

# VIRGIN ISLANDS BOARD OF NURSE LICENSURE

FISCAL YEAR 2026 ANNUAL REPORT

THURSDAY, JULY 24, 2025

### **BOARD MEMBERS 2025**

Tanicia Penn, MSN, RN - Varied Nurse Specialist- Chair
Brittany Dawson, DNP, APRN-Certified Nurse Midwife CNM- Vice Chair
Arnelle Comissiong, BSN, RN - Varied Nurse Specialist-Treasurer
Elizabeth R. Dumas Certified Registered Nurse Anesthetist CRNA- Secretary
Marion Wilson, Licensed Practical Nurse LPN- Board Member
Juliette Punter-Petty, Consumer STT/STJ District- Board Member
Lydia Ells, Licensed Practical Nurse (LPN)- Board Member
Vacant Nurse Educator
Vacant Consumer STX District

BOARD MEMBERS COMMITTEES & MEMBERS		
CHAIRPERSON - TANICIA PENN, MSN, RN VICE CHAIR - BRITTANY DAWSON, DNP, APRN-CNM TREASURER - ARNELLE COMISSIONG, BSN, RN SECRETARY – E. RAVEN DUMAS, CRNA		
MEMBERS: TANICIA PENN, MSN, RN	TERMS: 12/14/2020 - 12/20/2023	
BRITTANY DAWSON, DNP, APRN-CNM ARNELLE COMISSIONG, BSN RN	12/14/2020 - 12/20/2023 12/14/2020 - 12/20/2023 12/14/2020 - 12/20/2023	
E. RAVEN DUMAS, CRNA	12/14/2020 - 12/20/2023	
LYDIA ELLS, LPN (STT)  JULIETTE PETTY  MARION WILSON	02/17/2011 - Present 4th Term 12/14/2020 - 12/20/2023 12/14/2020 - 12/20/2023	

In accordance with Act No. 7594 Bill No. 30-0253 and Act No. 7699 Bill No. 30-0463, board members that expire will serve until their successors are appointed.

### **ORGANIZATIONAL STRUCTURE**



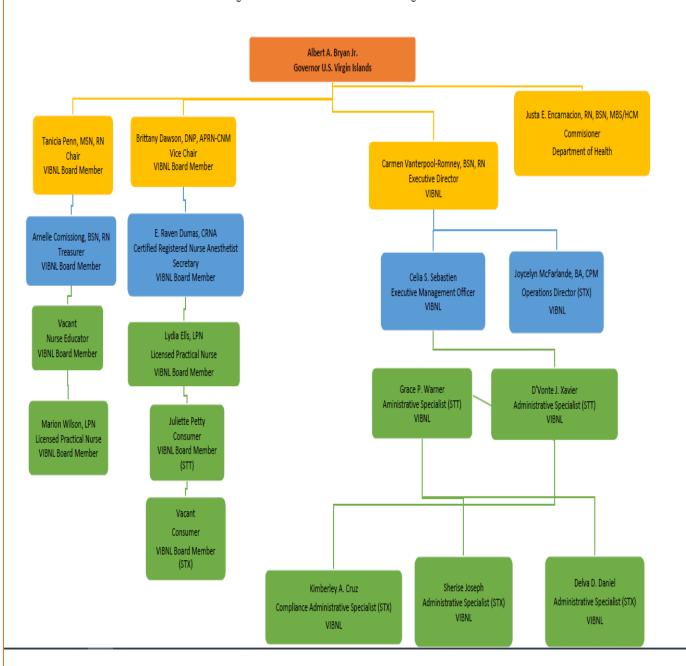
### GOVERNMENT OF THE VIRGIN ISLANDS OF THE UNITED STATES

Virgin Islands Board of Nurse Licensure
P.O. Box 304247
St. Thomas, Virgin Islands 00803-4247

Office: 340-249-0684 340-712-0700

Cell: 340-690-9326

### Virgin Islands Board of Nurse Licensure Organizational Chart



### Virgin Islands Board of Nurse Licensure Annual Report - 2026

Established under the Nurse Practice Act (NPA) of 1982, the **Virgin Islands Board of Nurse Licensure (VIBNL)** serves as the regulatory authority for Registered Nurses (RNs), Licensed Practical Nurses (LPNs), Advanced Practice Registered Nurses (APRNs), and Certified Nursing Assistants (CNAs) within the territory.

The Board is composed of **nine (9) members**, who are appointed by the Governor and entrusted with the responsibility of:

- Developing and enforcing regulations governing nursing practice
- Defining scope of practice for all licensure levels
- Overseeing nursing education programs
- Managing initial licensure and renewals
- Conducting disciplinary investigations and enforcing compliance

As of the current fiscal year, the Board consists of seven active members, with a quorum defined as five (5) members. Appointments are made for terms of two (2) to three (3) years, or until a successor is appointed.

The designated roles on the Board include:

- One Nurse Anesthetist
- One Nurse Midwife
- Two Registered Nurses from varied specialties
- Two Licensed Practical Nurses (LPNs)
- One Community Lay Member

### **Recruitment Efforts:**

At present, the Board is actively seeking to fill two vacant positions:

- One Community Lay Member from the St. Croix District
- One Educator position with territory-wide responsibilities

Filling these vacancies is critical to ensuring that the Board maintains a balanced representation of clinical, educational, and public perspectives, which supports effective regulation and informed decision-making across all nursing disciplines.

The Board's authority is derived from the Virgin Islands Code – Title 27, Chapter 1, Subchapter IV, Sections 93–97, which clearly define its powers, duties, and the scope of regulatory oversight. This legal framework provides the foundation for licensing standards, enforcement protocols, and the promotion of public health through professional nursing practice.

As outlined in the **FY 2026 Annual Report**, the Virgin Islands Board of Nurse Licensure remains dedicated to:

- Upholding excellence in nursing standards
- Promoting continuing education and workforce development
- Ensuring safe, ethical, and effective nursing care for all residents of the Virgin Islands

Through strong governance, efficient licensure operations, and a commitment to accountability, the Board continues to protect public health and elevate the nursing profession throughout the territory.

### **OUR MISSION**

The **Virgin Islands Board of Nurse Licensure (VIBNL)** is committed to protecting the health, safety, and welfare of the public by developing and enforcing effective policies and standards for nursing education, practice, and discipline across the territory.

We accomplish this by:

- Regulating the licensure and renewal of Registered Nurses (RNs), Licensed Practical Nurses (LPNs), Advanced Practice Registered Nurses (APRNs), and Certified Nursing Assistants (CNAs)
- Defining and upholding the legal scope of nursing practice
- Approving and monitoring nursing education programs
- Investigating complaints and enforcing disciplinary actions to ensure professional accountability

VIBNL strives to serve as a model regulatory agency by making decisions that are:

- Evidence-based
- Legally sound
- Fiscally responsible
- Operationally efficient
- Technologically integrated
- Quality-focused
- Publicly transparent and accountable

We value honesty, fairness, and objectivity in all our actions and are committed to fostering strong, respectful, and professional relationships with our licensees, stakeholders, and the broader community for the betterment of healthcare in the U.S. Virgin Islands.

### **OPERATIONS OF THE BOARD**

One of the core responsibilities of the **Virgin Islands Board of Nurse Licensure (VIBNL)** is to ensure that only competent, ethical, and qualified nurses are authorized to practice within the U.S. Virgin Islands. All practicing nurses must meet stringent licensure criteria and maintain a clear record of legal and professional compliance.

To support this mandate, VIBNL remains an active member of the **National Council of State Boards of Nursing (NCSBN)**. Participation in NCSBN's annual meetings and collaborative initiatives allows the Board to stay informed on national best practices in nursing regulation, professional mobility, and public safety.

Through this affiliation, VIBNL enhances its ability to align with evolving national standards, promote continuous professional development, and partner with other jurisdictions to elevate the quality of nursing care both locally and nationwide.

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### SCOPE OF PRACTICE

The Virgin Islands Board of Nurse Licensure (VIBNL) plays a vital role in defining and regulating the scope of practice for nursing professionals within the territory. This includes Advanced Practice Registered Nurses (APRNs), Registered Nurses (RNs), Licensed Practical Nurses (LPNs), and Certified Nursing Assistants (CNAs).

Each of these roles is governed by clear professional guidelines and standards established by the Board to ensure the delivery of **safe**, **ethical**, **and effective patient care**. VIBNL's regulatory oversight promotes accountability and professional integrity across all levels of nursing, safeguarding the health and well-being of the Virgin Islands community

To uphold transparency and ensure regulatory compliance, the Virgin Islands Board of Nurse Licensure (VIBNL) utilizes NCSBN's NURSYS® Quick Confirm system for all actively licensed nurses in the territory. This free, public-facing tool allows employers, staffing agencies, and the public to instantly verify a nurse's licensure status and credentials.

By leveraging NURSYS Quick Confirm, VIBNL enhances public trust and supports a healthcare environment rooted in **integrity**, **accountability**, **and professionalism**. This resource plays a vital role in protecting patients and strengthening confidence in the Virgin Islands' nursing workforce.

The NURSYS Quick Confirm program plays a vital role in safeguarding public safety by providing real-time access to nurses' licensure and disciplinary information. This centralized system enables nursing boards, credentialing agencies, employers, and the public to verify the status and qualifications of licensed nurses across all U.S. states and territories, including the Virgin Islands. By ensuring transparency and accountability, NURSYS supports the delivery of safe, competent, and high-quality nursing care nationwide.

# Ways in Which the Virgin Islands Board of Nurse Licensure (VIBNL) Fulfills Its Regulatory Roles

<u>Clarification of Scope of Practice</u>: VIBNL provides essential guidance and clarification on scope of practice issues for all licensed nurses working in diverse healthcare environments. These include hospitals, clinics, private practices, educational institutions, correctional facilities, home health settings, long-term care facilities, and more. By responding to inquiries and providing regulatory interpretation, the Board ensures nurses understand their roles and responsibilities in delivering safe and effective care.

Approval and Oversight of Nursing Education Programs: VIBNL evaluates nursing school curricula within the Virgin Islands to verify that programs align with national standards and effectively prepare graduates for licensure. Approved programs demonstrate the ability to produce competent, ethical nursing professionals. Each program is reviewed on a cycle of no more than two (2) years, depending on its educational level.

Additionally, VIBNL certifies continuing education providers and programs to support licensees in meeting ongoing licensure requirements.

<u>Licensure and Certification Standards</u>: The Board establishes and enforces requirements for initial licensure, license renewal, and recertification. This includes a thorough review of all

applications, especially those from nurses seeking licensure by endorsement from other states or jurisdictions. By maintaining consistent standards, VIBNL upholds the integrity and quality of the local nursing workforce.

- □ As a member of the National Council of State Boards of Nursing (NCSBN), VIBNL authorizes local nursing graduates to take the National Council Licensure Examination (NCLEX) for RNs and LPNs, as well as the National Nurse Aide Assessment Program (NNAAP) exam. The Board also directly administers Certified Nursing Assistant (CNA) examinations to verify competency prior to certification.
- □ VIBNL is responsible for investigating complaints filed against nurses and nursing assistants, including cases involving patient abuse, criminal conduct, drug diversion, and violations of the Nurse Practice Act.

All investigations are comprehensive and impartial. When warranted, the Board collaborates with the Virgin Islands Department of Justice and the Office of the Attorney General to ensure that due process is followed in any disciplinary proceedings. Confirmed violations are recorded in the Board's disciplinary database and, when applicable, reported to national regulatory bodies.

To ensure transparency and compliance in financial matters, the Board utilizes the Virgin Islands Department of Finance's MUNIS System for recording deposits, managing requisitions, and processing vendor payments. Weekly reconciliations of year-to-date (YTD) reports are conducted to align internal records with financial activity.

### **ANNUAL FINANCIAL REPORT**

The Virgin Islands Board of Nurse Licensure (VIBNL) primarily depends on a general fund allocation of \$846,078.00 to maintain its operations. This budget covers essential expenses such as salaries totaling \$483,287.00 and fringe benefits of \$240,318.00 for eight (8) full-time employees funded by the general fund. Additional funding is allocated for supplies and services (\$122,473.00), which include facility rentals and professional service costs.

VIBNL has six (6) active contracts, which include two (2) real property leases (one each in St. Thomas and St. Croix), two (2) extermination contracts (one in each location), and two (2) janitorial supply contracts (also one each in St. Thomas and St. Croix). In the upcoming fiscal year, there are plans to implement two (2) more Heating, Ventilation, and Air Conditioning (HVAC) supply contracts to further aid operational and infrastructure needs.

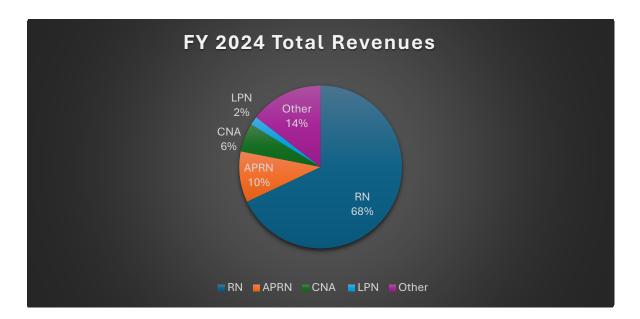
The Board tracks trends in licensure and certification by reviewing at least three (3) years of statistical data each year. Data collection occurs annually from July 1 to June 30.



In Fiscal Year 2023, the Virgin Islands Board of Nurse Licensure (VIBNL) generated a total revenue of \$119,191.00. The revenues distributed among various licensure categories were as follows:

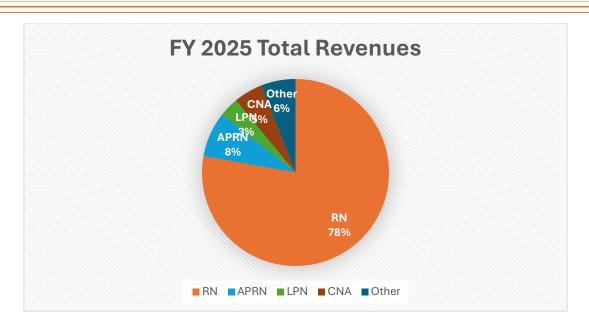
- Registered Nurses (RN): \$73,931.00
- Advanced Practice Registered Nurses (APRN): \$11,565.00
- Licensed Practical Nurses (LPN): \$8,450.00

- Certified Nursing Assistants (CNA): \$17,290.00
- Other Fees (Lapsed fees, Exam Application fees, License/Certification Replacement Certification fees, Verification fees, Penalties for violation): \$7,955.00



In Fiscal Year 2024, the Virgin Islands Board of Nurse Licensure (VIBNL) generated total revenues of \$163,462.00. The revenue distribution among different licensure categories is detailed as follows:

- Registered Nurses (RN): \$111,114.50
- Advanced Practice Registered Nurses (APRN): \$16,515.00
- Licensed Practical Nurses (LPN): \$9,250.00
- Certified Nursing Assistants (CNA): \$2,825.00
- Other Fees (Lapsed fees, Exam Application fees, License/Certification Replacement Certification fees, Verification fees, Penalties for violation): \$23,757.50



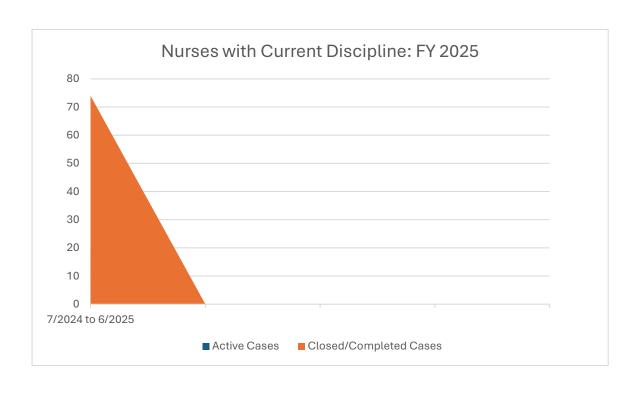
As of June 30, 2025, the Virgin Islands Board of Nurse Licensure (VIBNL) has generated a total revenue of \$116,697.50. This revenue comes from various fees associated with nurse licenses, examinations, endorsements, certifications, renewals, penalty fees, and other related services. There is a notable contribution from Registered Nurses (RNs) and Advanced Practice Registered Nurses (APRNs). The revenue breakdown by licensure categories is as follows:

- Registered Nurses (RN): \$90,742.50
- Advanced Practice Registered Nurses (APRN): \$9,625.00
- Licensed Practical Nurses (LPN): \$3,250.00
- Certified Nursing Assistants (CNA): \$4,970.00
- Other Fees (Lapsed fees, Exam Application fees, License/Certification Replacement Certification fees, Verification fees, Penalties for violation): \$8,110.00

### **COMPLIANCE DISCIPLINE**

### STATISTICAL DATA

Dis	ciplinary Report Log	
Tota	al number of disciplines solved	93
Tota	al number of cases from 7/2024 to	28
6/20	025	
Pen	ding Cases	04
	As af the annual transmit of	
	As of the current reporting period,	
	the Virgin Islands Board of Nurse	
	Licensure has processed a total of	
	93 disciplinary cases. Of these, 28	
	cases were initiated between July	
	2024 and June 2025. At present, 4	
	cases remain active and are	
	undergoing investigation or	
	resolution, while 89 cases have	
	been successfully closed or	
	completed. This reflects the	
	Board's continued commitment to	
	regulatory compliance and	
	safeguarding public health	
	through the enforcement of high	
	standards in nursing practice.	
	<b>.</b>	



### **Application Breakdown:**

## LICENSURE STATISCAL DATA

Endorsement	2024-2025		
License Type			
CNA	21		
LPN	7		
RN	429		
CNM	13		
CNP	48		
CNS	0		
CRNA	17		
Total	535		

Renewal	2024-2025
License Type	
CNA	98
LPN	57
RN	919
CNM	9
CNP	<b>61</b>
CNS	2
CRNA	18
Total	1164

Reinstatement	2024-2025
License Type	
CNA	20
LPN	9
RN	<b>57</b>
CNM	0
CNP	3
CNS	0
CRNA	2
Total	91

Initial	2024-2025
License Type	
CNA	33
LPN	3
RN	38
CNP	5
Total	79

<b>Grand Total</b>	2024-2025
<b>Application Type</b>	
Endorsement	535
Renewal	1164
Reinstatement	91
Initial	79
Total	1869

During Fiscal Year 2025, the Virgin Islands Board of Nurse Licensure processed a total of one thousand eight hundred and sixty-nine (1,869) active licenses for nurses eligible to practice within the territory. Additionally, we managed thirty (30) inactive licenses for nurses who, while not actively working, maintain their licensure status in the Virgin Islands.

In the period spanning from July 2024 to June 2025, the Virgin Islands Board of Nurse Licensure processed the following licensure activities:

### + Initial Licenses Issued by Examination: 79 in total

\* Registered Nurses: 38

Certified Nurse Practitioner: 5

Licensed Practical Nurses: 3

Certified Nursing Assistants: 33

### + License Renewals Completed: 1,164 in total

\* Registered Nurses: 919

❖ Advanced Practice Registered Nurses: 90

Licensed Practical Nurses: 57

Certified Nursing Assistants: 98

### + Endorsements Processed: 535 in total

Registered Nurses: 429

❖ Advanced Practice Nurses:78

Licensed Practical Nurses: 7

Certified Nursing Assistants: 21

### **→** Reinstatements Completed for Inactive Nurses: 91 in total

\* Registered Nurses: 57

❖ Advanced Practice Nurses: 5

Licensed Practical Nurses: 9

Certified Nursing Assistants: 20

These statistics accentuate the Virgin Islands Board of Nurse Licensure's (VIBNL) ongoing commitment to strengthening licensure processes and supporting the continuous professional development of nurses throughout the territory. Each revenue category reflects our focus on upholding high regulatory standards, ensuring that only competent, well-trained professionals are licensed to serve. Ultimately, our efforts help guarantee that the people of the Virgin Islands receive safe, high-quality care from a trusted and qualified nursing workforce.

In addition to enhancing customer service within the nursing sector, the VIBNL St. Thomas facility now serves as a centralized hub for administrative services and as a designated testing center for nursing assistant examinations. Efforts are currently underway to identify and establish a similar testing site for the St. Croix district to ensure equitable access across the territory. To date, twenty-eight (28) nursing assistants from both districts have been deemed eligible for testing. This strategic initiative aims to reduce wait times, streamline administrative coordination, and improve the overall efficiency of the examination process. By meeting the growing demand and strengthening operational capacity, we anticipate a notable increase in revenue generation.

### **FEE CHANGES**

Effective January 1, 2024, all nurse licenses issued by the Virgin Islands Board of Nurse Licensure (VIBNL) will expire on the last day of the licensee's birth month. This change ensures that license renewal collections are evenly distributed throughout the year.

To increase revenue, VIBNL has implemented a new fee schedule starting in 2024. This adjustment aims to enhance financial sustainability and support the day-to-day functions of the board.

PROCE	SSING I	FEE SCHEDULE	
(All Fees are payable l	by Mone	y Order/Certified Bank Check)	
ltem	Cost	ltem	Cost
Credential Review & Exam Application Fee		Eligibility Review for Repeat Exam Fee	
NCLEX RN/PN – CAT Exam	\$75.00	NCLEX RN/PN CAT Exam	\$40.00
CNA NNAPP Written & Skills Exam	\$50.00	CNA NNAAP Written & Skills Exam	\$25.00
Initial Licensure/Certification Registration Fee by			
Exam			
NCLEX RN/PN – CAT Exam	\$75.00	License/Certification Replacement Fee	\$20.00
CNA (National Nurse Aide Assessment Program)	\$50.00	Official Verification Fee	\$25.00
		2 <sup>nd</sup> Year Initial Licensure/Certification	
		Registration	
Initial Licensure/Certification & Renewal		Renewal Fee (July-August of the Renewal Year)	
Registration Fee by Endorsement			
Advanced Practice Registered Nurse (APRN)	\$150.00	Advanced Practice Registered Nurse (APRN)	\$75.00
Registered Professional Nurse (RN)	\$125.00	Registered Professional Nurse (RN)	\$62.50
Licensed Practical Nurse (LPN)	\$100.00	Licensed Practical Nurse (LPN)	\$50.00
Certified Nurse Assistant (CNA)	\$75.00	Certified Nursing Assistant (CNA)	\$37.50
CONT	'INGEN'	Γ PENALTIES	
Lapsed Renewal Application Fee	\$200.00	Intentional Violation	\$250.00
(Active Status)		Actual Danger to the Public (ADP)	\$1,000.00
Lapsed Renewal Application Fee	\$300.00	Intentional Violation	\$100.00
(Inactive Status)			
Only if current in previous biennium		Potential Danger to the (PDP)	\$500.00
CEU Provider Initial/Renewal Fee	\$250.00	Negligent Violation	\$100.00
		Actual Danger to the Public (ADP)	\$250.00

Revised Fees Effective August 2012; Inactive Lapsed renewal Fee Effective July 2018

### **FEE CHART 2025**



### GOVERNMENT OF THE VIRGIN ISLANDS OF THE UNITED STATES

### VIRGIN ISLANDS BOARD OF NURSE LICENSURE

STT Office Physical Address: Time Center Building 4600 Estate Charlotte Amalie 2<sup>nd</sup> Floor Suite 207 St. Thomas, VI 00802

Mailing Address: P.O. Box 304247 St. Thomas, VI 00803-4247 340-249-0684 STX Office Physical & Mailing Address: 3009 Estate Orange Grove Shopping Center First Floor, Suite 4 Christiansted, St. Croix, VI 00820 340-712-0700 340-690-9326

### VIBNL Revised Fee Schedule

### Initial by Exam

- NCLEX RN/ PN CAT Exam- \$200.00
- CNA (NNAAP Written & Skills) Exam-\$80.00

### Initial by Exam (Pass) License/ Certificate Processing Fee

- Registered Nurse- \$92.50
- Licensed Practical Nurse-\$80.00
- Certified Nurse Assistant- \$55.00

### Endorsement Licensure/ Certification Fee

- Advanced Practice Registered Nurse Certification- \$80
- Registered Nurse- \$185.00
- Licensed Practical Nurse-\$160.00
- Certified Nurse Assistant- \$110.00

### Renewal Licensure/ Certification Fee

- Advanced Practice Registered Nurse Certification- \$40
- \* Registered Nurse- \$175.00
- Licensed Practical Nurse-\$150.00
- Certified Nurse Assistant- \$100.00

### Reinstatement Licensure/ Application Fee

- Advanced Practice Registered Nurse Certification- \$40
- Registered Nurse-\$475.00 (Renewal Fee \$175.00+Late Processing Fee \$100.00+Lapse fee \$200.00)
- Licensed Practical Nurse-\$450.00 (Renewal Fee \$150.00+Late Processing Fee \$100.00+Lapse fee \$200.00)
- Certified Nurse Assistant-\$400.00 (Renewal Fee \$100.00+Late Processing Fee \$100.00+Lapse fee \$200.00)

### Inactive Licensure/ Application Fee

- APRN, RN, LPN, CNA-\$50.00
- APRN, RN, LPN, CNA (Senior)- \$25.00
- APRN, RN, LPN, CNA (Lapsed)- \$300.00

### Additional Fees

- CEU Provider Initial/ Review Fee- \$300.00
- Certification Replacement- \$50.00
- Official Verification- \$50.00

REVISED 2024

### **MAJOR ACCOMPLISHMENTS**

### ✓ Nurse Practice Act (NPA):

The 1982 Nurse Practice Act has been revised & submitted for legislative review.

### **✓** Rules and Regulations:

The board works with Legislators to identify recommendations to improve the practice of nursing and workforce strategies.

### ✓ CE Broker contract:

Contract was completed by OPCMR (Dept. of Health) and submitted to Property & Procurement for approval. This contract will provide the counting of education credits required for all renewals.

# ✓ Fully launched Optimal Regulatory Board System (ORBS) Online services for all nursing assistants and professional nurses:

All stakeholders can now electronically log on to our online portal to access any licensee information and submit all applications.

### ✓ New office relocation expanded with a training room and testing site:

Completed relocation at our new office and begun renovations to host our nursing assistant exams.

### ✓ Congratulations to:

Vice Chair Dr. Dawson received in 2024 American Association of Nurse Practitioners Advocate State Award for Excellence for the State of the United States Virgin Islands. This award is given annually to a dedicated advocate in each state who has made a significant contribution towards increasing the awareness and recognition of nurse practitioners.

# ✓ Executive Director Carmen Vanterpool-Romney received Five (5) Year recognition with NCSBN

### ✓ 2025 St. Croix Food and Agricultural Fair

The board conducted an outreach effort on St. Croix to the nurses and community in St. Croix. We promoted the presence of our new office, staff, and services rendered.

### ✓ First Annual Nurses Appreciation Brunch

A new initiative was successfully launched on both St. Thomas on May 21, 2025, and St. Croix on May 29, 2025, to express our gratitude and recognition of all nurses' dedication and hard work in the territory.

### ✓ VIBNL and AeroMD partnership:

Established a new scholarship 2025-2026 for two thousand dollars (\$2,000.00), \$2,000.00 per district for an amount of \$1,000.00 each, which will be awarded to two (2) Juniors and two (2) Seniors enrolled in UVI's Nursing Program. This would serve as an additional resource to assist nursing students

in furthering their education with financial opportunities and pursuing a healthcare career that is beneficial for our community.

### **✓** Electronic records scanning:

A grant awarded by the National Council of State Boards of Nursing to scan, shred, and upload 3,053 files (initially 1,500) to the ORBS Database was completed by Med-Cred Plus.

There is a total of 2,250 documents that must be scanned for Nursys data integrity, which is now housed at the old location at 3 Kongens Gade. All documents must be decontaminated and scanned for input into the Online Portal for purposes as per NCSBN. We have been awarded the opportunity to apply for assistance. However, this process will exceed \$100,000.00 and must be completed. Quotes have been provided and forwarded for possible assistance with the project. It will cost approximately \$146,803.20 (Disinfecting all documents: \$34,003.20 & Conversion from paper files to electronic documents: \$112,800.00). Once the scope of work is completed, the Board will have the opportunity to apply to assist with this process with NCSBN.

### **CHALLENGES**

### **Website online payment processor system implementation:**

Unable to provide online processing services to licensees. All applicants must upload a copy of their payment method and wait for arrival at the office for completion of licensure.

### > Federal & Local Criminal Background Check:

This is an ongoing effort. VIBNL is seeking other measures in which this can complement NLC to move forward with compact nursing, which has been on hold for two (2) years.

### > Nurse Licensure Compact Implementation:

As compact nursing legislation progresses, VIBNL will continue to monitor its financial implications and adjust strategies accordingly to sustain operational effectiveness. Currently, there are two hundred six (206) VI licensees who hold another license in another compact state where they reside. If these two hundred six (206) stop licensing in the VI, we will stand to lose \$12,000.00 each year. However, we may also gain approximately \$10,000.00 to break even if ninety-two (92) residents who now hold another license in a NLC state choose to have a VI multistate license. This may help us break even if these nurses remain licensed as VI multistate nurse licensees.

# Old VIBNL Office Building, formerly located at 3 Kongens Gade, St. Thomas:

Although the board has submitted its budget to include rent charges for a building in the St. Thomas district, a loss is absorbed since historically the board owned their building, saving the government funds.

However, now obligating approximately \$88,528.50 that was not required before two (2) 2017 major hurricanes, Irma and Maria, which created a financial hardship for both the board's budget and operations.

### > VIBNL Compact State Requirement Budget:

The board will need at least \$6,000.00 to cover the annual dues required for being a member as a compact state due to the National Council of State Boards of Nursing.

### Professional Services:

The board has fully implemented exterminating and janitorial services, and HVAC supply contracts that will require a funding source. Currently, the general fund does fully accommodate four (4) of our mandatory supply contracts for a supplemental budget, which totals approximately \$42,295.00.

### Certified Nursing Assistants Testing:

Currently, there is a total of twenty-eight (28) applicants from both districts deemed eligible and waiting to complete skills and written testing. However, the two (2) sites that we utilize have been unavailable to us recently. Therefore, VIBNL is exploring options to accomplish this deficiency in the future.

### **FISCAL YEAR 2026 GOALS**

**Goal 1.** Community Service and Regulation of Nursing Practice Continue to provide exemplary services to nurses and the Virgin Islands community.

**Goal 2.** Continue revision and completion of the 1985 Rules and Regulations

Continue to revise the 1985 Virgin Islands Board of Nurse Licensure Rules and Regulations and By-Laws. To aid in this process, we will be calling for the services of nurses willing to assist with this project.

### Goal 3. Nurse Licensure Compact

The VIBNL continues to work with Legislators to facilitate full implementation of the Nurse Licensure Compact (NLC).

### Goal 4. Education

Complete CEU Broker contract, which will enable all nurses to complete continuing education online.

### Goal 5. Affiliation in Nursing Practice

Continue to maintain ongoing communication with both hospitals and all other nursing-affiliated facilities within the territory to ensure legal mandates are met according to the Nurse Practice Act.

### Goal 6. Certified Nursing Assistant Exams

St. Croix office expansion with a training room and testing site: Identified location adjacent to our existing office and begun discussions to secure space and explore options for renovations to host our nursing assistant exams.

### **Goal 7.** Regulatory and Compliance

Nursing education programs were monitored for improvements and correction of deficiencies.

### **Goal 8**. Improve the NCLEX Exam Pass Rates

The Virgin Islands Board of Nurse Licensure (VIBNL) aims to complete monitoring visits for 95% of Advanced Practice Registered Nurse (APRN), Registered Nurse (RN), Licensed Practical Nurse (LPN), and Certified Nurse Assistant (CNA) in the Virgin Islands by the end of Fiscal Year 2026. These visits are conducted to ensure that nurses are practicing within their authorized scope and in full compliance with established regulations.

### Goal 9. Public Outreach

The Virgin Islands Board of Nurse Licensure (VIBNL) will progressively engage in

- 1) Continuing Education Outreach, 2) Informative Public Advertisement of the Board,
- 3) Promotional Outreach Events, and 4) Public Awareness.

### Goal 10. Improve Web

The Virgin Islands Board of Nurse Licensure plans to collaborate with the Bureau of Information Technology to enhance the user experience. These upgrades will improve the website's appearance and provide additional information and resources. This initiative aims to make the site more user-friendly while also embracing technological advancements.

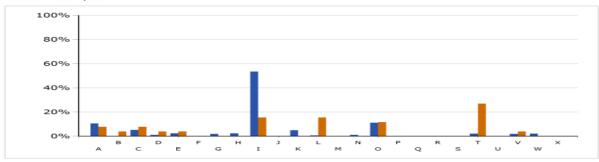
Goal 11. Board Governance and Strategic Planning Training
The Virgin Islands Board of Nurse Licensure wishes to provide the board members
and staff with valuable expert mentoring regarding organizational transformation and
empowerment. VIBNL will receive advice on both financial and operational core
competencies.

Thank you to all the agencies who have assisted VIBNL and with whom we have interacted over the year. We look forward to your continued support in achieving our goals as we carry out our mission.

Thank you to all the Senators for your continued support of our mission. This concludes the Virgin Islands Board of Nurse Licensure Fiscal Year 2026 Budget Request. We await any questions you may have.

Primary Employment Setting
7/1/2024 - 6/30/2025
RN respondents = 389 [Represents 27% of the total VIRGIN ISLANDS RN workforce for the given date range]
PN respondents = 26 [Represents 29% of the total VIRGIN ISLANDS PN workforce for the given date range]

The data sample suggests that the top primary employment setting for the VIRGIN ISLANDS RN workforce is Hospital. This setting represents 53% of the overall RN sample. The data sample suggests that the top primary employment setting for the VIRGIN ISLANDS PN workforce is Public Health. This setting represents 27% of the overall PN sample.



### 7/1/2024 - 6/30/2025

Legend	Primary Employment Setting	RN	PN
A	Ambulatory Care Setting	41 (11%)	2 (8%)
В	Assisted Living Facility	0 (0%)	1 (4%)
C	Community Health	20 (5%)	2 (8%)
D	Correctional Facility	4 (1%)	1 (4%)
E	Dialysis Center	9 (2%)	1 (4%)
F	Federal Agency (VA hospital, Military,)	0 (0%)	0 (0%)
G	Home Health	7 (2%)	0 (0%)
н	Hospice	9 (2%)	0 (0%)
I	Hospital	208 (53%)	4 (15%)
J	Immediate Care Center/Stand-alone Emergency Room	0 (0%)	0 (0%)
K	Insurance Claims/Benefits	19 (5%)	0 (0%)
L	Nursing Home/Extended Care	2 (1%)	4 (15%)
М	Nursing Home/Extended Care/Assisted Living Facility	0 (0%)	0 (0%)
N	Occupational Health	4 (1%)	0 (0%)
0	Other	43 (11%)	3 (12%)
P	Outpatient Lab Services	0 (0%)	0 (0%)
Q	Palliative Care/Hospice	0 (0%)	0 (0%)

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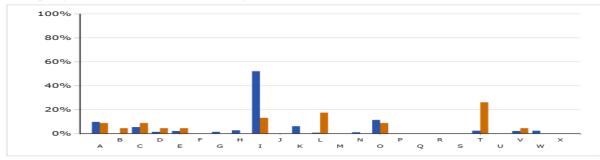
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R	Physician's Office/Primary Care	0 (0%)	0 (0%)
S	Policy/Planning/Regulatory/Licensing Agency	0 (0%)	0 (0%)
т	Public Health	8 (2%)	7 (27%)
U	Rehabilitation/Subacute Care Facility	0 (0%)	0 (0%)
V	School Health Service	7 (2%)	1 (4%)
w	School of Nursing	8 (2%)	0 (0%)
×	Surgery Center	0 (0%)	0 (0%)

### Primary Employment Setting for Those Working 40+ hr/wk

 $7/1/20\overline{2}4$  - 6/30/2025RN respondents = 300 [Represents 21% of the total VIRGIN ISLANDS RN workforce for the given date range] PN respondents = 23 [Represents 26% of the total VIRGIN ISLANDS PN workforce for the given date range]

The data sample suggests that the primary employment settings for those that work 40 or more hours per week for the VIRGIN ISLANDS RN workforce are Hospital and Other. These settings represent 63% of the overall RN sample. The data sample suggests that the primary employment settings for those that work 40 or more hours per week for the VIRGIN ISLANDS PN workforce are Public Health and Nursing Home/Extended Care. These settings represent 43% of the overall PN sample.



### 7/1/2024 - 6/30/2025

Legend	Primary Employment Setting	RN	PN
Α	Ambulatory Care Setting	29 (10%)	2 (9%)
В	Assisted Living Facility	0 (0%)	1 (4%)
C	Community Health	16 (5%)	2 (9%)
D	Correctional Facility	4 (1%)	1 (4%)
E	Dialysis Center	6 (2%)	1 (4%)
F	Federal Agency (VA hospital, Military,)	0 (0%)	0 (0%)
G	Home Health	4 (1%)	0 (0%)
н	Hospice	8 (3%)	0 (0%)
I	Hospital	156 (52%)	3 (13%)
J	Immediate Care Center/Stand-alone Emergency Room	0 (0%)	0 (0%)
K	Insurance Claims/Benefits	18 (6%)	0 (0%)
L	Nursing Home/Extended Care	2 (1%)	4 (17%)
м	Nursing Home/Extended Care/Assisted Living Facility	0 (0%)	0 (0%)
N	Occupational Health	3 (1%)	0 (0%)
0	Other	34 (11%)	2 (9%)
P	Outpatient Lab Services	0 (0%)	0 (0%)

### NCSBN

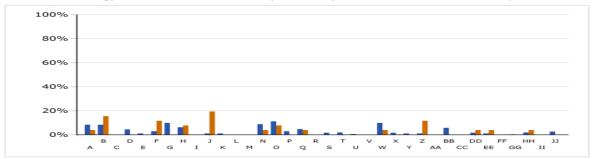
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Q	Palliative Care/Hospice	0 (0%)	0 (0%)
R	Physician's Office/Primary Care	0 (0%)	0 (0%)
S	Policy/Planning/Regulatory/Licensing Agency	0 (0%)	0 (0%)
т	Public Health	7 (2%)	6 (26%)
U	Rehabilitation/Subacute Care Facility	0 (0%)	0 (0%)
V	School Health Service	6 (2%)	1 (4%)
w	School of Nursing	7 (2%)	0 (0%)
×	Surgery Center	0 (0%)	0 (0%)

### Primary Employment Specialty

7/1/2024 - 6/30/2025RN respondents = 389 [Represents 27% of the total VIRGIN ISLANDS RN workforce for the given date range] PN respondents = 26 [Represents 29% of the total VIRGIN ISLANDS PN workforce for the given date range]

The data sample suggests that the top primary employment specialties for the VIRGIN ISLANDS RN workforce are Medical Surgical and Emergency/Trauma. These two specialties represent 21% of the overall RN sample. The data sample suggests that the top primary employment specialties for the VIRGIN ISLANDS PN workforce are Geriatric/Gerontology and Adult Health. These two specialties represent 34% of the overall PN sample.



### 7/1/2024 - 6/30/2025

Legend	Primary Employment Specialty	RN	PN
A	Acute Care/Critical Care	32 (8%)	1 (4%)
В	Adult Health	32 (8%)	4 (15%)
С	Adult Health/Family Health	0 (0%)	0 (0%)
D	Anesthesia	17 (4%)	0 (0%)
E	Cardiology	4 (1%)	0 (0%)
F	Community	11 (3%)	3 (12%)
G	Emergency/Trauma	38 (10%)	0 (0%)
н	Family Health	24 (6%)	2 (8%)
I	Genetics	0 (0%)	0 (0%)
J	Geriatric/Gerontology	4 (1%)	5 (19%)
K	Home Health	4 (1%)	0 (0%)
L	Informatics	0 (0%)	0 (0%)
M	Information Technology	0 (0%)	0 (0%)
N	Maternal - Child Health/Obstetrics	34 (9%)	1 (4%)
0	Medical Surgical	43 (11%)	2 (8%)
P	Neonatal	11 (3%)	0 (0%)
Q	Nephrology	18 (5%)	1 (4%)
R	Neurology/Neurosurgical	0 (0%)	0 (0%)

### NCSBN

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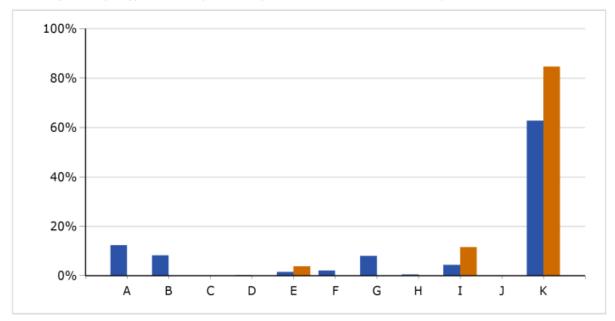
S	Occupational Health	6 (2%)	0 (0%)
т	Oncology	7 (2%)	0 (0%)
U	Orthopedic	2 (1%)	0 (0%)
~	Other	0 (0%)	0 (0%)
w	Other - Clinical Specialties (Please Specify)	38 (10%)	1 (4%)
×	Other - Non Clinical Specialties (Please Specify)	6 (2%)	0 (0%)
Y	Palliative Care/Hospice	4 (1%)	0 (0%)
Z	Pediatrics	4 (1%)	3 (12%)
AA	Pediatrics/Neonatal	0 (0%)	0 (0%)
BB	Perioperative	22 (6%)	0 (0%)
CC	Primary Care	0 (0%)	0 (0%)
DD	Psychiatric/Mental Health/Substance Abuse	6 (2%)	1 (4%)
EE	Public Health	4 (1%)	1 (4%)
FF	Radiology	0 (0%)	0 (0%)
GG	Rehabilitation	1 (< 1%)	0 (0%)
нн	School Health	7 (2%)	1 (4%)
II	Urologic	0 (0%)	0 (0%)
33	Women's Health	10 (3%)	0 (0%)

### **Primary Position Description**

7/1/2024 - 6/30/2025

RN respondents = 389 [Represents 27% of the total VIRGIN ISLANDS RN workforce for the given date range]
PN respondents = 26 [Represents 29% of the total VIRGIN ISLANDS PN workforce for the given date range]

The data sample suggests that the top positions for the VIRGIN ISLANDS RN workforce are Staff Nurse and Advanced Practice Registered Nurse. These two positions represent 75% of the overall RN sample. The data sample suggests that the top positions for the VIRGIN ISLANDS PN workforce are Staff Nurse and Other - Health Related (Please Specify). These two positions represent 97% of the overall PN sample.



7/1/2024 - 6/30/2025

Legend	<b>Primary Position Description</b>	RN	PN
Α	Advanced Practice Registered Nurse	48 (12%)	0 (0%)
В	Case Manager	32 (8%)	0 (0%)
С	Clinical Nurse Leader	0 (0%)	0 (0%)
D	Consultant	1 (< 1%)	0 (0%)
Е	Nurse Executive	6 (2%)	1 (4%)
F	Nurse Faculty/Educator	8 (2%)	0 (0%)
G	Nurse Manager	31 (8%)	0 (0%)
Н	Nurse Researcher	2 (1%)	0 (0%)
I	Other - Health Related (Please Specify)	17 (4%)	3 (12%)
J	Other - Not Health Related (Please Specify)	0 (0%)	0 (0%)
K	Staff Nurse	244 (63%)	22 (85%)

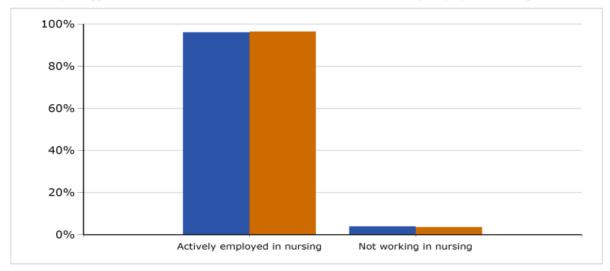


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### **Work Status**

7/1/2024 - 6/30/2025RN respondents = 415 [Represents 29% of the total VIRGIN ISLANDS RN workforce for the given date range] PN respondents = 28 [Represents 31% of the total VIRGIN ISLANDS PN workforce for the given date range]

The data sample suggests that 96% of the VIRGIN ISLANDS RN workforce is actively employed in nursing. The data sample suggests that 96% of the VIRGIN ISLANDS PN workforce is actively employed in nursing.



7/1/2024 - 6/30/2025

Work Status	RN	PN
Actively employed in nursing	399 (96%)	27 (96%)
Not working in nursing	16 (4%)	1 (4%)



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### LEGISLATURE OF THE VIRGIN ISLANDS POST AUDIT DIVISION EXPENDITURES BY PRIME ACCOUNTS STATEMENT 1

DEPARTMENT/AGENCY/OFFICE NAME: V		
Fiscal Period PERSONNEL SERVICES	Oct. 1, 2023- Sep. 30, 2024	Oct. 1, 2024 - PRESENT
CLASSIFIED EMPLOYEE SALARIES	\$5,670.51	\$0.00
UNCLASSIFIED EMPL. SALARIES	\$308,103.39	\$154,917.06
TEMP/PART TIME SALARIES		
OVERTIME SALARIES	01.750.41	61210.02
LUMP SUM PAYMENTS NIGHT DIFFERENTIAL COMP	\$1,758.41	\$4,219.93
OTHER DIFFERENTIAL COMP		
FEES & COMPENSATION NOC	\$2,908.80	\$0.00
HOLIDAY PAY	\$13,064.12	\$7,319.19
SICK PAY	\$5,179.82	\$1,296.16
ACCRUED LEAVE PAY	\$15,237.37	\$5,810.11
ADMINISTRATIVE LEAVE PAY FUNERAL	\$3,822.76 \$2,571.44	\$3,432.56 \$0.00
JURY SERVICE	\$2,571.44 \$257.93	\$0.00
ALL OTHER	3231.93	30.00
SUB-TOTAL	\$358,574.55	\$176,995.01
CAPITAL OUTLAYS		
MACHINIERY & EQUIPMENT		
MACH EQUIP & MISC VEHICLES	\$9.978.00	00.02
ALLOTHER	\$9,978.00	\$0.00
SUB-TOTAL	\$9,978.00	\$0.00
FRINGE BENEFITS		***********
EMPLOYER CONTR. RETIREMENT	\$78,348.69	\$29,778.13
F.I.C.A. MEDICARE	\$22,231.61 \$5,199.28	\$10,973.73 \$2,566.42
HEALTH INSURANCE PREMIUM	\$79.085.58	\$40,196.74
WORKERS COMP. PREMIUMS	\$755.00	\$1,057.00
UNIFORM ALLOWANCE		
ALL OTHER		
SUB-TOTAL	\$185,620.16	\$84,572.02
SUPPLIES		
OFFICE SUPPLIES	\$354.72	\$0.00
OPERATING SUPPLIES	\$450.00	\$0.00
REPAIR AND MAINTENANCE SUP	\$1,020.00	\$0.00
SMALL TOOLS/MINOR EQUIPMENT		
CLOTHING AND CLOTH MATERIAL	\$948.98	\$0.00
ALL OTHER	CA 553 50	60.00
SUB-TOTAL	\$2,773.70	\$0.00
OTHER SERVICES & CHARGES		
PROFESSIONAL SERVICES	\$17,080.00	\$5,550.00
COMMUNICATION	\$69,980.40	\$0.00
TRAVEL	\$525.00	\$0.00
TRAVEL / CASH ADVANCE TRANSPORTATION - NOT TRAVEL	\$840.00 \$4,500.00	\$0.00 \$0.00
ADVERTISING AND PROMOTION	\$4,500.00 \$135.00	\$0.00
PRINTING AND BINDING	9122300	90.00
INSURANCE		
REPAIRS AND MAINTENANCE	\$18,991.70	\$2,889.12
RENTAL- LAND/BUILDING	\$34,142.50	\$44,004.50
RENTAL - MACHINES/EQUIPMENT	\$79.05	\$0.00
TRAINING SECURITY		
OTHER SERVICES NOC	\$1,260.00	\$0.00
CREDIT CARD EXPENSES	\$0.00	\$4,474.68
ALL OTHER		
SUB-TOTAL	\$147,533.65	\$56,918.30
UPH PTV CPDVICEC		
UTILITY SERVICES ELECTRICITY	\$3,731.09	\$0.00
WATER	33,/31.09	\$0.00
SUB-TOTAL	\$3,731.09	\$0.00
TOTAL EXPENSES	\$708,211.15	\$318,485.33

### LEGISLATURE OF THE VIRGIN ISLANDS POST AUDIT DIVISION EXPENDITURES BY PRIME ACCOUNTS STATEMENT 2

DEPARTMENT/AGENCY/OFFICE NAME: VIRGIN ISLANDS BOARD OF NURSE LICENSURE (GENERAL FUND) PROJECTED 2026 Fiscal Period PERSONNEL SERVICES CLASSIFIED EMPLOYEE SALARIES UNCLASSIFIED EMPL SALARIES TEMP/PART TIME SALARIES \$483,287.00 OVERTIME SALARIES LUMP SUM PAYMENTS NIGHT DIFFERENTIAL COMP OTHER DIFFERENTIAL COMP FEES & COMPENSATION NOC HOLIDAY PAY SICK PAY ACCRUED LEAVE PAY ADMINISTRATIVE LEAVE PAY FUNERAL JURY SERVICE ALL OTHER SUB-TOTAL CAPITAL OUTLAYS MACHINIERY & EQUIPMENT MACH EQUIP & MISC VEHICLES ALL OTHER SUB-TOTAL FRINGE BENEFITS EMPLOYER CONTR. RETIREMENT \$99,942.00 F.LC.A. \$29,964.00 MEDICARE HEALTH INSURANCE PREMIUM \$102,198.00 WORKERS COMP. PREMIUMS UNIFORM ALLOWANCE \$1,206.00 ALL OTHER SUB-TOTAL \$240,318.00 SUPPLIES OFFICE SUPPLIES OPERATING SUPPLIES SMALL TOOLS/MINOR EQUIPMENT CLOTHING AND CLOTH MATERIAL ALL OTHER SUB-TOTAL OTHER SERVICES & CHARGES PROFESSIONAL SERVICES \$16,150.00 COMMUNICATION TRAVEL TRAVEL / CASH ADVANCE TRANSPORTATION - NOT TRAVEL ADVERTISING AND PROMOTION PRINTING AND BINDING INSURANCE REPAIRS AND MAINTENANCE RENTAL- LAND/BUILDING RENTAL - MACHINES/EQUIPMENT \$106,323.00 TRAINING SECURITY OTHER SERVICES NOC CREDIT CARD EXPENSES ALL OTHER SUB-TOTAL \$122,473.00 UTILITY SERVICES

\$0.00

\$846,078,00

ELECTRICITY WATER SUB-TOTAL

TOTAL EXPENSES

# GOVERNMENT OF THE VIRGIN ISLANDS NURSE LICENSURE REVOLVING FUND - 357000/6054 May 13, 2025

Beginning Balance from F/Y '23 Revenues F/Y '23 Adjustment F/Y '23 Expenses F/Y '23 Net Activity F/Y '23 Ending Balance 09/30/2023	\$ 119,191.00 (3,592.48) (184,607.69)	\$ (69,009.17) 475,692.18
Beginning Balance from F/Y '24 Revenues F/Y '24 Expenses F/Y '24 Adjustment F/Y '24 Net Activity F/Y '24 Ending Balance 09/30/2024	 163,462.00 (125,651.84) (3,514.08)	475,692.18 34,296.08 509,988.26
Beginning Balance from F/Y '25 Revenues F/Y '25 Expenses F/Y '25 Net Activity F/Y '25 Ending Balance 05/13/2025	48,077.50 (148,791.47)	\$ 509,988.26 (100,713.97) <b>409,274.29</b>
Budgeted Balance - Unobligated Encumbrances Payment In Process Requisition In Process Available for Budget		\$ (68,492.86) (7,755.37) (11,079.62) (32,662.30) 289,284.14

### Note:

This unaudited balance includes appropriations and encumbrances available but not yet expended

DOF - General Ledger CD - 05/13/2025

# Notes



### **STT Office Physical Address:**

Time Center Building
4600 Estate Charlotte Amalie 2<sup>nd</sup> Floor Suite 207
St. Thomas, VI 00802

**Mailing Address:** 

P.O. Box 304247 St. Thomas, VI 00803-4247 Tel: (340) 249-0684

### **STX Office Physical & Mailing Address:**

3009 Estate Orange Grove Shopping Center First Floor, Suite 4 Christiansted, St. Croix, VI 00820 Tel: (340) 712-0700

Cell: (340) 690-9326

