

Annual WA *MIC3 State Council Meeting (Virtual)
14 October 2025
(Alphabetical Order)

WA MIC3 State Council Members (Present)

Representative Hunter Abell

Superintendent Ron Banner, Clover Park SD

Senator Leonard Christian

Dixie Gruenfelder, OSPI

Colonel Joe Handke, Commander JBLM

Superintendent Kimberly Headrick, Medical Lake School District

Superintendent Michelle Kuss-Cybula, Oak Harbor SD

Superintendent Aaron Leavell OESD 114

WA MIC3 Commissioner Greg Lynch

Senator Tina Orwall

Representative David Paul

WA MIC3 Vice Chair, Superintendent Erin Prince, Central Kitsap SD

Superintendent Chris Reykdal

Kelly Scheese, NRNW School Liaison

Antoinette Walker, JBLM School Liaison

Superintendent Kathi Weight, Steilacoom SD

Major General Gent Welsh (Brigadier General Kenneth Borchers) Washington National Guard

Ex-Officio State Council Members (non-voting members)

WA Interscholastic Activities Association, Executive Director Mick Hoffman

Kitsap County Commissioner, Christine Rolfes

WA State Board of Education Executive Director, Randy Spaulding (Arielle Matthews)

***MIC3: Interstate Compact on Educational Opportunity for Military Children**

Overview: At 9:02 AM on 14 October 2025 Commissioner Lynch welcomed everyone, recognized State Council Members and other invited guests, reviewed today's meeting agenda and provided background information regarding the Interstate Compact. Everyone was reminded of the minutes from the last state meeting in 2024 and minutes from today's meeting are/will be available on the OSPI website. The purpose of today's meeting is to meet Compact obligations to host at least one annual MIC3 State Council Meeting, and for the State Council to provide direction to the WA Commissioner for any decisions requiring a vote by the WA MIC3 Commissioner during the MIC3 National Meeting on October 23-24 in Indianapolis, Indiana. It was pointed out the annual WA MIC3 meeting is the only meeting in WA that regularly brings together the State Superintendent, School District Superintendents, senior military commanders from all services stationed in WA to include the Washington National Guard, legislators, and Executive Directors of a number of other WA organizations.

Commissioner Lynch recognized and thanked new MIC3 WA State Council Members including Senators Christian and Orwall, Representative Abell, and Colonel Handke, and also thanked outgoing Members Senators Randall and Rivers and Representative Coulter. A key meeting topics summary (with today's slide presentation) was provided to include a proposed MIC3 National Dues increase, requiring discussion and feedback from State Council Members before the end of the meeting. Presentation slides for today's State Council Meeting will also be posted on the OSPI website.

Commissioner Lynch introduced State Superintendent and MIC3 State Council Member Chris Reykdal and highlighted Superintendent Reykdal's new national leadership role as the incoming President of the Council of Chief State School Officers.

Superintendent Chris Reykdal (WA Superintendent of Public Instruction)

Superintendent Reykdal welcomed everyone and recognized the importance of the Compact and the support for the Compact provided by everyone who attended today's State Council meeting. Superintendent Reykdal mentioned that Washington and Kansas are two states leading a national effort to provide a framework to help school districts access data that will assist students with considering future service in the military. The national initiative supports the bipartisan Pathways work by the WA legislature to create multiple opportunities for students to graduate. Superintendent Reykdal asked for feedback around the impact of continuing to build or not build schools on military bases insofar as supporting military families. Superintendent Reykdal offered additional support via his new role as the President of the Council of Chief State School Officers and access to his fifty state counterparts across the United States Public Education System and willingness to engage his counterparts around any issues relating to the Compact. He further emphasized an invitation to everyone in the meeting to provide any other additional feedback.

Greg Lynch (WA MIC3 Commissioner) Attached agenda & presentation slides provide additional details.

Commissioner Lynch reviewed the purpose of the WA MIC3 State Council Meeting and the scheduling of the state meeting just before the MIC3 National Annual Business Meeting (ABM) where he will represent Washington State including voting on/discussing key national MIC3 related initiatives. Topics reviewed with the State Council during today's meeting included a brief history of Washington's role in joining the Compact, and search for a new MIC3 National Executive Director. Commissioner Lynch reminded the State Council he was elected as the MIC3 National Finance Chair and will present a MIC3 Dues increase proposal to all MIC3 State Commissioners during the upcoming national meeting later this month. Commissioner Lynch mentioned to the State Council that the proposal for the dues increase was initially discussed, informally voted on, and unanimously supported by the MIC3 WA State Council during the annual state meeting in Oct 2024. State Council Members also received a copy via email (attached) of the MIC3 Dues proposal in advance of today's meeting. As part of today's state meeting the proposal was again presented, discussed and formally voted on by the WA MIC3 State Council. The State Council's vote was recorded by Zoom poll following the State Dues increase presentation and discussion and unanimously supported by the State Council.

The Zoom poll results were shared and discussed during the meeting. Commissioner Lynch noted not all State Council Members were in attendance at today's meeting, however, all members, specifically Senator Orwall and Representatives Abell and Paul received separate presentations about the dues increase before today's State Council Meeting and were in support of the increase. Commissioner Lynch shared with the State Council that an initial dues increase proposal was presented to all state commissioners by Commissioner Lynch during the last MIC3 Annual Business meeting in New Mexico in October 2024. Immediately following the presentation, Commissioners were asked via written survey if their respective states would support an increase, and 90%+ Commissioners supported the increase. The highlights of the state dues increase proposal to the State Council during today's meeting emphasized the national dues increased one time since WA joined the Compact in 2009, and the proposed new increase will be effective 1 July 2026, and cover a five-year period through state fiscal year 2031. The previous one-time dues increase in 2018 was not adjusted for inflation and consequently not adequate.

Commissioner Lynch shared the following additional information during the presentation: State dues is computed based on the number of uniformed connected students in the public education system for each state. Inflation plus the loss of uniform connected students throughout the United States as a result of reductions in military service members are two significant factors. A one-time annual increase of \$30,000.00 for WA effective 1 July 2026 through 1 July 2031, will be part of a WA legislative request in January 2026 pending a final vote supporting a dues increase by the majority of MIC3 State Commissioners during the MIC3 National Annual Business Meeting in October 2025.

After the dues presentation a discussion including questions and answers with the State Council and Commissioner Lynch followed. Key points of the discussion included the amount of Department of Defense fiscal support to Washington school districts and positive economic impact created by the military population in Washington including federal impact aid and grants in excess of 70 million dollars annually. Federal impact aid to WA school districts includes the support of approximately 25,000 uniform connected students in the public school system. A major point of discussion was how the increase in Compact dues relates to Washington's strong continuing commitment to Compact and support of uniformed connected families in WA.

Colonel Joe Handke (Commander JBLM)

Colonel Handke thanked the State Council for the opportunity to represent not only Joint Base Lewis-McChord but all the DoD military services in WA. Colonel Handke shared his experience as a Military parent and father of children attending public schools throughout the United States and the importance of the Compact in helping children transition between schools in different states. He also highlighted the great "Partner in Education" partnerships between JBLM and surrounding school districts and the importance of service members volunteering to support schools. He invited everyone in attendance to provide feedback around the importance of military-school partnerships and how JBLM will continue to provide support. Colonel Handke highlighted the importance of Purple Star Awards program and

specifically mentioned the school districts who earned Purple Star recognition. Colonel Handke recognized OSPI and Superintendent Reykdal for their commitment to supporting the unique educational needs of military connected children in WA. The Exceptional Family Military Program (EFMP) was specifically highlighted by Colonel Handke and the Army's recent pilot initiative at JBLM to provide a special needs inclusion coordinator to support military families. Colonel Handke also pointed out challenges around supporting early learning programs at JBLM and demand for early learning services is greater than the support that is currently available. Colonel Handke referenced the Penn State study that included information about the Compact and how the information can be used to continue to provide support for students in the public education system. A key point of the discussion is the importance of continuing Compact related awareness and training for school administrators. Colonel Handke expressed his thanks and support for public education and recognized the great communications by all the schools around JBLM and with the JBLM leadership.

Following Col Handke's comments State Council Members entered into a discussion. Senator Christan mentioned an ongoing challenge of excess elementary school capacity on Fairchild Air Force Base in Spokane and how the excess capacity may present some challenges. Colonel Handke acknowledged the challenges of excess capacity as did Superintendents Ron Banner from Clover Park School District, Michelle Kuss-Cybula, Oak Harbor School District, Erin Prince, Central Kitsap School District, Kimberly Hedrick, Medical Lake School District. A key point of the discussion was the shortfall of federal impact aid for school district infrastructure sustainment for schools more specifically dedicated to support military connected students.

Colonel Handke was asked by a State Council Member to share information about the JBLM Partnership Program with surrounding schools; a summary of the program was provided by Colonel Handke.

Brigadier General Kenneth Borchers (Washington National Guard)

BG Borchers thanked everyone for the opportunity to participate in today's meeting and the opportunity to discuss the Washington National Guard challenges. He thanked the Council for their work on the Compact and the tangible benefits for the students in the WA Public Education system. BG Borchers talked about the numbers of National Guard troops in WA, approximately 8,000 that included both Army and Air Force. BG Borchers highlighted an example of an entire Wing of Guardsman mobilized for six months of active duty and the impact to the military connected children attending public schools. Other examples of deployed Guardsman that may impact their school age children included domestic missions like firefighting or providing support in cities during civil unrest. A key point of the discussion was that the WA Guard is proud to support Washingtonians but there are impacts to families and children during deployments that everyone should consider.

A key point of follow-on discussion with the State Council was the importance of making educators aware that children in the WA public school system have parents who belong to the

Nation Guard. And unlike the active-duty military, National Guard parents may be deployed, and educators may/may not be aware of a deployed parent.

Mick Hoffman (WIAA Executive Director)

Mick Hoffman acknowledged the importance of the Compact and appreciation for attending the State Council Meeting. He also acknowledged the State Council's role in conjunction with the WIAA to change eligibility rules for uniform connected children. He provided a brief update of several other ongoing actions that could impact all children in public education including uniform connected children. One of the potential rule changes included more flexibility of students moving between schools.

Antoinette Walker (JBLM School Liaison)

Antoinette Walker discussed JBLM challenges impacting military families that included access to early learning programs, including both state and federal programs. Housing affordability and the associated impacts of school enrollment for military connected children was mentioned. Antoinette Walker also discussed the very good partnership between the school liaisons, OSPI and the WA Compact Commissioner.

Kelly Scheese (Navy Region NW School Liaison)

Kelly Scheese acknowledged the benefit of the WIAA rules for eligibility since there is a requirement for some Navy families to live on Base. She mentioned a Navy initiative to hire a Care Liaison, or someone dedicated to assist military families with children requiring additional help, and as an example, a student with an individual education plan.

Dixie Gruenfelder (OSPI Assistant Superintendent of Student Engagement and Special Programs)

Dixie Gruenfelder acknowledged that based upon her long association with the Compact the actual number of Compact related cases are very few. She highlighted that at the beginning of the Compact implementation there were a significant number of cases. The point was made that the reduction can be attributed to the experience and knowledge of school liaisons and educators, and the understanding of how the Compact works. Dixie Gruenfelder also mentioned the Purple Star program and introduced a new administrator leading OSPI's Compact support, Christine Hurley. Christine Hurley will also be the OSPI lead person for the Purple Star program.

Following Dixie Gruenfelder comments the meeting was open for discussion and questions. The majority of discussion was focused on how we could improve Compact implementation; what is working well and what changes need to be made. Superintendent Banner mentioned that annual Compact training for school personnel is essential and must continue. Sustaining meetings with JBLM, specifically with the Garrison Command Team is also key to the Compact's success. Continuing to align the Compact with both WA Statute and supporting organizations like the WIAA is also essential. A specific example included the importance of individual education plans (IEP) and how those plans relate to the Compact. Another example of successful Compact implementation is support by the federal government. A specific

example included the reduction of the Department of Education and the potential negative consequences as a result of the lack of timely, experienced support.

Superintendent Prince reinforced the need for support for special education and more clarity so that parents have clear expectations around available support especially when they move between states. Superintendent Prince also highlighted teacher licensure for military connected spouses. She acknowledged that teacher certification is not directly connected to the Compact, however, teacher certification can negatively impact uniform connected families. Having more clarity around certification, especially for uniformed connected families, is a benefit for both the individuals who are impacted, and also the school systems who will benefit by qualified, experienced teachers.

Superintendent Headrick acknowledged and supported the concern around teacher licensure and maintaining the WA practice of supporting licensure state reciprocity process as a benefit. Superintendent Headrick mentioned the importance of Compact training for educators in school districts around or adjacent to school districts who have the largest population of uniformed connected students. The example provided was for Fairchild Air Force Base, where Medical Lake School District supports the largest number of military connected students, not all students of military families choose to enroll students in MLSD.

Superintendent Kuss-Cybula highlighted a positive outcome in Oak Harbor School District. Despite continuous turnover of both students and staff, especially considering the COVID impacts, student achievement continues to increase. Success can be attributed to hard work by school staff and the steps taken to ensure students receive appropriate education. Superintendent Kuss-Cybula also mentioned the impact aid training that is scheduled during the upcoming WSSDA Conference, and yet another way to emphasize and support military connected children in the WA public education system. Voting in local, state and federal elections by military families was mentioned and discussed. Key points were made around how transient families/individuals can register and qualify to vote in Washington.

Superintendent Weight discussed and reinforced the challenges with supporting families with children requiring special education. Providing the best possible education for all students, especially students transferring into WA school districts with an individual education plan remains a challenge. The implication of exactly matching a specially designed education program originating in one state while meeting parent expectations in a new state and school district is a concern. There is no disagreement that the importance of how to best manage the process for the benefit of the child and the family remains a priority.

Greg Lynch (WA MIC3 Commissioner)

Greg Lynch concluded the meeting making the following points: thanking the State Council and specifically School Liaisons for their work and recognizing them, school staff, Superintendents and school administrators for resolving 99% of the cases involving the Compact and student support. He thanked legislators and specifically Senator Christian for

being present and participating. Commissioner Lynch recognized and thanked Dixie Gruenfelder for her longstanding support of the Compact. Mick Hoffman, WIAA Executive Director, was also thanked for his participation and support of the Compact and attendance at the annual State Council Meeting. BG Borchers also received thanks and recognition for his participation and highlighting the connection between the Washington National Guard and our public education system. Commissioner Lynch concluded his comments by reminding the State Council that he will keep the State Council informed around Compact activities throughout the year via email or as appropriate a telephone call.

**** Refer to the WA MIC3 State Council Slides presented during the annual WA State Council Meeting on 14 October, 2025**

WA MIC3 Commissioner Greg Lynch November 3, 2025

From: Lynch, Greg

Sent: Tuesday, October 7, 2025 8:39 AM

To: Dixie.Grunenfelder@k12.wa.us; Prince Erin - Superintendent (ErinP@ckschools.org) <ErinP@ckschools.org>; Leavell, Aaron <aleavell@oesd114.org>; Ron Banner <rbanner@cloverpark.k12.wa.us>; Weight, Kathi <kweight@steilacoom.k12.wa.us>; Headrick, Kim <kheadrick@mlsd.org>; Michelle Kuss-Cybula <mkuss-cybula@ohsd.net>; Walker, Antoinette CIV (USA) <antoinette.walker9.naf@army.mil>; joseph.l.handke.mil@army.mil; Paul, Rep. Dave <dave.paul@leg.wa.gov>; Abell, Rep. Hunter <hunter.abell@leg.wa.gov>; 'Tina.Orwall@leg.wa.gov' <Tina.Orwall@leg.wa.gov>; 'leonard.christian@leg.wa.gov' <leonard.christian@leg.wa.gov>; 'kenneth.borchers@us.af.mil' <kenneth.borchers@us.af.mil>; Scheese, Kelly J CIV USN COMNAVREG NW BGR WA (USA) <kelly.j.scheese.naf@us.navy.mil>
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Subject: REMINDER: Agenda Annual WA MIC3 Meeting (Virtual) 14 Oct 9:00 - 11:00 AM
<https://us02web.zoom.us/j/82500215760>

WA MIC3 State Council Members,

Thanks in advance for your time and participation. The duration of this year's meeting will be ~90 minutes, includes a smaller audience, and focused on State Council business. The attached agenda (also below) includes three major topics:

1. MIC3 stakeholder updates
2. National MIC3 Dues increase & meeting preparation
3. Review and discussion of the Compact – what is working well and what can we improve? Feedback from SD Superintendents and School Liaisons.

Dues Increase

During last year's WA MIC3 annual meeting we discussed the National Dues increase and received feedback from our State Council in support of the increase. Our Council's positive support was reflected by me during an informal national poll last fall for our State at the MIC3 National Meeting in New Mexico.

- A formal roll-call vote by State Commissioners for the increase will be taken during the upcoming National Meeting in Indiana on 22 Oct.
- The dues proposal has not changed since our last Council meeting; a brief review of the details is provided (see attached slides).
- During last year's National meeting in an informal poll, 80% of State Commissioners supported the increase, 2% did not and 18% were undecided/didn't know the details.
- The purpose of our discussion next week is to answer your questions and reaffirm your support for the increase in preparation for the National Meeting vote.
- As part of our final discussion, we will repeat the same Zoom Poll for voting State Council Members as we did during last year's meeting.

Compact Review – what is working well and what can we improve?

- In addition to our regular annual review of the Compact's effectiveness, the purpose of this year's review is twofold:
 1. Provide new State Council Members examples of how the Compact facilitates transition of uniformed connected students in and out of WA.
 2. How the Compact can be improved and apply this information during the search process for a new National MIC3 Executive Director. Our MIC3 ED will be the new NAFIS ED.
- As the WA Commissioner and National Executive Committee Member and Finance Chair, I'll be on the ED Search Committee and will share your feedback.
- Since Compact adoption in 2009 we have routinely surveyed school districts around Compact effectiveness; our WA Compact implementation "report card". See attached 2024 survey results slides 9-23.
- Asking each State Council SD Superintendent and School Liaison to provide 2-3 examples of what is working well and what areas can we improve with Compact implementation.

Greatly appreciate everyone's time before and during the upcoming meeting. If you have any questions or feedback in advance of our meeting, please do not hesitate to send me an email, text or call at your convenience. My personal cell: 360.286.4712



Meeting Agenda – October 14, 2025 9:00 AM to 11:00 AM

Zoom: <https://us02web.zoom.us/j/82500215760>

➤ 9:00 - 9:05	Agenda & MIC3 Overview	WA MIC3 Commissioner Greg Lynch
➤ 9:05 - 9:15	Welcome & OSPI Update	State Superintendent Chris Reykdal
➤ 9:15 - 9:30	State Council Update & MIC3 National Meeting Preparation	WA MIC3 Commissioner Greg Lynch
➤ 9:30 - 9:45	JBLM Update	JBLM Garrison Commander Col Joe Handke
➤ 9:45 - 9:50	WA National Guard Update	Commander WA Air NG BG Ken Borchers
➤ 9:50 - 9:55	WA State Board of Education (SBE) Update	SBE Executive Director Randy Spaulding
➤ 9:55 - 10:00	WA Interscholastic Activities Association (WIAA) Update	WIAA Executive Director Mick Hoffman
➤ 10:00 – 10:30	WA MIC3 Compact Lessons Learned & Improvements <ul style="list-style-type: none"> ➤ School Liaisons Kelly Scheese and Antoinette Walker ➤ Dixie Gruenfelder (OSPI) ➤ Superintendents Prince, Banner, Weight, Leavell, Headrick, Kuss-Cybula 	
➤ 10:30 - 10:35	Final Q&A and Wrap-up	WA MIC3 Commissioner Greg Lynch

MIC3 Annual National Business Meeting 50 State Commissioners + DC Indianapolis, Indiana 22 – 24 Oct 2025

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