar asked if there were any other comments. Hearing none, he called for the vote. Motion passed and the item is tabled until June. **(OPEN)**

38. **2019 Annual Business Meeting** – ED Imai presented the revised Itinerary, and the General Session and Commissioner Only Session agendas based on Committee recommendations in April. She requested feedback via on the Commissioner Only agenda to include informative items that do not require a vote or need to be on the record. The Committee asked that the Strategic Plan be moved up on the agenda to be a separate agenda item at the beginning of the first General Session. The EXCOM agreed that Consultant Brian Riggs should attend the ABM and facilitate the rollout with Chair Kaminar, as this was the same process as when the first Strategic Plan was released. **(OPEN)**

39. ED Imai reported the original reception locale, the auto museum, had closed and that therefore the reception would be moved to the hotel. Additional information would be provided once the hotel logistics have been confirmed.

40. Chair Kaminar stated there were six minutes remaining on the clock and asked the Committee to move through the agenda.

41. An individual interrupted to say that she had a couple of comments, and said it was her understanding that the Annual Business Meeting was going to be a new approach...(inaudible).

42. Chair Kaminar asked the speaker to identify herself. Ms. Ewen identified herself as the speaker. The Chair asked Ms. Ewen to give him a second, if she pleased. Ms. Ewen agreed to do so.

43. Chair Kaminar asked the Committee to stay on the call for five more minutes to allow the Committee to get through the rest of the agenda.

ITEM 5 – NEW BUSINESS

44. Chair Kaminar asked ED Imai to review the Strategic Plan, and recognized Consultant Brian Riggs. ED Imai reported Mr. Riggs assembled the guide and commended Mr. Riggs. Commissioner Gable motioned to adopt the Strategic Plan, seconded by Commissioner Kraeger.

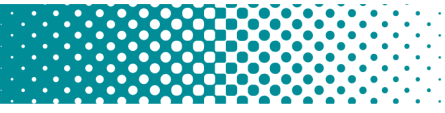
45. Chair Kaminar asked for discussion. Ms. Ewen said she had a lot of items to discuss and asked Chair Kaminar how he wanted to handle it.

46. Chair Kaminar asked to begin the review one goal at a time, starting with Goal 1. Ms. Ewen interrupted and questioned whether the plan covered just 2019. She stated it should say 2019-2021.

47. Mr. Riggs replied the document must be viewed from a global perspective, i.e., does it address the areas the Committee believes are important and if there are any fundamental challenges to the strategies that are presented. He requested that any edits from the EXCOM to the document be presented to his staff in a single document to avoid confusion and additional mistakes to the final draft.

48. Ms. Ewen recognized herself and stated that as she had not been part of the session, so this is a pair of eyes that were not part of the EXCOM's meeting. She stated these plans have to be "rolled up to our superiors, Commissioners may have to share these things with Governors and there are other matters. Stakeholders are not defined. Key transitional issues are broad, there is a lot of times when the document talks about transition issues but does not specifically state education transition issues and other matter including housing and medical." She added she would spare the Committee the details.

49. Ms. Ewen stated the Strategic Plan didn't have any implementation at all, and that caused "concern about how the plan goes forward because implementation is not awareness, implementation is action, and there are a lot of time that the document is not clear. Is this about the Commission, or is about the Compact, the organization or the governance? That is why she said, 'a lot' and 'how do you want to handle this.'"



50. Chair Kaminar replied that the implementation would be the next step and would be addressed with the full Commission, which was the reason it was not included in the document. He stated the EXCOM options were to adopt the document and address the clarification at the July meeting.

51. Ms. Ewen stated she was uncomfortable rolling this through the military leadership commands with the document as is.

52. Commissioner Kraeger stated that Member States, nor the ex-officio, are required to adopt the plan individually.

53. Chair Kaminar stated that the plan was not complete, and that the next step was to seek input from the Commission on the action items on how the plan would be implemented.

54. ED Imai confirmed that the mission, vision, and values are not new, as they were adopted in the first Strategic Plan in 2016.

55. Chair Kaminar stated the EXCOM would adopt the overall Strategic Plan and the Commission would assist with identifying the tactics that to accomplish goals and strategies.

56. Commissioner Kraeger asked Mr. Riggs to weigh in on the discussion.

57. Mr. Riggs replied that from his perspective, if one were looking at this for the first time then it would be a different experience from individuals that had assisted with drafting the plan. He explained the document was not an implementation plan, but a draft version of a public facing document that identified the goals and strategies that will formulate the plan.

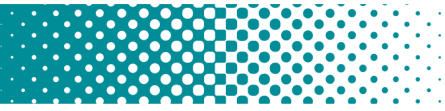
58. Mr. Riggs explained the actual implementation plan would be tactical and not as polished. The purpose was to provide a general feeling for the direction of where the organization was headed over the next three years. The document did not include supporting tactics with a timeline and responsibilities; instead; it outlined general areas of focus, a statement around what the Commission hopes to accomplish, as well as the supporting strategies and priorities. He recommended the Committee vote on whether the document identified the general areas of focus and the strategies supported these goals. The plan would provide, via survey, an opportunity for Commissioners to help identify the action items to accomplish the plan.

59. Chair Kaminar called for the vote. Motion passed. **(OPEN)**

60. ED Imai reviewed the rollout timeline:

- Fri 5/17 Survey release with graphic (deadline Fri 6/7 – 3 weeks)
Purpose: gather ideas (tactics) on how to implement the strategies.
*Staff will organize ideas by goal and strategy.
- Thurs 6/20 EXCOM review ideas
- Thurs 7/18 EXCOM finalize ideas
- Tues 10/1 ABM Docket book release (with Strategic plan and tactics)
- Wed-Thurs 10/23-24 Standing Committee discussion on goals, strategies, tactics

61. ED Imai reviewed the draft survey created by Mr. Riggs in Survey Monkey. Chair Kaminar asked Committee Chairs to encourage Commissioners at their meetings to provide feedback.



62. **Coalition for Military Connected Student Success (CMCSS) Invitation to MIC3 to Participate** – Chair Kaminar stated that he had spoken with Mr. Cowen recently and based on this, he stated being a Coalition member was not in accordance with the Commission's stance of non-advocacy. The Committee agreed and asked ED Imai to contact Mr. Cowen.

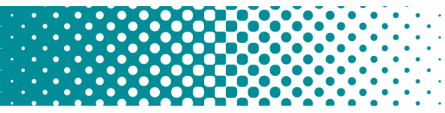
ITEM 6 – OTHER BUSINESS

63. **MIC3 Website Platform** – ED Imai reported the National Office was informed the current website platform, Muse, would end in the next year. More information will be provided in July. **(OPEN)**

64. Ms. Ewen stated she was reviewing the MIC3 website today with somebody and under *Meet the Staff*, the staff were not identified by name.

ITEM 9 – ADJOURNMENT – With no further business to conduct, Commissioner Gable moved to adjourn the meeting, seconded by Commissioner Kraeger. Motion passed. Chair Kaminar adjourned the meeting at 3:14 PM ET.

Respectfully submitted by,
Cherise Imai
Secretary/Executive Director



**EXECUTIVE COMMITTEE (EXCOM) MEETING MINUTES
THURSDAY, JUNE 20, 2019**

PRESENT	John "Don" Kaminar	Arkansas Commissioner	Chair
	Laura Anastasio	Connecticut Commissioner	Vice Chair
	Bob Buehn	Florida Commissioner	Treasurer
	Brian Henry	Missouri Commissioner	Comm & Outreach
	Daron Korte	Minnesota Commissioner	Compliance
	Ernise Singleton	Louisiana Commissioner	Training
	Kathy Facon	DoD Military Representative/DODEA	Ex-Officio
	Cherise Imai	Executive Director	Secretary
	Richard Pryor	Communications Associate	
	Lindsey Dablow	Training and Operations Associate	
EXCUSED	Mary Gable	Maryland Commissioner	Rules
	Rosemarie Kraeger	Rhode Island Commissioner	Past Chair/LDC

ITEM 1 – WELCOME AND CALL TO ORDER

1. Chair Don Kaminar (AR) called the meeting to order on Thursday, June 20, 2019 at 2:00 PM EST. Roll call was conducted by Executive Director (ED) Cherise Imai. A quorum was established.

ITEM 2 – AGENDA AND MINUTES

2. The agenda was motioned for approval by Commissioner Ernise Singleton (LA) and seconded by Commissioner Henry (MO).

3. The minutes of the May 16, 2019 meeting was motioned for approval by Treasurer Bob Buehn and seconded by Vice Chair Laura Anastasio (CT).

4. Chair Kaminar called for discussion. He stated Kathy Facon, DoD Military Representative, had emailed him prior to this meeting and expressed concerns regarding the minutes. He yielded the floor to Ms. Facon.

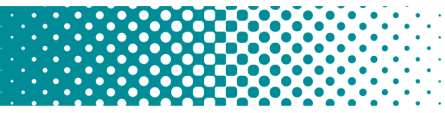
5. Ms. Facon stated she was taken aback by the descriptive language included in the minutes in reference to Ms. Patty Ewen's contributions at the meeting. She stated this was the first time she had seen minutes written this way in her history with this group. Ms. Facon stated that different terms were utilized that she felt created a bias, and while she was not on the call and cannot speak to the way in which the meeting was held, terms such as "interrupting" had never been utilized in meeting minutes in the past.

6. Ms. Facon stated from a context point of view, that it doesn't flow when other people were commenting, and the minutes were not worded the same way when Ms. Ewen was referenced. She closed her remarks by asking that the minutes be reviewed and looked at, and if this is a new way of drafting the minutes, she did not feel emotion should be stated as a fact.

7. Treasurer Buehn stated he had left the meeting and did not hear the exchange. He referred to item #49 in which “Ms. Ewen recognized herself..and she had been a part of the session..and a pair of eyes.” In his opinion, the stated the phrase didn’t seem to make sense.
8. Treasurer Buehn withdrew his initial motion and instead motioned to postpone adoption of the minutes to the July meeting, seconded by Commissioner Daron Korte (MN). Chair Kaminar called for discussion.
9. Vice Chair Anastasio stated that minutes reflect what was said in the meeting, and asked if the concern is the minutes did not accurately reflect was stated.
10. Ms. Facon replied she is not opposed to what was stated at the meeting. She is opposed to the descriptive language and how it characterized what was said by Ms. Ewen. She added that while she did not want to belabor the issue, she wanted to go on record and request the Committee move forward in however they wanted to handle this.
11. Ms. Facon stated she thought it was important to go on record because she reviewed about 15 different sets of previous meeting minutes of the Commission, and the difference was noticeable.
12. For the record, Chair Kaminar stated he asked the National Office to document, in detail, what was stated by the Committee in the June meeting minutes.
13. Chair Kaminar stated that on Ms. Facon’s point, minutes are a summary to capture the essence of what was said or verbatim, or a combination of both.
14. Members agreed to submit their feedback to ED Imai at the latest by July 11 Committee consideration at the July 18 meeting.
15. Chair Kaminar called for the vote. Motion carried. (OPEN ITEM)

ITEM 3 – REPORTS

16. **Chair – 2020 Annual Business Meeting Site Visit** – Chair Kaminar yielded the floor to Training and Operations Associate, Lindsey Dablow. Ms. Dablow reported two properties were considered in Little Rock, and noted the dates were firm for both hotels. She reported the locale and overall cost was considered in the review, including the audio-visual and room rate, as well as the ability to walk to nearby restaurants. She recommended and the Committee selected the Marriot Little Rock as the venue.
17. **National Guard Reserve Task Force** – As approved by the EXCOM last month, Chair Kaminar created a new Task Force and selected Commissioner Kathy Berg (HI) to lead the team. She is a retired Brigadier General of the Hawaii Air National Guard. Commissioner Berg is trying to schedule the first meeting over the summer. The team will deliver its final report to the Commission in 2020.
18. **Vice Chair** – Vice Chair Anastasio stated no meeting was held this past month; therefore she did not have a report at this time.



19. **Executive Director – Website Platform Transition** – ED Imai reported the current website platform, Muse, is obsolete, and WordPress has been selected for the new platform. She highlighted that the new platform will allow the website to be mobile friendly. She reviewed the cost analysis, which is equal to current cost, and stated August 1 is the targeted deadline for the move.

20. **Collaborative for Student Success** – As directed by the Committee in May, ED Imai spoke with Mr. Jim Cowen and stated the Commission is unable to sign on as a member to the group, however she will participate in meetings as a non-voting observer for awareness. Mr. Cowen was supportive and appreciated the engagement by MIC3.

21. **Upcoming Meetings and Trainings** – ED Imai reported she will attend the Military Impacted Schools Association (MISA) Summer meeting in San Diego, CA; Ms. Dablow will staff Commissioner Designee Dan Dunham at the American School Counselor Association (ASCA) Training Session in Boston, MA.

22. Ms. Facon stated she will attend the session which is led by Ms. Meredith Ayala, a School Counselor at Fairfax County Schools, a member of the ASCA, and indicated it was Ms. Ayala's idea to submit the session proposal for the conference. Ms. Facon reported it was Ms. Ayala that invited Ms. Facon, Commissioner Designee Dunham, and Ms. Jamie Albers, School Liaison from Fort Belvoir to be on the panel.

23. She added the approach is from the local level of two school systems and the topic is not the Compact, but how two systems operationalize the Compact and how it works. Ms. Facon stated she is thrilled Ms. Dablow will attend and will help showcase the effort, however she credited Ms. Ayala, a secondary school counselor, who saw this as an opportunity to share with her colleagues at the national level.

24. Chair Kaminar stated this is probably not the first time we have had an initiative to speak about the Compact from an individual who is not a member of the Commission itself or a member of a State Council. While we do not want to limit the opportunity to share about the Compact, the Committee may want to consider developing a policy on how these training opportunities take place. He was concerned about the opportunity for an independent individual, organization, or entity to speak on behalf of the Commission or conduct training or speak on behalf the Commission.

25. Chair Kaminar asked ED Imai to place this item on the July agenda and asked members to consider what points should be included in the policy. **(OPEN ITEM)**

26. ED Imai concluded her report and stated Chair Kaminar and Ms. Dablow will present at the Military Child Education Coalition (MCEC) National Training Seminar in Washington, DC.

27. **Communications and Outreach Committee** – Commissioner Henry reported the Committee reviewed the survey commentary. He solicited input on the Strategic Plan from members, as well as members of his State Council.

28. **Compliance Committee** – Commissioner Daron Korte (MN) stated his Committee has not met, therefore he had nothing new to report at this time.

29. **Finance Committee** – FY2019 – Treasurer Buehn reviewed the balance sheet, revenue and expenses and dues.
30. **Kentucky Employee Retirement System (KERS)** – ED Imai reported Mr. Jason Moseley, Council of State Governments (CSG) Deputy Director, reported the Kentucky Governor may have secured the votes necessary to pass a pension bill and hold a special session. While the session will most likely not be held in June, they anticipate a session in late July. Lastly, the legislation would be in effect from July 1. ED Imai stated CSG informed her the increase would not be charged to the Commission because a hold harmless was anticipated. She concluded her report and reassured the Committee that the National Office would continue to track the issue and provide updated information as received.
31. **FY20 Amended Budget** – ED Imai presented the amended budget which is revised based on FY19 expenditures and projected expenditures in FY20. Treasurer Buehn motioned to adopt the amended budget, seconded by Commissioner Singleton. Motion passed.
32. **Rules** – Commissioner Gable was not present, and her report was postponed.
33. **Training** – Commissioner Singleton reported the Committee met on May 28 with seven members present. They discussed the New Commissioner Mentor Program and a list of onboarding topics was reviewed, and the program will be finalized and presented for vote at their next meeting. They continue to work on the Annual Meeting Breakout Sessions assignments and materials. Commissioner Singleton stated Ms. Dablow will provide the committee with presentations from 2018 to assist with the preparation and duplication of materials.
34. **Leadership Development Committee** – Commissioner Kraeger was not present and her report was postponed.

ITEM 4 – OLD BUSINESS

35. **Ex-Officio Role on the Commission** – Commissioner Korte reviewed the draft document with the revisions and feedback from the last meeting. Revisions included: if the ex-officio organization had a conflict of interest policy, that a copy be provided to the Commission; a formal appointment letter be provided to the Commission designating the representative. Commissioner Korte motioned to adopt the ex-officio policy, seconded by Treasurer Buehn. Motion passed.
36. Chair Kaminar thanked Commissioners Korte and Anastasio for their hard work on the document which was needed to clarify the relationship between the ex-officio organizations and the Commission. This will go a long way towards ensuring we have excellent relations in the future.
37. **Commissioner/Designee/Proxy Definition** – Vice Chair Anastasio motioned to adopt the definition policy, seconded by Commissioner Singleton. Motion passed.
38. **Annual Business Meeting** – ED Imai reviewed the updated itinerary and session documents with the Committee.

ITEM 5 – NEW BUSINESS

39. **Strategic Plan Survey Guide** – ED Imai stated 24 responses were received from the Commission, including a joint submittal from staff. Comments were varied and some points were repetitive – however it was great feedback. She thanked the Committee for their feedback and revisions which were incorporated into the draft. Additional revisions were made based on comments from Commissioners Greg Lynch (WA) and Berg (HI). The Committee requested the National Staff to wordsmith and refine the identified tactics by Committee for final consideration in July.
40. Treasurer Buehn motioned to postpone adoption of the Strategic Plan until July, seconded by Vice Chair Anastasio. Motion passed. **(OPEN ITEM)**
41. **Awards** – Treasurer Buehn motioned to approve recognition awards for Dr. Mary Keller of MCEC on her retirement and for the National Federation of High Schools (NFHS)'s Centennial Anniversary, seconded by Commissioner Singleton. Motion passed.
42. **Legal Consultant Contract** – ED Imai presented the new contract for Rick Masters developed with guidance from the CSG. Vice Chair Anastasio motioned to approve the contract, seconded by Commissioner Korte. Motion passed.
43. **Guidelines for Committee Meetings** – Chair Kaminar stated the document is consistent with Robert's Rules, and he consulted Rick Masters. Vice Chair Anastasio motioned to approve the policy, seconded by Treasurer Buehn. Motion passed.
44. Commissioner Singleton asked that copies be provided at the ABM, so Commissioners are aware of the expectations.
- ITEM 6 – ADJOURNMENT** – With no further business to conduct, Commissioner Buehn moved to adjourn the meeting, seconded by Vice Chair Anastasio. Motion passed. Chair Kaminar adjourned the meeting at 3:00 PM ET.

Respectfully submitted by,
Cherise Imai
Secretary/Executive Director