



MILITARY INTERSTATE
CHILDREN'S COMPACT
COMMISSION



2023 ANNUAL REPORT

S U C C E S S F U L E D U C A T I O N A L T R A N S I T I O N S

FACTS AND FIGURES

ACTIVE DUTY AND NATIONAL GUARD SERVICE MEMBERS—WORLDWIDE

2,597,885

ACTIVE DUTY MEMBERS
1,376,940

NATIONAL GUARD MEMBERS
1,220,945

ACTIVE DUTY AND NATIONAL GUARD SPOUSES—WORLDWIDE

1,020,244

ACTIVE DUTY MEMBERS
522,836

NATIONAL GUARD MEMBERS
497,408

AS OF AUG. 2022, THERE ARE

1,698,245

DEPENDENT CHILDREN (0-18)
OF THE U.S. MILITARY WORLDWIDE

1,189,940

OR 54%

ARE SCHOOL AGE (5-18)



ACTIVE DUTY

WORLDWIDE

943,024 TOTAL DEPENDENT CHILDREN (0-18)

— 615,610 (65%) —

ARE SCHOOL-AGE CHILDREN (5-18)

744,698 (79%) ARE UNDER AGE 12

CONTINENTAL U.S.

873,504 TOTAL DEPENDENT CHILDREN (0-18)

— 571,304 (65%) —

ARE SCHOOL AGE CHILDREN (5-18)

687,480 (79%) ARE UNDER AGE 12

NATIONAL GUARD & RESERVE

WORLDWIDE

755,221 TOTAL DEPENDENT CHILDREN (0-18)

— 574,330 (76%) —

ARE SCHOOL-AGE CHILDREN (5-18)

498,727 (66%) ARE UNDER AGE 12

CONTINENTAL U.S.

731,691 TOTAL DEPENDENT CHILDREN (0-18)

— 557,113 (76%) —

ARE SCHOOL AGE CHILDREN (5-18)

482,886 (87%) ARE UNDER AGE 12

LETTER FROM THE CHAIR

Happy 16th anniversary to MIC3! The 2023 Annual Report provides a summary of the activities and accomplishments of our Commission over this past year. You will see as you review this report, we have had a very successful year—the following pages show our committees have been working diligently to complete their projects. The Commission continues to evolve and grow thanks to the hard work and commitment of commissioners, ex-officio, stakeholders, and our esteemed colleagues in the National Office. When I look back on how far we have come as an organization since our inception in 2008, I am so proud of where MIC3 is today. Thank you for your dedication to our mission!

This year we have welcomed new Commissioners from Arizona, Alaska, California, Florida, Georgia, Idaho, Illinois, Iowa, Kansas, Oregon, Oklahoma, Vermont, and we welcome back Eileen Huck, representative for our ex-officio organization, National Military Family Association (NMFA).

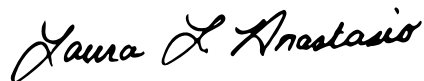
Past year highlights: Our general counsel has conducted an in-depth review of our policies and has identified specific policies to be considered for revision by our Rules Committee. Several states have successfully amended the compact language to correct the citation error in the model compact language. The National Guard and Reserve Legislative Toolkit has been distributed, as requested by the Commission at the previous ABM. MIC3 has continued with education and outreach through the monthly webinars and state visits. Our National Office colleagues had a very successful Compact training and outreach activity in Japan, sponsored by Colonel Andrew Roddan, Commander, 374th Airlift Wing, Yokota Air Base, Japan, which included meetings with the Department

of Defense Education Activity (DODEA) Japan leadership, school staff, service members, school liaisons, and families. They are also working with the Training Committee to develop and launch the MIC3 Training Portal which will provide commissioners and stakeholders access to on-demand training modules to facilitate successful implementation of the compact. Our tier groups also have met to discuss data collection and the conduct of our future ABMs.

The Commission, like many nonprofit organizations and quasi-governmental organizations that rely upon member dues, will need to address the significant rise in the cost of doing business. We will continue to explore options that will maximize the efficacy of our states' contributions while ensuring that we are meeting the needs of military students. First and foremost, we are here to support military students in their education transitions. The Compact is working, and I firmly believe that the work we do makes a difference for military families.

Thank you once again for your hard work and support—it has been a pleasure and an honor to serve as the 7th Chair of the Commission!

Best regards,



Laura L. Anastasio, Esq.
Commission Chair and Connecticut Commissioner



LEADERSHIP



CHAIR
Laura Anastasio (CT)



VICE CHAIR
Ernise Singleton (LA)



TREASURER
Brian Henry (MO)



PAST CHAIR
John "Don" Kaminar (AR)

MIC3 GUIDING PRINCIPLES

MISSION

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

VISION

Successful Educational Transitions

VALUES

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

SHARED COMMITMENTS

- 1 Advance the organization to serve children (set aside adult issues).
- 2 Openness and transparency in all we do.
- 3 Collaboration based on trust.
- 4 The inclusion of diverse perspectives of all members (50+1).
- 5 Continual professional growth of the organization and the individuals and commissioners.
- 6 Make decisions using data, expertise and experience consistent with the strategic plan.
- 7 Our actions always reflect our vision, mission and values.
- 8 Regularly assess our performance and progress.

STRATEGIC PLAN 2023–2025

STRATEGY 1

Enhance MIC3 visibility and awareness among those impacted by MIC3 through clarity of our mission, clearly defined roles and responsibilities of our stakeholders, and a commitment to the Compact.

GOAL | *Clarity and Awareness*

Military families rely on MIC3 to assist in the successful transition of their children during transfer and transitions. However, many families and education professionals may be unaware of MIC3 and those who are aware of the Compact, may not understand exactly what the Compact covers. It is critically important MIC3 leverage our stakeholders to expand our reach to those areas that may not be aware of the Compact while continuing to provide clarity of the Compact to areas with a high military presence.

STRATEGY 2

Empower and channel the diverse nature of our commissioners to maintain one focus, one purpose, and one outcome.

GOAL | *Cohesive and Aligned*

MIC3 is uniquely positioned to engage the skills and abilities of commissioners and stakeholders while maintaining a culture and environment that are aligned with our mission, vision, values, and purpose. In doing so, we will encourage maximum engagement from all stakeholders while creating an organization focused on innovation, professionalism, and progress.

STRATEGY 3

Establish and maintain a culture of growth to ensure fiscal stability and operational effectiveness.

GOAL | *Foundation and Future*

As MIC3 continues to evolve and mature, so must our approach to continually invest in our infrastructure while positioning the organization within an ever-changing environment. To do so, MIC3 will continue to focus on maximizing our operational effectiveness while continuing to manage our assets and structure responsibly.



GENERAL COUNSEL REPORT

EMBRY MERRITT WOMACK NANCE PLLC



Darren Embry



Samantha Nance



Stuart Michael

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 *Compact Applicability for Indian and Tribal Lands*.
- drafted the *External Statute Legislative Toolkit* to assist member states interested in providing similar accommodations as provided under the Compact for other student populations.
- 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 Armed Services Committee ranking members on the Compact.
- provided a legal memorandum on the policy for data collection
- reviewed legislative proposals from Arkansas, Florida, Nevada, Pennsylvania, Texas, and Virginia.
- reviewed/drafted the following new and amended rules:
 - Amendment: SEC. 1.101 Definitions
 - Amendment: SEC. 2.101 Adoption of Rules
 - Amendment: SEC. 2.102 Data Collection and Reporting
 - New: SEC. 7.106 Escalation and Reporting of Disputes
 - New: SEC. 8.101 Coordination Between States and the Commission
- provided legal guidance and information on the compact statute citation correction in member states.
- advised on legal matters regarding state statutes; state default cases; and two clarifications on Robert's Rules regarding voting on commission business during meetings.
- recorded a webinar on Legal Perspectives of the Compact.

COMMITTEE REPORTS

COMPLIANCE COMMITTEE

2022 | Jul 19 | Sept 13 | 2023 | Jan 10 | Mar 14 | May 9



COMMITTEE CHAIR Steven Bullard | Kentucky

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.

In 2023, the Compliance Committee worked diligently to assist all 50 member states and the District of Columbia with their efforts to appoint Commissioners, hold state council meetings, and submit End-of-Year Reports to the National Office. While the Commission experienced significant turnover in the Commissioner position, leadership, headquarters, and the Compliance Committee worked tirelessly to minimize the time between appointments, ensuring military families do not experience a delay in services in those states.

The Committee devoted its attention to completing year-one action items on the strategic plan, including a request for general counsel to review all Commission policies to promote collaboration and support within MIC3 and encourage stakeholder engagement. This joint task was also assigned to the Rules Committee and Executive Committee. This action led to the Committee adopting policy 1-2023 Monitoring Compact Statutes and State Legislation.

In addition, the Compliance Committee produced the MIC3 Legal Perspectives webinar to help Commissioners and state council members understand their roles and responsibilities in implementing the Compact in their state. The Committee updated the existing Commission toolkits to include new resources providing the latest Compact-related information to stakeholders.

Throughout the year, the Committee remained steadfast in addressing compliance issues with education and support, emphasizing the Commission's mission to ensure successful educational transitions for military children.

TRAINING COMMITTEE

2022 | Aug 23 | Sept 27

2023 | Jan 24 | Feb 21 | Apr 25 | Jun 27



COMMITTEE CHAIR Shelly Ramos | Texas

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

2023 for the Training Committee was a productive year that stretched the programs and services provided by the Commission to ensure all stakeholders can learn about the Compact and access educational resources. This year, the Committee focused on developing the Commission's training portal, MIC3Training.net. This education tool culminates three years' worth of hard work.

MIC3Training.net is the Commission's free online, on-demand training portal. It provides stakeholders with the Compact 101 Training, including a certificate of completion. Now, Commissioners, state

COMMITTEE REPORTS (CONTINUED)

council members, school district personnel, military families, and all stakeholders can learn about the protections provided to military students through the Compact anytime and from anywhere.

However, MIC3Training.net was not the only project produced by the Training Committee in 2023. The Committee continues to evaluate current resources and develop new materials to accommodate all forms of training the Commission offers. For example, Training developed the Quick Links oversized bookmark, which features a QR code to the Commission's newly published web page, including links to training materials and resources. This resource provides in-person training attendees access to the same training resources provided to virtual attendees.

Finally, during the 2022 Annual Business Meeting, the Training Committee debuted the Compact 101 Training video in Spanish. This year, the Committee recorded and now offers the Compact 101 Training in American Sign Language. True to its mission statement, the Training Committee continues to respond to the needs of various audiences to provide accurate, current, and customized content about the compact for use by commissioners, schools, families, and military-connected stakeholders.

RULES COMMITTEE

2022 | Aug 9 | Aug 16 | 2023 | Feb 7 | Apr 11 | Jun 13



COMMITTEE CHAIR Mary Gable | Maryland

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

Following the 2022 Annual Business Meeting (ABM), the Rules Committee recognized the need to develop a general legislative toolkit for states that want to provide similar protections to populations other than those covered by the Compact statute. To achieve this, the Committee amended the National Guard and Reserve legislative toolkit to create a general guidance to assist states. The External Statute Toolkit outlines Commission guidelines and best practices for states to reference when developing external legislation.

The Rules Committee continues to oversee the Commission's rulemaking process, collaborating with General Counsel this year to develop six rule proposals. Ultimately, the Committee recommended the Commission consider five of the proposed rules. Those will be voted on during the 2023 ABM.

The Rules Committee routinely reviews the Case and Inquiry Report maintained by the National Office to determine if new Rules, amendments to existing Rules, or legal advisories are necessary to clarify the application or implementation of the Compact. The Committee reviewed 75 cases or inquiries from Commissioners, school liaisons, parents, and school districts. Course placement, graduation requirements, and applicability were among the notable Compact-related topics addressed by the Commission in 2023. The three most referred non-Compact related topics were school choices, early withdrawal, and pre-kindergarten programs. The awareness raised by this practice continues to allow successful educational transitions for military children.

COMMUNICATION AND OUTREACH COMMITTEE

2022 | Jul 13 | Sept 14

2023 | Jan 11 | Mar 8 | May 24



COMMITTEE CHAIR Chad Delbridge | Wyoming

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 Commission resources and programs to assist states in implementing their programs and educating stakeholders, primarily schools and parents, on the Compact. 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.

At our first meeting, the Committee approved the updated Communications Plan, which outlines the general information released to the commissions and stakeholders through social media, constant contact, our monthly newsletter, and our webpage. In response to the Members' request to receive the information earlier for planning purposes, in January, the Committee updated and approved the Purple Up! Toolkit to support April's activities.

The Committee recorded webinars on the "Past, Present, and Future" and "Legal Perspectives" and produced a webinar on Tutor.com, which provides academic support and resources for military students.

Resources, programs, updated toolkits, and collaterals were promoted through Constant Contact. A toolkit to launch the new online training portal was developed for states to share with state councils and promote to stakeholders. The Committee also assessed the Successful Compact Transitions Video program launched in 2019, which had not received submittals despite robust promotion. The Committee retired the program and agreed that states would submit their highlights to the National Office instead.

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

Moving forward, the Committee will continue to focus on and identify opportunities to expand education and outreach of our programs and resources through our website, Constant Contact, social media platforms, newsletters, during events, and briefs. We look forward to the continued collaboration across the standing committees and with Member States to support our military families and students.

FINANCE COMMITTEE

2022 | Jul 27 | Aug 24 | Sept 28 | Nov 16 |

2023 | Jan 25 | Mar 22 | May 24



TREASURER

Brian Henry | Missouri

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.

The Commission is one of 11 affiliate organizations under the Council of State Governments (CSG), and the National Office is in the CSG headquarters in Lexington, Kentucky. Under our Memorandum of Agreement, CSG provides administrative support to the Commission in areas such as Accounting, Legal, Human Resources, and Information Technology in return for a percentage of our indirect costs. Due to the transition to a new accounting system, the Council of State Governments (CSG) reported a delay in conducting the Commission's FY2023 annual audit. An annual audit conducted by an independent auditor is required under our Bylaws, and past assessments have found the Commission's finances to be in good standing. While the audit report would not be available for the Annual Business Meeting (ABM), it would be disseminated to the Commission through Constant Contact and posted on mic3.net. Despite the challenges of the audit and the Annual Report items, I am pleased to report we concluded FY2023 6% under the forecasted budget.

As the number of military-connected students fluctuates or decreases each year, the Committee continues to monitor fiscal impacts. The Committee has identified the need for a long-range budget strategy. Although the pandemic provided significant cost savings, the post-COVID recovery has had a significant impact as the overall cost of goods and services continues to increase, in addition to the rising cost of employee benefits and healthcare. The Committee has recognized the substantial increase and will discuss the need to keep up with inflation, fulfill statutory requirements, and ensure the Commission's financial future.

Last year, the Committee developed guidance for states that do not have budgets to manage and oversee their Compact program. The Committee determined the information would be released through an annual memorandum; 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. The Committee also amended the Travel Policy to clarify the requirements and reimbursements conducted while traveling under the Commission's business.

Looking forward, the Committee will 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.

EXECUTIVE COMMITTEE

2022 | Jul 21 | Aug 18 | Sept 15 | Oct 13 | Dec 16 | Dec 19

2023 | Jan 19 | Feb 16 | Mar 16 | Apr 19-20 | May 18 | Jun 15



COMMISSION CHAIR

Laura Anastasio | Connecticut

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.

The year began in October 2022, when the Commission held the first in-person Annual Business Meeting (ABM), since the pandemic, in Baton Rouge, Louisiana. We celebrated the continued success of the activities and programs we provide to fulfill our mission to ease the

educational transitions of military-connected students as our service members move worldwide to serve our country and adopted our third three-year strategic plan.

At our monthly meetings, which included two-day retreats in December and April, we diligently tackled matters pertaining to the administration of the Commission and collaborated amongst Committees to support our strategic plan initiatives and attain our ambitious goals.

As directed by the Commission at the ABM, and in conjunction with General Counsel, the Committee released the External Statute Legislative Toolkit to assist member states interested in providing similar accommodations as provided under the Compact for other student populations. The Committee also approved several legal memorandums, one advisory regarding Compact Applicability for Indian and Tribal Lands, four policies, three proposed amendments, and two new rules by the Rules Committee, which were placed on the ABM Docket for full commission vote. In addition, we approved several state, community, and special awards throughout the year.

For the first time since 2014, the Committee had an inquiry from an organization interested in joining the Commission as an ex-officio member. In response, the Committee determined it would follow past protocol and developed a new policy to guide future applicants. In response to Member concerns on receipt of unsolicited marketing and emails from colleagues, the Committee drafted guidance on the use of member emails and commission communication, which was added to the Code of Conduct policy by the Communications and Outreach Committee.

In closing, we are pleased with the progress we have made since our first meeting in 2008 in Phoenix, Arizona - we've come a long way from just 11 states sitting around a conference room table. We attained the 50 +1 membership, established our administrative framework and foundation, and developed the programs and resources we need to carry out our work in every state. We remain steadfast in our mission to support successful education transitions for our military kids - which underlines the importance in our role as a representative for our state. On behalf of the Executive Committee, it has been an honor to serve the Commission, and I am confident the next leadership will continue to move the organization forward to serve our military families and students.

LEADERSHIP NOMINATION

2022 | Jul 18 | Aug 15 | Nov 14 | 2023 | Mar 20 | May 15 | May 24



COMMITTEE CHAIR

John "Don" Kaminar | Arkansas

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

In November 2022, the Committee reviewed feedback from the Annual Business Meeting (ABM) survey and other member feedback. Overall, members responded that the electoral process worked well. It was smooth and transparent, and the process was consistent with the messaging and actions. The Committee stated the goals to establish a sustainable culture that supports members and ensure organizational continuity was attained, and the following criteria were met:

- Make the leadership nomination process more deliberate.
- Make the entire process highly visible for all Commissioners interested in pursuing leadership positions.
- Provide more clarity on the job requirements and the commitment required for elected positions.
- Involve diverse representation on the Leadership Nomination Committee.

COMMITTEE REPORTS

(CONTINUED)

The Committee also acknowledged it had responded to the 2021 ABM survey comments and feedback. They identified the need to clarify why nominations were not taken from the floor. General Counsel responded that Robert's Rules is a framework to help guide the Commission; however, the Committee has the ability to determine the Commission's electoral process—as long as annual elections are held.

The Committee approved the timeline, application form, and election documents to ensure an equitable and transparent application process. They verified that applicants met the specified requirements, prepared and released the Election Guide, and presented the candidates for office at the ABM.



EX-OFFICIO REPORT



COMMISSION VICE CHAIR
Ernise Singleton
Louisiana

2022 | Jul 7 | Oct 6 | 2023 | Jan 5 | Apr 13

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

The Ex-officio representatives meet quarterly to collaborate and gain insight into the Commission's work and strategic progress while sharing their organization's initiatives and activities. In 2023, the National Military Families Association's (NMFA) Deputy Director of Government Relations, Caitlin Hamon, resigned. However, the Commission was happy to welcome back Eileen Huck, Senior Deputy Director of Government Relations, who previously served as NMFA's Ex-officio representative to the Commission.

NMFA continued to share resources and research with the Commission, providing the organization's Teen Survey results during its State of the Military event in April. The organization provided updates on federal legislation, both Compact and non-Compact related, that focused on military families.

The Military Child Education Coalition (MCEC) also provided new representation to the Commission in Vice President of Education Services Amanda Woodyard. In 2023, MCEC celebrated its 25th anniversary and continued to support the Commission by requesting training on the Compact during the organization's Global Training Summit, which is held every July in Washington, DC. Ms. Woodyard provided updates throughout the year on MCEC initiatives, including the Hidden Helpers Student Leadership Program, Purple Star School Award designation, and 360 Summits supporting the Purple Star School Award.

Kyle Fairbairn, Executive Director of the Military Impacted Schools

Association (MISA), provided updates on the challenges affecting Impact Aid funding at the federal level. He noted MISA's willingness to continue sponsoring Compact training sessions in public and Department of Defense Education Activity (DoDEA) schools, offering to work with the Commission's Department of Defense representative to ensure military families are aware of the Compact and how it can help their children overcome education-related obstacles.

The National Federation of State High School Associations (NFHS) representative and Chief Operating Officer, David Whitfield, reported on the NFHS' efforts to recruit active and retired military members for officiating through the Battlefields to Ballfields (B2B) program. The mission of B2B is to provide military veterans and active-duty service members an avenue to continue giving back to their communities in a meaningful way. B2B offers scholarships for active and retired military following their initial three years of service to an officials' association. Additionally, B2B tries to pair active or former military officials with other officials already within a state/local association as mentors. Hence, they have someone who "speaks the same language as them" due to their military background. NFHS continues to support the Commission by providing resources to public and DoDEA schools and assisting with extracurricular issues when necessary.

Dianna Ganote, the 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 provided information and feedback on the National Defense Authorization Act (NDAA), specifically sections relating to the Compact. She also updated leadership on the Penn State study, reviewing the priorities of the DoD Defense-State Liaison Office to determine the effectiveness of these efforts and the use of resources.

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

EX-OFFICIO MEMBERS

We appreciate the partnership and support from our Ex-Officio (non-voting) representatives as we all strive to do what is best for children of military families.



CHAMPIONS FOR CHILDREN
MILITARY IMPACTED SCHOOLS ASSOCIATION

Kyle Fairbairn
Executive Director



Dianna Ganote
Program Analyst
Children, Youth, and Families
Office of Military Family Readiness Policy
DOD, Military Community and Family Policy



NATIONAL MILITARY FAMILY ASSOCIATION
Together we're stronger

Eileen Huck
Government Relations Senior Deputy Director



NATIONAL FEDERATION OF STATE HIGH SCHOOL ASSOCIATIONS

Davis Whitfield
Chief Operating Officer



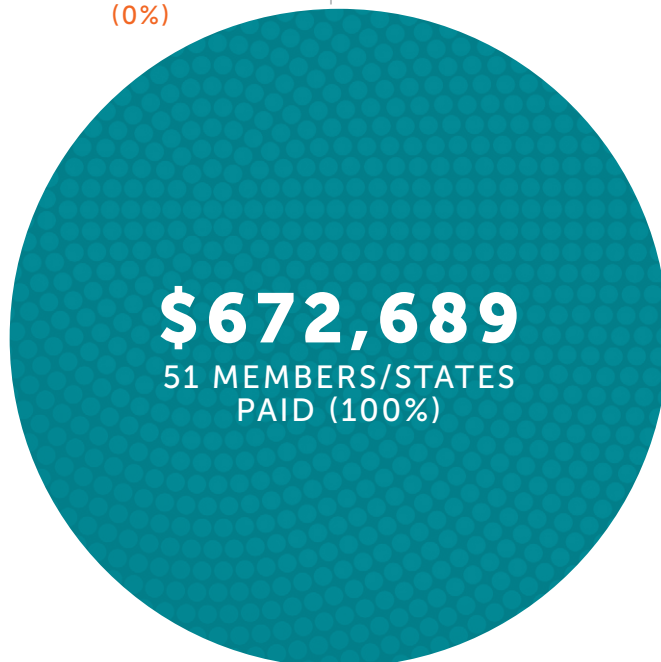
Amanda Woodyard
Vice President of Education Services

FINANCIAL OUTLOOK

ANNUAL DUES PAYMENTS FOR FISCAL YEAR 2023

based on total amount due of \$672,689

\$0
0 STATES
OUTSTANDING
(0%)



TOTAL PAID 100%

Payment deadline was June 30, 2023

Compact Rules adopted October 2018: "Beginning with FY 2020, the dues formula shall be based on the figure of one dollar and fifteen cents per child (\$1.15) of military families eligible for transfer under this compact, and this calculation shall be based upon the State in which each military family resides, except that no State dues assessment shall exceed the sum of sixty-nine thousand dollars (\$69,000.00) per year or shall be less than two thousand three hundred dollars (\$2,300.00)." The U.S. Department of Defense provides the annual data on military dependents aged 5-18.



MIC3 REPORT OF INDEPENDENT AUDITORS

To the Board of Directors Military Interstate Children's Compact Commission Lexington, Kentucky

We have audited the financial statements of the Military Interstate Children's Compact Commission (the Compact) for the year ended June 30, 2023, and have issued our report thereon dated as of the date of this letter. Professional standards require that we provide you with information about our responsibilities under generally accepted auditing standards as well as certain information related to the planned scope and timing of our audit. We have communicated such information to you in our letter dated November 6, 2023. Professional standards also require that we communicate to you the following information related to our audit.

Significant Audit Findings

Qualitative Aspects of Accounting Practices

Management is responsible for the selection and use of appropriate accounting policies. In accordance with the terms of our engagement letter, we will advise management about the appropriateness of accounting policies and their application. The significant accounting policies used by the Compact are designed in Note 1 to the financial statements. No new accounting policies were adopted and the application of existing policies was not changed during 2023. We noted no transactions entered into by the Compact during the year for which there is a lack of authoritative guidance or consensus. All significant transactions have been recognized in the financial statements in the proper period.

Accounting estimates are an integral part of the financial statements prepared by management and are based on management's knowledge and experience past and current events and assumptions about future events. Certain accounting estimates are particularly sensitive because of their significance to the financial statements and because of the possibility that future events affecting them may differ significantly from those expected.

Difficulties Encountered in Performing the Audit

We encountered no significant difficulties in dealing with management in performing and completing our audit.

Corrected and Uncorrected Misstatements

Professional standards require us to accumulate all misstatements identified during the audit, other than those that are clearly trivial, and communicate them to the appropriate level of management. There were no corrected or uncorrected misstatements noted.

Disagreements with Management

For purposes of this letter, professional standards define a disagreement with management as a financial accounting, reporting, or auditing matter, whether or not resolved to our satisfaction, that could be significant to the financial statements or the auditor's report. We are pleased to report that no such disagreements arose during the course of our audit.

Management Representations

We have requested certain representations from management that are included in the management representation letter dated as of this date of this letter.

Management Consultations with Other Independent Accountants

In some cases, management may decide to consult with other accountants about auditing and accounting matters, similar to obtaining a "second opinion" on certain situations. If a consultant involves application of an accounting principle to the Compact's financial statements or a determination of the type of auditor's opinion that may be expressed on those statements, our professional standards require the consulting accountant to check with us to determine that the consultant has all the relevant facts. To our knowledge, there were no such consultations with other accountants.

Other Audit Findings or Issues

We generally discuss a variety of matters, including the application of accounting principles and auditing standards, with management each year prior to retention as the Compact's auditors. However, these discussions occurred in the normal course of our professional relationships and our responses were not a condition to our retention.

Other Matters

We applied certain limited procedures to management's discussion and analysis, which are required supplementary information (RSI) that supplements the basic financial statements. Our procedures consisted of inquiries of management regarding the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic consolidated financial statements. We did not audit the RSI and do not express an opinion or provide any assurance on the RSI.

This information is intended solely for the use of the Board of Directors and management of the Compact and is not intended to be and should not be used by anyone other than these specified parties.

We appreciate this opportunity to be of service and extend our thanks to everyone at the Compact for their cooperation and assistance. We would be pleased to discuss any of the above matters with you at your convenience.

Blue & Co., LLC

December 20, 2023

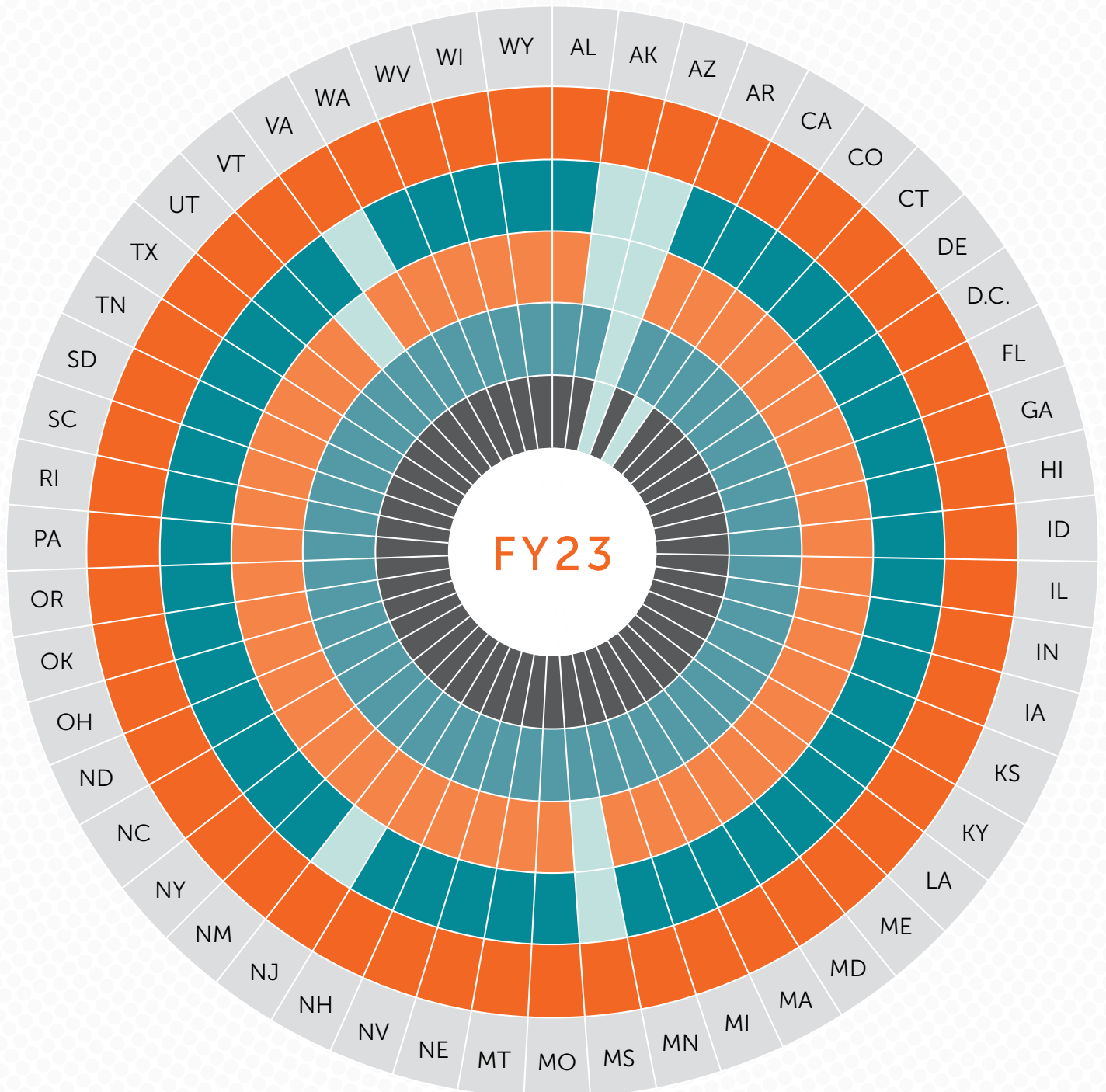
A full copy of auditors report is available on the MIC3 website at MIC3.net

STATE COMPLIANCE AND COORDINATION

Under the Compliance Committee, the Commission tracks compliance with Statute/Code requirements which mandate member states to: appoint a state commissioner; submit their code of conduct and conflict of interest forms; annually convene one state council meeting; and submit an end-of-year report.

- Paid FY24 Dues
- Held a State Council Meeting
- Appointed a commissioner
- Submitted FY24 End-of-Year Report
- Submitted Conflict of Interest and Code of Conduct forms
- Outstanding

As of August 8, 2023



MIC3 YEAR IN REVIEW

STATE COMMISSIONER BACKGROUNDS

While the majority of our Commissioners have a background in education, we also have representatives from the military and legal fields as well as other areas.

OUT OF **51** COMMISSIONERS



EDUCATION 37 members (72%)

Current or Retired

- **Higher Education, 2 members (5%)**
- **State, 18 members (49%)**
 - State Board of Education, 1/18 members (6%)
 - State Department of Education, 17/18 members (94%)
- **District or school, 17 members (46%)**
 - Superintendent, 15/17 members (88%)
 - Other District Personnel, 1/17 members (6%)
 - School Level, 1/17 members (6%)

MILITARY 6 members (12%)

- **State Military and Veteran's Affairs (or equivalent), 3/6 members (50%)**
- **Retired Military, 3/6 members (50%)**

OTHER STATE DEPARTMENT OR PROFESSION

8 members (16%)

FISCAL YEAR 2023 AWARDS

CHERYL SERRANO LEADERSHIP AWARD

- None for FY2023

NORMAN ARFLACK AWARD

- None for FY2023

STATE SERVICE AWARD

- Joel Wilson, Idaho Commissioner
- Wayne Marquis, Alaska Commissioner
- Darcy Benway, Illinois Commissioner
- Leah Johnson, Iowa Commissioner
- Cindy Hunt, Oregon Commissioner
- Darrel Floyd, Oklahoma Commissioner
- David Young, Vermont Commissioner
- Peter Laing, Arizona Commissioner
- Khieem Jackson, California Commissioner
- Robert Buehn, Florida Commissioner
- Grant Robinson, Alaska Commissioner

COMMUNITY AWARD

- Mallory Gill, Accounts Payable Coordinator, Council of State Governments, Lexington, Kentucky
- Megan Ace, Executive Assistant to the Superintendent, Waynesville School District, Missouri
- Darlene Williams, Payroll Manager, Council of State Governments, Lexington, Kentucky
- Joshua Fly, School Liaison, 374th Airlift Wing, USFJ, USAF
- Col Andrew Roddan, Commander of the 374th Airlift Wing, USFJ, USAF
- Elizabeth Whitehouse, Director, Council of State Governments' Center of Innovation, Lexington, Kentucky
- Col. Megan Cornett, Commander, 377th Mission Support Group, Kirtland AFB, New Mexico, and New Mexico MIC3 State Council Military Representative

- Col. Bernard Smith, 19th Mission Support Group Commander, Little Rock Air Force Base DOD Liaison, Arkansas

SPECIAL RECOGNITION AWARD

- Marcus Beauregard, Director, USDOD Department State Liaison Office
- Stephanie Ramsey, Communications Associate, MIC3
- Caitlin Hamon, National Military Families Association
- Military Child Education Coalition, 25th Anniversary Proclamation



NEW COMMISSIONERS & EX-OFFICIOS

DALE BRUNGARDT

Director of School Finance, Kansas State Department of Education, *Kansas*

SPENCER BARZEE

Regional Director, Idaho State Department of Education, *Idaho*

LAURA CYR

Federal and State Legislative Specialist, Commissioner's Office, Maine Department of Education, *Maine*

CURTIS JONES

Army Veteran & Superintendent (Retired), Bibb County Public School, *Georgia*

WILL JONES

Superintendent, Dale Public Schools, *Oklahoma*

LAURA KACER

Superintendent, Johnson Community School District, *Iowa*

TERRANCE MCCAFFREY

Deputy Director, Operations for Civil Air Patrol, *Florida*

JOHN PRICE

Superintendent, North Chicago CUSD 187, *Illinois*

MICHAEL RODRIGUEZ

Associate Secretary, Delaware Department of Education, *Delaware*

TERRY RYALS

School Finance Specialist, Department of Education and Early Development, *Alaska*

RENE SANCHEZ

Superintendent, Champlain Valley School District, *Vermont*

AMANDA WOODYARD

Vice President of Education Service, Military Child Education Coalition

EILEEN HUCK

Government Relations Senior Deputy Director, National Military Family Association



WEBSITE ANALYTICS

BETWEEN JULY 1, 2023 – JUNE 30, 2023

On July 1, 2023, Google replaced Universal Analytics with Google Analytics 4. Information provided reflects data collected from July 1, 2023 to June 30, 2023.



1 MINUTE / 11 SECONDS
Average session duration

DEVICES USED

65% Desktop
34% Mobile
0.6% Tablet

ACQUISITION

46% Direct link
41% Organic search
11% Referral through another website
3% Social Media

MOST VIEWED PAGES

- 1 Homepage
- 2 Month of the Military Child
- 3 Resources
- 4 Interactive Map
- 5 Events Calendar



INITIATIVES

90% of eligible states with a Commissioner held a meeting

2 STATES HAD A COMMISSIONER VACANCY

11 STATES HAD NEWLY APPOINTED COMMISSIONERS IN FY23

64 TOTAL MEETINGS HELD (9 states held more than one meeting)

8% of eligible states with a Commissioner did not report a meeting

MIC3 YEAR IN REVIEW



PURPLE UP! MONTH OF THE MILITARY CHILD

The month of April is celebrated as the Month of the Military Child, and the Commission selected, April 19, 2023, as our day to celebrate military children. Established by former U.S. Secretary of Defense Caspar Weinberger in 1986, the designation of April as the Month of the Military Child acknowledges the significant role military youth play in our communities. Why purple? Purple is the color that symbolizes all branches of the military, as it is a combination of Army green, Marine red, and the blue of the Coast Guard, Air Force, Space Force, and Navy.

The Commission released a *Purple Up! Toolkit* which included: a letter from the Commission Chair and media release; letter templates for Commissioners and State Superintendents of Education; executive and state department proclamation samples; proclamation posters; in-person and virtual celebration ideas; and social media posts and captions.



WEBINAR SERIES



- [Compact 101 Training in American Sign Language \(6/23\)](#)
- [Tutor.com for Military Families \(3/15/23\)](#)
- [MIC3 Legal Perspectives \(3/8/23\)](#)
- [Capstone Project: Promising Practices in Support for Military Children \(1/3/23\)](#)
- [Robert's Rules of Order \(10/5/22\)](#)
- [Annual Business Meeting Travel and Reimbursement Refresher Course \(8/10/22\)](#)
- [Compact 201 Webinar \(7/27/22\)](#)



MIC3 YEAR IN REVIEW

INTERSTATE COMPACT SUPPORT SUCCESSFUL EDUCATION TRANSITIONS FOR MILITARY DEPENDENTS IN JAPAN

June 9, 2023 – In May, the Military Interstate Children’s Compact Commission (MIC3) provided Compact training and briefs in Japan at Yokota Air Base (AB), Naval Air Facility Atsugi, Army Camp Zama, and Yokosuka Naval Base. Sponsored by Colonel Andrew Roddan, Commander of the 374th Airlift Wing for Yokota AB, the trip included meetings with military leadership and personnel, parents, U.S. Department of Defense Education Activity (DODEA) Kanto region school administrators and counselors, and Pacific Region school liaisons. “The Compact helped my daughter as she moved high schools in both Arkansas and Japan – so I know it works,” Col. Roddan stated. “Parents and schools need to know what the Compact does and how it helps kids - so my airmen and women can focus on their mission.”

In 2006, the U.S. Department of Defense (DOD) Office of Personnel and Readiness, in cooperation with The Council of State Governments (CSG) and the National Center for Interstate Compacts, drafted the *Interstate Compact on Educational Opportunity for Military Children (ICEOMC)* to address some of the educational challenges transitioning children of military families encountered, such as: eligibility, enrollment, placement, and graduation. The Compact applies to public schools across the 50 states, the District of Columbia, and, through a joint memorandum of agreement, DODEA schools worldwide.

Despite the Compact’s longevity, raising awareness among parents and schools remains a challenge. “If we had known (about the Compact), we could have avoided our daughter retaking a second state history course – we could have asked for help,” reflected one parent following an evening session. The Commission is highly aware of the constant turnover of personnel and the growing need, and works with the DOD, member states, and other partner organizations to inform on the rules and regulations.

MIC3 Executive Director Cherise Imai met with Brigadier General Jesse Friedel, Deputy Commander, Fifth Air Force; Yokosuka, Atsugi,

and Zama’s command leadership; DODEA Pacific Chief of Staff, Todd Schlitz, and East Superintendent, Dr. Jacqueline Ferguson. They identified opportunities to support families and highlighted the importance of service school liaisons in the effort.

“Families with school aged dependents need to contact (their school liaison) prior to moving to their next assignment,” emphasized Joshua Fly, Yokota AB School Liaison. “We provide information to help them plan and prepare.” Fly and his service counterparts worldwide help ease moves by sharing information, along with a list of other resources and supports to help ease the move.

Overall, it was a productive visit and the Commission expressed appreciation for the opportunity to hear from both parents and schools about their challenges firsthand. “We’re grateful for Col. Roddan and the 347th Yokota AB staff for their support in coordinating the visit,” said Ms. Imai.

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VIEW THE
SLIDESHOW



MIC3 YEAR IN REVIEW

MIC3 NATIONAL OFFICE CASE ANALYSIS

July 1, 2022 – June 30, 2023

The majority of cases and inquiries are resolved at the state, district, and school levels. This data is not reflective of the actual number of compact related cases that states address.

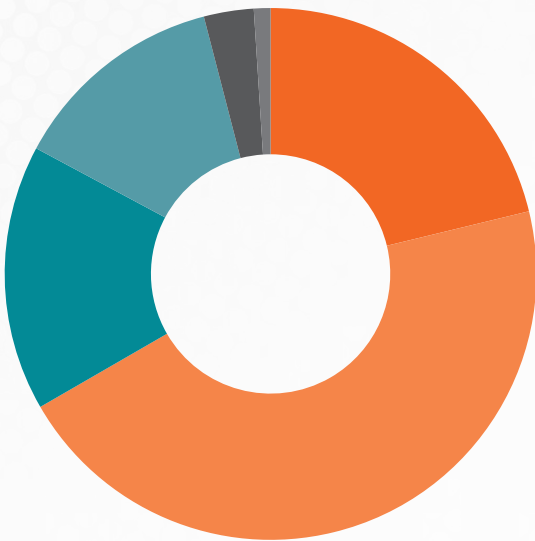
67% of cases were covered by the compact

—VS—

32% of cases were not covered by the compact

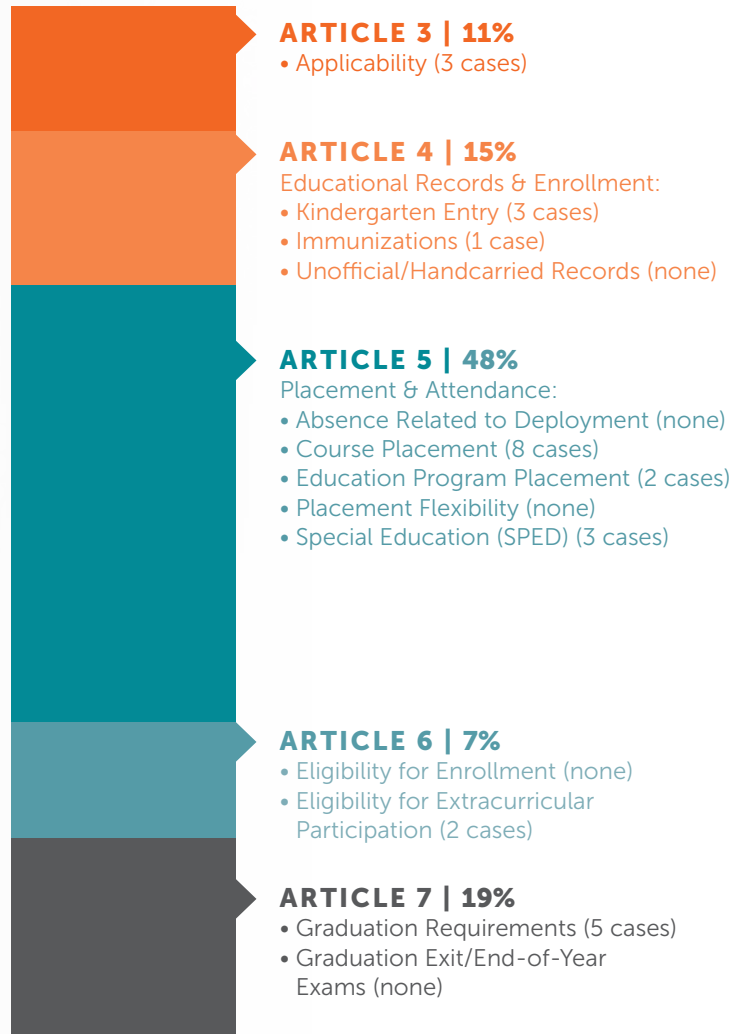
1% of cases were unknown

REQUESTOR



- **COMPACT COMMISSIONER** 21%
- **PARENT** 45%
- **MILITARY SERVICE** 16%
(i.e. School Liaison)
- **DISTRICT/SCHOOL** 13%
- **OTHER** 3%
- **STATE** 1%
- **EX-OFFICIO MEMBER** 0%
- **STUDENT** 0%

COMPACT RELATED CASE TOPICS



NOT APPLICABLE CASE TOPICS

- School choice
- Early withdrawal/final grades
- Pre-K programs and kindergarten age
- GPA recalculation
- Individual Education Plan (IEP)
- School enrollment process
- Mandated homeschool enrollment
- Meeting graduation requirements
- After-school care
- Placement test waiver



MILITARY INTERSTATE
CHILDREN'S COMPACT
COMMISSION

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