

**2023 ANNUAL BUSINESS MEETING MINUTES
NOVEMBER 8-9, 2023**

Call to Order

National Commission Chair Laura Anastasio (CT) called the meeting to order Wednesday, November 8, at 8:00 AM ET.

Welcome and Opening Remarks

Chair Anastasio welcomed members and guests to the 2023 Annual Business Meeting (ABM) and encouraged the attendees to explore and enjoy Richmond, Virginia. She welcomed new members from Alaska, Florida, Georgia, Idaho, Iowa, Kansas, Maine, Oklahoma, Oregon, Vermont, National Military Families Association (NMFA), and a proxy from Colorado.

Housekeeping Items

Chair Anastasio discussed various housekeeping items regarding the meeting. She asked the members to fill out the Code of Conduct and Conflict of Interest forms that were placed at their seats and to hand the papers to national office staff for recordkeeping. Chair Anastasio reminded the members that the meeting and presentations would be recorded and would be posted on the website. Members were asked to mute their microphones to reduce noise and were advised to state their first and last name followed by their state/organization when speaking. Chair Anastasio stated the presentations would list the corresponding Docket Book page in blue (i.e. “DB p5”) at the bottom of each slide.

Roll Call

Executive Director (ED) Cherise Imai called the roll, and a quorum was established.

STATE	SAL.	NAME	STATE	SAL.	NAME
ALABAMA	Dr.	Douglas Ragland	NEVADA	Ms.	Felicia Gonzales
ALASKA	Mr.	Terry Ryals	NEW HAMPSHIRE	Dr.	Kathleen Murphy
ARKANSAS	Mr.	John “Don” Kaminar	NEW JERSEY	Mr.	Tony Trongone
COLORADO	Dr.	Montina Romero*	NEW MEXICO	Ms.	Teresa Ferenczhalmy
CONNECTICUT	Ms.	Laura Anastasio	NEW YORK	Dr.	Debra Jackson
DELAWARE	Mr.	Michael Rodriguez	NORTH CAROLINA	Mr.	Nickolas Sojka, Jr.
DISTRICT OF COLUMBIA	Ms.	Clara Botstein	OHIO	Mr.	Pete LuPiba
FLORIDA	Mr.	Terrance McCaffrey	OKLAHOMA	Mr.	Will Jones
GEORGIA	Dr.	Curtis Jones	OREGON	Ms.	Tenneal Wetherell
HAWAII	Ms.	Kathleen Berg	PENNSYLVANIA	Ms.	Barbara Clemmer
IDAHO	Mr.	Spencer Barzee	SOUTH CAROLINA	Dr.	Tremekia Priester
ILLINOIS	Dr.	John Price	SOUTH DAKOTA	Ms.	Ann Pettit
IOWA	Ms.	Laura Kacer	TENNESSEE	Ms.	Deanna McLaughlin
KANSAS	Mr.	Dale Brungardt	TEXAS	Ms.	Shelly Ramos
KENTUCKY	Mr.	Steven Bullard	UTAH	Mr.	Ben Rasmussen
LOUISIANA	Dr.	Ernise Singleton	VIRGINIA	Mr.	Daniel Dunham
MAINE	Dr.	Laura Cyr*	WASHINGTON	Mr.	Greg Lynch
MARYLAND	Ms.	Mary Gable	WEST VIRGINIA	Mr.	Phillip Cantrell
MICHIGAN	Mr.	Michael Price	WISCONSIN	Ms.	Shelley Joan Weiss
MISSOURI	Dr.	Brian Henry	WYOMING	Mr.	Chad Delbridge
MONTANA	Mr.	Ray Shaw	USDOD REP**	Ms.	Dianna Ganote
NEBRASKA	Mr.	Brian Halstead	MISA**	Mr.	Kyle Fairbairn

NFHS**	Mr.	Davis Whitfield	
NMFA**	Ms.	Eileen Huck	

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

NOT IN ATTENDANCE		
STATE/ORGANIZATION	SAL.	NAME
INDIANA	Mr.	Brian Murphy
MASSACHUSETTS	Mr.	J. Clarke Orzalli
MINNESOTA	Mr.	Daron Korte
MISSISSIPPI	Ms.	Kristen Windham
NORTH DAKOTA	Ms.	Davina French
RHODE ISLAND	Ms.	Rosemarie Kraeger
VERMONT	Mr.	Rene Sanchez

MIC3 National Office

1. Cherise Imai, Executive Director
2. Lindsey Dablow, Training and Operations Associate
3. Darren Embry, Stuart Michael, and Samantha Nance, General Counsel

Host City Welcome

Chair Anastasio yielded the floor to Commissioner Designee Daniel Dunham (VA), who welcomed members to the state of Virginia and reminded them to attend the ABM reception held at the Virginia Museum of Fine Art in downtown Richmond. He introduced the Virginia Department of Education Superintendent of Public Instruction, Dr. Lisa Coons, to address the Commission. As a military spouse of the Air Force with a son stationed at Wright-Patterson Air Force Base and a son-in-law at Naval Air Station Oceana, Dr. Coons stated she was very familiar with the experiences of military-connected youth and was very appreciative of the Compact. Dr. Coons reported there was 78,000 military-connected youth residing in Virginia. Twenty-nine schools had achieved second-time Purple Star designations and five school districts were recognized, with 110 schools awarded Purple Star designations in total for the state.

Dr. Coons introduced the keynote speaker, Secretary Craig Crenshaw, Virginia Veterans and Defense Affairs, who had 39 years of experience with the US Marine Corps. Secretary Crenshaw welcomed members on behalf of Virginia Governor Glen Youngkin and stated Virginia strived to be the most military-friendly state. He listed how Virginia was working to support military-connected students and the programs being implemented. He concluded his remarks and wished members well, and he hoped they enjoyed their stay in Richmond.

Approval of the Agenda

Commission Greg Lynch (WA) motioned to approve the agenda. The motion was seconded by Commissioner Terrance McCaffrey (FL). The motion carried unanimously.

Approval of the 2022 Annual Business Meeting Minutes

Commissioner Steve Bullard (KY) motioned to approve the minutes from the 2022 ABM. Commissioner Douglas Ragland (AL) seconded the motion. The motion carried unanimously.

Public Comment

ED Imai stated the Commission had not received any submissions for public comment.

Executive Reports

Executive Committee – Chair Anastasio reported the Executive Committee celebrated the continued success of the programs and services the Commission provides to fulfill the Compact mission and adopted the third three-year strategic plan. In conjunction with General Counsel, the Committee released the *External Statute Legislative Toolkit* and approved several legal memorandums, one advisory regarding *Compact Applicability for Indian and Tribal Lands*, four policies, and three proposed amendments and two new rules by the Rules Committee which were placed on the ABM docket for full commission vote. In addition, the Committee approved several state, community, and special awards throughout the year.

Chair Anastasio reported for the first time since 2014, the Executive Committee received an inquiry from an organization interested in joining the Commission as an ex-officio member as well as a sponsorship letter from the South Dakota Commissioner. In response, the Committee determined it would follow past protocol and developed a new policy to guide future applicants, *2-2023 New Ex-officio Organization Application Process*. Chair Anastasio introduced the organization Blue Star Families (BSF) and its Vice President of Government Relations, Mr. Tom Porter. Mr. Porter provided a presentation on how BSF supports military families and why they would be a good partner for the Compact.

Chair Anastasio motioned to approve the new policy #2-2023 New Ex-officio Organization Application Process on behalf of the Executive Committee. The motion carried unanimously.

Additionally, in response to Member concerns about receiving unsolicited marketing and emails from colleagues, the Committee drafted guidance on the use of member emails and commission communication, which was added to policy #2-2017 *Code of Conduct* by the Communications and Outreach Committee. She stated it has been an honor to serve the Commission, and she was confident the next leadership would continue to move the organization forward to serve our military families and students.

Executive Director – ED Imai noted the past year had been one of transitions for the National Office with the end of the pandemic, staffing changes, and moving back to an in-person work environment with the reopening of the headquarters building. With the approval of the third strategic plan at the 2022 ABM, the National Office was focused on the first-year targeted key goals and activities. The National Office met with congressional delegate staff from several states and their Commissioners to raise awareness of the Compact. In addition, they provided a letter to the ranking members of the Armed Services Committee on the Compact; reviewed legislative proposals from Arkansas, Florida, Nevada, Pennsylvania, Texas, and Virginia; and prepared five new or amended rules and four new or amended policies.

ED Imai highlighted several ways the National Office supported Commissioners and their states: The National Office provided administrative assistance and/or attended council meetings for 20 states and 24 meetings; Staff attended five (5) national/regional meetings to brief the Compact and coordinated over 60 in-person and virtual training sessions; and in May, the Yokota Air Base Commander sponsored staff to meet with military leadership, conduct briefs and training for parents, and meet and train Department of Defense Education Activity (DoDEA) school administrators and personnel at the Yokota, Yokosuka, Zama, and Atsugi installations. In Fiscal Year (FY) 2023, the National Office onboarded 12 new Commissioners and two Ex-officio through three sessions, which included reviewing roles and responsibilities, compact rules training, information on finance and elections, and identifying state-specific needs and gaps.

ED Imai referenced the Case & Inquiry Report and noted 76 cases received in FY2023. While only a third of the cases were Compact related, Commissioners were able to refer or direct parents to other resources or assist with the case resolution. Forty-five percent of requestors were parents, followed by Commissioners (21%) and military services (16%). The states that received the highest number of cases or inquiries were in Tier 1, which are the highest impacted states. ED Imai noted the report described the cases received only by the National Office and stated most cases are resolved at the commissioner and school levels. ED Imai concluded her remarks by thanking members for their continued support and hard work.

Vice Chair - Vice Chair Ernise Singleton (LA) reported the five Ex-officio Representatives met in 2023 and noted the importance of Ex-officio members in supporting the Commission's work. Meeting quarterly, they briefed on the work of the Commission and obtained information about the work of their organizations on behalf of military families. The meeting notes are published on the website at mic3.net.

General Counsel - Chair Anastasio stated the Commission retains outside General Counsel to provide guidance for the Commission and its Committees with respect to legal issues, related to their duties and responsibilities under MIC3s by-laws and rules. Actively participating in both dispute resolution and litigation matters related to enforcement of the Compact provisions and rules, Counsel also advises the Commission on issues pertaining to investigation, compliance, and enforcement responsibilities. Note: For member state legal assistance requests, contact Executive Director Cherise Imai in accordance with policy 3-2017 *Accessing Legal Counsel*. She yielded the floor to Mr. Stuart Michael.

Mr. Michael reported General Counsel provided legal analysis and memorandums on various topics and assisted with the following: provided a legal advisory regarding *Compact Applicability for Indian and Tribal Lands*, drafted the *External Statute Legislative Toolkit*, provided a letter to the Defense State Liaison Office regarding a proposed amendment to state compact statutes on the US Space Force, drafted a letter to the ranking members of the Armed Services Committee on the Compact, and provided a legal memorandum on the policy for data collection. General Counsel also reviewed legislative proposals from Arkansas, Florida, Nevada, Pennsylvania, Texas, and Virginia.

Mr. Michael highlighted that the General Counsel reviewed and drafted two new rules and three amendments to existing rules: amendment to SEC. 1.101 *Definitions*, amendment to SEC. 2.101 *Adoption of Rules*, amendment to SEC. 2.102 *Data Collection and Reporting*, proposed Rules SEC. 7.106 *Escalation and Reporting of Disputes*, and SEC. 8.101 *Coordination Between States and the Commission*. General Counsel also advised on legal matters regarding state statutes, state default cases, and two clarifications on Robert's Rules regarding voting on commission business during meetings and recorded the MIC3 Legal Perspectives webinar.

US Department of Defense Representative Report – US Department of Defense (DOD) Representative Ms. Dianna Ganote introduced the Headquarter School Liaison Program Managers and outlined the goals and functions of the School Liaison program, including the number of School Liaisons in the country and their responsibilities. The DOD held its fourth annual state education review in October 2023, which included several states reporting MIC3 and education-related cases. Ms. Ganote noted the updated Military Representative (MilRep) Guide was released and posted on mic3.net.

Standing Committee Reports

Leadership Nomination – Leadership Nomination Chair and Past Chair Don Kaminar (AR) highlighted the Commission's current leadership and outlined the Leadership Nomination Committee's goals. He reviewed the election process and timeline and presented the candidates for Commissioner Chair, Vice Chair, and Treasurer. The Vice Chair position being the only office with multiple candidates they were provided the opportunity to provide brief remarks before the Commission.

Compliance – Compliance Chair, Commissioner Bullard reported he was appointed as the committee chair in the Fall of 2021. He expressed appreciation for his predecessor, Daron Korte (MN), who could not be present at the ABM, and his leadership. He referenced the Compact Rules, Chapter 700 *Oversight, Enforcement, and Dispute Resolution*, which provided the Compliance Committee with its mission. Section 7.101-7.103 guides the Commission for informing, resolving, and enforcing Compliance of the Compact articles on the member states. The strategic plan tasked the Compliance Committee with the goals of culture and fidelity, using Strategies One, Three, and Five to work towards improving the Compact.

Commissioner Bullard reported the Commission welcomed 12 new Commissioners in fiscal year (FY) 2023 and had two vacancies remaining: Arizona and California. He was happy to announce that 46 of 51 states held State Council meetings in FY2023, with 64 meetings held in total and 11 extensions granted to new Commissioners for states that previously had vacancies. As outlined in *#1-2017 State Coordination Policy*, Commissioner Bullard noted each member state was required to submit the following by June 30th of each year to the National Office: 1) State Council Membership roster; 2) identify or confirm two points of contact for their state; and 3) provide a summary of accomplishments, activities, and presentations for the previous year. Forty-six states submitted their FY2023 End-of-Year Reports, four of which were received after the deadline. The Compliance Committee also assisted General Counsel with the webinar *MIC3 Legal Perspectives*, and updated informational toolkits for parents, schools, Commissioners, and State Councils that include resources alongside a new policy, *#1-2023 Monitoring Compact Statute and State Legislation*.

Commissioner Bullard motioned to approve the new policy, #1-2023 Monitoring Compact Statute and State Legislation, on behalf of the Compliance Committee. The motion carried unanimously.

Training – Training Chair, Commissioner Shelly Ramos (TX) reported the Training Committee had been assigned goals for culture and education under the strategic plan and were striving to implement the mission and commitments using Strategies Two, Three, Four, and Seven. Sixty-eight trainings were held in FY2023: 59 Compact 101 Trainings and Nine Compact 201 Trainings. Fifty-one sessions were held virtually and 17 were held in-person at various locations throughout the United States and Japan. FY2023 saw a 74% increase in Compact 101 attendees from FY2022. The training data did not include sessions held during national meetings, conferences, or webinars.

Commissioner Ramos was excited to announce a new Training Bookmark was printed and ready to be mailed with the Compact collateral items. She expressed enthusiasm that they were small and easy to carry for training and conferences. Another exciting announcement was the completion of the Compact 101 Training in American Sign Language, which was posted on mic3.net, and the release of the training portal on MIC3Training.net, which provides the Compact 101 Training in ten modules in an accessible online format.

Finance – Treasurer and Finance Chair, Commissioner Brian Henry (MO) reported a three-year contract had been signed with Blue & Company for annual auditing and was happy to announce that 100% of the Commission's dues had been collected for FY2023. He reported the Commission concluded the year 6% under the forecasted budget. Due to the transition to a new accounting system, the Council of State Governments (CSG) reported a delay in conducting the FY2023 annual audit and would provide the final report in January 2024. The Committee was briefed on CSG's accounting system, bank provider and selection process, employee benefits and insurance provider, and a cost analysis of the in-person ABM. Feedback on opportunities to reduce costs and other solutions provided by the Tier Groups was also discussed, including alternating between in-person and virtual ABM format every other year.

Treasurer Henry provided an overview of the Commission's Vanguard investments and reserve funds and stated the Committee had identified the need for a long-range budget strategy. The decline in number of military-connected students and increasing costs of travel, goods, and services led to discussions on funding and budget awareness. The Committee developed the *Guidance for States on Compact Funding Memo* for member states who are interested in securing funding for oversight and implementation of the Compact programs within their state. The Committee did not receive interest from states over the past year and determined the information would be released through an annual memorandum, which would be added to the Commissioner Manual and included in the new Commissioner onboarding process. The Committee received and addressed two submittals and appeals on commissioner ABM reimbursements and amended policy #1-2014 *Travel and Reimbursement Guidelines* to clarify the requirements and reimbursements conducted while traveling on Commission business.

Treasurer Henry motioned to approve the amendments to the policy #1-2014 *Travel and Reimbursement Guidelines* on behalf of the Finance Committee. The motion carried unanimously.

Finally, Treasurer Henry presented the FY2025 Dues and Budget proposals, which would be voted on later in the agenda under Action Items. The proposed budget included a \$96,000 increase for staff salary and benefits, CSG costs, legal consulting and services fees, and increases in travel expenses such as airfare, lodging, and meals to accommodate higher post-pandemic consumer prices and inflation.

Treasurer Henry motioned on behalf of the Finance Committee to approve the FY2025 Dues and Budget proposals.

Commissioner Deanna McLaughlin (TN) countered with a substitute motion to adopt an amended budget with a \$270,137.19 reduction that she prepared and submitted via email. Commissioner Ben Rasmussen (UT) seconded the motion.

Discussion

Commissioner McLaughlin stated she had emailed an amended budget proposal to the members prior to the meeting and would like to address it before the Commission voted. It would be beneficial to look at places where the budget could be trimmed to accommodate for the declining number of military dependents. She proposed the original budget could be reduced by \$270,137.19 and stated she had found expenses that could be cut down or eliminated to avoid using the reserve funds for expense overages.

Commissioner McCaffrey asked how much would need to be pulled from the reserve fund under the Finance Committee's proposed budget. Treasurer Henry responded that the proposed

budget estimated an overage of \$200,000 to be drawn from the \$2.1 million reserve fund, which would not signify a significant amount if it was necessary. Commissioner Clara Botstein (DC) asked if conversations had been held regarding the ABM format and holding virtual meetings to reduce expenses. Treasurer Henry stated conversations would need to be held regarding the future format of the ABM and that there were advantages and disadvantages to virtual meetings that would need to be assessed before a decision could be made.

Commissioner Shelley Joan Weiss (WI) asked when and where the conversations about the ABM format would be held. Treasurer Henry stated the conversations would begin with the Finance Committee and then the process would progress from there, clarifying that he was not sure what the exact details of the process would be because he would no longer be the Finance Chair or Treasurer then, as he was not seeking a third term. Chair Weiss then asked what was being done to consider in-person ABMs and what the Commissioners would see regarding competitive bidding of potential host location. Treasurer Henry stated the process for competitive bidding followed the CSG policies and procedures, and he expressed confidence in the National Office and leadership to make those decisions but understood the need for strong communication and reporting.

ED Imai responded that the Tier Groups met in June and were presented with the ABM Cost Analysis regarding the in-person and virtual ABM formats, and the comments from those meetings were posted on mic3.net. Regarding the comment on competitive bidding, ED Imai stated the National Office visits each location that places a bid and analyzes all aspects of each. The National Office and Executive Committee generally pick the bid with the lowest cost. However, there are other factors to consider, such as location accessibility, the safety of the surrounding areas, etc., that can influence the decision. Some cities, such as Dallas, Atlanta, and Chicago, are easy to access but have much higher costs for lodging and facilities.

Commissioner Greg Lynch (WA) stated he appreciated the work Commissioner McLaughlin put into her budget proposal and analyzing the expenses, but as a member of the Finance Committee he felt it would not be financially responsible to move forward with a budget reduction that had not been vetted through the Finance Committee. Ex-officio Representative Kyle Fairbairn of the Military Impacted Schools Association (MISA) commented that all but one member of the Finance Committee had approved the original budget before it was presented and stated that making cuts and trying to eliminate expenses without proper review could be detrimental to the Commission.

Commissioner Kathleen Murphy (NH) motioned to direct the Finance Committee to look at Commissioner McLaughlin's proposal and find items in the budget that could be reduced. Commissioner Pete LuPiba (OH) seconded the motion. General Counsel called the question out of order. Commissioner Murphy declined to reintroduce the motion.

Chair Anastasio called for a roll call vote on Commissioner McLaughlin's countermotion for an amended budget.

- In favor: N/A
- Against: AL, AR, CO, CT, DE, DC, FL, GA, HI, ID, IL, IA, KS, KY, LA, ME, MD, MS, MO, MT, NE, NV, NH, NJ, NM, NY, NC, OK, OR, PA, RI, SC, SD, TX, VA, WA, WY
- Abstain: AK, MI, OH, TN, UT, WI
- Not Present: IN, MA, MN, ND, VT

Chair Anastasio noted the motion failed with zero in favor, 36 against, and six abstentions.

Chair Anastasio called for a roll call vote on the FY2025 Dues and Budget Proposals as presented by the Finance Committee.

- **In favor: AL, AK, AR, CO, CT, DE, DC, FL, GA, HI, ID, IL, IA, KS, KY, LA, ME, MD, MO, MT, NE, NV, NH, NJ, NM, NY, NC, ND, OK, OR, PA, SC, SD, TX, UT, VA, WA, WY**
- **Against: MI, OH, TN, WV, WI**
- **Abstain: NJ**
- **Not Present: IN, MA, MS, MN, ND, RI, VT**

Chair Anastasio noted the motion carried with 36 in favor, five against, and one abstention. The proposed FY2025 Dues and Budget were approved.

Looking forward, the Finance Committee would continue to educate members on the fiscal process, report on the budget and fiscal status, and establish fiscal principles and policies to support a stable organization. Treasurer Henry stated he was honored to have served as the Treasurer and Finance Chair and felt the Commission would be in good hands once the new Treasurer was elected.

Tier Group Breakout Meetings (For Commissioners and Ex-officio)

The Tier Groups met respectively to discuss common issues. The Tier Groups were provided a one-pager with two topics for discussion but were encouraged to discuss any relevant Compact-related issues brought forward by the members.

Tier 1: Commissioner Mary Gable (MD) reported Tier Group 1 discussed middle school course credits that count for high school courses. Most of the states agreed that cases involving credits earned in middle school for high school graduation credit were complicated, and generally resolved at the school district level. Not all school districts have the same credit policies, even within the same state, and it would be very difficult to get all states on the same page when considering how those credits should be applied. The group recommended that middle schools post awarded credits that count towards high school on their transcripts to make it easy for high schools to place incoming students.

Tier 2: Commissioner Debra Jackson (NY) reported the Tier Group 2 discussed many topics, including: course completion and transcripts, kindergarten enrollment and attendance, pre-K, taking advantage of advance enrollment and how to best support students.

Tier 3: Commissioner Rasmussen reported Tier Group 3 discussed the inconsistencies of Eighth Grade credit policies across the states, special education and IEP transfers, kindergarten enrollments, and the definition of deployment as asked by a Connecticut School Liaison. The group agreed with the other Tier Groups that high school credits earned in middle school needed to be listed in a more consistent way on transcripts to make the credits easier to transfer.

Tier 4: Commissioner Botstein reported Tier Group 4 discussed the individual needs of students and families and spent a lot of time focusing on employment and housing affordability. The increasing costs of housing was pushing families to move further away from the installations, lowering the awareness of the Compact when most of the military-connected students are in school districts further from the base. The group also discussed staffing issues the schools were facing and how low employment affects special education and IEP transfers.

Special Briefs

Defense-State Liaison Office – Ms. Kelli May Douglas, Pacific Southwest Region Liaison, Defense-State Liaison Office (DSLO), Department of Defense, presented an overview of the DSLO and provided outcomes from 2023, including the Taking Care of People initiative and the Joining Forces initiative cofounded by United States First Lady Dr. Jill Biden. She introduced the DoD Top Ten Priorities for 2023-2024, which included the Purple Star Schools Program, Open Enrollment Flexibility, Defining Armed Forces in State Policy, and Military Access to Qualify Family Childcare. Ms. Douglas announced Phase 1 of the Penn State Clearinghouse Study was complete and Phase 2A, the state data extraction report, was in publication. Phase 2B was ongoing and would include interviews from DoD school liaisons, school personnel, military families, installation commanders, and MIC3 commissioners.

Panels

Supporting Military Students with Special Needs: Project SEARCH – Facilitated by Commissioner Designee Dunham and moderated by Ms. Maryanne Moore, Virginia Department of Education, Special Education Coordinator, included the following panelists:

- ◇ Ms. Carly Detlefsen, Cincinnati Children’s Hospital, Project SEARCH National Office; Naval Air Station Oceana – Commanding Officer CAPT Steven Djunaedi, Senior Chief Amber Khoryati, and Mrs. Debbie Patch, School Liaison Officer; Mr. Matt Luther, Department of Aging and Rehabilitative Services (DARS) Transition and Education Services Manager; and Ms. Mary Miller, former Project Search student, and her mother, Bernadette.
- ◇ Panelists explained how Project SEARCH teaches disabled military children and young adults the skills they need to seek employment opportunities through internships. The program is on three military installations in Virginia and collaborates with multiple school districts and organizations. CAPT Djunaedi announced that 51 interns have graduated from the program across 10 businesses at Naval Air Station Oceana, with over 13,000 credited hours of instruction and internship work completed. Senior Chief Khoryati explained the students’ daily schedules and how they split their time in classrooms learning customer service, social and safety skills, communication, and the remainder at their internship businesses.
- ◇ Tablespoons Bakery, a culinary training program that provides internship experiences for disabled young adults and Project SEARCH students, provided cookies to the attendees.

Video Highlights

Commissioners from six states were chosen to present their best practices for implementing the Compact and how they support military-connected children with educational transitions. Presentations were given by Commissioner Kim Priester (SC), Commissioner Kaminar (AR), Commissioner Phillip Cantrell (WV), Commissioner Ramos (TX), Commissioner Jackson (NY), and Commissioner Murphy (NH).

Chair Anastasio recessed the meeting at 4:00 PM ET.

Call to Order

Chair Anastasio called the meeting to order on Thursday, November 9, 2024, at 8:01 AM ET.

Roll Call

Executive Director (ED) Cherise Imai called the roll for the second day, and a quorum was established.

STATE	SAL.	NAME	STATE	SAL.	NAME
ALABAMA	Dr.	Douglas Ragland	NEW HAMPSHIRE	Dr.	Kathleen Murphy
ALASKA	Mr.	Terry Ryals	NEW JERSEY	Mr.	Tony Trongone
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MICHIGAN	Mr.	Michael Price	USDOD REP**	Ms.	Dianna Ganote
MISSISSIPPI	Ms.	Kristen Windham	MCEC**	Ms.	Cindy Smitherly*
MISSOURI	Dr.	Brian Henry	MISA**	Mr.	Kyle Fairbairn
MONTANA	Mr.	Ray Shaw	NFHS**	Mr.	Davis Whitfield
NEBRASKA	Mr.	Brian Halstead	NMFA**	Ms.	Eileen Huck
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* Proxy, ** Ex-officio (non-voting member)

NOT IN ATTENDANCE		
STATE/ORGANIZATION	SAL.	NAME
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RHODE ISLAND	Ms.	Rosemarie Kraeger
TEXAS	Ms.	Shelly Ramos
VERMONT	Mr.	Rene Sanchez

MIC3 National Office

1. Cherise Imai, Executive Director
2. Lindsey Dablow, Training and Operations Associate
3. Darren Embry, Stuart Michael, and Samantha Nance, General Counsel

Standing Committee Reports (continued)

Communication and Outreach – Communications and Outreach Chair, Commissioner Chad Delbridge (WY) reported the Committee is responsible for developing materials to improve and expand the outreach of the Commission and targeting opportunities to communicate the Compact message to a broader audience. The Committee approved the updated Communications Plan, which outlines the general information released to the commissioners and stakeholders through social media, Constant Contact, the monthly newsletter, and webpage. In response to Members' request to receive the information earlier for planning purposes, the Committee updated and approved the Purple Up! Toolkit in January and released it immediately to support April's activities.

The Commission also received favorable feedback from new and seasoned commissioners from the ABM post-event survey on two briefs provided at the meeting and recorded them as webinars. The *MIC3 Past, Present, and Future* and *MIC3 Legal Perspectives* webinars were available on mic3.net. The Commission also produced a webinar on Tutor.com, which provides free academic support and resources for military students. The webinars were posted on the Resources page of the mic3.net website. Resources and programs such as the Compact 101 and 201 Training sessions; updated toolkits for Parents, Schools, Commissioners, and State Councils; External Statute Legislation Toolkit; and Spanish language toolkit, online training, and collaterals were promoted through *Constant Contact*, social media, featured in monthly digital newsletters, and highlighted during standing committee meetings. With the development of the new online training portal by the Training Committee scheduled for launch at the ABM, a media toolkit was developed for states to easily promote and share this new resource with their state councils and stakeholders.

Finally, the Committee reviewed a new policy on the use of member emails and commission communications developed by the Executive Committee in response to Members' concerns regarding receipt of unsolicited marketing and emails from colleagues. The Committee recommended to the Executive Committee the verbiage be added to the existing *Code of Conduct Policy* instead of developing a new policy.

Commissioner Delbridge motioned on behalf of the Communications and Outreach Committee to accept the amendment to policy #2-2017 Code of Conduct. Commissioner McLaughlin motioned for a friendly amendment to include staff and Ex-officio Representatives to the applicability language, seconded by Commissioner Weiss. Commissioner Sojka opposed the friendly amendment. The amended motion carried with one abstention.

Rules – Rules Chair, Commissioner Gable reported the Rules Committee was responsible for administering the Commission's rulemaking procedures and developing proposed rules for the Commission's consideration as appropriate. She provided a review of Chapter 200 of the Compact Rules and reported the Committee had released the *Rules Promulgation Process* webinar in September 2023. Commissioner Gable reminded commissioners that they could submit interesting or challenging cases they have worked using the Unique Case Submission process, which was posted on the Commissioner page of mic3.net.

Commissioner Gable reviewed the proposed amendments to the following Rules: SEC. 1.101 *Definitions*; SEC. 2.101 *Adoption of Rules; Amendment*; and SEC. 2.102 *Data Collection and Reporting*. Additionally, General Counsel recommended two policies be converted to Rules. Policies govern internal administrative practices of the Commission, where rules clarify the

Compact statute and allow enforcement when a state is not compliant. Commissioner Gable introduced the two new proposed Rules: Chapter 700, SEC. 7.106 *Escalation and Reporting of Disputes*, and Chapter 800, SEC 8.101 *Coordination Between States and the Commission*.

Commissioner Gable motioned on behalf of the Rules Committee to accept the amendment to Compact Rule, Chapter 100, SEC 101.1 Definitions. The motion carried unanimously.

Commissioner Gable motioned on behalf of the Rules Committee to accept the amendment to Chapter 200, SEC. 2.101 Adoption of Rules; Amendment. The motion carried unanimously.

Commissioner Gable motioned on behalf of the Rules Committee to accept the amendment to Chapter 200, SEC. 2.102 Data Collection and Reporting. Commissioner McCaffrey motioned for a friendly amendment to strike a word listed in error, seconded by Commissioner Brian Halstead (NE). The amended motion carried unanimously.

Discussion

Chair Anastasio recognized Ms. Ganote who read a response letter from the DoD Military Community and Family Policy (MC&FP) that expressed concern with the proposed Rule amendment to SEC. 2.101. MC&FP stated striking the data collection requirement would prohibit the Commission from collecting data from states that would demonstrate the effectiveness of Compact programs. MC&FP recommended the Commission table the vote or reject the amendment entirely by voting in opposition. Commissioner LuPiba called the question without a second. Commissioner Weiss asked if the core issue with data reporting had more to do with the Compact model language and less of a Rules issue. General Counsel responded the legal recommendation was not to maintain Rules that were not being enforced, and the Compact statute would need to be addressed outside of the ABM by a special committee or another body.

Chair Anastasio called for a vote. The amended motion carried unanimously.

Commissioner Gable motioned on behalf of the Rules Committee to adopt the Compact Rule Chapter 700, SEC 7.106 *Escalation and Reporting of Disputes*. The motion carried unanimously.

Commissioner Gable motioned on behalf of the Rules Committee to adopt the Compact Rule Chapter 800, SEC. 8.101 *Coordination Between States and the Commission*. The motion carried unanimously.

Commissioner Michael Price (MI) motioned for the Commission to adopt a balanced budget policy to be applicable to all future budgets. Commissioner Weiss seconded the motion.

Discussion

General Counsel stated that most policy proposals are made to the Executive Committee for consideration before they are presented to the full Commission. However, this motion for a policy proposal was allowed. Commissioner McCaffrey asked if Commissioner Price had a written proposal that could be reviewed; Commissioner Price did not have a written proposal. Commissioner McCaffrey asked if the original motion could be amended since there was no policy to adopt.

Commissioner Price amended the motion to refer the Executive Committee to explore the adoption of a balanced budget policy. Commissioner Curtis Jones (GA) seconded the amendment. The motion carried. Nine Opposed: HI, MO, CT, KY, NY, OH, SC, KS, NE

The Executive Committee would review the current budget policies and explore the adoption of a new policy for a balanced budget.

Special Briefs

U.S. Department of Education – Chair Anastasio introduced Mr. Jermaine Sullivan, Military Affairs Team Lead, Office of Communication and Outreach, U.S. Department of Education, who served previously in the Air Force and worked closely with U.S. Secretary of Education Dr. Miguel Cardona. Mr. Sullivan introduced the U.S. Department of Education’s Raise the Bar: Lead the World initiative, a collaboration between Secretary Cardona and United States President Joe Biden that aims to advance educational equity and excellence. He listed the four goals of the initiative and the ways that they would be implemented.

Innovative Supports for Military Connected Students – Keith Mispagel, Superintendent, USD 207 Fort Leavenworth Schools, Kansas, and Helen Payne, Superintendent, North Hanover Schools, New Jersey, introduced the Move to Learn, Social Emotional Learning, and Social Wellness for Academic Growth initiatives that were used to aid students who are affected by motor and attention-deficit disabilities. They presented studies demonstrating how a student’s attention to academic tasks and brain development improves when sensory needs are accommodated. Mr. Mispagel introduced the different sensory modalities that can be provided to classrooms and brought samples that are used in his district. He explained how other sensory accommodations, such as Sensory Pathways, could be implemented to improve student focus and productivity in schools.

Panels

Ex-officio Member Perspectives – facilitated by Vice Chair Singleton, which included:

- ◇ Kyle Fairbairn, Executive Director, Military Impacted Schools Association; Eileen Huck, Government Relations Senior Deputy Director, National Military Family Association; Cindy Smitherly (proxy), Vice President, Advancement, Military Child Education Coalition; Davis Whitefield, Chief Operating Officer, National Federation of State High School Associations; and Dianna Ganote, US Department of Defense Representative.
- ◇ The panelists answered questions regarding their respective organizations, how they support military-connected students, and their goals and main focuses for 2024.
- ◇ The panelists shared their experiences as partners with MIC3 and expressed how the Compact could support their missions.

Other Business

Elections – Commissioner Kaminar reintroduced the candidates for Chair, Vice Chair, and Treasurer. There was a slate of candidates for Chair and Treasurer, which were Commissioners Singleton and Lynch, respectively.

Commissioner Kaminar motioned to approve the slate. Commissioner McLaughlin seconded the motion. The motion carried unanimously. Commissioner Singleton was elected as the new Commission Chair and Commissioner Lynch was elected as the new Treasurer.

Chair Anastasio called for a roll call vote for the position of Vice Chair. Commissioners were asked to verbally cast their vote for either Commissioner Daron Korte (MN) or Commissioner Shelley Joan Weiss for the position of Vice Chair.

- **Daron Korte (MN) – 30 - AL, AR, CO, CT, DE, FL, GA, HI, IL, KS, KY, LA, ME, MD, MS, MO, MT, NE, NJ, NM, NY, NC, OK, OR, PA, SC, SD, VA, WA, WY**
- **Shelley Joan Weiss (WI) – 12 - AK, DC, ID, IA, MI, NV, NH, OH, TN, UT, WV, WI**

Chair Anastasio announced Commissioner Korte was elected as the Vice Chair, with 30 votes out of 42 total.

Ex-Officio Application: Blue Star Families – Chair Anastasio reviewed the application to become an Ex-officio member that was submitted by Blue Star Families and reminded the members of the new Ex-officio Organization Application Process that was adopted on the first day of the meeting.

Commissioner Ann Pettit (SD) motioned to adopt Blue Star Families as an Ex-officio member of the Compact. Commissioner McCaffrey seconded the motion. The motion carried unanimously. Blue Star Families was welcomed as a new Ex-officio member and the By-laws would be amended to include their name.

Future ABM Format: Virtual Vs. In-Person – Chair Anastasio reported 25 Commissioners and two proxies had responded to the 2022 post-ABM survey. Twelve of the responders supported alternating the ABM virtually, eight did not support alternating, and seven had no preference. No consensus was reached. The Tier Groups also discussed the item at their meetings in June, and the consensus was that the Commission would alternate to meet virtually on the even years and in-person on the odd years to align with the leadership election cycle. Chair Anastasio called for a motion.

Commissioner McLaughlin motioned to hold in-person meetings on odd years with virtual meetings held on even years. Commissioner Price seconded the motion.

Discussion

Commissioner McCaffrey stated that 2024 would be a virtual meeting if the Committee decided to vote on even years being held online and asked when the virtual meeting cycle would begin. Chair Anastasio responded the contracts for the 2024 ABM had already been signed and paid for, so the first virtual meeting would be held in 2026. ED Imai stated elections are required every year but leadership generally turns over every two years on odd years. That was why it was recommended to hold in-person meetings on the odd years.

Commissioner McCaffrey moved to amend the motion to hold the first virtual meeting in 2026. Commissioner Halstead seconded the amendment.

Discussion

Commissioner McLaughlin asked what percentage of the contract would need to be paid if the Commission were to cancel the in-person ABM for 2024 in favor of moving to a virtual meeting. ED Imai responded the contract was strict about the cancellation policy and there would be extensive penalties for canceling the contract and room block attrition within one year of the event date. Commissioner Sojka stated he was looking forward to the Treasurer’s report in 2024 and believed logistically the meeting should be held in-person for the financial and strategic decisions that would need to be made.

Commissioner Botstein motioned to keep the amendment for virtual meetings on the even years but strike out 2026 as the starting year. Commissioner LuPiba seconded the motion. General Counsel called the question for point of order; there was already a motion and amendment on the floor.

Discussion

Commissioner Lynch stated that, as the new Treasurer, he had concerns about locking anything in too soon before discussions about future dues increases and a new strategic plan could be discussed. His recommendation was to table the discussion about the ABM format, consider Commissioner Price's proposal for a balanced budget policy, and compile data about dues and increasing Commission expenses before making a decision that would bind the Commission financially.

Commissioner Sojka moved to table the motion and amendment on the ABM format indefinitely. Commissioner Priester seconded the motion. The motion carried unanimously.

Awards

Chair Anastasio reviewed policy #1-2015 Awards, process, and types of awards that are given. Recipients for the 2023 Service Awards, Cheryl Serrano Leadership Award, and Norman Arflack Leadership Award were recognized, along with the New Commissioner Mentors for their volunteerism and support. Members were reminded to contact the National Office should they want to request a Community Award for an outgoing state council member or individuals that have contributed or added value to their state programming.

Future ABMs

Chair Anastasio reminded the members that the 2024 ABM would be held in Albuquerque, New Mexico. She stated the location for 2025 had not been selected yet and invited members to indicate if they were interested. Ex-officio Representative Davis Whitfield from NFHS had previously volunteered to host in Indianapolis, Indiana, and Commissioners from Alaska and Utah expressed interest in hosting. Chair Anastasio noted the National Office would research feasibility of the locales for the meeting.

Announcements and Closing Comments

Chair Anastasio thanked members of the Commission for their time and attendance, as all items on the agenda had been addressed. She reminded Members to complete the post-ABM survey that would be disseminated via Constant Contact following the conclusion of the meeting. ED Imai also reminded Members to review the travel policy and file their reimbursement by November 30, 2024. Submittals could be sent by email or mailed via post to the National Office. Chair Anastasio handed the gavel to Commissioner Singleton and welcomed her as the newly elected Commission Chair, inviting her to call for adjournment.

Adjournment

With no further business to conduct, Chair Singleton adjourned the meeting at 3:00 PM ET.