



MILITARY INTERSTATE
CHILDREN'S COMPACT
COMMISSION

2024 Annual Business Meeting

Thursday, October 17

8:00 AM – 12:00 PM MT

“Successful Educational Transitions”

Reconvene

Presentation of Colors

Roll Call

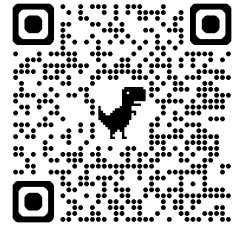
- Alpha by state, ex-officio members
- Unmute to respond here or present

Housekeeping

- ✓ This meeting is being recorded.
- ✓ To reduce noise, mute your microphone
- ✓ Robert's Rules of Order: When recognized by the Chair, state "first and last name, state or organization".
i.e. John Smith (Alaska) or Mary Jones (NMFA)

Housekeeping

- ✓ Day 1 Slides are posted on mic3.net on the 2024 ABM webpage
- ✓ Docket Book page reference notated in blue (i.e. “DB p5”) on slides



WIFI Username: MIC3 Guests

Password: MIC3ABM24



Day 1 Slides



MILITARY INTERSTATE
CHILDREN'S COMPACT
COMMISSION

General Session 8:00 AM – 12:00 PM

State Spotlight – Virginia

Compact Stories: Student Voices - Hawaii

Strategic Plan Small Groups Report Out

Education Commission of the States

Organization and Staff Assessment Report (EMS)

Finance Report

State Spotlight – Kentucky

Compact Stories: Student Voices – North Carolina

Adjournment – 12:00 PM

Boxed Lunches Provided

“Successful Educational Transitions”

Two black spotlights are positioned at the top left and top right of the frame, casting bright white beams of light that converge towards the center text. The background is a grey and white checkerboard pattern.

State Spotlight: Virginia

Commissioner Designee Daniel Dunham

“Successful Educational Transitions”

Virginia

A CHAMPION LEVERAGE MODEL



Virginia Council Membership

Two Legislative Members and Seven Non-Legislative Members

Legislative Members

- *State Senator*
- *Delegate of the House*

Non-Legislative Members

- *Virginia Superintendent of Public Instruction, Council Chair and Commissioner under Code of Virginia*
- *Military Representative*
- *One parent of a military child,*
- *A School superintendent of a school division with high concentration of military connected students*
- *One military spouse who serves on the Department of Education's Military Student Support Process Action Team*
- *Other Community member appointed by the Governor*
- *The Governor or her / his designee*



ON BUILDING CHAMPIONS

COMMUNICATION FLOW MANAGEMENT

HOLISTIC TALENT SCOUTING

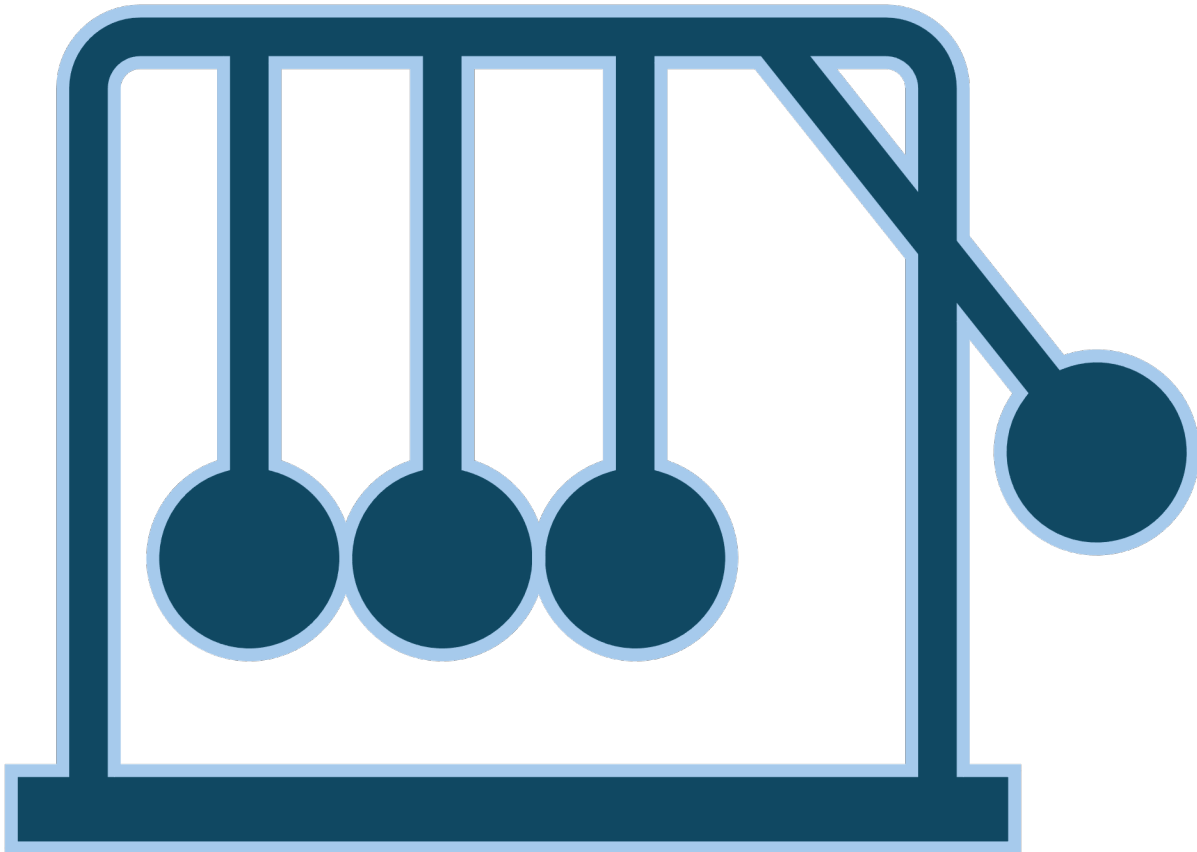
ENGAGEMENT FREQUENCY

FEEDBACK RESPONSIVENESS

FOSTER GROWTH



ON LEVERAGING CHAMPION ENERGY



ONE TEAM ONE FIGHT

SEEK EXPERTISE

ADDRESS NEED

**WELCOME MOMENTUM
AND HARNESS IT**

PUSH OUTWARD AND INNOVATE



MILITARY INTERSTATE
CHILDREN'S COMPACT
COMMISSION

Compact Stories: Student Voices

Transfer of Credits and Transcripts

Hawaii

INDIANAPOLIS INDIANA



Future
Annual
Business
Meetings

2025 - October 22-23 in Indianapolis, IN

2026 - TBD



MIC3

Strategic Plan Report Out

2026 - 2029

Gathering Commissioner Input


Report Out

Placeholder for pictures of each group's 2 flipcharts

- Key Factors/Drivers
- Big Rock Focus Areas/Goals

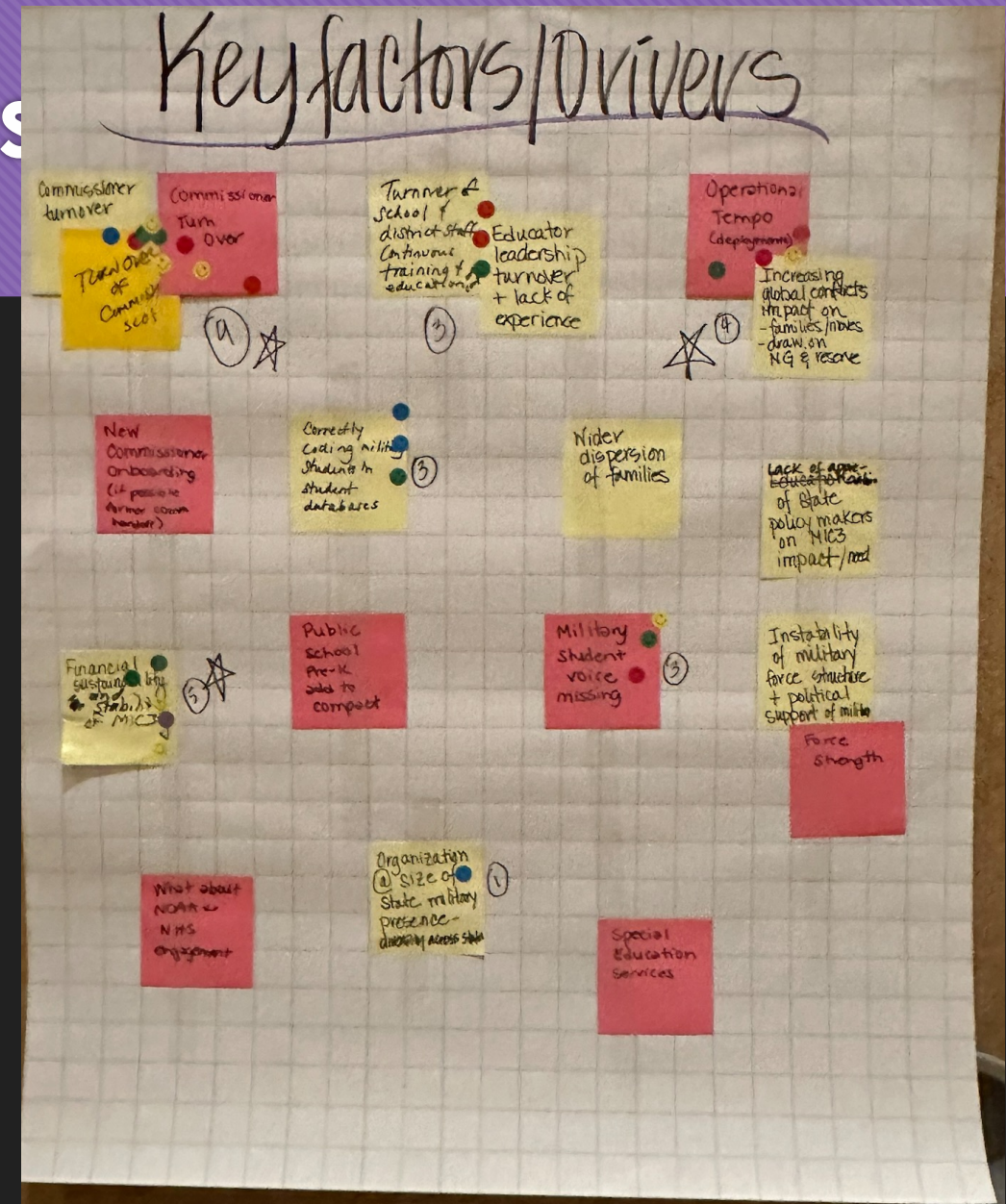
- ❖ Group 1 – Lorna/Greg (Blue)
- ❖ Group 2 – Ernise/Susan (Red)
- ❖ Group 3 – Mary/Chad (Green)
- ❖ Group 4 – Daron/Kathleen (Silver)
- ❖ Group 5 – Laura/Rosemarie (Gold)

Group 1

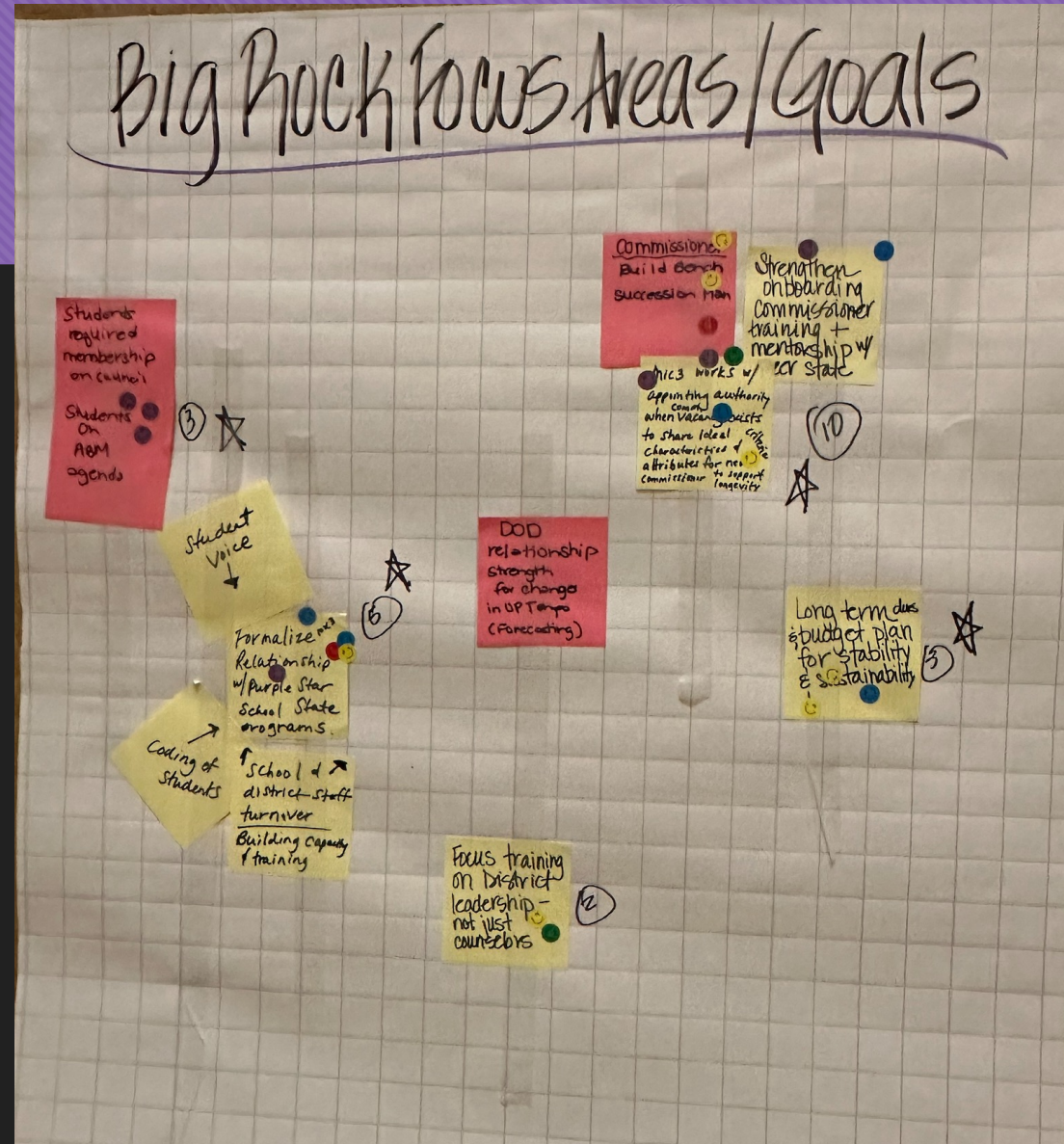
Group 1: Alvarado A
Facilitators: Greg Lynch & Lorna Festa
Blue Star 

- Daniel Dunham
- Dominick Robinson
- Felicia Gonzales
- Spencer Barzee
- Nick Sojka
- Deanna McLaughlin
- Teresa Ferenczhalmu
- Brooke Huntington
- DAVIS Whitfield

Group 1 – Key Factors/Drives



Group 1 – Big Rocks/Goals



Group 2

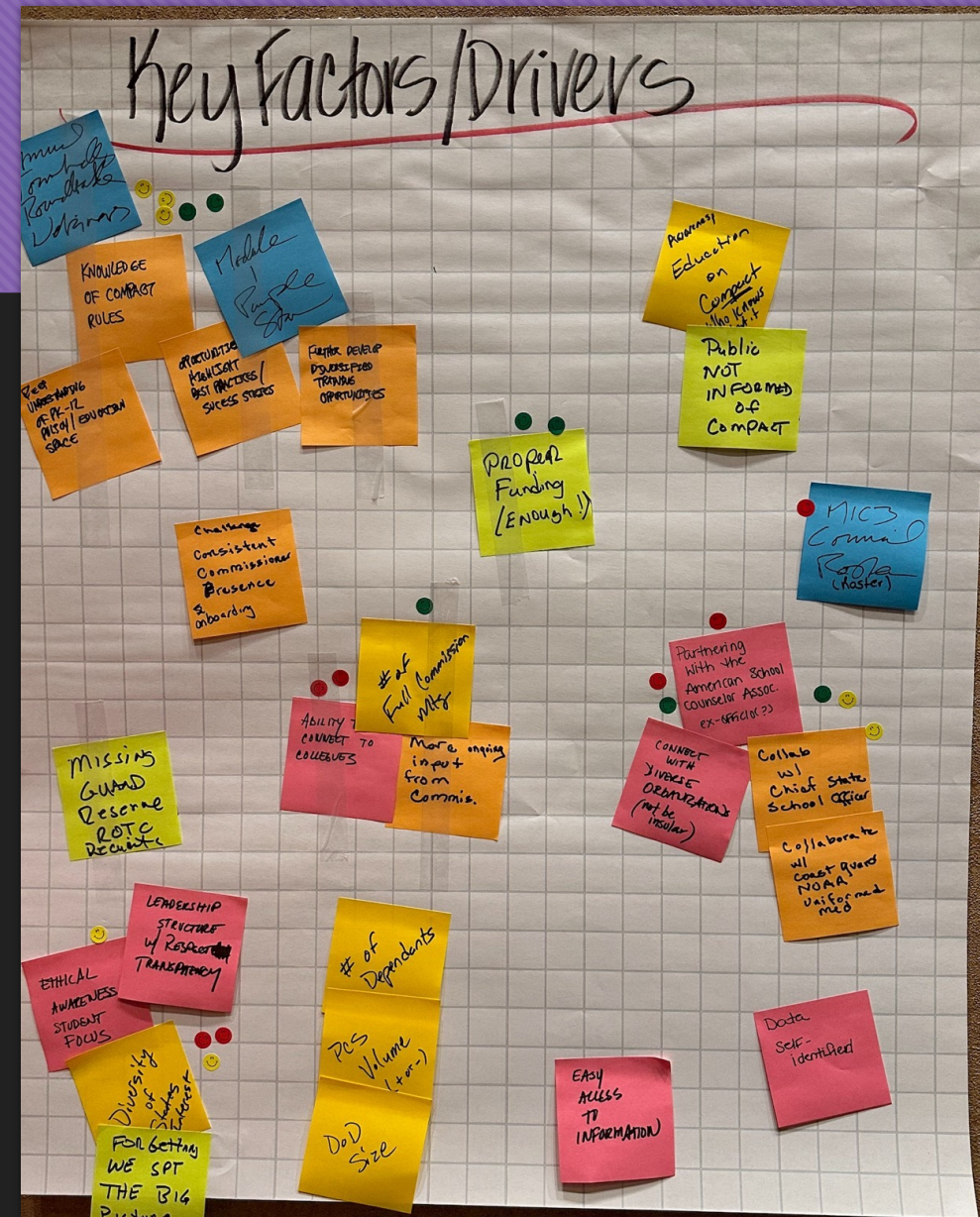
Group 2: Alvarado F

Facilitators: Ervise Singleton & Susan Haberstroh

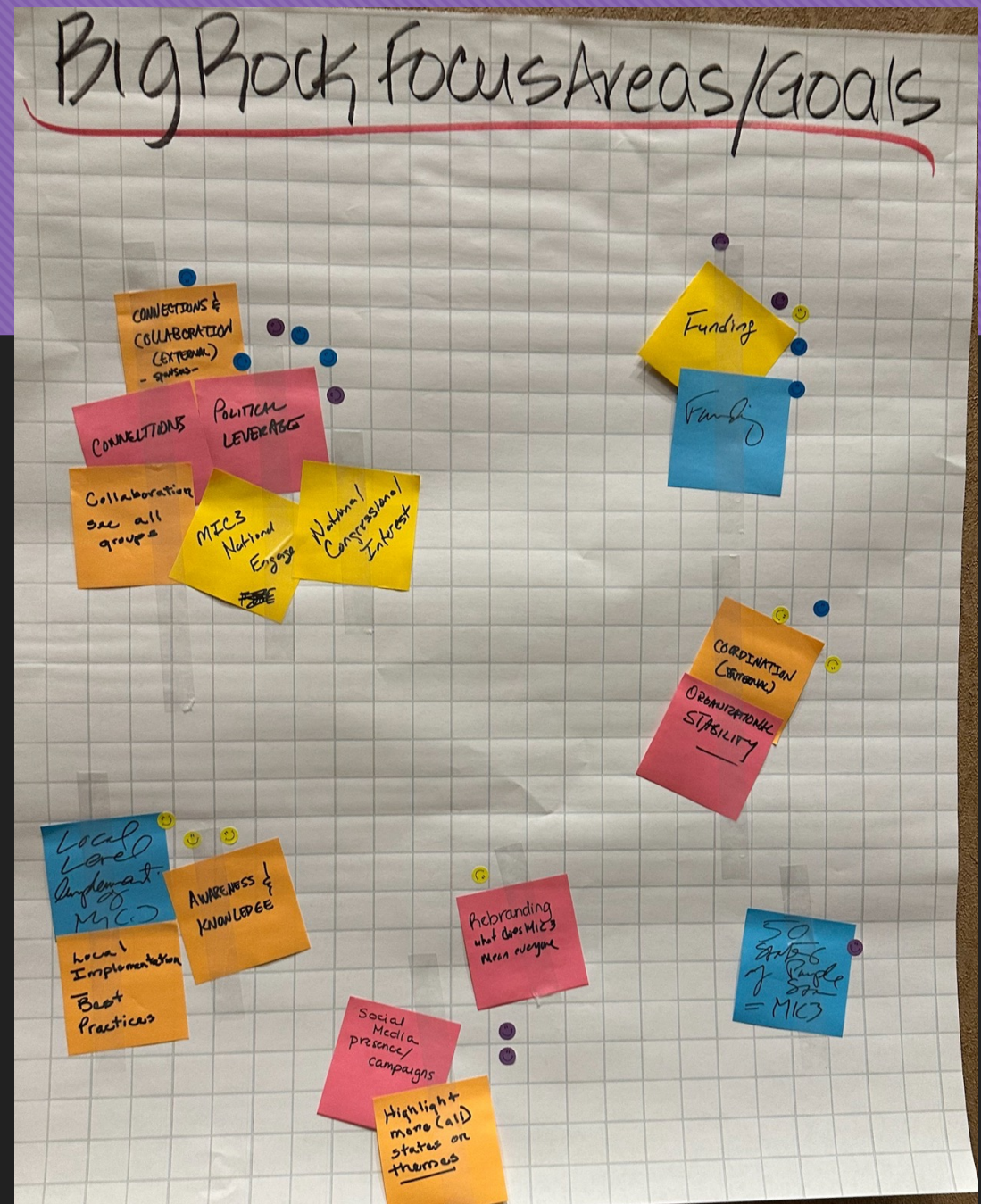
Red Star ~~★~~

- Shelley Joan Weiss
- Terrance McCaffrey
- Peter Laing
- Kristen Windham
- Jenn Davis
- Curtis Jones
- Debra Jackson
- Pete LuRiba
- Tom Porter

Group 2 - Key Factors/Drives



Group 2 – Big Rocks/Goals



Group 3

Group 3: Alvarado G
Facilitators: Mary Gable & Chad Delbridge
Green Star ★

- Tony Trongone
- Tenneal Wetherell
- Keith Owen
- Dale Brungardt
- Barbara Clemmer
- Ann Pettit
- Don Enoch
- Jessica Snyder
- Kyle Fairbairn

Group 3 Key Factors/Drives

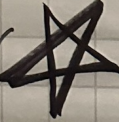
Key Factors / Drivers

- Purple Star Schools
(common application and/or process)
- avenue for getting MICs to schools/districts information
- awareness
- fidelity of imp. of MICs through case study sharing
- Consistency
- Case Studies
- TRAINING CASE STUDIES TRAINING 201
- Training
- Onboarding new Commissioners
- Tighten up H.S. - Credits Transfer

Group 4

Group 4: Alvarado H

Facilitators: Daron Korte & Kathleen Murphy

Silver Star 

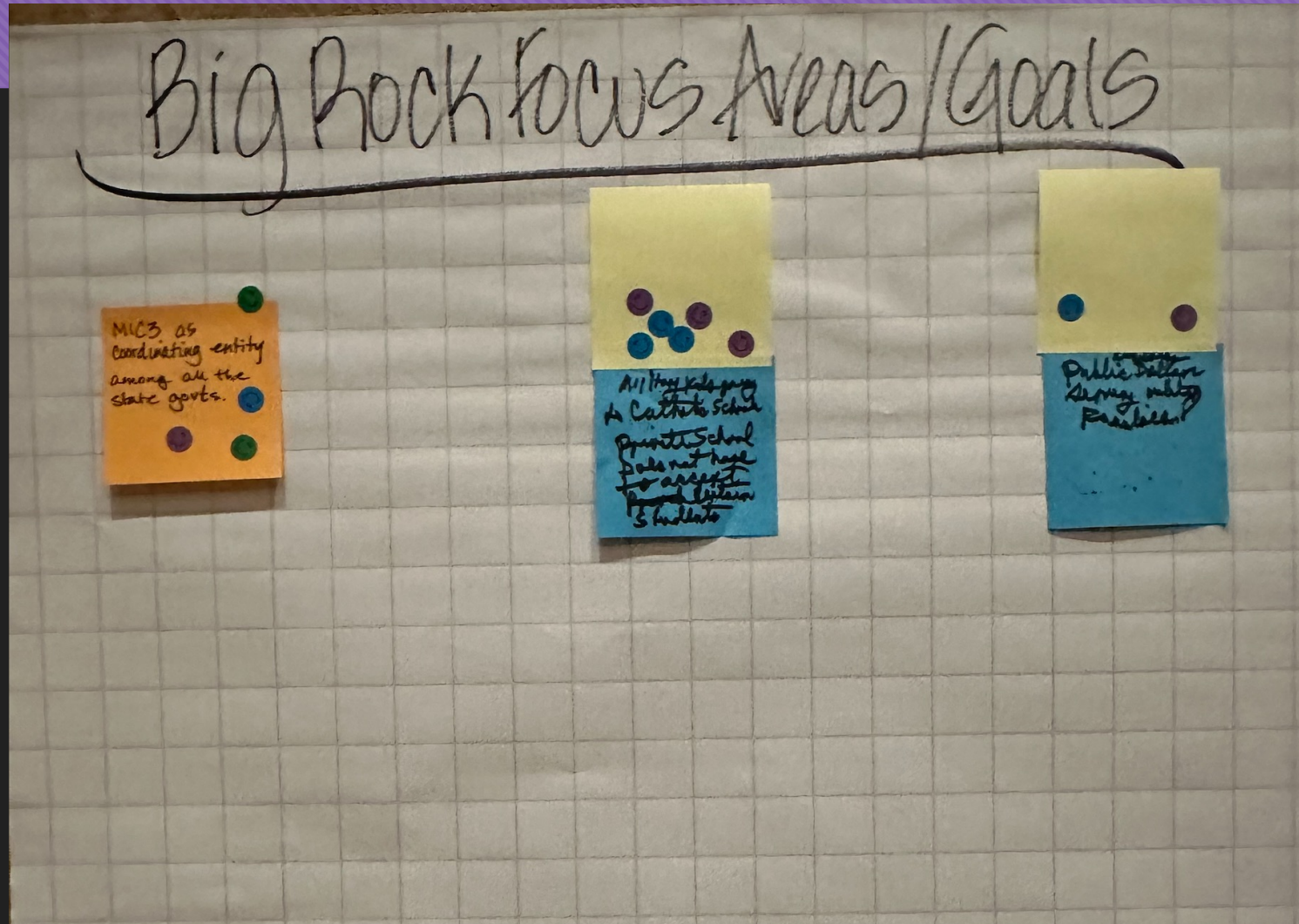
- Douglas Bagland
- Brian Halstead
- Ray Shaw
- Will Jones
- Ben Pasmussen
- Laura Cyr
- John Erickson
- Joseph Hood
- Kyle Wood

Group – Key Factors/Drives

Key Factors / Drivers

- Geographic realities for states → communication & engagement challenges
i.e. ME, HI, MT
- School Choice
 - Home School
 - Charter School
 - Alabama and School Athletic Association
- Private School Reopening Public Schools
- State Policies on School Choice
- What is the emphasis of School Choice?
Freedom
- do control system - School choice could affect ability students

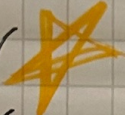
Group 4 – Big Rocks/Goals



Group 5

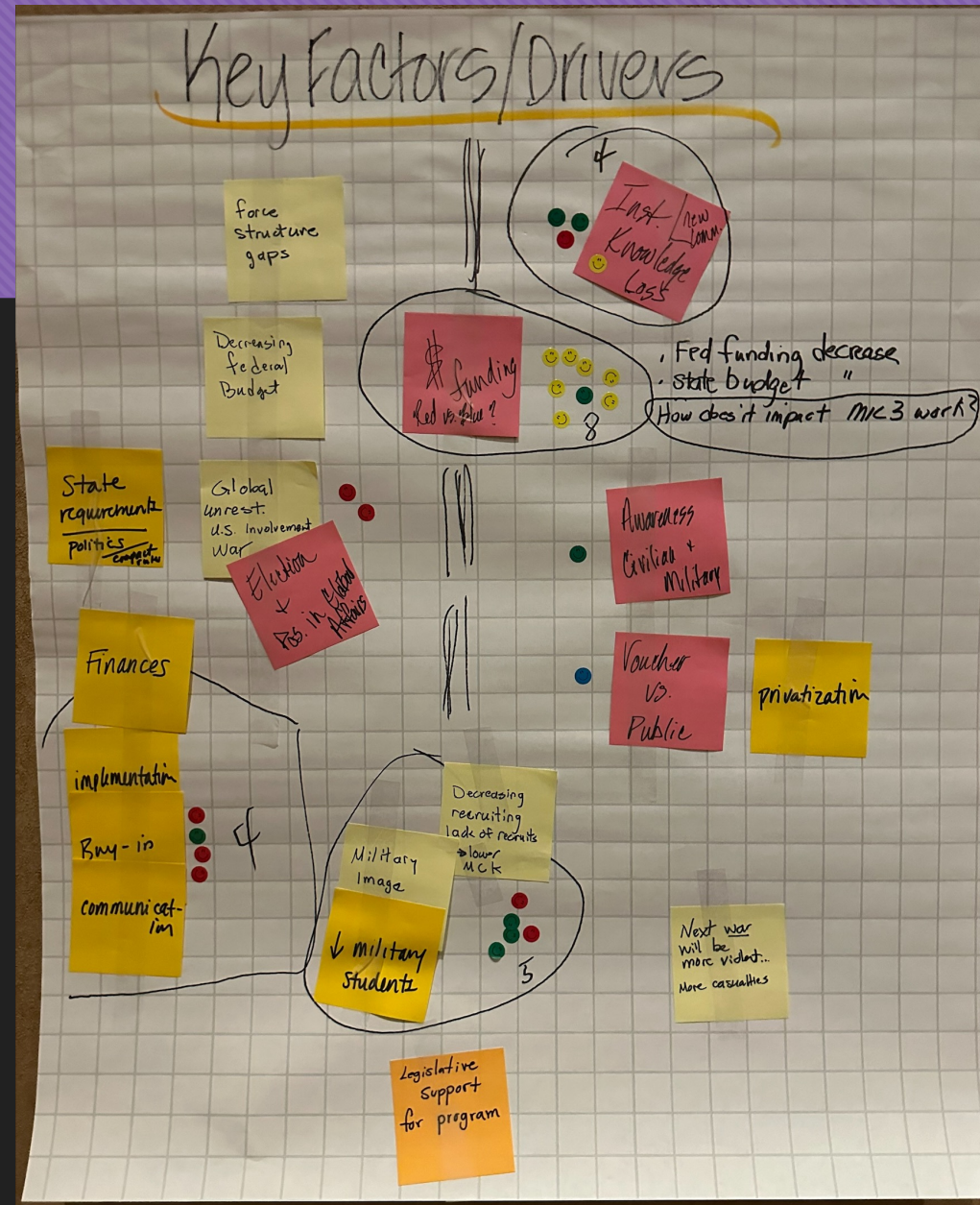
Group 5: Alvarado C

Facilitators: Laura Anastasio & Rosemarie Kraeger

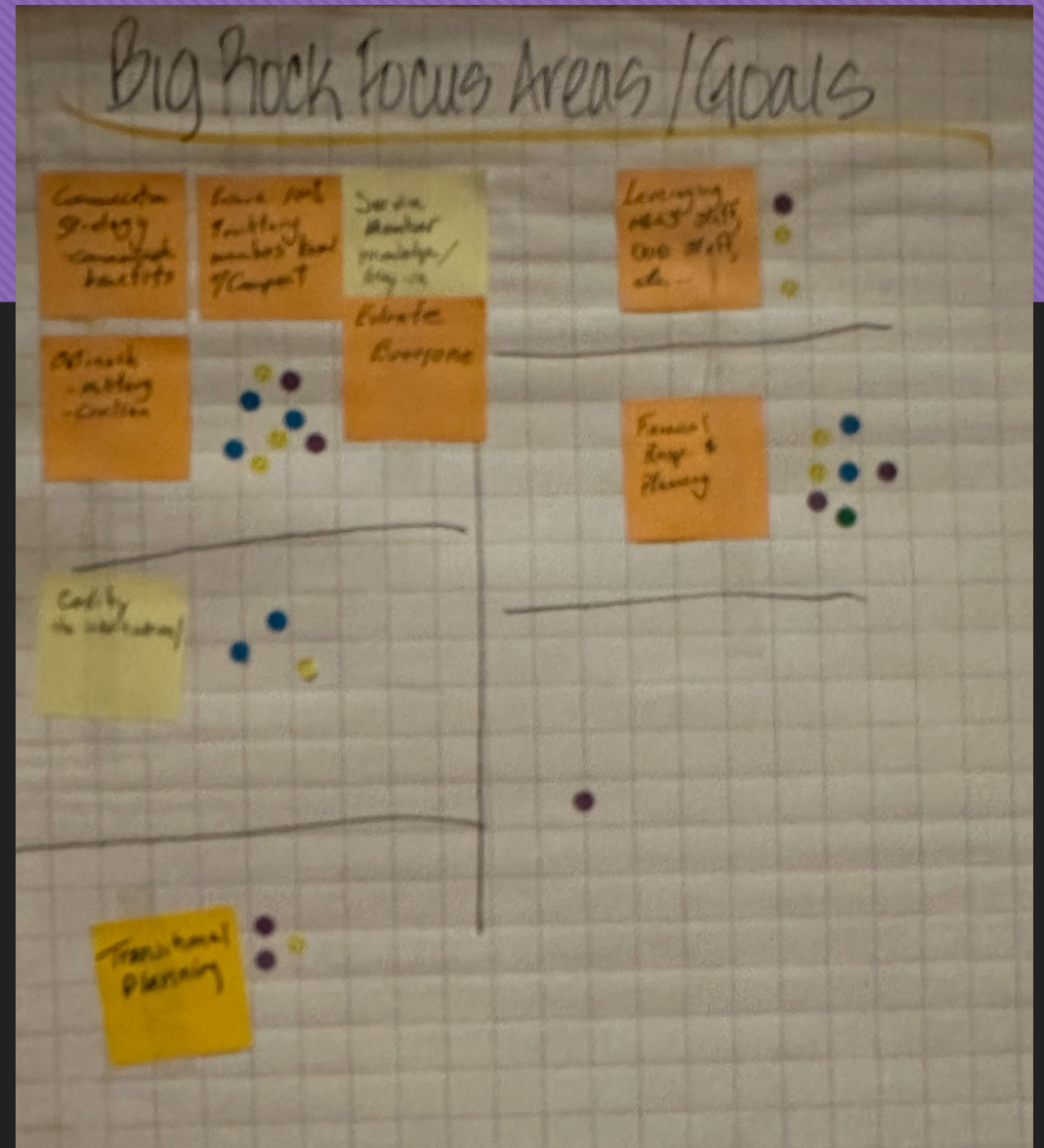
Gold Star 

- Mike Price
- Laura Kacer
- Hilary Bales
- Andelyn Wright
- Nickolas Lambruno
- John Price
- Mark Vollmer
- Dianna Ganote

Group 5 – Key Factors/Drives



Group 5 – Big Rocks/Goals



Thank You!

Strategy is about shaping the future.

- Max McKeown, *The Strategy Book*





MILITARY INTERSTATE
CHILDREN'S COMPACT
COMMISSION

Education Commission of the States

Ben Zumbahlen, State Relations Associate



Bio on mic3.net

“Successful Educational Transitions”

National Education Policy Trends



Military Interstate Children's Compact Commission
Annual Business Meeting 2024



SPEAKER

Ben Zumbahlen

STATE RELATIONS ASSOCIATE

Education Commission of the States



WHO WE ARE.

The essential, indispensable member of any team addressing education policy.



WHAT WE DO.

We believe in the power of learning from experience, and we know informed policymakers create better education policy.



HOW WE DO IT.



Research



Report



Convene



Counsel



State Information Requests

A look at the inquiries ECS receives from state policymakers.



State Education Policy Tracking

Search for enacted and vetoed education bills across the country.





Top Education Trends in States



Agenda

- Open Enrollment
- Military-Connected Trends
- K-12 Funding
- Teacher Retention and Recruitment
- Attendance and Chronic Absenteeism

Open Enrollment

- Intradistrict vs Interdistrict
- Voluntary vs Mandatory





Military Trends

Space Force
Definition

Tailored
Support
Services

Purple Star



Trends



- **K-12 Funding**
- **Teaching**
- **Chronic Absenteeism**
- CTE and Workforce
- Early Care and Education
- Health

Types of Funding Models



Student-Based

Districts receive a base amount of funding per student, with additional money or weights added to provide additional support to students with unique needs.

- *State guarantees a base level of dollars.*



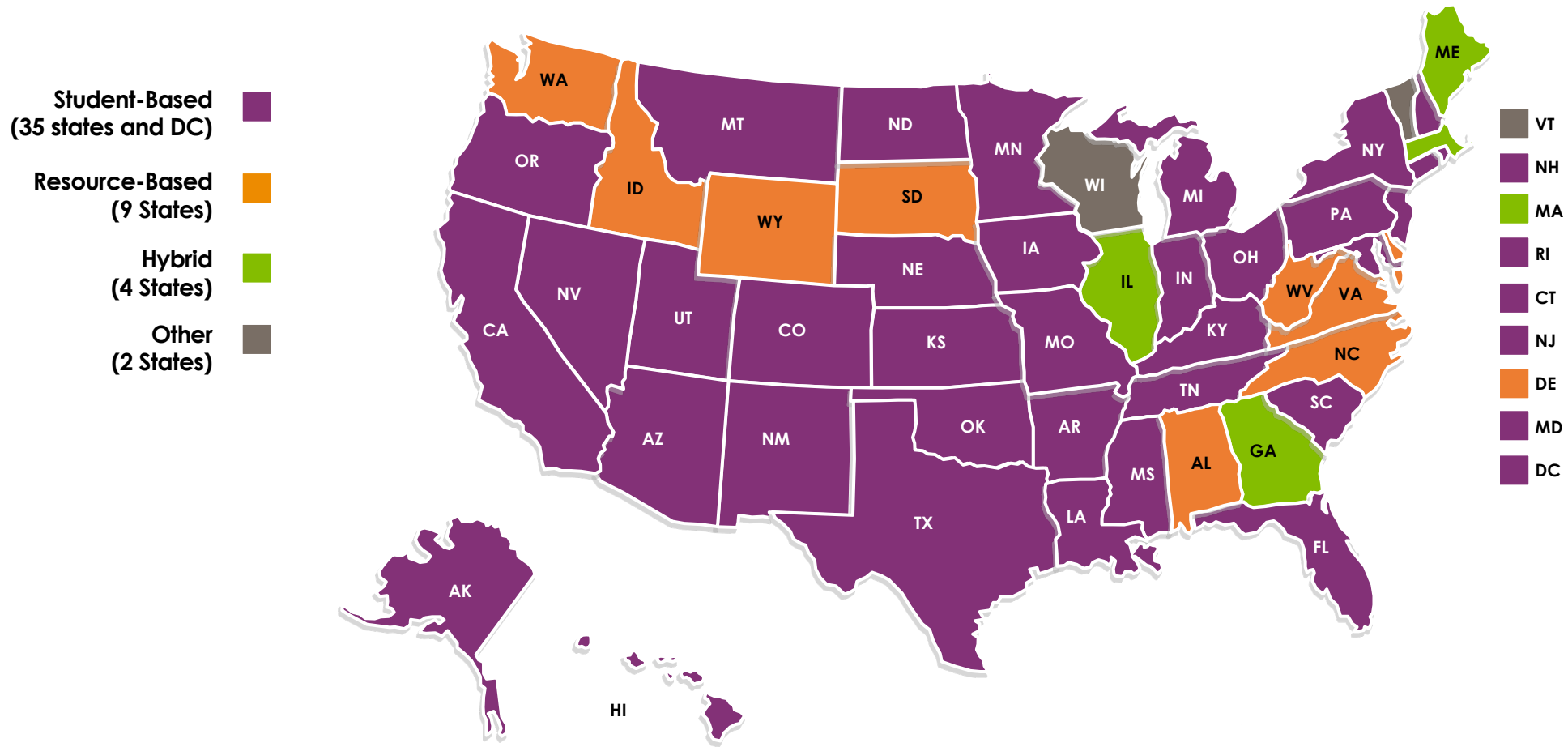
Resource-Based

Districts receive funding based on a minimum level of resources such as staffing, services or programs. Often based on a ratio of students to staff.

- *State guarantees a base level of resources.*



Primary Funding Models





K-12 Funding Trends

Funding
Formulas

Targeted
Funding for
Certain Students

Teacher
Compensation





Teaching Trends

Compensation

Recruitment
and Retention

Certification
and Licensure





Attendance Trends

Multi-Tier
Supports

Reporting

Expanding
Definitions of
Excused
Absences



Thank you!!

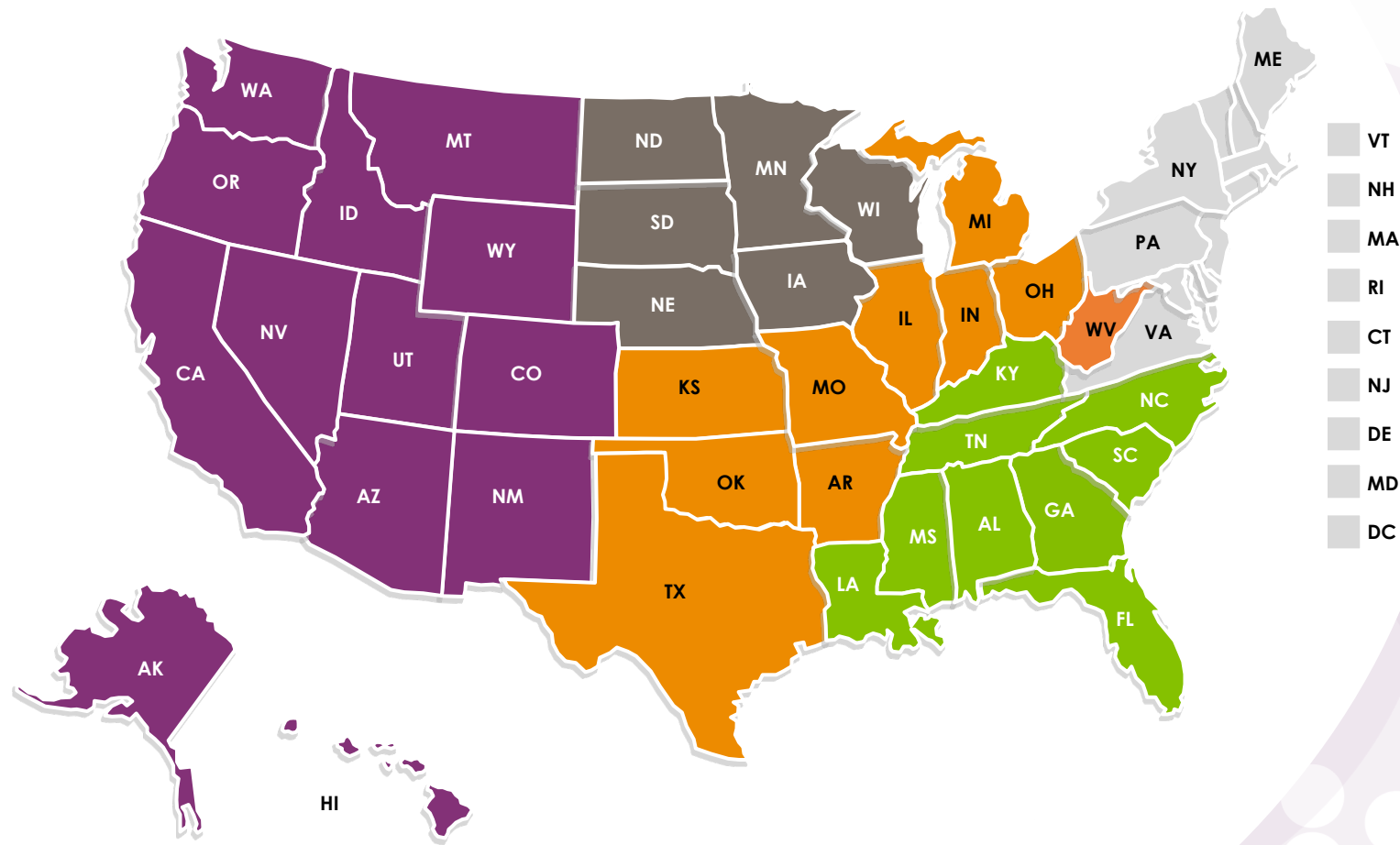
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MILITARY INTERSTATE
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Compact Stories: Student Voices

Course and Credit Transfer – Colorado

Organization & Staff Assessment Report

Fred Corn & Luis Montelongo
Educational Management Solutions

Bios on mic3.net





MILITARY INTERSTATE
CHILDREN'S COMPACT
COMMISSION

9/5/2024

Classification & Compensation Study

Report of Findings & Recommendations

Fred Corn, Luis Montelongo, Kelly Eastes
Educational Management Solutions



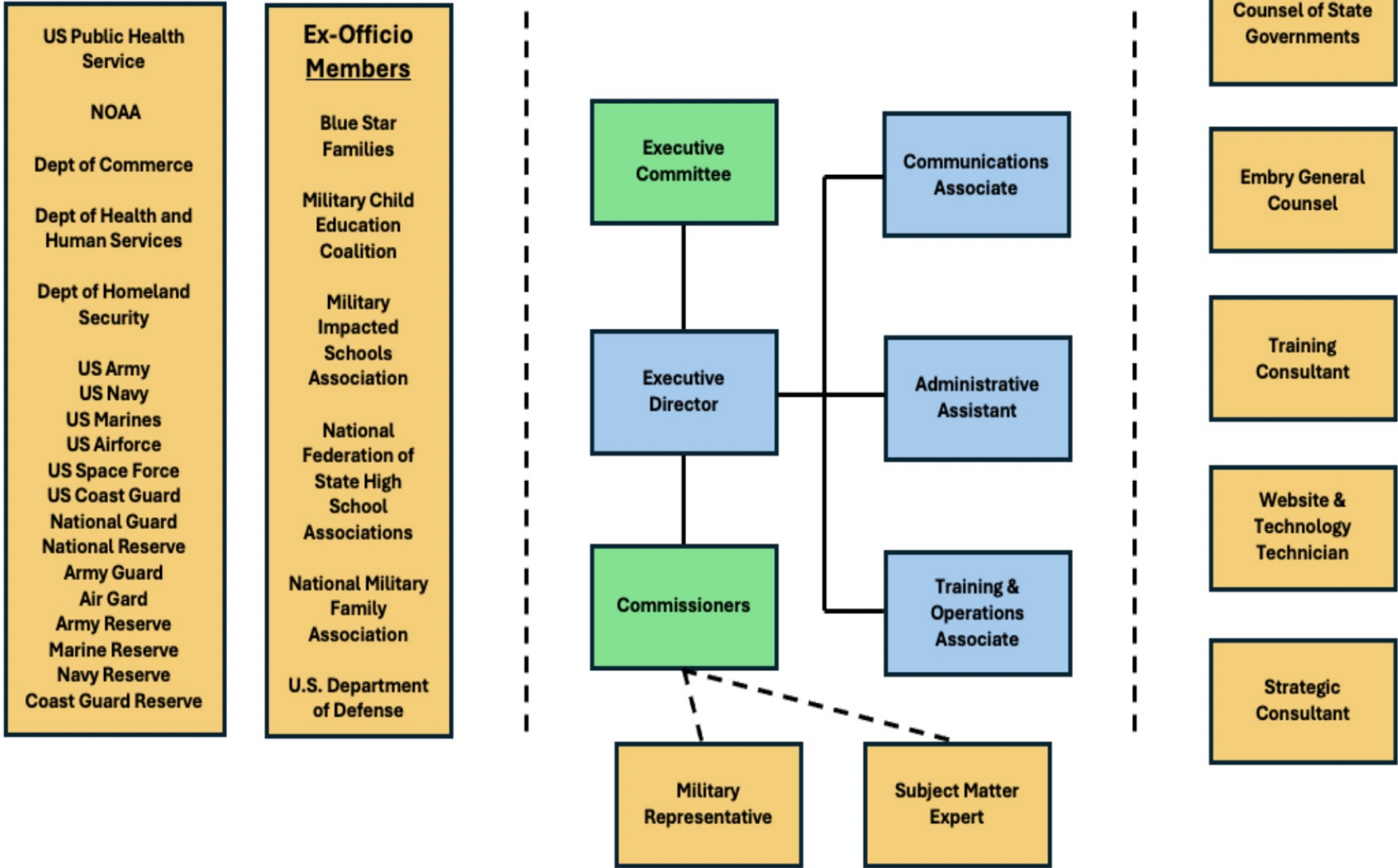
Classification & Compensation Study

Purpose of the Study:

In summary, the overall purpose of this study was to:

- Document the organization's overall management structures and systems
- Assess and document organizational tasks performed by outside entities/consultants
- Provide up-to-date, legally compliant job descriptions
- Analyze current compensation structures based on both internal and external equity
- Recommend possible future staffing adjustments

Organizational Chart MIC3



The CSG provides cost-effective administrative support for the Commission through 10% indirect cost.

CSG Core Services

Insurance Coverage

General Information Technology Support

- Oversight and Support
- Network, Server, and Cloud Support
- Client Systems and Management Support
- Cybersecurity Oversight
- Conferencing Support
- Procurement and Asset Management
 - Servicing of Office Printer
 - Purchase and Service of Computer and Tech Equipment
- Conference and IT Support

Other Services:

Accounting and Financial Bookkeeping

- Accounts Payable and Receivable
- Timekeeping and Payroll
- Monthly Reports
- Banking
- Annual Audit

Human Resources

- Policies and Procedures
- Employment, Job Posting, Filling Vacancies
- Onboarding New Employees
- Job Training and Support
- Leadership and Management Training
- Employee Benefits and Negotiations

Legal

- Administrative Advisement on Policies, Procedures
- Contract Review
- Employee and Commission Advisement

Communications

- Assistance with Graphic Design
- Dissemination of Media Releases

Office Space Rental

Storage Space for Equipment and Collaterals

Mailroom

- Processing FEDEX Mailers and General USPS
- Receipt and Delivery of Mail
- Copying and Printing Services

Commissioner Survey Results

Completed by 38 of 51 MIC3 Commissioners

MIC3 Staff Communications: 80% Strongly Agree / Agree

MIC3 Staff Case Resolution: 81% Strongly Agree / Agree

Relationship with Military Rep: 80 % Very Good / Good

Relationship with Subject Mater Expert: 86% Very Good / Good

Findings & Recommendations: Internal Structures

Finding #1: The current arrangements with the above-mentioned External Support Organizations appear to be very fruitful and efficient for the organization. These arrangements allow the organization to fulfill many roles and functions that employees would typically accomplish at a lower overall cost and without the additional time, effort, and expense of recruiting and hiring full-time employees.

Recommendation: Continue fostering work arrangements with qualified External Support Organizations for complex and/or difficult to recruit roles and functions.

Finding #2: The currently vacant Communications Associate job classification may be difficult to fill in the Lexington, Kentucky, area due to the wide variety of skills and competencies needed to perform the functions of the job.

Recommendation: If recruiting efforts for this job classification are not successful, the organization may need to explore options other than hiring a full-time employee in the Lexington, Kentucky, area.

It is recommended that the organization consider either hiring the Communications Associate as a “remote” position using a nationwide recruiting effort, or possibly even contracting these job functions by hiring an individual specializing in communications as an independent contractor.

JOB DESCRIPTION DEVELOPMENT

The heart of an organization's classification and internal control system are accurate, legally compliant job descriptions. A job analysis process is used to determine the functions of each job classification and to identify its essential functions in accordance with the Americans with Disabilities Act and the Equal Employment Opportunity Commission (EEOC) guidelines.

MIC3 Job Classifications

Currently Staffed

- Executive Director
Purpose: Managing the overall operation of the organization as designated by the Executive Committee; representing the organization and serving as a resource to internal and external parties; establishing long and short-term goals and procedures and ensuring compliance to policies and/or codes.
- Training & Operations Associate
Purpose: Coordinating the training programs and related activities; overseeing assigned committees; providing information to others; and implementing and maintaining services within established guidelines and standards.
- Administrative Assistant
Purpose: Providing a wide variety of complex and confidential administrative and secretarial support to the Executive Director; conveying information regarding department functions and procedures; ensuring efficient operation of support functions; and coordinating assigned projects and site activities. This position provides general support to their assigned administrator.

Currently Vacant

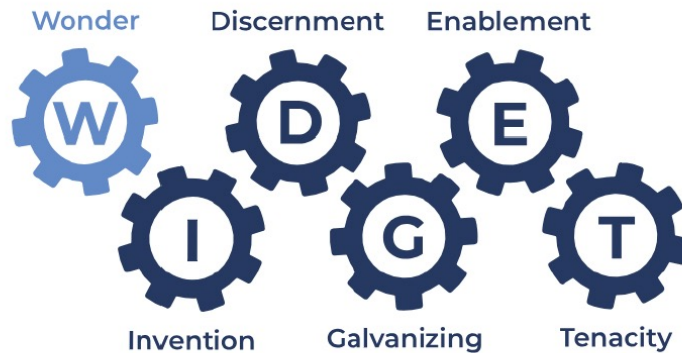
- Communications Associate
Purpose: Coordinating the communications and social media programs and related activities; providing information to others; and implementing and maintaining services within established guidelines and standards.

The Table Group is a firm dedicated to making companies more successful and work more fulfilling.

Through his work as a best-selling author, consultant and keynote speaker, Pat has pioneered the organizational health movement.

— THE 6 TYPES OF —
Working Genius

The 6 types of “working genius” described in this model are:



These types of “genius” align with the phases of any project or process that needs to be completed in the workplace.

Typically, any person has two (2) of these areas in which they “thrive” - called working geniuses, and two (2) the model describes as “working frustrations.”

It is useful, then, for individuals and team members to understand these “geniuses” and “frustration” so that they can build a common framework and vernacular as they plan and perform work. The results of this assessment are below:

| | <u>Working Genius</u> | <u>Working Frustration</u> |
|----------------|-----------------------|----------------------------|
| Allie Thomas | Tenacity, Discernment | Invention, Enablement |
| Lindsey Dablow | Wonder, Tenacity | Galvanizing, Invention |
| Cherise Imai | Tenacity, Wonder | Invention, Galvanizing |

Throughout this study, it was determined that there are currently three functionally different job classifications performed by staff and one more that is currently vacant. In addition, for role clarity, additional job descriptions were created to show the functions performed by the Counsel of State Governments (an External Support Organization) and MIC3 Commissioners. |

- MIC3 Commissioner
Purpose: Serving as a point of contact and liaison between the national office, military families, and school districts that serve those families; oversight on the State Council operations; and ensuring state compliance with the Compact.
- CSG Core Services
Purpose: Providing support to the delivery of technology, accounting, human resource services, legal support, communications, and mail services to MIC3 on a contractual basis.
- Deputy Director
Purpose: Assisting with the management of the overall operation of the organization as designated by the Executive Director; representing the organization and serving as a resource to internal and external parties; establishing long and short-term goals and procedures and ensuring compliance to policies and/or codes.

Findings & Recommendations: Job Descriptions

Finding #1: The organization's current job descriptions required an update and legal compliance review.

Recommendation: Adopt recommended job descriptions created based on employee, commissioner, and supervisor input and formatted in a legally compliant manner.

INTERNAL EQUITY ALIGNMENT

All job classifications were evaluated using competency factors previously validated with education systems to identify a *job value*. The calculated job value is based on a determination of the level to successfully perform the job functions of 33 factors (Exhibit #4). The factors are grouped within the following categories:

Complexity –addresses the level of Coordination, Diversity, Flexibility, and Problem Solving.

Knowledge –address the level of Education, Language, Math, and Reasoning.

Responsibility –address the level of Consequences of Errors, Financial Control, Scope of Resources, Supervision by Others, and Supervision of Others.

Skills –address the level of Experience, Expertise, and Need to Upgrade Skills.

Working Conditions –address both the level of Physical and Environmental conditions, including Body Movement, Coordination, Strength and Endurance, Upper Extremity Demands, Atmospheric Conditions, Exposure to Hazards, Impact of Injury, and Potential for Injury.

Findings & Recommendations: Internal Equity

Finding #1: The study's internal equity analysis indicated that the current wage placement of one (1) job classification does not align with its internal equity.

Recommendation: Reallocate the misaligned job classification to align with peer groupings based on similar competency-based job values.

It is recommended that the Training & Operations Associate job classification be moved to a higher wage range than the Communications Associate job classification based primarily on the higher levels of responsibility required.

Finding #2: The incumbent in the Training & Operations Associate job classification has been given high levels of self-directed organizational responsibilities and is, as needed, required to act for the organization during the Executive Director's absence.

Recommendation: Consider transitioning the incumbent in the Training & Operations Associate job classification into a more appropriate job title and wage range.

It is recommended that the organization consider transitioning the incumbent in the Training & Operations Associate job classification to a Deputy Director for the organization.

EXTERNAL MARKET ANALYSIS

A market analysis was conducted using eleven (11) market sources plus two (2) aggregated surveys for the purpose of collecting information to determine the competitiveness of the organization's compensation levels. The sources were:

| | | |
|-------------------------|-----------------------------|------------------------|
| Department of Education | Fayette County Schools | IC for Adult Offenders |
| IC for Juveniles | Military & Veterans Affairs | NFHS |
| Red Cross | Scott County Schools | United Way |
| University of Kentucky | Woodford County Schools | |

Additionally, the aggregated wage data was obtained from PayScale and Salary.com and was added to the above market sources to further ensure market accuracy. It should also be noted that the CSG "cost of living" metrics were utilized during this analysis to ensure the wage data is consistent and accurate when market sources are located outside of the Lexington, Kentucky, area.

The hiring wage amounts for all studied job classifications were compared to jobs of the market sources for which it was determined to be a valid job match.

Market Detail

All Sources

Military Interstate Children's Compact Commission

Detailed Market Analysis

| | | Job Title | Eff. Date | Current Pay Grade | Minimum | Mid | Maximum | %Width |
|---------------------------------|--|--|---------------------|----------------------|----------------|---------------|---------------|------------|
| Administrative Assistant | | | | | | | | |
| MIC | | Administrative Assistant | 7/1/24 | Grade 5 | 18.50 | 22.95 | 27.40 | 48% |
| Organization 1 | | Exec Asst To Superintendent | 7/1/24 | | 19.83 | 30.81 | 41.78 | 111% |
| Organization 2 | | Staff Assistant Sr. (Talent Acquisition Dept.) | 6/1/23 | | 17.33 | 17.90 | 18.46 | 7% |
| Organization 3 | | Admin. Asst. to Superintendent | 7/1/24 | | 23.81 | 27.36 | 30.90 | 30% |
| Organization 4 | | Secretary to the Superintendent | 7/1/24 | | 21.94 | 26.77 | 31.59 | 44% |
| Organization 5 | | Executive Assistant to the President | 1/1/24 | | | | 31.63 | 0% |
| Organization 6 | | Logistics Coordinator | 1/1/24 | | 24.80 | 32.00 | 39.19 | 58% |
| Organization 7 | | Manager, Membership Experience (x0.75 COLA Adj.) | 1/1/24 | | 17.69 | 21.35 | 25.00 | 41% |
| Organization 8 | | Administrative Assistant (55k+) (x1.035 COLA Adj.) | 1/1/24 | | | | 27.35 | 0% |
| Organization 9 | | Administrative Assistant | 7/1/24 | | 18.51 | 22.96 | 27.40 | 48% |
| PayScale, Lexington KY | | Assistant to the Director | 8/1/24 | | 20.60 | 24.39 | 28.18 | 37% |
| Salary.com, Lexington KY | | Administrative Assisant I | 8/1/24 | | 20.93 | 23.48 | 26.03 | 24% |
| Other Org. Average | | | # of Sources | | 20.60 | 25.22 | 29.77 | 45% |
| Other Org. Median | | | 11 | | 20.60 | 24.39 | 28.18 | 37% |
| % Difference from Median | | | | | -11.35% | -6.27% | -2.85% | |
| Communications Associate | | | | | | | | |
| MIC | | Communications Associate | 7/1/24 | Grade 7 | 24.47 | 31.08 | 37.69 | 54% |
| Organization 2 | | Information Officer (Comm. Dept.) | 6/1/23 | | 25.24 | 26.33 | 27.41 | 9% |
| Organization 6 | | Web Development Manager | 1/1/24 | | 30.10 | 40.14 | 50.17 | 67% |
| Organization 7 | | Director, Communications (x0.75 COLA Adj.) | 1/1/24 | | 32.69 | 39.42 | 46.15 | 41% |
| Organization 8 | | Comms Associate (75k+) (x1.035 COLA Adj.) | 1/1/24 | | | | 37.31 | 0% |
| Organization 9 | | Communications and Marketing Associate | 7/1/24 | | 22.02 | 27.77 | 33.51 | 52% |
| PayScale, Lexington KY | | Communications Associate | 8/1/24 | | 21.54 | 24.25 | 26.96 | 25% |
| Salary.com, Lexington KY | | Internal Communications Specialist I | 8/1/24 | | 30.24 | 33.96 | 37.68 | 25% |
| Other Org. Average | | | # of Sources | | 26.97 | 31.98 | 37.03 | 37% |
| Other Org. Median | | | 7 | | 27.67 | 30.86 | 37.31 | 35% |
| % Difference from Median | | | | | -13.08% | 0.70% | 1.01% | |

Market Detail

All Sources

Military Interstate Children's Compact Commission

Detailed Market Analysis

| | | Job Title | Eff. Date | Current Pay Grade | Minimum | Mid | Maximum | %Width |
|---------------------------------|---|-----------|---------------------|----------------------|-----------------|-----------------|-----------------|------------|
| Deputy Director | | | | | | | | |
| MIC | Deputy Director | | 7/1/24 | | Proposed | Proposed | Proposed | |
| Organization 6 | Policy & Operations Director | | 1/1/24 | | 37.76 | 50.35 | 62.93 | 67% |
| Organization 7 | Director, Policy & Advocacy (x0.75 COLA Adj.) | | 1/1/24 | | 38.46 | 45.19 | 51.92 | 35% |
| Organization 9 | Deputy Director | | 7/1/24 | | 40.91 | 56.25 | 71.59 | 75% |
| PayScale, Lexington KY | Deputy Director, Non Profit | | 8/1/24 | | 30.67 | 36.94 | 43.21 | 41% |
| Salary.Com, Lexington KY | Non-Profit Program Associate Director | | 8/1/24 | | 58.74 | 70.68 | 82.62 | 41% |
| Other Org. Average | | | # of Sources | | 41.31 | 51.88 | 62.45 | 51% |
| Other Org. Median | | | 5 | | 38.46 | 50.35 | 62.93 | 64% |
| % Difference from Median | | | | | | | | |
| Executive Director | | | | | | | | |
| MIC | Executive Director | | 7/1/24 | Grade 13 | 40.91 | 56.25 | 71.59 | 75% |
| Organization 2 | Chief Administrative Officer (CAO Dept.) | | 6/1/23 | | | | 77.97 | 0% |
| Organization 3 | Director of Pupil Personnel (rank 1-A) | | 7/1/24 | | 29.88 | 36.63 | 43.38 | 45% |
| Organization 4 | Chief Academic Officer (240) (rank 1) | | 7/1/24 | | 48.69 | 60.25 | 71.80 | 47% |
| Organization 5 | Dir Academic Resources/Enrichment Svcs | | 1/1/24 | | 40.87 | 40.87 | 40.87 | 0% |
| Organization 6 | Executive Director | | 1/1/24 | | 52.68 | 75.26 | 97.84 | 86% |
| Organization 7 | Executive Director (x0.75 COLA Adj.) | | 1/1/24 | | 61.54 | 75.96 | 90.38 | 47% |
| Organization 8 | CEO (250k+)(x1.035 COLA Adj.) | | 1/1/24 | | | | 124.35 | 0% |
| Organization 9 | Executive Director | | 7/1/24 | | 46.20 | 64.69 | 83.17 | 80% |
| PayScale, Lexington KY | Executive Director, Non Profit | | 8/1/24 | | 34.14 | 42.64 | 51.14 | 50% |
| Salary.Com, Lexington KY | Non-Profit Executive Director | | 8/1/24 | | 76.30 | 92.06 | 107.82 | 41% |
| Other Org. Average | | | # of Sources | | 48.79 | 61.04 | 78.87 | 62% |
| Other Org. Median | | | 10 | | 47.45 | 62.47 | 80.57 | 70% |
| % Difference from Median | | | | | -15.97% | -11.05% | -12.54% | |

Market Detail

All Sources

Military Interstate Children's Compact Commission

Detailed Market Analysis

| Job Title | | Eff. Date | Current Pay Grade | Minimum | Mid | Maximum | %Width |
|--|---|---------------------|-------------------|----------------|--------------|---------------|------------|
| Training and Operations Associate | | | | | | | |
| MIC | Training and Operations Associate | 7/1/24 | Grade 7 | 24.47 | 31.08 | 37.69 | 54% |
| Organization 2 | Human Resources Analyst (Emp. Relations & Training Dept.) | 6/1/23 | | 26.72 | 27.99 | 29.26 | 10% |
| Organization 5 | Training Specialist Senior (HR) | 1/1/24 | | 23.56 | 24.60 | 25.63 | 9% |
| Organization 6 | Training Coordinator | 1/1/24 | | 30.10 | 40.14 | 50.17 | 67% |
| Organization 7 | Manager, Operations (x0.75 COLA Adj.) | 1/1/24 | | 26.92 | 30.77 | 34.62 | 29% |
| Organization 9 | Training Manager | 7/1/24 | | 30.00 | 31.76 | 33.51 | 12% |
| PayScale, Lexington KY | Training & Development Specialist | 8/1/24 | | 22.87 | 26.99 | 31.11 | 36% |
| Salary.com, Lexington KY | Training Specialist I | 8/1/24 | | 27.54 | 30.61 | 33.68 | 22% |
| Other Org. Average | | # of Sources | | 26.82 | 30.41 | 34.00 | 27% |
| Other Org. Median | | 7 | | 26.92 | 30.61 | 33.51 | 24% |
| % Difference from Median | | | | -10.01% | 1.51% | 11.09% | |

Finding #3: Starting Wage Comparison: The current CSG schedule pay grade placements for MIC3 Staff job classifications are all low as compared to similar job classifications in the surveyed market source employers.

Recommendation: It is recommended that the organization consider increasing the pay grades for all staff job classifications by one (1) pay grade. In addition, consider transitioning the incumbent in the Training and Operations Associate job classification to Deputy Director.

Recommended CSG Schedule Pay Grade placements for each MIC3 Staff job classification:

| | Current Pay Grade | Recommended Pay Grade |
|---------------------------------|--------------------------|------------------------------|
| Administrative Assistant | 5 | 6 |
| Communications Associate | 8 | 9 |
| Training & Operations Associate | 8 | 10 (see internal equity) |
| Deputy Director | N/A | 12 |
| Executive Director | 13 | 14 |

IMPLEMENTATION

Educational Management Solutions recommends that (*Step #2 below*) the wage placement of an employee moving to a higher wage range needs to be placed appropriately to reduce or eliminate any pay compression.

STRATEGIES TO ADDRESS RECOMMENDATIONS

Implementation of the recommendations needs to be considered in the following order. The timeline for full implementation will be dependent on the available resources. It is common for the implementation of a Study of this scope to be phased in over several years.

Step 1 - Adopt Recommended Job Descriptions: This will provide for greater clarity of roles, functions, prerequisite competencies, and pre-employment requirements.

Step 2 - Adopt Internal Equity Recommendations: Adopt recommended range realignments. This will address internal equity issues of job classifications with different job titles but similar functions and prerequisite requirements that are currently placed at different wage ranges. The wage placement of impacted employees needs examined to ensure that pay compression is minimized and eliminated where possible.

Step 3 - Market Adjustments: Following the actions taken to address the above implementation steps, review the market analysis findings and recommendations and make additional wage range adjustments as appropriate to address market competitiveness.

Step 4 - General Schedule Adjustment: Consider applying a general increase to the schedules following consideration of the above. Making a general adjustment to the schedules prior to addressing the above steps recommendations would magnify the identified inequities between the salaries of the current job classifications.

MAINTENANCE OF COMPENSATION PRACTICES

Implementation of the recommendations will place the compensation structure in a competitive position as defined by the median of the market. To remain in this relative position, the organization will need to adopt practices to ensure that the issues of internal equity, market competitiveness, and potential pay compression are periodically addressed with a uniform and defensible process over time. It is suggested that the organization consider the following:

Periodic Review: Maintenance of the job information is critical as functions and related job requirements change due to the normal evolution of jobs. A structured review process can address this need and is essential for reinforcing the “fairness” of the outcomes of this Study and maintenance of job information over time. Such a process should be based on the review of the essential functions of the job, established job evaluation factors, and market data. This same process can be integrated into the organization’s operations to address reclassification requests.


Monitoring the Market: Putting a system in place to monitor general increases granted by the organizations is considered part of the organization’s competitive market. The increases of the other organizations will need to be monitored periodically to determine their overall impact on the continued competitiveness of the organization’s compensation structure over time.

Updating Job Class Descriptions: Dependent on the occupational field, job descriptions are out-of-date within 3 to 5 years. The rapid advancements in the use of technology, shifts in funding patterns, changes in the demographics of the student population, etc., all affect the nature, scope, and qualification of jobs that the organization requires. Reviewing a portion of the organization’s classifications each year will address this issue. This practice ensures that job information upon which employment decisions are being made is current and will reduce the frequency of reclassification requests.

Use of Software Applications: *JobsPlus*™ software will be licensed to the organization as a follow-up component to the Study. The software will be updated with information appropriately based on recommendations implemented. Ongoing use of this software by organization staff can ensure that the job information is kept current and can be utilized for a wide variety of human resource uses.



MILITARY INTERSTATE
CHILDREN'S COMPACT
COMMISSION



Classification & Compensation Study

Report of Findings & Recommendations

QUESTIONS?



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Compact Rules: SEC. 2.103 Dues Formula

(a) The Commission shall determine the formula to be used in calculating the annual assessments to be paid by States. Public notice of any proposed revision to the approved dues formula shall be given at least 30 days prior to the Commission meeting at which the proposed revision will be considered.

(b) The Commission may consider the population of the States, the number of students subject to the compact within each State, and the volume of student transfers between States in determining and adjusting the assessment formula.

(c) The approved formula and resulting assessments for all member States shall be distributed by the Commission to each member State annually.

(d) Beginning with FY 2020, the dues formula shall be based on the figure of one dollar and fifteen cents per child (\$1.15) of military families eligible for transfer under this compact, and this calculation shall be based upon the State in which each military family resides, except that no State dues assessment shall exceed the sum of sixty-nine thousand dollars (\$69,000.00) per year or shall be less than two thousand three hundred dollars (\$2,300.00).



FY2025 PROPOSED DUES

| State | Army | Navy | Marines | Aforce | SForce | CGuard | *USPHS | *NOAA | Total | FY25 DUES | | |
|--------------|----------------|----------------|---------------|----------------|--------------|---------------|--------------|------------|----------------|------------------|-------------------|----------------|
| | | | | | | | | | | No TH | w/TH | DIFF |
| AL | 5,970 | 547 | 258 | 2,201 | 115 | 745 | 15 | 1 | 9,852 | \$ 11,330 | \$ 11,330 | \$ - |
| AK | 3,456 | 61 | 18 | 3,845 | 5 | 946 | 218 | 0 | 8,549 | \$ 9,831 | \$ 9,831 | \$ - |
| AZ | 2,886 | 678 | 1,331 | 4,762 | 43 | 37 | 403 | 0 | 10,140 | \$ 11,661 | \$ 11,661 | \$ - |
| AR | 466 | 201 | 83 | 1,722 | 2 | 30 | 10 | 0 | 2,514 | \$ 2,891 | \$ 2,891 | \$ - |
| CA | 5,712 | 29,186 | 11,296 | 6,730 | 579 | 2,080 | 180 | 3 | 55,766 | \$ 64,131 | \$ 64,131 | \$ - |
| CO | 12,173 | 778 | 313 | 4,297 | 1,451 | 72 | 127 | 0 | 19,211 | \$ 22,093 | \$ 22,093 | \$ - |
| CT | 273 | 2,086 | 66 | 84 | 0 | 424 | 15 | 1 | 2,949 | \$ 3,391 | \$ 3,391 | \$ - |
| DE | 147 | 69 | 21 | 1,268 | 0 | 52 | 10 | 0 | 1,567 | \$ 1,802 | \$ 2,300 | \$ (498) |
| DC | 247 | 236 | 70 | 299 | 27 | 91 | 41 | 0 | 1,011 | \$ 1,163 | \$ 2,300 | \$ (1,137) |
| FL | 8,262 | 14,785 | 1,898 | 12,572 | 206 | 2,693 | 110 | 16 | 40,542 | \$ 46,623 | \$ 46,623 | \$ - |
| GA | 20,992 | 3,723 | 771 | 4,763 | 39 | 328 | 571 | 0 | 31,187 | \$ 35,865 | \$ 35,865 | \$ - |
| HI | 8,088 | 4,644 | 1,672 | 2,755 | 67 | 638 | 31 | 4 | 17,899 | \$ 20,584 | \$ 20,584 | \$ - |
| ID | 313 | 204 | 86 | 1,303 | 12 | 19 | 26 | 0 | 1,963 | \$ 2,257 | \$ 2,300 | \$ (43) |
| IL | 1,475 | 2,061 | 393 | 3,194 | 17 | 169 | 35 | 0 | 7,344 | \$ 8,446 | \$ 8,446 | \$ - |
| IN | 1,332 | 421 | 214 | 335 | 3 | 64 | 10 | 0 | 2,379 | \$ 2,736 | \$ 2,736 | \$ - |
| IA | 513 | 117 | 108 | 235 | 2 | 35 | 18 | 0 | 1,028 | \$ 1,182 | \$ 2,300 | \$ (1,118) |
| KS | 7,947 | 203 | 165 | 1,542 | 15 | 77 | 40 | 0 | 9,989 | \$ 11,487 | \$ 11,487 | \$ - |
| KY | 8,200 | 232 | 137 | 240 | 0 | 127 | 68 | 0 | 9,004 | \$ 10,355 | \$ 10,355 | \$ - |
| LA | 3,039 | 627 | 393 | 2,489 | 6 | 683 | 29 | 0 | 7,266 | \$ 8,356 | \$ 8,356 | \$ - |
| ME | 190 | 361 | 35 | 60 | 0 | 333 | 6 | 0 | 985 | \$ 1,133 | \$ 2,300 | \$ (1,167) |
| MD | 6,294 | 5,487 | 1,213 | 4,075 | 75 | 1,157 | 1,233 | 48 | 19,582 | \$ 22,519 | \$ 22,519 | \$ - |
| MA | 574 | 297 | 151 | 568 | 22 | 585 | 64 | 4 | 2,265 | \$ 2,605 | \$ 2,605 | \$ - |
| MI | 1,233 | 548 | 252 | 344 | 4 | 553 | 34 | 0 | 2,968 | \$ 3,413 | \$ 3,413 | \$ - |
| MN | 422 | 222 | 105 | 214 | 2 | 69 | 106 | 0 | 1,140 | \$ 1,311 | \$ 2,300 | \$ (989) |
| MS | 787 | 1,769 | 167 | 1,933 | 11 | 206 | 14 | 2 | 4,889 | \$ 5,622 | \$ 5,622 | \$ - |
| MO | 4,305 | 487 | 505 | 2,111 | 2 | 122 | 64 | 3 | 7,599 | \$ 8,739 | \$ 8,739 | \$ - |
| MT | 167 | 106 | 40 | 1,117 | 4 | 11 | 79 | 0 | 1,524 | \$ 1,753 | \$ 2,300 | \$ (547) |
| NE | 372 | 358 | 72 | 2,753 | 24 | 4 | 15 | 0 | 3,598 | \$ 4,138 | \$ 4,138 | \$ - |
| NV | 508 | 672 | 89 | 4,591 | 59 | 41 | 13 | 0 | 5,973 | \$ 6,869 | \$ 6,869 | \$ - |
| NH | 168 | 149 | 33 | 99 | 3 | 121 | 26 | 1 | 600 | \$ 690 | \$ 2,300 | \$ (1,610) |
| NJ | 1,055 | 448 | 253 | 1,947 | 2 | 614 | 59 | 0 | 4,378 | \$ 5,035 | \$ 5,035 | \$ - |
| NM | 584 | 158 | 96 | 3,782 | 100 | 15 | 186 | 0 | 4,921 | \$ 5,659 | \$ 5,659 | \$ - |
| NY | 7,190 | 1,090 | 431 | 564 | 15 | 420 | 81 | 0 | 9,791 | \$ 11,260 | \$ 11,260 | \$ - |
| NC | 23,739 | 3,945 | 11,263 | 3,315 | 10 | 1,412 | 170 | 2 | 43,856 | \$ 50,434 | \$ 50,434 | \$ - |
| ND | 108 | 43 | 4 | 2,275 | 12 | 3 | 26 | 0 | 2,471 | \$ 2,842 | \$ 2,842 | \$ - |
| OH | 1,465 | 724 | 364 | 3,836 | 129 | 350 | 42 | 2 | 6,912 | \$ 7,949 | \$ 7,949 | \$ - |
| OK | 4,726 | 1,075 | 184 | 3,191 | 15 | 37 | 336 | 0 | 9,564 | \$ 10,999 | \$ 10,999 | \$ - |
| OR | 444 | 259 | 137 | 186 | 3 | 401 | 63 | 12 | 1,505 | \$ 1,731 | \$ 2,300 | \$ (569) |
| PA | 1,803 | 843 | 454 | 654 | 13 | 216 | 88 | 2 | 4,073 | \$ 4,684 | \$ 4,684 | \$ - |
| RI | 220 | 769 | 126 | 88 | 6 | 148 | 8 | 5 | 1,370 | \$ 1,576 | \$ 2,300 | \$ (725) |
| SC | 4,771 | 2,035 | 1,525 | 3,857 | 18 | 553 | 30 | 0 | 12,789 | \$ 14,707 | \$ 14,707 | \$ - |
| SD | 138 | 42 | 16 | 1,154 | 1 | 1 | 92 | 0 | 1,444 | \$ 1,661 | \$ 2,300 | \$ (639) |
| TN | 8,392 | 1,744 | 215 | 561 | 4 | 129 | 15 | 0 | 11,060 | \$ 12,719 | \$ 12,719 | \$ - |
| TX | 36,855 | 4,976 | 1,760 | 15,406 | 104 | 1,235 | 287 | 0 | 60,623 | \$ 69,716 | \$ 69,000 | \$ 716 |
| UT | 593 | 205 | 134 | 2,347 | 25 | 20 | 36 | 0 | 3,360 | \$ 3,864 | \$ 3,864 | \$ - |
| VT | 65 | 21 | 14 | 34 | 0 | 6 | 3 | 0 | 143 | \$ 164 | \$ 2,300 | \$ (2,136) |
| VA | 15,700 | 35,339 | 5,917 | 9,658 | 686 | 3,614 | 368 | 11 | 71,293 | \$ 81,987 | \$ 69,000 | \$ 12,987 |
| WA | 12,922 | 8,737 | 301 | 2,832 | 12 | 820 | 122 | 6 | 25,752 | \$ 29,615 | \$ 29,615 | \$ - |
| WV | 238 | 108 | 25 | 122 | 3 | 70 | 60 | 2 | 628 | \$ 722 | \$ 2,300 | \$ (1,578) |
| WI | 762 | 391 | 135 | 265 | 8 | 220 | 30 | 0 | 1,811 | \$ 2,083 | \$ 2,300 | \$ (217) |
| WY | 83 | 43 | 12 | 1,151 | 6 | 6 | 24 | 0 | 1,325 | \$ 1,524 | \$ 2,300 | \$ (776) |
| Total | 228,364 | 134,310 | 45,321 | 129,726 | 3,967 | 22,802 | 5,737 | 125 | 570,352 | \$655,905 | \$ 655,951 | \$ (46) |

Calculating Dues

- Annual data provided by the U.S. Department of Defense Manpower Data Center (DMDC)
- Active-duty Military dependents, aged 5-18
- Based on \$1.15 per dependent
- \$2,300-\$69,000

Data from USDOD DEERS Database, July 31, 2022
*NOAA and USPHS Data from USDOD DEERS Database, August 19, 2020

Threshold (TH):
Minimum: \$2,300
Maximum: \$69,000

Dues Collection – Timeline

| Month | |
|-------------|---|
| December | USDOD Manpower Data Center data provided |
| | Dues calculated & proposed budget developed |
| July/August | Budget proposal approved by FIN and EXCOM |
| October | Budget proposal approved by the Commission |
| May | FY2025 Invoices emailed to states in May 2024 |
| | Invoices paid by June 2026 |

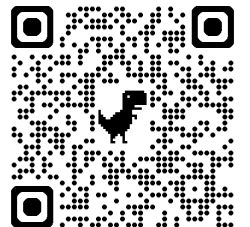


Fiscal Accountability

- MIC3 = Council of State Governments (CSG) affiliate
- Administration under CSG (Legal, Human Resources, Accounting, Policy, Communications, IT, Facilities) = 10% indirect cost.
- Monthly statements sent directly to Executive Director and Treasurer
- Annual audit conducted by an independent accounting firm (September)

Relevant Finance Policies

- #1-2014: [Travel](#) (Reimbursement Guidelines), DB p234
- #1-2017: [Finance](#), DB p239
- #2-2020: [Investment](#), DB p262
- #3-2020: [Operating Reserve](#), DB p265



FY2024 Dues, Budget, and Audit

- Dues: \$655,951 (99%) [DB p135](#)
 - New Jersey - \$5,035
- Budget: \$821,951 (87%) [DB p138](#)
- Audit: Completed, pending approval.

VANGUARD INVESTMENT HISTORICAL REPORT

Fiscal Years 2018 - 2023

Initial Investment = \$350,000 (8/10/2017)

| | 06/30/18 | 06/30/19 | 06/30/20 | 06/30/21 | 06/30/22 | 06/30/23 |
|--------------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| Short-Term Investment | \$ 139,585 | \$ 261,976 | \$ 178,008 | \$ 340,702 | \$ 292,181 | \$ 200,734 |
| Stock Market Value | \$ 240,363 | \$ 147,231 | \$ 256,674 | \$ 210,445 | \$ 197,612 | \$ 347,465 |
| Total Value of Accounts | \$ 379,948 | \$ 409,207 | \$ 434,683 | \$ 551,147 | \$ 489,793 | \$ 548,199 |
| Gains (over initial) | \$ 29,948 | \$ 59,207 | \$ 84,683 | \$ 201,147 | \$ 139,793 | \$ 198,199 |
| % | 8.6% | 16.9% | 24.2% | 57.5% | 39.9% | 56.6% |
| Stocks | 63% | 64% | 59% | 62% | 60% | 63% |
| Bonds | 37% | 36% | 41% | 38% | 40% | 37% |
| Short-Term Reserves | 0 | 0 | 0 | 0 | 0 | 0 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 |
| Year-to-date income | | | | | | |
| Taxable income | 3794.25 | 4448.32 | \$ 4,348.91 | \$ 4,348.91 | \$ 3,991.65 | \$ 5,408.45 |
| Nontaxable income | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - |

DB p131

FY2025 Dues and Budget

- Dues: \$655,951 (52%) [DB p139](#)
 - Outstanding: AL, AK, CA, CO, DC, HI, IL, ME, MD, MA, MT, NE, NV, NH, NJ, NM, ND, RI, TN, VA
 - **Deadline: June 30, 2025**
- Budget: \$918,312 (10%) [DB p142](#)

FY2026 Proposed Dues and Budget



| State | AD Dependent (Ages) | | CG | USPHS | NOAA | Total | No TH | FY26 | |
|--------------|---------------------|----------------|---------------|--------------|------------|----------------|------------------|------------------|-------------------|
| | 5-11 | 12-18 | | | | | | Dues | DIFF |
| AL | 5,433 | 3,933 | 745 | 1 | 15 | 10,127 | \$11,646 | \$11,646 | \$ - |
| AK | 5,318 | 2,905 | 946 | 218 | 0 | 9,387 | \$10,795 | \$10,795 | \$ - |
| AZ | 5,636 | 3,760 | 37 | 403 | 0 | 9,836 | \$11,311 | \$11,311 | \$ - |
| AR | 1,407 | 936 | 30 | 10 | 0 | 2,383 | \$2,740 | \$2,740 | \$ - |
| CA | 32,573 | 20,039 | 2,080 | 180 | 3 | 54,875 | \$63,106 | \$63,106 | \$ - |
| CO | 11,423 | 6,873 | 72 | 127 | 0 | 18,495 | \$21,269 | \$21,269 | \$ - |
| CT | 1,763 | 1,094 | 424 | 15 | 1 | 3,297 | \$3,792 | \$3,792 | \$ - |
| DE | 960 | 502 | 52 | 10 | 0 | 1,524 | \$1,753 | \$2,300 | \$ 547 |
| DC | 688 | 357 | 91 | 41 | 0 | 1,177 | \$1,354 | \$2,300 | \$ 946 |
| FL | 23,002 | 15,528 | 2,693 | 110 | 16 | 41,349 | \$47,551 | \$47,551 | \$ - |
| GA | 17,865 | 11,508 | 328 | 571 | 0 | 30,272 | \$34,813 | \$34,813 | \$ - |
| HI | 11,123 | 6,511 | 638 | 31 | 4 | 18,307 | \$21,053 | \$21,053 | \$ - |
| ID | 1,164 | 744 | 19 | 26 | 0 | 1,953 | \$2,245 | \$2,300 | \$ 55 |
| IL | 4,095 | 2,724 | 169 | 35 | 0 | 7,023 | \$8,076 | \$8,076 | \$ - |
| IN | 1,262 | 1,014 | 64 | 10 | 0 | 2,350 | \$2,702 | \$2,702 | \$ - |
| IA | 509 | 459 | 35 | 18 | 0 | 1,021 | \$1,175 | \$2,300 | \$ 1,125 |
| KS | 5,895 | 3,645 | 77 | 40 | 0 | 9,657 | \$11,105 | \$11,105 | \$ - |
| KY | 5,513 | 3,339 | 127 | 68 | 0 | 9,047 | \$10,404 | \$10,404 | \$ - |
| LA | 4,127 | 2,885 | 683 | 29 | 0 | 7,524 | \$8,652 | \$8,652 | \$ - |
| ME | 510 | 360 | 333 | 6 | 0 | 1,209 | \$1,390 | \$2,300 | \$ 910 |
| MD | 10,882 | 7,823 | 1,157 | 1,233 | 48 | 21,143 | \$24,314 | \$24,314 | \$ - |
| MA | 1,319 | 892 | 585 | 64 | 4 | 2,864 | \$3,293 | \$3,293 | \$ - |
| MI | 1,502 | 1,172 | 553 | 34 | 0 | 3,261 | \$3,750 | \$3,750 | \$ - |
| MN | 636 | 503 | 69 | 106 | 0 | 1,314 | \$1,511 | \$2,300 | \$ 789 |
| MS | 2,807 | 1,876 | 206 | 14 | 2 | 4,905 | \$5,641 | \$5,641 | \$ - |
| MO | 4,263 | 2,830 | 122 | 64 | 3 | 7,282 | \$8,374 | \$8,374 | \$ - |
| MT | 846 | 539 | 11 | 79 | 0 | 1,475 | \$1,697 | \$2,300 | \$ 603 |
| NE | 2,117 | 1,356 | 4 | 15 | 0 | 3,492 | \$4,016 | \$4,016 | \$ - |
| NV | 3,489 | 2,088 | 41 | 13 | 0 | 5,631 | \$6,475 | \$6,475 | \$ - |
| NH | 338 | 260 | 121 | 26 | 1 | 746 | \$858 | \$2,300 | \$ 1,442 |
| NJ | 2,722 | 1,644 | 614 | 59 | 0 | 5,039 | \$5,795 | \$5,795 | \$ - |
| NM | 3,050 | 1,701 | 15 | 186 | 0 | 4,952 | \$5,695 | \$5,695 | \$ - |
| NY | 5,682 | 3,605 | 420 | 81 | 0 | 9,788 | \$11,256 | \$11,256 | \$ - |
| NC | 26,405 | 15,875 | 1,412 | 170 | 2 | 43,864 | \$50,444 | \$50,444 | \$ - |
| ND | 1,455 | 802 | 3 | 26 | 0 | 2,286 | \$2,628 | \$2,628 | \$ - |
| OH | 3,981 | 2,844 | 350 | 42 | 2 | 7,219 | \$8,302 | \$8,302 | \$ - |
| OK | 5,449 | 3,549 | 37 | 336 | 0 | 9,371 | \$10,777 | \$10,777 | \$ - |
| OR | 782 | 651 | 401 | 63 | 12 | 1,909 | \$2,196 | \$2,300 | \$ 104 |
| PA | 2,084 | 1,786 | 216 | 88 | 2 | 4,176 | \$4,802 | \$4,802 | \$ - |
| RI | 783 | 531 | 148 | 8 | 5 | 1,475 | \$1,696 | \$2,300 | \$ 604 |
| SC | 7,794 | 4,949 | 553 | 30 | 0 | 13,326 | \$15,325 | \$15,325 | \$ - |
| SD | 869 | 486 | 1 | 92 | 0 | 1,448 | \$1,665 | \$2,300 | \$ 635 |
| TN | 6,175 | 3,990 | 129 | 15 | 0 | 10,309 | \$11,855 | \$11,855 | \$ - |
| TX | 34,296 | 23,942 | 1,235 | 287 | 0 | 59,760 | \$68,724 | \$68,724 | \$ - |
| UT | 1,707 | 1,353 | 20 | 36 | 0 | 3,116 | \$3,583 | \$3,583 | \$ - |
| VT | 49 | 47 | 6 | 3 | 0 | 105 | \$121 | \$2,300 | \$ 2,179 |
| VA | 39,722 | 28,464 | 3,614 | 368 | 11 | 72,179 | \$83,006 | \$69,000 | \$(14,006) |
| WA | 14,691 | 9,100 | 820 | 122 | 6 | 24,739 | \$28,450 | \$28,450 | \$ - |
| WV | 307 | 293 | 70 | 60 | 2 | 732 | \$842 | \$2,300 | \$ 1,458 |
| WI | 1,015 | 662 | 220 | 30 | 0 | 1,927 | \$2,216 | \$2,300 | \$ 84 |
| WY | 714 | 413 | 6 | 24 | 0 | 1,157 | \$1,330 | \$2,300 | \$ 970 |
| Total | 328,197 | 214,940 | 22,802 | 5,723 | 139 | 571,801 | \$657,571 | \$656,016 | \$ (1,555) |

Data: US DoD DEERS Active Duty Population - Mailing Address (31 Dec. 2023) Threshold (TH)
 Data: Coast Guard, NOAA, USPHS (September 2022) Approved FINCOM September 25, 2024 Minimum: \$29,000
 Approved FINCOM August 28, 2024; EXCOM August 29, 2024 Approved EXCOM September 27, 2024 Maximum: \$69,000

FY2026 Dues

Formula based on:
 \$1.15/military dependent
 residing state
 \$2,300-\$69,000

FY2026 Budget



MILITARY INTERSTATE
CHILDREN'S COMPACT
COMMISSION

| Acct. # | Description - Expenses | FY23 | FY24 | FY25 | FY26 Amend | Notes |
|---------|-----------------------------------|--------------------|---------------------|---------------------|---------------------|---|
| 60000 | Salaries and wages** | \$ 260,000 | \$ 260,000 | \$ 275,000 | \$ 327,000 | 4 positions (ED + 2 associates, 1 admin) |
| 61009 | Payroll Taxes** | \$ 40,000 | \$ 40,000 | \$ 42,000 | \$ 50,000 | FICA=15.3% of salary |
| 61019 | Retirement Benefits** | \$ 27,000 | \$ 25,740 | \$ 28,000 | \$ 40,000 | Ret sys/emplr contrb fr 10% -> 6%-16% (10% KERS, 6% TIAA) |
| 61029 | Other Benefits** | \$ 47,000 | \$ 47,000 | \$ 50,000 | \$ 57,500 | Dental, vision, workers comp, long-term disability, health (15%) |
| 61059 | Continuing Education** | \$ 2,000 | \$ 2,000 | \$ 2,000 | \$ 2,000 | Staff higher education |
| 61069 | Staff development** | \$ 2,800 | \$ 2,800 | \$ 3,500 | \$ 3,500 | Staff professional development/team building |
| 61089 | Professional membership dues** | \$ 350 | \$ 625 | \$ 625 | \$ 625 | Membership fees/dues |
| 62000 | Supplies * | \$ 2,000 | \$ 2,000 | \$ 2,500 | \$ 2,500 | Office supplies |
| 62010 | Postage * | \$ 2,000 | \$ 3,000 | \$ 5,000 | \$ 5,000 | Mailing collaterals & materials to stakeholders |
| 62090 | Computer service and support * | \$ 7,300 | \$ 7,300 | \$ 9,700 | \$ 10,000 | CSG IT charges to MIC3 (\$202/mo per staff) x 4 staff |
| 62110 | Internet Access* | \$ 500 | \$ 500 | \$ 600 | \$ 600 | For internet |
| 62140 | Software purchase* | \$ 5,000 | \$ 8,000 | \$ 13,000 | \$ 13,000 | TrainPort,WPrPro, Con Cont, Canva, Pow, Adobe, Zoom, LexNex, MFrm |
| 62280 | Insurance* | \$ 1,750 | \$ 1,750 | \$ 1,750 | \$ 2,520 | Liability insurance \$50.00->\$52.50 per empl/mo |
| 62310 | Photocopy* | \$ 1,500 | \$ 1,500 | \$ 1,500 | \$ 1,550 | Daily, EXCOM meeting/retreat, ABM |
| 62340 | Credit card merchant fee*** | \$ 500 | \$ 500 | \$ 500 | \$ 500 | ABM online credit card payment fees, % based on usage |
| 62360 | Direct telephone expense* | \$ 4,500 | \$ 800 | \$ 1,100 | \$ 5,500 | \$456/mo 4 lines |
| 62410 | Advertising promotion* | \$ 9,000 | \$ 9,000 | \$ 25,000 | \$ 25,750 | Collaterals, resources |
| 62440 | Gifts and awards* | \$ 1,500 | \$ 1,500 | \$ 1,500 | \$ 1,550 | Commission awards |
| 66000 | Equipment purchase* | \$ 2,000 | \$ 2,000 | \$ 2,500 | \$ 2,625 | Staff computers, printer, hardware |
| 68230 | Meeting expense (ABM)** | \$ 170,000 | \$ 200,000 | \$ 220,000 | \$ 150,000 | ABM in-person meeting: hotel, AV, printing, postage |
| 72000 | Consultant services**** | \$ 20,000 | \$ 40,000 | \$ 60,000 | \$ 63,000 | General Counsel; Strat Plan/Coach; IT/Website Tech |
| 72010 | Consultant expense**** | \$ 1,000 | \$ 1,000 | \$ 5,000 | \$ 5,250 | General Counsel and Consultant travel |
| 74000 | Staff travel***** | \$ 15,000 | \$ 25,000 | \$ 25,000 | \$ 25,000 | State council meetings, training and briefings |
| 74080 | Other Travel***** | \$ 5,000 | \$ 5,000 | \$ 5,000 | \$ 5,000 | MISA school district training |
| 76000 | Executive Committee* | \$ 10,000 | \$ 15,000 | \$ 15,000 | \$ 18,000 | In-person meeting for 8 members (Spring) |
| 76020 | Board member travel***** | \$ 1,000 | \$ 1,000 | \$ 4,000 | \$ 4,200 | |
| 78050 | Printing* | \$ 1,000 | \$ 1,000 | \$ 1,000 | \$ 1,050 | Spring EXCOM Docket Book |
| 78060 | Photography*** | \$ 1,000 | \$ 1,000 | \$ 1,000 | \$ 1,000 | Commissioner headshots and ABM reception |
| 80000 | Legal services**** | \$ 3,000 | \$ 5,000 | \$ 5,000 | \$ 5,250 | Anticipated litigation/legal costs |
| 80020 | Audit & accounting Fees* | \$ 6,300 | \$ 8,000 | \$ 8,500 | \$ 9,400 | Blue & Co Accounting Firm (3-year contract FY23-25) |
| 85000 | Rent* | \$ 21,000 | \$ 21,000 | \$ 21,000 | \$ 21,000 | For staff office space |
| 91010 | Indirect costs* | \$ 55,000 | \$ 82,037 | \$ 83,628 | \$ 86,027 | CSG Admin fee = 5% -> 10% of expenses as of Jan 2022 |
| | Total | \$ 726,000 | \$ 821,052 | \$ 919,903 | \$ 945,897 | |
| | Appropriation | \$ 680,789 | \$ 664,051 | \$ 664,051 | \$ 656,016 | |
| | Total Expenses | \$ 726,000 | \$ 821,052 | \$ 919,903 | \$ 945,897 | |
| | Appropriations vs Expenses | \$ (45,211) | \$ (157,001) | \$ (255,852) | \$ (289,881) | (Deficit pulled from the Reserve) |

| Item # | Description - Revenues | FY23 | FY24 | FY25 |
|--------|---------------------------|-------------------|-------------------|-------------------|
| 40001 | Appropriations | \$ 672,689 | \$ 655,951 | \$ 655,951 |
| 43000 | Conf regis fees | \$ 5,000 | \$ 5,000 | \$ 5,000 |
| 51010 | Interest Income | \$ 100 | \$ 100 | \$ 100 |
| 51040 | Dividend Income | \$ - | \$ - | \$ - |
| 51080 | Operating Interest Income | \$ 3,000 | \$ 3,000 | \$ 3,000 |
| 51090 | Unreal. Gains-Eq Index | \$ - | \$ - | \$ - |
| 51080 | Unreal. Gains-Bd Index | \$ - | \$ - | \$ - |
| | Projected Total | \$ 680,789 | \$ 664,051 | \$ 664,051 |

| Investment (Vanguard) | June 2021 | June 2022 | June 2023 |
|----------------------------------|-------------------|-------------------|-------------------|
| Short-term Invest-Gr Adm | \$ 340,702 | \$ 292,181 | \$ 347,465 |
| Total Stock Mkt Idx Adm | \$ 210,445 | \$ 197,612 | \$ 200,734 |
| Current Balance | \$ 551,147 | \$ 489,793 | \$ 548,199 |
| Initial Investment (August 2017) | \$ 350,000 | \$ 350,000 | \$ 350,000 |
| Net Gain | \$ 201,147 | \$ 139,793 | \$ 198,199 |

| Fund Balance | |
|------------------------|--------------|
| FY25 Beginning Balance | \$ 1,339,981 |

Notes: Percentage of FY2026 budget

| | |
|------------|---|
| \$ 474,500 | **Personnel 50% = wages, payroll taxes, benefits, retirement |
| \$ 151,500 | ***Annual Business Meeting 16% = Meeting rooms; food/bev; AV; Commissioner hotel rooms & air/travel expenses; headshots; printer; merchant fees |
| \$ 95,220 | *Admin Support 10% = rent; auditor; printing; postage; telephone indirect cost to CSG, accounting fees, insurance and IT/Computer, software, service, and support, etc. |
| \$ 168,927 | ****Consultant/Legal 18% = general consulting/litigation, strat plan, IT/web, indirect cost (CSG) |
| \$ 55,750 | *****Training/Education 6% = MISA training MOU, staff and board member travel, advertising pror |
| \$ 945,897 | |

Approved by Finance Committee, September 25, 2024

Approved by Executive Committee, September 27, 2024

As of September 23, 2024

- FY2026 \$945,897
- FY2025: \$918,312
- FY2024: \$821,052
- FY2023: \$727,000
- FY2022: \$731,900

DB p145

“Successful Educational Transitions”

Amended Policies

Requires commission ratification and vote

#1-2014 Travel and Reimbursement Guidelines

DB p155

#3-2020 Reserve Fund

DB p151

Dues History FY2018 – FY2026

| FY | Army | Navy | Marines | Air Force | Space Force | Coast Guard | ANMAFCG Total | USPHS | NOAA | U+N Total | Total | % over prev year | Dues | \$ MilDep | Budget | Spent | % |
|------|---------|---------|---------|-----------|-------------|-------------|---------------|-------|------|-----------|---------|------------------|------------|-----------|------------|------------|-------|
| 2025 | 228,364 | 134,310 | 45,321 | 129,726 | 3,967 | 23,081 | 564,769 | 5,612 | 125 | 5,737 | 570,506 | - | \$ 655,951 | 1.15 | \$ 918,312 | | |
| 2024 | 228,364 | 134,310 | 45,321 | 129,726 | 3,967 | 23,081 | 564,769 | 5,612 | 125 | 5,737 | 570,506 | -3.2% | \$ 655,951 | 1.15 | \$ 821,052 | \$ 210,349 | 25.6% |
| 2023 | 237,343 | 139,174 | 46,370 | 136,705 | | 23,895 | 583,487 | 5,612 | 125 | 5,737 | 589,224 | 4.3% | \$ 672,689 | 1.15 | \$ 727,000 | \$ 685,731 | 94.3% |
| 2022 | 226,686 | 131,870 | 46,182 | 131,359 | | 23,081 | 559,178 | 5,612 | 125 | 5,737 | 564,915 | -8.3% | \$ 652,317 | 1.15 | \$ 731,900 | \$ 596,062 | 81.4% |
| 2021 | 247,476 | 142,664 | 52,203 | 149,622 | | 23,963 | 615,928 | 0 | 0 | 0 | 615,928 | 7.0% | \$ 654,983 | 1.15 | \$ 614,600 | \$ 392,149 | 63.8% |
| 2020 | 233,718 | 131,144 | 48,983 | 132,818 | | 23,428 | 570,091 | 5,679 | 130 | 5,809 | 575,900 | -1.3% | \$ 663,319 | 1.15 | \$ 665,000 | \$ 592,373 | 89.1% |
| 2019 | 243,616 | 131,345 | 50,054 | 134,777 | | 23,321 | 583,113 | 0 | 386 | 386 | 583,499 | -2.9% | \$ 582,246 | 1.00 | \$ 632,000 | \$ 614,103 | 97.2% |
| 2018 | 257,779 | 132,764 | 51,717 | 135,621 | | 22,805 | 600,686 | 0 | 0 | 0 | 600,686 | | \$ 594,645 | 1.00 | \$ 617,000 | \$ 565,558 | 91.7% |

Fiscal year: July 1 - June 30

FY2025: utilize 2024 data

FY2024: -18,718 (3.2%) CONUS residing dependents over last year



MIC3 ABM 2024 Fiscal Presentation Agenda

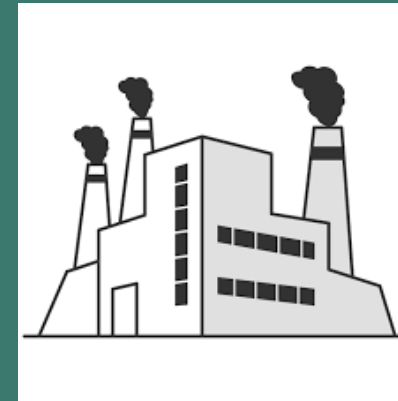
- CY 2024 Fiscal Planning Highlights
- Organizational Challenges & Considerations
- Five Year Budget Development Planning and Dues Increase Considerations
 - ABM Venues
 - Alternative Revenue Sources
- CY 2025 Fiscal Planning Work Ahead





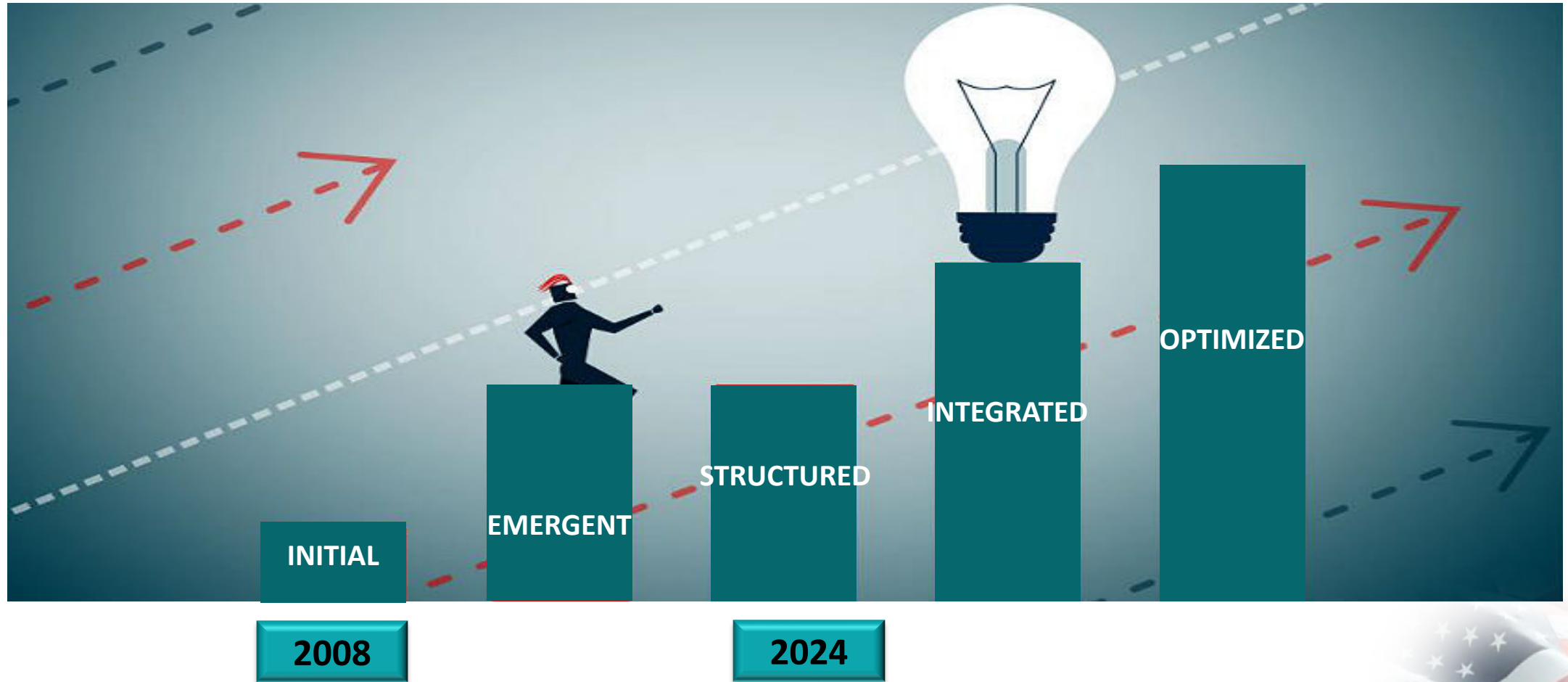
MIC3 Fiscal Work Since ABM Fall 2024

- ✓ Revised MIC3 Reserve Policy
- ✓ Crafted multiple dues increase options
- ✓ Installed a five year budget planning process
- ✓ Reviewed Educational Management Solutions report
- ✓ Started discussion around compliance fees and fees for service





MIC3 & Organizational Maturity





MIC3 Compact Challenges 2008 - 2024

- ✓ MIC3 Executive Director and Staff turnover
- ✓ Commissioner turnover and 50 state + DC participation
- ✓ Stakeholder leader turnover and growth
- ✓ Fiscal Projections



Compact Complexity



260+ Compacts
52 nationally focused
6 all 50 states participate

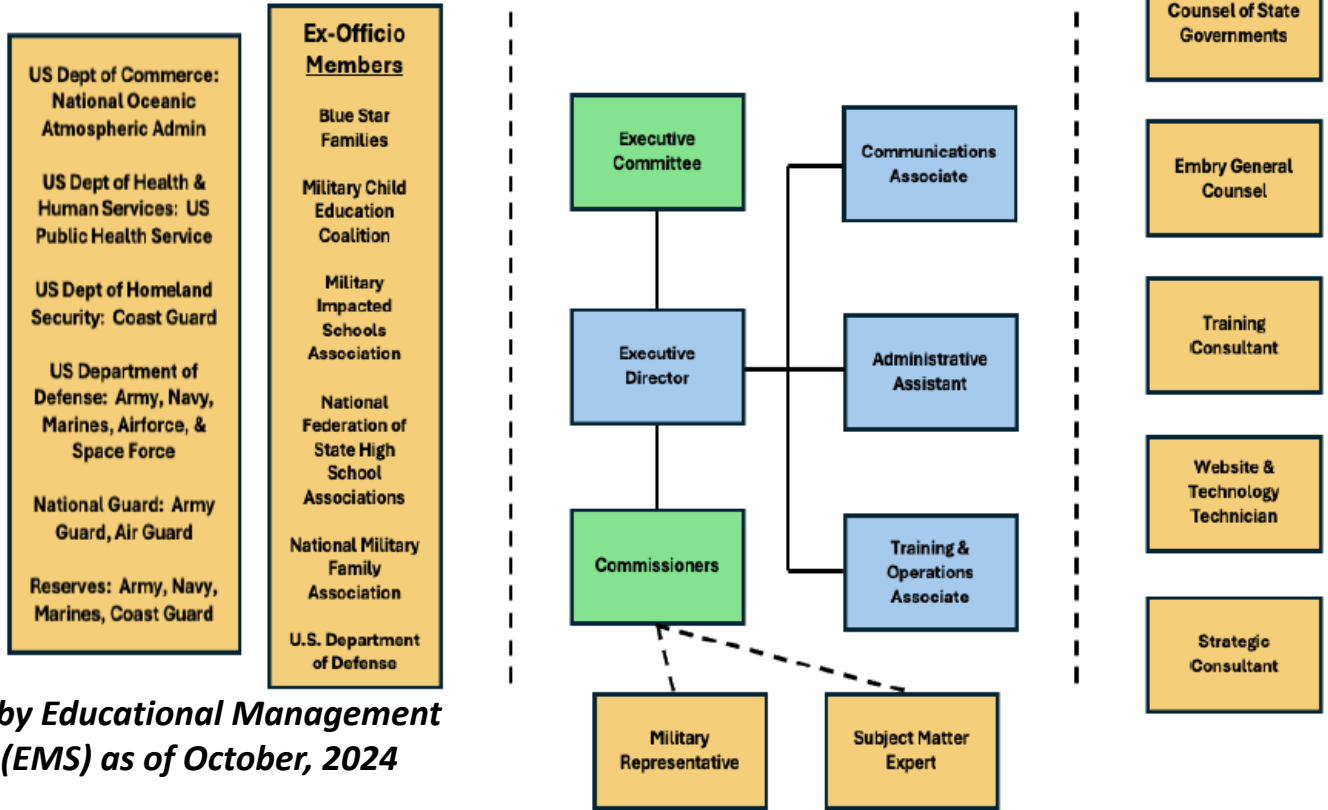
- ✓ ***Interstate Compact on Educational Opportunity for Military Children (MIC3)***
- ✓ **The Emergency Management Assistance Compact (EMAC)**
- ✓ **The Interstate Juvenile Compact (IJC)**
- ✓ **The Interstate Compact for Adult Offender Supervision (ICAOS)**
- ✓ **The Interstate Compact on the Placement of Children (ICPC)**
- ✓ **The Education Commission of the States (ECS)**





MIC3 Compact Complexity

Organizational Chart MIC3



- Ex-Officio Members**
- Blue Star Families
 - Military Child Education Coalition
 - Military Impacted Schools Association
 - National Federation of State High School Associations
 - National Military Family Association
 - U.S. Department of Defense

State Council Meetings & MIC3 Committee Management

Training
Compliance
Rules
Communications
Leadership
Finance

Provided by Educational Management Solutions (EMS) as of October, 2024





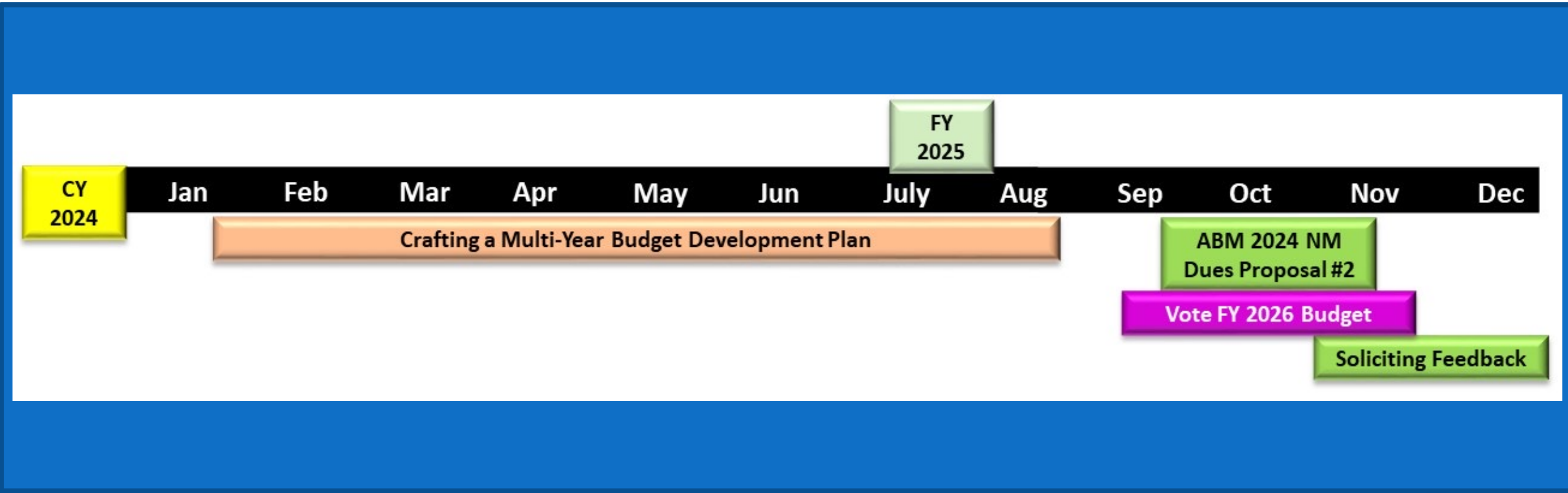
MIC3 Dues Revenue Planning Considerations

- ✓ ***State dues provides 99% of MIC3 revenue***
- ✓ MIC3 does not have taxing authority
- ✓ ***Inflation must be accounted for***
- ✓ Student enrollment is subject to significant fluctuation
- ✓ ***State fiscal processes & Commissioner involvement is variable***
- ✓ Plan for 2 - 3 years to discuss dues increases with appropriate details
- ✓ ***Commissioner planning times for a dues increase are very different***



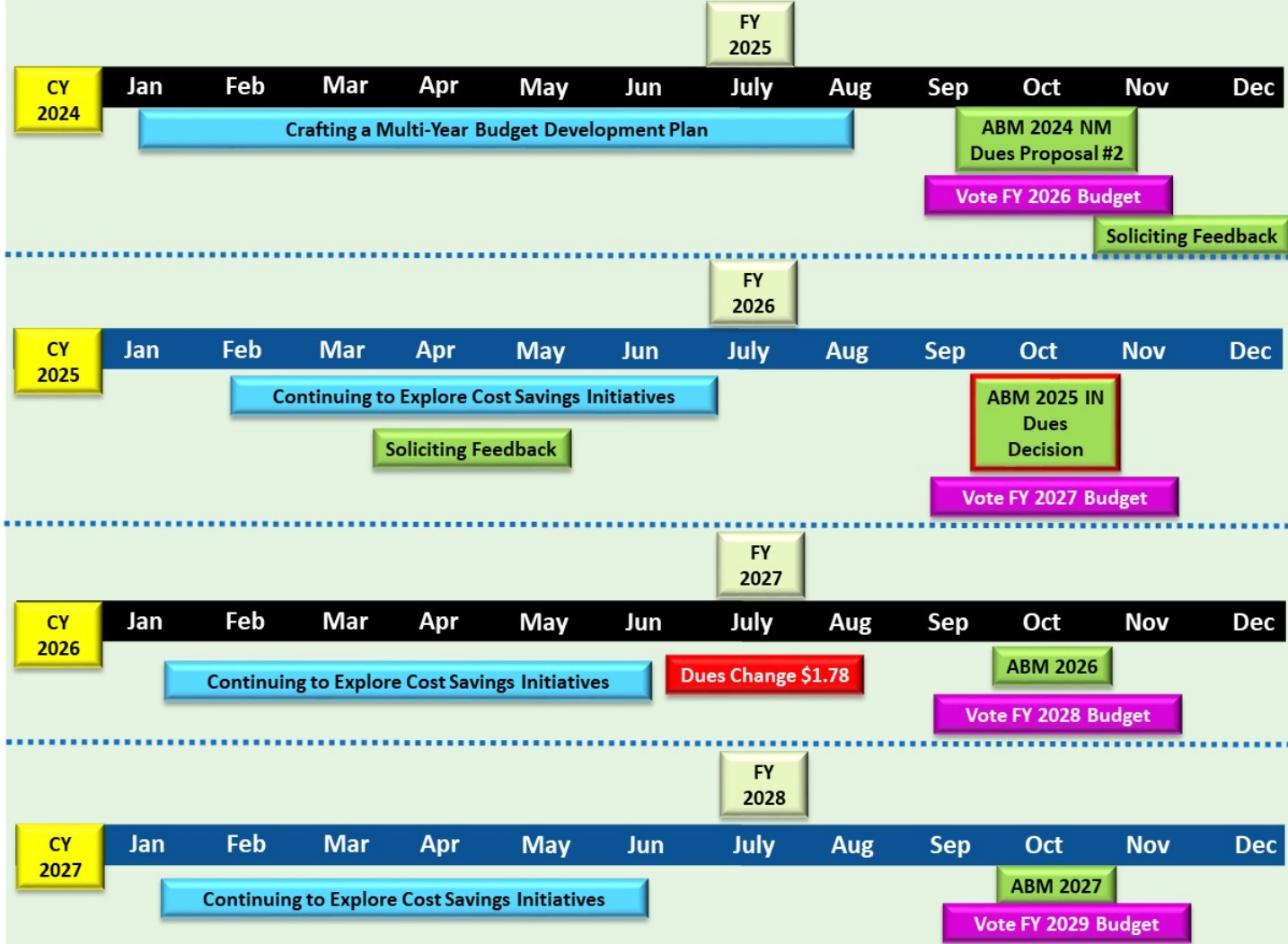


MIC3 Fiscal Planning Timeline





MIC3 5 Fiscal Planning Timeline FY 24 – FY 27

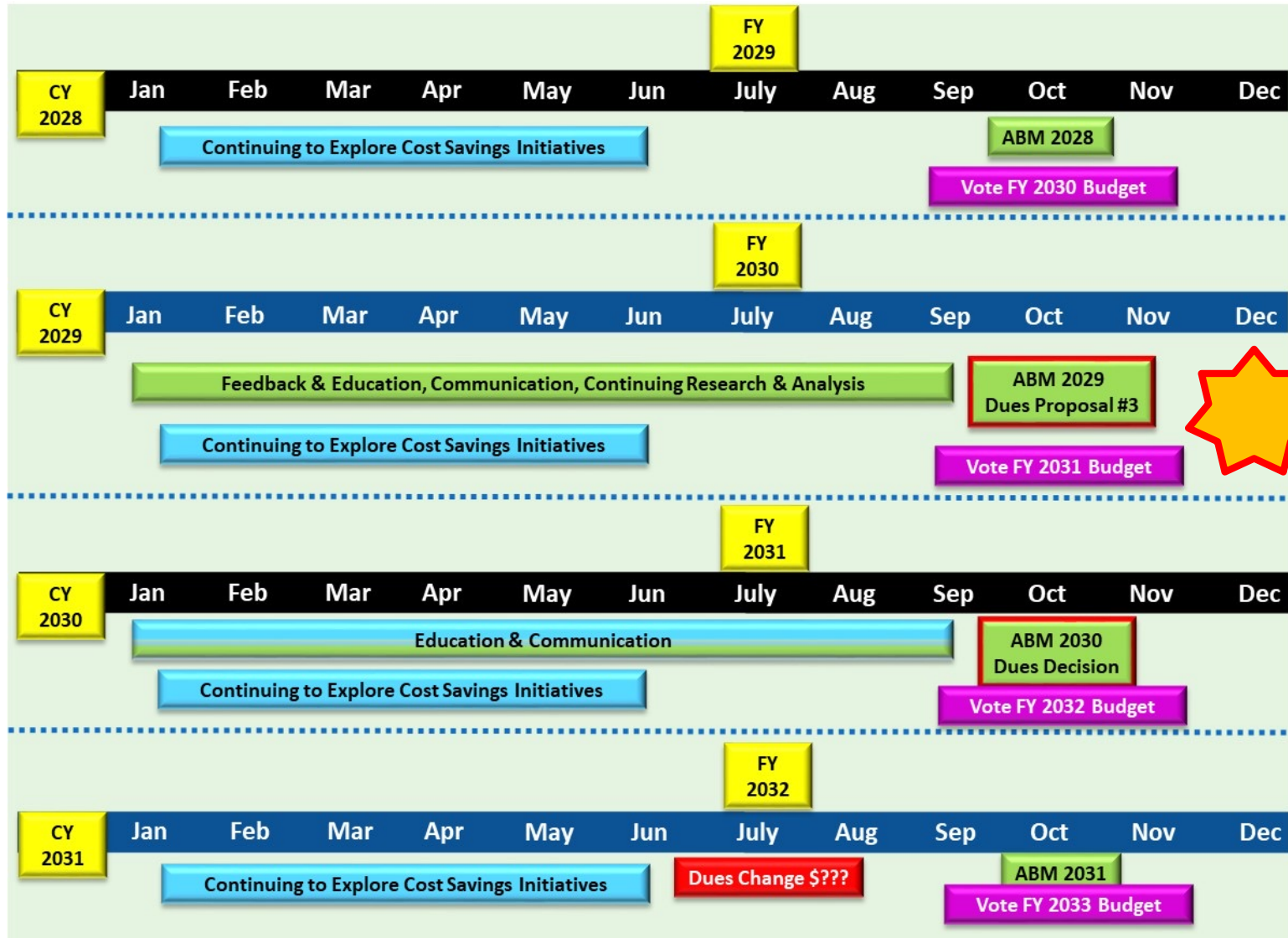


Dues Proposal Increase #2 Effective FY 2027





MIC3 5 Year Fiscal Planning Timeline FY 28 – FY 31

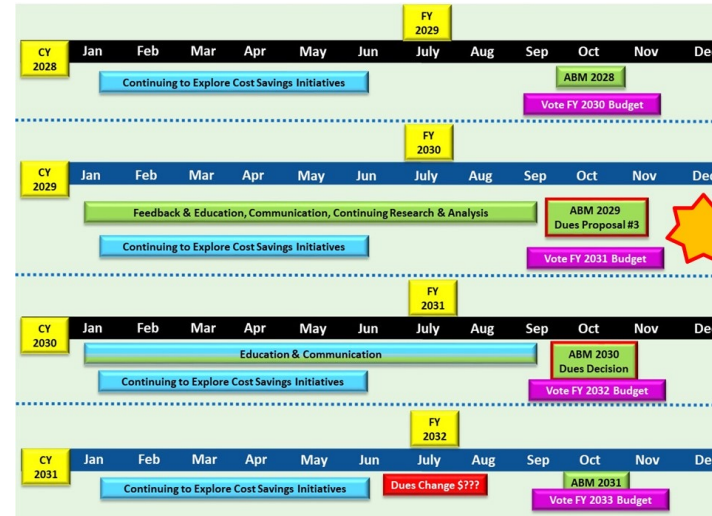
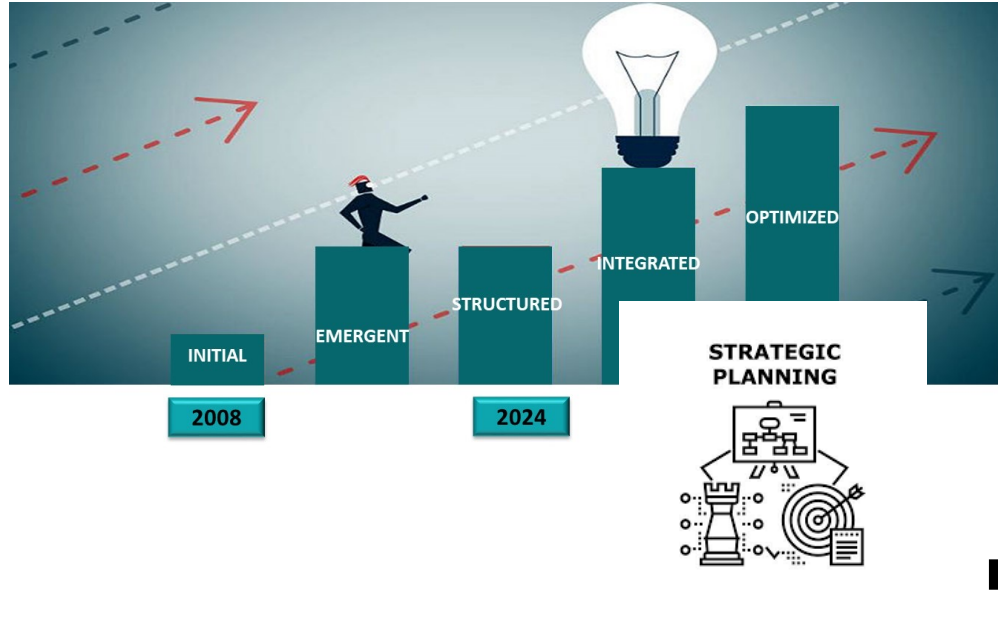


**Dues
Proposal
Increase #3
Effective
FY 2032**





MIC3 5 Year Fiscal Planning Timeline Strategic Planning Impacts



Dues Proposal Increase #3 Effective FY 2032





FYs 2025 – 2026 Projected Revenue Expenditures - Reserve

FY 25



Revenue



Expenditures



Reserve

 +  = 

FY 26

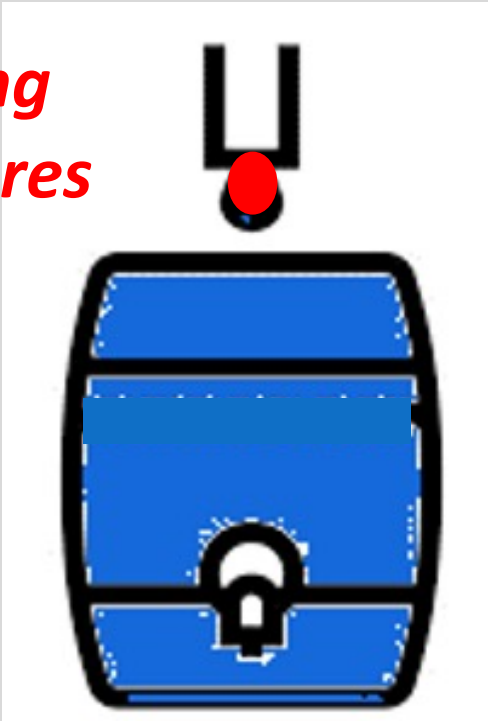




MIC3 Reserve Target

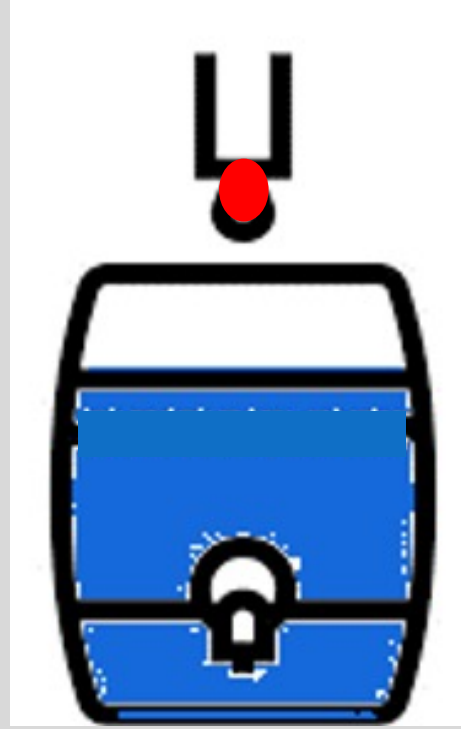
2 Years Operating Expenses \$2,087,366 (FY 27)

Increasing Expenditures



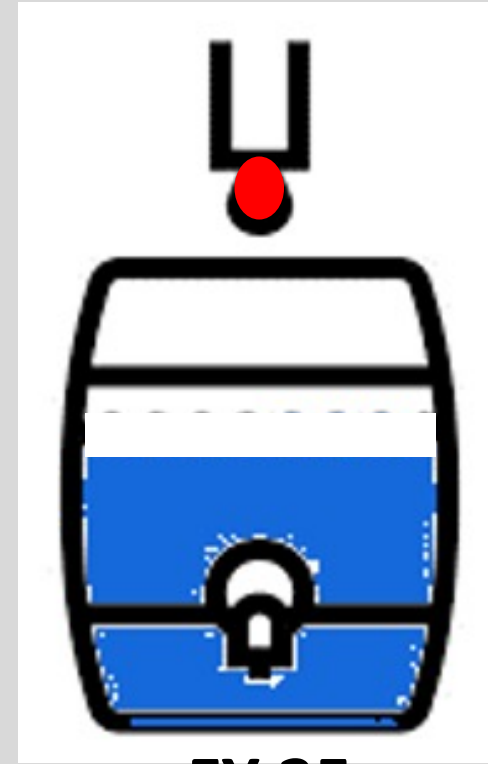
FY 23

Reserve Withdrawal



FY 24

159K



FY 25

258K



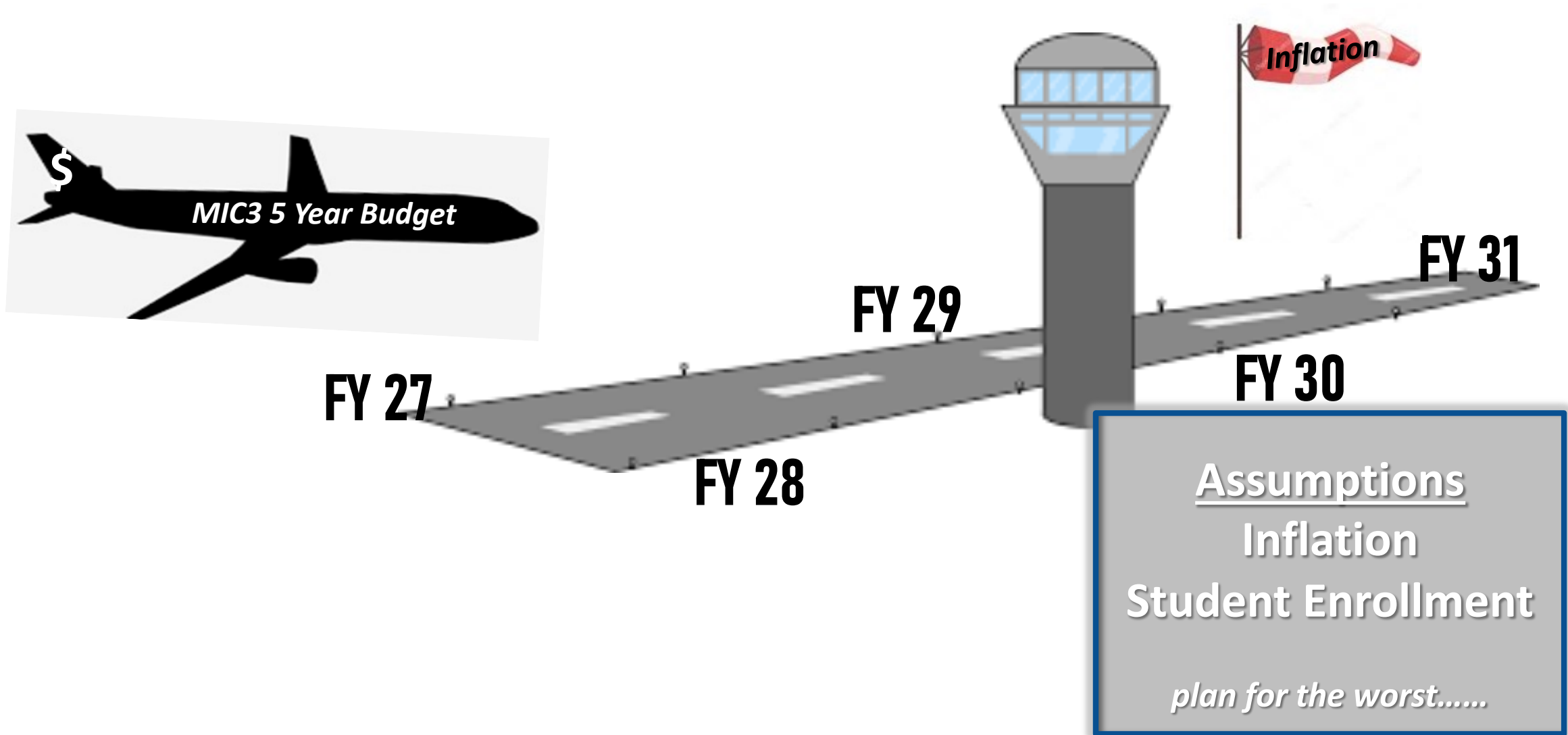
FY 26

290K

No plan to deliberately reconstitute the reserve



MIC3 Five Year Budget Planning





MIC3 Five Year Budget Planning How We Transmit Our Intent

Pre-Landing Checklist

FY 24 - ABM 2023 Dues Increase Inbound

FY 24 - Tier Group Meetings

FY 25 - ABM 2024 Dues Increase Inbound

FY 25 - Tier Group Meetings

FY 26 - ABM 2025 Dues Increase Vote



FY 27

FY 28

FY 29

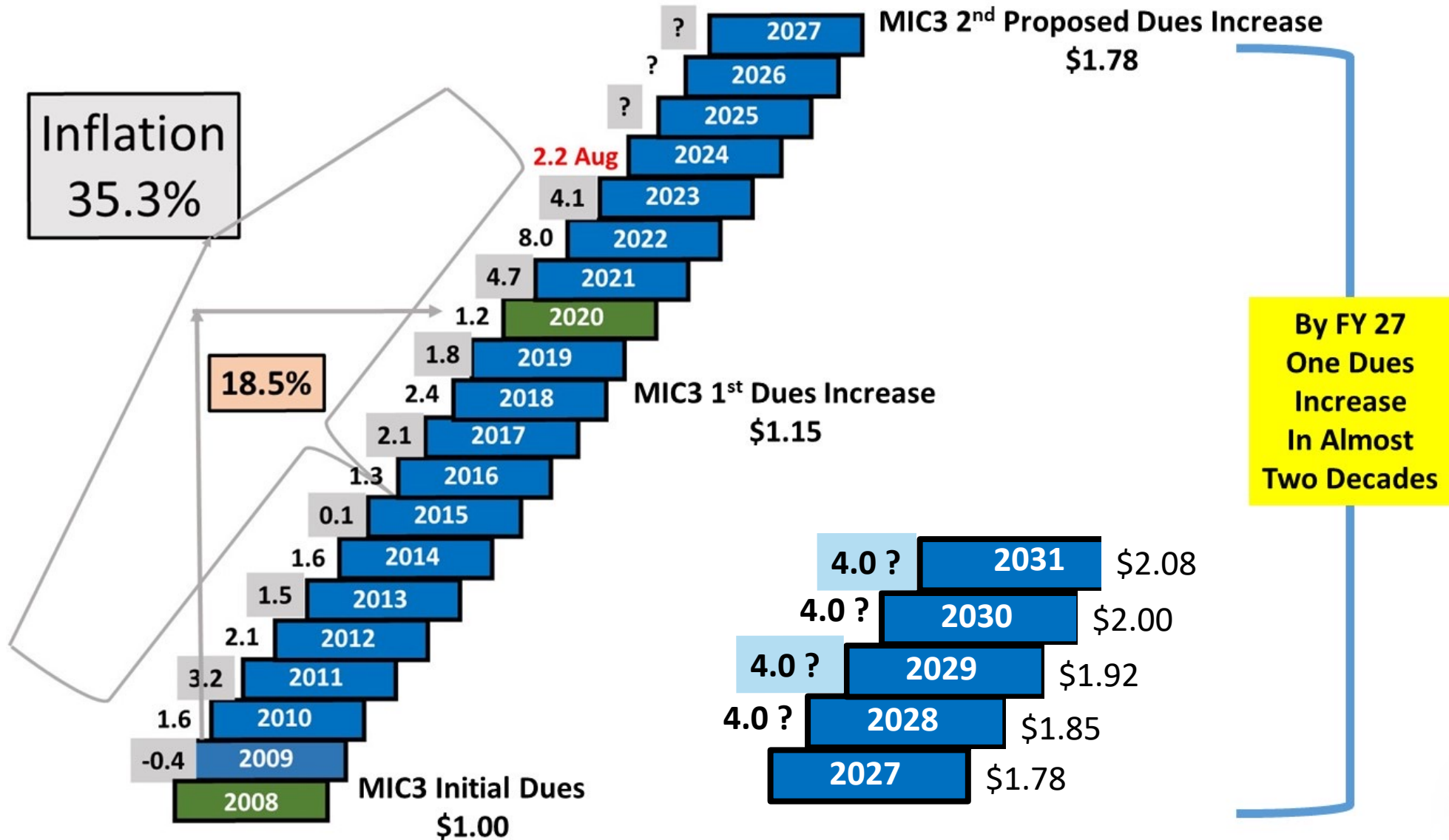


FY 30

FY 31



Inflation & Five Year MIC3 Fiscal Planning





MIC3 4% Annual Inflation Factor FY 28 - 31

| | “catch-up” \$1.15 to \$1.78 FY 27 | +4% FY 28 | +4% FY 29 | +4% FY 30 | +4% FY 31 |
|------------------|---|---------------------|---------------------|---------------------|---------------------|
| PROJECTED | | | | | |
| Revenue | \$1,017M / \$1,043M | \$1,082M / \$1,097M | \$1,097M / \$1,121M | \$1,143M / \$1,165M | \$1,189M / \$1,209M |
| Expenditures | \$974,232 | \$1,092,851 | \$1,125,623 | \$1,159,361 | \$1,194,142 |
| Difference | +\$69,451 | -\$10,484 | -\$4,571 | \$5,901 | \$15,401 |
| Annual Dues | \$1.78 | \$1.85 | \$1.92 | \$2.00 | \$2.08 |





MIC3 3 % Annual Inflation Factor FY 28 - 31

3% Annual Inflation Factor FY 28 - 31

| | "catch-up" \$1.15 to \$1.78 | | | | |
|------------------|--------------------------------|-------------------|-------------------|-------------------|-------------------|
| | FY 27 | FY 28 | FY 29 | FY 30 | FY 31 |
| PROJECTED | | | | | |
| Revenue | \$1,017M/\$1,043M | \$1,046M/\$1,071M | \$1,080M/\$1,104M | \$1,115M/\$1,137M | \$1,149M/\$1,170M |
| Expenditures | \$974,232 | \$1,092,851 | \$1,125,623 | \$1,159,361 | \$1,194,142 |
| Difference | +\$69,445 | -\$21,542 | -\$21,157 | -\$21,737 | -\$23,360 |
| Annual Dues | \$1.78 | \$1.83 | \$1.89 | \$1.95 | \$2.01 |

4% Annual Inflation Factor FY 28 - 31

| | "catch-up" \$1.15 to \$1.78 | | | | |
|------------------|--------------------------------|-------------------|-------------------|-------------------|-------------------|
| | FY 27 | FY 28 | FY 29 | FY 30 | FY 31 |
| PROJECTED | | | | | |
| Revenue | \$1,017M /\$1,043M | \$1,082M/\$1,097M | \$1,097M/\$1,121M | \$1,143M/\$1,165M | \$1,189M/\$1,209M |
| Expenditures | \$974,232 | \$1,092,851 | \$1,125,623 | \$1,159,361 | \$1,194,142 |
| Difference | +\$69,451 | -\$10,484 | -\$4,571 | -\$5,901 | -\$15,401 |
| Annual Dues | \$1.78 | \$1.85 | \$1.92 | \$2.00 | \$2.08 |





MIC3 4 % Inflation FY 28 – FY 31 Tier Group Sample Impacts



| Tier Group | Students | FY 26 - \$1.15 | FY 27 - \$1.78 | FY 28 - \$1.85 | FY 29 - \$1.92 | FY 30 - \$2.00 | FY 31 - \$2.08 |
|------------|---------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 1 VA | 72,179 | 69,000 | 128,479 | 133,531 | 138,584 | 144,358 | 150,132 |
| 1 NC | 43,864 | 50,444 | 78,078 | 81,148 | 84,219 | 87,728 | 91,237 |
| 1 WA | 24,739 | 28,450 | 44,035 | 45,767 | 47,499 | 49,478 | 51,457 |
| 2 TN | 10,309 | 11,855 | 18,350 | 19,072 | 19,793 | 20,618 | 21,443 |
| 2 NY | 9,788 | 11,256 | 17,423 | 18,108 | 18,793 | 19,576 | 20,359 |
| 3 NE | 3,492 | 4,016 | 6,216 | 6,460 | 6,705 | 6,984 | 7,263 |
| 3 CT | 3,297 | 3,792 | 5,869 | 6,099 | 6,330 | 6,594 | 6,858 |
| 4 ** RI | 1,475 | 2,300 | 4,000 | 4,000 | 4,000 | 4,000 | 4,000 |
| 4 **WY | 1,157 | 2,300 | 4,000 | 4,000 | 4,000 | 4,000 | 4,000 |

**Floor adjustment 2,300 to 4,000

* Ceiling adjustment remove threshold 69,000 to per/student actual enrollment





Top Three Expenditures FY 2026 Projections

| <u>Line Item</u> | <u>Cost K</u> | <u>% Budget</u> |
|-------------------------|---------------|-----------------|
| MIC3 Staff | 474 | 50 |
| Annual Business Meeting | *150 | 16 |
| CSG Indirects | 86K | 9 |
| TOTAL | 710 | 75% |

FY 26 Projected Expenditures 946K

*Assumes In-person IN and 150K



ABM Virtual – In Person Cost Comparison

Annual Business Meeting

In-Person

~\$250K

Virtual

~\$105K

~\$145K

Washington

FY 28 Dues 45,767
24,739 students x \$0.25

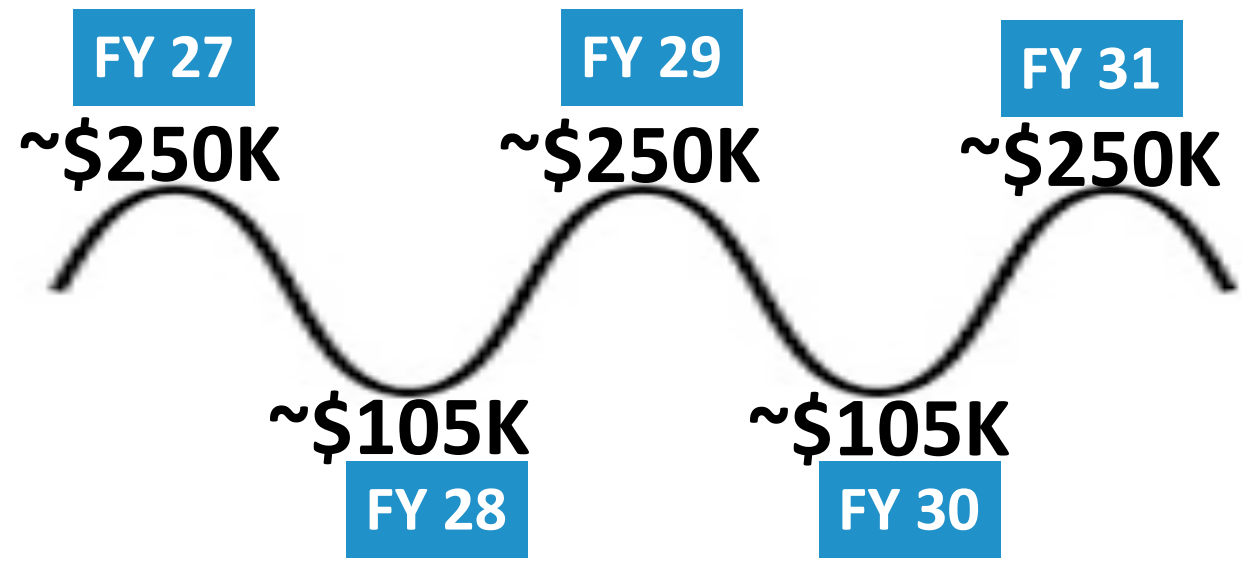
“Savings”
\$6,184.75

571,801
Students



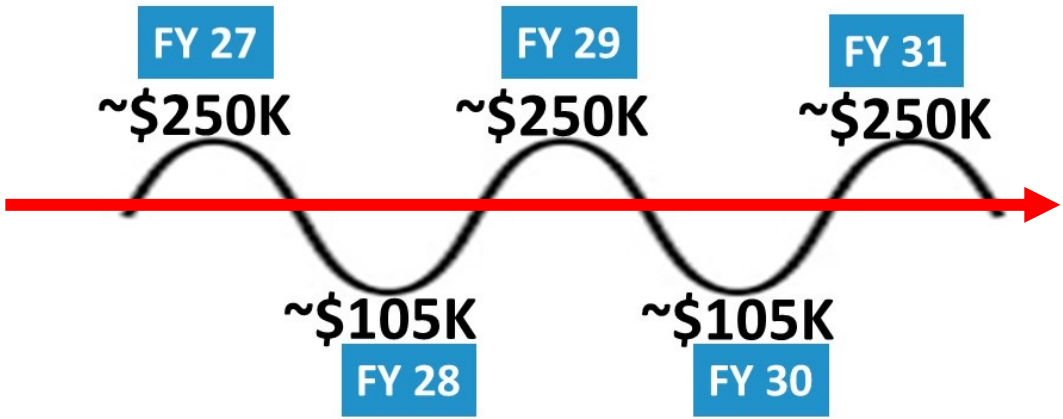


ABM Virtual – In Person Alternative Years





ABM Virtual – In Person Alternative Years Considerations



“Savings”
~\$145K

AVERAGE?
5 years alternating ABM venues = \$960K
Average \$192K = \$0.33/student
OR
ACTUAL?
Use alternating ABM expenditure each year
Ranging from \$0.43/student to \$0.18/student
OR?

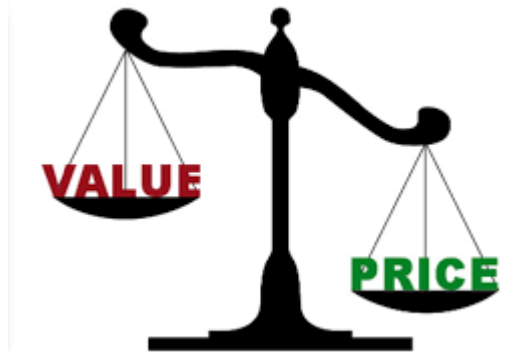
Stable
Predictable
Good stewards of taxpayer dollars
Leadership/management complexity
Variability – inflation – student enrollment
Ability to clearly communicate effectively and timely



ABM Virtual – In Person Considerations

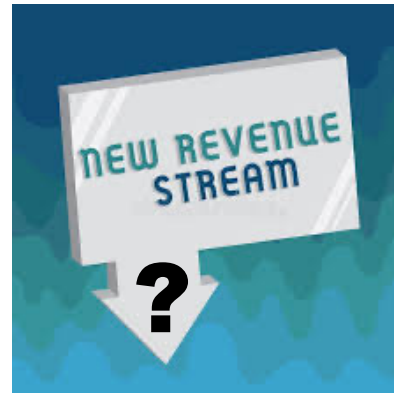
Price versus Value

- ✓ **Building Relationships**
- ✓ Return of Time Investment
- ✓ **Content Delivery Effectiveness**
- ✓ Leader Turnover & Onboarding
- ✓ **Compact Marketing & Influencing Stakeholders**





Exploring Alternative Revenue Sources



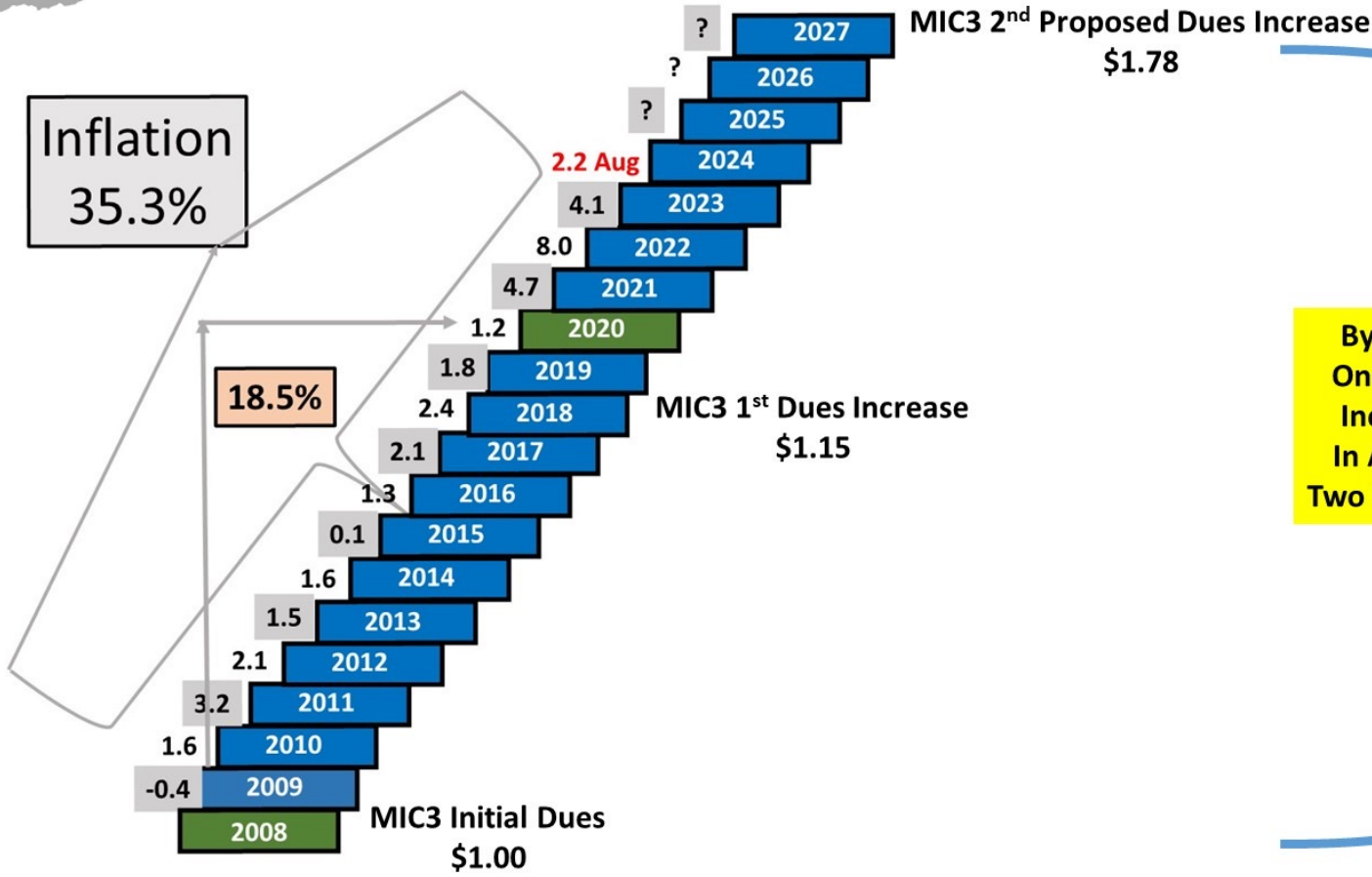
Fees for service – Exporting enhanced MIC3 training to primary and secondary stakeholders

Compliance fee reimbursements +

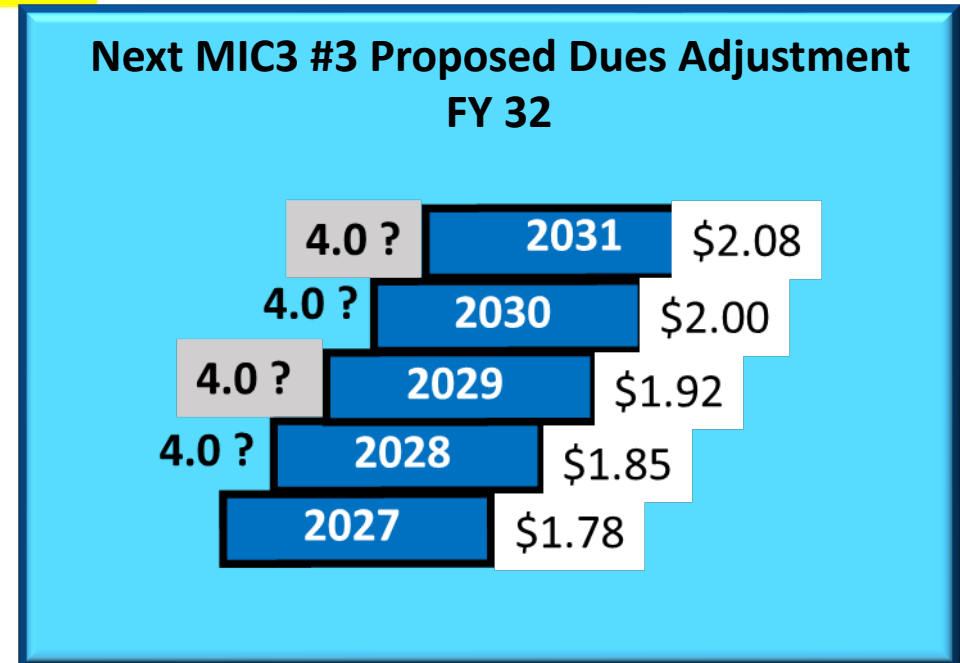


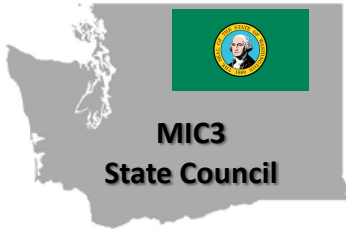


MIC3 Inflation & Dues Increases 2027 - 2031



By FY 27
One Dues
Increase
In Almost
Two Decades





National MIC3 Proposed Dues Increase Inflation Catch-up FY 27 + 4 % Annual Increase FY 28 – FY 31

| WA MIC3 Students 24,739 | FY 26 | FY 27 | FY 28 | FY 29 | FY 30 | FY 31 |
|----------------------------|----------|----------|----------|----------|----------|----------|
| Dues/Student | \$1.15 | \$1.78 | \$1.85 | \$1.92 | \$2.00 | \$2.08 |
| Total Dues | \$28,450 | \$44,036 | \$45,767 | \$47,498 | \$49,478 | \$51,457 |
| Total Annual Increase | \$0.00 | \$15,586 | \$1,731 | \$1,731 | \$1,980 | \$1,979 |



WA MIC3 State Council Proposed Dues Increase FY 27 – FY 31 Zoom Poll

If the MIC3 Compact Commission passes a dues increase during the Fall 2025 Annual Business meeting (ABM), the increase will support the MIC3 projected budget for five years beginning in FY 27 through FY 31.

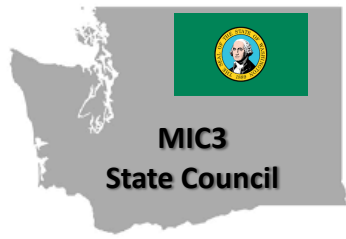
If the Commission approves the increase during the Fall 2025 meeting, the increase would represent the second dues increase since Compact inception in almost two decades.

Based upon the current and projected number of students in Washington supported by the Compact, 24,739, a one-time catch-up increase from \$1.15 to \$1.78 based upon past and projected inflation will go into effect in FY 27.

The one-time catch-up addition from \$28,450 to \$44,036 in FY 27 represents an annual projected dues increase of \$15,586.

Beginning in FY 28 through FY 31, dues are projected to increase 4% annually representing a FY 31 dues payment of \$51,457 or \$2.08/student.

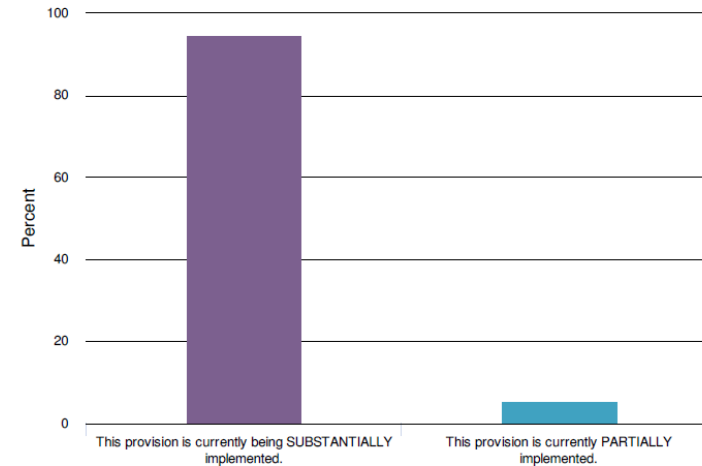
Pending a final Compact Commission vote by every state Commissioner during the Fall 2025 ABM, would you support a dues increase for Washington as proposed above?



MIC3 Compact Implementation Survey

Compact Provision #10: Official education records/transcripts: Simultaneous with the enrollment and conditional placement of the student, the school in the receiving state shall request the student's official education record from the school in the sending state. Upon receipt of this request, the school in the sending state will process and furnish the official education records to the school in the receiving state within ten (10) days or within such time as is reasonably determined under the rules promulgated by the Interstate Commission. Identify the degree to which this provision of the compact is currently being implemented in your district.

Substantially = 94%
 Partially = 6%
 Not at all = 0%



| Value | Percent | Responses |
|--|---------|-----------|
| This provision is currently being SUBSTANTIALLY implemented. | 94.7% | 18 |
| This provision is currently PARTIALLY implemented. | 5.3% | 1 |

How Do We Measure Our State's Return On Investment? 2009



What Happens If.....

Inflation & Expenditures Exceed Projected Revenue

Revenue Exceeds Projected Expenditures



Fiscal Audits

Commission By-Laws, Section 3. Accounting and Audit

The treasurer, through the executive director, shall cause the Commission’s financial accounts and reports including the Commission’s system of internal controls and procedures to be audited annually by an independent certified or licensed public accountant.

Since 2012, audits have been conducted by Blue & Co.

CPAs / ADVISORS



| Year | Result | Recommendation |
|------|--------------------------|---|
| 2012 | Clean audit, no findings | None |
| 2013 | Clean audit, no findings | None |
| 2014 | Clean audit, no findings | None |
| 2015 | Clean audit, no findings | None |
| 2016 | Clean audit, no findings | None |
| 2017 | Clean audit, no findings | None |
| 2018 | Clean audit, no findings | Develop an investment policy |
| 2019 | Clean audit, no findings | Develop an investment policy (policy adopted August 2020) |
| 2020 | Clean audit, no findings | None |
| 2021 | Clean audit, no findings | None |
| 2022 | Clean audit, no findings | None |
| 2023 | Clean audit, no findings | None |
| 2024 | Clean audit, no findings | None |



MIC3 Fiscal Work Ahead

- Dues increase
 - ABM venue considerations in-person versus virtual
 - Minimum and maximum (floor & ceiling) adjustments
- Additional fees
 - Compliance reimbursement costs +
 - Enhanced MIC3 training
 - Stakeholder fiscal assessments
- Continuous cost savings analysis





MIC3 Fiscal Work Ahead





MILITARY INTERSTATE
CHILDREN'S COMPACT
COMMISSION

DOD Video: What is the Military Interstate Children's Compact Commission

<https://www.youtube.com/watch?v=9kFtvCWxoIA>



“Successful Educational Transitions”



MILITARY INTERSTATE
CHILDREN'S COMPACT
COMMISSION

Compact Stories: Student Voices

Reciprocal Diplomas and Participating in
Graduation - North Carolina

Special Recognition Award

Nanette Pigg

Army School Program Manager
IMCOM G9 CYS



Congratulations on your retirement!

“Successful Educational Transitions”

Announcements and Closing Comments

1. Complete the post-event survey
2. Submit your reimbursements by Friday, 11/15
3. 11/14 Compact 101 Training





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