

1 The Board returned to open session at 11:28 a.m.

2

3 Eric St Clair moved, with a second by Miranda Brus, that in **case number 24-185**, the
4 Board find probable cause to establish a violation of the Code of Professional Conduct
5 and Ethics, 282 IAC rules 25.3 (1) e (1), 25.3 (6) c, 25.3 (8) a & b, and order the Board
6 staff to proceed with the case. Roll call vote: Behrens – yes; Blead – yes; Brus – yes;
7 Eidahl – no; Janzen – yes; St Clair -yes; Zylstra – no; Thorson- abstain; Sammons –
8 abstain; **MOTION CARRIED**

9

10 Eric St Clair moved, with a second by Kathy Behrens, that in **case number 24-219**,
11 the Board finds that the evidence gathered in the investigation, including witness
12 statements and the documentary evidence, does not substantiate the allegations in the
13 complaint, and that the Board therefore lacks probable cause to proceed with this
14 matter. Roll call vote: Behrens – no; Blead – yes; Brus – yes; Eidahl – yes; Janzen –
15 yes; St Clair -yes; Zylstra – yes; Thorson- yes; Sammons – yes; **MOTION CARRIED**

16

17 Davis Eidahl moved, with a second by Daniel Zylstra, that in **case number 24-207**,
18 the Board find probable cause to establish a violation of the Code of Professional
19 Conduct and Ethics, 282 IAC rules 25.3 (2) b, and order the Board staff to proceed
20 with the case. **MOTION CARRIED UNANIMOUSLY**

21

22 Miranda Brus moved, with a second by Davis Eidahl, that in **case number 24-241**,
23 the Board find probable cause to establish a violation of the Code of Professional
24 Conduct and Ethics, 282 IAC rules 25.3 (2) b, and order the Board staff to proceed
25 with the case. **MOTION CARRIED UNANIMOUSLY**

26

27 Miranda Brus moved, with a second by Davis Eidahl, that in **case number 24-242**,
28 the Board find probable cause to establish a violation of the Code of Professional
29 Conduct and Ethics, 282 IAC rules 25.3 (2) b, and order the Board staff to proceed
30 with the case. **MOTION CARRIED UNANIMOUSLY**

31

32 Eric St Clair moved, with a second by Miranda Brus, that in **case number 24-178**, the
33 Board find probable cause to establish a violation of the Code of Professional Conduct

1 and Ethics, 282 IAC rules 25.3(3)e and order the Board staff to proceed with the case.
2 Roll call vote: Behrens – yes; Bleam – yes; Brus – yes; Eidahl – yes; Janzen – yes; St
3 Clair -yes; Zylstra – abstain; Thorson- yes; Sammons – yes; **MOTION CARRIED**

4
5 Kathy Behrens moved, with a second by Miranda Brus, that in **case number 24-204**,
6 the Board finds that the evidence gathered in the investigation, including witness
7 statements and the documentary evidence, does not substantiate the allegations in the
8 complaint, and that the Board therefore lacks probable cause to proceed with this
9 matter. **MOTION CARRIED UNANIMOUSLY**

10
11 Kathy Behrens moved, with a second by Miranda Brus, that in **case number 24-205**,
12 the Board finds that the evidence gathered in the investigation, including witness
13 statements and the documentary evidence, does not substantiate the allegations in the
14 complaint, and that the Board therefore lacks probable cause to proceed with this
15 matter. **MOTION CARRIED UNANIMOUSLY**

16
17 Kathy Behrens moved, with a second by Miranda Brus, that in **case number 24-206**,
18 the Board finds that the evidence gathered in the investigation, including witness
19 statements and the documentary evidence, does not substantiate the allegations in the
20 complaint, and that the Board therefore lacks probable cause to proceed with this
21 matter. **MOTION CARRIED UNANIMOUSLY**

22
23 Eric St Clair moved, with a second by Kathy Behrens, that in **case number 24-211**,
24 the Board finds that the evidence gathered in the investigation, including witness
25 statements and the documentary evidence, does not substantiate the allegations in the
26 complaint, and that the Board therefore lacks probable cause to proceed with this
27 matter. **MOTION CARRIED UNANIMOUSLY**

28
29 Davis Eidhal moved, with a second by Kathy Behrens, that in **case number 24-208**
30 the Board find probable cause to establish a violation of the Code of Professional
31 Conduct and Ethics, 282 IAC rule 25.3 (6) m and order the Board staff to proceed with
32 the case. Roll call vote: Behrens – yes; Bleam – yes; Brus – yes; Eidahl – yes; Janzen –
33 abstain; St Clair -yes; Zylstra – yes; Thorson- yes; Sammons – yes; **MOTION CARRIED**

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32

Davis Eidahl moved, with a second by Kathy Behrens, that in **case number 24-209**, the Board find probable cause to establish a violation of the Code of Professional Conduct and Ethics, 282 IAC rule 25.3 (8) a, and order the Board staff to proceed with the case. Roll call vote: Behrens – yes; Blead – yes; Brus – yes; Eidahl – yes; Janzen – abstain; St Clair -yes; Zylstra – yes; Thorson- yes; Sammons – yes; **MOTION CARRIED**

Miranda Brus moved, with a second by Kathy Behrens, that in **case number 24-213**, the Board finds probable cause to establish a violation of the Code of Professional Conduct and Ethics, 282 IAC rule 25.3 (8) a and order the Board staff to proceed with the case. Roll call vote: Behrens – yes; Blead – yes; Brus – yes; Eidahl – yes; Janzen – abstain; St Clair -yes; Zylstra – yes; Thorson- yes; Sammons – yes; **MOTION CARRIED**

Beth Myers recused from closed session discussion of 24-198.

Daniel Zylstra moved, with a second by Kathy Behrens, that in **case number 24-198**, the Board finds that the evidence gathered in the investigation, including witness statements and the documentary evidence, does not substantiate the allegations in the complaint, and that the Board therefore lacks probable cause to proceed with this matter. **MOTION CARRIED UNANIMOUSLY**

Pam Blead moved, with a second by Eric St Clair, that in **case number 24-89**, the Board finds probable cause to establish a violation of the Code of Professional Conduct and Ethics, 282 IAC rule 25.3 (1) e (1) and 25.3 (6) c, and order the Board staff to proceed with the case. **MOTION CARRIED UNANIMOUSLY**

Pam Blead moved, with a second by Miranda Brus, that in **case number 24-175**, the Board finds that the evidence gathered in the investigation, including witness statements and the documentary evidence, does not substantiate the allegations in the complaint, and that the Board therefore lacks probable cause to proceed with this matter. Roll call vote: Behrens – yes; Blead – yes; Brus – yes; Eidahl – yes; Janzen – yes; St Clair -yes; Zylstra – yes; Thorson- yes; Sammons – abstain; **MOTION CARRIED**

1 Daniel Zylstra moved, with a second by Paige Thorson, that in **case number 24-224**,
2 the Board finds probable cause to establish a violation of the Code of Professional
3 Conduct and Ethics, 282 IAC rule 25.3 (1) e (4), 25.3 (3) c, 25.3 (6) a, c, and o, 25.3 (8)
4 a, and order the Board staff to proceed with the case. **MOTION CARRIED**
5 **UNANIMOUSLY**

6
7 Kathy Behrens moved, with a second by Miranda Brus, that in **case numbers 22-186**,
8 the Board accept the agreement submitted by the parties, and issue an Order
9 incorporating the agreement and imposing the agreed upon sanction. **MOTION**
10 **CARRIED UNANIMOUSLY**

11
12 Kathy Behrens moved, with a second by Pam Bleam, that in **case numbers 23-113**,
13 the Board accept the agreement submitted by the parties, and issue an Order
14 incorporating the agreement and imposing the agreed upon sanction. **MOTION**
15 **CARRIED UNANIMOUSLY**

16
17 Eric St Clair moved, with a second by Davis Eidahl, that in **case numbers 23-134**, the
18 Board accept the agreement submitted by the parties, and issue an Order
19 incorporating the agreement and imposing the agreed upon sanction. **MOTION**
20 **CARRIED UNANIMOUSLY**

21
22 Kathy Behrens moved, with a second by Miranda Brus, that in **case numbers 23-173**,
23 the Board reject the agreement submitted by the parties, and return the cases for
24 further proceedings consistent with this decision. Roll call vote: Behrens – yes; Bleam
25 – yes; Brus – yes; Eidahl – yes; Janzen – abstain; St Clair -yes; Zylstra – yes; Thorson-
26 yes; Sammons – yes; **MOTION CARRIED**

27
28 Miranda Brus moved, with a second by Eric St Clair, that in **case numbers 24-103**,
29 the Board reject the agreement submitted by the parties, and return the cases for
30 further proceedings consistent with this decision. **MOTION CARRIED UNANIMOUSLY**

31
32 Kathy Behrens moved, with a second by Pam Bleam, that in **case numbers 24-24**, the
33 Board accept the agreement submitted by the parties, and issue an Order

1 incorporating the agreement and imposing the agreed upon sanction. **MOTION**
2 **CARRIED UNANIMOUSLY**

3

4 Miranda Brus moved, with a second by Pam Bleam, that in **case numbers 24-06**, the
5 Board reject the agreement submitted by the parties, and return the cases for further
6 proceedings consistent with this decision. **MOTION CARRIED UNANIMOUSLY**

7

8 Kathy Behrens moved, with a second by Miranda Brus, that in **case numbers 24-153**,
9 the Board accept the agreement submitted by the parties, and issue an Order
10 incorporating the agreement and imposing the agreed upon sanction. **MOTION**
11 **CARRIED UNANIMOUSLY**

12

13 Eric St Clair moved, with a second by Kathy Behrens, that in **case numbers 24-95**,
14 the Board accept the agreement submitted by the parties, and issue an Order
15 incorporating the agreement and imposing the agreed upon sanction. **MOTION**
16 **CARRIED UNANIMOUSLY**

17

18 Davis Eidahl moved, with a second by Pam Bleam, that in **case numbers 24-112**, the
19 Board accept the agreement submitted by the parties, and issue an Order
20 incorporating the agreement and imposing the agreed upon sanction. **MOTION**
21 **CARRIED UNANIMOUSLY**

22

23 Kathy Behrens moved, with a second by Davis Eidahl, that in **case numbers 24-184**
24 the Board accept the agreement submitted by the parties, and issue an Order
25 incorporating the agreement and imposing the agreed upon sanction. Roll call vote:
26 Behrens – yes; Bleam – yes; Brus – yes; Eidahl – yes; Janzen – abstain; St Clair -yes;
27 Zylstra – yes; Thorson- yes; Sammons – yes; **MOTION CARRIED**

28

29 Kathy Behrens moved, with a second by Daniel Zylstra, to accept the signed consent
30 to waive the deadline in case number 24-186 and issue an order extending the
31 deadline. **MOTION CARRIED UNANIMOUSLY**

32

1 Daniel Zylstra moved, with a second by Kathy Behrens, to extend the 180-day
2 deadline for issuance of the final decision in **case number 24-179**. Although the
3 respondent has objected to the extended time, probable cause of an ethical violation
4 has been determined by the Board. Additional time is needed to schedule a hearing
5 and complete the contested case process and allowing more time for resolution of the
6 complaint assures due process for the Respondent. **MOTION CARRIED**

7 **UNANIMOUSLY**

8
9 Kathy Behrens moved, with a second by Miranda Brus, to extend the 180-day deadline
10 for issuance of the final decision in **case number 24-180**, based upon the seriousness
11 of the accused violation is of such a magnitude, additional time is required to complete
12 a comprehensive investigation and conclude the contested case process. The
13 respondent did not file an objection to the extension even though given an opportunity
14 to object, and retaining this pending licensing matter ensures that any potential
15 threats or risks to students are thoroughly evaluated while also guaranteeing the
16 educator has the opportunity to dispute the alleged ethical wrongdoing. **MOTION**

17 **CARRIED UNANIMOUSLY**

18
19 Daniel Zylstra moved, with a second by Pam Bleam, to extend the 180-day deadline for
20 issuance of the final decision in **case number 24-183**, based upon the seriousness of
21 the accused violation is of such a magnitude, additional time is required to complete a
22 comprehensive investigation and conclude the contested case process. The
23 respondent did not file an objection to the extension even though given an opportunity
24 to object, and retaining this pending licensing matter ensures that any potential
25 threats or risks to students are thoroughly evaluated while also guaranteeing the
26 educator has the opportunity to dispute the alleged ethical wrongdoing. **MOTION**

27 **CARRIED UNANIMOUSLY**

28
29 Kathy Behrens moved, with a second by Daniel Zylstra, to extend the 180-day
30 deadline for issuance of the final decision in **case number 24-185** based upon the
31 amount of time needed to schedule the hearing and conclude the contested case
32 process. Although the respondent objects to the extension, probable cause of an
33 ethical violation has been determined by the Board. Additional time is needed for

1 Board staff to proceed with the case. Also retaining this pending licensing matter
2 reinforces the significance of due process for both the complainant and the respondent
3 within the licensing disciplinary system. **MOTION CARRIED UNANIMOUSLY**

4
5 Miranda Brus moved, with a second by Kathy Behrens, to extend the 180-day deadline
6 for issuance of the final decision in **case number 24-187** based the need to schedule
7 the hearing and conclude the contested case process. The respondent does not object
8 to the extension, and dismissal of the case would undermine public trust in
9 educational licenses and would result in disparate treatment of similar ethical
10 violations. **MOTION CARRIED UNANIMOUSLY**

11
12 Kathy Behrens moved, with a second by Paige Thorson, to extend the 180-day
13 deadline for issuance of the final decision in **case number 24-190** based upon the
14 amount of time needed to complete the investigation and conclude the contested case
15 process. Although the respondent has objected to the extended time additional time is
16 needed to conduct a thorough investigation, allowing more time for resolution of the
17 complaint assures due process for the Respondent. **MOTION CARRIED**
18 **UNANIMOUSLY**

19
20 Daniel Zylstra moved, with a second by Miranda Brus, to extend the 180-day deadline
21 for issuance of the final decision in **case number 24-191** based upon the amount of
22 time needed to complete the investigation and conclude the contested case process.
23 The respondent did not file an objection to the extension even though given an
24 opportunity to object, allowing more time for resolution of the complaint assures due
25 process for the Respondent. **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 24-199** due to the number
29 of witnesses involved in the investigation and the complexity of the case, additional
30 time is required to complete a comprehensive investigation and conclude the contested
31 case process. The respondent does not object to the extension and retaining this
32 pending licensing matter reinforces the significance of due process for both the

1 complainant and the respondent within the licensing disciplinary system. **MOTION**
2 **CARRIED UNANIMOUSLY**

3
4 Paige Thorson moved, with a second by Miranda Brus, to extend the 180-day deadline
5 for issuance of the final decision in case number 24-200 due to the number of
6 witnesses involved in the investigation and the complexity of the case, additional time
7 is required to complete a comprehensive investigation and conclude the contested case
8 process. The respondent does not object to the extension and retaining this pending
9 licensing matter reinforces the significance of due process for both the complainant
10 and the respondent within the licensing disciplinary system. **MOTION CARRIED**

11 **UNANIMOUSLY**

12
13 Kathy Behrens moved, with a second by Pam Bleam, to extend the 180-day deadline
14 for issuance of the final decision in case number 24-201 due to the number of
15 witnesses involved in the investigation and the complexity of the case, additional time
16 is required to complete a comprehensive investigation and conclude the contested case
17 process. The respondent does not object to the extension and retaining this pending
18 licensing matter reinforces the significance of due process for both the complainant
19 and the respondent within the licensing disciplinary system. **MOTION CARRIED**

20 **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 24-202 due to the number
24 of witnesses involved in the investigation and the complexity of the case, additional
25 time is required to complete a comprehensive investigation and conclude the contested
26 case process. The respondent does not object to the extension and, retaining this
27 pending licensing matter reinforces the significance of due process for both the
28 complainant and the respondent within the licensing disciplinary system. **MOTION**

29 **CARRIED UNANIMOUSLY**

30
31 Kathy Behrens moved, with a second by Eric St Clair, to approve the closed session
32 minutes for December 13, 2024. **MOTION CARRIED UNANIMOUSLY**

1 Request for Reinstatement: Case No. 22-93, In the Matter of Peyton Paddock. Mr.
2 Paddock reported to school while under the influence of alcohol. He received a
3 sanction of: a reprimand, a suspension of his license for a minimum of two years,
4 completion of an ethics course, undergo a substance abuse evaluation and comply
5 with the recommendations from the evaluation. He also agreed to complete a mental
6 health evaluation that includes an assessment of his ability to establish and maintain
7 mental health stability and safety given the stress of the classroom. Mr. Paddock filed
8 an application for full reinstatement of his license on December 27, 2024. The Board
9 noted that Mr. Paddock has met the timeline of the suspension and fulfilled the
10 requirements of the disciplinary order. Mr. Paddock was not present before the board
11 but was represented by Nathan Arnold, who was present. Davis Eidahl moved, with a
12 second by Kathy Behrens that the Board grant the application for reinstatement as the
13 reason for the suspension no longer exists and reinstatement is in the public interest.
14 I further move that the Board authorize the Executive Director to sign the
15 reinstatement order consistent with the Board’s discussion. **MOTION CARRIED**
16 **UNANIMOUSLY**

17
18 Communication from the Public:

19 None

20

21 Board Member Reports:

22 None

23

24 Executive Director’s Report

25 Legislative Report:

26 EO10 Review has been submitted and still moving forward. Full adoption will most
27 likely take place in late February. The Legislative Session for 2025 has started. The
28 BoEE has one pre-filed bill relating to the definition of “Grooming”. More information
29 will be shared relating to proposed bills as the session continues.

30

31 Agency Update

1 Three new Board members have been appointed. Ms. Sammons and Ms. Thorson
2 attended today's meeting and Dr. Michael Pyevich will joining a future meeting. BoEE
3 staff is in the process of receiving new computers.

4

5 Financial Report

6 December Financials have been included and are still down about 2% over last year.
7 Most of last year was down as well and options for reducing costs will need to be
8 considered in the future.

9

10 License Report

11 Renewals are about 2 weeks out. Staff did a great job of keeping up, even with being
12 out over Christmas Holiday. Iowa Graduates were processed quickly upon
13 recommendation. Approximately 600 Initial licenses have been issued since December
14 1, 2024.

15

16 There being no further business, Paige Thorson moved, with a second by Kathy
17 Behrens, to adjourn the meeting at 12:01 p.m. **MOTION CARRIED UNANIMOUSLY.**