

**Kansas State Board of Nursing
Landon State Office Building, Room 509
Board Meeting Agenda
September 16, 2026
Time: 9:15 a.m. – Until Finished**

Agency Mission: To protect and promote the welfare of the people of Kansas.

NOTE: The audience may attend in person or via Zoom. Link to access meeting to follow agenda.

- I. Establish a Quorum (minimum of 6 members present) – Yes or No
- II. Call to Order
- III. Review of Onsite packet
- IV. Additions/Revisions to Board Agenda
- V. Announcements
 - A. The meeting will proceed as set by the agenda. Open Forum will be held at 1:00 p.m. when a presenter is scheduled.
 - B. No Presenters Scheduled for this Meeting
- VI. Approval of Minutes
 - A. July 20, 2026 (Special Board meeting)
 - B. August 13, 2026 (Special Board meeting)
- VII. Board President Remarks and Interim Board Recognition
- VIII. Election of Officers Pursuant to K.S.A. 74-1106(c)
 - A. President
 - B. Vice-President
 - C. Secretary
- IX. Unfinished Business
 - A. HB 2528 Implementation Update
 - B. KORA Update
 - C. Public Comment Process
 - D. Kansas State Board of Nursing Articles
- X. New Business
 - A. Agency Reports
 - 1. Acting Executive Administrator Report
 - a. Finance and Budget Report
 - b. Staffing and Organizational Update

- c. NCSBN and NLC Annual Meeting Update
- 2. Staff Reports
- B. Committee Reports
 - 1. Education Committee – Chair, A. Garcia

- XI. Executive session (if needed)
- XII. Agenda for December 2026 Board Meeting
- XIII. Board Orientation
- XIV. Adjournment

Please Note: Additional items that have come to the attention of the Board will be handled as time permits. The Board's Agenda is subject to change based upon items to come before the Board.

Handouts or copies of materials brought to the Board or Committees for discussion by committee members or visitors must be submitted to staff 30 calendar days prior to start of the meeting. Any items received after the 30th calendar day may be addressed at the meeting at the discretion of the President of the Board or Chairperson of the Committee.

Any individual with a disability may request accommodation to participate in the board meeting and may request the board packet in an accessible format. Requests for accommodation should be made at least five working days in advance of the board meeting by contacting Jill Simons at (785) 296-5752. Handicapped parking is available at the Landon State Office Building, and the north entrance to the building is accessible to individuals with disabilities.

You are invited to a Zoom webinar!
When: Sep 16, 2026 09:15 AM Central Time (US and Canada)
Topic: Kansas State Board of Nursing - Board Meeting

Join from PC, Mac, iPad, or Android:
<https://us02web.zoom.us/j/83968233427?pwd=T4nTJtaL9bgJrT31rntWYg1kMTku2u.1>
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Number	Rule and Regulation Title	NPA Section	KSBN Oversight Committee	Staff Review Owner	Assessment	Priority	Temp Internal %	Temp D of A %	Temp OAG %	Temp KSBN %	Temp Total %	Perm Internal %	Perm D of A %	Perm OAG %	Perm KSBN %	Perm Total %
60-07-111	60-7-111. Reporting of certain misdemeanor convictions by the licensee	10.3	Investigative	Practice Specialist	0%	4	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
60-02-103	60-2-103. Continuing nursing education for license renewal	6.2	CNE/IV	Educ. Comp. Officer	100%	2	100%	100%	0%	0%	50%	50%	25%	0%	0%	19%
60-03-103	60-3-103. Change of name	5	Practice	Practice Specialist	0%	5	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
60-03-108	60-3-108. License expiration and renewal	5	Practice	Practice Specialist	100%	3	100%	100%	0%	0%	50%	50%	0%	0%	0%	13%
60-03-110	60-3-110. Unprofessional conduct	5.5	Investigative	Practice Specialist	0%	4	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
60-04-101	60-4-101. Payment of fees	6	Finance	Exec. Admin.	100%	1	100%	100%	0%	0%	50%	50%	25%	0%	0%	19%
60-09-106	60-9-106. Continuing nursing education for license renewal	6.2	CNE/IV	Exec. Admin.	0%	2	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
60-11-113	60-11-113. License renewal	7.1	APRN	Exec. Admin.	100%	3	100%	100%	0%	0%	50%	50%	25%	0%	0%	19%
60-11-119	60-11-119. Payment of fees	7.1	Finance	Exec. Admin.	100%	1	100%	100%	0%	0%	50%	50%	25%	0%	0%	19%
60-13-101	60-13-101. Payment of fees	9.5	Finance	Exec. Admin.	100%	1	100%	100%	0%	0%	50%	50%	25%	0%	0%	19%
60-13-111	60-13-111. Continuing education definitions	9.5	APRN	Exec. Admin.	0%	2	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
60-13-112	60-13-112. License renewal	9.5	APRN	Exec. Admin.	100%	3	100%	100%	0%	0%	50%	50%	25%	0%	0%	19%
60-13-113	60-13-113. Approval of registered nurse anesthetist continuing education	9.5	APRN	Exec. Admin.	0%	2	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
60-12-104	60-12-104. Approval of continuing education offerings	10.7	CNE/IV	Exec. Admin.	0%	2	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
60-12-106	60-12-106. License renewal	10.7	Practice	Practice Specialist	100%	3	100%	100%	0%	0%	50%	50%	25%	0%	0%	19%
			Summary:	8/10/2026	53%	15	53%	53%	0%	0%	27%	27%	12%	0%	0%	10%

Summary:

8/10/2026	56%	12	56%	37%	0%	0%	23%	29%	0%	0%	0%	7%
6/9/2026	24%	15	24%	0%	0%	0%	6%	24%	0%	0%	0%	6%

Memorandum

DATE: September 8, 2026
TO: Kansas State Board of Nursing
FROM: Andy Martin, MHSA, Public Information Officer
Adrian Guerrero, CPM, Director of Operations
RE: KSBN KORA Board Status Update

Background and Introduction:

The purpose of this document is to provide a proactive status update of the current activities of the Kansas State Board of Nursing (KSBN) Kansas Open Records Act (KORA) program.

Findings:

Attachment 1 provides a summary list of all the KORA requests for July and August 2026.

- 33 of the 74 (45%) of the total KORA requests were related to disciplinary actions.
- KORA requests have been received from the following sources: ArkCase (5%), Email (91%), PSPS Mail, (0%), Nursys Speed Memo/BON (3%), Fax (1%).

Actions Taken:

- Unintentional variances in practice have been identified, and proactive actions have been taken to prevent further variances.
- Staff continue to collaborate with legal counsel in an in-depth review of how KORA requests are received and processed.

Recommendation:

Continue to intentionally follow the provisions of the KORA to ensure effective and efficient response to requests for inspection of public records. (K.S.A. 45-220(a))

KORA Requests for July and August 2026:

OR or ML	Source	#	Date Rec'd	Discipline	3 Day Letter	Status Updates	Response
OR	Speed Memo	970	07/01/26		07/06/26	1	7/28/2026
OR	Emailed	971	07/08/26	1	07/08/26		7/23/2026
ML	Emailed	972	07/08/26		07/08/26		7/8/2026
OR	Emailed	973	07/08/26	1	07/10/26		7/15/2026
OR	Mailed	974	07/08/26		07/10/26		7/17/2026
ML	Emailed	975	07/08/26		07/08/26		7/8/2026
OR	Emailed	976	07/15/26	1	07/16/26		7/31/2026
OR	Emailed	977	07/15/26	1	07/15/26		7/30/2026
OR	Emailed	978	07/15/26	1	07/16/26		7/30/2026
OR	Emailed	982	07/15/26		07/20/26		7/20/2026
ML	Emailed	983	07/15/26		07/15/26		7/15/2026
ML	Emailed	984	07/15/26		07/15/26		7/15/2026
OR	Emailed	985	07/16/26	1	07/16/26		7/31/2026
ML	Emailed	986	07/16/26		07/16/26		7/16/2026
ML	ArkCase	987	07/16/26		07/16/26		7/16/2026

KSBN KORA Board Status Update
September 8, 2026, Page 2 of 2

OR or ML	Source	#	Date Rec'd	Discipline	3 Day Letter	Status Updates	Response
OR	Emailed	988	07/22/26	1	07/24/26		8/6/2026
ML	Mailed	989	07/22/26		07/22/26		7/22/2026
OR	Emailed	990	07/21/26		7/24/2026		7/24/2026
OR	Emailed	991	07/20/26		07/22/26	2	9/2/2026
OR	Emailed	992	07/21/26	1	07/21/26		7/30/2026
ML	Emailed	993	07/29/26		07/29/26		7/29/2026
OR	Emailed	994	07/28/26	1	07/29/26		8/7/2026
OR	Emailed	995	07/28/26	1	07/29/26		7/30/2026
OR	Emailed	996	07/28/26	1	07/29/26		7/30/2026
ML	ArkCase	997	07/15/26		07/15/26		7/15/2026
ML	ArkCase	998	07/29/26		07/29/26		7/29/2026
OR	Ark	999	07/30/26	1	07/30/26	2	Pending
OR	Emailed	1000	07/28/26	1	07/30/26		8/5/2026
OR	Emailed	1001	07/31/26	1	08/03/26		8/3/2026
ML	Emailed	1002	07/31/26		07/31/26		7/31/2026
OR	Emailed	1003	07/30/26	1	07/31/26		7/31/2026
OR	Emailed	1004	08/03/26		08/07/26		8/7/2026
OR	Emailed	1005	08/03/26	1	08/05/26		8/5/2026
OR	Emailed	1006	08/03/26		08/05/26		8/19/2026
OR	Emailed	1007	08/03/26		08/06/26		8/12/2026
ML	Emailed	1008	08/03/26		08/04/26		8/4/2026
ML	Emailed	1009	08/03/26		08/04/26		8/4/2026
ML	Emailed	1010	08/05/26		08/05/26		8/5/2026
OR	Emailed	1011	08/05/26	1	08/07/26	1	9/2/2026
ML	Emailed	1013	08/06/26		08/07/26		8/7/2026
ML	Emailed	1014	08/06/26		08/07/26		8/7/2026
OR	Speed Memo	1015	08/07/26	1	08/10/26		Pending
OR	Emailed	1016	08/10/26	1	08/11/26		Pending
ML	Emailed	1017	08/11/26		08/12/26		8/12/2026
OR	Emailed	1018	08/12/26	1	08/14/26		Pending
OR	Emailed	1019	08/13/26	1	08/17/26		8/24/2026
OR	Emailed	1020	08/13/26	1	08/17/26		8/25/2026
OR	Emailed	1021	08/13/26	1	08/18/26		8/24/2026
ML	Emailed	1022	08/13/26		08/13/26		8/13/2026
OR	Emailed	1023	08/14/26	1	08/18/26		Pending
OR	Emailed	1024	08/14/26		08/18/26		8/25/2026
OR	Emailed	1025	08/17/26	1	08/18/26		Pending
OR	Emailed	1026	08/17/26	1	08/18/26		Pending
OR	Emailed	1027	08/14/26	1	08/18/26		Pending
ML	Emailed	1028	08/17/26		08/18/26		8/18/2026
OR	Emailed	1029	08/17/26	1	08/18/26		8/18/2026
OR	Emailed	1030	08/14/26		08/19/26		Pending
OR	Emailed	1031	08/17/26		08/20/26		8/20/2026
ML	Emailed	1032	08/19/26		08/21/26		Pending
OR	Emailed	1033	08/19/26		08/24/26		8/24/2026
ML	Emailed	1034	08/20/26		08/21/26		Pending
OR	Emailed	1035	08/20/26	1	08/24/26		8/24/2026
ML	Emailed	1036	08/20/26		08/24/26		Pending
OR	Fax	1037	08/21/26		08/26/26		8/26/2026
OR	Emailed	1038	08/20/26	1	08/25/26		8/25/2026
OR	Emailed	1039	08/21/26	1	08/25/26		8/25/2026
OR	Emailed	1040	08/24/26	1	08/25/26		Pending
ML	Emailed	1041	08/26/26		08/31/26		8/31/2026
OR	Emailed	1042	08/27/26		09/01/26		9/1/2026
OR	Emailed	1043	08/30/26	1	09/01/26		Pending
OR	Emailed	1044	08/28/26		09/02/26		9/2/2026
ML	Emailed	1045	08/31/26		09/01/26		9/1/2026

Public Comment:

The Board conducts meetings in compliance with the Kansas Open Meetings Act (KOMA) and expects orderly and respectful discussion. Individuals or groups wishing to address the Board during the public comment period should submit their request prior to the meeting date. This request must be received at the KSBN office 24 hours prior to the meeting date.

Agency Mission: To assure the citizens of Kansas safe and competent practice by nurses and mental health technicians.

Kansas State

Board of Nursing

Articles



Adopted July 2001, Revised June 2024

KANSAS STATE BOARD OF NURSING

ARTICLES

Insofar as these articles conflict with or limit any federal or state statute or regulation, the statute or regulation controls. These articles are not intended to create any rights, contractual or otherwise, for any person.

ARTICLE I - NAME AND LOCATION

Section 1. The name of the agency shall be the Kansas State Board of Nursing, hereinafter referred to as the Board.

Section 2. The Board is located in the Landon State Office Building, 900 SW Jackson, Suite 1051, Topeka, Kansas 66612-1230.

ARTICLE II - PURPOSE AND FUNCTIONS

Section 1. Purpose. The purpose of the Board is to protect and promote the welfare of the people of Kansas. This purpose supersedes the interest of any individual, the nursing profession, or any special interest group. This is accomplished through the regulation of standards for nursing education, licensure, and practice.

Section 2. Functions. The Board performs the functions set forth in 1997 Supp. K.S.A. 74-1106 and are summarized as follows:

- a. Licenses registered professional and practical nurses, and mental health Technicians, licenses APRN's and authorizes RNA's;
- b. regulates the practice of nursing, mental health technology, and advanced nursing practice;
- c. accredits educational programs leading to licensure;
- d. approves continuing nursing education programs and offerings;
- e. provides guidance to licensed nurses and mental health technicians on the practice

- acts;
- f. receives reports and investigates possible violations of the Nurse Practice Act and rules and regulations;
 - g. disciplines violators through appropriate legal action to enforce the Nurse Practice Act and rules and regulations;
 - h. promotes effective communications with organizations, groups and individuals interested in health care;
 - i. complies with K.S.A. 77-415 et seq. for public comment with regard to the rules and regulations and the Nurse Practice Act and reviews and modifies the rules and regulations when necessary and appropriate;
 - j. recommends to the legislature appropriate changes in the Nurse Practice Act to ensure that the act is current and applicable to changing needs and practices; and
 - k. performs such other functions as specified in the Nursing Practice Act.

ARTICLE III - MEMBERSHIP

Section 1. Members. The Board shall consist of six registered professional nurses, two licensed practical nurses, three shall be members of the general public and at least one public member shall not have been involved in providing health care.

Section 2. Qualifications. Appointments shall be made by the governor. Such person shall have qualified as per K.S.A. 74-1106 (b).

Section 3. Privileges of Membership. Each member of the Board has the privilege of voting, of holding office, and of serving on committees.

Section 4. Reimbursement. Members of the board of nursing attending meetings of such board, or attending a subcommittee meeting thereof authorized by such board, shall be paid compensation, subsistence allowances, mileage and other expenses as provided in

K.S.A. 75-3223, and amendments thereto. No member of the board of nursing shall be paid an amount as provided in K.S.A. 75-3223 and amendments thereto, if such member receives an amount from another governmental or private entity for the purpose for which such amount is payable under K.S.A. 75-3223 and amendments thereto.

Section 5. The Board may request voluntary resignation of any of its members for neglect of duty or other conduct which shall mean:

- a. failure to attend two consecutive meetings without justification;
- b. failure to participate in committees to which appointment was accepted without justification;
- c. abuse of position.

Any member wishing to resign shall submit resignation in writing to the Governor and Board President who shall present it to the Board.

Section 6. In keeping with the Board's Purpose as stated above in Article II, Section 1, Board members are disqualified and will recuse themselves from chairing or voting in any proceeding before the Board or a Board committee if:

- a. the Board member has a substantial economical interest in a subject matter; or
- b. the Board member or the Board member's spouse, parent, or child is an officer or director of a professional association that is actively promoting or representing a particular subject matter or issue on behalf of the association;
or
- c. the Board member has prior knowledge of the allegations in a licensee's disciplinary case or personally knows or is involved with the licensee who is the subject in the discipline case.

ARTICLE IV - OFFICERS

Section 1. The officers shall consist of a President, Vice-President and Secretary.

Section 2. The three officers shall be elected at the September meeting and shall serve for one year. At each September Board meeting an individual Board member will be designated to make decisions on the behalf of the agency head for purpose of granting or denying petitions for reconsideration or review filed with the agency head.

Section 3. In the event of the vacancy of one of the three offices, a new election will be held at the next meeting to fill the vacancy.

Section 4. The President shall:

- a. preside over all meetings of the Board;
- b. establish a proposed agenda in consultation with the Executive Administrator for meetings of the Board;
- c. gain consent and appoint all members of ad hoc and standing committees, including chair and vice chair of each committee;
- d. serve as ex-officio member of all standing and special committees with a voice, but shall not vote except when needed as a member to establish a quorum;
- e. remove any committee member not fulfilling obligation to a committee;
- f. have the right to vote on all Board issues;
- g. sign appropriate legal documents;
- h. advise Executive Administrator;
- i. oversee the annual evaluation of the Executive Administrator;
- j. be responsible for the proper functioning of the work of the Board; and
- k. have power and authority to administer oaths.

Section 5. The Vice-President of the Board shall:

- a. serve in the absence of the President; and

- b. assume all such functions or responsibilities as may be delegated by the President.
- c. assist President and Executive Administrator with appointments to committees.

Section 6. The Secretary shall:

- a. sign all Board minutes
- b. keep a record of all meetings of the Board
- c. have power and authority to administer oaths, and
- d. preside in the absence of the President and Vice-President

ARTICLE V - EXECUTIVE ADMINISTRATOR

The Executive Administrator shall:

- a. administer agency operations by the following:
 - 1. evaluate staffing patterns to enhance operation of the organization
 - 2. direct professional and clerical staff for efficient functioning
 - 3. solve administrative problems
 - 4. evaluate agency staff and
 - 5. assist professional staff to review investigative cases
- b. manage board activities as follows:
 - 1. develop a proposed agenda for meetings of the Board with the President
 - 2. research and prepare informational materials for Board meetings
 - 3. assist staff in completing work of permanent and Ad Hoc committees
 - 4. serve as professional staff to both standing and Ad Hoc committees, and
 - 5. report on national and state issues to the Board
- c. manage agency budget:
 - 1. develop agency budget based on current agency expenditures, trends, and issues

2. present budget to legislature and appropriate others, and
3. evaluate on-going expenditures and revenues to maintain balanced budget
- d. participate in legislative and regulatory activities as follows:
 1. evaluate current statutes and regulations as to changing needs of nursing and health care as directed by Board
 2. prepare drafts of changes in statutes and regulations for Board approval
 3. present testimony on proposed changes in statutes before the legislature, and
 4. prepare statistical and technical reports for the legislature
- e. participate in professional activities:
 1. provide information on nursing issues to licensees, nursing schools, and providers of continuing nursing education
 2. facilitate joint activities with nursing organizations, Attorney General's office, and other state agencies
 3. represent the Board at local, state, and national meetings
 4. write articles for newsletters
 5. compile an annual report, and
 6. lecture on nursing issues
- f. perform such other duties as directed by the Board.

ARTICLE VI - MEETINGS

Section 1. The Board adheres to the provisions of the Open Meetings Law.

Regular business meetings shall be held at a place and time designated by the Board.

Section 2. A minimum of four regular meetings shall be held each year, March, June, September and December. In the case of unusual circumstances and the Board cannot

meet at a regularly scheduled time, then notice shall be given, and the meeting shall be rescheduled.

- a. The annual meeting shall be held in September
- b. A schedule of dates for meetings shall be presented to the Board a year in advance
- c. Notice shall be given to the public at least twenty-one (21) days prior to the date of the meeting except in cases of special or emergency meetings when notice will be given as soon as possible. The purpose of the meeting shall be stated in the meeting notice
- d. There shall be a quorum of six Board members including at least two professional nurse members. For the purpose of a quorum, one or more members may participate by telephone conference call, video conference or other interactive means of conducting conference communications
- e. Minutes of each meeting shall include the names of participating members, by what means they were participating, and a report of the roll call on each vote

Section 3. Special Meetings. Special meetings shall be called by the Executive Administrator at the request of the President, or upon the request of three members of the Board.

Section 4. The Board shall use a consent agenda, whereby those items that require no discussion, no action, or action but no anticipated discussion can be adopted in one motion. A Board member, after reviewing the agenda, may request the removal of an item from the consent agenda for purpose of discussion.

Section 5. Notice of meetings - Request for notice of meetings pursuant to the Kansas open meetings act should be directed to: Executive Administrator, Board of Nursing LSOB, 900 SW Jackson, Rm 1051, Topeka, Kansas, 66612-1230. Written

requests are preferred, but not required.

Section 6. Members of the public may participate at Board or committee meetings only at the discretion of the Board President or Committee Chair. Articles for the public will be available at all meetings.

Section 7. Parliamentary procedure.

- a. The Board shall use parliamentary rules of order adopted by the Board
- b. Robert's "Rules of Order, Newly Revised" latest edition, shall govern the proceedings of the Board in all cases not provided for in the parliamentary rules adopted by the Board

ARTICLE VII. - COMMITTEES

Section 1. The committees serve as an advisory body to the Board.

- a. Standing committees shall be Practice, Continuing Nursing Education/IV Therapy, Advanced Practice, Finance, Investigative, Education, and Certified Nurse-Midwife Council
- b. Committees may submit recommendations to the Board. A Board member will need to make the recommendation in a motion which would then be subject to approval by the entire Board
- c. Committee meetings shall conform to the law regarding open meetings. The dates, times, and places of all committee meetings shall be listed with their agenda
- d. Members of the Board on standing committees shall be appointed by the President in consultation with the Vice President following the annual meeting
- e. Non-Board members shall be appointed to standing committees by the President in consultation with the Vice President and shall serve for two-year terms. Each

non-Board committee member shall have qualifications related to the committee of appointment

- f. Appropriate Board staff shall serve as non-voting members of all committees. Board staff or designees shall provide support services to each committee and prepare and distribute minutes and agendas of each meeting to committee members.
- g. Agendas will be prepared in accordance with Agenda Policy (see attachment A).

Section 2. Practice Committee

- a. Membership: A minimum of three Board Members, including at least one Practice RN member, one LPN member, and at least five non-Board members engaged in practice and/or IV Therapy.
- b. Purpose: To review and recommend revisions in APRN and RNA statutes and regulations. To provide nonbinding guidance on the scope of nursing and LMHT practice in response to written inquiries. To make recommendations to amend the practice act that reflect current nursing and mental health technician practice.

Section 3. Continuing Nursing Education/ IV Therapy Committee

- a. Membership: A minimum of three Board Members, including one RN member and three non-board members who are representatives of approved CNE providers and/or IV Therapy approved providers.
- b. Purpose: To review continuing nursing and mental health technician education. To review and recommend revisions to CNE statutes and regulations. To monitor and approve CNE providers for both initial and renewal status. To review statistical information regarding providers of CNE. To review and recommend revisions in educational statutes and regulations for IV therapy programs. To

review educational policies for IV therapy programs. To review all reports and evaluations of IV therapy programs.

Section 4. Advanced Practice

- a. Membership: A minimum of three Board Members including at least one APRN member and four non-Board members representing each of the categories of advanced practice registered nurses: clinical nurse specialist, nurse midwife, nurse practitioner, and registered nurse anesthetist.
- b. Purpose: To review and recommend revisions to statutes and regulations for approval of APRN and RNA programs in collaboration with the Education Committee.

Section 5. Finance Committee

- a. Membership: A minimum of three Board Members.
- b. Purpose: To review and project budgetary needs to support agency. To maintain a structured system for monitoring impaired licensees. To review and recommend revisions to the impaired assistance program yearly contract.
- c. Fee Fund Balance Guidelines Purpose: The Board has established these guidelines to ensure that the agency maintain a sufficient balance in the fee fund to ensure continuous operation of the agency if there was a decrease in revenue or an emergency in which all equipment, furniture, supplies, office space, etc were destroyed by a natural or manmade disaster. The State of Kansas is self-insured, and the agency is a fee funded agency which receives no state general funds.
- d. Fee Fund Balance Guidelines Policy: The agency is required to submit a biennial budget. During the budget process, the fee fund is reviewed. The fee fund balance should be reviewed by the Board after budget has been submitted to the Governor

and receiving the Governors' Recommendations. The following criteria will be applied to determine the balance to be maintained in the fee fund:

- (1) The replacement cost of all physical assets
- (2) The cost for temporary relocation of office for up to six months of expenses
- (3) Six months of operating expense

Section 6. Investigative

- a. Membership: A minimum of three Board Members including at least one RN member.
- b. Purpose: To review and recommend revisions in investigative and discipline statutes and regulations. To conduct a review of cases opened by the legal department, determine what type of disciplinary proceeding, and recommend proceedings be initiated. To review and recommend changes to investigative and discipline policies and procedures. To maintain a structured system for monitoring impaired licensees; to review and recommend revisions to the impaired assistance program yearly contract.

Section 7. Education

- a. Membership: A minimum of three Board Members including at least two Educator RNs and four non-Board members representing the four types of educational programs: LPN, ADN, BSN, and APRN.
- b. Purpose: To review and recommend revisions in educational statutes and regulations for nursing, APRN, RNA, and LMHT programs. To review educational policies for nursing and LMHT programs; to review all reports, evaluations, and site visits of schools of nursing, APRN, RNA, and LMHT

programs.

Section 8. Nurse-midwives Council

- a. Membership: A minimum of four non-Board Members who are certified nurse-midwives licensed and appointed by the Board Nursing and a minimum of two members licensed by the board of Healing Arts to practice medicine and surgery and whose specialty and customary practice includes obstetrics, appointed by the Board of Healing Arts.
- b. Purpose: The statute establishes a Nurse-midwives Council to advise the Board of Healing Arts in developing, reviewing, and implementing the rules and regulation pertaining to certified nurse-midwives engaging in the independent practice of midwifery.

Section 9. Other Committees

Such other committees, standing or ad hoc, shall be appointed by the President as deemed necessary to carry on the work of the Board. The President shall provide any such committee with a stated purpose or mission.

Section 10. Appointments, Quorum, Annual Reports

- a. The President and Executive Administrator shall be ex-officio members of all committees.
- b. A quorum of the committees shall consist of a majority of the members. Only committee members duly appointed shall be entitled to vote within the committee. The President may serve as a voting member of any committee in order to establish a quorum. Other Board members may participate but have no vote.
- c. In the sustained absence or temporary inability to serve by one committee member, the President shall appoint a new member.

- d. Meetings of the committee shall be held at least once each year and whenever deemed necessary by the chairperson of the committee or the Board.

ARTICLLS VIII – AMENDMENTS TO T HE BYLAWS

Section 1. Proposals

- a. Proposed amendments to the bylaws shall be submitted to the Secretary and sent to each member of the Board by the Secretary at least two weeks prior to the meeting of the Board and shall be included in the agenda of that meeting.
- b. The President will form an ad hoc committee of Board members as needed to review bylaws.

65-1689. Program advisory committee created; members; terms. (a) There is hereby created the program advisory committee which, subject to the oversight of the board, shall be responsible for the operation of the program. The advisory committee shall consist of at least 10 members appointed by the board as follows:

- (1) Two licensed physicians, one nominated by the Kansas medical society and one nominated by the Kansas association of osteopathic medicine;
 - (2) two licensed pharmacists nominated by the Kansas pharmacists association;
 - (3) one person representing the Kansas bureau of investigation nominated by the attorney general;
 - (4) one person representing the university of Kansas school of medicine nominated by the dean of such school;
 - (5) one person representing the university of Kansas school of pharmacy nominated by the dean of such school;
 - (6) one licensed dentist nominated by the Kansas dental association;
 - (7) one person representing the Kansas hospital association nominated by such association;
 - (8) one licensed advanced practice provider nominated by either the board of nursing or the state board of healing arts; and
 - (9) the board may also appoint other persons authorized to prescribe or dispense scheduled substances and drugs of concern, recognized experts and representatives from law enforcement.
- (b) The appointments to the advisory committee shall be for terms of three years.
- (c) The advisory committee shall elect a chairperson from among its members who shall serve a one-year term. The chairperson may serve consecutive terms.
- (d) The advisory committee, in accordance with K.S.A. [75-4319](#), and amendments thereto, may recess for a closed or executive meeting when it is considering matters relating to identifiable patients or providers.
- (e) Upon the expiration of the term of office of any member of the advisory committee on or after the effective date of this act, and in any case of a vacancy existing on or after the effective date of this act, a successor shall be appointed by the board pursuant to this section.
- (f) All members of the advisory committee shall serve without compensation.

History: L. 2008, ch. 104, § 9; L. 2022, ch. 74, § 7; April 28.



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and Considers New Business with its Members at its 2026 Annual Meeting

POSTED 08/21/2026

**NCSBN met in Chicago Aug. 19-21, 2026, to consider pertinent
association business with its members.**

FOR IMMEDIATE RELEASE

Media Contact:
media@ncsbn.org

CHICAGO – NCSBN met in Chicago Aug. 19-21, 2026, to consider

	pertinent association business with its members.
Good Morning Members	Significant actions approved include: Adopted revisions to the Model Act and Model Rules.
Annual Reports	Set the NCLEX Examination Fee at \$350 in the United States and Australia and \$570 (CAD) in Canada, effective February 2027. Learn more.
NLC Annual Reports	Elections to the Board of Directors: President, Lori Scheidt, MBA-HCM, executive director, Missouri State Board of Nursing
Resource Center	President-Elect, Barbara Blozen, EdD, MA, RN-BC, CNL, board president, New Jersey Board of Nursing
Collaborative Efforts	Director-at-Large, Kelly Jenkins, MSN, RN, executive director, Kentucky Board of Nursing
History	Director-at-Large, Ann Oertwich, PhD, RN, executive director, Nebraska Board of Nursing Director-at-Large, Missy Poortenga, MHA, RN, executive officer, Montana Board of Nursing Director-at-Large, John Whitcomb, PhD, RN, CCRN, FCCM, board member, South Carolina Board of Nursing
	NCSBN delegates also elected members of the Leadership Succession Committee: Area II Member, Michael Payne, JD, General Counsel, West Virginia Board of Registered Nurses Area IV Member, Cathy Borris-Hale, MHA, RN Nurse

Specialist for Discipline & Practice, District of Columbia Board of Nursing

About NCSBN

Empowering and supporting nursing regulators across the world in their mandate to protect the public, NCSBN is an independent, not-for-profit organization. As a global leader in regulatory excellence, NCSBN champions regulatory solutions to borderless health care delivery, agile regulatory systems and nurses practicing to the full scope of their education, experience and expertise. A world leader in test development and administration, NCSBN's NCLEX Exams are internationally recognized as preeminent nursing examinations.

NCSBN's membership is comprised of the nursing regulatory bodies (NRBs) in the 50 states, the District of Columbia and four U.S. territories. There are nine exam user members and 21 associate members that are either NRBs or empowered regulatory authorities from other countries or territories.

The statements and opinions expressed are those of NCSBN and not individual members.

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[Regulation](#)[About
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Morning
Members](#)[Annual
Reports](#)**NCLEX UPDATE**

NCLEX Fee Changes Feb. 1

POSTED 08/21/2026

NCSBN's Delegate Assembly voted to adjust NCLEX registration fees.

At its recent Annual Meeting, NCSBN's Delegate Assembly voted to adjust the registration fees for the NCLEX. Effective Feb. 1, 2027, the NCLEX registration fee will be \$350 in the United States and Australia. In Canada, the fee will be \$570 (CAD).

This is the first adjustment to the NCLEX registration fee since 2000. The change reflects 25 years of inflation and rising costs associated with exams, data protection and cybersecurity. As nursing practice, technology and security requirements have evolved over time, the NCLEX has continued to evolve as well. Maintaining a secure, reliable licensure examination is an essential part of helping regulators protect the public and ensuring candidates are prepared for safe entry-level practice.

Those who complete their registration before Feb. 1, 2027, will be charged the current fee. Those who register on or after Feb.

NLC
Annual
Reports

1, 2027, will be charged the adjusted fee. The exam date does not affect the fee. This applies to all NCLEX registrations, including retakes.

Resource
Center

No other NCLEX fees are changing. International scheduling fees and change fees will remain the same, and the REx-PN examination fee is not affected.

Collaborative
Efforts

For additional information, including NCLEX registration and fee information, visit [nclex.com](https://www.nclex.com).

History

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Nurse Licensure Compact Commission Annual Report

Fiscal Year 2025

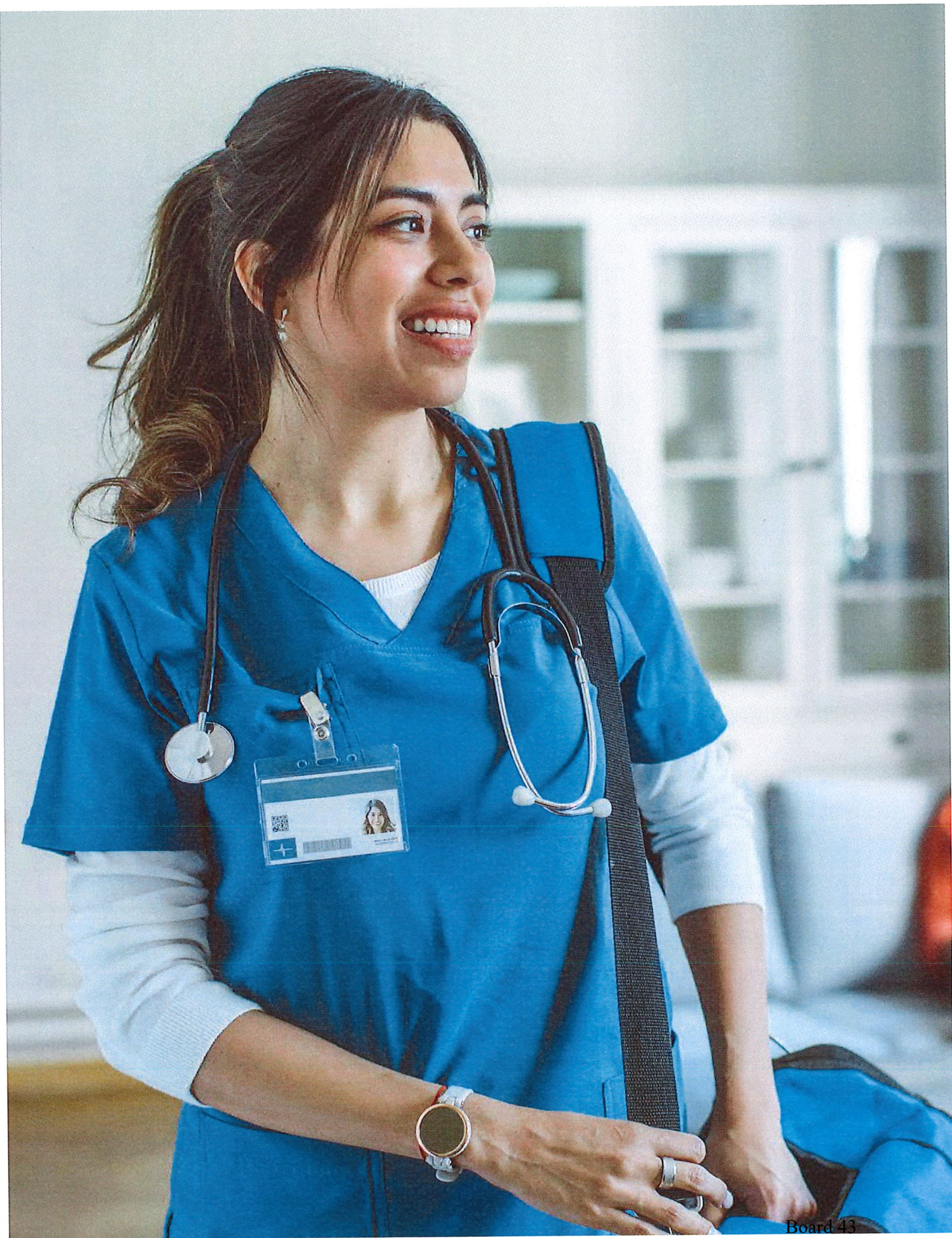
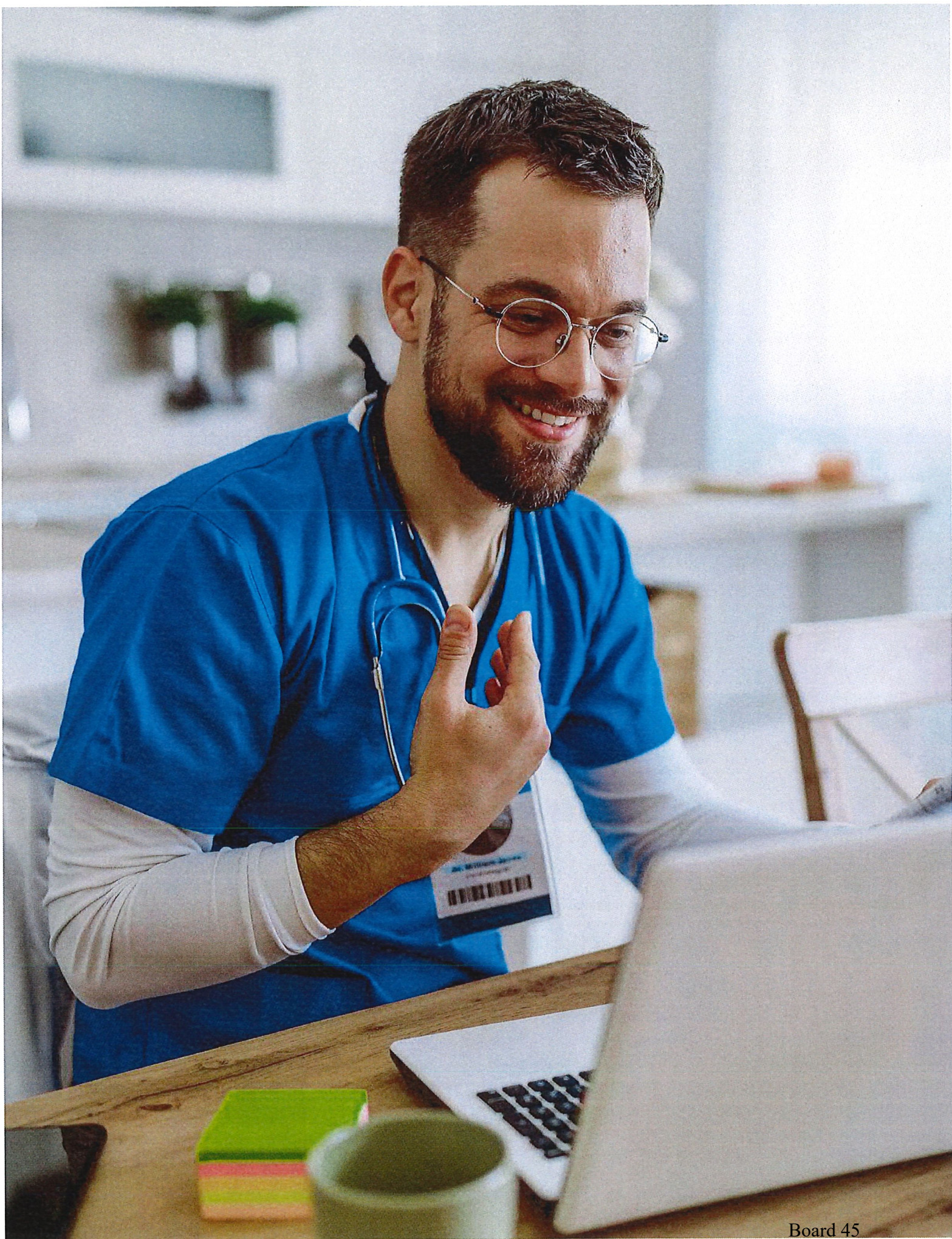




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Introduction

This annual report covers the period from Oct. 1, 2024 to Sept. 30, 2025. The purpose of this report is to provide a comprehensive overview of the activities, achievements and financial performance of the Interstate Commission of Nurse Licensure Compact Administrators (ICNLCA) throughout the report period. It provides a summary of recent accomplishments and a preview of what we have yet to achieve as a commission in fiscal year 2026 (FY26).

About the ICNLCA

The ICNLCA facilitates cross-border nursing practice through the implementation of the nationally recognized multistate license via the Nurse Licensure Compact (NLC). The ICNLCA enhances nurse mobility and public protection through maintaining uniform licensure standards among party state boards of nursing (BONs), promoting cooperation and collaboration between party states, facilitating the exchange of data and information between party states, and educating stakeholders. The ICNLCA is a governmental joint public agency of the party states created and established on July 20, 2017. As such, it is the governing body of the NLC. The Executive Committee is the seven-member elected leadership of the ICNLCA.

About the NLC

The NLC enables registered nurses (RNs) and licensed practical/vocational nurses (LPN/VNs) to hold one multistate license, with the authority to practice in person or via telehealth in both their home state and other NLC states. In FY25, 43 jurisdictions were members of the NLC. Requirements for a multistate license are aligned in NLC states, so all nurses applying for a multistate license are required to meet the same standards, which include federal and state criminal background checks that will be conducted for all applicants for multistate licensure.

The NLC also authorizes nurses to provide telehealth services to patients located in other NLC states without obtaining additional licenses. In the event of a disaster, nurses from multiple states can easily respond to supply vital services. Additionally, many nurses, including primary care nurses, case managers, transport nurses, school and hospice nurses, among many others, need to routinely cross state boundaries to provide the public with access to nursing services, and a multistate license facilitates this process.



ICNLCA Core Purpose

To facilitate interstate nursing practice in a manner consistent with public protection.

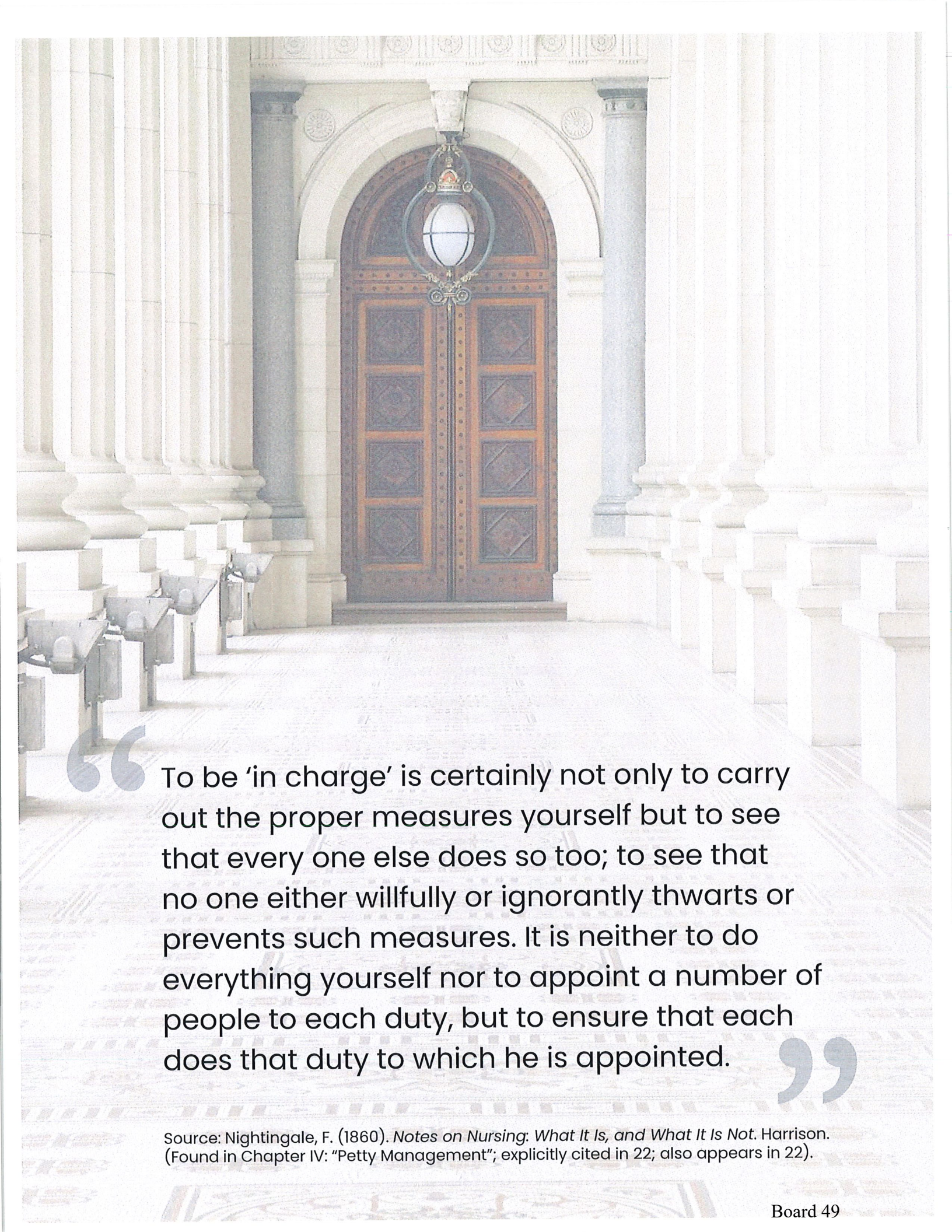
ICNLCA Mission Statement

To facilitate cross-border nursing practice through the implementation of a nationally recognized multistate license.

ICNLCA Core Values

- **Transparency:** open and honest sharing of information and actions that promote safe cross-border nursing practice.
- **Integrity:** making ethical decisions that align with NLC laws and rules.
- **Accountability:** compliance with the NLC and accepting responsibility for decisions related to the implementation of the NLC.
- **Collaboration:** working together to promote the provision of safe cross-border nursing practice.





“ To be ‘in charge’ is certainly not only to carry out the proper measures yourself but to see that every one else does so too; to see that no one either willfully or ignorantly thwarts or prevents such measures. It is neither to do everything yourself nor to appoint a number of people to each duty, but to ensure that each does that duty to which he is appointed. ”

Source: Nightingale, F. (1860). *Notes on Nursing: What It Is, and What It Is Not*. Harrison. (Found in Chapter IV: “Petty Management”; explicitly cited in 22; also appears in 22).

Letter from the Acting Chair



Dear NLC Commissioners and Stakeholders,

Fiscal year 2025 (FY25) was an energizing milestone year for the Nurse Licensure Compact as we celebrated 25 years of advancing nurse mobility, regulatory collaboration and public protection. From honoring the visionaries who launched the compact to recognizing today's commissioners, board staff, partners and supporters, this anniversary reminded us how far the NLC has come—and how much momentum lies ahead.

During FY25, the compact continued to grow and strengthen. Massachusetts became the 43rd NLC jurisdiction, Pennsylvania implemented the compact and Michigan made significant legislative progress. Across the country, nine jurisdictions introduced or discussed NLC legislation, reflecting continued interest in a modern licensure model that supports nurses, employers and patients wherever care is delivered.

The Commission also took a thoughtful look inward. We approved updates to our core purpose, mission and strategic initiatives, and adopted the FY26–28 strategic plan. We strengthened compliance resources through the revised NLC Compliance Self-Assessment Toolkit, expanded commissioner governance training and continued practical education on key topics such as the 60-day residency rule, multistate licensure, telehealth practice and employer responsibilities.

Our outreach efforts also reached new heights. NLC webpages surpassed one million views, social media impressions increased by 111%, email subscribers grew by more than 6,700 and NLC educational webinars, presentations, exhibits and board trainings connected with stakeholders nationwide. These results demonstrate the value of clear communication, trusted resources and shared commitment.

As we look to FY26, we do so with optimism. With implementations ahead in Connecticut, Guam and the U.S. Virgin Islands, supported by continued legislative engagement and renewed strategic direction, we are closer than ever to the goal of a compact nation. Thank you for your leadership, service and dedication to safe, accessible nursing care.

Sincerely,

A handwritten signature in blue ink that reads "Sherry Richardson". The signature is fluid and cursive, with a large loop at the end.

Sherry Richardson, MSN, RN
Acting Chair, NLC Commission
NLC Commissioner, Tennessee



NLC 25th Anniversary

The NLC engaged in various activities during its yearlong anniversary celebration. Following the NLC Commission Midyear Meeting in Pittsburgh, an anniversary dinner was held. The late Laura Poe, the “Mother of the NLC,” was acknowledged for her leadership contributions to the NLC. Founding members were recognized, and the evening culminated with a keynote address presented by Leonard Marcus, PhD, of Harvard University’s Chan School of Public Health, a longtime advocate for the compact. Jeweled pins and silver photo boxes commemorating the anniversary were distributed to guests and commissioners. The inaugural Legacy Award was presented to NCSBN, in recognition of NCSBN’s contributions to the NLC Commission during the past 25 years. NCSBN Board Chair Phyllis Johnson, DNP, RN, FNP-BC (Commissioner, Mississippi) accepted the award on behalf of NCSBN.



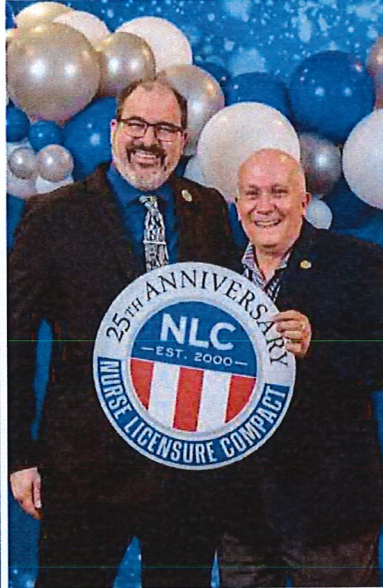
Above: Watch Pam Zickafoose talk about the NLC anniversary at the 2025 NLC Midyear Meeting.



Pictured above, right: The NLC Founding members are recognized in March 2025.

Pictured above, bottom: NLC Commissioners celebrate the anniversary at the 2025 Annual Meeting in Chicago.

Pictured on this page: Highlights from the 2025 NLC Anniversary dinner held March 10, 2025 in Pittsburgh.



NCSBN Board Chair Phyllis Johnson, DNP, RN, FNP-BC accepted the Legacy Award on behalf of NCSBN.



NLC Legislative Update

This summary indicates which states introduced or discussed NLC legislation in fiscal year 2025:

There were nine NLC introductions during the 2025 legislative session (Alaska, District of Columbia, Hawaii, Illinois, Michigan, Minnesota, Nevada, New York, Oregon). Notable updates include:



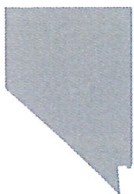
Illinois

Rep. Yolanda Morris is a new sponsor of the NLC in the state and has engaged members of the legislative and executive branches in discussions on the issue. The NLC bill included language requiring Illinois employers to require multistate licensees to complete demographic data and continuing education requirements.



Michigan

As of September 2025, the NLC bill passed the House of Representatives. The bill is now in the Senate awaiting action. Supporters of the NLC include ANA-Michigan, AARP Michigan and Michigan Health and Hospital Association, among others. Key opponents to the legislation include the Michigan Nurses Association and National Nurses United.



Nevada

The Nevada Patient Protection Commission, a 12-member commission charged with reviewing "issues related to the health care needs of Nevada residents and the accessibility, affordability and quality of health care," introduced the NLC in the 2025 legislative session in a package that included interstate compacts for several health care occupations. The bill did not receive a hearing, but several compact bills did advance in the legislative session.



New York

Gov. Kathy Hochul once again championed the NLC in New York. Hochul included the NLC in her budget proposal, but the legislature failed to include the measure in their budgets. Support for the NLC grows continues to grow in the state.

Celebrating 25 Years of the NLC

1996

The NCSBN Multistate Regulation Task Force (MSRTF) was established and developed a vision for multistate nursing regulation: "A state nursing license recognized nationally and enforced locally."

1997

The NCSBN Delegate Assembly unanimously approved the mutual recognition model of nursing regulation.



1998

NCSBN released final NLC language.



1999

The Nurse Licensure Compact Administrators (NLCA) adopted the Articles of Organization and Rules & Regulations.



2000

The NLC was implemented and the compact was operational. Arkansas, Delaware, Iowa, Maryland, North Carolina, Texas, Utah and Wisconsin were the first states to implement the NLC.

2009

The NLC conjunction appointed staff dedicated to support the NLC.



NLC Strategic Plan Update

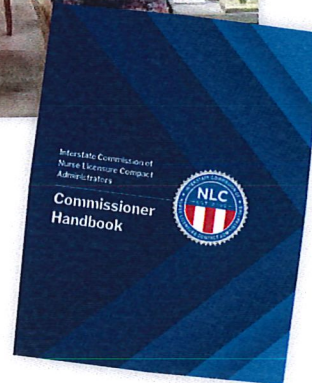
The NLC strategic plan consists of four strategic initiatives that focus on strategic partner development and collaboration, education of boards and stakeholders, promotion and engagement, and compliance evaluation. At the 2025 NLC Commission Midyear Meeting, the NLC Commission approved Executive Committee edits to the core purpose, mission statement and strategic initiatives. At the 2025 NLC Commission Annual Meeting, the NLC Commission approved the revised strategic plan for FY26–28.

NCSBN staff continued consensus building with legislators in noncompact states and attended exhibits to bring awareness of the compact. The Commission retained a financial planner and an auditor to advise utilization of the NLC fund balance, ensure fiscal accountability and to comply with NLC statute requirements.

The NLC held training at eight boards of nursing, continued promotion of the commissioner handbook and continued to hold its annual governance training. The NLC continued its public outreach by increasing the NLC Insights (formerly Tip of the Week) public subscribers by 36% over the previous year, collaborated with NCSBN marketing on a yearly project plan, provided legal opinions for NLC-related inquiries and promoted Nursys® at exhibits. Staff created a fact sheet for nurse employers to understand the 60-day residency rule.



The NLC held training at eight boards of nursing including Kansas and West Virginia (pictured at top, bottom respectively). Cover of the Commissioner Handbook featured at right.



7

2013-14

Commission, in on with NCSBN, d the first full-time icated to providing o the commission and managing the day-to-day operations of the NLC.

Due to a slowdown of NLC adoption by states caused by concerns related to the lack of a criminal background check requirement in statute, the NLC was comprehensively redrafted to include uniform licensure requirements.



2014

The NLC obtained additional support staff.



2015

The enhanced Nurse Licensure Compact (eNLC) was adopted by the NCSBN Delegate Assembly.



2017

The eNLC became effective on July 20, 2017, when North Carolina became the 26th state to enact the eNLC into law. As of the effective date, the ICNLC was formed and began to propose rules to implement the compact.





Midyear and Annual Meeting Summary

The 2025 hybrid NLC Commission Midyear Meeting was held in March in Pittsburgh, Pennsylvania with all 43 commissioners in attendance, either virtually or in person. Commissioners learned that the NLC partnered with an investment services firm, and approved the strategic plan's mission, core values and strategic initiatives. Retiring NLC Commissioner Sue Tedford (Arkansas) and retiring NLC Commission Chair Pam Zickafoose (Delaware) were recognized, as well as NLC Director Jim Puente for his 15 years of service to the NLC. NLC Consultant Fred Knight presented a session on the NLC uniform license requirements (ULRs). The Training and Education Committee announced new titles for the Tips of the Week, the Compliance Committee presented an update on the NLC Compliance Self-Assessment Toolkit, and the Rules Committee reviewed its charges, including the development of a regulatory FAQ, an interpretation of

statutory requirements of a board of nursing regarding criminal background checks, and an LPN challenge to the NCLEX exam. A 25th anniversary dinner was held that evening, recognizing NLC founders and past chairs and a keynote address from Leonard Marcus, PhD, from Harvard University.

The NLC Commission Annual Meeting was held in August in Chicago with 42 commissioners in attendance. The Commission approved the FY26 NLC budget and the FY26-28 strategic plan. The revised Compliance Self-Assessment Toolkit was approved and nominations were accepted for three positions on the NLC Executive Committee. State and federal legislative updates were presented. An award was presented to retiring NLC Commissioner Carol Moody (South Carolina) in recognition of her service to the NLC Commission. A reception was held before the NCSBN Awards dinner to recognize NLC's 25th anniversary.

Celebrating 25 Years of the NLC

2018

The eNLC was implemented on Jan. 19, 2018. On this date, it became operational.



2019

Enactment of NLC legislation was achieved by the 31st state.



2020

NLC Commissioners celebrated NLC's 20th anniversary at the Midyear Meeting in March.



COVID-19 became a global public health crisis.



Due to COVID-19 travel restrictions, the NLC Commission held its first virtual annual meeting with record attendance of more than 300 individuals.



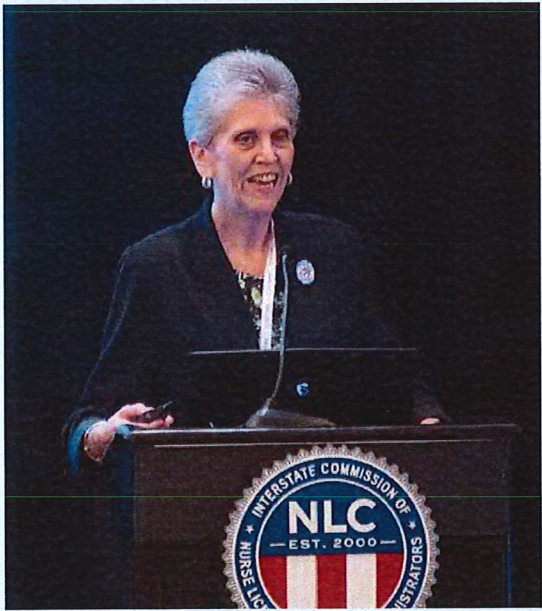
2021

39 jurisdictions members of the



Pictured on opposite page: NLC Executive Committee at the 2025 Annual Meeting held in Chicago.

Pictured below, left to right: Retiring NLC Commissioners Pam Zickafoose (Delaware) and Sue Tedford (Arkansas) are recognized for their service to the NLC Commission. NLC Director Jim Puente is recognized for 15 years of service to the NLC.



Hybrid Governance Training

The NLC presented its annual governance training for commissioners prior to the 2025 Annual Meeting. Nahale Kalfas, JD, NLC legal consultant, explained the authorities of the NLC and the organizational structure of the NLC Executive, Standing and ad hoc committees. During the second session, Carol Moody, NLC Compliance Committee chair, and Jim Puente, NLC director, trained commissioners on the revised NLC Compliance Self-Assessment Toolkit.

Pictured at left: Carol Moody, NLC Compliance Committee Chair

2022

The first NLC Virtual Legal Conference series was held in June.



2023

Adopts new residency rule that includes requiring nurses moving from one compact state to another compact state to apply for licensure in their new primary state of residence (PSOR) within 60 days.

2024

After a decade of hard work, Massachusetts enacts the NLC in November, making it the 43rd jurisdiction.



2025 and Beyond...

The NLC will continue work to achieve the goal of a Compact Nation.



Current Supporting Organizations

- Air & Surface Transport Nurses Association (ASTNA)
- AlediumHR
- Alliance for Camp Health
- Alliance for Connected Care
- American Academy of Ambulatory Care Nursing (AAACN)
- American Association of Colleges of Nursing (AACN)
- American Association of Neuroscience Nurses (AANN)
- American Association of Occupational Health Nurses (AAOHN)
- American Association of Poison Control Centers
- American Nephrology Nurses Association (ANNA)
- American Organization for Nursing Leadership (AONL)
- American Red Cross
- American Telemedicine Association (ATA)
- Asian American/Pacific Islander Nurses Association (AAPINA)
- Association for Vascular Access (AVA)
- Case Management Society of America (CMSA)
- Citizen Advocacy Center (CAC)
- Commission for Case Manager Certification (CCMC)
- Cross Country Healthcare
- CTel Innovations
- Emergency Nurses Association (ENA)
- Health Innovation Alliance
- Hospital Corporation of America (HCA) Healthcare
- Institute for Healthcare Improvement (IHI)
- National Association of Travel Healthcare Organizations (NATHO)
- National Governors Association Center for Best Practices
- National League for Nursing (NLN)
- National Military Family Association (NMFA)
- National Student Nurses' Association (NSNA)
- Oncology Nursing Society (ONS)
- Optum
- Organization for Associate Degree Nursing (OADN)
- Population Health Alliance (PHA)
- Telehealth Leadership Council
- TruMerit
- U.S. Department of Commerce
- WorldWide HealthStaff Solutions Ltd.

Celebrating 25 Years of the NLC

NLC logos used during its 25 years of operation.



Growth of Interstate Compacts Nationwide

Learn more about health care professions that currently are in a compact and their growth.

State	GRAND TOTAL	APRN	ASLP	Cosmetology	Counseling	Dietitians	Dentistry	EMS	Massage Therapy	Nursing	OT	PA	Physicians	Psychologists	PT	Respiratory Therapists	School Psych.	Social Work	Teach
Alabama	14		✓	✓	✓	✓		✓		✓	✓		✓	✓	✓	✓	✓	✓	✓
Alaska	2		✓												✓				
Arizona	9		✓	✓	✓					✓	✓		✓	✓	✓			✓	
Arkansas	13		✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	
California	0																		
Colorado	14		✓	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓		✓	✓	✓
Connecticut	7				✓					✓		✓	✓	✓	✓			✓	
Delaware	11									✓		✓	✓	✓	✓				✓
Florida	11									✓		✓	✓	✓	✓				✓
Georgia	11									✓		✓	✓	✓	✓				✓
Hawaii	11									✓		✓	✓	✓	✓				✓
Idaho	11									✓		✓	✓	✓	✓				✓
Illinois	2												✓	✓					
Indiana	8		✓		✓			✓		✓	✓		✓	✓	✓				
Iowa	12		✓		✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓		✓	
Kansas	14		✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓		✓	✓	✓
Kentucky	10		✓	✓	✓					✓	✓		✓	✓	✓			✓	
Louisiana	8		✓		✓			✓		✓	✓	✓	✓	✓	✓			✓	
Maine	10		✓		✓		✓			✓	✓	✓	✓	✓	✓			✓	
Maryland	9		✓	✓	✓					✓	✓		✓	✓	✓			✓	
Massachusetts	1									✓									
Michigan	2												✓	✓					
Minnesota	9		✓		✓		✓				✓	✓	✓	✓	✓			✓	
Mississippi	11		✓		✓	✓		✓		✓	✓		✓	✓	✓			✓	✓
Missouri	9		✓		✓			✓		✓	✓		✓	✓	✓			✓	
Montana	11		✓		✓	✓			✓	✓	✓	✓	✓	✓	✓	✓		✓	
Nebraska	14		✓		✓	✓	✓	✓		✓	✓	✓	✓	✓	✓		✓	✓	✓
Nevada	8		✓		✓			✓	✓	✓	✓	✓	✓	✓	✓			✓	

Access the full chart at

https://www.datawrapper.de/_/WTWv3/?v=61



Compacts Currently Under Development

- Athletic Trainers
- Respiratory Therapists

17

Professions with Available
Occupational Licensure Compacts

350+

Pieces of Compact Legislation
Passed Since 2016

51

States and Territories Participating
in at least ONE Occupational
Licensure Compact

Source: CSG, Aug. 2025

Committees Overview



Joey Ridenour

Rules Committee

The NLC Rules Committee was led by Chair Joey Ridenour, MN, RN, FAAN, NLC commissioner, Arizona. Highlights of the Rules Committee's charges included:

- Developing an educational webinar and slide presentation on compact mobility
- Revising regulatory definitions for NLC members



Carol Moody

Compliance Committee

The NLC Compliance Committee was led by Chair Carol Moody, MS, RN, NEA-BC, NLC commissioner, South Carolina. Highlights of the Compliance Committee tasks included:

- Revising and renaming the self-assessment for compliance toolkit
- Reviewing two policies for the revised toolkit: policies 6.2 (Compliance Self-Assessment Toolkit) and 6.3 (Compliance Reviews)



Missy Poortenga

Policy Committee

The NLC Policy Committee was led by Chair Missy Poortenga, MHA, RN, NLC commissioner, Montana. Highlights of the Policy Committee tasks included:

- Amending NLC Policy 1.6 (Conflict of Interest)



Ann Oertwich

Training and Education Committee

The Training and Education Committee was led by Chair Ann Oertwich, PhD, MSN, RN, NLC commissioner, Nebraska. Highlights of the Training and Education Committee tasks included:

- Reviewing and approving:
 - Bimonthly *NLC Insights* and *NLC Insider* emails for board staff and the general public
 - *Compact Corner*, NLC's e-newsletter publication with the latest NLC news and announcements
- NLC fact sheets and implementation checklist
- NLC webinar topics
- The draft of the annual report



Lynda D'Alessio



Amanda Gray

Elections Committee

The NLC Election Committee co-chairs, Lynda D'Alessio, MSN, RN, NLC commissioner, Rhode Island, and Amanda Gray, NLC commissioner, Florida, accepted nominations at the NLC Annual Meeting for three executive committee positions: chair and two member-at-large positions. Nominations were accepted through Aug. 31, 2025. The full slate of candidates was shared with the commission on Sept. 2 and voting occurred Sept. 21-30. The full Executive Committee for FY26 was announced on Oct. 31, 2025, and can be viewed [here](#).





Ad Hoc Workgroups

NLC Operations Network

The NLC Operations Network is a forum where staff in party state boards of nursing can discuss common operational issues, learn from other party state boards and share best practices. The network held quarterly virtual meetings during FY25. The meeting topics included the use of e-Notify, the 60-day residency rule, required proof of verification regarding NCLEX information, speed memos and the deactivation of a duplicate multistate license.

NLC Technology Task Force

The Technology Task Force met twice during FY25, reviewing Nursys® reports for functionality in the revised NLC Compliance Self-Assessment Toolkit.

NLC Presentations

Webinars

NLC presented 11 free educational webinars throughout FY25 that served to assist nurses, nursing students, nurse employers and other stakeholder audiences with helpful information regarding the NLC.

- *Fireside Chat: 60-Day Residency Rule*
September 2025
- *Fireside Chat: Legislative Update*
March 2025
- *Helpful Tips for New Nursing Graduates*
November 2024 and April 2025
- *Multistate Licensure for Telehealth Practice*
June 2025
- *The NLC: What Nurse Employers Need to Know*
October 2024; February, May and August 2025
- *Understanding Primary State of Residence*
January and July 2025

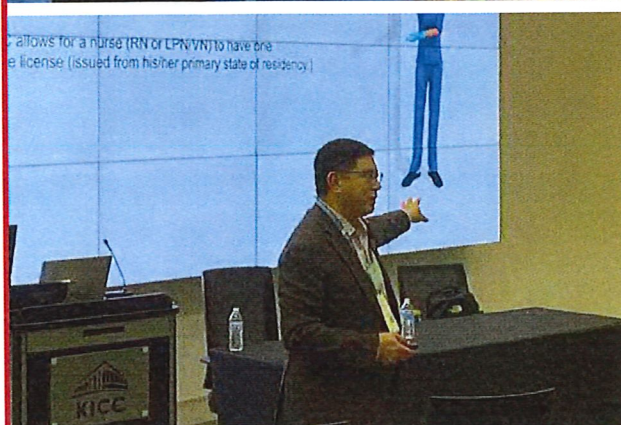
NLC Informational Presentations

In accordance with the strategic plan, specifically Strategic Initiative I: Strategic Partner Development and Collaboration, and Strategic Initiative II: Education of Boards and Stakeholders, presentations were provided for various organizations in both compact and noncompact states.

Presentations, Exhibitions, Meetings, Interviews with Stakeholder Organizations

November 2024	Presentation, exhibition and panel discussion, National Student Nurses' Association (NSNA) Midyear Conference
	Presentation, Dietitian Summit
December 2024	Presentation, Council of State Governments (CSG) Conference
March 2025	Exhibition, American Association of Colleges of Nursing (AACN) Conference
April 2025	Presentations and exhibition, NSNA Annual Convention

Featured below: Photos from various tradeshow exhibits during 2025.



April 2025 Exhibition, American Organization for Nursing Leadership (AONL) Conference

Presentation and exhibition, American Society for Health Care Human Resources Administration (ASHHRA) Conference

Presentation, Respiratory Care Interstate Compact

May 2025 Panel discussion and exhibition, Hale Borealis Forum

Presentation, American Staffing Association

August 2025 Exhibition, NCSBN Annual Meeting

September 2025 Presentation, Council on Licensure, Enforcement and Regulation (CLEAR) Pre-Conference Workshop

Exhibition, National League for Nursing (NLN) Conference

Presentation and Exhibition, TravCon

Board of Nursing (BON) Trainings

November 2024 Montana Board of Nursing

December 2024 Louisiana State Board of Practical Nurse Examiners

March 2025 North Carolina Board of Nursing

June 2025 Pennsylvania State Board of Nursing

July 2025 New Jersey Board of Nursing

August 2025 Kansas State Board of Nursing

West Virginia Board of Registered Nurses and West Virginia State Board of Examiners for Licensed Practical Nurses

September 2025 Connecticut Board of Nurse Licensure

 See photos from BON trainings on page 5

NLC Outreach

In alignment with the NLC strategic plan tactics, staff continued to post NLC educational and informational news and events on social media to increase member and public awareness of the compact.

- Social Media Page & Profile Impressions: **159,300 (increase of 111%)**
- Social Media Followers: **14,891**
- NLC Email Subscribers: end of FY25, there were **24,326 subscribers, an increase of 6,708 from FY24.**



Compact Corner



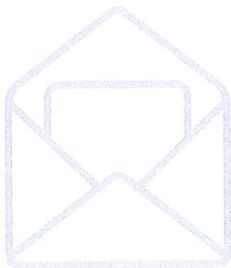
Compact Corner keeps NCSBN members informed regarding NLC resources, events, committee projects and NLC Commission updates. **There are 237 subscribers.**

- November 2024 issue: **45.5%** open rate
- April 2025 issue: **48.8%** open rate
- July 2025 issue: **38.5%** open rate
- Overall average open rate: **44.3%**



NLC Insights and NLC Insider

Formerly *Tip of the Week*, these emails are sent biweekly. On Wednesdays, public subscribers receive an **NLC Insights** containing general information. These are also shared via NLC Facebook, X and Instagram pages. There is an opportunity to subscribe to this email list, and anyone can do so directly from social media or from the NLC website. On Fridays, NCSBN Member subscribers receive **NLC Insider**, focused on regulation.



	Average Open*Rate	Subscribers as of Fall 2025
Public:	36%	24,000 (6,300+ increase)
Members:	42%	89

**Open: subscribers opened the email*



10,434
TOTAL FOLLOWERS

Top Facebook Post for FY25

JUNE 4, 2025

NLC Jurisdictions



JUNE 24, 2025

Pennsylvania Implementation
Date Announced



1,693
TOTAL FOLLOWERS

Top Posts for FY25

Nurse Compact
@NurseCompact

The Interstate Commission of Nurse Licensure Compact Administrators (ICNLCA), the governing body of the NLC, announces new members of its Executive Committee, elected Oct. 1, 2025, to two-year terms: nrcan.org/news/interstate-lc-nursecompactnation

Interstate Commission of Nurse Licensure Compact Administrators Elects 2026 Executive Committee

#NLCNewsUpdate

46.67%
ENGAGEMENT

Nurse Compact
@NurseCompact

Compact Connection provides you with the latest legislative updates, a breakdown of recent events, trusted resources and ways to take action to support the Nurse Licensure Compact. Subscribe here: nursecompact.com/stay-informed...

34.48%
ENGAGEMENT

Nurse Compact
@NurseCompact

I was issued a temporary license in the compact state where I live. Can I practice via telehealth in other compact states with this license? Read the latest NLC Insights to find out: nrcan.org/news/nlc-insights

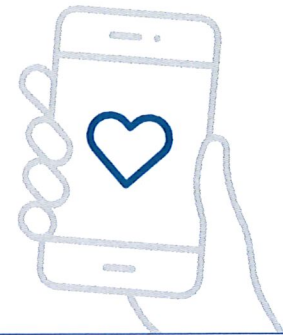
I was issued a temporary license in the compact state where I live. Can I practice via telehealth in other compact states with this license?

19.35%
ENGAGEMENT



Instagram

2,764
TOTAL FOLLOWERS



Top 3 Instagram Posts for FY25



These jurisdictions have introduced legislation to join the **NLC**:

- Alaska •Illinois •Nevada
- D.C. •Michigan •New York
- Hawaii •Minnesota •Oregon

90 LIKES



These jurisdictions have introduced legislation to join the **NLC**:

- Alaska •Minnesota
- D.C. •Nevada
- Hawaii •New York

64 LIKES

Massachusetts is the 43rd state to join the



31 LIKES



NLC videos were shared via YouTube and social media. Here are the most-viewed videos in FY25 >



Explanation of the NLC 60 Day Rule



5,466
VIEWS



Explanation of the Nurse Licensure Compact for Nurses



2,993
VIEWS



Multistate Licensure for Telephonic Practice (Telehealth)



2,414
VIEWS

NLC Webpages

Total Views (All pages): 1,052,593

Top 3 NLC Webpages for FY25

NLC HOMEPAGE

697,188
VIEWS

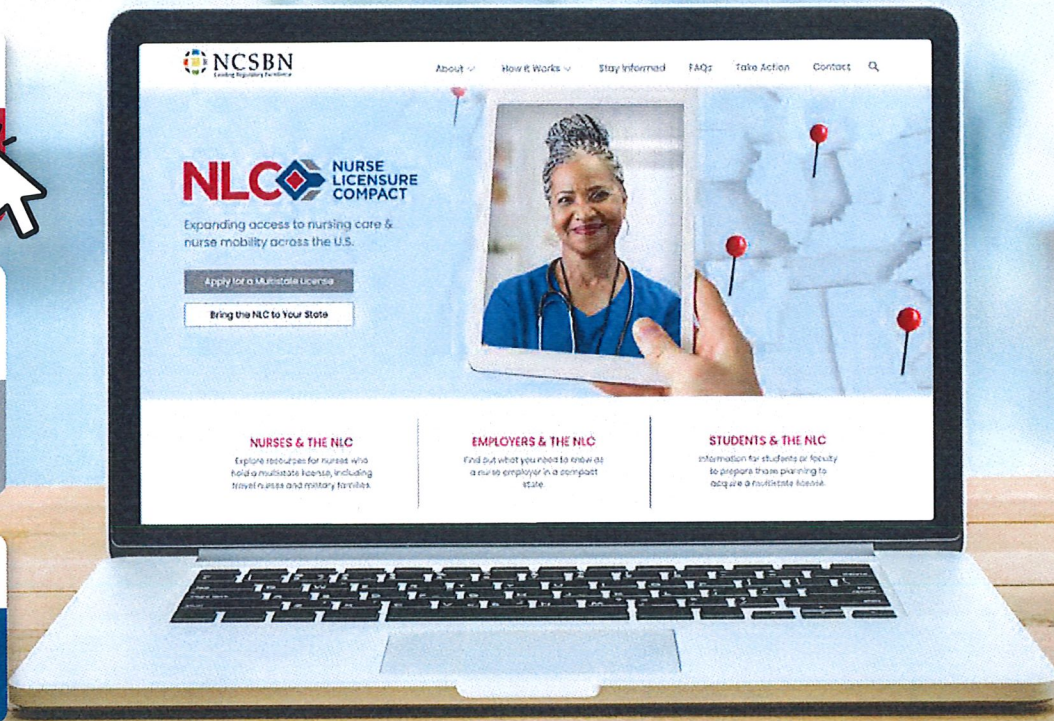


**APPLYING FOR
LICENSURE**

290,663
VIEWS

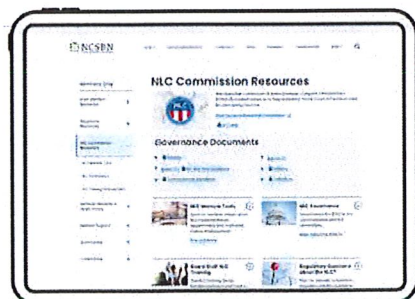
NURSES & THE NLC

52,256
VIEWS



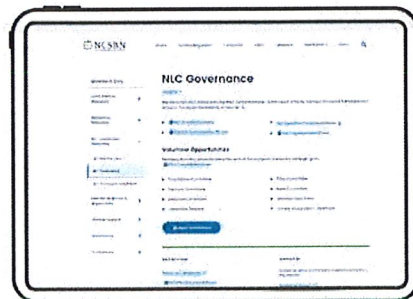
NLC Commission Webpages*

*NCSBN.org webpages require Members-only logins



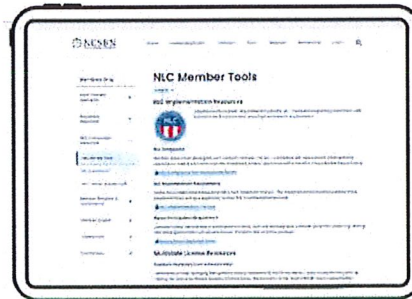
**NLC COMMISSION
MEMBER RESOURCES**

684
VIEWS



NLC GOVERNANCE

360
VIEWS



NLC MEMBER TOOLS

314
VIEWS

Data and stats as of date and status for period of Oct. 1, 2024–Sept. 30, 2025

NLC Commission Financial Audit

Hicks & Associates CPAs, PLLC

CERTIFIED PUBLIC ACCOUNTANTS

July 8, 2026

Executive Committee
The Interstate Commission of
Nurse Licensure Compact Administrators
Chicago, Illinois

We have audited the financial statement of The Interstate Commission of Nurse Licensure Compact Administrators (Organization) for the year ended September 30, 2025, and have issued our report thereon dated July 8, 2026. 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 in our letter to you dated April 21, 2026. Professional standards also require that we communicate to you the following information related to our audit.

Significant Audit Matters and Qualitative Aspects of Accounting Practices

Management is responsible for the selection and use of appropriate accounting policies. The significant accounting policies used by the Organization are described in the notes to the financial statement. No new accounting policies were adopted and the application of existing policies was not changed during the year ended September 30, 2025. We noted no transactions entered into by the Organization during the year for which there is a lack of authoritative guidance or consensus. All significant transactions have been recognized in the financial statement in the proper period.

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

Management's estimate for the allocation of indirect disbursements between program and management & general classifications. Such allocations require management to use a reasonable cost allocation method, such as time and/or effort, to present such expenses on a functional basis.

Certain financial statement disclosures are particularly sensitive because of their significance to financial statement users. The financial statement disclosures are neutral, consistent, and clear.

Difficulties Encountered in Performing the Audit

We encountered no significant difficulties in dealing with management in performing and completing our audit and appreciate the excellent cooperation we received from Organization personnel during the audit.

3

1795 Alysheba Way • Suite 6206
Lexington, KY 40509

Telephone (859) 368-9727
Fax (859) 368-9739

Executive Committee
The Interstate Commission of
Nurse Licensure Compact Administrators

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. We did not identify any misstatements during our audit for the year ended September 30, 2025.

Disagreements with Management

For purposes of this letter, a disagreement with management is a disagreement on a financial accounting, reporting, or auditing matter, whether or not resolved to our satisfaction, that could be significant to the financial statement or the auditors' 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.

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 consultation involves application of an accounting principle to the Organization's financial statement or a determination of the type of auditors' opinion that may be expressed on that statement, 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 prior to acceptance as the Organization's auditors. However, these discussions occurred in the normal course of our professional relationship and our responses were not a condition to our acceptance.

Other Matters

With respect to the supplemental information accompanying the financial statement, we made certain inquiries of management and evaluated the form, content, and methods of preparing the information to determine that the information complies with the cash receipts and disbursements basis of accounting, the method of preparing it has not changed from the prior period, and the information is appropriate and complete in relation to our audit of the financial statement. We compared and reconciled the supplemental information to the underlying accounting records used to prepare the financial statement or to the financial statement itself.

This information is intended solely for the use of the Executive Committee and management of the Organization and is not intended to be, and should not be, used by anyone other than these specified parties.

Sincerely,

Hicks & Associates CPAs, PLLC

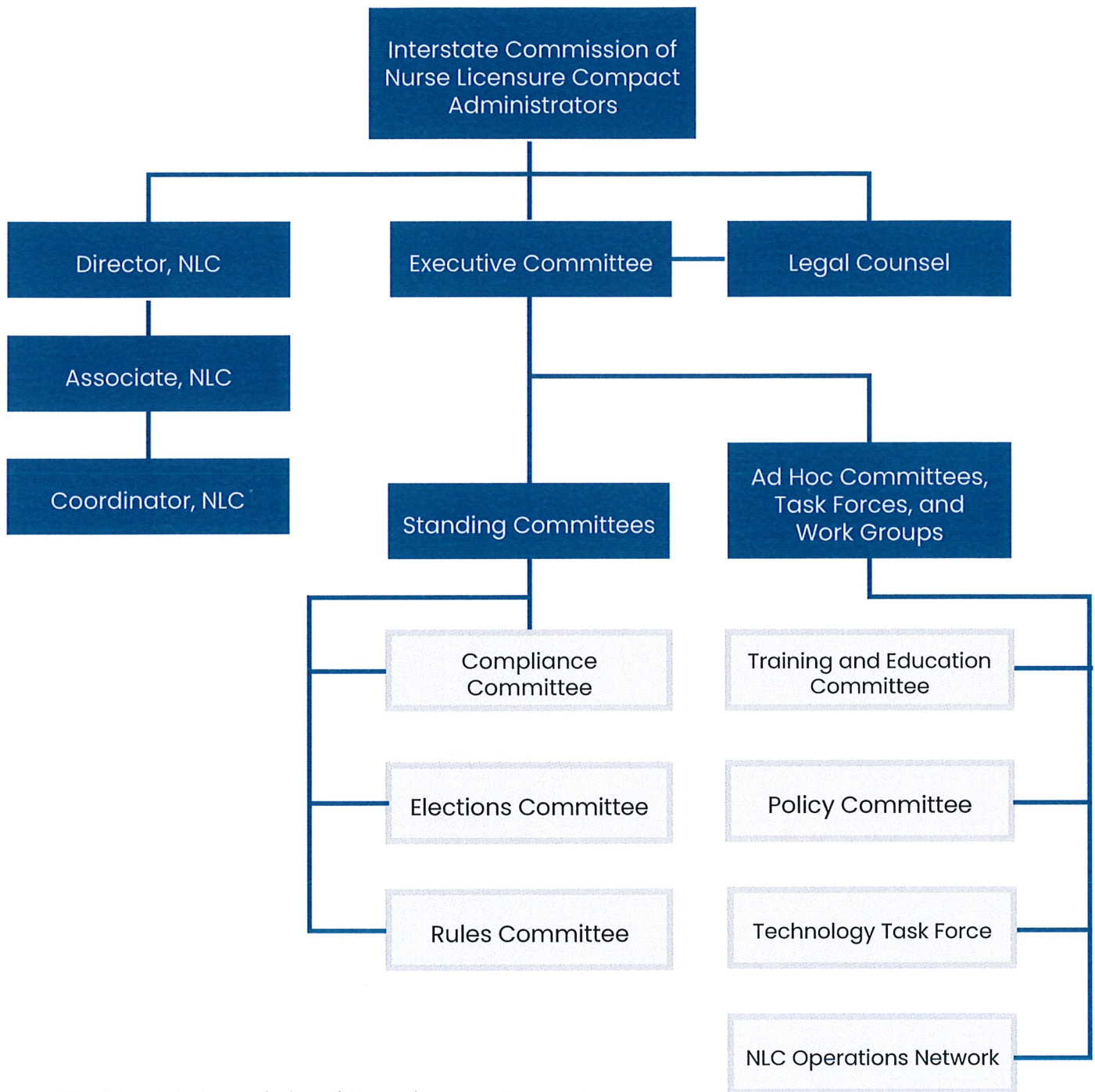
Financial Summary Fiscal Year 2025

	FY25
Cash Balance Sept. 30, 2024	\$ 1,345,398.75
Revenue	
Interest earned Oct. 1, 2024–Sept. 30, 2025	\$59,932.80
Collections for the FY25 period (Oct. 1, 2025–Sept. 30, 2026)	\$33,000.00
Collections for the FY26 period (Oct. 1, 2026–Sept. 30, 2027)	\$174,000.00
Subtotal	\$207,000.00
Total	\$1,612,331.55
Expenses	
Reimb of FY25 expenses paid on behalf of NLC	(\$32,782.20)
Cash Balance Sept. 30, 2025	\$1,579,549.35



Prepared by:
Sam Delp, PhD, MPA
Treasurer, NLC Commission;
NLC Commissioner, Colorado

Organizational Chart



The Interstate Commission of Nurse Licensure Compact Administrators is a governmental joint public agency of the party states.

ICNLCA staff and services are provided via a memorandum of understanding with NCSBN.

Updated 6/2025



Thank You To All Commissioners For Your Efforts On Behalf Of The NLC During FY25

Interstate Commission of Nurse License Compact Administrators

Alabama Board of Nursing

Peggy Benson

Arizona State Board of Nursing

Joey Ridenour

Arkansas State Board of Nursing

Sue Tedford (retired June 2025)

Colorado Board of Nursing

Samuel Delp*

Connecticut Board of Nurse Licensure

Dana Dalton

Delaware Board of Nursing

Pamela C. Zickafoose*
(retired June 2025)

Florida Board of Nursing

Amanda Gray

Georgia Board of Nursing

Natara Taylor

Guam Board of Nurse Examiners

Relida Sumaylo

Idaho Board of Nursing

Nicki Chopski

Indiana State Board of Nursing

Audrea Racine

Iowa Board of Nursing

Jayme Hildreth

Kansas State Board of Nursing

Carol Moreland

Kentucky Board of Nursing

Kelly Jenkins*

Louisiana State Board of Practical Nurse Examiners

Christina Constanza

Maine State Board of Nursing

Kim Esquibel

Maryland Board of Nursing

Rhonda Scott

Mississippi Board of Nursing

Phyllis Johnson

Missouri State Board of Nursing

Lori Scheidt

Montana Board of Nursing

Missy Poortenga

Nebraska Board of Nursing

Ann Oertwich

New Hampshire Board of Nursing

Ashley Czechowicz

New Jersey Board of Nursing

Mary Fortier*

New Mexico Board of Nursing

Sheena Ferguson

North Carolina Board of Nursing

Crystal Tillman*

North Dakota Board of Nursing

Stacey Pfenning

Ohio Board of Nursing

Marlene Anielski

Oklahoma Board of Nursing

Jenny Barnhouse

Pennsylvania State Board of Nursing

Wendy Miller

Rhode Island Board of Nurse Registration and Nursing Education

Lynda D'Alessio

South Carolina Board of Nursing

Carol Moody

South Dakota Board of Nursing

Linda Young*

Tennessee Board of Nursing

Sherry Richardson*

Texas Board of Nursing

Kristin Benton

Utah Board of Nursing and Certified Nurse Midwives

Jeff Busjahn

Vermont State Board of Nursing

Shiela Boni

Virginia Board of Nursing

Claire Morris

Virgin Islands Board of Nurse Licensure

Carmen Vanterpool-Romney

Washington State Board of Nursing

Alison Bradywood

West Virginia Board of Registered Nurses (RN)

Sue Painter

Wisconsin Board of Nursing

Robert Weinman

Wyoming State Board of Nursing

Rachael Fillbrandt

*Names with an * indicates a FY25 member of the NLC Commission Executive Committee.*

NLC Committees

Executive Committee



Chair

Pamela Zickafoose, EdD, MSN, RN, NE-BC, CNE, FRE
NLC Commissioner, Delaware
Executive Director, Delaware Board of Nursing
Term: October 2023–September 2025
(2nd term, retired May 2025)



Vice-chair

Sherry Richardson, MSN, RN
NLC Commissioner, Tennessee
Executive Director, Tennessee Board of Nursing
Term: *Interim Chair* June–September 2025



Treasurer

Samuel Delp, PhD, MPA
NLC Commissioner, Colorado
Division Director, Colorado Board of Nursing
Term: October 2024–September 2026



Member-at-Large

Mary Fortier, EdD, RN, CNL
NLC Commissioner, New Jersey
Executive Director, New Jersey Board of Nursing
Term: October 2024–September 2026



Member-at-Large

Kelly Jenkins, MSN, RN, NE-BC
NLC Commissioner, Kentucky
Executive Director, Kentucky Board of Nursing
Term: November 2024–September 2026



Member-at-Large

Crystal Tillman, DNP, RN, CNP, FRE
NLC Commissioner, North Carolina
Chief, Executive Officer, North Carolina
Board of Nursing
Term: October 2024–September 2025

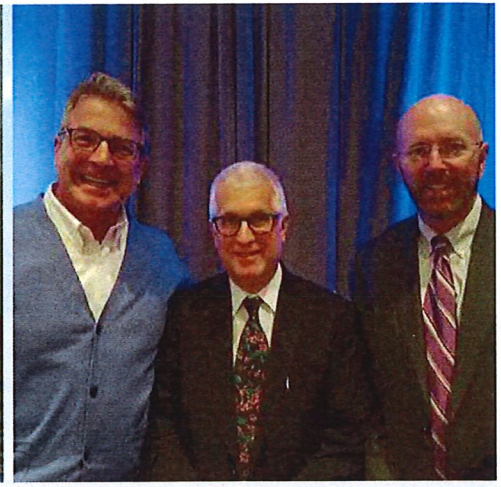


Member-at-Large

Linda Young, MS, RN, FRE
NLC Commissioner, South Dakota
Executive Director, South Dakota Board of Nursing
Term: October 2023–September 2025
(2nd Term)



2017 Commissioners



2012-13 NLC Executive Committee



2012 Commissioners



Highlights from the last 25 years of the NLC!

Rules Committee

Joey Ridenour, MN, RN, FAAN, Arizona, chair
Meredith Parris, JD, North Carolina, co-chair
Kim Esquibel, PhD, MSN, RN, Maine
Sara Hansen-Baiamonte, JD, Montana
Deborah Loucks, JD, Florida
Stacey Pfenning, DNP, APRN, FNP, FAANP, North Dakota
Rick Masters, JD, Legal Counsel

Training and Education Committee

Ann Oertwich, PhD, MSN, RN, Nebraska, chair
Erin Matthies, South Dakota, vice chair
Alison Bradywood, DNP, MPH, RN, NEA-BC, Washington
Tony Graham, MS, CPM, North Carolina
Shan Montgomery, MBA, Mississippi
Carol Moreland, MSN, RN, Kansas
Bernadette Powe, EdD, Alabama

Policy Committee

Missy Poortenga, MHA, RN, Montana, chair
Alison Bailey, North Carolina
Peggy Benson, MSN, MSHA, NE-BC, Alabama
Maureen Bentz, MSN, RN, CNML, North Dakota
Shiela Boni, MSN, RN, Vermont
Adrian Guerrero, CPM, Kansas
Kevin Hall, JD, Missouri

Compliance Committee

Carol Moody, MS, RN, NEA-BC, South Carolina, chair
Jenny Barnhouse, DNP, RN, Oklahoma
Cathy Hanchey, MA, Virginia
Melissa Hanson, North Dakota
Kelly Jenkins, MSN, RN, NE-BC, Kentucky
Karen Lyon, PhD, RN, ACNS, NEA, Louisiana-RN
Patrick Samuelson, JD, Alabama
Amber Zawislak-Bielaski, Washington

Elections Committee

Lynda D'Alessio, MSN, RN, Rhode Island, co-chair
Amanda Gray, Florida, co-chair

Retirements

We wanted to offer our best wishes for a happy retirement to the following commissioners.



Carol Moody, MS, RN, NEA-BC
NLC Commissioner,
South Carolina



Sue Tedford, MNsc, APRN
NLC Commissioner, Arkansas



**Pamela Zickafoose, EdD,
MSN, RN, NE-BC, CNE, FRE**
NLC Commissioner,
Delaware

Thank you for everything you've done for the NLC—for your service, dedication and contributions.
Congratulations on a job well done!

Acknowledgements and Appreciation

Thank you to NLC consultants for providing expertise, answering questions and contributing advice at committee meetings upon request.



Nahale Freeland Kalfas, JD
Legal Counsel,
Compact Legal Consultants



Fred Knight, JD
Consultant to the NLC
Commission

NLC Staff and Legal Counsel

Staff to the Commission



Jim Puente, MS, MJ, CAE
Director



Lisa Sands, MS
Associate



Omar Shana, MPP
Coordinator

Legal Counsel to the Commission



Richard Masters, JD

The Legal Counsel provides guidance to the commission and its committees with respect to the duties and responsibilities under the NLC statute, rules, and ICNLCA bylaws and their interpretation.



**For more information about the Nurse
Licensure Compact (NLC) contact:**

nursecompact@ncsbn.org

Sherry Richardson, MSN, RN
Interim Chair, NLC

Jim Puente, MS, MJ, CAE
Director, NLC, NCSBN

Lisa Sands, MS
Associate, NLC, NCSBN

Omar Shana, MPP
Coordinator, NLC, NCSBN

www.nlc.gov

Published 2026



FY25