



MILITARY INTERSTATE
CHILDREN'S COMPACT
COMMISSION

EXECUTIVE COMMITTEE MINUTES

FISCAL YEAR 2021

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EXECUTIVE COMMITTEE (EXCOM) MEETING MINUTES

Tuesday, July 19, 2020

PRESENT	John "Don" Kaminar Laura Anastasio Mary Gable Brian Henry Daron Korte Craig Neuenswander Ernise Singleton Chuck Clymer	Arkansas Commissioner Connecticut Commissioner Maryland Commissioner Missouri Commissioner Minnesota Commissioner Kansas Commissioner Louisiana Commissioner DoD Representative	Chair Vice Chair Rules Comm. & Outreach Compliance Treasurer Training Ex-Officio
EXCUSED	Rosemarie Kraeger	Rhode Island Commissioner	Past Chair & LNC
STAFF	Cherise Imai Lindsey Dablow	Executive Director Training and Operations Assoc.	Secretary
GUEST	Greg Lynch	Washington Commissioner	

ITEM 1 – WELCOME AND CALL TO ORDER

1. Chair Don Kaminar (AR) called the meeting to order on Thursday, July 19, 2020 at 1:04 PM ET. Roll call was conducted by Executive Director (ED) Cherise Imai. A quorum was established.

ITEM 2 – AGENDA AND MINUTES

2. Commissioner Ernise Singleton (LA) made a motion to approve the agenda as amended, seconded by Commissioner Mary Gable (MD). Motion carried.

3. Commissioner Gable motioned to approve the minutes of the June 18, 2020 meeting, seconded by Treasurer Craig Neuenswander (KS). Motion carried.

ITEM 3 – Reports

4. **Leadership Nomination** – Chair Kaminar recognized Commissioner Greg Lynch (WA) who attended the meeting on behalf of Past Chair Rosemarie Kraeger (RI) to provide an update on the Leadership Nomination Committee (LNC) and the elections process. Commissioner Lynch recognized the response to the LNC's recommendation that the current Chair, Vice Chair, and Treasurer continue to serve in their current positions and thanked them for agreeing to serve a third term. Commissioner Lynch noted Commissioner Pete LuPiba (OH) also applied for the Chair position. LNC had outlined in the application documents that should an application be received then a member of the Committee would contact the applicant and discuss the LNC's reasoning regarding continuity of leadership during the unusual circumstances caused by the pandemic, 2020-21 school year, and an abnormal military transition season.

5. Commissioner Lynch emailed Commissioner LuPiba who indicated he would not be available until August 3, 2020 for a conversation. Commissioner Lynch reached out a second time to request a call before July 27, 2020 due to the LNC meeting but has not received a response back from Commissioner LuPiba. Commissioner Lynch remarked that the LNC will move ahead with the timeline the Committee agreed upon.

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6. Commissioner Gable asked if any of other applications were submitted for the Vice Chair or Treasurer position and Commissioner Lynch responded that no other applications had been received by the LNC. He noted this did not exclude floor nominations during the Annual Business Meeting (ABM) but his presence at EXCOM today was to explain where the process is currently. The Chair thanked Commissioner Lynch and the LNC for their work.

7. **Finance** – Treasurer Neuenswander reviewed the Commission financial documents with the EXCOM noting the Committee had not met since the last EXCOM meeting. June expenditures are projected to end \$44,000 under budget for FY2020. The Income Statement notes Member Dues of \$12,464.00 but those are for the FY2021 and will be moved to reflect receipt in FY2021.

8. Treasurer Neuenswander noted the audit with Blue and Co would commence by the end of the month and the final financials are to be completed by August 12, 2020.

9. The fund balance at the end of FY20 will be slightly more than \$1.3 million that represents two years of budget which is a target number the Finance Committee has identified as an optimal amount to hold in reserve. The Treasurer noted 15 States have paid their FY21 dues reflecting 15% of the budget equal to \$97,925.00.

10. **Executive Director** – ED Imai presented a staffing proposal requesting two temporary positions. The first position would be for an intern from the University of Kentucky (UK) from the Communication's Department. The Council of State Governments (CSG) utilizes interns from UK and has parameters for those positions as well as UK's requirements that interns in their program must meet. Per CSG's policy intern positions must be paid an hourly rate of \$12.00.

11. The second position is for a temporary, part-time administrative position. CSG's policy for hiring temporary, part-time administrative personnel provides employment for 6 months and the employee is limited to 30 hours per week of work time. ED Imai stated that filling the two positions would allow National Office staff to handle other duties especially with preparing for a virtual ABM. She acknowledged the positive feedback and continuity of services provided by the National Office even with a decrease in staffing but noted the proposed positions would help current full-time staff work on projects that have been delayed due to dividing the Communications Associate's duties.

12. ED Imai noted the positions would be reviewed in December to determine next steps, but the goal is to hire a Communications Associate into the third full-time staff position in the first quarter of 2021. This proposal is only a measure to assist staff until that position is filled and not meant as a long-term solution.

13. Commissioner Singleton made a motion to accept the proposal and allow ED Imai to hire a part-time intern and part-time administrative position until the end of the 2020 year. Commissioner Brian Henry (MO) seconded the motion. Motion carried.

14. **Compliance** – Commissioner Daron Korte (MN) acknowledged two complaint letters received from military-connected parents regarding Texas' lack of a state council. Commissioner Korte acknowledged Texas' place as one of the highest military impacted states and noted the language in their Compact statute that states the Texas Education Agency (TEA) will execute the functions of the state council. Commissioner Korte noted he was unaware of the history behind that decision or why Texas was allowed that concession when adopting the model Compact language.

15. Commissioner Korte explained the issue now is with the passage of *1-2017 State Coordination Policy* member state's councils are required to meet annually. There is a clause in the policy that if you
Approved August 20, 2020

are a state that designates another entity to perform the role of a state council then that entity has to report to the National Office how that entity is meeting the requirements, or doing the duty, of the state council. To this point Texas has not done that. The complaint letters are requesting Texas set up a state council separate from TEA. Commissioner Korte recommended he, ED Imai, and Chair Kaminar discuss the matter with Texas Commissioner Shelly Ramos so a report can be submitted to the National Office making Texas compliant with the policy before taking further action.

16. Chair Kaminar asked if the National Office or the Compliance Committee had received any indication that military-connected students and their families were not being served by the Compact in Texas? ED Imai responded that when the National Office has received a case Commissioner Ramos has been engaged and assisted with resolving the case. However, the National Office has received informal communications from School Liaison Officers and others within Texas' legislature, and military is that they would like to meet and engage with the state, but that request has not been acknowledged.

17. ED Imai reminded the EXCOM that the Commissioner of Education is the Compact Commissioner and Ms. Ramos is the Designee. She proposed discussing the issues raised in the letters with Commissioner Ramos and including the Commissioner of Education for awareness and inclusion. ED Imai explained that both communications are formal letters and deserve a response including next steps. She requested General Counsel Rick Masters be included on the conversation because he is familiar with Texas' Compact statute and history of their participation in the Compact.

18. DoD Representative Chuck Clymer acknowledged the need for direct communication channels and a structured response between the state, SLOs, and the DoD Representative. ED Imai stated that other member states use separate entities to perform the work of the state council, both Minnesota and Illinois use their respective P20 Groups or subgroups. Commissioner Gable interjected that Commissioner Korte's proposal to discuss the communications and issues with Commissioner Ramos was a logical and acceptable next step.

19. Vice Chair Laura Anastasio (CT) asked if Texas' statute designated the TEA to act as the state council and was not required to designate a separate formal state council then how can the Commission require them now to designate a separate group to perform those duties? She noted Texas' statute would need to be reviewed to determine specifically what is and is not provided for. Commissioner Korte responded the concern from a compliance standpoint is written communication on how the TEA is executing the duties of the state council and to this point that has not been received.

20. The EXCOM agreed ED Imai, Chair Kaminar, and Commissioner Korte would contact Commissioner Ramos to discuss the compliance issue and ED Imai will draft a formal response including next steps to the parents for EXCOM's approval. [OPEN ITEM]

ITEM 5 – OLD BUSINESS

21. **Mid-Year Survey Report** – ED Imai briefly reviewed feedback provided by Commissioners on the Mid-Year Survey. 49 surveys were distributed and of those there 26 (53%) responses to the survey were received. Of the 26 responses received 24 (54.5%) were from Commissioners and 2(40%) were from ex-officio members.

22. For "Value of the Compact" questions the majority of the feedback was positive indicating an increase in support and awareness of the Compact. The "Value of the Commission" questions reflected satisfaction with customer service, communication, and supports provided by the Commission. Also reflected in the response for this topic is a desire for standing operation procedures for states to implement around operating the Compact. The desire for continued engagement on the national level to promote the

Compact and the Commission. Finally, the need for information sharing of best practices among the member states.

23. “Member State Needs” questions indicated member states face challenges when communicating about the compact with stakeholders and awareness of the Compact within their state. Commissioners also face challenges trying to build collaborative relationships and partnerships, again, within their state. Feedback from the Commission on the “Member State Highlights” question focused on effective state councils and providing supports for military families and students. Also, of those member states who responded building strong relationships and communicating effectively among stakeholders in their state has yielded gains for the Commissioner.

24. On average a majority of the Commissioners responding to the survey work 1-5 cases per year. The feedback noted training takes place in member states: Annually (35%), Quarterly (15%), None (14%), Other – i.e. as needed, every other year, when requested (27%). The Commissioner is providing the training 65.3% of the time but SLOs come in second at 42.3%, and the State Department of Education (DOE) and Other tied for third with 30.7%.

25. Training has been provided in-person (68%), briefing/presentation style (52%), utilizing slides (40%), Online (28%). In the “Training Needs” questions on the survey 11.5% of respondents indicated they do not conduct training in their state and 20% have no type/format for training. However, the comments indicated that respondents are preparing to train or work with their SLO or Department of Education to inform schools about their obligation under the Compact.

26. The “Communication and Outreach” questions highlighted Commissioner needs to assist them with improving Compact awareness within their states. 57.6% of those surveyed would like the Commission to develop online training resources. 19.2% requested developing additional collaterals like the Parent Guide or brochure. 11.5% requested Compact training for stakeholders.

27. Respondents indicated their state disseminates information about the Compact to stakeholders through email, newsletters, and the DOE. The National Office is aware Florida produces a newsletter but was not aware of other states and would like to find out more about the member states and how they are communicating with stakeholders.

28. Finally, feedback from the survey indicates a majority of the Commissioners have partnered with their state’s DOE, state’s athletic association, and MCEC, to increase awareness of the Compact and disseminate information. The results indicated mic3.net and the Commission’s current collaterals are valuable resources for Commissioners. The ED Update and The Wire newsletter were also highlighted as good resources.

29. ED Imai concluded stating that a lot of the items indicated by the survey results and comments are being addressed by the Commission’s FY20-22 Strategic Plan. She noted development of the training toolkits, virtual training, the Ambassador Program, and other tactics of the current strategic plan that should help the Commission address most of the issues indicated by the Mid-Year Survey.

30. Commissioner Gable made a motion to approve the survey results and share with the full Commission. Commissioner Henry seconded the motion. Motion carried.

31. **ABM Agenda** – ED Imai reviewed the revised agenda with changes based on discussion at the previous meeting and provided by the EXCOM via email. She noted the Breakout sessions normally held during the ABM have been changed to webinars which will take place periodically throughout the upcoming school year.

32. ED Imai reminded the EXCOM that GoToWebinar advised avoiding meetings that begin at 10:00 AM and go until 2:00 PM ET; however, it is not possible to avoid that block of time. She noted the ABM was originally scheduled to begin at 9:00 AM and conclude at 1:00 PM ET each day but that has been modified to 12:00 PM to 4:00 PM ET to allow those Commissioners in the Western part of the country to travel into work prior to the start of the meeting. ED Imai spoke with Commissioner Kathleen Berg (HI), since she is in the furthest time zone, and she confirmed she could participate and approved of the proposed meeting times.

33. ED Imai confirmed GoToWebinar would be the platform used for the ABM. The National Office has been in contact with other affiliates of CSG and CSG's Information Technologies (IT) department to begin planning and preparing for the meeting. Staff has begun development of a Commissioner FAQ, preparing registration, and gathering guidance and best practices from other users of GoToWebinar.

34. The National Office recommended not charging registration fees for the 2020 ABM and the EXCOM agreed. The EXCOM also agreed not to charge attendees for a hard copy of the docket book or the mailing cost to ship those to participants. Every Commissioner will receive an ABM packet that will include a hard copy of the docket book just in case they experience technical difficulties during the ABM or are not at a computer monitor for a portion of the meeting.

35. ED Imai stated in conversations with CSG's IT team, regarding reimbursing Commissioners for cost incurred, like upgrading broadband, to virtually attend the ABM, it was recommended to handle that on a case by case basis, and she concurred. ED Imai included Treasurer Neuenswander in the discussion and he supported the Executive Director's recommendation.

36. ED Imai will email the finalized agenda to the EXCOM for their review, noting she would like to release the agenda in August. [OPEN ITEM]

37. North Dakota Inquiry Response – Chair Kaminar stated he wanted to get a response to Commissioner Davina French (ND) because some time has passed since she contacted the EXCOM. He agreed with Commissioner Korte that the response should go to Commissioner French alone with the members of the EXCOM copied on the reply. Chair Gable supported responding to the individual and not to the full Commission. The Chair recommended posting the inquiry and response to the Commissioner Portal in case other Commissioners had similar questions. Commissioner Korte explained he thought the Commissioner probably wanted a response but did not anticipate it being shared and he did not want to deter others from asking questions of the EXCOM. Commissioner Korte recommended asking the Commissioner if they wanted the response shared.

38. EXCOM agreed to have ED Imai and Chair Kaminar reach out to Commissioner French to let her know a response is forthcoming and apologize for the tardiness of the communication. At that time, they will also ask if she wants the response kept private or shared with the Commission. [OPEN ITEM]

ITEM 6 – ADJOURNMENT

39. Commissioner Gable motioned to adjourn the meeting, seconded by Commissioner Henry.

40. There being no further business to conduct, Chair Kaminar adjourned the meeting at 2:06 PM ET.

Respectfully submitted by,
Cherise Imai
Secretary/Executive Director

Approved August 20, 2020

**EXECUTIVE COMMITTEE (EXCOM) MEETING MINUTES
Thursday, August 20, 2020**

PRESENT	John “Don” Kaminar	Arkansas Commissioner	Chair
	Laura Anastasio	Connecticut Commissioner	Vice Chair
	Mary Gable	Maryland Commissioner	Rules
	Brian Henry	Missouri Commissioner	Comm. & Outreach
	Craig Neuenswander	Kansas Commissioner	Treasurer
	Ernise Singleton	Louisiana Commissioner	Training
	Chuck Clymer	DoD Representative	Ex-Officio
EXCUSED	Daron Korte	Minnesota Commissioner	Compliance
	Rosemarie Kraeger	Rhode Island Commissioner	Past Chair & LNC
STAFF	Cherise Imai	Executive Director	Secretary
	Lindsey Dablow	Training and Operations Assoc.	

ITEM 1 – WELCOME AND CALL TO ORDER

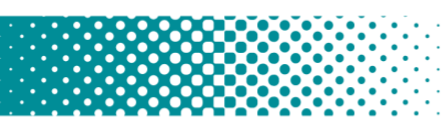
1. Chair Don Kaminar (AR) called the meeting to order on Thursday, August 20, 2020 at 1:00 PM ET. Roll call was conducted by Executive Director (ED) Cherise Imai. A quorum was established.

ITEM 2 – AGENDA AND MINUTES

- 2. Commissioner Mary Gable (MD) made a motion to approve the agenda as amended, seconded by Treasurer Craig Neuenswander (KS). Motion carried.
- 3. Commissioner Gable motioned to approve the minutes of the July 16, 2020 meeting, seconded by Vice Chair Laura Anastasio (CT). Motion carried.

ITEM 3 – Reports

- 4. **Chair** – Chair Kaminar reported he participated in a Military Child Education Coalition webinar focused on the Commission and the Purple Star program on August 12th on the importance of the MIC3 and support for military children.
- 5. **Vice Chair** – Vice Chair Laura Anastasio reported the Ex-Officio organizations met on June 26. They welcomed newly appointed National Military Family Association representative, Nicole Russell and discussed the effect of the pandemic on the Commission and states; the upcoming Annual Business Meeting; and Commissioner vacancies. She stated the Commission’s in-person and virtual trainings were highlighted by Training and Operations Associate Lindsey Dablow, and Military Impacted Schools Association Kyle Fairbairn provided an update on the MIC3-MISA joint training initiative. The meeting concluded with discussion on the pandemic, best practices, and resources from the representative organizations for dissemination to the Commission and other stakeholders.
- 6. **Executive Director** – ED Imai submitted a request to the Council of State Governments (CSG) to post the temporary administrative assistant position which was approved by the EXCOM at the previous meeting. She stated the CSG building, where the MIC3 national office is located, closure was extended to



the end of the calendar year due to COVID and all staff will continue to work from home. While employees may enter the building to conduct business as needed, they must inform CSG of the date, time, and where they have been so those areas may be thoroughly cleaned and sanitized. She added social distancing and wearing masks continues to be followed. Lastly, she stated CSG affiliates were informed annual negotiations for employee health benefits have begun. CSG reported an initial 26% rate increase as a starting point, however they continue to discuss with the healthcare providers. This amount is high due to the high number of claims paid by Anthem Blue Cross last year. Lastly, due to the pandemic and office closures, CSG has approved a 50% rent reduction for July and August.

7. **Finance** – Treasurer Craig Neuenswander reported the dues from New Mexico were paid and 100% of the FY2020 were collected. He stated the year-end close was at \$573292 or 14% under budget which is attributable to a number of reasons, COVID being one of them. The EXCOM fall planning and spring meeting were held virtually; no staff travel and other travel for training; the staffing vacancy - salary and operations; and overall indirect costs. The investments continue to do well despite the pandemic; however, the impact of the economy may impact future gains. Lastly, the annual audit is currently being conducted and will be completed within the next week.

8. In terms of FY2021 dues, Treasurer Neuenswander reported 24% of states have paid to date which represents 29% of the total dues. The July accounting reports have not been received yet from CSG, and ED Imai received the USDOD Dependent Data was received yesterday and she is calculating the projected FY2022 dues and drafting the budget. It's anticipated the budget will include increases in employee healthcare and the Annual Business Meeting if an in-person meeting is held and the pandemic safety and health regulations remain in place. This information will be presented to the Finance committee next week for approval.

9. Lastly, he introduced two new policies for the committee's approval, the Investment and Operating Reserve policies were developed in conjunction with CSG and our auditor, Blue and Co. The development of the policies was recommended by the auditor in 2018. The objective of the Investment Policy is to achieve a net rate of return of at least 3% per year on a three-year moving average. The investments are made with 60% assets and 40% fixed. The policy includes items allowed for investment as well as those that are prohibited; in the equity portion of the portfolio, 60% should be invested in an index fund that tracks performance of the total market. Regarding how the money is utilized, the EXCOM is authorized to withdraw 5% of the total market value of the fund annually for the organizations operating purpose - when and if that becomes necessary.

10. Treasurer Neuenswander stated the Operating Reserve policy states how much the Commission should have in reserve, which is to have a minimum balance of two years of our average operating costs – a standard for similar organizations. The use of the funds process states the Executive Director will make a recommendation to the Finance committee, who will make a recommendation to the EXCOM. Commissioner Gable asked if the policy could include if the Finance committee recommendation to the EXCOM differs from the original recommendation made by the Executive Director, that the original recommendation be provided to the EXCOM as well. Members concurred unanimously with the suggestion. Members were pleased the approval process for both policies included multiple committees and was based on the needs of the Commission.

11. Commissioner Gable motioned to approve both Investment policy as presented and the Operating Reserve policy with one revision. The motion was seconded by Treasurer Neuenswander. Motion carried.

12. **Communications and Outreach** – Commissioner Brian Henry reported the new Successful Transitions Video Program was developed and finalized by the Committee. Initially, the program was planned to launch this past June, however due to the pandemic, the Committee decided to launch at the

upcoming Annual Business Meeting instead. He referenced the program documents provided which outline the program requirements and process.

13. Commissioner Henry stated the Committee reviewed the initial draft of the Ambassador Program, however they agreed unanimously that due to the pandemic, the time was not opportune to launch this program and deferred discussion to Year 2-3.

14. **Compliance** – In the absence of Commissioner Korte, MIC3 Associate Dablow reported on his behalf. She stated the Committee did not hold a meeting last month, however three new Commissioner appointments were made for the California, District of Columbia, and North Carolina. ED Imai is onboarding each of them, which consists of 2-3 calls depending on their experience with the Compact. Vacancies exist in Indiana and Mississippi – which will likely move up on the Compliance Committee's list, and 2nd reminder letters were sent to Pennsylvania, Michigan and Iowa.

15. **Rules** – Commissioner Gable reported the committee scheduled for August was cancelled as there was no business to conduct or actions required. She noted she spoke with new committee member, California Commissioner Khi Jackson to welcome him on the team, and discuss the purpose and activities of the committee. Second, she spoke with the new District of Columbia Commissioner, Lakisha Fox, who has been attending the committee meetings as observer prior to the receipt of her official appointment as Commissioner.

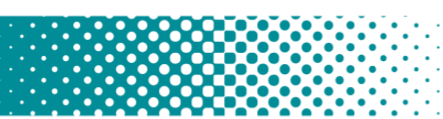
16. **Training** – Commissioner Singleton reported the committee met in July; however, they did not achieve quorum. Discussion included the status of their strategic goals, which they are on target; the mentoring program approach; review of the new toolkits which will be added to the website. The committee also thanked the national office for the COVID-19 weekly information on states which has been timely and very helpful.

17. **Leadership Nomination** – ED Imai reported on behalf of Commissioner Rosemarie Kraeger (RI) who was unable to attend today's call. At their June meeting, the committee reviewed the submittals which include Commissioner Anastasio for Vice Chair and Commissioner Neuenswander for Treasurer. The committee also reviewed Chair submittals from current Chair Kaminar and Ohio Commissioner Pete LuPiba. All submittals are included in the Election Guide which will be reviewed at the next meeting scheduled for Monday, along with the ABM presentation slides on the electoral process. She noted the committee, as stated in their memo to the commission released in July, will recommend that due to the uncertainty of the pandemic, that the commission's current leadership serve for another year to support continuity. However, they understand and support the Bylaws which state annual elections be held, and the opportunity for a Commissioner to run for office, and ability to nominate candidates from the floor. For these reasons, both candidates for Chair have been included in the Election Guide.

18. Lastly, the committee selected the electronic ballot will be disseminated to commissioners through Constant Contact. The platform ensures a single ballot is sent, received, and cast by a member state. In addition, the Commission already subscribes to this platform, therefore there is no additional cost to the organization.

19. **National Guard and Reserve Task Force** – ED Imai reported on behalf of Commissioner Rosemarie Kraeger (RI) who was unable to attend today's call. ED Imai stated the task force will likely meet next week to discuss the results of the commissioner survey, which received a response from 34 of 43 commissioners. The results were provided recently to the task force members for review.

20. **Department of Defense (DOD)** – DOD Representative Chuck Clymer reported the services held a meeting yesterday and service representatives reported they plan to attend and have registered for the upcoming ABM. He also extended the registration to School Liaison Officers (SLO) worldwide as well



and asked if this was okay. ED Imai thanked Mr. Clymer for promoting the meeting and stated it was an opportunity to increase SLO participation and awareness. Training and Operations Associate said GoToWebinar accommodates up to 1,000 attendees. Mr. Clymer stated the services will hold separate virtual breakouts in the morning, just prior to the ABM meeting, utilizing a separate virtual platform. This is similar to what the Air Force did last year in Colorado Springs. He is prepping for his 5-minute DOD update – which will include what types of challenges and issues military families are facing during COVID and their responses. He asked the committee to contact him if there are any other topics that should be addressed in his brief.

21. Mr. Clymer described the Permanent Change of Station (PCS) process under the pandemic which includes clearance of the service member and families for both the locale they are departing from and moving to. Once clearance is received, the family can relocate to their new duty station. He acknowledged the complexity and challenge the process is for families, especially if the receiving locale requires a family to quarantine for 14 days or follow a specific process upon arrival. Nonetheless, military families are required to adhere to local country mandate protocols under the pandemic.

22. He added some families are ‘stuck in a PCS limbo’, initiates the process, moves into the temporary lodging and is waiting to transition, however in the receiving locale the status changes which prevents them from moving. Or in some cases, they moved to the new duty station but are unable to move into their permanent housing due to the locale status. A family receives temporary lodging allowance (the amount is set by Congress) however in some cases, they are reaching the allowance maximum because they are ‘stuck in limbo’. While understandably the situation is fluid, families are challenged with a multitude of issues and may seem to be confused because they are. They have to be aware of local conditions and the conditions of the locale they are moving to, and on arrival the member is deployed on his ship, leaving the spouse home with 3 young children, and registering for schools which are starting the year virtually. Chair Kaminar thanked Mr. Clymer for sharing the challenges of military families during this time, which highlights the importance of commissioners to be supportive and understanding.

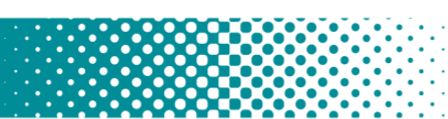
ITEM 4 – OLD BUSINESS

23. **ABM** – MIC3 Associate Dablow reported 109 registrations to date. Three sessions for Commissioner/Ex-officio GoToWebinar Training is scheduled Sept 3, 9, and 15 at 2:00pm ET. Training will help members familiarize themselves with the software which is very similar to the GoToMeeting platform used for standing committee meetings. ED Imai referenced the final ABM agenda which includes revisions discussed at the June meeting. The Docket Book is scheduled for printing on September 8th, the deadline was set to ensure the book could be printed, mailed to members, and allow for sufficient time for review prior to ABM. Staff is finalizing the reports and documents necessary.

24. Kaminar turned gavel over to Vice Chair Anastasio - For “Value of the Compact” questions the majority of the feedback was positive indicating an increase in support and awareness of the Compact. The “Value of the Commission” questions reflected satisfaction with customer service, communication, and supports provided by the Commission. Also reflected in the response for this topic is a desire for standing operation procedures for states to implement around operating the Compact. The desire for continued engagement on the national level to promote the Compact and the Commission. Finally, the need for information sharing of best practices among the member states.

25. Chair Kaminar needed to leave the call to attend another meeting. He turned the gavel over to Vice Chair Anastasio to facilitate the remaining agenda.

26. **2021 ABM (Little Rock, AR) Contract** – ED Imai reported a new contract was signed with the Little Rock Marriot for an in-person meeting on November 3-5, 2021. The contract was reviewed by CSG Legal Counsel and expanded to include stipulations to meet pandemic safety and health regulations and Approved September 17, 2020



additional space to allow for social distancing. For example, since we are no longer able to share tables or microphones, the contract accommodates for each commissioner to be seated at their own table and have their own microphones. In addition, meal buffets are not able to be served and food will likely be individually plated or boxed. Initial estimates are an additional \$30-40K and there will be an increase requested to cover meeting and audio-visual expenses - which was stated by Treasurer Neuenswander in his earlier Finance report.

27. **Website Migration** – ED Imai reported staff met with Epic Technologies yesterday to review the first round of changes for the new WordPress website and they are working on those changes. Once this is completed, staff will beta test the site. Epic will also conduct training for staff on WordPress features, likely in early September. The goal is to go live in late September and launch at the ABM.

28. **North Dakota Email Inquiry Response** – Vice Chair Anastasio referenced the original email sent by North Dakota Commissioner Davina French and the draft response letter for review. Members agreed the written response was appropriate and provided clarity. Vice Chair Anastasio stated she would share this feedback with Chair Kaminar.

ITEM 4 – OLD BUSINESS

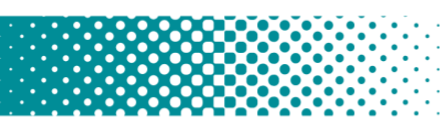
29. In the interest of time, ED Imai deferred the Areas of Opportunity report to the September meeting.

ITEM 5 – ADJOURNMENT

30. Commissioner Henry motioned to adjourn the meeting, seconded by Commissioner Gable.

31. There being no further business to conduct, Vice Chair Anastasio adjourned the meeting at 1:57 PM ET.

Respectfully submitted by,
Cherise Imai
Secretary/Executive Director



EXECUTIVE COMMITTEE (EXCOM) MEETING MINUTES
Thursday, September 17, 2020

PRESENT	John "Don" Kaminar	Arkansas Commissioner	Chair
	Laura Anastasio	Connecticut Commissioner	Vice Chair
	Mary Gable	Maryland Commissioner	Comm & Outreach
	Brian Henry	Missouri Commissioner	Rules
	Daron Korte	Minnesota Commissioner	Compliance
	Rosemarie Kraeger	Rhode Island Commissioner	Past Chair and LNC
	Craig Neuenswander	Kansas Commissioner	Treasurer
	Ernise Singleton	Louisiana Commissioner	Training
	Chuck Clymer	DoD Representative	Ex-Officio
STAFF	Cherise Imai	Executive Director	Secretary
	Lindsey Dablow	Training and Operations Assoc.	

ITEM 1 – WELCOME AND CALL TO ORDER

1. Chair Don Kaminar (AR) called the meeting to order on Thursday, September 17 at 1:00 PM ET. Roll call was conducted by Training and Operations Associate, Lindsey Dablow. A quorum was established.

ITEM 2 – AGENDA AND MINUTES

2. Commissioner Brian Henry (MO) made a motion to approve the agenda as amended, seconded by Mary Gable (MD). Motion carried.

3. Treasurer Craig Neuenswander (KS) motioned to approve the meeting minutes for the August 20, 2020, seconded by Commissioner Gable. Motion carried.

4. Chair Kaminar asked for a notation to be made regarding the meeting minutes for the September 3, 2020 meeting. Commissioner Ernise Singleton (LA) motioned to approve the minutes as corrected, seconded by Commissioner Rosemarie Kraeger (RI). Motion carried.

ITEM 3 – Reports

5. **Chair** – Chair Kaminar stated with the Annual Business Meeting (ABM) being a couple of weeks away, he wanted to formally note that much has been accomplished this past year, and he is grateful for their hard work and engagement. With this being possible his last meeting with the EXCOM, he expressed appreciation for their honesty and that it has been a privilege to serve with the team.

6. **Vice Chair** – Vice Chair Anastasio stated she did not have a formal report at this time; however, she echoed the same sentiments expressed by Chair Kaminar.

7. **Executive Director – CSG Employee Benefits Rate Increase** – Ms. Dablow reported on behalf of ED Imai who was attending a separate meeting on behalf of the Commission and would join the call when that meeting concludes. Ms. Dablow stated the Council of State Governments initially projected an increase of 26% for employee benefits, projected to commence January 1, 2021. The insurance broker has negotiated a rate of 17% and is continuing negotiations to further reduce the rate to 15%. Ms. Dablow noted the rate increase last year was 12%.

8. **Organization Insurance Renewal** – Ms. Dablow reported the insurance term ended in 2019 after a three-year term. A new three-year contract has been signed and is effective from 2020-2022. It is a standard policy for organizations like MIC3, and the cost is \$1,787 per year, which is an increase of \$24 per year in comparison with the previous policy. To renew, we provide a copy of Executive Committee members, organization bylaws, and the year we were established. CSG completes the application and provides the financial documentation on behalf of MIC3. The policy includes \$1 Million in coverage and provides protection for the directors and/or officers against claims regarding breach of duty or negligence, or error while acting in their capacity as directors or officers.

9. **Annual Report** – Ms. Dablow stated the digital version has been posted on the website and members were mailed a copy with their Docket in preparation for the ABM.

10. **State Support by the National Office** – Ms. Dablow stated under the pandemic, some members did not have access to an online meeting platform. The national office has assisted by making the Go-To-Meeting platform available for state council meetings. To date, we assisted Alabama, California, and New Mexico with their meetings and drafted their minutes. In addition, she reported recent training was conducted for the state of Washington due to a high turnover of school district personnel.

11. **Communications and Outreach** – Commissioner Henry commenced by stating he was honored to have served on the EXCOM with both Chair Kaminar and Vice Chair Anastasio, and the other members. He reported the Communications and Outreach requested a pause on further development of the Ambassador Program primarily due to the COVID crisis. They discussed the committee's progress thus far and the launch of the Successful Transition Video Program at the upcoming ABM. Finally, the members discussed the impact of the pandemic on members in their full-time job capacities which has been significant. No items were sent forward for the EXCOM.

12. **Compliance** – Commissioner Daron Korte (MN) echoed the sentiments expressed earlier; it has been a great experience working with everyone however in these unstable times any stability is appreciated. He reported the committee continues to work with the national office on the appointments for Indiana and Mississippi, which may require further action. Due to the pandemic, the deadline for the annual state council meetings and end-of-year reports was extended from June 30 to September 30. In addition a couple of letters were received by parents regarding the lack of a state council by the state of Texas. He stated Texas is an anomaly and the Texas Education Agency functions as the state council. A meeting will be scheduled with Commissioner Shelly Ramos to discuss further.

13. **Finance** – Treasurer Neuenswander stated the balance was \$1,451,388. As this is the first quarter of the fiscal year, revenue and expenditures are at \$28,562. Regarding Vanguard Investments, the balance was \$450,521 an increase of \$16,000 over the previous month. State dues collected to date was \$191,000 or 29% of the total budget and which represents 24 states.

14. **Rules** – Commissioner Gable stated she appreciated Chair Kaminar and Vice Chair Anastasio and their leadership. She did not have a report at this time.

15. **Training** – Commissioner Singleton stated she echoed the remarks expressed by her colleagues earlier regarding the Executive Committee and leadership. She reported the committee met on August 25th. Highlights included reviewing the final draft of both the new toolkits and training guide which will be disseminated at the ABM – useful documents everyone can use. Lastly, they discussed the overall flow of the ABM agenda.

16. **Leadership Nomination** – Commissioner Kraeger commended the leadership of Chair Kaminar, Vice Chair Anastasio and Treasurer Neuenswander. They have been excellent as officers of the organization and transparent. The EXCOM has done an excellent job overseeing the business of the

organization, based on data and professionalism. The Election Guide required the committee to seek confirmation by committee member Commissioner Greg Lynch (WA) that a second candidate would be running for the office of chair. A verification by email from the Ohio Commissioner was received confirming their candidacy and she looked forward to the election at the ABM. She added the guide would be released on the targeted date. Chair Kaminar expressed appreciation for her overall leadership and support.

17. DOD Representative – Mr. Chuck Clymer stated he was very proud of the service team and over the past year worked to standardize the processes such as: outbriefing on states, joint training of personnel, and levels of support. Commissioners will see a big difference in the level of service provided in each state. A joint training will be held prior to ABM for service personnel who support state commissioners. Chair Kaminar expressed appreciation for Mr. Clymer's presence and engagement on the Commission. The interaction and information provided is always valuable and helpful in supporting the mission of the organization and better meet the needs of families.

ITEM 4 – OLD BUSINESS

18. 2020 ABM – Ms. Dablow reported 275 registrations were received and today was the deadline. Three training sessions on the virtual platform were conducted and a fourth is scheduled for next week. Resource slides and a cheat sheet will be sent out just prior to the ABM for reference. The agenda is posted on the website and available for download. A title change to the panel was made on the advisement of Mr. Clymer. The presentation by Dr. Keith Mispagel on the Pandemic and Schools is confirmed, and public comments were received this morning by one individual to date. She added the comments will be shared with the Executive Committee and the Commission prior to ABM. The Docket Book and Election Guide will be disseminated to registrants and posted on the website by close of business today or tomorrow morning. Regarding the virtual commissioner reception, Ms. Dablow stated staff continues to work with IT on learning the Zoom platform and breakouts as we are not familiar with system, although she anticipates no issues.

19. Website Migration – Ms. Dablow reported the project is ahead of schedule. Staff conducted testing and submitted changes to the vendor, Epic Technologies. She was confident the website would be completed for the launch at the ABM. As stated at previous meetings, the site looks the same however may slightly differ.

ITEM 5 – NEW BUSINESS

20. Areas of Opportunity – ED Imai joined the call. She referenced the document included in the handouts was developed on request by the Finance Committee. The items outlined are recommendations by the staff on the needs of the organization from an operations perspective. Items included:

- Operations audit of the national office to examine the operations and programs; assess adequate staffing and identify areas of improvement.
- Investment in a system database to track and manage membership, programs, data, and for reporting. Currently data is managed manually, and multiple documents/reports are updated individually.
- Online Training System to develop a virtual learning and training modules on the Compact.

21. Webinar Series – ED Imai stated as the ABM is virtual this year and with the limited time available, the EXCOM decided previously the commission would facilitate webinars on these topics over the next year. She proposed three possible topics: Best Practices on Implementing the Compact; School Transition Resources and Supports; and Compact Transition Topics. Members agreed and asked the staff to further develop the program.

22. MISA-MIC3 Memorandum of Understanding (MOU) – ED Imai reported the MOU has been renewed with MISA's Kyle Fairbairn. She expressed appreciation for the support by Mr. Fairbairn and the military impacted schools of the Commission.

ITEM 6 – OTHER BUSINESS

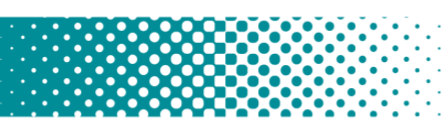
23. **Compact Cases Under the Pandemic** – ED Imai reported several cases have been worked by the national office or by states. Topic included: continuing remote learning at the sending school while moving (both schools are remote). Although this was not covered under the compact, schools have been more flexible and accommodating under COVID. Enrollment prior to arrival accommodations were made for a family with a medically fragile child driving to Alaska to their new duty station. The family had their own laptop and hot spot so the child could participate in the class. Chair Kaminar stated there has been increase in enrollment in homeschooling options.

24. **Kate Wren Gavlak** – Commissioner Kraeger reported former California Commissioner, Kate Wren Gavlak's mother recently passed away. Members asked ED Imai to send flowers on behalf of the organization.

ITEM 7 – ADJOURNMENT

25. With no further business to conduct, Chair Kaminar adjourned the meeting at 1:55PM ET.

Respectfully submitted by,
Cherise Imai
Secretary/Executive Director



EXECUTIVE COMMITTEE (EXCOM) MEETING MINUTES
Wednesday, November 18, 2020

PRESENT	John "Don" Kaminar	Arkansas Commissioner	Chair
	Laura Anastasio	Connecticut Commissioner	Vice Chair
	Mary Gable	Maryland Commissioner	Rules
	Brian Henry	Missouri Commissioner	Comm & Outreach
	Daron Korte	Minnesota Commissioner	Compliance
	Craig Neuenswander	Kansas Commissioner	Treasurer & Finance
	Ernise Singleton	Louisiana Commissioner	Training
EXCUSED	Chuck Clymer	DoD Representative	Ex-Officio
	Rosemarie Kraeger	Rhode Island Commissioner	Past Chair and LNC
STAFF	Cherise Imai	Executive Director	Secretary
	Lindsey Dablow	Training and Operations Assoc.	
	Mary Pendleton	Administrative Assistant	

ITEM 1 – WELCOME AND CALL TO ORDER

1. Chair Don Kaminar (AR) called the meeting to order on Wednesday, November 18, 2020 at 12:02 PM EST. Roll Call was conducted by Cherise Imai, Executive Director. A quorum was established.

ITEM 2 – WELCOME, MARY PENDLETON, NEW ADMINISTRATIVE ASSISTANT

2. ED Imai introduced Mary Pendleton, Administrative Assistant for MIC3. Ms. Pendleton introduced herself and said she looks forward to supporting the team at MIC3. Chair Kaminar stated that hopefully the Commission will meet in person at the 2021 ABM so everyone can introduce themselves.

ITEM 3 – AGENDA AND MINUTES

3. Commissioner Ernise Singleton (LA) motioned to approve the agenda as presented. The motion was seconded by Commissioner Mary Gable (MD). Motion carried.

4. Vice Chair Laura Anastasio (CT) motioned to approve the meeting minutes for September 17, 2020, seconded by Commissioner Gable. Motion carried.

ITEM 4 – REPORTS

5. **Chair – Executive Statement of the Commission** – Chair Kaminar stated that several seasoned members, in addition to some that have either retired/moved on and expressed concern

that the original intent and purpose of the compact has been lost. It was suggested the Commission develop a statement that succinctly clarifies the purpose of the Compact and what the Commission does and doesn't cover. There surmised there was a misunderstanding or interpretation on the purpose of the organization. An example was the Purple Star Schools Program which is outside the mission and scope of the Compact. Because it is not a Commission program, mandating member states to adopt it is not permissible under our statute – even though Arkansas has adopted the program on their own.

6. Members supported the effort and noted that turnover was common for the organization. They noted the statement could be provided to new members as part of the onboarding process and made available on the website. Chair Kaminar clarified that the Compact was specifically designed to address specific education transition issues while other topics were purposely left out. He provided an example of a community member who is active in legislation for issues affecting military families that has interest in the Commission doing more beyond the scope of the Compact. Members expressed concern regarding redundancy as the role and responsibilities of Commissioners are provided to them and posted on the website.

7. Members directed staff to work with General Counsel Rick Masters and draft a legal overview of the purpose of the Commission and the Compact, including its limitations; and update the legal FAQ for Committee review in February. (OPEN ITEM)

8. **Strategic Plan** – The document detailing the Executive Committee's Strategic Plan was reviewed. Chair Kaminar referenced the tactic "Developing a mechanism for evaluating the impact of the Compact." He said it may be worth pulling together a small group from the EXCOM to develop some ideas on how to approach this. He said it's an elusive target and not easy to quantify on how effective the Compact is. His idea for a starting point would be to do an operational definition of what is effectiveness. In closing, Chair Kaminar stated how successful the virtual Annual Business Meeting (ABM) was and thanked the National Office and the EXCOM for their contributions.

9. **Vice Chair** – Vice Chair Anastasio thanked ED Imai and Ms. Lindsey Dablow, Training and Operations Associate, for their hard work and contributions that resulted in a successful ABM. She hoped to hold two Ex-officio virtual meetings in the upcoming year. She will conduct a training for the Groton School District in Connecticut, for new teachers and administrators, to address issues regarding the Compact.

10. **Executive Director – Ransomware Attack** – ED Imai thanked Vice Chair Anastasio for her comments and gave credit to Ms. Dablow for her efforts. Due to the ransomware attack on the Council of State Government Headquarters on September 30, the day prior to the ABM, which shut down the internet and Council of State Government system. In addition, the three IT staff assigned to the ABM were not able to support ABM as they were dealing with the impact of the attack. This resulted in staff conducting the event at Ms. Dablow's personal residence with just herself, Ms. Dablow, and Ms. Dablow's husband left to manage the meeting with little knowledge of the platform. Overall, the team resolved the issues as they arose, and attendees did not seem to notice a difference.

11. ED Imai reported CSG continues to work on resolving the ransomware issues with the state and FBI authorities. Staff was recently provided access to the shared drive which was not accessible since September 30 and will reconcile the files and data to report any losses to CSG IT. Staff computers were wiped and reinstalled, along with new security software and processes in place. CSG Accounting recently regained access the financial software that manages the accounting system and is trying to reconcile the paperwork and functions done manually while the site was down. For this reason, budget reports are projected to be available within the next two weeks. Despite these challenges, staff provided the same level of customer service and support, and customers do not seem to notice any difference in services.

12. **COVID Office Closure** – ED Imai announced CSG has closed the office until July 2021. Employees may go in occasionally to conduct business as needed, however there is a mask and social distancing mandate. In addition, staff must inform maintenance of their presence so cleaning protocols may be completed once they exit the building.

13. **CSG/MIC3 Employee Benefits Increase** – ED Imai reported affiliates were informed the final negotiated benefits increase was 17% over the previous year. CSG also determined the increase, effective in January, would be covered by employers to alleviate any additional impacts on employees.

14. **Weekly COVID Update** – ED Imai reported positive feedback was received by Members regarding the updates published by the National Office. She noted the frequency was moved from weekly to every other week.

15. **New Commissioners Onboarding** – ED Imai reported the onboarding of the Commissioners for Iowa and Michigan was completed.

16. **State Council Meeting Support provided by National Office** – ED Imai stated the National Office provided support to five states for their state council meetings between August and November: California, New Mexico, Missouri, Alabama, and Florida, providing the virtual hosting platform, drafting minutes, and answering questions for their members.

17. **Trainings/Briefings** – Ms. Dablow has briefed two Montana School Districts on the Compact. ED Imai and Ms. Dablow both participated in November's Military Child Education Coalition (MCEC) Educational Summit and chat session. The STOMP Training will be rescheduled.

18. **Resolution for National Office Staff** – Chair Kaminar thanked ED Imai and Ms. Dablow for their hard work and how much they contribute to the MIC3 organization. Commissioner Gable echoed his compliments and said the National Office is incredibly responsive and helpful. She stated she would like to offer a Resolution of Outstanding Performance to recognize both ED Imai and Ms. Dablow for the work they have done for the organization. Commissioner Goble motioned for a resolution to recognize the dedication,

commitment, and hard work of ED Imai and Ms. Dablow. The motion was seconded by Vice Chair Anastasio. Motion carried.

19. **Communications and Outreach** – Commissioner Brian Henry (MO) stated the Committee has not met since the ABM and will begin meeting in January. He said they are experiencing a lot of COVID fatigue in Missouri and it's hard to pull people together. He commented there's a group in his state that is looking at the Purple Star Schools Program, being supported by MCEC, and noted the program would be separate from his state council. Vice Chair Anastasio asked which group would be doing the Purple Star Schools Program in his state. Commissioner Henry said Missouri has the Office of the Military Advocate. He said it would be worked on by another group including military and education representatives overseen by the Department of Education.

20. In reference to the Strategic Plan, Commissioner Henry stated the Committee spent the past year working on the Successful Compact Transitions Video program, Month of the Military Child and Purple Up!. The next big thing they're working on is the Ambassador Program, to utilize those organizations to help spread information on the Compact. ED Imai added the Committee approved the Communications Plan as well.

21. **Finance** – Treasurer Craig Neuenswander (KS) reported the Committee adopted policies for Investment and Operating Reserve in 2020. He stated an audit of the operations and programs of the Commission and the National Office will be conducted this year to determine where changes need to be made improve efficiency and effectiveness. He said the audit will be very helpful for the organization.

22. **Compliance** – Commissioner Daron Korte (MN) said it was an interesting year for Compliance. Ultimately, many things slowed down in light of the pandemic. He said the majority of the states have Commissioners in place and are holding state council meetings. He said there are a few states that are lagging behind and they need to assess how aggressive the Compliance Committee needs to be to assist them and bring them back in compliance under the Compact. He reported Indiana has had a Commissioner vacancy for a very long time and action may need to be taken to secure an appointment.

23. **Texas Language on MIC3 State Council** – Regarding the Strategic Plan, Commissioner Korte reported the Compliance Committee needs to define and communicate what the minimum expectations are for Commissioners. He referenced the military parent who spoke during the public comment section of the ABM ED Imai reported the Texas Military Representative submitted new statutory language which reinserts the requirement for a State Council to the Commission for review. General Counsel Masters approved the language, and a formal response was provided. Also, ED Imai mentioned that the military representative was going to meet with the Texas Commissioner Shelly Ramos to review the document to ensure concurrence and awareness.

24. **State Council Meeting Report** – Commissioner Korte referenced the State Council Report and said with the pandemic, it has been tough for some states to meet. He stated some states did not hold meetings and it would need to be a decision with the EXCOM if action was to

be taken on these states. ED Imai analyzed the data, and in 2019, 93% of states held a State Council Meeting while in 2020, 90% of states held a State Council meeting. She mentioned that significant progress has been made and praised the Compliance Committee for tracking this information. Commissioner Korte thanked ED Imai and Ms. Dablow for putting the reminders out there for states to submit the necessary information.

25. **Rules** – Commissioner Gable said the Rules Committee completed the Promulgation of Rules in 2019 and then the Policy Development and Approval document this year. They also created some documents to aid Commissioners in their understanding of rules and policy development and changes. She said they are still collecting unique cases or examples that demonstrate implementation of the rules of the Compact. She mentioned if anyone had any examples to forward to Ms. Dablow who edits and completes the submittals.

26. **Training** – Commissioner Singleton welcomed Ms. Pendleton and said she looks forward to working with her. She said the Training Committee had a lot of successes over the past year. They developed and implemented a new Commissioner Training and Mentoring Program. They are continuing to expand training for states both in person and online in the upcoming year. They have been focused on tools to make trainings more efficient and said their focus is making sure people know how to utilize the tools available to them.

27. **Leadership Nomination** – ED Imai gave the update for Commissioner Kraeger who was unable to attend today's meeting. The Committee held a debrief meeting in late October. They discussed what worked well and what didn't work well in the election process and identified areas of improvement. A robust discussion was held on why the votes were not made public, as the Commission is a public entity. In the end, the Committee approved the information for release to the Commissioners. The Committee contacted the candidates prior to inform that the information would be made public. Their next meeting is scheduled for March 22, 2021.

28. Chair Kaminar noted voting used to be done in public on the floor and asked ED Imai why this changed. She recalled some individuals wanted voting to be secret ballot. She stated the Committee would revisit the elections process next year. She noted the current process requires a significant number of staff hours, especially with the virtual balloting process which was open until 12 midnight ET. Staff followed up personally with Commissioners to ensure ballots were received. In addition, discussion at the ABM took much longer than anticipated. She it is important to review the process for impact and value of the process as elections does not directly support military kids. Vice Chair Anastasio stated part of it was that in prior years, all the candidates ran unopposed, and people were uncomfortable to vote publicly when there were other candidates involved. Chair Kaminar said in the ABM, they spent three hours, more time than any other agenda items, on the election. He said if there was a better way to hold the elections, he was in favor of finding that solution. Members concurred.

ITEM 5 – OLD BUSINESS

29. **2020 ABM** – ED Imai referenced the ABM Post-Event Summary. Overall, the feedback was positive and very helpful. The overall structure of the meeting was appreciated, and they found the panels and meeting materials very helpful. The Ad Hoc Report: NGRTF was voted as

the most beneficial sessions at the 2020 ABM. ED Imai reported staff drafted a guidance for Commissioners regarding the NGRTF shortly after the ABM which will assist with discussion with state councils. She was pleased with Commissioner Singleton's panel discussion on Modern Issues Impacting Military Families which received very high value marks. She said the responses indicated an overwhelming majority (84%) indicated the ABM was helpful in increasing their understanding or ability to assist with implementing the Compact.

30. ED Imai stated the importance to emphasize the purpose of the ABM going forward. Commission members want to be updated and informed at the ABM and understand other states' best practices on implementing the Compact. One suggestion was to hold a Compact 101 session refresher at the ABM to help members be updated on the rules and various cases encountered. She was surprised some of the more seasoned Commissioners expressed a desire for updated Compact training. Understandably, attendees stated they missed the networking component of the ABM, which is challenging to do in a virtual environment. Conversely, she noted one of the positives of the virtual platform was a wider network of people, such as school liaisons, were able to attend.

31. For next year's ABM, ED Imai recommended a Compact 101 session, and possibly a 201 session on the recent cases studies. The sessions could be held the day prior to the General Session meeting. She also recommended utilizing webinars, scheduled throughout the year, to address topics normally held in breakout sessions. This would provide a wider audience, and the opportunity to address a multitude of topics such as compact administration, effective state councils, and best practices under the compact.

32. On the virtual platform, there was a sole suggestion the Commission hire a vendor to manage the virtual meeting. While this can be done, she recalled staff research on vendors this past year. Initial estimates for services ranged from \$20,000 and upwards of \$75,000. She was concerned about cost and value. She recommended EXCOM determine the purpose and role of the ABM – is it a business meeting or a conference. If a vendor was needed, time was required to select the company and ensure the deliverables. She stated while it may too soon to make a decision, it would be ideal for a decision on the ABM 2021 format be made by the February-March timeframe. Commissioner Korte asked the National Office provide information regarding the hotel in Little Rock and whether funds would be lost if postponed or the Commission chose not to hold the meeting in-person. Vice Chair Anastasio commented it would be difficult to determine in February whether they would be able to have an in-person meeting versus a virtual meeting.

33. **Webinar Series** – Ms. Dablow said that last week ED Imai and Davis Whitfield with the National Federation of High School Associations (NFHS) recorded a 50-minute webinar on NFHS and what their role is on supporting the Commission and military connected students. She said a focus would be made on webinars this year even though the Communications Associate role is still vacant. With everyone being virtual, it is a comfortable way for people to get information on their own time. This webinar will be promoted and will be available in December. She said they are also looking forward to rescheduling the Military Impacted Schools Association Keith Mispagel's presentation that he was scheduled to give at the ABM.

34. **Commissioner Recognition Program** – Chair Kaminar noted tone of the tasks assigned to the EXCOM as part of the Strategic Plan was to develop a plan to recognize outstanding Commissioners. He noted the challenge in developing a program that truly recognizes Commissioners without it becoming a popularity contest. He directed attendees to look at the draft of the Outstanding Commissioner (State) Recognition Program and asked for feedback. Vice Chair Anastasio asked for clarification on the number of years requirement as part of each level. Chair Kaminar said this program would be more of a public acknowledgement for the Commission. Commissioner Korte suggested coming up with a graphic a state could put on their State Council page or website so they can display the recognition (an example of this is a Blue-Ribbon School in education). Commissioner Neuenswander agreed with this suggestion and said it is easier than having a physical plaque that has to move from office to office with an individual. Commissioner Korte and Commissioner Neuenswander volunteered to help Chair Kaminar flesh out the details of this concept into one that could be reviewed by the EXCOM.

35. **Utilization of Tier Groups** – ED Imai referenced the Tier Group Proposal and stated in previous EXCOM discussions, some members had expressed concern about balance of time and value since most Commissioners have full-time jobs and the Commission has numerous meetings. Another concern was how the Tier Groups would be implemented and led. The proposal was modified based on feedback. The Tier Group Facilitator would be appointed by the Chair of the Commission for the first year for a one-year term. She stated the meetings would need to be held on the GoToMeeting platform to make sure the agendas and minutes were consistent. Meeting once a year at the ABM would be fine, but the group could meet an additional time mid-year if desired.

36. Members indicated the revised draft responded to their previous concerns. Commissioner Korte mentioned it was important to note that the second (optional) meeting would be conducted virtually. Members asked ED Imai to finalize the document and tabled further discussion at the next meeting.

MEETING RECESS

37. Commissioner Korte moved for a ten-minute recess and Commissioner Singleton seconded the motion. The motion carried.

MEETING RECONVENES

38. Chair Kaminar reconvened the meeting.

ITEM 6 – NEW BUSINESS

39. **Committee Meeting Schedule** – ED Imai referenced the 2020-2021 Standing Committee Meeting Dates and requested approval from the EXCOM. Treasurer Neuenswander moved to approve the Committee Meeting Dates and seconded by Vice Chair Anastasio. Motion carried.

40. **Legal Advisory** – Chair Kaminar said the question came up as to whether families of the U.S. Space Force members are covered by the Compact. ED Imai explained the legal advisory that Mr. Masters wrote stated that because the Space Force is part of the Air Force, no additional accommodation is needed because they are already covered by the Compact. Commissioner Neuenswander moved to accept the Legal Advisory on the U.S. Space Force and the motion was seconded by Vice Chair Anastasio. Motion carried.

41. **MIC3 Awards** – ED Imai discussed the three awards requested. One for State Service, Jacie Ragland, who served as the interim California State Commissioner and Chair of the California State Council. The Community Award for Missouri State Representative Steven Lynch. ED Imai also requested a Special Recognition for Dr. David Splittek from the Military Child Education Commission (MCEC) who will be retiring on December 21. She noted he has been a great participant and supporter of the Commission and was the original MCEC appointee since the Commission began in 2009. Commissioner Henry moved to approve the three awards and the motion was seconded by Treasurer Neuenswander. Motion carried.

42. **National Guard and Reserve Task Force** – ED Imai reviewed the Task Force recommendation and draft guidance for commissioners to assist with state council discussions.

43. General concerns:

- Commissioner Henry said a concern he has is that once you open up a law in states it can become a big issue and the intent of the original document can be shifted. He stated that his opinion is that it needs to be handled as a state issue. Chair Kaminar noted that it has been a concern that has been expressed in the past about opening the Compact up to revision.
- Vice Chair Anastasio said she was under the impression that they were to just let their State Councils know this was coming and that there really is only one option since modifying the Compact isn't really an option.
- Commissioner Korte stated concerns over submitting a report by end August on behalf of his state. He was unsure if he could speak on behalf of the state or form an opinion. ED Imai stated this was included to provide a formal opportunity for states to submit questions or concerns regarding the inclusion and the how. It would also provide time for the EXCOM to review, research and respond to any concerns or provide clarity prior to the ABM meeting.
Vice Chair Anastasio said she doesn't think there are two options because modifying the Compact isn't an option. If a state is interested, they will go through the legislative process, so the role of the Commissioners is to make sure the language is in compliance with the Compact.

44. Chair Kaminar stated he and ED Imai would revise the document for further discussion at the December meeting. **(OPEN ITEM)**

45. **New Communication Policy** – ED Imai noted some Commissioners recently utilized the Commissioner distribution list to disseminate non-Commission business information. Several

Commissioners expressed concern regarding the emails and calls by colleagues promoting personal interests, especially as we are a quasi-government entity. Due to these concerns, she recommended a communication policy be drafted. Members concurred and directed staff to develop a draft by the February meeting for review. **(OPEN ITEM)**

46. **Requiring Committees to Conduct an Impact Assessment** – With the new Strategic Plan, ED Imai asked the EXCOM to require Committees to conduct a cost and operational impact assessment for any new programs or initiatives adopted by the Commission. A good practice for any organization, this will help maintain awareness and transparency. Members concurred.

ITEM 7 – OTHER BUSINESS

47. **Executive Session** – The discussion was tabled to the December meeting.

48. **Announcements** – ED Imai reported staff would schedule calls with committee chairs to plan for the first meetings of the year. Chair Kaminar noted as the Committee's agenda was completed, the Committee would not meet the following day.

ITEM 8 – ADJOURNMENT

49. With no further business to conduct, Commissioner Neuenswander motioned to adjourn the meeting, seconded by Commissioner Korte. Motion carried. Chair Kaminar adjourned the meeting at 2:57 PM ET.

Submitted by,
Cherise Imai
Secretary

EXECUTIVE COMMITTEE (EXCOM) MEETING MINUTES
Thursday, December 17, 2020

PRESENT	John “Don” Kaminar	Arkansas Commissioner	Chair
	Laura Anastasio	Connecticut Commissioner	Vice Chair
	Mary Gable	Maryland Commissioner	Rules
	Brian Henry	Missouri Commissioner	Comm & Outreach
	Daron Korte	Minnesota Commissioner	Compliance
	Rosemarie Kraeger	Rhode Island Commissioner	Past Chair
	Craig Neuenswander	Kansas Commissioner	Treasurer & Finance
	Ernise Singleton	Louisiana Commissioner	Training
	Chuck Clymer	DoD Representative	Ex-Officio
STAFF	Cherise Imai	Executive Director	Secretary
	Lindsey Dablow	Training and Operations Assoc.	

ITEM 1 – WELCOME AND CALL TO ORDER

1. Chair Don Kaminar (AR) called the meeting to order on Thursday, December 17, 2020 at 1:00 PM EST.

ITEM 2 – ROLL CALL

2. Roll Call was conducted by Cherise Imai, Executive Director. A quorum was established.

ITEM 3 – APPROVAL OF THE AGENDA

3. Commissioner Mary Gable (MD) motioned to approve the agenda as presented. The motion was seconded by Ernise Singleton (LA). Motion carried.

ITEM 4 – APPROVAL OF THE MINUTES

4. Commissioner Brian Henry (MO) motioned to approve the meeting minutes for November 18, 2020, seconded by Commissioner Craig Neuenswander (KS). Motion carried.

ITEM 5 – AWARD PRESENTATION

5. Chair Kaminar presented a special recognition award to Dr. David Splitek of the Military Child Education Coalition (MCEC) in honor of his service on the commission and for his retirement which is effective December 21. Chair Kaminar, ED Imai, and members expressed appreciation for Dr. Splitek’s support and engagement. They lamented his humor would be

missed greatly. Dr. Splitek expressed appreciation for being part of an important organization and much work lay ahead.

ITEM 6 – REPORTS

6. **Chair** – Chair Kaminar contacted Commissioners for feedback after the Annual Business Meeting (ABM). Of those he contacted, most of the remarks were about the recommendation of the National Guard and Reserve Coverage Task Force (NGRTF). Notes will be prepared from the feedback by January 2021.

7. **Vice Chair** – Vice Chair Laura Anastasio (CT) noted the Ex Officio group will be meeting on January 7, 2021 and will ask for feedback on the NGRTF report. They will welcome Dr. Becky Porter as the new MCEC representative.

8. **Executive Director** – ED Imai said the National Office provided support for the California, Kentucky, and Massachusetts State Council meetings. Pennsylvania has a new Commissioner, Barbara Clemmer, who served as a designee during the ABM. As stated previously, Dr. Becky Porter was appointed for the MCEC ex-officio position. Blue Star Families asked MIC3 to be a part of a committee that is comprised of other organizations that assist military families. ED Imai looks forward to this opportunity for MIC3 to learn and share with other organizations.

9. **Finance** – Commissioner Neuenswander gave an update on dues collection and the balance sheets for MIC3. He said everything is in good standing.

10. **Communications and Outreach** – Commissioner Henry said they have not had a meeting since the last EXCOM meeting.

11. **Compliance** – Commissioner Daron Korte (MN) said they have not met since the last EXCOM meeting. Compliance will focus on a project regarding data collection to show how the Compact is working to benefit students. There has been communication with the families who spoke at ABM with the legislative staff in Texas. MIC3 was asked by Commissioner Shelly Ramos (TX) to provide a letter showing Texas' status with the Compact to confirm they are in compliance. Commissioner Ramos said there is some movement to change their Compact language to establish a State Council which Commissioner Korte said would likely resolve the concerns brought forth by families at ABM.

12. **Rules** – Commissioner Gable said they have not met since the last EXCOM meeting, the next Rules Committee meeting is February 9, 2021.

13. **Training** – Commissioner Singleton said they have not met since the last EXCOM meeting, and they will focus on the Strategic Plan at their next meeting in January 2021.

14. **Nominating** – Commissioner Rosemarie Kraeger (RI) said the Nominating Committee has not met but they need to add a new member to the committee and will discuss that with Chair Kaminar.

15. **DOD Liaison** – Mr. Chuck Clymer said the Services meeting was held on December 16, 2020. They called out to their installations for media inputs for successful MIC3 stories. Mississippi is moving positively towards having a Commissioner in place. The DOD focus will be tracking metrics with families to give MIC3 and the states better feedback.

ITEM 7 – OLD BUSINESS

16. **Commissioner Recognition Program** – Chair Kaminar said he met with ED Imai, Commissioner Neuenswander and Commissioner Korte regarding the recognition program. They proposed to make a simple amendment to the existing awards program to honor Commissioners who have served in the role for a certain number of years. A lapel pin will be created and mailed to the Commissioners who qualify based on their number of years served. ED Imai asked for feedback on the years that will be recognized, the suggestion was 3, 5, 10, 15 and 20 years. Also, from the operations perspective how to calculate years of service, she is considering calculating the years served by the year the Commissioners were nominated (i.e., a “class” of Commissioners for each year).

17. Commissioner Kraeger said she initially was hesitant regarding the recognition program but she likes the proposed guidelines and fully supports it.

18. Commissioner Gable agreed with Commissioner Kraeger in support of the program. She questioned if Commissioners will get pins when they are active Commissioners or only upon retirement/leaving their role. Chair Kaminar confirmed these are for active Commissioners.

19. Chair Kaminar said there was consensus to adopt the program and the length of service will be tracked by the class system ED Imai suggested. ED Imai will move forward with the plans to design and order the pins.

20. **Tier Groups** – Chair Kaminar stated the Guidance Document for Tier Groups is nearly ready to be released. ED Imai said the next step is identifying facilitators and asked for concurrence from the committee if the target release is at ABM to start the initiative. Members discussed possible candidates. Chair Kaminar or ED Imai would follow-up with candidates on their interest and availability.

21. **Webinars and Town Halls** – Lindsey Dablow, Training and Operations Associate, spoke of webinars as a way to provide educational opportunities for Commissioners and engage with the Ex Officio groups. Open webinars, closed webinars, and town halls were mentioned as examples of educational opportunities. The first webinar made was ED Imai and Davis Whitfield with the National Federation of State High School Associations (NFHS). Ms. Dablow said the National Office has decided to create a six-month plan of webinars.

22. Ms. Dablow said the webinar with Keith Mispagel, originally scheduled for the ABM, was rescheduled for January as a closed town hall meeting to all Commissioners and ex-officio members. ED mentioned Commissioner Neuenswander will provide the state's perspective in this meeting.

23. The National Office discussed several options of webinars with the Ex Officio organizations and how they collaborate with MIC3, as well as webinars with General Counsel Rick Masters.

24. **NGRTF Way Ahead and Commissioner Guidelines** – Chair Kaminar looked over the recommendations and pointed out the four action items for Commissioners. He mentioned it should be reviewed and the first course of action entails such risk they may include language that it's the least preferred course of action. ED Imai asked for feedback from EXCOM by December 30, 2020.

ITEM 8 – NEW BUSINESS

25. **Approval of the 2020 Annual Business Meeting Minutes, Day One** – ED Imai said the minutes for the second day of ABM haven't been vetted, once they are they will be posted on the agenda for EXCOM's approval. Commissioner Kraeger motioned to approve the Day 1 minutes, seconded by Commissioner Gable. Motion carried.

26. **Committee Assignments** – ED Imai sent out the survey to ask for committee assignments. Chair Kaminar tried to honor requests with a few changes. Commissioner Henry motioned to adopt the committee assignments, seconded by Commissioner Singleton. Motion carried.

ITEM 9 – EXECUTIVE SESSION

27. Commissioner Kraeger motioned for EXCOM to enter into Executive Session, seconded by Commissioner Henry. Motion carried.

28. Commissioner Singleton motioned for EXCOM to end the Executive Session, seconded by Commissioner Henry. Motion carried.

ITEM 10 – OTHER BUSINESS AND ANNOUNCEMENTS

29. Commissioner Singleton motioned the EXCOM draft a harassment policy, review the current Code of Conduct policy, and the Chair has the authority to contact an appointing authority of any commissioner members who behave in a manner in violation of the code of Conduct or make comments that make staff members uncomfortable, seconded by Vice Chair Anastasio. Motion carried.

30. Commissioner Korte requested to be a part of any discussion with legal counsel regarding this matter.

31. ED Imai reminded Commissioners to turn in their Conflict of Interest and Code of Conduct forms by January 31, 2021.

ITEM 11 – ADJOURNMENT

32. With no further business to conduct, Commissioner Gable motioned to adjourn the meeting, seconded by Commissioner Kraeger. Motion carried. Chair Kaminar adjourned the meeting at 2:36 PM ET.

EXECUTIVE COMMITTEE MINUTES
Thursday, January 21, 2021

PRESENT	Laura Anastasio Mary Gable Brian Henry Daron Korte Rosemarie Kraeger Craig Neuenswander Ernise Singleton Chuck Clymer	Connecticut Commissioner Maryland Commissioner Missouri Commissioner Minnesota Commissioner Rhode Island Commissioner Kansas Commissioner Louisiana Commissioner DoD Representative	Vice Chair Rules Comm & Outreach Compliance Past Chair Treasure & Finance Training Ex-Officio
EXCUSED	John "Don" Kaminar	Arkansas Commissioner	Chair
STAFF	Cherise Imai Lindsey Dablow	Executive Director Training & Operations Assoc.	Secretary

ITEM 1 – CALL TO ORDER

1. Vice Chair Laura Anastasio (CT) called the meeting to order at 1:01 PM ET on Thursday, January 21, 2021.

ITEM 2 – ROLL CALL

2. Roll call was taken by Cherise Imai, Executive Director (ED). A quorum was established.

ITEM 3 – PLEDGE OF ALLEGIANCE

3. Vice Chair Anastasio led the group in the Pledge of Allegiance.

ITEM 4 – APPROVAL OF THE AGENDA

4. Commissioner Rosemarie Kraeger (RI) motioned to approve the agenda as presented. The motion was seconded by Commissioner Mary Gable (MD). Motion carried.

ITEM 5 – APPROVAL OF THE MINUTES FROM DECEMBER 17, 2020

5. Commissioner Brian Henry (MO) motioned to approve the meeting minutes for December 17, 2020, seconded by Commissioner Kraeger. Motion carried.

ITEM 6 – REPORTS

6. **Chair** – In Chair Kaminar's absence, Vice Chair Anastasio gave an update. Chair Kaminar is in process of contacting all the Commissioners and will provide a summary for the EXCOM to review in February. Chair Kaminar attended and was very complementary of the California and New Mexico State Council meetings.
7. **Vice Chair** – An Ex-officio meeting was held on January 7, 2021. Dr. Becky Porter was welcomed as the Military Child Education Coalition (MCEC) representative. Feedback and ideas were given regarding next year's Annual Business Meeting (ABM). There was discussion on how to incorporate the School Liaisons into this year's ABM. There was a discussion on the Department of Defense's initiative to provide military parents assistance from the Judge Advocate Generals (JAG) Corps with special education issues.
8. Chuck Clymer noted he would speak with Vice Chair Anastasio after the meeting to clarify some issues regarding the DoD's initiative discussed at the Ex-officio meeting. Commissioner Henry cautioned Mr. Clymer regarding the initiative that there are potential problems with advocacy issues and organizations supporting different platforms instead of working with the school districts. Mr. Clymer noted the intention of the DoD's initiative is team building with local school systems.
9. **Executive Director** – ED Imai said press releases announcing the election of the new executive officers was sent out in November and December. The Council of State Governments has a service award program internally and it is very similar to the proposal of MIC3 for the Commissioners. She mentioned of the 20 cases National Office has received this year, 9 of them have been from parents. She gave a summary of recent cases the National Office has received and their resolutions.
10. Commissioner Kraeger inquired if any of the cases have been related to the COVID pandemic. Lindsey Dablow, Training and Operations Associate, noted there have been factors of COVID in many cases. Commissioner Kraeger said her state has been allowing military families who are transferred to remain learning virtually with their current school if desired. ED Imai said schools learning in a virtual format are more likely to accommodate those requests.
11. Mr. Clymer mentioned there are several families who are on PCS orders within the state and the concern that these students are not supported under the Compact. There were a few branches of the services voicing concerns on this issue at his meeting. ED Imai suggested allowing Mr. Clymer to address this during his report or adding this issue to the agenda for the February 2021 meeting.
12. ED Imai noted the Google analytics report generated from the MIC3 website and praised the user-friendly platform for mobile phones. Recently, the National Office supported the New Mexico State Council meeting, managing the meeting platform and drafting minutes. She noted the National Office is supporting State Council Meetings for 6-7 states for Commissioners that do not have access or administrative help.

13. The National Office will attend a Specialized Training of Military Parents (STOMP) brief later in the afternoon and look forward to learning from the organization that assists special needs military families. MIC3 will conduct several trainings for California (2/2, 2/9, 3/2, 3/9, 4/6) and they will also conduct the Missouri Department of Education Area Supervisor Training on 2/11.
14. **Finance** – Commissioner Craig Neuenswander (KS) gave the committee an update on the Balance Sheet, Expenses, and Revenue. He reported some expenditures have been lower this year due to the pandemic. The National Office will be using some funds to replenish supplies. He gave an update on Fiscal Year 2021 dues, with 33 states' dues paid as of the report date. The outstanding states will be sent a reminder. He ended his report with an update on the Vanguard investment report.
15. **Communication and Outreach Committee** – Commissioner Henry gave an update on his most recent meeting which included discussion regarding the strategic plan, the Successful Transitions Video campaign, and the Purple Up! Toolkit. April 21, 2021 is Purple Up! day during Month of the Military Child (MOTMC). He directed Commissioners to the resources available in the toolkit to promote MOTMC.
16. **Compliance** – Commissioner Daron Korte (MN) said Compliance had its first meeting. They welcomed the new members and discussed their vision for the year. Several education projects regarding expectations for Commissioners and data collection are in the works.
17. Commissioner Korte reported two states, California and North Dakota, had questions about Purple Star Schools. These states are being asked to support legislation to create a Purple Star Schools Program and they don't know what their role, as the Commissioner, is as the program is not part of MIC3. Members pointed out there was a difference between supporting a program and administering a program. Several members expressed the issue with Purple Star Schools has come up in recent State Council meetings and they have had to clarify that the program is not sponsored by the Commission. Commissioner Henry stated that some organizations can take on strong advocacy for and against other organizations and it is in the best interest of the organization to remain neutral. Mr. Clymer said the DoD's focus is on supporting MIC3 and the outcomes of MIC3, and the DoD would not want Commissioners, nor states, to be conflicted or distracted from accomplishing the mission. Commissioner Korte suggested creating talking points regarding to address these advocacy requests in order to aid Commissioners.
18. **Rules** – Commissioner Gable reported the Rules Committee meeting is scheduled for February 9, 2021. She stated agreement with Mr. Clymer that her focus as a Commissioner is on accomplishing the mission of MIC3 and the transitions of military students are the most important thing.

19. **Training** – Commissioner Ernise Singleton (LA) said the Training Committee's next meeting is scheduled for February 2021. She met with ED Imai and Ms. Dablow recently to discuss the mentoring program and that process is currently being planned.
20. **Leadership Nomination (LNC)**– Commissioner Kraeger stated the LNC has not met.
21. **DoD Liaison** – Mr. Clymer reported the School Liaisons (SL) are working on a matrix that shows touch points that SLs have on MIC3 issues. It will include areas where school liaisons that are connecting with students and will also reveal gaps. He will send ED Imai a copy of the National Defense Authorization Act 2021. He reported there is a lot of school-related legislation in the act. Specific to MIC3, it requires all of the installation JAGs in special education law.

ITEM 7 – OLD BUSINESS

22. No old business was presented.

ITEM 8 – NEW BUSINESS

23. **Approval of the 2020 Annual Business Meeting Minutes** - Vice Chair Anastasio noted a typo in the 2020 Annual Business Meeting Minutes, page 4 paragraph 1. Replace the word "conference" with "confederate."
24. Commissioner Gable motioned to approve the minutes with the suggested correction. The motion was seconded by Commissioner Henry. Motion carried.
25. **Spring EXCOM Meeting** – This item was tabled to the February meeting.
26. **Website Training, EPIC Contract** – ED Imai reported staff needs additional training on WordPress features and management. She proposed securing a contract with EPIC Technologies, the vendor for website migration, for 10 hours at \$140/hour.
27. Commissioner Gable motioned to approve the contract. The motion was seconded by Commissioner Singleton. Motion carried.
28. **Letter to President and First Lady Biden** – Commissioner Khieem Jackson (CA) suggested ED Imai write a letter to First Lady Biden to engage with her regarding military students. A letter of introduction and engagement was sent which requested a meeting with Dr. Biden to discuss shared goals. ED Imai will update the committee if a response is received.
29. **2020 MCEC Survey Summary Report** – ED Imai informed the EXCOM that recently MCEC released the results of a survey they performed which included almost 5,000 respondents from parents, personnel that worked with military families, including schools.. There was a question regarding Compact awareness on the MCEC Survey, and overall, there

was little awareness of the Compact and the Commission by respondents, a majority of which were parents.

ITEM 9 – EXECUTIVE SESSION

30. Vice Chair Anastasio suggested scheduling a separate meeting before the EXCOM's February meeting to discuss the issue brought up during closed session at the last EXCOM meeting.

ITEM 10 – OTHER BUSINESS AND ANNOUNCEMENTS

31. Vice Chair Anastasio asked for feedback on the State Commissioner Guidance – Developing a State Position on the National Guard and Reserve document. It does include a requirement for state councils to send a written position to MIC3 by August 31, 2021.

32. Commissioner Henry made a comment expressing concern about the expansion of the Compact coverage. ED Imai suggested possibility adding a fifth option of no coordinated action by the commission and allowing states to determine individually their action or next steps.

33. ED Imai reported discussions have been held in several State Council meetings and it was expressed by the state council members that a vast majority of members of the National Guard and Reserve do not move in comparison with active duty members.

ITEM 11 – ADJOURNMENT

34. With no further business to conduct, Commissioner Gable motioned to adjourn the meeting. The motion was seconded by Commissioner Henry. Motion carried.

54. Vice Chair Anastasio adjourned the meeting at 2:13 PM ET.

EXECUTIVE COMMITTEE MINUTES
Thursday, February 18, 2021

PRESENT	John "Don" Kaminar	Arkansas Commissioner	Chair
	Laura Anastasio	Connecticut Commissioner	Vice Chair
	Mary Gable	Maryland Commissioner	Rules
	Brian Henry	Missouri Commissioner	Comm & Outreach
	Rosemarie Kraeger	Rhode Island Commissioner	Past Chair
	Craig Neuenswander	Kansas Commissioner	Treasurer/Finance
	Chuck Clymer	DoD Representative	Ex-Officio
EXCUSED	Daron Korte	Minnesota Commissioner	Compliance
	Ernise Singleton	Louisiana Commissioner	Training
STAFF	Cherise Imai	Executive Director	Secretary
	Lindsey Dablow	Training & Operations Assoc.	

ITEM 1 – CALL TO ORDER

1. Chair Don Kaminar (AR) called the meeting to order at 1:00 PM on Thursday, February 18, 2021.

ITEM 2 – ROLL CALL

2. Roll call was taken by Cherise Imai, Executive Director. A quorum was established.

ITEM 3 – PLEDGE OF ALLEGIANCE

3. Chair Kaminar led the group in the Pledge of Allegiance.

ITEM 4 – APPROVAL OF THE AGENDA

4. Commissioner Rosemarie Kraeger (RI) motioned to approve the agenda as presented. The motion was seconded by Commissioner Brian Henry (MO). Motion carried.

ITEM 5 – APPROVAL OF THE MINUTES FROM JANUARY 21, 2021

5. Commissioner Kraeger motioned to approve the meeting minutes for January 21, 2021, seconded by Commissioner Mary Gable (MD). Motion carried.

ITEM 6 – REPORTS

6. **Chair** – Chair Kaminar reviewed notes from his phone calls with commissioners. He was able to speak with approximately two thirds of commissioners regarding the National Guard Reserve Task Force. He said the discussions will continue after commissioners meet with their State Councils.

7. **Vice Chair** – Vice Chair Laura Anastasio (CT) did not have new updates for the Committee.

8. **Executive Director** – ED Imai briefed on trainings the National Office conducted in the last month. She will brief on the National Guard and Reserve guidance at Maryland and Delaware's State Council meetings in early March. There are two newly formed work groups at the Council of State Governments (CSG): One will develop guidance on to the in-person event planning and the other for a return to work framework. The CSG loan forgiveness reimbursement under the PPP program will likely be in Fiscal Year 2022. ED Imai reported she was invited to a roundtable meeting with the White House and Dr. Jill Biden on the needs and concerns of military families and students. Dr. Biden is very focused on a Joining Forces 2.0 program. She seeks solutions to address the needs for military families and has engaged the organizations that support them. Dr. Biden is holding sensing sessions over the next few months and will develop a strategic plan on the way forward.

9. **Finance** – Treasurer Craig Neuenswander (KS) reported on the Fiscal Year 2021 dues collection, the Income Statement, Balance Sheet and Vanguard Investments. ED Imai gave an update on the Kentucky Employees Retirement System. MIC3 was offered a reduction of costs to 10% from 49% of payroll for retirement benefits. The National Office will be doing a request for proposals related to the Operations Audit. Additionally, ED Imai said the National Office is researching how each state funds their Compact.

10. **Communication and Outreach Committee** – Commissioner Henry thanked ED Imai and Training and Operations Associate Lindsey Dablow for providing a Compact training for Missouri. At the Committee's last meeting, they discussed the Successful Transitions Video campaign. He encouraged commissioners to include ED Imai and Ms. Dablow on any video submissions. All documents were approved for Month of the Military Child upcoming in April.

11. **Compliance** – ED Imai provided the report for Compliance. She gave an update on the Texas legislation the Department of Defense (DOD) Representative is working on, and it has been reviewed by General Counsel Rick Masters. While the language hasn't been sponsored yet, the DOD representative is hoping it will be introduced this legislative session. Recently, a military parent reached out with questions regarding compliance in Texas and the requirement of a state council, She added Commissioner Daron Korte provided a response as the Compliance Chair.

12. **Rules** – Commissioner Gable gave a summary of the most recent Rules Committee meeting. The National Office gave an update on the cases the National Office received, and ED Imai gave an overview of the National Guard and Reserve. Commissioner Kathy Berg (HI) was very complementary during the Rules Committee meeting of the work done on this issue after the task force concluded their work.
13. **Training** – Ms. Dablow noted the Training Committee meets on Tuesday, February 23, 2021 and a report will be available after the next meeting.
14. **Leadership Nomination** – Commissioner Kraeger stated they have not met.
15. **DoD Liaison** – Mr. Chuck Clymer gave an update on the Purple Star program, which the DOD has identified as a priority for states to adopt. He has checked in with the State Liaison office and shared concerns expressed by numerous state commissioners. He hopes the state liaisons will carry the message that they support the commission's primary focus of implementation of the compact and avoid the potential conflicts with the commissioners. The National Defense Authorization Act has several pieces of legislation dealing with special needs family members, but no guidance has been given from the DoD. The Department of Defense Education Activity (DoDEA) and the services were invited provide feedback on a Government Accountability Office (GAO) study regarding the pandemic and learning losses. More feedback will be given on this study in the future. Lastly, Commissioner Kraeger inquired about Bill Hampton reaching out to different installations regarding legislative priorities. Mr. Clymer said it is perhaps regarding a meeting the Air Force had but he wasn't aware of any concerns. He stated he would reach out to Mr. Hampton.

ITEM 7 – OLD BUSINESS

16. **Commissioner Recognition Program** – Chair Kaminar showed the updated graphics for the Commission Recognition Program. Commissioner Henry motioned to approve the graphics as presented, Commissioner Gable seconded. Motion carried.
17. **Tier Groups** – ED Imai reported three of the four commissioners have accepted the request to be a tier group facilitator. She is following up with the remaining request and report at the next meeting.
18. **CSG Legal Review of the Code of Conduct, Conflict of Interest and Guidelines for Commission Meeting Policies** – Mr. Jason Moseley, the Deputy Executive Director/General Council, reviewed the Commission's Code of Conduct, Guidelines for Commission Meetings, and Conflict of Interest documents. ED Imai stated this is done periodically to ensure MIC3's policies are in alignment with CSG's. As an example, she noted the travel policy had been modified several times in the past. She stated there were several areas that needed additional language to align with

CSG's policies and under the pandemic, and also to clarify use of communications under the Commission. Mr. Moseley provided recommendations for review.

19. ED Imai said the modifications would help strengthen verbiage for both virtual meetings and in-person meetings. She said the language may be a bit strong for MIC3's needs but thinks they can work together to develop some language that will suit. She also said the "why" will need to be addressed when it is introduced. Chair Members voiced concern with making the language milder because it may need to be modified again. Members agreed it would be better to start out with stronger language in the policy rather than have to strengthen the language in the future. ED Imai stated the initial language could be passed by EXCOM, provided to another committee for review and approval, with the final versions then approved by the EXCOM. She noted the revised policies would need to be ratified at the Annual Business Meeting. The EXCOM asked ED Imai to revise the policies based on Mr. Moseley's advisement.

20. Commissioner Kraeger motioned for the EXCOM to consider Mr. Moseley's recommendations, seconded by Commissioner Gable. Motion carried.

21. **Talking Points for Commissioners to Address Purple Star Program Advocacy/Requests** – Chair Kaminar reported some commissioners have been approached to develop Purple Star Programs within their states and they questioned whether the Commission required them to adopt or advocate for the program.

22. Commissioner Gable motioned to adopt the Talking Points for Commissioners to Address the Purple Star Program, seconded by Vice Chair Anastasio.

23. Members unanimously agreed the Purple Star Program is not a MIC3 program and suggested revisions. Due to time constraints, members agreed to forward edits to ED Imai

24. Commissioner Gable amended her initial motion for EXCOM members to review the documents and send input to ED Imai by February 28th close of business, seconded by Vice Chair Anastasio. Motion carried.

ITEM 8 – NEW BUSINESS

25. **Spring EXCOM Meeting** – Commissioner Gable motioned to hold the Spring EXCOM Meeting virtually, seconded by Vice Chair Anastasio. Motion carried.

ITEM 9 – EXECUTIVE SESSION

26. The Executive Session was tabled until the next EXCOM meeting.

ITEM 10 – OTHER BUSINESS AND ANNOUNCEMENTS

27. **DOD's Concern Regarding Intrastate Transfers – Due to time constraints**, ED Imai and Mr. Clymer decided to begin this discussion with the EXCOM via email and the topic will be added to the March EXCOM agenda.

28. **Webinars and Townhalls** – Ms. Dablow said *The Pandemic and its Impact on Schools* webinar has been viewed over 15 times by 7 unique viewers. The Townhall: Duties and Responsibilities of a State Commissioner and State Councils is scheduled for February 24, 2021 and has 69 individuals registered. She encouraged registering for the session.

ITEM 11 – ADJOURNMENT

29. With no further business to conduct, Chair Kaminar adjourned the meeting at 2:13 PM.

EXECUTIVE COMMITTEE MINUTES
Thursday, March 18, 2021

PRESENT	John "Don" Kaminar	Arkansas Commissioner	Chair
	Laura Anastasio	Connecticut Commissioner	Vice Chair
	Mary Gable	Maryland Commissioner	Rules
	Brian Henry	Missouri Commissioner	Comm & Outreach
	Rosemarie Kraeger	Rhode Island Commissioner	Past Chair
	Craig Neuenswander	Kansas Commissioner	Treasure & Finance
	Ernise Singleton	Louisiana Commissioner	Training
	Daron Korte	Minnesota Commissioner	Compliance
	Chuck Clymer	DoD Representative	Ex-Officio
	STAFF	Cherise Imai	Executive Director
	Lindsey Dablow	Training & Operations Assoc.	
	Mary Pendleton	Administrative Asst.	

ITEM 1 – CALL TO ORDER

- Chair Don Kaminar (AR) called the meeting to order at 1:00 PM EST on Thursday, March 18, 2021.

ITEM 2 – ROLL CALL

- Roll call was taken by Cherise Imai, Executive Director. A quorum was established.

ITEM 3 – PLEDGE OF ALLEGIANCE

- Chair Kaminar led the group in the Pledge of Allegiance.

ITEM 4 – APPROVAL OF THE AGENDA

- Commissioner Brian Henry (MO) motioned to approve the agenda as presented. The motion was seconded by Commissioner Ernise Singleton (LA). Motion carried.

ITEM 5 – APPROVAL OF THE MINUTES FROM FEBRUARY 18, 2021

- Commissioner Craig Neuenswander (KS) motioned to approve the meeting minutes for February 18, 2021, seconded by Commissioner Henry. Motion carried.

ITEM 6 – REPORTS

6. **Chair** – Chair Kaminar praised the National Office for taking care of issues before they come to his attention. He reminded the committee to provide feedback to ED Imai from each state's respective State Council on the proposed expansion of the Compact to the National Guard and Reserve so the EXCOM has a chance to review prior to the Annual Business Meeting. He asked to remind members of this during standing committee meetings.
7. Chair Kaminar mentioned April is Month of the Military Child and asked the commissioners to tag #MIC3compact and #purpleup4militarykids in their social media posts with their creative celebrations.
8. **Vice Chair** – Vice Chair Laura Anastasio (CT) did not have updates for the committee.
9. **Executive Director** – Administrative Assistant Mary Pendleton reported on the Quad Fold Brochure project which have been updated and ordered. ED Imai attended and gave a brief on the National Guard and Reserve Task Force during Delaware and Maryland's State Council meetings. She will be attending Idaho and Florida's meeting in April to give the same brief. ED Imai reported MIC3 will be doing a Compact 101 webinar with MCEC on April 7. Additionally, MIC3 will be a part of a podcast in the fall with MCEC which will be discussed further.
10. **Finance** – Commissioner Neuenswander reported on the Fiscal Year 2021 dues collection, the Income Statement, Balance Sheet, Revenue and Expenditures, and the Vanguard report. Commissioner Neuenswander gave an update on the Kentucky Employees Retirement System and the Council of State Government's proposal to make up a percentage of the contributions for employees. ED Imai added the rate of MIC3's contributions would return to 10 percent which is was when we became an affiliate.
11. Ms. Dablow reported on the research she is doing on how the states fund Compact operations. Once the research is completed there will be additional updates. The Operations Audit request for proposals was released two weeks ago and the National Office is currently working to determine which company should be used.
12. **Communication and Outreach Committee** – Commissioner Henry reported on the committee's March meeting. The committee is working on the Successful Transitions Video campaign and promoting Month of the Military Child. He noted Missouri is considering the MIC3 training in the state's education conference each year which would further promote the Compact. He gave a brief update on the Strategic Plan initiatives and how the committee is working towards its goals.

13. **Compliance** – Commissioner Daron Korte (MN) said they have not met since the last EXCOM meeting. He reported on the Code of Conduct and Conflict of Interest Forms which have all been collected with the exception of two states, he added staff continues to follow-up with each commissioner. Commissioner Korte reported the state of Texas has found a sponsor in their state senate for their proposed legislation to establish a state council in alignment with other compact states. He reminded the committee that Texas' Education Agency functions as the state council under their current statute.

14. **Rules** – Commissioner Mary Gable (MD) said the committee has not met since the last meeting. She thanked ED Imai for attending the Maryland State Council to discuss the National Guard and examples of Compact cases.

15. **Training** – Commissioner Singleton said the Training Committee met and discussed the commissioner mentoring program for newly appointed commissioners. They desire to expand training across the states as well as online to get the word out about the Compact.

16. **Leadership Nomination** – Commissioner Rosemarie Kraeger (RI) stated the committee will meet later this month.

17. **DoD Liaison** – Mr. Chuck Clymer briefed on the DoD PNR Quality of Life Initiative which includes the top 10 priorities for the DoD. One priority is the Purple Star Program, another is Virtual School Enrollment. Commissioner Kraeger commented she was caught off guard by the proposals brought forth in the Rhode Island legislature and inquired about the lack of communication. Mr. Clymer apologized for the lack of communication about the DoD process. He will give feedback that more communication needs to be given to the state commissioners so they can be informed regarding legislation in the states. ED Imai suggested a monthly or quarterly from Mr. Clymer and Mr. Bill Hampton from the DoD State Liaison Office periodically to the Commission would be helpful. Mr. Clymer said he would follow-up with Mr. Hampton on this proposal.

18. Mr. Clymer gave an update that Texas legislation regarding their State Council is moving forward. He added that MIC3 is waiting on a memo from the Mississippi governor regarding appointment of their commissioner and if the Lieutenant Colonel in the Army National Guard is replaced, they will become the commissioner otherwise the Navy will pick-up the position.

ITEM 7 – OLD BUSINESS

19. **April EXCOM Meeting** – The schedule for the April EXCOM retreat was discussed, a two day meeting versus a three day meeting. The consensus was a two-day meeting with three hour sessions each day. The retreat will be held on April 14-15 from 12:00-3:00 PM EST. Chair Kaminar asked members to adjust their calendars for these dates.

20. **Commissioner Recognition Program** – Ms. Pendleton gave an update on the commissioner pin quotes collected for the Commissioner Recognition Program. ED Imai recommended the shield shaped 1” pin from Pin Depot for the most cost-effective option.

17. Commissioner Singleton moved to adopt the design from Pin Depot for the Commissioner Recognition Program. The motion was seconded by Vice Chair Anastasio. Motion carried.

17. **Tier Groups** – ED Imai confirmed that Commissioner Keith Owen (CO) has agreed to lead Tier Group 1. Tier Group 2 by Commissioner Steven Bullard (KY), Tier Group 3 by Commissioner Tim McMurtrey (ID), and Tier Group 4 by Commissioner Cindy Hunt (OR).

21. **Talking Points for Commissioners to Address Purple Star Program Advocacy/Requests** – ED Imai thanked everyone for their feedback and ask for input on whether the “Views Expressed by Compact Commissioners and Some State Council Members” section should be removed as was suggested by some commissioners. Vice Chair Anastasio and Commissioner Korte gave feedback that they feel it should be removed, the committee agreed. Additionally, the committee agreed to add the disclaimer regarding the MIC3 logo.

22. **General Counsel Statement on the Commission Purpose, Role, and Responsibilities** - ED Imai referenced the statement prepared by Rick Masters, General Counsel regarding the purpose, role, and responsibilities of the Commission. Chair Kaminar asked if the commissioners would read it and forward any questions to ED Imai.

23. **Rhode Island Concerns** – Commissioner Kraeger said her concerns were discussed during the report from Mr. Clymer. Vice Chair Anastasio said she was contacted by Chris Arnold regarding the military initiatives list and she directed him to Connecticut’s Chief of Staff. The bill went through the Department of Veterans Affairs and went through legislation. She expressed concern that they do not have staffing to do the work presented. Commissioner Gable stated she met with Christopher Arnold and said her office doesn’t support particular legislation; they comment on it. She stated Maryland is not staffed to adopt the Purple Star Program.

ITEM 8 – NEW BUSINESS

24. **The DoD Concern Regarding Intrastate Transfers** – This item was postponed to the EXCOM retreat.

25. **2021 Annual Business Meeting** – Ms. Dablow referenced the State Review: COVID-19 Travel and Vaccination Recommendations document she prepared as of February 28, 2021. The Marriott in Little Rock, Arkansas is at 60% capacity currently and they projected they would be at full capacity in the fall. Ms. Dablow reported 22 states have restrictions on their own residents when they come back from travel which include things such as negative tests, quarantines, etc.

26. Three different options for the 2021 ABM are an in-person ABM, a hybrid ABM with some in person and some virtual, or a completely virtual ABM. She said the cost to hold the meeting in-person, hybrid, or virtually is roughly the same cost and more information will be presented in April.

27. **Letters to US Secretary of Defense and US Secretary of Education** – The Nation Office sent to welcome letters to the Secretary of Defense and the Secretary of Education introducing MIC3. ED Imai will have more updates with partnerships in the future.

ITEM 9 – EXECUTIVE SESSION

28. Commissioner Kraeger motioned for the committee to move into Executive Session, it was seconded by Commissioner Gable. Motion carried.

29. Commissioner Kraeger motioned to move back into General Session, it was seconded by Commissioner Gable. Motion carried.

ITEM 10 – OTHER BUSINESS AND ANNOUNCEMENTS

30. Commissioner Gable motioned to change the Administrative Assistant position from a temporary part-time position to a permanent part-time position. The motion was seconded by Commissioner Kraeger. Motion carried.

ITEM 11 – ADJOURNMENT

31. Commissioner Kraeger motioned to adjourn the meeting, seconded by Commissioner Henry. With no further business to conduct, Chair Kaminar adjourned the meeting at 2:10 PM EST.

EXECUTIVE COMMITTEE MINUTES
Thursday, April 15, 2021

PRESENT	John "Don" Kaminar Laura Anastasio Mary Gable Rosemarie Kraeger Ernise Singleton Daron Korte Brian Henry	Arkansas Commissioner Connecticut Commissioner Maryland Commissioner Rhode Island Commissioner Louisiana Commissioner Minnesota Commissioner Missouri Commissioner	Chair Vice Chair Rules Past Chair Training Compliance Comm & Outreach
EXCUSED	Craig Neuenswander Chuck Clymer	Kansas Commissioner DoD Representative	Treasure & Finance Ex-Officio
STAFF	Cherise Imai Lindsey Dablow Mary Pendleton	Executive Director Training & Operations Assoc. Administrative Asst.	Secretary

ITEM 1 – CALL TO ORDER

1. Chair Don Kaminar (AR) called the meeting to order at 12:22 PM EST on Thursday, April 15, 2021.

ITEM 2 – ROLL CALL

2. Roll call was taken by Cherise Imai, Executive Director. A quorum was established.

ITEM 3 – PLEDGE OF ALLEGIANCE

3. Chair Kaminar led the group in the Pledge of Allegiance.

ITEM 4 – APPROVAL OF THE AGENDA

4. Commissioner Mary Gable (MD) motioned to approve the agenda as presented. The motion was seconded by Commissioner Laura Anastasio (CT). Motion carried.

ITEM 5 – APPROVAL OF THE MINUTES FROM MARCH 18, 2021

5. Commissioner Rosemarie Kraeger (RI) motioned to approve the meeting minutes for March 18, 2021, seconded by Commissioner Gable. Motion carried.

ITEM 6 – REPORTS

6. **Chair** – Chair Kaminar commented on the Month of the Military Child and encouraged all states to participate. He asked for all EXCOM members to complete the Training Survey by April 26, 2021.
7. **Vice Chair** – Vice Chair Laura Anastasio (CT) reported the Ex-Officio group met on March 25, 2021. She reported they received an update from DOD Representative Chuck Clymer and discussed the Texas State Council legislation.

8. **Executive Director** – ED Imai updated the committee that the National Office will re-open in phases with modifications, but the dates have not been released. She noted the National Office staff works in the office on Wednesday. She gave a report on the meeting with Jermaine Sullivan with the U.S. Department of Education Military Affairs Team and noted they will meet quarterly. She briefed the National Guard and Reserve issue at the State Council meetings of Idaho and Florida.
9. ED Imai updated the committee on the Joining Forces Initiative meeting on April 7th. The priorities for Joining Forces are military spouse employment, military child education, and health and well-being for members and their families.
10. Training and Operations Associate Lindsey Dablow reported on a training for 6 installations in Florida as part of the Month of the Military Child. Commissioner Bob Buehn (FL) could not attend but taped a greeting for attendees. She reported she will conduct similar training for North Carolina later in April. She stated MCEC asked for a Compact 101 presentation at their National Conference which will be held virtually in July.
11. **Finance** – ED Imai reviewed the Fiscal Year 2021 Dues Report, 9 states' payments are outstanding. She noted the Fiscal Year 2022 invoices will be released on May 1, 2021. She reviewed the Balance Sheet and Vanguard Investment statement.
12. ED Imai updated the committee that Kentucky House Bill 8 was signed into law on March 23, 2021. She reported this includes the favorable reductions from 49% to 39% for employer retirement contributions by MIC3 into the Kentucky Retirement System. The Council of State Governments has further reduced MIC3's contribution to 10% as the two full-time employees are Tier 1 employees. This change is effective July 1.
13. **Communication and Outreach Committee** – ED Imai reminded members about the Successful Transitions video program and stated the National Office can assist if needed.
14. **Compliance** – Commissioner Daron Korte (MN) credited the quick action of ED Imai, Chair Kaminar, Ms. Dablow, Rick Masters, and an Arkansas attorney for their work in Arkansas to solve their legislative issue. Commissioner Korte reported Compliance will discuss the committee's role and best practices in tracking legislation.
15. Commissioner Korte noted Commissioner Alan Kerr (SD) is on administrative leave until June. He said the Assistant Superintendent will be invited to Compliance meetings but will not be able to vote.
16. Commissioner Korte said the Compliance Committee is working on expectations for commissioners on regarding sessions and attendance at the Annual Business Meeting.
17. **Rules** – Commissioner Gable stated she has nothing to report since they have not met since the last meeting. Their next meeting is April 20, 2021.
18. **Training** – Commissioner Singleton stated they have not had a meeting since the last EXCOM meeting. She referenced the Training Survey was sent out.
19. **Leadership Nomination** – Commissioner Kraeger stated they met and reviewed documents regarding the leadership nomination process. She reported she asked ED Imai to look at the bylaws to see if there could be a slate of officers and do the election before ABM. The bylaws require the election

be held at a meeting of the commission where quorum is established. There was discussion about whether the election could be held with a voice vote.

20. **DoD Liaison** – ED Imai reported new web pages are being developed on the MIC3 site for school liaisons. Additionally, the military representative list is being updated. Once each of the services approves it, there can be a master list to work from.

ITEM 7 – OLD BUSINESS

21. **2021 Annual Business Meeting** - ED Imai asked for a decision from EXCOM on the format of the ABM this year. She reviewed the results of the commissioner survey regarding the 2021 ABM. Ms. Dablow gave a report on the Little Rock Marriott and their COVID precautions. She reported we need to let the hotel know by April 26th if the contract will be cancelled. She reported there will be a \$7,065 penalty if the reservation is cancelled by April 26th.

22. Ms. Dablow reported on the costs of the ABM and the various options: in-person, virtual and hybrid. She said the hybrid option comes with significant costs due to hiring in AV company to run the meeting in Little Rock. ED Imai reported the budget for the 2021 ABM was increased due to COVID precautions. There was discussion whether space would allow for distancing if school liaisons attended, and Ms. Dablow said with an additional ballroom it would. ED Imai spent time discussing which sessions could be held virtually prior to ABM and which needed to be included in the program at ABM.

23. Commissioner Gable motioned for a ten-minute recess, seconded by Commissioner Brian Henry (MO).

24. There was discussion regarding the options regarding 2021 ABM. Commissioner Korte noted the lack of in-person connection is a concern, stating there are some members of his committee he has never met in person. Chair Kaminar expressed the consensus seemed to be an in-person meeting with a hybrid option, noting commissioners could send a proxy representative if necessary.

25. Commissioner Henry motioned to have an in-person 2021 ABM with a hybrid option for those not able to attend. The motion was seconded by Commissioner Korte. Motion carried.

26. ED Imai asked for feedback on having some of the content virtually prior to ABM, as well as how people feel about holding in person receptions at ABM. There was discussion about the receptions being optional. ED Imai noted a draft agenda of the ABM would be given at the next EXCOM meeting.

27. **Operations Audit, Review RFP** – ED Imai reported an RFP was sent to four companies and two submitted a proposal, Riggs Enterprise and MSL Public Accountants. She asked for members to review the proposals and make a recommendation on which company to secure, pending the Finance Committee's approval. Commissioner Gable asked if the Executive Committee has a recommendation. Ms. Dablow pointed out that Brian Riggs' proposal included a benchmark section where the organization will be compared to other similar organizations.

28. Commissioner Singleton motioned to accept the proposal from Brian Riggs of Riggs Enterprise, seconded by Commission Henry.

29. **General Counsel Statement on the Commission Purpose, Role, and Responsibilities** – Commissioners reviewed the Legal Memorandum document prepared by Rick Masters regarding the Purple Star Program.

30. Commissioner Gable motioned for the commission to accept the statement with the correction of a typo (change buy to by) in the next to last line. The motion was seconded by Commissioner Kraeger. Motion carried.

ITEM 8 – NEW BUSINESS

31. **Arkansas SB 638** – Chair Kaminar and ED Imai explained a member of the legislature filed a bill that would take Arkansas out of the Compact. ED Imai reported she traveled to Arkansas and attended a series of meetings that resulted in the bill being amended. ED Imai stated the need to reinforce to Commissioners and stakeholders about Compact law.

32. Chair Kaminar expressed the need to have a system of keeping track of what is going on in state's legislatures to monitor situations such as these. He said it is time to address Utah being in violation of the Compact by changing it. Chair Kaminar said this is the proof why full-time employees in the National Office are necessary versus contract employees. Commissioner Henry suggested giving a summary of this to the entire commission as a training opportunity.

33. ED Imai noted there will be expenses from Legal Counsel Fred Knight in Arkansas that was not planned for the in the 2021 budget. Also, she asked CSG to provide a proposal of what it would cost if they tracked military education legislation and policy for MIC3.

ITEM 9 – EXECUTIVE SESSIONS

34. There was no Executive Session.

ITEM 10– OTHER BUSINESS AND ANNOUNCEMENTS

35. There was no additional business or announcements.

ITEM 11 – ADJOURNMENT

36. With no further business to conduct, Chair Kaminar adjourned the meeting at 2:48 PM EST.

EXECUTIVE COMMITTEE MINUTES
Thursday, May 20, 2021

PRESENT	John "Don" Kaminar Laura Anastasio Mary Gable Rosemarie Kraeger Craig Neuenswander Ernise Singleton Daron Korte Brian Henry Chuck Clymer	Arkansas Commissioner Connecticut Commissioner Maryland Commissioner Rhode Island Commissioner Kansas Commissioner Louisiana Commissioner Minnesota Commissioner Missouri Commissioner DoD Representative	Chair Vice Chair Rules Past Chair Treasure & Finance Training Compliance Comm & Outreach Ex-Officio
STAFF	Cherise Imai Lindsey Dablow	Executive Director Training & Operations Assoc.	Secretary

ITEM 1 – CALL TO ORDER

- Chair Don Kaminar (AR) called the meeting to order at 1:00 PM EDT on Thursday, May 20, 2021.

ITEM 2 – ROLL CALL

- Roll call was taken by Cherise Imai, Executive Director. A quorum was established.

ITEM 3 – PLEDGE OF ALLEGIANCE

- Chair Kaminar led the group in the Pledge of Allegiance.

ITEM 4 – APPROVAL OF THE AGENDA

- Commissioner Ernise Singleton (LA) motioned to approve the agenda as presented. The motion was seconded by Commissioner Mary Gable (MD). Motion carried.

ITEM 5 – APPROVAL OF THE MINUTES FROM APRIL 15, 2021

- Commissioner Gable motioned to approve the meeting minutes for April 15, 2021, seconded by Commissioner Rosemarie Kraeger (RI). Motion carried.

ITEM 6 – REPORTS

- Chair** – Chair Kaminar asked Vice Chair Laura Anastasio (CT) to introduce her guest. Vice Chair Anastasio introduced a new colleague of hers serving as an attorney in the Department of Education, John Khalil.
- Chair Kaminar reviewed the strategic plan, and the five tasks that were assigned to the Executive Committee (EXCOM). Two tasks are ready to roll out, the Tier Groups and the Commissioner Recognition Program. Two other tasks are in progress, and one task remains outstanding. The outstanding task is to Develop a System for Evaluating the Impact of the Compact. He stated he hopes

it is the focus of the EXCOM for the next year. Chair Kaminar thanked the EXCOM for their work in contributing to the goals of the Strategic Plan.

8. **Vice Chair** – Vice Chair Anastasio did not have a report as her committee has not met.

9. **Executive Director** – ED Imai noted the Council of State Governments (CSG) surveyed all employees and is working on the reopening plan for headquarters and the affiliate offices.

10. ED Imai showed the committee new diversity language from CSG that will be used in all future job postings.

11. ED Imai briefed several state council meetings on various topics including the National Guard and Reserve issue. She attended the North Carolina, Missouri, and Georgia. She has been asked to brief at New Jersey's and the District of Columbia's upcoming state council meetings.

12. ED Imai met with the Interstate Migrant Education Council (IMEC) which exists to support migrant students. They collect data on migrant students who transfer across school districts. ED Imai expressed interest in learning more about the data collection tool the IMEC uses. Additionally, ED Imai noted she met with Jermaine Sullivan of the U.S. Department of Education Military Affairs Team. She said there is a significant amount of information coming out of the Department of Defense and this will be passed on to the Commission when it is released.

13. **Finance** – Commissioner Craig Neuenswander (KS) gave an update on the Fiscal Year 2021 dues, eight states' dues remain outstanding. He also gave an update on the Balance Sheet, Revenue and Expenditures, and the Vanguard Investment account. He added the Kentucky Employee Retirement Systems (KERS) legislation, House Bill 8 was passed and signed into law by the Governor drop. The statute decreases contribution rate down from 49.4% to 39% for quasi-governmental organizations. Since MIC3 has employees in Tier 1, CSG further agreed to lower this rate to 10.1%, which is effective July.

14. **Communication and Outreach Committee** – Commissioner Brian Henry (MO) stated the committee met on May 5, 2021. The Members agreed releasing the Month of the Military Child (MOTMC) Toolkit early this year helped make the event a success. The Committee voiced support for preparing and distributing MOTMC materials earlier moving forward. There was some discussion on materials that can be distributed to all Commissioners and there were no items for the EXCOM.

15. **Compliance** – Commissioner Daron Korte (MN) said the Compliance Committee met and discussed the Texas legislation which would establish a State Council. The bill is moving forward in both legislative bodies and he will keep the EXCOM updated on its progress as the legislative session ends on May 31, 2021. The Committee reviewed State Council meetings and Commissioner appointments and vacancies since the last meeting. Compliance also reviewed the End-of-Year Report template and approved moving forward with a fillable form.

16. Commissioner Korte noted the Compliance Committee also discussed Arkansas Senate Bill 638 and showed the EXCOM the legal memorandum drafted by Rick Masters regarding Compact language. Commissioner Korte noted this item is on the agenda later for discussion and asked ED Imai to report on the revised bill which was signed into law on April 30, 2021 and is known as Act 1031. She noted it was good experience to meet with the Arkansas officials to clarify this issue.

17. Commissioner Korte also noted there is a new appointment for a commissioner in the state of Mississippi.

18. **Rules** – Commissioner Gable stated their meeting was canceled on April 20, 2021 due to a slight agenda.
19. **Training** – Commissioner Singleton said Training spent the April meeting reviewing the results of the Training Survey. Training and Operations Associate Lindsey Dablow said the takeaways from the survey were to make a list of best practices, learn more about continuing education credits and online learning management systems, as well as, develop a training calendar. Commissioner Singleton said they discussed the types of training tools used varies depending on the audience.
20. **Leadership Nomination** – Commissioner Kraeger had no report. The committee will meet on May 25, 2021.
21. **DoD Liaison** – Chuck Clymer briefed the EXCOM that the lists of military representatives for each state are being updated in hopes of aligning the services with the state Commissioners. He reported Air Force and Navy can submit travel requests in July. He said he expects Navy and Air Force representatives to be at the Annual Business Meeting (ABM) unless something drastic happens. Army and Marines representatives are currently not allowed to travel.
22. He reported on the Military OneSource Initiative. He is working to create a stronger presence with school liaisons and MIC3 in this program.
23. ED Imai stated the School Liaison webpage on the MIC3 site has been updated and Google Analytics can be used to track visits. Additionally, the school liaisons names and contact information will be updated on each state's MIC3 page for families to view everything in one place. Additionally, she noted the National Office is updating a master list of military representatives. ED Imai and Chair Kaminar thanked Mr. Clymer for his partnership.

ITEM 7 – OLD BUSINESS

24. **Operations Audit** – ED Imai reported she met with Brian Riggs to develop the timeline for the Operations Audit. She reported Mr. Riggs plans to finish his preliminary research by August and there will be another update at the next EXCOM meeting.
25. **2021 Annual Business Meeting** – Ms. Dablow gave an overview on the registration page for the ABM. She noted there will be a Frequently Asked Questions (FAQ) page for in-person vs. virtual attendance as well as a FAQ regarding travel reimbursements. She reported the regular registration fee is \$500, the early bird fee (available until September 1) is \$400, and the late registration fee is \$600, for those registering after October 1, 2021. Ms. Dablow said the registration will be available the beginning of July.
26. ED Imai reviewed the proposed ABM agenda with the committee. She noted there will be several pre-event Webinars leading up to ABM focused on various topics including a webinar from Bill Hampton on key issues from the DoD. ED Imai noted the agenda concludes on Friday, November 5th at 10:30 AM CDT.
27. Ms. Dablow reviewed the FAQ document for the committee. Items highlighted in yellow were items she requested feedback on from the EXCOM.

28. Commissioner Gable motioned the agenda be approved which starts at 8:30 AM CDT on Thursday, November 4th and ends at 10:30 AM CDT on Friday, November 5, 2021. The motion was seconded by Commissioner Singleton. Motion carried.

29. ED Imai said the FAQ page will be emailed to the EXCOM and feedback can be given to the National Office. ED Imai displayed the COVID-19 Liability Waiver which will also be emailed to the committee with a deadline for feedback.

30. **Commissioner Merit Award** – ED Imai displayed the revised Awards Policy that includes the new MIC3 Merit Award section. Commissioner Singleton motioned to approve the revised Awards Policy, seconded by Commissioner Henry. Motion carried.

ITEM 8 – NEW BUSINESS

31. **New Policies** – ED Imai reviewed three new policies from the CSG for approval by EXCOM. ED Imai noted that Commission's past practice, as an affiliate of CSG, has been to adopt policies or include language in preexisting policies to mirror policies adopted or ratified by CSG. The three policies listed on the agenda were three policies recently adopted by CSG to address employee attendance and/or staffing work related in-person meetings during the pandemic. The policies reviewed were as follows: Staffing for In-Person Meetings During the COVID-19 Pandemic, Attendance by MIC3 Employees at In-Person Events Convened By Other Entities During the COVID-19 Pandemic and Establishing Health and Safety Protocols for In-Person MIC3 Events Convened During the COVID-19 Pandemic. She noted there is a disclaimer at the bottom if the pandemic is declared over the policies would not be in effect.

32. Commissioner Kraeger motioned to approve the new policies. The motion was seconded by Commissioner Singleton. Motion carried. The EXCOM agreed to forward the approved policies to the Rules Committee for a second review as outlined in 1-2020 Policy Development and Approval.

33. **2022 ABM** – ED Imai reported she and Ms. Dablow would visit Baton Rouge, LA and New Orleans, LA in preparation for the 2022 ABM to conduct site visits and provide a recommendation to the EXCOM.

34. **CSG Quotes for Service** – ED Imai reviewed the Legislative Tracking Proposal from CSG's National Center for Interstate Compacts (NCIC). If this was deemed necessary, ED Imai recommended it be approved on a one-year basis in order to review the necessity of the services outlined in the proposal.

35. ED Imai reviewed the proposal noting should Option #1 be chosen regarding the National Guard and Reserve issue, which includes modifying the Compact Statute, the Commission would need assistance to track the legislation.

36. **Legal Memorandum and Talking Points for Purple Star Program** – Chair Kaminar referenced emails from Commissioner Pete LuPiba (OH) and an email from Commissioner Deanna McLaughlin (TN). These emails were sent in response to the Legal Memorandum by General Counsel Rick Masters. The Committee noted the Commission requested a legal opinion from General Counsel Masters and which was provided. The Committee questioned the Commission's right or ability to ask him to revise a legal review if the Commission did not agree with him.

37. ED Imai noted General Counsel Rick Masters' duty was to provide an impartial, legal analysis on matters of the Commission on request. The EXCOM reviewed the documentation and agreed

General Counsel Masters review was impartial and based on a legal review and knowledge of the Commission. They agreed the legal memorandum would stand. Chair Kaminar said he would contact the parties and inform them of the decision.

ITEM 9 – EXECUTIVE SESSIONS

38. The Executive Session was postponed until the June meeting.

ITEM 10– OTHER BUSINESS AND ANNOUNCEMENTS

39. No other items were announced or brought forth.

ITEM 11 – ADJOURNMENT

40. With no further business to conduct, Commissioner Singleton motioned to adjourn the meeting, seconded by Commissioner Kraeger. Chair Kaminar adjourned the meeting at 2:26 PM EDT.

EXECUTIVE COMMITTEE MINUTES
Thursday, June 17, 2021

PRESENT	Laura Anastasio Mary Gable Rosemarie Kraeger Ernise Singleton Daron Korte Brian Henry Chuck Clymer	Connecticut Commissioner Maryland Commissioner Rhode Island Commissioner Louisiana Commissioner Minnesota Commissioner Missouri Commissioner DoD Representative	Vice Chair Rules Past Chair Training Compliance Comm & Outreach Ex-Officio
EXCUSED	John "Don" Kaminar Craig Neuenswander	Arkansas Commissioner Kansas Commissioner	Chair Treasure & Finance
STAFF	Cherise Imai Lindsey Dablow	Executive Director Training & Operations Assoc.	Secretary
GUEST	Jenny Cogsbill	Ed. D Candidate, Vanderbilt University	

ITEM 1 – CALL TO ORDER

1. Vice Chair Laura Anastasio (CT) called the meeting to order at 1:00 PM EDT on Thursday, June 17, 2021.

ITEM 2 – ROLL CALL

2. Roll call was taken by Cherise Imai, Executive Director. A quorum was established.

ITEM 3 – PLEDGE OF ALLEGIANCE

3. Vice Chair Anastasio led the group in the Pledge of Allegiance.

ITEM 4 – APPROVAL OF THE AGENDA

4. Commissioner Ernise Singleton (LA) motioned to approve the agenda as presented. The motion was seconded by Commissioner Brian Henry (MO). Motion carried.

ITEM 5 – APPROVAL OF THE MINUTES FROM MAY 20, 2021

5. Commissioner Henry motioned to approve the meeting minutes for May 20, 2021, seconded by Commissioner Rosemarie Kraeger (RI). Motion carried.

ITEM 6 – REPORTS

6. **Chair** – There was no Chair Report due to Chair Don Kaminar's absence.
7. **Vice Chair** – Vice Chair Anastasio did not have a report as her topics for discussion were on the agenda.

8. **Executive Director** – ED Imai gave an update on the Council of State Government's office reopening plan. She noted each CSG office has its own policy but supervisors and employees at the Lexington office will begin phasing in the beginning of June, with all employees returning by September. CSG's southern region is having an in-person conference this year but all the other offices are having virtual conferences. ED Imai said the most recent directory of school liaisons is posted on the new school liaison page on the MIC3 website. Additionally, all the school liaisons have been added to the state pages by service branch and lists the military base.
9. ED Imai said state councils are trying to get their FY21 meetings in for the year, with some extending into July. The most recent meetings were Missouri on 6/2 and Georgia on 6/14, and the District of Columbia and New Jersey holding meetings in July.
10. Training and Operations Associate Lindsey Dablow gave an update on trainings held. She recently held a training for the Air Force School Liaisons and reported she is now offering a Compact 201 training for stakeholders who have completed the Compact 101 training. Brian Henry and the MCSAS invited MIC3 to present in Chicago on July 12, 2021, to school leaders and administrators. Additionally, ED Imai noted MIC3 will present at the MCEC National Meeting in July.
11. **Finance** – Due to the absence of Treasurer Neuenswander, ED Imai gave an update on the Finance Committee. As of June 10, 2021, 46 of 51 states have paid the Fiscal Year 2021 dues. She noted the states with outstanding dues are California, Maine, Missouri, New Hampshire, and New Jersey. Commissioner Henry gave an update on Missouri's payment and said he thinks due to a processing timeline it will be remitted at the end of June. She gave an update on the MIC3 balance sheet, revenue, and expenses. ED Imai gave an update on Fiscal Year 2022 dues and said 7 states have paid.
12. ED Imai reported CSG notified MIC3 that employee health benefits could increase 15%. They would try to negotiate to a single digit increase however projections should include the 15%.
13. ED Imai reported CSG reported the Paycheck Protection Program Loan was forgiven and MIC3 will be reimbursed approximately \$30,000 based on two employees. Funds would be deposited into the account by the end of June.
14. **Communication and Outreach Committee** – Commissioner Henry had nothing new to report because the Committee had not met since the previous EXCOM meeting.
15. **Compliance** – Commissioner Daron Korte (MN) said there has not been a meeting since the last EXCOM meeting but gave an update on a few items. The bill in Texas to establish a State Council passed and is on track to be signed by the Governor. Additionally, he noted MIC3 received an appointment letter for a new Commissioner for the state of South Carolina, Tremekia Priester. He and ED Imai announced the current Commissioner vacancies are Indiana and West Virginia.
16. **Rules** – Commissioner Mary Gable (MD) gave an update from the June meeting of the Rules Committee. The Committee reviewed and passed the three new MIC3 policies related to COVID travel and events. She said the Awards Policy will be discussed at the August meeting. She noted there was discussion at their meeting regarding the role of CSG in MIC3. She said the questions were answered by ED Imai and Ms. Dablow and thanked them for their support.
17. **Training** – Commissioner Singleton did not have a report as the Training Committee has not met since the last EXCOM meeting.

18. **Leadership Nomination** – Commissioner Kraeger reported the committee reviewed documents for the submissions for officers and were able to complete all the work in one meeting. ED Imai stated election applications were released two weeks ago and are due by July 6, 2021, by 12:00 midnight EDT. Commissioner Kraeger noted there was some discussion of a succession plan.
19. **DoD Liaison** – Chuck Clymer said approval was given by the military Quality-of-Life Office to have the four services review the state alignments. He anticipates some changes will be recommended to better serve military families. He noted he will consult with any states that will be changed and send updates to ED Imai.
20. He gave an update on the service branches travel permissions regarding the Annual Business Meeting (ABM). Air Force and Navy have tentative approval to send military representatives. He said Army and Marine Corps have not been approved to travel and he was not sure their permissions would be granted by the time ABM comes.
21. Mr. Clymer said the Department of Defense (DoD) is migrating to Office 365 with new email addresses and they will temporarily lose access to emails. He said he will send the EXCOM the aliases that the Information Technologies Department said will work during the migration.
22. Commissioner Kraeger said all military legislation was pulled during Rhode Island's legislative session after stakeholders in Rhode Island did not feel comfortable with the rollout and presentation from DoD. This discussion was a follow-up from the last EXCOM meeting. Mr. Clymer said DoD departed from the process the last couple of years and did not include input from the services before compiling their list of priorities. Mr. Clymer said his goal is to make sure that he shares the draft list with EXCOM when he receives it from the DoD. He said this list generally has some education items on it and he hopes

ITEM 7 – OLD BUSINESS

23. **NGR: Adopting New Compact Statute for 50 States and the District of Columbia** – Vice Chair Anastasio shared an email discussion from the Commissioner from New York with comments from the Commissioners from Washington and Kansas regarding the National Guard and Reserve issue before the Commission. She asked the EXCOM for their thoughts on this email. Vice Chair Anastasio said Connecticut's State Council has a similar response, in opposition to changing the Compact but recommended tracking legislation to maintain the integrity of the Compact. Commissioner Gable noted she feels states accommodate the moves with military kids and has reservations about taking other actions involving the Compact.
24. Mr. Clymer said the School Liaisons (SL) are required under regulation to support the Guard and Reserve personnel when they are activated. He said the Navy works with any military family that contacts them. Additionally, he said it is a metric the Navy SLs track to determine how many Guard and Reserve families they support.
25. ED Imai highlighted part of the email from Commissioner Debra Jackson (NY) in which she said the National Guard and Reserve component is not advocating for this change. Regarding the issue of a potential dues increase, she suggested the Commission consider a percentage of the total number of National Guard and Reserve children for calculating any dues change. ED Imai said MIC3 will have a better idea of what to prepare for at ABM once the states submit their reports on this topic. She said the email was shared to raise awareness of some of the points being shared at state council meetings on this topic.

ITEM 8 – NEW BUSINESS

26. Due to time constraints, ED Imai said she would email the ABM documents that needed approval to the committee. She apologized to guest speaker Jenny Cogsbill and provide a summary of her Capstone Research Project for forwarding to members.

ITEM 9 – EXECUTIVE SESSION

27. Commissioner Kraeger motioned for the committee to move into executive session, seconded by Commissioner Gable. Motion passed.

28. Commissioner Gable motioned for the committee to move out of executive session, seconded by Commissioner Kraeger.

ITEM 10– OTHER BUSINESS AND ANNOUNCEMENTS

29. Vice Chair Anastasio announced the EXCOM approved a 4% salary increase and a 4% bonus for ED Imai and Ms. Dablow.

ITEM 11 – ADJOURNMENT

30. With no further business to conduct, Commissioner Gable motioned to adjourn the meeting, seconded by Commissioner Kraeger. Chair Kaminar adjourned the meeting at 2:05 PM EDT.