

Annual Business Meeting DOCKET BOOK



**Supporting Success, One Move at a Time:
The Interstate Compact for Military Children**

October 16-17, 2024

Hotel Albuquerque at Old Town
800 Rio Grande Blvd. NW
Albuquerque, NM 87104

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October 2024

Dear Commissioners, Designees, Ex Officio Members, and Guests,

It's amazing to think that the *Interstate Compact on Educational Opportunity for Military Children* is about to celebrate its 16th year since the first 11 states joined in 2008. By 2010, 31 states were part of the Compact, covering over 75% of our military school-aged students. In 2014, we reached our major milestone with all 50 states and the District of Columbia signing on to the Compact. This was a huge achievement for our military students and their families, and we can confidently say our vision of "successful educational transitions" has seen great success.

Over the past 8 years, we focused on identifying our needs and opportunities through three 3-year strategic plans which helped build our foundation and infrastructure, establish programs, and develop the resources to support the Compact. As the Commission moves into the next phase of organizational growth, we are committed to ensuring that our values guide all our decision-making and are evident in our actions. These values include doing what's best for children, resolving issues fairly, respecting everyone, being transparent in all we do, and making a difference.

The upcoming year will involve reviewing and developing the 4th strategic plan. We are proud of the work accomplished by the standing committees to achieve many of the action steps and goals. Our success results from your active involvement on each of the committees - and we thank you for your time and dedication.

I'd like to express my gratitude to our Executive Committee (EXCOM) for their time, hard work, and unwavering dedication. The decisions made within our organization are the result of a collective effort, and I am deeply grateful for the expertise and thoughtful input of our EXCOM members. Our national office team, including Cherise Imai, Lindsey Dablow, and Allie Thomas, has been exceptional, working collaboratively with our State Commissioners and Ex-Officio Members to support our families as they move and deploy throughout the world. Their responsiveness and professionalism are outstanding.

It has been an honor to serve over the past year as the 8th Chair of the Commission, and I have found it to be an incredibly rewarding experience. I look forward to the opportunity to meet with you and renew our commitment to facilitating education transitions for military children!

Sincerely,



Dr. Ernisse Singleton
MIC3 Chair and Louisiana Commissioner



October 2024

Dear Commissioners, Designees, and MIC3 Annual Business Meeting Attendees,

Welcome to our beautiful state of New Mexico – the Land of Enchantment! We are excited to host the commission this year and hope you can spend some time enjoying all that Albuquerque and the surrounding areas have to offer. Our state is home to four major military installations: Cannon Air Force Base, Holloman Air Force Base, Kirtland Air Force Base, and White Sands Missile Range Army Base, with almost 5,000 school-aged military students.

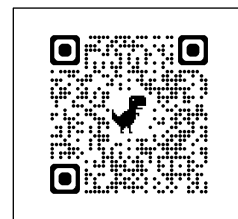
As a retired Air Force spouse with two sons, the Compact is especially personal and meaningful to me, and as the commissioner for my state, the work is rewarding. We, as commissioners, have been charged with implementing the *Interstate Compact on Educational Opportunity for Military Children*, and we have the wonderful opportunity to gather together once a year to collaborate and celebrate our work. The agenda is full of great information and important decisions that we need to make to support the military children and families that we serve.

Having attended several annual meetings, I always leave at the end of the week appreciative of the connections I have made, amazed at the new initiatives and programs we have developed and having learned something new. As your host, we will showcase our schools and students, JROTC and Air Force STEM Research Lab programs, and highlight how the Compact has helped students.

I am especially grateful to our state council members and our military representative, 377th Mission Support Group commander, Col Jason Okumura, New Mexico education and military leadership, and the school liaison team for their continued support and hard work, and to all of you and our national office staff – we do so much more together. Enjoy your week in Albuquerque!

All the best,

Teresa Ferenczhalmy
New Mexico Commissioner



Visit Albuquerque

PUBLIC NOTICE

NOTICE OF PUBLIC MEETING

In accordance with Article VI, Section 1 of the Bylaws for the Military Interstate Children's Compact Commission (MIC3), and the Government in Sunshine Act, 5 U.S.C. § 552b, the organization hereby gives notice of the Annual Business Meeting (ABM) of the Commission:

Event: MIC3 Annual Business Meeting
Date: Wednesday, October 16, 2024 8:00 AM – 5:00 PM MT
 Thursday, October 17, 2024 8:00 AM – 12:00 PM MT
Location: Hotel Albuquerque at Old Town, 800 Rio Grande Blvd NW, Albuquerque, NM 87104

ABM Information:

<https://lp.constantcontactpages.com/ev/reg/bncm9vb/lp/b918d632-706f-463b-a592-223f731ca063>

Agenda: The final meeting agenda will be posted no later than 10 business days prior to the meeting in accordance with Bylaws, Article VI, Section 1 for MIC3

Registration: <https://lp.constantcontactpages.com/ev/reg/bncm9vb>

Public Comment:

An individual or representative wishing to testify should register prior to the meeting. Testimony must be related to an item on the agenda and such person shall be required to identify the agenda item to be addressed by the testimony. Each individual or representative of an organization is allotted three (3) minutes, or an amount of time otherwise designated by the Chairperson, to provide testimony to the Commission.

Interested persons may submit notice to the Commission of their intent to attend and submit written comments to:

Cherise Imai
 Executive Director
 Military Interstate Children's Compact Commission
 1776 Avenue of the States
 Lexington, KY 40511
 Email: mic3info@csg.org
 Phone: (859) 244-8069

Electronically submitted written comments must be received by Tuesday, October 8, 2024, before 5:00 PM ET. Mailed comments must be postmarked by this date to ensure timely receipt.

Persons requiring special assistance or services, such as a sign language interpreter, should contact Lindsey Dablow at (859) 244-8067 at least 10 business days before the meeting.

2024 Annual Business Meeting Itinerary

Tuesday, October 15, 2024 Commissioner and Ex-officio Arrival Day

4:00pm – 5:00pm MT Executive Committee Meeting

5:00pm – 7:00pm MT New Commissioner Reception (By invitation only)

Dinner (on own)

Wednesday, October 16, 2024

7:00am – 8:00am MT Breakfast (included)

8:00am – 12:00pm MT General Session Business Meeting

12:00pm – 1:00pm MT Lunch (included)

1:00pm – 5:00pm MT General Session Business Meeting

6:00pm – 8:00pm MT Evening Reception (included)

Dinner (on own)

Thursday, October 17, 2024 Commissioner & Ex-officio Departure Day

7:00am – 8:00am MT Breakfast (included)

8:00am – 12:00pm MT General Session Business Meeting

Commissioners, Designees, Proxies, and Ex-officio Members:

- *It is recommended to schedule departure times from 2:00PM MT or later. The Albuquerque International Sunport Airport (ABQ) is located approximately 15-20 minutes from the Hotel Albuquerque at Old Town by Uber/Lyft/taxi.*
- *MIC3 will provide two (2) nights lodging for official attendees.*
- *If you are an official attendee and you require an additional night's lodging (3+), please contact the National Office at mic3info@csq.org prior to booking your flight.*
- *To secure the room rate, hotel reservations will need to be made no later than Friday, September 13, 2024.*

*Call to order, roll call, and welcome remarks will be conducted each day

**Voting Item

***Voting Item: [Consent Agenda - Policies](#)

2024 Annual Business Meeting - General Session Agenda

Wednesday, October 16, 2024, 8:00am-5:00pm MT

Thursday, October 17, 2024, 8:00am-12:00pm MT

“Supporting Success, One Move at a Time: the Interstate Compact for Military Children”

- I. **Call to Order*** (*Ernise Singleton, LA*)
- II. **Roll Call***
- III. **Welcome and Opening Remarks**
- IV. **Keynote Speaker: TBD**
- V. **Special Guest: Col Jason Okumura, Commander, 377th Mission Support Group, Kirtland Air Force Base (AFB)**
- VI. **Approval of the Agenda****
- VII. **Approval of the 2023 Annual Business Meeting Minutes****
- VIII. **Public Comment**
- IX. **Executive Reports**
 - A. Executive Committee (*Ernise Singleton, LA*)
 - B. Executive Director (*Cherise Imai*)
 - C. Vice Chair (*Daron Korte, MN*)
- X. **General Counsel (*Darren Embry and Samantha Nance*)**
 - A. Commissioner and State Council Role and Responsibilities
 - B. Memoranda and Legal Advisories
 - C. Proposed Legislation Reviewed
 - D. State Statutes
- XI. **Standing Committee Reports**
 - A. Compliance (*Steven Bullard, KY*)
 - B. Training (*Kathleen Murphy, NH*)
 - C. Communication and Outreach (*Chad Delbridge, WY*)
 - D. Rules (*Mary Gable, MD*)
 - E. Leadership Nomination (*Laura Anastasio, CT*)
 1. **Elections****, Ref. [Election Guide](#)
 - F. Finance (*Greg Lynch, WA*)
 1. [Amended Policy: #1-2014 Travel and Reimbursement Guidelines](#)
 2. [Amended Policy: #3-2020 Operating Reserve](#)
 3. FY2024 Dues, Balance, Revenue & Expenditures, Investments and Annual Audit
 4. FY2025 Dues, Balance, Revenue & Expenditures

5. **FY2026 Proposed Dues****
6. **FY2026 Proposed Budget****
7. **Future Annual Business Meetings: Virtual vs. In-Person****
8. **FY2026-34 Dues Projections and Budget Forecasts**

XII. Briefs

- A. **Organization and Staff Assessment Report** (*Fred Corn and Luis Montelongo, EMS*)
- B. **Strategic Planning Overview** (*Lorna Festa, Perspective LLC*)
- C. **US Department of Defense Update** (*Dianna Ganote, USDOD*)
 1. **Defense State Liaison Office: 2025 Key Issues, Penn State Report** (*Kelli May Douglas, DSLO*)
- D. **Impact Aid 101** (*Keith Mispagel, President, NAFIS*)
- E. **Education Commission of the States** (*Ben Zumbahlen, ECS*)

XIII. Panels

- A. **Ex-officio Perspectives: Advocacy and Awareness** (*Facilitator: Daron Korte, MN*)
- B. **School Liaisons: Supporting Families and Building Partnerships** (*Facilitator: Dianna Ganote, USDOD*)

XIV. Highlights

- A. State Spotlights: Alabama, Florida, Kentucky, Michigan, Virginia
- B. Compact Stories, Student Voices: Resolving Education Transition Challenges
- C. **Starbase Program** (*Ronda Cole Harmon, STEM Academy, Kirtland AFB, and Miranda "Pua" Galbadon, Starbase New Mexico*)

XV. Breakout Sessions

- A. Strategic Planning Small Groups (commissioners and ex-officio members only)
- B. Tier Group Meetings (public attendance permitted)

XVI. Future Annual Business Meetings

- A. 2025: October 23-24 in Indianapolis, Indiana
- B. 2026: TBD

XVII. Announcements and Closing Comments

XVIII. Adjournment

Presentation of colors:

- Sandia High School Air Force JROTC
- Albuquerque High School Army JROTC

**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	Dr.	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	Ms.	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	Mr.	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 counter motion 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
ARKANSAS	Mr.	John "Don" Kaminar	NEW MEXICO	Ms.	Teresa Ferenczhalmly
COLORADO	Dr.	Montina Romero*	NEW YORK	Dr.	Debra Jackson
CONNECTICUT	Ms.	Laura Anastasio	NORTH CAROLINA	Mr.	Nickolas Sojka, Jr.
DELAWARE	Dr.	Michael Rodriguez	OHIO	Mr.	Pete LuPiba
DISTRICT OF COLUMBIA	Ms.	Clara Botstein	OKLAHOMA	Mr.	Will Jones
FLORIDA	Mr.	Terrance McCaffrey	OREGON	Ms.	Tenneal Wetherell
GEORGIA	Ms.	Curtis Jones	PENNSYLVANIA	Ms.	Barbara Clemmer
HAWAII	Ms.	Kathleen Berg	SOUTH CAROLINA	Dr.	Tremekia Priester
IDAHO	Mr.	Spencer Barzee	SOUTH DAKOTA	Ms.	Ann Pettit
ILLINOIS	Dr.	John Price	TENNESSEE	Ms.	Deanna McLaughlin
IOWA	Ms.	Laura Kacer	UTAH	Mr.	Ben Rasmussen
KANSAS	Mr.	Dale Brungardt	VIRGINIA	Mr.	Daniel Dunham
KENTUCKY	Mr.	Steven Bullard	WASHINGTON	Mr.	Greg Lynch
LOUISIANA	Dr.	Ernise Singleton	WEST VIRGINIA	Mr.	Phillip Cantrell
MAINE	Mr.	Laura Cyr*	WISCONSIN	Ms.	Shelley Joan Weiss
MARYLAND	Ms.	Mary Gable	WYOMING	Mr.	Chad Delbridge
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
NEVADA	Ms.	Felicia Gonzales			

* 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
NORTH DAKOTA	Ms.	Davina French
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.



EXECUTIVE COMMITTEE REPORT

Ernise Singleton (LA), Chair

Mission: Responsible for guiding and overseeing the administration of all Commission activities and for acting on behalf of the Commission, as permitted by the Compact, during the interim between Commission meetings. Seeks, under the Commission's shared values and commitments, to attain the mission and vision of successful education transitions.

Over the past year, the Executive Committee (EXCOM) addressed matters regarding the administration of the Commission and collaborated across our standing committees to execute the strategic plan and meet our Year 2 goals. In conjunction with General Counsel, the EXCOM approved two policy amendments and a legal advisory; addressed concerns by members regarding the Penn State Study and provided feedback to the researchers and the US Department of Defense State Liaison Office; and developed a Good, Better, Best document on state implementation of the Compact on request by the US Secretary of Education. We also reviewed inquiries from commissioners regarding open records; a request for and cost analysis for contracting a private shuttle for the Annual Business Meeting (ABM); and a state-level point of contact for the National Oceanic Atmospheric Administration, US Public Health Service, and US Coast Guard.

As discussed at the 2023 ABM, the EXCOM worked with the Finance Committee (FINCOM) to examine costs and discuss the future format and options for an in-person or virtual meeting; as well as the future and financing of the organization to meet our mission and support military students. Based on the FINCOM recommendation to hold the 2024 ABM in person, the EXCOM approved moving forward with the event in Albuquerque, New Mexico, and the 2025 ABM in Indianapolis, Indiana. The Committee also approved their recommendation to secure an external consultant to conduct an organization and staff assessment, and market study.

I attended the National Association of Federally Impacted Schools and Military Impacted Schools Association meetings in Washington DC and engaged with new and seasoned district leaders, provided updates on our efforts, met with federal agencies, and met with Louisiana's Congressional delegation on the Hill.

In April, the EXCOM began the 4th strategic planning process and had significant discussions on our milestones, current status, and future. Part of the process involves obtaining input from commissioners and ex-officio members on the way forward.

The four Tier Groups, comprised of states by military student impactation, convened twice this year - at the 2023 ABM and in June 2024 - to discuss Chapter 200 on data collection, finances, the future format of the ABM, and a proposed rule regarding placement.

The Committee continues to focus on building partnerships to strengthen our network of support and partner with federal agencies, ex-officio members (NMFA, MISA, MCEC, NFHS, and BSF), and other stakeholders to raise awareness. This year, Past Chair and Connecticut Commissioner Laura Anastasio and former Hawaii Commissioner Kathy Berg, secured house and senate resolutions to recognize MIC3 and declare April as the Month of the Military Child.

Thank you to the states that were able to contact their congressional delegations to sign onto the measures. This is a fantastic achievement and recognition for our military kids.

The 2024 ABM includes an ambitious agenda. As the Commission meets annually and values openness and transparency, the opportunity to brief on our national activities and state programming to support military students is important. The docket includes in-depth committee reports, briefs and updates on topics pertaining to the military and education, providing opportunities to learn, and ideas for members to take back to their states and respective organizations.

On behalf of the EXCOM, we are pleased with our shared efforts and the progress we have made to support our military families in their service to our country. Henry Ford said, "Coming together is a beginning; keeping together is progress; working together is success." Our success thus far is due to our focus on students, caring about students, and knowing that we are making a difference in their lives and future. We look forward to working with all of you over the next year!



STRATEGIC PLAN

2023-2025

Priorities



- Develop trust and accountability among Commission members.
- Create a culture that supports team interaction and collaboration across the organization.
- Build relationships with stakeholders.
- Ensure the Compact meets its mission and vision.
- Use technology to improve access to information.
- Improve the Commission's infrastructure and administration.
- Protect the fidelity of the Compact.
- Equip future leaders.
- Ensure the Compact is being implemented efficiently and consistently.
- Improve awareness among the lay public and stakeholders.
- Ensure the Compact appropriately addresses the educational issues of military-connected students.
- Provide relevant resources to assist parents of military-connected students.
- Compile and provide best practices and resources for military-connected students.
- Train states, schools, and staff to support military-connected students.

Vision

Successful Educational Transitions

Mission

Through the Interstate Compact, MIC3 addresses key educational transition issues encountered by children of military families.

Values

- Doing the right thing for children
- Resolving issues fairly
- Respect for all
- Transparency in all we do
- Committed to making a difference



GOAL 1: CULTURE

Culture is the foundation of the Commission. As the Commission continues to evolve, so must the relationship among members and stakeholders. To ensure a successful future, we will empower and channel the diverse nature of members and staff to maintain one focus, one purpose, and one outcome.



Goal Statement:

Continue to enhance our culture by creating opportunities for stakeholders to connect and promote our values, our purpose, and our mission. Building a student-centered culture, focused on successful educational transitions.

Strategies:

1. Create a collaborative and supportive environment that fosters and promotes Stakeholder engagement.
2. Build trust and relationships among members and staff.
3. Ensure staff has the tools and resources needed to meet the mission of the organization.
4. Ensure member engagement by providing necessary resources and education.
5. Ensure Commissioners and State Council members have a clear understanding of their obligations, roles, and responsibilities to meet the mission.
6. Ensure synergy among staff and leadership.

GOAL 2: FIDELITY

Maintaining the integrity of the Compact, the intent, purpose and meaning, is of the utmost importance to the Commission.



Goal Statement:

The Commission will maintain the integrity of the Compact through accountability, consistency, and best practices.

Strategies:

1. Ensure our revenue and resources support our initiatives and the Commission possesses the necessary tools.
2. Educate stakeholders about available resources to strengthen state programming.
3. Ensure Commission guidelines communicate expectations, support current processes, and compliance.
4. Ensure the Commission is meeting its mission through benchmarking.
5. Evaluate external impacts to the mission and fiscal outlook to ensure viable sustainability.
6. Ensure Rules are relevant and applicable to the mission.
7. Develop and strengthen existing partnerships to support the mission and vision.

GOAL 3: EDUCATION

As our landscape continues to change, it is important the Commission continues to educate its stakeholders and the public on the presence and importance of the Compact.



Goal Statement:

As the Commission matures, we will continue to serve our mission and raise awareness through education and training, ensuring programs and resources are relevant to the needs of stakeholders.

Strategies:

1. Continue to develop annual marketing campaigns are contemporary and progressive.
2. Ensure new members are trained and educated about the Compact and Commission to effectively support the programming in their state.
3. Ensure access to training for all stakeholders.
4. By state, increase utilization of Commission resources, tools, and training to educate stakeholders on the Compact.
5. Collect data and stories to showcase the successful implementation of the Compact.
6. Continually assess and improve educational resources and ensure the tools and resources are available to all stakeholders.
7. Invest in the infrastructure of our educational platforms and programs.

Military Interstate Children's Compact Commission
1776 Avenue of the States Lexington, Kentucky 40511



September 22, 2024

The Honorable Miguel Cardona
Secretary of Education
U.S. Department of Education
400 Maryland Avenue, SW
Washington, DC 20202

Dear Secretary Cardona:

Thank you for your leadership and continued support for all children across our great nation.

On behalf of our member states – the 50 states and the District of Columbia – and the over 570,000 military and uniform-connected children we serve, we deeply appreciate your support of the *Interstate Compact on Educational Opportunity for Military Children* and our work to ease the education transitions of military and uniform-connected students worldwide to stay on grade level and attain on-time graduation.

Your "Raise the Bar: Lead the World" initiative, which promotes academic excellence and prepares students for global competitiveness, is aligned with our mission of successful education transitions – centering the focus on student success. Your collaboration and advocacy over the past four years have amplified our voice, built awareness, and strengthened support for military and uniformed-connected kids as they move between schools worldwide.

Our Executive Director regularly attends your Military and Veteran Stakeholder Organization meetings and provides the Executive Committee and Commission with updates and information on the discussion and initiatives. She was pleased to hear that you highlight the Compact in conversations with states, communities, and school districts regarding support for military families and students. You asked the Commission to identify state best practices on implementing the Compact, specifically to identify “good, better, and best” initiatives/activities that you could reference in your conversations.

Enclosed is the final document, developed with input from members on how they meet and could potentially “raise the bar” on their Compact programming. Gleaned from their annual end-of-year reports, as well as discussions at their state council and our tier group meetings, the dialogue was robust and provided the opportunity to share good information about the work they do to support students.

Again, thank you for your time and support. Should you need clarification or require additional information, please do not hesitate to contact me at ernise.singleton@la.gov or (225) 342-3427, or Cherise Imai, Executive Director, at (859) 244-8000 or cimai@csg.org.

Sincerely,

A handwritten signature in cursive script that reads "Ernise A. Singleton".

Dr. Ernise Singleton
Commission Chair and Louisiana Commissioner

Good, Better, Best: Highlighting State Best Practices on Program Implementation of the Interstate Compact on Educational Opportunity for Military Children

Background

- The Secretary of Education for the US Department of Education, Miguel Cardona, supports the efforts of member states and has spoken favorably about the positive impact of the Compact, as we ease the education transitions of military students as they move between public and the Department of Defense Education Activity schools. (view his message and memorandum)
- Secretary Cardona has requested the Commission to create a set of general best practices for implementing compact programs. He plans to share this information with state officials, school districts, communities, and families. He suggested that the information be presented in a simple "good, better, best" format, as this can be easily communicated and understood at all levels.
- This document has been created using information gathered from the end-of-year reports of Member States, state council meeting minutes, and discussions with state commissioners.
- Note:
 - "good" = meeting the basic compact statute requirements as outlined in the statute, bylaws, and policies.
 - "better" = doing a little more than just meeting the basic compact statute requirements.
 - "best" = doing a little more than better in meeting the basic compact statute requirements.
- States differ in how they implement and allocate resources due to the presence of military installations and uniformed members. This document aims to showcase best practices by states and share information and "raise the bar" regarding the implementation of their compact programs.

Compact Program Goals

- Seek to fulfill the mission of "Successful Education Transitions".
- Ensure the state complies annually with the regulations and requirements outlined in the Compact.
- Capitalize on the free Commission resources to support your state program. Identified in the strategic plan and developed by the standing committees, the initiatives are funded by member state dues.
- Build good working relationships and partnerships to support the Compact program implementation.
- Actively promote the Compact and support for military youth attending public (and DODEA, if applicable) schools within the state.
- Build good relationships and communications with your Military Representative and School Liaisons. (Some states do not have military installations and, therefore do not have a school liaison assigned.)

Purpose of this document:

- Highlight and share state best practices.
- Support states in the implementation of their Compact program.
- Increase awareness and interaction among Commissioners and stakeholders.
- Assist states with establishing performance goals and promotes Commission transparency about State requirements and expectations at the minimum level.

Good

- Administration
 - Appointing the State Commissioner
 - Holding one State Council Meeting annually or as required by the state. Note: Some state statutes differ in the required number of meetings to be held each year.
 - State dues received by the June 30th deadline
 - End-of-Year Report Submission within 30 days deadline.
 - Attend 75% of Assigned Standing Committee Meetings, actively participate and contribute to the discussion.
 - Attend the Annual Business Meeting or Send a Delegate

- The State Commissioner serves as a conduit for communication between the state and the Commission.
 - He/she reviews the output from the commission and forwards the information to the state council and/or to appropriate individuals within the state.
 - With the state council, assesses compact-related cases, information, and other topics, and forwards it to the Commission. This may involve rule amendments.
 - The Commissioner meets annually with the designated lead service military representative, lead service installation school liaison, or all installation school liaisons. In states without an active-duty installation, the commissioner meets annually with the designated lead military service headquarters school liaison program manager.
 - When contacted locally or by the Commission, the Commissioner responds to inquiries and cases timely.
- Engage your State Council
 - Agenda
 - Review cases that have arisen to the commissioner and/or school liaison levels.
 - Include relevant briefs/reports from other agencies and organizations (legislative briefs, etc.)
 - Align compact regulations with state board and/or departmental regulations and/or policies and/or local board policies/regs
 - To develop a marketing plan to promote the Compact to stakeholders:
 - Have the State Superintendent disseminate a letter annually at the beginning of the school year informing school districts of the Compact and how to obtain training.
 - Ask the military representative how they can inform families about the Compact.
 - The State Education Department has a webpage that includes Compact related information:
 - Points of Contact: Compact Commissioner
 - State Compact statute.
 - Links to the MIC3 state webpage (Interactive map)

Better

- Administration
 - Being Proactive on Commissioner Exit/Leave (seek next appointment)
 - State End-of-Year Report Received by the June 30th deadline.
 - Attend 85% of Assigned Standing Committee Meetings, actively participate and contribute to the discussion.
 - Attend the Annual Business Meeting or Send a Delegate
- The State Commissioner serves as a conduit for communication between the state and the Commission.
 - He/she reviews the output from the commission and forwards the information to the state council and/or to appropriate individuals within the state.
 - With the state council, assesses compact-related cases, information, and other topics, and forwards it to the Commission. This may involve rule amendments.
 - Actively assesses compact-related documents such as proposed rules, guidance, and policies and provides feedback from a state perspective to the Commission.
 - The Commissioner meets biannually with the designated lead service military representative, lead service installation school liaison, or all installation school liaisons. In states without an active-duty installation, the commissioner meets biannually with the designated lead military service headquarters school liaison program manager.
 - When contacted locally or by the Commission, the Commissioner responds to inquiries and cases timely; and communicates progress to the relevant parties.
- State Council Engagement
 - Agenda
 - Review cases that have arisen to the commissioner and/or school liaison levels.
 - Includes briefs/presentations from state council members.

- Align compact regulations with state/local board and/or departmental, regulations and/or policies.
- To develop a marketing plan to promote the Compact to stakeholders:
 - Have the State Superintendent disseminate a letter annually at the beginning of the school year informing school districts of the Compact and how to obtain training.
 - Schedule annual training with the military-impacted school districts.
 - Ask the military representative how they can inform families and schedule training about the Compact.
- The state education department has a webpage that includes Compact related information:
 - Point of Contact: Compact Commissioner
 - Lists the Council Members.
 - Links to Compact Resources such as collaterals; Training Calendar and the Portal; and the MIC3 state webpage (Interactive map).
 - State Compact statute.
- If allowable and appropriate, identify additional council members: State Athletics Association and/or the liaison on athletics and extracurricular activities within the state department of education; a representative from the National Guard and/or Reserve, National Oceanic Atmospheric Administration (NOAA) and US Public Health Service (UHPHS); additional military impacted school superintendents.
- Hold State Council meetings in various locations throughout the state, which would increase engagement for the Compact by allowing more attendees to partake in meetings.

Best

-
- Attend 100% of Assigned Standing Committee Meetings, actively participate and contribute to the discussion.
- Attend the Annual Business Meeting or Send a Delegate
- The State Commissioner serves as a conduit for communication between the state and the Commission.
 - He/she reviews the output from the commission and forwards the information to the state council and/or to appropriate individuals within the state.
 - With the state council, assesses compact-related cases, information, and other topics, and forwards it to the Commission. This may involve rule amendments.
 - Actively assesses compact-related documents such as proposed rules, guidance, and policies and provides feedback from a state perspective to the Commission.
 - Reviews new rules and provides updates to the state council. Assess if regulatory and policy changes are necessary within the state.
 - The Commissioner meets triannually with the designated lead service military representative, lead service installation school liaison, or all installation school liaisons. In states without an active-duty installation, the commissioner meets triannually with the designated lead military service headquarters school liaison program manager.
 - When contacted locally or by the Commission, the Commissioner responds to inquiries and cases timely; communicates progress to the relevant parties; and notifies the Commission and relevant parties once the inquiry and/or case has closed.
- State Council Engagement
 - Agenda
 - Review cases that have arisen to the commissioner and/or school liaison levels. Discuss trends and/or opportunities for engagement.
 - Includes briefs/presentations from state council members.
 - Include relevant briefs/reports from other agencies and organizations.
 - Align compact regulations with state/local board and/or departmental, regulations and/or policies.
 - To develop a marketing plan to promote the Compact to stakeholders:

- Have the State Superintendent disseminate a letter annually at the beginning of the school year informing school districts of the Compact and how to obtain training.
 - Require and schedule annual training for all school districts statewide.
 - Ask the military representative how they can inform families and schedule training about the Compact.
 - Engage with the Military Representative and other council stakeholders to schedule training for parents (NG&R, NOAA, UHPHS) state-wide.
 - Utilize other state initiatives, events, and policies to engage and promote the Compact to stakeholders and build awareness.
- The state education department has a webpage that includes Compact related information:
 - Points of Contact: Compact Commissioner
 - Lists the Council Members.
 - Links to Compact Resources such as collaterals; Training Calendar and the Portal; and the MIC3 state webpage (Interactive map).
 - State Compact statute.
 - Provides meeting dates and minutes.
 - If allowable and appropriate, identify additional council members: State Athletics Association and/or the liaison on athletics and extracurricular activities within the state department of education; a representative from the National Guard and/or Reserve, National Oceanic Atmospheric Administration (NOAA) and US Public Health Service (UHPHS); additional military impacted school superintendents.

What is MIC3?

Founded in 2008, the Military Interstate Children's Compact Commission (MIC3) is the governing body of the Interstate Compact on Educational Opportunity for Military Children or ICEOMC. Commission members include the 50 states, District of Columbia, and six ex-officio representatives – which include the US Department of Defense (USDOD). In addition to the USDOD, the Compact supports uniformed members of the federal Departments of Commerce, Homeland and Health and Human Services. The mission: ease the educational transitions of school-aged, military and uniform-connected students attending public schools, to include Department of Defense Education Activity schools worldwide, and also promulgate and enforce the compact rules. For more information, visit www.mic3.net.

March 15, 2024

Geraldine Valentino-Smith
Director, Defense-State Liaison Office (DSLO)
Office of the Deputy Assistant Secretary of Defense
Military Community and Family Policy

Dear Ms. Valentino-Smith,

The Military Interstate Children’s Compact Commission’s (MIC3) Executive Committee appreciated the opportunity to review the Clearinghouse for Military Family Readiness at Penn State Study, *State Implementation of Four Initiatives to Support Military-Connected Students*, with representatives from the research team on 11 January 2024. Based on a review of the study and feedback from member states, the Executive Committee offers the following comments regarding the Interstate Compact on Educational Opportunity for Military Children (ICEOMC) review.

Prior to and during our 11 January meeting, the Executive Committee was informed the report was embargoed, and the understanding was your agency desired the feedback prior to the report's release. We regret we were not notified the report had already been released publicly. Had we been notified of the report’s imminent release, the Committee would have expedited our response to your team.

Of significant concern of the Executive Committee is the report’s inability to identify or adequately address the Compact Rules. The role of the Compact Rules is to clarify general applicability, implement, interpret, or prescribe a policy or provision of the Compact, and enforce the implementation of the Compact statute. As outlined in the Model Compact Language (MCL), Article X *Powers and Duties of the Interstate Commission*, Commission Rules “shall have the force and effect of statutory law and shall be binding in the Compact states to the extent and in the manner provided in this compact.” By not addressing the Rules in the report, the research team omitted a significant component of the application and implementation of the Compact statute. While the report was commissioned as part of the National Defense Reauthorization Act (NDAA) and focuses on Department of Defense (DoD) initiatives, the Compact statute supports multiple federal departments, hence the importance of the Compact Rules. Table 6 – *Enforcement* (page 16) provides, “The Commission will enforce the provisions and rules.” However, this is the only indication within the report that the Commission promulgates Rules or must enforce the Rules.

In addition to the above, the Executive Committee shared these general comments:

- The methodology of the research requires clarification. Neither the overall timeframe during which research was conducted nor the timeline each phase of research encompasses was provided. While there was a data collection cut-off, the report should acknowledge some states initiative action to address DoD priorities or concerns were pending final passage within state legislatures. However, by not providing the timeframe, the subject of the policy initiative cannot accurately address inquiries from stakeholders within their state or the District of Columbia (DC).
- The report’s Executive Summary and Introduction state the research team examined state and DC-level implementation of four state/DC-level policy initiatives that are intended to support military-connected students (page 10); however, the layout of the report gives the impression

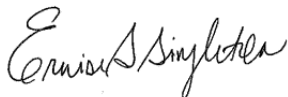
that the non-Compact related programs have a direct impact on Compact compliance and implementation.

- The report states that Clearinghouse researchers reviewed five Compact articles. This implies a level of understanding regarding compact law that the Clearinghouse researcher may or may not possess. The final paragraph on page 14 simply states, “Understanding legalese and broad state statutes is beyond the scope of this project.” The lack of legal review should be emphasized to provide context to the information presented within the report, specifically when the report makes determinations regarding each state’s/DC’s Compact statute.
- The report contains inaccurate information on the development of the ICEOMC and the formation of the MIC3. The report states (page 14), “The MIC3 provided model language for the states/DC (MIC3, n.d.-b).” This is incorrect. The Department of Defense (DoD) provided funding to develop the Compact. The model language was developed by the DoD, through the Defense-State Liaison Office (DSLO), in collaboration with the Council of State Governments in 2006. Once the model language was finalized by the DSLO, they secured bill sponsors in states. State compact bill variances from the model language were reviewed and approved by the DSLO office and general counsel prior to final adoption by states. The Commission was not activated until the first 11 states joined in 2008, and the Commission was formally established later that year.

While the Compact does not address every education-related issue a military family may encounter, the MIC3 appreciates the opportunity to provide feedback, and shares your commitment to military students through successful education transitions between public and U.S. Department of Defense Education Activity schools.

The Executive Committee welcomes further discussion and collaboration regarding strengthening support for military families. Should you have any questions, please feel free to contact me by email at ernise.singleton@la.gov or by phone at (225) 342-3427.

Sincerely yours,



Dr. Ernise Singleton
Chairman and Louisiana Commissioner

c: Executive Committee
Dianna Ganote, Military Representative, Department of Defense

April 22, 2024

Ms. Geraldine Valentino-Smith
Director, Defense State Liaison Office
Office of the Deputy Assistant Secretary of Defense
Via email to geraldine.valentino-smith.civ@mail.mil

RE: Interstate Compact on Educational Opportunity for Military Children

Dear Ms. Valentino-Smith:

As you may know, our office represents the Interstate Compact on Educational Opportunity for Military Children (the “Compact”). Please allow this letter to serve as a response to your request of April 2, 2024 regarding your request for information for facilitation of congressional report requirements under Sec. 579 of the NDAA. The obligations of Sec 579(c) of the NDAA require the Secretaries concerned to submit a report containing the recommendations developed under Sec. 579(a), utilizing the considerations set forth in Sec. 579(b) to identify barriers to certain modifications and/or improvements to the Compact. The mandate of Sec. 579 does not require the preparation of the report by the Compact or its Commission (nor could such mandate be properly asserted for the reasons set forth below).

Regardless, this response is provided to facilitate the exchange of information. In sum, this letter will clarify and affirm the sovereignty of the Compact, identify the paramount barriers to Compact modification (even for the purpose of “improvement,”) and reiterate the Compact Commission’s position on the issues identified by your communication.

THE COMPACT

In 2006, the Council of State Governments’ National Center for Interstate Compacts, in cooperation with the U.S. Department of Defense, national associations, federal and state officials, State Departments of Education, and school administrators, drafted model legislation for the creation of the Interstate Compact on Educational Opportunity for Military Children (“the Compact”). The Compact provides for the uniform treatment of military children transferring between school districts and states by addressing key educational transitions such as eligibility, enrollment, placement, and graduation. Once the model legislation was prepared, it was subsequently adopted into law by all fifty states and the District of Columbia.

First and foremost, a compact is a demonstration of state sovereignty, expressed through the creation of a joint governmental body comprised of each member state. It is an adaptive tool for ensuring cooperative action among the states that has the character of both statute and contract between two or more states. Unlike federally imposed mandates that often dictate unfunded and rigid requirements, interstate compacts provide a state-developed structure for collaborative action, while building consensus among the states and evolving to meet new and increased demands over time.

Compacts are created when two or more states adopt identical statutes which set forth the terms of the underlying agreement between them. Other states may join the Compact by enacting identical compact statutes. Once the required number of states has adopted the pact, the “contract” among them is valid and becomes effective as provided. The compact represents an agreement between the States to share their sovereign power, and as such its rules supersede any conflicting state statute and/or policy. While a compact without Congressional consent does not supersede federal law, it provides the authority for member states to work together to ensure the provisions of the compact are applied consistently and within the confines of the legislation. However, the Compact is always limited to the specific terms set forth in the enabling legislation enacted in the member states.

NDAА ANALYSIS

Sec. 579 of the NDAA outlines several items for consideration in the report containing recommendations for Compact improvement. In implementing any initiative, under Article XII: Rulemaking Functions of the Interstate Commission, the Commission is vested with rulemaking powers. A basic axiom of the rulemaking power, however, is that the ability to promulgate Rules is limited to the authority vested in the Commission by the authorizing statute (i.e. the Compact). In other words, if the Compact does not address a particular area of concern, the rulemaking power cannot be used to expand or add to the scope of the Compact. Rules can merely clarify, operationalize, or otherwise augment the language of the Compact, but in no event can the Rules expand it.

With regard to expanding the scope of the Compact, the terms of the statute states that no amendment to the Compact will be effective or binding on the member states until it is universally adopted by statute in every member state. Since, as noted above, the Compact cannot be expanded through rulemaking, adding additional areas or objectives to the Compact’s functions would require amending the Compact statute in every member state. Not only is this a prohibitively lengthy and costly process, the Commission has already considered the issue of unanimous statutory amendment to expand scope. After extensive discussion and debate, ultimately it was directed by affirmative vote of the Commission in 2022 that it declines to “reopen” the Compact statutes in the member states in order to expand its scope.

With regard to specific recommendations, Sec. 579(b) requests that the congressional reports address barriers to implementing two specific areas of identified importance. First, the reports are asked to “[i]dentify any barriers to the ability of a parent of a transferring military-connected child to enroll the child, in advance, in an elementary or secondary school in the State in which the child is transferring, without requiring the parent or child to be physically present in the State.” As noted above, the Compact itself is limited by the scope of matters set forth in the Compact. While the Compact addresses enrollment matters affecting military-connected children, the language of the Compact does not provide a broad catch-all authority to weigh in regarding enrollment in general—thus, enrollment protections for military-connected children are limited by the statute. As outlined above, because advanced enrollment was not part of the original model statute adopted by the fifty states and the District of Columbia, unanimous consent by the member states is required. This approval is not forthcoming, as noted above. Further, every member state must legislatively modify the statute to implement such an initiative. This is not feasible.¹

¹ Sec. 579 also addresses data collection on this matter; as advanced enrollment is outside the scope of the Compact, the Commission does not track the number of military-connected students enrolled in such programs, nor does the Commission have the ability to clarify the language of state statutes which are unrelated to the Compact.

Second, Sec. 579 requires that the report “[i]dentify any barriers to the ability of a transferring military-connected child who receives special education services to gain access to such services and related supports in the State to which the child transfers within the timeframes required under the Individuals with Disabilities Education Act (20 U.S.C. 1400 et seq.).” The Compact addresses the IDEA and requires states to provide comparable services when a student transitions interstate between public and USDOD schools. In 2019, the Commission developed resources to provide support and clarification regarding the Compact’s application to special education services. The documents include Legal Advisory 1-2021, Compact IDEA Narrative, IDEA Flowchart and IDEA/SPED Case Resolution Process. These are available on the Commission’s website at <https://mic3.net/commissioner/>.

While the Compact supersedes state education laws that are in conflict with the Commission’s rules, it does not replace federal legislation such as the IDEA and other special education statutes. Due to this, Compact commissioners refer IDEA cases to the appropriate department of education or special education division within their state. Additionally, the state councils which oversee the Compact’s implementation in each state include a representative from the state education agency. As the IDEA is a federal law and outside of the Commission’s statutory mandate, further initiatives regarding this objective (to the extent not already addressed by the Compact and the IDEA in conjunction) are more appropriately directed to the US Department of Education.

It is noted that the Commission supports the provision of a letter or memorandum of support to military families to assist them as they transition from state to state. The Commission would welcome the opportunity to develop a marketing and communication plan with the USDOD to educate parents, inform commanders, and build awareness of the Compact across services.

ENFORCEMENT

In addition to the foregoing matters, your communication asked for information regarding enforcement matters and enforcement status. The Commission would consider enforcement of the Compact to be a compliance issue. The Commission has an active Compliance Committee along with promulgated Rules related thereto, including an escalating notice and default process that ensures States and the local education authorities are implementing the Compact in a manner that is consistent with the statute. The relevant Rules are published on the Commission’s website at https://mic3.net/wp-content/uploads/2020/06/MIC3-Rules-Book_Dec2023_WEB_1-10-24.pdf for your reference.

IMPLEMENTATION OF ADVISORY RECOMMENDATIONS

Sec. 579 notes that “[t]he Secretaries concerned, in consultation with States through the Defense State Liaison Office (DSLO) shall develop recommendations to improve the Military Interstate Children’s Compact.” While the Commission welcomes feedback and the opportunity to improve delivery of the Compact to students, the Compact itself is first and foremost limited by the scope of the Compact. Any flexibility that does exist in Compact governance is squarely within the authority of the Compact Commission, a joint governmental agency comprised of delegates representing each member State. Your communication asked for the status of specific implementation of various outside recommendations. To be clear, the Commission has a defined strategic planning process that is in three-year cycles and voted

on by the Commission at the relevant annual business meeting. It is not the practice of the Commission to undertake ad hoc implementation of objectives for improvement; rather, such recommendations and potential initiatives are considered by the Commission as a whole, consolidated into a coherent forward-looking plan, and voted upon by the Commissioners. The preliminary steps of the next strategic plan cycle are being undertaken currently.

It is also noted that while recommendations and dialogue regarding the Compact are welcome, those recommendations are advisory only and have no binding effect on the Commission. Under the Promulgation of Rules, a new rule or rule amendment may only be proposed by a Compact participant—that is, a compact commissioner, a standing committee of the Commission, or by any regional group of states as may be subsequently recognized by the Commission. As the Commission itself is comprised of delegates from each member State, the States’ collective votes will determine the precise path for the mechanics of Compact implementation.

Finally, the Commission reiterates that it is committed to working collaboratively with all of its agency stakeholders (including Homeland Security, Health and Human Services, and Commerce in addition to the USDOD) in order to address feedback, suggestions, or concerns, and enhance awareness of the Compact. Of note, the Department of Defense Instruction, No. 1342.29 dated January 31, 2017, outlines the agreement between the Commission and the USDOD. Unfortunately, full implementation of the DODI has not been achieved to date. Specifically, the directive under the Instruction establishing a committee within DoDEA (referred therein as “DoDEA Committee”) has not been implemented. Completion of the same would facilitate the more thorough exchange of information and receipt of feedback for the furtherance of the Compact’s objectives as well as assist in carrying out the policy outlined in the Instruction.

It is my hope that this letter addresses the information referenced in Sec. 579 of the NDAA and affirms the Commission’s position on these various items.

Sincerely,



Samantha T. Nance

EXECUTIVE DIRECTOR REPORT
Cherise Imai, Executive Director

Located in Lexington, Kentucky, the MIC3 National Office is responsible for the operation of the Interstate Commission and works closely with Commissioners and stakeholders throughout the United States and worldwide. The National Office provides a wide range of programs and resources developed by the commission's standing committees to support Member States in their administration of the Compact to support successful education transitions of school-aged military students. In addition to providing administrative support to the executive and standing committees, the National Office provides technical assistance, training, and education; disseminates collaterals and resources; provides administrative support for commissioner and state council meetings, and briefs at national and state meetings on request.

The continued evolution of the Commission is necessary to meet our mission of successful educational transitions. With the approval of the third strategic plan at the 2022 Annual Business Meeting (ABM), the National Office was focused on the second-year targeted goals and activities. While the first strategic plan focused on staffing alignment and identifying organization needs and gaps, the second plan targeted program development based on assessments. The third plan builds on the foundation established in prior years and enhances current programs and resources while identifying new opportunities and gaps to fulfill our statutory requirements and ensure the Commission's financial future.

2024 Highlights:

- The Executive Committee approved a third staffing position, an Operations Coordinator, which supports the execution of our programs and helps maintain a high level of service.
- Supported the Commission's efforts to ensure the statutory requirements, as defined in the statute, regulations, and policies, are attained.
- Supported the execution of our strategic plan goals and priorities.
- Supported the transition of new and outgoing commissioners and ex-officio members.
- Provided administrative assistance for and/or attended state council meetings.
- Provided technical assistance on the Compact rules and regulations.
- Provided technical assistance to states on the compact statute citation correction.
- Continued targeted training efforts for school district administrators, personnel, and parents.
- Established new partnerships and strengthened current collaborations with our ex-officio members, federal and state agencies, military and education-related organizations, and other stakeholders to advance awareness and education of the MIC3.

"Never doubt that a small group of thoughtful committed individuals can change the world. In fact, it's the only thing that ever has." - Margaret Mead

The continued growth and maturity of the organization are a direct result of our joint efforts and commitment, and we will continue to make a difference for military students. On behalf of the National Office staff, we appreciate your continued support and collaboration, and we look forward to working with you in the upcoming year.

**MIC3 National Office Case and Inquiry Summary
FY 2024 - July 1, 2023 to June 30, 2024**

Requestor	#	%
Parent	24	43%
Military Service (i.e. School Liaison Officer)	7	13%
State	0	0%
Compact Commissioner	16	29%
Ex-Officio Member	0	0%
District/School	6	11%
Student	1	2%
Other	2	4%
TOTAL	56	100%

Type	#	%
Compact Related	23	41%
Not Applicable	33	59%
TOTAL	56	100%

Compact Related Case Topics	#	Article	%
Art III-Applicability	3	3	13%
Art IV-Educational Records & Enrollment: Records/Immunizations	1		
Art IV-Enrollment-Kindergarten/First Grade Entry	3		
Art V-Placement & Attendance (General)	0	4	17%
Art V-Placement & Attendance: Absence Related to Deploy	0		
Art V-Placement & Attendance: Course Placement	7		
Art V-Placement & Attendance: Educ Program Placement	1		
Art V-Placement & Attendance: Placement Flexibility	1		
Art V-Placement & Attendance: SPED	0	9	39%
Art VI-Eligibility for Enrollment	0		
Art VI-Eligibility for Extracurricular Participation	0	0	0%
Art VII-Graduation Req (Sr Year Transfers)	4		
Art VII-Graduation: Exit/EOY Exams	3	7	30%
TOTAL	23	23	100%

Not Applicable Case Topics	# Cases	%
Recalculation of GPA	4	12%
College scholarship	2	6%
Kindergarten entrance age and eligibility	2	6%
State commissioners name and point of contact	1	3%
Enrollment process	1	3%
Course placement testing	1	3%
Immunization religious exemption	1	3%
Preschool enrollment (CONUS)	1	3%
Preschool entrance (OCONUS)	1	3%
Extracurricular participation for virtual student	1	3%
Tutoring assistance	1	3%
Reciprocal diploma by choice	1	3%
school graduation ceremony	1	3%
Assistance with IEP determination and resources	1	3%
Private school placement	1	3%
Application of SEC. 6.101 to military service member PCSing	1	3%
Difficulty with transporting SPED students to school	1	3%
FAFSA scholarship status	1	3%
Public school graduation requirements	1	3%
Enrollment eligibility for a student that resides in a neighboring state	1	3%
Graduation award recognition	1	3%
Residency requirement for student enrollment	1	3%
Automatic enrollment for a higher ed school	1	3%
Charter school application process/requirements	1	3%
Hypothetical: Application of SEC. 4.103 & Athletics	1	3%
Grades	1	3%
Professional development for schools	1	3%
Unknown - did not respond to request for additional information	1	3%
TOTAL	33	100%

By Rcvg State	#	%
Texas	5	9%
Colorado	5	9%
Alabama	3	5%
Florida	3	5%
Virginia	3	5%
California	2	4%
Germany	2	4%
Hawaii	2	4%
Illinois	2	4%
Iowa	2	4%
Maryland	2	4%
Missouri	2	4%
South Carolina	2	4%
Tennessee	2	4%
Unknown	2	4%
Arizona	1	2%
Connecticut	1	2%
Delaware	1	2%
England	1	2%
Georgia	1	2%
Japan	1	2%
Massachusetts	1	2%
Mississippi	1	2%
New Mexico	1	2%
Nevada	1	2%
North Carolina	1	2%
North Dakota	1	2%
Ohio	1	2%
Pennsylvania	1	2%
South Dakota	1	2%
West Virginia	1	2%
Wisconsin	1	2%
TOTAL	56	100%

# Military Kids By Receiving State	#	%
Tier 1: 15,001+	25	45%
Tier 2: 6,001-15,000	12	21%
Tier 3: 2,001-6,000	7	13%
Tier 4: 0-2,000	6	11%
OCONUS/DoDEA	4	7%
Unknown	2	4%
TOTAL	56	100%

Updated 9/5/2024

Note: The majority of cases and inquiries are resolved at the state, district, and school levels. This data is not reflective of all cases states address.

**MIC3 National Office Activities
FY2024**

Activity	State/Organization	Date
State Council Meetings: (Staffed, briefed, and/or attended)	Alabama	9/9/23
	Arkansas	3/7/24
	California	6/28/24
	Colorado	10/24/23
	Delaware	3/14/24
	District of Columbia	6/24/24
	Florida	7/8/23, 10/14/23, 1/12/24, 4/12
	Illinois	8/23/22
	Indiana	7/12/23
	Kentucky	1/30/24
	Maryland	6/5/24
	Massachusetts	11/16/23
	Mississippi	8/20/24
	Missouri	1/19/2024, 6/28/24
	New Mexico	6/21/24
	Oklahoma	6/5/24
	Pennsylvania	4/4/24
	Rhode Island	9/24/24
	Washington	10/24/23

Trainings

MCSAS Summer Meeting (IP)	7/24/23
MCEC Global Summit (IP)	7/24-26/23
Compact 101 (HQ)(V)	7/25/23
Compact 101 (HQ)(V)	8/8/23
California Jennifer Beasley (IP)	8/11/23
Compact 101 (HQ)(V)	9/14/23
Hawaii Dept of Ed State Ldrship Team (V)	9/27/23
Moody AFB, 6:00 PM ET (V)	9/27/23
Travis USD - Allyson Azevedo(CA) (V)	10/6/23
Compact 101 (HQ)(V)	10/11/23
Florida State Council	10/13/23
Moody AFB, 6:00 PM ET (V)	10/12/23
PAC East Administrators (V)	10/20/23
Compact 101 (HQ)(V)	11/14/23
Hawaii Dept. of Ed - Windward Dist Ldrshgp (V)	11/14/23
Compact 101 (HQ)(V)	12/12/23
Shaw AFB, SC (IP):Schools 0930	12/13/23
Shaw AFB, SC (IP):Parent 0730	12/14/23
Shaw AFB, SC (IP): Parents 0900	12/14/23
Shaw AFB, SC (IP): Parent 1500	12/14/23
Shaw AFB, SC (V) Kristen Wildman: School	12/15/23
MCEC Sarah Shackleton	1/3/24
FCSN (V) Renee Williams	1/4/24
Compact 101 (HQ)(V)	1/17/24
Compact 101 (HQ)(V)	2/12/24
Compact 101 (HQ)(V)	3/20/24
Compact 201 PACAF SLMPS (V) 12:40 PM	4/2/24
Compact 101 CO SL Megan Garland 10:00 AM ET	4/4/24
Compact 101 NDW SL Navy Tashina Andrus 1:00 PM ET	4/16/24
Compact 101 (HQ)(V)	4/22/24
EFMP Carlisle Barracks, PA (V) 2:00 PM ET	4/24/24
Japan Region Training 8:00 PM ET	5/2/24
Compact 101 CO SL Megan Garland 10:00 AM ET	5/8/24
Compact 201 US Army School Liaisons (IP)	5/8/24
Compact 101 CO SL Megan Garland 10:00 AM ET	5/9/24
Travis USD - Allyson Azevedo(CA) (V) 6:30 PM ET	5/9/24
Compact 101 (HQ)(V)	5/15/24
Compact 101 Florida Dept of Education (V) (IP)	5/16/24
MISA-Minot SD	5/27-29/24
MCEC (V) 10:00 AM ET - Sarah Shackleton	6/5/24
Compact 101 (HQ)(V)	6/14/24

**MIC3 National Office Activities
FY2024**

Activity	State/Organization	Date		
		(V) Virtual (31) 72%		
		(IP) In Person (12) 28%		
Non-MIC3 Conferences/Meetings Briefs/Podcast/Webinar	Army Senior Leadership Seminar	1/30-31/24		
	MCEC Spotlight: MIC3 (Shelly Ramos, TX)	6/1/24		
Congressional Meetings and Congressional Resolutions	Senator Mazie Hirono (HI)	11/17/24		
	Congressman Joe Courtney (CT)	9/19/24		
MIC3 Sponsored Webinars & Breakouts	NAFIS/MISA Fall Meeting	9/23/23		
	NAFIS/MISA Spring Meeting	3/15/24		
	MISA Summer Meeting	6/23-25/24		
	Supporting Military Families with Special Medical and Educational Needs (webinar)	6/17/24		
	<i>Future Topics: MGEC College Applications & Student Transcripts, Military Culture Course</i>			
Partnerships and Collaborations	USDOE	Secretary Miguel Cardona: Military & Veteran's Advisory	7/28/23, 4/19/24	
		Jermaine Sullivan, Military Liaison	7/28/23, 9/18/23, 3/11/24	
	US Army Reserves	USDOD	Military Representative Dianna Ganote	Monthly
		LTC Elysha Dansby	4/15/24	
	Blue Star Families		Policy Research Advisory Board (PRAB)	5/15/24

As of September 26, 2024

Member Years of Service

STATE	MEMBER	YRS OF SERVICE A/O August 23, 2024	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
			2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
DE	Jennifer Davis	0																	1
MCEC	Kyle Wood	0																	1
WV	Nick Lambruno	0																	1
HI	John Erickson	0																	1
AZ	Peter Laing	0																	1
AK	Don Enoch	0																	1
CA	Dominick Robinson	0																	1
IN	Brooke Huntington	0																	1
BSF	Tom Porter	1																	1
FL	Terrance McCaffrey	1																	1
GA	Curtis Jones	1																	1
ID	Spencer Barzee	1																	1
OR	Tenneal Wetherell	1																	1
IA	Laura Kacer	1																	1
KS	Dale Brungardt	1																	1
ME	Laura Cyr	2																	1
OK	Will Jones	2																	1
VT	Rene Sanchez	2																	1
DC	Clara Botstein	3																	1
IL	John Price	3																	1
MS	Kristen Windham	3																	1
MT	Ray Shaw	3																	1
SC	Tremekia Priester	3																	1
SD	Ann Pettit	3																	1
USDoD	Dianna Ganote	4																	1
MI	Michael Price	4																	1
NC	Nickolas Sojka, Jr.	4																	1
PA	Barbara Clemmer	5																	1
KY	Steven Bullard	5																	1
NV	Felicia Gonzales	5																	1
NM	Teresa Ferenczhalmay	5																	1
WY	Chad Delbridge	6																	1
AL	Douglas Ragland	6																	1
CO	Keith Owen	6																	1
LA	Emise Singleton	6																	1
NJ	Tony Trongone	6																	1
NMFA	Eileen Huck	6																	1
NE	Brian Halstead	7																	1
TX	Shelly Ramos	7																	1
UT	Ben Rasmussen	7																	1
VA	Daniel Dunham	8																	1
AR	John I. "Don"	8																	1
MA	J. Clarke Orzalli	8																	1
NH	Kathleen Murphy	8																	1
NY	Debra Jackson	9																	1
MN	Daron Korte	9																	1
MO	Brian Henry	9																	1
NFHS	Davis Whitfield	11																	1
OH	Pete LuPiba	13																	1
ND	Davina French	13																	1
TN	Deanna McLaughlin	14																	1
RI	Rosemarie Kraeger	14																	1
WI	Shelley Joan Weiss	14																	1
MISA	Kyle Fairbairn	15																	1
MD	Mary Gable	15																	1
WA	Greg Lynch	15																	1
CT	Laura Anastasio	16																	1
TOTAL			1	3	3	2	0	1	0	3	4	3	5	4	3	6	3	8	3

Years of Service	
0-4	27
5-9	20
10-14	6
15	4
57	

Years of Service	
0-4	
Turquoise	5
Orange	10
Pink	15
Purple	20
Yellow	25
Onyx	30

EX-OFFICIO REPORT

Daron Korte (MN), Vice Chair

Ex-officio representatives are non-voting representatives who are members of interested organizations, including but not limited to military-oriented, military family, education oriented, and parent and teacher organizations. — Article IX of the model compact language and Article II, Section 3 of the Commission Bylaws

This year marked a significant event in the Commission's history. At the 2023 Annual Business Meeting (ABM), we witnessed a rare occurrence—the approval of Blue Star Families (BSF) application to join the Commission. Upon approval, BSF became the sixth ex-officio organization to join the Commission. We warmly welcomed Mr. Tom Porter, Vice President of Government Operations, as the organization's representative to the Commission.

In 2024, we bid farewell to Ms. Amanda Woodyard and welcomed Mr. Kyle Wood, Chief Operating Officer, as the Military Child Education Coalition's (MCEC) representative. In a short period, Mr. Porter and Mr. Wood have proven invaluable additions to the Ex-officio group and the Commission, bringing fresh perspectives and contributing significantly to our work.

The Ex-officio representatives maintain a solid collaborative relationship with the Commission. They meet quarterly to share insights into the Commission's work and strategic progress and discuss their organization's initiatives and activities. While the quarterly meetings have strengthened the partnership between the Commission and the ex-officio organizations, leadership is considering changes to the format in 2025 to enhance engagement and communication.

The National Military Family Association (NFMA) continued to share resources and research with the Commission and provided updates to the membership on federal legislation, both Compact and non-compact related, that focused on military families. NFMA representative Ms. Eileen Huck, Government Relations Senior Deputy Director, provides insight and support to the Commission's Communications and Outreach Committee, helping the Commission to inform schools and military families on the provisions of the Compact.

The MCEC continued to support the Commission by requesting Compact 101 and Compact 201 training on the Compact during the organization's Global Training Summit, held every July in Washington, DC. Mr. Wood also provided updates on the Purple Star School Award designation. As a member of the Commission's Training Committee, Mr. Wood provided insights on training tools and resources produced by the committee to support stakeholders.

BSF reported that the organization's current focus was working with other organizations on legislation before the House Committee on Armed Services that would include recommendations from the Quality of Life Panel, focused on improving military families' quality of life and well-being.

The Military Impacted Schools Association (MISA) continued to provide updates on the challenges affecting Impact Aid funding at the federal level. Mr. Kyle Fairbairn, Executive Director, collaborated with MIC3 in 2024 to provide Compact training at MISA schools, including Minot Public Schools in North Dakota, which serves military families stationed at Minot Air Force Base. MISA's support of the Commission does not end at legislative updates and training supports. MISA continues to financially support the ABM allowing attendees to network during the MISA sponsored evening reception.

The National Federation of State High School Associations (NFHS) representative, Mr. Davis Whitfield, continues to work with the Commission on extracurricular issues related to the Compact and military

students. Mr. Whitfield also provided periodic updates on NFHS initiatives focused on military service members and veterans.

Ms. Dianna Ganote, the Department of Defense (DoD) representative to the Commission, continues to actively promote the Commission and bridge the communication gap between MIC3 and the DoD. In 2023, Ms. Ganote gave leadership updates on the Penn State: State Implementation of Four Initiatives to Support Military-Connected Students. She coordinated communication efforts on OneOp webinars and educational opportunities. OneOp is a single point-of-entry professional development resource for family service providers. They collaborate with DoD and the US Department of Agriculture to provide free and open-access learning opportunities within a full spectrum of family service subject areas.

Ms. Ganote also received approval from the Military Community & Family Policy's Outreach Office to coordinate filming several videos during the 2023 ABM. One specifically on the Compact and the Commission. The video, *What Is the Military Interstate Children's Compact Commission, or MIC3?* is located at <https://youtu.be/9kFtvCWxoIA?si=KI0lpovVskIEwSVE>.


The ex-officio organizations and their representatives continue to be integral partners willing to support and promote the Commission's work to create stakeholder awareness and understanding.

GENERAL COUNSEL REPORT
Samantha Nance and Darren Embry
Embry, Merritt, Womack, and Nance PLLC

General Counsel is retained to provide guidance for the Commission and its Committees with respect to legal issues, related to their duties and responsibilities under MIC3 terms, and its 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.

During this period, General Counsel:

- Provided a legal advisory regarding *Scope of Sec. 5.104 Placement Flexibility*
- Provided legal guidance and information on the compact statute citation correction in member states
- Advised on legal matters involving a Proposed Rule within the Rules Committee
- Drafted compliance communications to multiple member states' appointing authorities to facilitate the filling of vacancies of Commissioner roles and state councils and completion of state reporting requirements
- Advised on legal matters regarding state statutes; records requests, and state default cases
- Prepared a letter to the Defense-State Liaison Office regarding preparation of certain reports required by the NDAA

 <p>MILITARY INTERSTATE CHILDREN'S COMPACT COMMISSION</p>	<p>Number: 1-2024</p>
<p>Advisory Opinion issued by: Cherise Imai, Executive Director Samantha Nance, General Counsel</p>	<p>Dated: May 23, 2024 Approved: June 27, 2024</p>
<p>Requestor: Rules Committee</p>	
<p>Description: What is the scope of the Placement Flexibility for local education agency officials authorized by the Compact?</p>	

I. Background

Nevada presented to the Rules Committee a recent fact pattern wherein a student transferred to another state or school district and there was a misalignment with the secondary semesters, resulting in lost (Carnegie unit) seat time and corresponding possible loss of course credit for the entire semester due to the lost seat time. Despite citation to the Compact's provisions on placement flexibility, there was a lack of clarity as to whether the compact would permit the local education agency to waive seat time requirements to remedy the misalignment of semesters between the two districts to permit full award of course credit.

II. Issue

The Rules Committee has requested guidance concerning the scope of the Placement Flexibility for local education agency officials authorized by the Compact.

III. Applicable Compact Provisions or Rules

Article V. D. of the Compact provides as follows:

D. Placement flexibility – Local education agency administrative officials shall have flexibility in waiving course/program prerequisites, or other preconditions for placement in courses/programs offered under the jurisdiction of the local education agency.

SEC. 5.104, Placement Flexibility, of the Rules states as follows:

(a) LEA officials shall have flexibility in waiving course/program prerequisites, or other preconditions for placement in courses/programs offered under the jurisdiction of an LEA.

IV. Review and Analysis

The flexibility given to the local education agency officials under the Compact and the relevant Rule is drafted so as to give wide latitude in areas of waiver of course requirements,

program prerequisites, or other conditions for placement. As examples of the such flexibility are not specifically delineated in the Compact or the Rule, the LEA has broad discretion to waive certain local or state law requirements in order to facilitate placement of the student in the most appropriate educational course.

This can include, but is not limited to, flexibility at course placement for any student who transfers from an LEA at the end of an educational period (quarter, semester or trimester) that completed the term at the sending school but there is the educational periods of the receiving school, resulting in lost seat time requirements. Under the Compact, the LEA retains the authority and flexibility to waive lost seat time requirements as a prerequisite to placement in order to facilitate the full award of semester credit if the student's grade(s) at the end of the educational period demonstrate mastery. Further, the school in the receiving state retains the ability to perform subsequent evaluations after placement to ensure appropriate placement and continued enrollment in such course. See Compact, Article V.A.

The example(s) given herein are not exhaustive of the character of flexibility and authority for LEAs set forth in the Compact and its Rules, and this Legal Advisory should not be construed as an exclusive remedy for similar seat time, educational misalignment, or other issues presented by students transferring under the Compact.

V. Conclusion

The Compact and its Rules regarding Placement Flexibility are broadly drafted to authorize LEA discretion to waive requirements for course placement. LEA officials have flexibility in making such determinations, which can include but are not limited to waiver of lost seat time requirements to ensure appropriate course placement.

COMPLIANCE COMMITTEE REPORT

Steven P. Bullard (KY), Chair

Responsible for monitoring the compliance by member states with the terms of the compact and the Commission's rules, and for developing appropriate enforcement procedures for the Commission's consideration.

The Compliance Committee is committed to supporting the compliance efforts of the 50 member states and the District of Columbia. With the adoption of Compact Rule, Chapter 700, SEC. 7.105 *Escalation and Reporting of Disputes* and Chapter 800, SEC. 8.101 *Coordination Between States and Commission* during the 2023 Annual Business Meeting (ABM), the Committee worked this year to produce tools and resources that inform and assist states with compliance tasks and deadlines.

The Compliance Committee unveiled the State Compliance and Coordination infographic, a new tool for monitoring progress with annual compliance requirements. The State Compliance and Coordination graphic is simply a monitoring tool, not an evaluation criterion. It's meant to be a quick way to look at a lot of information in a densely formatted graphic format. Red blocks show in which areas a state is still outstanding. The wheel is refreshed at the beginning of each fiscal year, which is July 1 annually for the Commission. The main value in the wheel is that a quick look, once you understand the chart, tells the viewer where states are at in completing their current requirements and which ones they still need to work on.

In 2024, the Compliance Committee developed two graphics to clarify Commission processes and procedures for stakeholders. The Case Resolution graphic was initially produced in 2019 to clarify the case resolution process followed by the Commission when cases or inquiries are received by headquarters or within a member state. Assigned as a joint task to the Rules and Compliance Committee under the 2023-2025 Strategic Plan, the graphic describes the case resolution process utilized by the Commission and general points of contact that can assist within the member states.

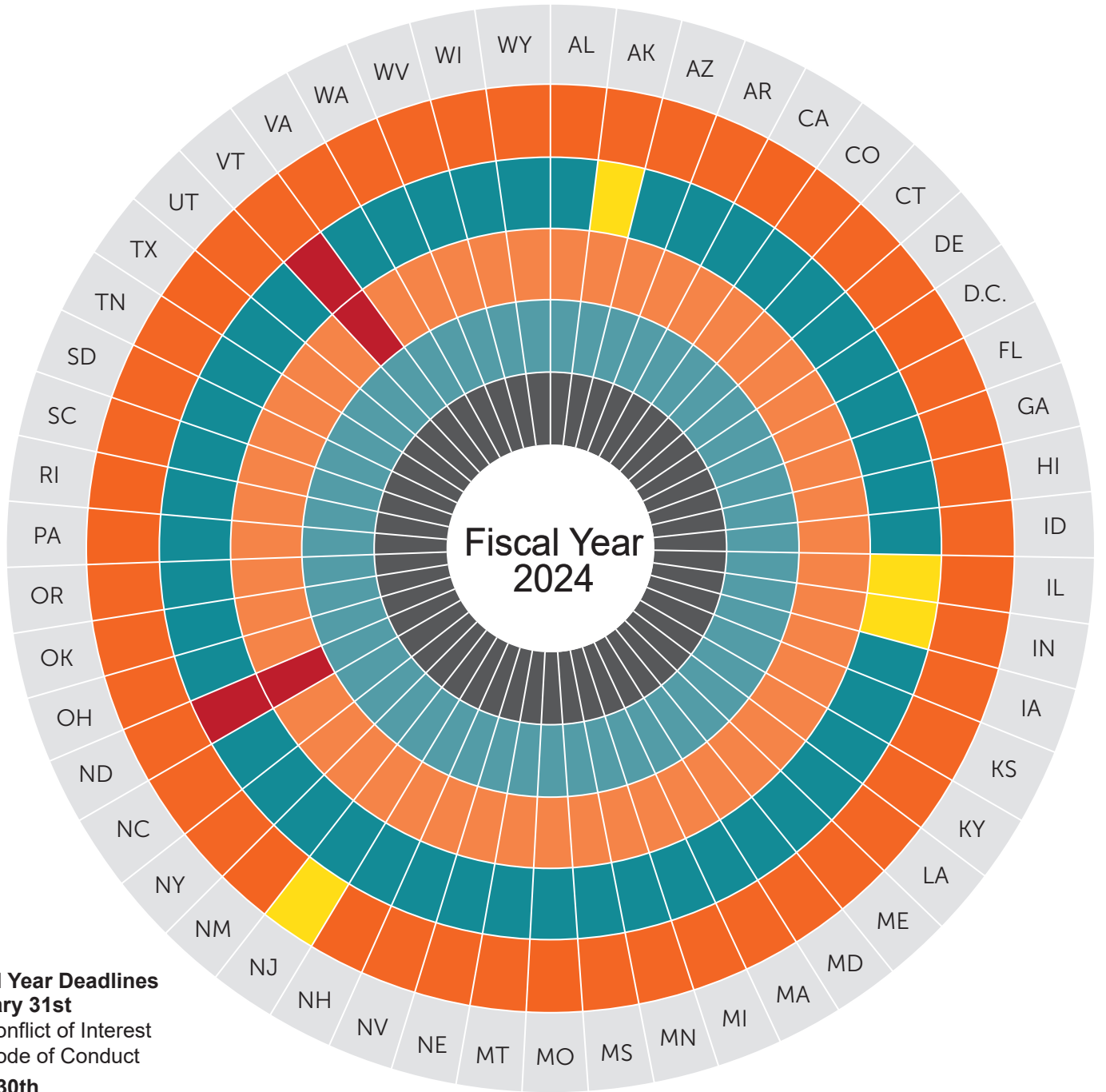
The Public Comment Process graphic was a self-assigned task by the Committee to demonstrate the process by which members of the public can offer comments at the ABM and Standing Committee meetings, as outlined in the Commission's governing documents. The graphic combines that information into an easy-to-understand visual aid.

The Commission continues to experience significant turnover in the Commissioner position. The Compliance Committee, leadership, and headquarters work diligently to ensure that no member state experiences a lapse in compliance due to Commissioner or State Council vacancies. The Compact Rules Compliance Process document was produced to outline the Commission's oversight, enforcement, and dispute resolution process as provided in Compact Rules, Chapter 700, making the escalation process transparent for member states and stakeholders.

To support member states and provide insight into the programs and services each member state provides to support military families and school districts in their states, the Compliance Committee reviewed the Compact's governing documents to determine what information or data the member states are required to report on annually. In July 2024, the Committee unanimously voted to amend the End-of-Year Report requirements to include information specific to cases and inquiries received at the Commissioner level, training conducted on the Compact within the state, and resources produced or provided within the state. The amended End-of-Year (EOY) Report format will replace the current forms for fiscal year 2025.

The Compliance Committee is committed to supporting states through transparent and consistent compliance practices, which helps states support military children’s success one move at a time.

STATE COMPLIANCE AND COORDINATION

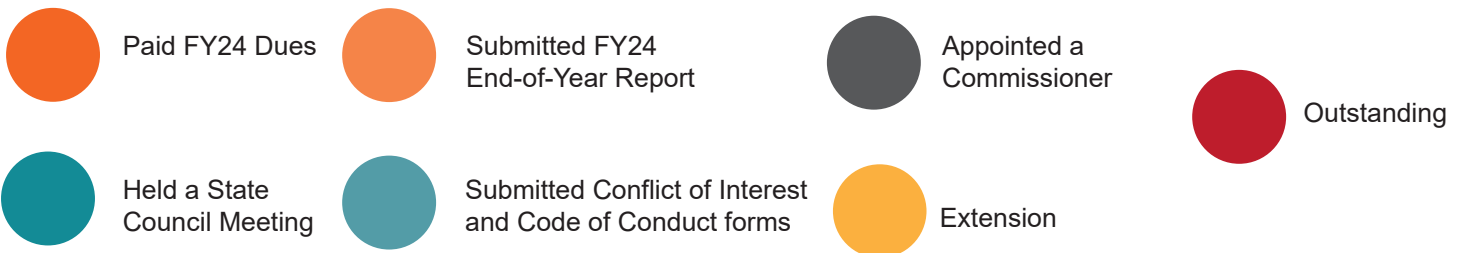


Fiscal Year Deadlines
January 31st

- Conflict of Interest
- Code of Conduct

June 30th

- Annual Dues
- State Council Meeting
- End-of-Year Report



End-of-Year Reporting: Compact Requirements

Compact Statute

Article X: Powers and Duties of the Interstate Compact (Summary)

The Interstate Compact shall have the following powers:

- A. Dispute resolution among member states.*
- B. To promulgate rules and take all necessary actions to effect the goals, purposes and obligations as enumerated in this compact.*
- D. To enforce compliance with the compact provisions, the rules promulgated by the Interstate Commission, and the bylaws.*
- E. To establish and maintain offices.*
- O. To report annually to the legislatures, governors, judiciary, and state councils of the member states concerning the activities of the Interstate Commission during the preceding year. Such reports shall also include any recommendations that may have been adopted by the Interstate Commission.*
- P. To coordinate education, training and public awareness regarding the compact, its implementation and operation for officials and parents.*
- Q. To establish uniform standards for the reporting, collecting and exchanging of data.*
- T. To provide for the uniform collection and sharing of information between and among member states, schools and military families under this compact.*

Commission By-laws

Section 2. Functions

In pursuit of the fundamental objectives set forth in the Compact, the Commission shall, as necessary or required, exercise all of the powers and fulfill all of the duties delegated to it by the Compacting States. The Commission's activities shall include, but are not limited to, the following: the promulgation of binding rules and operating procedures; equitable distribution of the costs, benefits and obligations of the Compact among the Compacting States; enforcement of Commission Rules, Operating Procedures and Bylaws; provision of dispute resolution; Coordination of training and education; and the collection and dissemination of information concerning the activities of the Compact, as provided by the Compact, or as determined by the Commission to be warranted by, and consistent with, the objectives and provisions of the Compact.

Compact Rules

Chapter 800 – State Coordination, 8.101 Coordination Between States and Commission

(c) Annual Reporting by Commissioners

(1) No later than June 30 of each calendar year, each Member State, acting through its Commissioner or other representative, shall submit the following information to the Executive Director or the Chair of the Executive Committee:

- i. A current State Council membership roster, including contact information for each council member;*
- ii. Contact information for two distinct points of contact for the State (i.e., Compact Commissioner, Military Family Education Liaison, State Department of Education, etc.);*
- iii. A summary of the accomplishments, activities, presentation, or other actions undertaken by the State Council during the preceding year; and*

iv. Any other information which the Executive Committee may require.

Current End-of-Year Report Fields

- First Name (text box provided)
- Last Name (text box provided)
- I am the Compact Commissioner for (click drop down and select appropriate state)
- The membership of the state's MIC3 council consists of the following (text box provided)
- Two points of contact for issues related to the Compact in my state are (text box provided)
- Accomplishments (text box provided)
- Activities (text box provided)
- Presentations (text box provided)

Based on the requirements outlined in the Compact statute, Commission By-laws, and Compact Rules, what information do member states need to report each fiscal year? *Note: State reports will be provided to the appropriate standing committee for review and assessment (i.e. Communications & Outreach, Training, Rules, and Compliance)*

1. Cases and inquiries received at the Commissioner level which required state level assistance. (Option: If preferred, you may submit a separate word/excel/pdf document to mic3info@csg.org)
 - a. Sending/receiving state involved
 - b. Provision of Compact applied or if the case was not Compact-related
 - c. Case synopsis including resolution and/or outcome
2. Training and education on the Compact organized by the Commissioner and state council members provided within the state to stakeholders such as districts, schools, military parents, state personnel, and other community organizations. (Option: If preferred, you may submit a separate word/excel/pdf document to mic3info@csg.org)
 - a. Date training provided
 - b. Audience, including the number of attendees
 - i. Was the audience school district personnel, state Department of Education personnel, military families, etc.
3. Distribution of Compact information organized by the Commissioner and state council members to stakeholders and supporting organizations within the state.
 - a. Date distributed
 - b. Audience
 - c. How was the information promoted or disseminated?
 - d. What type of information was promoted or disseminated?
4. State-level briefs, communications, and presentations coordinated by the Commissioner and state council members.
5. Provide other Compact-related actions undertaken by the Commissioner and state council members.

MIC3

MENU

End-of-Year Report Form (Amended 2024) Preview

End-of-Year Report Form (Amended 2024)

Fields marked with an * are required

First Name *

Last Name *

I am the Compact Commissioner for *

The membership of the state's MIC3 council consists of the following: *

Two points of contact for issues related to the Compact in my state are: *

Based on the requirements outlined in the Compact statute, Commission By-laws, and Compact Rules, the Executive and Compliance Committee determined member states must report the following fields each fiscal year.

If a state has nothing to report for a specific section, please enter "N/A" or "Nothing to Report." If the state is submitting a Word/Excel/PDF document via email for a specific section, indicate so by entering "Submitting the Document." The site will not allow the form to be submitted if any section is blank.

Cases and Inquiries

Case and inquiries received at the Commissioner level which required state-level assistance. *(Option: If preferred, Commissioners may submit a separate Word/Excel/PDF document to mic3info@csg.org.)*

1. Sending and receiving state involved
2. Provision of the Compact applied or if the case was not Compact-related
3. Case synopsis including resolution and/or outcome

Cases and Inquiries *

Training and Education

Training and education on the Compact organized by the Commissioner and state council members provided within the state to stakeholders such as districts, schools, military parents, state personnel, and other community organizations.

(Options: If preferred, Commissioners may submit a separate Word/Excel/PDF document to mic3info@csg.org.)

1. Date training provided
2. Audience, including the number of attendees
Was the audience school district personnel, state Department of Education personnel, military families, etc.

Training and Education *

Distribution of Compact-related Information

Distribution of Compact information organized by the Commissioner and state council members to stakeholders and supporting organizations within the state.

1. Date distributed
2. Audience
3. How was the information promoted or disseminated?
4. What type of information was promoted or disseminated?

Distribution of Compact-related Information *

State-level Brief, Communications, and Presentations

State-level briefs, communications, and presentations coordinated by the Commissioner and state council members.

State-level Briefs, Communications, and Presentations *

Compact-related Actions Undertaken by the Commissioner & State Council

Provide other Compact-related actions undertaken by the Commissioner and state council members.

State-level Briefs, Communications, and Presentations Copy *

SUBMIT

[Edit](#)



Compact Rules Compliance Process

Commission oversight, enforcement, and dispute resolution are provided in [Compact Rules, Chapter 700](#). The Compact Rules outline dispute resolution between member states, the Commissioner, and the Commission, and address compliance issues.

References

SEC. 7.101 Informal Communication to Resolve Disputes or Controversies

States can resolve disputes or controversies through telephone, telefax, or electronic mail.

Parties can request assistance from the Executive Director in writing to resolve disputes. The Executive Director may consult with legal counsel or the EXCOM when assisting in resolving the dispute.

SEC. 7.102 Formal Resolution of Disputes and Controversies

Any controversy or dispute between member states that arise as a result of this Compact that is not resolved under SEC. 7.101 may resolved with mediation and/or arbitration.

SEC. 7.103 Enforcement Actions Against a Defaulting State

Grounds for default include but are not limited to a member state's failure to meet its obligations or responsibilities under the Commission's by-laws or promulgated rules.

The Commission may impose any or all of the following penalties:

- Damages or costs
- Remedial training and technical assistance
- Suspension and termination of membership

SEC. 7.104 Judicial Enforcement

In the event of complaints, legal action can be initiated by the Interstate Commission to enforce compliance with the provisions of the Compact, its duly promulgated rules, and by-laws against any compacting state in default.

SEC. 7.105 Escalation and Reporting of Disputes

Complaints or disputes arising under the Compact, any Commissioner, State Council member, or other interested person may notify the Executive Director of the facts and circumstances. The Executive Director shall create and maintain an administrative file for the dispute and forward copies to the Commissioner for the state.

Escalation Process

Level One (SEC. 7.105)

The national office informs member states of approaching deadlines through the Commission's communication channels.

- "The Wire" Newsletter
- Chair Message
- ED Updates
- Committee Meetings

- National Office Emails

Level Two (SEC. 7.105)

Emails are sent to Commissioners from national office staff and the Executive Director as deadlines approach to inform them if they have not met the Commission's compliance requirements.

- National office staff will email or call the Commissioner a minimum of two (2) times.
- The Executive Director will email or call the Commissioner a minimum of two (2) times.

The Compliance Committee is informed of any states that have not met the requirements for its awareness.

Level 3 (SEC. 7.105)

Once a deadline passes and the member state fails to respond to the above communications, meet the Commission's compliance requirements, or provide a compliance plan, the matter is referred to the Compliance Committee.

- The Compliance Chair is directed to contact the member state to inform and offer support.
- The Compliance Chair shall email or call the member state's Commissioner and may notify the second point of contact for the state, appointing authority, State Council members, and /or other interested parties. (SEC. 7.105 (a) (1) and (b) (2))
- The Compliance Chair will contact all relevant parties within the member state a minimum of two (2) times.

If the member state fails to

- bring their state back into compliance or,
- communicate with the Compliance Chair on the state's proposed measures to become compliant.

The issue will be elevated to Level 4.

The Compliance Committee will be informed of any actions or resources provided to support the member state and assist with compliance at the next standing committee following the action.

Level 4 (SEC.7.105)

The matter will be referred to the EXCOM for consideration of an enforcement action. The Commissioner of the member state will be informed of the referral and provided the opportunity to speak to the EXCOM at the meeting where the compliance issue will be discussed.

Per SEC. 7.103, the Commission may impose any or all of the following penalties:

- Damages or costs
- Remedial training and technical assistance
- Suspension and termination of membership

At the time the matter is referred to the EXCOM the member state's voting rights will be suspended per SEC. 7.103 (a) (3).

- The member state's Commissioner, appointing authority, and second point of contact for the state will be informed voting rights have been suspended.
 - The parties listed would have been contacted under Level 3 and will be aware of the compliance issue within their state.
- The Commissioner, as the state's representative, can attend all Commission meetings including committee meetings and the annual meeting but will not be able to vote until the state is compliant again.

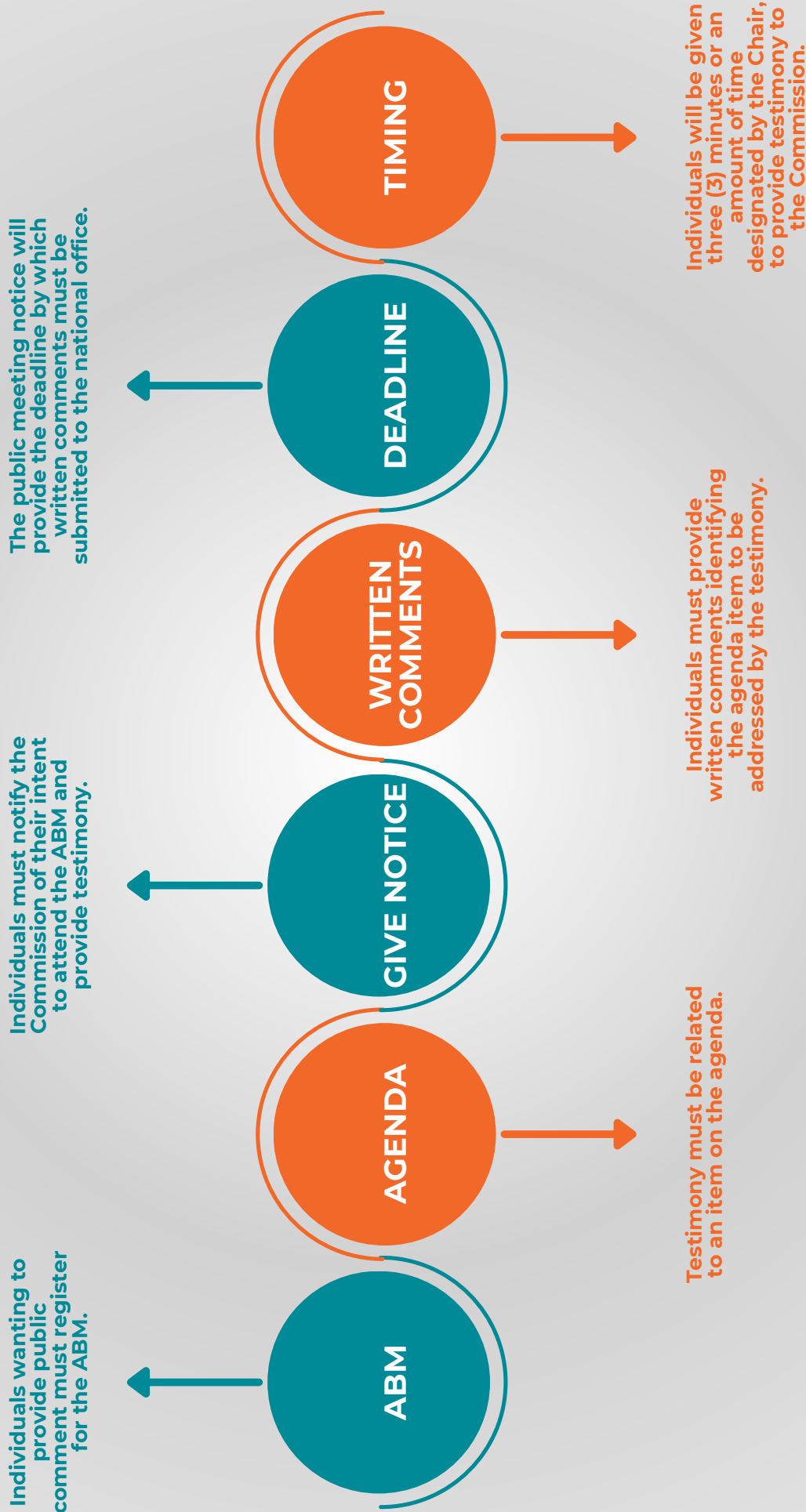
If the state is brought back into compliance, the state's voting rights will be restored immediately.

Failure to bring the state back into compliance with the Commission Rules, by-laws, or statute will result will initiate SEC. 7.101 (b) (2) and the Executive Director under the direction of the EXCOM will engage legal counsel. The member state will be subject to *SEC. 7.103 Enforcement Actions Against a Defaulting State*.

The Compliance Committee will be informed of any actions taken to support the member state and bring it back into compliance with the Compact statute, Rules, or by-laws.

Public Comment Process

A member of the public or representative wishing to testify or provide public comment during the Annual Business Meeting must follow the outlined process.



Members of the public or state council wanting to provide testimony at a Standing Committee meeting must contact their state's Compact Commissioner who will address their concern with the Committee Chair.

TRAINING COMMITTEE REPORT

Kathleen Murphy, Chair

Responsible for developing educational resources and training materials for use in the member states to help ensure awareness of, and compliance with, the terms of the compact and the Commission's rules.

The Training Committee continues to develop resources and educational tools to increase awareness and understanding of the Compact. During the 2023 Annual Business Meeting, the launch of MIC3Training.net allowed stakeholders access to the Compact 101 Training course and resource material anywhere.

When the Training Committee committed to developing an online training portal that would support the Commission's mission, vision, and values, the intent was to use the portal to address education and training needs throughout the organization. In 2024, the committee extended MIC3Training.net to include the New Commissioner and Ex-officio Representative Course.

The New Commission and Ex-officio Representative Course is the first step in onboarding newly appointed Commission members. During the seven self-paced lessons, new members will learn about their role and responsibilities, the Commission structure, and the Compact. To assist newly appointed Commissioner and Ex-officio Representatives, the Training Committee created a Frequently Asked Questions document that outlines the registration process and serves as a guide to expedite the onboarding process, allowing members to begin assisting schools and military families in their state faster.

While the Compact 101 Training course on MIC3Training.net has provided users with 24-hour access to information on the Compact, the virtual Compact 101 Training sessions facilitated by the national office continue to be well attended. The committee continues to gather data related to training attendees and review analytics for the online resources during each committee meeting to ensure the Commission's resources are effectively used to educate on the Compact.

At the request of the Executive and Finance Committee, the Training Committee reviewed the education and training requirements outlined in the Commission's guiding documents to develop the *Commission Training Model and Cost Analysis* document. During this process, the members reviewed the current training request process and evaluated its components, and the costs associated with the program. This opportunity allowed members to assess and determine what services could and should be offered to address training needs across the Commission.

During the development of the *Commission Training Model and Cost Analysis* document, members requested staff draft a statement of support for the Commission's training program to be provided to the Executive and Finance Committee. The Training Committee intended to acknowledge the Commission's financial outlook while demonstrating support for current initiatives and highlighting the importance of continuing to educate stakeholders on the Compact.

The work of the Compact makes us aware that every season brings change - change for our military families, educators, and the Training Committee. In July, Texas Commissioner Shelly Ramos accepted a position with the Colorado Department of Education and said goodbye to the Commission, vacating her role as Chair of the Training Committee. While goodbyes are always difficult, the committee continued moving forward to ensure continued progress.

The Training Committee looks forward to 2025 and the continued development and innovation of the programs and services provided to educate stakeholders on the Compact.

Commission Training Model Feedback and Cost Analysis

Finance Questions – Training

1. What are the Commission’s state-level training requirements? Are those requirements specified in Compact documentation or internally generated?
2. What other ways can training be conducted? Can the Commission charge member states and stakeholders for training?
3. What are the Commission’s national-level training requirements (e.g., Stakeholder awareness MIC3 education for MISA, MCEC, etc.)? Are those requirements specified in Compact documentation or internally generated?

Compact Model Language

Article X. Powers and Duties of the Interstate Commission

The Interstate Commission shall have the following powers:

P. To coordinate education, training and public awareness regarding the compact, its implementation and operation for officials and parents involved in such activity.

Commission By-Laws

Article I – Commission Purpose, Function and By-laws

Sec. 2. Functions

In pursuit of the fundamental objectives set forth in the Compact, the Commission shall, as necessary or required, exercise all of the powers and fulfill all of the duties delegated to it by the Compacting States. The Commission’s activities shall include, but are not limited to, the following: ...Coordination of training and education; ...

As determined by the Compact statute and Commission by-laws, training and education are required to increase public awareness of the Compact.

Training Committee Feedback

Training Committee Meeting – April 23, 2024

NH: Training is one of the most important things the Commission provides to educate and inform stakeholders.

SD: Training is vital. It provides information on the Compact to the people, and it is intended to help and assist new Commissioners in learning their roles and responsibilities.

FL: As someone who served and is also a military parent, I had not heard of the Compact. How do we reach military families and parents?

Training Committee Feedback – Provided via Email

NH: The Commission’s vision and mission will only be achieved when all stakeholders have the necessary information to support students. If funding were not an issue, then the committee should consider various strategies to provide training to parents, educators, and local and state officials (state council members, legislators, administrators). The means to pull this off can be done face to face, via virtual, or distribution of materials and literature.

Training needs to be conducted at least on an annual basis, with stakeholders, in the case of active duty, the training should be done upon arrival at the new deployment site.

Training can be provided by our National Office, the MIC3 board, state Commissioners, Council members and SLOs.

Social Media needs to be utilized. Short, quick and frequent messages to stakeholders are effective and welcomed in this busy environment we live in. (blogs or emails from someone they know)

FL: a. I am not 100 percent sure I know what the best training model is, but I think we need to think more about who is the best training audience. I think we need to find a way to get this information into transition classes for members and families when they PCS. I think right now, and I could be wrong, that they don't know about it unless they have an issue that rises to the level of engaging the SLO. If we had a flyer or a pamphlet given to every transition and stress providing it to the spouses, when things happen they will remember the compact exists.

b. Offer trainings through the education offices on base to be set up upon demand.

c. I think there could be many answers. However, it needs to be a combination of national and state-level material and augmented by the state council and the SLOs who know the local area and can help connect on a more relationship level.

ID: I think #7 needs to be included in the minimum training.

The only other thoughts I have is it seems like a lot of work for HQ. I know the work is valuable and essential! Could we consider contracting or hiring a company to help develop the training for some of the areas?

In person training will likely be the most effective. To minimize costs, can we have new commissioners come a day early to be taught in person, possibly with their mentor to be taught the most important topics. Instead of meeting in the evening with new folks, train them the entire day before.

GA: I agree with items 1-11 being ideal and 1-6 being the minimum.

I agree with who is responsible, as indicated in the table.

Training Model Questions

1. What is the ideal training model?
(If money is not a factor, what is the ideal training model?)
2. What is the minimum required?
(What training should every member state be required to provide its stakeholders?)
3. Who is doing it?
4. What does it cost?

The table outlines the ideal training model and the minimum training requirement as determined by the Training Committee based on the goals and guidance of the previous and current strategic plans.

Training Model Question #1 - Ideal Training Model: Ideally, the activities listed in the table below numbers 1-11.

Training Model Question #2 - Minimum Training Required: The activities listed in the table below numbers 1-6.

	Who is responsible?	Training Activity
1.	C&O Committee/HQ Committee Planning: 5 hrs. Committee Meeting: 1 hr. \$230.40 - \$435.60	Develop marketing resources to promote education opportunities through social media/newsletters/multilingual materials. (Toolkit)
2.	Commissioner/HQ/Ex-officio Representative Prepare Promo. Materials: 24 hrs. Promotion to Stakeholders: 6 hrs. \$1,152.00– \$2,178.00	Promote all available education and training opportunities to their stakeholders for awareness.
3.	Commissioner/HQ/Ex-officio Representative Prepare Promotional Materials: 12 hrs. Promotion to Stakeholders: 6 hrs. \$691.20 – \$1,306.80	Promote HQ Monthly 101 training/webinars.
4.	Commissioner/HQ Communication: 12 hrs. \$460.80 – \$871.20	Collaborates with DoE State Council representative to inform state DoE of opportunities for training statewide. Request annual training on the Compact.
5.	HQ Updating LMS: 12 hrs. \$460.80 – \$871.20	Develop/update MIC3Training.net under the guidance of the Training Committee to provide training and education to stakeholders in various time zones and overseas.
6.	HQ Communications: 12 hrs. Training: 12 hrs. Certification: 24 hrs. Resources: \$46.26 \$1,889.46 – \$3,531.06	Provide monthly Compact 101 training virtually.

7.	Commissioner/HQ* Total Sessions: 52.2 Virtual: 41.5 sessions/yr. In Person: 11 sessions/yr. \$1,919.79 + \$4,695.13 \$6,614.92	Provides training annually through the state DoE either virtually or in person.
8.	Commissioner/HQ <i>Cost included in #7.</i>	A School District requests training on the Compact either virtually or in person. See Training Request Process
9.	Commissioner/HQ <i>Cost included in #7.</i>	A School Liaison requests training for a School District or Command. The SL has confirmed the training with the Commissioner, and the school wants to participate. Training could be virtual or in person. See Training Request Process
10.	HQ <i>Cost included in #7.</i>	Collaborate with Commissioners and stakeholders to provide education & training to organizations focused on education, education policy, and military families at the state and national levels.
11.	Training Committee/HQ** Committee Planning: 5 hrs. Committee Meeting: 1 hr. \$230.40 - \$435.60 \$843.38/Video Resource \$332.98/Written Resource	Develop/update multilingual resources/videos to inform and educate stakeholders.

Minimum: \$4,884.66 – \$9,193.86

Ideal: \$13,858.84 – \$15,808.78

*Average amount based on FY23 and FY24 trainings.

**It is not included in the cost analysis because it is dependent on the Training Committee initiatives as determined by the Commission’s strategic plan.

FY23 Training Cost: 68 Trainings

\$15,419.83 – \$17,745.41

FY24 Training Cost: 37 Trainings (YTD)

\$7,077.49 – \$8,419.89

Training Requests Process

1. The national office receives requests from the Commissioner, state, school district, school liaison, or organization. The national office determines -

a. If the request is for in-person or virtual training.

- b. The audience, date, and time of training.
- 2. The Commissioner is informed of the training and can conduct or participate in the session.
 - a. Commissioner can facilitate the training.
 - b. Commissioner can co-brief with HQ.
 - c. HQ can facilitate training.
 - i. For option c., the Commissioner is given the opportunity to record a welcome message.
- 3. If the School Liaison is not the entity requesting the training, they are also informed. The state POCs are encouraged to attend and participate.
- 4. If the Commissioner wants to facilitate the training, then the parties are connected, and the national office provides materials and resources in a supporting role.
- 5. If the Commissioner decides to co-brief, the national office determines who will attend based on availability and expense and supports the training with materials and resources.
- 6. If the Commissioner cannot attend or prefers the national office to facilitate the training, the Commissioner may record a welcome message to be used during the training.
- 7. Once the training is concluded, if the Commissioner cannot attend, they are provided a synopsis of the training and any due outs from the session.

Education and training opportunities offered at the local, state, and national levels are promoted to stakeholders to create an understanding of the Compact and awareness of available opportunities and resources. Stakeholders include but are not limited to, the state Department of Education, School Districts, Installation Command, School Liaisons, and external organizations supporting military families.

NEW COMMISSIONER AND EX-OFFICIO REPRESENTATIVE COURSE FREQUENTLY ASKED QUESTIONS

Registering for MIC3Training.net

- Type www.mic3training.net into your favorite browser; Chrome is recommended.
- Users will see a message, “You must belong to the [Registration](#) membership to access this content.” Click on [Registration](#) to register and create your student profile.
- Only registered members can view the website’s content and gain access to the Compact 101 Training course.
- On the registration page, click the “Enroll” button to register.
- Complete the registration form and click “Enroll Now” at the bottom of the screen.
- Anyone who registers is automatically enrolled in all available courses.
- Once a user completes the registration process, two popups will appear
 - “Membership enrollment success!”
 - “Course enrollment success!”
- MIC3Training.net utilizes popup messages to communicate with participants; please ensure this feature is enabled on your computer before beginning the modules. Contact your organization’s IT department if you are unsure if popup messages are enabled on our computer.

Getting Started - New Commissioner and Ex-officio Representative Course

Registered users can access the course content in two ways.

1. After registering, click “MIC3 Training Portal” on the banner to go to the homepage and click “Enroll.”
2. After logging into your personal student account, click “Student Dashboard” on the header to view “My Courses.” Then click on the “New Commissioner and Ex-officio Representative Course.”
 - a. The “New Commissioner and Ex-officio Representative Course” is password protected. You will receive the password during your onboarding session with the Executive Director.
 - b. If your onboarding session has yet to occur, you may email mic3info@csg.org and request the password.

Once newly appointed Commissioners or Ex-officio Representatives have completed the “New Commissioner and Ex-officio Representative Course,” they should continue the onboarding process by completing the “Compact 101 Training” course on MIC3training.net. or attending the virtual Compact 101 Training sessions held monthly by the national office.

The virtual Compact 101 Training sessions are located on the Events Calendar of mic3.net or by scanning the QR code provided.



Frequently Asked Questions

Who do I contact if I have issues accessing the portal or registering?

If you previously created a user account and are having issues logging into your account to complete a lesson or course, please clear the history, cache, and cookies stored on your default web browser. If you need additional help, please email mic3info@csg.org or call (859) 244-8000 and ask the MIC3 Office.

Is there a fee for registering and completing the courses?

There is no cost. This is a free online, on-demand training portal supported by the Commission.

Who should complete the Compact 101 Training course?

The Compact 101 Training is recommended for Compact Commissioners, Ex-officio representatives to the Commission, MIC3 state council members, public school administrators, school counselors, registrars, Department of Defense Education Activity (DoDEA) school administrators, school liaisons, state Department of Education personnel, and military families



NEW COMMISSIONER AND EX-OFFICIO REPRESENTATIVE COURSE FREQUENTLY ASKED QUESTIONS

How many modules does the Compact 101 Training course contain?

There are ten modules that must be completed successfully for participants to be eligible for a certificate. After each module, participants must complete a quiz and obtain a passing score of 80% or higher to move on to the next module in the course.

How long will it take to complete the Compact 101 Training modules?

The Compact 101 Training course takes 60-90 minutes to complete.

Will I receive a certificate after completing the Compact 101 Training?

Yes, a certificate of completion will be available for download on the “Student Dashboard,” a pop-up will appear once a participant successfully completes all the modules.

Who should register and complete the New Commissioner and Ex-officio Representative Course?

The Commissioner and Ex-officio Representative Course and Compact 101 Training are required for all newly appointed Commissioners and Ex-officio Representatives. However, new members can determine whether they want to complete the Compact 101 Training requirement via the 60-minute monthly virtual training facilitated by the national office or by completing the ten modules in the “Compact 101 Training” course on MIC3training.net.

How many modules does the New Commissioner and Ex-officio Representatives course contain?

The course contains seven modules that must be completed successfully. To move from one module to the next, users must complete all assignments and pass a quiz with a 70% or higher score for each module.

How long will completing the New Commissioner and Ex-officio Representatives course take?

The New Commissioner and Ex-officio Representatives course takes approximately 60 minutes to complete. However, reviewing and downloading the support materials included in the lessons will take additional time.

Will I receive a certificate after completing the New Commissioner and Ex-officio Representatives course?

Yes, a certificate of completion will be available for download on the “Student Dashboard,” a pop-up will appear once a participant successfully completes all the modules.

If I exit the system without completing all the modules in a course, will I have to start from the beginning?

No, the modules within the courses do not need to be completed simultaneously. Once you register, you can log in and out without losing your place in the course. However, participants must complete the module’s assignment and quiz to move on to the next module in the course.

Can I view the training modules in any order?

No, the course modules must be taken in order. Before advancing to the next lesson, participants must complete the assignment and score 70% or greater on the quiz.

How long is my account active?

Once you create an account during registration, it will not expire.



Training Committee Position Statement

September 24, 2024

TO: Commissioners, Commissioner Designees, and Ex-officio Representatives

FR: 2024 Training Committee

- Kathleen Murphy (NH), Chair
- Spencer Barzee (ID)
- Clara Botstein (DC)
- Barbara Clemmer (PA)
- Curtis Jones (GA)
- Peter Laing (AZ)
- Terrance McCaffrey (FL)
- Tremekia Priester (SC)
- Ann Pettit (SD)
- Kyle Wood, MCEC (Ex-officio Representative)

RE: Statement of Support for Commission Training Program

In 2019, the Training Committee adopted a mission statement and shared commitments, demonstrating its dedication to informing and educating stakeholders on the provisions outlined in the Compact statute that support schools and military students.

Mission Statement

“The mission of the MIC3 Training Committee is to respond to the needs of the various audiences to provide accurate, current, and customized content about the Compact for use by Commissioners, schools, families, and military-connected stakeholders.”

Shared Commitments

- Increased knowledge about the Compact, and limits of the Compact.
- Increase the appropriate application of the Compact for children of military families.
- Support and educate parents, students, and associate persons as advocates for transitioning students and military personnel about the Compact and limits of the Compact.
- Reduce inconsistent applications of the Compact.

The Training Committee understands the Commission’s financial stability is a priority. Without the Commission, we cannot ensure the vision of “Successful Educational Transitions.” However, knowledge of the Compact statute and its implementation will suffer without training and educational resources. Therefore, the Training Committee has approved the following statement of support for the Commission training program.

Statement of Support for Commission Training Program

The 2023 Annual Business Meeting (ABM) Finance Committee brief demonstrated the need for the Commission to examine the cost associated with its various programs and services. Beginning with the Commission's first strategic plan adopted in 2017, the Commission identified the need for an evolving, sustainable training program. The second strategic plan, adopted in 2020, expanded the training program's services, which the current strategic plan continues to build on. As members of the Training Committee, responsible for the programming and financial oversight of the Commission's training initiatives, we issue this statement of support for the services provided in the current training program and model.

The training program is continually evolving to meet the needs of member states and has had a significant impact on stakeholders. Specifically, Commissioners have been able to provide crucial training and resources to stakeholders in their state. The two largest stakeholder groups, which are facing recruitment and retention challenges, benefit from the program. The constant turnover in personnel in these fields underscores the need for continued focus on educating local education authorities and military families about the provisions provided under the Compact statute.

Research demonstrates that successful, effective non-profit organizations dedicate a significant portion of their budget, between 60% and 70%, to programs and services. In fiscal year (FY) 2023, 2% of the Commission's expenditures were for training. In FY 2024, which closed on June 30, 2024, the Commission again spent 2% of its budget on the training program. As a Commission, we should celebrate the training program's substantial impact over the past two years while keeping costs low. This underscores the need for continued funding and resources to ensure the success and sustainability of the Commission's training program.

The Training Committee recognized the need to address turnover within the Commissioner position, education, and uniformed services. It developed a flexible training model that maximizes staff time and oversight, has a mechanism to collect data that evaluates the resources, and provides deliverables in various formats, giving access to more stakeholders, all while utilizing minimal funding from the Commission. The Training Committee understands that the Commission needs to address the current use of funds, dues structure, and budgeted expenses to ensure it can continue to address the educational transition needs of military children, to which the training program is integral.

We reiterated our strong support for maintaining the current training model, which is integral to achieving the Commission's vision of "Successful Educational Transitions" for military children.

Sincerely,
Training Committee Members

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COMMUNICATION AND OUTREACH COMMITTEE REPORT

Chad Delbridge (WY), Chair

Responsible for developing materials to improve and expand the outreach of the Commission and targeting opportunities to communicate our message to a wider audience.

The Committee continues to focus on identifying and improving the marketing of our resources and programs to assist states with program implementation and educating stakeholders. While the Committee will continue to develop resources and materials, the focus has shifted toward promoting the new and existing products developed by the other standing committees.

C&O Actions During FY2024

This year, the Committee approved three annual items:

1. Communications Plan - outlines the general information released to the commissions and stakeholders through social media, constant contact, our monthly newsletter, and our webpage.
2. Memorandum on Compact Education and Promotion - asks states to work with their Military Family Education Liaison and State Council to develop a plan to educate and disseminate information to their districts, schools, and stakeholders; and utilize the resources developed by their colleagues/standing committees, to assist with their efforts.
3. Purple Up! Toolkit, released in January to support April's activities. States reported events, ceremonies, and celebratory activities at the state, district, and school levels. Numerous states issued proclamations recognizing the Month of the Military Child signed by executive offices and/or state legislatures. A special newsletter issue was released to highlight state activities.

This year, leadership obtained congressional resolutions highlighting MIC3 and April 2024 as the Month of the Military Child.

- House Res1151 was sponsored by Rep. Joe Courtney (CT); Co-sponsors: Rep. Lisa Blunt Rochester (DE), Rep. Andy Kim (NJ), Rep. Doug Lamborn (CO), Rep. Austin Scott (GA), Ms. Veronica Escobar (TX), Del. James C. Moylan (GU), Rep. Christopher Deluzio (PA), Rep. Trent Kelly (MS), Rep. Josh Gottheimer (NJ), Rep. Michael Turner (OH), Rep. Patrick Ryan (NY), Rep. Ed Case (HI), Rep. Carlos Gimenez (FL), Rep. Donald Davis (NC), Rep. Marilyn Strickland (WA), Rep. Susie Lee NV), Rep. Salud Carbajal (CA), Rep. Chrissy Houlahan (PA), Rep. Steven Horsford (NV), Rep. Judy Chu (CA), Rep. Sara Jacobs (CA).
- Senate Res 643 was sponsored by Sen. Mazie Hirono (HI); Co-sponsors: Sen. Richard Blumenthal (CT), Sen. Amy Klobuchar (MN), Sen. John Hickenlooper (CO), and Sen. Dick Durbin (IL).

We focused on documenting state program implementation and the Compact's impact on students. The Committee recorded 6 state spotlights from the 2023 Annual Business Meeting which highlighted best practices on Implementing the Compact, and a new video series on identifying successful transitions under the Compact and how it helps students. Finally, they approved a webinar on *Supporting Military Families with Special Medical or Educational Needs*.

Overall, the goal was to promote various resources and programs such as the Compact 101 and 201 training, the new online training portal and toolkit, and collaterals through *Constant Contact*, social media, monthly digital newsletters, and standing committee meetings.

Moving Forward

While we continue to successfully build our brand recognition and raise awareness of the Compact, it is an ongoing effort. In the last year of our strategic plan, the Committee will continue to work with our colleagues and partners to identify opportunities to advocate and promote our programs and resources to support our military families and students.

Purple Up Toolkit

Although it is celebrated throughout April, the Commission selected Wednesday, April 17, 2024 as our "Purple Up!" day. Please note that states, communities, districts, and schools may select a different date(s).

Please visit <https://www.mic3.neVmotmc.html> to download letter templates and resources to promote your support.

Be sure to tag #MIC3Compact and #purpleup4militarykids when posting on Facebook, Twitter, Instagram, etc., and email information, pictures, and event highlights to mic3info@csg.org

Special Newsletter Issue: 2024 Month of the Military Child Highlights

Letter from the Commission Chair	Letter from State Superintendent or Commissioner (Template)	Letter from the Commissioner to the State Council (Template)
Purple Up! Celebration Ideas	Downloadable Posters	Sample Proclamation – Executive Office
Sample Proclamation – State Dept. of Education	Media Release	Downloadable Social Media Posts and Captions



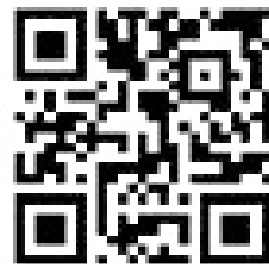
Purple Up Toolkit

Sample Proclamation – State
Dept. of Education

Media Release

Downloadable Social Media Posts
and Captions





January 17, 2024

TO: Commissioners, Commissioner Designees, and Ex-officio Members

FR: 2024 Communications and Outreach Committee

- Commissioner Chad Delbridge (WY) (Chair)
- Commissioner Clara Botstein (DC)
- Commissioner Teresa Ferenczhalmly (NM)
- Commissioner Felicia Gonzales (NV)
- Eileen Huck, NMFA Representative
- Commissioner Laura Kacer (IA)
- Commissioner Pete LuPiba (OH)
- Commissioner Brian Murphy (IN)
- Commissioner Keith Owen (CO)
- Commissioner Tony Trongone (NJ)
- Commissioner Kristen Windham (MS)

RE: Compact Education and Promotion

As a member of the compact, our states and the District of Columbia have pledged to support our military families and children. Each of us, in our role as the representative to the commission, facilitates successful education transitions for military students under the Compact. Over the next year, we encourage you to:

- Work with your Military Family Education Liaison and State Council to develop a plan to educate and disseminate information to your districts, schools, and stakeholders.
- Utilize the [resources](#) developed by your colleagues/standing committees, to assist with your efforts.

New resources this year:

1. [MIC3training.net](#) – The Training Committee launched a new online training portal at the recent Annual Business Meeting. The site offers free, on-demand, Compact 101 modular training for stakeholders. Visit this [link](#) to access the marketing toolkit.
2. [Compact 101 in American Sign Language](#) – Also developed by the Training Committee in response to requests by members, the training is also available in [Spanish](#).

Other useful resources:

1. **Monthly Compact 101 training** – view the events calendar & register for an upcoming webinar [here](#).
2. **Publications** such as guides, brochures, postcards, and bookmarks may be ordered [here](#).
3. **2024 Month of the Military Child Toolkit** – The updated Purple Up! Toolkit provides ideas and resources to plan your events! Note: MIC3's Purple Up! date is April 17th however, states and communities may select their own date!
4. Review and share the [commissioners, parents, schools, and state council toolkits!](#)
5. View the guide on [How to Contact your State Department of Education and How to Contact Military Personnel within your State](#).
6. Consider disseminating a [Superintendent memo](#) to districts and schools at the beginning of the school year to raise awareness of the Compact.

Should you have questions or need assistance on the Compact or regarding your upcoming state council meeting, email [mic3info@csg.org](mailto:microsoft3info@csg.org) or call 859-244-8000.

U.S. House of Representatives Resolution Supporting The Interstate Compact on Educational Opportunity for Military Children and Recognizing April as the Month of the Military Child

Overview

More than 1.54M military-connected children and youth move, on average, 6 to 9 times during their educational career, often causing unique educational challenges. The Interstate Compact on Educational Opportunity for Military Children was initiated in 2007 by the Department of Defense and developed by the Council of State Governments to ease the educational transitions of military-connected students attending public schools and Department of Defense schools worldwide. The compact is a contractual agreement between the member states.

Congressional Resolution and Member Sign-On

Compact Commissioner Laura Anastasio (CT) engaged U.S. Rep. Joe Courtney (D-CT), who sponsored the resolution. (A separate resolution will be introduced in the Senate and is forthcoming.) Compact commissioners, 50-member state and the District of Columbia, and ex-officio organizations **are encouraged to contact the appropriate Member of Congress and request their Member(s) to sign on to the resolution** which expresses support for the Interstate Compact on Educational Opportunity for Military Children and for the designation of April 2024 as the “Month of the Military Child”.

Rep. Courtney’s legislative contact is Samantha Devito, samantha.devito@mail.house.gov. The deadline is April 9th.

Contacting your Congressional Member

As a majority of compact commissioners are employed by state departments/agencies, you are advised to contact the legislative affairs director (or equivalent) for advisement on contacting your Member(s) of Congress. Include a link to your state profile found [here](#).

For compact commissioners who can contact their Member of Congress directly, consider using the sample email script provided below. Your message may be directed to the Member’s education legislative assistant or a support staffer. *Visit this [link](#) to find your U.S. House of Representatives or Congressional Member(s).*

[View a draft copy of the resolution here.](#)

Sample Email Script

Dear Congressman/woman _____,

My name is _____. I am the Compact Commissioner for the state of [state name], and I would like to request you cosponsor the congressional resolution sponsored by Congressman Joe Courtney that expresses support for the Interstate Compact on Educational Opportunity for Military Children and for the designation of April 2024 as the “Month of the Military Child”. I ask you to join me in showing your support for military children by signing onto the resolution as an original co-sponsor by emailing Samantha Devito at samantha.devito@mail.house.gov by the April 9th deadline.

Sincerely, (Commissioner name)

Sample Phone Script

Hello, my name is [name]. I am the Compact Commissioner for [state name]. I would like to speak with the education legislative assistant about the congressional resolution sponsored by Congressman Joe Courtney which expresses support for the Interstate Compact on Educational Opportunity for Military Children and for the designation of April 2024 as the “Month of the Military Child”. I ask Congressman/woman _____ to show their support for military children by signing onto the resolution as an original co-sponsor by emailing Samantha Devito at samantha.devito@mail.house.gov by the April 9th deadline.

Instead of calling your Member’s DC office, consider calling their local district office. District offices tend not to receive as many phone calls as the DC office does.

Should you have questions, contact the national office at (859) 244-8069 or cimai@csq.org.

118TH CONGRESS
2^D SESSION

H. RES. 1151

Recognizing the Interstate Compact on Educational Opportunity for Military Children and expressing support for the designation of April 2024 as the “Month of the Military Child”.

IN THE HOUSE OF REPRESENTATIVES

APRIL 16, 2024

Mr. COURTNEY (for himself, Ms. BLUNT ROCHESTER, Mr. KIM of New Jersey, Mr. LAMBORN, Mr. AUSTIN SCOTT of Georgia, Ms. ESCOBAR, Mr. MOYLAN, Mr. DELUZIO, Mr. KELLY of Mississippi, Mr. GOTTHEIMER, Mr. TURNER, Mr. RYAN, Mr. CASE, Mr. GIMENEZ, Mr. DAVIS of North Carolina, Ms. STRICKLAND, Ms. LEE of Nevada, Mr. CARBAJAL, Ms. HOULAHAN, Mr. HORSFORD, Ms. CHU, and Ms. JACOBS) submitted the following resolution; which was referred to the Committee on Armed Services

RESOLUTION

Recognizing the Interstate Compact on Educational Opportunity for Military Children and expressing support for the designation of April 2024 as the “Month of the Military Child”.

Whereas brave individuals serve in the United States military and protect the security and freedom of this great Nation;

Whereas over 1,300,000 Active Duty military servicemembers, and nearly 1,000,000 ready reserve members, serve in the Armed Forces;

Whereas there are more than 1,540,000 military-connected children and youth who move, on average, 6 to 9 times during their educational career;

Whereas they encounter unique educational challenges while they move between public and Department of Defense Education Activity schools;

Whereas the Interstate Compact on Educational Opportunity for Military Children was developed in 2007 by the Department of Defense and the Council of State Governments to ease the educational transitions of military-connected students attending public schools and Department of Defense schools worldwide;

Whereas the Compact helps military children and youth stay on grade level and facilitates on-time graduation;

Whereas, while it is not exhaustive in its coverage, it addresses key issues encountered by military families: eligibility, enrollment, placement, and graduation;

Whereas the Compact uses a comprehensive approach to provide a consistent policy in every school district and member state;

Whereas the Compact Commission, which includes the 50 States and District of Columbia, works tirelessly to recognize our military-connected children and youth serve too, and pay tribute to their commitment and service to the country;

Whereas April is the Month of the Military Child, and a month-long salute will encourage our country to support military-connected children and youth; and

Whereas we encourage citizens to Purple Up! and wear purple, to express our appreciation and celebrate the unsung heroes of our military: Now, therefore, be it

1 *Resolved*, That the House of Representatives encour-
2 ages all citizens, communities, and business and govern-
3 ment leaders across this great Nation to honor, support,
4 and show appreciation for military-connected children and
5 youth.

○

U.S. Senate Resolution Supporting S. Res. 643: Recognizing the Interstate Compact on Educational Opportunity for Military Children and April as the Month of the Military Child

Overview

More than 1.54M military-connected children and youth move, on average, 6 to 9 times during their educational career, often causing unique educational challenges. The Interstate Compact on Educational Opportunity for Military Children was initiated in 2007 by the Department of Defense and developed by the Council of State Governments to ease the educational transitions of military-connected students attending public schools and Department of Defense schools worldwide. The compact is a contractual agreement between the member states.

Congressional Resolution and Member Sign-On

Compact Commissioner Dr. Kathleen Berg (HI) engaged U.S. Sen. Mazie K. Hirono (D-HI), who, along with Sen. Richard Blumenthal (CT), Sen. Amy Klobuchar (MN), Sen. John Hickenlooper (CO), and Sen. Dick Durbin (IL) sponsored Senate Resolution 643. (A separate resolution was introduced in the House by Rep. Joe Courtney, and the deadline to sign on as a cosponsor has passed.) Compact commissioners from the 50-member states and the District of Columbia, and ex-officio organizations **are encouraged to contact their appropriate US Senator and request they sign onto S. Res. 643** which expresses support for the Interstate Compact on Educational Opportunity for Military Children and for the designation of April 2024 as the “Month of the Military Child”.

Sen. Hirono’s legislative contact is Ben Strand, Ben_Strand@hirono.senate.gov, and/or Sydney Montgomery, Sydney_Montgomery@hirono.senate.gov. The deadline is Friday, April 26th.

Contacting your Congressional Member

As a majority of compact commissioners are employed by state departments/agencies, you are advised to contact the legislative affairs director (or equivalent) for advisement on contacting your Member(s) of Congress. Include a link to your state profile found [here](#).

For compact commissioners who can contact their Member of Congress directly, consider using the sample email script provided below. Your message may be directed to the Member’s education legislative assistant or a support staffer. *Visit this [link](#) to find your U.S. Senator.*

[View a draft copy of the resolution here.](#)

Sample Email Script

Dear Senator _____,

My name is _____. I am the Compact Commissioner for the state of [state name], and I would like to request you cosponsor S. Res. 643 sponsored by Senator Mazie K. Hirono that expresses support for the Interstate Compact on Educational Opportunity for Military Children and for the designation of April 2024 as the “Month of the Military Child”. I ask you to join me in showing your support for military children by signing onto the resolution as an original co-sponsor by emailing Ben Strand at Ben_Strand@hirono.senate.gov or Sydney Montgomery at Sydney_Montgomery@hirono.senate.gov by the April 26th deadline.

Sincerely, (Commissioner name)

Sample Phone Script

Hello, my name is [name]. I am the Compact Commissioner for [state name]. I would like to speak with the education legislative assistant about the S. Res. 643, sponsored by Senator Mazie K. Hirono, which expresses support for the Interstate Compact on Educational Opportunity for Military Children and for the designation of April 2024 as the “Month of the Military Child”. I ask Senator _____ to show their support for military children by signing onto the resolution as an original co-sponsor by emailing Ben Strand at Ben_Strand@hirono.senate.gov and/or Sydney Montgomery at Sydney_Montgomery@hirono.senate.gov by the April 26th deadline.

Instead of calling your Member’s DC office, consider calling their local district office. District offices tend not to receive as many phone calls as the DC office does. **Should you have questions, contact the national office at (859) 244-8069 or cimai@csg.org.**

118TH CONGRESS
2D SESSION

S. RES. 643

Recognizing the Interstate Compact on Educational Opportunity for Military Children and expressing support for the designation of April 2024 as the “Month of the Military Child”.

IN THE SENATE OF THE UNITED STATES

APRIL 16, 2024

Ms. HIRONO (for herself, Mr. BLUMENTHAL, Ms. KLOBUCHAR, Mr. HICKENLOOPER, and Mr. DURBIN) submitted the following resolution; which was referred to the Committee on Armed Services

RESOLUTION

Recognizing the Interstate Compact on Educational Opportunity for Military Children and expressing support for the designation of April 2024 as the “Month of the Military Child”.

Whereas brave men and women serve in the Armed Forces and protect the security and freedom of the United States;

Whereas over 1,300,000 active-duty members and nearly 1,000,000 ready-reserve members serve in the Armed Forces;

Whereas there are more than 1,540,000 military-connected children and youth who move, on average, 6 to 9 times during their educational career;

Whereas they encounter unique educational challenges when these children and youth move between public and Department of Defense Education Activity schools;

Whereas the Interstate Compact on Educational Opportunity for Military Children was developed in 2007 by the Department of Defense and the Council of State Governments to ease the educational transitions of military-connected students attending public schools and Department of Defense schools worldwide;

Whereas the Compact helps military children and youth stay on grade level and facilitates on-time graduation;

Whereas, while it is not exhaustive in its coverage, the Compact addresses key issues encountered by military families: eligibility, enrollment, placement, and graduation;

Whereas the Compact uses a comprehensive approach to provide a consistent policy in every school district and member State;

Whereas the Compact Commission, which includes the 50 States and District of Columbia, works tirelessly to recognize that our military-connected children and youth serve too and to pay tribute to their commitment and service to the country; and

Whereas April is the Month of the Military Child, and a month-long salute will encourage our country to support military-connected children and youth: Now, therefore, be it

1 *Resolved*, That the Senate encourages—

2 (1) citizens to “Purple Up!” and wear purple to

3 express our appreciation and celebrate the unsung

4 heroes of the Armed Forces; and

1 (2) all citizens, communities, and business and
2 government leaders across the United States to
3 honor, support, and show appreciation for military-
4 connected children and youth.

○

Where to find academic support for your military child, especially during a PCS

by Stephanie Rundle (September 14, 2024)



U.S. Marine Corps Cpl. William Boyle, a motor transport operator with 1st Reconnaissance Battalion, 1st Marine Division, coaches students during a football game as part of a community relations event at San Onofre Elementary School at Marine Corps Base Camp Pendleton, California, April 26, 2024. Marines from across the division visited the school to celebrate Month of the Military Child. (U.S. Marine Corps photo by Lance Cpl. Alexis Ballin)

In 2023, [Blue Star Families](#) unveiled their [2022 Comprehensive Report](#) highlighting the top challenges encountered by military-connected families. Amongst the key findings was the recurring issue of Educational Access and Quality, particularly during a Permanent Change of Station (PCS). The report found that about two-thirds of military families (across all branches) were unaware of a key resource and its benefits in addressing academic concerns for military-connected K-12 students. How does this happen?

When orders are in hand and a PCS is on the horizon, parents begin researching their new duty station, relying heavily on the insights and advice from fellow service members and spouses to navigate housing, childcare, schools, and recreational opportunities in their upcoming location. However, many families may stop their research there, missing a *Village of Support* designed to support military-connected K-12 students during transitions.

Who is the Village of Support?

MIC3: Interstate Compact on Educational Opportunity for Military Children

[Military Interstate Children's Compact Commission](#) (MIC3) is home to the [Interstate Compact on Educational Opportunity for Military Children](#). The Interstate Compact assists families in navigating the common issues our military students face during military transitions such as

enrollment, course placement, extra-curricular activity flexibility, and graduation requirements. MIC3 also provides caregivers a [“Who Do I Ask for Support?”](#) outlining the steps for any additional support needed for a family’s specific academic concerns.

School Liaison Program (SLP)

One vital program to navigate academic assistance across all branches of the military is the School Liaison Program (SLP). There are over 260 SLPs available to military-connected students serving U.S. installations worldwide. The School Liaison shepherds the relationships between local schools and military families. The School Liaison can provide valuable tools and resources to address the nuances of academic transitions for military-connected students PK-12 and is the first line of support for implementing the Interstate Compact.

The Military Child Education Coalition (MCEC)

The [Military Child Education Coalition](#) (MCEC) is rich in resources to support the whole child during a military transition with programs, such as SchoolQuest, Purple Star Schools, Student 2 Student, Parent Webinars and a variety of Toolkits.

[SchoolQuest](#) serves as a free digital hub for all PK-12th grade student academic documentation, reducing the risk of losing tangible documentation required for enrollment amid a PCS. Aside from enrollment documentation, parents can track their student’s course progression beginning in 6th grade. This feature highlights the students’ academic progression for graduation requirements. For more information on how to create your child’s SchoolQuest account, visit MCEC’s [demo video](#).

[Purple Star School](#) (PSS) recognizes schools that possess the necessary training, expertise, and resources to effectively assist and engage with military families throughout the student’s time at the school and during their transition and into the next academic phase. This program aims to ensure that military-connected students receive the support they need to thrive academically and personally, regardless of the challenges they may face due to frequent relocations and other unique circumstances.

[Student 2 Student](#) is a peer program partnering transitioning military students with a peer in the new school setting. Peers in this program receive training on MCEC’s 6 core values to foster and facilitate a welcoming environment for military children to build new peer relationships.

MCEC has a robust library of over 245 [Parent Webinars](#) that can be accessed through their website or on their [YouTube Channel](#). MCEC’s webinars offer a variety of topics such as baby sign language, defining your student’s learning style, social-emotional development, time management for middle school and high school students, decisions about college, and many more!

MCEC also has Toolkits for parents to support and celebrate their military child, such as the [Back To School Toolkit](#), [The Military Child Well-being Toolkit](#), and the [Month of the Military Child Toolkit](#).

With continued research and advocacy, programs supporting the military child’s academic progression continue to evolve. As awareness of current programs increases, the military community can serve as a vital advocate for programs that enhance the way military students receive the resources that support social-emotional and academic growth during each school transition.

Partnerships key in supporting military-connected students with disabilities

By Kara Arundel (August 8, 2024)

Military families' frequent moves can cause stress and anxiety about potential gaps in special education services, said OSEP conference speakers.



ARLINGTON, Va. — Children with disabilities whose families are in the military face unique obstacles to education due to their high mobility rate. That's why it's important for educators and other partners to reach out to these families early and often with support, said speakers during two sessions Tuesday at the U.S. Department of Education's Office of Special Education Programs annual conference.

To help this mobile population, it is critical to build supportive relationships for the families. These can involve educators both on and off of military installations, Department of Defense representatives, parent training and advocacy groups, peers with lived military experiences, and other organizations.

"Just be aware that there are people at every level trying to do really good things for the kids we serve," said Karen Terry, a program analyst in DOD's Office of Special Needs.

Military-connected children move about six to nine times during their K-12 experience, or about every two to three years, said Peg Kinsell, director of public policy for the Statewide Parent Advocacy Network, known as SPAN, a parent training and information center in New Jersey. That means families have to connect with new school systems and disability specialists often. And gaps in services or unfamiliarity with new communities can cause stress and anxiety, the speakers said.

More than 42,000 active military duty families have children with disabilities or special healthcare needs, according to Kinsell. Additionally, it is “highly likely” that there is a military-connected student in every school in the U.S., she said.

“Military kids don’t just have one issue,” Kinsell said. “They don’t just have a special ed issue or they don’t just have a developmental disability or healthcare issue. So it’s important, I think, that we frame all the work we do in partnership with other organizations and departments that can support our kids.”

Examples of supports that partners can provide to military-connected families include:

- Guidance on navigating new school systems.
- Workshops on understanding their rights to special education services.
- Training in specific topics like healthcare.
- Connecting them to people familiar with experiences of military families.

Speakers offered three recommendations for collaborations to better serve military-connected students with disabilities.

1. Know the acronyms

As in the education field, the military has acronyms that are helpful to know when working with families. DOD’s [Military One Source](#) website lists common ones. The site also includes information about DOD’s [Exceptional Family Member Program](#) for those having a family member with special needs.

2. Seek out resources

Kinsell and other speakers emphasized the wealth of resources, including state-specific materials, available. At the national level, the Center for Parent Information and Resources — an OSEP technical assistance center — has a dedicated [webpage for military families](#). Brooke Schmidt, co-deputy director of program and quality with [The Parents’ Place of Maryland](#) — a federally funded parent support organization — said her organization has created fact sheets, explainers and videos for both parents and school leaders.

The Education Department has resources for serving [military connected children with disabilities](#).

3. Understand the MIC3

For receiving schools and districts, knowing the rights of incoming military-connected families can help reduce challenges for those transitioning families and create a more welcoming situation for the student.

The Interstate Compact on Educational Opportunity for Military Children, overseen by the [Military Interstate Children’s Compact Commission](#), or MIC3, is an interstate agreement with all 50 states that addresses key issues encountered by military families as they move across state borders.

The compact attempts to smooth military families’ transitions by addressing state policy differences in the age for kindergarten enrollment, high school graduation requirements and special education services.

Education Focus Builds Compact Awareness to Help Military Students

Founded in 2008, the *Military Interstate Children's Compact Commission* (MIC3) is the governing body of the Interstate Compact on Educational Opportunity for Military Children or ICEOMC. Commission members include the 50 states, the District of Columbia, and six ex-officio representatives. In addition to active-duty military, the Compact supports uniformed members of the federal Departments of Commerce, Homeland, and Health and Human Services. The collaborative's mission: ease the educational transitions of school-aged, military, and uniform-connected students attending public schools, to include Department of Defense Education Activity schools worldwide, and also promulgate and enforce the compact rules.

Due to the continual turnover of school personnel and families that become eligible under the program, education, and advocacy across states have been a key focus area of the commission and included in the strategic plans since our inception in 2007. The Training Committee, led by Texas Commissioner Shelly Ramos, focuses on developing resources and programs to assist states in educating stakeholders. "Training is crucial in raising awareness," she said, "and is imperative that schools and parents understand how it can help students stay on grade level and on track to graduate."

The committee launched the monthly Compact 101 webinar series; Compact 101 training in Spanish and American Sign Language; an advanced 201 course focused on case studies; and guides, brochures, and other educational material that may be viewed online in English and Spanish. This past Fall they released an online, on-demand training portal that includes 10 modules that can be completed at the pace of the user. Once completed, a certificate may be issued to meet school district professional development requirements. The best part is that 100% of the training and resources provided are available to stakeholders - states, school districts, and communities - at no cost and funded by the annual state dues.

In 2023, the request for training increased over the previous year by 172%. Of the 68 sessions held, 25%, or 17, were held in person – and one was funded by the Department of the Air Force in Japan. "As the commission allocates only 7% of the overall budget to education, this is a remarkable achievement," highlighted Ramos. While this success is notable and significant strides have been made, education is a constant task. The 2022 Blue Star Families Report stated the Compact can be a useful tool for families with school-aged children however awareness varied among active-duty families. The majority (74%) of active-duty military families with at least one child enrolled in grades K-12 report did not know about the Compact, however, those who have used the Compact to advocate for their child reported positive outcomes.

Part of the achievement is due to the partnership with six ex-officio members: Military Impacted Schools Association (MISA), Military Child Education Coalition (MCEC), National Federation of State High School Associations (NFHS), National Military Families Association (NMFA), Blue Star Families, and the USDOD. It takes a community to help students, and success is tied to the Commission's growth management approach. "We've learned that becoming a high-impact organization is not just about building a great organization and then expanding it to reach more people. Rather, the Commission and our members work closely with and through our organizations and individuals to create more impact than we could ever have achieved alone," said Ernie Singleton, Louisiana Commissioner and Commission Chair.

The Interstate Compact on Educational Opportunity for Military Children eases educational transitions of military children as they transfer between states in the areas of enrollment; placement and attendance; eligibility; and graduation. The Compact was developed by The Council of State Governments National Center for Interstate Compacts, the U.S. Department of Defense, national associations, federal and state officials, state departments of education, school administrators, and military families. For more information on training, email [mic3info@csge.org](mailto:microsoft3info@csge.org) or visit www.mic3.net.

How Schools Can Better Support Military Children and Families

By Jessica Saum (June 26, 2024)



While summer is the busiest time of year for military families to transition to their next duty station, throughout the school year, they move from state to state, and sometimes even across the world.

Even after 16 years of being married to the military, my family learned that my husband would be moving in an unaccompanied permanent change of station for a year overseas. I was naïve about the challenges my family would face; I remember thinking that we had completed multiple four to seven-month deployments before and that this could not be much worse. I have a career in education, and our children are active in extracurricular activities. We have a supportive friend and church community, and we chose to see this as an opportunity to minimize our family's moving and for our professional growth opportunities. My husband and I agreed that this was a good thing for our family and now, two years after he returned after being away for 14 months, I still believe it was.

We said our family would be fine, and in all honesty, we are, but to ignore the toll the time apart took on our family, and specifically my children, would be a disservice to the struggles and burdens military families across our nation face daily.

In recent years, our schools have become increasingly aware of the unique needs of military children, whose parents deploy and sometimes spend months and years away from home, moving six to nine times on average in their K-12 education. Our educational systems have begun taking steps to improve how they serve this community, including committing to celebrating the Month of Military Child each April and recognizing military children for their resilience and independence.

While steps have been taken to improve access to resources and outcomes for this group of students, there are still gaps in services to ensure their academic and social success. As educators, it is imperative that we acknowledge the challenges this life can bring and our role in supporting military children and families.

The Barriers Military Children Face

The challenges families experience in military life can be a source of psychological stress, especially for children. It is often overlooked how children in military families [experience high rates of mental health issues](#), trauma and other related problems. Children of our military members face multiple deployments as well as frequent moves, and the fear of trauma, such as a parent being injured or dying, is a reality for these families.

[Studies have shown](#) that one-third of children with a deployed parent are considered at “high risk” for psychosocial issues, and with the negative impact of deployment on children, the mental health of the remaining parent and the uncertainty of reintegration. Furthermore, a 2010 study of 640,000 children between ages three and eight found that there is an [11 percent increase in mental and behavioral health issues](#) for military children when their parents are deployed. Additionally, it found that there was a 19 percent increase in behavioral disorders and an 18 percent increase in stress disorders during deployments. Those rates were higher in older children and children whose deployed parent was male.

Based on these statistics, it is fair to say that the mental health of military children is not being addressed enough. While students do have access to free mental health resources from [Military One Source](#) and [Military and Family Life Counselors \(MFLC\)](#) who support service members, their families and survivors, the gaps in access to quality and consistent mental and behavioral health support for children remains a serious issue.

[A study by the Naval Postgraduate School](#) showed that despite the fact that military families have government insurance that covers mental health treatment, up to 35 percent lacked adequate access to psychiatric care. Awareness of this issue was amplified when the [2020 Military Family Lifestyle Survey](#) reported that 51 percent of active-duty family respondents with children felt as though they were able to access high-quality mental health care for their children. However, this is simply not enough.

While policymakers must advocate that resources are readily available for military children in health care systems, through military installations and through community services to provide them with the support that they need, there must be an increase in support for training our schools and teachers to recognize these issues and connect students to support.

What Schools and Educators Can Do

Schools and educators find themselves in a unique position to be a source of support, a safe and stable space where children can find consistency and a place where adults can be equipped to identify needs and connect to needed resources.

In seeking to improve outcomes for military children, their families must have guaranteed opportunities for continuity in routines and rituals, ways to connect with the community and participation in extracurricular activities. A strong partnership with informed educators who make certain students have what they need to be successful is a critical step to improving educational success and emotional well-being for military children.

Educators are perfectly situated to help military students in transition adapt to new school settings by clearly communicating classroom and school expectations and [understanding norms](#) that are not always easily understood. These inconsistencies in what is expected across schools and states lead to military children struggling with learning gaps or repetition, which can

cause a disruption in consistent academic progress. Children are also facing changes with new or different teaching methods, expectations in classroom and school culture, and even unfamiliar technology and online learning processes.

Educators have the power to cultivate a supportive and welcoming classroom environment where students feel safe sharing their feelings with one another, which is critical to supporting students during transitions. Educators can provide experiences that foster empathy by asking the class to write letters to deployed service members or veterans, including military members in the learning, providing opportunities to speak to the students about a military career or answering questions about what deployment is like.

Educators can also make sure that students are placed in the appropriate courses and are being academically challenged while facilitating continuity of related services such as therapy or special education services, if they are eligible. In the instances where military students move mid-year, schools can ensure that students are placed in the right classrooms for the support they need from special education services to advanced placement courses. Educators should familiarize themselves with the [Military Interstate Children's Compact Commission](#) and the resources available to the students they teach.

Beyond the classroom, schools and districts can pursue [Purple Star School](#) status by receiving training from their [state military council](#) and state chairman or chairwoman. These programs are in partnership with [state departments of education](#), and training is free and readily available. Other resources and organizations that provide support to schools include the [Military Child Education Coalition](#).

While there are remedies to address the challenges students face, there is certainly not an easy answer or solution that will work for all military children and their families. As military families across the world gear up for another move and prepare for a new school year in a new state, our schools and educators must prepare to acknowledge how military children play a significant role in their schools and communities and take the time to recognize the unique needs these students have.

Military children's futures are bright, and they are often inspired by the examples of their parents' selfless service. Educators committed to providing a supportive environment must ensure these students meet their potential and excel academically and socially in our schools and communities.

Jessica Saum (she/her) is a collaboration and inclusion coordinator for a school district in central Arkansas.

State Compliance Under the Compact

by Steven Bullard, Kentucky Commissioner and Compliance Chair

Interstate compacts are legally binding agreements between two or more states that facilitate cooperation and collaboration among participating states to address a common issue, goal, or promote a collective agenda. Similar to a contract, the compact provides a framework for the states to work together while respecting each other's autonomy and sovereignty.

The Military Interstate Children's Compact Commission (MIC3) was established in 2008 to address the K-12 education of military and uniform-connected students as they attend public schools and Department of Defense Education Activity schools worldwide. The commission comprises delegates from the 50 states, the District of Columbia, and six ex-officio organizations that develop the policies and procedures related to the Compact and ensure the agreement is implemented effectively.

The executive committee oversees the administration of the compact during periods when the Interstate Commission is not in session, including enforcement and compliance with the provisions of the compact statute, its bylaws and rules, and other such duties as deemed necessary. The Commission has five standing committees that support the administration: finance, rules, communications, training, and compliance. The compliance committee is responsible for monitoring and enforcing compliance, as well as tracking and assessing each state's obligations under the agreement.

The compact rules, which have the force and effect of statutory law in a member state, require states to appoint a compact commissioner to oversee their state program, (at minimum) convene a state council meeting annually, file an end-of-year report, and pay their dues. The committee works proactively to remind states of the deadlines through memorandums, during committee meetings, and by emailing commissioners directly. We strive for 100% compliance each year. The vast majority of states meet their annual requirements in a timely manner; however, we often have to work with a small number of states each year to fulfill their obligations.

If a state does not proactively respond to an informal approach, the Commission has developed several enforcement tools to ensure compliance with the provisions, rules, and regulations of the compact. These tools include remedial training and technical assistance, alternative dispute resolution, judicial enforcement, and application of fines, fees, and costs determined to be reasonable by the Commission. Additionally, membership in the compact may be suspended or terminated as a last resort.

While the Commission has had several cases that required General Counsel assistance, all were resolved before judicial enforcement. The Commission's goal is to work collaboratively with member states to ensure that compliance is achieved while maintaining a positive and productive relationship. While relationships are important, ultimately we're obligated to uphold the interstate agreement and our commitment to help military kids.

The Interstate Compact on Educational Opportunity for Military Children eases educational transitions of military children as they transfer between states in the areas of enrollment; placement and attendance; eligibility; and graduation. The Compact was developed by The Council of State Governments National Center for Interstate Compacts, the U.S. Department of Defense, national associations, federal and state officials, state departments of education, school administrators, and military families. For more information, visit www.mic3.net.

Best Practices on Implementing Compact Programs State Spotlight Videos

In this insightful series, six dedicated Commissioners share their unique perspectives on how their states effectively implement the Compact to support military-connected children during crucial educational transitions. Their experiences and strategies not only illuminate the diverse approaches taken across the country but also underscore the shared commitment to ensuring that these children have the resources and stability they need to thrive in their academic journeys.

- [Arkansas](#)
- [Hawaii](#)
- [New Hampshire](#)
- [New York](#)
- [South Carolina](#)
- [West Virginia](#)

Dive into these engaging videos by scanning the QR code below and discover firsthand the innovative solutions and heartfelt efforts that are making a real difference in the lives of military families.

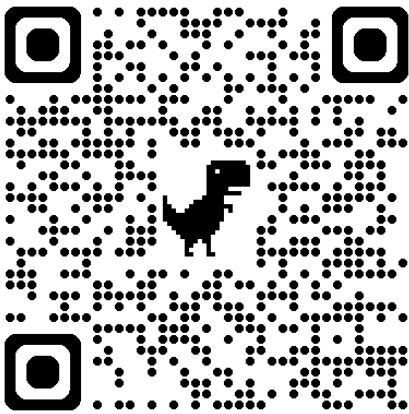




MILITARY INTERSTATE
CHILDREN'S COMPACT
COMMISSION

Compact Stories: Student Voices Challenges in Transitioning and How the Compact Helps Students

The Commission recorded a video series featuring school counselors, School Liaisons, and military-connected students to describe real cases, explain how the Compact was utilized to help the student, and show how the outcome would have differed if the Compact did not exist. These featured videos demonstrate various provisions of the Compact, including reciprocal diplomas, transcripts and course credit transfers, and successfully easing education transitions.



If you have a case related to the Compact that you would like to highlight, please contact the National Office at mic3info@csg.org.



FINANCE COMMITTEE REPORT

Greg Lynch (WA), Treasurer

Maintain the integrity of the Compact through accountability, consistency, and best practices. Ensure our revenue and resources support our initiatives; ensure the organization has the tools needed to support the Commission. Continue transparent reporting of the Commission budget and develop opportunities for stakeholders to understand the fiscal operations of the Commission.

The Commission is one of 11 affiliate organizations under the Council of State Governments (CSG) and is headquartered in Lexington, Kentucky. Under a Memorandum of Agreement, CSG provides administrative support to the Commission in such areas as accounting, legal, human resources, and information technology in return for a percentage of our indirect cost. While the Commission adheres to the CSG policies and procedures, the Commission is independently governed under our bylaws and rules.

Under the Compact statute, the Commission: has the power to establish a budget and make expenditures; may levy and collect an annual assessment from each member state to cover the cost of the operations and activities of the Interstate Commission and its staff which must be in a total amount sufficient to cover the Interstate Commission's annual budget as approved each year; and undergo a yearly audit by a certified licensed accountant.

FY2024 Accomplishments

1. approved the FY2023 audit by Blue & Co. The report found the Commission's finances to be in excellent standing with no findings.
2. established goals and operating principles to help guide the work and discussion.
3. tracked the FY2024 appropriations, expenditures, and investments.
4. reviewed and amended the reserve and travel policies.
5. reviewed three open record inquiries received by the Commission which incur personnel, administrative, legal service fees, and printing costs.
6. discussed the future Annual Business Meetings (ABM) - in-person, virtual
 - a. recommended the Commission continue to hold an in-person meeting for 2024 in Albuquerque, New Mexico
 - b. recommended the 2025 event be held in Indianapolis, Indiana.
 - c. recommended the 2026 ABM be held in person, location TBD
7. commenced an organization and staff assessment by an external consultant.
8. approved the FY2026 proposed dues and budget
9. developed a 5-year dues and budget proposal commencing with FY2027
10. developed a MIC3 fiscal presentation and system to collect Commissioner feedback during ABM 2024 concerning the Commission's long-range fiscal planning process to include future dues assessments.
11. conducted Tier Group presentations and discussions around the MIC3 fiscal strategy and pending MIC3 dues increase.
12. linked the five-year MIC3 fiscal planning process with the MIC3 Strategic Plan, currently under revision.

Looking forward, the Committee will continue to: educate members on the fiscal process; report on the budgetary status; explore new ways to increase revenue to supplement state dues, identify and implement strategies to reduce expenditures and maximize taxpayer dollars, and establish fiscal principles and policies to support a continuing fiscally responsible and stable organization.

VANGUARD INVESTMENT HISTORICAL REPORT

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

	June 30, 2018	June 30, 2019	June 30, 2020	June 30, 2021	June 30, 2022	June 30, 2023	June 30, 2024
Short-Term Investment	\$ 139,585	\$ 261,976	\$ 178,008	\$ 340,702	\$ 197,612	\$ 200,734	\$ 212,820
Stock Market Value	\$ 240,363	\$ 147,231	\$ 256,674	\$ 210,445	\$ 292,181	\$ 347,465	\$ 428,040
Total Value of Accounts	\$ 379,948	\$ 409,207	\$ 434,683	\$ 551,147	\$ 489,793	\$ 548,199	\$ 640,860
Gains	\$ 29,948	\$ 59,207	\$ 84,683	\$ 201,147	\$ 139,793	\$ 198,199	\$ 290,860
%	8.6%	16.9%	24.2%	57.5%	39.9%	56.6%	83.1%
Stocks	63%	64%	59%	62%	60%	63%	67%
Bonds	37%	36%	41%	38%	40%	37%	33%
Short-Term Reserves	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0
Year-to-date income							
Taxable income	\$ 3,794	\$ 4,448	\$ 4,349	\$ 3,759	\$ 3,992	\$ 5,408	\$ 4,292
Nontaxable income	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

#2-2020 Investment Policy: Fund expenditures - Each year, the Finance Committee will review the portfolio and make a recommendation to the Executive Committee (EXCOM). The dollar amount and timing of any distribution(s) from the Fund will be left up to the EXCOM based on recommendations from the Finance Committee and the Executive Director. The EXCOM, on behalf of the Interstate Commission, is authorized to withdraw up to 5% of the total market value of the Fund annually (market value to be determined as of the last business day of the preceding year) for the organization's operating purposes, to include replenishment of the Operating Reserve Fund balance.

MIC3 Historic Appropriations and Expenditures
FY2018 - Present

FY	Active Duty Dependents												Total	USPH S	NOA A	U+N Total	Total	% over prev year	Appropriations	\$/MilDep	Budget	Spent	%
	Ages 5-11			Ages 12-18			Total	USPH S	NOA A	U+N Total	Total	% over prev year											
Army	Navy	Marines	Air Force	Space Force	Coast Guard	ANMAFC G Total							USPH S	NOA A	U+N Total	Total	% over prev year	Appropriations	\$/MilDep	Budget	Spent	%	
2026	228,364	134,310	45,321	129,726	3,967	23,081	564,769	5,612	125	5,737	570,506	0.0%	\$ 656,016	1.15	\$ 945,897								
2025	228,364	134,310	45,321	129,726	3,967	23,081	564,769	5,612	125	5,737	570,506	0.0%	\$ 655,951	1.15	\$ 918,312	\$ 91,445	10.0%						
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	\$ 714,307	87.0%						
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%						

Note: The Commission's budget is on a Fiscal Year, from July 1 - June 30

The DEERS data is provided by the USDOD and based on the residing state. In FY2026 the data was changed from service to the age of the military dependent.

FY2024 DUES

State	Army	Navy	Marines	Aforce	SForce	CGuard	*USPHS	*NOAA	Total	FY24 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)

Data from USDOD DEERS Database, July 31, 2022

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

Approved October 20, 2022

Threshold (TH):

Minimum: \$2,300

Maximum: \$69,000

The Council of State Governments, Ltd.
Balance Sheet

07/01/2023 Through 06/30/2024

Military Interstate Children's Compact C

Current Year Balance

Assets

Current Assets

Accounts Receivable, Net

Accounts Receivable

13060 - Accounts Receivable - Other

69,790.00

Total Accounts Receivable

69,790.00

Total Accounts Receivable, Net

69,790.00

Total Current Assets

69,790.00

Investments

Long Term Investments

12001 - Vanguard Equity Index

428,040.31

12003 - Vanguard Short Term Investment Fund

212,820.08

Total Long Term Investments

640,860.39

Total Investments

640,860.39

Interfund Due to/from

19000 - Cash with CSG due to Affiliate

1,339,980.97

Total Interfund Due to/from

1,339,980.97

Total Assets

2,050,631.36

Liabilities and Net Assets

Liabilities

Short-term Liabilities

Accounts Payable

20001 - Accounts Payable (System)

2,450.48

Total Accounts Payable

2,450.48

Deferred Revenue

27020 - Deferred Revenue

65,556.00

Total Deferred Revenue

65,556.00

Total Short-term Liabilities

68,006.48

Total Liabilities

68,006.48

Net Assets

Net Assets

33910 - Net Assets/Retained Earnings

1,846,253.86

Total Net Assets

1,846,253.86

Change In Net Assets

136,371.02

Total Net Assets

1,982,624.88

Total Liabilities and Net Assets

2,050,631.36

The Council of State Governments, Ltd.
MIC3 Income Statement

	Month Ending 06/30/2024		Period Ending 06/30/2024		Year Ending 06/30/2025 Annual Budget
	Actual	Budget	Actual	Budget to Date	
				Variance	
Revenues					
Revenue					
40001 - Appropriations	69,790.00	54,662.62	651,314.00	655,908.00	(4,594.00)
40010 - Member Dues - Regular	-	-	-	-	-
43000 - Conference Registration Fees	-	416.63	37,351.16	5,000.00	32,351.16
51000 - Interest Income	751.81	-	7,798.14	-	7,798.14
51010 - Dividend Income	130.25	8.37	4,392.48	100.00	4,292.48
51040 - Operating Interest Income	5,283.18	-	69,068.65	-	69,068.65
51080 - Unrealized Gains - Equity In-	-	83.37	12,400.22	1,000.00	11,400.22
dex					
51090 - Unrealized Gains - Bond Index	13,319.76	-	68,070.44	-	68,070.44
53030 - Refunds	-	-	242.44	-	242.44
53070 - Miscellaneous Revenue	40.00	-	40.00	-	40.00
Total Revenue	89,315.00	55,170.99	850,677.53	662,008.00	188,669.53
Expenses					
60000 - Salary & Wages	19,555.76	21,666.63	218,123.40	260,000.00	(41,876.60)
61009 - Payroll Taxes	1,447.08	3,333.37	16,392.38	40,000.00	(23,607.62)
61019 - Retirement Benefits	2,524.16	2,145.00	32,423.79	25,740.00	6,683.79
61029 - Other Benefits	3,652.28	3,916.63	37,850.64	47,000.00	(9,149.36)
61059 - Continuing Education	-	166.63	-	2,000.00	(2,000.00)
61069 - Staff Development	-	233.37	1,036.22	2,800.00	(1,763.78)
61089 - Professional Membership	-	52.12	-	625.00	(625.00)
Dues					
62000 - Supplies	21.07	166.63	222.54	2,000.00	(1,777.46)
62010 - Postage	71.95	250.00	1,601.83	3,000.00	(1,398.17)
62020 - Express Delivery	207.46	-	2,450.39	-	2,450.39
62090 - Computer Service & Support	606.00	608.37	6,262.00	7,300.00	(1,038.00)
62110 - Internet Access	38.01	41.63	1,455.90	500.00	955.90
62140 - Software Purchase	85.86	666.63	3,166.94	8,000.00	(4,833.06)
62280 - Insurance	150.00	145.87	1,550.00	1,750.00	(200.00)
62310 - Photocopy	-	125.00	409.91	1,500.00	(1,090.09)
62330 - Bank Charges	-	-	15.00	-	15.00
62340 - Credit Card Merchant Fees	1.46	41.63	1,059.14	500.00	559.14
62360 - Direct Telephone Expense	339.84	66.63	3,416.76	800.00	2,616.76
62410 - Advertising/Promotion	-	750.00	17,268.75	9,000.00	8,268.75
62440 - Gifts & Awards	-	125.00	1,322.48	1,500.00	(177.52)
66000 - Equipment Purchase	(467.23)	166.63	3,042.48	2,000.00	1,042.48
68230 - Meeting Expenses	4,189.00	3,333.37	209,830.78	200,000.00	9,830.78
72000 - Consultant Services	-	83.37	34,238.77	40,000.00	(5,761.23)
72010 - Consultant Expense	-	83.37	1,513.00	1,000.00	513.00
74000 - Staff Travel	1,166.57	2,083.37	14,663.74	25,000.00	(10,336.26)
74080 - Other Travel	(19.84)	416.63	107.87	5,000.00	(4,892.13)
76000 - Executive Committee	-	1,250.00	18,141.27	15,000.00	3,141.27
76020 - Board Member Travel	-	83.37	4,873.96	1,000.00	3,873.96
78050 - Printing	-	83.37	-	1,000.00	(1,000.00)
78060 - Photography	-	83.37	-	1,000.00	(1,000.00)
80000 - Legal Services	135.00	416.63	330.00	5,000.00	(4,670.00)
80020 - Audit & Accounting Fees	-	666.63	7,200.00	8,000.00	(800.00)
85000 - Rent	1,749.98	1,750.00	18,916.46	21,000.00	(2,083.54)
91010 - Indirect Cost - AF	3,545.44	6,836.38	55,420.51	82,037.00	(26,616.49)
Total Expenses	38,999.85	68,420.89	714,306.51	821,052.00	(106,745.49)
Net Surplus/(Deficit)	50,315.15	(13,249.90)	136,371.02	(159,044.00)	295,415.02

FY2025 DUES

State	Army	Navy	Marines	Aforce	SForce	CGuarc	*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)

Data from USDOD DEERS Database, July 31, 2022

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

Approved November 9, 2023

Threshold (TH):

Minimum: \$2,300

Maximum: \$69,000

The Council of State Governments, Ltd.
Balance Sheet

07/01/2024 Through 08/31/2024

Military Interstate Children's Compact C

Current Year Balance

Assets

Investments	
Long Term Investments	
12001 - Vanguard Equity Index	445,326.24
12003 - Vanguard Short Term Investment Fund	218,558.17
Total Long Term Investments	<u>663,884.41</u>
Total Investments	663,884.41
Interfund Due to/from	
19000 - Cash with CSG	1,546,352.54
Total Interfund Due to/from	<u>1,546,352.54</u>
Total Assets	<u><u>2,210,236.95</u></u>

Liabilities and Net Assets

Liabilities	
Short-term Liabilities	
Accounts Payable	
20001 - Accounts Payable (System)	8,062.84
Total Accounts Payable	<u>8,062.84</u>
Total Short-term Liabilities	<u>8,062.84</u>
Total Liabilities	<u>8,062.84</u>
Net Assets	
Net Assets	
33910 - Net Assets/Retained Earnings	1,982,624.88
Total Net Assets	<u>1,982,624.88</u>
Change In Net Assets	219,549.23
Total Net Assets	<u>2,202,174.11</u>
Total Liabilities and Net Assets	<u><u>2,210,236.95</u></u>

The Council of State Governments, Ltd.
MIC3 Income Statement

	Month Ending 08/31/2024		Period Ending 08/31/2024		Year Ending 06/30/2025	
	Actual	Budget	Actual	Budget to Date		Variance
Revenues						
Revenue						
40001 - Appropriations	41,642.00	54,662.58	253,439.00	109,325.16	144,113.84	655,951.00
43000 - Conference Registration Fees	10,900.00	416.67	22,400.00	833.34	21,566.66	5,000.00
51000 - Interest Income	783.56	-	1,555.82	-	1,555.82	-
51010 - Dividend Income	-	8.33	-	16.66	(16.66)	100.00
51040 - Operating Interest Income	6,096.85	-	12,131.25	-	12,131.25	-
51080 - Unrealized Gains - Equity In- dex	-	83.33	-	166.66	(166.66)	1,000.00
51090 - Unrealized Gains - Bond Index	10,931.74	-	21,468.20	-	21,468.20	-
Total Revenue	70,354.15	55,170.91	310,994.27	110,341.82	200,652.45	662,051.00
Expenses						
60000 - Salary & Wages	19,336.75	22,916.67	42,601.68	45,833.34	(3,231.66)	275,000.00
61009 - Payroll Taxes	1,553.24	3,500.00	3,106.48	7,000.00	(3,893.52)	42,000.00
61019 - Retirement Benefits	2,601.52	2,333.33	5,222.41	4,666.66	555.75	28,000.00
61029 - Other Benefits	3,660.26	4,166.67	7,320.52	8,333.34	(1,012.82)	50,000.00
61059 - Continuing Education	-	166.67	-	333.34	(333.34)	2,000.00
61069 - Staff Development	-	291.67	-	583.34	(583.34)	3,500.00
61089 - Professional Membership	-	52.08	-	104.16	(104.16)	625.00
Dues						
62000 - Supplies	-	208.33	-	416.66	(416.66)	2,500.00
62010 - Postage	3.37	416.67	3.37	833.34	(829.97)	5,000.00
62020 - Express Delivery	122.19	-	242.87	-	242.87	-
62090 - Computer Service & Support	606.00	808.33	1,212.00	1,616.66	(404.66)	9,700.00
62110 - Internet Access	38.01	50.00	76.02	100.00	(23.98)	600.00
62140 - Software Purchase	85.86	1,083.33	171.72	2,166.66	(1,994.94)	13,000.00
62280 - Insurance	150.00	145.83	300.00	291.66	8.34	1,750.00
62310 - Photography	-	125.00	-	250.00	(250.00)	1,500.00
62340 - Credit Card Merchant Fees	631.00	41.67	1,270.40	83.34	1,187.06	500.00
62360 - Direct Telephone Expense	339.84	91.67	679.68	183.34	496.34	1,100.00
62410 - Advertising/Promotion	7,404.81	2,083.33	10,247.74	4,166.66	6,081.08	25,000.00
62440 - Gifts & Awards	-	125.00	74.44	250.00	(175.56)	1,500.00
66000 - Equipment Purchase	-	208.33	-	416.66	(416.66)	2,500.00
68230 - Meeting Expenses	660.00	18,333.33	269.08	36,666.66	(36,397.58)	220,000.00
72000 - Consultant Services	158.03	5,000.00	5,858.00	10,000.00	(4,142.00)	60,000.00
72010 - Consultant Expense	(280.00)	416.67	158.03	833.34	(675.31)	5,000.00
74000 - Staff Travel	-	2,083.33	817.45	4,166.66	(3,349.21)	25,000.00
74080 - Other Travel	-	416.67	-	833.34	(833.34)	5,000.00
76000 - Executive Committee	-	1,250.00	-	2,500.00	(2,500.00)	15,000.00
76020 - Board Member Travel	-	333.33	-	666.66	(666.66)	4,000.00
78050 - Printing	-	83.33	-	166.66	(166.66)	1,000.00
78060 - Photography	-	83.33	-	166.66	(166.66)	1,000.00
80000 - Legal Services	-	416.67	-	833.34	(833.34)	5,000.00
80020 - Audit & Accounting Fees	-	708.33	-	1,416.66	(1,416.66)	8,500.00
85000 - Rent	1,749.98	1,750.00	3,499.96	3,500.00	(0.04)	21,000.00
91010 - Indirect Cost - AF	3,882.09	6,836.42	8,313.19	13,672.84	(5,359.65)	82,037.00
Total Expenses	42,702.95	76,525.99	91,445.04	153,051.98	(61,606.94)	918,312.00
Net Surplus/(Deficit)	27,651.20	(21,355.08)	219,549.23	(42,710.16)	262,259.39	(256,261.00)

FY2026 Proposed Dues

State	AD Dependent (Ages)		CG	USPHS	NOAA	FY26			
	5-11	12-18				Total	No TH	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	2,685	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: \$2,300

Approved FINCOM August 28, 2024; EXCOM August 29, 2024

Approved EXCOM September 27, 2024

Maximum: \$69,000

FY2026 Proposed Budget

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/s/emplr contrib fr 10% -> 6%-16% (10% KERS, 6% TAA)
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	TranPort/WP/Pro, 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 emp/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
74090	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's 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
 **Personnel 80% = wages, payroll taxes, benefits, retirement
 ***Annual Business Meeting 16% = Meeting rooms; foodbev; AV; Commissioner hotel rooms & air/travel/expense base/benefits; printing; or merchant fees
 *Admin Support 10% = rent; auditor; printing; postage; telephone indirect cost to CSG, accounting fees, insurance and IT Computer, software, service, and support, etc.
 ****Consultant/Legal 18% = general consulting/litigation, strat plan, IT/web, indirect cost (CSG)
 *****Training/Education 6% = MISA training MOU, staff and board member travel, advertising pro

Approved by Finance Committee, September 25, 2024
 Approved by Executive Committee, September 27, 2024
 As of September 23, 2024

DUES PROJECTIONS FY2026-2034 (Initial+4% annual inflation)
By Dues Amount (High to Low)

State	FY2026 (July 1, 2025-June 30, 2026)	FY2027 (catchup) (July 1, 2025-June 30, 2027)	FY2028 (4%) (July 1, 2026-June 30, 2028)	FY2029 (4%) (July 1, 2026-June 30, 2029)	FY2030 (4%) (July 1, 2026-June 30, 2030)	FY2031 (4%) (July 1, 2026-June 30, 2031)	FY2032 (4%) (July 1, 2026-June 30, 2032)	FY2033 (4%) (July 1, 2026-June 30, 2033)	FY2034 (4%) (July 1, 2026-June 30, 2034)							
										With TH \$2,300/\$59,000	With TH \$4,000/No Max	With TH \$1,829/child	With TH \$2,000/child	With TH \$4,000/No Max	With TH \$2,166/child	With TH \$4,000/No Max
1 VA	72,179	126,479	133,531	138,584	144,358	150,132	155,907	162,403	168,899							
2 TX	59,780	106,373	110,556	114,739	119,520	124,301	129,082	134,460	139,839							
3 CA	54,875	97,678	101,519	105,360	109,750	114,140	118,530	123,469	128,408							
4 NC	43,864	78,078	81,148	84,219	87,728	91,237	94,746	98,694	102,642							
5 FL	41,349	73,801	76,496	79,390	82,686	86,096	89,314	93,035	96,757							
6 GA	30,272	53,884	56,003	58,122	60,544	62,966	65,388	68,112	70,836							
7 WA	24,759	44,035	45,767	47,499	49,478	51,457	53,436	55,663	57,889							
8 CO	21,443	37,635	39,115	40,595	42,286	43,977	45,669	47,572	49,475							
9 MO	21,289	32,921	34,216	35,510	36,990	38,470	39,949	41,614	43,278							
10 HI	21,053	32,586	33,868	35,149	36,614	38,079	39,543	41,191	42,838							
11 SC	15,325	23,720	24,653	25,586	26,652	27,718	28,784	29,964	31,183							
12 TN	11,855	19,350	19,072	19,793	20,618	21,443	22,267	23,195	24,123							
13 AL	11,646	18,026	18,735	19,444	20,254	21,064	21,874	22,786	23,697							
14 AZ	9,386	11,311	11,758	12,205	12,652	13,100	13,547	14,094	14,641							
15 NY	11,256	17,423	18,108	18,793	19,578	20,359	21,142	22,023	22,904							
16 KS	9,657	11,106	11,789	12,472	13,155	13,838	14,521	15,204	15,887							
17 AK	10,795	16,709	17,865	18,823	19,779	20,825	20,859	21,278	22,597							
18 OK	9,371	10,777	11,680	12,336	13,042	13,748	14,503	15,258	16,013							
19 KY	9,047	10,404	11,104	11,804	12,504	13,204	13,904	14,604	15,304							
20 LA	8,653	13,393	13,919	14,445	15,046	15,647	16,248	16,849	17,450							
21 MO	7,282	8,374	12,962	13,472	13,981	14,491	15,147	15,729	16,385							
22 OH	8,202	12,850	13,355	13,860	14,438	15,016	15,593	16,243	16,892							
23 IL	8,076	12,501	12,993	13,484	14,046	14,608	15,170	15,802	16,434							
24 NV	6,676	10,023	10,417	10,812	11,262	11,712	12,163	12,670	13,177							
25 NJ	5,039	7,995	8,969	9,975	10,978	10,481	10,884	10,884	11,791							
26 NM	4,952	5,695	8,815	9,161	9,904	10,300	10,696	11,142	11,588							
27 MS	5,641	5,731	8,721	9,074	9,810	10,202	10,695	11,086	11,478							
28 PA	4,176	4,802	7,433	7,726	8,352	8,686	9,396	9,772	9,772							
29 NE	3,492	4,016	6,216	6,460	6,705	6,984	7,263	7,543	7,857							
30 CT	3,297	3,792	5,889	6,089	6,330	6,594	6,858	7,122	7,418							
31 MI	3,261	3,750	5,805	6,033	6,261	6,522	6,783	7,044	7,337							
32 UT	3,116	3,583	5,546	5,765	5,983	6,232	6,481	6,731	7,011							
33 MA	2,864	3,294	5,098	5,298	5,499	5,728	5,957	6,186	6,444							
34 AR	2,740	4,242	4,409	4,409	4,776	4,967	5,147	5,362	5,576							
35 IN	2,350	2,703	4,183	4,348	4,512	4,700	4,888	5,076	5,288							
36 ND	2,286	2,629	4,069	4,229	4,389	4,572	4,755	4,938	5,144							
37 ID	1,953	2,300	3,478	3,613	3,750	4,000	4,062	4,218	4,384							
38 WI	1,927	2,300	3,430	3,565	3,700	3,854	4,000	4,162	4,336							
39 OR	1,909	2,300	3,398	3,532	3,665	3,818	4,000	4,123	4,295							
40 DE	1,524	2,300	2,713	2,819	2,926	3,048	3,170	3,292	3,429							
41 MT	1,475	2,300	2,626	2,729	2,832	2,948	3,068	3,186	3,319							
42 RI	1,448	2,300	2,577	2,679	2,782	2,886	3,012	3,126	3,258							
43 SD	1,314	2,300	2,339	2,431	2,523	2,626	2,733	2,838	2,957							
44 MN	1,314	2,300	2,152	2,237	2,321	2,418	2,515	2,611	2,720							
45 ME	1,209	2,300	2,095	2,177	2,260	2,354	2,448	2,542	2,648							
46 VT	1,157	2,300	2,069	2,140	2,221	2,314	2,407	2,499	2,603							
47 WY	1,157	2,300	2,069	2,140	2,221	2,314	2,407	2,499	2,603							
48 IA	1,021	2,300	1,817	1,889	1,960	2,042	2,124	2,205	2,297							
49 NH	746	2,300	1,328	1,380	1,432	1,484	1,536	1,611	1,679							
50 WV	732	2,300	1,303	1,354	1,405	1,461	1,523	1,581	1,647							
51 VT	105	2,300	187	194	202	210	227	244	266							
Total	571,893	656,016	1,017,809	1,043,683	1,067,790	1,092,367	1,117,082	1,143,696	1,183,350	1,209,543	1,235,094	1,254,187	1,296,557	1,304,445	1,338,019	1,354,703

Threshold (TH)	Threshold (TH)	Threshold (TH)	Threshold (TH)	Threshold (TH)	Threshold (TH)	Threshold (TH)	Threshold (TH)	Threshold (TH)	Threshold (TH)	Threshold (TH)	Threshold (TH)	Threshold (TH)	Threshold (TH)	Threshold (TH)	Threshold (TH)
\$2,300	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000
Minimum: \$2,300	Minimum: \$4,000	Minimum: \$4,000	Minimum: \$4,000	Minimum: \$4,000	Minimum: \$4,000	Minimum: \$4,000	Minimum: \$4,000	Minimum: \$4,000	Minimum: \$4,000	Minimum: \$4,000	Minimum: \$4,000	Minimum: \$4,000	Minimum: \$4,000	Minimum: \$4,000	Minimum: \$4,000
Maximum: \$69,000	No Maximum	No Maximum	No Maximum	No Maximum	No Maximum	No Maximum	No Maximum	No Maximum	No Maximum	No Maximum	No Maximum	No Maximum	No Maximum	No Maximum	No Maximum
	\$ 947,274	\$ 1,092,851	\$ 1,125,623	\$ 1,159,361	\$ 1,194,142	\$ 1,229,989	\$ 1,266,871	\$ 1,304,921							

BUDGET FORECAST FY2026-2034
Based on USDOD Data from December 2023
3% Budget - 4% Dues

Acct. #	Description - Expenses	FISCAL YEARS												Notes
		FY24	FY25	FY26	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34		
		July 1, 2023 - June 30, 2024	July 1, 2024 - June 30, 2025	July 1, 2025 - June 30, 2026	July 1, 2026 - June 30, 2027	July 1, 2027 - June 30, 2028	July 1, 2028 - June 30, 2029	July 1, 2029 - June 30, 2030	July 1, 2030 - June 30, 2031	July 1, 2031 - June 30, 2032	July 1, 2032 - June 30, 2033	July 1, 2033 - June 30, 2034		
60000	Salaries and wages**	\$ 260,000	\$ 275,000	\$ 327,000	\$ 336,810	\$ 346,914	\$ 357,322	\$ 368,041	\$ 379,083	\$ 390,455	\$ 402,169	\$ 414,234	4 positions (ED + 2 associates, 1 admin)	
61009	Payroll Taxes**	\$ 40,000	\$ 42,000	\$ 50,000	\$ 51,500	\$ 53,045	\$ 54,636	\$ 56,275	\$ 57,964	\$ 59,703	\$ 61,494	\$ 63,339	FICA+15.3% of salary	
61019	Retirement Benefits**	\$ 25,740	\$ 28,000	\$ 40,000	\$ 41,200	\$ 42,436	\$ 43,709	\$ 45,020	\$ 46,371	\$ 47,762	\$ 49,195	\$ 50,671	Ret systemr contrib 10% -> 6% (6% KERS, 6% TIAA)	
61029	Other Benefits**	\$ 47,000	\$ 50,000	\$ 57,500	\$ 59,225	\$ 61,002	\$ 62,832	\$ 64,717	\$ 66,658	\$ 68,658	\$ 70,718	\$ 72,839	Dental, vision, workers comp, long-term disability, health (15%)	
61059	Continuing Education**	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,060	\$ 2,122	\$ 2,185	\$ 2,251	\$ 2,319	\$ 2,388	\$ 2,460	\$ 2,534	Staff higher education	
61069	Staff development**	\$ 2,800	\$ 3,500	\$ 3,500	\$ 3,605	\$ 3,713	\$ 3,825	\$ 3,939	\$ 4,057	\$ 4,179	\$ 4,305	\$ 4,434	Staff professional development/team building	
61089	Professional membership dues**	\$ 625	\$ 625	\$ 625	\$ 644	\$ 663	\$ 683	\$ 703	\$ 725	\$ 746	\$ 769	\$ 792	Membership fees/dues	
62000	Supplies *	\$ 2,000	\$ 2,500	\$ 2,500	\$ 2,575	\$ 2,652	\$ 2,732	\$ 2,814	\$ 2,898	\$ 2,985	\$ 3,075	\$ 3,167	Office supplies	
62010	Postage *	\$ 3,000	\$ 5,000	\$ 5,000	\$ 5,150	\$ 5,305	\$ 5,464	\$ 5,628	\$ 5,796	\$ 5,970	\$ 6,149	\$ 6,334	Mailing collaterals & materials to stakeholders	
62010	Computer service and support *	\$ 7,300	\$ 9,700	\$ 10,000	\$ 10,300	\$ 10,609	\$ 10,927	\$ 11,255	\$ 11,593	\$ 11,941	\$ 12,299	\$ 12,668	CSG IT charges to MIC3 (\$202/mo per staff) x 4 staff	
62110	Internet Access *	\$ 500	\$ 600	\$ 600	\$ 618	\$ 637	\$ 656	\$ 675	\$ 696	\$ 716	\$ 738	\$ 760	For internet	
62140	Software purchase*	\$ 8,000	\$ 13,000	\$ 13,000	\$ 13,390	\$ 13,792	\$ 14,205	\$ 14,632	\$ 15,071	\$ 15,523	\$ 15,988	\$ 16,468	TrainPort/WPPhoto, ConCont, Canal, Row, Abbia, Zoom, LooNex, MIFm	
62280	Insurance*	\$ 1,750	\$ 1,750	\$ 2,520	\$ 2,596	\$ 2,673	\$ 2,754	\$ 2,838	\$ 2,921	\$ 3,009	\$ 3,099	\$ 3,192	Liability insurance \$50,000-\$52.50 per emp/mo	
62310	Photocopy*	\$ 1,500	\$ 1,500	\$ 1,550	\$ 1,597	\$ 1,644	\$ 1,694	\$ 1,745	\$ 1,797	\$ 1,851	\$ 1,906	\$ 1,963	Daily, EXCOM meeting/retreat, ABM	
62340	Credit card merchant fee**	\$ 500	\$ 500	\$ 500	\$ 515	\$ 530	\$ 546	\$ 563	\$ 580	\$ 597	\$ 615	\$ 633	ABM online credit card payment fees, % based on usage	
62360	Direct telephone expense*	\$ 800	\$ 1,100	\$ 5,500	\$ 5,665	\$ 5,835	\$ 6,010	\$ 6,190	\$ 6,376	\$ 6,567	\$ 6,764	\$ 6,967	\$456/mo, 4 lines	
62410	Advertising promotion*	\$ 9,000	\$ 25,000	\$ 25,750	\$ 26,523	\$ 27,318	\$ 28,138	\$ 28,982	\$ 29,851	\$ 30,747	\$ 31,669	\$ 32,619	Collaterals, resources	
62440	Gifts and awards*	\$ 1,500	\$ 1,500	\$ 1,550	\$ 1,597	\$ 1,644	\$ 1,694	\$ 1,745	\$ 1,797	\$ 1,851	\$ 1,906	\$ 1,963	Commission awards	
66000	Equipment purchase*	\$ 2,000	\$ 2,500	\$ 2,625	\$ 2,704	\$ 2,785	\$ 2,868	\$ 2,954	\$ 3,043	\$ 3,134	\$ 3,228	\$ 3,325	Staff computers, printer, hardware	
68230	Meeting expense (ABM)**	\$ 200,000	\$ 220,000	\$ 150,000	\$ 154,500	\$ 240,400	\$ 247,600	\$ 255,000	\$ 262,650	\$ 270,550	\$ 278,650	\$ 287,050	ABM in-person meeting: hotel, AV, printing, postage	
72000	Consultant services****	\$ 40,000	\$ 60,000	\$ 63,000	\$ 64,890	\$ 66,837	\$ 68,842	\$ 70,907	\$ 73,034	\$ 75,225	\$ 77,482	\$ 79,807	General Counsel: Strat Plan/Coach; IT/Website Tech	
72010	Consultant expense****	\$ 1,000	\$ 5,000	\$ 5,250	\$ 5,408	\$ 5,570	\$ 5,737	\$ 5,909	\$ 6,086	\$ 6,269	\$ 6,457	\$ 6,651	General Counsel and Consultant travel	
74000	Staff travel****	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,750	\$ 26,523	\$ 27,318	\$ 28,138	\$ 28,982	\$ 29,851	\$ 30,747	\$ 31,669	State council meetings, training and briefings	
74080	Other Travel****	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,150	\$ 5,305	\$ 5,464	\$ 5,628	\$ 5,796	\$ 5,970	\$ 6,149	\$ 6,334	MISA school district training	
76000	Executive Committee*	\$ 15,000	\$ 15,000	\$ 18,000	\$ 18,540	\$ 19,098	\$ 19,669	\$ 20,259	\$ 20,867	\$ 21,493	\$ 22,138	\$ 22,802	In-person meeting for 8 members (Spring)	
76020	Board member travel****	\$ 1,000	\$ 4,000	\$ 4,200	\$ 4,326	\$ 4,456	\$ 4,589	\$ 4,727	\$ 4,869	\$ 5,015	\$ 5,165	\$ 5,320	Spring EXCOM Docket Book	
78050	Printing*	\$ 1,000	\$ 1,000	\$ 1,050	\$ 1,082	\$ 1,114	\$ 1,147	\$ 1,182	\$ 1,217	\$ 1,254	\$ 1,291	\$ 1,330	Commissioner headshots and ABM reception	
78060	Photography**	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,030	\$ 1,061	\$ 1,093	\$ 1,126	\$ 1,159	\$ 1,194	\$ 1,230	\$ 1,267	Anticipated litigation/legal costs	
80000	Legal services***	\$ 5,000	\$ 5,000	\$ 5,250	\$ 5,408	\$ 5,570	\$ 5,737	\$ 5,909	\$ 6,086	\$ 6,269	\$ 6,457	\$ 6,651	Blue & Co Accounting Firm (3-year contract FY23-25)	
80020	Audit & accounting Fees*	\$ 8,000	\$ 8,500	\$ 9,400	\$ 9,682	\$ 9,972	\$ 10,272	\$ 10,580	\$ 10,897	\$ 11,224	\$ 11,561	\$ 11,908	For staff office space	
85000	Rent*	\$ 21,000	\$ 21,000	\$ 21,000	\$ 21,630	\$ 22,279	\$ 22,947	\$ 23,636	\$ 24,345	\$ 25,075	\$ 25,827	\$ 26,602		
91010	Indirect costs (CSG)*	\$ 82,037	\$ 83,628	\$ 86,027	\$ 88,586	\$ 91,350	\$ 94,229	\$ 97,232	\$ 100,366	\$ 103,623	\$ 107,007	\$ 110,520	CSG Admin fee = 5% -> 10% of expenses as of Jan 2022	
	Total	\$ 821,052	\$ 919,903	\$ 945,897	\$ 974,232	\$ 1,092,851	\$ 1,125,623	\$ 1,159,361	\$ 1,194,142	\$ 1,229,989	\$ 1,266,871	\$ 1,304,921		
	* Fixed cost													
	Appropriation	\$ 662,051	\$ 662,051	\$ 666,016	\$ 674,232	\$ 683,367	\$ 692,851	\$ 702,623	\$ 712,747	\$ 723,222	\$ 734,057	\$ 745,252	Appropriation projections based on Dec 2023 USDOD data (FY2026) and are intended to provide guidance for a state fiscal year.	
	Total Projected Expenses	\$ 821,052	\$ 919,903	\$ 945,897	\$ 974,232	\$ 1,092,851	\$ 1,125,623	\$ 1,159,361	\$ 1,194,142	\$ 1,229,989	\$ 1,266,871	\$ 1,304,921	(i.e. Dec 2024 for FY2027)	
	Proj Rev vs Expenses	\$ (189,001)	\$ (257,852)	\$ (289,881)	\$ (299,881)	\$ (309,881)	\$ (320,881)	\$ (332,881)	\$ (345,881)	\$ (359,881)	\$ (374,881)	\$ (390,881)		

As of September 23, 2024

Deficit covered by the reserve

3-2020 Reserve Fund

Issued: August 20, 2020

Amended: August 29, 2024

I. Purpose

The purpose of the Military Interstate Children's Compact Commission's (MIC3) Reserve Fund policy is to ensure the stability of the mission, programs, employment, and ongoing operations of the organization. The Reserve is a deliberate method of accounting used to address future inflation and the unpredictable revenue generated from a dues-based Commission.

The Reserve is intended to provide an internal source of funds for situations such as a sudden increase in expenses, one-time unbudgeted expenses, unanticipated loss in funding, or uninsured losses. Here are some examples of what the Reserve may be used for:

- balance annual budgets until future dues increases are considered.
- account for the number of planning years required by Commissioners to coordinate with their respective states for subsequent potential dues increase.
- address Departments of Commerce, Health and Human Services and Homeland force structure changes that reduce the number of uniformed dependents enrolled in the Compact, consequently reducing revenue.
- address Department of Defense force structure changes that reduce the number of military dependents enrolled in the Compact, consequently reducing revenue.
- promulgate the Commission's strategic plan and support the programs and services available to uniform-connected families covered by the Compact's provisions.
- fully or partially fund legal support required to enforce Compact compliance.

The Reserve may also be used for one-time, nonrecurring expenses that will build long-term capacity, such as staff development, research and development, or investment in infrastructure.

Reserve Funds are not intended to replace a permanent loss of funds or eliminate an annual budget gap for a recurring budget line item. It is the intention of MIC3 for Reserve Funds to be used and replenished as the fiscal situation dictates. The Reserve Policy will be implemented in concert with the other governance and financial policies of MIC3 and is intended to support the goals and strategies contained in these related policies and in strategic and operational plans.

II. Definitions and Goals

The Reserve Fund is defined as a designated fund set aside by action of the Executive Committee. The minimum amount to be designated as the Reserve Fund will be established in an amount sufficient to maintain ongoing operations and programs for a set period of time, measured in months. The Reserve Fund serves a dynamic role and will be reviewed and adjusted in response to internal and external changes.

Approved August 25, 2020, Amended August 29, 2024

The target minimum Reserve Fund balance is equal to twenty-four months' average operating costs. The calculation of average monthly operating costs includes all recurring, predictable expenses such as salaries and benefits, occupancy, office, travel, program, and ongoing professional services. The calculation does not include depreciation, in-kind, and other non-cash expenses. The amount of the Reserve Fund balance target minimum will be calculated each year after approval of the annual budget, reported to the Finance and Executive Committees, and included in the regular financial reports.

III. **Accounting for Reserves**

The Reserve Fund balance will be recorded in the financial records as Reserve Funds. The Reserve Fund will be commingled with the general cash and investment accounts of the organization.

IV. **Funding of Reserves**

The Reserve Fund will be funded with surplus unrestricted operating funds to include investment income and dues revenue adjusted for inflation and specifically designated to balance future budgets until the next dues increase is considered. The Executive Committee may, from time to time, direct that a specific source of revenue be set aside for the Reserve. Examples may include one-time gifts, bequests, special grants, or special appeals.

V. **Use of Reserves**

Use of the Reserve Fund requires three steps:

1. Identification of Appropriate Use of Reserve Funds.

The Executive Director and staff will identify the need for access to Reserve Funds and confirm that the use is consistent with the purpose of the Reserve as described in this Policy. This step requires

- analysis of the reason for the shortfall,
- the availability of any other sources of funds before using Reserve Funds,
- evaluation of the time period that the funds will be required and
- estimated time period it will take to replenish the Reserve Fund.

2. Authority to use Reserve Funds.

The Executive Director will submit a request to the Finance Committee to use the Reserve Fund. The request will include the analysis and determination of the use of funds and plans for replenishment. The organization's goal is to replenish the funds used within twelve months to restore the Reserve Fund to the target minimum amount. If the use of Reserves will take longer than twelve months to replenish, the Finance Committee may request additional documentation to support the use of Reserve Funds.

The Finance Committee will submit a recommendation to the Executive Committee (EXCOM) to include the initial proposal from the Executive Director should it differ from the Finance Committee's recommendation. The EXCOM, on behalf of the Interstate Commission, is authorized to approve or modify the request and authorize transfer from the Reserve Fund. The 'Authority to use Reserves Funds' process outlined in this section may be enacted by the Finance Committee should the *Operational Reserve Goal* be attained as described in Section II of this policy.

3. Reporting and Monitoring.

The Executive Director is responsible for ensuring that the Reserve Fund is maintained and used only as described in this policy. Upon approval for the use of Reserve Funds, the Executive Director will maintain records of the use of funds and plan for replenishment. He/she will provide regular reports to the Finance Committee/Executive Committee of progress towards restoring the Fund to the target minimum amount.

4. Relationship to Other Policies

The National Office shall maintain the following Executive Committee approved policies, which may contain provisions that affect the creation, sufficiency, and management of the Reserve Fund.

- Finance Policy
- Investment Policy

5. Review of Policy

At a minimum, this policy will be reviewed by the Finance Committee every other year, or sooner if warranted by internal or external events or changes. Changes to the policy will be recommended by the Finance Committee to the EXCOM.

1-2014 Travel and Reimbursement Guidelines

Issued: August 11, 2014

Revised: August 15, 2019; April 20, 2018; June 15, 2017; October 3, 2016; July 20, 2023

I. Purpose

- A. Travel on Commission business to support or promote Compact-related programs is a valuable and necessary activity for the Commissioners, Ex-officio members, and staff. Expenses incurred for business and other travel expenses are reimbursable when properly documented, approved, and in compliance with Commission and Council of State Governments' travel policies and requirements.
- B. Only reasonable, necessary, and appropriate travel and business expenses will be funded by the Commission; expenses of a personal nature are unallowable and are the traveler's obligation.
- C. Commissioners, Ex-officio, and staff making arrangements for the travel should follow all related requirements as detailed in this document and as required.
- D. In the conduct of Commission business, Commissioners, Ex-officio members, and staff should maintain the highest ethical standards and should keep in mind their responsibilities as responsible stewards of the Commission funds as a quasi-governmental regulatory agency.

II. Exceptions to the Travel Policy

- A. The Executive Director has the discretion to make exceptions to the Travel Policy in extreme circumstances. Any determination may be made in consultation with the Council of State Governments; the Commission Chair, Treasurer; Executive or Finance Committees; General Counsel; or individual or consultant as deemed necessary.

III. General Information

- A. Personnel travelling on authorized MIC3 business:
 - 1. Will adhere to the Conflict of Interest and Code of Conduct policies when travelling on authorized MIC3 business.
 - 2. Will adhere to the Council of State Governments Accounting timelines and processes.
 - 3. Within 30 days of completed travel, will submit a completed expense reimbursement form, and provide required documentation and itemized receipts. Itemized receipts must detail each item purchased, gratuity, plus tips (if applicable), and total amount paid.
- B. For Annual Business Meetings (ABM), MIC3 will reimburse the Commissioner, Designee or Proxy for: ground transport or mileage to/from the departure airport; airport parking fees; airfare and standard baggage fees; ground transportation [such as a shuttle, ride-hailing service (such as Uber or Lyft), or taxi] to and from the approved designated airport to the hotel/lodging. For meals, MIC3 will reimburse based on the federal government per diem rate for the specified location and time of year as provided by the U.S. General Services Administration. <https://www.gsa.gov/travel/plan-book/per-diem-rates>

1. All travel for ABM will be via air unless prior approval is authorized by the Executive Director.
 - a. Travelers shall arrive and depart from the approved event designated airport unless prior approval to travel from a secondary location, or a mode other than air, is obtained from the Executive Director. Submittals must be made at minimum 45 days prior to the event. A written justification, cost comparison of airfare vs. standard mileage, and other appropriate documentation must be submitted with the request.
 - b. Should the traveler reside in a neighboring state of the host state and wish to travel by personal vehicle instead of air, the traveler shall submit a request to the Executive Director at minimum 45 days prior to the event. A written justification, cost comparison of airfare vs. standard mileage, and other appropriate documentation must be submitted with the request.
 2. ABM hotel/lodging days (authorized for the meeting) will be billed directly to MIC3.
 3. The traveler will be charged directly by the hotel for any dates that are outside (prior to or post-meeting) of the authorized meeting dates.
 4. MIC3 will not reimburse incidental charges such as entertainment, personal phone calls, and in-room snacks or bar purchases.
- C. If travelling on other MIC3 business, the traveler will confirm the logistics and reimbursable expenses with the Executive Director prior to travel.

IV. Receipts

- A. **All receipts submitted for reimbursement must be itemized and notated with the item(s) being claimed. A credit card receipt with just an amount is not reimbursable.**
- B. Meals: MIC3 will reimburse based on the federal government per diem rate for the specified location and time of year as provided by the U.S. General Services Administration. <https://www.gsa.gov/travel/plan-book/per-diem-rates>
- C. Alcohol: is not reimbursable and should be deleted from any receipt and the amount adjusted accordingly. If possible, separate any alcohol expense from your meal expense.
- D. Hotel/lodging: the invoice must include the name/location of hotel, guest name(s), date(s) of stay, and an itemized breakdown of charges for lodging, meals, telephone, and any incidentals. For example, if a hotel statement specifies "room service," the traveler is required to provide a separate itemized receipt of the meal items purchased, plus tax and gratuity. It's understood that tips (hotel housekeeping, etc.) are discretionary and a receipt may not be available. These expenses may be claimed on the expense reimbursement form under "Other" with the specific type of tip (baggage, housekeeping, etc.).

V. Air Travel

- A. The traveler is required to book air travel a minimum of **30 days** prior to the date of travel.
- B. MIC3 will only reimburse for coach/economy-class air fares. A first, business class air

fare is allowed only when the fare is no higher than the coach/economy-class air fare. The traveler shall use frequent flyer points or pay the difference between the coach/economy/main-class and upgraded air fare cost. The traveler must provide documentation of the itinerary and cost comparison between coach/economy class in comparison to the first-class ticket. This documentation must be submitted by the traveler to the Executive Director prior to purchase for approval at minimum 45 days prior to the trip.

- C. The traveler shall use best efforts to ensure the airfare booking is the lowest available with a confirmed seat. Flights costs are authorized up to \$700. You must obtain approval from the Executive Director prior to travel should your ticket exceed this amount.
- D. A traveler who is requesting an exception due to a medical issue must submit supporting medical documentation to the Executive Director for final determination.
- E. Fees not authorized include:
 - 1. Ticket change fees - Extenuating circumstances may be considered.
 - 2. Excess baggage fees - Standard fees are authorized for one bag.
 - 3. Seat upgrade charges. (e.g., upgrades to a higher-class fare such as Delta Comfort)
 - 4. Additional legroom upgrades. (e.g., upgrades to a higher-class fare such as Delta Comfort)

VI. Use of a Privately-Owned Vehicle (POV)

- A. Rate. The current reimbursement rate for a privately-owned vehicle is based on the IRS standard business mileage rates at the time of travel.
- B. When using a personal vehicle, the maximum reimbursement for all travel expenses will be calculated as follows:
 - 1. The maximum, including mileage, tolls and lodging, is limited to no more than the normal expenses that would have been incurred if commercial air had been used.
 - 2. A valid airfare cost comparison must be submitted with the travel voucher. The cost comparison must be obtained at least THREE weeks prior to the departure date of the trip. If the traveler must take a last-minute trip (inside three weeks of the departure date), then the cost comparison must be run on the day it is learned the trip must be made, and this explanation must be given on the travel voucher.
 - 3. The national office reserves the right to conduct their own cost comparison should it be required.
- C. Documentation (map)
 - 1. 0 to 100 miles - Odometer reading and/or a map showing miles coinciding with the dates of travel.
 - 2. Greater than 100 miles - A map showing miles coinciding with the dates of travel is **required**.
 - 3. Greater than 500 miles - A map showing miles and documentation of the public carrier rate coinciding with the dates of travel is **required**.

- D. Gas is not reimbursable when using a POV.
- E. Note: The traveler is responsible for any traffic tickets/citations issued while traveling in a POV or a rental car on MIC3 business. MIC3 is not liable for any accidents or damage resulting from travel associated with MIC3 business.

VII. Car Rental

- A. Is **not** an approved method of transport unless prior authority has been granted and it can be shown that it is a cheaper or comparable method of transport than air,
 - 1. Rental charges should be net of any discounts and will be limited to the rental cost of compact or standard size cars.
 - 2. Valet parking - the traveler shall attempt to utilize self-parking if available. Valet may be allowable if there is no other option available or it has been discounted to the rate of regular parking for the purpose of the meeting in question.

VIII. Ground Transportation

- A. If travel is by air, traveler shall attempt to utilize the most cost-effective form of transportation [a shuttle, ride-hailing service (such as uber or lyft), or taxi] to and from the hotel/lodging.

IX. Transportation to/from Home/Work and Airport

- A. If the traveler plans to take public transportation (subway, bus, or tram), taxi or shuttle to/from the airport – the roundtrip travel fare may be claimed.
- B. If the traveler is dropped off/picked up at the airport by a friend or family member, only one-way travel mileage may be claimed for each trip. Airport parking fees incurred while a family member waits for the traveler upon his/her return are not eligible for reimbursement.
- C. If the traveler utilizes airport parking for their personal vehicle, the round-trip mileage travel and airport parking fees may be claimed.

X. Hotel/Lodging (applies to travel other than the ABM)

- A. If an overnight stay is necessary, hotel/motel accommodations should be based on a preferred rate plus applicable taxes. Inquire with MIC3 on the rate for your travel area.
- B. MIC3 will not reimburse incidental charges such as entertainment, personal phone calls, and in-room snacks or bar purchases.
- C. The hotel/lodging invoice must include the name/location of hotel, guest name(s), date(s) of stay, and a breakdown of charges for lodging, meals, telephone and any incidentals.

XI. Expense Reimbursement (Expenses are reimbursed after conclusion of the event, in accordance with the Council of State Governments' Accounting timelines and processes.)

- A. All travelers must complete and submit claims using the **Non-CSG Expense Reimbursement** form. A downloadable, fillable form can be found at: <http://mic3.net/pages/resources/resources.aspx>

XII. **Deadlines:** Forms must be submitted no later than **30** days following the trip/event, in accordance with the *Council of State Governments' Accounting* timelines and processes.

- A. If submittals are received beyond this window, the traveler may be asked to provide a written justification. Note: Expense claims are normally processed each Friday, and reimbursements are usually mailed the following Friday.
- B. Expense Reimbursement forms with the required receipt documentation must be scanned/mailed to mic3info@csg.org. (Photos of forms and documents are acceptable) If email is not available, mail forms to: *MIC3, c/o Council of State Governments, 1776 Avenue of the States, Lexington, KY, 40511*.
- C. A guide to the completion of the reimbursement form can be found at: www.mic3.net under Commissioner, Forms, *Expense Reimbursement Form*.
- D. Should you have any questions, please contact MIC3.

XIII. Reimbursement submittals that do not meet the Travel Policy

- A. Submittals that do not meet the travel policy requirements and are not able to be processed by the National Office will be either:
 - 1. Returned to the traveler with an explanation why the reimbursement or line items could not be processed.
 - 2. Forwarded to the Finance Committee for review for review and determination.
 - 3. Appeals: Should the reimbursement be declined by the Finance Committee; the traveler may submit an appeal to the Executive Committee for review. Appeals may be submitted to the Executive Director no later than 7 days prior to the next scheduled Executive Committee meeting. The traveler will provide a formal letter providing the reason for the appeal and the appropriate supportive documentation. The decision made by the Executive Committee is final.



MEMORANDUM

DATE: September 26, 2024

TO: MIC3 Treasurer, WA Commissioner Greg Lynch

CC: Cherise Imai, Director MIC3

FROM: Heath Huddleston, Director of Finance, CSG

RE: **MIC3 FY2026 budget projection and Financial Statement and Report of Independent Auditors June 30, 2024**

Purpose: This memo provides notice that CSG assisted MIC3 in the completion of FY2026 budget projections and auditor results in the most recently completed financial statements for Military Interstate Children's Compact Commission (MIC3).

Background: CSG performs core treasury and finance services for 12 affiliated organizations as outlined in respective Memoranda of Understanding. Treasury and finance services are maintained as part of a unified accounting and financial structure for CSG and its affiliated organizations. Affiliated organizations are subject to the Accounting and Financial Guidelines of CSG and processes and structures that are a part of those guidelines and policies. MIC3 FY2026 budget projections and narrative were created by MIC3 Director and staff. The MIC3 budget projections were based on historical transactions and known factors at the time of the creation. CSG reviewed from a reasonability standpoint in accordance with standard CSG processes.

Please contact me at hhuddleston@csg.org should you have any further questions regarding the MIC3 audit report or the FY2026 budget projections.

Regards,

A handwritten signature in black ink, appearing to read 'H. Huddleston', with a long horizontal line extending to the right.

Heath Huddleston
Director of Finance
The Council of State Governments, Ltd.

RULES COMMITTEE REPORT

Mary Gable (MD), Chair

Responsible for administering the commission's rulemaking procedures, and for developing proposed rules for the commission's consideration as appropriate.

The Rules Committee has made significant strides in administering the rule-making process, remaining focused on ensuring fairness for military families and schools and equity within the Commission. As we move into 2025, it is important to reflect on our accomplishments while outlining the key areas we aim to address in the coming year.

In 2024, the Rules Committee diligently reviewed the Case and Inquiry Report to identify trends that could be addressed by promulgating a new Rule or an amendment to an existing Rule. Fiscal Year (FY) 2024 reflected a change amongst stakeholders due to an increased awareness of the Compact and its provisions. More inquiries came from military families than Commissioners for the second straight year. The Compact-related questions focused on Course Placement, Kindergarten and First Grade Entrance Age, and Graduation. In 2025, the Rules Committee will review this data to determine if a trend exists that would need to be addressed through the rule-making process or if it is a matter of increasing communication and training efforts to provide information and clarification on the existing Rule to stakeholders.

The Rules Committee reviewed the topics not addressed by the national office, including recalculation of grade point average, college scholarship eligibility, and kindergarten eligibility. This is the first time since 2021 that school choice or early withdrawal were not the top two non-Compact-related topics. The national office continues to receive more cases or inquiries that are not Compact-related than those that are. Still, individuals are never turned away without being provided with information and resources to assist the school or family. Prior to the Compact, this level of support was not available to stakeholders, so even when the Compact does not address an issue, the network it provides allows school counselors, registrars, coaches, school administrators, and families to have those conversations and recognize areas of need within their communities.

During the 2023 Annual Business Meeting (ABM), the Commission amended Compact Rules, Chapter 200, SEC. 2.101 *Adoption of Rules; Amendments* to establish the Rule submission deadline of February 28th. The deadline allows the Committee to review submissions promptly and ensures the Commission can participate when applicable. To remind members of the recently adopted submission deadline, the Committee issues a memo bi-annually. Before the deadline in 2024, the Compact Commissioner for Nevada proposed an amendment to Compact Rule, Chapter 500, SEC. 5.104 *Placement Flexibility*. The Committee reviewed the proposed amendment and had thoughtful discussions about the necessity for the amendment, current education practices in the states, and avenues outside rulemaking to address issues involving missed seat time or misalignment of semesters when military students transition during the school year.

The Committee requested a legal advisory from general counsel outlining the scope of the current Rules, ultimately voting to approve the legal advisory, *1-2024 Scope of SEC. 5.104 Placement Flexibility*, on June 27, 2024.

Following the Commission's 30-day comment period, the Committee reviewed feedback from the Tier Groups and Commission comments. Unanimously, the Rules Committee voted to table the proposed amendment to allow the legal advisory to stand and determine whether it provided adequate support or if a Rule amendment is necessary. The Rules Committee issued a memo informing the Commission of its decision.

The Rules Committee continues to complete its assigned tasks through the FY23-25 Strategic Plan. In collaboration with the Compliance Committee, Rules amended the Case Resolution Process graphic to clarify the process for stakeholders. The Committee also continues to collect unique cases and review open records requests as provided in policy 2-2022 *Open Records Request*.

Looking ahead to 2025, the Rules Committee is poised to build upon the progress made in 2024. One of the key focal points for the upcoming year is to ensure the Commission is meeting its mission through benchmarking and the Rules are relevant and applicable to the Compact's mission.

In conclusion, 2024 has been a year of managing processes to achieve meaningful outcomes for the Rules Committee and the Commission. By working closely with Commissioners, school districts, military families, and the Department of Defense, the Rules Committee is dedicated to advancing equitable policies and initiatives for all.

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Memo from the Rules Committee

February 14, 2024

TO: Commissioners, Commissioner Designees, and Ex-officio Members

FR: 2024 Rules Committee

Mary Gable, Chair (MD)
Laura Anastasio (CT)
Phil Cantrell (WV)
Laura Cyr (ME)
Davina French (ND)
Ben Rasmussen (UT)
Michael Rodriguez (DE)
Rene Sanchez (VT)
Tenneal Wetherell (OR)

RE: 28 February Deadline - Compact Promulgation of Rules

The Rules Committee administers the rule promulgation process outlined in *Chapter 200, SEC. 2.101 Adoption of Rules, Amendment* of the Compact Rules. At the 2023 Annual Business Meeting (ABM), the Commission amended SEC. 2.101 to establish a deadline for proposed Rules or amendments to existing Rules submissions to the national office.

Compact Rules, Chapter 200, SEC. 2.101 Adoption of Rules; Amendments

Proposed rules or amendments to the rules shall be adopted by majority vote of the members of the Interstate Commission in the following manner:

(a) Proposed new rules and amendments to existing rules shall be submitted to the Interstate Commission office no later than February 28 of the current fiscal year for referral to the Rules Committee...

This is a summary of the process by which Commissioners, designees, or Commission standing committees may propose a new Rule or an amendment to an existing Rule.

- An initial draft of the proposed language must be submitted to the national office before February 28th for referral to the Rules Committee. [Template](#)
- The Rules Committee will review all proposals considering several factors outlined in the [Promulgation of Rules Guide](#) under “Rules Committee Review” and make adjustments as necessary.
- Upon consent of the Rules Committee, the draft language will be posted for Commission comment for 30 days.
- Following the Commission comment period, the Rules Committee will review any official comments submitted to determine if any changes are necessary to the proposed language.
- The Rules Committee will prepare a final draft of the proposed Rule or amendment for the Commission to consider at the ABM.
- The final draft with reasoning for the Rule or amendment will be published on the Commission’s website 30 days prior to the ABM.
- Time for public comment will be provided during the ABM for stakeholders and organizations who want to comment on the proposals.
- Any member of the public wishing to comment on a Rule or amendment must follow the guidance for public comment outlined in the Commission’s ABM Public Notice
- During the ABM, the Commission will take final action on proposed Rules or amendments.

This memo is intended to provide guidance but not supplant the process as outlined in [Compact Rules, Chapter 200, SEC. 2.101 Adoption of Rules, Amendments](#). Please forward any questions regarding this memorandum to the national office at mic3info@csg.org or by calling (859) 244-8000.

MIC3

MILITARY INTERSTATE
CHILDREN'S COMPACT
COMMISSION



www.mic3.net

MIC3 | 1776 Avenue of the States, Lexington, KY 40511

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Historical Reference

1. Policy 2-2022 *Open Records Request* was passed by the Commission on August 18, 2022. It is based on Kentucky's Open Records statute.
2. Policy developed because stakeholders were requesting information or data from Commission and the requests took staff time and Commission resources to process.
3. When the Rules Committee developed the policy, committee members recognized the potential for financial costs associated with the request and, based on the example provided in Kentucky's Open Request statute, provided a minimal fee schedule to accommodate those requests.
4. Since the policy's adoption, there have been nine (9) requests for Commission records.

2-2022 Open Records Request

IV. Process

3. Cost Estimate

- a. *The Commission shall provide the requester with a cost estimate. This may include, but is not limited to administrative fees, legal counsel service fees, and hard copy fees, if applicable.*
- b. *Hard copies of the public records of MIC3 shall be furnished to any requester, on payment of a fee of ten (10) cents a page, but electronic copies shall be provided via email whenever possible, at no cost. If providing electronic copies via email is not possible, the fee charged to the requester will be ten (10) cents a page and postage of packages up to fifty (50) dollars. The requestor shall be notified if postage cost exceeds this threshold.*
- c. *Copies of nonwritten records (photographs, material stored in computer files or libraries, etc.) shall be furnished on request, on payment of a charge equal to the actual cost of producing copies of such records by the most economic process not likely to damage or alter the record.*
- d. *If applicable, the Commission may require payment in advance.*

Fiscal year 2023

Open Records Requests: 6

Open Records Request Expense (est.)
Total Time (Minutes)
 705
Total Cost (Average)
 \$ 654.46

Fiscal year 2024

Open Records Requests: 3

Open Records Request Expense (est.)
Total Time (Minutes)
 2640
Total Cost (Average)
 \$ 6,729.05

Arkansas Council of Chapters, Military Officers Association of America

Role: President & Director, Government Affairs

Request: 2022 ABM - Rules Book Proposals and Revisions

Action	Time (Min.)
Request Received and Reviewed	15
Initial Response Confirming Receipt	15
Gather requested document(s)	15
Draft Written Response	30
Distribute Response and Documentation	15
	<hr/>
	90
Cost (Staff Time)	\$57.80 - \$109.30

West Virginia Department of Education

Role: Coordinator

Request: 2022 ABM - Case and Inquiry Report

Action	Time (Min.)
Request Received and Reviewed	15
Initial Response Confirming Receipt	15
Gather requested document(s)	15
Draft Written Response	30
Distribute Response and Documentation	15
	<hr/>
	90
Cost (Staff Time)	\$57.80 - \$109.30

Shelley Joan Weiss

Role: WI Commissioner

Request: 2022 ABM Survey Raw Data

Action	Time (Min.)
Request Received and Reviewed	15
Initial Response Confirming Receipt	15
Gather requested document(s)	15
Draft Written Response	30
Distribute Response and Documentation	15
	<hr/>
	90
Cost (Staff Time)	\$57.80 - \$109.30

Jennifer Barnhill

Role: Partners in Promise

Request: Total number of Compact issues elevated to the National Office by year for the past 5 years.

Action	Time (Min.)
Request Received and Reviewed	15
Initial Response Confirming Receipt	15
Gather requested document(s)	150
Draft Written Response	30
Distribute Response and Documentation	15
	<hr/>
	225
Cost (Staff Time)	\$144.50 - \$273.24

Jennifer Barnhill

Role: Partners in Promise

Request: Tier Group data showing dues amount paid for fiscal years 2021 and 2022

Action	Time (Min.)
Request Received and Reviewed	15
Initial Response Confirming Receipt	15
Gather requested document(s)	30
Draft Written Response	30
Distribute Response and Documentation	15
	<hr/>
	105
Cost (Staff Time)	\$67.43 - \$127.51

Jennifer Barnhill

Role: Partners in Promise

Request: List of Ex-officio organizations since 2006 and questions related to length of service.

Action	Time (Min.)
Request Received and Reviewed	15
Initial Response Confirming Receipt	15
Gather requested document(s)	15
Draft Written Response	45
Distribute Response and Documentation	15
	<hr/>
	105
Cost (Staff Time)	\$67.43 - \$127.51

FY23: ORR Expense

Total Time (Min.)
705
Total Cost (Range)
\$452.76 - \$856.16

Deanna McLaughlin

Role: TN Commissioner

Request: Financial Documents September 12, 2023

Action	Time (Min.)
Request Received and Reviewed	105
Initial Response Confirming Receipt	45
Gather requested document(s)	1980
Draft Written Response	60
Distribute Response and Documentation	15
	<hr/>
	2205
Cost (Staff Time)	\$1,415.61 - \$2,676.87
Cost (Legal)	\$3,387.05

Deanna McLaughlin

Role: TN Commissioner

Request: Albuquerque 2024 ABM Hotel Contract

Action	Time (Min.)
Request Received and Reviewed	15
Initial Response Confirming Receipt	30
Gather requested document(s)	15
Draft Written Response	15
Distribute Response and Documentation	15
	<hr/>
	90
Cost (Staff Time)	\$57.78 - \$109.26
Cost (Legal)	\$400.00

Deanna McLaughlin

Role: TN Commissioner

Request: Finance Committee Meeting Recordings

Action	Time (Min.)
Request Received and Reviewed	60
Initial Response Confirming Receipt	30
Gather requested document(s)	105
Draft Written Response	120
Distribute Response and Documentation	30
	<hr/>
	345
Cost (Staff Time)	\$221.49 - \$418.83
Cost (Legal)	\$500.00

FY24: ORR Expense

Total Time (Min.)

2640

Total Cost (Staff Time)

\$1,689.60 - \$3,194.40

Total Cost (Legal)

\$4,287.05

Total Cost (Range)

\$5,976.65 - \$7,481.45

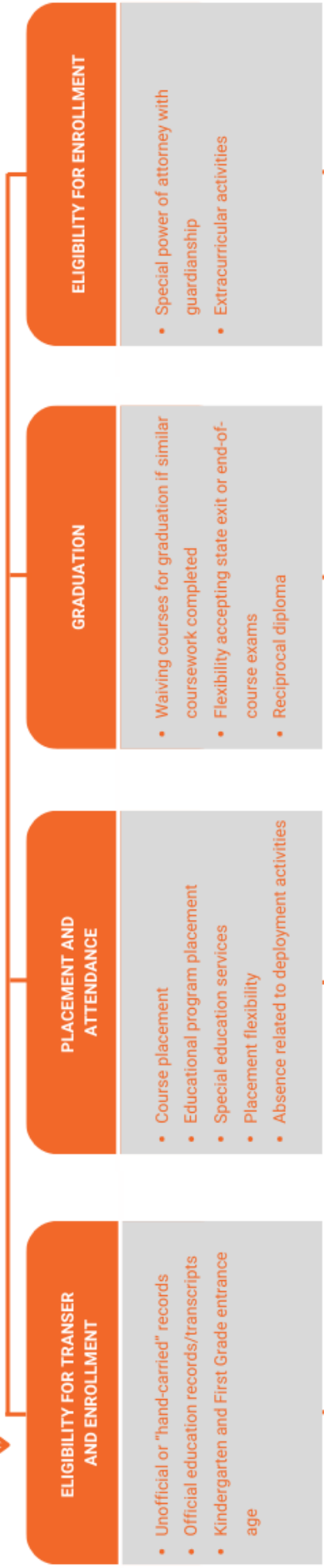
Total Cost (Average)

\$6,729.05

This document describes the case resolution process utilized by the Military Interstate Children's Compact Commission (MIC3). The protocol references the general point of contact and process regarding the Compact within member states.

CASE RESOLUTION PROCESS

Have you contacted your School Liaison and Compact Commissioner?



The School Liaison and the Compact Commissioner will provide information and support related to the Compact to military families and schools to resolve disagreements.

When Compact-related education issues occur, the Compact Commissioner, School Liaison, military family, and school will collaborate to resolve issues.

The Compact Commissioner may request assistance from MIC3 to resolve a case.



Compact Rules Book

LEADERSHIP NOMINATION COMMITTEE REPORT
Laura Anastasio (CT), Chair

Responsible for ensuring a transparent and fair election process that provides a clear leadership succession plan.

Background

At the 2017 ABM, the Commission approved the formation of an Ad Hoc Committee on Leadership Development (LDC). During its first year, the LDC was led by former Commission Chair Kate Wren Gavlak (CA). The LDC's purpose was to examine the current election protocol and develop a process that was transparent and outlined a clear succession plan for the Commission. Upon recommendation of the 2018 LDC, the Committee was adopted in 2019 as a new, permanent committee of the organization, and its name was changed from "Leadership Development Committee" to "Leadership Nomination Committee (LNC)."

LNC Actions during FY2024

In November 2023, the LNC reviewed feedback from the 2023 Annual Business Meeting (ABM) and survey responses on the election process. The feedback and responses indicated that the process was smooth and transparent, that it was consistently aligned to the LNC's messaging and actions, and that the LNC had responded to the prior year's feedback and responses. In addition, the feedback and responses noted that commissioners appreciated that the LNC disseminated the application information and election guide ahead of schedule.

The LNC recommended further clarifying in the election packet that nominations would not be accepted from the floor. This recommendation was based upon the advice of the General Counsel, who opined that the Commission could determine its election process – providing that elections were held annually. The current election process provides that all candidates submit the same evidence and documentation within the same timeframe to allow commissioners the opportunity to consider all candidates in advance of the 2024 ABM.

The LNC agreed it met the goals to establish a sustainable culture that supports the members and ensures organizational continuity. The following criteria were met: (1) make the leadership nomination process more deliberate; (2) make the entire process highly visible for all commissioners who are interested in pursuing leadership positions; (3) clarify the job requirements and the commitment required for elected positions; and (4) provide for diverse representation on the LNC.

In March 2024, the newly appointed LNC approved the timeline, application form, and election documents to ensure an equitable and transparent application process. Based on the prior LNC's recommendation, it further clarified that nominations would not be accepted from the floor to ensure that the LNC properly vetted and reviewed the candidates, not to prohibit Commissioners from running for office. It also determined that providing candidates with the opportunity to self-determine the two documents in support of their application would allow for Commissioners with diverse backgrounds the opportunity to participate in the election process, thus supporting candidate diversity.

The 2024 application and guidelines were released in June. In July, the LNC reviewed the submittals for Chair, Vice Chair, and Treasurer, and it verified the three candidates met the

specified requirements set forth in the approved election process. The LNC prepared and released the Election Guide in late July, and it shall present the slate of candidates at the ABM.

2024 Annual Business Meeting
Commission Membership

State	Commissioner
<i>Alabama</i>	Dr. Douglas Ragland
<i>Alaska</i>	Don Enoch
<i>Arizona</i>	Peter Laing
<i>Arkansas</i>	John "Don" Kaminar
<i>California</i>	Dominick Robinson
<i>Colorado</i>	Dr. Keith Owen
<i>Connecticut</i>	Laura Anastasio
<i>Delaware</i>	Jennifer Davis
<i>District of Columbia</i>	Clara Botstein
<i>Florida</i>	Terrance McCaffrey
<i>Georgia</i>	Curtis Jones
<i>Hawaii</i>	John Erickson
<i>Idaho</i>	Dr. Spencer Barzee
<i>Illinois</i>	Dr. John Price
<i>Indiana</i>	Brooke Huntington
<i>Iowa</i>	Laura Kacer
<i>Kansas</i>	Dale Brungardt
<i>Kentucky</i>	Steven P. Bullard
<i>Louisiana</i>	Dr. Ernise Singleton
<i>Maine</i>	Laura Cyr
<i>Maryland</i>	Mary L. Gable
<i>Massachusetts</i>	J. Clarke Orzalli
<i>Michigan</i>	Mike Price
<i>Minnesota</i>	Daron Korte
<i>Mississippi</i>	Kristen Windham
<i>Missouri</i>	Brian Henry
<i>Montana</i>	Ray Shaw
<i>Nebraska</i>	Brian Halstead
<i>Nevada</i>	Felicia Gonzales
<i>New Hampshire</i>	Kathleen Murphy
<i>New Jersey</i>	Tony Trongone
<i>New Mexico</i>	Teresa Ferenczhalmy
<i>New York</i>	Dr. Debra Jackson
<i>North Carolina</i>	Nickolas Sojka, Jr.
<i>North Dakota</i>	Davina French
<i>Ohio</i>	Pete LuPiba
<i>Oklahoma</i>	Will Jones
<i>Oregon</i>	Tenneal Wetherell
<i>Pennsylvania</i>	Barbara Clemmer
<i>Rhode Island</i>	Rosemarie Kraeger
<i>South Carolina</i>	Dr. Tremekia Priestler
<i>South Dakota</i>	Ann Pettit
<i>Tennessee</i>	Deanna McLaughlin
<i>Texas</i>	VACANT
<i>Utah</i>	Ben Rasmussen
<i>Vermont</i>	Rene Sanchez
<i>Virginia</i>	Daniel Dunham
<i>Washington</i>	Greg Lynch

2024 Annual Business Meeting
Commission Membership

<i>West Virginia</i>	Nickolas Lambruno
<i>Wisconsin</i>	Shelley Joan Weiss
<i>Wyoming</i>	Chad Delbridge

Ex-officio Organization	Representative
<i>Department of Defense</i>	Dianna Ganote
<i>Blue Star Families</i>	Tom Porter
<i>Military Child Education Coalition</i>	Kyle Wood
<i>Military Impacted Schools Association</i>	Kyle Fairbairn
<i>National Military Family Association</i>	Eileen Huck
<i>National Federation of State High School Associations</i>	Davis Whitfield

MIC3 2023-2024 COMMITTEE ROSTER

Executive Committee

Ernise Singleton (LA)
Daron Korte (MN)
Greg Lynch (WA)
Laura Anastasio (CT)
Mary Gable (MD)
Chad Delbridge (WY)
Kathleen Murphy (NH)
Steven P. Bullard (KY)
Dianna Ganote (DoD Ex-officio)

Compliance Committee

Steve. P. Bullard (KY)
Dan Dunham (VA)
John Erickson (HI)
Will Jones (OK)
John “Don” Kaminar (AR)
Mike Price (MI)
Douglas Ragland (AL)
Ray Shaw (MT)
Shelley Joan Weiss (WI)
Tom Porter (BSF Ex-officio)

Rules Committee

Mary Gable (MD)
Laura Anastasio (CT)
Laura Cyr (ME)
Jenn Davis (DE)
Don Enoch (AK)
Davina French (ND)
Nickolas Lambruno (WV)
Ben Rasmussen (UT)
Rene Sanchez (VT)
Tenneal Wetherell (OR)

Communications and Outreach Committee

Chad Delbridge (WY)
Teresa Ferenczhalmy (NM)
Felicia Gonzales (NV)
Brooke Huntington (IN)
Laura Kacer (IA)
Pete LuPiba (OH)
Keith Owen (CO)
Dominick Robinson (CA)
Tony Trongone (NJ)
Kristen Windham (MS)
Eileen Huck (NMFA Ex-officio)

Training Committee

Kathleen Murphy (NH)
Spencer Barzee (ID)
Clara Botstein (DC)
Barbara Clemmer (PA)
Curtis Jones (GA)
Peter Laing (AZ)
Terrance McCaffrey (FL)
Tremekia Priester (SC)
Ann Pettit (SD)
Kyle Wood (MCEC Ex-officio)

Finance Committee

Greg Lynch (WA)
Dale Brungardt (KS)
Brian Halstead (NE)
Debra Jackson (NY)
Rosemarie Kraeger (RI)
Deanna McLaughlin (TN)
Nickolas Sojka (NC)
J. Clarke Orzalli (MA)
Kyle Fairbairn (MISA Ex-officio)
Davis Whitfield (NFHS Ex-officio)

Leadership Nomination Committee

Laura Anastasio (CT)
Debra Jackson (NY)
Daniel Dunham (VA)
J. Clarke Orzalli (MA)
Mike Price (MI)
Laura Cyr (ME)
Rosemarie Kraeger (RI)

INTERSTATE COMMISSION ON EDUCATIONAL OPPORTUNITY FOR MILITARY CHILDREN

-- By-laws (as amended, October 2015, 2017, and 2019) --

Article I Commission Purpose, Function and By-laws

Section 1. Purpose.

Pursuant to the terms of the Interstate Compact on Educational Opportunity for Military Children, (the “Compact”), the Interstate Commission on Educational Opportunity for Military Children (the “Commission”) is established to fulfill the objectives of the Compact, through a means of joint cooperative action among the Compacting States: to promote, develop and facilitate a uniform standard that eases the state-to-state transition of military personnel, their spouses and primarily their children as these children transfer from one state to another and from one school system to another as a direct result of the military parent’s frequent reassignments.

Section 2. Functions.

In pursuit of the fundamental objectives set forth in the Compact, the Commission shall, as necessary or required, exercise all of the powers and fulfill all of the duties delegated to it by the Compacting States. The Commission’s activities shall include, but are not limited to, the following: the promulgation of binding rules and operating procedures; equitable distribution of the costs, benefits and obligations of the Compact among the Compacting States; enforcement of Commission Rules, Operating Procedures and By-laws; provision of dispute resolution; Coordination of training and education; and the collection and dissemination of information concerning the activities of the Compact, as provided by the Compact, or as determined by the Commission to be warranted by, and consistent with, the objectives and provisions of the Compact.

Section 3. Bylaws.

As required by the Compact, these By-laws shall govern the management and operations of the Commission. As adopted and subsequently amended, these By-laws shall remain at all times subject to, and limited by, the terms of the Compact.

Article II Membership

Section 1. Purpose. The Commission Membership shall be comprised as provided by the Compact.

Section 2. Commissioners. Each Compacting State shall have and be limited to one Member. A Member shall be the Commissioner of the Compacting State. Each Compacting State shall forward the name of its Commissioner to the national office of the Commission, who will advise the Commission chairperson. The national office of the Commission shall promptly advise the appropriate appointing authority of the

Compacting State of the need to appoint a new Commissioner upon the expiration of a designated term or the occurrence of mid-term vacancies. If a resignation of a Commissioner occurs or a change is made by the state appointing authority, it is the responsibility of the member state to inform the Commission of the vacancy or change.

Section 3. Ex-Officio Members. The Commission will include ex-officio, non-voting representatives who are members of interested organizations. Military-oriented, military family, education-oriented, and parent and teacher organizations are welcome to petition the Commission for inclusion as an ex-officio member. Commission members may also petition on behalf of a group for ex-officio membership. All petitions must be approved by a simple majority vote of the Commission membership.

Section 4. Membership. Organizations that are ex-officio members of the Commission are:

- U. S. Department of Defense (DOD)
- Military Child Education Coalition (MCEC)
- Military Impacted Schools Association (MISA)
- National Military Family Association (NMFA)
- National Federation of State High School Associations (NFHS)

Article III Officers

Section 1. Election and Succession.

The officers of the Commission shall include a chairperson, vice chairperson, secretary, treasurer and the past chair. The officers shall be duly appointed Commission Members, except that if the Commission appoints an Executive Director, then the Executive Director shall serve as the secretary. Officers shall be elected annually by the Commission at any meeting at which a quorum is present, and shall serve for one year or until their successors are elected by the Commission. The officers so elected shall serve without compensation or remuneration, except as provided by the Compact.

Section 2. Duties.

The officers shall perform all duties of their respective offices as provided by the Compact and these By-laws. Such duties shall include, but are not limited to, the following:

- a. *Chairperson.* The chairperson shall call and preside at all meetings of the Commission and in conjunction with the Executive Committee shall prepare agendas for such meetings, shall make appointments to all committees of the Commission, and, in accordance with the Commission's directions, or subject to ratification by the Commission, shall act on the Commission's behalf during the interims between Commission meetings.
- b. *Vice Chairperson.* The vice chairperson shall, in the absence or at the direction of the chairperson, perform any or all of the duties of the chairperson. In the event of a vacancy in the office of chairperson, the vice chairperson shall serve as acting

until a new chairperson is elected by the Commission.

c. *Secretary.* The secretary shall keep minutes of all Commission meetings and shall act as the custodian of all documents and records pertaining to the status of the Compact and the business of the Commission.

d. *Treasurer.* The treasurer, with the assistance of the Commission's executive director, shall act as custodian of all Commission funds and shall be responsible for monitoring the administration of all fiscal policies and procedures set forth in the Compact or adopted by the Commission. Pursuant to the Compact, the treasurer shall execute such bond as may be required by the Commission covering the treasurer, the executive director and any other officers, Commission Members and Commission personnel, as determined by the Commission, who may be responsible for the receipt, disbursement, or management of Commission funds.

e. *Past Chair.* The past chair is the most recent previous chair who is still serving as a Commission member and shall perform such duties as may be requested by the Commission.

Section 3. Costs and Expense Reimbursement.

Subject to the availability of budgeted funds, the officers shall be reimbursed for any actual and necessary costs and expenses incurred by the officers in the performance of their duties and responsibilities as officers of the Commission.

Article IV Commission Personnel

Section 1. Commission Staff and Offices.

The Commission may by a majority of its Members, or through its executive committee appoint or retain an executive director, who shall serve at its pleasure and who shall act as secretary to the Commission, but shall not be a Member of the Commission. The executive director shall hire and supervise such other staff as may be authorized by the Commission. The executive director shall establish and manage the Commission's office or offices, which shall be located in one or more of the Compacting States as determined by the Commission.

Section 2. Duties of the Executive Director.

As the Commission's principal administrator, the executive director shall also perform such other duties as may be delegated by the Commission or required by the Compact and these By-laws, including, but not limited to, the following:

a. Recommend general policies and program initiatives for the Commission's consideration;

b. Recommend for the Commission's consideration administrative personnel

policies governing the recruitment, hiring, management, compensation and dismissal of Commission staff;

c. Implement and monitor administration of all policies, programs, and initiatives adopted by the Commission;

d. Prepare draft annual budgets for the Commission's consideration;

e. Monitor all Commission expenditures for compliance with approved budgets, and maintain accurate records of the Commission's financial account(s);

f. Assist Commission Members as directed in securing required assessments from the Compacting States;

g. Execute contracts on behalf of the Commission as directed;

h. Receive service of process on behalf of the Commission;

i. Prepare and disseminate all required reports and notices directed by the Commission; and

j. Otherwise assist the Commission's officers in the performance of their duties under Article III herein.

Article V

Qualified Immunity, Defense, and Indemnification

Section 1. Immunity.

The Commission, its Members, officers, executive director, and employees shall be immune from suit and liability, either personally or in their official capacity, for any claim for damage to or loss of property or personal injury or other civil liability caused or arising out of or relating to any actual or alleged act, error, or omission that occurred, or that such person had a reasonable basis for believing occurred within the scope of Commission employment, duties, or responsibilities; provided, that any such person shall not be protected from suit or liability, or both, for any damage, loss, injury, or liability caused by the intentional or willful and wanton misconduct of any such person.

Section 2. Defense

Subject to the provisions of the Compact and rules promulgated thereunder, the Commission shall defend the Commissioner of a Compacting State, his or her representatives or -employees, or the Commission, and its representatives or employees in any civil action seeking to impose liability against such person arising out of or relating to any actual or alleged act, error or omission that occurred within the scope of Commission employment, duties, or responsibilities or that such person had a reasonable

basis for believing occurred within the scope of Commission employment, duties or responsibilities; provided, that the actual or alleged act, error, or omission did not result from gross negligence or intentional wrongdoing on the part of such person.

Section 3. Indemnification.

The Commission shall indemnify and hold the Commissioner of a Compacting State, his or her representatives or employees, or the Commission, and its representatives or employees harmless in the amount of any settlement or judgment obtained against such person arising out of or relating to any actual or alleged act, error, or omission that occurred within the scope of Commission employment, duties, or responsibilities or that such person had a reasonable basis for believing occurred within the scope of Commission employment, duties, or responsibilities; provided, that the actual or alleged act, error, or omission did not result from gross negligence or intentional wrongdoing on the part of such person.

Article VI
Meetings of the Commission

Section 1. Meetings and Notice.

The Commission shall meet at least once each calendar year at a time and place to be determined by the Commission. Additional meetings may be scheduled at the discretion of the chairperson, and must be called upon the request of a majority of Commission Members, as provided by the Compact. All Commission Members shall be given written notice of Commission meetings at least thirty (30) days prior to their scheduled dates. Final agendas shall be provided to all Commission Members no later than ten (10) days prior to any meeting of the Commission. Thereafter, additional agenda items requiring Commission action may not be added to the final agenda, except by an affirmative vote of a majority of the Members. All Commission meetings shall be open to the public, except as set forth in Commission Rules or as otherwise provided by the Compact. Prior public notice shall be provided in a manner consistent with the federal Government in Sunshine Act, 5 U.S.C. § 552b, including, but not limited to, the following: publication of notice of the meeting at least ten (10) days prior to the meeting in a nationally distributed newspaper or an official newsletter regularly published by or on behalf of the Commission and distribution to interested parties who have requested in writing to receive such notices. A meeting may be closed to the public where the Commission determines by two-thirds (2/3rds) vote of its Members that there exists at least one of the conditions for closing a meeting, as provided by the Compact or Commission Rules.

Section 2. Quorum.

Commission Members representing a majority of the Compacting States shall constitute a quorum for the transaction of business, except as otherwise required in these By-laws. The participation of a Commission Member from a Compacting State in a meeting is sufficient to constitute the presence of that state for purposes of determining the existence of a quorum, provided the Member present is entitled to vote on behalf of the

Compacting State represented. The presence of a quorum must be established before any vote of the Commission can be taken.

Section 3. Voting.

Each Compacting State represented at any meeting of the Commission by its Member is entitled to one vote. A Member shall vote himself or herself and shall not delegate his or her vote to another Member. Members may participate in meetings by telephone or other means of telecommunication or electronic communication. Except as otherwise required by the Compact or these By-laws, any question submitted to a vote of the Commission shall be determined by a simple majority.

Section 4. Procedure.

Matters of parliamentary procedure not covered by these By-laws shall be governed by Robert's Rules of Order.

**Article VII
Committees**

Section 1. Executive Committee.

The Commission may establish an executive committee, which shall be empowered to act on behalf of the Commission during the interim between Commission meetings, except for rulemaking or amendment of the Compact. The Committee shall be composed of all officers of the Interstate Commission and the chairpersons of each committee. The procedures, duties, budget, and tenure of such an executive committee shall be determined by the Commission. The power of such an executive committee to act on behalf of the Commission shall at all times be subject to any limitations imposed by the Commission, the Compact or these By-laws.

Section 2. Other Committees.

The Commission may establish such other committees as it deems necessary to carry out its objectives, which shall include, but not be limited to Finance, Rules, Compliance, Training, Communications and Outreach, and Leadership Nomination. The composition, procedures, duties, budget and tenure of such committees shall be determined by the Commission.

**Article VIII
Finance**

Section 1. Fiscal Year.

The Commission's fiscal year shall begin on July 1 and end on June 30.

Section 2. Budget.

The Commission shall operate on an annual budget cycle and shall, in any given year, adopt budgets for the following fiscal year or years only after notice and comment as

provided by the Compact.

Section 3. Accounting and Audit.

The Commission, with the assistance of the executive director, shall keep accurate and timely accounts of its internal receipts and disbursements of the Commission funds, other than receivership assets. 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. As required by the Compact, upon the determination of the Commission, but no less frequently than once each year, the report of such independent audit shall be made available to the public and shall be included in and become part of the annual report to the Governors, legislatures, and judiciary of the Compacting States. The Commission's internal accounts, any workpapers related to any internal audit, and any workpapers related the independent audit shall be confidential; provided, that such materials shall be made available: 1) in compliance with the order of any court of competent jurisdiction; ii) pursuant to such reasonable rules as the Commission shall promulgate; and iii) to any Commissioner of a Compacting State, or their duly authorized representatives.

Section 4. Public Participation in Meetings.

Upon prior written request to the Commission, any person who desires to present a statement on a matter that is on the agenda shall be afforded an opportunity to present an oral statement to the Commission at an open meeting. The chairperson may, depending on the circumstances, afford any person who desires to present a statement on a matter that is on the agenda an opportunity to be heard absent a prior written request to the Commission. The chairperson may limit the time and manner of any such statements at any open meeting.

Section 5. Debt Limitations.

The Commission shall monitor its own and its committees' affairs for compliance with all provisions of the Compact its rules and these By-laws governing the incursion of debt and the pledging of credit.

Section 6. Travel Reimbursements.

Subject to the availability of budgeted funds and unless otherwise provided by the Commission, Commission Members shall be reimbursed for any actual and necessary expenses incurred pursuant to their attendance at all duly convened meetings of the Commission or its committees as provided by the Compact.

Article IX

Withdrawal, Default, and Termination

Compacting States may withdraw from the Compact only as provided by the Compact. The Commission may terminate a Compacting State as provided by the Compact.

Article X
Adoption and Amendment of By-laws

Any By-law may be adopted, amended or repealed by a majority vote of the Members, provided that written notice and the full text of the proposed action is provided to all Commission Members at least thirty (30) days prior to the meeting at which the action is to be considered. Failing the required notice, a two-third (2/3rds) majority vote of the Members shall be required for such action.

Article XI
Dissolution of the Compact

The Compact shall dissolve effective upon the date of the withdrawal or the termination by default of a Compacting State which reduces Membership in the Compact to one Compacting State as provided by the Compact.

Upon dissolution of the Compact, the Compact becomes null and void and shall be of no further force or effect, and the business and affairs of the Commission shall be concluded in an orderly manner and according to applicable law. Each Compacting State in good standing at the time of the Compact's dissolution shall receive a pro rata distribution of surplus funds based upon a ratio, the numerator of which shall be the amount of its last paid annual assessment, and the denominator of which shall be the sum of the last paid annual assessments of all Compacting States in good standing at the time of the Compact's dissolution. A Compacting State is in good standing if it has paid its assessments timely.

**APPENDIX IV.
INTERSTATE COMPACT ON
EDUCATIONAL OPPORTUNITY FOR MILITARY CHILDREN**

-- Model Compact Language --

This is the original model language, please refer to the language adopted in your state
which may vary

Interstate Compact

on

Educational Opportunity for Military Children

ARTICLE I

PURPOSE

It is the purpose of this compact to remove barriers to educational success imposed on children of military families because of frequent moves and deployment of their parents by:

- A. Facilitating the timely enrollment of children of military families and ensuring that they are not placed at a disadvantage due to difficulty in the transfer of education records from the previous school district(s) or variations in entrance/age requirements.

- B. Facilitating the student placement process through which children of military families are not disadvantaged by variations in attendance requirements, scheduling, sequencing, grading, course content or assessment.

- C. Facilitating the qualification and eligibility for enrollment, educational programs, and participation in extracurricular academic, athletic, and social activities.

- D. Facilitating the on-time graduation of children of military families.

- E. Providing for the promulgation and enforcement of administrative rules implementing the provisions of this compact.

- F. Providing for the uniform collection and sharing of information between and among member states, schools and military families under this compact.

- G. Promoting coordination between this compact and other compacts affecting military children.

- H. Promoting flexibility and cooperation between the educational system, parents and the student in order to achieve educational success for the student.

ARTICLE II

DEFINITIONS

As used in this compact, unless the context clearly requires a different construction:

- A. "Active duty" means: full-time duty status in the active uniformed service of the United States, including members of the National Guard and Reserve on active duty orders pursuant to 10 U.S.C. Section 1209 and 1211.

- B. "Children of military families" means: a school-aged child(ren), enrolled in Kindergarten through Twelfth (12th) grade, in the household of an active duty member.

- C. "Compact commissioner" means: the voting representative of each compacting state appointed pursuant to Article VIII of this compact.

- D. "Deployment" means: the period one (1) month prior to the service members' departure from their home station on military orders though six (6) months after return to their home station.

- E. "Education(al) records" means: those official records, files, and data directly related to a student and maintained by the school or local education agency, including but not limited to records encompassing all the material kept in the student's cumulative folder such as general identifying data, records of attendance and of academic work completed, records of achievement and results

of evaluative tests, health data, disciplinary status, test protocols, and individualized education programs.

- F. “Extracurricular activities” means: a voluntary activity sponsored by the school or local education agency or an organization sanctioned by the local education agency. Extracurricular activities include, but are not limited to, preparation for and involvement in public performances, contests, athletic competitions, demonstrations, displays, and club activities.

- G. “Interstate Commission on Educational Opportunity for Military Children” means: the commission that is created under Article IX of this compact, which is generally referred to as Interstate Commission.

- H. “Local education agency” means: a public authority legally constituted by the state as an administrative agency to provide control of and direction for Kindergarten through Twelfth (12th) grade public educational institutions.

- I. “Member state” means: a state that has enacted this compact.

- J. “Military installation” means: means a base, camp, post, station, yard, center, homeport facility for any ship, or other activity under the jurisdiction of the Department of Defense, including any leased facility, which is located within any of the several States, the District of Columbia, the Commonwealth of Puerto Rico, the U.S. Virgin Islands, Guam, American Samoa, the Northern Marianas

Islands and any other U.S. Territory. Such term does not include any facility used primarily for civil works, rivers and harbors projects, or flood control projects.

- K. “Non-member state” means: a state that has not enacted this compact.

- L. “Receiving state” means: the state to which a child of a military family is sent, brought, or caused to be sent or brought.

- M. “Rule” means: a written statement by the Interstate Commission promulgated pursuant to Article XII of this compact that is of general applicability, implements, interprets or prescribes a policy or provision of the Compact, or an organizational, procedural, or practice requirement of the Interstate Commission, and has the force and effect of statutory law in a member state, and includes the amendment, repeal, or suspension of an existing rule.

- N. “Sending state” means: the state from which a child of a military family is sent, brought, or caused to be sent or brought.

- O. “State” means: a state of the United States, the District of Columbia, the Commonwealth of Puerto Rico, the U.S. Virgin Islands, Guam, American Samoa, the Northern Marianas Islands and any other U.S. Territory.

- P. “Student” means: the child of a military family for whom the local education agency receives public funding and who is formally enrolled in Kindergarten through Twelfth (12th) grade.
- Q. “Transition” means: 1) the formal and physical process of transferring from school to school or 2) the period of time in which a student moves from one school in the sending state to another school in the receiving state.
- R. “Uniformed service(s)” means: the Army, Navy, Air Force, Marine Corps, Coast Guard as well as the Commissioned Corps of the National Oceanic and Atmospheric Administration, and Public Health Services.
- S. “Veteran” means: a person who served in the uniformed services and who was discharged or released there from under conditions other than dishonorable.

ARTICLE III

APPLICABILITY

- A. Except as otherwise provided in Section B, this compact shall apply to the children of:
1. active duty members of the uniformed services as defined in this compact, including members of the National Guard and Reserve on active duty orders pursuant to 10 U.S.C. Section 1209 and 1211;
 2. members or veterans of the uniformed services who are severely injured and medically discharged or retired for a period of one (1) year after medical discharge or retirement; and
 3. members of the uniformed services who die on active duty or as a result of injuries sustained on active duty for a period of one (1) year after death.
- B. The provisions of this interstate compact shall only apply to local education agencies as defined in this compact.
- C. The provisions of this compact shall not apply to the children of:
1. inactive members of the national guard and military reserves;
 2. members of the uniformed services now retired, except as provided in Section A;

3. veterans of the uniformed services, except as provided in Section A;
and
4. other U.S. Dept. of Defense personnel and other federal agency civilian
and contract employees not defined as active duty members of the
uniformed services.

ARTICLE IV

EDUCATIONAL RECORDS & ENROLLMENT

- A. Unofficial or “hand-carried” education records – In the event that official education records cannot be released to the parents for the purpose of transfer, the custodian of the records in the sending state shall prepare and furnish to the parent a complete set of unofficial educational records containing uniform information as determined by the Interstate Commission. Upon receipt of the unofficial education records by a school in the receiving state, the school shall enroll and appropriately place the student based on the information provided in the unofficial records pending validation by the official records, as quickly as possible.

- B. 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.

- C. Immunizations – Compacting states shall give thirty (30) days from the date of enrollment or within such time as is reasonably determined under the rules promulgated by the Interstate Commission, for students to obtain any immunization(s) required by the receiving state. For a series of immunizations, initial vaccinations must be obtained within thirty (30) days or within such time as is reasonably determined under the rules promulgated by the Interstate Commission.
- D. Kindergarten and First grade entrance age – Students shall be allowed to continue their enrollment at grade level in the receiving state commensurate with their grade level (including Kindergarten) from a local education agency in the sending state at the time of transition, regardless of age. A student that has satisfactorily completed the prerequisite grade level in the local education agency in the sending state shall be eligible for enrollment in the next highest grade level in the receiving state, regardless of age. A student transferring after the start of the school year in the receiving state shall enter the school in the receiving state on their validated level from an accredited school in the sending state.

ARTICLE V

PLACEMENT & ATTENDANCE

- A. Course placement - When the student transfers before or during the school year, the receiving state school shall initially honor placement of the student in educational courses based on the student's enrollment in the sending state school and/or educational assessments conducted at the school in the sending state if the courses are offered. Course placement includes but is not limited to Honors, International Baccalaureate, Advanced Placement, vocational, technical and career pathways courses. Continuing the student's academic program from the previous school and promoting placement in academically and career challenging courses should be paramount when considering placement. This does not preclude the school in the receiving state from performing subsequent evaluations to ensure appropriate placement and continued enrollment of the student in the course(s).
- B. Educational program placement – The receiving state school shall initially honor placement of the student in educational programs based on current educational assessments conducted at the school in the sending state or participation/placement in like programs in the sending state. Such programs include, but are not limited to: 1) gifted and talented programs; and 2) English as a second language (ESL). This does not preclude the school in the receiving state from performing subsequent evaluations to ensure appropriate placement of the student.
- C. Special education services – 1) In compliance with the federal requirements of the Individuals with Disabilities Education Act (IDEA), 20 U.S.C.A. Section 1400 et

seq, the receiving state shall initially provide comparable services to a student with disabilities based on his/her current Individualized Education Program (IEP); and 2) In compliance with the requirements of Section 504 of the Rehabilitation Act, 29 U.S.C.A. Section 794, and with Title II of the Americans with Disabilities Act, 42 U.S.C.A. Sections 12131-12165, the receiving state shall make reasonable accommodations and modifications to address the needs of incoming students with disabilities, subject to an existing 504 or Title II Plan, to provide the student with equal access to education. This does not preclude the school in the receiving state from performing subsequent evaluations to ensure appropriate placement of the student.

- D. Placement flexibility – Local education agency administrative officials shall have flexibility in waiving course/program prerequisites, or other preconditions for placement in courses/programs offered under the jurisdiction of the local education agency.

- E. Absence as related to deployment activities – A student whose parent or legal guardian is an active duty member of the uniformed services, as defined by the compact, and has been called to duty for, is on leave from, or immediately returned from deployment to a combat zone or combat support posting, shall be granted additional excused absences at the discretion of the local education agency superintendent to visit with his or her parent or legal guardian relative to such leave or deployment of the parent or guardian.

ARTICLE VI

ELIGIBILITY

A. Eligibility for enrollment

1. Special power of attorney, relative to the guardianship of a child of a military family and executed under applicable law shall be sufficient for the purposes of enrollment and all other actions requiring parental participation and consent.
2. A local education agency shall be prohibited from charging local tuition to a transitioning military child placed in the care of a non-custodial parent or other person standing in loco parentis who lives in a jurisdiction other than that of the custodial parent.
3. A transitioning military child, placed in the care of a non-custodial parent or other person standing in loco parentis who lives in a jurisdiction other than that of the custodial parent, may continue to attend the school in which he/she was enrolled while residing with the custodial parent.

B. Eligibility for extracurricular participation - State and local education agencies shall facilitate the opportunity for transitioning military children's inclusion in extracurricular activities, regardless of application deadlines, to the extent they are otherwise qualified.

ARTICLE VII

GRADUATION

In order to facilitate the on-time graduation of children of military families states and local education agencies shall incorporate the following procedures:

- A. Waiver requirements – Local education agency administrative officials shall waive specific courses required for graduation if similar course work has been satisfactorily completed in another local education agency or shall provide reasonable justification for denial. Should a waiver not be granted to a student who would qualify to graduate from the sending school, the local education agency shall provide an alternative means of acquiring required coursework so that graduation may occur on time.

- B. Exit exams - States shall accept: 1) exit or end-of-course exams required for graduation from the sending state; or 2) national norm-referenced achievement tests or 3) alternative testing, in lieu of testing requirements for graduation in the receiving state. In the event the above alternatives cannot be accommodated by the receiving state for a student transferring in his or her Senior year, then the provisions of Article VII, Section C shall apply.

- C. Transfers during Senior year – Should a military student transferring at the beginning or during his or her Senior year be ineligible to graduate from the

receiving local education agency after all alternatives have been considered, the sending and receiving local education agencies shall ensure the receipt of a diploma from the sending local education agency, if the student meets the graduation requirements of the sending local education agency. In the event that one of the states in question is not a member of this compact, the member state shall use best efforts to facilitate the on-time graduation of the student in accordance with Sections A and B of this Article.

ARTICLE VIII

STATE COORDINATION

- A. Each member state shall, through the creation of a State Council or use of an existing body or board, provide for the coordination among its agencies of government, local education agencies and military installations concerning the state's participation in, and compliance with, this compact and Interstate Commission activities. While each member state may determine the membership of its own State Council, its membership must include at least: the state superintendent of education, superintendent of a school district with a high concentration of military children, representative from a military installation, one representative each from the legislative and executive branches of government, and other offices and stakeholder groups the State Council deems appropriate. A member state that does not have a school district deemed to contain a high concentration of military children may appoint a superintendent from another school district to represent local education agencies on the State Council.

- B. The State Council of each member state shall appoint or designate a military family education liaison to assist military families and the state in facilitating the implementation of this compact.

- C. The compact commissioner responsible for the administration and management of the state's participation in the compact shall be appointed by the Governor or as otherwise determined by each member state.

- D. The compact commissioner and the military family education liaison designated herein shall be ex-officio members of the State Council, unless either is already a full voting member of the State Council.

ARTICLE IX

INTERSTATE COMMISSION ON EDUCATIONAL

OPPORTUNITY FOR MILITARY CHILDREN

The member states hereby create the “Interstate Commission on Educational Opportunity for Military Children.” The activities of the Interstate Commission are the formation of public policy and are a discretionary state function. The Interstate Commission shall:

- A. Be a body corporate and joint agency of the member states and shall have all the responsibilities, powers and duties set forth herein, and such additional powers as may be conferred upon it by a subsequent concurrent action of the respective legislatures of the member states in accordance with the terms of this compact.

- B. Consist of one Interstate Commission voting representative from each member state who shall be that state's compact commissioner.
 - 1. Each member state represented at a meeting of the Interstate Commission is entitled to one vote.
 - 2. A majority of the total member states shall constitute a quorum for the transaction of business, unless a larger quorum is required by the bylaws of the Interstate Commission.
 - 3. A representative shall not delegate a vote to another member state. In the event the compact commissioner is unable to attend a meeting of the Interstate Commission, the Governor or State Council may delegate voting authority to another person from their state for a specified meeting.
 - 4. The bylaws may provide for meetings of the Interstate Commission to be conducted by telecommunication or electronic communication.

- C. Consist of ex-officio, non-voting representatives who are members of interested organizations. Such ex-officio members, as defined in the bylaws, may include but not be limited to, members of the representative organizations of military family advocates, local education agency officials, parent and teacher groups, the U.S. Department of Defense, the Education Commission of the States, the

Interstate Agreement on the Qualification of Educational Personnel and other interstate compacts affecting the education of children of military members.

- D. Meet at least once each calendar year. The chairperson may call additional meetings and, upon the request of a simple majority of the member states, shall call additional meetings.

- E. Establish an executive committee, whose members shall include the officers of the Interstate Commission and such other members of the Interstate Commission as determined by the bylaws. Members of the executive committee shall serve a one year term. Members of the executive committee shall be entitled to one vote each. The executive committee shall have the power to act on behalf of the Interstate Commission, with the exception of rulemaking, during periods when the Interstate Commission is not in session. The executive committee shall oversee the day-to-day activities of the administration of the compact including enforcement and compliance with the provisions of the compact, its bylaws and rules, and other such duties as deemed necessary. The U.S. Dept. of Defense, shall serve as an ex-officio, nonvoting member of the executive committee.

- F. Establish bylaws and rules that provide for conditions and procedures under which the Interstate Commission shall make its information and official records available to the public for inspection or copying. The Interstate Commission may exempt from disclosure information or official records to the extent they would adversely affect personal privacy rights or proprietary interests.

G. Public notice shall be given by the Interstate Commission of all meetings and all meetings shall be open to the public, except as set forth in the rules or as otherwise provided in the compact. The Interstate Commission and its committees may close a meeting, or portion thereof, where it determines by two-thirds vote that an open meeting would be likely to:

1. Relate solely to the Interstate Commission's internal personnel practices and procedures;
2. Disclose matters specifically exempted from disclosure by federal and state statute;
3. Disclose trade secrets or commercial or financial information which is privileged or confidential;
4. Involve accusing a person of a crime, or formally censuring a person;
5. Disclose information of a personal nature where disclosure would constitute a clearly unwarranted invasion of personal privacy;
6. Disclose investigative records compiled for law enforcement purposes;
or
7. Specifically relate to the Interstate Commission's participation in a civil action or other legal proceeding.

H. For a meeting, or portion of a meeting, closed pursuant to this provision, the Interstate Commission's legal counsel or designee shall certify that the meeting may be closed and shall reference each relevant exemptible provision. The Interstate Commission shall keep minutes which shall fully and clearly describe all matters discussed in a meeting and shall provide a full and accurate

summary of actions taken, and the reasons therefore, including a description of the views expressed and the record of a roll call vote. All documents considered in connection with an action shall be identified in such minutes. All minutes and documents of a closed meeting shall remain under seal, subject to release by a majority vote of the Interstate Commission.

- I. The Interstate Commission shall collect standardized data concerning the educational transition of the children of military families under this compact as directed through its rules which shall specify the data to be collected, the means of collection and data exchange and reporting requirements. Such methods of data collection, exchange and reporting shall, in so far as is reasonably possible, conform to current technology and coordinate its information functions with the appropriate custodian of records as identified in the bylaws and rules.

- J. The Interstate Commission shall create a process that permits military officials, education officials and parents to inform the Interstate Commission if and when there are alleged violations of the compact or its rules or when issues subject to the jurisdiction of the compact or its rules are not addressed by the state or local education agency. This section shall not be construed to create a private right of action against the Interstate Commission or any member state.

ARTICLE X

POWERS AND DUTIES OF THE INTERSTATE COMMISSION

The Interstate Commission shall have the following powers:

- A. To provide for dispute resolution among member states.
- B. To promulgate rules and take all necessary actions to effect the goals, purposes and obligations as enumerated in this compact. The rules shall have the force and effect of statutory law and shall be binding in the compact states to the extent and in the manner provided in this compact.
- C. To issue, upon request of a member state, advisory opinions concerning the meaning or interpretation of the interstate compact, its bylaws, rules and actions.
- D. To enforce compliance with the compact provisions, the rules promulgated by the Interstate Commission, and the bylaws, using all necessary and proper means, including but not limited to the use of judicial process.
- E. To establish and maintain offices which shall be located within one or more of the member states.

- F. To purchase and maintain insurance and bonds.
- G. To borrow, accept, hire or contract for services of personnel.
- H. To establish and appoint committees including, but not limited to, an executive committee as required by Article IX, Section E, which shall have the power to act on behalf of the Interstate Commission in carrying out its powers and duties hereunder.
- I. To elect or appoint such officers, attorneys, employees, agents, or consultants, and to fix their compensation, define their duties and determine their qualifications; and to establish the Interstate Commission's personnel policies and programs relating to conflicts of interest, rates of compensation, and qualifications of personnel.
- J. To accept any and all donations and grants of money, equipment, supplies, materials, and services, and to receive, utilize, and dispose of it.
- K. To lease, purchase, accept contributions or donations of, or otherwise to own, hold, improve or use any property, real, personal, or mixed.

- L. To sell, convey, mortgage, pledge, lease, exchange, abandon, or otherwise dispose of any property, real, personal or mixed.
- M. To establish a budget and make expenditures.
- N. To adopt a seal and bylaws governing the management and operation of the Interstate Commission.
- O. To report annually to the legislatures, governors, judiciary, and state councils of the member states concerning the activities of the Interstate Commission during the preceding year. Such reports shall also include any recommendations that may have been adopted by the Interstate Commission.
- P. To coordinate education, training and public awareness regarding the compact, its implementation and operation for officials and parents involved in such activity.
- Q. To establish uniform standards for the reporting, collecting and exchanging of data.
- R. To maintain corporate books and records in accordance with the bylaws.

- S. To perform such functions as may be necessary or appropriate to achieve the purposes of this compact.

- T. To provide for the uniform collection and sharing of information between and among member states, schools and military families under this compact.

ARTICLE XI

ORGANIZATION AND OPERATION OF THE INTERSTATE COMMISSION

- A. The Interstate Commission shall, by a majority of the members present and voting, within 12 months after the first Interstate Commission meeting, adopt bylaws to govern its conduct as may be necessary or appropriate to carry out the purposes of the compact, including, but not limited to:
 - 1. Establishing the fiscal year of the Interstate Commission;
 - 2. Establishing an executive committee, and such other committees as may be necessary;
 - 3. Providing for the establishment of committees and for governing any general or specific delegation of authority or function of the Interstate Commission;
 - 4. Providing reasonable procedures for calling and conducting meetings of the Interstate Commission, and ensuring reasonable notice of each such meeting;

5. Establishing the titles and responsibilities of the officers and staff of the Interstate Commission;
6. Providing a mechanism for concluding the operations of the Interstate Commission and the return of surplus funds that may exist upon the termination of the compact after the payment and reserving of all of its debts and obligations.
7. Providing "start up" rules for initial administration of the compact.

B. The Interstate Commission shall, by a majority of the members, elect annually from among its members a chairperson, a vice-chairperson, and a treasurer, each of whom shall have such authority and duties as may be specified in the bylaws. The chairperson or, in the chairperson's absence or disability, the vice-chairperson, shall preside at all meetings of the Interstate Commission. The officers so elected shall serve without compensation or remuneration from the Interstate Commission; provided that, subject to the availability of budgeted funds, the officers shall be reimbursed for ordinary and necessary costs and expenses incurred by them in the performance of their responsibilities as officers of the Interstate Commission.

C. Executive Committee, Officers and Personnel

1. The executive committee shall have such authority and duties as may be set forth in the bylaws, including but not limited to:
 - a. Managing the affairs of the Interstate Commission in a manner consistent with the bylaws and purposes of the

Interstate Commission;

- b. Overseeing an organizational structure within, and appropriate procedures for the Interstate Commission to provide for the creation of rules, operating procedures, and administrative and technical support functions; and
 - c. Planning, implementing, and coordinating communications and activities with other state, federal and local government organizations in order to advance the goals of the Interstate Commission.
3. The executive committee may, subject to the approval of the Interstate Commission, appoint or retain an executive director for such period, upon such terms and conditions and for such compensation, as the Interstate Commission may deem appropriate. The executive director shall serve as secretary to the Interstate Commission, but shall not be a Member of the Interstate Commission. The executive director shall hire and supervise such other persons as may be authorized by the Interstate Commission.
- D. The Interstate Commission's executive director and its employees shall be immune from suit and liability, either personally or in their official capacity, for a claim for damage to or loss of property or personal injury or other civil liability caused or arising out of or relating to an actual or alleged act, error, or omission that occurred, or that such person had a reasonable basis for believing

occurred, within the scope of Interstate Commission employment, duties, or responsibilities; provided, that such person shall not be protected from suit or liability for damage, loss, injury, or liability caused by the intentional or willful and wanton misconduct of such person.

1. The liability of the Interstate Commission's executive director and employees or Interstate Commission representatives, acting within the scope of such person's employment or duties for acts, errors, or omissions occurring within such person's state may not exceed the limits of liability set forth under the Constitution and laws of that state for state officials, employees, and agents. The Interstate Commission is considered to be an instrumentality of the states for the purposes of any such action. Nothing in this subsection shall be construed to protect such person from suit or liability for damage, loss, injury, or liability caused by the intentional or willful and wanton misconduct of such person.
2. The Interstate Commission shall defend the executive director and its employees and, subject to the approval of the Attorney General or other appropriate legal counsel of the member state represented by an Interstate Commission representative, shall defend such Interstate Commission representative in any civil action seeking to impose liability arising out of an actual or alleged act, error or omission that occurred within the scope of Interstate Commission employment, duties or responsibilities, or that the defendant had a reasonable basis for believing occurred within the scope of Interstate Commission

employment, duties, or responsibilities, provided that the actual or alleged act, error, or omission did not result from intentional or willful and wanton misconduct on the part of such person.

3. To the extent not covered by the state involved, member state, or the Interstate Commission, the representatives or employees of the Interstate Commission shall be held harmless in the amount of a settlement or judgment, including attorney's fees and costs, obtained against such persons arising out of an actual or alleged act, error, or omission that occurred within the scope of Interstate Commission employment, duties, or responsibilities, or that such persons had a reasonable basis for believing occurred within the scope of Interstate Commission employment, duties, or responsibilities, provided that the actual or alleged act, error, or omission did not result from intentional or willful and wanton misconduct on the part of such persons.

ARTICLE XII

RULEMAKING FUNCTIONS OF THE INTERSTATE COMMISSION

- A. Rulemaking Authority - The Interstate Commission shall promulgate reasonable rules in order to effectively and efficiently achieve the purposes of this Compact. Notwithstanding the foregoing, in the event the Interstate Commission exercises its rulemaking authority in a manner that is beyond the scope of the purposes of this Act, or the powers granted hereunder, then such an action by the Interstate Commission shall be invalid and have no force or

effect.

- B. Rulemaking Procedure - Rules shall be made pursuant to a rulemaking process that substantially conforms to the “Model State Administrative Procedure Act,” of 1981 Act, Uniform Laws Annotated, Vol. 15, p.1 (2000) as amended, as may be appropriate to the operations of the Interstate Commission.

- C. Not later than thirty (30) days after a rule is promulgated, any person may file a petition for judicial review of the rule; provided, that the filing of such a petition shall not stay or otherwise prevent the rule from becoming effective unless the court finds that the petitioner has a substantial likelihood of success. The court shall give deference to the actions of the Interstate Commission consistent with applicable law and shall not find the rule to be unlawful if the rule represents a reasonable exercise of the Interstate Commission's authority.

- D. If a majority of the legislatures of the compacting states rejects a Rule by enactment of a statute or resolution in the same manner used to adopt the compact, then such rule shall have no further force and effect in any compacting state.

ARTICLE XIII

OVERSIGHT, ENFORCEMENT, AND DISPUTE RESOLUTION

A. Oversight

1. The executive, legislative and judicial branches of state government in each member state shall enforce this compact and shall take all actions necessary and appropriate to effectuate the compact's purposes and intent. The provisions of this compact and the rules promulgated hereunder shall have standing as statutory law.
2. All courts shall take judicial notice of the compact and the rules in any judicial or administrative proceeding in a member state pertaining to the subject matter of this compact which may affect the powers, responsibilities or actions of the Interstate Commission.
3. The Interstate Commission shall be entitled to receive all service of process in any such proceeding, and shall have standing to intervene in the proceeding for all purposes. Failure to provide service of process to the Interstate Commission shall render a judgment or order void as to the Interstate Commission, this compact or promulgated rules.

- B. Default, Technical Assistance, Suspension and Termination - If the Interstate Commission determines that a member state has defaulted in the performance of its obligations or responsibilities under this compact, or the bylaws or promulgated rules, the Interstate Commission shall:

1. Provide written notice to the defaulting state and other member states, of the nature of the default, the means of curing the default and any action taken by the Interstate Commission. The Interstate Commission shall specify the conditions by which the defaulting state must cure its default.
2. Provide remedial training and specific technical assistance regarding the default.
3. If the defaulting state fails to cure the default, the defaulting state shall be terminated from the compact upon an affirmative vote of a majority of the member states and all rights, privileges and benefits conferred by this compact shall be terminated from the effective date of termination. A cure of the default does not relieve the offending state of obligations or liabilities incurred during the period of the default.
4. Suspension or termination of membership in the compact shall be imposed only after all other means of securing compliance have been exhausted. Notice of intent to suspend or terminate shall be given by the Interstate Commission to the Governor, the majority and minority leaders of the defaulting state's legislature, and each of the member states.
5. The state which has been suspended or terminated is responsible for all assessments, obligations and liabilities incurred through the effective date of suspension or termination including obligations, the performance of which extends beyond the effective date of suspension or termination.
6. The Interstate Commission shall not bear any costs relating to any state that has been found to be in default or which has been

suspended or terminated from the compact, unless otherwise mutually agreed upon in writing between the Interstate Commission and the defaulting state.

7. The defaulting state may appeal the action of the Interstate Commission by petitioning the U.S. District Court for the District of Columbia or the federal district where the Interstate Commission has its principal offices. The prevailing party shall be awarded all costs of such litigation including reasonable attorney's fees.

C. Dispute Resolution

1. The Interstate Commission shall attempt, upon the request of a member state, to resolve disputes which are subject to the compact and which may arise among member states and between member and non-member states.
2. The Interstate Commission shall promulgate a rule providing for both mediation and binding dispute resolution for disputes as appropriate.

D. Enforcement

1. The Interstate Commission, in the reasonable exercise of its discretion, shall enforce the provisions and rules of this compact.
2. The Interstate Commission, may by majority vote of the members, initiate legal action in the United State District Court for the District of Columbia or, at the discretion of the Interstate Commission, in the federal district where the Interstate Commission has its principal offices, to enforce compliance with the provisions of the compact, its

promulgated rules and bylaws, against a member state in default. The relief sought may include both injunctive relief and damages. In the event judicial enforcement is necessary the prevailing party shall be awarded all costs of such litigation including reasonable attorney's fees.

3. The remedies herein shall not be the exclusive remedies of the Interstate Commission. The Interstate Commission may avail itself of any other remedies available under state law or the regulation of a profession.

ARTICLE XIV

FINANCING OF THE INTERSTATE COMMISSION

- A. The Interstate Commission shall pay, or provide for the payment of the reasonable expenses of its establishment, organization and ongoing activities.
- B. The Interstate Commission may levy on and collect an annual assessment from each member state to cover the cost of the operations and activities of the Interstate Commission and its staff which must be in a total amount sufficient to cover the Interstate Commission's annual budget as approved each year. The aggregate annual assessment amount shall be allocated based upon a formula to be determined by the Interstate Commission, which shall promulgate a rule binding upon all member states.

- C. The Interstate Commission shall not incur obligations of any kind prior to securing the funds adequate to meet the same; nor shall the Interstate Commission pledge the credit of any of the member states, except by and with the authority of the member state.

- D. The Interstate Commission shall keep accurate accounts of all receipts and disbursements. The receipts and disbursements of the Interstate Commission shall be subject to the audit and accounting procedures established under its bylaws. However, all receipts and disbursements of funds handled by the Interstate Commission shall be audited yearly by a certified or licensed public accountant and the report of the audit shall be included in and become part of the annual report of the Interstate Commission.

ARTICLE XV

MEMBER STATES, EFFECTIVE DATE AND AMENDMENT

- A. Any state is eligible to become a member state.

- B. The compact shall become effective and binding upon legislative enactment of the compact into law by no less than ten (10) of the states. The effective date shall be no earlier than December 1, 2007. Thereafter it shall become effective and binding as to any other member state upon enactment of the compact into law by that state. The governors of non-member states or their designees shall

be invited to participate in the activities of the Interstate Commission on a non-voting basis prior to adoption of the compact by all states.

- C. The Interstate Commission may propose amendments to the compact for enactment by the member states. No amendment shall become effective and binding upon the Interstate Commission and the member states unless and until it is enacted into law by unanimous consent of the member states.

ARTICLE XVI

WITHDRAWAL AND DISSOLUTION

A. Withdrawal

1. Once effective, the compact shall continue in force and remain binding upon each and every member state; provided that a member state may withdraw from the compact specifically repealing the statute, which enacted the compact into law.
2. Withdrawal from this compact shall be by the enactment of a statute repealing the same, but shall not take effect until one (1) year after the effective date of such statute and until written notice of the withdrawal has been given by the withdrawing state to the Governor of each other member jurisdiction.
3. The withdrawing state shall immediately notify the chairperson of the Interstate Commission in writing upon the introduction of legislation repealing this compact in the withdrawing state. The Interstate

Commission shall notify the other member states of the withdrawing state's intent to withdraw within sixty (60) days of its receipt thereof.

4. The withdrawing state is responsible for all assessments, obligations and liabilities incurred through the effective date of withdrawal, including obligations, the performance of which extend beyond the effective date of withdrawal.
5. Reinstatement following withdrawal of a member state shall occur upon the withdrawing state reenacting the compact or upon such later date as determined by the Interstate Commission.

B. Dissolution of Compact

1. This compact shall dissolve effective upon the date of the withdrawal or default of the member state which reduces the membership in the compact to one (1) member state.
2. Upon the dissolution of this compact, the compact becomes null and void and shall be of no further force or effect, and the business and affairs of the Interstate Commission shall be concluded and surplus funds shall be distributed in accordance with the bylaws.

ARTICLE XVII

SEVERABILITY AND CONSTRUCTION

- A. The provisions of this compact shall be severable, and if any phrase, clause, sentence or provision is deemed unenforceable, the remaining provisions of the compact shall be enforceable.

- B. The provisions of this compact shall be liberally construed to effectuate its purposes.

- C. Nothing in this compact shall be construed to prohibit the applicability of other interstate compacts to which the states are members.

ARTICLE XVIII

BINDING EFFECT OF COMPACT AND OTHER LAWS

- A. Other Laws
 - 1. Nothing herein prevents the enforcement of any other law of a member state that is not inconsistent with this compact.
 - 2. All member states' laws conflicting with this compact are superseded to the extent of the conflict.

- B. Binding Effect of the Compact

1. All lawful actions of the Interstate Commission, including all rules and bylaws promulgated by the Interstate Commission, are binding upon the member states.
2. All agreements between the Interstate Commission and the member states are binding in accordance with their terms.
3. In the event any provision of this compact exceeds the constitutional limits imposed on the legislature of any member state, such provision shall be ineffective to the extent of the conflict with the constitutional provision in question in that member state.

Robert's Rules of Order Tips

Committee chairs should use the following tips not as a replacement for Robert's Rules of Order, but as a quick reference guide to facilitate meetings. These tips serve to answer frequently asked questions regarding parliamentary procedure.

Quorum

Before an organization can legally conduct business, a quorum must be present. The appropriate number of Members needed for a quorum is one more than half of the voting Members. **A quorum must be maintained throughout the entirety of the meeting or any business is null and void.**

Common Motions

In a smaller meeting, like a committee or board meeting, often only four motions are used:

- To introduce (motion)
- To change a motion (amend)
- To adopt/receive (accept a report without discussion)
- To adjourn (end the meeting)

Approving Agendas, Minutes and Adjournment

Agendas, minutes and adjournments can be approved by general consent or acclamation. They can also be approved with a motion and a second. Minutes may be approved as read or as corrected. (Minutes may be corrected regardless of the time that has elapsed.)

Tips in Parliamentary Procedure

The following summary will help you determine when to use the actions described in ***Robert's Rules of Order***.

- **A motion must be moved, seconded, and stated by the Chair before it can be discussed.**
- **If you approve of the idea of the motion but want to change it, *amend it or submit a substitute for it.***
- **If you want advice or information to help you make your decision, *move to refer the motion to an appropriate quorum or committee with instructions to report back.***
- **If you feel that the pending question(s) should be delayed so more urgent business can be considered, *move to lay the issue on the table.***

- **If you think that further discussion is unnecessary**, *move to “call the question”*. Requires two thirds vote to end discussion.
- **If you think that the assembly should give further consideration to a matter already voted upon**, *move that it be reconsidered*.
- **If you think that a matter introduced is not germane to the matter at hand**, *a point of order may be raised*.
- **If you think that too much time is being consumed by speakers**, *you can move a time limit on such speeches*.
- **If a motion has several parts, and you wish to vote differently on these parts**, *move to divide the motion*.



MIC3

MILITARY INTERSTATE
CHILDREN'S COMPACT
COMMISSION

Interstate Compact on Educational Opportunity for Military Children

POLICY GUIDE

Updated October 2022

Introduction

The following documents are the administrative policies of the *Military Interstate Children's Compact Commission* (MIC3) regarding the *Interstate Compact on Educational Opportunity for Military Children*. These policies are enacted to ensure accountability and clarity regarding MIC3 business.

Should you have any questions regarding these policies, please contact the national office at mic3info@csg.org.

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1-2014 Travel and Reimbursement Guidelines

Issued: August 11, 2014

Revised: August 15, 2019; April 20, 2018; June 15, 2017; October 3, 2016

I. GENERAL INFORMATION

- A. Personnel traveling on authorized MIC3 business are expected to retain all receipts (BOTH itemized and credit card receipts) and submit them with their expense form.
- B. For Annual Business Meetings (ABM), MIC3 will reimburse the Compact Commissioner, Designee or Proxy for:
 - ground transport or mileage to/from the departure airport; airport parking fees; airfare and standard baggage fees; ground transportation (taxi or shuttle) to the hotel/lodging; and meals (no alcohol).
 - 1. ABM hotel/lodging days (authorized for the meeting) will be billed directly to MIC3's account.
 - 2. The traveler will be charged directly by the hotel for any dates that are outside (prior to or post-meeting) of the authorized meeting dates.
 - 3. MIC3 will not reimburse incidental charges such as entertainment, personal phone calls, and in-room snacks or bar purchases.
- C. If traveling on other MIC3 business, the Executive Director will confirm the logistics and reimbursable expenses with the traveler prior to travel.

II. RECEIPTS

- A. All receipts submitted for reimbursement must be itemized and notated with the item(s) being claimed. A credit card receipt with just an amount is not reimbursable.
- B. Meals: a minimum, maximum nor per diem is not specified, however actual and 'reasonable' meal expenses (including gratuities) will be reimbursed.
- C. Alcohol: is not reimbursable and should be deleted from any receipt and the amount adjusted accordingly. If possible, separate any alcohol expenses from your meal expense.
- D. Hotel/lodging: the invoice must include the name/location of hotel, guest name(s), date(s) of stay, and a breakdown of charges for lodging, meals, telephone, and any incidentals.
- E. Tips: It's understood that tips (hotel housekeeping, etc.) are discretionary and a receipt may not be available. These expenses may be claimed on the expense reimbursement form under "Other" with the type of tip (baggage, housekeeping, etc.).

III. AIR TRAVEL

- A. Travelers are required to book air travel a minimum of 30 days prior to the date of travel.
- B. MIC3 will only reimburse for coach/economy-class airfares. First-class travel is allowed only when the fare is no higher than the coach/economy-class airfare or if a participant opts to use frequent flyer points for a first-class upgrade.
- C. Flights costs are automatically authorized up to \$700. You must obtain approval from the Executive Director to exceed this amount.
- D. Fees not authorized include:
 - 1. Ticket change fees — Extenuating circumstances may be considered.
 - 2. Excess baggage fees — Standard fees are authorized.
 - 3. Seat upgrade charges

IV. USE OF A PRIVATELY-OWNED VEHICLE (POV)

- A. Rate. The current reimbursement rate for a privately-owned vehicle is based on the IRS standard business mileage rates at the time of travel.
- B. When using a personal vehicle, the maximum reimbursement for all travel expenses will be calculated as follows:
 - 1. The maximum, including mileage, tolls, and lodging, is limited to no more than the normal expenses that would have been incurred if commercial air had been used.
 - 2. A valid airfare cost comparison must be submitted with the travel voucher. The cost comparison must be obtained at least THREE weeks prior to the departure date of the trip. If the traveler must take a last-minute trip (inside three weeks of the departure date), then the cost comparison must be run on the day it is determined the trip must be made, and this explanation must be given on the travel voucher.
 - 3. The national office reserves the right to conduct their own cost comparison should it be required.
- C. Documentation (map)
 - 1. 0 to 100 miles — Odometer reading and/or a map showing miles coinciding with the dates of travel.
 - 2. Greater than 100 miles — A map showing miles coinciding with the dates of travel is required.
 - 3. Greater than 500 miles — A map showing miles and documentation of the public carrier rate coinciding with the dates of travel is required.
- D. Gas is not reimbursable when using a POV.
- E. Note: Travelers are responsible for any traffic tickets/citations issued while traveling in a POV or a rental car on MIC3 business. MIC3 is not liable for any accidents or damage resulting from travel associated with MIC3 business.

V. CAR RENTAL

- A. Is not an approved method of transport unless prior authority has been granted and it can be shown that it is a cheaper or comparable method of transport than air.
 - 1. Rental charges should be net of any discounts and will be limited to the rental cost of compact or standard size cars.
 - 2. Valet parking — the traveler shall attempt to utilize self-parking if available. Valet may be allowable if there is no other option available or it has been discounted to the rate of regular parking for the purpose of the meeting in question.

VI. GROUND TRANSPORTATION

- A. If travel is by air, the traveler shall attempt to utilize a shuttle or taxi to and from the hotel/lodging.

VII. TRANSPORTATION TO/FROM HOME/WORK AND AIRPORT

- A. If the traveler plans to take public transportation (subway, bus, or tram), taxi or shuttle to/from the airport — the roundtrip travel fare may be claimed.
- B. If the traveler is dropped off/picked up at the airport by a friend or family member, only one-way travel mileage may be claimed for each trip. Airport parking fees incurred while a family member waits for the traveler upon his/her return are not eligible for reimbursement.
- C. If the traveler utilizes airport parking for their personal vehicle, the round-trip mileage travel and airport parking fees may be claimed.

VIII. HOTEL/LODGING (APPLIES TO TRAVEL OTHER THAN THE ABM)

- A. If an overnight stay is necessary, hotel/motel accommodations should be based on a preferred rate plus applicable taxes. Inquire with MIC3 on the rate for your travel area.
- B. MIC3 will not reimburse incidental charges such as entertainment, personal phone calls, and in-room snacks or bar purchases.
- C. The hotel/lodging invoice must include the name/location of hotel, guest name(s), date(s) of stay, and a breakdown of charges for lodging, meals, telephone, and any incidentals.

IX. EXPENSE REIMBURSEMENT (EXPENSES ARE REIMBURSED AT THE CONCLUSION OF THE EVENT)

- A. Travelers must complete and submit claims using the Non-CSG Employee Expense Reimbursement form. A downloadable, fillable form can be found on the Commissioner webpage under “forms.”
- B. Deadlines: Forms should be submitted no later than 30 days following the trip/event. If they are received beyond this window, the traveler may be asked to provide a written justification. Note: Expense claims are normally processed each Monday, and reimbursements are usually mailed on Friday.
- C. Expense Reimbursement forms must be scanned/emailed to mic3info@csg.org. If email is not available, mail forms to: MIC3, 1776 Avenue of the States, Lexington, KY, 40511.
- D. A guide to the completion of the reimbursement form can be found at: <http://bit.ly/2gfmtRm>.
- E. Should you have any questions, please contact MIC3.

1-2015 Awards

Issued: October 3, 2016

Revised: February 13, 2019; August 17, 2021

This policy has been created to define the process for recognizing individuals and organizations. The awards program also recognizes individuals for tenure, service, position, or noteworthy contribution to the Commission and its mission.

I. AWARDS

- A. Cheryl Serrano Leadership Award — Gavel
- B. Norman Arflack Leadership Award — Framed Certificate and Coin
- C. MIC3 State Service Award — Certificate and Paperweight
- D. MIC3 Merit Award — Certificate and Pin
- E. MIC3 Community Award — Certificate and Coin

II. CHERYL SERRANO LEADERSHIP AWARD

- A. Recognizes the current Chair for outstanding leadership of the Commission through the enhancement of the mission and vision of the Compact.
- B. The award is presented to the outgoing Chair of the Commission with approval of the Executive Committee (EXCOM).
- C. Timeline and venue for the presentation is dependent on the outcome of the elections at the ABM unless the Chair has notified the national office they will not be seeking an additional term, or they resign during their 12-month tenure.

III. NORMAN ARFLACK LEADERSHIP AWARD

- A. Recognizes an outgoing individual whose outstanding leadership on the EXCOM in a position other than Chair, has enhanced the mission and vision of the Compact. The nominee is a Compact Commissioner who has served in an elected position of Vice Chair or Treasurer; or was appointed to a Standing Committee Chair position. The nominee must have served, at minimum, one full term.
- B. The nomination is made by the Executive Director to the Commission Chair for approval.
- C. Timeline is dependent on the elections at the ABM. The award will be mailed within 4 to 6 weeks; or if practical, presented in-person.

IV. MIC3 STATE SERVICE AWARD

- A. Recognizes an outgoing Compact Commissioner whose outstanding leadership and or role has been essential to ensuring their state's implementation of the military interstate compact.
- B. The nomination is made by the Executive Director to the EXCOM for approval upon confirmation of the resignation or the term end of the nominee.
- C. The award will be mailed within 4 to 6 weeks.

V. MIC3 MERIT AWARD

- A. Recognizes Compact Commissioners and Ex-officio members for years of service on the Commission.
- B. The award when a Compact Commissioner or Ex-Officio member reaches the following: 5, 10, 15, 20, 25, and 30+ years.
- C. The nomination is made by the Executive Director to the EXCOM for approval.
- D. The award will be mailed within 4 to 6 weeks.

VI. MIC3 COMMUNITY AWARD

- A. Recognizes a Compact Commissioner or an individual whose outstanding leadership and/or role has been essential to ensuring a state's implementation of the military interstate compact. The nominee may be a Compact Commissioner, a member of the State Council, or another deserving individual who has shown the same traits in support of the Compact.
- B. The nomination is made by the Compact Commissioner or the Executive Director. The Executive Director is responsible for approving the award. The award will be mailed within 4 to 6 weeks to the Compact Commissioner.

1-2016 Finance

Issued: October 3, 2016

This policy has been created to define the process for financial and budgetary documents on behalf of the MIC3.

FINANCIAL RECORDS

A folder will be designated on the MIC3 shared drive for each fiscal year. Each folder will have folders designated for the following materials:

- I. Budget
 - II. Dues
 - III. Travel Reimbursements
 - A. Staff
 - B. Compact Commissioners
 - C. Annual Meeting participants
 - IV. Credit cards
 - V. Tax Documentation
 - VI. Audits
-

I. BUDGET

Beginning in FY17, budgetary documents and spreadsheets will be broken down quarterly to correspond with the meeting of the MIC3 Finance Committee. Monthly finance reports (Balance, Revenue and Expense, and Detail) will be placed in the corresponding quarterly folder.

II. DUES

Dues folder will contain separate folders for the invoices and payments. All incoming dues payments must be marked with the corresponding state or state abbreviations

Resides numbers for the year and the dues spreadsheet should remain as separate files from these folders.

III. TRAVEL REIMBURSEMENTS

Travel reimbursements will have separate folders for each staff member and the members of the EXCOM. Other folders can be created as the needs arise. These folders are for reimbursement outside of the Annual Meeting. Once completed and approved by the executive director, they are to be filed electronically.

A. MIC3 Employee Expense Reports

Reimbursements for travel expenses, business meals, or other approved costs will be made only upon the receipt of a properly approved and completed expense reimbursement form (see further policies under "Travel and Business Entertainment").

All original receipts must be attached, including itemized receipts for meals, and a brief description of the business purpose of trip or meeting must be noted on the form.

Expense reports for multiple party dinners should have the guests listed to eliminate the possibility of double payments of expenses. MIC3 travel policies shall apply to non-MIC3 participants.

Expense reports will be processed for payment on Thursday if received before noon on Monday.

Expense reports submitted without proper approvals, original receipts, or documentation or are otherwise incomplete will be returned without payment.

B. Compact Commissioners

Compact Commissioners traveling and presenting on behalf of the Commission outside of the Annual Meeting will follow the guidelines in the MIC3 Administrative Policy #1-2014: Travel Policy and Reimbursement Guidelines

Using the following guidelines will ensure upon receipt of a claim, it is processed without an unnecessary delay.

Expense reports should be submitted no later than 30 days following the trip/event. If expenses are submitted beyond the 30-day window, individuals may be asked to provide a written justification as to why the expense report is being submitted late.

With immediate effect, it is now acceptable to submit expense forms electronically, via email. Original, itemized receipts are still required. These can be scanned and emailed along with the expense form to mic3info@csg.org. You can still submit them via regular mail if preferred.

C. Annual Business Meeting (ABM) — Commission

All travel reimbursements and the corresponding expense chart will be filed under the ABM folder. The reimbursement should be filed with the name and state of the Compact Commissioner, Designee, or temporary appointment.

IV. CREDIT CARDS

Credit Card reconciliation is completed each month by the cardholder. Once completed and coded according to the Council of State Governments (CSG) guidelines, and approved by the Executive Director, the bill and the receipts should be scanned and filed electronically under the cardholder name.

In the event that a card is lost, or stolen, a written record and all paperwork needs to be filed under the cardholder name in the event that it is needed for audit purposes. If a card is replaced a new folder should be created under the cardholder's name to distinguish the old card from the new. Paperwork regarding lost or stolen cards must be obtained and shared through Staff Accountant/Accounts Payable Coordinator at CSG.

V. TAX DOCUMENTATION

This includes W9 and any state paperwork needed for the processing of the dues to the Commission. Any change in the documentation or state paperwork should be filed promptly. If dealing with a state, the file name needs to include the appropriate state abbreviation.

VI. AUDITS

This file will include a list of material requested annually by the auditor and instructions for the audit. All materials needed for the audit should be placed in the audit folder on the MIC3 share drive as they are completed.

2-2016 Records Retention and Guidelines

Issued: October 3, 2016

I. OBJECTIVE

To ensure that records and documents produced by the MIC3 are adequately protected.

II. APPLICABILITY

This policy applies to all physical and electronic records produced by MIC3. Records and documents produced by the Council of State Governments (CSG) on behalf of its Affiliates are maintained in accordance with policies and procedures established by CSG. See Schedule B. This policy is not applicable to records or documents produced by member states which are maintained in accordance with policies and procedures established by their respective states.

III. ADMINISTRATION

The Executive Director in conjunction with the CSG is responsible for the implementation and administration of the record retention schedule shown in Schedule A.

IV. SUSPENSION OF RECORD DISPOSAL IN THE EVENT OF LITIGATION OR CLAIMS

In the event MIC3 becomes party to a court action, a government investigation, or audit, the disposal of any and all records and documents shall be suspended until such time as the Executive Director, with the advice of counsel, determines otherwise.

V. RECORD KEEPING

When an employee disposes of records in accordance with the schedule outlined in Schedule A, the employee shall prepare a written log identifying the records and documents destroyed, the date destroyed, and by whom. The logs are to be maintained by the Executive Director.

VI. SCHEDULE A: RECORD RETENTION SCHEDULE (MIC3)

A. Financial Records

Record Type	Minimum Retention Period
Budget	5 years
Dues Documentation	5 years
Travel Reimbursements	7 years
Credit card documentation	5 years
W9s	Permanent
Audits	5 years
Hotel Contracts	3 years after expiration

B. Commission and Committee Materials

Record Time	Minimum Retention Period
Minutes	Permanent
Agendas	Permanent
Committee Rosters	Permanent
Training Materials	3 years
Toolkits	3 years
Strategic Plans	Permanent
Annual Reports	Permanent
Bylaws	Permanent
Rules	Permanent
Policies and Procedures	Permanent
Audio recordings of Committee/ Commission Meetings	3 years

C. Internal documents

Record Time	Minimum Retention Period
Letters/Memos	2 years
Service Contracts	3 years
Legal Documents	Permanent
Conference Materials	2 years
Directories	2 years
Presentations	3 years
Publications (brochures, guides, handouts)	2 years
Logos	Permanent
Media	3 years
Press Releases	Permanent

D. State Materials

Record Type	Minimum Retention Period
Agendas	Permanent
Council Minutes	Permanent
Compact Commissioner Appointments	Permanent
Success/Achievements	Permanent

VII. SCHEDULE B: RECORD RETENTION SCHEDULE (CSG)

A. Personnel Records

Record Type	Minimum Retention Period
Personnel Files (Employee Information and compensation records)	Permanent
I-9's	1 yr. after termination or 3 yrs. after hire
Personnel Files (Payroll records & summaries including records related to employee's leave)	Permanent
Employee Earnings Records	Permanent
Personnel Records (including individual attendance records, application forms, job or status change records, performance evaluations, termination papers, training and qualification records)	Permanent
Personnel Files (terminated employees)	Permanent
Retirement and pension records	Permanent
Tax Returns and worksheets	10 years
Timesheets	Permanent
Workers Compensation	Permanent
Personnel Policies	Permanent
Job Descriptions	Permanent

B. Insurance Records

Record Type	Minimum Retention Period
Annual Loss Summaries	10 years
Claims Files (correspondence, medical records, injury documents, etc.)	10 years
Group Insurance Plans – Active Employees	10 years
Group Insurance Plans – Retirees	10 years
Insurance Policies (active and expired)	10 years

C. Payroll Documents

Record Time	Minimum Retention Period
Employee Deduction Authorizations	Permanent
Payroll Deductions	Permanent
W-2 and W-4 Forms	Permanent
Garnishments, Assignments, Attachments	Permanent
Labor Distributions Cost Records	8 years
Payroll Registers (gross and net)	8 years

D. Accounting and Finance

Record Time	Minimum Retention Period
Accounts Payable ledgers/schedules	5 years
Accounts Receivable ledgers/schedules	5 years
Audit Reports/Financial Statements	5 years
Audit Records (Including work papers and other audit related documents)	5 years
Bank Statements/Canceled Checks	5 years
Expense Reports	7 years
General Ledgers	5 years
Investment Records	5 years
Credit Card Records	5 years
Depreciation Records	5 years

E. Tax Records

Record Time	Minimum Retention Period
Tax-Exemption Documents and Related Correspondence	Permanent
IRS Rulings	Permanent
Excise Tax Records	5 years
Tax Bills, Receipts, and Statements	5 years
Tax Returns (income, franchise, and property)	5 years
Tax Workpaper Packages – Originals Sales/Use Tax Records	5 years
Annual Information Returns – Federal and State	5 years
IRS/Government Audit Records	5 years

1-2017 State Coordination

Issued: March 28, 2017

I. AUTHORITY

Article VIII, State Coordination, of the model compact language, *Interstate Compact on Educational Opportunity for Military Children*, provides for the appointment of a Compact Commissioner and a State Council for the implementation, administration, and advocacy of the Compact. Through adoption of the Compact, each state may have kept or modified the language of this Article, however, the components of the Article remain intact. This policy ensures compliance with the Statute or Code requirements that each member state maintains a Compact Commissioner and a State Council.

II. APPLICABILITY

This policy applies to signatory states to the *Interstate Compact on Educational Opportunity for Military Children* and Compact Commissioners or Designees appointed to represent those states to the National Commission.

III. POLICY

A. Compact Commissioner Appointment

1. The appointment of the Compact Commissioner is governed by Article VIII, State Coordination, Section C of the model compact language. "The Compact Commissioner responsible for the administration and management of the state's participation in the compact shall be appointed by the Governor or as otherwise determined by each member state." Review the version in each State Statute or Code for the appropriate appointing authority.
2. Upon resignation, the Compact Commissioner shall notify both the appointing authority and the Executive Director in writing. The Executive Director shall confirm in writing, the resignation, request for an interim point of contact, and notify the member state of the 60-day appointing period.
3. If the member State has not appointed a new Compact Commissioner within 60 days, the Executive Director will send by registered mail a delinquency notice to the appointing authority.
4. If a member State has not appointed a new Compact Commissioner within 90 days, the Executive Director may refer the matter to the Compliance Committee for action.

B. State Council

1. The appointment of the State Council is governed by Article VIII, State Coordination, Section A, of the model compact language. "Each member State shall, through the creation of a State Council or use of an existing body or board, provide for the coordination among its agencies of government, local education agencies and military installations concerning the state's participation in, and compliance with, this Compact and Interstate Commission activities." **Review the version in each State Statute or Code for the appropriate appointing authority and membership.**
2. Newly appointed Compact Commissioners shall be given one year from their appointment date to reorganize their State Council if one has not already been established.
3. If a member State has not established their State Council within one year, the Executive Director may refer the matter to the Compliance Committee for action.

C. Reporting

1. By June 30 of each year, member States shall submit the following information regarding their State Council to the national office:
 - a. State Council membership roster.
 - b. Identify and/or confirm at least two points of contact for the member state. i.e. Compact Commissioner, Military Family Education Liaison, State Department of Education, etc.
 - c. Summary of accomplishments, activities, and presentations for the previous year.
2. If a member State has not submitted the above information within 30 days, the Executive Director will send a written reminder to the Compact Commissioner.
3. If a member State has not submitted the above information within 60 days, the Executive Director may refer the matter to the Compliance Committee for review and possible action.

2-2017 Code of Conduct

Issued: August 17, 2017

Revised: April 17, 2019

I. BACKGROUND

The EXCOM is vested with the power to act on behalf of the Commission during periods when the Commission is not in session. This policy applies to signatory states to the *Interstate Compact on Educational Opportunity for Military Children* and Compact Commissioners, or designees officially appointed to represent those states at the ABM.

II. INTRODUCTION

MIC3 is comprised of one Compact Commissioner from each of the 50 states and District of Columbia. Created by the enactment of the Compact by the member states, the Commission affords great deference to its member states in selecting Compact Commissioners to represent them. The Commission's policy on the Code of Conduct was implemented to ensure transparency, accountability, and integrity among all members of the Commission.

III. COMPACT COMMISSIONER CODE OF CONDUCT

This Code of Conduct has been adopted to foster harmonious relations among Compact Commissioners and to engender the respect and confidence of members and the entire MIC3 community.

Compact Commissioners should perform their duties honestly, in good faith, and with a reasonable amount of diligence and care.

Compact Commissioners should act in the overall best interests of the organization, its member states, and the general MIC3 community.

Compact Commissioners should conduct themselves at all times in a manner that does credit to the organization and the state they represent.

No Compact Commissioner shall engage in criminal or disgraceful conduct prejudicial to the Commission, any other Compact Commissioner, or any other state.

IV. CODE OF CONDUCT FORM

All Compact Commissioners are required to complete a Code of Conduct Form which must be submitted to the Executive Director by January 31st of each year, regardless of whether there have been any changes in status from the previous year. If a Compact Commissioner is appointed after January 31st, a completed form must be submitted within six weeks following the appointment.

V. NOTIFICATION TO STATE APPOINTING AUTHORITY

The Commission may notify the appropriate appointing authority in the home state of the Compact Commissioner regarding any concerns it may have with respect to the conduct of said Compact Commissioner, such as:

- A. The Compact Commissioner or Designee has been found in violation of criminal or civil state or federal statute or regulation pertaining to the administration of their duties under the Compact; or has engaged in disgraceful conduct prejudicial to the Commission, any other Compact Commissioner, or any other state.

Removal of a Compact Commissioner from their position as a representative of a member state shall be at the sole discretion of the appointing authority of that state.

3-2017 Accessing General Counsel

Issued: December 7, 2017

I. AUTHORITY

The EXCOM is vested with the power to act on behalf of the Commission during periods when the Commission is not in session.

II. APPLICABILITY

This policy applies to signatory states to the *Interstate Compact on Educational Opportunity for Military Children* and Compact Commissioners, or Designees appointed to represent those states to the National Commission, State Legal Representatives, and all persons engaged in the business of the Compact.

III. POLICY

- A. The Compact Commissioners or Designees appointed to represent those states to the National Commission, state legal representatives and all persons engaged in the business of the Compact shall access the General Counsel of the Commission through the Executive Director. Pursuant to the Compact and Compact Rules, these persons may request a legal interpretation in writing or by email through the Executive Director.

The General Counsel of the Commission shall not communicate directly to anyone in regard to his scope of responsibility to the Commission on matters for which a fee for general services will be charged to the Commission without the knowledge of the Executive Director.

- B. Should costs be incurred due to Compact Commissioners or Designees, state legal representatives, or persons engaged in the business of the Compact communicating directly with the General Counsel of the Commission without the Executive Director's approval, the non-approved fees or costs will not be paid by the Commission

1-2019 Resolving Compliance Issues

Issued: April 17, 2019

I. AUTHORITY

The objective of this policy is to establish a proactive process for resolving non-compliance prior to a referral to the Compliance Committee. This policy is intended to promote resolution of such issues through positive interaction and seek to invoke punitive sanctions in the most serious cases and/or only as a measure of last resort. While this policy is intended to assist member states with non-compliance problems by promoting positive working relationships and solutions, it is recognized that this may not be applicable in all cases. It is not intended to circumvent the powers and duties of the Commission to enforce the provisions of the Compact as specified by statute or rules.

II. APPLICABILITY

This policy applies to the national office and all member states.

III. POLICY

When a non-compliance matter or complaint comes to the attention of the National Office, the national office will respond by taking the action identified below, continuing through the process until the issue is considered resolved.

Level One: The Executive Director makes contact with the involved Compact Commissioner(s) or other state point of contact and attempts to resolve the matter. If the matter can't be resolved it is advanced to Level Two for additional action.

Level Two: At Level Two the Executive Director continues to work to identify an acceptable solution by consulting with the appropriate standing committees, i.e. rules, training etc.

Level Three: At Level Three the Executive Director has exhausted attempts to resolve the compliance problem using the methods identified in the first two levels. The Executive Director elevates the matter to the Chair of the Compliance Committee.

Level Four: At Level Four, the Chair of the Compliance Committee has exhausted attempts to resolve the matter using the methods identified in the first three levels. The Compliance Chair prepares a report to the EXCOM for further action, including but not limited to commencing litigation in federal court.

2-2019 Conflict of Interest

Issued: April 17, 2019

I. AUTHORITY

The EXCOM is vested with the power to act on behalf of the Interstate Commission during periods when the Commission is not in session. The Executive Committee oversees the day-to-day activities managed by the Executive Director.

II. APPLICABILITY

This policy applies to signatory states to the *Interstate Compact on Educational Opportunity for Military Children* and Compact Commissioners or Designees appointed to represent those states to the National Commission.

III. INTRODUCTION

The Interstate Commission on Educational Opportunity for Military Children is comprised of one Compact Commissioner from each of the 50 states and District of Columbia. As a joint government entity created by the enactment of the Compact by the member states, the Commission affords great deference to its member states in selecting Compact Commissioners to represent them. The diverse personal, educational, and professional backgrounds of Compact Commissioners are one of the Commission's greatest assets. However, this diversity means that some Compact Commissioners may have personal pecuniary interests which are affected by the outcomes of management and other decisions which must be made concerning the administration of the Compact Commission at times. The Commission's policy on Conflict of Interest was implemented to ensure transparency, accountability, and integrity in the Commission's decision-making process.

IV. COMPACT COMMISSIONER CONFLICT OF INTEREST

The Compact Commissioner Conflict of Interest adopted as a policy of the Commission provides as follows:

Conflict of Interest. Compact Commissioners and their Designees appointed by the states are responsible for upholding the integrity of the Commission and its member states.

No Compact Commissioner or Designee shall vote or participate in debate upon a matter in which the Compact Commissioner or Designee has a direct or indirect financial or other personal interest resulting in a personal benefit that conflicts with the fair and impartial conduct of official duties.

The EXCOM shall have the sole authority to consider allegations of breaches of this code, including appeals from Compact Commissioners or Designees alleged to be in violation herewith. In the case of a breach, the EXCOM may direct the Chair to notify the appropriate appointing authority in the Compact Commissioner's or Designee's home state.

Definition

A **Conflict of Interest** is a set of circumstances that creates a risk that professional judgment or actions regarding a primary interest will be unduly influenced by a secondary personal interest economic or otherwise.

V. CONFLICT OF INTEREST FORM (DISCLOSURE FORM)

- A. All Compact Commissioners and Designees are required to complete a Conflict of Interest Form (disclosure form). The form requires recusal from participating in debate or voting on a matter in which there are personal interests, financial or otherwise, that may impact the ability of a Compact Commissioner or Designee to conduct business in a “fair and impartial” manner.
- B. Completed Commission disclosure forms must be submitted to the Executive Director by January 31st of each year, regardless of whether there have been any changes in status from the previous year. If a Compact Commissioner or Designee is appointed after January 31st, a completed disclosure form must be submitted prior to participation in a Compact Commission meeting. For the first year of implementation of this Policy, all Compact Commissioners and Designees must complete a disclosure form prior to the 2018 ABM.
- C. Completed disclosure forms will be made available to the public upon request.
- D. Disclosure forms must be updated annually by Compact Commissioners and their Designees. If a Compact Commissioner or Designee does not have any changes to their disclosure form, the previous year’s form can be resubmitted.

VI. COMPACT COMMISSIONER AND DESIGNEE RECUSAL

Prior to the discussion of an issue in which a Compact Commissioner or Designee believes a conflict of interest may exist, the Compact Commissioner or Designee must advise the Chair at, or prior to the meeting that they are recusing themselves from participating in the caucus and voting. Once recused, the Compact Commissioner or Designee will not be able to participate in the debate or the vote concerning the matter which led to the recusal.

VII. CONCERNS OVER CONFLICT OF INTEREST

Concerns over conflicts of interest should be brought to the attention of the Chair of the Commission for consideration by the EXCOM. The EXCOM will determine if any of the provisions of the Commission’s Policy on Conflicts of Interest have been violated and decide the appropriate action, if any, including that provided in Section VIII.

VIII. NOTIFICATION OF HOME STATE APPOINTING AUTHORITY

If any of the following conditions are met, the Commission may notify the appropriate appointing authority in the home state of the Compact Commissioner or Designee regarding its concern about the ability of the Compact Commissioner or Designee to perform their duties in a fair and impartial manner, or if it becomes aware of any of the following information:

- A. The Compact Commissioner or Designee has a substantial financial, or other personal conflict of interest in the outcome of the matter, such as the awarding of a contract for services or employment and refuses to recuse from debate or voting on such matter;

Removal of a Compact Commissioner from their position as a representative of a member state shall be within the sole discretion of the appointing authority of that state.

3-2019 Guidelines for Commission Meetings

Issued: June 20, 2019

I. PURPOSE

The objective of this policy is to establish guidelines for participants and attendees during meetings of the commission. These guidelines are intended to insure positive interaction and timely resolution of any issues that may occur during the course of debate. They are not intended to circumvent or stifle debate but to ensure agenda items are addressed efficiently.

II. AUTHORITY

Article VI, Section 4. Procedure of the MIC3's bylaws establishes Robert's Rules of Order as the procedural guide for conducting commission meetings unless otherwise prescribed by bylaws or rules adopted by the commission. This policy is consistent with Robert's Rules of Order.

III. APPLICABILITY

This policy applies to the national office staff, the Compact Commissioners of all member states, proxies for Compact Commissioners, ex-officio organization representatives, and members of the public attending meetings of the Commission. This policy refers to the term "Compact Commissioner" as defined in Article II Membership of the Compact Bylaws.

This policy is intended for use during all commission meetings including: the ABM; standing and ad hoc committee; task force; and tier groups meetings. And will apply to meetings conducted in-person, and by telephone or web-based conferencing.

IV. GENERAL INFORMATION

All Commission meetings are open to the public. Compact Commissioners, ex-officio representatives, or public participants may attend meetings, however, may only speak when recognized by the Chair in accordance with Article VIII, Section 4 Public Participation of the Compact Bylaws. It is expected that all discussion, remarks, and comments made during commission meetings will be courteous, respectful, and professional. Comments of a personal nature or that are intended to insult, belittle, or otherwise denigrate any individual are not acceptable.

V. POLICY

Meetings of the Commission will uphold the following practices:

- A. Compact Commissioners may have the floor to speak after being recognized by the Chair.
- B. Compact Commissioners are not to interrupt the individual who has the floor.
- C. The Chair will present a draft agenda after the start of the meeting. Members may move for changes to the agenda before voting to adopt it.
- D. To discuss or debate an agenda item, the Compact Commissioner shall make a motion. The discussion will be opened after the motion has been seconded by another Compact Commissioner.

- E. No Compact Commissioner may speak twice about the same issue until everyone else wishing to speak has been allowed to do so.
- F. The Chair may establish reasonable limits to the debate in order to expedite matters and accomplish Commission business.
- G. The Chair has the same rights to speak and vote on questions as do other Compact Commissioners.

VI. MAINTAINING AND RESTORING ORDER FOR ALL MEETING ATTENDEES

The Chair is responsible for maintaining and restoring order during the meetings. The Chair shall employ the following steps progressively to maintain order:

- A. Remind Compact Commissioners and meeting attendees of the proper procedures and expectations for discussion and debate.
- B. Call the meeting back to order.
- C. An offending individual:
 - 1. Shall be admonished by name and the minutes of the meeting shall reflect the unacceptable behavior, words, or actions at the direction of the Chair.
 - 2. Can be removed from the meeting.
 - a. Compact Commissioners may be removed from the meeting by a two-thirds vote of the body. A Compact Commissioner has the right to appeal the decision.
 - b. The Chair has the power to remove a meeting attendee, non-voting representative, or public participant at any time during a meeting, and this individual has no right to appeal the Chair's decision.
 - c. Each of these actions shall be recorded in the minutes of the meeting at the direction of the Chair.

VII. PENALTIES FOR COMPACT COMMISSIONERS, EX-OFFICIO REPRESENTATIVES, AND MEETING ATTENDEES

Once a quorum is established, disciplinary action may be imposed for inappropriate behavior by a vote of the Compact Commissioners present. A Compact Commissioner may ask to be recognized and move to propose a penalty, or the Chair may ask what penalty should be imposed.

Possible penalties include:

- A. An apology by the offending individual.
- B. Formal censure or reprimand.
- C. Removal of the offending individual for the remainder of the meeting.
- D. Suspension of the offending individual's rights for a designated period of time.
- E. Expulsion of the offending individual from the organization.
- F. Any penalty other than expulsion requires a majority vote to adopt; expulsion takes a two-thirds vote. At the request of a single member, the vote on a penalty motion must be taken by ballot.

Compact Commissioners may vote to have the offending individual leave the meeting while they discuss the penalty. This action must also be presented in the form of a motion. If the Commission does not ask the offending individual to leave during the discussion, they shall allow the offending individual to speak briefly in his or her defense. If the offending individual denies the charges, the Secretary can read back what he or she has said or done.

VIII. EX-OFFICIO REPRESENTATIVES

The Commission Rules, Article 2, Section 3 defines the ex-officio representative as “non-voting representatives who are members of interested organizations. Military-oriented, military family, education-oriented, and parent and teacher organizations are welcome to petition the Commission for inclusion as an ex-officio member.”

- A. Ex-officio representatives may participate in debate and discussion if recognized by the Chair after Member comments have been concluded.
- B. Non-voting representatives, may not move, second, or vote on any motion.

4-2019 Ex-officio Representative Role and Conduct

Issued: June 20, 2019

I. INTRODUCTION

Pursuant to Article IX of MIC3 model compact language and Article II Section 3 of the Commission bylaws, ex-officio representatives are *(non-voting representatives who are members of interested organizations, including but not limited to military-oriented, military family, education-oriented, and parent and teacher organizations.)*

The title of ex-officio follows the position, or the office, as in its Latin roots, “from the office,” serving on MIC3 as an official representative from his or her organization.

The following describes the standards for ex-officio participation on the Commission:

II. APPOINTMENT

- A. Each ex-officio organization shall provide an appointment letter to the Commission designating, by name, the official representative for their respective organization to the Commission.
- B. Each ex-officio organization shall be permitted one representative.

III. VOTING STATUS

Ex-officio representatives are non-voting and therefore unable to vote on any matter that comes before the Commission.

IV. COMMITTEES

- A. Each ex-officio representative may only serve on one committee as assigned by the Chair of the Commission, or as provided by the Bylaws.
- B. No ex-officio shall serve on the Leadership Development Committee or any subsequent committee that is dedicated to identifying MIC3 leaders and monitoring the election of MIC3 officers.
- C. Ex-officio representatives may not be included in the Committee Chair’s count when determining the number of committee representatives needed for a quorum.
- D. Ex-officio representatives serving on a committee shall have the right to participate in debates and discussions before the Commission or their assigned committee.
- E. Ex-officio representatives are expected to refrain from participating in debate upon a matter that the ex-officio has a direct or indirect financial or other personal interest, resulting in a personal benefit that conflicts with the conduct of his or her duties.
 1. Should an ex-officio representative believe a conflict of interest exists, they should announce to the committee or the Commission that they are recusing themselves from the debate.
- F. The ex-officio representative must sign the MIC3 Conflict of Interest Disclosure Form unless their organization has a similar Conflict of Interest Policy and Conflict of Interest Disclosure Form signed by the ex-officio. In this event, the ex-officio shall furnish a copy of this form to the Commission.
 1. The U.S. Department of Defense Ex-officio Member serving as the liaison to MIC3 shall be exempt from signing such Conflict of Interest form, however, they remain subject to the regulations and policies of the U.S. Department of Defense.

V. CODE OF CONDUCT

Ex-officio representatives are expected to comply with the principles detailed in the MIC3 Code of Conduct Policy, including;

- A. Participating in good faith in MIC3 activities;
- B. Conducting themselves in a manner that does credit to their respective organizations and to the Commission;
- C. Acting in the overall best interests of the Commission and their organizations;
- D. Not engaging in any conduct that is criminal, disgraceful, or prejudicial to MIC3 or to their own organizations;

VI. COMMISSION MANAGEMENT AND OPERATIONS

Ex-officio representatives shall not engage directly or indirectly in the management or function of the Commission. Therefore, they may not vote or make decisions on the daily administration of the Commission, including but not limited to the election of officers, strategic planning, or personnel matters.

VII. REPRESENTATION TO THIRD PARTIES

- A. Ex-officio representatives represent their respective organizations on the Commission, and are not appointed Compact Commissioners of member states or the District of Columbia, therefore ex-officio representatives shall not represent the Commission to third parties or to the U.S. Government;
- B. Ex-officio representatives shall not represent or speak on behalf of the Commission at any event without the approval of the EXCOM.

5-2019 Defining Role of Compact Commissioner, Designee, and Proxy

Issued: June 20, 2019

I. AUTHORITY

The MIC3 established the position of Commissioner to represent and administer the Compact in each member state. This policy will define the duties and responsibilities of the Compact Commissioner, Designee, and those individuals attending the MIC3 ABM as the state's proxy. It will clarify the party responsible for allocating those duties and responsibilities to the individual.

II. APPLICABILITY

This policy applies to individuals chosen to administer the Compact as indicated by the appointing authority, as outlined in the state's statute, or the Compact Commissioner whether they are administering the Compact daily or serving as a proxy only for the MIC3 ABM.

III. DEFINITIONS: COMPACT MODEL LANGUAGE, RULES, AND BYLAWS

A. Compact Model Language: Article VIII & Article IX

Article VIII — State Coordination

C. The Compact Commissioner responsible for the administration and management of the state's participation in the compact shall be appointed by the governor or as otherwise determined by each member state.

Article IX — Interstate Commission

B. Consist of one Interstate Commission voting representative from each member state who shall be that state's Compact Commissioner.

3. A representative shall not delegate a vote to another member state. In the event the Compact Commissioner is unable to attend a meeting of the Interstate Commission, The Governor or State Council may delegate voting authority to another person from their state for a specified meetin .

B. Compact Rules: Ch. 100, SEC. 1.101 Definitions

D. "Compact Commissioner" as the voting representative of each compacting State, appointed pursuant to Article VIII of this compact.

C. MIC3 Bylaws: Article II — Membership

Section 2. Compact Commissioners. Each Compacting State shall have and be limited to one Member. A Member shall be the Compact Commissioner of the Compacting State. Each Compacting State shall forward the name of its Compact Commissioner to the national office of the Commission, who will advise the Commission chairperson. The national office of the Commission shall promptly advise the appropriate appointing authority of the Compacting State of the need to appoint a new Compact Commissioner upon the expiration of a designated term or the occurrence of mid-term vacancies. If a resignation of a Compact Commissioner occurs or a change is made by the state appointing authority, it is the responsibility of the member state to inform the Commission of the vacancy or change.

VI. POLICY: DEFINING ROLES

A. Compact Commissioner

As defined by the Compact Rules Chapter 100, section 1.101 the “Compact Commissioner” means: the voting representative of each compacting State, appointed pursuant to Article VIII of this compact. This individual, as indicated by an appointment letter from their state’s appointing authority, administers and manages the Compact in their state. The Compact Commissioner serves on at least one Standing Committee and may be eligible to hold an elected leadership position on the Commission. In addition, the Compact Commissioner attends and actively participates in the ABM as their state’s voting representative.

B. Designee

Should a Compact Commissioner choose to delegate the duties and responsibilities of the Compact Commissioner to another individual this person shall be the “Designee”. The Compact Commissioner must inform the MIC3 national office in writing or by utilizing the *MIC3’s Delegation of Authority Form* of the name of their Designee within 60 days of their appointment. The “Designee” is the voting representative for their compacting State, will serve on at least one Standing Committee, and may be eligible to hold an elected leadership position on the Commission. In addition, the Compact Commissioner Designee attends and actively participates in the ABM as their state’s voting representative.

C. Proxy

Should the Compact Commissioner or the Designee be unable to attend the ABM then a “Proxy” may be selected by the appointing authority, Compact Commissioner, State Council, or Designee to serve as the voting representative for their state only for the duration of the specified ABM. A proxy will not serve on a Standing Committee but may attend any meetings held during the ABM, so they may communicate relevant information to their Compact Commissioner or State Council upon the conclusion of the ABM. A proxy may not run for or hold a leadership position in MIC3.

VII. MIC3 DELEGATION OF AUTHORITY FORM

The MIC3 Delegation of Authority form for the ABM containing the name and contact information of the selected individual must be submitted at least 60 business days but no later than 30 business days prior to the first day of the ABM to ensure all pertinent information, i.e. items to be voted on, are communicated. Only those individuals serving as a proxy who have submitted the proper documentation to the national office will be eligible for reimbursement under the 1-2014 *Travel Policy and Reimbursement Guidelines* for expenses incurred in relation to the ABM.

1-2020 Policy Development and Approval

Issued: June 18, 2020

I. APPLICABILITY

This policy applies to the *Interstate Commission on Educational Opportunity for Military Children*, also known as the MIC3, as defined in the Compact Rules; Chapter 100, SEC.1.101, I.

This policy takes effect June 18, 2020.

II. AUTHORITY

This policy is meant to clarify and establish transparent guidelines by which Commission policies are developed, reviewed, approved, and distributed. This policy includes how to develop new policies, how to amend existing policies, and how to rescind existing policies.

A. MIC3 Bylaws: Article I Commission Purpose, Function and Bylaws

Section 2. Functions.

In pursuit of the fundamental objectives set forth in the Compact, the Commission shall, as necessary or required, exercise all of the powers and fulfill all of the duties delegated to it by the Compacting States. The Commission's activities shall include, but are not limited to, the following: the promulgation of binding rules and operating procedures; equitable distribution of the costs, benefits and obligations of the Compact among the Compacting States; enforcement of Commission Rules, Operating Procedures and Bylaws; provision of dispute resolution; Coordination of training and education; and the collection and dissemination of information concerning the activities of the Compact, as provided by the Compact, or as determined by the Commission to be warranted by, and consistent with, the objectives and provisions of the Compact.

However, where there are Commission policies that do not directly relate to those actions identified in the Commission's Bylaws. The Commission, through the model compact language, delegated to the EXCOM the authority to develop and approve new policies or make amendments to existing policies.

B. Model Compact Language: Article XI Organization and Operation of the Interstate Commission

Section C. EXCOM, Officers and Personnel

1. The EXCOM shall have such authority and duties as may be set forth in the bylaws, including but not limited to:

- a. *Managing the affairs of the Interstate Commission in a manner consistent with the bylaws and purposes of the Interstate Commission;*
- b. *Overseeing an organizational structure within, and appropriate procedures for the Interstate Commission to provide for the creation of rules, operating procedures, and administrative and technical support functions; and*
- c. *Planning, implementing and coordinating communications and activities with other state, federal, and local government organizations in order to advance the goals of the Interstate Commission.*

III. POLICY

A. Submitting New Policies and Amending Existing Policies — Proposed new policies and amendments to existing policies shall be submitted to the EXCOM for referral to the appropriate Standing Committee as follows:

1. Any Compact Commissioner may submit a policy proposal or policy amendment for referral during any Standing Committee meeting. The presence of a quorum must be established before any vote of the Committee can be taken. This proposal must be made in the form of a motion and approved by a majority vote of the Committee members present at the Committee meeting;
2. Standing Committees of the Commission may propose policies or policy amendments by a majority vote, after a quorum has been established, of that Committee.

- B. Initial Draft — Initial policy drafts can be developed by any Standing Committee, Compact Commissioner, or designee. Once a draft has been submitted the EXCOM will designate a Committee to review the proposed new policy or amendment to an existing policy.
1. Policy Drafts — All policy drafts should take into consideration the following:
 - a. Issue the policy intends to address
 - b. Language
 - c. Applicability to the Commission
 - d. Impact on other Commission policies
- C. Approval — With the responsible Standing Committee’s approval, as demonstrated by simple majority vote, after a quorum of that committee has been established, the proposed new policy or amendment to an existing policy will be forwarded to the EXCOM for review before the submission is considered adopted.
- D. EXCOM Proposals —The EXCOM may develop proposals based on recommendations received from other Committees, Compact Commissioners, or Designees. The EXCOM will review the proposed policy or amendment to an existing policy and may vote to adopt the policy. If a motion is made to adopt the proposal, at a meeting where quorum has been established, then the EXCOM may adopt the policy by a simple majority vote. Should the EXCOM develop a proposed policy then that proposal will be referred to another Standing Committee for review prior to adoption and will be vetted through the same process as outlined in Section III,C.
- E. National Office Proposals — Proposed policies or amendments to existing policies originating from the national office will be developed in collaboration with the EXCOM. All proposals originating from national office recommendations will be vetted through the same process as EXCOM proposals which is outlined in Section III, D.
- F. Recommendation of Issues to EXCOM for Review — If a Committee has concerns regarding a policy-related issue, the Committee may vote to recommend the EXCOM review the issue to determine what, if any, further action should be taken. It is not necessary for the Committee to draft a proposal if this type of recommendation is made.
1. EXCOM Review — The EXCOM reviews all proposals, taking into consideration the following:
 - a. Proposed language;
 - b. Need/justification for the proposal;
 - c. Impact on other policies or Rules;
 - d. Formatting changes (requires notification to referring Committee Chair);
 - e. Legal issues (if applicable); and
 - f. Feasibility/applicability across all Compact Commissioners and member states.
 2. EXCOM Actions — After discussing a recommendation or proposal, the EXCOM will determine whether to support a proposal as submitted, or recommend changes.
- G. Recommend Substantive Changes to Proposals from Committee — If the EXCOM determines substantive changes are needed, the proposal will be returned to the referring Committee with reasoning and justification for the suggested changes.
- The referring Committee may:
1. approve the EXCOM’s changes;
 2. proceed with its original submission; or
 3. withdraw its original submission.
- Any adjustments made to a proposal must be approved by majority vote, once a quorum has been established, of that Committee. A proposal may be withdrawn at any time by the Committee who initially submitted it.
- H. Recommend Formatting Changes to Proposals — Formatting or technical modifications may be made prior to final approval of the proposal. This may include grammar, numbering, and language modifications that do not affect the intent of the proposal or the justification. Any formatting changes are conveyed to the referring party or Committee Chair who can dispute the format change for context.

- I. Rescinding a Policy — A Committee, Compact Commissioner, or Designee may ask the EXCOM to rescind an adopted policy. The request must be in writing and include the reasoning and justification for asking that the policy be voided. A request to rescind a policy must be voted and passed by both the EXCOM and one additional Standing Committee. A request to rescind an adopted policy will be recorded on the consent calendar for approval by a simple majority vote of the full Commission at the next ABM (ABM).

IV. DISTRIBUTION AND COMMUNICATION

Once a policy is adopted by the EXCOM it will be published on the MIC3.net website within 10 business days of passage. A link to the policy will be published in one of the Commission's electronic communications (newsletter, chair message) within 45 days of passage.

V. RATIFYING POLICIES AT THE ABM

Once a proposed policy or amendment to an existing policy is reviewed and approved by a Standing Committee and the EXCOM, it will be a provisional policy and will take effect immediately. All provisional policies are to be recorded on the consent calendar for review, and amendment if necessary, at the next ABM. A provisional policy is considered "adopted" by a simple majority vote of the full Commission at the following ABM after a quorum has been established.

2-2020 Investment

Issued: August 20, 2020

I. AUTHORITY

The objective of this policy is to establish investment guidelines by which assets in the form of reserve funds or funds in excess of operating expenses may be invested to ensure the MIC3 assets are invested in a prudent manner, in order to optimize long term returns at an appropriate level of risk.

Responsibility for investment of the “Fund” rest with the MIC3 Finance Committee, including; the establishment of an overall investment policy, including asset allocating guidelines and a structure of investment managements; the appointment or removal of portfolio managers and other advisors; and monitoring the performance of the Fund.

II. APPLICABILITY

This policy applies to the *Interstate Commission on Educational Opportunity for Military Children*, also known as the MIC3, as defined in the Compact Rules; Chapter 100, SEC.1.101, Subsection I.

III. DEFINITIONS

- A. “Asset Allocation” means: the way an investment portfolio is divided among various asset classes, such as cash, investments, bonds, and stocks.
- B. “Interstate Commission” means: the Commission that was created under Article IX of this compact.
- C. “Fund” means: the primary monetary amount invested by the MIC3 Finance Committee obtained from the Interstate Commission’s reserve fund or funds in excess of operating expenses.
- D. “Market Value” means: the current price of an asset.
- E. “Net Return” means: the gain or loss realized by an investment portfolio.
- F. “Portfolio” means: all the securities held by a mutual fund or the total investment holdings of an individual or an institution.
- G. “Portfolio Manager” means: the person or organization that makes the day-to-day decisions regarding a portfolio’s investments.
- H. “Principal” means: the amount of money originally put into an investment.
- I. “Rate of Return” means: the net gain or loss on an investment over a specified time period, expressed as a percentage of the investment’s initial cost.

IV. RETURN OBJECTIVES

- A. Preservation of principal
- B. To achieve a net rate of return of a minimum 3% per year based on a three year moving average.
- C. This is to be considered and managed as a balanced portfolio

While the primary objective is to add value through prudent management. The nature of the requirements may change over time, and accordingly, the objectives will be reviewed by the Finance Committee annually while considering the MIC3’s level of assets and purpose.

V. GUIDELINES

A. Investment Philosophy — Asset Allocation

The Finance Committee believes that it should be the function of the portfolio manager to allocate the portfolio's assets among common stocks, bonds, and cash reserves. Accordingly, it is the guidance of the Finance Committee that the asset mix of the portfolio should be 60% equity and 40% fixed. The portfolio shall be rebalanced at such time as the equity percentage drops below 55% or exceeds 65%.

B. Preservation of Principal

It is the intention of the Finance Committee to preserve the principal in the long-term investment portfolio. It is understood that there will be months and quarters when a negative rate of return will be experienced. The Executive Director or their designee is expected to notify the Finance Committee Chair at any time the portfolio exceeds a negative net return in excess of 10% in any fiscal year.

C. Types of Assets

In order to provide the portfolio manager with the freedom to invest in various types of assets, the following items are expressly approved for investment purposes:

1. Common Stock
2. Preferred Stock
3. U.S. Government Securities
4. Convertible Securities
5. Bonds with a "BBB" or higher rating by Moody's or Standard & Poor's
6. Mutual Funds
7. Money Market Funds
8. Covered Call Options
9. Dollar Denominated ADR's
10. Zero Coupon Bonds

D. Prohibited Transactions

All assets selected for inclusion in the portfolio must have a readily ascertainable market value and must be readily marketable.

The following types of assets or transactions are expressly prohibited:

1. Selling Short
2. Commodities
3. Letter Stock
4. Options (other than covered call options)
5. Non-traditional or new forms of securities, i.e.; Index Options, Future Contracts, etc.
6. Tax-Exempt Securities

E. Diversification of Equity Securities

The equity portion of the portfolio should be invested in an Index Fund that tracks the performance of the stock market as a whole.

VI. FUND MANAGEMENT

The Finance Committee may select professional competent portfolio managers to assist with management and recommendations for fund assets. The Finance Committee may make portfolio manager changes from time to time as they deem in the best interest of the Interstate Commission. The selection of portfolio managers will be made in a prudent manner taking into account their relevant experience, expertise, and ability.

The Finance Committee may also direct the Executive Director to hold cash equivalents on a short-term basis, either to meet obligations or pending allocation to an investment account.

VII. VALUATION OF INVESTMENTS

Most investments will be valued at their market value when that is available from regular public trading but not less than quarterly.

If the market valuation of an investment is not available, then a fair value shall be supplied by the portfolio manager at each quarter end. A reasonable methodology should be applied consistently over time.

VIII. MONITORING

The Finance Committee will annually review and discuss:

1. The portfolio managers, or their designated representative, will meet with the Finance Committee on at least an annual basis to review their progress in meeting the investment objectives of this policy. In addition, the Finance Committee may be asked to make a formal presentation to the Interstate Commission.
2. Current economic outlook and investment plans.
3. Asset mix of the invested funds and take action necessary to comply with desired asset allocation guidelines.
4. Rate of return.

IX. FUNDEXPENDITURES

Each year, the Finance Committee will review the portfolio and make a recommendation to the EXCOM.

The dollar amount and timing of any distribution(s) from the fund will be left up to the EXCOM based on recommendations from the Finance Committee and the Executive Director. The EXCOM, on behalf of the Commission, is authorized to withdraw up to 5% of the total market value of the Fund annually (market value to be determined as of the last business day of the preceding year) for the organization's operating purposes, to include replenishment of the Operating Reserve Fund balance.

3-2020 Operating Reserve

Issued: August 20, 2020

I. PURPOSE

The purpose of the Operating Reserve Policy for the MIC3 is to ensure the stability of the mission, programs, employment, and ongoing operations of the organization. The Operating Reserve is intended to provide an internal source of funds for situations such as a sudden increase in expenses, one-time unbudgeted expenses, unanticipated loss in funding, or uninsured losses. The Reserve may also be used for one-time, nonrecurring expenses that will build long-term capacity, such as staff development, research and development, or investment in infrastructure.

Operating Reserves are not intended to replace a permanent loss of funds or eliminate an ongoing budget gap. It is the intention of MIC3 for Operating Reserves to be used and replenished within a reasonably short period of time. The Operating Reserve Policy will be implemented in concert with the other governance and financial policies of MIC3 and is intended to support the goals and strategies contained in these related policies and in strategic and operational plans.

II. DEFINITIONS AND GOALS

The Operating Reserve Fund is defined as a designated fund set aside by action of the EXCOM. The minimum amount to be designated as Operating Reserve will be established in an amount sufficient to maintain ongoing operations and programs for a set period of time, measured in months. The Operating Reserve serves a dynamic role and will be reviewed and adjusted in response to internal and external changes.

The target minimum Operating Reserve Fund balance is equal to two-years average operating costs. The calculation of average monthly operating costs includes all recurring, predictable expenses such as salaries and benefits, occupancy, office, travel, program, and ongoing professional services. Depreciation, in-kind, and other non-cash expenses are not included in the calculation. The amount of the Operating Reserve Fund balance target minimum will be calculated each year after approval of the annual budget, reported to the Finance and EXCOMs, and included in the regular financial reports.

III. ACCOUNTING FOR RESERVES

The Operating Reserve Fund balance will be recorded in the financial records as Operating Reserve. The Operating Reserves will be commingled with the general cash and investment accounts of the organization.

IV. FUNDING OF RESERVES

The Operating Reserve Fund will be funded with surplus unrestricted operating funds. The EXCOM may from time to time direct that a specific source of revenue be set aside for Operating Reserves. Examples may include one-time gifts or bequests, special grants, or special appeals.

V. USE OF RESERVES

Use of the Operating Reserves requires three steps:

A. Identification of Appropriate Use of Reserve Funds

The Executive Director and staff will identify the need for access to reserve funds and confirm that the use is consistent with the purpose of the reserves as described in this Policy. This step requires analysis of the reason for the shortfall, the availability of any other sources of funds before using reserves, and evaluation of the time period that the funds will be required and replenished.

B. Authority to Use Operating Reserves

The Executive Director will submit a request to use Operating Reserves to the Finance Committee. The request will include the analysis and determination of the use of funds and plans for replenishment. The organization's goal is to replenish the funds used within twelve months to restore the Operating Reserve Fund to the target minimum amount. If the use of Operating Reserves will take longer than 12 months to replenish, the request will be scrutinized more carefully.

The Finance Committee will submit a recommendation to the EXCOM (EXCOM), to include the initial proposal by Executive Director should it differ from the Finance Committee recommendation. The EXCOM, on behalf of the Interstate Commission, is authorized to approve or modify the request, and authorize transfer from the reserve. The 'authority to use operating reserves' process outlined in this section may be enacted by the Finance Committee should the Operational Reserve Goal be attained as described in Section II of this policy.

C. Reporting and Monitoring

The Executive Director is responsible for ensuring that the Operating Reserve Fund is maintained and used only as described in this Policy. Upon approval for the use of Operating Reserve funds, the Executive Director will maintain records of the use of funds and plan for replenishment. He/she will provide regular reports to the Finance Committee/EXCOM of progress to restore the Fund to the target minimum amount.

D. Relationship to Other Policies

The national office shall maintain the following EXCOM approved policies, which may contain provisions that affect the creation, sufficiency, and management of the Operating Reserve Fund.

1. Finance Policy
2. Investment Policy
3. Review of Policy

E. Review of Policy

This Policy will be reviewed every other year, at minimum, by the Finance Committee, or sooner if warranted by internal or external events or changes. Changes to the policy will be recommended by the Finance Committee to the EXCOM.

1-2021 Staffing In-Person Meetings During COVID-19 Pandemic

Issued: May 20, 2021

I. AUTHORITY

The MIC3 is a membership organization that relies on its staff to organize and facilitate in-person convenings of its members. As such, the safety of our employees, members, and meeting attendees is paramount.

This policy is adopted to align with the CSG policy of which MIC3 is an affiliate member organization.

II. APPLICABILITY

This policy applies to the staff of the organization.

III. INTRODUCTION

To safely convene our members during the pandemic, MIC3 is implementing meeting-specific protocols that take many factors into consideration. Each meeting will have meeting and location specific protocols that will be communicated to members and MIC3 staff in advance.

IV. GUIDELINES

Since MIC3 employees are needed to staff in-person meetings, we are implementing travel and in-person meeting safety protocols for the protection of our staff. These measures are described below:

- A. During the COVID-19 public health emergency, employees who are assigned to staff an in-person meeting will be given the option to decline the assignment. When possible, assignments will be discussed with employees at least two months prior to an in-person meeting. Employees will be expected to accept or decline the assignment at that point in time. MIC3 prohibits retaliation against any employee who, during the effective period of this policy, declines an in-person meeting assignment. If an employee declines, efforts will be made to provide appropriate in-office or remote work assignments. In the event appropriate work assignments are not available, an employee who declines an in-person meeting assignment will be approved for Paid Personal Time.
- B. Employees who accept an in-person meeting assignment will be required to demonstrate COVID-19 vaccination by complying with appropriate protocols to be established by CSG Human Resources. If an employee is not completely vaccinated, staffing of an in-person meeting will not be authorized. In this case, alternate assignments will be arranged unless the employee prefers to take that time off from work as Paid Personal Time.
- C. Employees whom staff meetings are required to follow:
 1. MIC3 meeting and location specific protocols,
 2. safety protocols of public transportation carriers and meeting venues, and
 3. applicable U.S. Centers for Disease Control and Prevention (CDC) guidelines associated with travel and with hygiene, facial masks, and social distancing.
- D. During this time of a global pandemic and the uncertainty it can bring to convenings, MIC3 appreciates the willingness of our employees to take on the task of staffing those convenings when they feel safe doing so. MIC3 strongly believes that these protocols are the best path forward to provide flexibility and safety for its staff.
- E. This policy remains in place until the end of the COVID-19 public health emergency. MIC3 will re-evaluate the necessity of the policy at that time and determine whether or not the policy duration will be extended.

2-2021 Attendance by MIC3 Employees at In-Person Events Convened by Other Entities During the COVID-19 Pandemic

Issued: May 20, 2021

I. AUTHORITY

The MIC3 is committed to ensuring the health and safety of all employees who attend in-person events convened by other entities.

This policy is adopted to align with CSG policy of which MIC3 is an affiliate member organization.

II. APPLICABILITY

This policy applies to the staff of the organization.

III. GUIDELINES

- A. Therefore, employees who register to attend, or accept invitations to participate in, any in-person events convened by other entities will be required to demonstrate COVID-19 vaccination by complying with appropriate protocols to be established by CSG Human Resources. If an employee is not completely vaccinated, attendance at, and participation in, any such in-person events will not be authorized.
- B. CSG employees who attend in-person events convened by other entities are required to follow:
 1. all meeting and location-specific health and safety protocols established by the event sponsors;
 2. safety protocols of public transportation carriers and meeting venues; and
 3. applicable CDC guidelines associated with travel and with hygiene, facial masks, and social distancing.
- C. This policy shall remain in effect until the end of the COVID-19 public health emergency.

3-2021 Establishing Health and Safety Protocols for In-Person MIC3 Events Convened During the COVID-19 Pandemic

Issued: May 20, 2021

I. AUTHORITY

The MIC3 is committed to providing safe meeting environments and to ensuring the health and safety of all participants who attend its events.

This policy is adopted to align with the CSG policy of which MIC3 is an affiliate member organization.

II. APPLICABILITY

This policy applies to the staff of the organization.

III. GUIDELINES

- A. For any in-person MIC3 event convened during the COVID-19 pandemic, appropriate health, and safety guidelines and/or protocols to be observed by all attendees should be established by the appropriate managers, event planners, and principals and communicated to all staff and attendees both prior to and during the event.
- B. MIC3 recommends that such guidelines and protocols be consistent with the best available guidance provided by the CDC and other appropriate state and local public health authorities.
- C. They should also be tailored as appropriate to comply with all applicable location- and venue-specific health and safety requirements.
- D. The enforcement of compliance with such guidelines and protocols shall be left to the discretion of the appropriate managers, planners, and principals responsible for each event.
- E. This policy shall remain in effect until the end of the COVID-19 public health emergency.

1-2022 Policy for COVID-19 Vaccination

Issued: February 9, 2022

I. AUTHORITY

President Biden signed an executive order on September 9, 2021, mandating employees of federal contractors, such as MIC3, be vaccinated against COVID-19. MIC3 is adopting this vaccination policy to ensure our compliance with the new federal requirements and to safeguard the health and well-being of our employees, their families, the state officials with whom we work, and our neighbors.

This policy is adopted to align with the CSG policy of which MIC3 is an affiliate member organization.

II. APPLICABILITY

- A. On and after November 15, 2021, all MIC3 employees, as a condition of employment, must be fully vaccinated for COVID-19.
- B. For employees who encounter limited access to vaccines, MIC3 will assist them in obtaining access to the vaccine.
- C. A person is considered fully vaccinated two weeks after completing a full course of a vaccine regime.
- D. Between now and November 15, 2021, MIC3 employees required to travel for MIC3 are required to be fully vaccinated at the time of travel.

III. PROCEDURES

- A. On or before November 15, 2021, all MIC3 employees shall provide MIC3 with a copy of their CDC vaccination card as proof that they are fully vaccinated.
- B. All offers of employment with MIC3 shall be conditioned on receiving proof of full vaccination prior to beginning employment with MIC3.
- C. Vaccination records should be scanned and emailed to CSG Human Resources at COVID-19vaccine@csg.org.
- D. Employees not in compliance with this policy will be placed on unpaid leave while the circumstances of noncompliance are evaluated by relevant MIC3 management, in consultation with CSG Human Resources.
- E. Noncompliance may result in disciplinary action up to and including termination. Please direct any questions regarding this policy to the human resources department.

2-2022 Open Records Request

Issued August 18, 2022

I. AUTHORITY

The objective of this policy is to establish a proactive process for the public to request records from MIC3. This policy is intended to set guidelines for how to request records and establish a reasonable time frame for the Commission to return the requested records.

II. APPLICABILITY

The MIC3 is a quasi-governmental agency and is located in Lexington, Kentucky — and adheres to **KRS Chapter 61.870-61.884**. This policy applies to citizens, corporations, associations, public interest groups, private individuals, and universities who submit an Open Records request to MIC3.

III. DEFINITIONS

- A. **Public Record** — A public record is defined as the original or copy of any documentary material in any form, to include written materials, books, photographs, photocopies, films, microfilms, records, tapes, computerized records, maps, and drawings created or received by the Commission in connection with the transaction of public business.
- B. **Privacy** — Performance data and personally identifiable student information data need to be kept safe, private, and follow federal and state standards and laws, including the Family Educational Rights and Privacy Act (FERPA), to maintain student data security and privacy. While the data used by the Commission is comprehensive, the data made available to the public may be redacted to avoid unintended disclosure of personally identifiable information in school or state level reports.
- C. **Exempt Records** — The Commission may withhold public records containing information of a personal nature where the public disclosure thereof would constitute a clearly unwarranted invasion of personal privacy. This may include but is not limited to:
 - 1. Benefit Selections/Payroll Deductions
 - 2. DD-214s (military discharge forms)
 - 3. Financial Records
 - 4. Health Insurance Records
 - 5. Medical Records
 - 6. Commendations
 - 7. Driver's License Information
 - 8. Law Enforcement Records
 - 9. Personally Identifiable Student Records
 - 10. Employee Personnel Records
- D. **FERPA** — (20 U.S.C. § 1232g; 34 CFR Part 99) is a **federal law** that protects the privacy of student education records. The law applies to all schools that receive funds under an applicable program of the U.S. Department of Education.
- E. **Commercial Purpose** — **KRS 61.870(4)** defines "commercial purpose" as "the direct or indirect use of any part of a public record or records, in any form, for sale, resale, solicitation, rent, or lease of a service, or any use by which the user expects a profit either through commission, salary, or fee." However, "commercial purpose" does not include the publication or related use of the public record by a newspaper or periodical, by a radio or television station in its news or informational program, or by use in the prosecution or defense of litigation by the parties to such an action or their attorney.

IV. PROCESS

A. A request for public records shall adhere to the following:

1. The request shall be made using the Open Records request form.
 - a. Requester shall fill out the form in its entirety and include the requester's name and contact information, and state they reside in.
 - b. Under *KRS 61.874(2)(a)*; the requester shall indicate whether they desire hard or electronic copies; the request shall include a specific description of the public records requested in as much detail as possible; and the requester shall indicate whether or not the records sought are for a commercial purpose under *KRS 61.870(4)*.
2. Response
 - a. The Commission shall provide a response to the records requester within five (5) business days of the date the request is received. Notice promptly shall be sent to the requesting party if additional time is needed under *KRS 61.872 and 61.880* to respond to the request.
 - b. When a response is delayed, the Commission shall specifically indicate to the requester that additional time is required to process the request and explain the circumstances justifying additional processing time.
3. Cost Estimate
 - a. The Commission shall provide the requester with a cost estimate. This may include, but is not limited to administrative fees, legal counsel service fees, and hard copy fees, if applicable.
 - b. Hard copies of the public records of MIC3 shall be furnished to any requester, on payment of a fee of ten (10) cents a page, but electronic copies shall be provided via email whenever possible, at no cost. If providing electronic copies via email is not possible, the fee charged to the requester will be ten (10) cents a page and postage of packages up to fifty (50) dollars. The requestor shall be notified if postage cost exceeds this threshold.
 - c. Copies of nonwritten records (photographs, material stored in computer files or libraries, etc.) shall be furnished on request, on payment of a charge equal to the actual cost of producing copies of such records by the most economic process not likely to damage or alter the record.
 - d. If applicable, the Commission may require payment in advance.
4. State Records
 - a. Request for state specific data or information may or may not be subject to open records laws. A requestor should consult the respective state's open records laws to determine how or if a request is possible.

Any request not outlined in this document will be reviewed by the EXCOM for determination.

MILITARY INTERSTATE CHILDREN'S COMPACT COMMISSION
1776 Avenue of the States Lexington, Kentucky 40511

2024-2025 Standing Committee Meeting Dates

Note: Conference call information and meeting agenda are emailed to participants before the meeting. Dates & Times may change at the discretion of the Committee Chair.

Executive (3rd Thurs.)

Thurs. Dec. 19, 2024 @ 1:00 PM ET
Thurs., Jan. 16, 2025 @ 1:00 PM ET
Thurs., Feb. 20, 2025 @ 1:00 PM ET
Thurs., March 20, 2025 @ 1:00 PM ET
Thurs., April 15-17, 2025, Lexington, KY
Thurs., May 15, 2025 @ 1:00 PM ET
Thurs., June 26, 2025 @ 1:00 PM ET*
Thurs., July 17, 2025 @ 1:00 PM ET
Thurs., Aug. 21, 2025 @ 1:00 PM ET
Thurs., Sept. 18, 2025 @ 1:00 PM ET
Thurs., Oct. 16, 2025 @ 1:00 PM ET
Thurs., Nov. 20, 2025 @ 1:00 PM ET
Thurs., Dec. 18, 2025 @ 1:00 PM ET

Training (4th Tues.)

Tues., Feb. 25, 2025 @ 1:00 PM ET
Tues., April 22, 2025 @ 1:00 PM ET
Tues., June 24, 2025 @ 1:00 PM ET
Tues., Aug. 26, 2025 @ 1:00 PM ET
Tues., Sept. 23, 2025 @ 1:00 PM ET

Finance (4th Wed.)

Wed., Nov. 20, 2025 @ 11:00 AM ET****
Wed., Jan. 22, 2025 @ 11:00 AM ET
Wed., March 26, 2025 @ 11:00 AM ET
Wed., May 28, 2025 @ 11:00 AM ET
Wed., July 23, 2025 @ 11:00 AM ET
Wed., Aug. 27, 2025 @ 11:00 AM ET***
Wed., Sept. 24, 2025 @ 11:00 AM ET
Wed., Nov. 19, 2025 @ 11:00 AM ET****

Other important dates:

April – Month of the Military Child

Wed., April 16, 2025 – Purple Up!!

2025 Annual Business Meeting (ABM)

Thurs.-Fri., October 23-24, 2025

Hosted by NFHS in Indianapolis, IN

Compliance (2nd Tues.)

Tues., January 14, 2025 @ 2:00 PM ET
Tues., March 11, 2025 @ 2:00 PM ET
Tues., May 13, 2025 @ 2:00 PM ET
Tues., July 8, 2025 @ 2:00 PM ET
Tues., Sept. 9, 2025 @ 2:00 PM ET

Rules (3rd Tues.)

Tues., March 18, 2025 @ 2:00 PM ET
Tues., April 22, 2025 @ 2:00 PM ET*
Tues., June 17, 2025 @ 2:00 PM ET**
Tues., Aug. 19, 2025 @ 2:00 PM ET**
Tues., Sept. 16, 2025 @ 2:00 PM ET

Communications & Outreach (2nd Wed.)

Wed., Jan. 8, 2025 @ 2:00 PM ET
Wed., March 12, 2025 @ 2:00 PM ET
Wed., May 14, 2025 @ 2:00 PM ET
Wed., July 9, 2025 @ 2:00 PM ET
Wed., Sept. 10, 2025 @ 2:00 PM ET

Leadership Nomination (3rd Mon.)

Mon., March 17, 2025 @ 1:00 PM ET
Mon., May 19, 2025 @ 1:00 PM ET
Mon., July 21, 2025 @ 1:00 PM ET
Mon., Aug. 18, 2025 @ 1:00 PM ET
Mon., Nov. 17, 2025 @ 1:00 PM ET

Ex-officio (1st Thurs.)

Thurs., Feb. 6, 2025 @ 11:00 AM ET
Thurs., May 1, 2025 @ 11:00 AM ET
Thurs., Aug. 7, 2025 @ 11:00 AM ET
Thurs., Nov. 6, 2025 @ 11:00 AM ET

*Different date due to scheduling conflict

**Rules change proposal review

***Budget proposal & audit review

****ABM reimbursement review

Kelli May Douglas



Ms. Kelli May Douglas has served as the Defense State Liaison covering the Pacific Southwest region, within the Defense-State Liaison Office (DSLO), Office of the Deputy Assistant Secretary of Defense for Military, Community and Family Policy, since 2018. In this role, she serves as an expert resource on a variety of quality of life issues affecting Service members and their families, providing relevant information and research, knowledge of policies and processes, and assistance with state legislation to policy-makers and military leaders in California, Arizona, Nevada, New Mexico, Utah, Hawaii and the Pacific territories.

Prior to joining the DSLO team, Ms. Douglas served as the Regional School Liaison for Marine Corps Installations West, providing programmatic and state policy expertise in support of quality education for military school-age children in the Southwest. Ms. Douglas has also taught elementary school in several states and overseas for the Department of Defense Education Activity; and worked as a special needs advocate and educational consultant throughout Southern California. She earned a Bachelor of Arts degree in Elementary Education from the University of West Florida and a Master of Education degree in Educational Leadership from Grand Canyon University.

Ms. Douglas is the proud daughter of a career Marine Corps family. She and her husband, Jason, live in Oceanside, California with their three dogs. She has two adult children, Chloe and Elijah; and a grandson, Sebastian.



Real change happens from the inside out. All change first begins with a change in perspective - a different way of seeing the world, a shift in thought or belief - this leads to a new action and a different outcome.

For over 25 years, **Lorna Festa** has partnered with leaders and teams to create practical and sustainable personal and organizational change - to engage, to learn, to evolve - to explore new possibilities and realize their goals and aspirations.

Lorna has a warm, facilitative approach to helping her clients improve their effectiveness and performance. She focuses on expanding capability and capacity, building on a foundation of understanding self and others, creating a holistic systems view, and leveraging individual talents in the best interest of collective success. Her strength in facilitating diverse groups by making their thinking visible and building on common ground enables teams to engage in meaningful conversation and discover collaborative solutions more quickly.

Lorna's expertise is rooted in a career dedicated to helping others. Her experience as a clinician, operations leader, and organizational development consultant gives her a deep understanding of how to create actionable solutions that help people learn and grow in a dynamic world of constant change. As a business partner to her clients, she works with senior leaders and their teams to deliver on their strategic plans by focusing on:

- Developing their leadership teams.
- Facilitating cross-functional work groups to increase team effectiveness.
- Enhancing capability to lead change.
- Engaging the hearts and minds of their people.

Lorna holds a Bachelor of Science degree from the University of Washington and is a graduate of the Harvard Business School Executive Leadership Program. Her home is in Kailua, Hawaii and she values the richness of belonging to a multicultural community that embodies the shared values of aloha, humility, and unity.

<https://www.linkedin.com/in/lorna-festa-80b87113/>



Miranda “Pua” Gabaldon is the Director of DoD STARBASE NM at Kirtland Air Force Base in Albuquerque, New Mexico. She received her B.S. in Biology and a minor in Biochemistry New Mexico State University, and her Master’s Degree in the Art of Biology from Miami University. Her background includes 6 years of classroom teaching at the elementary level, 3 years of outreach with the Denver Zoo, and 7 years working with the TRiO Upward Bound Math and Science Program.



Ronda Cole Harmon is the Director of the STEM Academy at Kirtland Air Force Base in Albuquerque, New Mexico. She received her B.S. in Secondary Education with an endorsement in mathematics from the University of Nebraska, and her Master of Science for Teachers degree from New Mexico Institute of Mining and Technology. For the past 30 years, she has been involved in the development and implementation of hands-on science, technology, engineering, and mathematics (STEM) activities for students in grades K-12. She received the Aerospace Educator Award in 2008 from the national Women in Aerospace group and in 2018, the New Mexico Technology Council selected her as a Women in Technology award winner.



Keith A. Mispagel
President, National Association of Federally Impacted Schools
and Superintendent of Schools, USD 207, Fort Leavenworth

Following Graduation from Benedictine College in Atchison, Kansas, with a degree in Elementary Education, Dr. Keith Mispagel became a substitute teacher in Atchison and Fort Leavenworth. After several long-term substitute assignments that year, Dr. Mispagel was hired to teach First Grade full-time for the 1996/1997 School Year. After teaching First Grade for two years, Dr. Mispagel then taught a year of 5th grade. During his three years of teaching, Dr. Mispagel completed his Masters of Arts in Educational Administration from Benedictine College. Dr. Mispagel started his administrative career in 1999 in Atchison as principal at Atchison Catholic Elementary School and St. Joseph's Elementary School in Nortonville for two years.

Beginning the 2001/2002 School Year, Dr. Mispagel was hired by USD 207 as elementary Principal at Eisenhower Elementary. During his time as principal he completed his Educational Specialists Degree from the University of Missouri Kansas City (UMKC). After four years as principal at Eisenhower, Dr. Mispagel was hired to be the Deputy Superintendent for USD 207 to begin the 2005/2006 School Year. Dr. Mispagel served as the Deputy Superintendent for 5 years. During this time, he also completed his course requirements for his Ph.D. in Urban Leadership and Policy Studies in Education and Educational Leadership and graduated from UMKC with his Ph.D. in May 2016. In 2010, Dr. Mispagel was appointed to Superintendent by the Board of Education and still serves in this role today.

Dr. Mispagel is an Executive Board Member (President) for the Military Impacted Schools Association (MISA), a role he has served in since 2012. Additionally, Dr. Mispagel has been on the Executive Board of the National Association of Federally Impacted Schools (NAFIS) since 2014 and has served as Secretary for two years, Vice-President for two years, and now serves as President of the Executive Board. Both national organizations advocate for funding support and legislation for federally connected children, namely military-connected students nationwide. In 2009, Dr. Mispagel received the Commander's Award for Public Service from LTG William Caldwell (former Commanding General for the Combined Arms Center at Fort Leavenworth), for his duties as Deputy Superintendent. Additionally, Dr. Mispagel received the Commander's Award for Public Service in Spring 2019 from COL Marne Sutter, Garrison Commander; the Public Service Commendation Medal (June 2020 and May 2021) from COL Harry Hung, Garrison Commander, for his duties as Superintendent of USD 207.

Dr. Mispagel is married to the former Dione (Wilson) Mispagel, and has five sons Tanner, Blake, Parker, Brody, and Keegan.



Luis Montelongo, M.B.A.

Luis Montelongo is the National Market Coordinator for Educational Management Solutions (EMS) based in Salina, Kansas, that serves public school districts and colleges with human resources consulting with an emphasis on compensation & classification studies. His responsibilities include assisting project teams in the analysis of wage structures and compensation practices and identifying market sources and benchmarking of client job titles. In addition, he regularly collaborates with EMS executive leadership in general operations of company projects, collection of market data, and preparation of both preliminary and final reports for clients.

Before his time with EMS, Luis spent seven years (2014-2021) with the Docking Institute of Public Affairs as the Institute's Research Coordinator. In that role, he managed the Institute's University Center for Survey Research (UCSR). In addition, he executed extensive analysis of primary data, report writing, and research design. Luis earned his Master of Business Administration (MBA) with a concentration in Human Resources from Fort Hays State University (FHSU) in 2017.

Colonel Jason K. Okumura is the Commander, Defense Logistics Agency Aviation at Ogden, Hill Air Force Base, Utah. He assumed command in June 2022.

He is responsible for the daily operations of retail-level supply, storage and distribution activities supporting depot-level maintenance, repair and manufacturing processes for the Air Force's Ogden Air Logistics Complex. He also serves as the Defense Logistics Agency's senior representative for five Major Subordinate Commands on Hill AFB, UT.



Colonel Okumura entered the Air Force in 2001 after graduating with a Bachelor of Science degree from Colorado State University. He is a Logistics Readiness Officer with experience in materiel management, distribution, and plans at tactical, operational, and strategic levels.

Colonel Okumura previously served as the Chief of the Commander's Action Group, Air Force Materiel Command, Wright Patterson Air Force Base, Ohio.

EDUCATION

- 2001 Bachelor of Science, Psychology, Colorado State University, CO
- 2008 Squadron Officer School, Maxwell Air Force Base, AL
- 2008 Advanced Aerial Port Operations Course, Kadena AB, Japan
- 2010 Advanced Air Mobility Operations Course, USAF Expeditionary Center, JBMDL, NJ
- 2011 Master of Arts, Industrial / Organizational Psychology, Northcentral University, AZ
- 2011 Advanced Logistics Readiness Officers Course, USAF Expeditionary Center, JBMDL, NJ
- 2014 Air Command and Staff College, Maxwell AFB, AL (Non-Residence/Residence)
- 2014 Masters Degree in Military Operational Art and Science, ACSC, Maxwell Air Force Base, AL
- 2022 Masters Degree in Strategic Studies, USMC War College, Quantico, VA

ASSIGNMENTS

1. June 2001 – December 2002, Traffic Management Officer, 92nd Logistics Readiness Squadron, Fairchild AFB, WA
2. December 2002 – July 2004, Vehicle Management Flight Commander, 92nd Logistics Readiness Squadron, Fairchild AFB, WA
3. July 2004 – May 2005, Readiness Flight Commander, 35th Logistics Readiness Squadron, Misawa AB, Japan
4. May 2005 – January 2006, Installation Deployment Officer, 35th Logistics Readiness Squadron, Misawa AB, Japan
5. January 2006 – July 2007, Fuels Management Flight Commander, 35th Logistics Readiness Squadron, Misawa AB, Japan
6. July 2007 – November 2008, Aerial Port Operations Officer, 735th Air Mobility Squadron, Hickam AFB, HI
7. November 2008 – August 2010, Executive Officer, 515th Air Mobility Operations Wing, Joint Base Pearl Harbor-Hickam, HI
8. August 2010 – August 2011, Director of Operations, 5th Expeditionary Air Mobility Squadron, Abdullah Al-Mubarak AB, Kuwait
9. August 2011 – November 2011, Student, ALROC, Joint Base McGuire Dix Lakehurst, NJ
10. November 2011 – December 2013, Deputy Chief, Standardization, Resources, and Programs, / Passenger Policy Branch, HQ Air Mobility Command, Scott AFB, IL
11. December 2013 – August 2013, Senior Executive Officer, Directorate of Logistics, HQ Air Mobility Command, Scott AFB, IL
12. August 2013 – June 2014, IDE Student, Air Command and Staff College, Maxwell AFB, AL

13. June 2014 – July 2016, Commander, 437th Aerial Port Squadron, Joint Base Charleston, SC
14. July 2016 – April 2017, Capabilities and Analysis Division, Joint Chiefs of Staff, Logistics Directorate (J4), Pentagon, Washington DC
15. April 2017 – June 2019, Strategic Communications, Joint Chiefs of Staff, Logistics Directorate (J4), Pentagon, Washington DC
16. June 2019 – August 2021, Chief, Commanders Action Group, Air Force Materiel Command, Wright Patterson AFB, OH
17. August 2021 – June 2022, SDE Student, USMC War College, Quantico, VA
18. June 2022 – July 2023, Commander, DLA – Aviation at Ogden, Hill AFB UT
19. July 2023 - Present, Commander, 377th Mission Support Group, Kirtland AFB, N.M.

MAJOR AWARDS AND DECORATIONS

2002 92nd Air Refueling Wing Transportation Officer of the Year
 2008 15th Expeditionary Mobility Task Force Logistics Readiness Officer of the Year
 2011 521st Air Mobility Operations Wing Lance P Sijan Award, Junior Officer
 2011 Advance Logistics Readiness Operations Course “Best Research Paper Award”
 2011 National Defense Transportation Association, Young Executive of the Year
 2012 AMC Logistics Directorate Lance P. Sijan Award, Senior Officer
 2012 AMC Logistics Directorate Staff Officer of the Year, Field Grade

Defense Meritorious Service Medal
 Meritorious Service Medal – 4 Oak Leaf Clusters
 Air Force Commendation Medal – 2 Oak Leaf Clusters
 Army Commendation Medal
 Afghanistan Campaign Medal

EFFECTIVE DATES OF PROMOTION

Second Lieutenant	May 30, 2001
First Lieutenant	May 30, 2003
Captain	May 30, 2005
Major	July 01, 2011
Lieutenant Colonel	July 01, 2016
Colonel	May 01, 2022