ARTICLE I- PURPOSE

The purpose of this Compact is to facilitate the interstate licensure of teachers across the member states, with the goal of improving access to the teaching profession. Through this Compact, the member states seek to establish a collective regulatory framework which expedited and enhances the ability of teachers from a variety of backgrounds to move across state lines. By enhancing mobility in the teaching profession, the member states intend to provide increased value and mobility to licensed teachers, while continuing to ensure that licensed and qualified teachers are available throughout the member states.

This Compact is intended to achieve the following objectives and should be interpreted accordingly. The member states hereby ratify the same intentions by subscribing hereto:

A. Facilitate the process whereby a licensed teacher may teach across state lines.
B. Serve as a magnet to the teaching profession by providing additional value to licensed teachers through enhanced mobility between the member states;
C. Serve the need of students across the member states to receive a quality education from qualified teachers;
D. Serve the needs of licensed teachers without sacrificing the needs of military spouses;
E. Provide for the future needs of licensed teachers across the member states by creating a dynamic licensing structure which can adapt to changing circumstances of the profession, whether technological or otherwise;
F. Empower state and district level education officials to hire qualified, competent teachers by removing barriers to the employment of out-of-state teachers.

ARTICLE II- DEFINITIONS

As used in this Compact, and except as otherwise provided, the following definitions shall govern the terms herein:

A. “Adverse Action” – means any limitation or restriction imposed by a member state’s licensing authority, such as revocation, suspension, reprimand, probation, limitation on the Licensee’s ability to work as a teacher.
B. “Bylaws” – means those bylaws established by the Commission.
C. “Career and Technical Education” – means any teaching credential issued by a State’s Licensing Authority to provide instruction in a specific career and technical education area.

D. “Commission” – means the interstate administrative body whose membership consists of all States that have enacted this Compact, and which is known as the Interstate Teacher Mobility Compact Commission.

E. “Eligible License” – means a license to engage in the teaching profession which is eligible for equivalency under this Compact, as designated by the Member State which issues such a license.

F. “Eligible Military Spouse” – means the spouse of any individual in full-time duty status in the active uniformed service of the United States including members of the National Guard and Reserve on active duty moving as a result of military mission or military career progression requirements, or are on their terminal move as a result of separation or retirement (to include surviving spouses of deceased military members).

G. “Executive Committee” – means a group of directors elected or appointed to act on behalf of, and within the powers granted to them by, the Commission as provided for herein.

H. “Investigative Information” means information, records, and documents received or generated by a Licensing Authority pursuant to an investigation or other inquiry.

I. “Licensing Authority” – means an official, agency, board, or other entity of a state, or an equivalent jurisdiction, that is responsible for the licensing and regulation of teachers authorized to teach in P-12 public educational settings.

J. “Member State” – means any State that has adopted this Compact, including all agencies and officials of such a State.

K. “Receiving State” – means any State where a Teacher has applied for licensure under this Compact.

L. “Rule” – means any regulation promulgated by the Commission under this Compact, which shall have the force of law in each Member State.

M. “State” – means a state, territory, or possession of the United States, and the District of Columbia.

N. “State Practice Laws” – means a Member State’s laws, rules, and regulations that govern the teaching profession, define the scope of such profession, and create the methods and grounds for imposing discipline.
O. “Teacher” – means an individual who currently holds an authorization from a Member State which forms the basis for employment in the P-12 public schools of the state to provide instruction in a specific subject area or grade level.

P. “Unencumbered License” – means a current, valid authorization issued by a member state’s licensing authority allowing an individual to teach in P-12 public educational settings. An unencumbered license is not a restricted, probationary, provisional, substitute or temporary credential.

ARTICLE III- LICENSURE UNDER THE COMPACT

A. Licensure under this Compact pertains only to the initial grant of a license by the Receiving State. Nothing herein applies to any subsequent or ongoing compliance requirements which a Receiving State might require for Teachers.

B. **Eligible Licenses:** Each Member State shall, in accordance with the Rules of the Commission, define, compile, and update as necessary, a list of Eligible Licenses that the Member State is willing to consider for equivalency under this Compact, and provide the list to the Commission. The list shall include those licenses that a Receiving State is willing to grant to Teachers from other Member States, pending a determination of equivalency by the Receiving State’s Licensing Authority.

C. **Unencumbered Licenses:** Upon the receipt for an application for licensure by a Teacher holding an Unencumbered License, the Receiving State shall determine, based upon the Teacher’s qualifications, which of the Receiving State’s Eligible Licenses the Teacher is qualified to hold, and shall grant such a license or licenses to the applicant. Such a determination shall be made in the sole discretion of the Receiving State’s Licensing Authority and may include a determination that the applicant is not eligible for any of the Receiving State’s Eligible Licenses. For all Teachers who hold an Unencumbered License, the Receiving State shall grant one or more Unencumbered License(s) that, in the Receiving State’s sole discretion, are equivalent to the license(s) held by the Teacher in any other Member State.

D. **Eligible Military Spouses:** For Eligible Military Spouses who hold a license that is not Unencumbered, the Receiving State shall grant an equivalent license or licenses that, in the Receiving State’s sole discretion, is equivalent to the license or licenses held by the Teacher in any other Member State, except where the Receiving State does not have an equivalent license.

E. **Career and Technical Education Teachers:**

1. For Career and Technical Teachers holding an Unencumbered License, the Receiving State shall grant an Unencumbered License equivalent to
an Unencumbered License held by the applying Teacher and issued by another Member State, as determined by the Receiving State in its sole discretion, except where a Career and Technical Education Teacher does not hold a bachelor’s degree and the Receiving State requires a bachelor’s degree for licenses to teach Career and Technical Education.

2. A Receiving State may require Career and Technical Education Teachers to meet state industry recognized requirements, if required by law in the Receiving State.

ARTICLE IV- LICENSURE NOT UNDER THE COMPACT

A. Except as provided in Article III above, nothing in this Compact shall be construed to limit or inhibit the power of a Member State to regulate licensure or endorsements overseen by the Member State’s Licensing Authority.

B. When a Teacher is required to renew a license received pursuant to this Compact, the State granting such a license may require the Teacher to complete state-specific requirements as a condition of licensure renewal in that State.

C. For the purposes of determining compensation, a Receiving State may require additional information from Teachers receiving a license under the provisions of this Compact.

D. Nothing in this Compact shall be construed to limit the power of a Member State to control and maintain ownership of its information pertaining to Teachers, or limit the application of a Member State’s laws or regulations governing the ownership, use, or dissemination of information pertaining to Teachers.

E. Nothing in this Compact shall be construed to invalidate or alter any existing agreement or other cooperative arrangement which a Member State may already be a party to, or limit the ability of a Member State to participate in any future agreement or other cooperative arrangement to:

1. Award teaching licenses or other benefits based on additional professional credentials including but not limited to National Board Certification;

2. Participate in the exchange of names of Teachers whose license has been subject to an Adverse Action by a Member State; or

3. Participate in any agreement or cooperative arrangement with a non-member state.
ARTICLE V- TEACHER QUALIFICATIONS AND REQUIREMENTS FOR LICENSURE UNDER THE COMPACT

A. Except as provided for Eligible Military Spouses in Article III.D above, a Teacher may only be eligible to receive a license under this Compact where that Teacher holds a valid, Unencumbered License in a Member State.

B. A Teacher eligible to receive a license under this Compact shall, unless otherwise provided for herein:

1. Hold a bachelor’s degree;

2. Have completed all requirements of a program for Teacher licensure approved by the Licensing Authority of a Member State;

3. Upon their application to receive a license under this Compact, undergo a criminal background check in the Receiving State in accordance with the laws and regulations of the Receiving State; and

4. Provide the Receiving State with information in addition to the information required for licensure for the purposes of determining compensation, if applicable.

ARTICLE VI- DISCIPLINE / ADVERSE ACTIONS

A. Nothing in this Compact shall be deemed or construed to limit the authority of a Member State to investigate or impose disciplinary measures on Teachers according to the State Practice Laws thereof.

B. Member States shall be authorized to receive, and shall provide, files and information regarding the investigation and discipline, if any, of Teachers in other Member States upon request. Any Member State receiving such information and/or files shall protect and maintain the security and confidentiality thereof, in at least the same manner that it maintains its own investigatory and/or disciplinary files and information. Prior to disclosing any disciplinary or investigatory information received from another Member State, the disclosing state shall communicate its intention and purpose for such disclosure to the Member State which originally provided that information.
ARTICLE VII- ESTABLISHMENT OF THE INTERSTATE TEACHER MOBILITY
COMPACT COMMISSION

A. The interstate compact member states hereby create and establish a joint public agency known as the Interstate Teacher Mobility Compact Commission:

1. The Interstate Commission is a joint interstate governmental agency comprised of states that have enacted the Interstate Teacher Mobility Compact.

B. Membership, Voting, and Meetings

1. Each member state shall have and be limited to one (1) or member of the compact commission.

2. The commissioner shall be an employee of the state licensing authority.

3. Any commissioner may be removed or suspended from office as provided by the law of the state from which the commissioner is appointed.

4. The member state shall fill any vacancy occurring in the interstate commission within 90 days.

5. Each commissioner shall be entitled to one (1) vote about the promulgation of rules and creation of bylaws and shall otherwise have an opportunity to participate in the business and affairs of the interstate commission. A commissioner shall vote in person or by such other means as provided in the bylaws. The bylaws may provide for commissioners’ participation in meetings by telephone or other means of communication.

6. The interstate commission shall meet at least once during each calendar year. Additional meetings shall be held as set forth in the bylaws.

7. The interstate commission shall establish by rule a term of office for commissioners.

C. The interstate commission shall have the following powers and duties:

1. Establish a Code of Ethics for the interstate commission.

2. Establish the fiscal year of the interstate commission.

3. Establish bylaws for the interstate commission.

4. Maintain its financial records in accordance with the bylaws of the interstate commission.

5. Meet and take such actions as are consistent with the provisions of this interstate compact, the bylaws, and rules of the interstate commission.

6. Promulgate uniform rules to implement and administer this interstate compact. The rules shall have the force and effect of law and shall be binding in all member states. In the event the commission exercises its rulemaking authority in a manner that is beyond the scope of the purposes of the compact, or the powers granted hereunder, then such an action by the commission shall be invalid and have no force and effect of law.
7. Bring and prosecute legal proceedings or actions in the name of the interstate commission, provided that the standing of any member state licensing authority to sue or be sued under applicable law shall not be affected.

8. Purchase and maintain insurance and bonds.

9. Borrow, accept, or contract for services of personnel, including, but not limited to, employees of a member state, or an associated non-governmental organization that is open to membership by all states.

10. Hire employees, elect, or appoint officers, fix compensation, define duties, grant such individuals appropriate authority to carry out the purposes of the compact, and establish the interstate commission's personnel policies and programs relating to conflicts of interest, qualifications of personnel, and other related personnel matters.

11. Lease, purchase, accept appropriate gifts or donations of, or otherwise own, hold, improve, or use, any property, real, personal or mixed, provided that at all times the interstate commission shall avoid any appearance of impropriety.

12. Sell, convey, mortgage, pledge, lease, exchange, abandon, or otherwise dispose of any property real, personal, or mixed.

13. Establish a budget and make expenditures.


15. Appoint committees, including standing committees composed of members and such other interested persons as may be designated in this interstate compact, rules, or bylaws.

16. Provide and receive information from, and cooperate with, law enforcement agencies.

17. Establish and elect an executive committee.

18. Establish and develop a charter for an Executive Information Governance Committee to advise on facilitating exchange of information; use of information, data privacy, and technical support needs, and provide reports as needed.

19. Perform such other functions as may be necessary or appropriate to achieve the purposes of this interstate compact consistent with the state regulation of teacher licensure.

D. The Executive Committee of the Interstate Teacher Mobility Compact Commission

1. The executive committee shall have the power to act on behalf of the interstate commission according to the terms of this interstate compact.

2. The executive committee shall be composed of eight voting members:
   a. The interstate commission chair, vice chair, and treasurer; and
b. Five members who are elected by the interstate commission from the current membership:
   i. Four voting members representing geographic regions in accordance with commission rules; and
   ii. One at large voting member in accordance with commission rules.

3. The interstate commission may add or remove members of the executive committee as provided in commission rules.

4. The executive committee shall meet at least once annually.

5. The executive committee shall have the following duties and responsibilities:
   a. Recommend to the entire interstate commission changes to the rules or bylaws, changes to the compact legislation, fees paid by interstate compact member states such as annual dues, and any compact fee charged by the member states on behalf of the interstate commission.
   b. Ensure interstate commission administration services are appropriately provided, contractual or otherwise.
   c. Prepare and recommend the budget.
   d. Maintain financial records on behalf of the interstate Commission.
   e. Monitor compliance of member states and provide reports to the interstate commission.
   f. Establish additional committees as necessary.
   g. Perform other duties as provided in rules or bylaws.

6. Meetings of the Interstate Commission
   a. All meetings shall be open to the public, and public notice of meetings shall be given in accordance with interstate commission bylaws.
   b. The interstate commission or the executive committee or other committees of the interstate commission may convene in a closed, non-public meeting if the interstate commission or executive committee or other committees of the interstate commission must discuss:
      i. Non-compliance of a member state with its obligations under the compact.
      ii. The employment, compensation, discipline or other matters, practices or procedures related to specific employees or other matters related to the interstate commission’s internal personnel practices and procedures.
      iii. Current, threatened, or reasonably anticipated litigation.
iv. Negotiation of contracts for the purchase, lease, or sale of goods, services, or real estate.

v. Accusing any person of a crime or formally censuring any person.

vi. Disclosure of trade secrets or commercial or financial information that is privileged or confidential.

vii. Disclosure of information of a personal nature where disclosure would constitute a clearly unwarranted invasion of personal privacy.

viii. Disclosure of investigative records compiled for law enforcement purposes.

ix. Disclosure of information related to any investigative reports prepared by or on behalf of or for use of the interstate commission or other committee charged with responsibility of investigation or determination of compliance issues pursuant to the compact; or

x. Matters specifically exempted from disclosure by federal or member state statute.

xi. Others matters as set forth by interstate commission bylaws and rules.

c. If a meeting, or portion of a meeting, is closed pursuant to this provision, the Commission’s legal counsel or designee shall certify that the meeting may be closed and shall reference each relevant exempting provision.

d. The interstate commission shall keep minutes of interstate commission meetings and shall provide a full and accurate summary of actions taken, and the reasons therefore, including a description of the views expressed. All documents considered in connection with an action shall be identified in such minutes. All minutes and documents of a closed meeting shall remain under seal, subject to release by a majority vote of the interstate commission or order of a court of competent jurisdiction.

7. Financing of the Interstate Commission

a. The interstate commission shall pay, or provide for the payment of, the reasonable expenses of its establishment, organization, and ongoing activities.

b. The interstate commission may accept all appropriate donations and grants of money, equipment, supplies, materials, and services, and receive, utilize and dispose of the same, provided that at all times the interstate commission shall avoid any appearance of
impropriety and/or conflict of interest.

328 c. The interstate commission may levy on and collect an annual
329 assessment from each member state or impose fees on other
330 parties to cover the cost of the operations and activities of the
331 interstate commission, in accordance with the commission rules.
332 d. The interstate commission shall not incur obligations of any kind
333 prior to securing the funds adequate to meet the same; nor shall
334 the interstate commission pledge the credit of any of the member
335 states, except by and with the authority of the member state.
336 e. The interstate commission shall keep accurate accounts of all
337 receipts and disbursements. The receipts and disbursements of the
338 interstate commission shall be subject to accounting procedures
339 established under interstate commission bylaws. All receipts and
340 disbursements of funds of the interstate commission shall be
341 reviewed annually in accordance with interstate commission
342 bylaws, and a report of the review shall be included in and become
343 part of the annual report of the interstate commission.

8. Qualified Immunity, Defense, and Indemnification

a. The members, officers, executive director, employees and
346 representatives of the Interstate Commission shall be immune from
347 suit and liability, either personally or in their official capacity, for any
348 claim for damage to or loss of property or personal injury or other
349 civil liability caused by or arising out of any actual or alleged act,
350 error or omission that occurred, or that the person against whom
351 the claim is made had a reasonable basis for believing occurred
352 within the scope of Interstate Commission employment, duties or
353 responsibilities; provided that nothing in this paragraph shall be
354 construed to protect any such person from suit and/or liability for
355 any damage, loss, injury, or liability caused by the intentional or
356 willful or wanton misconduct of that person.

b. The interstate commission shall defend any member, officer,
358 executive director, employee, or representative of the interstate
359 commission in any civil action seeking to impose liability arising out
360 of any actual or alleged act, error, or omission that occurred within
361 the scope of interstate commission employment, duties, or
362 responsibilities, or that the person against whom the claim is made
363 had a reasonable basis for believing occurred within the scope of
364 interstate commission employment, duties, or responsibilities;
365 provided that nothing herein shall be construed to prohibit that
366 person from retaining his or her own counsel; and provided further,
that the actual or alleged act, error, or omission did not result from
that person’s intentional or willful or wanton misconduct.

c. The interstate commission shall indemnify and hold harmless any
member, officer, executive director, employee, or representative of
the interstate commission for the amount of any settlement or
judgment obtained against that person arising out of any actual or
alleged act, error or omission that occurred within the scope of
interstate commission employment, duties, or responsibilities, or
that such person had a reasonable basis for believing occurred
within the scope of interstate commission employment, duties, or
responsibilities, provided that the actual or alleged act, error, or
omission did not result from the intentional or willful or wanton
misconduct of that person.

ARTICLE VIII- RULEMAKING

A. The interstate commission shall exercise its Rulemaking powers pursuant to the
criteria set forth in this interstate compact, interstate commission bylaws, and the
rules adopted thereunder. Rules and amendments shall become binding as of
the date specified in each rule or amendment.

B. The interstate commission shall promulgate reasonable rules to achieve the
intent and purpose of this interstate compact. In the event the interstate
commission exercises its rulemaking authority in a manner that is beyond
purpose and intent of this interstate compact, or the powers granted hereunder,
then such an action by the interstate commission shall be invalid and have no
force and effect of law in the member states.

C. If a majority of the legislatures of the member states rejects a rule, by enactment
of a statute or resolution in the same manner used to adopt the compact within 4
years of the date of adoption of the rule, then such rule shall have no further
force and effect in any member state.

D. Rules or amendments to the rules shall be adopted or ratified at a regular or
special meeting of the interstate commission in accordance with interstate
commission rules and bylaws.

E. The interstate commission may consider and adopt emergency rules. For the
purposes of this provision, an emergency rule is one that must be adopted
immediately to:

1. Meet an imminent threat to public health, safety, or welfare.
2. Prevent a loss of interstate commission or member state funds.
3. Meet a deadline for the promulgation of an administrative rule that is
   established by federal law or rule; or
4. Protect public health and safety.
ARTICLE IX- FACILITATING INFORMATION EXCHANGE

A. The compact commission shall provide for facilitating the exchange of information to administer and implement the provisions of this compact in accordance with the rules of the compact commission, consistent with generally accepted data protection principles.

B. Nothing in this compact shall be deemed or construed to alter, limit, or inhibit the power of a member state to control and maintain ownership of its licensee information or alter, limit, or inhibit the laws or regulations governing licensee information in the member state.

ARTICLE X- OVERSIGHT, DISPUTE RESOLUTION, AND ENFORCEMENT

A. Oversight

1. The executive and judicial branches of State government in each Member State shall enforce this Compact and take all actions necessary and appropriate to effectuate the Compact’s purposes and intent. The provisions of this Compact shall have standing as statutory law.

2. Venue is proper and judicial proceedings by or against the Commission shall be brought solely and exclusively in a court of competent jurisdiction where the principal office of the Commission is located. The Commission may waive venue and jurisdictional defenses to the extent it adopts or consents to participate in alternative dispute resolution proceedings. Nothing herein shall affect or limit the selection or propriety of venue in any action against a licensee for professional malpractice, misconduct or any such similar matter.

3. All courts and all administrative agencies shall take judicial notice of the Compact, the Rules of the Commission, and any information provided to a Member State pursuant thereto in any judicial or quasi-judicial proceeding in a Member State pertaining to the subject matter of this Compact, or which may affect the powers, responsibilities, or actions of the Commission.

4. The Commission shall be entitled to receive service of process in any proceeding regarding the enforcement or interpretation of the Compact and shall have standing to intervene in such a proceeding for all purposes. Failure to provide the Commission service of process shall render a judgment or order void as to the Commission, this Compact, or promulgated Rules.

B. Default, Technical Assistance, and Termination

1. If the Commission determines that a Member State has defaulted in the performance of its obligations or responsibilities under this Compact or the promulgated Rules, the Commission shall:

   a. Provide written notice to the defaulting State and other Member States of the
nature of the default, the proposed means of curing the default and/or any
other action to be taken by the Commission; and
b. Provide remedial training and specific technical assistance regarding the
default.

C. If a State in default fails to cure the default, the defaulting State may be terminated
from the Compact upon an affirmative vote of a majority of the delegates of the
Member States, and all rights, privileges and benefits conferred on that state by this
Compact may be terminated on the effective date of termination. A cure of the
default does not relieve the offending State of obligations or liabilities incurred during
the period of default.

D. Termination from the Compact shall be imposed only after all other means of
securing compliance have been exhausted. Notice of intent to suspend or terminate
shall be given by the Commission to the governor, the majority and minority leaders
of the defaulting State’s legislature, the State licensing authority and each of the
Member States.

E. A State that has been terminated is responsible for all assessments, obligations, and
liabilities incurred through the effective date of termination, including obligations that
extend beyond the effective date of termination.

F. The Commission shall not bear any costs related to a State that is found to be in
default or that has been terminated from the Compact, unless agreed upon in writing
between the Commission and the defaulting State.

G. Nothing in this interstate compact shall be construed to be a waiver of sovereign
immunity.

H. The defaulting State may appeal the action of the Commission by petitioning the
U.S. District Court for the District of Columbia or the federal district where the
Commission has its principal offices. The prevailing party shall be awarded all costs
of such litigation, including reasonable attorney’s fees.

I. Dispute Resolution
1. Upon request by a Member State, the Commission shall attempt to resolve
disputes related to the Compact that arise among Member States and between
Member and non-Member States.
2. The Commission shall promulgate a Rule providing for both mediation and
binding dispute resolution for disputes as appropriate.

J. Enforcement by the Commission
1. The Commission, in the reasonable exercise of its discretion, shall enforce the
provisions and Rules of this Compact.
2. By majority vote, the Commission may initiate legal action in the United States
District Court for the District of Columbia or the federal district where the
Commission has its principal offices against a Member State in default to enforce
compliance with the provisions of the Compact and its promulgated Rules and
bylaws. The relief sought may include both injunctive relief and damages. In the
event judicial enforcement is necessary, the prevailing party shall be awarded all
costs of such litigation, including reasonable attorney’s fees. The remedies herein
shall not be the exclusive remedies of the Commission. The Commission may
pursue any other remedies available under federal or State law.

ARTICLE XI- EFFECTUATION, WITHDRAWAL, AND AMENDMENT

A. The Compact shall come into effect on the date on which the Compact statute is
enacted into law in the tenth Member State.

B. Any State that joins the Compact after the Commission’s initial adoption of the
Rules and bylaws shall be subject to the Rules and bylaws as they exist on the
date on which the Compact becomes law in that State. Any Rule that has been
previously adopted by the Commission shall have the full force and effect of law
on the day the Compact becomes law in that State.

C. Any Member State may withdraw from this Compact by enacting a statute
repealing the same.
   1. A Member State’s withdrawal shall not take effect until six (6) months after
      enactment of the repealing statute.
   2. Withdrawal shall not affect the continuing requirement of the withdrawing
      State’s Licensing Authority to grant licenses for applications submitted prior
to the date of withdrawal.

D. This Compact may be amended by the Member States. No amendment to this
Compact shall become effective and binding upon any Member State until it is
enacted into the laws of all Member States.

ARTICLE XII- CONSTRUCTION AND SEVERABILITY

This Compact shall be liberally construed to effectuate the purposes thereof. The
provisions of this Compact shall be severable and if any phrase, clause, sentence or
provision of this Compact is declared to be contrary to the constitution of any Member
State or a state seeking membership in the compact, or of the United States or the
applicability thereof to any other government, agency, person or circumstance is held
invalid, the validity of the remainder of this Compact and the applicability thereof to any
government, agency, person or circumstance shall not be affected thereby. If this
Compact shall be held contrary to the constitution of any Member State, the Compact shall remain in full force and effect as to the remaining Member States and in full force and effect as to the Member State affected as to all severable matters.

ARTICLE XIII- CONSISTENT EFFECT AND CONFLICT WITH OTHER STATE LAWS

A. The various courts of the Member States shall interpret the compact in a consistent manner and give precedential effect to judicial determinations made by the courts of each Member State.

B. Nothing herein shall prevent or inhibit the enforcement of any other law of a Member State that is not inconsistent with the Compact.

C. Any laws, statutes, regulations, or other legal requirements in a Member State in conflict with the Compact are superseded to the extent of the conflict.

D. All permissible agreements between the Commission and the Member States are binding in accordance with their terms.