

STATE OF IOWA
BOARD OF EDUCATIONAL EXAMINERS
701 E. Court Ave., Suite A
Des Moines, Iowa 50309

Minutes
April 11, 2025

The Board of Educational Examiners (Board or BoEE) held a meeting on April 11, 2025. Chad Janzen, Board Chair, called the meeting to order at 8:30 a.m. Members attending were Kathy Behrens, Pam Bleam, Davis Eidahl, Eric St Clair, Paige Thorson, Jennifer Sammons, Michael Pyevich. Also in attendance was Mike Cavin, Executive Director, Beth Myers, Attorney/Investigator, Diane Dennis, Lori Lavorato, and Matthew Barron, Investigators, Marc Elcock (via Zoom), Assistant Attorney General. Miranda Brus and Daniel Zylstra were unable to attend.

Michael Pyevich moved, with a second by Eric St Clair, to approve the agenda.

MOTION CARRIED UNANIMOUSLY

Michael Pyevich with a second by Jennifer Sammons to approve the consent agenda (minutes for March 14, 2025). **MOTION CARRIED UNANIMOUSLY.**

Kathy Behrens moved, with a second by Eric St. Clair, that the Board go into closed session for the purpose of discussing closed session minutes whether to initiate licensee disciplinary proceedings, the decision to be rendered in a contested case, confidential health information, and mental health information, pursuant to Iowa Code sections 21.5(1)(a), (d), and (f). Roll call vote: Behrens – yes; Bleam -yes; Eidahl – yes; Janzen – yes; St Clair – yes; Thorson – yes; Sammons – yes; Pyevich - yes

MOTION CARRIED UNANIMOUSLY

The Board returned to open session at 11: 52 a.m.

1 Jennifer Sammons moved, with a second by Paige Thorson, that in **case number 24-**
2 **261** the Board find probable cause to establish a violation of the Code of Professional
3 Conduct and Ethics, 282 IAC rules 25.3(1) e (4), and order the Board staff to proceed
4 with the case. **MOTION CARRIED UNANIMOUSLY**

5
6 Paige Thorson moved, with a second by Pam Blead, that in **case number 25-27**, the
7 Board find that, although one or more of the allegations in the complaint may be
8 substantiated by the witnesses interviewed in the course of the investigation [and/or]
9 the documents gathered in the course of the investigation, and the allegations may
10 constitute a technical violation of the board's statute or administrative rules; the
11 evidence before the board indicates that the alleged violation was an isolated incident
12 and adequate steps have been taken to remedy the violation and to ensure that
13 incidents of a similar nature do not occur in the future. The Board will not pursue
14 formal disciplinary action in this matter. **MOTION CARRIED UNANIMOUSLY**

15
16 Davis Eidahl moved, with a second by Paige Thorson, that in **case number 24-45**, the
17 Board find probable cause to establish a violation of the Code of Professional Conduct
18 and Ethics, 282 IAC rules 25.3 (1) e (1), and order the Board staff to proceed with the
19 case. **MOTION CARRIED UNANIMOUSLY**

20
21 Kathy Behrens moved, with a second by Jennifer Sammons, that in **case number 25-**
22 **17**, the Board find probable cause to establish a violation of the Code of Professional
23 Conduct and Ethics, 282 IAC rules 25.3(1) e (1) and 25.3 (6) c, and order the Board
24 staff to proceed with the case. Roll call vote: Behrens – yes; Blead -yes; Eidahl – yes;
25 Janzen – yes; St Clair – yes; Thorson – yes; Sammons – yes; Pyevich – no **MOTION**
26 **CARRIED**

27
28 Eric St Clair moved, with a second by Paige Thorson, that in **case number 18-130**,
29 the Board find probable cause to establish a violation of the Code of Professional
30 Conduct and Ethics, 282 IAC rules 25.3(1) b (1), (2), c, d, e (3), (4) **MOTION CARRIED**
31 **UNANIMOUSLY**

1 Jennifer Sammons moved, with a second by Kathy Behrens, that in case **number 24-**
2 **203**, the Board find probable cause to establish a violation of the Code of Professional
3 Conduct and Ethics, 282 IAC rules 25.3(1) e (4), 25.3(6) c, d, 25.3(8) a & b, and order
4 the Board staff to proceed with the case. **MOTION CARRIED UNANIMOUSLY**

5
6 Kathy Behrens moved, with a second by Pam Bleam, that in case number **23-208 &**
7 **23-223**, the Board find probable cause to establish a violation of the Code of
8 Professional Conduct and Ethics, 282 IAC rules 25.3(1) e (4), 25.3 (6) c, d, 25.3 (8) a &
9 b, and order the Board staff to proceed with the case. Roll call vote: Behrens – yes;
10 Bleam -yes; Eidahl – yes; Janzen – yes; St Clair – yes; Thorson – yes; Sammons –
11 recused; Pyevich – yes **MOTION CARRIED**

12
13 Eric St Clair moved, with a second by Jennifer Sammons, that in **case number 24-**
14 **226**, the Board find probable cause to establish a violation of the Code of Professional
15 Conduct and Ethics, 282 IAC rules 25.3 (2) b and order the Board staff to proceed
16 with the case. **MOTION CARRIED UNANIMOUSLY**

17
18 Pam Bleam moved, with a second by Jennifer Sammons, that in **case number 24-263**,
19 the Board find probable cause to establish a violation of the Code of Professional
20 Conduct and Ethics, 282 IAC rule 25.3 (3) e, and order the Board staff to proceed with
21 the case. **MOTION CARRIED UNANIMOUSLY**

22
23 Davis Eidahl moved, with a second by Pam Bleam, that in **case number 24-264**, the
24 Board find probable cause to establish a violation of the Code of Professional Conduct
25 and Ethics, 282 IAC rule 25.3 (3) e, 25.3 (8) a, and order the Board staff to proceed
26 with the case. **MOTION CARRIED UNANIMOUSLY**

27
28 Kathy Behrens moved, with a second by Jennifer Sammons, that in **case number 24-**
29 **302**, the Board return the complaint and investigative report to the investigator to
30 gather further information, and return the case to the Board for further consideration.
31 **MOTION CARRIED UNANIMOUSLY**

1 Jennifer Sammons moved, with a second by Kathy Behrens, that in **case number 24-**
2 **303**, the Board return the complaint and investigative report to the investigator to
3 gather further information, and return the case to the Board for further consideration.

4 **MOTION CARRIED UNANIMOUSLY**

6 Kathy Behrens moved, with a second by Jennifer Sammson, that in **case number 24-**
7 **304**, the Board return the complaint and investigative report to the investigator to
8 gather further information, and return the case to the Board for further consideration.

9 **MOTION CARRIED UNANIMOUSLY**

11 Jennifer Sammons moved, with a second by Kathy Behrens, that in **case number 24-**
12 **305**, the Board return the complaint and investigative report to the investigator to
13 gather further information, and return the case to the Board for further consideration.

14 **MOTION CARRIED UNANIMOUSLY**

16 Kathy Behrens moved, with a second by Jennifer Sammons, that in case **number 24-**
17 **306**, the Board return the complaint and investigative report to the investigator to
18 gather further information, and return the case to the Board for further consideration.

19 **MOTION CARRIED UNANIMOUSLY**

21 Jennifer Sammons moved, with a second by Kathy Behrens, that in **case number 24-**
22 **308**, the Board return the complaint and investigative report to the investigator to
23 gather further information, and return the case to the Board for further consideration.

24 **MOTION CARRIED UNANIMOUSLY**

26 Kathy Behrens moved, with a second by Jennifer Sammons, that in **case number 24-**
27 **307** the Board return the complaint and investigative report to the investigator to
28 gather further information, and return the case to the Board for further consideration.

29 **MOTION CARRIED UNANIMOUSLY**

31 Michael Pyevich moved, with a second by Davis Eidahl that in **case number 24-232**,
32 the Board finds probable cause to establish a violation of the Code of Professional
33 Conduct and Ethics, 282 IAC rule 25.3(1) c, e (3), (4), (7), and that the Board accept

1 the respondent's waiver of hearing and voluntary surrender in case number 24-232
2 and that the Board issue an order permanently revoking the license with no possibility
3 of reinstatement. **MOTION CARRIED UNANIMOUSLY**

4
5 Michael Pyevich moved, with a second by Davis Eidahl, that in **case number 22-193**,
6 the Board reject the agreement submitted by the parties, and return the cases for
7 further proceedings consistent with this decision. Roll call vote: Behrens – yes; Bleam
8 -yes; Eidahl – yes; Janzen – recused; St Clair – yes; Thorson – yes; Sammons – yes;
9 Pyevich – yes; **MOTION CARRIED**

10
11 Kathy Behrens moved, with a second by Davis Eidahl, that in **case number 24-245**,
12 the 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 Pam Bleam, that in **case number 24-96**, the
17 Board accept the agreement submitted by the parties, and issue an Order
18 incorporating the agreement and imposing the agreed upon sanction. **MOTION**
19 **CARRIED UNANIMOUSLY**

20
21 Davis Eidahl moved, with a second by Michael Pyevich, that in **case number 24-72**,
22 the Board accept the agreement submitted by the parties, and issue an Order
23 incorporating the agreement and imposing the agreed upon sanction. **MOTION**
24 **CARRIED UNANIMOUSLY**

25
26 Michael Pyevich moved, with a second by Pam Bleam, that in **case numbers 24-228**,
27 the Board accept the agreement submitted by the parties, and issue an Order
28 incorporating the agreement and imposing the agreed upon sanction. **MOTION**
29 **CARRIED UNANIMOUSLY**

30
31 Davis Eidahl moved, with a second by Jennifer Sammons, that in **case numbers 24-**
32 **240**, the 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 Pam Bleam moved, with a second by Kathy Behrens, that in **case number APP 24-04,**
5 In the Matter of Antonio Medina, the Board allow the proposed decision to become the
6 final decision of the Board unless an appeal is taken by one of the parties within the
7 time allowed by rule. Roll call vote: Behrens – yes; Bleam -yes; Eidahl – yes; Janzen –
8 yes; St Clair – yes; Thorson – no; Sammons – yes; Pyevich – no; **MOTION CARRIED**

9
10 Kathy Behrens moved, with a second by Michael Pyevich, to accept the signed
11 consents to waive the deadline in **case numbers 24-253, 24-250, 24-253 and 24-**
12 **263,** and issue an order extending the deadline. Roll call vote: Behrens – yes; Bleam -
13 yes; Eidahl – yes; Janzen – recuse; St Clair – yes; Thorson – yes; Sammons – yes;
14 Pyevich – yes; **MOTION CARRIED**

15
16 Michael Pyevich moved, with a second by Kathy Behrens, to extend the 180-day
17 deadline for issuance of the final decision in **case number 24-231** based the need to
18 schedule the hearing and conclude the contested case process. The Respondent did
19 not file an objection to the extension even though given an opportunity to object, and
20 retaining this pending licensing matter reinforces the significance of due process for
21 both the complainant and the respondent within the licensing disciplinary system.

22 **MOTION CARRIED UNANIMOUSLY**

23
24 Kathy Behrens moved, with a second by Jennifer Sammons, to extend the 180-day
25 deadline for issuance of the final decision in **case number 24-234,** based on the need
26 to schedule the hearing and conclude the contested case process. The Respondent did
27 not file an objection to the extension even though given an opportunity to object, and
28 retaining this pending licensing matter ensures that any potential threats or risks to
29 students are thoroughly evaluated while also guaranteeing the educator has the
30 opportunity to dispute the alleged ethical wrongdoing. **MOTION CARRIED**

31 **UNANIMOUSLY**

1 Davis Eidahl moved, with a second by Michael Pyevich, to extend the 180-day deadline
2 for issuance of the final decision in **case number 24-235**, based the need to schedule
3 the hearing and conclude the contested case process; Respondent did not file an
4 objection to the extension even though given an opportunity to object, and allowing
5 more time for resolution of the complaint assures due process for the Respondent.

6 **MOTION CARRIED UNANIMOUSLY**

7
8 Kathy Behrens moved, with a second by Pam Bleam, to extend the 180-day deadline
9 for issuance of the final decision in **case number 24-236**, based the need to schedule
10 the hearing and conclude the contested case process; Respondent did not file an
11 objection to the extension even though given an opportunity to object, and retaining
12 this pending licensing matter reinforces the significance of due process for both the
13 complainant and the respondent within the licensing disciplinary system. **MOTION**

14 **CARRIED UNANIMOUSLY**

15
16 Jennifer Sammons moved, with a second by Eric St Clair, to extend the 180-day
17 deadline for issuance of the final decision in **case number 24-237**, based on the need
18 to schedule the hearing and conclude the contested case process. The Respondent did
19 not file an objection to the extension even though given an opportunity to object, and
20 dismissal of the case would undermine public trust in educational licenses and would
21 result in disparate treatment of similar ethical violations. **MOTION CARRIED**

22 **UNANIMOUSLY**

23
24 Michael Pyevich moved, with a second by Pam Bleam, to extend the 180-day deadline
25 for issuance of the final decision in **case number 24-244**, although the respondent
26 has objected to the extended time, probable cause of an ethical violation has been
27 determined by the Board. Additional time is needed to schedule a hearing and
28 complete the contested case process. Justice would not be served by dismissing a
29 pending complaint concerning alleged ethical wrongdoing of an educator given the
30 need to maintain safe learning environments for Iowa students Roll call vote: Behrens
31 – yes; Bleam -yes; Eidahl – yes; Janzen – yes; St Clair – recuse; Thorson – yes;
32 Sammons – recuse; Pyevich – yes; **MOTION CARRIED**

1 Kathy Behrens moved, with a second by Pam Bleam, to extend the 180-day deadline
2 for issuance of the final decision in case number 24-246, based the need to schedule
3 the hearing and conclude the contested case process. The Respondent did not file an
4 objection to the extension even though given an opportunity to object, and retaining
5 this pending licensing matter reinforces the significance of due process for both the
6 complainant and the respondent within the licensing disciplinary system. **MOTION**
7 **CARRIED UNANIMOUSLY**

8
9 Michael Pyevich moved, with a second by Pam Bleam to extend the 180-day deadline
10 for issuance of the final decision in case number 24-248, based on the need to
11 schedule the hearing and conclude the contested case process. The Respondent does
12 not object to the extension, and retaining this pending licensing matter reinforces the
13 significance of due process for both the complainant and the respondent within the
14 licensing disciplinary system. **MOTION CARRIED UNANIMOUSLY**

15
16 Jennifer Sammons moved, with a second by Eric St Clair, to extend the 180-day
17 deadline for issuance of the final decision in case number 24-254, based on the
18 amount of time needed to complete the investigation and conclude the contested case
19 process. The Respondent did not file an objection to the extension even though given
20 an opportunity to object, and retaining this pending licensing matter ensures that any
21 potential threats or risks to students are thoroughly evaluated while also guaranteeing
22 the educator has the opportunity to dispute the alleged ethical wrongdoing. **MOTION**
23 **CARRIED UNANIMOUSLY**

24
25 Kathy Behrens moved, with a second by Pam Bleam, to extend the 180-day deadline
26 for issuance of the final decision in case number 24-256, Due to the number of
27 witnesses involved in the investigation and the complexity, additional time is required
28 to complete a comprehensive investigation and conclude the contested case process.
29 Dismissal of the case would undermine public trust in educational licenses and would
30 result in disparate treatment of similar ethical violations. **MOTION CARRIED**
31 **UNANIMOUSLY**

1 Kathy Behrens moved, with a second by Eric St Clair to approve the closed session
2 minutes for March 14, 2025. **MOTION CARRIED UNANIMOUSLY**

3
4 Request for Reinstatement:

5 **Case number 23-12**, In the Matter of Abby Horbach. Ms. Horbach was alleged to have
6 been under the influence of alcohol at school. Ms. Horbach received a sanction of a
7 public reprimand, a deferred suspension of her license for one year, complete an
8 ethics class and continue any treatment suggested. She was required to attend weekly
9 meetings and provide quarterly substance abuse evaluation reports. She has met all
10 requirements of the order and the deferred suspension period has elapsed. Ms.
11 Horbach submitted a request for reinstatement and is eligible for reinstatement of her
12 license. Ms. Horbach was present before the board via Zoom. Eric St Clair moved, with
13 a second by Michael Pyevich, that the Board grant the application for reinstatement as
14 the reason for the suspension no longer exists and reinstatement is in the public
15 interest and further moved that the Board authorize the Executive Director to sign the
16 reinstatement order consistent with the Board's discussion. **MOTION CARRIED**
17 **UNANIMOUSLY**

18
19 Communication from the Public:

20 None

21
22 Board Member Reports:

23 None

24
25 Executive Director's Report:

26 Legislative Update

27 Many bills have been circulating through the legislature; however, those directly
28 impacting the BoEE are quiet at this time.

29
30 Agency Update

31 Joanne Tubbs has decided to leave her role at the BoEE for a position at Iowa State
32 University and her experience and knowledge will be greatly missed. Director Cavin is

1 in the process of getting the paperwork completed to post the position and obtain a
2 replacement as soon as possible.

3
4 Financial Report

5 March Financials have been included and are currently breaking even from last year.
6 Expenditures are about 10% below expectations for this time of year due to being
7 conservative with expenses.

8
9 License Report

10 Renewals are about 2 1/2 weeks out and Conditional licenses are being requested and
11 processed for the 25-26 school year.

12
13 The BoEE Board retreat and meeting will be held in June in Des Moines at the Grimes
14 Building. Work will include setting committees for the 25-26 fiscal year and need to
15 vote on a new Chair and Vice Chair. Topics for the retreat are still being generated and
16 board members are requested to submit feedback on preferences.

17
18 Petition for Waiver

19 PFW 25-01 Abbigale Young. On March 28, 2025 the Board received a Petition from
20 Young requesting a waiver of the rules to add an endorsement. Ms. Young is seeking a
21 waiver of the degree requirements and accounting coursework for the Temporary
22 School Business Official license. Current rules require an associate's degree or higher
23 in business or accounting. She has a completed six hours in Accounting and is
24 partway through her Associate of Art degree. Ms. Young seeks a short term Temporary
25 Initial School Business Official Authorization through the Summer of 2025 Young will
26 complete the requirements by September 30, 2025. The Board found there was undue
27 hardship in that the applicant would not be able to continue working this position and
28 it may be filled with someone that is not as committed to the work area. The rule from
29 which Ms. Young seeks a waiver is not specifically mandated by statute or any other
30 provision of law, and, accordingly, may be waived by the Board. The Board also found
31 Ms. Young is helping the district, she is dedicated to the success of the district and it
32 would be difficult to find someone with the skill set needed for this position. Ms.

1 Young was present before the Board. Michael Pyevich moved, with a second by Davis
2 Eidahl, to approve the waiver for Abbigail Young. **MOTION CARRIED UNANIMOUSLY**

3
4 Reports

5 License Renewal accreditation application for Grow Professionally was submitted for
6 review and approval. Eric St Clair moved, with a second by Kathy Behrens, to table
7 the topic for future discussion. **MOTION CARRIED UNANIMOUSLY**

8
9 There being no further business, Kathy Behrens moved, with a second by Jennifer
10 Sammons, to adjourn the meeting at 12:49 p.m. **MOTION CARRIED UNANIMOUSLY.**

RECEIVED
EXECUTIVE DIRECTOR
BOARD OF EDUCATIONAL EXAMINERS
APR 16 2025

IOWA BOARD OF EDUCATIONAL EXAMINERS

PETITION FOR WAIVER

Chapter 6 – Waivers or Variances from Administrative Rules

General Directions:

- Please print clearly or type on the form. The information is provided in this format to the Board of Educational Examiners for review. If the information is not legible, the petition will not be submitted to the Board.
- The petition must be complete. If any criterion is left blank, the petition for a waiver will not be submitted to the Board.
- Provide clear and convincing evidence for all sections of the petition for a waiver.

Section A. PETITIONER'S INFORMATION.

Name: Taiba Omerovic

Case No. 25-02
(to be completed by Board)

Address:

Date: 4/16/2025

Folder Number (if known): 1143598

Home Phone with Area Code:

Work Phone with Area Code: N/a

Section B. 282—6.4(17A) CRITERIA FOR WAIVER OR VARIANCE.

- Denial of application. In order for a petition for a waiver to be reviewed, the petitioner must have submitted an application to the Board of Educational Examiners and the determination has been provided to the petitioner that the petitioner is not eligible for the action to be completed based on a Board of Educational Examiners' rule. Please indicate when you submitted the application:

- Waiver rule. In response to a petition completed pursuant to rule 6.6(17A), the board may in its sole discretion issue an order waiving in whole or in part the requirements of a rule if the board finds, based on clear and convincing evidence, all of the following:
 1. The application of the rule would impose an undue hardship on the person for whom the waiver is requested;
 2. The waiver from the requirements of the rule in the specific case would not prejudice the substantial legal rights of any person;
 3. The provisions of the rule subject to the petition for a waiver are not specifically mandated by statute or another provision of law; and
 4. Substantially equal protection of public health, safety, and welfare will be afforded by a means other than prescribed in the particular rule for which the waiver is requested.

Section C. BOARD DISCRETION. 282—6.10(1)

- Board's decision. The final decision on whether the circumstances justify the granting of a waiver shall be made at the sole discretion of the board, upon consideration of all relevant factors. Each petition for a waiver shall be evaluated by the board based on the unique, individual circumstances set out in the petition.
- Appeal of Board's decision. Once a decision is rendered by the Board, the decision is final. If you wish to contest the decision, you must do so in district court.

Section D. BURDEN OF PERSUASION. 282—6.10(2)

- Be thorough. Please complete the petition for a waiver in detail. This is the document that the Board will utilize in determining the outcome of your petition for a waiver. Do not assume that the Board will have any information that is not included on this waiver. If the information is not provided on the petition for a waiver, the information is not shared with the Board for its review.
- Support. You may attach additional pages to provide more documentation than what could be included in the spaces provided.
- Burden of proof. The burden of persuasion rests with the petitioner to demonstrate by clear and convincing evidence that the board should exercise its discretion to grant a waiver from a board rule.
- Board meeting agenda. Please be aware that if you wish to attend the Board meeting at which your petition for a waiver is included on the agenda, you are welcome to speak at the public comment time on the agenda. You do not present the information to the Board regarding your petition during the agenda time set aside for your petition. That is the time that the Board will review the written information you have provided. If the Board asks you a question, you may respond.
- New information. If new information is provided at the Board meeting that was not included in the petition for a waiver, please be aware that the Board may table the discussion on your petition while reviewing the new information provided.

Section E. RULE INFORMATION

- Cite the specific rule or rules that you are requesting the Board to waive. You may find the rules on the Board of Educational Examiners' website: www.boee.iowa.gov
Click on the link for "Rules and Code" and scroll to the rule that you wish to waive.

Citation:

2. Provide a description of the rule or rules that you are requesting the Board to waive:

Description:

282—24.2(256) Prekindergarten through grade 12 paraeducator generalist certificate.

24.2(1) Applicants will possess a minimum of a high school diploma or a graduate equivalent diploma.

Section F. WAIVER INFORMATION

1. In your own words, provide a brief narrative of your specific request. Provide clear and convincing evidence.

I am requesting that the rule that applicants will possess a minimum of a high school diploma or graduate equivalent be waived. I received my high school diploma in the country I was born in, Bosnia and Herzegovina. During that time there were just paper documents so my diploma was burned during the war in Bosnia. I have been back home several times to find a copy of my diploma but unfortunately my professors passed away and I could not get a copy of my diploma.

2. In your own words, provide a brief narrative of the hardship that the Board's rule(s) would impose upon you (not the school district, not the area education agency, nor the local board of directors):

During the Bosnian War, my home and many of my personal belongings were destroyed, including my academic diploma. The conflict created extreme instability and danger, making it impossible to preserve or later recover such important documents. The Board's rules, which require original diplomas for verification, place a significant burden on me, as I have no way of retrieving an official copy from institutions that were either destroyed or are no longer operational. This situation, rooted in circumstances entirely beyond my control, has made it very difficult for me to meet the documentation requirements despite my qualifications.

3. To your knowledge, would any substantial legal rights be affected for other individuals by waiving this rule(s)? If the rule is waived, what would be the consequences? If this decision would become a precedent for others, what would be the ramifications?

To my knowledge, waiving this rule would not affect any substantial legal rights of other individuals. This request is specific to my unique circumstances and would not set a precedent that undermines the rights or opportunities of others. If the rule is waived, the primary consequence would be allowing me to move forward in the process despite the loss of my original diploma due to war. This would provide a fair and compassionate resolution to a situation caused by extraordinary circumstances. It would not compromise the integrity of the process, as my qualifications can still be verified through other supporting documentation or credible sources. The waiver would recognize the hardship without negatively impacting the standards or fairness applied to others. If this decision were to set a precedent for others, the primary ramification would be that it could offer flexibility to individuals who have faced similar extraordinary circumstances, such as war, natural disasters, or other uncontrollable events, that have caused the loss of vital documents. While maintaining the integrity of the process is crucial, allowing for exceptions in exceptional cases could provide a more equitable opportunity for people whose ability to meet requirements is hindered by circumstances beyond their control. However, it would also be important to ensure that any such precedents are applied judiciously, with clear guidelines in place to prevent misuse or abuse of the waiver.

4. How would the equal protection of public health, safety and welfare be afforded if this waiver were granted? What are the benefits for your students if your waiver is granted? What are the benefits for other students? What are the benefits for the school district? How will you ensure that the welfare of your students will not be compromised if the waiver is granted? How will this decision protect the profession and the integrity of the licensure standards? How will this decision ensure the delivery of highly qualified content for enhanced student learning?

Granting this waiver would not undermine the equal protection of public health, safety, or welfare. The waiver would be granted based on individual hardship, ensuring that the specific circumstances—such as the loss of important documents due to war—are considered, without compromising the standards of public health or safety. The primary goal of such regulations is to ensure that individuals are qualified and capable, and granting this waiver would still allow for the verification of qualifications through alternative means. As such, public health, safety, and welfare would remain safeguarded, as the waiver would not diminish the quality or integrity of the process but would simply allow for equitable treatment in the face of exceptional circumstances.

For My Students: Granting this waiver would allow me to continue my professional career and contribute fully to the educational environment. My qualifications, though lacking an original diploma due to the war, can be verified through other means. By granting this waiver, my students would benefit from the stability and experience I bring, as well as the continuity of instruction. My ability to teach without unnecessary interruption or delay ensures they receive consistent, high-quality education.

For Other Students: The broader benefit for other students would be the recognition of a system that values the skills and experience of teachers over rigid documentation, particularly when extraordinary circumstances have affected their ability to meet the conventional requirements. It promotes an inclusive environment where the focus remains on the quality of teaching and the educator's ability to support and inspire students, not on paperwork alone.

For the School District: For the school district, granting this waiver would help retain experienced educators who have faced challenges beyond their control, ensuring that they are not unfairly excluded from contributing to the community. By embracing flexibility in exceptional cases, the district would show its commitment to fairness and the well-being of both its educators and students. It could also set a positive precedent for dealing with similar issues in the future, fostering a supportive and inclusive educational environment for all.

If this waiver is granted, I will ensure the welfare of my students is not compromised by continuing to uphold the highest standards of safety, education, and professionalism. While the waiver would allow me to fulfill my qualifications, it will not affect my commitment to providing a safe, supportive, and effective learning environment. I will continue to engage in ongoing professional development, collaborate with colleagues, and adhere to the district's educational standards.

Protecting the Profession and Integrity of Licensure Standards: Granting this waiver will not undermine the integrity of the licensure standards, but rather, it will reinforce the notion that qualifications should be evaluated in a holistic and fair manner, especially in cases where extraordinary circumstances—such as war—have disrupted an individual's ability to maintain traditional documentation. The decision to grant this waiver will ensure that the licensure process remains rigorous and fair, taking into account both formal qualifications and real-world experience, while recognizing that human resilience and skill can often surpass the rigidity of documentation alone.

Ensuring Highly Qualified Content for Enhanced Student Learning: This decision ensures the delivery of highly qualified content by allowing experienced educators—who might otherwise be excluded due to lost documentation—to continue teaching and contributing to the field. Even without the original diploma, I have the knowledge, skills, and expertise required to deliver high-quality, standards-aligned instruction. By granting the waiver, students benefit from a teacher who is not only knowledgeable but also deeply committed to their success. It ensures that content delivery remains unaffected, and students continue to receive a rich, engaging, and well-rounded education.

Moreover, this decision will affirm that licensure and qualification processes are not only about paperwork but also about the educator's ability to make a meaningful impact in the classroom. In turn, this helps maintain the high standards of education that students deserve, while also promoting fairness and inclusivity within the profession.

5. What time period are you requesting for this waiver?

I applied for the Paraeducator Certificate March 15th

6. Does anyone else possess knowledge relevant to this waiver request? (If yes, list name, address and telephone number.) Your administrator/colleague/ other professional may submit a letter of support for your petition. Include the letter with the petition for a waiver.

Nate Zittergruen

email address nate.zittergruen@johnston.k12.ia.us

Kelly Brose

email address- kbrose@johnston.k12.ia.us

7. Please review the board waivers on the Board of Educational Examiners' website: www.boee.iowa.gov to determine if the board has reviewed a similar petition for a waiver and the outcome. Cite the similar petition(s) to support your request for a petition of a waiver of the rules.

Upon reviewing the Board's website, I was unable to find any similar petitions related to the loss of documentation due to war or other significant crises. As such, this situation is unique, and I am requesting the Board's consideration based on the extraordinary nature of the circumstances involved.

Section G. RELEASE OF INFORMATION: I authorize any persons with knowledge of the relevant or important facts relating to the requested waiver to release any information to the Iowa Board of Educational Examiners.

Section H. ACCURACY AND TRUTH: I certify that the information on this Petition for Waiver is true and complete to the best of my knowledge. I understand that any misrepresentation of facts may result in the denial of this Petition.

Taiba Omerovic

Petitioner's Signature

4/16/25

Date



Taiba Omerovic (Apr 16, 2025 10:33 CDT)

04/16/2025

This Petition is to be submitted to: Board of Educational Examiners, 701 E. Court Ave., Suite A, Des Moines, IA 50319-0147.

Waiver form revised - Dec. 2011.doc.certifdrive