



ANNUAL REPORT 2025

PTCC Mission

The Physical Therapy Compact enables eligible physical therapists and physical therapist assistants to more quickly practice across state lines, ultimately improving public access to physical therapy services. Meanwhile, Member States maintain their regulatory authority to protect public health and safety through their licensure system. The Physical Therapy Compact Commission (PTCC) was established to fulfill the objectives of the Compact through a means of joint cooperative action among Member States.

EXECUTIVE SUMMARY

The 2025 Annual Report is an overview of the various activities and growth of the PTCC during the January 1 to December 31 reporting period. Throughout the year, the Commission remained focused on improving public access to physical therapy services while respecting each member state's authority to regulate the profession in the interest of public health and safety.

Accomplishments include:

- Issuing a record high of more than 12,800 compact privileges (CPs) to almost 7,000 physical therapists (PT) and physical therapist assistants (PTA)
- Supporting four member jurisdictions (Vermont, Alaska, Pennsylvania, Kansas) through the completion of implementation, enabling the active issuance and acceptance of CPs in these states
- Strengthening regulatory consistency by addressing barriers to compliance with Compact statutes and rules
- Maintaining high compliance across key public protection metrics, including licensure data submission and disciplinary action reporting
- Continuing outreach and education efforts to promote awareness and understanding of the PT Compact
- Advancing initiatives outlined in the 2023-2027 PT Compact Strategic Plan
- Reviewing and adopting amendments to governance documents
- Achieving a positive operational net income, supporting ongoing financial stability

2025 AT-A-GLANCE

- **36** Active Jurisdictions
- **40** Member Jurisdictions
- **12,893** Compact Privileges Issued
- **5,539** Unique PT CP purchasers
- **1,455** Unique PTA CP purchasers

As licensure compacts continue to play a critical role in addressing workforce mobility and access to care, the Physical Therapy Compact remains among the most widely adopted health profession compacts in the nation. Its continued growth reflects strong state support for a model that promotes practitioner mobility while preserving state-based licensure and regulatory oversight.

TRENDS IN HEALTH PROFESSION LICENSURE COMPACTS

By the end of 2025, healthcare licensure compacts demonstrated broad national adoption, led by the Medical Licensure Compact (44 states) and closely followed by the Nursing and Psychology Compacts (43 states each). The Physical Therapy Compact, with 40 member states, stands just behind these long-established compacts, positioning physical therapy as one of the most widely adopted interstate practice models in the country. This level of adoption reflects strong state legislative confidence in the compact privilege model. Other compact privilege professions, including Counseling (39 states) and Audiology and Speech-Language Pathology (37 states), also showed substantial participation. Overall, the data underscore the Physical Therapy Compact's role as a leading, near-national framework for interstate licensure mobility.

COMPACT	YEAR FIRST STATE ENACTED LEGISLATION	YEAR WHEN COMPACT BECAME OPERATIONAL	MODEL	MEMBER STATES
Medicine (IMLC)	2015	2017	Expedited License	44
Psychology (PSYPACT)	2016	2020	Mutual Recognition	43
Nursing (NLC)	2015	2018	Multistate License	43
Physical Therapy (PTCC)	2016	2018	Compact Privilege	40
Counseling	2021	2025	Compact Privilege	39
Audiology & Speech Language Pathology (ASLP-IC)	2020	2025	Compact Privilege	37
Occupational Therapy	2021	2026	Compact Privilege	32
Social Work	2023	<i>Not yet operational</i>	Multistate License	31
Emergency Medical Services (REPLICA)	2015	2020	Multistate License	25
Physician Assistant	2023	<i>Not yet operational</i>	Compact Privilege	19
Dietitian	2024	<i>Not yet operational</i>	Compact Privilege	15
Dentist & Dental Hygienist	2023	<i>Not yet operational</i>	Compact Privilege	12
Massage Therapy	2023	<i>Not yet operational</i>	Multistate License	5
Advanced Practice Registered Nurse (APRN)	2021	<i>Not yet operational</i>	Multistate License	4

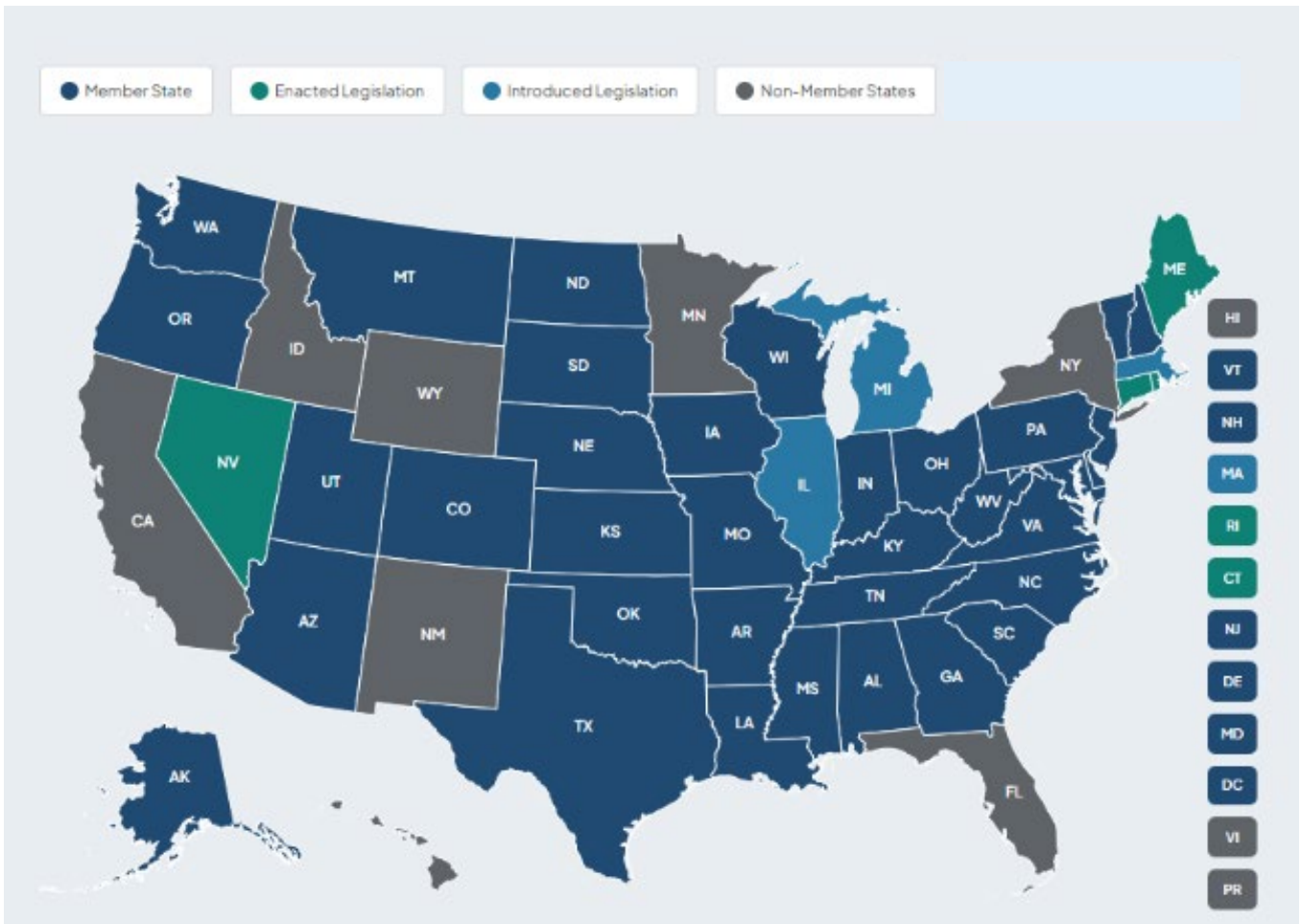
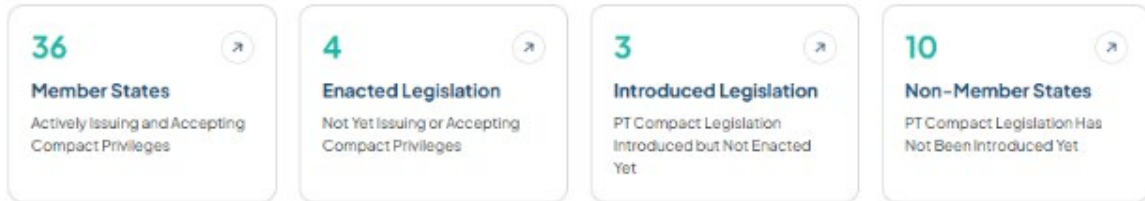
2025 YEAR-END

40 MEMBER JURISDICTIONS

LEGISLATIVE ACTIVITY

Nevada was the only jurisdiction to enact PT Compact legislation in 2025. As a result, there were 40 total member jurisdictions at the end of the year.

Status of PT Compact Adoption as of December 31, 2025



As PT Compact membership continued to grow in 2025, equal emphasis was placed on supporting states through implementation and operational readiness.

IMPLEMENTATION

After enacting the model Physical Therapy Compact legislation, a jurisdiction must work to implement all requirements of the PT Compact before being able to actively issue and accept CPs. The responsibility of completing all the necessary steps to become operational falls upon the licensing board, and the amount of time, work, and difficulty implementing the requirements can vary widely.

In 2025, 4 jurisdictions completed implementation and began issuing and accepting CPs. Vermont completed the general implementation requirements and went live with the PT Compact in March 2025.

After several years of waiting to get approval to perform federal criminal background checks from the Federal Bureau of Investigation (FBI), both Pennsylvania and Kansas became active compact states by the end of 2025. Since Alaska was able to obtain FBI criminal background check approval relatively quickly and made a concerted effort to meet the PT Compact's data-sharing requirements at the same time, the state was able to become an active compact state within 9 months of passing the PT Compact legislation. These additional jurisdictions brought the total number of active Compact jurisdictions to 36.

Implementation of compact requirements was ongoing in 4 member states. Three New England states- Connecticut, Maine, and Rhode Island- continued to work on general implementation requirements throughout 2025 while also waiting on criminal background check approval from the FBI. Nevada, the only new member state in 2025, was already performing federal criminal background checks for license applicants and had already met several of the data-sharing requirements before PT Compact legislation was enacted in July 2025. All 4 states continue to be members of the PT Compact; however, as of the end of 2025, they are not yet able to issue or accept compact privileges.

The PTCC continues to reflect on lessons learned from previous years to assist newer compact states in reducing their implementation time frames.

Ensuring consistent public protection standards across jurisdictions remains a core responsibility of the Commission.

NEW ACTIVE STATES IN 2025

- VERMONT
- ALASKA
- PENNSYLVANIA
- KANSAS

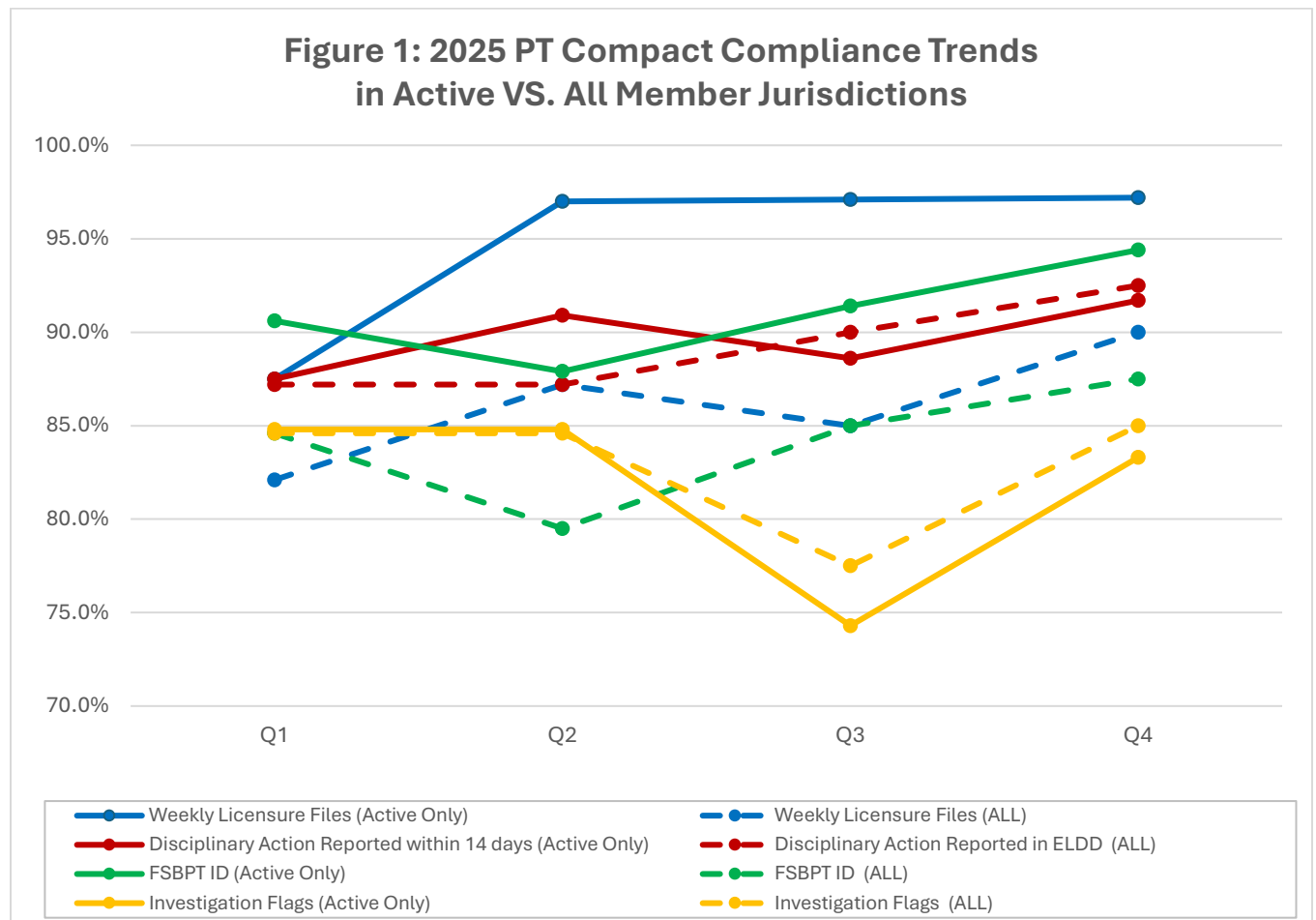
COMPLIANCE ACTIVITIES

Compliance Metrics. Adherence by compact member states to statutory requirements and PTCC rules, particularly those governing participation in the Federation of State Boards of Physical Therapy (FSBPT) Exam, Licensure, and Disciplinary Database (ELDD), is essential to advancing each member state's ultimate mission to protect the public. Consistent reporting and data sharing ensure regulators have timely access to critical licensure and disciplinary information, supporting informed decision-making and safeguarding patients across state lines. This is particularly important as the PT Compact enables eligible practitioners to quickly practice in other jurisdictions. Since its creation in 2021, the PTCC Compliance Committee continued its work in ensuring compact member state adherence to such requirements. The committee met quarterly to review member state compliance in 4 key areas: (1) at least weekly submission of licensee data; (2) timely entry of disciplinary actions into the ELDD; (3) flagging of individuals who were under investigation by the Board; and (4) use of a unique identifier in data files. The PT Compact requires the use of the FSBPT ID instead of the Social Security number as the unique identifier in the licensure files. If a compliance issue is identified, the Compliance Committee meets with the member state board to clarify the barriers and provide training and remediation.

Compliance Trends. Figure 1 shows that in 2025, quarterly compliance across all active compact jurisdictions stayed above 70% in 4 key areas. By year's end, weekly licensure file submissions and use of FSBPT ID exceeded 90% compliance and are expected to remain high as data-sharing systems solidify. Disciplinary action reporting compliance ranged from 86.1% to 90.9% and generally increased throughout the year. Consistent notification of significant investigatory information remains challenging. To address this, the Commission adopted a rule at its December Annual Meeting to clarify what qualifies as significant investigatory information for member state notifications.

The trends for each of the compliance metrics were generally similar when non-active member states are added to the picture, except for timely disciplinary action reporting. For this metric, compliance was better across all member states compared to that of only active member states, primarily

because 2 non-active compact states (Kansas and Nevada) were already consistently reporting disciplinary actions into the ELDD in a timely manner.



Grant funding. In 2025, FSBPT continued to provide grant funding to PT Compact member states to boost participation in ELDD, a key public protection tool. Compact privilege states have used these funds to address financial and technical challenges to full ELDD participation. Connecticut and West Virginia successfully submitted grant proposals and were awarded funds to support consulting, programming, data entry, technological upgrades, and other activities that enhance the ELDD. Connecticut, for instance, began the process of modernizing its licensure database to meet the PT Compact data sharing requirements. West Virginia began the process of establishing an application programming interface (API) to automate data exchange with the ELDD. The state will be joining 20 other jurisdictions that are already sharing licensure data via API (Table 1). These improvements are expected to enhance compliance and overall ELDD quality.

Table 1. Compact Member States using an API for at least daily licensure file transfer		
Alabama	Maryland	Ohio
Alaska	Mississippi	Oregon
Arizona	North Dakota	Pennsylvania
Iowa	North Carolina	South Carolina
Indiana	Nebraska	South Dakota
Kentucky	New Jersey	Texas
Louisiana	Nevada	

One factor that is not required of Compact member states but has been identified as an important component of compact privilege use, is that of including compact privilege holders in the state’s public-facing license verification site. In some cases, insurance companies who are unable to verify a physical therapist or physical therapist assistant with a compact privilege in a state’s license verification website have denied credentialing to a practitioner that allows them to bill the insurance company for their services. Some compact member states, however, do include compact privilege holders in their licensure verification site (Table 2), which is considered best practice as it allows employers to verify practitioners' privileges more easily through an established pathway. Other member states have instead elected to add a direct link to the PT Compact privilege verification website either on the licensure verification site or on the state licensing board’s home page (Table 3). By the end of 2025, approximately 98% of member states had implemented at least one public-facing verification solution.

Table 2. Member States that include Compact Privilege Holders in the State Licensure Verification Site		
Alabama	Maryland	Oregon
Alaska	Mississippi	Tennessee
Arkansas	Montana	Washington
DC (Some)	North Carolina	
Louisiana	Oklahoma	

Table 3. Member states that link to the Compact Privilege Verification Website*		
Arizona	Missouri	South Dakota
Colorado	Nebraska	Texas
Delaware	New Hampshire	Utah
Georgia	New Jersey	Virginia
Indiana	North Dakota	Vermont
Iowa	Ohio	West Virginia
Kentucky	South Carolina	Wisconsin

*on either the state licensure verification page or on licensing board home page

COMPACT PRIVILEGE ISSUANCE

The PTCC continued to experience record compact privilege sales in 2025, with a total of 12,062 compact privileges issued. Table 4 compares the number of active CPs and unique CP holders, as well as the total number of CPs issued in 2025 compared to 2024. Active CPs represent privileges valid and in effect as of December 31, while total CPs issued reflect all purchases completed during the calendar year.

CP NUMBERS IN 2025 VS 2024

- **841 MORE PRIVILEGES SOLD**
- **4,004 MORE ACTIVE PRIVILEGES**
- **1,861 MORE UNIQUE PRIVILEGE HOLDERS**

Table 4. CP Numbers 2024 vs. 2025				
	2025	2024	Change	% Change
Active CPs as of 12/31	18,020	14,016	+4,004	+28.6%
Unique CP holders as of 12/31	9,458	7,597	+1,861	+24.5%
Total CPs issued as of 12/31	12,893	12,062	+831	+6.9%

Total Active CPs by State. A further breakdown of how many active physical therapist and physical therapist assistant compact privileges were active in each state at the end of 2025 can be seen in Table 5. Similar to 2024, Washington state continued to have the most active physical therapist compact privileges at 1,028. Texas also continued to have the most physical therapist assistant compact privileges at 232.

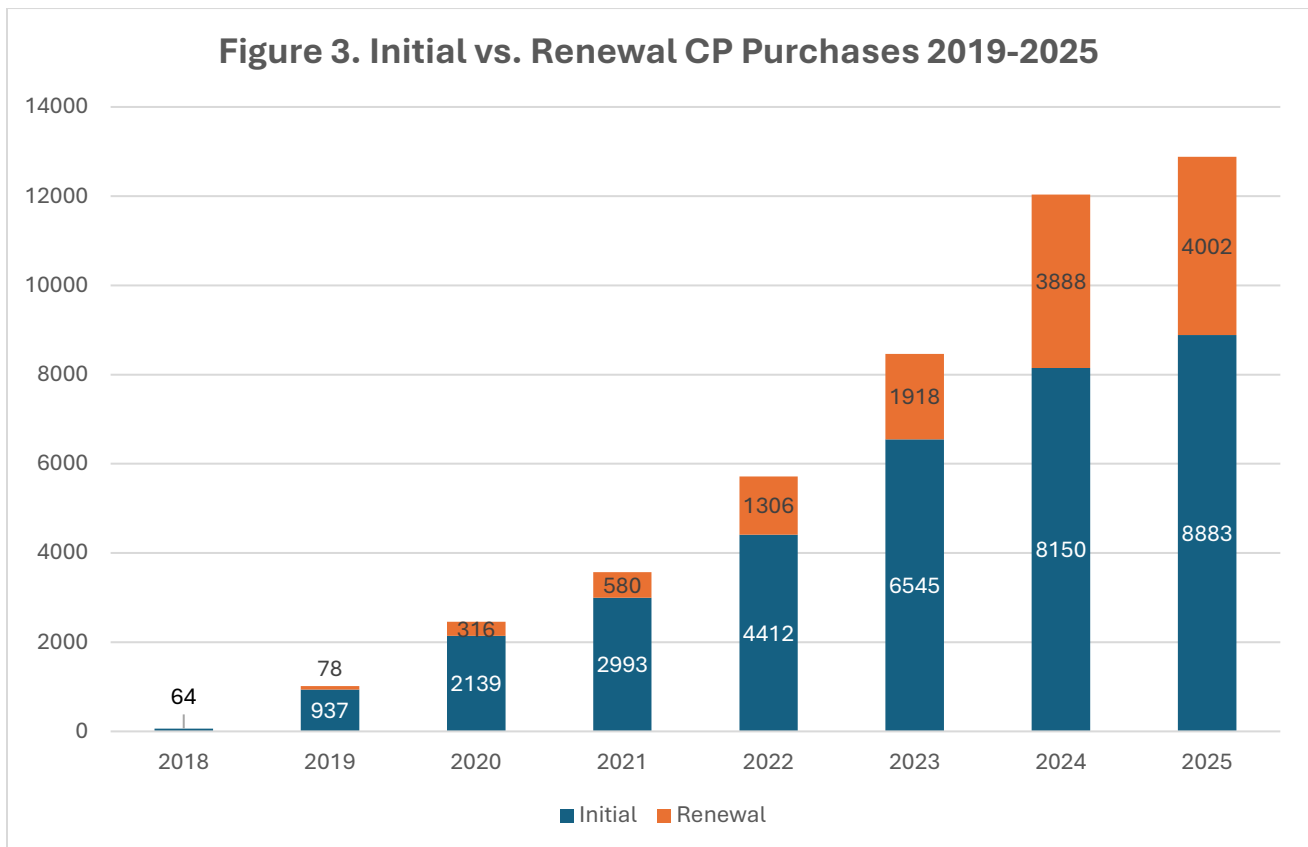
**Table 5. Active Compact Privileges
Physical Therapist (PT) and Physical Therapist
Assistant (PTA) per Jurisdiction**

Jurisdiction	PT	PTA
Alabama	151	32
Alaska	87	13
Arizona	658	58
Arkansas	282	101
Colorado	767	115
Delaware	317	62
District of Columbia	343	14
Georgia	774	221
Indiana	462	87
Iowa	345	66
Kansas	14	0
Kentucky	484	128
Louisiana	254	68
Maryland	539	108
Mississippi	218	64
Missouri	372	86
Montana	238	42
Nebraska	303	58
New Hampshire	211	28
New Jersey	290	46
North Carolina	813	181
North Dakota	154	18
Ohio	489	96
Oklahoma	393	97
Oregon	549	148
Pennsylvania	218	36
South Carolina	747	140
South Dakota	201	37
Tennessee	500	141
Texas	790	232
Utah	298	29
Vermont	64	10
Virginia	906	209
Washington	1,028	197
West Virginia	371	98
Wisconsin	298	26
TOTAL	14,928	3,092

CP Issuance in 2025. Table 6 shows the breakdown of compact privilege purchases for the year. By the end of 2025, there were 18,020 active compact privileges held by 9,458 unique individuals.

Table 6. 2025 CP Purchases by Type				
	Initial	Renewal	Military State Fee Waiver	Unique Purchasers
PT	7,219	3,227	111	5539
PTA	1,703	775	69	1,455
TOTAL	8,922	4,002	180	6,994

As with previous years, most compact privilege purchases (68.9%) in 2025 were for the initial issuance of the privilege versus renewal of the compact privilege (Figure 3). In contrast to 2024, when there was a 44.1% increase in compact privilege sales compared to 2023, there was only a 6.9% increase in sales in 2025 compared to 2024.



Market Insights. Figure 4 places these purchasing decisions in the context of overall market penetration. While state-issued licenses continue to represent the majority of total active authorizations, the Compact Privilege share increased from 23.5% in 2023 to approximately 27% in both 2024 and 2025.

This steady year-over-year growth suggests that Compact Privileges account for an increasing portion of the overall market, even as licenses remain the dominant authorization type.

Figure 4. Market Penetration (Q4 Year over Year since 2023)

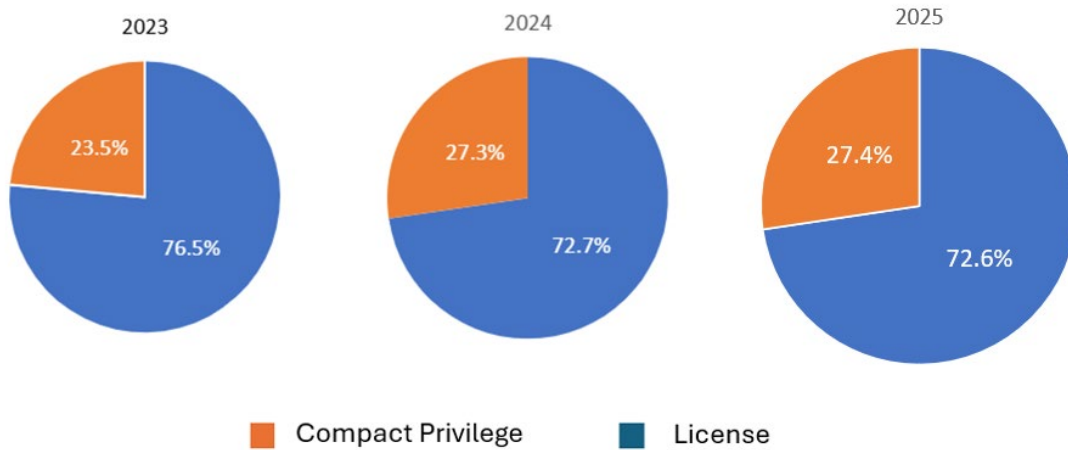
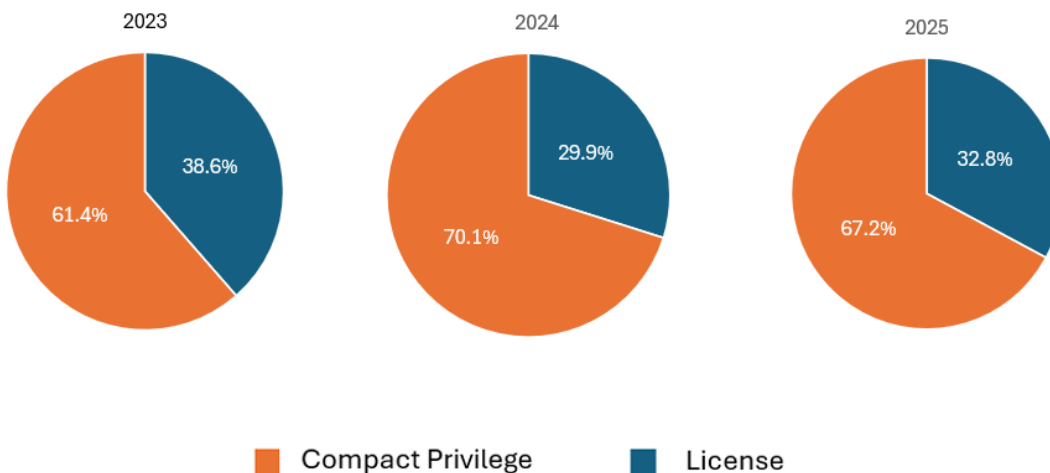


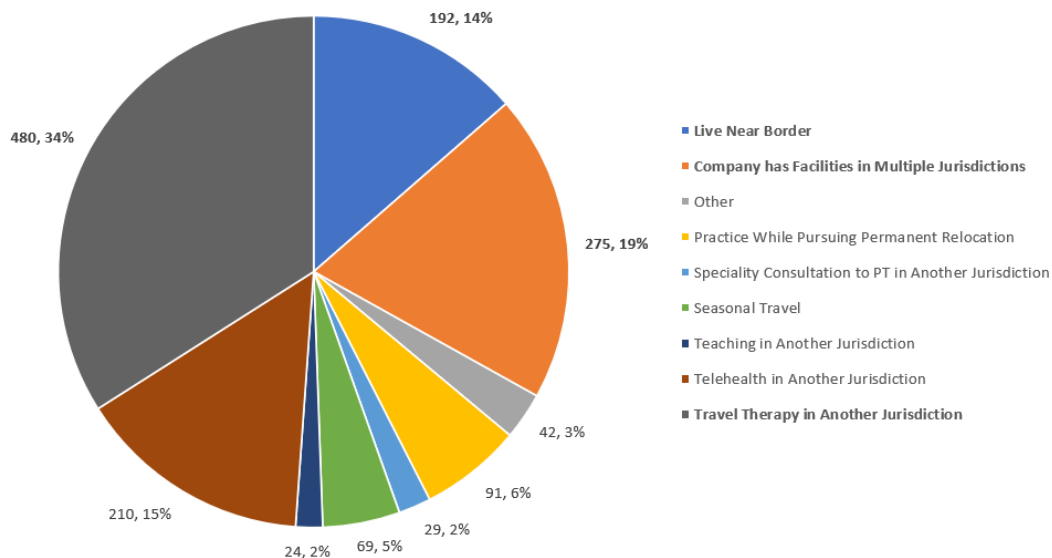
Figure 5 reflects practitioner choice between a state-issued license versus compact privilege (when eligible). When seeking new authority to practice in a state, a majority of practitioners consistently elected to use a Compact Privilege rather than obtaining a state-issued license. This preference strengthened in 2024 and remained the predominant choice in 2025, indicating sustained demand for the Compact pathway when available.

Figure 5. New Purchases Only (not including renewals) since 2023



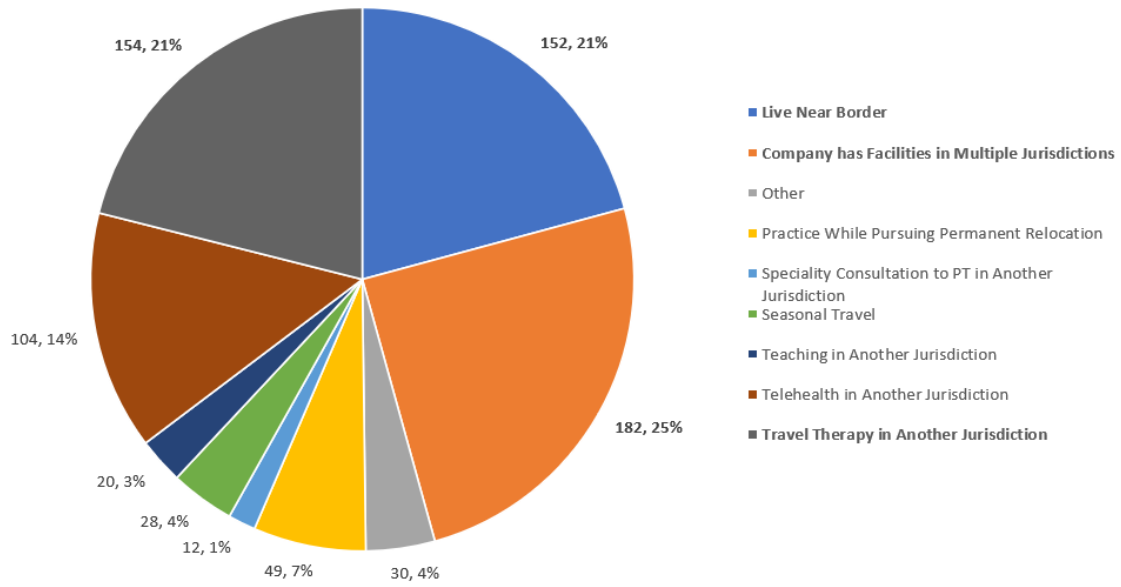
CPMDS Survey Responses. Starting on November 5, 2025, the PT Compact Commission began collecting a Cross-Profession Minimum Data Set (CPMDS) to support workforce planning and policy analysis. Those obtaining an initial compact privilege or renewing a compact privilege were asked a standard set of workforce data elements, such as how often the individual plans to use the CP or which population groups the individual will be providing services to. They were also asked why they applied for a compact privilege and what was the most appealing reason for getting a compact privilege instead of a license. As shown in Figure 6, a majority (34%) of individuals who purchased an initial compact privilege cited travel therapy in another jurisdiction as their reason for purchase. The most commonly cited reason for renewing a compact privilege (25%) was because the employer has facilities in multiple jurisdictions, likely near border states (Figure 7). In both instances, an overwhelming majority of compact privilege holder seekers indicated that rapid authorization to practice was the most appealing reason for obtaining an initial or renewing a compact privilege instead of obtaining a state-issued license (Figure 8).

Figure 6. Primary Reason to Purchase a CP – Initial*



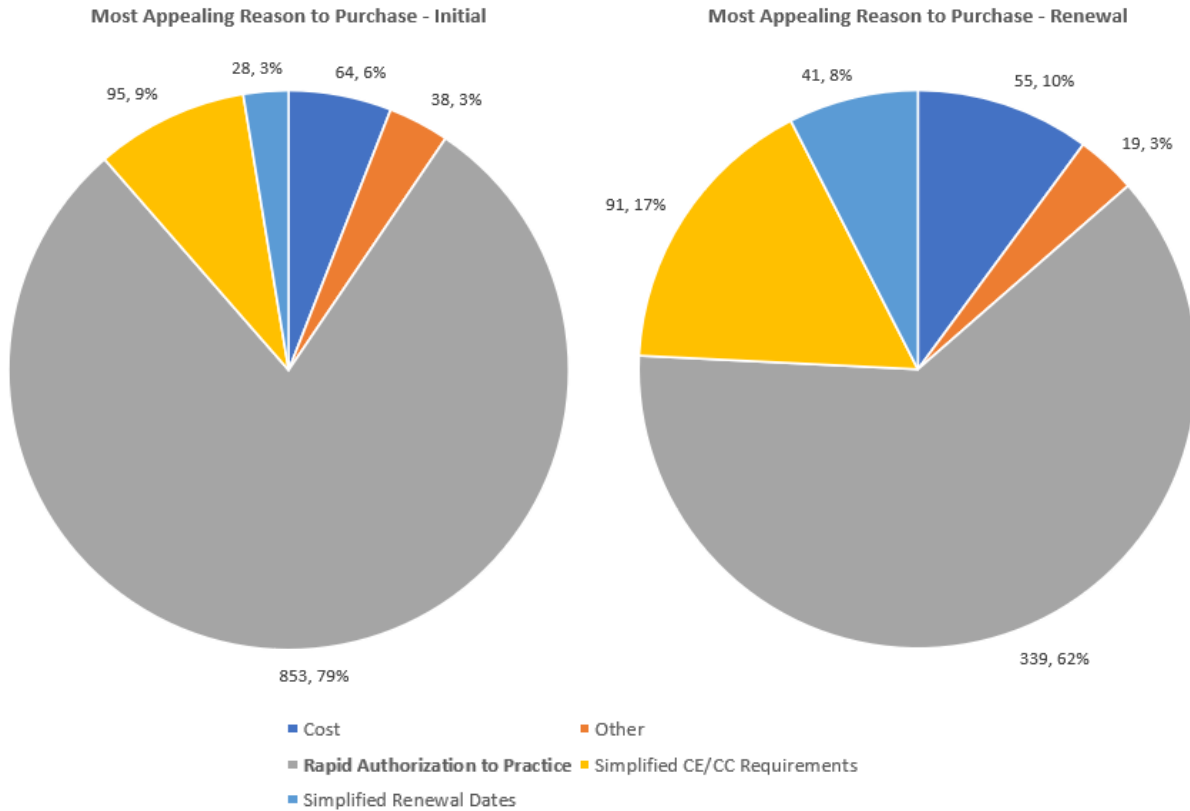
*Based on data collected from Nov 5, 2025 to December 31, 2025

Figure 7. Primary Reason to Purchase a CP – Renewal*



*Based on data collected from Nov 5, 2025 to December 31, 2025

Figure 8. Most Appealing Reason to Purchase a CP- Initial & Renewal*



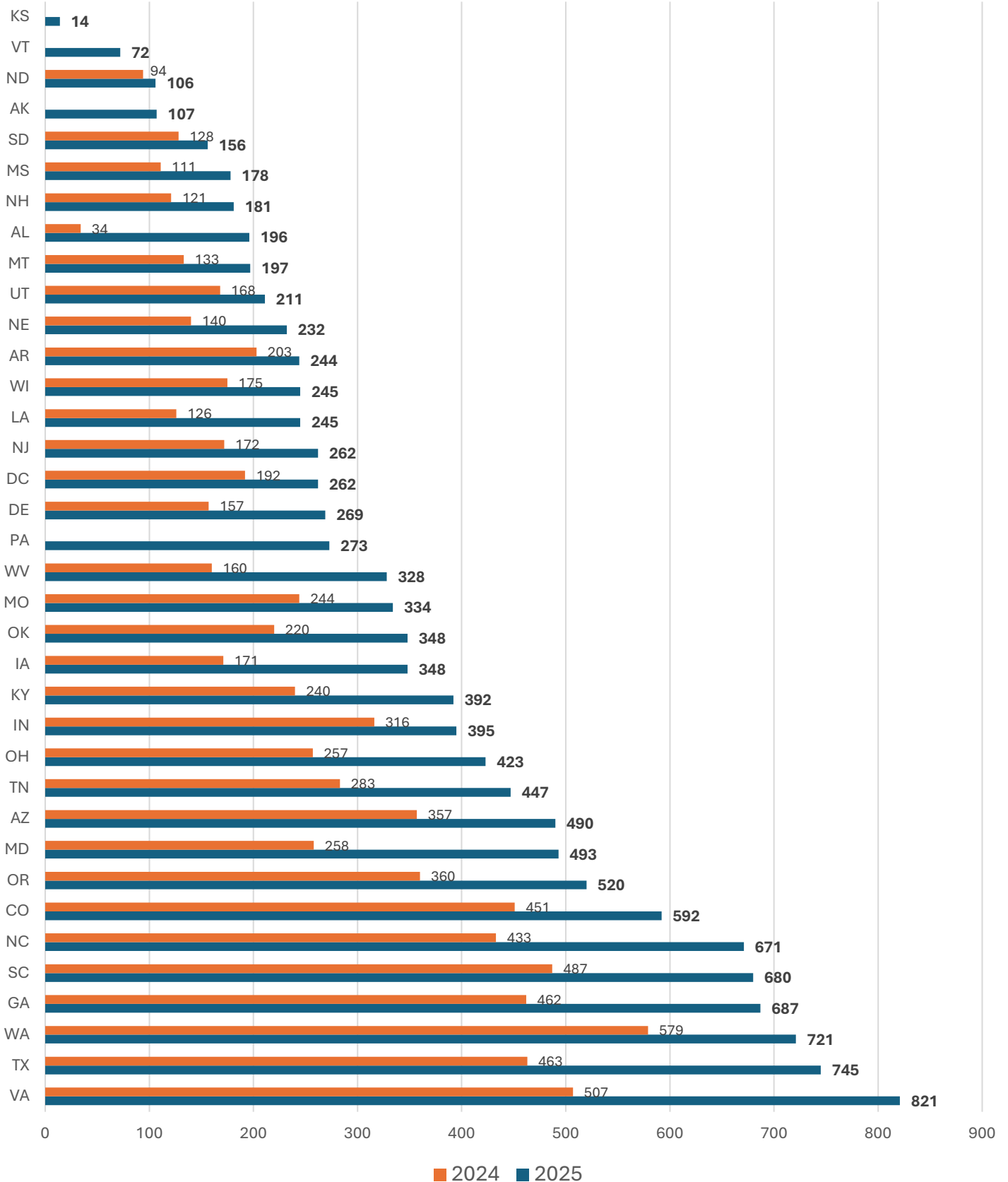
*Based on data collected from Nov 5, 2025 to December 31, 2025

A full year's worth of PT Compact CPMDS data is anticipated for the 2026 PT Compact Annual Report.

State Issuance Activity. In terms of compact privilege issuance activity in member states, Virginia issued the highest number of compact privileges in 2025, with a total of 821 initial and renewal compact privileges sold (Figure 2). Texas reported the second-highest number of compact privileges issued (745 compact privileges), and Washington accounted for 721 compact privileges in 2025.

Every active compact member jurisdiction experienced an increase in compact privilege sales in 2025 compared to 2024, with Alabama having the most growth at 476.5% (34 compact privileges in 2024 versus 196 in 2025) and North Dakota having the least growth at 12.8% (94 in 2024 versus 106 in 2025).

Figure 2: Number of Compact Privileges Issued by State: 2025 vs 2024



PTCC STRATEGIC PLAN

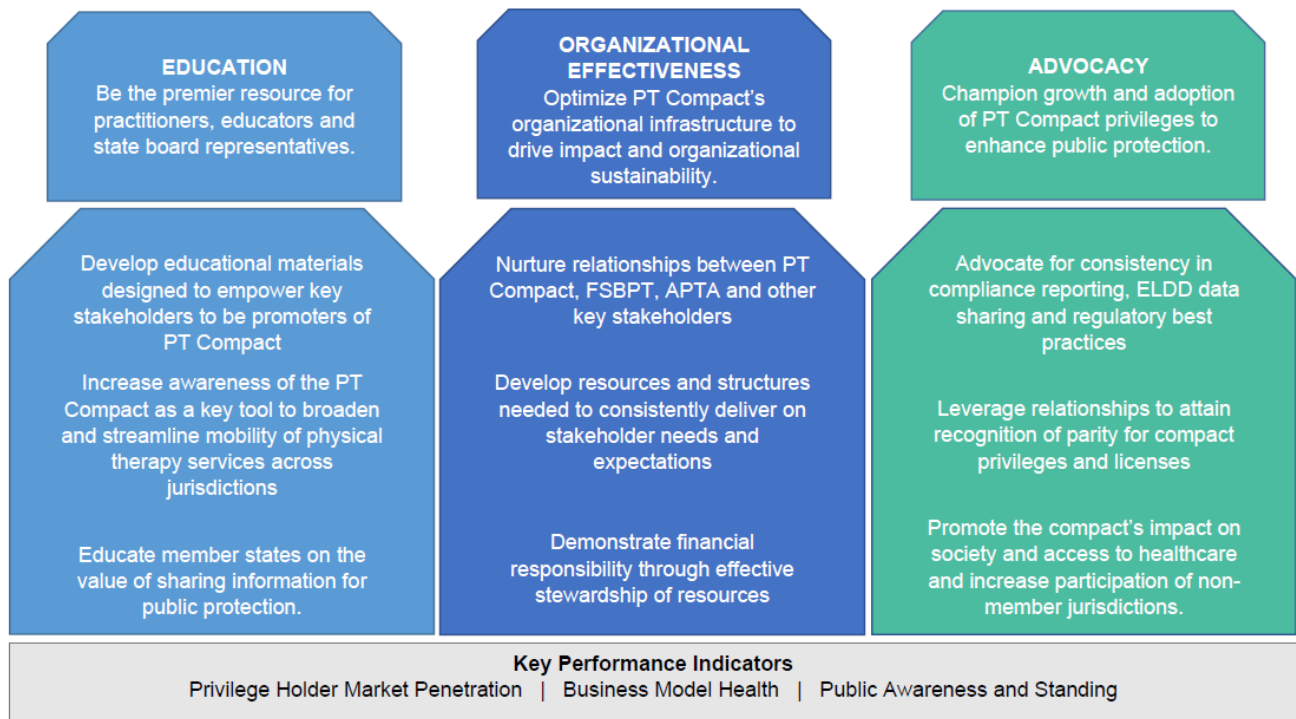
The PTCC continues to focus on the 3 key areas of Education, Organizational Effectiveness, and Advocacy as part of the 2023-2027 PTCC strategic plan:



PT · COMPACT

Statement of Purpose: The purpose of this Compact is to facilitate interstate practice of physical therapy with the goal of improving public access to physical therapy services. The Compact preserves the regulatory authority of states to protect public health and safety through the current system of state licensure.

STRATEGIC PLAN 2023-2027



AMENDMENTS TO GOVERNANCE DOCUMENTS

The PTCC conducted its annual review of its rules, bylaws, and policies and procedures to determine if any changes should be considered. In December 2025, the Commission approved amendments to its rules, bylaws, policies, and procedures. The adopted amendments are available in Appendices A, B, and C. The most current governance documents are available at

<https://ptcompact.org/About-The-Compact/Governance-Documents>.

SOCIAL MEDIA & COMMUNICATIONS

In accordance with the strategic plan to increase awareness of the PT Compact, staff continued to share educational and informational posts on social media:



(formerly Twitter)



POST WITH THE MOST IMPRESSIONS:

Paul Klein
 @PaulKlein_

Representing the Nevada Physical Therapy Board, alongside the stellar Asm. Chair @ElaineMarzola, Jeff Rosa w/ @PTCompact, & Kelli Douglas w/ @DeptofDefense, we presented the Physical Therapy Licensure Compact to the Asm. Committee on Commerce & Labor. This legislation enables @NVGovernment to join the long list of states allowing PTs & PTAs to gain privileges to work in multiple states through a single license, addressing Nevada's provider shortage and increasing access to care. #NVLEG



APTA Nevada and 4 others
12:37 PM · Mar 15, 2025 · 440 Views



TOP 3 POSTS WITH THE MOST LIKES:

PT Compact
 460 followers
 9mo ·

🔥 Big news for physical therapists and physical therapist assistants! Pennsylvania is officially the 35th active state in the Physical Therapy Compact, making it easier than ever for PTs and PTAs to practice across state lines. This means more flexibility, faster licensure, and expanded access to care for patients across the U.S. 🌐👏
🔗 Learn more: ptcompact.org
#PTCompact #PhysicalTherapy #PA

PT Compact
 460 followers
 1yr ·

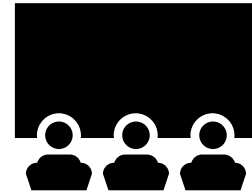
On Saturday, March 1, Vermont became the 33rd active compact jurisdiction and is currently issuing and accepting compact privileges! Learn more here: <https://ow.ly/hakh50V9tKW> #PTCompact

PT Compact
 460 followers
 11mo ·

On Thursday, May 1, Alaska became the 34th active compact jurisdiction and is currently issuing and accepting compact privileges! Learn more here: <https://ow.ly/hakh50V9tKW> #PTCompact



2,484 TOTAL VIEWS



PT Compact Most Viewed YouTube Videos in 2025:

Jurisprudence
993 views

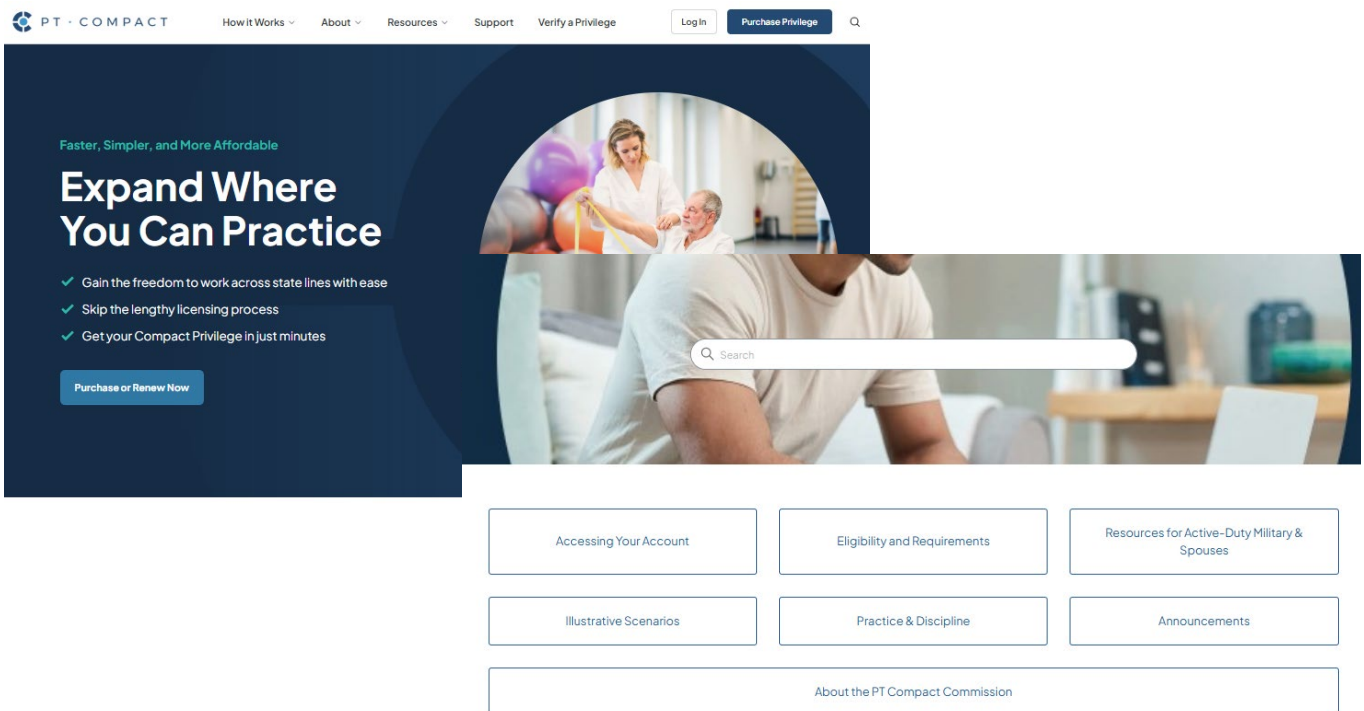
Welcome to the PT Compact
554 views

PT Compact Home State
514 views

How to Renew PT Compact Privilege
348 views

PT COMPACT WEBSITE

In August 2025, the PT Compact launched a new, modernized website to better serve compact privilege seekers. The website later incorporated a Support Center where individuals visiting the site can more quickly find answers to many common questions.



PT COMPACT OUTREACH

The PTCC continued to connect with a variety of stakeholders throughout 2025. Staff met with the Maine Department of Professional and Financial Regulation & Chair of the Board of Physical Therapy, as well as Wyoming state representative Ken Clouston. Staff also held virtual meetings and phone calls with the APTA Minnesota Chapter, Wyoming Board of Physical Therapy, APTA Florida Chapter & Florida House of Representatives, and the Defense-State Liaison Office. Written and oral testimonies for PT Compact legislation were provided to the Massachusetts Joint Committee on Public Health, the Michigan Senate Health Policy Committee, the Michigan House Health Policy Committee, the Illinois House Health Care Licensees Committee, the Nevada Senate Commerce & Labor Committee, and the Nevada Assembly Commerce & Labor Committee. In addition, PT Compact Executive Board members regularly sent quarterly emails to their designated jurisdictions. They also disseminated information about the PT Compact during poster sessions at both the FSBPT Leadership Issues Forum and the FSBPT Annual Education Meeting.

Outreach efforts also included staffing a booth at the APTA Combined Sections Meeting with an attendance of over 15,000 physical therapy professionals. The PTCC also presented at the following educational meetings:

- *PT Compact (2025 FSBPT Regulatory Training)*
- *Blurred Lines & Public Protections: Jurisprudence Assessments for a Connected World (Counseling Boards Regulatory Summit keynote presentation)*
- *PT Compact Update (2025 FSBPT Leadership Issues Forum)*
- *From Whitewater to Smooth Sailing: Best Practices in PT Compact Implementation (2025 FSBPT Annual Education Meeting)*

PT COMPACT COMMISSION DELEGATES

Every member state’s physical therapy licensing board appoints representatives to the PT Compact Commission. The rosters for member board delegates and the Executive Board as of the December 2025 Annual Meeting are as follows:

Jurisdiction	Delegate	Jurisdiction	Delegate
Alabama	Kathy Miller	New Jersey	Richard Stoneking
Alaska	Eliza Ellsworth	North Carolina	Joyce Tynes
Arizona	Joshua Greer	North Dakota	Justin Berry
Arkansas	Velvet Medlock	Ohio	Karen McIntyre
Colorado	Yukon Morford	Oklahoma	Sandra Benischek Harrison
Connecticut	Kristin Schweizer	Oregon	Erin Crawford
Delaware	Alison Warren	Pennsylvania	Gerry Grzybek
District of Columbia	Bernardine Evans	Rhode Island	Laurie Scripsack
Georgia	Destiny Gaddis	South Carolina	Mary Addison Blackstone
Indiana	Heather Freeman	South Dakota	Mathew Weigel
Iowa	Venus Vendoures- Walsh	Tennessee	David Harris
Kansas	Susan Gile	Texas	Harvey Aikman
Kentucky	Brad Profitt	Utah	Lisa Martin
Louisiana	Charlotte Martin	Vermont	Emily Tredeau
Maryland	Laurie Kendall-Ellis	Virginia	Corie Tillman Wolf
Mississippi	Cooper Lewis	Washington	Jennifer Aglubat
Missouri	Jimmy Leggett	West Virginia	Nonnie Holcomb
Montana	Bridget Mennie	Wisconsin	Kate Brewer
Nebraska	Claire Covert-ByBee	APTA	Taj Franklin
Nevada	Charles Harvey	FSBPT	Michele Thorman
New Hampshire	Nicole Lavoie		

PTCC EXECUTIVE BOARD



Corie Tillman Wolf
Chair



David Harris
Vice Chair



Charlotte Martin
Secretary/Treasurer



Claire Covert-ByBee
Member-at-Large



Laurie Kendall-Ellis
Member-at-Large



Karen McIntyre
Member-at-Large



Susan Gile
Member-at-Large



Taj Franklin
Non-Voting Ex Officio



Michele Thorman
Non-Voting Ex Officio

EXECUTIVE BOARD LIAISONS

Appointed Board liaisons to member and *nonmember* states

Charlotte Martin	Claire Covert-ByBee	Corie Tillman Wolf	David Harris	Karen McIntyre	Laurie Kendall-Ellis	Susan Gile
Alabama	Alaska	DC	Arkansas	Arizona	Connecticut	Colorado
Georgia	Iowa	Maryland	Louisiana	Indiana	Delaware	Nebraska
Tennessee	Ohio	Missouri	Mississippi	Kansas	Maine	Montana
Texas	South Dakota	Pennsylvania	North Carolina	Kentucky	New Jersey	Nevada
Utah	Wisconsin	Rhode Island	Oklahoma	New Hampshire	Oregon	North Dakota
Washington	<i>Massachusetts</i>	<i>California</i>	Vermont	West Virginia	Virginia	South Carolina
<i>Puerto Rico</i>	<i>Minnesota</i>	<i>Florida</i>	<i>Illinois</i>	<i>Michigan</i>	<i>Hawaii</i>	<i>Idaho</i>
	<i>New Mexico</i>	<i>Wyoming</i>	<i>Virgin Islands</i>		<i>New York</i>	

THANK YOU TO OUR COMMITTEES

The PTCC committees, consisting of volunteers from compact jurisdictions, worked diligently to maintain and improve the effectiveness and efficiency of PTCC operations in 2025.

RULES AND BYLAWS COMMITTEE

The Rules and Bylaws Committee was led by chair Anne Thompson (GA). This committee's tasks include:

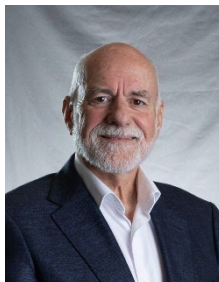
- Reviewing rules, bylaws, and policy & procedure amendments submitted by Compact states and staff
- Sharing and receiving feedback from Compact member states, discussing with legal counsel, and drafting amendments to rules and bylaws
- Recommending amendments to the PTCC Executive Board and modifying amendments per Board feedback



Anne Thompson,
Chair
Georgia



John Heick
Arizona



**Oday
Lavergne**
Louisiana



Laurie Kendall- Ellis
Executive Board
Liaison

ELECTIONS COMMITTEE

The Elections Committee solicits nominations for the Executive Board and then tallies and verifies the election results, which are then reported to the PTCC Delegates during the PTCC Annual Meeting.



Cheryl VanHoose
Ohio



Kathy Arney
North Carolina

COMPLIANCE COMMITTEE

The 2025 PTCC Compliance Committee was led by Chair Kathy Arney (NC). This committee's tasks include:

- Monitoring compact member state compliance with requirements of the PT Compact
- Communicating with out-of-compliance state boards directly to discuss issues, roadblocks, and remedies



Kathy Arney, Chair
North Carolina



Sean Bagbey
Indiana



Rebecca Dean
Alaska



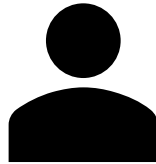
Erin Crawford
Oregon



Silke Elsner
Maryland



Karen Gordon
Texas



Gregg Seipp
North Carolina



Susan Gile
Executive Board
Liaison

FINANCE COMMITTEE

The Finance Committee serves in an advisory role to the Treasurer, Charlotte Martin (LA), in developing financial policies and practices. The Committee reviews quarterly financial reports as well as the annual budget.



Charlotte Martin
Treasurer



Missy Anthony
Ohio



Justin Berry
North Dakota



Geraldine Grzybek
Pennsylvania



Jennifer Aglubat
Washington



LaTrice Herndon
District of
Columbia



Corie Tillman Wolf
Executive
Board Liaison

EDUCATION AND OUTREACH COMMITTEE

The Education & Outreach Committee is charged with ensuring education and outreach materials, including presentations, online resources, and handouts, are accurate, up-to-date, and address the needs of the intended stakeholder. These stakeholders include state licensing boards, state professional chapters, employers, potential compact privilege holders, and PT/PTA program educators. Its accomplishments for the year include:

- Reviewing and providing feedback on a guidance document regarding qualifying definitions of ‘home state’ for active-duty military and their spouses
- Auditing compact member state regulatory board websites for information regarding its participation in the PT Compact including inclusion of compact privilege holders in the state licensure verification site
- Reviewing and providing feedback on drafted content for social media posts for X and LinkedIn
- Reviewing and providing feedback on a ‘Change in Home State’ educational video



Casey Anthony,
Chair
Oregon



Missy Anthony
Ohio



Melissa Daniels
Texas



Jessica Sieja
Michigan



Tyra Mitchell-Williams
Louisiana



David Harris
Executive
Board Liaison

2025 MEETINGS	
Group	Meeting Date
Executive Board	January 16
Compliance Committee	February 11
Education & Outreach Committee	April 3
Compliance Committee	April 29
Rules & Bylaws Committee	June 9
Compliance Committee	July 31
Education & Outreach Committee	August 22
Rules & Bylaws Committee	October 3
Finance Committee	October 16
Executive Board	October 16
Executive Board	October 23
Compliance Committee	October 28
Executive Board	November 13
Compact Commission	December 10

Appendix A

2025 PT Compact Rules Amendments Adopted by the
Commission on December 10, 2025

2025 Amendments to PT Compact Commission Rules

Please note that additions are indicated by red underlined text. Deletions are indicated by ~~red strikethrough~~ text. Black text is existing unchanged text

Rule 1.1 – Definitions

Reason: To add a definition of “significant investigatory information” to clarify when member boards are required to indicate the availability of investigative information

Proposed Amendment:

For the purpose of the rules adopted by the Physical Therapy Compact Commission, the following definitions shall apply:

(A) “Adverse action” means a publicly available disciplinary action taken against a license or compact privilege by a Licensing Board. Adverse action does not include non-disciplinary remediation required by the Licensing Board.

(B) “Alternative program” means any non-disciplinary monitoring program intended to remediate the licensee that is not a matter of public record and to which a Licensing Board refers a licensee, or of which the Licensing Board is aware of the licensee’s participation.

(C) “Applying for a license” means the individual has submitted an application for licensure to the Licensing Board or requested that the Federation of State Boards of Physical Therapy transfer the individual’s National Physical Therapy Examination score to the Licensing Board.

(D) “Board administrator” means an individual serving as administrative staff to a member state’s physical therapy licensing board.

(E) “Commission” means the Physical Therapy Compact Commission.

(F) “Compact” or “Physical Therapy Compact” means the Physical Therapy Licensure Compact.

(G) “Compact Administrator” shall be synonymous with “executive director” referenced in Section 7.G. of the Compact.

(H) “Denied” means a decision of a licensing board to refuse to issue, reinstate, or renew a physical therapist or physical therapist assistant license that is reported to the National Practitioner Data Bank (NPDB).

(I) “Encumbrance” means any action taken by the Licensing Board that limits the practice or work of the physical therapist or physical therapist assistant. An encumbrance may be disciplinary or non-disciplinary in nature.

(J) “Expired” means the status of a license or compact privilege that is not active and includes a license with a status of “lapsed” or “non-renewed.” A compact privilege that is not renewed before the expiration date shall automatically expire on that date and not after any grace period ends.

(K) “FSBPT ID” means the identification number assigned by the Federation of State Boards of Physical Therapy to all individuals in the Exam, Licensure, and Disciplinary Database.

(L) “Home state” means a person’s true, fixed, and permanent home and is the place where the person intends to remain indefinitely, and to which the person expects to return if absent without intending to establish a new domicile elsewhere.

(M) “Initial” means each and every new Compact Privilege issued to an individual, even if a prior Compact Privilege was held in the same state.

(N) “License” means the authorization from the state to practice as a physical therapist or to work as a physical therapist assistant. For purposes of the Compact, a certification for a physical therapist assistant is synonymous with “license.”

(O) “Licensing Board” means the agency of a state that is responsible for the licensing and regulation of physical therapists and physical therapist assistants.

(P) “Member state” means a state that has enacted the Compact.

(Q) “Non-member state” means a state that has not enacted the Compact.

(R) “Party state” means any member state where the individual currently holds, or has ever held a physical therapist or physical therapist assistant license or compact privilege or is applying for a license or compact privilege.

(S) “Recognized National Exam” as referenced in Section 3.A.6 of the Compact means the National Physical Therapy Examination (NPTE).

(T) “Significant investigatory information” means:

(1) Investigative information that a Licensing Board has reason to believe is not groundless and, if proven true, would indicate more than a minor infraction. This would occur after the Licensing Board conducts an inquiry or investigation that includes notification and an opportunity for the licensee to respond, if required by state law; or

(2) Investigative information that indicates that the physical therapist or physical therapist assistant represents an immediate threat to public health and safety, regardless of whether the physical therapist or physical therapist assistant has been notified and had an opportunity to respond.

Significant investigative information does not include investigations for practicing without a license or compact privilege for up to 30 days, practicing on an expired license or compact privilege for up to 30 days, and/or continuing education/continuing competence violations.

~~(T)~~ (U) “State” means any state, commonwealth, district, or territory of the United States of America that regulates the practice of physical therapy.

New Rule 3.12 – Grounds for Compact Privilege Termination

Reason: To establish the grounds where the PT Compact Commission may terminate a compact privilege and to establish an appeals process when the compact privilege is terminated.

Proposed New Rule:

(A) A compact privilege may be terminated by the Commission when there is sufficient evidence that the compact privilege holder has engaged in acts including, but not limited to, the following:

(1) Fraud, deception, or misrepresentation in applying or renewing a compact privilege;

~~(2) Failure to satisfy requirements or meet eligibility criteria related to obtaining or maintaining a compact privilege;~~

~~(3) Failure to provide requested information to the Commission in the specified timeframe;
or~~

~~(4) Failure to comply with Commission Rules and/or Policies and Procedures.~~

~~(B) Upon termination of a compact privilege by the Commission, the compact privilege holder will be notified electronically of the grounds for termination, along with the method and deadline for appealing the termination decision.~~

~~(1) The individual shall have fourteen (14) calendar days from the date of the notice to request an appeal. If no appeal is filed in a timely manner, then the action is final.~~

~~(2) If the appeal is filed in a timely manner, the appeal will be heard by the Appeals Committee. The Committee shall issue a decision on the appeal within thirty (30) business days of receipt of the appeal request. The decision of the Committee shall be final.~~

Rule 4.1 – Home State Designation

Reason: To clarify what can qualify as the “home state” for active-duty military and their spouses

Proposed Amendment

~~(A) For the purposes of Section 5. of the Compact, the following definitions shall apply:~~

~~(1)(A) “Home of record” means the state in which the military member entered the military; for purposes of the Compact only, the active duty military personnel’s State of Legal Residence on record with the military.~~

~~(2)(B) “Permanent Change of State” or “PCS” means the state of the duty station to which the active duty military member and/or spouse of active duty military member is most recently assigned noted in the active duty military personnel’s PCS orders.~~

~~(3)(C) “State of current residence” means the state in which the active duty military member or spouse of active duty military member is maintaining legal residency personnel or spouse is currently physically residing.~~

~~(D) The active duty military member or spouse of an individual who is active duty military may change the member state designated as the individual’s home state by notifying the Commission:~~

~~(B) Compact privilege holders who are active duty military members or spouses of active duty military members must notify the Commission of a change in military or marital status within sixty (60) business days of the effective date of the change.~~

~~(C) In accordance with paragraph (C) of Rule 3.1, compact privilege holders who are active duty military members or spouses of active duty military members must notify the Commission of a change in home state within sixty (60) business days of the effective date of the change.~~

Rule 6.7 – Indicating Availability of Significant Investigative Information

Reason: To clarify what qualifies as investigative information significant enough to warrant notification to the Commission

Proposed Amendment:

A member state shall notify the Commission that significant investigatory information is available to party states when a member state has determined probable cause exists that the allegations against the licensee may constitute a violation of that member's state statute or regulations. The actual investigative information shall be shared directly with the party state and not through the Commission.

Appendix B

2025 PT Compact Commission Bylaws Amendments
Adopted by the Commission on December 10, 2025

2024 Amendments to PT Compact Commission Bylaws

Please note that additions are indicated by red underlined text. Deletions are indicated by ~~red strikethrough~~ text. Black text is existing unchanged text

Article VII. Committees and Task Forces

Section 2. Standing Committees of the Executive Board.

Reason: To add the Appeals Committee referenced in proposed new rule 3.12

Proposed Amendment:

The Executive Board may establish Standing Committees from time to time as the Executive Board deems necessary to carry on the work of the Executive Board. The specific functions of any standing committees established by the Executive Board are described in the Policies.

Membership of Standing Committees of the Executive Board shall be appointed by the Executive Board for terms outlined in the Policies or Bylaws. The Executive Board may appoint individuals other than the Member State's Delegate to serve on Standing Committees of the Executive Board.

A. Finance Committee

The Committee will consist of at least three members, who will serve two-year terms. The Secretary/Treasurer shall serve as Chair of the Committee.

B. Rules and Bylaws Committee

The Committee will consist of at least three members, who will serve two-year terms.

C. Compliance Committee

The Committee will consist of at least three members, who will serve two-year terms. The Committee will have at least one representative from a jurisdiction with an autonomous licensing board and at least one representative from a jurisdiction with a system that is run by an agency director, commission or council, with or without the assistance of a board and if the board does exist, it is strictly advisory.

D. Education and Outreach Committee

The Committee will consist of at least three members, who will serve two-year terms

E. Appeals Committee.

The Appeals Committee will consist of the three officers of the Executive Board.

Appendix C

2025 PT Compact Policies and Procedures
Amendments Adopted by the Commission on
December 10, 2025

2025 Amendments to PT Compact Commission Policies and Procedures

Please note that additions are indicated by red underlined text. Deletions are indicated by ~~red strikethrough~~ text. Black text is existing unchanged text

POLICY NUMBER 1.10

Reason: To more clearly specify the documents the PT Compact Commission will accept to verify a compact privilege holder's home state

Proposed Amendment:

AREA: Administration

AUTHORITY: PT Compact – Section 4.A and PT Compact Rule 3.1

PURPOSE: To establish the process by which home state may be verified.

DATE APPROVED: October 28, 2018

Policy:

The Physical Therapy Compact Commission (PTCC) requires proof of home state, as defined by Rules, during the verification and purchasing process. The PTCC may require compact privilege seekers and holders to submit additional information to verify home state.

Procedure:

1. Individuals seeking a compact privilege are required to provide their current driver's license/state ID number and expiration date to the PTCC system for use in verifying the individual's home state when purchasing and renewing a compact privilege. If the individual does not have a driver's license or state ID in the home state, the Compact Administrator will accept two of the following current documents as proof of home state: voter registration card, federal income tax return, state income tax return filed as a resident, or W2 form. The Compact Administrator will determine if any other alternative identification document is acceptable.
2. The Compact Administrator may, at any time, require a compact privilege seeker or holder to submit additional documents in order to verify an individual's home state including, but not limited to the documents identified above driver's license, state identification card, voter registration card, utility bills, etc. The Compact Administrator will make any necessary changes to home state on record based on the information collected.

POLICY NUMBER 3.6

Reason: To clarify the process PT Compact staff will follow when receiving a compact privilege holder's request to voluntarily surrender a compact privilege without indicating they have been requested to do so by a party state

Proposed Amendment:

AREA: Discipline

AUTHORITY: PT Compact – Section 4 and PT Compact Rules 3.5 and 3.9

PURPOSE: To establish the process by which compact privileges will be terminated due to a voluntary surrender.

DATE APPROVED: October 25, 2020

Policy:

The Physical Therapy Compact Commission (PTCC) will terminate compact privileges, as required by law, when notified by a compact privilege holder and confirmed by a party state that the individual is voluntarily surrendering a compact privilege, but no corresponding reportable adverse action will be taken.

Procedure:

When notified by a compact privilege holder that a party state has asked the individual to voluntarily surrender a compact privilege to the Commission, the Compact Administrator will confirm the request with the appropriate party state. Once confirmed, the Compact Administrator will terminate the compact privilege and send notification to the party state board and the individual. Termination of compact privileges through voluntary surrender, which does not have a corresponding reportable adverse action, does not adversely impact an individual's eligibility for compact privileges. This policy does not apply to a voluntary surrender that is reported as an adverse action.

If a compact privilege holder requests to voluntarily surrender a compact privilege without clear indication that a party state has asked the individual to do so, Compact staff will contact the party state to confirm whether or not the individual is under investigation before proceeding with terminating the compact privilege.

Appendix D

2025 PT Compact Commission Financials

PT Compact Financials

The fiscal year for the PTCC runs from January 1 to December 31.

	2025	2024
REVENUE		
Compact Privileges	\$ 580,455	\$ 542,178
Interest Income	10,636	0
Total Revenue	\$ 591,091	\$ 542,178
EXPENSES		
Professional Fees & Contracted Services	\$ 235,277	\$ 223,267
Staff Travel, Meals, and Lodging	0	148
Bank Service Charges	27,879	24,893
Booth and Program Costs	1,724	21,042
Insurance	2,224	2,224
Research/Analysis, Marketing & Planning	18,000	0
Office Lease & Utilities, Parking	5,699	5,480
Office Supplies, Postage, & Misc.	1,436	1,297
Telephone, Internet, & Website	52,416	5,807
Depreciation	2,968	0
Total Expenses	\$ 347,623	\$ 284,158
Grant Funding Received	\$ 35,746	\$ 26,788
Grant Funding Disbursed	(35,746)	(26,788)
Net Income	\$ 243,468	\$ 258,020

PT Compact Balance Sheet

	2025	2024
ASSETS		
Current Assets		
Cash & Cash Equivalents	\$ 593,040	\$ 401,739
Due from LCASO for privileges	76,798	68,413
Total Current Assets	669,838	470,152
Fixed Asset: Website (Net of Depreciation)	41,533	0
Total Assets	\$ 771,371	\$ 470,152
LIABILITIES & NET ASSETS		
Liabilities		
Accounts payable	\$ 0	\$ 2,250
Due to LCASO		
Total Current Liabilities	\$ 0	\$2,250
Net Assets	\$ 771,371	\$ 467,902
TOTAL LIABILITIES and NET ASSETS	\$ 711,371	\$ 470,152

Appendix E

PT Compact Commission December 10, 2025 Annual Meeting Minutes



**Physical Therapy Compact Commission Annual Meeting
Minutes**

December 10, 2025

Via Zoom

DELEGATES PRESENT:

Corie Tillman Wolf, Virginia, Chair
David Harris, Tennessee, Vice Chair
Charlotte Martin, Louisiana, Secretary/Treasurer
Claire Covert-ByBee, Nebraska, Member At Large
Susan Gile, Kansas, Member At Large
Laurie Kendall-Ellis, Maryland, Member At Large
Karen McIntyre, Ohio, Member At Large
Kathy Miller, Alabama
Joshua Greer, Arizona
Yukon Morford, Colorado
Kristin Schweizer, Connecticut
Alison Warren, Delaware
Bernardine Evans, District of Columbia
Destiny Gaddis, Georgia
Heather Freeman, Indiana
Venus Vendoures-Walsh, Iowa
Brad Profitt, Kentucky
Cooper Lewis, Mississippi
Jimmy Leggett, Missouri
Bridget Mennie, Montana
Charles Harvey, Nevada
Nicole Lavoie, New Hampshire
Richard Stoneking, New Jersey
Joyce Tynes, North Carolina
Justin Berry, North Dakota
Sandra Benischek Harrison, Oklahoma
Erin Crawford, Oregon
Gerri Grzybek, Pennsylvania
Laurie Scripsack, Rhode Island
Mary Addison Blackstone, South Carolina
Mathew Weigel, South Dakota
Harvey Aikman, Texas
Lisa Martin, Utah
Jennifer Aglubat, Washington
Nonnie Holcomb, West Virginia
Kate Brewer, Wisconsin

DELEGATES ABSENT: Eliza Ellsworth, Alaska
Velvet Medlock, Arkansas
Emily Tredeau, Vermont

EX OFFICIO DELEGATES PRESENT: Taj Franklin, APTA
Michele Thorman, FSBPT

LEGAL COUNSEL PRESENT: Doug Wolfberg

COMMISSION STAFF PRESENT: Jeffrey M. Rosa, Compact Administrator
William A. Hatherill, CEO
David Sigman, CFO
Jenny Lapnawan, Post-Licensure Services Manager

Call to Order

Chair Corie Tillman Wolf called the meeting to Order at 1:01 pm ET.

Roll Call

Secretary/Treasurer Charlotte Martin called the roll. A total of 36 delegates were present. Both non-voting ex officio members were present. Three delegates were absent.

Introductions and Acknowledgement of Guests – Chair Corie Tillman Wolf

2024 Minutes

The minutes of the December 16, 2024, annual meeting were approved by the Minutes Approval Committee of Harvey Aikman (TX) and Venus Vendoures Walsh (IA), and no further action is required.

Appointment of the Minutes Approval Committee

Chair Tillman Wolf appointed the following delegates to approve the December 10, 2025, Physical Therapy Compact Commission meeting minutes.

- Cooper Lewis, Mississippi
- Bridget Mennie, Montana
- Matthew Weigel, South Dakota

Appointment of the 2025 Tellers

Chair Tillman Wolf appointed Judy Chepeus (AZ) to serve as the Teller to oversee and count the votes cast via ElectionBuddy.

Review and Adopt 2026 Budget

Secretary/Treasurer Martin provided an overview of the proposed 2026 annual budget.

Motion: Adopt as submitted the proposed 2026 budget recommended by the Executive Board. The motion passed.

Update from the PT Compact Commission Chair – Chair Corie Tillman Wolf

Reports

There were no questions about the reports contained in the Delegate Handbook.

Review and Adopt Rule Amendments

No comments or requests were made for a formal hearing; therefore, the PT Compact Commission was permitted to make a final decision without a formal hearing.

Motion: Adopt the proposed Rules amendments recommended by the Executive Board as submitted. The motion passed.

Review and Adopt Bylaws Amendments

There were no questions on the proposed Bylaws amendments from Delegates or the public.

Motion: Adopt the proposed Bylaws amendments recommended by the Executive Board as submitted. The motion passed.

Review and Adopt Policy and Procedures Amendments

There were no questions on the proposed Policy and Procedures amendments from Delegates or the public.

Motion: Adopt the proposed Policy and Procedures amendments recommended by the Executive Board as submitted. The motion passed.

Elections

Per Bylaws, three positions on the PTCC Executive Board were open for election: Vice Chair and two Member-at-Large seats.

The slate of candidates for the open positions were:

- David Harris and Venus Vendoures Walsh for Vice Chair
- Claire Covert-ByBee, Erin Crawford, Bernardine Evans, and Karen McIntyre for Member-at-Large

There were no nominations from the floor.

All present delegates voted for the three open positions.

David Harris was elected Vice Chair.

Clarie Covert-ByBee and Karen McIntyre were elected Members-at-Large.

Delegation of Appointment of Committees to Executive Board

Motion: Delegate to the Executive Board the appointment of members of the standing committee of the Commission (Elections Committee) to the Executive Board. The motion passed.

Opportunity for Public Comment and Questions

Chair Tillman Wolf opened the floor for public comment. There was no public comment.

New Business

There was no additional business.

Adjournment

The December 10, 2025, meeting of the Physical Therapy Compact Commission was adjourned by Chair Tillman Wolf at 2:10 pm ET.