



1 Michael Lock moved, with a second by Davis Eidahl, that in **case number 24-93**, the  
2 Board find probable cause to establish a violation the Code of Professional Conduct  
3 and Ethics, 282 IAC rule 25.3(1)e(4), and order this case set for hearing. **MOTION**  
4 **CARRIED UNANIMOUSLY**

5  
6 Davis Eidahl moved, with a second by Kathy Behrens that in **case number 24-145**,  
7 the Board finds that the evidence gathered in the investigation, including witness  
8 statements and the documentary evidence, does not substantiate the allegations in the  
9 complaint, and that the Board therefore lacks probable cause to proceed with this  
10 matter. **MOTION CARRIED UNANIMOUSLY**

11  
12 Daniel Zylstra moved, with a second by Kathy Behrens, that in **case number 24-124**,  
13 the Board find probable cause to establish a violation of the Code of Professional  
14 Conduct and Ethics, 282 IAC rules 25.3(4)b, and order this case set for hearing.  
15 **MOTION CARRIED UNANIMOUSLY**

16  
17 Davis Eidahl moved, with a second by Miranda Brus, that in **case number 24-90** the  
18 Board find probable cause to establish a violation of the Code of Professional Conduct  
19 and Ethics, 282 IAC rule 25.3(5)a(2), 25.3(6)m, 25.3(8)a & b, and order this case set  
20 for hearing. **MOTION CARRIED UNANIMOUSLY**

21  
22 Miranda Brus moved, with a second by David Eidahl, that in **case number 24-91**, the  
23 find probable cause to establish a violation of the Code of Professional Conduct and  
24 Ethics, 282 IAC rule 25.3(5)a(2), 25.3(6)m, 25.3(8)a & b, and order this case set for  
25 hearing. **MOTION CARRIED UNANIMOUSLY**

26  
27 Miranda Brus moved, with a second by Davis Eidahl, that in **case number 24-24**, the  
28 board find probable cause to establish a violation of the Code of Professional Conduct  
29 and Ethics, 282 IAC rule 25.3(5)a(2), and order this case set for hearing. **MOTION**  
30 **CARRIED UNANIMOUSLY**

31  
32 Davis Eidahl moved, with a second by Miranda Brus, that in **case number 24-72**, the  
33 Board find probable cause to establish a violation of the Code of Professional Conduct

1 and Ethics, 282 IAC rule 25.3(5)a(2), and order this case set for hearing. **MOTION**  
2 **CARRIED UNANIMOUSLY**

3  
4 Daniel Zylstra moved, with a second by Miranda Brus, that in **case number 24-97**,  
5 the Board find probable cause to establish a violation of the Code of Professional  
6 Conduct and Ethics, 282 IAC rule 25.3(6)c & d, 25.3(8)a & b, and order this case set  
7 for hearing. Roll call vote: Behrens – no; Eidahl – yes; Janzen – yes; Weldon – yes;  
8 Zylstra – yes; Lock – yes; Brus – yes. **MOTION CARRIED**

9  
10 Ryan Weldon moved, with a second by Kathy Behrens, that in **case number 24-107**,  
11 the Board find probable cause to establish a violation of the Code of Professional  
12 Conduct and Ethics, 282 IAC rule 25.3(6)c, d, & 25.3(8)a, and order this case set for  
13 hearing. **MOTION CARRIED UNANIMOUSLY**

14  
15 Davis Eidahl moved, with a second by Kathy Behrens, that in **case number 24-143**,  
16 the Board finds that the evidence gathered in the investigation, including witness  
17 statements and the documentary evidence, does not substantiate the allegations in the  
18 complaint, and that the Board therefore lacks probable cause to proceed with this  
19 matter. **MOTION CARRIED UNANIMOUSLY**

20  
21 Daniel Zylstra moved, with a second by Davis Eidahl, that in **case number 24-154**,  
22 the Board find probable cause to establish a violation of the Code of Professional  
23 Conduct and Ethics, 282 IAC rule 25.3(6)c & d and 25.3(8)a and order this case set for  
24 hearing. **MOTION CARRIED UNANIMOUSLY**

25  
26 Michael Lock moved, with a second by Ryan Weldon, that in **case number 24-165**, the  
27 Board find that, although one or more of the allegations in the complaint may be  
28 substantiated by the witnesses interviewed in the course of the investigation [and/or]  
29 the documents gathered in the course of the investigation, and the allegations may  
30 constitute a technical violation of the board’s statute or administrative rules; the  
31 evidence before the board indicates that the alleged violation is not of sufficient  
32 magnitude to warrant a hearing and adequate steps have been taken to remedy the  
33 violation and to ensure that incidents of a similar nature do not occur in the future.

1 The Board will not pursue formal disciplinary action in this matter. **MOTION**  
2 **CARRIED UNANIMOUSLY**

3  
4 Kathy Behrens moved, with a second by Daniel Zylstra, to combine **cases 24-83, 24-**  
5 **136, and 24-150** and the Board find probable cause to establish a violation of the  
6 Code of Professional Conduct and Ethics, 282 IAC rule 25.3(2)b, 25.3(6)c, 25.3(8)a,  
7 and order this case set for hearing. Roll call vote: Behrens – yes; Eidahl – yes; Janzen  
8 – recused; Weldon – yes; Zylstra – yes; Lock – yes; Brus – yes. **MOTION CARRIED**

9  
10 Kathy Behrens moved, with a second by Miranda Brus, to combine cases **24-87, 24-**  
11 **139, and 24-147,** and find probable cause to establish a violation of the Code of  
12 Professional Conduct and Ethics, 282 IAC rule 25.3(2)b, 25.3(6)c, 25.3(8)a & b, and  
13 order this case set for hearing. Roll call vote: Behrens – yes; Eidahl – yes; Janzen –  
14 recused; Weldon – yes; Zylstra – yes; Lock – yes; Brus – yes. **MOTION CARRIED**

15  
16 Kathy Behrens moved, with a second by Daniel Zylstra, to combine cases **24-86 24-**  
17 **138, and 24-148,** and find probable cause to establish a violation of the Code of  
18 Professional Conduct and Ethics, 282 IAC rule 25.3(6)c, 25.3(8)a & b, and order this  
19 case set for hearing. Roll call vote: Behrens – yes; Eidahl – yes; Janzen – recused;  
20 Weldon – yes; Zylstra – yes; Lock – yes; Brus – yes. **MOTION CARRIED**

21  
22 Kathy Behrens moved, with a second by Daniel Zylstra, to combine cases **24-84, 24-**  
23 **137, and 24-151** and find probable cause to establish a violation of the Code of  
24 Professional Conduct and Ethics, 282 IAC rule, 25.3(6)c, 25.3(8)a & b, and order this  
25 case set for hearing. Roll call vote: Behrens – yes; Eidahl – yes; Janzen – recused;  
26 Weldon – yes; Zylstra – yes; Lock – yes; Brus – yes. **MOTION CARRIED**

27  
28 Kathy Behrens moved, with a second by Miranda Brus, to combine **cases 24-85 24-**  
29 **135, and 24-149,** and find probable cause to establish a violation of the Code of  
30 Professional Conduct and Ethics, 282 IAC rule 25.3(6)c, 25.3(8)a & b, and order this  
31 case set for hearing. Roll call vote: Behrens – yes; Eidahl – yes; Janzen – recused;  
32 Weldon – yes; Zylstra – yes; Lock – yes; Brus – yes. **MOTION CARRIED**

1 Director Cavin recused during closed session discussion of case 24-71.

2 Miranda Brus moved, with a second by Michael Lock, that in **case number 24-71**, the  
3 Board find probable cause to establish a violation of the Code of Professional Conduct  
4 and Ethics, 282 IAC rule 25.3(6)t, and order this case set for hearing. **MOTION**

5 **CARRIED UNANIMOUSLY**

6

7 Director Cavin recused during closed session discussion of case 24-96.

8 Daniel Zylstra moved, with a second by Ryan Weldon, that in **case number 24-96**, the  
9 Board find probable cause to establish a violation of the Code of Professional Conduct  
10 and Ethics, 282 IAC rule 25.3(6)t, and order this case set for hearing. **MOTION**

11 **CARRIED UNANIMOUSLY**

12

13 Daniel Zylstra moved, with a second by Davis Eidahl, that in **case number 24-78**, the  
14 Board finds that the evidence gathered in the investigation, including witness  
15 statements and the documentary evidence, does not substantiate the allegations in the  
16 complaint, and that the Board therefore lacks probable cause to proceed with this  
17 matter. **MOTION CARRIED UNANIMOUSLY**

18

19 Daniel Zylstra moved, with a second by Davis Eidahl, that in **case number 24-79**, the  
20 Board finds that the evidence gathered in the investigation, including witness  
21 statements and the documentary evidence, does not substantiate the allegations in the  
22 complaint, and that the Board therefore lacks probable cause to proceed with this  
23 matter. **MOTION CARRIED UNANIMOUSLY**

24

25 Daniel Zylstra moved, with a second by Davis Eidahl, that in **case number 24-80**, the  
26 Board finds that the evidence gathered in the investigation, including witness  
27 statements and the documentary evidence, does not substantiate the allegations in the  
28 complaint, and that the Board therefore lacks probable cause to proceed with this  
29 matter. **MOTION CARRIED UNANIMOUSLY**

30

31 Kathy Behrens moved, with a second by Michael Lock, that the Board accept the  
32 respondent's waiver of hearing and voluntary surrender in **case number 21-150** and

1 issue an order permanently revoking the license with no possibility of reinstatement.

2 **MOTION CARRIED UNANIMOUSLY**

3  
4 Davis Eidahl moved, with a second by Ryan Weldon, that in **case number 23-176** the  
5 Board accept the agreement submitted by the parties, and issue an Order  
6 incorporating the agreement and imposing the agreed upon sanction. **MOTION**

7 **CARRIED UNANIMOUSLY**

8  
9 Kathy Behrens moved, with a second by Miranda Brus, that in **case number 23-179**  
10 the Board accept the agreement submitted by the parties, and issue an Order  
11 incorporating the agreement and imposing the agreed upon sanction. **MOTION**

12 **CARRIED UNANIMOUSLY**

13  
14 Ryan Weldon moved, with a second by Michael Lock, that in **case number 24-60** the  
15 Board accept the agreement submitted by the parties, and issue an Order  
16 incorporating the agreement and imposing the agreed upon sanction. **MOTION**

17 **CARRIED UNANIMOUSLY**

18  
19 Ryan Weldon moved, with a second by Miranda Brus, that in **case number 24-130,**  
20 the Board accept the agreement submitted by the parties, and issue an Order  
21 incorporating the agreement and imposing the agreed upon sanction. **MOTION**

22 **CARRIED UNANIMOUSLY**

23  
24 Daniel Zylstra moved, with a second by Kathy Behrens, that in **case number 24-129**  
25 the Board accept the agreement submitted by the parties, and issue an order  
26 incorporating the agreement and imposing the agreed upon sanction. **MOTION**

27 **CARRIED UNANIMOUSLY**

28  
29 Michael Lock moved, with a second by Ryan Weldon, that in **case number 24-41** the  
30 Board accept the agreement submitted by the parties, and issue an Order  
31 incorporating the agreement and imposing the agreed upon sanction. **MOTION**

32 **CARRIED UNANIMOUSLY**

1 Kathy Behrens moved, with a second by Miranda Brus, that in **case number 23-97**  
2 the Board accept the agreement submitted by the parties, and issue an Order  
3 incorporating the agreement and imposing the agreed upon sanction. **MOTION**  
4 **CARRIED UNANIMOUSLY**

5  
6 Daniel Zylstra moved, with a second by Michael Lock, that in **case number 23-164**  
7 the Board accept the agreement submitted by the parties, and issue an Order  
8 incorporating the agreement and imposing the agreed upon sanction. **MOTION**  
9 **CARRIED UNANIMOUSLY**

10  
11 Ryan Weldon moved, with a second by Miranda Brus, that in **case number 24-01** the  
12 Board accept the agreement submitted by the parties, and issue an Order  
13 incorporating the agreement and imposing the agreed upon sanction. **MOTION**  
14 **CARRIED UNANIMOUSLY**

15  
16 Kathy Behrens moved, with a second by Miranda Brus that the Board deny the motion  
17 to dismiss for **Case 24-178**, and instruct the staff to continue the investigation. Roll  
18 call vote: Behrens – yes; Eidahl – yes; Janzen – yes; Weldon – yes; Zylstra – recused;  
19 Lock – yes; Brus – yes. **MOTION CARRIED**

20  
21 Ryan Weldon moved, with a second by Miranda Brus, that the Board not initiate  
22 review of the proposed decision in **case number 24-46** and allow the proposed  
23 decision to become the default decision consistent with 282 IAC rule 11.23 unless an  
24 appeal is taken by one of the parties within the time allowed by rule. **MOTION**  
25 **CARRIED UNANIMOUSLY**

26  
27 Kathy Behrens moved, with a second by Daniel Zylstra, to accept the signed consents  
28 to waive the deadline in **cases 24-81, 24-94 and 24-107**, and issue orders extending  
29 the deadline. **MOTION CARRIED UNANIMOUSLY**

30  
31 Kathy Behrens moved, with a second by Daniel Zylstra, to accept the signed consents  
32 to waive the deadline in **cases 24-83; 24-85 and 24-87**, and issue orders extending

1 the deadline. Roll call vote: Behrens – yes; Eidahl – yes; Janzen – recused; Weldon –  
2 yes; Zylstra – yes; Lock – yes; Brus – yes. **MOTION CARRIED**

3

4 Kathy Behrens moved, with a second by Daniel Zylstra, to extend the 180-day  
5 deadline for issuance of the final decision in **case number 24-84** base upon that  
6 although the respondent has objected to the extended time, probable cause of an  
7 ethical violation has been determined by the Board. Additional time is needed to  
8 schedule a hearing and complete the contested case process, and dismissal of the case  
9 would undermine public trust in educational licenses and would result in disparate  
10 treatment of similar ethical violations. Roll call vote: Behrens – yes; Eidahl – yes;  
11 Janzen – recused; Weldon – yes; Zylstra – yes; Lock – yes; Brus – yes. **MOTION**  
12 **CARRIED**

13

14 Kathy Behrens moved, with a second by Daniel Zylstra, to extend the 180-day  
15 deadline for issuance of the final decision in **case number 24-86** because although  
16 the respondent has objected to the extended time, probable cause of an ethical  
17 violation has been determined by the Board. Additional time is needed to schedule a  
18 hearing and complete the contested case process, and dismissal of the case would  
19 undermine public trust in educational licenses and would result in disparate  
20 treatment of similar ethical violations. Roll call vote: Behrens – yes; Eidahl – yes;  
21 Janzen – recused; Weldon – yes; Zylstra – yes; Lock – yes; Brus – yes. **MOTION**  
22 **CARRIED**

23

24 Daniel Zylstra moved, with a second by Kathy Behrens, to extend the 180-day  
25 deadline for issuance of the final decision in **case number 24-89** based upon the  
26 amount of time needed to complete the investigation and conclude the contested case  
27 process and respondent does not object to the extension. **MOTION CARRIED**  
28 **UNANIMOUSLY**

29

30 Daniel Zylstra moved, with a second by Kathy Behrens, to extend the 180-day  
31 deadline for issuance of the final decision in **case number 24-90** based upon the need  
32 to schedule the hearing and conclude the contested case process, and respondent did



1 not file an objection to the extension even though given an opportunity to object.

2 **MOTION CARRIED UNANIMOUSLY**

3  
4 Daniel Zylstra moved, with a second by Kathy Behrens, to extend the 180-day  
5 deadline for issuance of the final decision in **case number 24-91** due to the need to  
6 schedule the hearing and conclude the contested case process, and respondent does  
7 not object to the extension. **MOTION CARRIED UNANIMOUSLY**

8  
9 Daniel Zylstra moved, with a second by Kathy Behrens, to extend the 180-day  
10 deadline for issuance of the final decision in **case number 24-93** based upon  
11 the need to schedule the hearing and conclude the contested case process, and  
12 allowing more time for resolution of the complaint assures due process for the  
13 Respondent. **MOTION CARRIED UNANIMOUSLY**

14  
15 Kathy Behrens moved, with a second by Daniel Zylstra, to extend the 180-day  
16 deadline for issuance of the final decision in **case number 24-95** based upon the  
17 amount of time needed to complete the investigation and conclude the contested case  
18 process, and respondent does not object to the extension. **MOTION CARRIED**  
19 **UNANIMOUSLY**

20  
21 Kathy Behrens moved, with a second by Daniel Zylstra, to extend the 180-day  
22 deadline for issuance of the final decision in **case number 24-96** based upon the need  
23 to schedule the hearing and conclude the contested case process, and respondent did  
24 not file an objection to the extension even though given an opportunity to object.  
25 **MOTION CARRIED UNANIMOUSLY**

26  
27 Kathy Behrens moved, with a second by Daniel Zylstra, to extend the 180-day  
28 deadline for issuance of the final decision in **case number 24-97** based upon the need  
29 to schedule the hearing and conclude the contested case process, and justice would  
30 not be served by dismissing a pending complaint concerning alleged ethical  
31 wrongdoing of an educator given the need to maintain safe learning environments for  
32 Iowa students. **MOTION CARRIED UNANIMOUSLY**

1 Kathy Behrens moved, with a second by Daniel Zylstra, to extend the 180-day  
2 deadline for issuance of the final decision in **case number 24-98** based upon the  
3 amount of time needed to complete the investigation and conclude the contested case  
4 process, and respondent does not object to the extension. **MOTION CARRIED**

5 **UNANIMOUSLY**

6  
7 Daniel Zylstra moved, with a second by Kathy Behrens, to extend the 180-day  
8 deadline for issuance of the final decision in **case number 24-104** based upon the  
9 amount of time needed to complete the investigation and conclude the contested case  
10 process, respondent does not object to the extension, and dismissal of the case would  
11 undermine public trust in educational licenses and would result in disparate  
12 treatment of similar ethical violations. **MOTION CARRIED UNANIMOUSLY**

13  
14 Daniel Zylstra moved, with a second by Kathy Behrens, to extend the 180-day  
15 deadline for issuance of the final decision in **case number 24-108** based upon the  
16 amount of time needed to complete the investigation and conclude the contested case  
17 process, and respondent did not file an objection to the extension even though given  
18 an opportunity to object. **MOTION CARRIED UNANIMOUSLY**

19  
20 Daniel Zylstra moved, with a second by Kathy Behrens, to extend the 180-day  
21 deadline for issuance of the final decision in **case number 24-109** based upon  
22 the amount of time needed to complete the investigation and conclude the contested  
23 case process. The seriousness of the accused violation is of such a magnitude,  
24 additional time is required to complete a comprehensive investigation and conclude  
25 the contested case process. The respondent did not file an objection to the extension  
26 even though given an opportunity to object. **MOTION CARRIED UNANIMOUSLY**

27  
28 Kathy Behrens moved, with a second by Daniel Zylstra, to extend the 180-day  
29 deadline for issuance of the final decision in **case number 24-110** based upon the  
30 amount of time needed to complete the investigation and conclude the contested case  
31 process. The seriousness of the accused violation is of such a magnitude, additional  
32 time is required to complete a comprehensive investigation and conclude the contested  
33 case process. Retaining this pending licensing matter ensures that any potential

1 threats or risks to students are thoroughly evaluated while also guaranteeing the  
2 educator has the opportunity to dispute the alleged ethical wrongdoing. **MOTION**  
3 **CARRIED UNANIMOUSLY**

4  
5 Kathy Behrens moved, with a second by Daniel Zylstra, to extend the 180-day  
6 deadline for issuance of the final decision in case number 24-82 based upon the need  
7 to schedule the hearing and conclude the contested case process, and respondent  
8 does not object to the extension. **MOTION CARRIED UNANIMOUSLY**

9  
10 Kathy Behrens moved, with a second by Daniel Zylstra, to extend the 180-day  
11 deadline for issuance of the final decision in case number 24-88 based upon  
12 the need to schedule the hearing and conclude the contested case process, and  
13 respondent did not file an objection to the extension even though given an opportunity  
14 to object. **MOTION CARRIED UNANIMOUSLY**

15  
16 Kathy Behrens moved, with a second by Daniel Zylstra, to extend the 180-day  
17 deadline for issuance of the final decision in case number 24-92 based upon the need  
18 to schedule the hearing and conclude the contested case process, and respondent did  
19 not file an objection to the extension even though given an opportunity to object.

20 **MOTION CARRIED UNANIMOUSLY**

21  
22 Daniel Zylstra moved, with a second by Kathy Behrens, to extend the 180-day  
23 deadline for issuance of the final decision in case number 24-99 based upon  
24 the need to schedule the hearing and conclude the contested case process, and  
25 retaining this pending licensing matter ensures that any potential threats or risks to  
26 students are thoroughly evaluated while also guaranteeing the educator has the  
27 opportunity to dispute the alleged ethical wrongdoing. **MOTION CARRIED**

28 **UNANIMOUSLY**

29  
30 Daniel Zylstra moved with a second by Kathy Behrens, to extend the 180-day deadline  
31 for issuance of the final decision in case number 24-101 based upon the need to  
32 schedule the hearing and conclude the contested case process, and respondent did

1 not file an objection to the extension even though given an opportunity to object.

2 **MOTION CARRIED UNANIMOUSLY**

3

4 Daniel Zylstra moved, with a second by Kathy Behrens to extend the 180-day deadline  
5 for issuance of the final decision in **case number 24-102** based upon the need to  
6 schedule the hearing and conclude the contested case process, and respondent did  
7 not file an objection to the extension even though given an opportunity to object.

8 **MOTION CARRIED UNANIMOUSLY**

9

10 Daniel Zylstra moved, with a second by Kathy Behrens, to extend the 180-day  
11 deadline for issuance of the final decision in **case number 24-103** based upon the  
12 need to schedule the hearing and conclude the contested case process, respondent did  
13 not file an objection to the extension even though given an opportunity to object, and  
14 justice would not be served by dismissing a pending complaint concerning alleged  
15 ethical wrongdoing of an educator given the need to maintain safe learning  
16 environments for Iowa students. **MOTION CARRIED UNANIMOUSLY**

17

18 Kathy Behrens moved, with a second by Daniel Zylstra, to extend the 180-day  
19 deadline for issuance of the final decision in **case number 24-106** based upon  
20 the need to schedule the hearing and conclude the contested case process, and  
21 allowing more time for resolution of the complaint assures due process for the  
22 Respondent. **MOTION CARRIED UNANIMOUSLY**

23

24 Davis Eidahl moved, with a second by Michael Lock, to approve the closed session  
25 minutes for August 9, 2024. **MOTION CARRIED UNANIMOUSLY**

26

27 Communication from the Public:

28 None

29

30 Board Member Reports:

31 None

32

33 Executive Director's Report

1 Legislative Report:

2 The EO10 Review has been submitted and the first public comment period has been  
3 completed. All rules are available for review on the Iowa Department of Education  
4 EO10 tab.

5

6 Agency Update:

7 A third investigator, William Rector, will be starting next week. Interviews are also  
8 scheduled for next week for the fourth investigator candidate. The investigators have  
9 been working hard to clear out the backlog and August was a record month for  
10 completing investigations. Director Cavin and Beth Myers have had discussions with  
11 the Attorney General's office regarding future hearings and settlements. Director  
12 Cavin has reached out regarding additional Board Member appointments, but there is  
13 no update available. Director Cavin was recently in Minneapolis for Midwest State  
14 Director's meetings and it was a great opportunity to generate and share ideas.

15

16 Financial Report

17 July Financials have been included and August will be available next month. Director  
18 Cavin requested how frequently the Board would like discussion and overview of  
19 financials. Monthly financial will continue to be provided for the time being.

20

21 License Report

22 Renewal processing time is around three weeks. Requests to begin the year with a  
23 substitute teacher are down with 187 so far this year, compared to the 291 at this  
24 time last year.

25

26 Rules:

27 The Red Tape Review was a discussion item with no action taken.

28

29 Petition for Waiver

30 NONE

31

32 Reports

33 NONE

1

2 There being no further business, Kathy Behrens moved, with a second by Ryan

3 Weldon , to adjourn the meeting at 12:27 p.m. **MOTION CARRIED UNANIMOUSLY.**