PT · COMPACT

PHYSICAL THERAPY COMPACT COMMISSION ANNUAL MEETING

December 2, 2026

Virtual

Physical Therapy Compact Commission Annual Meeting Agenda
December 2, 2026
12:00 p.m. ET
Via Zoom

Presiding Officer: Corie Tillman Wolf, Chair

I. **Call to Order**
The annual meeting of the Physical Therapy Compact Commission will come to order at 12:00 PM ET, December 2, 2026.

II. **Roll Call of Delegates –** Charlotte Martin, Secretary/Treasurer
The Secretary/Treasurer will call the roll of delegates.

III. **Adoption/Reordering of Agenda**

IV. **Introductions and Acknowledgement of Guests**

V. **2025 Meeting Minutes**
The minutes of the 2025 annual meeting were approved by the Minutes Approval Committee of Cooper Lewis (MS), Bridget Mennie (MT), and Matthew Weigel (SD) and no further action is required.

VI. **Appointment of the 2026 Minutes Approval Committee**

VII. **Appointment of the Teller Committee**

VIII. **Review and Adopt 2027 Budget** (Attachment A)

IX. **Update from the PT Compact Commission Chair –** Corie Tillman Wolf, Chair

X. **Reports** (Attachment B)
- Strategic Plan
- Progress Towards 2026 Goals
- 2027 Projected Implementation Status
- 2027 Legislative Outlook

XI. **Review and Adopt Rules Amendments (Action Required)** (Attachment C)

XII. **Review and Adopt Policy & Procedures Amendments (Action Required)** (Attachment D)

XIII. **Elections** (Attachment E)

XIV. Delegation of Appointment of Committees to Executive Board (Action Required)

XV. Public Comment

XVI. New Business

XVII. Announcements

XVIII. Adjournment

Chair Corie Tillman Wolf adjourned the meeting at --:-- PM ET on December 2, 2026.

REFERENCE DOCUMENTS

- PT Compact Model Statute (Attachment F)
- PT Compact Rules as of December 10, 2025 (Attachment G)
- PT Compact Bylaws as of December 10, 2025 (Attachment H)
- PT Compact Policies and Procedures as of December 10, 2025 (Attachment I)
- PT Compact Status Map as of October 12, 2026 (Attachment J)
- Minutes of the 2025 PTCC Annual Meeting (Attachment K)
- Rosters of PT Compact Delegates & Executive Board as of October 10, 2026 (Attachment L)

ATTACHMENT A

PROPOSED 2027 ANNUAL BUDGET AND NARRATIVE

PT · COMPACT



2027 BUDGET

PTCC 2027 BUDGET OVERVIEW

2027

Physical Therapy Compact Commission

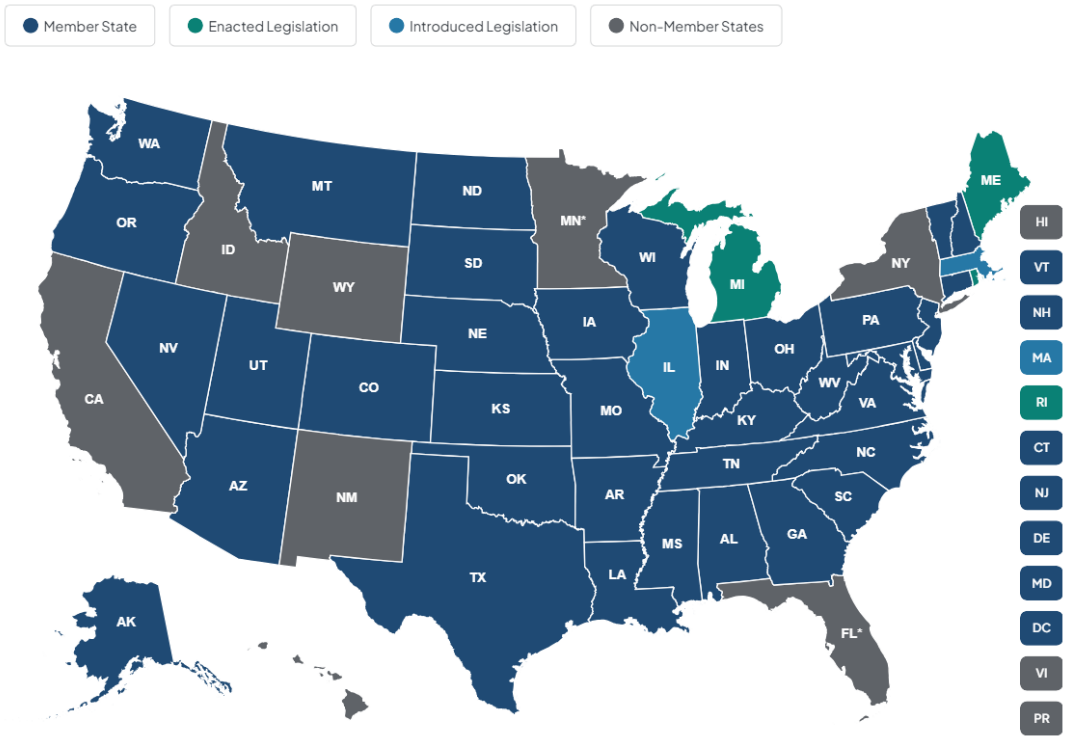
PHYSICAL THERAPY COMPACT

The Physical Therapy Compact (PTC) is an agreement between member states that allows physical therapists and physical therapist assistants who are licensed in their home state to practice in other member states via a Compact Privilege. The purpose of the PTC is to increase public access to physical therapy services by eliminating the need for multiple licenses for practice across state lines. This allows licensees who live close to borders to be able to practice across the borders and supports spouses of relocated military members. The Compact also enhances the exchange of licensure, investigative, and disciplinary information between member states. To join the PTC, a state must enact the model statute into law. The PTC is governed by the Physical Therapy Compact Commission (PTCC), a governmental entity made up of the member states. The PTCC holds its annual meeting virtually.

The PTCC has an Administration Services Agreement with the Licensing Compact Administrative Services Organization (LCASO) for the provision of services for the administration, management, operation, and other activities of the PTCC. In turn, LCASO contracts with the Federation of State Boards of Physical Therapy (FSBPT) for many of the services needed by the PTCC, including staffing, access to the Exam, Licensure, and Disciplinary Database, and to the FSBPT Operating System.

STATUS OF THE PHYSICAL THERAPY COMPACT

Since the PTC was officially formed in April 2017, a total of 41 jurisdictions have enacted the Compact legislation and are members of the PT Compact. As of October 1, thirty-eight member jurisdictions are actively issuing and accepting compact privileges.



PTCC 2027 BUDGET OVERVIEW

2027

Physical Therapy Compact Commission

The chart below lists the member jurisdictions, the year they joined the compact, and the year and quarter they started selling Compact Privileges.

	State	Yr Joined Compact	Yr & Q Selling Priv
1	Mississippi	2017	2018 Q3
2	North Dakota	2017	2018 Q3
3	Oregon	2016	2018 Q3
4	Tennessee	2016	2018 Q3
5	Missouri	2016	2018 Q4
6	Utah	2017	2018 Q4
7	Iowa	2018	2019 Q1
8	Kentucky	2017	2019 Q1
9	New Hampshire	2017	2019 Q1
10	Texas	2017	2019 Q1
11	Arizona	2016	2019 Q2
12	Colorado	2017	2019 Q2
13	Louisiana	2018	2019 Q3
14	Nebraska	2018	2019 Q3
15	North Carolina	2017	2019 Q3
16	Washington	2017	2019 Q3
17	Arkansas	2019	2020 Q1
18	Oklahoma	2018	2020 Q1
19	Virginia	2019	2020 Q1
20	West Virginia	2018	2020 Q1
21	Georgia	2019	2021 Q1

	State	Yr Joined Compact	Yr & Q Selling Priv
22	Delaware	2019	2021 Q3
23	Maryland	2019	2021 Q3
24	Montana	2017	2021 Q3
25	Ohio	2021	2021 Q4
26	South Dakota	2020	2022 Q4
27	Wisconsin	2020	2022 Q4
28	South Carolina	2018	2023 Q1
29	Indiana	2021	2023 Q1
30	New Jersey	2018	2023 Q4
31	DC	2021	2023 Q4
32	Alabama	2021	2024 Q4
33	Vermont	2023	2025 Q1
34	Alaska	2024	2025 Q2
35	Pennsylvania	2020	2025 Q3
36	Kansas	2021	2025 Q4
37	Nevada	2025	2026 Q1
38	Connecticut	2023	2026 Q3
39	Maine	2023	2027 Q4
40	Rhode Island	2024	Not Before 2028
41	Michigan	2026	Not Before 2028

Implementation of the compact requirements are ongoing in the remaining three jurisdictions. Although progress was made in the past few years to reduce implementation time, the implementation process continues to require approximately twelve months from enactment for most jurisdictions.

State	Primary Roadblocks
ME	Working on implementing data sharing and in process of adopting the rule implementing CE requirement. Expected to become an active jurisdiction in April 2024
RI	Still need to start weekly data sharing and implement the criminal background check requirement for initial licensure applicants
MI	Bill has an effective date of January 2028. The PT Compact plans to work with staff at LARA to complete all implementation requirements prior to 2028, with the goal of MI going active soon after the effective date of the legislation

PTCC 2027 BUDGET OVERVIEW

2027

Physical Therapy Compact Commission

REVENUES

Revenue Assumptions

The 2027 revenue budget is based on an analysis of the number of compact privileges purchased, both initial and renewal, for each of the active compact jurisdictions.

The budget also assumes the Commission will continue to charge a Commission fee of $45 per Compact Privilege and not institute a member state assessment in 2027. Under these assumptions, budgeted 2027 revenue from compact privileges purchased is $594,405.

The table below lists the estimated number of Compact Privileges, per jurisdiction, based on an analysis of the number of compact privileges purchased, both initial and renewal, for each of the active compact jurisdictions. The Commission is projecting approximately 13,200 Compact Privileges will be either initially purchased or renewed in 2027.

Jurisdiction	Date Issuing CPs	2026 Budget	2026 Actual Purchase as of 9/30	Projected CPs Sold in 2027
Alabama	Active on 10/7/2024	149	221	207
Alaska	Active on 5/1/2025	122	203	192
Arizona	Active on 4/15/2019	405	482	405
Arkansas	Active on 2/28/2020	245	243	238
Colorado	Active on 5/1/2019	636	671	637
Connecticut	Active on 8/3/2026	N/A	56	43
Delaware	Active on 9/20/2021	218	257	257
District of Columbia	Active on 11/6/2023	251	226	222
Georgia	Active on 3/1/2021	616	686	611
Indiana	Active on 4/20/2023	397	394	377
Iowa	Active on 1/2/2019	224	264	253
Kansas	Active on 12/1/2025	N/A	220	201
Kentucky	Active on 3/21/2019	394	389	401
Louisiana	Active on 7/22/2019	227	225	209
Maryland	Active on 7/1/2021	454	454	434
Mississippi	Active on 7/16/2018	173	229	207
Missouri	Active on 7/6/2018	289	334	336
Montana	Active on 7/1/2021	214	229	210
Nebraska	Active on 4/15/2019	227	193	170
Nevada	Active on 1/20/2026	46	195	175
New Hampshire	Active on 1/2/2019	147	151	148
New Jersey	Active on 6/1/2023	211	334	325
North Carolina	Active on 7/1/2019	558	674	634
North Dakota	Active on 7/6/2018	105	101	91

Physical Therapy Compact Commission

Ohio	Active on 10/1/2021	414	369	367
Oklahoma	Active on 1/2/2020	336	351	351
Oregon	Active on 7/30/2018	492	588	551
Pennsylvania	Active on 7/7/2025	445	452	444
South Carolina	Active on 2/1/2023	610	670	635
South Dakota	Active on 11/14/2022	132	160	143
Tennessee	Active on 7/6/2018	403	466	441
Texas	Active on 1/2/2019	624	795	771
Utah	Active on 10/1/2018	181	245	235
Vermont	Active on 3/1/2025	78	84	65
Virginia	Active on 1/2/2020	796	799	803
Washington	Active on 9/23/2019	765	958	940
West Virginia	Active on 3/10/2020	302	233	247
Wisconsin	Active on 10/3/2022	229	238	233
TOTAL		**12,002**	**13,839**	**13,209**

To raise enough revenue to cover the total budgeted expenditures of $592,159, the PT Compact Commission would need to sell approximately 13,160 compact privileges in 2027, not including any additional interest income.

EXPENDITURES

The estimated total of the expenditures in 2027 are budgeted to be $567,159. These expenditures include (among other direct costs):

- Professional Fees including:
  - Costs for the General Staffing Support provided by FSBPT
  - Contract with the Council of State Governments (CSG) for the provision of legal counsel to the PTCC
  - Annual audit or other accounting review as required under the Compact statute.
  - Management Fee (10% of revenue)
  - Strategic Planning and Research/Analysis costs including consulting, meeting and other research and educational costs to promote knowledge of and growth of the Compact.
- Bank service charges
- Taxes and Licenses
- Directors & Officers (D&O) Insurance
- Travel costs for the PT Compact Administrator to attend the APTA Combined Sections Meeting (CSM). Partial booth cost for the APTA CSM along with miscellaneous costs such as marketing give-aways to attendees
- Travel and booth expenses to have a PT Compact presence at key external conferences
- Board governance training
- The annual licensing fee for PT Compact's omnichannel communication platform
- Licensing fee for use of FSBPT's online processing system
- State visits to four non-PT Compact member jurisdictions

Physical Therapy Compact Commission

- A new banner stand to use when the Compact has a presence in an exhibit hall
- Funding for an automated home state verification audit process

Any expenses incurred by LCASO in the performance of its duties under the Agreement will be invoiced to PTCC.

As previously discussed in connection with the PTCC annual budget, FSBPT will begin charging the PTCC a $25,000 licensing fee in 2027 for its use of the FSBPT operating system (OPS), which supports the tracking, approval, and financial aspects of the compact privilege purchase process. The introduction of this charge is not a new or unexpected development; it is consistent with prior discussions and the communicated expectation that FSBPT would establish a licensing fee for the portion of OPS used by the PTCC.

Changes from 2026 Projection/Budget

The internal professional fees line covers the staffing provided to the PTCC by the FSBPT. Historically, this expenditure has increased by 4% per year. Due to the growth of the PT Compact, additional FSBPT staff are providing time to support the operations of the PT Compact. As a result, the increase in 2027 is closer to 20%.

In previous years, Compact staff have staffed a booth at APTA's Combined Sections Meeting (CSM). The proposed 2027 budget reflects increased costs associated with hosting a compact booth at additional conferences, including those geared toward the insurance industry. Educating a variety of stakeholders about the compact is critical to ensure widespread acceptance of compact privilege holders as the legal equivalent of a license. The budget should allow for a compact booth at two additional conferences, in addition to CSM. Although this expenditure was included in the 2026 budget, the PT Compact only had a booth at the CSM meeting.

The budget also includes the funding for the Executive Board to hold an in person strategic planning meeting in April 2027. In addition to travel costs for the board members and staff, the budget includes funding for a consultant to assist the Executive Board during the strategic planning process.

Another new expense for 2027 is $20,000 to conduct automated home state verifications. Instead of the manual process currently undertaken to verify home state for compact customers, this expense will create efficiencies by automating the process. In addition, it will allow the Compact Commission to verify the home state for all customers, instead of the current random audit process. This expenditure was included in the 2026 budget but external factors delayed the implementation of this project until 2027.

The budget also includes $20,000 for board governance training. In 2026, the CEO, Compact Administrator, and Executive Board Chair attended the ASAE CEO Symposium. The budget would allow two additional Executive Board members, plus the CEO and Compact Administrator, to attend a similar training in 2027.

In 2025, the PTCC website was revamped. The total cost of this project was $90,000, but a portion of the costs were capitalized and are being depreciated over the next four years.

Physical Therapy Compact Commission (PTCC)	2027 Budget	2026 Projection Year End	2026 Budget	2025 Actuals
VOLUME & FEE	**13,202**	**17,170**	**12,002**	**12,099**
	$ 45	**$ 45**	**$ 45**	**$ 45**
REVENUE				
Compact Privileges	**$ 594,405**	$ 772,076	$ 540,090	$ 580,455
Interest Income	**$ 15,000**	$ 20,000	$ 15,000	$ 10,636
TOTAL REVENUE	**$ 609,405**	$ 792,076	$ 555,090	$ 591,091
EXPENSES				
Professional Fees - FSBPT	**$ 210,000**	$ 176,065	$ 176,065	$ 169,293
Professional Fees - External				
Legal & Consulting (including travel)	**$ 7,500**	$ 7,500	$ 7,500	$ 3,314
Auditors	**$ 5,500**	$ 4,875	$ 5,500	$ 4,625
Marketing Consultant/Research & Analysis	**$ 30,000**	$ 10,000	$ 30,000	$ 18,000
Consultant - In-Person Board Meeting (2027)	**$ 60,000**	$ -	$ 50,000	$ -
Management Fee	**$ 59,441**	$ 77,208	$ 54,009	$ 58,046
Total Professional Fees	**$ 372,441**	$ 275,648	$ 323,074	$ 253,278
Programmatic & Conference Expenses				
Travel, Lodging, Meals	**$ 72,635**	$ -	$ -	$ -
Strategic Plan	**$ 47,925**			
APTA CSM	**$ 6,650**	$ -	$ 4,650	
AHIP	**$ 5,340**	$ -	$ 4,340	
Non-Member Site Visits	**$ 12,720**	$ -	$ 12,720	
Booth & Exhibit Hall Costs	**$ 11,000**	$ 1,575	$ 11,000	$ 1,625
Home State Verification	**$ 20,000**	$ -	$ 20,000	$ -
Miscellaneous (Board Training)	**$ 20,000**	$ 25,000	$ -	$ 99
Programmatic & Conference Expenses Total	**$ 123,635**	$ 26,575	$ 52,710	$ 1,724
Building. Operating Expense				
Office Lease & Utilities & Parking	**$ 6,165**	$ 5,927	$ 5,927	$ 5,699
Telephone & Internet Costs	**$ 4,430**	$ 4,253	$ 4,253	$ 4,089
Equipment Lease & Other Support	**$ 188**	$ 188	$ 188	$ 181
Licensing Fee - OPS	**$ 25,000**			
Insurance	**$ 2,500**	$ 2,300	$ 2,300	$ 2,224
Website (Depreciation) and IT Subscriptions	**$ 14,300**	$ 13,900	$ 18,400	$ 51,113
Taxes & Licenses	**$ 1,000**	$ 1,000	$ 1,000	$ -
Building. Operating Expense Total	**$ 53,583**	$ 27,568	$ 32,068	$ 63,306
Office Expense				
Office Supplies	**$ 1,000**	$ 750	$ 500	$ 686
Postage & Delivery	**$ 1,000**	$ 500	$ 500	$ 500
Printing	**$ 500**	$ 250	$ 250	$ 250
Bank & Credit Card Charges	**$ 40,000**	$ 37,060	$ 25,000	$ 27,879
Office Expense Total	**$ 42,500**	$ 38,560	$ 26,250	$ 29,315
TOTAL EXPENSES	**$ 592,159**	**$ 368,351**	**$ 434,102**	**$ 347,623**
NET INCOME	**$ 17,246**	**$ 423,725**	**$ 120,988**	**$ 243,468**

ATTACHMENT B

REPORTS

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

EDUCATION
Be the premier resource for practitioners, educators and state board representatives.

- Develop educational materials designed to empower key stakeholders to be promoters of PT Compact
- Increase awareness of the PT Compact as a key tool to broaden and streamline mobility of physical therapy services across jurisdictions
- Educate member states on the value of sharing information for public protection.

ORGANIZATIONAL EFFECTIVENESS
Optimize PT Compact's organizational infrastructure to drive impact and organizational sustainability.

- Nurture relationships between PT Compact, FSBPT, APTA and other key stakeholders
- Develop resources and structures needed to consistently deliver on stakeholder needs and expectations
- Demonstrate financial responsibility through effective stewardship of resources

ADVOCACY
Champion growth and adoption of PT Compact privileges to enhance public protection.

- Advocate for consistency in compliance reporting, ELDD data sharing and regulatory best practices
- Leverage relationships to attain recognition of parity for compact privileges and licenses
- Promote the compact's impact on society and access to healthcare and increase participation of non-member jurisdictions.

Key Performance Indicators

Privilege Holder Market Penetration | Business Model Health | Public Awareness and Standing

Education: Be the premier resource for practitioners, educators and state board representatives

Objective	Outcomes
1.1 Develop educational materials designed to empower key stakeholders to be promoters of PT Compact	1.1.1 Establishment of a committee or task force charged with developing educational content for stakeholder groups 1.1.2 Development of a module for PT educators to use in their classrooms by fall 2024 1.1.3 Conduct regular assessment of frequently asked questions member board staff receive from current and prospective privilege holders 1.1.4 PT Compact board members and state board representatives have the tools to effectively promote the benefits of being a PT Compact privilege holder
1.2 Increase awareness of the PT compact as a key tool to broaden and streamline mobility of physical therapy services across jurisdictions	1.2.1 Increase in overall awareness of PT Compact 1.2.2 Increase in educators promoting PT Compact to their students 1.2.3 Increase in number of times PT Compact staff/board members are presenting to promote the PT Compact to key stakeholders 1.2.4 By 2027, 80% of students have received information about the Compact in their educational programs
1.3 Educate member states on the value of sharing information for public protection.	1.3.1 Creation of improved compliance metrics and guidelines for ELDD 1.3.2 Facilitation of conversations and development of collateral discussing impact of data sharing and public protection.

Organizational Effectiveness: Optimize PT Compact's organizational infrastructure to drive impact and organizational sustainability.

Objective	Outcomes
2.1 Nurture relationships between PT Compact, FSBPT, APTA and other key stakeholders.	2.1.1 Establishment of regular touchpoints between PT Compact, FSPBT, APTA and other key stakeholders 2.1.2 Increase number of privilege holders being referred to PT Compact by APTA and other key stakeholders
2.2 Develop resources and structures needed to consistently deliver on stakeholder needs and expectations.	2.2.1 Annually review resources to ensure alignment between PT Compact's mission, strategic goals and staff and volunteer committees 2.2.2 Increased touchpoints with state board representatives/liaisons to board 2.2.3 Conduct regular board assessments and orientations 2.2.4 Identify and develop future volunteer leaders 2.2.5 Monitor compliance in conjunction with FSBPT/PT Compact MOU

2.3 Demonstrate financial responsibility through effective stewardship of resources	2.3.1 Consistent touchpoints with PT Compact Treasurer 2.3.2 Consistent reporting of budget variances (budgeted vs. actual) 2.3.3 Increase in privilege holders in number of jurisdictions issuing privileges

Advocacy: Champion growth and adoption of PT Compact privileges to enhance public protection.

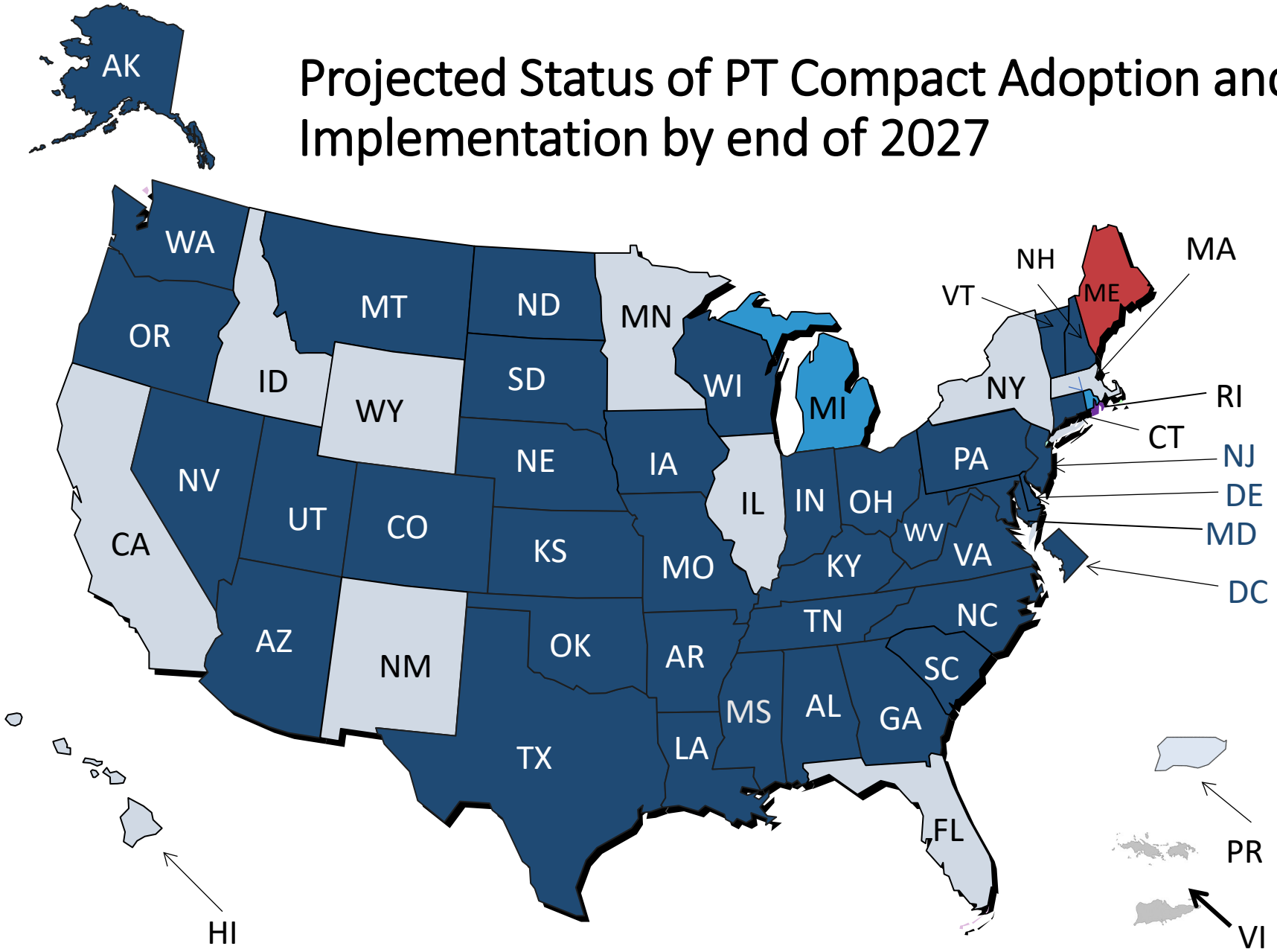
Objective	Outcomes
3.1 Advocate for consistency in compliance reporting, ELDD data sharing and regulatory best practices	3.1.1 Increased timeliness and accuracy of ELDD information for all jurisdictions 3.1.2 Increased clarity regarding jurisprudence requirements when renewing compact privilege
3.2 Leverage relationships to attain recognition of parity for compact privileges and licenses.	3.2.1 Increase perception by employers, providers and privilege holders that a privilege is comparable/equivalent to a license
3.3 Promote the compact's impact on society and access to healthcare and increase participation of non-member jurisdictions.	3.3.1 Increase in non-residents choosing a privilege over a license 3.3.2 Increase number of jurisdictions issuing PT Compact privileges

2026 GOALS

Strategic Plan Objective #	Area Of Focus	Goals	Goal Status
1.1.1, 1.3.2, 2.1.2	Education, Org Effectiveness	Develop educational content for stakeholder groups (state boards & state chapters)	Goal Met
1.1.2, 1.2.2	Education	Promote PT educators module	Goal Met
1.1.3	Education	Analyze Zendesk tickets/metrics and determine if any knowledge base articles need to be drafted/amended.	Goal Met
1.1.4	Education	Develop educational tools for member board members and staff to promote the benefits of purchasing a compact privilege	Goal Met
1.2.1	Education	Increase overall awareness of the PT Compact	Goal Met
1.1.2, 1.2.2	Education	Survey program directors to determine how many are currently providing info about PT Compact in curriculum to establish baseline metrics	In Process
1.2.3	Education	Conduct presentations to key stakeholders to promote the Compact	Goal Met
1.2.4	Education	Survey current PT/PTA students to determine awareness of Compact in their educational programs (2022 McKinley baseline was 35%)	In Process
1.3.1, 2.2.5, 3.1.1	Education, Org Effectiveness, Advocacy	Track member board compliance with data sharing requirements	Goal Met
2.1.1, 2.3.1, 3.2.1	Org Effectiveness, Advocacy	Engagement and outreach to key stakeholders, including FSBPT and APTA	Goal Met
2.2.1	Org Effectiveness	Review resources on PTcompact.org to ensure alignment between mission, strategic goals, and committees	Goal Met
2.2.1	Org Effectiveness	Prepare for 2027 Strategic Planning Meeting	Goal Met
2.2.2	Org Effectiveness	Increase communications from Executive Board to members states	Goal Met
2.2.3	Org Effectiveness	Conduct new Executive Board member orientation	Goal Met
2.2.3	Org Effectiveness	Conduct Executive Board Self-Assessment	Deferred to 2027
2.2.4	Org Effectiveness	Solicit individuals for Executive Board positions and committee volunteer opportunities	Done in December
2.3.2	Org Effectiveness	Report compact financials	Goal Met
2.3.3	Org Effectiveness	Track number of compact privilege holders, by jurisdiction	Goal Met
3.3.1	Advocacy	Establish baseline data on number of non-residents who have a compact privilege	Goal Met

Strategic Plan Objective #	Area Of Focus	Goals	Goal Status
3.3.2	Advocacy	Maintain information about current status of compact members	Goal Met
NEW INITIATIVES			
N1	Org Effectiveness	Enhancements to current OPS	Goal Met

Projected Status of PT Compact Adoption and Implementation by end of 2027

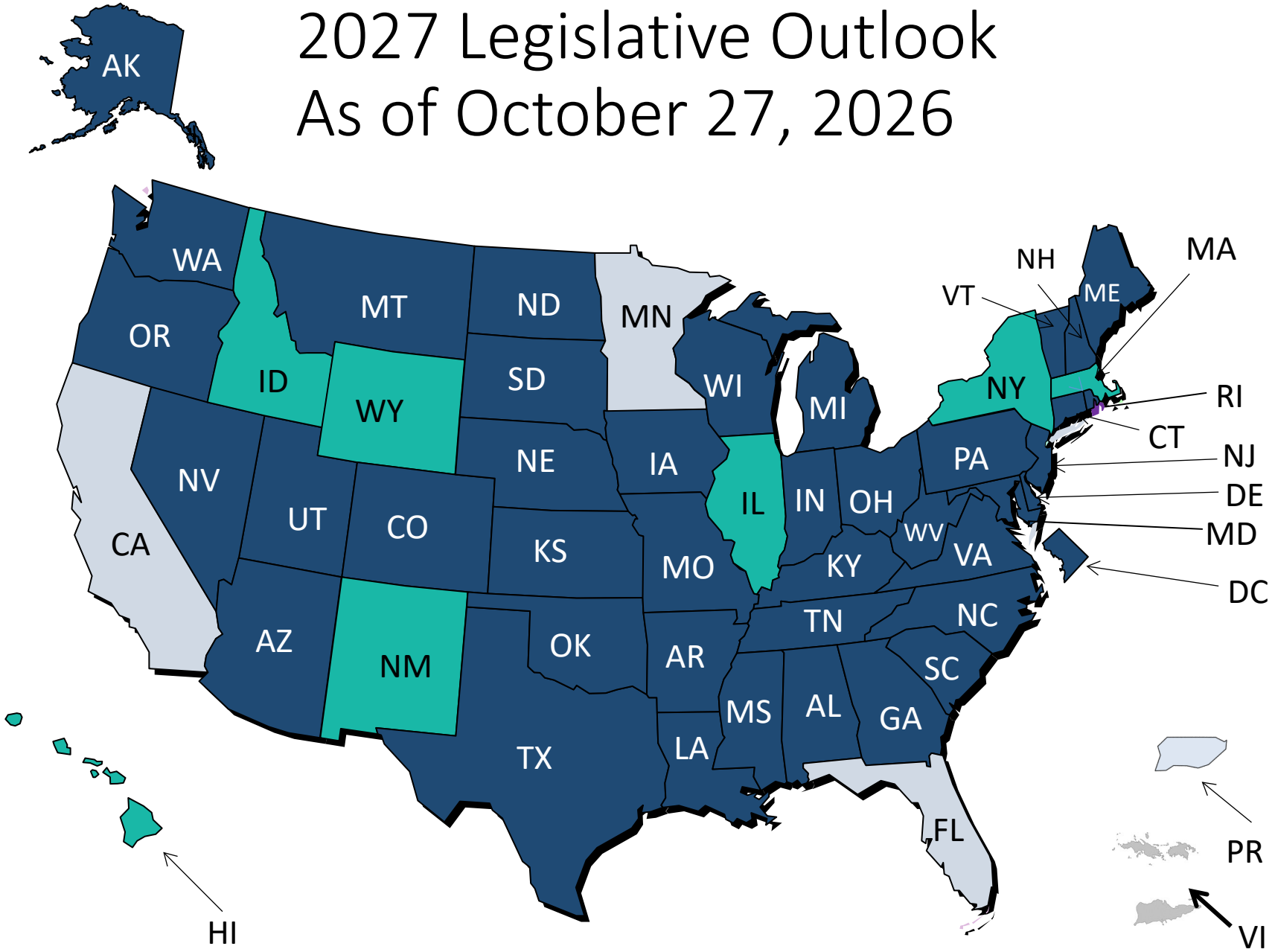


Jurisdictions Issuing Privileges as of 11/1/2026 (38)

Additional Jurisdictions Projected to be Ready in 2027 (1)

PT Compact Legislation Enacted – Not Yet Issuing or Accepting Compact Privileges (2)

2027 Legislative Outlook
As of October 27, 2026



Current Member Jurisdictions (41)

Likely to Introduce in 2027 (7)

ATTACHMENT C

PROPOSED RULES AMENDMENTS

Proposed 2026 Draft 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 6.7 – Indicating Availability of Significant Investigative Information

Reason: To further clarify the requirement of notifying member states of the availability of significant investigatory information and ensure alignment with newly adopted Rule 1.1(T), which establishes the definition of significant investigatory information.

Proposed Amendment:

A member state shall notify the Commission that significant investigatory information as defined in Rule 1.1(T) 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 upon request and not through the Commission.

ATTACHMENT D

PROPOSED POLICIES AND PROCEDURES AMENDMENTS

Proposed 2026 Draft 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: 1.1

Reason: To more accurately reflect that records retained by the PTCC are digital and outline the process by which they would be retained and destroyed

Proposed Amendment:

AREA:	Administration
AUTHORITY:	PT Compact – Section 7.C
PURPOSE:	To establish the period of time records will be retained and subsequently destroyed by the Physical Therapy Compact Commission (PTCC).
DATE APPROVED:	October 28, 2018

Policy:

1. Records are retained for at least seven (7) years, or as long as is required by law, and ~~scanned and~~ stored securely in approved digital repositories ~~when appropriate~~. This must be followed and can only be changed with the approval of the Chief Financial Officer (CFO).

2. All digital records must be stored in a designated, secure electronic storage system. Each file or folder must be clearly labeled with its contents and the applicable date range to ensure accurate identification and retrieval. ~~When records are stored at an offsite location, they are to be placed in a file storage box with the contents and date clearly noted on the outside of the box to scan and store.~~

3. The destruction or deletion of records must be approved by the CFO, prior to any action being taken.

4. All files will be maintained in a secure format.

5. ~~Document~~ Dd~~e~~struction or deletion of records, including email, is prohibited if there is any pending or continuing litigation.

POLICY NUMBER: 1.2

Reason: Editorial change to improve clarity; no substantive change to the document's intent or effect

Proposed Amendment:

AREA:	Administration
AUTHORITY:	PT Compact – Section 7.C and PT Compact Bylaws Article VI. Section 11
PURPOSE:	To establish the process by which conflicts of interest must be disclosed and handled.
DATE APPROVED:	October 28, 2018

Policy:

Delegates, ~~Executive Board members,~~ committee members, and staff shall disclose all conflicts of interest.

Procedure:

1. Whenever a ~~member of the Executive Board,~~ Delegate, committee member, or staff member has a financial or personal interest in any matter coming before the Executive Board or the ~~Physical Therapy Compact Commission (~~PTCC~~)~~, the affected person shall:

    a. Fully disclose the nature of the interest; and

    b. Recuse themselves from discussion, lobbying, and voting on the matter.

2. At its discretion, a majority of the Executive Board may allow an individual with a conflict of interest to participate in a discussion, if circumstances warrant.

3. Any transaction or vote involving a potential conflict of interest shall be approved only when a majority of delegates who do not have a conflict of interest determine that it is in the best interest of the Executive Board and/or PTCC to do so. The minutes of meetings at which such votes are taken shall record such disclosure, abstention, and/or rationale for approval.

4. While serving as a Delegate, ~~a member of the Executive Board~~, or a member of a Committee or Task Force of the PTCC, the member's primary fiduciary obligation shall be to act in the best interest of the Commission as a whole, as opposed to the individual state board for which the member is serving as a delegate.

POLICY NUMBER: 1.3

Reason: Editorial change to improve clarity; no substantive change to the document's intent or effect

Proposed Amendment:

AREA:	Administration
AUTHORITY:	PT Compact – Section 7.C
PURPOSE:	To facilitate an effective and efficient system for communications within the compact, to state boards, and to other groups.
DATE APPROVED:	October 28, 2018
DATE AMENDED:	October 27, 2019

Policy:

~~Compact~~ Delegates shall maintain open communication with physical therapy licensing boards and other interested parties.

Procedure:

1. When an issue arises that needs to be considered by the Physical Therapy Compact Commission (PTCC), Compact Delegates should forward the issue to the PTCC Chair and Compact Administrator.

2. General and routine requests for information regarding the PT Compact may be forwarded to the Compact Administrator, who will maintain a repository of information on behalf of the PTCC.

3. All requests for information regarding the PTCC from the public, an agency, an organization, governmental entity, or other body will be evaluated based on their merit, rules and laws governing the PTCC.

4. Requests for information regarding the PT Compact ~~from an agency, an organization, or governmental entity~~ will be forwarded to the Compact Administrator, who will notify the board administrator of the physical therapy board in the state where the request originated.

5. Any Compact Delegate who agrees to speak about the PT Compact to an entity located in a non-compact member state shall send a courtesy email to the PTCC Chair, Compact Administrator, and board administrator of the physical therapy board of the state in which the speech will be given prior to the speech.

6. The Compact Administrator will notify member boards regarding actions taken by the PTCC, as directed by the PTCC Chair or Executive Board.

POLICY NUMBER: 1.5

Reason: To specify the makeup and duties of the Elections Committee and Teller Committee as it relates to the elections process

Proposed Amendment:

AREA:	Administration
AUTHORITY:	PT Compact Bylaws – Article VII. Section 1
PURPOSE:	To establish Physical Therapy Compact Commission (PTCC) elections procedure.
DATE APPROVED:	October 28, 2018

Procedure:

1. An Eelections Ccommittee, made up of two delegates or PTCC committee members not on the Executive Board, shall be appointed to oversee the nomination and candidate review process. The Elections Committee shall ~~will~~ solicit nominations at least two months prior to the PTCC Annual Meeting, and review and verify candidate eligibility in accordance with established requirements, and shall prepare a slate of qualified candidates for consideration by the Delegates. Nominations for the Executive Board may be made until one month prior to the PTCC Annual Meeting. ~~or~~ Nominations may be made from the floor during the annual meeting when a call for candidates is introduced.

2. A Teller Committee shall be appointed to oversee the conduct of the election and to count, tally, and verify all votes cast. The Teller Committee shall be composed of at least two individuals who are not Delegates and who do not have a conflict of interest related to the election. The Teller Committee shall ~~The Elections Committee will tally and verify the election and~~ report the election results to the PTCC Delegates during the PTCC Annual Meeting. Members of the Executive Board shall be elected by majority vote. Any election resulting in a tie will be decided by coin toss ~~lot~~.

POLICY NUMBER: 1.7

Reason: To add another group of compact privilege holders who would be impacted by and notified of the suspension of a member state

Proposed Amendment:

AREA:	Administration
AUTHORITY:	PT Compact – Section 7.C and PT Compact Rule 8.3 and 8.4
PURPOSE:	To establish how and when compact privilege holders will be notified when a compact member state is suspended or terminated.
DATE APPROVED:	October 28, 2018

Policy:

Upon a compact member state's suspension or termination, all individuals holding active compact privileges in that state shall be notified by the Physical Therapy Compact Commission (PTCC).

Procedure:

Suspension of a PTCC Member State

1. Thirty (30) days prior to a meeting of the full PTCC to discuss the potential suspension of a PTCC member state, the Compact Administrator shall send electronic notification of the potential of suspension to all individuals holding active compact privileges in the state and all individuals who designated the state as their home state.

2. Within 24 hours of the official vote to suspend by the PTCC, the Compact Administrator shall send an electronic notification to:

    a. all individuals whose home state is the suspended member state, stating that all compact privileges will be deactivated until further notice and thus are no longer valid, and
    b. all individuals holding active compact privileges in the suspended state, stating that compact privileges will be deactivated until further notice and thus are no longer valid in the suspended state.

3. Within 24 hours of the official vote to lift a suspension by the PTCC, the Compact Administrator shall send an electronic notification to all individuals with deactivated compact privileges associated with said state notifying them that all unexpired compact privileges will be re-activated within five (5) business days and thus are valid.

Termination of a PTCC Member State

1. Thirty (30) days prior to a meeting of the full PTCC to discuss the potential termination of a PTCC member state, the Compact Administrator shall send electronic notification of the potential of termination to all individuals holding active compact privileges in the state and all individuals who designated the state as their home state.

2. Within 24 hours of the official vote to terminate by the PTCC, the Compact Administrator shall send an electronic notification to all individuals holding active compact privileges for the terminated state that compact privileges are no longer valid and will be terminated immediately.

3. Within 24 hours of the official vote to terminate by the PTCC, the Compact Administrator shall send an electronic notification to all individuals with a home state that has been terminated from the PT Compact that any compact privileges associated with their home state license will be terminated immediately.

POLICY NUMBER: 1.9

Reason: Editorial change to improve clarity; no substantive change to the document's intent or effect

Proposed Amendment:

AREA:	Administration
AUTHORITY:	PT Compact – Section 5 and PT Compact Rule 4.1
PURPOSE:	To establish the process by which military service will be verified by the Physical Therapy Compact Commission (PTCC).
DATE APPROVED:	October 28, 2018

Policy:

To demonstrate eligibility for the benefits established in Section 5 of the Compact and/or for eligibility for state compact privilege fee waivers, where appropriate, the PTCC requires the verification of military service for active duty service members. ~~And their~~ Verification is also required for spouses of active duty service members and veterans who ~~from individuals that~~ indicate such ~~that~~ status during the compact privilege purchase process.

Procedure:

Active Duty Military Members, Active Duty Military Spouses, and Veterans

1. Any person requesting the status of active duty military or spouse of an active duty military member must send the PTCC a copy of their current and valid military identification card issued by the United States government or other acceptable proof. The required identification must be sent to military@ptcompact.org.

2. Any person requesting the status of military veteran must send the PTCC a copy of their current and valid veteran identification card issued by the United States government or other acceptable proof. The required identification must be sent to military@ptcompact.org.

POLICY NUMBER: 1.16

Reason: Editorial change to improve clarity; no substantive change to the document's intent or effect

Proposed Amendment:

AREA:	Administration
AUTHORITY:	PT Compact Bylaws – Article VI. Section 3.C
PURPOSE:	To establish financial processes of the Physical Therapy Compact Commission (PTCC).
DATE APPROVED:	October 28, 2018
DATE AMENDED:	October 25, 2020; October 27, 2019

Policy:

The PTCC finances shall be conducted in accordance with common financial practices and shared with PTCC members.

Procedure:

Financial Reporting

1. Treasurer's Report at Annual Meeting
   The Treasurer of the PTCC, with the assistance of the Chief Financial Officer (CFO), will present an annual report to the PTCC Delegates at the Annual Meeting.

2. Review of Financial Activities
   Financial statements will be prepared in a timely manner at the conclusion of each quarter. Such statements will be distributed to the Treasurer, Finance Committee, and Executive Board.

3. Reporting Financial Matters to Member Boards
   Actual incomes and expenses will be published and shared with the Delegates and member state board Administrators after the end of the fiscal year or after an annual audit is completed.

Annual Budget

1. The CFO and Compact Administrator, in consultation with the Treasurer, will prepare and propose the ~~summarize and discuss the proposed~~ annual budget ~~with the Treasurer~~. The Treasurer will submit the annual budget to the Executive Board for consideration.

2. The Executive Board will submit the proposed annual budget for consideration and vote by the full Commission at its annual meeting.

Remittal of State Compact Privilege Fees

1. No later than fourteen (14) business days following the conclusion of each month, the CFO will remit back to the appropriate state~~, in the form of a check,~~ the net of the gross compact privilege fees collected on behalf of the state minus a ~~3.5%~~ processing charge for each compact privilege purchased rounded up to the nearest dollar.

POLICY NUMBER: 1.17

Reason: To update the process by which the Compliance Committee will monitor and assist states with adhering to compact requirements, including clearly outlining the compliance factors being monitored and the steps to be taken when a member state is not in compliance

Proposed Amendment:

AREA:	Administration
AUTHORITY:	PT Compact Bylaws – Article VII. Section 2
PURPOSE:	To establish the role and duties of the Physical Therapy Compact Commission (PTCC) Compliance Committee.
DATE APPROVED:	October 24, 2021

Policy:

The Compliance Committee shall assist in monitoring compact member state compliance with the requirements of the PT Compact, assist in remediation, and make recommendations to the Executive Board regarding enforcement actions, when necessary.

Definitions

Compact Administration – the PTCC Compact Administrator and PTCC staff acting under the Administrator's direction

Key Factors – Compliance metrics defined in the PT Compact statute. Current Key Factors include, and are not limited to:

- Submission of:
  - At least weekly licensure data submission (Rule 6.2)
  - Use of the FSBPT ID as an individual's unique identifier within 24 months of the effective date of Compact legislation (Rule 6.1)
- Reporting of:
  - Disciplinary action reporting within 14 days of the effective date* (Rule 6.3 & 6.4),
  - Encumbrance reporting within 14 days of the effective date (Rule 6.3 & 6.4)
  - Investigation flagging (Rule 6.7)

  **Disciplinary action revisions that return a license's status after an encumbrance or disciplinary action to good standing (i.e. NPDB Revision to Action Code 1280) shall be reported ELDD but shall not count against a state's compliance metric.*

Compliance Tracking Report – Quarterly compliance spreadsheet maintained by the Compact Administration. The report lists each member state's status for each Key Factor for each quarter, preserving the historical record.

Procedure:

The Compact Administration shall be responsible for coordinating the entire process with involvement of members of the Compliance Committee as outlined below.

STEP 1 – Quarterly Compliance Reporting (Compact Administration)

1) The Compact Administration shall send each member state a quarterly report on its compliance with the Key Factors.
   a) The report shall highlight compliance and noncompliance for each factor for that quarter.
   b) The member state shall proactively contact the Compact Administration within two (2) weeks in response to any factors not in compliance.
   c) The Compact Administration shall share with the Committee all steps that are being taken by the noncompliant member state to achieve compliance. The historical record of prior noncompliance status shall be preserved.
   d) If the member state does not proactively contact the Compact Administration with a remediation plan within two (2) weeks, the case shall be carried forward to Step 2.

STEP 2 – Compliance Committee Review and Member State Outreach

1) The Compact Administration shall send the Compliance Committee a quarterly Compliance Tracking Report prior to each committee meeting.
2) The Committee shall meet quarterly to review the Compliance Tracking Report and to discuss each state identified as noncompliant.
   a) For each noncompliant state, the Committee shall determine whether a direct outreach is warranted.
   b) If outreach is warranted, the Committee shall assign a Committee member to act as point of contact for the state.
3) The assigned Committee member shall contact the member state's Board Administrator via phone call or email to communicate noncompliance and request a response. The state's Delegate is to be included in written communications to the Board Administrator. If the Committee member uses email, a minimum of two (2) email attempts shall be made. If no response is received after two (2) email attempts, the Committee member shall also make at least one (1) phone-call attempt during the quarter.
4) The results of the outreach shall be presented to the Committee at its next quarterly meeting.
   a) If the member state has achieved compliance or established a credible remediation plan, the Compact Administration shall update the member state's status on the Compliance Tracking Report.
   b) If the outreach yields no response from the member state, or no credible remediation plan has been established by the next quarterly meeting, the Committee shall determine whether to advance the case to Step 3. The Committee's determination shall

reference the Key Factors in descending order of priority (see Attachment A). The Committee shall also consider how many quarters the state has been noncompliant with a requirement or requirements.

c) After each committee meeting, the Compact Administration and Committee Chair will submit a report for the Executive Board's review and action, if needed.

STEP 3 – Structured Discussion with Noncompliant Member State

1) The Compact Administration shall request a meeting with the member state to discuss noncompliance and understand any barriers the state faces.
2) Attendees shall include a representative from the member state, the PT Compact Administration, and either the assigned Committee member or, if appropriate, a representative from a Compact member state with a similar board structure, such as an independent or umbrella board.
   a) Noncompliance shall be discussed and steps to remediate noncompliance shall be identified along with a deadline for compliance.
   b) Per Section 10(B).1b of the compact language, as necessary, the Commission, through the Compact Administration, will provide remedial training and technical assistance to the noncompliant member state.
   c) If the member state achieves compliance, the state's status shall be updated on the Compliance Tracking Report and reported to the Compliance Committee at the next meeting.
   d) If the deadline is reached and noncompliance persists, the case shall proceed to Step 4.

STEP 4 – Executive Board Consultation

1) The Committee Chair, together with the Compact Administration, shall present the case to the Executive Board for consultation.
2) The Executive Board shall determine one of the following:
   a) Continue Step 3 remediation with additional support or extended deadline;
   b) Authorize escalation to Step 5.
3) If the Executive Board declines to authorize formal escalation, the case shall remain in Step 3 remediation, and the Compact Administration shall continue to track the member state on the Compliance Tracking Report.

STEP 5 – Preliminary Notification of Non-Compliance

1) The Compact Administration and Compliance Committee Chair shall send a preliminary notification of noncompliance to the compact member state Administrator and Delegate, requesting a meeting.

a) An agreement between the Compact Administration, the Committee chair, and the member state's representatives shall be made that clearly lists steps toward compliance including deadlines associated with each step.
b) The Compact Administration shall send a revised notification to the member state documenting the agreed upon remedial steps toward compliance including the associated deadlines. The revised notification shall state that, if compliance is not achieved by the deadlines, the noncompliant member state shall be referred to the Executive Board for consideration.
c) If the member state achieves compliance the member state's status shall be updated on the Compliance Tracking Report and reported to the Committee at the next meeting.
d) If the agreed deadlines are reached and noncompliance persists, the case advances to Step 6.

STEP 6 - Executive Board Action

1) The Compact Administrator shall notify the Executive Board of the member state's noncompliance.
   a) The Compact Administrator shall provide the Executive Board with a summary report. The Executive Board shall vote on action to be taken:
      i) No action shall be taken, and the case is referred to Step 3;
      ii) Recommend to full commission to suspend the member state's membership in the Compact until noncompliance is remediated. The full commission will take action at an emergency meeting of the full Commission or at its next annual meeting (Step 7);
      iii) Recommend to the full commission the termination of the state's membership in the Compact. The full commission will take action at an emergency meeting of the full Commission or at its next annual meeting (Step 7).
   b) The member state shall have an opportunity for dispute resolution as provided for in Compact law, rules, and bylaws.
   c) If the member state achieves compliance during this period, the member state's status shall be updated on the Compliance Tracking Report and reported to the Executive Board and the Committee at its next meeting.

STEP 7 – Full Commission Action

1) The Compact Administrator shall notify the full Commission of the member state's noncompliance status and schedule a meeting.
   a) The Compact Administrator shall provide the full Commission with a summary report and Executive Board recommendation. The full Commission shall vote on the issue and may take no action, suspend the state's membership in the Compact until the issues are

remediated, terminate the state's membership in the Compact, or take other action within their discretion.

b) If the full Commission votes to suspend or terminate the defaulting member state, notice shall be sent to all required parties to include the nature of default and means of curing the default, per Section 10B of the physical therapy compact model language.
c) The state shall have an opportunity for dispute resolution as provided for in Compact law, rules, and bylaws.
d) If compliance is achieved during this time period, the member state's status shall be updated on the Compliance Tracking Report and reported to full Commission, the Executive Board, and the Committee at its next meeting.

ATTACHMENT A

PT Compact Key Compliance Factors in Descending Order of Priority

1. Non-compliance with the requirement to report disciplinary action (DA) within 14 days of the effective date (PT Compact Rule 6.3 & 6.4)
    a. Timely reporting of disciplinary actions is essential to ensuring that only eligible individuals receive compact privileges. Without timely reporting, there is a risk that individuals could obtain or retain compact privileges even when they no longer meet the requirements. When reporting disciplinary action, all member states are automatically notified, alerting them to a potential issue if the individual attempts to apply for a license in their jurisdiction. All active compact privileges are terminated as well. This process adds a critical layer of public protection and helps ensure that only qualified individuals are granted privileges.

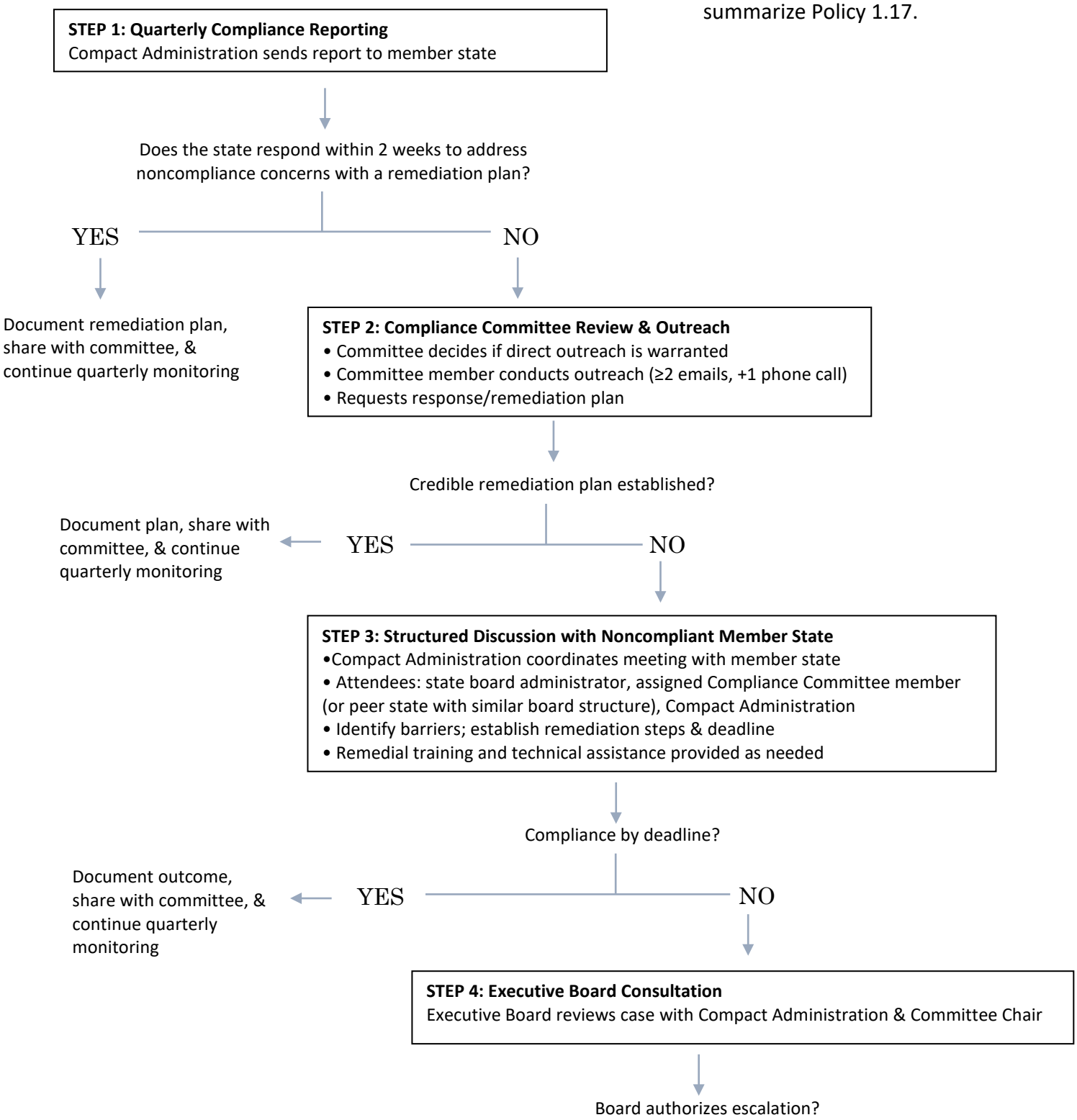
2. Non-compliance with the weekly licensee data sharing requirement (PT Compact Rule 6.2)
    a. The Commission relies on accurate data to verify eligibility, so it is critical that member states submit timely and accurate licensee information. The data includes changes to a license's status and, in some cases, the license status change may take place before the disciplinary action is entered, making the Compact Commission aware of someone's ineligibility for a privilege even faster.

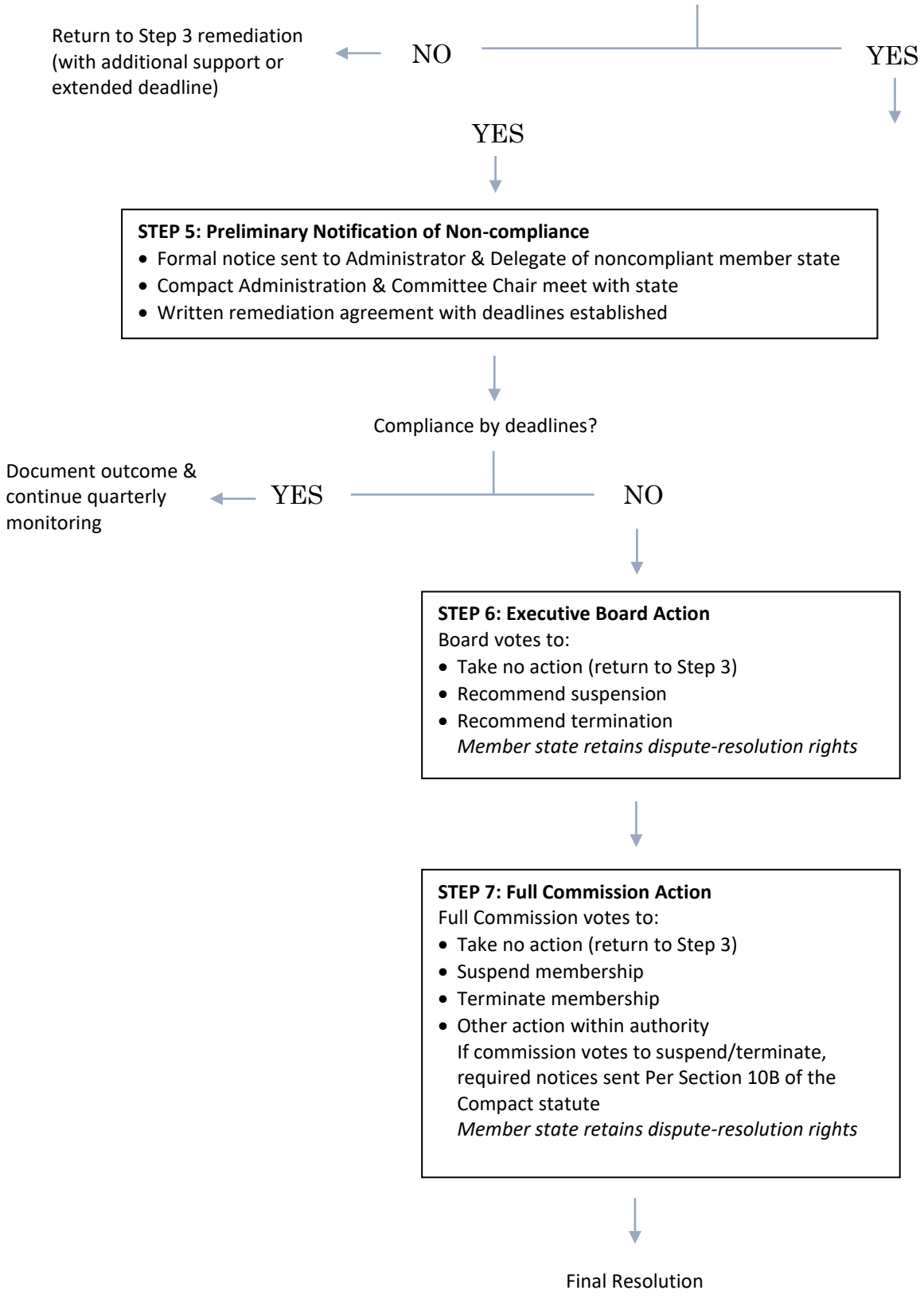
3. Non-compliance with the FSBPT ID requirement (PT Compact Rule 6.1)
    a. It is critical to move away from using an individual's social security number (SNN) as the unique identifier and to replace it with the FSBPT ID since many states are imposing more restrictions on sharing private information. The universal use of the FSBPT ID allows member states to exchange information about specific individuals more easily while reducing the need to share confidential information. The use of FSBPT ID also helps ensure that each individual has a single, universal licensure record in the FSBPT ELDD for compact eligibility verification purposes.

4. Non-compliance with the requirement to report encumbrances (PT Compact Rule 6.3 & 6.4)
    a. Encumbrances may be issued for a variety of reasons (for example, waiver of a license requirement, issuance of a fine, or placement in a confidential substance abuse program), and individuals with an encumbrance generally do not pose the same level of risk to the public as those with disciplinary actions. Nonetheless, it remains important to understand the use of encumbrances and how and when to enter them into the ELDD, both to ensure that only qualified individuals are eligible for compact privileges and to help member states identify licensure applicants who may warrant closer review.

5. Non-compliance with the requirement to flag individuals as under investigation after probable cause has been determined by a state board but before an adverse action is taken (PT Compact Rule 6.7)
    a. Flagging individuals in the ELDD as being under investigation when there's probable cause and a high likelihood for issuance of a disciplinary action facilitates the exchange of investigative information between member states. A member state's early knowledge of an individual's potential disciplinary action may lead to a proactive risk assessment for the individual, possible early intervention, and therefore greater protection of the public. The PT Compact Rules provide guidance on what kind of significant investigatory information warrants the use of an investigation flag.

Compliance Process
This flowchart is intended to summarize Policy 1.17.




Return to Step 3 remediation (with additional support or extended deadline)
NO
YES
YES
STEP 5: Preliminary Notification of Non-compliance
• Formal notice sent to Administrator & Delegate of noncompliant member state
• Compact Administration & Committee Chair meet with state
• Written remediation agreement with deadlines established
Compliance by deadlines?
Document outcome & continue quarterly monitoring
YES
NO
STEP 6: Executive Board Action
Board votes to:
• Take no action (return to Step 3)
• Recommend suspension
• Recommend termination
Member state retains dispute-resolution rights
STEP 7: Full Commission Action
Full Commission votes to:
• Take no action (return to Step 3)
• Suspend membership
• Terminate membership
• Other action within authority
If commission votes to suspend/terminate, required notices sent Per Section 10B of the Compact statute
Member state retains dispute-resolution rights
Final Resolution

POLICY NUMBER: 2.1

Reason: Editorial change to improve clarity; no substantive change to the document's intent or effect

Proposed Amendment:

AREA:	Implementation
AUTHORITY:	PT Compact – Section 7.C
PURPOSE:	To ensure ~~assure~~ that states prepare/adopt language consistent with the model Physical Therapy Compact language.
DATE APPROVED:	October 28, 2018
DATE AMENDED:	June 17, 2024

Policy:

1. Any Compact or enabling statute provisions that require a physical therapist (PT) or physical therapist assistant (PTA) to meet additional requirements to obtain or maintain a compact privilege will be deemed to impose material limitations and conditions on the exercise of the compact privilege and to constitute a material variation from the Compact enacted by the existing member states.

2. Compact or enabling statute provisions that require a PT or PTA, directly or through the employer, to notify the state board of physical therapy that the PT or PTA is practicing in the state so that the state may determine the availability of PTs or PTAs or practice patterns within its jurisdiction, etc. are not deemed to impose a material limitation or condition on the exercise of the compact privilege or to constitute a material variation from the Compact enacted by the existing party states so long as the state does not require registration (other than to access a jurisprudence exam), payment of a fee, and/or satisfaction of background checks or either condition as a precondition to practice on a compact privilege in the state.

Procedure:

1. If PTCC staff or PTCC delegate becomes aware of proposed compact legislation or when the Physical Therapy Compact is enacted by a new state, the Compact Administrator will review the statute adopting the Compact to determine whether the statute imposes material limitations and conditions on the ability to practice in the state pursuant to a compact privilege and whether the Compact, as enacted, contains other material variations from the Compact as enacted by existing member states. All reasonable efforts will be made to notify a state which introduces proposed compact legislation, prior to the enactment of said statute.

2. Upon enactment by a jurisdiction of a law intended as that jurisdiction's adoption of the Compact, the PTCC Executive Board, in consultation with legal counsel, shall review the

enacted law to determine whether it contains any provisions that materially deviate or conflict with the model statute. If the Executive Board determines that the Compact statute as enacted by a new state is materially different from the enactments of the other member states, the Compact Administrator will notify the new state that the PTCC will not recognize it as effectively adopting the Compact and identify the reasons therefore.

a. To the extent possible and practicable, this determination shall be made by the Executive Board after the date of enactment but before the effective date of such law. If the timeframe between enactment and effective date is insufficient to allow for this determination to be made by the Executive Board prior to the law's effective date, the Executive Board shall make the determination required by this paragraph as soon as practicable after the law's effective date. The fact that such a review may occur subsequent to the law's effective date shall not impair or prevent the application of the procedure set forth in this policy.

b. In the event the enacted law contains one or more provisions that the Executive Board determines materially conflicts or deviates from the model statute, the jurisdiction shall be ineligible for membership in the PTCC or to become a party to the Compact, and the jurisdiction shall be so notified within fifteen (15) days of the Executive Board's decision.

c. A jurisdiction deemed ineligible for Compact membership and PTCC participation pursuant to this policy shall not be entitled to any of the rights, privileges, or benefits of a Member State as set forth in the model statute and the rules, bylaws, and policies and procedures adopted by the PTCC. Without limiting the foregoing, a jurisdiction deemed ineligible for membership and participation shall not be entitled to appoint a Delegate.

3. A jurisdiction determined to be ineligible for Compact membership and PTCC participation pursuant to this policy may, within thirty (30) days of the date of the decision, appeal the Executive Board's decision to the full Commission. An appeal received by the Commission shall be deemed filed on the date it is sent to the Commission. If there is an appeal to the Commission, the Commission shall review de novo whether the jurisdiction's enacted law materially conflicts with the model statute. The provision of paragraph 2.c. of this policy shall apply during the pendency of any such appeal. The Commission's decision may be appealed within thirty (30) days of the date of its decision to a court of competent jurisdiction identified in Section 7.A.2. of the model statute.

4. Subsequent to the determination that a jurisdiction's enacted law contains provision(s) that materially conflict with or deviate from the model statute, the jurisdiction may enact new legislation to remove the conflict or deviation. The new legislation shall be reviewed as set forth in this policy.

5. In the event a Member State, subsequent to its enactment of the Compact, enacts amendment(s) to its Compact law, or enacts another law or laws that may in any way alter or impact any provision or application of the Member State's enacted Compact law, the Member State shall so inform the PTCC within fifteen (15) days of the enactment of such amendment(s) or law(s). After being so informed by the Member State, or learning of such amendment(s) or law(s) from any other source, the Executive Board shall review the amendment(s) or law(s) in accordance with the steps outlined in this policy. In the event the Executive Board determines such amendment(s) or law(s) materially conflict with or deviate from the model statute, the PTCC shall determine if the amendment(s) or law(s) constitute a condition of default pursuant to Section 10 of the model statute and, if so, proceed according to the process established in Section 10 and the rules, bylaws, and policies and procedures adopted by the Commission.

6. For the purposes of determining whether a provision of any enacted law or amendment materially deviates from or conflicts with the model statute, the Executive Board and the PTCC shall consider the following, among other factors:

    a. Whether the provision constitutes a material alteration ~~alternation~~ of the rights and obligations of the enacting jurisdiction or of Member States.

    b. Whether the provision enlarges the liability or compromises the immunity of the Commission or any authorized agent of the Commission.

    c. Whether the provision modifies venue in proceedings involving the Commission.

    d. Whether the provision restricts the privileges or authorizations to practice as set forth in the model statute.

    e. Whether the provision would allow the jurisdiction to negate or delay the applicability of a duly promulgated Commission rule in the jurisdiction.

    f. Whether the provision would result in the reduction or elimination of fees, levies, or assessments payable by the jurisdiction and/or physical therapists or physical therapist assistants seeking a compact privilege in the jurisdiction.

    g. Whether the provision fundamentally alters the nature of the agreement entered into by Member States that have adopted the Compact.

    h. Whether there is a remedial mechanism satisfactory to the Executive Boad and/or Commission, whereby the effect of such law or amendment can be mitigated so as to minimize or eliminate the practical effect of any material conflict or deviation.

    i. Whether the provision strikes or amends model statutory language based upon a provision of the model statute being contrary to the Constitution of that jurisdiction, and the Executive Board and/or Commission determines that the remainder of the Compact can be implemented effectively, and without

compromising the rights of the Commission and the Member States, without such unconstitutional provision.

7. States enacting compact legislation that are determined to be materially equivalent by the Compact Administrator will automatically be deemed a member of the PTCC. Subsequently, the Compact Administrator will send electronic notification to the Executive Board, Delegates, and the board administrator of the new member state physical therapy board.

POLICY NUMBER: 3.7

Reason: To provide guidance to member boards regarding language to include in board orders clearly identifying to licensees the impact of the order on any existing compact privileges and compact privilege eligibility

Proposed New Policy:

AREA:	Discipline
AUTHORITY:	PT Compact – Section 4 & Section 6; PT Compact Rule 3.3
PURPOSE:	To ensure member state licensing boards include explicit notice language in any order, settlement agreement, or comparable disciplinary instrument entered into with a licensee or compact privilege holder, advising the individual that all compact privileges they currently hold will be terminated
DATE APPROVED:	[pending Executive Board/Commission approval]

Policy

Each member state licensing board should add language to every order, stipulated agreement, settlement agreement, or other disciplinary instrument that constitutes an adverse action under Section 2 of the PT Compact, expressly informing the licensee or compact privilege holder of the impact of the action on any existing compact privilege or potential for a future compact privilege. This Rule does not apply to alternative program agreements, which are governed by PT Compact Rule 3.6.

Procedure

1. Model Notice Language. Member state boards should incorporate the following (or substantively equivalent) language into the body of every qualifying order or disciplinary instrument:

"Licensee acknowledges and understands that this action constitutes an adverse action that will be reported to the Physical Therapy Compact Commission (PTCC) as required by PT Compact Rules 6.3 and 6.4. Licensee further acknowledges and understands that, upon such reporting, any and all compact privileges Licensee currently holds in any remote PT Compact member state will be terminated. Licensee will not be eligible for a compact privilege in any member state until the specific period of removal has ended, all fines have been paid, and two (2) years have elapsed from the effective date of this adverse action, in accordance with Section 4 of the PT Compact."

2. Placement. The notice should appear in a conspicuous location within the order and shall be initialed or otherwise affirmatively acknowledged by the licensee where the board's practice permits.

ATTACHMENT E

EXECUTIVE BOARD CANDIDATE STATEMENTS

2026 Candidate Statements
Physical Therapy Compact Commission

Candidate for Secretary/Treasurer Position: Sean Bagbey



Current and past work experience:
I currently serve as Chief Advocacy Officer for Rehabilitation & Performance Institute, where I previously served as Chief Operating Officer. As a founding member of the organization, I have helped guide its growth over the past decade from its inception to a network of 16 clinics across three states.

Our clinics border five states, allowing us to serve patients and support clinicians whose care frequently crosses state and regulatory jurisdictions. This experience has given me a practical understanding of multistate operations, professional licensure, regulatory compliance, organizational growth, and the importance of collaboration among jurisdictions. It has also strengthened by ability to balance strategic priorities, operational needs, and responsible stewardship.

PT Compact experience pertinent to position:
- Indiana's Delegate to the PT Compact (2026 – present)
- PT Compact Executive Board – Member at Large (July 2026 – present)
- PT Compact Compliance Committee (January 2024 – July 2026)

Other experience pertinent to position (e.g., same position with another organization):
- Delegate, APTA PTA Caucus
- APTA PTA Caucus Representative
- APTA Work Group on PTAs
- APTA Work Group on Leadership
- APTA Centennial Leadership Mentor
- ALI Lamp Committee Chair
- ALI Technology Sig Treasurer
- APTA Indiana Bylaws Chair
- APTA Indiana Conference Committee Chair
- APTA Indiana Awards Committee Chair

Candidate Statement:
I am willing and excited to serve as Secretary/Treasurer for the PT Compact because I strongly believe in its mission to improve professional mobility, expand access to physical therapy services, and protect the public across jurisdictions. I currently serve as Chief Advocacy Officer for Rehabilitation & Performance Institute and previously served as its Chief Operating Officer. As a founding member, I have helped grow the organization over the past decade into a network of 16 clinics across three states. Because our service area borders five states, I understand the operational and regulatory challenges affecting patients, healthcare professionals, employers, and licensing boards across state lines.

I have also served on the Indiana Physical Therapy Licensure Board for more than six years and have held physical therapist assistant and athletic trainer credentials in three states. These experiences have strengthened my commitment to responsible regulation, clear communication, accurate recordkeeping, transparency, and public protection. My organizational leadership experience has also taught me the importance of responsible financial oversight, sustainable growth, long-term planning, and ensuring that decisions remain aligned with an organization's mission.

Serving as Secretary/Treasurer would allow me to combine my experience in advocacy, governance, multistate operations, organizational leadership, and professional regulation. I would bring a thoughtful, organized, and accountable approach to maintaining the Compact's records and supporting its financial stability. I would be honored to collaborate with fellow leaders, provide responsible stewardship, and help ensure the PT Compact remains strong, sustainable, and responsive to the evolving needs of the profession and the public.

Candidate for Secretary/Treasurer Position: Bernardine Evans



Current and past work experience:

- Currently employed full-time as a Clinical Assistant Professor at Howard University in Washington, DC.
- Teaches pathology, oncology, and research courses in the Departments of Radiation Therapy and Physician Assistant.
- Acting Temporary Chair, Howard University Department of Radiation Therapy
- Previously taught neurology, geriatrics, wellness, and clinical courses and/or held administrative roles in the Departments of Occupational Therapy, Health Sciences, and Physical Therapy.
- Serves on the Board of Directors for the LWSH PT pro bono clinical in Washington, DC, and coordinates the Howard University DPT clinical experiences for the clinic.
- Current areas of practice include geriatrics, neurology, and oncology.

She is Board Certified in Geriatrics by the ABPTS. She is a published researcher and performs research and outreach at the National Museum of Health and Medicine in Silver Spring, MD, primarily involving the Neuroanatomical Collections.

She was voted teacher of the year for Health Sciences undergraduates twice and has been a licensed physical therapist for 39 years.

PT Compact experience pertinent to position:

- District of Columbia's Delegate to the PT Compact Commission (2024 – present)
- PT Compact Education & Outreach Task Force (2023)
- PT Compact Education & Outreach Committee, Vice Chair (2024)
- PT Compact Compliance Committee (2023)

Other experience pertinent to position (e.g., same position with another organization):
I have held chapter executive position of financial secretary for the 175 members and over 300 children members of a National Organization called Jack and Jill of America, Incorporated. I have also served as the service unit cookie manager for GSCNC for 15 years, which involved oversight and training of over 40 troops in upper NW DC; managing the over $300,000 of revenue our area contributed to the $16 million dollars in national sales each year. I obtained all of the contracts for the businesses and organizations that held booth sales, trained and managed the contracts for all of the cookie volunteers and individual Girl Scouts.

Candidate Statement:
To my fellow Delegates, this statement is a testament to my willingness to devote my time, energies, and skill sets to the PT Compact Executive Board for the purpose of advancing the mission of the Board.

For me, the PT Compact is vital to promoting access to healthcare for those needing physical therapy services. As a board member and practitioner in a free-standing PT pro bono clinic, I have seen the impact of the PT Compact first hand in allowing PT's to cross borders into underserved areas safely and efficiently. It is my desire to utilize my strengths of integrity, honesty and fastidiousness as it relates to managing written records and financial records. "AND THIS I PROMISE."

Candidate for Member-at-Large Position: Erin Crawford



Current and past work experience:
I am currently working full time as a rehab director at a post-acute facility in a rural town outside of Portland Oregon. I previously held a leadership position as a supervisor at the second largest hospital in Portland, Oregon, and have been a physical therapist for 19 years.

PT Compact experience pertinent to position:

- Oregon's Delegate to the PT Compact Commission (2024 – present)
- PT Compact Compliance Committee (2024 – present)

Candidate Statement:
I am currently working full time as a rehab director at a post acute facility in a rural town outside of Portland Oregon. I have been in a leadership position for most of my career. I have worked as a physical therapist in outpatient, home health, and acute care. Caring for patients and leading as a people leader is my calling.

As a dedicated physical therapist with 19 years of experience, I am thrilled at the prospect of serving as an Executive Board member for the PT Compact Commission. My extensive background in the field, coupled with my drive to enact meaningful changes, aligns perfectly with the Commission's mission of promoting therapist portability and public protection.

Throughout my career, I have consistently held leadership roles, honing my skills in strategic planning, acute care oversight, and forging partnerships with multidisciplinary teams to achieve hospital goals. One of my proudest achievements was developing a rehab department from scratch at a newly established hospital. This endeavor allowed me to contribute to innovative programs and address contemporary challenges in healthcare.

In my previous role as a rehab supervisor in a large hospital, I worked to ensure that our strategies not only fulfilled hospital objectives but also resonated with our core mission and met community needs. My experience spans both large hospital settings and rural communities, equipping me with a unique perspective on healthcare delivery and public service.

As a prospective board member, I am committed to advocating for public protection, drawing on my leadership expertise and comprehensive understanding of diverse healthcare environments. I am particularly drawn to the PT Compact's goal of enhancing therapist mobility and safeguarding public interests, and I am eager to contribute my skills and insights to navigate the challenges and opportunities ahead.

I am excited about the possibility of contributing to the PT Compact Commission's ongoing success and growth, and I look forward to the opportunity to serve and collaborate with fellow board members.

Candidate for Member-at-Large Position: Charlotte Martin



Current and past work experience:
I have served as Executive Director of the Louisiana Physical Therapy Board since February 2014, overseeing the organization's operations, programs, and strategic priorities. In this role, I have worked closely with board members to advance the organization's mission and manage the day-to-day responsibilities of the organization.

Prior to joining the Louisiana Physical Therapy Board, I worked for a nonprofit organization focused on reforming public education. As a Project Manager of Economic Initiatives, I led the development and opening of two new charter high schools that were designed to respond to the economic priorities of the region. I was successful in coordinating the complex charter application and working with multiple stakeholders to move each school from planning through design and implementation.

Earlier in my career, I served in Corporate and Foundation Relations at the LSU Foundation, where I supported fundraising and institutional engagement efforts, including the launch of the $750 million Forever LSU campaign. This experience provided a strong foundation in relationship management, philanthropy, strategic communications, and working with corporate and foundation partners.

Across these roles, my career has centered on leadership, organizational development, stakeholder engagement, and advancing mission-driven organizations.

PT Compact experience pertinent to position:
I have been actively involved with the Physical Therapy Compact (PT Compact) as the Louisiana Delegate since 2018, with progressively increasing leadership and governance responsibilities. My PT Compact experience has provided me with a comprehensive understanding of the organization's governance, policies, compliance responsibilities, finances, and relationship with member state boards.

In 2018, I began serving as the Louisiana Delegate to the PT Compact and was appointed to the Policy Task Force. This experience provided an important foundation in understanding the Compact's policies. In 2019, I continued serving as the Louisiana Delegate and participated on the Rules & Bylaws Committee and Minutes Approval Committee. These responsibilities strengthened my understanding of organizational governance and the importance of accurate and transparent board processes. In 2020, I was elected to serve as a Member-at-Large on the PT Compact Executive Board while continuing as the Louisiana Delegate. I also continued my service on the Rules & Bylaws Committee. Serving on the Executive Board provided me with direct experience in strategic decision-making and governance at the national level.

In 2021, I continued serving as Louisiana Delegate and Executive Board Member-at-Large and was also appointed Chair of the PT Compact Compliance Committee. Established in 2021, the Compliance Committee addressed critical issues affecting Compact member states. As Chair, I helped lead efforts to identify areas of compliance that required attention by state licensing boards and communicate directly with out-of-compliance state boards to discuss issues, barriers, and potential remedies. This experience was particularly valuable in developing my ability to work collaboratively with state boards, address complex regulatory and compliance issues, and seek practical solutions while maintaining the integrity of the Compact.

In 2022, I was elected Treasurer of the PT Compact Executive Board, a position I have held through 2026. As Treasurer, I have had the opportunity to contribute to the organization's financial oversight and long-term stewardship. The Treasurer also serves on the LACSO Board, providing additional insight into organizational operations and financial governance. As Treasurer, I have worked with the Finance Committee, which serves in an advisory capacity in the development of financial policies and practices. The committee reviews quarterly financial reports and the annual budget, providing oversight and supporting responsible financial decision-making.

My eight years of PT Compact service have given me experience across virtually every aspect of the organization—from policy development and bylaws to compliance, Executive Board governance, and financial oversight. I have served as a Delegate, Member-at-Large, Committee Chair, and Treasurer, allowing me to understand the PT Compact from both the perspective of a member state and the perspective of the national organization.

As a candidate for Member-at-Large, I would bring this broad institutional knowledge, along with a demonstrated commitment to collaboration, sound governance, accountability, and the continued growth and success of the PT Compact. My experience working with state boards and PT Compact leadership positions me to contribute immediately to strategic discussions, represent the interests of member states, and help the organization address emerging opportunities and challenges.

Candidate Statement:
I am seeking to continue serving the Physical Therapy Compact as a Member-at-Large on the Executive Board because I remain deeply committed to the Compact's mission and to its continued growth and success. Over eight years of service, I have contributed across virtually every aspect of the PT Compact, developing institutional knowledge and a strong understanding of its policies, governance, operations, and strategic priorities. I have demonstrated collaboration, accountability, and a commitment to sound governance as we have worked together to advance the Compact.

My involvement began in 2018 as the Louisiana Delegate and has progressively expanded in leadership and governance. I served on the Policy Task Force, Rules & Bylaws Committee, and Minutes Approval Committee, strengthening my understanding of Compact policies and transparent governance. In 2020, I was elected Member-at-Large of the Executive Board, gaining direct national-level strategic governance experience. In 2021, I was appointed Chair of the Compliance Committee, where I worked with member boards to identify concerns, understand barriers, and pursue practical solutions while protecting the Compact's integrity.

In 2022, I was elected Treasurer, a role I have held through 2026. As Treasurer, I have contributed to financial oversight and long-term stewardship, worked with the Finance Committee on quarterly financial reports and annual budgets, and served on the LACSO Board, gaining additional organizational and financial governance experience. I would be honored to continue serving as a Member-at-Large and to bring this experience, perspective, and commitment to the Executive Board as we shape the Compact's future together.

ATTACHMENT F

PT COMPACT MODEL STATUTE

Physical Therapy Compact Model Language

The following language must be enacted by a state in order to officially join the PT Compact Commission (PTCC).

No substantive changes should be made to the model language. If it is determined by the PTCC that any substantive changes are made, the state will not be recognized as a member of the PTCC.

SPECIAL NOTE 1: The FBI determined that the language authorizing the Federal Bureau of Investigation Criminal Background Check (FBI CBC) outlined in Section 3.B. of the model language is not sufficient. As a result, if a state does not currently require all initial licensees to complete an FBI CBC by submitting fingerprints, the state must also enact additional language to meet the PTCC requirement that the member board use the results of the FBI CBC when making licensure decision for all applicants. You should contact the PTCC for additional guidance on what language to add if you don't current have this requirement in place.

SPECIAL NOTE 2: The reference to "10 U.S.C. Section 1209 and 1211" in line 23 on page 1 should actually be "10. U.S.C. Chapter 1209 and 1211." Please have the bill drafters in your jurisdiction use Chapter instead of Section.

Please contact the PTCC with any questions.

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PHYSICAL THERAPY LICENSURE COMPACT

SECTION 1. 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 practice of physical therapy occurs in the state where the patient/client is located at the time of the patient/client encounter. The Compact preserves the regulatory authority of states to protect public health and safety through the current system of state licensure.

This Compact is designed to achieve the following objectives:

1. Increase public access to physical therapy services by providing for the mutual recognition of other member state licenses;
2. Enhance the states' ability to protect the public's health and safety;
3. Encourage the cooperation of member states in regulating multi-state physical therapy practice;
4. Support spouses of relocating military members;
5. Enhance the exchange of licensure, investigative, and disciplinary information between member states; and
6. Allow a remote state to hold a provider of services with a compact privilege in that state accountable to that state's practice standards.

SECTION 2. DEFINITIONS

As used in this Compact, and except as otherwise provided, the following definitions shall apply:

1. **"Active Duty Military"** means full-time duty status in the active uniformed service of the United States, including members of the National Guard and Reserve on active duty orders pursuant to 10 U.S.C. Section 1209 and 1211.

2. **"Adverse Action"** means disciplinary action taken by a physical therapy licensing board based upon misconduct, unacceptable performance, or a combination of both.
3. **"Alternative Program"** means a non-disciplinary monitoring or practice remediation process approved by a physical therapy licensing board. This includes, but is not limited to, substance abuse issues.
4. **"Compact privilege"** means the authorization granted by a remote state to allow a licensee from another member state to practice as a physical therapist or work as a physical therapist assistant in the remote state under its laws and rules. The practice of physical therapy occurs in the member state where the patient/client is located at the time of the patient/client encounter.
5. **"Continuing competence"** means a requirement, as a condition of license renewal, to provide evidence of participation in, and/or completion of, educational and professional activities relevant to practice or area of work.
6. **"Data system"** means a repository of information about licensees, including examination, licensure, investigative, compact privilege, and adverse action.
7. **"Encumbered license"** means a license that a physical therapy licensing board has limited in any way.
8. **"Executive Board"** means a group of directors elected or appointed to act on behalf of, and within the powers granted to them by, the Commission.
9. **"Home state"** means the member state that is the licensee's primary state of residence.

10. **"Investigative information"** means information, records, and documents received or generated by a physical therapy licensing board pursuant to an investigation.
11. **"Jurisprudence Requirement"** means the assessment of an individual's knowledge of the laws and rules governing the practice of physical therapy in a state.
12. **"Licensee"** means an individual who currently holds an authorization from the state to practice as a physical therapist or to work as a physical therapist assistant.
13. **"Member state"** means a state that has enacted the Compact.
14. **"Party state"** means any member state in which a licensee holds a current license or compact privilege or is applying for a license or compact privilege.
15. **"Physical therapist"** means an individual who is licensed by a state to practice physical therapy.
16. **"Physical therapist assistant"** means an individual who is licensed/certified by a state and who assists the physical therapist in selected components of physical therapy.
17. **"Physical therapy," "physical therapy practice," and "the practice of physical therapy"** mean the care and services provided by or under the direction and supervision of a licensed physical therapist.
18. **"Physical Therapy Compact Commission" or "Commission"** means the national administrative body whose membership consists of all states that have enacted the Compact.

19. **"Physical therapy licensing board" or "licensing board"** means the agency of a state that is responsible for the licensing and regulation of physical therapists and physical therapist assistants.

20. **"Remote State"** means a member state other than the home state, where a licensee is exercising or seeking to exercise the compact privilege.

21. **"Rule"** means a regulation, principle, or directive promulgated by the Commission that has the force of law.

22. **"State"** means any state, commonwealth, district, or territory of the United States of America that regulates the practice of physical therapy.

SECTION 3. STATE PARTICIPATION IN THE COMPACT

A. To participate in the Compact, a state must:

1. Participate fully in the Commission's data system, including using the Commission's unique identifier as defined in rules;
2. Have a mechanism in place for receiving and investigating complaints about licensees;
3. Notify the Commission, in compliance with the terms of the Compact and rules, of any adverse action or the availability of investigative information regarding a licensee;
4. Fully implement a criminal background check requirement, within a time frame established by rule, by receiving the results of the Federal Bureau of Investigation record search on criminal background checks and use the results in making licensure decisions in accordance with Section 3.B.;
5. Comply with the rules of the Commission;

6. Utilize a recognized national examination as a requirement for licensure pursuant to the rules of the Commission; and

7. Have continuing competence requirements as a condition for license renewal.

B. Upon adoption of this statute, the member state shall have the authority to obtain biometric-based information from each physical therapy licensure applicant and submit this information to the Federal Bureau of Investigation for a criminal background check in accordance with 28 U.S.C. §534 and 42 U.S.C. §14616.

C. A member state shall grant the compact privilege to a licensee holding a valid unencumbered license in another member state in accordance with the terms of the Compact and rules.

D. Member states may charge a fee for granting a compact privilege

SECTION 4. COMPACT PRIVILEGE

A. To exercise the compact privilege under the terms and provisions of the Compact, the licensee shall:

1. Hold a license in the home state;

2. Have no encumbrance on any state license;

3. Be eligible for a compact privilege in any member state in accordance with Section 4D, G and H;

4. Have not had any adverse action against any license or compact privilege within the previous 2 years;

5. Notify the Commission that the licensee is seeking the compact privilege within a remote state(s);

6. Pay any applicable fees, including any state fee, for the compact privilege;

7. Meet any jurisprudence requirements established by the remote state(s) in which the licensee is seeking a compact privilege; and

8. Report to the Commission adverse action taken by any non-member state within 30 days from the date the adverse action is taken.

B. The compact privilege is valid until the expiration date of the home license. The licensee must comply with the requirements of Section 4.A. to maintain the compact privilege in the remote state.

C. A licensee providing physical therapy in a remote state under the compact privilege shall function within the laws and regulations of the remote state.

D. A licensee providing physical therapy in a remote state is subject to that state's regulatory authority. A remote state may, in accordance with due process and that state's laws, remove a licensee's compact privilege in the remote state for a specific period of time, impose fines, and/or take any other necessary actions to protect the health and safety of its citizens. The licensee is not eligible for a compact privilege in any state until the specific time for removal has passed and all fines are paid.

E. If a home state license is encumbered, the licensee shall lose the compact privilege in any remote state until the following occur:

1. The home state license is no longer encumbered; and

2. Two years have elapsed from the date of the adverse action.

F. Once an encumbered license in the home state is restored to good standing, the licensee must meet the requirements of Section 4A to obtain a compact privilege in any remote state.

G. If a licensee's compact privilege in any remote state is removed, the individual shall lose the compact privilege in any remote state until the following occur:

1. The specific period of time for which the compact privilege was removed has ended;

2. All fines have been paid; and

3. Two years have elapsed from the date of the adverse action.

H. Once the requirements of Section 4G have been met, the license must meet the requirements in Section 4A to obtain a compact privilege in a remote state.

SECTION 5. ACTIVE DUTY MILITARY PERSONNEL OR THEIR SPOUSES

A licensee who is active duty military or is the spouse of an individual who is active duty military may designate one of the following as the home state:

A. Home of record;

B. Permanent Change of Station (PCS); or

C. State of current residence if it is different than the PCS state or home of record.

SECTION 6. ADVERSE ACTIONS

A. A home state shall have exclusive power to impose adverse action against a license issued by the home state.

B. A home state may take adverse action based on the investigative information of a remote state, so long as the home state follows its own procedures for imposing adverse action.

C. Nothing in this Compact shall override a member state's decision that participation in an alternative program may be used in lieu of adverse action and that such participation shall remain non-public if required by the member state's laws. Member states must require licensees who enter any alternative programs in lieu of discipline to agree not to practice in any other member state during the term of the alternative program without prior authorization from such other member state.

D. Any member state may investigate actual or alleged violations of the statutes and rules authorizing the practice of physical therapy in any other member state in which a physical therapist or physical therapist assistant holds a license or compact privilege.

E. A remote state shall have the authority to:

1. Take adverse actions as set forth in Section 4.D. against a licensee's compact privilege in the state;

2. Issue subpoenas for both hearings and investigations that require the attendance and testimony of witnesses, and the production of evidence. Subpoenas issued by a physical therapy licensing board in a party state for the attendance and testimony of witnesses, and/or the production of evidence from another party state, shall be enforced in the latter state by any court of competent jurisdiction, according to the practice and procedure of that court applicable to subpoenas issued in proceedings pending before it. The issuing authority shall pay any witness fees, travel

expenses, mileage, and other fees required by the service statutes of the state where the witnesses and/or evidence are located; and

3. If otherwise permitted by state law, recover from the licensee the costs of investigations and disposition of cases resulting from any adverse action taken against that licensee.

F. Joint Investigations

1. In addition to the authority granted to a member state by its respective physical therapy practice act or other applicable state law, a member state may participate with other member states in joint investigations of licensees.

2. Member states shall share any investigative, litigation, or compliance materials in furtherance of any joint or individual investigation initiated under the Compact.

SECTION 7. ESTABLISHMENT OF THE PHYSICAL THERAPY COMPACT COMMISSION.

A. The Compact member states hereby create and establish a joint public agency known as the Physical Therapy Compact Commission:

1. The Commission is an instrumentality of the Compact states.

2. Venue is proper and judicial proceedings by or against the Commission shall be brought solely and exclusively in a court of competent jurisdiction where the principal office of the Commission is located. The Commission may waive venue and jurisdictional defenses to the extent it adopts or consents to participate in alternative dispute resolution proceedings.

3. Nothing in this Compact shall be construed to be a waiver of sovereign immunity.

B. Membership, Voting, and Meetings

1. Each member state shall have and be limited to one (1) delegate selected by that member state's licensing board.

2. The delegate shall be a current member of the licensing board, who is a physical therapist, physical therapist assistant, public member, or the board administrator.

3. Any delegate may be removed or suspended from office as provided by the law of the state from which the delegate is appointed.

4. The member state board shall fill any vacancy occurring in the Commission.

5. Each delegate shall be entitled to one (1) vote with regard to the promulgation of rules and creation of bylaws and shall otherwise have an opportunity to participate in the business and affairs of the Commission.

6. A delegate shall vote in person or by such other means as provided in the bylaws. The bylaws may provide for delegates' participation in meetings by telephone or other means of communication.

7. The Commission shall meet at least once during each calendar year. Additional meetings shall be held as set forth in the bylaws.

C. The Commission shall have the following powers and duties:

1. Establish the fiscal year of the Commission;

2. Establish bylaws;

3. Maintain its financial records in accordance with the bylaws;

4. Meet and take such actions as are consistent with the provisions of this Compact and the bylaws;

5. Promulgate uniform rules to facilitate and coordinate implementation and administration of this Compact. The rules shall have the force and effect of law and shall be binding in all member states;

6. Bring and prosecute legal proceedings or actions in the name of the Commission, provided that the standing of any state physical therapy licensing board to sue or be sued under applicable law shall not be affected;

7. Purchase and maintain insurance and bonds;

8. Borrow, accept, or contract for services of personnel, including, but not limited to, employees of a member state;

9. Hire employees, elect or appoint officers, fix compensation, define duties, grant such individuals appropriate authority to carry out the purposes of the Compact, and to establish the Commission's personnel policies and programs relating to conflicts of interest, qualifications of personnel, and other related personnel matters;

10. Accept any and all appropriate donations and grants of money, equipment, supplies, materials and services, and to receive, utilize and dispose of the same; provided that at all times the Commission shall avoid any appearance of impropriety and/or conflict of interest;

11. Lease, purchase, accept appropriate gifts or donations of, or otherwise to own, hold, improve or use, any property, real, personal or mixed; provided that at all times the Commission shall avoid any appearance of impropriety;

12. Sell convey, mortgage, pledge, lease, exchange, abandon, or otherwise dispose of any property real, personal, or mixed;

13. Establish a budget and make expenditures;

14. Borrow money;

15. Appoint committees, including standing committees composed of members, state regulators, state legislators or their representatives, and consumer representatives, and such other interested persons as may be designated in this Compact and the bylaws;

16. Provide and receive information from, and cooperate with, law enforcement agencies;

17. Establish and elect an Executive Board; and

18. Perform such other functions as may be necessary or appropriate to achieve the purposes of this Compact consistent with the state regulation of physical therapy licensure and practice.

D. The Executive Board

The Executive Board shall have the power to act on behalf of the Commission according to the terms of this Compact

1. The Executive Board shall be composed of nine members:

a. Seven voting members who are elected by the Commission from the current membership of the Commission;

b. One ex-officio, nonvoting member from the recognized national physical therapy professional association; and

c. One ex-officio, nonvoting member from the recognized membership organization of the physical therapy licensing boards.

2. The ex-officio members will be selected by their respective organizations.

3. The Commission may remove any member of the Executive Board as provided in bylaws.

4. The Executive Board shall meet at least annually.

5. The Executive Board shall have the following Duties and responsibilities:

a. Recommend to the entire Commission changes to the rules or bylaws, changes to this Compact legislation, fees paid by Compact member states such as annual dues, and any commission Compact fee charged to licensees for the compact privilege;

b. Ensure Compact administration services are appropriately provided, contractual or otherwise;

c. Prepare and recommend the budget;

d. Maintain financial records on behalf of the Commission;

e. Monitor Compact compliance of member states and provide compliance reports to the Commission;

f. Establish additional committees as necessary; and

g. Other duties as provided in rules or bylaws.

E. Meetings of the Commission

1. All meetings shall be open to the public, and public notice of meetings shall be given in the same manner as required under the rulemaking provisions in Section 9.

2. The Commission or the Executive Board or other committees of the Commission may convene in a closed, non-public meeting if the Commission or Executive Board or other committees of the Commission must discuss:

a. Non-compliance of a member state with its obligations under the Compact;

b. The employment, compensation, discipline or other matters, practices or procedures related to specific employees or other matters related to the Commission's internal personnel practices and procedures;

c. Current, threatened, or reasonably anticipated litigation;

d. Negotiation of contracts for the purchase, lease, or sale of goods, services, or real estate;

e. Accusing any person of a crime or formally censuring any person;

f. Disclosure of trade secrets or commercial or financial information that is privileged or confidential;

g. Disclosure of information of a personal nature where disclosure would constitute a clearly unwarranted invasion of personal privacy;

h. Disclosure of investigative records compiled for law enforcement purposes;

i. Disclosure of information related to any investigative reports prepared by or on behalf of or for use of the Commission or other committee charged with responsibility of investigation or determination of compliance issues pursuant to the Compact; or

j. Matters specifically exempted from disclosure by federal or member state statute.

3. If a meeting, or portion of a meeting, is closed pursuant to this provision, the Commission's legal counsel or designee shall certify that the meeting may be closed and shall reference each relevant exempting provision.

4. The Commission shall keep minutes that fully and clearly describe all matters discussed in a meeting and shall provide a full and accurate summary of actions taken, and the reasons therefore, including a description of the views expressed. All documents considered in connection with an action shall be identified in such minutes. All minutes and documents of a closed meeting shall remain under seal, subject to release by a majority vote of the Commission or order of a court of competent jurisdiction.

F. Financing of the Commission

1. The Commission shall pay, or provide for the payment of, the reasonable expenses of its establishment, organization, and ongoing activities.

2. The Commission may accept any and all appropriate revenue sources, donations, and grants of money, equipment, supplies, materials, and services.

3. The Commission may levy on and collect an annual assessment from each member state or impose fees on other parties to cover the cost of the operations and activities of the Commission and its staff, which must be in a total amount sufficient to cover its annual budget as approved each year for which revenue is not provided by other sources. The aggregate annual assessment amount shall be allocated based upon a formula to be determined by the Commission, which shall promulgate a rule binding upon all member states.

4. The Commission shall not incur obligations of any kind prior to securing the funds adequate to meet the same; nor shall the Commission pledge the credit of any of the member states, except by and with the authority of the member state.

5. The Commission shall keep accurate accounts of all receipts and disbursements. The receipts and disbursements of the Commission shall be subject to the audit and accounting procedures established under its bylaws. However, all receipts and disbursements of funds handled by the Commission shall be audited yearly by a certified or licensed public accountant, and the report of the audit shall be included in and become part of the annual report of the Commission.

G. Qualified Immunity, Defense, and Indemnification

1. The members, officers, executive director, employees and representatives of the Commission shall be immune from suit and liability, either personally or in their official capacity, for any claim for damage to or loss

of property or personal injury or other civil liability caused by or arising out of any actual or alleged act, error or omission that occurred, or that the person against whom the claim is made had a reasonable basis for believing occurred within the scope of Commission employment, duties or responsibilities; provided that nothing in this paragraph shall be construed to protect any such person from suit and/or liability for any damage, loss, injury, or liability caused by the intentional or willful or wanton misconduct of that person.

2. The Commission shall defend any member, officer, executive director, employee or representative of the Commission in any civil action seeking to impose liability arising out of any actual or alleged act, error, or omission that occurred within the scope of Commission employment, duties, or responsibilities, or that the person against whom the claim is made had a reasonable basis for believing occurred within the scope of Commission employment, duties, or responsibilities; provided that nothing herein shall be construed to prohibit that person from retaining his or her own counsel; and provided further, that the actual or alleged act, error, or omission did not result from that person's intentional or willful or wanton misconduct.

3. The Commission shall indemnify and hold harmless any member, officer, executive director, employee, or representative of the Commission for the amount of any settlement or judgment obtained against that person arising out of any actual or alleged act, error or omission that occurred within the

scope of Commission employment, duties, or responsibilities, or that such person had a reasonable basis for believing occurred within the scope of Commission employment, duties, or responsibilities, provided that the actual or alleged act, error, or omission did not result from the intentional or willful or wanton misconduct of that person.

SECTION 8. DATA SYSTEM

A. The Commission shall provide for the development, maintenance, and utilization of a coordinated database and reporting system containing licensure, adverse action, and investigative information on all licensed individuals in member states.

B. Notwithstanding any other provision of state law to the contrary, a member state shall submit a uniform data set to the data system on all individuals to whom this Compact is applicable as required by the rules of the Commission, including:

1. Identifying information;
2. Licensure data;
3. Adverse actions against a license or compact privilege;
4. Non-confidential information related to alternative program participation;
5. Any denial of application for licensure, and the reason(s) for such denial; and
6. Other information that may facilitate the administration of this Compact, as determined by the rules of the Commission.

C. Investigative information pertaining to a licensee in any member state will only be available to other party states.

D. The Commission shall promptly notify all member states of any adverse action taken against a licensee or an individual applying for a license. Adverse action information pertaining to a licensee in any member state will be available to any other member state.

E. Member states contributing information to the data system may designate information that may not be shared with the public without the express permission of the contributing state.

F. Any information submitted to the data system that is subsequently required to be expunged by the laws of the member state contributing the information shall be removed from the data system.

SECTION 9. RULEMAKING

A. The Commission shall exercise its rulemaking powers pursuant to the criteria set forth in this Section and the rules adopted thereunder. Rules and amendments shall become binding as of the date specified in each rule or amendment.

B. If a majority of the legislatures of the member states rejects a rule, by enactment of a statute or resolution in the same manner used to adopt the Compact within 4 years of the date of adoption of the rule, then such rule shall have no further force and effect in any member state.

C. Rules or amendments to the rules shall be adopted at a regular or special meeting of the Commission.

D. Prior to promulgation and adoption of a final rule or rules by the Commission, and at least thirty (30) days in advance of the meeting at which the rule will be considered and voted upon, the Commission shall file a Notice of Proposed Rulemaking:

1. On the website of the Commission or other publicly accessible platform; and

2. On the website of each member state physical therapy licensing board or other publicly accessible platform or the publication in which each state would otherwise publish proposed rules.

E. The Notice of Proposed Rulemaking shall include:

1. The proposed time, date, and location of the meeting in which the rule will be considered and voted upon;

2. The text of the proposed rule or amendment and the reason for the proposed rule;

3. A request for comments on the proposed rule from any interested person; and

4. The manner in which interested persons may submit notice to the Commission of their intention to attend the public hearing and any written comments.

F. Prior to adoption of a proposed rule, the Commission shall allow persons to submit written data, facts, opinions, and arguments, which shall be made available to the public.

G. The Commission shall grant an opportunity for a public hearing before it adopts a rule or amendment if a hearing is requested by:

1. At least twenty-five (25) persons;

2. A state or federal governmental subdivision or agency; or

3. An association having at least twenty-five (25) members.

H. If a hearing is held on the proposed rule or amendment, the Commission shall publish the place, time, and date of the scheduled public hearing. If the hearing is held via electronic means, the Commission shall publish the mechanism for access to the electronic hearing.

1. All persons wishing to be heard at the hearing shall notify the executive director of the Commission or other designated member in writing of their desire to appear and testify at the hearing not less than five (5) business days before the scheduled date of the hearing.

2. Hearings shall be conducted in a manner providing each person who wishes to comment a fair and reasonable opportunity to comment orally or in writing.

3. All hearings will be recorded. A copy of the recording will be made available on request.

4. Nothing in this section shall be construed as requiring a separate hearing on each rule. Rules may be grouped for the convenience of the Commission at hearings required by this section.

I. Following the scheduled hearing date, or by the close of business on the scheduled hearing date if the hearing was not held, the Commission shall consider all written and oral comments received.

J. If no written notice of intent to attend the public hearing by interested parties is received, the Commission may proceed with promulgation of the proposed rule without a public hearing.

K. The Commission shall, by majority vote of all members, take final action on the proposed rule and shall determine the effective date of the rule, if any, based on the rulemaking record and the full text of the rule.

L. Upon determination that an emergency exists, the Commission may consider and adopt an emergency rule without prior notice, opportunity for comment, or hearing, provided that the usual rulemaking procedures provided in the Compact and in this section shall be retroactively applied to the rule as soon as reasonably possible, in no event later than ninety (90) days after the effective date of the rule. For the purposes of this provision, an emergency rule is one that must be adopted immediately in order to:

1. Meet an imminent threat to public health, safety, or welfare;

2. Prevent a loss of Commission or member state funds;

3. Meet a deadline for the promulgation of an administrative rule that is established by federal law or rule; or

4. Protect public health and safety.

M. The Commission or an authorized committee of the Commission may direct revisions to a previously adopted rule or amendment for purposes of correcting typographical errors, errors in format, errors in consistency, or grammatical errors. Public notice of any revisions shall be posted on the website of the Commission. The revision shall be subject to challenge by any person for a period of thirty (30) days after posting. The revision may be challenged only on grounds that the revision results in a material change to a rule. A challenge shall be made in writing, and delivered to the chair of the Commission prior to the end of the notice period. If no challenge is made, the revision will take effect without further action. If the revision is challenged, the revision may not take effect without the approval of the Commission.

SECTION 10. OVERSIGHT, DISPUTE RESOLUTION, AND ENFORCEMENT

A. Oversight

1. The executive, legislative, and judicial branches of state government in each member state shall enforce this Compact and take all actions necessary and appropriate to effectuate the Compact's purposes and intent. The provisions of this Compact and the rules promulgated hereunder shall have standing as statutory law.

2. All courts shall take judicial notice of the Compact and the rules in any judicial or administrative proceeding in a member state pertaining to the subject matter of this Compact which may affect the powers, responsibilities or actions of the Commission.

3. The Commission shall be entitled to receive service of process in any such proceeding, and shall have standing to intervene in such a proceeding for all purposes. Failure to provide service of process to the Commission shall render a judgment or order void as to the Commission, this Compact, or promulgated rules.

B. Default, Technical Assistance, and Termination

1. If the Commission determines that a member state has defaulted in the performance of its obligations or responsibilities under this Compact or the promulgated rules, the Commission shall:

   a. Provide written notice to the defaulting state and other member states of the nature of the default, the proposed means of curing the default and/or any other action to be taken by the Commission; and

b. Provide remedial training and specific technical assistance regarding the default.

2. If a state in default fails to cure the default, the defaulting state may be terminated from the Compact upon an affirmative vote of a majority of the member states, and all rights, privileges and benefits conferred by this Compact may be terminated on the effective date of termination. A cure of the default does not relieve the offending state of obligations or liabilities incurred during the period of default.

3. Termination of membership in the Compact shall be imposed only after all other means of securing compliance have been exhausted. Notice of intent to suspend or terminate shall be given by the Commission to the governor, the majority and minority leaders of the defaulting state's legislature, and each of the member states.

4. A state that has been terminated is responsible for all assessments, obligations, and liabilities incurred through the effective date of termination, including obligations that extend beyond the effective date of termination.

5. The Commission shall not bear any costs related to a state that is found to be in default or that has been terminated from the Compact, unless agreed upon in writing between the Commission and the defaulting state.

6. The defaulting state may appeal the action of the Commission by petitioning the U.S. District Court for the District of Columbia or the federal district where the Commission has its principal offices. The

prevailing member shall be awarded all costs of such litigation, including reasonable attorney's fees.

C. Dispute Resolution

1. Upon request by a member state, the Commission shall attempt to resolve disputes related to the Compact that arise among member states and between member and non-member states.

2. The Commission shall promulgate a rule providing for both mediation and binding dispute resolution for disputes as appropriate.

D. Enforcement

1. The Commission, in the reasonable exercise of its discretion, shall enforce the provisions and rules of this Compact.

2. By majority vote, the Commission may initiate legal action in the United States District Court for the District of Columbia or the federal district where the Commission has its principal offices against a member state in default to enforce compliance with the provisions of the Compact and its promulgated rules and bylaws. The relief sought may include both injunctive relief and damages. In the event judicial enforcement is necessary, the prevailing member shall be awarded all costs of such litigation, including reasonable attorney's fees.

3. The remedies herein shall not be the exclusive remedies of the Commission. The Commission may pursue any other remedies available under federal or state law.

SECTION 11. DATE OF IMPLEMENTATION OF THE INTERSTATE COMMISSION FOR PHYSICAL THERAPY PRACTICE AND ASSOCIATED RULES, WITHDRAWAL, AND AMENDMENT

A. The Compact shall come into effect on the date on which the Compact statute is enacted into law in the tenth member state. The provisions, which become effective at that time, shall be limited to the powers granted to the Commission relating to assembly and the promulgation of rules. Thereafter, the Commission shall meet and exercise rulemaking powers necessary to the implementation and administration of the Compact.

B. Any state that joins the Compact subsequent to the Commission's initial adoption of the rules shall be subject to the rules as they exist on the date on which the Compact becomes law in that state. Any rule that has been previously adopted by the Commission shall have the full force and effect of law on the day the Compact becomes law in that state.

C. Any member state may withdraw from this Compact by enacting a statute repealing the same.

1. A member state's withdrawal shall not take effect until six (6) months after enactment of the repealing statute.
2. Withdrawal shall not affect the continuing requirement of the withdrawing state's physical therapy licensing board to comply with the investigative and adverse action reporting requirements of this act prior to the effective date of withdrawal.

D. Nothing contained in this Compact shall be construed to invalidate or prevent any physical therapy licensure agreement or other cooperative arrangement between a member state and a non-member state that does not conflict with the provisions of this Compact.

E. This Compact may be amended by the member states. No amendment to this Compact shall become effective and binding upon any member state until it is enacted into the laws of all member states.

SECTION 12. CONSTRUCTION AND SEVERABILITY

This Compact shall be liberally construed so as to effectuate the purposes thereof. The provisions of this Compact shall be severable and if any phrase, clause, sentence or provision of this Compact is declared to be contrary to the constitution of any party state or of the United States or the applicability thereof to any government, agency, person or circumstance is held invalid, the validity of the remainder of this Compact and the applicability thereof to any government, agency, person or circumstance shall not be affected thereby. If this Compact shall be held contrary to the constitution of any party state, the Compact shall remain in full force and effect as to the remaining party states and in full force and effect as to the party state affected as to all severable matters.

ATTACHMENT G

PT COMPACT RULES

As of December 10, 2025

PT · COMPACT

Physical Therapy Compact Commission

Rules

Effective as of December 10, 2025

Physical Therapy Compact Commission

Rules Effective December 10, 2025

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Chapter 1 – Definitions

Rule 1.1 – Definitions

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.

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

Effective: 12/10/25
Rule Amplifies: Section 2 of the Compact
Prior Effective Dates: 11/5/17; 10/28/18; 10/27/19; 10/25/20; 10/30/22; 6/27/23, 6/17/24

Chapter 2 – Member State Participation

Rule 2.1 – Criminal Background Check

(A) To avoid default, member states must have completed all required processes, requirements, and applications necessary to request the ability to receive the results of the Federal Bureau of Investigation (FBI) record search on criminal background checks, as required by the Compact.

(B) Results of the criminal background check shall be reviewed solely by the member state in accordance with state law and shall not be shared, unless otherwise permitted under state law, with individuals, other member states, or the Commission.

(C) A member state cannot participate in issuing compact privileges until such member state has completed the requirements to fully implement the FBI Criminal Background Check requirement established in Section 3 of the Compact.

As used in Section 3.A.4 of the Compact, full implementation of the FBI Criminal Background Check requirement means that the member state's licensing board is using the results of the FBI record search on criminal background checks in making licensure decisions for all applicants seeking an initial license to practice as a physical therapist or work as a physical therapist assistant in the member state.

(D) Due to editorial reclassification, the reference to 42 U.S.C §14616 in Section 3.B. of the Compact actually refers to 34 U.S.C. §40316.

Effective: 10/28/18
Rule Amplifies: Section 3 of the Compact
Prior Effective Dates: 11/5/17; 6/5/18

Rule 2.2 – Continuing Competence Requirements

(A) Member states must require continuing competence for renewal of a license for both the physical therapist and the physical therapist assistant.

(B) Continuing education meets the requirement for continuing competence for renewal of a license.

Effective: 11/5/17
Rule Amplifies: Section 3 of the Compact
Prior Effective Dates: None

Rule 2.3 – Compact Privilege Fee and Expiration Date

Any compact privilege held by the individual shall expire on the same date as the individual's home state license. The expiration date of the home state license shall be the expiration date that was in effect on the date the individual purchased the compact privilege. The fee paid to the member state for a compact privilege shall cover the period of time the individual has remaining on the home state license. Any renewal of the home state license does not automatically extend the expiration date of the compact privilege.

Effective: 6/17/24
Rule Amplifies: Section 3 of the Compact
Prior Effective Dates: 11/5/17

Rule 2.4 – Requirements to Issue Compact Privileges

A member state cannot participate in issuing compact privileges until such member state has completed all the following requirements:

(A) Fully implement the FBI Criminal Background Check requirement established in Rule 2.1.
(B) Require continuing competence for renewal for physical therapists and physical therapist assistants.
(C) Fully implement the requirements of Rule 6.1.

Effective: 10/28/18
Rule Amplifies: Section 3 of the Compact
Prior Effective Dates: None

Chapter 3 – Compact Privilege Eligibility, Adverse Actions, and Encumbrances

Rule 3.1 – Home State License

(A) Compact privilege holders may be audited at any time by the Commission to verify compliance with home state residency requirements.
(B) An individual holding a temporary permit, temporary license, or temporary authorization to practice shall not be eligible for a Compact Privilege.
(C) In addition to complying with reporting name and address change as required by the home state, compact privilege holders must also notify the Commission of a change of name and/or home state address within sixty (60) business days of the change.
(D) Member states may require compact privilege holders to notify the licensing board of the physical location(s) where the individual is providing physical therapy services within that remote state.
(E) An individual holding a home state license issued without the requirement of passing the National Physical Therapy Examination (NPTE) shall not be eligible for a Compact Privilege, unless said license was issued prior to the member state enacting the Physical Therapy Compact model statute.

Effective: 6/17/24
Rule Amplifies: Section 4 of the Compact
Prior Effective Dates: 11/5/17; 10/28/18; 10/30/22

Rule 3.2 – Self-Reporting of an Encumbrance or Adverse Action on a License

A compact privilege holder must report to the Commission any encumbrance or adverse action placed upon any physical therapist or physical therapist assistant license held by the compact privilege holder in a non-member state within thirty (30) business days of the effective date.

Effective: 10/28/18
Rule Amplifies: Section 4 of the Compact
Prior Effective Dates: 11/5/17

Rule 3.3 – Eligibility for Compact Privilege after an Adverse Action or Encumbrance

(A) An individual immediately loses any and all compact privilege(s) upon the effective date of either of the following actions taken by a Licensing Board:
  (1) Adverse action taken against a license or compact privilege; or
  (2) Encumbrance placed upon the individual's license or compact privilege.

(B) Following an adverse action or encumbrance, an individual regains eligibility for compact privilege(s):
  (1) Immediately after the removal of all non-disciplinary encumbrance(s), provided there are no current adverse actions against the license or compact privilege; or
  (2) Two (2) years from the effective date of the adverse action as specified in the Board Order.
    a. If the timeframe imposed by the Licensing Board is greater than two years, the individual will not regain eligibility until the greater timeframe has elapsed; or
    b. If the timeframe when all disciplinary encumbrances have passed and all fines are paid is greater than two (2) years, the individual will not regain eligibility until that timeframe has elapsed.

(C) The two (2) year waiting period is from the effective date of the most recent adverse action and restarts if subsequent adverse action is taken by a Licensing Board.

(D) If a remote state removes an individual's compact privilege in the remote state for a period of more than two years, the individual remains subject to the removal even if the individual does not renew the compact privilege.

(E) If an individual's license is revoked, the individual is deemed to have an encumbrance until the revoked license is reinstated/restored without restrictions, conditions or terms.

(F) If an individual is denied a license, as defined in Rule 1.1, the individual is deemed to have an encumbrance until the license is approved without restrictions, conditions, or terms.

(G) As used in Section 4.D. of the Compact, the word "removed" does not mean lapsed or voluntarily not renewed.

Effective: 10/27/19
Rule Amplifies: Section 4 of the Compact
Prior Effective Dates: 11/5/17; 10/28/18

Rule 3.4 – Fee for Compact Privilege

(A) The Commission shall charge a fee for the purchase of each compact privilege. This fee shall be in addition to any state fee that the member board may charge.

(B) The Commission's compact privilege fee shall be posted on the Commission's website (http://www.ptcompact.org).

(C) The Commission shall give thirty (30) days' notice before modifying its compact privilege fee by posting notice of the new fee on the Commission's website.

Effective: 11/5/17
Rule Amplifies: Section 4 of the Compact
Prior Effective Dates: None

Rule 3.5 – Expiration or Termination of a Compact Privilege

(A) All compact privileges shall expire on the actual expiration date of the home state license even if the home state allows practice beyond the license expiration date. The expiration date of the home state license shall be the expiration date that was in effect on the date the individual purchased the compact privilege. Any renewal of the home state license does not automatically extend the expiration date of the compact privilege.

(B) Impact of changing the primary state of residence.
  (1) Moving to another member state.
    a. The compact privilege holder must hold an active license in the new home state prior to changing the primary state of residence or all current compact privileges will be terminated. Sixty (60) business

days after the date of legal change of permanent address is considered the date of change in home state.

b. When a compact privilege holder obtains the license in the new home state and changes the primary state of residence, the expiration date of all current compact privileges will be updated to match the expiration date of the new home state license. The expiration date of the home state license shall be the expiration date that was in effect on the date the primary state of residence is change.

(2) Moving to a non-member state.

If the compact privilege holder's new primary state of residence is a non-member state, all current compact privileges will be immediately terminated.

Effective: 6/17/24
Rule Amplifies: Section 4 of the Compact
Prior Effective Dates: 11/5/17; 10/28/18; 10/27/19; 10/30/22

Rule 3.6 – Participation in an Alternative Program

Member state Licensing Boards must add language to any alternative program agreements entered into with a licensee or compact privilege holder prohibiting practice or work in any other member states without prior authorization from the other member state.

Effective: 10/28/17
Rule Amplifies: Section 4 and 6 of the Compact
Prior Effective Dates: 11/17/18

Rule 3.7 – Joint Investigations

When participating with other member states in joint investigations, the member state where the alleged violation initially occurred will take the lead on any investigation.

Effective: 10/28/18
Rule Amplifies: Section 6 of the Compact
Prior Effective Dates: 11/5/17

Rule 3.8 – Jurisprudence

(A) If a member state has a jurisprudence requirement to be eligible to obtain a compact privilege in accordance with Section 4.A.7. of the Compact, the member state may allow the jurisprudence requirement to be completed after the issuance of the compact privilege. In that situation, the deadline to complete the jurisprudence requirement is thirty (30) days.

(B) A member state may choose to have a jurisprudence requirement in accordance with Section 4.A.7 of the Compact for initial purchase of a compact privilege, for renewal of a compact privilege, or for both initial purchase and renewal of a compact privilege.

(C) If a privilege expires, and the individual purchase a new initial privilege in the same state, all applicable requirements for completion of a jurisprudence requirement prior to initial purchase apply.

Effective: 10/30/22
Rule Amplifies: Section 4 of the Compact
Prior Effective Dates: 11/5/17; 10/28/18; 10/24/21

Rule 3.9 – Impact of Non-Payment on Eligibility

If an individual fails to pay any applicable fees, including any state fee, the Commission may:

(A) Terminate the existing Compact Privilege associated with the non-payment; and

(B) Prevent the individual from purchasing any additional Compact Privileges until the non-payment is remedied.

Effective: 11/5/17
Rule Amplifies: Section 4 of the Compact
Prior Effective Dates: None

Rule 3.10 – Self-Reporting of a New Criminal Convictions

A compact privilege holder must report any new criminal conviction to the state licensing board(s) in each member state in which the individual has an active compact privilege in accordance with that jurisdiction's reporting requirements.

Effective: 10/25/20
Rule Amplifies: Section 4 of the Compact
Prior Effective Dates: None

Rule 3.11 – Self-Reporting of Enrollment in an Alternative Program

A compact privilege holder must report to the Commission any required enrollment into an alternative program, in any jurisdiction, within thirty (30) days. Notification of enrollment in an alternative program will automatically place an encumbrance on the individual.

Effective: 10/24/21
Rule Amplifies: Section 4 of the Compact
Prior Effective Dates: None

Rule 3.12 – Grounds for Compact Privilege Termination

(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 not 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.

Effective: 12/10/2025
Rule Amplifies: Section 4 of the Compact
Prior Effective Dates: None

Chapter 4 – Active Duty Military Personnel or Their Spouses

Rule 4.1 – Home State Designation

(A) For the purposes of Section 5. of the Compact, the following definitions shall apply:
  (1) "Home of record" mean the state in which the military member entered the military.

(2) "Permanent Change of Station" 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..
(3) "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.

(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.

Effective: 12/10/25
Rule Amplifies: Section 5 of the Compact
Prior Effective Dates: 11/5/17, 10/28/18

Rule 4.2 – U.S. Code Citation for Active Duty Military

The reference to 10 U.S.C. Section 1209 and 1211 contained in Section 2, paragraph 1 of the model statute should correctly be 10 U.S.C. Chapter 1209 and 1211. Any references in the model statute to 10 U.S.C. Section 1209 and 1211 should be interpreted as 10 U.S.C. Chapter 1209 and 1211:

Effective: 6/27/2023
Rule Amplifies: Section 2 of the Compact
Prior Effective Dates: None

Chapter 5 – Physical Therapy Compact Commission

Rule 5.1 – Ex-Officio, Non-Voting Members

(A) For the purposes of the Compact, the American Physical Therapy Association (APTA) is the recognized physical therapy professional association.

(B) For the purposes of the Compact, the Federation of State Boards of Physical Therapy (FSBPT) is the recognized membership organization of the physical therapy licensing boards.

(C) A member of the board of directors of any of the following organizations shall be ineligible to serve as the delegate for a member state:
(1) The American Physical Therapy Association;
(2) The Federation of State Boards of Physical Therapy;
(3) Any state chapter of the American Physical Therapy Association;
(4) Any section of the American Physical Therapy Association; or
(5) Any council of the American Physical Therapy Association.

Effective: 11/5/17
Rule Amplifies: Section 7 of the Compact
Prior Effective Dates: None

Rule 5.2 – Annual Assessment for Compact Members

(A) The annual assessment on each member state for participation in the Compact will be determined by vote annually at the annual meeting of the Commission, and communicated to the member states. The fee will become effective on the first day of the fiscal year that starts immediately following the Commission meeting.

(B) The Commission may choose to have a zero ($0) dollar assessment.

(C) The annual assessment must be paid by the member state within ninety (90) days from the start of the fiscal year.

(D) Moneys derived from a line of credit may be considered revenue when determining an annual assessment required from member states.

Effective: 11/5/17
Rule Amplifies: Section 7 of the Compact
Prior Effective Dates: None

Chapter 6 – Data System

Rule 6.1 – Required Elements of the Data System

(A) The uniform data set shall be submitted on all individuals applying for, or currently holding, a physical therapist or physical therapist assistant license of any status, including expired status, in the member state. The required elements for all licenses shall be submitted in each data file submitted to the Commission's data system.
(B) Each member state shall submit the following data elements to the Commission's data system:
  (1) First name;
  (2) Middle name;
  (3) Last name;
  (4) Suffix, if applicable;
  (5) Birth date, including month, day, and year;
  (6) Unique identifier;
  (7) License number;
  (8) License type (PT or PTA);
  (9) Initial issue date;
  (10) Most recent renewal date;
  (11) Expiration date; and
  (12) License status, including expired statuses.
(C) The unique identifier required by Section 3.A.1. of the Compact is the individual's social security number.
  (1) The member state must submit the data file identified in this Chapter within one (1) month of the effective date of the legislation to implement the Compact. The initial licensure data file(s) must include the social security number for every licensee in each file.
  (2) Within twenty-four (24) months of the effective date of the legislation to implement the Compact, the FSBPT ID number must be present for every licensee in each file, and may replace the social security number as the unique identifier.
  (3) Until the initial data file is submitted to the Commission, the following shall apply:
    a. Individuals whose home state is the member state shall be ineligible to apply for any compact privilege; and
    b. Individuals in other member states will be unable to purchase a compact privilege in the member state.
  (4) Notwithstanding paragraph (C)(1) of this rule, Commission staff may approve an alternate mechanism to comply with the initial licensure data file(s) requirement if the member state does not maintain the full, unmasked, social security number for licensees within the member state's database.

Effective: 11/5/17
Rule Amplifies: Sections 3 and 8 of the Compact
Prior Effective Dates: None

Rule 6.2 – Frequency of Submission of Required Elements

(A) Member states shall submit the data elements outlined in rule 6.1 to the Commission at least one (1) time per week.
(B) The full extract of the data must be provided in a file format and in a manner agreed to by the Commission and the member state.

Effective: 11/5/17
Rule Amplifies: Sections 3 and 8 of the Compact
Prior Effective Dates: None

Rule 6.3 – Required Use of FSBPT Online Processing System

Member states shall use the FSBPT Online Processing System to report the following information:

(A) License number, initial issue date, and expiration date to New Score Reports and Transfer Score Reports. In lieu of reporting this information via the FSBPT Online Processing System, a member state can meet the requirement of this paragraph if the data submitted in accordance with rules 6.1 and 6.2 contains the social security number and date of birth for all records.
(B) Completion of all required fields when reporting adverse actions.
(C) Any encumbrance not associated with an adverse action.

Effective: 11/5/17
Rule Amplifies: Sections 3 and 8 of the Compact
Prior Effective Dates: None

Rule 6.4 – Frequency of Reporting Adverse Actions and Non-Disciplinary Encumbrances

(A) Within fourteen business days of the effective date of the adverse action against a licensee or compact privilege holder, the Licensing Board shall, through the interface described in rule 6.3, complete all required information and select the Save Status.
(B) Within fourteen (14) business days of the effective date to void, update, revise, or correct an adverse action against a licensee or compact privilege holder, the Licensing Board shall report such decision to the Commission through the interface described in rule 6.3.
(C) Within fourteen (14) business days of the effective date to impose a non-disciplinary encumbrance on a license or licensee or on a compact privilege or compact privilege holder, the Licensing Board shall report such decision to the Commission through the interface described in rule 6.3.

Effective: 10/30/22
Rule Amplifies: Sections 3 and 8 of the Compact
Prior Effective Dates: 11/5/17; 10/25/20

Rule 6.5 – Discrepancy with Commission Data System Data Set

The licensee or compact privilege holder may request from the home state Licensing Board in writing a review of the data relating to the licensee in the Commission's data system.

(A) In the event a licensee or compact privilege holder asserts that any data relating to the licensee or compact privilege holder is inaccurate, the burden of proof shall be upon the licensee or compact privilege holder to provide evidence that substantiates such claim.
(B) The Licensing Board shall verify and within ten (10) business days correct inaccurate data in the Commission's data system.

Effective: 11/5/17
Rule Amplifies: Section 8 of the Compact
Prior Effective Dates: None

Rule 6.6 – Compact Termination and the Data System

(A) Upon the effective date of the termination of a state's membership in the Compact, the state will no longer receive information available only to member states.
(B) Any and all data provided prior to the effective date of the termination of the state's membership in the Compact will remain in the data system.

Effective: 11/5/17
Rule Amplifies: Section 10 of the Compact
Prior Effective Dates: None

Rule 6.7 – Indicating Availability of Significant Investigative Information

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.

Effective: 12/10/25
Rule Amplifies: Sections 3, 8, and 10 of the Compact
Prior Effective Dates: 11/5/17, 10/28/18

Rule 6.8 – Public Verification of Compact Privilege

The public shall have access, via the Commission's website, to information limited to the verification of compact privilege(s) held by individuals.

Effective: 11/5/17
Rule Amplifies: Section 8 of the Compact
Prior Effective Dates: None

Rule 6.9 – Terms of Use, Privacy Policy, and Intellectual Property Rights

(A) Subject to the Terms of Use and to the Privacy Policy posted at the time on the website of the Federation of State Boards of Physical Therapy (FSBPT), the following shall be binding upon the Commission, the member states, and individuals purchasing or holding a Compact Privilege.
(B) Submission and access to, and the use of, and other matters relating to:
    (1) The data elements outlined in rule 6.1;
    (2) Other information reported through the interface described in rule 6.3; and
    (3) The FSBPT's Exam, Licensure, and Disciplinary Database (ELDD) and Online Processing System (OPS).
(C) The Federation of State Boards of Physical Therapy owns all tangible and intangible property, intellectual and other proprietary rights, titles, and interests in and to the FSBPT OPS or ELDD. Neither the Commission nor any member state shall have any rights, titles, or interests in or to the FSBPT OPS or ELDD

Effective: 11/5/17
Rule Amplifies: Sections 3 and 8 of the Compact
Prior Effective Dates: None

Chapter 7 – Rulemaking

Rule 7.1 – Adoption of Rules; Amendments

(A) Proposed new rules and amendments to existing rules shall be referred to the Rules and Bylaws Committee as follows:
    (1) Any Delegate may propose rules or rule amendments during the annual Commission meeting. This proposal must be made in the form of a motion and approved by a majority vote.
    (2) Standing Committees of the Commission or of the Executive Board may propose rules or rule amendments by majority vote of that Committee.
    (3) The Executive Board may propose rules or rule amendments by majority vote.
(B) The Rules and Bylaws Committee shall prepare a draft of all proposed rules and provide the draft to the Executive Board for review and comments. The Rules and Bylaws Committee shall revise the draft based on feedback from the Executive Board.

(1) The Executive Board shall ensure that all proposed rules comply with the statutory provisions of the Compact and do not conflict with any other existing Commission rule.
(2) If the Executive Board determines that the proposed rules should be recommended to the full Commission, the proposed rules shall be posted on the Commission's website. Any written comments shall be reviewed by the Executive Board. Based on the written comments, and at the direction of the Executive Board, the Rules and Bylaws Committee shall prepare a final draft of the proposed rule(s) or amendments for consideration by the Commission.

(C) Prior to promulgation and adoption of a final rule by the Commission, but not later than thirty (30) days prior to the meeting at which the vote is scheduled, the Commission shall publish a Notice of Proposed Rule Making on its website and send the Notice to all member states for publishing on the Licensing Board in the member state's website.
(D) The Notice of Proposed Rule Making shall include:
(1) The place, time, and date of the meeting in which the rule will be considered;
(2) The manner in which interested persons may submit notice to the Commission of their intention to attend the public hearing and any written comments; and
(3) The name, position, physical and electronic mail address, and telephone number of the person to whom interested persons may respond with notice of their attendance and written comments.
(E) Every public hearing shall be conducted in a manner guaranteeing each person who wishes to comment a fair and reasonable opportunity to comment. No transcript of the public hearing is required, unless a written request for a transcript is made within thirty (30) days of the hearing, in which case the person or entity making the request shall pay for the transcript. A recording may be made in lieu of a transcript under the same terms and conditions as a transcript. This subsection shall not preclude the Commission from making a transcript or recording of the public hearing if it chooses to do so.
(F) Nothing in this rule shall be construed as requiring a separate hearing on each rule. Rules may be grouped for the convenience of the Commission at hearings required by this rule.
(G) Following the scheduled hearing date, or by the close of business on the scheduled hearing date if the hearing was not held, the Commission shall consider all written and oral comments received.
(H) The Commission shall, by majority vote, take final action on the proposed rule and determine the effective date of the rule, if any, based on the rulemaking record and the full text of the rule.
(I) Upon determination by the Executive Board or Commission that an emergency exists, the Commission may promulgate an emergency rule that shall become effective immediately upon adoption, provided that the usual rulemaking procedures provided in the compact and in this section shall be retroactively applied to the rule, no later than ninety (90) days after the effective date of the rule. An emergency rule is one that must be made effective immediately in order to:
(1) Meet an imminent threat to public health, safety, or welfare;
(2) Prevent a loss of Commission, federal, or member state funds;
(3) Meet a deadline for the promulgation of an administrative rule that is established by federal law or rule.

Effective: 10/30/22
Rule Amplifies: Section 9 of the Compact
Prior Effective Dates: 11/5/17

Rule 7.2 – Publication of Rules

A copy of the Commission's current rules shall be published on its website.

Effective: 11/5/17
Rule Amplifies: Section 9 of the Compact
Prior Effective Dates: None

Chapter 8 – Oversight, Dispute Resolution, And Enforcement

Rule 8.1 – Definition of Party State in Dispute Resolution Process

As used in Chapter 8 of the rules, "party state" means a state that is a party to a dispute.

Effective: 11/5/17
Rule Amplifies: Section 10 of the Compact
Prior Effective Dates: None

Rule 8.2 – Dispute Resolution Process – Informal, Mediation and Arbitration

(A) The Delegate in each member state shall enforce the Compact and take all actions necessary and appropriate to effectuate the Compact's purposes and intent. The Commission supports collaborative efforts to resolve disputes or controversies between and among all member states. All affected parties are encouraged to communicate with each other directly and make every effort to resolve issues informally prior to application of paragraphs (B) and (C) of this rule.
   (1) Any member state may submit a written request to the Executive Board for assistance in interpreting the law, rules, and policies of the Compact. The Executive Board may seek the assistance of the Commission's legal counsel in interpreting the Compact. The Executive Board shall issue the Commission interpretation of the Compact to all parties to the dispute.
   (2) A member state that is party to a dispute may request the submission of a matter in controversy to mediation. Mediation shall be conducted by a mediator appointed by the Executive Board from a list of mediators approved by the National Association of Certified Mediators, unless a mediator is otherwise agreed to by all parties to the dispute and pursuant to procedures customarily used in mediation proceedings.

(B) When disputes among party states are unresolved through informal attempts, the Commission shall request assistance from the Executive Board.
   (1) It is the duty of the Executive Board to address disputes between or among the member states concerning the Compact when informal attempts between the member states to resolve disputes have been unsuccessful.
   (2) The Executive Board, on behalf of the Commission, in the reasonable exercise of its discretion, has the authority to assist in the resolution of disputes between and among member states concerning the Compact. This rule defines the course of action the Executive Board may take when such disputes cannot be informally resolved and the matter is received by or referred to the Executive Board.

(C) Disputes between two (2) or more member states which cannot be resolved through informal resolution or through the Executive Board, may be referred to an arbitration panel.

(D) Informal Resolution
   (1) The Delegate of the state disputing another member state's interpretation or application of the Compact shall contact the Delegate of the member state with which the dispute has arisen. A written statement describing the situation should be provided and sufficient time allowed for response and opportunity for the other Delegate to review and investigate the issues raised in the dispute.
   (2) If interpretation of the Compact is necessary, the Delegate shall contact the Executive Board and request assistance in interpreting relevant provisions. This communication to the Executive Board should be made through the Compact Administrator.
   (3) The Delegate raising the concern shall document attempts to resolve the issues.
   (4) If all issues are resolved to the satisfaction of all party states involved, no further action is required.

(E) Mediation
   (1) A state that is a party to a dispute may request, or the Executive Board may require, the submission of a matter in controversy to mediation.
   (2) If a member of the Executive Board is a party to the dispute, that individual must recuse themselves from participation in the matter.

(3) Mediation shall be conducted by a mediator appointed by the Executive Board from a list of mediators approved by the National Association of Certified Mediators, or a mediator is otherwise agreed to by all parties to the dispute and pursuant to procedures customarily used in mediation proceedings.
(4) If all issues are resolved through mediation to the satisfaction of all party states involved, no further action is required.

(F) Executive Board Resolution
(1) Member states shall report to the Executive Board, through the Compact Administrator, issues pertaining to disputes concerning the interpretation or application of the Compact in a timely fashion.
(2) If the Executive Board determines that the dispute arises from non-compliance with the Compact, the Committee may, in its discretion, reclassify the dispute as a non-compliance case and will provide a written notice to all parties of the dispute citing the allegation(s) of non-compliance and follow the procedures in the Bylaws and as provided in Section 10 of the Compact.
(3) In the event there are factual and/or legal issues to be resolved, the states involved in the dispute shall provide written responses regarding the factual and/or legal issues in dispute and the position of each party to the dispute on those issues to the Executive Board within thirty (30) days after receipt of the report referenced in paragraph (D) of this rule for distribution to the Executive Board.
(4) Upon receipt of the party states' responses, the Executive Board shall develop a dispute resolution proposal or plan within sixty (60) days and submit the proposal or plan to the party states unless all parties agree that a longer period of time is needed to address the issues in dispute.
(5) Any controversy or dispute not resolved in accordance with paragraphs (D) through (F) of this rule may result in dispute arbitration, as recommended by the Executive Board pursuant to paragraph (G) of this rule 15.4.

(G) Arbitration
(1) In the event of a dispute between states that cannot be resolved through informal means, and upon the recommendation by the Executive Board, the Delegate of the initiating state(s) shall submit an Arbitration Request form to the Compact Administrator with a copy to be sent by the initiating state to the other party state(s) involved.
(2) Each state party to the dispute and the Executive Board shall submit a signed Arbitration Agreement form which shall include:
    a. Consent that the decision of the majority of the arbitrators is final and binding;
    b. The name of an appointee representing each state, unless more than two (2) states are parties, on an arbitration panel. In the event there are more than two (2) states that are parties to the dispute, the parties must agree on an arbitrator selected by the state or states arguing either the affirmative or the negative of the issue in dispute so that only one (1) arbitrator is selected by the state or states on either side of the controversy. In the event an agreement cannot be reached, such selection shall be made by the Executive Board;
    c. The name of a third arbitration panel appointee mutually agreed upon and independent of all the states involved in the dispute.
(3) The Compact Administrator shall coordinate the arbitration process.
(4) Pursuant to paragraph (G)(2)(b) of this rule, appointment of the arbitration panel shall be completed by the party states involved within thirty (30) days of the decision to appoint a panel.
(5) All involved states shall agree on arbitration procedures, including a date and location for the arbitration to take place which shall be within forty-five (45) days of the appointment of the arbitration panel. In the event the parties cannot agree, the arbitration panel shall make these and other procedural decisions.
(6) The panel shall render a decision within forty-five (45) days of the completion of the arbitration.
(7) The panel shall forward its decision to the Compact Administrator and Chair of the Commission and to each involved party state within seven (7) days of its decision.
(8) The decision of the arbitration panel shall be final and binding.
(9) In the event arbitration is necessary, and unless otherwise agreed by the parties, at the discretion of the arbitration panel, the prevailing party or parties may be entitled to recover the costs of such arbitration, including reasonable attorneys' fees, to the extent permitted by state law of the prevailing party state.
(10) Arbitration award decisions may be enforced in a court of competent jurisdiction.

Effective: 10/25/20
Rule Amplifies: Section 10 of the Compact
Prior Effective Dates: 11/5/17

Rule 8.3 – Compliance and Enforcement

(A) The Delegate in each party state shall enforce the Compact and shall take all actions necessary and appropriate to effectuate the Compact's purposes and intent. The Commission supports voluntary, collaborative efforts to resolve compliance and enforcement issues in lieu of formal dispute resolution procedures or other legal enforcement action between and among all Compact party states. All affected parties are encouraged to communicate with each other directly and make every effort to resolve issues informally prior to application of paragraphs (E) through (G) of rule 8.2 and paragraphs (E) and (F) of this rule.
   (1) Any party state may submit a written request to the Executive Board for assistance in interpreting the Compact. The Executive Board may seek the assistance of legal counsel in interpreting the Compact, particularly concerning compliance and enforcement. The Executive Board's interpretation of the Compact will be issued in writing to all parties to the dispute.
   (2) At the discretion of the Executive Board, appropriate technical assistance and training may be provided to any party state seeking to voluntarily address a compliance issue.

(B) When compliance or enforcement is unresolved through informal attempts, the Delegate shall request assistance from the Executive Board.
   (1) It is the duty of the Executive Board to address alleged substantive or recurrent violations of the Compact when informal attempts to attain compliance have been unsuccessful.
   (2) The Commission, in the reasonable exercise of its discretion, shall enforce the Compact.

(C) Compliance and enforcement issues that cannot be resolved through informal resolution or through the Executive Board shall be referred to an arbitration panel or other appropriate legal action as provided in Section 10. of the Compact at the discretion of the Executive Board.

(D) Informal Resolution
   (1) When an alleged violation of the Compact comes to the attention of the Compact Administrator or Executive Board, a written statement describing the situation should be provided, and sufficient time allowed for response and opportunity for other Delegate(s) to review and investigate the issues raised in the dispute. The Compact Administrator, on behalf of the Executive Board, shall contact the Delegate of the state(s) alleged to be in non-compliance with the Compact and, when applicable, the Delegate of the state alleging non-compliance with the provisions of the Compact.
   (2) If the party state alleged to be in non-compliance with the Compact requires assistance with interpretation of the Compact, the Delegate of that state, or the state's legal representative may contact the Executive Board to request assistance in interpreting relevant Compact provisions and identifying steps to achieve compliance.
   (3) The Executive Board may consult with legal counsel and shall document efforts to resolve the issues.
   (4) If all issues are resolved to the satisfaction of the Executive Board and the state(s) involved, the Compact Administrator shall prepare a written report to document the resolution, and no further action is required.

(E) Executive Board Resolution
   (1) In the event that informal resolution of alleged non-compliance is not possible, the Compact Administrator shall notify the Executive Board and furnish a report of all issues pertaining to non-compliance allegations, including details of informal resolution efforts, in a timely fashion.
   (2) If the Executive Board determines that a state is not in compliance with the Compact, the Executive Board shall provide a written notice to the state(s) citing the specific allegation(s) of non-compliance or default.
   (3) The state(s) shall provide a written response regarding the alleged default or noncompliance to the Executive Board within forty-five (45) days.
   (4) The Executive Board, Compact Administrator, and legal counsel shall develop and propose a plan for voluntary resolution of the allegation(s) of default or non-compliance within sixty (60) days, which may include technical assistance and training, and submit such plan to the involved state(s) for approval unless

all parties agree that a longer period of time is needed to address the default/non-compliance or related issues.

(5) If the state alleged to be in non-compliance or default does not agree with the Executive Board's proposed plan for resolution, or if the state fails to cure the default or non- compliance after initially agreeing with the Executive Board to follow a remediation plan, the Executive Board may conduct an investigation to examine any evidence relevant to the allegation(s). Such evidence may include, but is not limited to, statements and/or testimony of witnesses, documents, and other information. An investigator may be appointed by the Executive Board to conduct the investigation.

(6) The Commission shall bear the expense of any investigation.

(7) The state alleged to be in non-compliance or default will be informed by the Executive Board in writing if additional incidents of apparent non-compliance are discovered during the course of the investigation.

(8) All information obtained during the investigation, and reports prepared by the Commission, shall be confidential and not subject to public disclosure unless otherwise required by the laws of any state involved in the dispute.

(9) The state alleged to be in non-compliance will be provided an opportunity to submit a written response to the preliminary findings within twenty (20) days, including documentary evidence, and to meet with the investigator, if any, at the expense of the Commission.

(10) Within forty-five (45) days after the conclusion of the investigation, the Executive Board or its investigator shall prepare a written report including a summary of factual findings. The report is provided to the state who is the subject of the investigation for review and comment, including the opportunity to provide corrections to the report, as appropriate. Any comments and/or corrections are returned to the Executive Board, through the Compact Administrator, within fourteen (14) days of issuance of the initial report.

(11) After review of the response of the state alleged to be in non- compliance, the Executive Board shall determine, based on a preponderance of the evidence standard, violation(s), if any, of the Compact. If the Executive Board substantiates the allegations based on the evidence and legal authorities cited, the Executive Board shall schedule a conference, either in person or by telephonic or electronic means, with the non-compliant state's Delegate, Assistant Attorney General (or other legal representative), and Presiding Officer of the State's Licensing Board (or designee) to determine if the violations may be remedied through training, technical assistance, or other voluntary means within forty-five (45) days, unless all parties agree that a longer period of time is needed to address the default/non-compliance.

(12) Any compliance or enforcement issue pursuant to this section not resolved may result in formal dispute arbitration, or other appropriate enforcement action pursuant to Section 10. of the Compact, as determined by the Executive Board.

(13) Any member(s) of the Executive Board whose state is involved in any compliance or enforcement issue shall be recused from consideration, discussion, or voting on any such case.

(F) Dispute Arbitration

(1) In the event that a member state's Compact default/non-compliance cannot be resolved through the procedures described in Chapter 8 of the rules, the Executive Board may order arbitration before a three (3) member arbitration panel for determination of the default/non-compliance and enforcement of the Compact.

(2) Each involved state shall submit a signed Arbitration Agreement form which shall include:
   a. Consent that the decision of the majority of the arbitrators is final and binding;
   b. The name of an appointee to the arbitration panel selected by the state(s) alleged to be in default/non-compliance;
   c. The name of an appointee to the arbitration panel selected by the Commission, or
   d. A suggested arbitration panel appointee mutually agreed upon by all parties and independent of the involved state(s).

(3) The Compact Administrator shall coordinate the arbitration process.

(4) Selection of the panel of arbitrators shall be completed, at the direction of the Compact Administrator, within forty (40) days of the decision to appoint a panel.

(5) All parties shall agree on a date for the arbitration to take place, as well as applicable deadlines and procedures for any necessary discovery. In the event no agreement can be reached, these and other procedural decisions shall be made by the arbitration panel.
(6) The location of arbitration shall be the principal offices of the Commission.
(7) The panel shall render a decision within forty-five (45) days of the completion of the arbitration based upon the facts as stipulated, or proven by preponderance of the evidence at any hearing, and as required under the provisions of the Compact and any other applicable statutes, regulations and/or case law.
(8) The panel shall forward its decision to the Chair of the Commission, via the Compact Administrator, and to each involved party state within twenty-one (21) days of its decision.
(9) The decision of the arbitration panel is final and binding.
(10) Unless otherwise agreed by the parties, and at the discretion of the arbitration panel, the prevailing party or parties may be entitled to recover the costs of the arbitration, including reasonable attorneys' fees, if permitted by the laws of the prevailing state.

Effective: 11/5/17
Rule Amplifies: Section 10 of the Compact
Prior Effective Dates: None

Rule 8.4 – Enforcement Remedies against a Defaulting State

(A) Notwithstanding the provisions of paragraphs (D) through (G) of rule 8.2 and paragraphs (D) and (E) of rule 8.3, if the Commission determines that any state has at any time defaulted ("defaulting state") in the performance of any of its obligations or responsibilities under this Compact, or the provisions of the Bylaws or any duly promulgated rules, the Commission may impose any or all of the following penalties:
    (1) Remedial training and technical assistance as directed by the Commission;
    (2) Damages or costs in such amounts as are deemed to be reasonable as fixed by the Commission;
    (3) Suspension of membership in the Compact; and
    (4) Termination of membership in the Compact.
        a. Suspension and termination shall be imposed only after all other reasonable means of securing compliance under the Bylaws and rules have been exhausted.
        b. Notice of suspension or notice of termination shall be sent by the Commission in accordance with the Bylaws.
(B) The grounds for default include, but are not limited to, failure of a member state to perform such obligations or responsibilities imposed upon it by this Compact, Commission Bylaws, or duly promulgated rules. The Commission shall notify the defaulting state in writing of the penalty imposed by the Commission on the defaulting state pending a cure of the default within a reasonable timeframe. The Commission shall stipulate the conditions and the time period within which the defaulting state must cure its default. If the defaulting state fails to cure the default within the time period specified by the Commission, in addition to any other penalties imposed herein, the defaulting state may be terminated from the Compact upon an affirmative vote of a majority of the member states and all rights, privileges, and benefits conferred by this Compact shall be terminated from the effective date of termination.
(C) The defaulting state is responsible for all assessments, obligations, and liabilities incurred through the effective date of termination including any obligations, the performance of which extends beyond the effective date of termination.
(D) The Commission shall not bear any costs relating to the defaulting state unless otherwise mutually agreed upon between the Commission and the defaulting state.
(E) Reinstatement following termination of any party state requires both a reenactment of the Compact by the defaulting state and the approval of the Commission pursuant to the rules.

Effective: 11/5/17
Rule Amplifies: Section 10 of the Compact
Prior Effective Dates: None

Rule 8.5 – Judicial Enforcement

The Commission may also, by majority vote of the members, initiate legal action in the United States District Court for the District of Columbia or, at the discretion of the Commission, in the United States District Court for the Eastern District of Virginia, to enforce compliance with the provisions of the Compact, its duly promulgated rules, and Bylaws, against any member state in default. In the event judicial enforcement is necessary, the prevailing party shall be awarded all costs of such litigation including reasonable attorneys' fees.

Effective: 11/5/17
Rule Amplifies: Section 10 of the Compact
Prior Effective Dates: None

ATTACHMENT H

PT COMPACT BYLAWS

As of December 10, 2025

PT · COMPACT

Physical Therapy Compact Commission

Bylaws

Effective as of December 10, 2025

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Article I. Name

The name of this organization is the Physical Therapy Compact Commission, hereinafter referred to as the Commission.

Article II. Commission Purpose

Pursuant to the terms of the Physical Therapy Licensure Compact (the "Compact"), the Commission is established to fulfill the objectives of the Compact through a means of joint cooperative action among the Member States. The purpose of the Compact is to facilitate the interstate practice of physical therapy with the goal of improving public access to physical therapy services in a manner that preserves the regulatory authority of each Member State to protect the public health and safety through the current system of state licensure.

Article III. Functions

In pursuit of the fundamental objectives set forth in the Compact, the Commission shall, as necessary or required, exercise all of the powers and fulfill all of the duties delegated to it by the Member States. The Commission's activities shall include, but are not limited to, the following:

A. Promulgation of binding rules and operating policies and procedures;
B. Equitable distribution of the costs, benefits, and obligations of the Compact among the Member States;
C. Enforcement of Commission Rules, Bylaws, and Operating Policies and Procedures;
D. Provision of dispute resolution;
E. Coordination of training and education as it relates to the Compact; and
F. Collection and dissemination of information concerning the activities of the Compact, as provided by the Compact, or as determined by the Commission to be warranted by, and consistent with, the objectives and provisions of the Compact.

Article IV. Bylaws

As required by the Compact, these Bylaws shall govern the management and operations of the Commission. As adopted and subsequently amended, these Bylaws shall remain at all times subject to, and limited by, the terms of the Compact.

Article V. Membership

Section 1. Member State Representation.

A. The Commission Membership shall be comprised as provided by the Compact. Each Member State shall have and be limited to one (1) voting representative, selected by the physical therapy licensing board ("Member Board") in the Member State, who shall be the Delegate of the Member State.
B. Each Member State shall forward the name of its Delegate to the Commission staff within ten (10) business days of selecting a Delegate. Member States should consider whether any real or potential Conflict of Interest exists when selecting their Delegate.
C. The Member Board of the Member State shall provide notice to the Commission staff within ten (10) business days whenever a vacancy occurs.
D. Commission staff shall promptly advise the Member Board of the Member State of the need to appoint a new Delegate whenever a vacancy occurs. E. Delegate contingency form.
    1. A Member State shall submit a Delegate Contingency Form to identify, in order, which individual is selected by the Member State in the event the originally selected Delegate is unable to fulfill the duties of Delegate.
    2. The form shall contain a list of at least one contingent delegate who will serve as the Member State's Delegate if the originally appointed delegate is unable to serve.
    3. The information will be maintained by Commission staff and must be reviewed annually by the Member Board.

Section 2. Non-Voting, Ex Officio Representation.

A. In addition to the Delegates identified in Section 1.A. of this Article, the Commission Membership shall also be comprised of representatives appointed by the two organizations identified in Section 7.D.1.b. & c. of the Compact. These individuals shall be appointed by their respective organizations and serve as non-voting, ex officio members.
B. The two organizations identified in Section 7.D.1.b. & c. of the Compact shall forward the name of their appointed representative to the Commission staff within ten (10) business days of the appointment. The two organizations identified in Section 7.D.1.b. & c. should consider whether any real or potential Conflict of Interest exists when selecting their appointed representative.
C. The two organizations identified in Section 7.D.1.b. & c. of the Compact shall provide reasonable notice to the Commission staff whenever a vacancy occurs.
D. Commission staff shall promptly advise the appropriate staff of the two organizations identified in Section 7.D.1.b. & c. of the need to appoint a new representative whenever a vacancy occurs.

Section 3. Withdrawal of Membership in the Compact.

A Member State may withdraw from the Commission by enacting legislation repealing the Compact language. As provided in the Compact, the withdrawal will not take effect until six (6) months after the enactment of the legislation repealing the Compact language.

Section 4. Suspension and Termination of Membership in the Compact.

A. The grounds for default include, but are not limited to, failure of a member state to perform such obligations or responsibilities imposed upon it by the Compact, or the rules and bylaws of the Commission promulgated under the Compact.
B. If the Commission or the Executive Board determines that a Member State has defaulted in the performance of its obligations or responsibilities under the Compact or the adopted Rules, a representative of the Commission shall:
    1. Provide written notice to the defaulting state and other party states of the nature of the default, the proposed means of curing the default, and any action to be taken by the Commission; and
    2. Provide remedial training and specific technical assistance regarding the default to the Delegate of the Member State, including potential ways to cure the default.
    3. If the default is not cured, the Member State's membership in the Commission shall be suspended upon a two-thirds (2/3rds) vote of the Commission. The motion to suspend membership must include the nature of the default and proposed means of timely curing the default.
    4. Following a vote to suspend membership, a representative of the Commission shall send notice of the Commission's decision to the suspended Member State's Delegate, Governor and majority and minority leaders of the legislature, in addition to the board administrator and Delegate of all Member States, within ten (10) business days.
    5. If the Commission determines upon majority vote that the default is not timely cured, a Notice of Intent to Terminate shall be sent to the board administrator and Delegate of all Member States and by certified mail to the Delegate, Governor and majority and minority leaders of the legislature of the defaulting state. The Notice shall indicate that if the default is not cured as directed by the Commission within the timeframe specified in the Notice, the Commission will proceed to vote to Terminate membership in the Compact.

Article VI. Compact Commission, Officers, and Executive Board

Section 1. Officers.

The Officers of the Commission shall be the Chair, Vice Chair, and Secretary/Treasurer. The officers shall be duly appointed Delegates from Member States.

Section 2. Executive Board.

The Executive Board will consist of the Officers of the Commission, four At Large Members, one ex officio non-voting member selected by and representing the organization listed in Section

7.D.1.b. of the Compact, as identified in Rules, and one ex officio non-voting member selected by and representing the organization listed in Section 7.D.1.c. of the Compact, as identified in Rules. The At Large Members shall be duly appointed Delegates from Member States.

A majority of the voting members of the Executive Board will constitute a quorum.

The Executive Board has the power to act on behalf of the Commission according to the terms of the Compact.

Section 3. Duties of the Officers and At Large Members of the Executive Board.

A. Chair

1. Preside at all meetings of the Commission.
2. Preside at all meetings of the Executive Board.
3. Serve as non-voting, ex officio member of all committees.
4. Schedule Executive Board meetings as required.
5. Work with Executive Board members, complete specific strategies in support of the Commission's mission, vision, and goals.
6. Assume such other duties as the Executive Board may delegate.

B. Vice Chair

1. Succeed to the office of Chair for the remainder of the term in case of a vacancy in that office.
2. Assume the duties of the Chair in their absence or incapacitation.
3. Work with Executive Board members, complete specific strategies in support of the Commission's mission, vision, and goals.
4. Assume such other duties as the Executive Board may delegate.

C. Secretary/Treasurer

1. Work with Compact staff to ensure that attendance, votes, and the proceedings of the Executive Board and Compact Commission meetings are recorded and maintained in the permanent records of the Commission.
2. Conduct roll call of Delegates at any meeting of the Compact Commission and Executive Board meetings the official records and to establish the presence of a quorum.
3. Ensure that Compact staff takes and distributes the minutes in a timely manner.
4. Ensure that copies of the minutes of Executive Board meetings are approved as appropriate.
5. Make an annual fiscal report to the Commission.
6. Work with Compact staff to prepare a recommended budget and present it to the Executive Board for approval to submit to the Compact Commission for adoption.
7. Inform Executive Board members of the Commission's financial status at Executive Board meetings.

8. Ensure that an annual, independent audit is conducted and the auditor's recommendations are addressed.
9. Monitor the Commission's financial status, financial policies, and programs.
10. Help the Chair ensure that adequate resources are available to fund Commission programs.
11. Work with Executive Board members to complete specific strategies in support of the Commission's mission, vision, and goals.
12. Assume such other duties as the Executive Board may delegate.

D. At Large Member

1. Work with Executive Board members to complete specific strategies in support of the Commission's mission, vision, and goals.
2. Assume such other duties as the Executive Board may delegate.

Section 4. Election and Succession of the Executive Board.

A. Members of the Executive Board will be elected for a term of three (3) years or until their successors are elected and assume office.
B. Members of the Executive Board cannot serve more than two consecutive full terms in the same office.
C. Members of the Executive Board will assume office at the close of the annual meeting at which the individuals are elected.
D. Members of the Executive Board so elected shall serve without compensation or remuneration, except as provided by the Compact.
E. In the case of a tie vote, the Chair will toss a coin to decide which candidate will go forward into the next round of elections or to decide which candidate is the winner of the election. Heads and tails will be assigned alphabetically by last name (for example, candidate Baird would be assigned "heads" and candidate Thornton would be assigned "tails.")

The table below illustrates how the positions will be staggered for the first time the position is up for election following the adoption of the amendment to this Bylaw on June 27, 2023.

Position	Term End after Amendment	Next Year of Election for Staggering of Terms
Chair	2024	2027
Vice Chair	2025	2028
Secretary/Treasurer	2024	2026
Member-at-Large	2024	2026
Member-at-Large	2024	2027
Member-at-Large	2025	2028
Member-at-Large	2025	2028

Section 5. Vacancies in Office.

A. Chair

The Vice Chair will fill a vacancy occurring in the office of Chair for the remainder of the unexpired term.

B. Vice Chair or Secretary/Treasurer

A vacancy occurring in the position of Vice Chair or Secretary/Treasurer between meetings of the Commission may be filled by appointment by the Executive Board. The appointee will serve for the remainder of the unexpired term.

C. At Large Members

A vacancy occurring in the position of At Large Member between meetings of the Commission may be filled by appointment by the Executive Board. The appointee will serve for the remainder of the unexpired term.

Section 6. Removal from Office.

A. Member of the Executive Board

1. The Executive Board may, by a vote of two-thirds (2/3rds) of the membership of the Executive Board, decide that a member of the Executive Board: has a Conflict of Interest; has become incapacitated and unable to fulfill their duties; has three unexcused absences in a rolling twelve-month period; or has engaged in conduct constituting Cause. In that event, the Executive Board member will be removed or, in the case of Conflict of Interest, resolve the Conflict of Interest to the satisfaction of the Executive Board. The affected Executive Board member will not vote on, and may be excluded from the discussion of, the issues. The decision of the Executive Board is final.
2. A member of the Executive Board may be removed from office for Cause by a twothirds (2/3rds) vote of the Delegates voting at any meeting of the Commission. Cause is defined as conduct that is or could be detrimental to the good name of the organization, potentially or actually disturbs its wellbeing or potentially or actually hampers its work.
3. The removal of a member of the Executive Board in accordance with this section of the Bylaws does not impact that individual's status as the Delegate from the Member State or as the non-voting, ex officio member appointed by one of the organizations identified in Section 7.D.1.b. & c. of the Compact.

B. Member State Delegate

The Delegate from a Member State may be removed or suspended from office as provided by the law in that Member State.

Section 7. Conduct of Business of the Executive Board.

A. Public Notice of Meetings

1. The Executive Board shall meet at least once each calendar year at a time and place to be determined by the Executive Board.
2. Additional meetings may be scheduled at the discretion of the Chair, and must be called upon the request of a majority of the Executive Board.
3. Notice of meetings shall be made at least thirty (30) days before the scheduled meeting date. The meeting notice shall be published on the Commission's website and sent to the board administrator of the Member Board in all Member States.
4. The meeting agenda, including meeting start time and telecommunications information, shall be published on the Commission's website and sent to the board administrator of the Member Board in all Member States no later than seven (7) days before the meeting date. Additional agenda items requiring Executive Board action may not be added to the final agenda, except by an affirmative vote of a majority of the Executive Board.
5. If a special meeting is called, the notice shall be made at least twenty-four (24) hours before the scheduled meeting. The notice shall include the topic(s) that will be discussed at the special meeting. No additional agenda items may be added to the agenda. The notice of a special meeting shall be published on the Commission's website and sent to the board administrator of the Member Board in all Member States.

B. Closed Session

1. Except as provided for in the Compact, all meetings of the Executive Board are open to the public.
2. The Compact authorizes 10 reasons the Executive Board may convene in a closed, non-public meeting. The Commission's legal counsel or designee will certify which of the 10 reasons for which the meeting, or portions of the meeting, is being closed. 3. The Executive Board may meet in closed session only after a majority of the Executive Board votes to convene in a closed, non-public meeting. The vote to convene in a closed session must be done by a roll call vote that reveals the vote of each member of the Executive Board.
4. Consultants, staff, resource individuals, or guests necessary to address the issues may be allowed to attend the closed session at the discretion of the Chair or by a majority vote of the Executive Board.

C. Duties of the Executive Board

1. Recommending the following to the full Commission:
    a. Changes to the Rules or Bylaws.
    b. Changes to the Compact language.
    c. Fees/dues paid by Member States.
    d. Fee charged by the Commission to a licensee purchasing a Compact Privilege.
2. Ensuring administrative services are provided appropriately, including managing any contracts for administrative services.

3. Preparing and recommending to the full Commission an annual budget.
4. Maintaining the financial records on behalf of the Commission.
5. Establishing additional committees, if necessary.
6. Monitoring Member State compliance with the terms of the Compact, including these Bylaws and Rules adopted by the Commission.
7. Delegating appropriate functions and tasks to the Compact Commission Administrator.
8. Any other duties provided for in these Bylaws and Rules adopted by the Commission.

Section 8. Compact Commission.

The Physical Therapy Compact Commission is a joint public agency created and established by the Member States.

A majority of the Commission will constitute a quorum.

Section 9. Duties of the Compact Commission Delegates.

A. Represent their Member State in all meetings of the Commission.
B. Attend the annual meeting of the Commission, and any other meetings of the Commission.
C. Participate in the business and affairs of the Commission.
D. Vote on the promulgation of Rules and creation of Bylaws.

Section 10. Conduct of Business of the Compact Commission.

A. Public Notice of Meetings

1. The Commission shall meet at least once each calendar year at a time and place to be determined by the Commission.
2. Additional meetings may be scheduled at the discretion of the Chair, and must be called upon the request of a majority of the Commission.
3. Notice of meetings shall be made at least thirty (30) days before the scheduled meeting date. The meeting notice shall be published on the Commission's website and sent to the board administrator of the Member Board in all Member States.
4. The meeting agenda, including meeting start time and telecommunications information, shall be published on the Commission's website and sent to the board administrator of the Member Board in all Member States no later than seven (7) days before the meeting date. Additional agenda items requiring Commission action may not be added to the final agenda, except by an affirmative vote of a majority of the Commission.
5. If a special meeting is called, the notice shall be made at least twenty-four (24) hours before the scheduled meeting. The notice shall include the topic(s) that will be discussed at the special meeting. No additional agenda items may be added to the agenda. The notice of a special meeting shall be published on the Commission's

website and sent to the board administrator of the Member Board in all Member States.

B. Notice of Proposed Rulemaking

1. Notice of Proposed Rulemaking shall be made at least thirty (30) days before a meeting at which the Commission reviews and plans to adopt, amend, or rescind a rule.
2. The meeting notice shall be published on the Commission's website and sent to the Member Board in all Member States for publishing on the board's website.
3. The meeting notice shall include information about the meeting time and location, the text of the proposed changes, and the mechanism and timeframe in which interested parties may indicate intention to attend the public meeting and/or submit written comments on the proposed changes.
4. The Commission may proceed with the proposed changes without a public hearing if no written notice of intent to attend by interested parties is timely received.
5. The Commission must hold a public hearing if it is requested in the manner outlined in Section 9.G. of the Compact.

C. Closed Session

1. Except as provided for in the Compact, all meetings of the Commission are open to the public.
2. The Compact authorizes ten (10) reasons the Commission, the Executive Board, or other committees of the Commission may convene in a closed, non-public meeting. The Commission's legal counsel or designee will certify which of the 10 reasons for which the meeting is being closed.
3. The Commission may meet in closed session only after a majority of the Commission votes to convene in a closed, non-public meeting. The vote to convene in a closed session must be done by a roll call vote that reveals the vote of each member of the Commission.
4. Consultants, staff, resource individuals, or guests necessary to address the issues may be allowed to attend at the discretion of the Chair or by a majority vote of the Commission.

D. Election Results

1. When reporting election results to the Commission, the number of votes received by each candidate will not be announced.
2. The number of votes received by each candidate will be provided to the Executive Board, the candidates, or individual voting Delegates upon request.
3. Results and original ballots will be maintained by Compact staff for one year after the date of the election.

E. Seating

1. When meeting in person, all voting Delegates, the individuals appointed to represent the two organizations identified in Section 7.D.1.b. & c. of the Compact, and appropriate Commission staff shall be seated together in a separate designated area.
2. All other attendees will be seated outside of the designated area.

F. Rights and Privileges of Individuals Other than Delegates and Section 7.D.1.b. & c. Appointees ("Non-Delegates") 1.

Adding Item to the Agenda.

Upon written request to the Commission at least ten (10) business days prior to the meeting date, any person who desires to add an item to the agenda and present a statement shall be afforded an opportunity to present an oral statement to the Commission at an open meeting. If the request is not made at least ten (10) business days prior to the meeting date, the Chair will determine whether to add the item to the agenda.

2. Speaking During a Public Meeting.
   Non-Delegates may attend Commission meetings and speak during the public comment period.
3. At the discretion of the Chair, consultants, staff, resource individuals, or other guests may speak to address an issue on the agenda, other than the situations identified in Section 10.F.1.&2. of this Article of the Bylaws.
4. The Chair may limit the time and manner of any statements from non-delegates at any open meeting.
5. Nothing in this Section of the Bylaws shall apply to public rules hearings held in accordance with Section 9.H. of the Compact.

G. Conduct of Business by Mail or Electronically

1. When business is conducted by telecommunications, all members must be notified in advance. Commission staff will establish an electronic mechanism for Delegates to participate in the meeting.
2. If a Delegate is unable to attend an in-person meeting of the Commission, the Member State must notify Commission staff at least ten (10) business days prior to the date of the meeting to allow sufficient time for Commission staff to establish an electronic mechanism for the Delegate to participate in the meeting.
3. For ballot votes, the Delegate will electronically submit their vote to Commission staff. For voice votes, the Delegate will vote via phone.

H. Duties of the Commission

1. Adopt changes to the Rules or Bylaws.
2. Adopt changes to the Compact language.
3. Adopt in rule the fees/dues to be paid by Member States.
4. Adopt in rule the fee charged by the Commission to a licensee purchasing a Compact Privilege.
5. Adopt the budget based on the recommendation from the Executive Board.

6. Enter into contracts for the provision of personnel and other administrative services.
7. Enforce Member State compliance with the terms of the Compact, including these Bylaws and Rules adopted by the Commission.
8. Perform any other necessary or appropriate duties authorized by the Compact.

Section 11. Conflict of Interest.

A. The Commission shall adopt a conflict of interest policy that addresses how to resolve potential conflicts of interest.
B. Delegates shall recuse themselves from voting on any issue where a conflict of interest is determined to exist.

Article VII. Committees and Task Forces

Section 1. Standing Committees of the Commission.

The Commission may establish Standing Committees as deemed necessary to carry on the work of the Commission. The specific functions of any standing committees established by the Commission are described in the Policies.

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

A. Elections Committee.
The Elections Committee will consist of two Delegates, who are not on the Executive Board or slated for election. Committee members will serve two-year terms.

Section 2. Standing Committees of the Executive Board.

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.

Section 3. Task Forces.

Task forces may be established by the Executive Board and the Commission may recommend that the Executive Board establish a task force. Membership will consist of a number sufficient to complete the assigned task and will be assigned for a specific time frame. Individuals other than the Member State's Delegate may be appointed to serve on task forces.

Article VIII. Commission Personnel

Section 1. Commission Staff.

The Executive Board may hire a Compact Commission Administrator, who shall serve at the pleasure of the Executive Board. In lieu of hiring a Compact Commission Administrator, the Executive Board may enter into a contract with a third party for the provision of services, including those of a Compact Commission Administrator. The Compact Commission Administrator shall hire and supervise such other staff as may be authorized by the Commission.

Section 2. Duties of the Compact Commission Administrator.

As the Commission's principal administrator, the Compact Commission Administrator shall perform such other duties as may be delegated by the Commission, the Executive Board, or required by the Compact and these Bylaws, including, but not limited to, the following:

A. Recommend general policies and program initiatives for the Commission's consideration;
B. Recommend for the Commission's consideration administrative personnel policies governing the recruitment, hiring, management, compensation and dismissal of Commission staff;
C. Implement and monitor administration of all policies, programs, and initiatives adopted by the Commission;
D. Prepare draft annual budgets for the Executive Board's consideration;

E. Monitor all Commission expenditures for compliance with approved budgets, and maintain accurate records of the Commission's financial account(s);
F. Monitor Member State compliance with the terms of the Compact, including these Bylaws and Rules adopted by the Commission;
G. Execute contracts on behalf of the Commission as directed;
H. Receive service of process on behalf of the Commission;
I. Prepare and disseminate all required reports and notices directed by the Commission; and
J. Otherwise assist the Executive Board in the performance of its duties under Article VI herein.

Article IX. Qualified Immunity, Defense, and Indemnification

Section 1. Immunity.

The Commission, its Members, officers, Compact Commission Administrator, and employees shall be immune from suit and liability, either personally or in their official capacity, for any claim for damage to or loss of property or personal injury or other civil liability caused or arising out of or relating to any actual or alleged act, error, or omission that occurred, or that the person against whom the claim is made had a reasonable basis for believing occurred within the scope of Commission employment, duties, or responsibilities; provided, that nothing in this paragraph shall be construed to protect any such person from suit and/or liability, for any damage, loss, injury, or liability caused by the intentional or willful or wanton misconduct of that person.

Section 2. Defense.

Subject to the provisions of the Compact and Rules promulgated thereunder, the Commission shall defend the Delegate of a Member State, their representatives or employees, or the Commission, and its representatives or employees in any civil action seeking to impose liability arising out of any actual or alleged act, error, or omission that occurred within the scope of Commission employment, duties, or responsibilities or that the person against whom the claim is made had a reasonable basis for believing occurred within the scope of Commission employment, duties, or responsibilities; provided, that nothing herein shall be construed to prohibit that person from retaining their own counsel; and provided further, that the actual or alleged act, error, or omission did not result from that person's intentional or willful or wanton misconduct.

Section 3. Indemnification.

The Commission shall indemnify and hold harmless the Delegate of a Member State, their representatives or employees, or the Commission, and its representatives or employees, for the amount of any settlement or judgment obtained against that person arising out of or relating to any actual or alleged act, error, or omission that occurred within the scope of Commission

employment, duties, or responsibilities or that such person had a reasonable basis for believing occurred within the scope of Commission employment, duties, or responsibilities; provided, that the actual or alleged act, error, or omission did not result from the intentional or willful or wanton misconduct of that person.

Article X. Finance

Section 1. Fiscal Year.
The Fiscal Year of the Commission shall be January 1 through December 31.

Section 2. Budget.
The Commission shall operate on an annual budget cycle and shall, in any given year, adopt budgets for the following fiscal year or years only after notice and comment as provided by the Compact.

Section 3. Dues.
Each Member State shall pay an annual assessment in accordance with Section 7.F.3. of the Compact. The amount of the annual assessment will be specified in the Rules adopted by the Commission and shall be sent timely to be received no later than ninety (90) after the start of the fiscal year. A Member State will be ineligible to vote on any matters that come before the Commission if the annual assessment is not received within the 90 day timeframe. Voting rights will be restored once the Member State pays the annual assessment. If the assessment is not paid within six (6) months after the start of the fiscal year, the Commission will take appropriate enforcement action in accordance with the Rules adopted by the Commission.

Section 4. Authority to Expend and Disperse Money.
No Delegate or employee of the Commission will have the right or authority to expend any money of the Commission, to incur any liability in its behalf, or to make any commitment which binds the Commission to any expense or financial liability, unless such expenditure, liability, or commitment has been incorporated in the budget or the Executive Board has made an appropriation or has approved a policy to pay same. The Commission may assume debt as a means of financing operations, including credit facilities such as a line of credit. The Commission shall monitor its own and its committees' affairs for compliance with all provisions of the Compact, its Rules, and these Bylaws governing the incursion of debt and the pledging of credit.

Section 5. Accounting and Audit.
The financial records of the Commission will be audited annually by an independent certified public accountant. The audit report will be presented to the Executive Board when the report is

received and to the full Commission at the Commission's annual meeting. The report shall also be made available to the public and shall be included in and become part of the annual report.

The Commission's internal accounts, any workpapers related to any internal audit, and any workpapers related the independent audit shall be confidential; provided, that such materials shall be made available: (1) in compliance with the order of any court of competent jurisdiction; (2) pursuant to such reasonable Rules as the Commission shall promulgate; and (3) to any Delegate of a Member State, or their duly authorized representatives.

Section 6. Travel Reimbursements.
Subject to the availability of budgeted funds and unless otherwise provided by the Commission, Delegates may be reimbursed for any actual and necessary expenses incurred pursuant to their attendance at all duly convened meetings of the Commission, its committees as provided by the Compact, or the Executive Board.

Article XI. Withdrawal, Default, and Termination

Member States may withdraw from the Compact only as provided by the Compact. The Commission may suspend and/or terminate a Member State as provided by the Compact.

Article XII. Parliamentary Authority

Matters of parliamentary procedure not covered by these Bylaws shall be governed by the current edition of *Robert's Rules of Order Newly Revised*.

Article XIII. Adoption and Amendment of Bylaws

Any Bylaw may be adopted, amended, or repealed by a majority vote of the Commission, provided that written notice and the full text of the proposed action is provided to all Delegates of Member States at least thirty (30) days prior to the meeting at which the action is to be considered. Failing the required notice, a two-third (2/3rds) vote of the Delegates of Member States shall be required for such action.

Article XIV. Dissolution of the Compact

The Compact shall dissolve effective upon the date of the withdrawal or the termination by default of a Member State which reduces Membership in the Compact to one Member State as provided by the Compact**.**

Upon dissolution of the Compact, the Compact becomes null and void and shall be of no further force or effect, and the business and affairs of the Commission shall be concluded in an orderly manner and according to applicable law.

ATTACHMENT I

PT COMPACT POLICIES AND PROCEDURES

As of December 10, 2025

PT · COMPACT

POLICY & PROCEDURE MANUAL

PT COMPACT COMMISSION

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POLICY NUMBER: 1.1

AREA: Administration

AUTHORITY: PT Compact – Section 7.C

PURPOSE: To establish the period of time records will be retained and subsequently destroyed by the Physical Therapy Compact Commission (PTCC).

DATE APPROVED: October 28, 2018

Policy:

1. Records are retained at least seven (7) years or as long as is required by law and scanned and stored when appropriate. This must be followed and can only be changed with the approval of the Chief Financial Officer (CFO).

2. When records are stored at an offsite location, they are to be placed in a file storage box with the contents and date clearly noted on the outside of the box to scan and store.

3. The destruction or deletion of records must be approved by the CFO.

4. All files will be maintained in a secure format.

5. Document destruction or deletion, including email, is prohibited if there is any pending or continuing litigation.

POLICY NUMBER: 1.2

AREA: Administration

AUTHORITY: PT Compact – Section 7.C and PT Compact Bylaws Article VI. Section 11

PURPOSE: To establish the process by which conflicts of interest must be disclosed and handled.

DATE APPROVED: October 28, 2018

Policy:

Delegates, Executive Board members, and staff shall disclose all conflicts of interest.

Procedure:

1. Whenever a member of the Executive Board, Delegate, or staff member has a financial or personal interest in any matter coming before the Executive Board or the Physical Therapy Compact Commission (PTCC), the affected person shall:

    a. Fully disclose the nature of the interest; and

    b. Recuse themselves from discussion, lobbying, and voting on the matter.

2. At its discretion, a majority of the Executive Board may allow an individual with a conflict of interest to participate in a discussion, if circumstances warrant.

3. Any transaction or vote involving a potential conflict of interest shall be approved only when a majority of delegates who do not have a conflict of interest determine that it is in the best interest of the Executive Board and/or PTCC to do so. The minutes of meetings at which such votes are taken shall record such disclosure, abstention, and/or rationale for approval.

4. While serving as a Delegate, a member of the Executive Board, or a member of a Committee or Task Force of the PTCC, the member's primary fiduciary obligation shall be to act in the best interest of the Commission as a whole, as opposed to the individual state board for which the member is serving as a delegate.

POLICY NUMBER: 1.3

AREA: Administration

AUTHORITY: PT Compact – Section 7.C

PURPOSE: To facilitate an effective and efficient system for communications within the compact, to state boards, and to other groups.

DATE APPROVED: October 28, 2018

DATE AMENDED: October 27, 2019

Policy:

Compact Delegates shall maintain open communication with physical therapy licensing boards and other interested parties.

Procedure:

1. When an issue arises that needs to be considered by the Physical Therapy Compact Commission (PTCC), Compact Delegates should forward the issue to the PTCC Chair and Compact Administrator.

2. General and routine requests for information regarding the PT Compact may be forwarded to the Compact Administrator, who will maintain a repository of information on behalf of the PTCC.

3. All requests for information regarding the PTCC from the public, an agency, an organization, governmental entity, or other body will be evaluated based on their merit, rules and laws governing the PTCC.

4. Requests for information regarding the PT Compact from an agency, an organization, or governmental entity will be forwarded to the Compact Administrator, who will notify the board administrator of the physical therapy board in the state where the request originated.

5. Any Compact Delegate who agrees to speak about the PT Compact to an entity located in a non-compact member state shall send a courtesy email to the PTCC Chair, Compact Administrator, and board administrator of the physical therapy board of the state in which the speech will be given prior to the speech.

6. The Compact Administrator will notify member boards regarding actions taken by the PTCC, as directed by the PTCC Chair or Executive Board.

POLICY NUMBER: 1.4

AREA: Administration

AUTHORITY: PT Compact – Section 11.C

PURPOSE: To describe the process for a member state to withdraw from the compact.

DATE APPROVED: October 28, 2018

Policy:

Any member state may withdraw from the Physical Therapy Compact by enacting legislation repealing the Compact language. As provided in the Compact language, the withdrawal will not take effect until six (6) months after the enactment of the legislation repealing the Compact language.

Procedure:

1. Action by the state wishing to withdraw from the PT Compact

    a. The state shall send electronic or written notification to the Physical Therapy Compact Commission (PTCC) Chair and Compact Administrator of the intent to withdraw prior to initiating the formal process as described in the state's Compact law.

    b. The state shall develop a timetable for the withdrawal process and communicate the timetable to all interested parties consistent with the PT Compact.

    c. The timetable shall provide reasonable time for notification of physical therapists and physical therapist assistants holding active compact privileges or purchasing new compact privileges in the withdrawing state and time for those PTs and PTAs to obtain a license in the withdrawing state.

    d. The withdrawing state shall forward a copy of the repealing statute to the Compact Administrator.

2. Responsibilities of the Physical Therapy Compact Commission (PTCC)

    The PTCC shall notify all states, member and non-member, and all compact privilege holders, who have compact privileges in the withdrawing state or

compact privilege holders who designated the withdrawing state as their home residence, of the state's effective date of withdrawal from the PT Compact.

POLICY NUMBER: 1.5

AREA: Administration

AUTHORITY: PT Compact Bylaws – Article VII. Section 1

PURPOSE: To establish Physical Therapy Compact Commission (PTCC) elections procedure.

DATE APPROVED: October 28, 2018

Procedure:

1. An elections committee, made up of two members not on the Executive Board, will solicit nominations at least two months prior to the PTCC Annual Meeting. Nominations for the Executive Board may be made until one month prior to the PTCC Annual Meeting or from the floor during the annual meeting.

2. The Elections Committee will tally and verify the election and report the results to the PTCC Delegates during the PTCC Annual Meeting. Members of the Executive Board shall be elected by majority vote. Any election resulting in a tie will be decided by lot.

POLICY NUMBER: 1.6

AREA: Administration

AUTHORITY: PT Compact – Section 3.D

PURPOSE: To establish a process by which member states can submit and change state fees required to purchase compact privileges.

DATE APPROVED: October 28, 2018

DATE AMENDED: October 27, 2019

Policy:

Physical Therapy Compact Commission (PTCC) member states establishing or changing the state fees required to obtain a compact privilege in that state must notify the PTCC.

Procedure:

1. A member state may set the state fee to purchase a compact privilege in that state at any amount.

2. A member state must send electronic or written notification to the Compact Administrator of a change to the state fee amount.

3. The PTCC will have up to thirty (30) days from the date the Compact Administrator is notified to implement any state fee changes in the PTCC system. The Compact Administrator will notify the member state once the change is made.

POLICY NUMBER: 1.7

AREA: Administration

AUTHORITY: PT Compact – Section 7.C and PT Compact Rule 8.3 and 8.4

PURPOSE: To establish how and when compact privilege holders will be notified when a compact member state is suspended or terminated.

DATE APPROVED: October 28, 2018

Policy:

Upon a compact member state's suspension or termination, all individuals holding active compact privileges in that state shall be notified by the Physical Therapy Compact Commission (PTCC).

Procedure:

Suspension of a PTCC Member State

1. Thirty (30) days prior to a meeting of the full PTCC to discuss the potential suspension of a PTCC member state, the Compact Administrator shall send electronic notification of the potential of suspension to all individuals holding active compact privileges in the state and all individuals who designated the state as their home state.

2. Within 24 hours of the official vote to suspend by the PTCC, the Compact Administrator shall send an electronic notification to all individuals holding active compact privileges in the suspended state that compact privileges will be deactivated until further notice and thus are no longer valid in the suspended state.

3. Within 24 hours of the official vote to lift a suspension by the PTCC, the Compact Administrator shall send an electronic notification to all individuals with deactivated compact privileges associated with said state notifying them that all unexpired compact privileges will be re-activated within five (5) business days and thus are valid.

Termination of a PTCC Member State

1. Thirty (30) days prior to a meeting of the full PTCC to discuss the potential termination of a PTCC member state, the Compact Administrator shall send electronic notification of the potential of termination to all individuals holding active compact privileges in the state and all individuals who designated the state as their home state.

2. Within 24 hours of the official vote to terminate by the PTCC, the Compact Administrator shall send an electronic notification to all individuals holding active compact privileges for the terminated state that compact privileges are no longer valid and will be terminated immediately.

3. Within 24 hours of the official vote to terminate by the PTCC, the Compact Administrator shall send an electronic notification to all individuals with a home state that has been terminated from the PT Compact that any compact privileges associated with their home state license will be terminated immediately.

POLICY NUMBER: 1.8

AREA: Administration

AUTHORITY: PT Compact – Section 7.C

PURPOSE: To establish how refunds and charge backs for compact privileges are processed.

DATE APPROVED: October 28, 2018

Policy:

The Physical Therapy Compact Commission (PTCC) has the ability to approve refunds on a case by case basis in circumstances deemed extraordinary. In addition, if no payment is received due to a credit card charge back, the Compact Administrator shall terminate compact privileges due to non-payment and prevent an individual from purchasing any additional compact privileges until non-payment is remedied in accordance with Rule 3.9.

Procedure:

Refunds

1. Upon electronic or written request for a refund, the Compact Administrator will gather information regarding the specific circumstances. If the Compact Administrator, in consultation with the Chief Financial Officer, determines circumstances warrant a refund, the Compact Administrator will process the refund request. If the request is denied, the Compact Administrator will notify the requesting party of the decision.

2. Once a refund request is approved, the Compact Administrator will notify the state(s) that would be impacted due to the refund.

3. Refund approvals will be documented and include reasons the request was granted.

Charge Backs

1. Upon notification of a credit card charge back, the Compact Administrator will seek a resolution with the credit card holder for payment and notify them that compact privileges will be terminated if no payment is received.

2. If payment is not received within five (5) days, the Compact Administrator shall terminate any compact privileges associated with the non-payment and notify the associated states.

3. The Compact Administrator will block an individual who has an outstanding non-payment issue from purchasing any additional compact privileges until the non-payment issue is remedied.

POLICY NUMBER: 1.9

AREA: Administration

AUTHORITY: PT Compact – Section 5 and PT Compact Rule 4.1

PURPOSE: To establish the process by which military service will be verified by the Physical Therapy Compact Commission (PTCC).

DATE APPROVED: October 28, 2018

Policy:

To demonstrate eligibility for the benefits established in Section 5 of the Compact and/or for eligibility for state compact privilege fee waivers, where appropriate, the PTCC requires the verification of military service for active duty service members and their spouses and veterans from individuals that indicate that status during the compact privilege purchase process.

Procedure:

Active Duty Military Members, Active Duty Military Spouses, and Veterans

1. Any person requesting the status of active duty military or spouse of an active duty military member must send the PTCC a copy of their current and valid military identification card issued by the United States government or other acceptable proof. The required identification must be sent to military@ptcompact.org.

2. Any person requesting the status of military veteran must send the PTCC a copy of their current and valid veteran identification card issued by the United States government or other acceptable proof. The required identification must be sent to military@ptcompact.org.

POLICY NUMBER: 1.10

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

DATE AMENDED: December 10, 2025

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. The Compact Administrator will make any necessary changes to home state on record based on the information collected.

POLICY NUMBER: 1.11

AREA: Administration

AUTHORITY: PT Compact – Section 7.C and PT Compact Rule 3.1

PURPOSE: To establish the process by which member states can require compact privileges holders to provide the location of workplaces and facilities where physical therapy is conducted.

DATE APPROVED: October 28, 2018

Policy:

The Physical Therapy Compact Commission (PTCC) allows member states to require compact privilege holders to notify the licensing board of the physical location(s) where the individual is providing physical therapy services within that remote state.

Procedure:

1. A member state physical therapy board may send an electronic or written request to an individual holding a current compact privilege in the state to submit the location(s) where the individual is currently providing physical therapy services within that remote state, if available. However, said information cannot be a requirement to obtain or maintain a compact privilege.

2. Any location information collected shall be maintained by the state.

POLICY NUMBER: 1.12

AREA: Administration

AUTHORITY: PT Compact – Section 7.E and PT Compact Bylaws – Article VI. Section 3.C

PURPOSE: To establish the process by which minutes will be drafted, reviewed, and posted.

DATE APPROVED: October 28, 2018

DATE AMENDED: October 25, 2020

Policy:

Minutes will be drafted, reviewed, and posted in a timely manner following the conclusion of a meeting.

Procedure:

1. Minutes of official Physical Therapy Compact Commission (PTCC) meetings, including Commission, Executive Board, Committees, and Task Forces, will be drafted and submitted to the respective entity for review and comment within (5) business days after the conclusion of the meeting.

2. After review, draft minutes will be posted publicly within ten (10) business days after the conclusion of the meeting by the appointed designee.

POLICY NUMBER: 1.13

AREA: Administration

AUTHORITY: PT Compact Bylaws – Article VII. Section 2

PURPOSE: To establish the role and duties of the Physical Therapy Compact Commission (PTCC) Finance Committee.

DATE APPROVED: October 28, 2018

Policy:

As delegated by the Treasurer, the Finance Committee shall provide support in the performance of the duties of the Treasurer as outlined in Article VI Section 3.C of the Bylaws

Procedure:

The Treasurer may direct the Finance Committee to assist in tasks such as:

1. Serving in an advisory role in developing financial policies and practices.
2. Reviewing quarterly financial reports and annual budget.
3. Other duties as assigned.

POLICY NUMBER: 1.14

AREA: Administration

AUTHORITY: PT Compact Bylaws – Article VII. Section 2

PURPOSE: To establish the role and duties of the Physical Therapy Compact Commission (PTCC) Rules and Bylaws Committee.

DATE APPROVED: October 28, 2018

Procedure:

Annual Review of Rules and Bylaws

1. Annually, at a time determined by the Committee Chair, the Rules and Bylaws Committee will solicit suggestions from PTCC Delegates, member state board Administrators, and PTCC staff for suggested amendments to the PTCC Rules and Bylaws.

2. The Committee will review all submitted suggestions and draft proposed amendments for any suggestions that the Committee mutually agrees should be made.

3. The Committee will then provide both the Executive Board and all PTCC Delegates and member state board Administrators the opportunity for informal review and comment on the proposed draft amendments prior to making any official recommendation.

4. After consideration of informal comments on the proposed draft amendments, the Committee will make changes that it agrees should be made and vote on a final version of the proposed draft amendments to recommend for Executive Board consideration.

5. If the Executive Board does not vote to recommend the proposed draft amendments for consideration by the full Commission, the Committee will review the amendments and revise as necessary before voting again to recommend to the Executive Board.

Emergency Rules and Bylaws Amendments

In the case of the adoption of emergency amendments to the Rules and Bylaws, the Committee will begin the usual rulemaking process no later than ninety (90) days after the effective date of the rule.

POLICY NUMBER: 1.15

AREA: Administration

AUTHORITY: PT Compact – Section 7.C

PURPOSE: To establish the employment policies for Physical Therapy Compact Commission (PTCC) staff.

DATE APPROVED: October 28, 2018

Policy:

PTCC staff will have employment policies provided at the time of employment by the PTCC or, if staff is employed and managed through a third party, said third party employer shall provide a copy of the employment policies governing PTCC staff and administer the employment policies as necessary. A copy of the employment policies will be provided to the PTCC Executive Board upon request.

POLICY NUMBER: 1.16

AREA: Administration

AUTHORITY: PT Compact Bylaws – Article VI. Section 3.C

PURPOSE: To establish financial processes of the Physical Therapy Compact Commission (PTCC).

DATE APPROVED: October 28, 2018

DATE AMENDED: October 25, 2020; October 27, 2019

Policy:

The PTCC finances shall be conducted in accordance with common financial practices and shared with PTCC members.

Procedure:

Financial Reporting

1. Treasurer's Report at Annual Meeting
   The Treasurer of the PTCC, with the assistance of the Chief Financial Officer (CFO), will present an annual report to the PTCC Delegates at the Annual Meeting.

2. Review of Financial Activities
   Financial statements will be prepared in a timely manner at the conclusion of each quarter. Such statements will be distributed to the Treasurer, Finance Committee, and Executive Board.

3. Reporting Financial Matters to Member Boards
   Actual incomes and expenses will be published and shared with the Delegates and member state board Administrators after the end of the fiscal year or after an annual audit is completed.

Annual Budget

1. The CFO and Compact Administrator will summarize and discuss the proposed annual budget with the Treasurer. The Treasurer will submit the annual budget to the Executive Board for consideration.

2. The Executive Board will submit the proposed annual budget for consideration and vote by the full Commission at its annual meeting.

Remittal of State Compact Privilege Fees

1. No later than fourteen (14) business days following the conclusion of each month, the CFO will remit back to the appropriate state, in the form of a check, the net of the gross compact privilege fees collected on behalf of the state minus a 3.5% processing charge for each compact privilege purchased rounded up to the nearest dollar.

POLICY NUMBER: 1.17

AREA: Administration

AUTHORITY: PT Compact Bylaws – Article VII. Section 2

PURPOSE: To establish the role and duties of the Physical Therapy Compact Commission (PTCC) Compliance Committee.

DATE APPROVED: October 24, 2021

Policy:

The Compliance Committee shall assist in monitoring compact member state compliance with the requirements of the PT Compact, assist in remediation, and make recommendations to the Executive Board regarding enforcement actions, when necessary.

Procedure:

The Compact Administrator shall be responsible for coordinating the entire process with involvement of members of the Compliance Committee as outlined below.

Compliance Monitoring and Reporting

STEP 1 – Quarterly Compliance Reporting.

1) The Compact Administrator shall send each compact state a quarterly report on its compliance with the key factors.

a) The report shall highlight compliance and non-compliance for each factor.

b) Allow 2 weeks for the member state to proactively contact the Compact Administrator in response to any factors not in compliance.

c) If steps are taken to achieve compliance, move the member state off the list of non-compliance and include member state in the report to the Compliance Committee at the next meeting.

d) If the member state contact does not proactively contact the Compact Administrator in response to non-compliance within 2 weeks, move forward to next step.

STEP 2 – Quarterly Report to Compliance Committee.

1) The Compact Administrator shall send the Compliance Committee a quarterly update on the compliance of compact states.

a) The Committee will meet quarterly, if needed, to address compliance issues.

STEP 3 - Discussion with member state regarding non-compliance.

1) The Compact Administrator shall request a meeting to discuss the non-compliance member state and understand any barriers the state faces.

2) Attendees of the meeting shall be a representative from the member state, the PT Compact Administrator, and a representative from a Compact Member State whose board is of similar structure (independent, umbrella, etc).

a) Non-compliance is directly discussed and steps to remediate the non-compliance are identified.

b) Per Section 10(B).1b of the compact language, as necessary, the Commission, through the Compact Administrator, will provide remedial training and technical assistance to a non-compliant state.

c) A deadline for compliance is established. Deadlines may vary depending on the hierarchy matrix created regarding how concerning non-compliance is in each area.

d) If compliance is achieved, move the member state off the list of non-compliance and include member state in the report to the Compliance Committee at the next meeting.

e) If deadline is reached and non-compliance persists, move forward to next step.

STEP 4 – Preliminary notification of non-compliance.

1) The Compact Administrator and PTCC Chair shall send preliminary notification of non-compliance letter to the compact member state Administrator and Compact Delegate.

a) Non-compliance is identified in the letter with a request for a meeting on a scheduled date.

b) Meeting is held with member state, Compact Administrator, and PTCC Chair on date scheduled to discuss non-compliance.

c) A verbal agreement is made that clearly lists steps to be completed with deadlines associated with each step.

d) After the meeting occurs, revised notification is sent by the Compact Administrator documenting the agreed-upon remedial steps to be taken with associated deadlines and notification that, if the compliance is not reached by the deadline, the non-compliance shall be referred to the Compliance Committee for consideration.

e) If compliance is achieved, move the member state off the list of non-compliance and include member state in the report to the Compliance Committee at the next meeting.

f) If deadline is reached and non-compliance persists, move forward to next step.

STEP 5 - Non-compliance reported to Compliance Committee.

1) The Compact Administrator shall notify the Compliance Committee of the non-compliance issue and schedule a committee meeting.

a) Compact Administrator provides a summary report to the Compliance Committee, including dates of each prior step taken and the associated response by member state.
b) Committee reviews report for member state in non-compliance and recommendations for compliance enforcement are discussed and voted on by the committee. Recommendation may be to suspend until remediated or termination.
c) If compliance is achieved during this time period, move the member state off the list of non-compliance and include member state in a report to the Executive Board at its next meeting.
d) If compliance is not achieved, Committee recommendations are sent to the Executive Board by the Compact Administrator and put on the agenda for the next Executive Board Meeting.

STEP 6 - Executive Board Action.

1) The Compact Administrator shall notify the Executive Board of the non-compliance issue and schedule a meeting.

a) The Compact Administrator shall provide the Executive Board with a summary report and Compliance Committee recommendation. The Executive Board shall vote on action to be taken. Recommendation may be to take no action, suspend the state's membership in the Compact until remediated, or terminate the state's membership in the Compact, to be considered by the full Commission at an emergency meeting of the full Commission or at its next annual meeting.
b) The state shall have an opportunity for dispute resolution as provided for in Compact law, rules, and bylaws.
c) If compliance is achieved during this time period, move the member state off the list of non-compliance and include member state in a report to the Executive Board at its next meeting.

STEP 7 – Full Commission Board Action.

1) The Compact Administrator shall notify the full Commission of the non-compliance issue and schedule a meeting.

a) The Compact Administrator shall provide the full Commission with a summary report and Executive Board recommendation. The full Commission shall vote on the issue and may take no action, suspend the state's membership in the Compact until the issues are remediated, terminate the state's membership in the Compact, or take other action within their discretion.
b) If the full Commission recommends to suspend or terminate the defaulting state, notice shall be sent to all required parties to include the nature of default and means of curing the default, per Section 10B of the physical therapy compact model language.

c) The state shall have an opportunity for dispute resolution as provided for in Compact law, rules, and bylaws.
d) If compliance is achieved during this time period, move the member state off the list of non-compliance and include member state in a report to the Executive Board at its next meeting and notify the full Commission.

POLICY NUMBER: 1.18

AREA: Administration

AUTHORITY: PT Compact Bylaws – Article VII. Section 2

PURPOSE: To establish the role and duties of the Physical Therapy Compact Commission (PTCC) Education and Outreach Committee.

DATE APPROVED: June 17, 2024

Policy:

The Education and Outreach Committee shall ensure educational and outreach materials, including presentations, online resources, and handouts, are accurate, up-to-date, and address the needs of the intended stakeholder. Stakeholders include, but are not limited to, state licensing boards, state professional chapters, employers, potential compact privilege holders, and PT/PTA program educators.

Procedure:

- In consultation with the Executive Board for prioritization of initiatives, committee members will develop educational and outreach materials for the various stakeholders, subject materials to peer review for accuracy and relevance, and incorporate feedback into the developed materials.
- The Committee will identify relevant topics for an educational activity or event, secure speakers or subject matters experts, promote the activity or event through appropriate channels, and stay within budgetary constraints when applicable. Committee members will collect feedback from activity/event participants for continuous improvement.

POLICY NUMBER: 2.1

AREA: Implementation

AUTHORITY: PT Compact – Section 7.C

PURPOSE: To assure that states prepare/adopt language consistent with the model Physical Therapy Compact language.

DATE APPROVED: October 28, 2018

DATE AMENDED: June 17, 2024

Policy:

1. Any Compact or enabling statute provisions that require a physical therapist (PT) or physical therapist assistant (PTA) to meet additional requirements to obtain or maintain a compact privilege will be deemed to impose material limitations and conditions on the exercise of the compact privilege and to constitute a material variation from the Compact enacted by the existing member states.

2. Compact or enabling statute provisions that require a PT or PTA, directly or through the employer, to notify the state board of physical therapy that the PT or PTA is practicing in the state so that the state may determine the availability of PTs or PTAs or practice patterns within its jurisdiction, etc. are not deemed to impose a material limitation or condition on the exercise of the compact privilege or to constitute a material variation from the Compact enacted by the existing party states so long as the state does not require registration (other than to access a jurisprudence exam), payment of a fee, and/or satisfaction of background checks or either condition as a precondition to practice on a compact privilege in the state.

Procedure:

1. If PTCC staff or PTCC delegate becomes aware of proposed compact legislation or when the Physical Therapy Compact is enacted by a new state, the Compact Administrator will review the statute adopting the Compact to determine whether the statute imposes material limitations and conditions on the ability to practice in the state pursuant to a compact privilege and whether the Compact, as enacted, contains other material variations from the Compact as enacted by existing member states. All reasonable efforts will be made to notify a state which introduces proposed compact legislation, prior to the enactment of said statute.

2. Upon enactment by a jurisdiction of a law intended as that jurisdiction's adoption of the Compact, the PTCC Executive Board, in consultation with legal counsel, shall review the enacted law to determine whether it contains any provisions that materially deviate or conflict with the model statute. If the Executive Board determines that the Compact statute as enacted by a new state is materially different from the enactments of the other member states, the Compact Administrator will notify the new state that the PTCC will not recognize it as effectively adopting the Compact and identify the reasons therefore.

    a. To the extent possible and practicable, this determination shall be made by the Executive Board after the date of enactment but before the effective date of such law. If the timeframe between enactment and effective date is insufficient to allow for this determination to be made by the Executive Board prior to the law's effective date, the Executive Board shall make the determination required by this paragraph as soon as practicable after the law's effective date. The fact that such a review may occur subsequent to the law's effective date shall not impair or prevent the application of the procedure set forth in this policy.

    b. In the event the enacted law contains one or more provisions that the Executive Board determines materially conflicts or deviates from the model statute, the jurisdiction shall be ineligible for membership in the PTCC or to become a party to the Compact, and the jurisdiction shall be so notified within fifteen (15) days of the Executive Board's decision.

    c. A jurisdiction deemed ineligible for Compact membership and PTCC participation pursuant to this policy shall not be entitled to any of the rights, privileges, or benefits of a Member State as set forth in the model statute and the rules, bylaws, and policies and procedures adopted by the PTCC. Without limiting the foregoing, a jurisdiction deemed ineligible for membership and participation shall not be entitled to appoint a Delegate.

3. A jurisdiction determined to be ineligible for Compact membership and PTCC participation pursuant to this policy may, within thirty (30) days of the date of the decision, appeal the Executive Board's decision to the full Commission. An appeal received by the Commission shall be deemed filed on the date it is sent to the Commission. If there is an appeal to the Commission, the Commission shall review de novo whether the jurisdiction's enacted law materially conflicts with the model statute. The provision of paragraph 2.c. of this policy shall apply during the pendency of any such appeal. The Commission's decision may be appealed within thirty (30) days of the date of its decision to a court of competent jurisdiction identified in Section 7.A.2. of the model statute.

4. Subsequent to the determination that a jurisdiction's enacted law contains provision(s) that materially conflict with or deviate from the model statute, the jurisdiction may

enact new legislation to remove the conflict or deviation. The new legislation shall be reviewed as set forth in this policy.

5. In the event a Member State, subsequent to its enactment of the Compact, enacts amendment(s) to its Compact law, or enacts another law or laws that may in any way alter or impact any provision or application of the Member State's enacted Compact law, the Member State shall so inform the PTCC within fifteen (15) days of the enactment of such amendment(s) or law(s). After being so informed by the Member State, or learning of such amendment(s) or law(s) from any other source, the Executive Board shall review the amendment(s) or law(s) in accordance with the steps outlined in this policy. In the event the Executive Board determines such amendment(s) or law(s) materially conflict with or deviate from the model statute, the PTCC shall determine if the amendment(s) or law(s) constitute a condition of default pursuant to Section 10 of the model statute and, if so, proceed according to the process established in Section 10 and the rules, bylaws, and policies and procedures adopted by the Commission.

6. For the purposes of determining whether a provision of any enacted law or amendment materially deviates from or conflicts with the model statute, the Executive Board and the PTCC shall consider the following, among other factors:

    a. Whether the provision constitutes a material alternation of the rights and obligations of the enacting jurisdiction or of Member States.
    b. Whether the provision enlarges the liability or compromises the immunity of the Commission or any authorized agent of the Commission.
    c. Whether the provision modifies venue in proceedings involving the Commission.
    d. Whether the provision restricts the privileges or authorizations to practice as set forth in the model statute.
    e. Whether the provision would allow the jurisdiction to negate or delay the applicability of a duly promulgated Commission rule in the jurisdiction.
    f. Whether the provision would result in the reduction or elimination of fees, levies, or assessments payable by the jurisdiction and/or physical therapists or physical therapist assistants seeking a compact privilege in the jurisdiction.
    g. Whether the provision fundamentally alters the nature of the agreement entered into by Member States that have adopted the Compact.
    h. Whether there is a remedial mechanism satisfactory to the Executive Boad and/or Commission, whereby the effect of such law or amendment can be mitigated so as to minimize or eliminate the practical effect of any material conflict or deviation.
    i. Whether the provision strikes or amends model statutory language based upon a provision of the model statute being contrary to the Constitution of that jurisdiction, and the Executive Board and/or Commission determines that the

remainder of the Compact can be implemented effectively, and without compromising the rights of the Commission and the Member States, without such unconstitutional provision.

7. States enacting compact legislation that are determined to be materially equivalent by the Compact Administrator will automatically be deemed a member of the PTCC. Subsequently, the Compact Administrator will send electronic notification to the Executive Board, Delegates, and the board administrator of the new member state physical therapy board.

POLICY NUMBER: 2.2

AREA: Implementation

AUTHORITY: PT Compact – Section 3 and PT Compact Rule 2.1 and 2.2

PURPOSE: To provide guidance to member states regarding the requirements to complete the implementation of the Physical Therapy Compact (PT Compact) to be ready to issue and accept compact privileges.

DATE APPROVED: October 28, 2018

Policy:

A member state must satisfactorily demonstrate its readiness to begin issuing and accepting compact privileges before physical therapists (PTs) and physical therapist assistants (PTAs) in that state can obtain compact privileges in remote compact member states or PTs and PTAs can obtain compact privileges to practice/work in said state.

Procedure:

Member states must implement the following items and inform the Compact Administrator:

1. Submit the member state approved delegate to serve on the PT Compact Commission.

2. Have member state delegate and appropriate staff participate in the PT Compact implementation calls.

3. Fully implement the FBI Criminal Background Check requirement in accordance with Rule 2.1.

4. Require continuing competence for license renewal for physical therapists and physical therapist assistants.

5. Fully implement the requirements of Rule 6.1 regarding the data system.

6. Establish a state fee for compact privilege (note: the state fee can be set at $0).

7. Determine the state requirement for jurisprudence, if any.

8. If necessary, adopt any new rules related to the PT Compact.

9. Determine if the state will waive state fees for active duty military members, active duty military spouses, and/or veterans.

POLICY NUMBER: 2.3

AREA: Implementation

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

PURPOSE: To establish the process by which compact privilege holders must notify the Physical Therapy Compact Commission (PTCC) of a change in home state.

DATE APPROVED: October 28, 2018

DATE AMENDED: June 17, 2024

Policy:

Compact privilege holders must notify the PTCC of a change of home state address within sixty (60) days per Rule 3.1.

Procedure:

1. If a compact privilege holder changes home state, as defined in Rules, the individual must update their profile in the PT Compact system by logging into their personal profile at ptcompact.org and submitting the associated change of address and driver's license or state identification information for the new home state.

2. Address changes other than those that affect an individual's home state, such as in the case of temporary relocation, do not need to be made in the PT Compact system as it may incorrectly adversely impact the status of compact privileges.

POLICY NUMBER: 2.4

AREA: Implementation

AUTHORITY: PT Compact – Section 3.A and PT Compact Rule 2.1

PURPOSE: To provide guidance to member states regarding the Federal Bureau of Investigation (FBI) Criminal Background Check.

DATE APPROVED: October 28, 2018

Policy:

A member state must fully implement the FBI Criminal Background Check (FBI CBC) requirement in accordance with Rule 2.1.

Procedure:

1. States with Existing Requirements that May Comply with Rule 2.1

   A member state that has existing laws or rules that it believes already comply with Rule 2.1 must get approval from the Compact Administrator that it does meet the requirement in accordance with Rule 2.1.

2. States without Exiting Requirements that Comply with Rule 2.1

   A member state that does not have existing laws or rules that comply with Rule 2.1 must work with appropriate state agencies and the Federal Bureau of Investigation to get the required approval to receive the FBI CBC information. Once approval is granted the member state must provide the Compact Administrator with an anticipated date the state will meet the requirement in accordance with Rule 2.1.

POLICY NUMBER: 3.1

AREA: Discipline

AUTHORITY: PT Compact – Section 3.A, 6.F and PT Compact Rule 6.7

PURPOSE: To assist party states in obtaining evidence for investigative and disciplinary purposes when an incident occurs in another party state.

DATE APPROVED: October 28, 2018

DATE AMENDED: October 27, 2019

Policy:

Compact member states will assist in obtaining evidence necessary for investigations and disciplinary proceedings in party states, as allowed by state law and Physical Therapy Compact Commission (PTCC) Rules.

Procedure:

1. The party state requesting investigatory information shall communicate directly with the physical therapy licensing authority of the state making the notification of available investigatory information. The designated staff of each state shall come to a mutual agreement on what information will then be formally requested in writing and shared between the states based on their respective state laws.
2. The party state needing the documentary evidence shall request, in writing, that the physical therapy licensing authority of the state where the incident occurred obtain the requested records.
3. The request shall be specific regarding the time frame to be covered and documents needed (medical records, personnel records, policies, time records, etc.)
4. The party state where the incident occurred shall acknowledge the request within 10 business days of receipt and will provide an estimated time within which the information will be provided.
5. Party state will facilitate obtaining requested records as allowed by state law and PTCC rules, including but not limited to subpoenas and formal requests.
6. Those party states allowed by law to issue subpoenas will do so within 10 days of receipt of request.

POLICY NUMBER: 3.2

AREA: Discipline

AUTHORITY: PT Compact Rules - 6.3 and 6.4

PURPOSE: To establish the process by which member states will report adverse actions to the Physical Therapy Compact Commission (PTCC).

DATE APPROVED: October 30, 2022; October 25, 2020; October 28, 2018

Policy:

Member states must report any new adverse actions taken on a license or compact privilege to the PTCC.

Procedure:

1. Member states will use the jurisdiction interface of the Federation of State Boards of Physical Therapy (FSBPT) Electronic Licensure and Disciplinary Database (ELDD) to log any disciplinary action taken on a license or compact privilege in accordance with the requirements of Rule 6.4.

2. The effective date of the adverse action as reference in Rule 6.4 is to be defined as the date in which the board order officially goes into effect subsequent to any appeals or mandated delays.

3. Member states are to report adverse actions as soon as possible and do not need to wait until the maximum number of days allowed in the requirements of Rule 6.4. Adverse actions determined by the member state to be related to a significant threat to public protection should be reported at the earliest possible date after the effective date of the action.

POLICY NUMBER: 3.3

AREA: Discipline

AUTHORITY: PT Compact Rules - 6.3 and 6.4

PURPOSE: To establish the procedure for the reversal of adverse actions.

DATE APPROVED: October 25, 2020; October 28, 2018

Policy:

If an adverse action, which has a negative effect on eligibility for compact privileges, is reversed, the member state will notify the Physical Therapy Compact Commission (PTCC).

Procedure:

1. A member state that has reversed an adverse action will use the Federation of State Boards of Physical Therapy (FSBPT) jurisdiction interface to reverse/remove the adverse action within five (5) business days.

2. A member state that has reversed an adverse action will send an email notification to the Compact Administrator within five (5) business days, and subsequently the PTCC will update the individual's record and reactivate any associated unexpired compact privileges within ten (10) business days.

POLICY NUMBER: 3.4

AREA: Discipline

AUTHORITY: PT Compact Rules - 6.3 and 6.4

TOPIC: Reporting of Encumbrances

PURPOSE: To establish the process by which member states will report encumbrances to the Physical Therapy Compact Commission (PTCC).

DATE APPROVED: October 25, 2020; October 28, 2018

Policy:

Member states must report the addition and removal of any encumbrances on a license or licensee or compact privilege or compact privilege holder to the PTCC.

Procedure:

1. Member states will send an electronic notification to the Compact Administrator of any active licensee or compact privilege holder that has an encumbrance on their license.

2. Member states placing new encumbrances on a license or compact privilege must send an electronic notification to the Compact Administrator within two (2) business days of the effective date of the action.

3. Member states removing encumbrances on a license or compact privilege must send an electronic notification to the Compact Administrator within two (2) business days of the effective date of the action.

POLICY NUMBER: 3.5

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.

DATE APPROVED: October 28, 2018

DATE AMENDED: October 25, 2020; October 27, 2019

Policy:

The Physical Therapy Compact Commission (PTCC) will terminate compact privileges, as required by law, when notified by a party state that in accordance with due process the state has taken an adverse action against an individual's license or compact privilege.

Procedure:

1. The Compact Administrator will report any possible violation of PT Compact Law, Rules, Bylaws, or Policies by a compact privilege holder to the appropriate state board(s) to determine what adverse action should be taken, if any.

2. Upon termination of a compact privilege, the PTCC will send electronic notification to the individual that all associated compact privileges were terminated.

3. Upon termination of compact privileges, the PTCC will send electronic notification to the state(s) where the compact privilege was held that the compact privilege was terminated.

POLICY NUMBER: 3.6

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

DATE AMENDED: December 10, 2025

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:

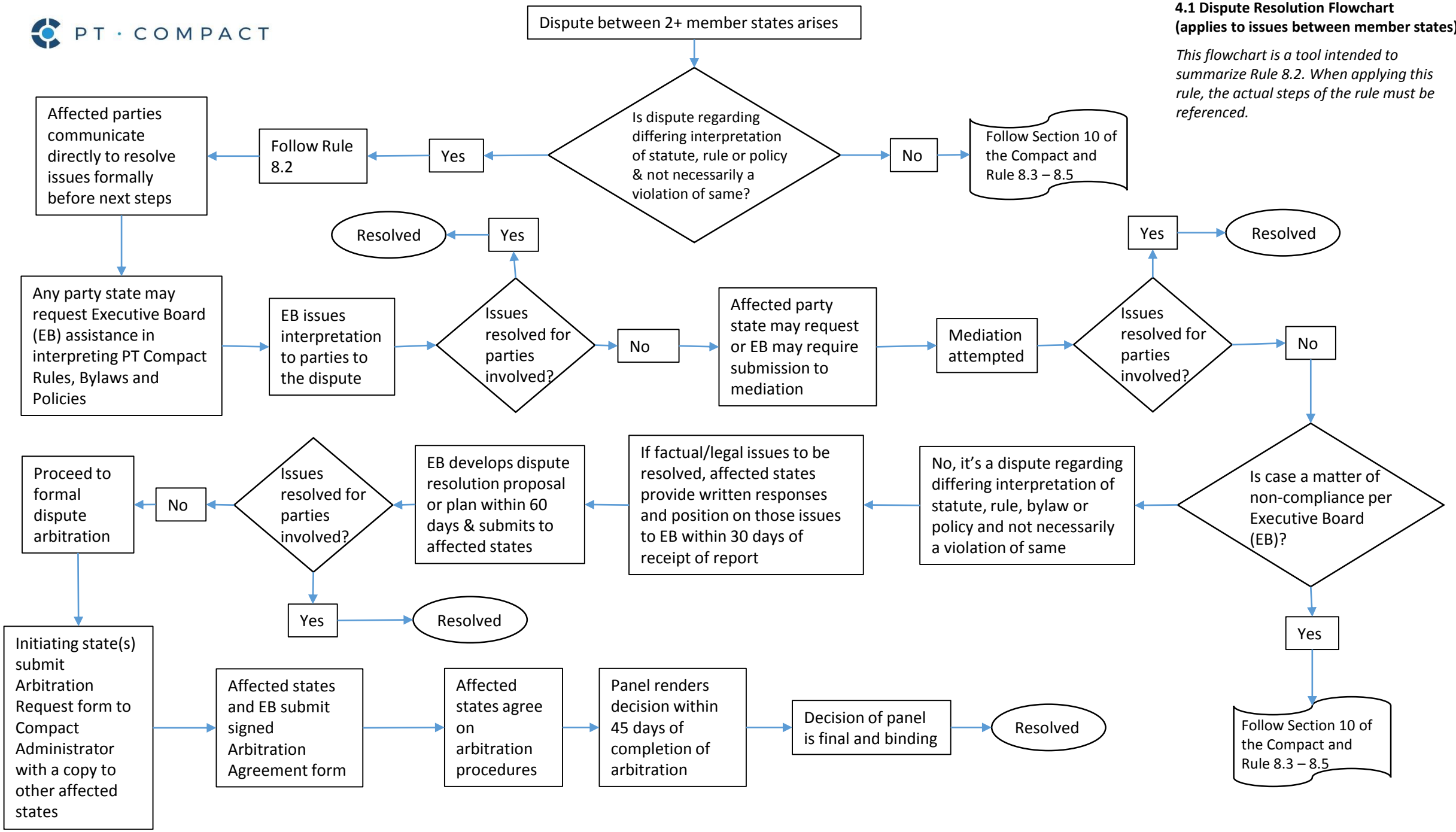
When notified by a compact privilege holder that a party state has asked the individual to voluntarily surrender a compact privilege to the Commission, the Compact Administrator will confirm the request with the appropriate party state. Once confirmed, the Compact Administrator will terminate the compact privilege and send notification to the party state board and individual. Termination of compact privileges through voluntary surrender, which does not have 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.

PT · COMPACT

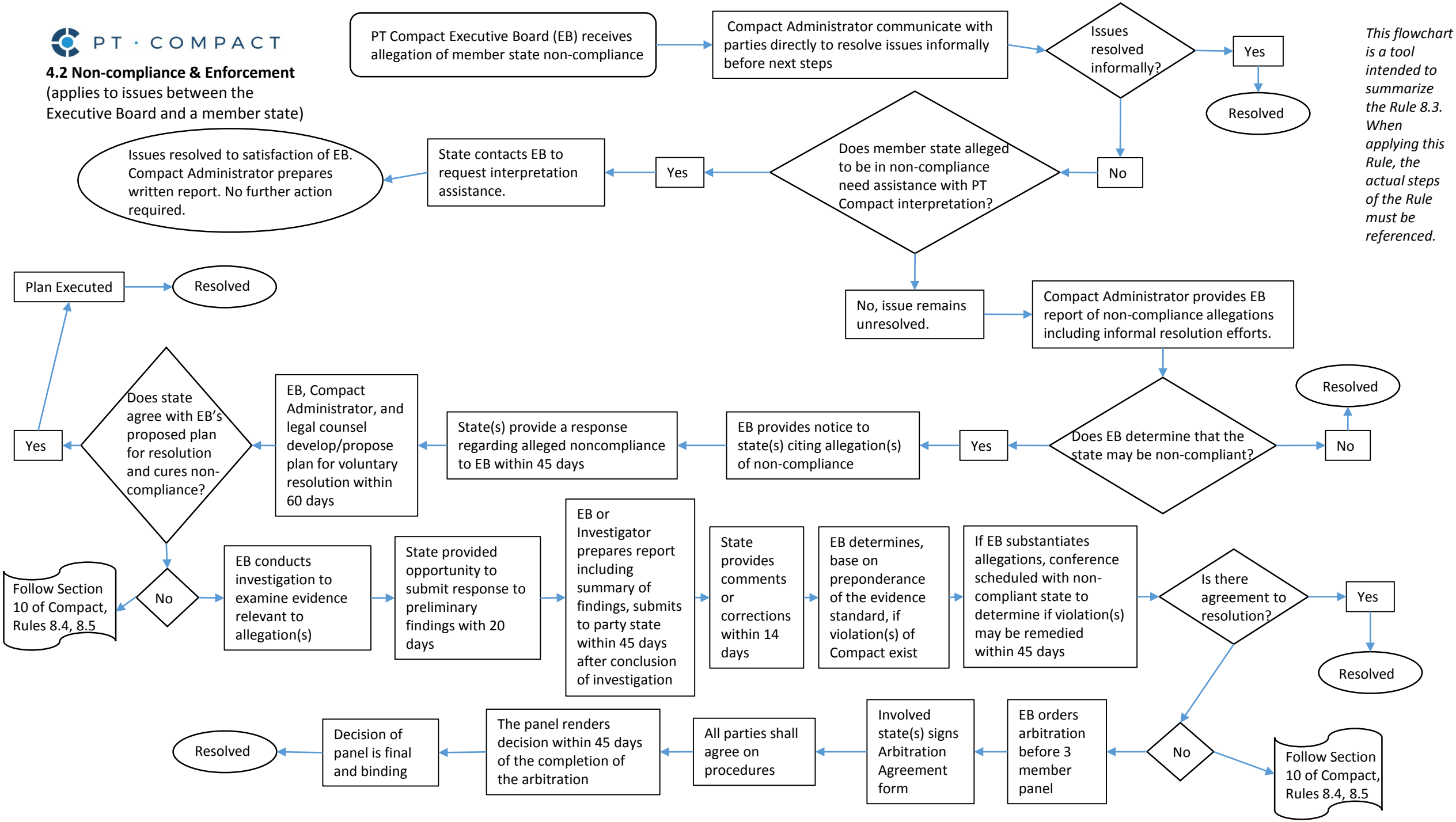
4.1 Dispute Resolution Flowchart (applies to issues between member states)

This flowchart is a tool intended to summarize Rule 8.2. When applying this rule, the actual steps of the rule must be referenced.



PT · COMPACT

4.2 Non-compliance & Enforcement
(applies to issues between the Executive Board and a member state)



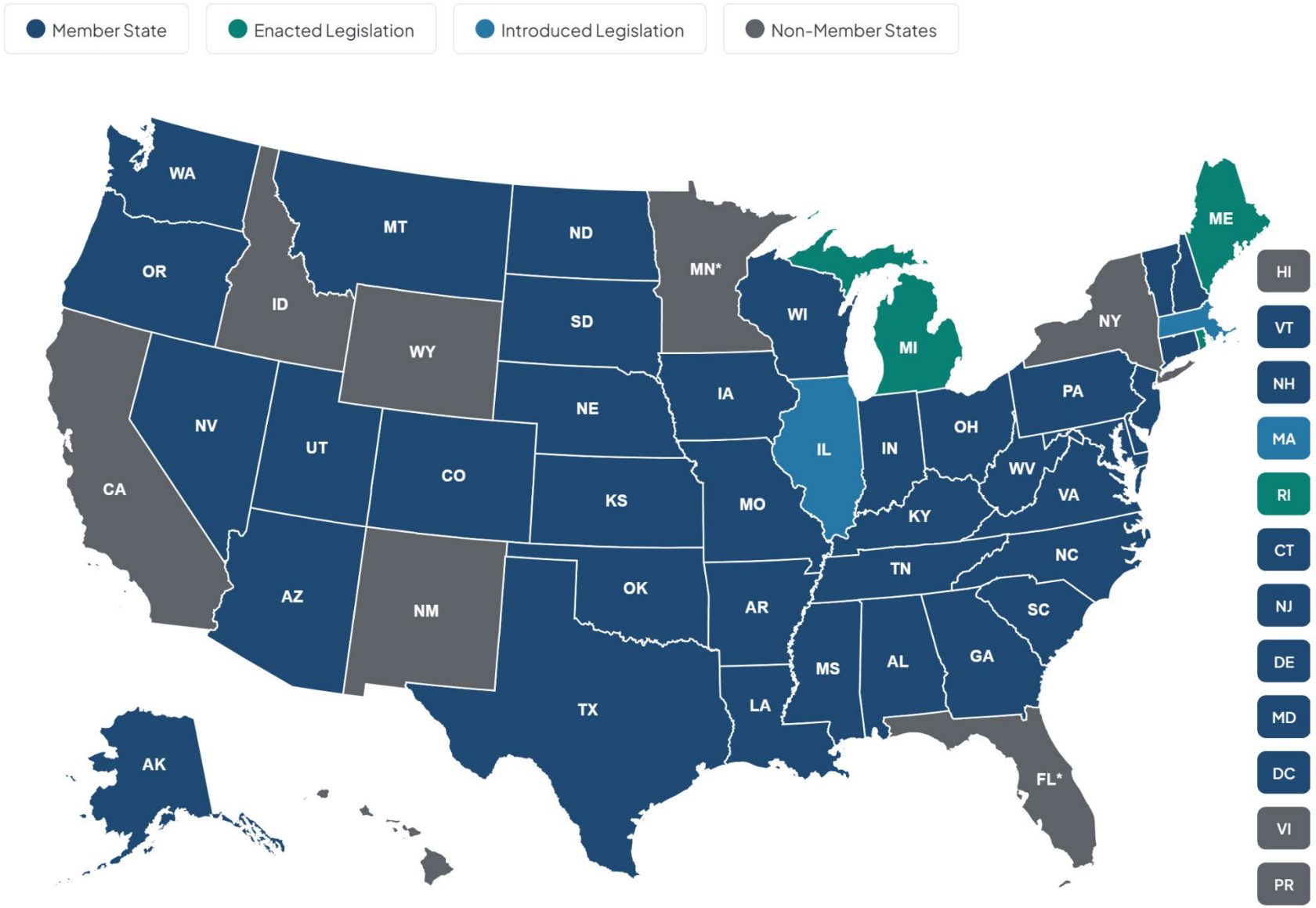
This flowchart is a tool intended to summarize the Rule 8.3. When applying this Rule, the actual steps of the Rule must be referenced.

ATTACHMENT J

PT COMPACT STATUS MAP

As of October 12, 2026

PT Compact Map as of October 12, 2026



ATTACHMENT K

MINUTES OF THE DECEMBER 10, 2025, PT COMPACT COMMISSION MEETING

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.

PT COMPACT



BUDGET 2026

PTCC 2026 BUDGET OVERVIEW

2026

Physical Therapy Compact Commission

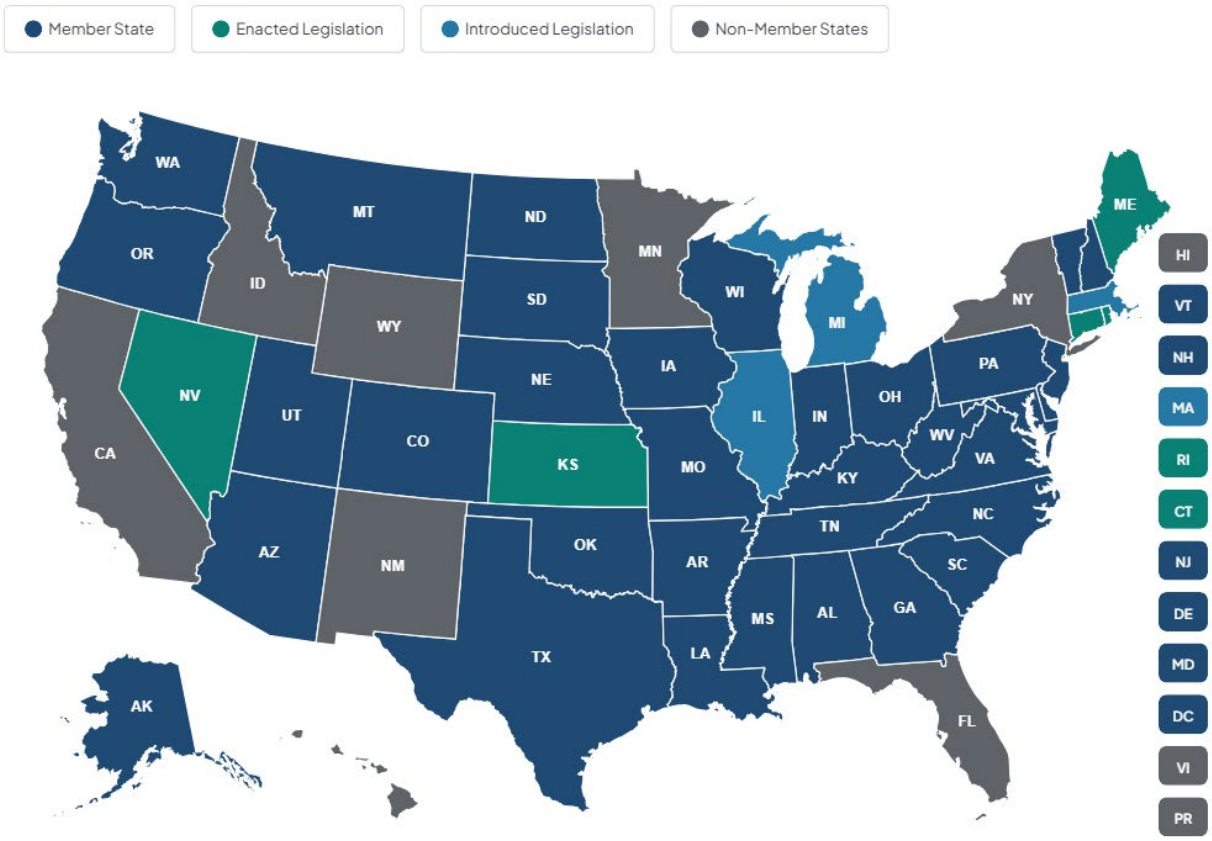
PHYSICAL THERAPY COMPACT

The Physical Therapy Compact (PTC) is an agreement between member states that allows physical therapists and physical therapist assistants who are licensed in their home state to practice in other member states via a Compact Privilege. The purpose of the PTC is to increase public access to physical therapy services by eliminating the need for multiple licenses for practice across state lines. This allows licensees who live close to borders to be able to practice across the borders and supports spouses of relocated military members. The Compact also enhances the exchange of licensure, investigative, and disciplinary information between member states. To join the PTC, a state must enact the model statute into law. The PTC is governed by the Physical Therapy Compact Commission (PTCC), a governmental entity made up of the member states. The PTCC holds its annual meeting virtually.

The PTCC has an Administration Services Agreement with the Licensing Compact Administrative Services Organization (LCASO) for the provision of services for the administration, management, operation, and other activities of the PTCC. In turn, LCASO contracts with the Federation of State Boards of Physical Therapy (FSBPT) for many of the services needed by the PTCC, including staffing, access to the Exam, Licensure, and Disciplinary Database, and to the FSBPT Operating System.

STATUS OF THE PHYSICAL THERAPY COMPACT

Since the PTC was officially formed in April 2017, a total of 40 jurisdictions have enacted the Compact legislation and are members of the PT Compact. As of August 2025, thirty-five member jurisdictions are actively issuing and accepting compact privileges.



PTCC 2026 BUDGET OVERVIEW

2026

Physical Therapy Compact Commission

The chart below lists the member jurisdictions, the year they joined the compact, and the year and quarter they started selling Compact Privileges.

	State	Yr Joined Compact	Yr & Q Selling Priv
1	Mississippi	2017	2018 Q3
2	North Dakota	2017	2018 Q3
3	Oregon	2016	2018 Q3
4	Tennessee	2016	2018 Q3
5	Missouri	2016	2018 Q4
6	Utah	2017	2018 Q4
7	Iowa	2018	2019 Q1
8	Kentucky	2017	2019 Q1
9	New Hampshire	2017	2019 Q1
10	Texas	2017	2019 Q1
11	Arizona	2016	2019 Q2
12	Colorado	2017	2019 Q2
13	Louisiana	2018	2019 Q3
14	Nebraska	2018	2019 Q3
15	North Carolina	2017	2019 Q3
16	Washington	2017	2019 Q3
17	Arkansas	2019	2020 Q1
18	Oklahoma	2018	2020 Q1
19	Virginia	2019	2020 Q1
20	West Virginia	2018	2020 Q1

	State	Yr Joined Compact	Yr & Q Selling Priv
21	Georgia	2019	2021 Q1
22	Delaware	2019	2021 Q3
23	Maryland	2019	2021 Q3
24	Montana	2017	2021 Q3
25	Ohio	2021	2021 Q4
26	South Dakota	2020	2022 Q4
27	Wisconsin	2020	2022 Q4
28	South Carolina	2018	2023 Q1
29	Indiana	2021	2023 Q1
30	New Jersey	2018	2023 Q4
31	DC	2021	2023 Q4
32	Alabama	2021	2024 Q4
33	Vermont	2023	2025 Q1
34	Alaska	2024	2025 Q2
35	Pennsylvania	2020	2025 Q3
36	Kansas	2021	TBD
37	Maine	2023	Not Before 2026
38	Connecticut	2023	TBD
39	Rhode Island	2024	Not Before 2026
40	Nevada	2025	2026 Q1

Implementation of the compact requirements are ongoing in the remaining five jurisdictions. Although progress was made in the past few years to reduce implementation time, the implementation process continues to require approximately twelve months from enactment for most jurisdictions.

State	Primary Roadblocks
CT	Legislation enacted summer 2023. Working on general implementation requirements
KS	Waiting for FBI approval
ME	Legislation enacted summer 2023 with an effective date of 1/1/2026. Working on general implementation requirements.
NV	Development work to implement the compact privilege API. Should be ready late 2025 or early 2026.
RI	Legislation enacted summer 2024. Working on general implementation requirements

PTCC 2026 BUDGET OVERVIEW

2026

Physical Therapy Compact Commission

REVENUES

Revenue Assumptions

The 2026 revenue budget is based on an analysis of the number of compact privileges purchased, both initial and renewal, for each of the active compact jurisdictions. The revenue estimates identified below are based on the currently active jurisdictions plus Nevada.

The budget also assumes the Commission will continue to charge a Commission fee of $45 per Compact Privilege and not institute a member state assessment in 2026. Under these assumptions, budgeted 2026 revenue from compact privileges purchased is $540,090.

The table below lists the estimated number of Compact Privileges, per jurisdiction, based on an analysis of the number of compact privileges purchased, both initial and renewal, for each of the active compact jurisdictions. The Commission is projecting approximately 12,000 Compact Privileges will be either initially purchased or renewed in 2026.

Jurisdiction	Date Issuing CPs	2025 Budget	2025 Actual Purchase as of 8/31	Projected CPs Sold in 2026
Alabama	Active on 10/7/2024	125	115	149
Alaska	Active on 5/1/2025	N/A	54	122
Arizona	Active on 4/15/2019	492	306	405
Arkansas	Active on 2/28/2020	277	168	245
Colorado	Active on 5/1/2019	636	375	523
Delaware	Active on 9/20/2021	207	171	218
District of Columbia	Active on 11/6/2023	197	181	251
Georgia	Active on 3/1/2021	626	440	616
Indiana	Active on 4/20/2023	377	282	397
Iowa	Active on 1/2/2019	384	160	224
Kentucky	Active on 3/21/2019	400	272	394
Louisiana	Active on 7/22/2019	163	161	227
Maryland	Active on 7/1/2021	312	329	454
Mississippi	Active on 7/16/2018	183	117	173
Missouri	Active on 7/6/2018	320	204	289
Montana	Active on 7/1/2021	168	143	214
Nebraska	Active on 4/15/2019	243	156	227
Nevada	Projected Active Q1 2026	N/A	N/A	46
New Hampshire	Active on 1/2/2019	147	101	147
New Jersey	Active on 6/1/2023	210	156	211
North Carolina	Active on 7/1/2019	607	406	558
North Dakota	Active on 7/6/2018	116	71	105

Physical Therapy Compact Commission

Ohio	Active on 10/1/2021	402	285	414
Oklahoma	Active on 1/2/2020	340	237	336
Oregon	Active on 7/30/2018	511	348	492
Pennsylvania	Active on 7/7/2025	N/A	123	445
South Carolina	Active on 2/1/2023	604	433	610
South Dakota	Active on 11/14/2022	185	93	132
Tennessee	Active on 7/6/2018	462	292	403
Texas	Active on 1/2/2019	677	456	624
Utah	Active on 10/1/2018	207	135	181
Vermont	Active on 3/1/2025	N/A	39	78
Virginia	Active on 1/2/2020	744	566	796
Washington	Active on 9/23/2019	845	527	765
West Virginia	Active on 3/10/2020	289	210	302
Wisconsin	Active on 10/3/2022	181	160	229
TOTAL		**11,637**	**8,280**	**12,002**

To raise enough revenue to cover the total budgeted expenditures of $434,101, the PT Compact Commission would need to sell approximately 9,650 compact privileges in 2026 – which is about 2,350 fewer than the 12,002 that is projected in the budget.

EXPENDITURES

The estimated total of the expenditures in 2026 are budgeted to be $434,101. These expenditures include (among other direct costs):

- Professional Fees including:
  - Costs for the General Staffing Support provided by FSBPT
  - Contract with the Council of State Governments (CSG) for the provision of legal counsel to the PTCC
  - Annual audit or other accounting review as required under the Compact statute.
  - Management Fee (10% of revenue)
  - Strategic Planning and Research/Analysis costs including consulting, meeting and other research and educational costs to promote knowledge of and growth of the Compact.
- Bank service charges
- Taxes and Licenses
- Directors & Officers (D&O) Insurance
- Travel costs for the PT Compact Administrator to attend the APTA Combined Sections Meeting (CSM). Partial booth cost for the APTA CSM along with miscellaneous costs such as marketing give-aways to attendees
- Travel and booth expenses to have a PT Compact presence at key external conferences
- The annual licensing fee for PT Compact's omnichannel communication platform
- State visits to four non-PT Compact member jurisdictions
- A new banner stand to use when the Compact has a presence in an exhibit hall

Physical Therapy Compact Commission

- Funding for an automated home state verification audit process

Any expenses incurred by LCASO in the performance of its duties under the Agreement will be invoiced to PTCC.

Changes from 2025 Projection/Budget

In previous years, Compact staff have staffed a booth at APTA's Combined Sections Meeting (CSM). The proposed 2026 budget reflects increased costs associated with hosting a compact booth at additional conferences, including those geared toward the insurance industry. Educating a variety of stakeholders about the compact is critical to ensure widespread acceptance of compact privilege holders as the legal equivalent of a license. The budget should allow for a compact booth at two additional conferences, in addition to CSM. Although this expenditure was included in the 2025 budget, the PT Compact only had a booth at the CSM meeting.

Another new expense for 2026 is $20,000 to conduct automated home state verifications. Instead of the manual process currently undertaken to verify home state for compact customers, this expense will create efficiencies by automating the process. In addition, it will allow the Compact Commission to verify the home state for all customers, instead of the current random audit process. This expenditure was included in the 2025 budget. External factors delayed the implementation of this project until 2026.

In 2025, the PTCC website was revamped. The total cost of this project was $90,000, but a portion of the costs were capitalized and are being depreciated over the next five years.

Future Change – beyond 2026

The FSBPT will not charge the PTCC for use of the FSBPT operating system (OPS) in 2026.

Physical Therapy Compact Commission (PTCC)	2026 Budget	2025 Projection Year End	2025 Budget
VOLUME & FEE	12,002	12,000	11,637
	$ 45	$ 45	$ 45
REVENUE			
Compact Privileges	$ 540,090	$ 540,000	$ 523,665
Interest Income	$ 15,000	$ 6,000	$ -
TOTAL REVENUE	$ 555,090	$ 546,000	$ 523,665
EXPENSES			
Professional Fees - FSBPT	$ 176,065	$ 169,293	$ 169,293
Professional Fees - External			
Legal & Consulting (including travel)	$ 7,500	$ 5,527	$ 7,500
Auditors	$ 5,500	$ 4,625	$ 5,500
Marketing Consultant/Research & Analysis	$ 30,000	$ 16,000	$ 50,000
Consultant - In-Person Board Meeting (2027)	$ 50,000	$ -	$ -
Management Fee	$ 54,009	$ 54,000	$ 52,367
Total Professional Fees	$ 323,074	$ 249,445	$ 284,660
Programmatic & Conference Expenses			
Travel, Lodging, Meals	$ 8,990	$ -	$ 30,000
Conference Room & Audio	$ -	$ -	$ -
State Visits	$ 12,720	$ -	$ -
Booth & Exhibit Hall Costs	$ 11,000	$ 1,625	$ 20,000
Home State Verification	$ 20,000	$ -	$ 20,000
Miscellaneous	$ -	$ -	$ 1,000
Programmatic & Conference Expenses Total	$ 52,710	$ 1,625	$ 71,000
Building. Operating Expense			
Office Lease & Utilities & Parking	$ 5,927	$ 5,699	$ 5,699
Telephone & Internet Costs	$ 4,253	$ 4,089	$ 4,089
Equipment Lease & Other Support	$ 188	$ 181	$ 181
OPS Costs	$ -	$ -	$ -
Insurance	$ 2,300	$ 2,300	$ 2,300
Website (Depreciation) and IT Subscriptions	$ 18,400	$ 48,739	$ 44,500
Taxes & Licenses	$ 1,000	$ -	$ 1,000
Building. Operating Expense Total	$ 32,068	$ 61,008	$ 57,769
Office Expense			
Office Supplies	$ 500	$ 500	$ 500
Postage & Delivery	$ 500	$ 500	$ 500
Printing	$ 250	$ 250	$ 250
Bank & Credit Card Charges	$ 25,000	$ 25,000	$ 25,000
Miscellaneous			$ -
Office Expense Total	$ 26,250	$ 26,250	$ 26,250
Staff Expenses			
Professional Dev & Mtg Registrations	$ -	$ -	$ 750
Travel, Lodging, Meals	$ -	$ -	$ 2,500
Miscellaneous Staff Costs	$ -	$ -	$ -
Staff Expenses Total	$ -	$ -	$ 3,250
TOTAL EXPENSES	$ 434,101	$ 333,328	$ 442,929
NET INCOME	$ 120,989	$ 207,672	$ 80,736

Proposed 2025 Draft 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 appear 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 of 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.

Proposed 2025 Draft 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.

Proposed 2025 Draft 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 individual. Termination of compact privileges through voluntary surrender, which does not have 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.

ATTACHMENT L

PT COMPACT COMMISSION DELEGATE AND EXECUTIVE BOARD ROSTER

As of October 10, 2026

PT · COMPACT

Member Board Delegates

Jurisdiction	Name
Alabama	Kathy Miller
Alaska	Eliza Ellsworth
Arizona	Joshua Greer
Arkansas	Velvet Medlock
Colorado	Yukon Morford
Connecticut	Kristin Schweizer
Delaware	Alison Warren
District of Columbia	Bernardine Evans
Georgia	Destiny Gaddis
Indiana	Sean Bagbey
Iowa	Venus Vendoures-Walsh
Kansas	Susan Gile
Kentucky	Brad Profitt
Louisiana	Charlotte Martin
Maryland	Laurie Kendall-Ellis
Michigan*	Bryan Modelski
Mississippi	Cooper Lewis
Missouri	Jimmy Leggett
Montana	Derek Stiegemeier
Nebraska	Amy Blinston
Nevada	Charles Harvey
New Hampshire	Nicole Lavoie
New Jersey	Nancy Kirsch
North Carolina	Joyce Tynes
North Dakota	Justin Berry
Ohio	Karen McIntyre
Oklahoma	Sandra Benischek Harrison
Oregon	Erin Crawford
Pennsylvania	Gerri Grzybek
Rhode Island	Laurie Scripsack
South Carolina	Mary Addison Blackstone
South Dakota	Matthew Weigel
Tennessee	David Harris
Texas	Omar Palomin
Utah	Lisa Martin

Vermont	**Emily Tredeau**
Virginia	**Corie Tillman Wolf**
Washington	**Jennifer Aglubat**
West Virginia	**Nonnie Holcomb**
Wisconsin	**Kate Brewer**
Non-Voting, Ex Officio	**Tajah Franklin (APTA)**
Non-Voting, Ex Officio	**Michele Thorman (FSBPT)**

(As of 10/10/2026)

*Michigan's statute has an effective date of 1/22/2028. Michigan's Delegate cannot vote until the statute goes into effect

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Members of the Executive Board

Name	Position	Term Ends*
Corie Tillman Wolf (VA)	Chair	2027
David Harris (TN)	Vice Chair	2028
Charlotte Martin (LA)	Secretary/Treasurer	2026
Sean Bagbey (IN)	Member-At-Large	2028
Susan Gile (KS)	Member-At-Large	2027
Laurie Kendall-Ellis (MD)	Member-At-Large	2026
Karen McIntyre (OH)	Member-At-Large	2028
Taj Franklin (APTA)	Non-Voting, Ex Officio	N/A
Michele Thorman (FSBPT)	Non-Voting, Ex Officio	N/A

*Terms end at the conclusion of the Annual Meeting of the PT Compact Commission in the year listed.