



VIRGIN ISLANDS BOARD OF NURSE LICENSURE

FISCAL YEAR 2027 ANNUAL REPORT

MONDAY, JUNE 22, 2026

BOARD MEMBERS 2026

Tania 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

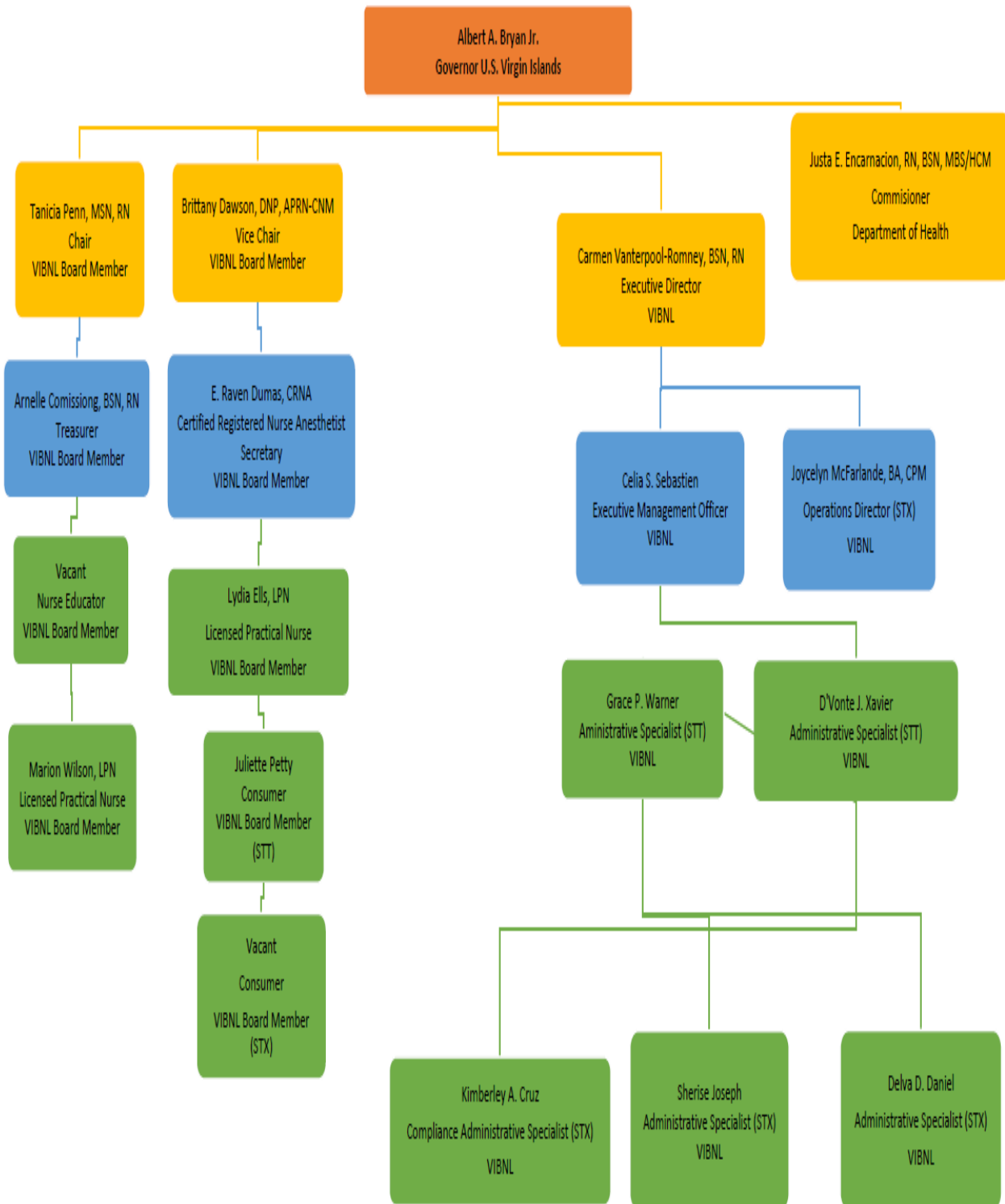
Vacant Consumer STX District

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:	TERMS:
TANICIA PENN, MSN, RN	12/14/2020 - 12/20/2023
BRITTANY DAWSON, DNP, APRN-CNM	12/14/2020 - 12/20/2023
ARNELLE COMISSIONG, BSN RN	12/14/2020 - 12/20/2023
E. RAVEN DUMAS, CRNA	12/14/2020 - 12/20/2023
LYDIA ELLS, LPN (STT)	02/17/2011 - Present 4th Term
JULIETTE PETTY	12/14/2020 - 12/20/2023
MARION WILSON	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 who expire will serve until their successors are appointed.

Virgin Islands Board of Nurse Licensure Organizational Chart



Virgin Islands Board of Nurse Licensure Annual Report - 2027

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 2027 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 enhancing 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.

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

Clarification of Scope of Practice: 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.

Licensure and Certification Standards: 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 before 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.

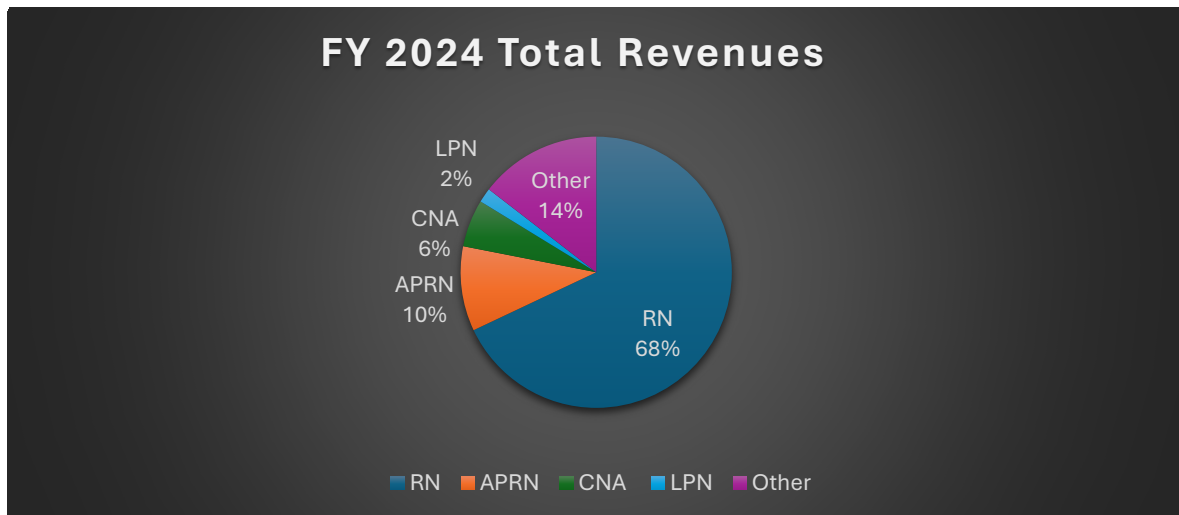
To ensure transparency and compliance in financial matters, the board uses the Virgin Islands Department of Finance's MUNIS System for record management, deposits, requisitions, and processing vendor payments. Weekly reconciliations of year-to-date (YTD) reports are conducted to align internal records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

ANNUAL FINANCIAL REPORT

The Virgin Islands Board of Nurse Licensure (VIBNL) primarily depends on a general fund allocation of \$856,373.00 to maintain its operations. This budget covers essential expenses such as salaries totaling \$486,000.00 and fringe benefits of \$247,736.00 for eight (8) full-time employees funded by the general fund. Additional funding is allocated for supplies and services (\$122,637.00), which includes facility rentals and professional service costs.

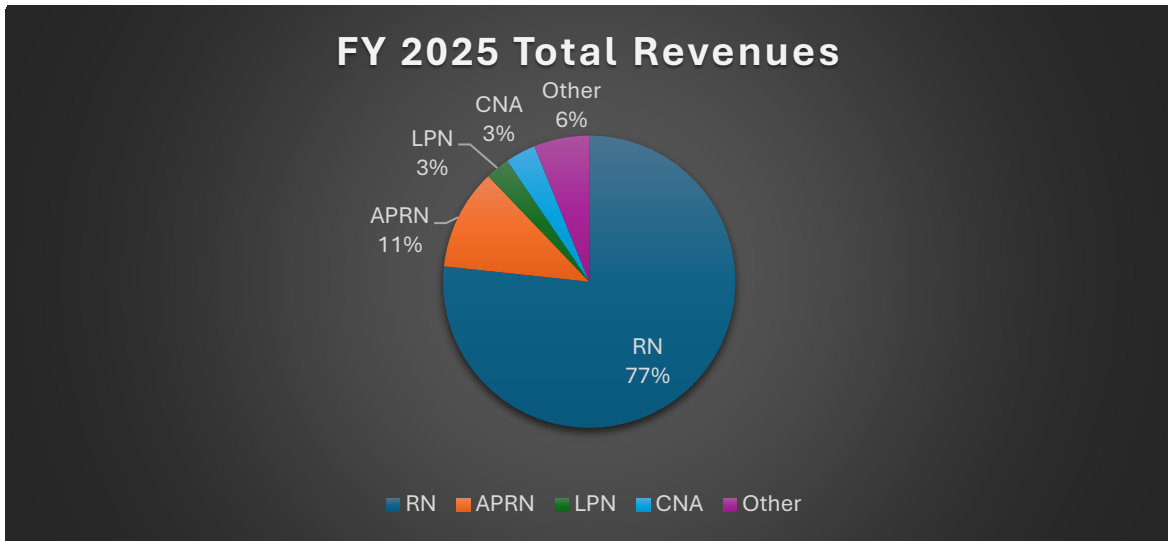
VIBNL has seven (7) active contracts, which include three (3) real property leases (one in St. Thomas and two in St. Croix), two (2) extermination contracts (one in each location), and two (2) janitorial supply contracts (also one each in St. Thomas and St. Croix). There are plans to implement two (2) more Heating, Ventilation, and Air Conditioning (HVAC) supply contracts to further aid operational and infrastructure needs in the upcoming fiscal year.

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.



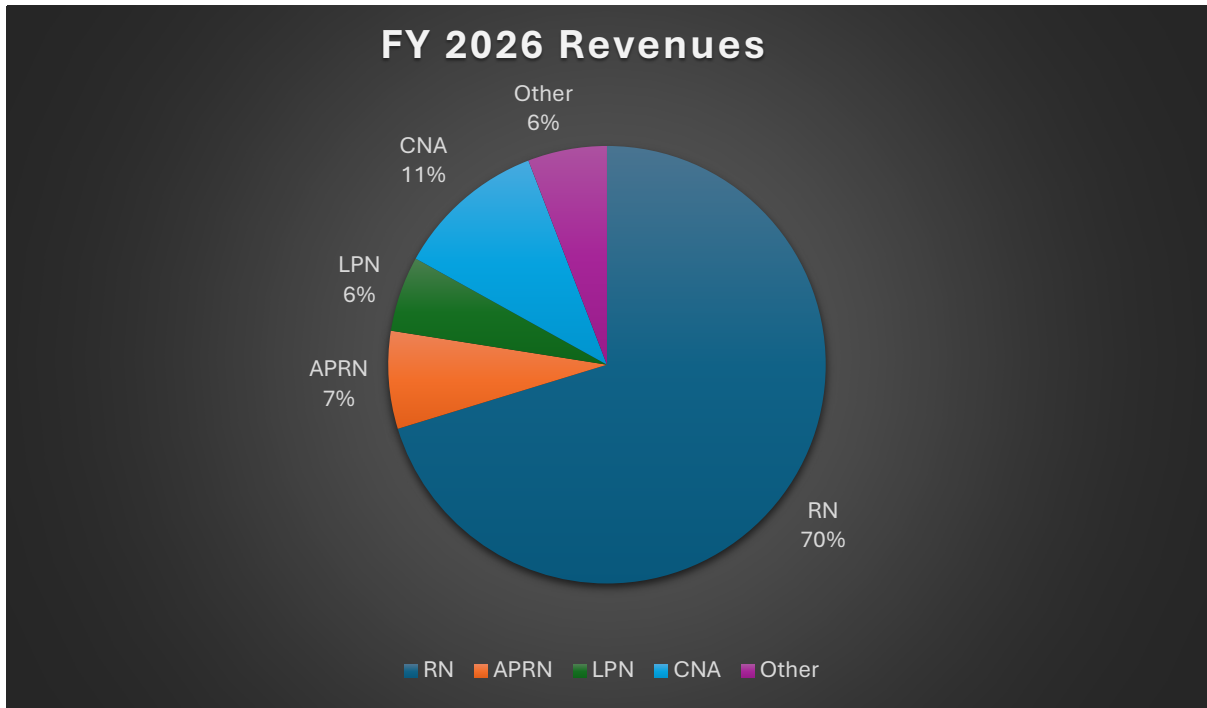
In Fiscal Year 2024, the Virgin Islands Board of Nurse Licensure (VIBNL) generated total revenues of \$163,462.00. The revenue distribution among different licensure categories is detailed as follows:

- 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



In Fiscal Year 2025, the Virgin Islands Board of Nurse Licensure (VIBNL) generated total revenues of \$179,708.00. The revenue distribution among different licensure categories is detailed as follows:

- Registered Nurses (RN): \$137,802.50
- Advanced Practice Registered Nurses (APRN): \$20,085.00
- Licensed Practical Nurses (LPN): \$4,750.00
- Certified Nursing Assistants (CNA): \$6,061.00
- Other Fees (Lapsed fees, Exam Application fees, License/Certification Replacement Certification fees, Verification fees, Penalties for violation): \$11,010.00



As of May 29, 2026, the Virgin Islands Board of Nurse Licensure (VIBNL) has generated a total revenue of \$89,530.00. 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:

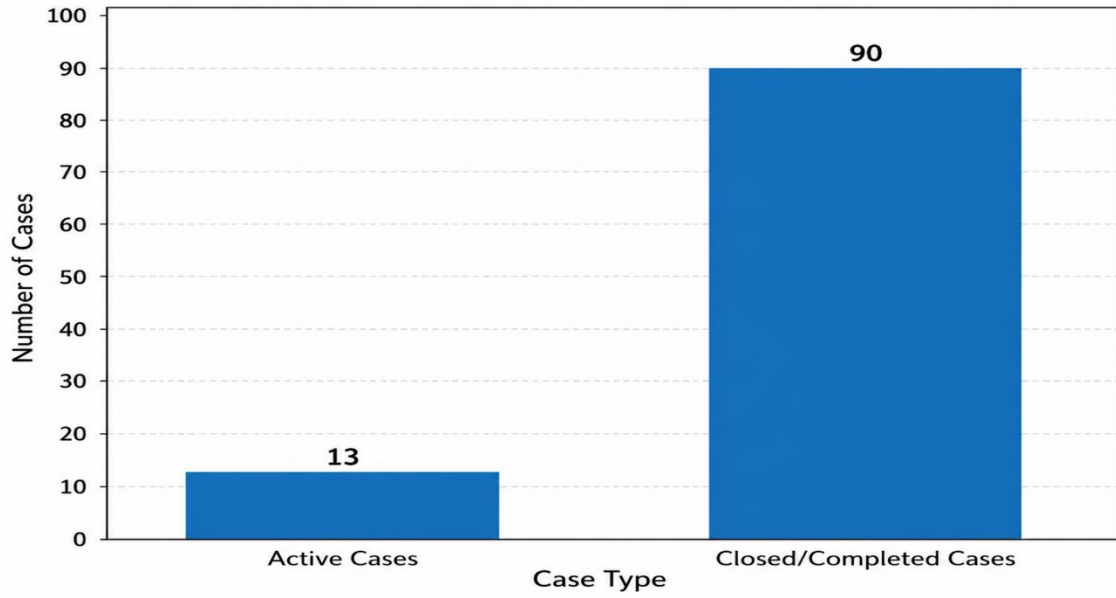
- Registered Nurses (RN): \$62,910.00
- Advanced Practice Registered Nurses (APRN): \$6,465.00
- Licensed Practical Nurses (LPN): \$4,990.00
- Certified Nursing Assistants (CNA): \$9,930.00
- Other Fees (Lapsed fees, Exam Application fees, License/Certification Replacement Certification fees, Verification fees, Penalties for violation): \$5,235.00

COMPLIANCE DISCIPLINE

STATISTICAL DATA

Disciplinary Report Log	
Total number of disciplinary cases processed:	103
New cases initiated from 7/2025 to 6/2026:	10
Active Cases:	13
Closed/Completed Cases:	90
<p>As of the current reporting period, the Virgin Islands Board of Nurse Licensure has processed a cumulative total of 103 disciplinary cases. Of these, 10 cases were initiated between July 2025 and April 2026. At present, 13 cases remain active and are undergoing investigation or resolution, while 90 cases have been successfully closed or completed. This reflects the Board's continued commitment to regulatory compliance, efficient case management, and safeguarding public health through the enforcement of high standards in nursing practice.</p>	

Disciplinary Case Status: July 2025 – June 2026



Application Breakdown:

Licensure Statistical Data

Endorsement	2025-2026
License Type	
CNA	3
LPN	5
RN	254
CNM	6
CNP	34
CNS	0
CRNA	14
Total	316

Renewal	2025-2026
License Type	
CNA	145
LPN	71
RN	889
CNM	14
CNP	82
CNS	0
CRNA	26
Total	1,227

Reinstatement	2025-2026
License Type	
CNA	7
LPN	2
RN	52
CNM	2
CNP	2
CNS	0
CRNA	5
Total	70

Initial	2025-2026
License Type	
CNA	7
LPN	4
RN	28
CNP	9
Total	48

Grand Total	2025-2026
Application Type	
Endorsement	316
Renewal	1,227
Reinstatement	70
Initial	48
Total	1,661

Grand Total	2025-2026
License Type	
CNA	162
LPN	82
RN	1,223
APRN	194
Total	1,661

During Fiscal Year 2026, the Virgin Islands Board of Nurse Licensure processed a total of one thousand six hundred and sixty-one (1,661) active licenses for nurses eligible to practice within the territory. Additionally, we managed nineteen (19) inactive licenses for nurses who, while not actively working, maintain their licensure status in the Virgin Islands.

In the period spanning from July 2025 to June 2026, the Virgin Islands Board of Nurse Licensure processed the following licensure activities:

- ✦ **Initial Licenses Issued by Examination and Certification: 48 in total**
 - ❖ Registered Nurses: 28
 - ❖ Certified Nurse Practitioner: 9
 - ❖ Licensed Practical Nurses: 4
 - ❖ Certified Nursing Assistants: 7
- ✦ **License Renewals Completed: 1,227 in total**
 - ❖ Registered Nurses: 889
 - ❖ Advanced Practice Registered Nurses: 122
 - ❖ Licensed Practical Nurses: 71
 - ❖ Certified Nursing Assistants: 145
- ✦ **Endorsements Processed: 316 in total**
 - ❖ Registered Nurses: 254
 - ❖ Advanced Practice Nurses: 54
 - ❖ Licensed Practical Nurses: 5
 - ❖ Certified Nursing Assistants: 3
- ✦ **Reinstatements Completed for Inactive Nurses: 70 in total**
 - ❖ Registered Nurses: 52
 - ❖ Advanced Practice Nurses: 9
 - ❖ Licensed Practical Nurses: 2
 - ❖ Certified Nursing Assistants: 7

These statistics reflect our dedication to improving licensure processes and supporting the continuous professional development of nurses in the Virgin Islands. They emphasize our

commitment to maintaining regulatory standards while ensuring that our community benefits from the expertise of qualified nursing professionals.

Our new VIBNL facility on St. Croix will serve as a testing center for certified nursing assistants, incorporating advanced computer adaptive testing. This initiative will increase the number of available testing dates and expedite the delivery of results for candidates.

Currently, twenty-one nursing assistants from both districts have been approved for testing. By improving operational efficiency and meeting the rising demand, we anticipate a notable increase in revenues.

Revenue Analysis Data

FY 2024-2025 Revenue Analysis Data				
	2024	2025	Growth/ Degrowth	Percentage
RN	\$111,114.50	\$137,802.50	0.240184674	24%
APRN	\$16,515.00	\$20,085.00	0.216167121	22%
LPN	\$9,250.00	\$4,750.00	-0.486486486	-49%
CNA	\$2,825.00	\$6,061.00	1.145486726	115%
Other	\$23,757.50	\$11,010.00	-0.5365674	-54%

FY 2025-2026 Revenue Analysis Data				
	2025	2026	Growth/ Degrowth	Percentage
RN	\$137,802.50	\$62,910.00	-0.543477078	-54%
APRN	\$20,085.00	\$6,465.00	-0.678117999	-68%
LPN	\$4,750.00	\$4,990.00	0.050526316	5%
CNA	\$6,061.00	\$9,930.00	0.638343508	64%
Other	\$11,010.00	\$5,235.00	-0.524523161	-52%

Licensure Analysis Data

FY 2024-2025 License Analysis Data				
	2024	2025	Growth/ Degrowth	Percentage
RN	1,176	1,443	0.227040816	23%
APRN	122	178	0.459016393	46%
LPN	38	76	1	100%
CNA	96	172	0.791666667	79%

FY 2024-2025 License Analysis Data				
	2025	2026	Growth/ Degrowth	Percentage
RN	1,443	1,223	-0.152460152	-15%
APRN	178	194	0.08988764	9%
LPN	76	82	0.078947368	8%
CNA	172	162	-0.058139535	-6%

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 2nd 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

MAJOR ACCOMPLISHMENTS

- ✓ **Nurse Practice Act (NPA):**
The 1982 Nurse Practice Act has been revised & submitted for legislative final review.
- ✓ **Rules and Regulations:**
Drafted copy of Rules and Regulations awaiting passing of Legislative review after the Nurse Practice Act is approved to identify recommendations to improve the practice of nursing and workforce strategies.
- ✓ **Training room and testing site for Certified Nursing Assistant Exams:**
Secured a testing site for Nursing Assistant Testing Site St. Croix Division. The St. Croix office has expanded with a training room and testing site: Executed the lease and obtained approval for the Engineers' Estimate and Plan adjacent to our existing office. Renovations will follow once funding is available to host our nursing assistant exams.

The Board has begun the build out on the St. Thomas Division site and both training centers are being remodeled to meet the testing needs in the community.

- ✓ **2026 St. Croix Food and Agricultural Fair:**
The board conducted outreach to the nurses and community.
- ✓ **Second Nurses' Appreciation Luncheon:**
Luncheons were held for St. John on May 8, 2026; St. Thomas on May 19, 2026; and St. Croix on May 29, 2026, to express our gratitude and recognition of all nurses' dedication and hard work in the territory.
- ✓ **AeroMD and VIBNL partnership:**
Scholarship 2025-2026 for two thousand dollars (**\$2,000.00**), \$2,000.00 per district for an amount of \$1,000.00 each, awarded to two (2) Juniors and two (2) Seniors enrolled in UVI's Nursing Program. This served 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:**
Scanning, shredding, and uploading completed and payment issued to Med-Cred Plus by the National Council of State Boards of Nursing.

Retrieval of seven (7) filing cabinets from 3 Kongens Gade and transported to storage facility. Decontamination and shredding of obsolete files stored at the facility were also completed in accordance with records management requirements.

CHALLENGES

- **CE Broker contract:**
Contract is pending completion by the Department of Health Office of Procurement, Contract Management and Reporting (OPCMR), and the Department of Property & Procurement's (DPP) approval and resubmission of updated corporate documents. This contract will provide the counting of education credits required for all renewals.

- **Website online payment processor implementation system:**
Unable to provide online processing services to licensees. All applicants must upload a copy of their payment method and wait for receipt at the office to complete licensure.

- **Federal & Local Criminal Background Check:**
According to the Virgin Islands Police Department, we are in receipt of an ORI number for the Virgin Islands. This is an ongoing effort. VIBNL is seeking other measures that complement NLC to move forward with compact nursing, which has been on hold for several 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. In 2025, there were 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 an 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.

- **VIBNL Compact State Requirement Budget:**
The board will need at least \$6,000.00 to cover the annual dues required for membership of a compact state.

- **Certified Nursing Assistants Testing:**
Currently, there is a total of twenty-one (21) 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 address this deficiency in the future.

FISCAL YEAR 2027 GOALS

Goal 1. Community Service and Regulation of Nursing Practice

Continue to provide exemplary services to nurses and the Virgin Islands community in addition to conduct regular licensure audits.

Goal 2. Rules and Regulations

Complete and submit updated Virgin Islands Board of Nurse Licensure Rules and Regulations and By-Laws revisions. Initial Rules and Regulations and By-Laws were originally done in 1985.

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

Completion of the CE Broker contract, which will enable all nurses to complete continuing education units (CEUs) online.

Goal 5. Regulatory and Compliance

Continue to maintain ongoing communication with both hospitals and all nursing - affiliated facilities by monitoring Nursing education programs within the territory to ensure legal mandates set forth by the Nurse Practice Act.

Goal 6. 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 7. 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 8. Website Improvements

The Virgin Islands Board of Nurse Licensure collaborated 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. Currently, BIT is awaiting administrative access.

Goal 9. Board Governance and Strategic Planning Training

The Virgin Islands Board of Nurse Licensure wishes to provide board members and staff with valuable expert mentoring concerning organizational transformation and empowerment. VIBNL will receive advice on both financial and operational core competencies.

Goal 10. 2027 Nursing Summit

The 2027 Nursing Summit will bring together nursing professionals and healthcare leaders to promote professional development, share best practices, and discuss emerging trends in healthcare and nursing regulation.

Thank you to all the agencies that 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.

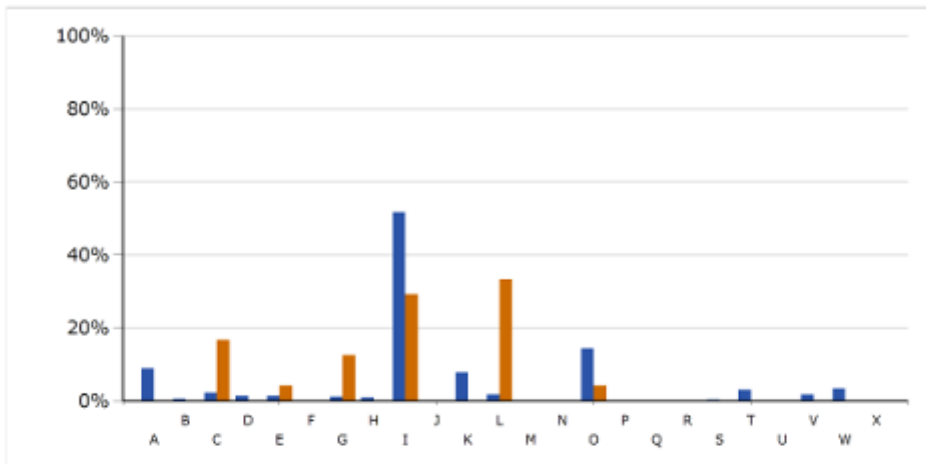
Thank you to all the Senators for your continued support of our mission. This concludes the Virgin Islands Board of Nurse Licensure Fiscal Year 2027 Budget Request. We await any questions you may have.

Primary Employment Setting

7/1/2025 - 5/31/2026

RN respondents = 362 [Represents 25% of the total VIRGIN ISLANDS RN workforce for the given date range]
 PN respondents = 24 [Represents 30% 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 52% of the overall RN sample. The data sample suggests that the top primary employment setting for the VIRGIN ISLANDS PN workforce is Nursing Home/Extended Care. This setting represents 33% of the overall PN sample.



7/1/2025 - 5/31/2026

Legend	Primary Employment Setting	RN	PN
A	Ambulatory Care Setting	32 (9%)	0 (0%)
B	Assisted Living Facility	2 (1%)	0 (0%)
C	Community Health	8 (2%)	4 (17%)
D	Correctional Facility	5 (1%)	0 (0%)
E	Dialysis Center	5 (1%)	1 (4%)
F	Federal Agency (VA hospital, Military, ...)	0 (0%)	0 (0%)
G	Home Health	4 (1%)	3 (13%)
H	Hospice	3 (1%)	0 (0%)
I	Hospital	187 (52%)	7 (29%)
J	Immediate Care Center/Stand-alone Emergency Room	0 (0%)	0 (0%)
K	Insurance Claims/Benefits	28 (8%)	0 (0%)
L	Nursing Home/Extended Care	6 (2%)	8 (33%)
M	Nursing Home/Extended Care/Assisted Living Facility	0 (0%)	0 (0%)
N	Occupational Health	0 (0%)	0 (0%)
O	Other	52 (14%)	1 (4%)
P	Outpatient Lab Services	0 (0%)	0 (0%)
Q	Palliative Care/Hospice	0 (0%)	0 (0%)



6/15/2026 12:46:04 PM

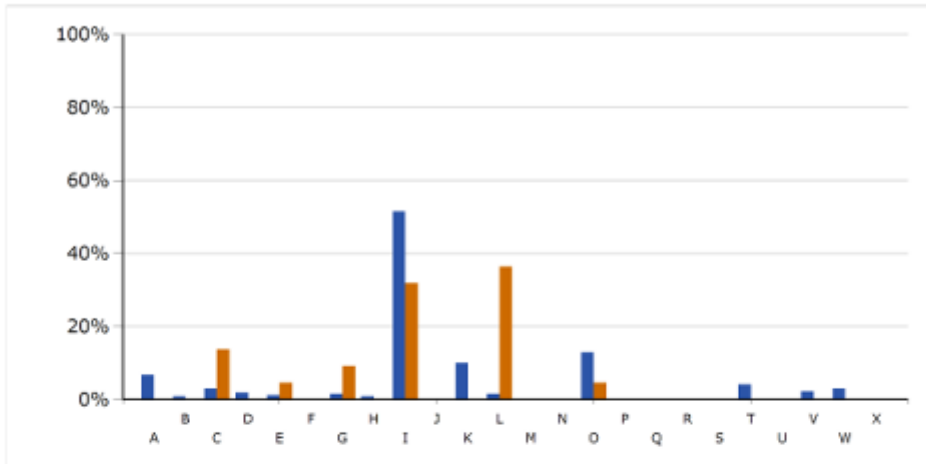
R	Physician's Office/Primary Care	0 (0%)	0 (0%)
S	Policy/Planning/Regulatory/Licensing Agency	1 (0%)	0 (0%)
T	Public Health	11 (3%)	0 (0%)
U	Rehabilitation/Subacute Care Facility	0 (0%)	0 (0%)
V	School Health Service	6 (2%)	0 (0%)
W	School of Nursing	12 (3%)	0 (0%)
X	Surgery Center	0 (0%)	0 (0%)

Primary Employment Setting for Those Working 40+ hr/wk

7/1/2025 - 5/31/2026

RN respondents = 274 [Represents 19% of the total VIRGIN ISLANDS RN workforce for the given date range]
 PN respondents = 22 [Represents 27% 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 64% 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 Nursing Home/Extended Care and Hospital. These settings represent 68% of the overall PN sample.



7/1/2025 - 5/31/2026

Legend	Primary Employment Setting	RN	PN
A	Ambulatory Care Setting	18 (7%)	0 (0%)
B	Assisted Living Facility	2 (1%)	0 (0%)
C	Community Health	8 (3%)	3 (14%)
D	Correctional Facility	5 (2%)	0 (0%)
E	Dialysis Center	3 (1%)	1 (5%)
F	Federal Agency (VA hospital, Military, ...)	0 (0%)	0 (0%)
G	Home Health	4 (1%)	2 (9%)
H	Hospice	2 (1%)	0 (0%)
I	Hospital	141 (51%)	7 (32%)
J	Immediate Care Center/Stand-alone Emergency Room	0 (0%)	0 (0%)
K	Insurance Claims/Benefits	27 (10%)	0 (0%)
L	Nursing Home/Extended Care	4 (1%)	8 (36%)
M	Nursing Home/Extended Care/Assisted Living Facility	0 (0%)	0 (0%)
N	Occupational Health	0 (0%)	0 (0%)
O	Other	35 (13%)	1 (5%)
P	Outpatient Lab Services	0 (0%)	0 (0%)

NCSBN

6/15/2026 12:48:53 PM

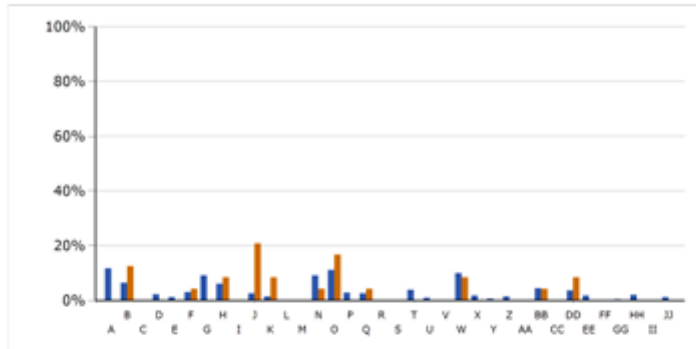
Q	Palliative Care/Hospice	0 (0%)	0 (0%)
R	Physician's Office/Primary Care	0 (0%)	0 (0%)
S	Policy/Planning/Regulatory/Licensing Agency	0 (0%)	0 (0%)
T	Public Health	11 (4%)	0 (0%)
U	Rehabilitation/Subacute Care Facility	0 (0%)	0 (0%)
V	School Health Service	6 (2%)	0 (0%)
W	School of Nursing	8 (3%)	0 (0%)
X	Surgery Center	0 (0%)	0 (0%)

Primary Employment Specialty

7/1/2025 - 5/31/2026

RN respondents = 362 [Represents 25% of the total VIRGIN ISLANDS RN workforce for the given date range]
 PN respondents = 24 [Represents 30% 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 Acute Care/Critical Care and Medical Surgical. These two specialties represent 23% 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 Medical Surgical. These two specialties represent 38% of the overall PN sample.



Legend	Primary Employment Specialty	RN	PN
A	Acute Care/Critical Care	42 (12%)	0 (0%)
B	Adult Health	23 (6%)	3 (13%)
C	Adult Health/Family Health	0 (0%)	0 (0%)
D	Anesthesia	8 (2%)	0 (0%)
E	Cardiology	4 (1%)	0 (0%)
F	Community	11 (3%)	1 (4%)
G	Emergency/Trauma	33 (9%)	0 (0%)
H	Family Health	22 (6%)	2 (8%)
I	Genetics	0 (0%)	0 (0%)
J	Geriatric/Gerontology	9 (2%)	5 (21%)
K	Home Health	5 (1%)	2 (8%)
L	Informatics	0 (0%)	0 (0%)
M	Information Technology	0 (0%)	0 (0%)
N	Maternal - Child Health/Obstetrics	33 (9%)	1 (4%)
O	Medical Surgical	40 (11%)	4 (17%)
P	Neonatal	10 (3%)	0 (0%)
Q	Nephrology	9 (2%)	1 (4%)
R	Neurology/Neurosurgical	0 (0%)	0 (0%)

NCSBN

6/15/2026 12:49:24 PM

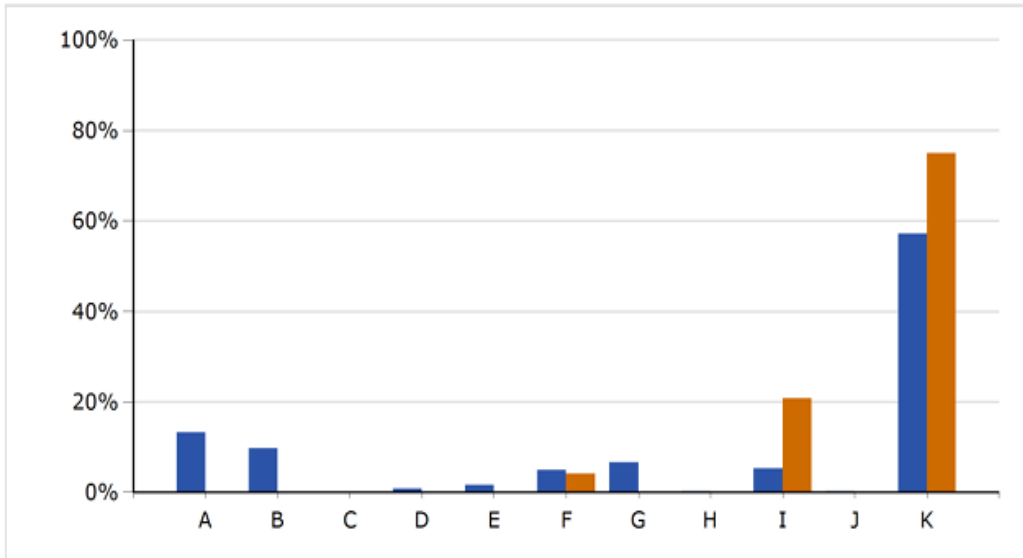
S	Occupational Health	0 (0%)	0 (0%)
T	Oncology	14 (4%)	0 (0%)
U	Orthopedic	3 (1%)	0 (0%)
V	Other	0 (0%)	0 (0%)
W	Other - Clinical Specialties (Please Specify)	36 (10%)	2 (8%)
X	Other - Non Clinical Specialties (Please Specify)	6 (2%)	0 (0%)
Y	Palliative Care/Hospice	2 (1%)	0 (0%)
Z	Pediatrics	5 (1%)	0 (0%)
AA	Pediatrics/Neonatal	0 (0%)	0 (0%)
BB	Perioperative	16 (4%)	1 (4%)
CC	Primary Care	0 (0%)	0 (0%)
DD	Psychiatric/Mental Health/Substance Abuse	13 (4%)	2 (8%)
EE	Public Health	6 (2%)	0 (0%)
FF	Radiology	0 (0%)	0 (0%)
GG	Rehabilitation	1 (< 1%)	0 (0%)
HH	School Health	7 (2%)	0 (0%)
II	Urologic	0 (0%)	0 (0%)
JJ	Women's Health	4 (1%)	0 (0%)

Primary Position Description

7/1/2025 - 5/31/2026

RN respondents = 362 [Represents 25% of the total VIRGIN ISLANDS RN workforce for the given date range]
 PN respondents = 24 [Represents 30% 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 70% 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 96% of the overall PN sample.



7/1/2025 - 5/31/2026

Legend	Primary Position Description	RN	PN
A	Advanced Practice Registered Nurse	48 (13%)	0 (0%)
B	Case Manager	35 (10%)	0 (0%)
C	Clinical Nurse Leader	0 (0%)	0 (0%)
D	Consultant	3 (1%)	0 (0%)
E	Nurse Executive	6 (2%)	0 (0%)
F	Nurse Faculty/Educator	18 (5%)	1 (4%)
G	Nurse Manager	24 (7%)	0 (0%)
H	Nurse Researcher	1 (< 1%)	0 (0%)
I	Other - Health Related (Please Specify)	19 (5%)	5 (21%)
J	Other - Not Health Related (Please Specify)	1 (< 1%)	0 (0%)
K	Staff Nurse	207 (57%)	18 (75%)

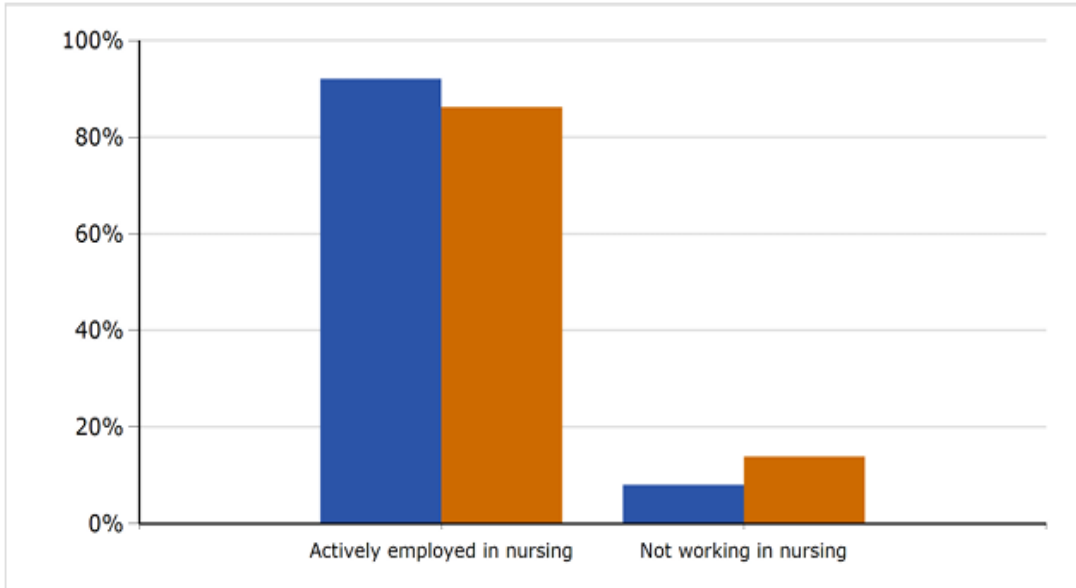
Work Status

7/1/2025 - 5/31/2026

RN respondents = 405 [Represents 28% of the total VIRGIN ISLANDS RN workforce for the given date range]

PN respondents = 29 [Represents 36% of the total VIRGIN ISLANDS PN workforce for the given date range]

The data sample suggests that 92% of the VIRGIN ISLANDS RN workforce is actively employed in nursing. The data sample suggests that 86% of the VIRGIN ISLANDS PN workforce is actively employed in nursing.



7/1/2025 - 5/31/2026

Work Status	RN	PN
Actively employed in nursing	373 (92%)	25 (86%)
Not working in nursing	32 (8%)	4 (14%)

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

DEPARTMENT/AGENCY/OFFICE NAME: Virgin Islands Board of Nurse Licensure - General Fund

Fiscal Period	Oct. 1, 2024 - Sep. 30, 2025	Oct. 1, 2025 - Jun. 1, 2026
PERSONNEL SERVICES		
CLASSIFIED EMPLOYEE SALARIES		
UNCLASSIFIED EMPL. SALARIES	384,706.87	220,734.43
TEMP/PART TIME SALARIES		
OVERTIME SALARIES		
LUMP SUM PAYMENTS	4,219.93	0.00
NIGHT DIFFERENTIAL COMP		
OTHER DIFFERENTIAL COMP		
FEES & COMPENSATION NOC	10,036.32	0.00
HOLIDAY PAY	18,780.73	22,811.49
SICK PAY	8,158.63	5,399.94
ACCRUED LEAVE PAY	15,120.14	18,893.59
ADMINISTRATIVE LEAVE PAY	13,520.20	17,506.10
ALL OTHER		
SUB-TOTAL	\$454,542.82	\$285,345.55
CAPITAL OUTLAYS		
MACHINERY & EQUIPMENT		
VEHICLES		
ALL OTHER		
SUB-TOTAL	\$0.00	\$0.00
FRINGE BENEFITS		
EMPLOYER CONTR. RETIREMENT	89,579.02	55,621.60
F.I.C.A./SOCIAL SECURITY	28,228.77	17,691.37
MEDICARE	6,601.79	4,137.37
HEALTH INSURANCE PREMIUM	98,544.72	66,046.36
WORKERS COMP. PREMIUMS	1,057.00	0.00
UNIFORM ALLOWANCE		
ALL OTHER		
SUB-TOTAL	\$224,011.30	\$143,496.70
SUPPLIES		
OFFICE SUPPLIES		
OPERATING SUPPLIES		
SMALL TOOLS/MINOR EQUIPMENT		
ALL OTHER		
SUB-TOTAL	\$0.00	\$0.00
OTHER SERVICES & CHARGES		
PROFESSIONAL SERVICES	25,943.00	1,870.00
COMMUNICATION	16,960.30	0.00
TRAVEL	7,425.50	225.00
TRAVEL/CASH ADVANCE	1,300.00	0.00
PURCHASE BULK AIRLINE TICKETS	2,190.99	0.00
OTHER SERVICES NOC	0.00	480.00
CREDIT CARD EXPENSES	4,474.68	8,839.77
TRANSPORTATION - NOT TRAVEL		
ADVERTISING AND PROMOTION		
PRINTING AND BINDING		
INSURANCE		
REPAIRS AND MAINTENANCE	3,414.12	2,495.00
RENTAL- LAND/BUILDING	106,418.64	57,794.36
RENTAL - MACHINES/EQUIPMENT		
TRAINING		
SECURITY		
ALL OTHER		
SUB-TOTAL	\$168,127.23	\$71,704.13
UTILITY SERVICES		
ELECTRICITY		
WATER		
SUB-TOTAL	\$0.00	\$0.00
TOTAL EXPENSES	\$846,681.35	\$500,546.38

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

Fiscal Period	PROJECTED 2027
PERSONNEL SERVICES	
CLASSIFIED EMPLOYEE SALARIES	
UNCLASSIFIED EMPL. SALARIES	486,000.00
TEMP/PART TIME SALARIES	
OVERTIME SALARIES	
LUMP SUM PAYMENTS	
NIGHT DIFFERENTIAL COMP	
OTHER DIFFERENTIAL COMP	
FEES & COMPENSATION NOC	
HOLIDAY PAY	
ALL OTHER	
SUB-TOTAL	\$486,000.00
CAPITAL OUTLAYS	
MACHINERY & EQUIPMENT	
VEHICLES	
ALL OTHER	
SUB-TOTAL	\$0.00
FRINGE BENEFITS	
EMPLOYER CONTR. RETIREMENT	97,760.00
F.I.C.A.	30,132.00
MEDICARE	7,047.00
HEALTH INSURANCE PREMIUM	111,591.00
WORKERS COMP. PREMIUMS	1,206.00
UNIFORM ALLOWANCE	
ALL OTHER	
SUB-TOTAL	\$247,736.00
SUPPLIES	
OFFICE SUPPLIES	
OPERATING SUPPLIES	
SMALL TOOLS/MINOR EQUIPMENT	
ALL OTHER	
SUB-TOTAL	\$0.00
OTHER SERVICES & CHARGES	
PROFESSIONAL SERVICES	16,150.00
COMMUNICATION	
TRAVEL	
TRANSPORTATION - NOT TRAVEL	
ADVERTISING AND PROMOTION	
PRINTING AND BINDING	
INSURANCE	
REPAIRS AND MAINTENANCE	
RENTAL- LAND/BUILDING	106,323.00
RENTAL - MACHINES/EQUIPMENT	
TRAINING	
SECURITY	
ALL OTHER	
OTHER SERVICES NOC	164.00
SUB-TOTAL	\$122,637.00
UTILITY SERVICES	
ELECTRICITY	
WATER	
SUB-TOTAL	\$0.00
TOTAL EXPENSES	\$856,373.00

GOVERNMENT OF THE VIRGIN ISLANDS
NURSE LICENSURE REVOLVING FUND - 357000/6054
May 13, 2026

Beginning Balance from F/Y '24		475,692.18
Revenues F/Y '24	163,462.00	
Expenses F/Y '24	(125,651.84)	
Adjustment F/Y '24	<u>(3,514.08)</u>	
Net Activity F/Y '24		<u>34,296.08</u>
Ending Balance 09/30/2024		<u>509,988.26</u>
Beginning Balance from F/Y '25		509,988.26
Revenues F/Y '25	179,708.00	
Expenses F/Y '25	<u>(229,713.04)</u>	
Net Activity F/Y '25		<u>(50,005.04)</u>
Ending Balance 09/30/2025		<u>459,983.22</u>
Beginning Balance from F/Y '26		459,983.22
Revenues F/Y '26	83,447.00	
Expenses F/Y '26	<u>(93,584.80)</u>	
Net Activity F/Y '26		<u>(10,137.80)</u>
Ending Balance 05/13/2026		<u>\$ 449,845.42</u>
Budgeted Balance - Unobligated		(154,580.79)
Encumbrances		(27,128.36)
Payment In Process		(13,599.02)
Requisition In Process		<u>(4,794.23)</u>
Available for Budget		<u>\$ 249,743.02</u>

Note:

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

DOF - General Ledger
 CD - 05/13/2026



STT Office Physical Address:

**Time Center Building
4600 Estate Charlotte Amalie 2nd 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**

VIBNL 2026 HONORARY NURSES



WINIFRED GARFIELD



DIANE RUAN-VIVILLE



CYNTHIA STAPLETON



LYDIA ELLS

