



MINUTES
Midyear Meeting of the NLC
Commission
Pittsburgh, PA
March 10, 2025

Commissioners Present:

(Those not present are bolded.)

1. P. Benson, AL
2. J. Ridenour, AZ
3. S. Tedford, AR
4. S. Delp, CO
5. D. Dalton, CT
6. P. Zickafoose, DE
7. A. Gray, FL (designee – J. Baker)
8. N. Taylor, GA
9. R. Sumaylo, GU
10. N. Chopski, ID
11. A Racine, IN
12. J. Hildreth, IA (interim)
13. C. Moreland, KS
14. K. Jenkins, KY
15. C. Costanza, LA
16. K. Esquibel, ME
17. R. Scott, MD (designee – C. Forbes-Scott)
18. H. Cambra, MA
19. P. Johnson, MS
20. L. Scheidt, MO
21. M. Poortenga, MT
22. A. Oertwich, NE
23. A. Czechowicz, NH
24. M. Fortier, NJ
25. S. Ferguson, NM
26. C. Tillman, NC
27. S. Pfenning, ND
28. M. Anielski, OH
29. J. Barnhouse, OK
30. W. Miller, PA
31. L. D'Alessio, RI
32. C. Moody, SC
33. L. Young, SD
34. S. Richardson, TN
35. K. Benton, TX
36. J. Busjahn, UT
37. C. Morris, VA
38. C. Vanterpool-Romney, VI
39. S. Boni, VT
40. A. Bradywood, WA
41. S. Painter, WV
42. R. Weinman, WI
43. R Fillbrandt, WY (designee – R. Cole)

#	Agenda Item	Discussion	Action
	BUSINESS AGENDA		
1.	a) Call to Order b) Commissioner Roll Call c) Declare Quorum Present d) Welcome NCSBN Staff and Board of Director and Guests e) Welcome new NLC Commissioners f) Adopt Business Agenda	<p>Chair P. Zickafoose called the meeting to order at 9:08 am ET. Each commissioner received a 25th anniversary commemorative gift and pin.</p> <p>There were 43 commissioners in attendance and P. Zickafoose declared a quorum present. P. Zickafoose welcomed the NCSBN staff and NCSBN board of directors, and welcomed new commissioners H. Cambra (MA-attending virtually) and R. Sumaylo (GU).</p>	P. Benson made a motion to accept the business agenda as presented; W. Miller seconded. The motion passed.
2.	Minutes of Jan. 21, 2025	P. Zickafoose asked the commission if there were revisions to the Jan. 21, 2025 minutes. J. Baker (designee for A. Gray – FL) stated that A. Gray was representing Florida for that meeting. There were no additional edits.	J. Baker (designee for A. Gray-FL) made a motion to accept the Jan. 21, 2025 minutes as edited, and S. Tedford seconded. The motion passed.
3.	Government Affairs Update	<p>NCSBN Government Affairs Director N. Livanos presented the Government Affairs federal update.</p> <ul style="list-style-type: none"> The SHARE Act is legislation aimed at addressing inconsistent interpretations by the FBI as to whether state licensing boards are able to conduct criminal background checks (CBC) for authorizations under interstate compacts. Although the bill failed in the 118th Congress, staff is awaiting reintroduction in the 119th. The National Defense Authorization Act (NDAA) outlines the budget and policies for the Department of Defense at the federal level. The most recent NDAA bill was signed by President Biden in January 2025 and it permanently authorized the cooperative agreement with the Council of State 	

		<p>Governments (CSG) and Department of Defense (DOD), so there is potential for additional interstate compacts to be developed by CSG in partnership with DOD. In that same bill, there was an amendment to the Servicemembers Civil Relief Act – a federal law that allows military spouses and personnel to gain reciprocity as they move due to military orders. The amendment mandated issuance of licensure within 30 days, and a process for issuance of a temporary license.</p> <p>NCSBN State Affairs Associate Tom Harrington presented the NLC update. In 2024, Connecticut and Massachusetts enacted the NLC. There are seven jurisdictions that have introduced the NLC in 2025 – DC, Hawaii, Illinois, Minnesota, Nevada, New York, and Oregon.</p> <ul style="list-style-type: none"> • Illinois - there has been success in the state Senate over the years, but not in the House. There is a new champion for the NLC, Rep. Yolanda Morris, who filed the NLC, is a certified nurse aide and former SEIU member with strong union ties. Rep. Morris' sponsorship is a strategic one, as unions continue to be the largest obstacle to the NLC in the state. There is potential for the NLC to receive a subject matter hearing in the House in the coming weeks. • New York – Gov. Kathy Hochul again included the NLC in the state's budget, and in the last legislative session the NLC received its first hearing. ANA-NY continues their advocacy for the compact. • Nevada – the NLC was brought forward by the Nevada Patient Protection Commission, a group of health care experts appointed 	
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		<p>by the governor. The NLC is included in Senate Bill 34 along with other compacts.</p> <p>Next, the use of responsive language was highlighted. Responsive language is used in NLC legislation to clarify NLC processes, operations and intent and to address a stakeholder concern in such a way that it doesn't constitute any material deviations. T. Harrington gave two examples of responsive language in Connecticut and in Massachusetts.</p> <p>T. Harrington announced a new resource on the NLC website, which is survey results from five states that were considering NLC legislation – the survey questioned active licensed RNs and LPNs from those states.</p> <p>N. Livanos gave updates on the APRN compact. There are five introductions of the compact in the 2025 legislative session, including two new jurisdictions, Arkansas and Kansas, who have not previously introduced the bill. The other states with introduced bills are Arizona, Montana, and New York.</p>	
4.	<p>Treasurer's Report</p> <ul style="list-style-type: none"> FY24 Year-End Report FY25 Q1 Report 	<p>S. Delp reported that at the end of the fourth quarter of FY24, expenses in the NCSBN-funded NLC budget were \$608,678 and the NLC was 10.6% under budget (\$72,490.) The commission reserves fund had a net balance of \$1,123,702 at the end of the period.</p> <p>The FY25 commission reserves fund net balance was \$1,345,398 at the beginning of the period. For the first quarter of FY25 (period ending 12/31/24) expenses in the NCSBN-funded NLC budget were \$115,633, and the NLC was 2.2% under budget (\$10,985.) The commission reserves fund net balance was \$1,393,015 at the end of the period.</p> <p>All party states have paid annual</p>	

		fees. J. Puente reported that the NLC has partnered with an investment advisor and signed an agreement for services.	
5.	Rules Committee Report	<p>NLC Rules Committee Chair J. Ridenour reported that the committee met in Chicago in January to review and address several charges:</p> <p>Charge 1: develop a regulatory FAQ to clearly define statute, rules, bylaws, policies, and advisory opinions. The committee reviewed the definitions for each. The NLC Executive Committee at its December meeting approved the document, but in lieu of a FAQ recommended a public document.</p> <p>Charge 2a: provide an interpretation of the statutory requirements of a BON with respect to CBCs. At its December 2024 meeting, The Executive Committee gave approval for the Rules Committee to draft a proposed rule. The committee will develop a survey for BONs to provide state-specific CBC information.</p> <p>Charge 2b: the Executive Committee further approved for the Rules Committee to draft a survey to determine current state practices – the committee then will use the survey results to create a proposed rule.</p> <p>Charge 3 – draft a rule related to Art. III(c)5 of the NLC statute, which clarifies a nurse’s eligibility when changing primary state of residence (PSOR.) A board endorsement requirements survey was sent to NLC commissioners in December 2024. The Executive Committee approved for the Rules Committee to develop strategies for education and training – a Rules Committee workgroup will develop these tools.</p> <p>A new charge is a LPN challenge to</p>	

		the NCLEX. The Executive Committee approved for the Rules Committee to draft a regulatory FAQ.	
6.	Compliance Committee Report	C. Moody, NLC Compliance Committee chair, reported that the committee reviewed toolkit components, which she presented to the Executive Committee in December 2024 and was granted approval for the committee to move ahead with a pilot program, which consisted of three states (AR, VT, WY) using the toolkit and offering feedback. The Executive Committee at its February meeting approved the toolkit, and approved for the Nursys® team, the NLC Technology Task Force, and a Compliance Committee subgroup to review Nursys reports to validate party state compliance. Two policies from the old NLC policy manual, 6.2 and 6.3, will go before the commission for approval in June. The goal is to launch the toolkit at the NLC Annual Meeting in August.	
7.	25 th Anniversary Committee Report	S. Richardson, NLC 25 th Anniversary Committee chair, reminded the commissioners of that evening's anniversary dinner and the reception that will be held in August. She requested that the audience use #NLC25th for social media posts during that evening's celebration.	
8.	Training and Education Committee Report	NLC Training and Education Chair A. Oertwich presented the committee's activities. The FY24 annual report is now available on Hive and on the NLC website. The committee currently is reviewing the NLC implementation checklist. The yearly legislative update webinar is March 18. The Tip of Week has new titles – <i>NLC Insights</i> for the public and <i>NLC Insider</i> for members. The next NLC Operations	

		Network meeting is May 14.	
9.	Elections Committee Report	Elections Committee Co-chair L. D'Alessio informed the audience of the NLC Executive Committee vacancies (chair and two members-at-large.) Nominations will be accepted beginning in August, including at the NLC Annual Meeting. The election results will be announced on October 1.	
10.	NLC Education Session	<p>F. Knight, consultant to the NLC Commission, presented a session on the 11 NLC Uniform Licensure Requirements (ULRs.) Major points were for BONs to not wait until license renewal to address a licensee's encumbrance, and an independent 3rd party must verify the credentials of an foreign RN or LPN/VN.</p> <p>The question that NLC staff receive frequently regarding ULRs is eligibility for or holds an active, unencumbered license. F. Knight advised that when BONs are drafting language into their board orders or consent agreements related to alternate-to-discipline (ATD) program participation to insert that:</p> <ul style="list-style-type: none"> • the licensee will not be eligible for a multistate license until they complete all terms and conditions listed, • when they meet all ULRs, and • have no other actions against their licensee in any other jurisdiction. <p>Agreed disposition is the same as a plea deal. When a licensee gets into trouble during the term of an ATD agreement, their misdemeanor may get upgraded to a felony. States individually determine which misdemeanors are related to the practice of nursing.</p> <p>If a licensee self-discloses that they have entered an ATD program,</p>	

		<p>BONs should insert in their agreements “I agreed to surrender my multistate license until I meet all terms and conditions.”</p> <p>F. Knight stated there are three types of Social Security numbers - the compact does not reference what a state can or cannot accept. The three types are Unrestricted, Valid for Work Only, and Not Valid for Employment.</p>	
11.	Strategic Planning Components Review	<p>The Executive Committee at its February 2025 meeting reviewed the core purpose mission statement, core values, and strategic initiatives. The commission had no edits to the core purpose, core values, and strategic initiatives and deleted the 2nd sentence in the mission statement.</p>	<p>S. Tedford made a motion to strike the 2nd sentence in the mission statement. M. Anielski seconded. The motion passed.</p> <p>J. Ridenour made a motion to approve the remaining Executive Committee edits. J. Barnhouse seconded. The motion passed with one opposed (AL).</p>
12.	Recognition	<p>P. Zickafoose presented the NLC Retirement Award to NLC commissioner S. Tedford (AR), who has been an NLC commissioner since 2010 and is retiring on June 30, 2025.</p> <p>S. Richardson presented P. Zickafoose, who is retiring on May 31, 2025, with the NLC Leadership Award and the NLC Retirement Award.</p> <p>S. Richardson presented an award on behalf of the NLC Executive Committee to J. Puente for 15 years of dedicated service to the NLC Commission.</p>	
13.	Commissioner Open Forum Q&A	<p>N. Chopski (ID) asked if states that are in the compact but do not require Social Security numbers must abide by the NLC ULR regarding SSNs. P. Zickafoose stated that DE does not require SSNs, and</p>	

		<p>those licensees would only be issued a single-state license. Several commissioners replied that their states do not require SSNs.</p> <p>P. Johnson (MS) reported that in her state during the current legislative session a law was passed allowing medics and the military to sit for the NCLEX exam, although they never attended a nursing program. P. Johnson will send her state statute to NLC Legal Counsel R. Masters for review and he will discuss the issue with that state's legal staff.</p> <p>M. Poortenga (MT) stated that a challenge in her state is internationally educated nurses who do not want to practice in Montana, but instead will endorse to another state after receiving their license through Montana. She spoke of the difficulty of sharing the CES report when they do not have the authority to do so. F. Knight explained that the licensee owns the report and they may be able to present it to a specific BON (such as a new party state) with licensee authorization. The NLC does not require a new foreign credentials evaluation each time a licensee moves to a new state.</p>	
14.	Public Open Discussion Forum	There were no questions.	
	Online Meeting Evaluation	The meeting evaluation was sent by NLC staff.	
	ADJOURNMENT		P. Benson made a motion to adjourn the meeting at 2:03 pm ET. W. Miller seconded. The motion passed.