

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

Minutes
September 12, 2025

The Board of Educational Examiners (Board or BoEE) held a meeting on September 12, 2025. Kathy Behrens, Board Vice Chair, called the meeting to order at 8:30 a.m. Members attending were Pam Bleam, Miranda Brus, Davis Eidahl, Eric St Clair, Daniel Zylstra, Jennifer Sammons. Also in attendance was Mike Cavin, Executive Director, Beth Myers, Attorney/Investigator, Diane Dennis, Lori Lavorato, William Rector and Matthew Barron, Investigators, Lindsey Browning, Assistant Attorney General (via Zoom). Chad Janzen, Paige Thorson and Dr. Michael Pyevich were unable to attend.

Jennifer Sammons moved, with a second by Eric St Clair, to approve the agenda.

MOTION CARRIED UNANIMOUSLY

Eric St Clair moved, with a second by Jennifer Sammons to approve the consent agenda (minutes for August 8, 2025). **MOTION CARRIED UNANIMOUSLY.**

Eric St Clair moved, with a second by Daniel Zylstra, 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; Brus – yes; Eidahl – yes; St Clair – yes; Zylstra – yes; Sammons – yes; **MOTION CARRIED UNANIMOUSLY**

The Board returned to open session at 11:41 a.m.

1 Pam Bleam moved, with a second by Jennifer Sammons, that in **case number 24-**
2 **183**, 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 Miranda Brus moved, with a second by Eric St Clair, that in **case number 25-89**, the
7 Board find probable cause to establish a violation of the Code of Professional Conduct
8 and Ethics, 282 IAC rules 25.3(6) c, & d, 25.3 (8) a & b, and order the Board staff to
9 proceed with the case. **MOTION CARRIED UNANIMOUSLY**

10
11 Miranda Brus moved, with a second by Pam Bleam, that in **case number 25-102**, the
12 Board find probable cause to establish a violation of the Code of Professional Conduct
13 and Ethics, 282 IAC rules 25.3(1) e (4) 3, 25. 3(6) c, d, and order the Board staff to
14 proceed with the case. **MOTION CARRIED UNANIMOUSLY**

15
16 Eric St Clair moved, with a second by Daniel Zylstra that in **case number 25-112**, 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 (3), 25.3(1) e (4) 2 & 3, 25.3 (6) d, 25.3 (8) a & b
19 and order the Board staff to proceed with the case. **MOTION CARRIED**
20 **UNANIMOUSLY**

21
22 Daniel Zylstra moved, with a second by Pam Bleam, that in **case number 25-123**, the
23 Board find that the evidence gathered in the investigation, including witness
24 statements and the documentary evidence, does not substantiate the allegations in the
25 complaint, and that the Board therefore lacks probable cause to proceed with this
26 matter. **MOTION CARRIED UNANIMOUSLY**

27
28 Daniel Zylstra moved, with a second by Pam Bleam, that in **case number 25-137**, the
29 Board find probable cause to establish a violation of the Code of Professional Conduct
30 and Ethics, 282 IAC rules 25.3(1) e (4) 3, 25.3 (8) a, and order the Board staff to
31 proceed with the case. **MOTION CARRIED UNANIMOUSLY**

1 Daniel Zylstra moved, with a second by Eric St Clair, that in **case number 25-152**,
2 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 (5), 25.3 (8) a, and order the Board staff
4 to proceed with the case. **MOTION CARRIED UNANIMOUSLY**

5
6 Davis Eidahl moved, with a second by Miranda Brus, that in **case number 25-140**,
7 the Board find probable cause to establish a violation of the Code of Professional
8 Conduct and Ethics, 282 IAC rules 25.3 (2) b, and order the Board staff to proceed
9 with the case. **MOTION CARRIED UNANIMOUSLY**

10
11 Davis Eidahl moved, with a second by Pam Bleam, that in **case number 25-141**, the
12 Board find probable cause to establish a violation of the Code of Professional Conduct
13 and Ethics, 282 IAC rule 25.3 (2) b, and order the Board staff to proceed with the
14 case. **MOTION CARRIED UNANIMOUSLY**

15
16 Miranda Brus moved, with a second by Eric St Clair, that in **case number 25-90**, the
17 Board find probable cause to establish a violation of the Code of Professional Conduct
18 and Ethics, 282 IAC rule 25.3 (3) e, and order the Board staff to proceed with the case.
19 **MOTION CARRIED UNANIMOUSLY**

20
21 Miranda Brus moved, with a second by Jennifer Sammons, that in **case number 25-**
22 **125**, 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**

25
26 Pam Bleam moved, with a second by Jennifer Sammons, that in **case number 25-126**,
27 the Board find probable cause to establish a violation of the Code of Professional
28 Conduct and Ethics, 282 IAC rule 25.3 (3) e, and order the Board staff to proceed with
29 the case. **MOTION CARRIED UNANIMOUSLY**

30
31 Daniel Zylstra moved, with a second by Miranda Brus, that in **case number 25-127**,
32 the Board find probable cause to establish a violation of the Code of Professional

1 Conduct and Ethics, 282 IAC rule 25.3 (3) e, and order the Board staff to proceed with
2 the case. **MOTION CARRIED UNANIMOUSLY**

3
4 Pam Bleam moved, with a second by Miranda Brus, that in **case number 25-138**, the
5 Board finds probable cause to establish a violation of the Code of Professional Conduct
6 and Ethics, 282 IAC rule 25.3(3) e and order the Board staff to proceed with the case.
7 **MOTION CARRIED UNANIMOUSLY**

8
9 Jennifer Sammons moved, with a second by Pam Bleam, that in **case number 25-96**,
10 the Board finds probable cause to establish a violation of the Code of Professional
11 Conduct and Ethics, 282 IAC rule 25.3(5) a (2), and order the Board staff to proceed
12 with the case. **MOTION CARRIED UNANIMOUSLY**

13
14 Jennifer Sammons moved, with a second by Pam Bleam, that in **case number 25-151**,
15 the Board finds probable cause to establish a violation of the Code of Professional
16 Conduct and Ethics, 282 IAC rule 25.3(5) a (2), and order the Board staff to proceed
17 with the case. **MOTION CARRIED UNANIMOUSLY**

18
19 Jennifer Sammons moved, with a second by Miranda Brus, that in **case number 25-**
20 **103**, the 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 Davis Eidahl moved, with a second by Daniel Zylstra, that in **case number 25-108**,
26 the 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. Roll call vote: Behrens – yes; Bleam – recused; Brus -yes; Eidahl – yes; St
30 Clair – yes; Zylstra – yes; Sammons – recused; **MOTION CARRIED**

31
32 Davis Eidahl moved, with a second by Daniel Zylstra, that in **case number 25-109**,
33 the Board finds that the evidence gathered in the investigation, including witness

1 statements and the documentary evidence, does not substantiate the allegations in the
2 complaint, and that the Board therefore lacks probable cause to proceed with this
3 matter. Roll call vote: Behrens – yes; Bleam – recused; Brus -yes; Eidahl – yes; St
4 Clair – yes; Zylstra – yes; Sammons – recused; **MOTION CARRIED**

5
6 Daniel Zylstra moved, with a second by Jennifer Sammons, that in **case number 25-**
7 **113**, the Board finds probable cause to establish a violation of the Code of Professional
8 Conduct and Ethics, 282 IAC rule 25.3(6) d and 25.3(8) a & b, and order the Board
9 staff to proceed with the case. **MOTION CARRIED UNANIMOUSLY**

10
11 Eric St Clair moved, with a second by Pam Bleam, that in **case number 25-149**, the
12 Board finds probable cause to establish a violation of the Code of Professional Conduct
13 and Ethics, 282 IAC rule 25.3(6) c & m and 25.3(8) a & b, and order the Board staff to
14 proceed with the case. Roll call vote: Behrens – yes; Bleam – yes; Brus -yes; Eidahl –
15 yes; St Clair – yes; Zylstra – yes; Sammons – recused; **MOTION CARRIED**

16
17 Jennifer Sammons moved, with a second by Miranda Brus, that in **case number 25-**
18 **154**, the Board find that, although one or more of the allegations in the complaint may
19 be substantiated by the witnesses interviewed in the course of the investigation
20 [and/or] the documents gathered in the course of the investigation, and the allegations
21 may constitute a technical violation of the board’s statute or administrative rules; the
22 evidence before the board indicates that adequate steps have been taken to remedy
23 the violation and to ensure that incidents of a similar nature do not occur in the
24 future. **MOTION CARRIED UNANIMOUSLY**

25
26 Davis Eidahl moved, with a second by Jennifer Sammons, that the Board accept the
27 respondent’s waiver of hearing and voluntary surrender in **case number 23-177** and
28 that the Board issue an order permanently revoking the license with no possibility of
29 reinstatement. **MOTION CARRIED UNANIMOUSLY**

30
31 Eric St Clair moved, with a second by Jennifer Sammons, that in **case number 23-**
32 **199**, the Board reject the agreement submitted by the parties, and return the cases for

1 further proceedings consistent with this decision. **MOTION CARRIED**

2 **UNANIMOUSLY**

3
4 Jennifer Sammons moved, with a second by Pam Bleam, that in **case number 24-59**
5 the 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 Eric St Clair moved, with a second by Miranda Brus, that in **case number 24-309**, the
10 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 Pam Bleam moved, with a second by Miranda Brus, that in **case number 24-207** 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 Daniel Zylstra moved, with a second by Jennifer Sammons, that in **case numbers 25-**
20 **74** 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 Davis Eidahl moved, with a second by Pam Bleam, that in **case numbers 24-101**, the
25 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 Daniel Zylstra moved, with a second by Jennifer Sammons, that in **case numbers 25-**
30 **70**, the 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 Pam Bleam moved, with a second by Jennifer Sammons, that in **case numbers 24-**
2 **131**, 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 Jennifer Sammons moved, with a second by Pam Bleam, that in **case numbers 25-12**
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 Eric St Clair moved, with a second by Miranda Brus, that in **case numbers 24-156**
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 Daniel Zylstra moved, with a second by Pam Bleam, that in **case numbers 25-73** 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 Pam Bleam, that in **case numbers 23-165** the
22 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 Jennifer Sammons moved, with a second by Miranda Brus, that in **case numbers 24-**
27 **236**, 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 Miranda Brus, that in **case numbers 23-197**
32 the Board accept the agreement submitted by the parties, and issue an Order
33 incorporating the agreement and imposing the agreed upon sanction. Roll call vote:

1 Behrens – yes; Bleam – yes; Brus -yes; Eidahl – yes; St Clair – no; Zylstra – yes;
2 Sammons – yes; **MOTION CARRIED**

3
4 Pam Bleam moved, with a second by Jennifer Sammons, that in **case numbers 25-18**,
5 the 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 Jennifer Sammons moved, with a second by Pam Bleam, that in **case numbers 25-94**,
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 Eric St Clair moved, with a second by Miranda Brus, that in **case numbers 24-235**
15 the 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 Daniel Zylstra moved, with a second by Pam Bleam, that in **case numbers 25-17**, the
20 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 Miranda Brus moved, with a second by Jennifer Sammons, that in **case number 24-**
25 **106**, the Board grant the request for oral argument. **MOTION CARRIED**
26 **UNANIMOUSLY**

27
28 Daniel Zylstra moved, with a second by Pam Bleam, to accept the signed consents to
29 waive the deadline in **case numbers 25-61 and 25-89**, and issue an order extending
30 the deadline. **MOTION CARRIED UNANIMOUSLY**

31
32 Davis Eidahl moved, with a second by Jennifer Sammons, to extend the 180-day
33 deadline for issuance of the final decision in **case number 25-64**, based the need to

1 schedule the hearing or negotiate settlement and conclude the contested case process.
2 The respondent does not object to the extension, dismissal of the case would
3 undermine public trust in educational licenses and would result in disparate
4 treatment of similar ethical violations. Roll call vote: Behrens – recused; Bleam – yes;
5 Brus –yes; Eidahl – yes; St Clair – yes; Zylstra – yes; Sammons – yes; **MOTION**

6 **CARRIED**

7
8 Daniel Zylstra moved, with a second by Miranda Brus, to extend the 180-day deadline
9 for issuance of the final decision in **case number 25-65** based the amount of time
10 needed to complete the investigation and conclude the contested case process, and
11 respondent did not file an objection to the extension even though given an opportunity
12 to object, and dismissal of the case would undermine public trust in educational
13 licenses and would result in disparate treatment of similar ethical violations.

14 **MOTION CARRIED UNANIMOUSLY**

15
16 Daniel Zylstra moved, with a second by Jennifer Sammons, to extend the 180-day
17 deadline for issuance of the final decision in **case number 25-71**, based the need to
18 schedule the hearing or negotiate settlement and conclude the contested case process.
19 The respondent did not file an objection to the extension even though given an
20 opportunity to object, and allowing more time for resolution of the complaint assures
21 due process for the respondent. **MOTION CARRIED UNANIMOUSLY**

22
23 Pam Bleam moved, with a second by Daniel Zylstra, to extend the 180-day deadline for
24 issuance of the final decision in **case number 25-72**, based the need to schedule the
25 hearing or negotiate settlement and conclude the contested case process, and
26 respondent did not file an objection to the extension even though given an opportunity
27 to object, and allowing more time for resolution of the complaint assures due process
28 for the respondent. **MOTION CARRIED UNANIMOUSLY**

29
30 Jennifer Sammons moved, with a second by Pam Bleam, to extend the 180-day
31 deadline for issuance of the final decision in **case number 25-77**, based the need to
32 schedule the hearing or negotiate settlement and conclude the contested case process,
33 and respondent did not file an objection to the extension even though given an

1 opportunity to object, dismissal of the case would undermine public trust in
2 educational licenses and would result in disparate treatment of similar ethical
3 violations. **MOTION CARRIED UNANIMOUSLY**

4
5 Daniel Zylstra moved, with a second by Miranda Brus, to extend the 180-day deadline
6 for issuance of the final decision in **case number 25-81**, based the need to schedule
7 the hearing or negotiate settlement and conclude the contested case process, and
8 respondent did not file an objection to the extension even though given an opportunity
9 to object, justice would not be served by dismissing a pending complaint concerning
10 alleged ethical wrongdoing of an educator given the need to maintain safe learning
11 environments for Iowa students. **MOTION CARRIED UNANIMOUSLY**

12
13 Pam Bleam moved, with a second by Jennifer Sammons, to extend the 180-day
14 deadline for issuance of the final decision in **case number 25-90**, based the need to
15 schedule the hearing or negotiate settlement and conclude the contested case process,
16 and respondent did not file an objection to the extension even though given an
17 opportunity to object, allowing more time for resolution of the complaint assures due
18 process for the respondent. **MOTION CARRIED UNANIMOUSLY**

19
20 Eric St Clair moved, with a second by Jennifer Sammons, to approve the closed
21 session minutes for August 8, 2025. **MOTION CARRIED UNANIMOUSLY**

22
23 Request for Reinstatement:

24 Case No. 24-111, In the Matter of Aaron Hansen. Mr. Hansen was under the
25 influence of alcohol on school premises. Mr. Hansen received a sanction of: a
26 reprimand, 1-year suspension of his license, completion of an ethics class, a
27 substance abuse evaluation, and a mental health evaluation. He filed an application
28 for full reinstatement of his license on September 4, 2025. The Board noted that Mr.
29 Hansen had met the timeline of the suspension and fulfilled the requirements of his
30 disciplinary order. Eric St Clair moved, with a second by Miranda Brus, that the
31 Board grant the application for reinstatement as the reason for the suspension no
32 longer exists and reinstatement is in the public interest and further move that the

1 Board authorize the Executive Director to sign an order consistent with the Board's
2 decision. **MOTION CARRIED UNANIMOUSLY**

3
4 Case No. 23-127, In the Matter of Sabrina Kinch. Ms. Kinch was reportedly under the
5 influence of alcohol on school premises and is also accused of entering student IEP
6 information without supporting documentation. She received a sanction of: a
7 reprimand, a 1-year deferred suspension of her license, completion of an ethics class,
8 and a special education and law class, and completion of a substance abuse
9 evaluation. Ms. Kinch filed an application for full reinstatement of her license on
10 September 4, 2025. The Board noted that Ms. Kinch had met the timeline of the
11 deferred suspension and fulfilled the requirements of her disciplinary order. Pam
12 Blead moved, with a second by Jennifer Sammons, that the Board grant the
13 application for reinstatement as the reason for the suspension no longer exists and
14 reinstatement is in the public interest and further moved that the Board authorize the
15 Executive Director to sign the reinstatement order consistent with the Board's
16 decision. **MOTION CARRIED 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 Nothing at this time for 2026 legislation. The BoEE is working with the Department of
27 Health and Human Services to make any modifications to rules based on abuse
28 legislation. All Superintendents are encouraged to inform staff to report to DHH.

29
30 Agency Update:

31 Second interviews for Education Program Consultant Coaching will take place Sept
32 19th. BoEE staff will be moving to the Grimes building sooner than expected, most
33 likely in December 2025 or January 2026. Consultant Staff has already been out

1 providing licensure and ethics presentations to Iowa Preparation programs. Director
2 Cavin and Beth Myers have been out presenting to 11 different LEA's across the state.
3 They will also, along with Jeffery Haverland and Rebecca Pitkin from North Dakota,
4 will be representing at NASDTEC's PPI conference in October on the use of
5 Rehabilitation on Professional Practices.

6
7 **Financial Report:**

8 Discussions are still taking place regarding options for financial situations.
9

10 **License Report:**

11 Renewal applications are being processed about 2 weeks out and Conditional
12 applications are 3-5 days out. Director Cavin shared information on the amount of
13 various applications that BoEE staff processed from April 1 to September 9, 2025
14 which totaled 8480 applications. He commended all the work they have done over the
15 summer, while shorthanded, in such a short period of time.
16

17 **Petition for Waiver:**

18 None
19

20 **Reports:**

21 None
22

23 There being no further business, Eric St Clair moved, with a second by Daniel Zylstra,
24 to adjourn the meeting at 12:28 p.m. **MOTION CARRIED UNANIMOUSLY.**