

ANNUAL REPORT

2024-2025

ASLP-IC

Audiology & Speech-Language Pathology
Interstate Compact



Audiology and Speech-Language Pathology

Interstate Compact Commission

aslpcompact.com/

TABLE OF CONTENTS

Introduction	3
About the ASLP-IC	4
About Compacts	5
ASLP-IC Timeline	9
About the ASLP-ICC	10
Legislative Updates	11
Financial status	13
Commission Budget 2025-2026	15
Compact Commission Financial Report 2024-2025	16
Full Commission & Committee Meetings Recap	17
Bylaws, Rulemaking and Policy Development	18
Overview of Committee Work	19
ASLP-ICC Outreach and Educational Activities	22
ASLP-ICC Organizational Chart	23
ASLP-ICC Delegates	24

INTRODUCTION

On behalf of the Audiology and Speech-Language Pathology Compact Commission (“ASLP-ICC” or “the Commission”), we are pleased to present the third annual ASLP-ICC Report. This report spans the time frame from the second annual business meeting of the Commission in 2024 through to the annual meeting in 2025. The 2024-2025 Report highlights the Commission’s growth and activities, provides helpful information from Commission meetings, and details bylaws / rulemaking / policy development. In addition, the Report includes a current Organizational Chart and Rosters of current Delegates and ASLP-ICC staff and counsel.

The creation of the interstate compact for audiology and speech-language pathology has been an ambitious and rewarding effort. This progress would not have been possible without the commitment of the volunteer commissioners, who dedicated countless hours to moving the work forward. We are also deeply grateful to the Academy of Doctors of Audiology (ADA), the American Academy of Audiology (AAA), the American Speech-Language-Hearing Association (ASHA), the Council of State Governments (CSG), and the National Council of State Boards of Examiners for Speech-Language Pathology and Audiology (NCSB) for their guidance and support throughout this process. Although important work remains, the achievements to date reflect the strength of this collaboration, and I am encouraged by the opportunities that lie ahead.

Claire Covert-ByBee
ASLP-ICC Chair

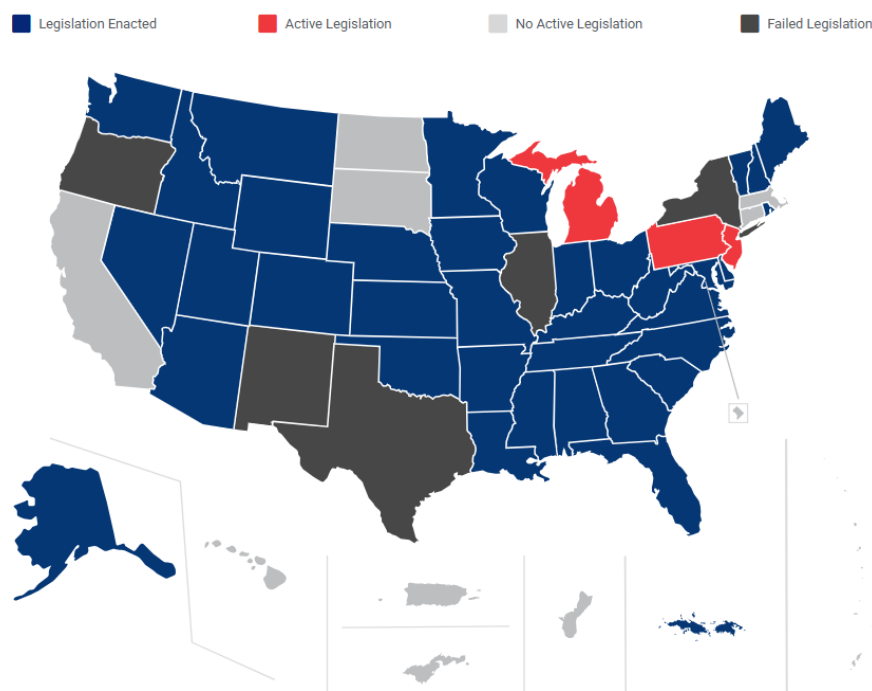
ABOUT THE ASLP-IC

The Audiology & Speech-Language Pathology Interstate Compact (ASLP-IC) is an agreement between member states designed to facilitate the interstate practice of audiology and speech-language pathology across state boundaries while maintaining public protection. To join the ASLP-IC, a state must enact the model statute into law.

The ASLP-IC provides the mechanism to allow for the legal, ethical, and regulated practice of interstate practice and telehealth by:

- granting qualified audiologists and speech-language pathologists the privilege to practice in ASLP-IC member states;
- allowing telehealth to be practiced in ASLP-IC member states;
- allowing for increased access to care; and
- giving military personnel and spouses a means to maintain their profession when relocating.

ASLP-IC Member States as of September 1, 2025



ABOUT COMPACTS

Interstate compacts are contracts between states, enacted via the legislative process, which establish formal agreements between states. Compacts have been recognized for years to be durable policy solutions. The most well-known compact is the Driver's License Compact, but many others have been used to address geographic, economic, regulatory, and administrative issues. Each state has enacted at least one compact, and most have enacted an average of twenty-five compacts.

In recent years there has been significant growth in the number of interstate compacts for occupational licensure. The ASLP-ICC would like to thank CSG's National Center for Interstate Compacts for the following information.

Currently, there are multiple interstate compacts for occupational licensure in development, including:

- Athletic Trainer Licensure Compact
- Esthetician Licensure Compact

Several other professions have prepared occupational interstate compact legislation that has been introduced at the state-level, but have not reached the threshold for operation:

- APRN Compact (Advanced Practice Registered Nursing)
- Interstate Massage Compact (IMpact)
- Interstate Podiatric Medical Licensure Compact
- Interstate Compact for School Psychologists
- Respiratory Care Interstate Compact

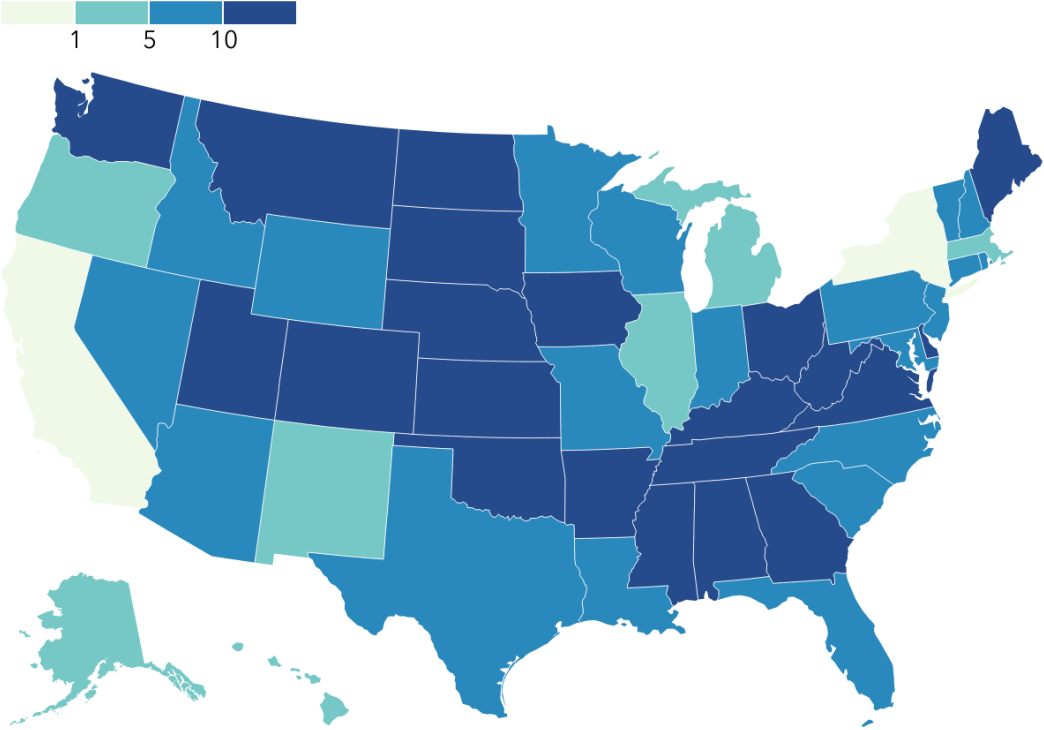
The number of active occupational licensure compacts continues to grow. The following compacts have reached required threshold numbers of participating jurisdictions needed to establish their commissions, although some are not activated for licensees at this time:

- Audiology and Speech-Language Pathology Interstate Compact
- Cosmetology Licensure Compact
- Counseling Compact
- Dentist and Dental Hygienist Compact
- Dietitian Licensure Compact
- United States Emergency Medical Services Compact
- Interstate Medical Licensure Compact
- Nurse Licensure Compact
- Occupational Therapy Licensure Compact
- Physical Therapy Compact
- Physician Assistant Licensure Compact
- Psychology Interjurisdictional Compact (PSYPACT)
- Social Work Licensure Compact
- Interstate Teacher Mobility Compact

Occupational Licensure Compact Enactments by State

Licensure Compact Participation by State

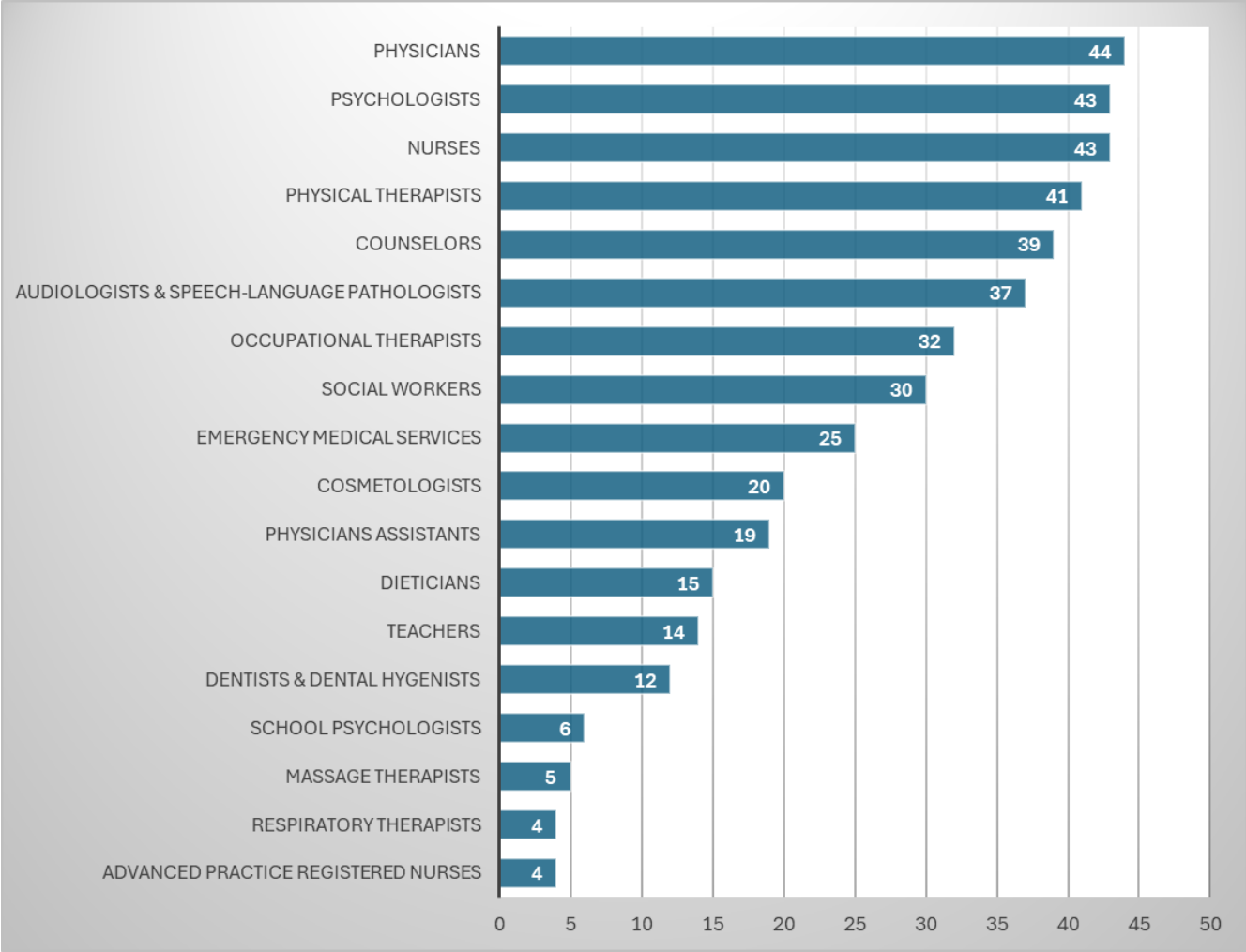
Updated as of June 2025



Source: National Center for Interstate Compacts

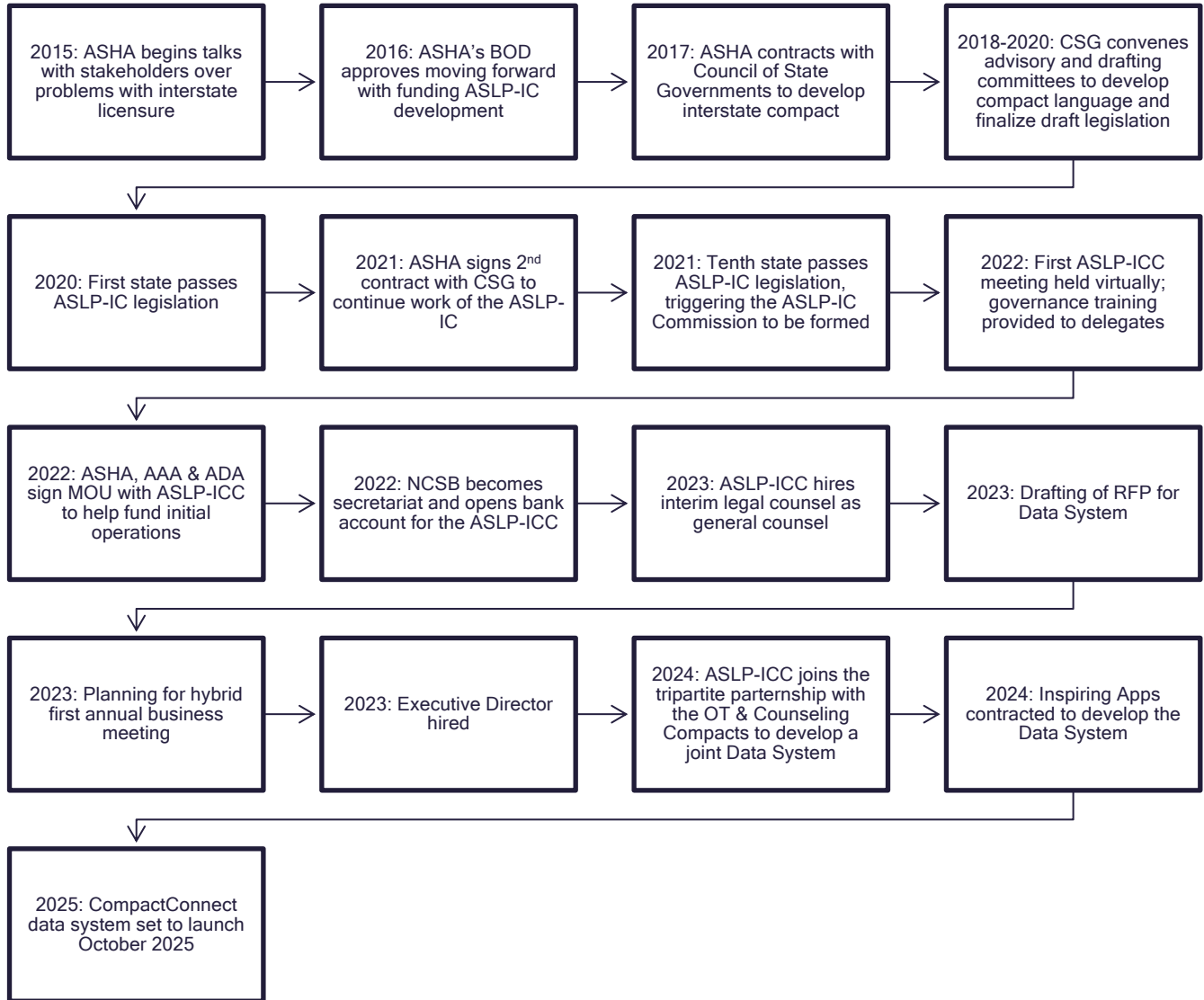


Occupational Licensure Compact Enactments by Compact



Source: National Center for Interstate Compacts

ASLP-IC TIMELINE



ABOUT THE ASLP-ICC

The Commission is the entity charged with administering the ASLP-IC. It is a governmental and joint public agency comprised of the states which have enacted the ASLP-IC through a legislative effort and are, therefore, able to participate in the work of the Commission. The Commission is made up of two representatives from each ASLP-IC participating state's licensing board, one who is an audiologist and one who is a speech-language pathologist. If a participating state does not have a licensing board, two representatives from the state's licensing authority are appointed.

The Commission's Executive Committee is comprised of seven members who are elected to serve as the leadership board of the Commission and three ex-officio members who represent the national audiology association, the national speech-language pathology association, and the national state licensing board association. The Executive Committee is empowered to act on behalf of the Commission between Commission meetings, except for rulemaking or amendment of the Compact. The Commission engages in best practices with regard to open meetings and transparency in accordance with the Compact and Commission Bylaws.

LEGISLATIVE UPDATES

ASHA acts as the Commission’s legislative liaison and works to pass Compact legislation in the states. In the 2020 calendar year, a total of six jurisdictions passed ASLP-IC legislation: Louisiana, North Carolina, Oklahoma, Utah, West Virginia, and Wyoming. In 2021, nine jurisdictions passed the ASLP-IC legislation: Alabama, Colorado, Georgia, Kansas, Kentucky, Maryland, Nebraska, New Hampshire, and Ohio. In 2022, eight jurisdictions passed the ASLP-IC legislation: Delaware, Idaho, Indiana, Iowa, Mississippi, Missouri, South Carolina, and Tennessee. In 2023, seven jurisdictions passed the ASLP-IC: Arkansas, Maine, Montana, Vermont, Virginia, Washington and Wisconsin. In 2024 five jurisdictions passed the ASLP-IC legislation: Alaska, Florida, Minnesota, Rhode Island and the U.S. Virgin Islands. Finally, in 2025, Arizona and Nevada passed legislation, bringing the total to 37 jurisdictions who have enacted the ASLP-IC. The Commission is grateful to ASHA for their continued work on this effort.

State	Bill	Signed	Effective
Wyoming	SF 87	3/24/20	7/1/20
West Virginia	HB 4375	3/25/20	6/5/20
Utah	HB 161	3/31/20	5/12/20
Oklahoma	SB 1837	5/18/20	11/1/20
North Carolina	HB 1053	7/2/20	3/31/21
Louisiana	SB 34	10/28/20	7/1/21
Alabama	SB 130	3/11/21	7/1/21
Kentucky	SB 47	3/18/21	7/1/21
Kansas	SB 77	3/31/21	3/31/21
Nebraska	LB 14	3/31/21	8/8/21
Georgia	HB 34	5/10/21	7/1/21
Maryland	HB 288	5/18/21	10/1/21
Colorado	SB 21	5/28/21	5/28/21
Ohio	HB 252	7/1/21	9/30/21

New Hampshire	SB 133	8/10/21	7/1/21
Indiana	SB 5	3/18/22	3/18/22
Idaho	HB 664	3/23/22	7/1/22
Mississippi	HB 424	3/23/22	7/1/22
Tennessee	HB 2561	4/19/22	4/19/22
South Carolina	HB 3840	5/13/22	5/13/22
Iowa	SF 463	5/24/22	7/1/22
Missouri	HB 2149	6/7/22	6/7/22
Delaware	SB 272	8/4/22	1/1/23
Arkansas	SB 91	3/16/23	7/23/23
Virginia	HB 2033	3/23/23	7/1/23
Washington	HB 1001	4/13/23	7/23/23
Montana	SB 214	5/2/23	10/1/23
Vermont	H 86	6/1/23	7/1/23
Maine	LD 717	6/26/23	6/29/23
Wisconsin	SB 197	12/6/23	12/7/23
Florida	SB 7016	3/21/24	7/1/24
Minnesota	HF 5247	5/19/24	7/1/24
Rhode Island	S 2173	6/25/24	6/25/24
Alaska	SB 75	5/14/24	5/14/24
U.S. Virgin Islands	35-0254	12/31/24	12/31/24
Arizona	SB 1075	5/13/25	12/31/25
Nevada	AB 320	6/5/25	7/1/25

FINANCIAL STATUS

The ASLP-IC now has 37 states that have enacted the legislation. The Commission expects to begin issuing privileges to practice in October 2025.

Revenue

The Commission is currently not receiving revenue through the Compact. The Commission is expected to begin issuing privileges to practice in 2025. The Commission privilege fee has been set at \$50. The Commission has not yet determined the annual state assessment fee.

Expenditures

The Commission has a MOU with ADA, AAA and ASHA to cover the initial funds necessary to operationalize the Commission. These funds are to be used to cover secretariat costs, staffing, including counsel, professional fees such as the contract with the CSG, Directors & Officers Insurance, and travel costs for the Commission.

Other Information

As part of the MOU between the Commission and ADA, AAA, and ASHA, the associations continued to assume the operating expenses until the Compact is issuing privileges to practice. [CompactConnect](#), the compact data system, is supported by the American Counseling Association, American Occupational Therapy Association, American Speech-Language-Hearing Association, Department of Defense, National Board for Certified Counselors, and the National Board for Certification in Occupational Therapy.

Financial Summary 2024-2025

	Jul '24 - Jun 25	Budget	\$ Over Budget	% of Budget
Contributions	49,443.38			
Interest	10.23			
Total Income	49,453.61			
Expense				
Commission				
Bank & Credit Card Fees	476.21	500.00	-23.79	95.24%
Executive Management (CSG)	12,338.93	12,000.00	338.93	102.82%
Insurance (DO)	339.00	0.00	339.00	100.0%
Insurance (EO)	1,916.27	2,400.00	-483.73	79.85%
Legal	19,395.00	50,000.00	-30,605.00	38.79%
Total Commission	34,465.41	64,900.00	-30,434.59	53.11%
IT				
Support	0.00	500.00	-500.00	0.0%
Website Maintenance	0.00	500.00	-500.00	0.0%
Total IT	0.00	1,000.00	-1,000.00	0.0%
Meeting of the Commission				
Audio Visual	3,835.78	3,100.00	735.78	123.74%
Commission Travel	0.00	25,000.00	-25,000.00	0.0%
Conference Printing	0.00	1,000.00	-1,000.00	0.0%
Gifts	90.09			
Hotel Meals	1,208.07	5,000.00	-3,791.93	24.16%
Shipping	137.82			
Supplies	65.60			
Total Meeting of the Commission	5,337.36	34,100.00	-28,762.64	15.65%
Office Operating				
Administrative (NCSB)	8,165.00	10,000.00	-1,835.00	81.65%
Software License	98.54	850.00	-751.46	11.59%
Staff Travel	0.00	5,000.00	-5,000.00	0.0%
Supplies	1,803.95	2,000.00	-196.05	90.2%
Zoom	159.90	500.00	-340.10	31.98%
Total Office Operating	10,227.39	18,350.00	-8,122.61	55.74%
Personnel				
Benefits	0.00	12,000.00	-12,000.00	0.0%
Salary/Wages	18,499.99	40,000.00	-21,500.01	46.25%
Total Personnel	18,499.99	52,000.00	-33,500.01	35.58%
Total Expense	68,530.15	170,350.00	-101,819.85	40.23%
Net Income	-19,076.54	-170,350.00	151,273.46	11.2%

COMMISSION BUDGET 2025-2026

ASLP-IC Commission Fiscal Year 2026 Operating Budget

Budget Expense *Does not include CompactConnect Data System Development Expenses*	FY25 (July 24 – June 25)	FY26 (July 25 - June 26)	Notes
Personnel (Commission Director and Data System Administrator)	Adopted	Proposed	
Commission Director Wages (up to 25 hours per week)	\$52,000	\$60,000	
Data System Administrator or additional compensation for Commission Director as FTE		\$50,000	
Total	\$52,000	\$110,000	
Office Operating Expenses	Adopted	Proposed	
Software License Purchases	\$850	\$500	
Supplies (Hardware: Computer / Cell Phone)	\$2,000	\$2,000	
Zoom Expenses	\$500	\$160	
Administrative Fee (NCSB Secretariat Role)	\$10,000	\$10,000	Not to Exceed Amount
Staff Travel (Director)	\$5,000	\$7,500	
Total	\$18,350	\$20,160	
IT Expenses	Adopted	Proposed	
IT Support (Email and File Storage)	\$500	\$500	
Website Maintenance	\$500	\$500	
Total	\$1,000	\$1,000	
Commission Expenses	Adopted	Proposed	
Liability Insurance for Commissioners	\$2,400	\$2,500	
Cyber Security Insurance for Data System		\$5,000	
Legal Fees	\$50,000	\$50,000	
CSG Contract for Continuing Director Support Services	\$12,000	\$10,000	Not to Exceed Amount
Total	\$64,400	\$67,500	
Annual Commission Meeting (Assumes 1 meeting per year)	Adopted	Proposed	
Commission Travel & Meeting	\$10,000	\$6,000	
AV Expense	\$3,100	\$4,000	
Receptions/Food Service	\$5,000	\$1,500	
Printed Meeting Booklets	\$1,000	\$1,000	
Total	\$19,100	\$12,500	
	FY 25 – Adopted	FY26 - Proposed	
TOTAL	\$154,850	\$211,160	

COMPACT COMMISSION FINANCIAL REPORT 2024-2025

Financial Report for FY2024 (July 1, 2024 to June 30, 2025)		
	Cash at beginning of period	\$103,779.77
Income		
	Interest	\$10.23
	Income from MOU partners	<u>\$49,443.38</u>
Total Income		\$49,453.61
Expense		
	Commission Expenses	\$34,465.41
	Meeting Expenses	\$5,337.36
	Operating Expenses	\$10,227.39
	Personnel Expenses	<u>\$18,499.99</u>
Total Expense		\$68,530.15
Net Ordinary Income (Deficit)		(\$19,076.54)
	Accounts Payable	\$1,979.98
	Cash at end of period	\$86,683.21
*Cost of data system is not reflected as it being paid by MOU partners.		

FULL COMMISSION & COMMITTEE MEETINGS RECAP

The ASLP-ICC Meetings are conducted via the Zoom platform. The Inaugural meeting was held on January 12-13, 2022. Special Commission meetings were held on May 2, 2022, April 17, 2023, July 1, 2024 and June 30, 2025. Annual business meetings were held Oct 7, 2023 and September 28, 2024.

Commission meeting documents can be found on the ASLP-IC website at:

<https://aslpcompact.com/meetings2/commission-meetings/>

BYLAWS, RULEMAKING AND POLICY DEVELOPMENT

The ASLP-ICC has approved or adopted the following Compact Governance Documents.

Model Legislation

- ASLP-IC Model Legislation

Rules

- ASLP-IC Rule on Rulemaking (as adopted 5/2/22)
- ASLP-IC Rule on Definitions (as adopted 4/17/23)
- ASLP-IC Rule on Data Set Reporting Requirements (as adopted 4/17/23)
- ASLP-IC Rule on Implementation of Criminal Background Check Requirement (as amended 6/30/25)
- ASLP-IC Rule on Fees (as adopted 6/30/25)

Bylaws

- ASLP-IC Commission Bylaws (as revised and amended 7/1/24)

Additional Policies and Procedures

- Delegate Code of Conduct (as adopted 4/17/23)
- ASLP-IC Travel and Expense Reimbursement Policy (as adopted 7/24/23)
- ASLP-IC Commission Frequently Asked Questions (as approved by the Executive Committee on 8/28/23)
- ASLP-IC Transition Timeline (PDF) (as adopted 1/12/21)
- Organizational Funding Agreement (PDF)
- Compact Commission Structure

Annual Reports

- 2023 ASLP-IC Annual Report
- 2024 ASLP-IC Annual Report

These documents can be found on the ASLP-IC website at:

<https://aslpcompact.com/commission/commission-governance-documents/>.

OVERVIEW OF COMMITTEE WORK

The ASLP-ICC Committee Meetings were conducted via the Zoom platform. Each Committee generally meets monthly.

The Executive Committee members are:

Name	Position	Term Expiration
Claire Covert-ByBee (NE)	Chair	2026 Annual Meeting
Vickie Pullins (WV)	Vice-Chair	2026 Annual Meeting
Brenda Fairfax (NC)	Treasurer	2026 Annual Meeting
Alicia Barker (TN)	Secretary	2026 Annual Meeting
Tammy Brown (OH)	Member-at-Large	2026 Annual Meeting
Jolie Jones (LA)	Member-at-Large	2026 Annual Meeting
Lauren Snyder (UT)	Member-at-Large	2026 Annual Meeting
Stephanie Czuhajewski (ADA)	Audiology Ex-Officio Member*	N/A
Susan Adams (ASHA)	SLP Ex-Officio Member	N/A
Kerri Phillips (NCSB)	Board Ex-Officio Member	N/A

* This seat rotates on an annual basis between ADA, AAA and ASHA.

Staff:

Nahale Kalfas	General Counsel	ASLP-ICC
Lesley Edwards-Gaither	Executive Director	ASLP-ICC
Keith Buckhout	Contract Support	CSG

Executive Committee Meetings

The Executive Committee met ten (10) times since the 2024 Annual Business Meeting.

October 28, 2024	April 21, 2025
December 9, 2024	May 5, 2025
January 13, 2025	May 19, 2025
February 10, 2025	July 28, 2025
March 24, 2025	August 25, 2025

Meeting agendas and minutes can be found at:

<https://aslpcompact.com/meetings2/executive-committee-meetings/>.

Finance Committee

The Finance Committee provides financial oversight and ensures the Commission is operating within its budget and is developing financial resources to achieve its purposes.

Chair: Brenda Fairfax (NC)	Denise Brown (NC)
Claire Covert-ByBee (NE), ex-officio	Carrie Mills (TN)
Jolie Jones (LA)	Leticia White-Minnis (MO)

Finance Committee Meetings

The Finance Committee met four (4) times since the 2024 Annual Business Meeting.

November 7, 2024	April 17, 2025
March 20, 2025	August 21, 2025

Meeting agendas and minutes can be found at:

<https://aslpcompact.com/meetings2/finance-committee-meetings/>.

Rules Committee

The Rules Committee develops compact rules, bylaw amendments, and policies for consideration by the Commission and for implementation by the states. It also reviews existing rules and recommends changes to the Commission.

Chair: Gregg Thornton (OH)

Claire Covert-ByBee (NE)

Tamara Cranfill (KY)

Michael Zagarella (WV)

Rules Committee Meetings

The Rules Committee met nine (9) times since the 2024 Annual Business Meeting.

November 14, 2024

January 9, 2025

February 13, 2025

March 13, 2025

April 10, 2025

May 22, 2025

June 12, 2025

July 10, 2025

August 14, 2025

Meeting agendas and minutes can be found at:

<https://aslpcompact.com/meetings2/rules-committee-meetings/>.

Compliance Committee

The Compliance Committee monitors member states' compliance with the compact and its rules.

Interim Chair Jeanne Copeland (KS)

Alice Cellino (GA)

Carol Hofbauer (OH)

Elizabeth Maynor (NC)

Meeting agendas and minutes can be found at:

<https://aslpcompact.com/meetings2/compliance-committee-meetings/>.

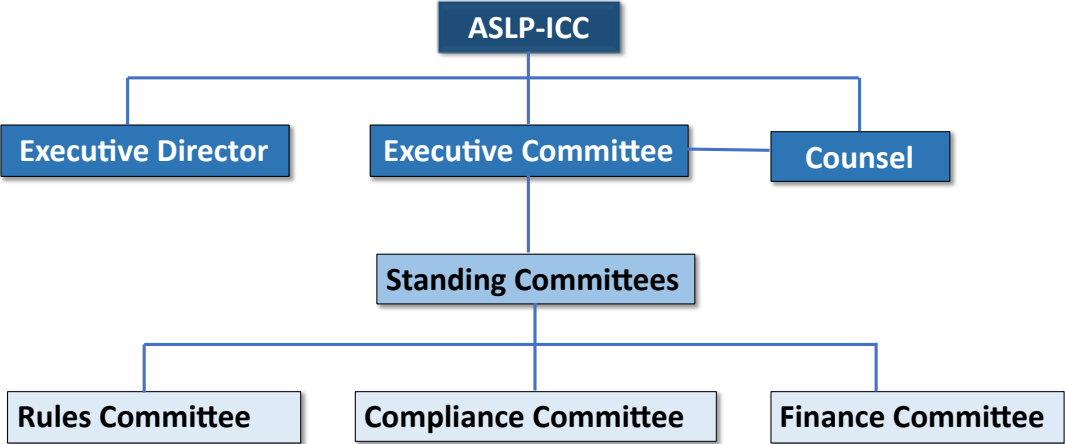
ASLP-ICC OUTREACH AND EDUCATIONAL ACTIVITIES

Educational presentations regarding the ASLP-IC were provided by delegates, staff and partners to multiple member state boards, legislative bodies, other interstate compact commissions, AAA, ASHA, CSG National Conference, National Conference of State Legislatures Legislative Summit, and NCSB. Additionally multiple articles have been published in the ASHA Leader and NCSB newsletter. Information regarding the data system in development can be found at www.compactconnect.org.

The ASLP-ICC welcomes the opportunity to present on the ASLP-IC to interested parties.

ASLP-ICC ORGANIZATIONAL CHART

Organizational Structure



ASLP-ICC DELEGATES

State	Affiliation	Name
Alabama	Audiology	Brady Rives
Alabama	SLP	Frances Clark
Alaska	Agency	Sylvan Robb
Alaska	Agency	Glenn Saviers
Arkansas	Audiology	Rebecca Rusnak
Arkansas	SLP	Heidi Jansen
Arizona	Audiology	Appointment Pending
Arizona	SLP	Appointment Pending
Colorado	Agency	Appointment Pending
Colorado	Agency	Appointment Pending
Delaware	Audiology	Yell Inverso
Delaware	SLP	Emily Cherrix
Florida	Audiology	Fredrick Rahe
Florida	SLP	Dania Lopez Ramirez
Georgia	Audiology	Alice Cellino
Georgia	SLP	Kelley Claas
Idaho	Audiology	Gayle Chaney
Idaho	SLP	Kevin Woodall
Indiana	Audiology	Blair Mattern
Indiana	SLP	Ann Bilodeau
Iowa	Audiology	Caitlin McKenney
Iowa	SLP	Nancy Almasi
Kansas	Audiology	Dena Hall
Kansas	SLP	Jeanne Copeland
Kentucky	Audiology	Angela Mikel
Kentucky	SLP	Tamara Cranfill
Louisiana	Audiology	Jerrilyn Frasier Vaughan
Louisiana	SLP	Celeste Parker
Maine	Audiology	Appointment Pending

Maine	SLP	Appointment Pending
Maryland	Audiology	Arifa Qureshi
Maryland	SLP	Jill Silverman
Minnesota	Audiology	Appointment Pending
Minnesota	SLP	Appointment Pending
Mississippi	Agency	Amirah Saleem
Mississippi	Agency	Felicia Wang
Missouri	Audiology	Leticia White-Minnis
Missouri	SLP	Sara Steele
Montana	Audiology	Kelsey Mann
Montana	SLP	Jennifer Schoffer Closson
Nebraska	Agency	Lindsay Braddock
Nebraska	Agency	Claire Covert-ByBee
Nevada	Audiology	Jennifer Joy-Cornejo
Nevada	SLP	Adrienne Williams
New Hampshire	Audiology	William Flanders
New Hampshire	SLP	MaryAnn Melizzi-Golja
North Carolina	Audiology	Johnnie Sexton
North Carolina	SLP	Elizabeth Maynor
Ohio	Audiology	Tammy Brown
Ohio	SLP	Carol Hofbauer
Oklahoma	Audiology	Morgan Dyer
Oklahoma	SLP	Ella (Christina) Reed
Rhode Island	Audiology	Dola Conceicao
Rhode Island	SLP	Vanessa Harwood
South Carolina	Audiology	Jason Wigand
South Carolina	SLP	Sarah Davis Emory
Tennessee	Audiology	Alicia Barker
Tennessee	SLP	Courtney Painter
Utah	Audiology	Lauren Snyder
Utah	SLP	Lindsey Hardcastle
Vermont	Audiology	Appointment Pending
Vermont	SLP	Appointment Pending

Virginia	Audiology	Bethany Rose
Virginia	SLP	Jennifer Radford Gay
Virgin Islands	Audiology	Appointment Pending
Virgin Islands	SLP	Appointment Pending
Washington	Audiology	Nichole Kingham
Washington	SLP	Sonja Bradford
West Virginia	Audiology	Michael Zagarella
West Virginia	SLP	Vickie Pullins
Wisconsin	Audiology	Jason Meyer
Wisconsin	SLP	Catherine Kanter
Wyoming	Audiology	Brant Christensen
Wyoming	SLP	Michael Murdock

Additional Delegates Pursuant to Section 8(B)(2) of the Compact

State	Name	Title
Iowa	Jordan Cook	Public Board Member
Louisiana	Jolie Jones	Executive Director
North Carolina	Denise Brown	Executive Director
North Carolina	Brenda Fairfax	Public Board Member
Ohio	Gregg Thornton	Executive Director