



2025 Social Work Compact Commission Meeting – Agenda
Hosted by The Council of State Governments (CSG)

Date: Tuesday, February 4th and Wednesday, February 5th, 2025

Location: CSG Office (1776 Ave of the States, Lexington, KY 40511)

Day One

State	Commissioners	Attendance 2/4/25	Attendance 2/5/25
AL	Rachel Dickinson	No	Yes
AZ	Tobi Zavala	Yes	Yes
CO	Reina Sbarbaro-Gordon	No	No
CT	Chris Andresen	Yes	Yes
GA	Deborah Sills	Yes	Yes
IA	Tony Alden	Yes	No
KS	David Fye	Yes	Yes
LA	Hyacinth Mckee	Yes	Yes
KY	Hank Cecil	Yes	Yes
ME	Angela Fileccia	Yes	Yes
MN	Youa Yang	Yes	Yes
MO	Justin Bennett	Yes	Yes
NH	Bethany Cottrell	Yes	Yes
NE	Sean Loving	Yes	yes
OH	Kevin Fowler	Yes	Yes
RI	Barry Noel	Yes	Yes
SD	Kelli Willis	Yes	Yes
TN	Tara Watson	Yes	Yes
UT	Jana Johansen	Yes	Yes
VT	Noura Eltabbakh	Yes	Yes
VA	Jaime Hoyle	Yes	Yes
WA	Lana Crawford	Yes	yes

Welcome and Roll Call - 10:00 AM ET

- M. Shafer takes roll; 20/22 quorum met.

Introductions

- **CSG Presence:** Staff introductions – Kaitlyn Bison, Matt Shafer, Jessica Thomas.
- **Interim Legal:** Samantha Nance, Darren Embry.

Review and Adopt Agenda

- Meeting documents available online at swcompact.org under the Commission tab.
- Motion to adopt the agenda: 1st by Bethany Cottrell, 2nd by Hank Cecil. All in favor, no discussion. Motion passes.

Review and Adopt Draft Minutes from September Meeting

- Motion to adopt minutes: 1st by Hank Cecil, 2nd by Kelli Willis. All in favor, no discussion. Motion passes.

Review Social Work Compact Legislation

- M. Shafer gives a presentation on licensure compacts, their purpose, and what is included in the SW Compact. The presentation includes an overview of the legislation, adverse action, and commission makeup.

Legislative Update

- M. Shafer shares a list of states that have joined the compact and enactment dates. States with pending bills include Texas, Wisconsin, Massachusetts, and North Carolina.
- A map is available at swcompact.org.

Q&A

- Question about uploading the presentation to the website for visual aids or updating the recording.
- Clarification: Active-duty military and spouses can maintain their home state licensure.
- Discussion about states expanding licensure areas and how that will work with the compact (macro practice) and the importance of uniformity in presenting the compact to the public.

Brief Break to Resolve Microphone Issue – 10 min

Delegate Governance Training

- S. Nance provides an overview of compacts, explaining that they have qualities of both statute and contract.
- Outlines the commissioner role and duties. Work is limited to implementing multistate practice among states.

Q&A

- Question about superseded conflicts and public notice.
- S. Nance provides an example of a superseded conflict, including public notice and promulgating rules.

Review and Adopt Bylaws

- Discussion regarding ex-officio members in the bylaws.
- M. Shafer suggests allowing speakers to present before reviewing the bylaws.
- S. Nance mentions several amendments will be made through motions.

Ex-Officio Organizations Speak

- **ASWB – Jennifer Henkel:** Introduces ASWB, committed since the compact's inception.
- **NASW – Karen Goodenough:** Introduces NASW, supportive of the compact, with chapters key to passing state legislation.
 - **Q:** Regarding licensure exemptions, can you provide a brief explanation?
 - **A:** Discussion on county exemption through qualitative and quantitative analysis.
- **CSWE – Megan Fujita:** Introduces CSWE, focusing on social work education, research, and policy development.
 - **Q:** Disconnection between CSWE's support for licensure and the exam.
 - **A:** Working on policies to better align education with workforce needs and collaborate with the commission.
- **CSWA – Laura Groshong:** Introduces CSWA, involved in the compact's development and legislation in states.
- **NABSW – Patricia Lyons:** Introduces NABSW, advocating for equity in social work.
- **LSWO – Adrian Delgado:** Introduces LSWO, emphasizing culturally responsive practice and bilingual social workers.

Lunch Break at 12:00 PM

Bylaws Review

- Draft bylaws available in the meeting packet and online at swcompact.org.
- S. Nance introduces the bylaws, noting areas requiring amendments through motions. The goal is to adopt the bylaws as amended by the end of the meeting.

Discussion of Articles 1 and 2

- Motion to add "is a joint government agency" to Article 1, Section 1 (1st by H. Cecil, 2nd by Hyacinth McKee). Motion carries.
- Motion to change the title of Article 1, Section 3 to "Bylaws and Rules" and modify language to include "and rules of the Commission" (1st by T. Watson, 2nd by H. Cecil). Motion carries.
- Motion to add "adoption of commissioner code of conduct" to Article 1, Section 2 (1st by H. Cecil, 2nd by Hyacinth McKee). Motion carries.

Discussion of Article 2

- Clarification about how to determine material differences in the compact.
- Alternate commissioners' roles discussed, including whether they can vote. S. Nance clarifies alternates may vote but not on the executive committee.

Article 3

- Discussion of elections, chair/vice chair roles, and the need for staggered elections.
- Motion to change election terms in Article 3, Section 1 to two years (1st by H. McKee, 2nd by H. Cecil). Motion carries.
- Motion to add that the treasurer shall serve as the chair of the finance committee (1st by H. Cecil, 2nd by K. Willis). Motion carries.

Technical Changes

- Replaced "chairperson" with "chair" and "vice chairperson" with "vice chair".
- Motion to add language about vacancies in officer positions to Article 3, Section 1 (1st by H. McKee, 2nd by D. Fye). Motion carries.
- Motion to remove past chair as an officer in Article 3 and change vice chair to vice chair/chair elect (1st by B. Cottrell, 2nd by Justin Bennett). Motion carries.

Article 4

- Motion to modify Article 4, Section 1 to clarify day-to-day operations managed by staff, as per statute (1st by J. Bennett, 2nd by B. Cottrell). Motion carries.
- Technical adjustments made to bylaws and rules language.

Ex-Officio Organizations

- Discussion of the rotation of ex-officio members. The committee decides to allow the four organizations from the beginning to continue with rotating seats.

Motion to Approve Ex-Officio Assignments

- **ASWB** to ex-officio B (1st by D. Sills, 2nd by H. McKee). Motion carries.
- **NASW** to ex-officio C (1st by H. McKee, 2nd by H. Cecil). Motion carries.
- **CSWA** to ex-officio D (1st by H. McKee, 2nd by K. Fowler). Motion carries.

Discussion of Rotating Timeline

- Discussion of timelines for ex-officio rotations. Motion to remove "every _ years" from the bylaws (1st by B. Cottrell, 2nd by J. Bennett). Motion passes.

Public Comment Process

- Flexibility in public comment process discussed. Potential to address in bylaws and rulemaking.
- Motion to adjourn by H. Cecil, 2nd by K. Fowler. Meeting adjourned

Day Two

Agenda:

- M. Shafer highlighted the importance of passing the Rule on Rulemaking and electing the executive committee, noting that the meeting was running behind schedule. It was decided to skip the agenda item for the Rule on the Qualifying National Exam.

Bylaws:

- **Article 4:**
 - S. Nance opened the floor for questions regarding Article 4.
 - H. Cecil emphasized the need for a quorum rule and a term limit for the executive committee.
 - **Motion:** J. Bennett moved to add a two-year term limit, seconded by H. Cecil. All voted in favor.
 - S. Nance proposed language to establish a quorum of voting members for the executive committee.
Motion: H. Cecil moved to adopt the quorum language, seconded by B. Cottrell. No discussion; all voted in favor.
 - H. McKee raised a concern about the role of "members at large" not being explicitly stated in Section 4, suggesting the addition of "at large" in 4b. The group agreed this was a technical clarification and no vote was needed.
 - D. Fye motioned to require a two-thirds majority of the executive committee to remove a member. H. McKee seconded. All voted in favor.

Article 5:

- Overview presented by S. Nance. No questions.

Article 6:

- T. Watson inquired about the reasons for closed meetings. S. Nance responded that legal matters and employment issues were common reasons.
- A clarification was requested to ensure that an alternate delegate could not delegate their vote.
- The group agreed to remove gendered language in the bylaws.
- D. Fye proposed clarifying that a two-thirds vote to enter closed session would be determined by "present" members.
Motion: H. McKee seconded the proposal. All voted in favor.

Article 7:

- Overview presented by S. Nance. No questions.

Article 8:

- A. Fileccia suggested not requiring prior written requests for public comment. B. Cottrell highlighted that prior notice is important for preparation, especially when legal matters are involved.
- A. Fileccia motioned to strike the prior written notice requirement. J. Bennett seconded the motion.
- D. Fye shared concerns based on his experience with Kansas legislation, noting the importance of knowing how many people plan to speak.
- T. Zavala inquired about whether public comment could lead to discussion. S. Nance clarified that this depends on the item and the board's discretion.
- B. Cottrell pointed out that the second sentence of Section 4 allowed comments without prior notice.
- The group had a lengthy discussion, and ultimately, the proposed language was not adopted.
- **Amendment:** S. Nance moved to shift the public comment section to Article 6.

Articles IX, X, and XI:

- Articles IX and X were presented with no further discussion.
- D. Fye motioned to add "present" before members in Article X. H. McKee seconded. The motion passed unanimously.
- J. Bennett asked for clarification on Article XI.

Adopting the Bylaws:

- H. Cecil moved to adopt the bylaws as amended (excluding any technical errors). K. Willis seconded.
- J. Bennett asked about adjusting the bylaw for determining the ex officio start. The group agreed that the ex officio position would rotate every two years.
- The discussion on the ex officio term limit continued, with B. Noel expressing preference for less frequent rotations.
- The group confirmed that ex officio members could be removed by a two-thirds vote.
- **Motion:** J. Bennett proposed clarifying language regarding voting and nonvoting executive committee members. H. McKee seconded. A motion was made for a two-thirds vote from members present for the removal of executive committee members. The motion passed.
- **Final Vote:** The bylaws, as amended, were adopted unanimously.

Executive Committee Election:

- M. Shafer announced there were no contested elections and no candidate for treasurer. In the interest of time, speeches were skipped.
- **Motion:** D. Fye moved to nominate K. Fowler for treasurer, seconded by H. Cecil. All votes were in favor.
- **Nomination:** D. Sills nominated herself as a final at-large member. J. Bennett moved to approve, seconded by J. Hoyle. The motion passed unanimously.
- **Final Vote:** The slate of candidates was approved with no opposition.

Rule on Rulemaking:

- S. Nance presented an overview of the rule.
- H. Cecil suggested that a rationale be included with rule notices, specifically a "Statement of Need and Reasonableness."
S. Nance agreed this was a technical revision.
- B. Cottrell asked about accepting written comments after the rule hearing, but S. Nance explained that this would delay adoption. No motion was made.
- **Motion:** H. Cecil moved to adopt the rule on rulemaking. K. Fowler seconded. The rule passed unanimously.

Exam Rule Discussion:

- M. Shafer suggested deferring the exam rule discussion for public comment, as required by the new rule on hearings.
- **Motion:** H. McKee moved to defer the exam rule discussion to a future meeting. H. Cecil seconded. The motion passed.

Committee Creation:

- M. Shafer provided an overview of potential future committees, including rules and finance. He mentioned that more information would be shared post-meeting.
- D. Fye inquired about whether non-delegates could serve on committees. S. Nance clarified that this typically applies to smaller commissions. H. McKee suggested the chair of the commission could ensure equal representation on committees.
- **Motion:** H. McKee moved that the commission chair would have appointing authority over committee composition, including non-delegate and alternate delegates. H. Cecil seconded. All votes were in favor.

Compact Data Systems Presentation:

- I. Eliassen presented on CompactConnect and its data system development. The group asked questions, and I. Eliassen provided clarifications.

Website Domain Question:

- D. Fye asked about using a .gov URL for the website. The discussion continued without a final resolution.

Next Meeting:

- B. Noel asked about the next meeting. M. Shafer said CSG would work with the chair to arrange future meetings.

Adjournment:

- **Motion:** D. Fye moved to adjourn the meeting. H. Cecil seconded. The motion passed, and the meeting was adjourned.