

Cosmetology Licensure COMPACT

Cosmetology Licensure Compact Commission 2025 Special Commission Meeting Minutes

Hosted via Videoconference (Zoom)
Wednesday, November 12, 2025: 12:00 p.m. ET

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| I. | Welcome
Call to Order
Roll Call | Chair |
| II. | Review and Adopt Agenda* | Chair |
| III. | Review and Adopt July 24-25, 2025, Minutes*
A. Cosmetology Licensure Compact Commission 2025 Annual Business Meeting Draft Minutes | Chair |
| IV. | Commission Director Updates
A. Esthetics Licensure Compact
B. Survey
C. Commission Bank Account*
D. Secretariat MOU*
E. Data System** | Commission Director |
| V. | Cosmetology Compact Commission 2026 Annual Meeting
A. Dates
B. Location | Chair, Commission Director |
| VI. | Cosmetology Compact Commission Committees
A. Rules Committee
1. Committee Responsibilities
a. Scope of Work
b. Time Commitment
2. Call for Volunteers
B. Finance Committee
1. Committee Responsibilities
a. Scope of Work
b. Time Commitment
2. Call for Volunteers | Chair, Commission Director, Treasurer, CSG Staff |
| VII. | Member State Implementation
A. Statutory Considerations
B. Regulations
C. Fees and Revenue
D. Discussion | Treasurer |
| VIII. | Delegate Questions and Comments | Chair |

IX. Public Comment

Chair

X. Adjourn*

Chair

*Indicates agenda item requires or is eligible for Commission vote

I. **Welcome**

K. Buckhout opened the meeting, provided instructions and other information for delegate participation.

Call to Order

Chair Gumucio called the meeting to order at 12:01 p.m., ET and welcomed delegates and directed K. Buckhout to call the roll.

Roll Call

K. Buckhout called the roll:

Delegates Present

Jeannie Price – Alabama

Frank Migali – Arizona

Kathryn Duran – Colorado

Breanna Bell – Kansas

Joni Upchurch – Kentucky

Nicole Fletcher – Maryland

Lori Pearson – Ohio

Roxana Gumucio – Tennessee

Kelley Smith – Virginia

Alyssia Gilland – Washington*

Delegates Absent

Jennifer Clawson – Washington*

Authorized Designees/Alternates Present

Alyssia Gilland – Washington

*Indicates state has enacted compact legislation but has not reached the statute's effective date.
Italics indicates Authorized Designee participating on delegate's behalf.

Legal Counsel Present

Samantha Nance – Managing Member: EMWN Law, PLLC

Staff Present

Leslie Roste – Commission Director

Keith Buckhout – Policy Analyst: CSG National Center for Interstate Compacts

Others in Attendance:

Brad Weber – President/CEO: InspiringApps

Dori Zitek – Cosmetologist: Illinois Cosmetology CEU Hours

Eden Davis Stephens – General Counsel: Kentucky Board of Cosmetology

Myra Reddy – Director of Government Affairs: Professional Beauty Association (PBA)

II. Review and Adopt Agenda*

Chair Gumucio reviewed the agenda and asked delegates if there were any questions, items for discussion about the agenda or requests for revisions. (None received.)

Chair Gumucio asked for a motion to adopt the agenda as drafted.

Motion: *J. Price moved to adopt the agenda. F. Migali seconded. All delegates voted in favor and the motion carried.*

State	Delegate	Vote
Alabama	Jeannie Price	Yes
Arizona	Frank Migali	Yes
Colorado	Kathryn Duran	Yes
Kansas	Breanna Bell	Yes
Kentucky	Joni Upchurch	Yes
Maryland	Nicole Fletcher	Yes
Ohio	Lori Pearson	Yes
Tennessee	Roxana Gumucio	Yes
Virginia	Kelley Smith	Yes

III. Review and Adopt July 24-25, 2025 Minutes*

Chair Gumucio referred delegates to the draft minutes from the July 24-25, 2025 Annual Business Meeting as posted to the website. Chair Gumucio asked if there were any requests for corrections or revisions. (None received.)

Chair Gumucio asked for a motion to adopt the minutes from the Annual Business Meeting on July 24-25, 2025.

Motion: *R. Gumucio moved to adopt the minutes. L. Pearson seconded. Eight delegates voted in favor. One delegate abstained. The motion carried.*

State	Delegate	Vote
Alabama	Jeannie Price	Yes
Arizona	Frank Migali	Abstain
Colorado	Kathryn Duran	Yes
Kansas	Breanna Bell	Yes
Kentucky	Joni Upchurch	Yes
Maryland	Nicole Fletcher	Yes
Ohio	Lori Pearson	Yes
Tennessee	Roxana Gumucio	Yes
Virginia	Kelley Smith	Yes

IV. Commission Director Updates

A. **Esthetics Licensure Compact**

Commission Director, L. Roste shared updates on the status of the Esthetics Licensure Compact. The model legislation is complete and available to states for enactment in 2026.

B. **Survey**

Commission Director, L. Roste reviewed the results of the survey distributed to state licensure boards requesting the number of licensees in each state with an out-of-state

mailing address and the percentage of each state's licensee roster with an out-of-state mailing address. The Commission will share the results of the survey to help member states determine an appropriate fee for a multistate license. L. Roste said the Commission will continue to solicit responses from states that have not responded yet.

Legal Counsel, S. Nance, authorized the Commission to meet in closed session in accordance with Article 9.F.4.e., Article 9.F.4.g. and Article 9.F.4.k. of the Cosmetology Licensure Compact.

Chair Gumucio asked for a motion to meet in closed session to address Commission business in accordance with Article 9.F.4.e., Article 9.F.4.g. and Article 9.F.4.k. of the Cosmetology Licensure Compact.

Motion: *J. Price moved to meet in closed session. F. Migali seconded. All delegates voted in favor and the motion carried.*

State	Delegate	Vote
Alabama	Jeannie Price	Yes
Arizona	Frank Migali	Yes
Colorado	Kathryn Duran	Yes
Kansas	Breanna Bell	Yes
Kentucky	Joni Upchurch	Yes
Maryland	Nicole Fletcher	Yes
Ohio	Lori Pearson	Yes
Tennessee	Roxana Gumucio	Yes
Virginia	Kelley Smith	Yes

COMMISSION ENTERED CLOSED SESSION AT 12:30 PM ET

COMMISSION RETURNED FROM CLOSED SESSION AT 1:05 PM ET

C. Commission Bank Account*

Motion: *J. Price moved to open a Cosmetology Licensure Compact Commission account with JPMorgan Chase Bank, N.A. with Chair Gumucio, Commission Director L. Roste and Treasurer K. Smith as signatories on the account. L. Pearson seconded. All delegates voted in favor and the motion carried.*

State	Delegate	Vote
Alabama	Jeannie Price	Yes
Arizona	Frank Migali	Yes
Colorado	Kathryn Duran	Yes
Kansas	Breanna Bell	Yes
Kentucky	Joni Upchurch	Yes
Maryland	Nicole Fletcher	Yes
Ohio	Lori Pearson	Yes
Tennessee	Roxana Gumucio	Yes
Virginia	Kelley Smith	Yes

D. Secretariat MOU*

Motion: *J. Price moved to execute the MOU with the Professional Beauty Association for Secretariat services. K. Smith seconded. All delegates voted in favor and the motion carried.*

State	Delegate	Vote
Alabama	Jeannie Price	Yes
Arizona	Frank Migali	Yes
Colorado	Kathryn Duran	Yes
Kansas	Breanna Bell	Yes
Kentucky	Joni Upchurch	Yes
Maryland	Nicole Fletcher	Yes
Ohio	Lori Pearson	Yes
Tennessee	Roxana Gumucio	Yes
Virginia	Kelley Smith	Yes

E. Data System**

Motion: *J. Price moved to execute the proposed contract for compact data system development with InspiringApps. K. Smith seconded. All delegates voted in favor and the motion carried.*

State	Delegate	Vote
Alabama	Jeannie Price	Yes
Arizona	Frank Migali	Yes
Colorado	Kathryn Duran	Yes
Kansas	Breanna Bell	Yes
Kentucky	Joni Upchurch	Yes
Maryland	Nicole Fletcher	Yes
Ohio	Lori Pearson	Yes
Tennessee	Roxana Gumucio	Yes
Virginia	Kelley Smith	Yes

V. Cosmetology Compact Commission 2026 Annual Meeting

Chair Gumucio and Commission Director L. Roste informed the Commission the 2026 Annual Business Meeting will be April 21-22, 2026 at CSG Headquarters in Lexington, KY. Hotel accommodations and other details will be provided.

VI. Cosmetology Compact Commission Committees

Chair Gumucio, Commission Director L. Roste and Legal Counsel S. Nance discussed formation of the Rules Committee and Finance Committees in accordance with the Cosmetology Licensure Compact and Commission Bylaws. S. Nance informed delegates that Chairs of each committee are elected or appointed according to the bylaws but to be a member of a committee individuals can volunteer. Authorized designees/alternates and board staff appointed by a delegate can also

serve on committees. S. Nance, L. Roste and K. Buckhout also outlined the scope of work and time commitment for each committee and answered delegate questions.

A. Rules Committee

K. Smith volunteered to serve on the Rules Committee. F. Migali and L. Pearson each offered a staff member with rulemaking expertise from their respective boards to serve on the Rules Committee.

B. Finance Committee

In accordance with Commission Bylaws, as the elected Treasurer of the Commission, K. Smith will serve as Finance Committee Chair. F. Migali and J. Price volunteered to serve on the Finance Committee.

VII. Member State Implementation

Treasurer K. Smith gave a presentation on member state implementation work delegates should consider or proactively address in anticipation of the development of the data system and activation of the compact. K. Smith suggested delegates check to see if any statutory changes are needed and to try to address them in the 2026 legislative session, identified regulatory updates to consider and described how Virginia updated its licensure fees in anticipation of the multistate license. Delegates compared and contrasted the situations in each member state and asked questions of each other about best practices for making updates to better position their states for implementation and activation.

VIII. Delegate Questions and Comments

Chair R. Gumucio asked the delegates if they had any questions or additional topics for discussion. (None received.)

IX. Public Comment

Chair R. Gumucio opened the floor to receive questions and comments from the public. Dori Zitek, a licensed cosmetologist and CEU providers from Illinois, stated she was interested in getting more involved with the compact and asked a question about whether Cosmetology and Esthetics licensees are eligible to participate in the Cosmetology Licensure Compact and how states with both licenses handle whether a licensee is eligible and for which compact. Commission Director L. Roste explained that each compact is license specific so only individuals with an active, unencumbered cosmetology license in the member state in which they live are eligible for the Cosmetology Licensure Compact. Further, only individuals with an active, unencumbered esthetics license in the member state in which they live will be eligible for the Esthetics Licensure Compact. Chair Gumucio asked if there were any further questions or comments from the public. (None received.)

X. Adjourn*

Chair R. Gumucio asked for a motion to adjourn the meeting.

Motion: F. Migali moved to adjourn. J. Price seconded. All delegates voted in favor and the Cosmetology Licensure Compact Commission was adjourned at 1:57 p.m. ET.

State	Delegate	Vote
Alabama	Jeannie Price	Yes

Arizona	Frank Migali	Yes
Colorado	Kathryn Duran	Yes
Kansas	Breanna Bell	Yes
Kentucky	Joni Upchurch	Yes
Maryland	Nicole Fletcher	Yes
Ohio	Lori Pearson	Yes
Tennessee	Roxana Gumucio	Yes
Virginia	Kelley Smith	Yes