

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 Bleam, 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; Bleam -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; Blead
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 Blead, 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 Blead, 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.**