

1 confidential health information, and mental health information, pursuant to Iowa
2 Code sections 21.5(1)(a), (d), and (f). Roll call vote: Behrens – yes; Brus -yes; Eidahl –
3 yes; Janzen – yes; St Clair – yes; Zylstra – yes; Thorson – yes; Sammons – yes;

4 **MOTION CARRIED UNANIMOUSLY**

5
6 The Board entered closed session at 8:39 a.m. and returned to open session at 10:29
7 a.m.

8
9 Kathy Behrens moved, with a second by Davis Eidahl that in **case number 25-233**,
10 the Board deny the motion to dismiss and the Board return the complaint and
11 investigative report to the investigator to gather further information, and return the
12 case to the Board for further consideration. **MOTION CARRIED UNANIMOUSLY**

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14 Miranda Brus moved, with a second by Paige Thorson, that in **case number 25-240**,
15 the Board find probable cause to establish a violation of the Code of Professional
16 Conduct and Ethics, 282 IAC rules 25.3(1) b (1), and order the Board staff to proceed
17 with the case. **MOTION CARRIED UNANIMOUSLY**

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19 Davis Eidahl moved, with a second by Miranda Brus, that in **case number 25-256**,
20 the Board find probable cause to establish a violation of the Code of Professional
21 Conduct and Ethics, 282 IAC rules 282 IAC rules 25.3(6)c and 25.3(8)a, and order the
22 Board staff to proceed with the case. **MOTION CARRIED UNANIMOUSLY**

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24 Eric St Clair moved, with a second by Kathy Behrens, that in **case number 25-261**,
25 the Board find probable cause to establish a violation of the Code of Professional
26 Conduct and Ethics, 282 IAC rule 25.3(1) e (4) 3, and order the Board staff to proceed
27 with the case. Roll call vote: Behrens – yes; Brus -yes; Eidahl – yes; Janzen – yes; St
28 Clair – yes; Zylstra – no; Thorson – yes; Sammons – yes; **MOTION CARRIED**

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30 Kathy Behrens moved, with a second by Jennifer Sammons, that in **case number 25-**
31 **254**, the Board find probable cause to establish a violation of the Code of Professional
32 Conduct and Ethics, 282 IAC rules 25.3(2) b, and order the Board staff to proceed
33 with the case. **MOTION CARRIED UNANIMOUSLY**

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Eric St Clair moved, with a second by Daniel Zylstra, that in **case number 25-284**, the Board find probable cause to establish a violation of the Code of Professional Conduct and Ethics, 282 IAC rules 25.3(2) b, and order the Board staff to proceed with the case. **MOTION CARRIED UNANIMOUSLY**

Paige Thorson moved, with a second by Miranda Brus, that in **case number 25-198**, the Board find probable cause to establish a violation of the Code of Professional Conduct and Ethics, 282 IAC rules 25.3(2) a, 25.3(6) c and 25.3(8) b, and order the Board staff to proceed with the case. **MOTION CARRIED UNANIMOUSLY**

Kathy Behrens moved, with a second by Jennifer Sammons, that in **case number 25-264** the Board find probable cause to establish a violation of the Code of Professional Conduct and Ethics, 282 IAC rules 25.3(2) b, and order the Board staff to proceed with the case. **MOTION CARRIED UNANIMOUSLY**

Eric St Clair moved, with a second by Jennifer Sammons, that in **case number 25-270**, 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**

Davis Eidahl moved, with a second by Daniel Zylstra, that in **case number 25-223**, the Board find probable cause to establish a violation of the Code of Professional Conduct and Ethics, 282 IAC rule 25.3(3) e and 25.3(8) a, and order the Board staff to proceed with the case. **MOTION CARRIED UNANIMOUSLY**

Daniel Zylstra moved, with a second by Paige Thorson, that in **case number 25-271** the Board find probable cause to establish a violation of the Code of Professional Conduct and Ethics, 282 IAC rule 25.3(5) a (2), and order the Board staff to proceed with the case. **MOTION CARRIED UNANIMOUSLY**

1 Eric St Clair moved, with a second by Miranda Brus, that in **case number 25-252**, the
2 Board finds that the evidence gathered in the investigation, including witness
3 statements and the documentary evidence, does not substantiate the allegations in the
4 complaint, and that the Board therefore lacks probable cause to proceed with this
5 matter. **MOTION CARRIED UNANIMOUSLY**

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7 Paige Thorson moved, with a second by Kathy Behrens, that in **case number 25-192**,
8 the Board find probable cause to establish a violation of the Code of Professional
9 Conduct and Ethics, 282 IAC rule 25.3(6) d, and order the Board staff to proceed with
10 the case. **MOTION CARRIED UNANIMOUSLY**

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12 Kathy Behrens moved, with a second by Daniel Zylstra that in **case number 25-230**,
13 the Board finds probable cause to establish a violation of the Code of Professional
14 Conduct and Ethics, 282 IAC rule 25.3(6) d, and order the Board staff to proceed with
15 the case. Roll call vote: Behrens – yes; Brus - yes; Eidahl – yes; Janzen – recused; St
16 Clair – yes; Zylstra – yes; Thorson – yes; Sammons – yes; **MOTION CARRIED**

17
18 Jennifer Sammons moved, with a second by Miranda Brus, that in **case number 25-**
19 **246** the Board finds that the evidence gathered in the investigation, including witness
20 statements and the documentary evidence, does not substantiate the allegations in the
21 complaint, and that the Board therefore lacks probable cause to proceed with this
22 matter. Roll call vote: Behrens – yes; Brus - yes; Eidahl – yes; Janzen – yes; St Clair –
23 yes; Zylstra – recused; Thorson – yes; Sammons – yes; **MOTION CARRIED**

24
25 Kathy Behrens moved, with a second by Jennifer Sammons, that the Board accept the
26 respondent’s waiver of hearing and voluntary surrender in **case number 24-03** and
27 that the Board issue an order permanently revoking the license with no possibility of
28 reinstatement. **MOTION CARRIED UNANIMOUSLY**

29
30 Davis Eidahl moved, with a second by Eric St Clair, that the Board accept the
31 respondent’s waiver of hearing and voluntary surrender in **case number 25-199** and
32 that the Board issue an order permanently revoking the license with no possibility of
33 reinstatement. **MOTION CARRIED UNANIMOUSLY**

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Davis Eidahl moved, with a second by Jennifer Sammons, that in **case number 25-10**, the Board accept the agreement submitted by the parties, and issue an Order incorporating the agreement and imposing the agreed upon sanction. **MOTION CARRIED UNANIMOUSLY**

Paige Thorson moved, with a second by Kathy Behrens, that in **case number 25-188** the Board accept the agreement submitted by the parties, and issue an Order incorporating the agreement and imposing the agreed upon sanction. **MOTION CARRIED UNANIMOUSLY**

Kathy Behrens moved, with a second by Miranda Brus, that in **case number 25-114**, the Board accept the agreement submitted by the parties, and issue an Order incorporating the agreement and imposing the agreed upon sanction. **MOTION CARRIED UNANIMOUSLY**

Miranda Brus moved, with a second by Paige Thorson, that in **case number 25-81**, the Board reject the agreement submitted by the parties, and return the cases for further proceedings consistent with this decision. **MOTION CARRIED UNANIMOUSLY**

Kathy Behrens moved, with a second by Daniel Zylstra, that in **case number 24-231**, the Board accept the agreement submitted by the parties, and issue an Order incorporating the agreement and imposing the agreed upon sanction. **MOTION CARRIED UNANIMOUSLY**

Daniel Zylstra moved, with a second by Eric St Clair, that in **case number 25-119**, the Board accept the agreement submitted by the parties, and issue an Order incorporating the agreement and imposing the agreed upon sanction. **MOTION CARRIED UNANIMOUSLY**

Kathy Behrens moved, with a second by Miranda Brus, that the Board not initiate review of the proposed decision in **case number 22-193**, In the Matter of Kelvin Kruger, and allow the proposed decision to become the final decision of the Board

1 unless an appeal is taken by one of the parties within the time allowed by rule. Roll
2 call vote: Behrens – yes; Brus -yes; Eidahl – yes; Janzen – recused; St Clair – yes;
3 Zylstra – yes; Thorson – yes; Sammons – yes; **MOTION CARRIED**

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5 Paige Thorson moved, with a second by Kathy Behrens, to extend the 180-day
6 deadline for issuance of the final decision in **case number 25-170**. The seriousness of
7 the accused violation is of such a magnitude, additional time is required to complete a
8 comprehensive investigation and conclude the contested case process. Respondent did
9 not file an objection to the extension even though given an opportunity to object and
10 justice would not be served by dismissing a pending complaint concerning alleged
11 ethical wrongdoing of an educator, given the need to maintain safe learning
12 environments for Iowa students. **MOTION CARRIED UNANIMOUSLY**

13
14 Daniel Zylstra moved, with a second by Miranda Brus, to extend the 180-day deadline
15 for issuance of the final decision in **case number 25-156**. Although the respondent
16 has objected to the extended time, probable cause of an ethical violation has been
17 determined by the Board. Additional time is needed to schedule a hearing and
18 complete the contested case process. Retaining this pending licensing matter ensures
19 that any potential threats or risks to students are thoroughly evaluated while also
20 guaranteeing the educator has the opportunity to dispute the alleged ethical
21 wrongdoing. **MOTION CARRIED UNANIMOUSLY**

22
23 Kathy Behrens moved, with a second by Paige Thorson, to extend the 180-day
24 deadline for issuance of the final decision in **case number 25-159**. The seriousness of
25 the accused violation is of such a magnitude, additional time is required to complete a
26 comprehensive investigation and conclude the contested case process and respondent
27 did not file an objection to the extension even though given an opportunity to object.
28 Justice would not be served by dismissing a pending complaint concerning alleged
29 ethical wrongdoing of an educator given the need to maintain safe learning
30 environments for Iowa students. **MOTION CARRIED UNANIMOUSLY**

31
32 Daniel Zylstra moved, with a second by Jennifer Sammons, to extend the 180-day
33 deadline for issuance of the final decision in **case number 25-160**. Although the

1 respondent has objected to the extended time, probable cause of an ethical violation
2 has been determined by the Board. Additional time is needed to schedule a hearing
3 and complete the contested case process. retaining this pending licensing matter
4 reinforces the significance of due process for both the complainant and the respondent
5 within the licensing disciplinary system. **MOTION CARRIED UNANIMOUSLY**

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7 Davis Eidahl moved, with a second by Kathy Behrens, to extend the 180-day deadline
8 for issuance of the final decision in **case number 25-161**, based on the need to
9 schedule the hearing or negotiate settlement and conclude the contested case process;
10 respondent does not object to the extension, and retaining this pending licensing
11 matter reinforces the significance of due process for both the complainant and the
12 respondent within the licensing disciplinary system. **MOTION CARRIED**

13 **UNANIMOUSLY**

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15 Daniel Zylstra moved, with a second by Paige Thorson, to extend the 180-day deadline
16 for issuance of the final decision in **case number 25-162**, based on the need to
17 schedule the hearing or negotiate settlement and conclude the contested case process;
18 respondent does not object to the extension, and retaining this pending licensing
19 matter reinforces the significance of due process for both the complainant and the
20 respondent within the licensing disciplinary system. **MOTION CARRIED**

21 **UNANIMOUSLY**

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23 Eric St Clair moved, with a second by Paige Thorson, to approve the closed session
24 minutes for December 19, 2025. **MOTION CARRIED UNANIMOUSLY**

25
26 **Request for Reinstatement: Case No. 23-134, In the Matter of Jessica Goodenow.**

27 Ms. Goodenow was charged with failing to protect the health and safety of students.
28 She received a sanction of: reprimand, probation for one year and was required to
29 complete an ethics course. Ms. Goodnow was present before the Board at the meeting.
30 The Board noted that she had met the timeline of the probation period and fulfilled the
31 requirements of the disciplinary order. Eric St Clair moved, with a second by Paige
32 Thorson, that in **case number 23-134**, the Board grant the application for
33 reinstatement as the reason for the suspension no longer exists and reinstatement is

1 in the public interest. It was further moved that the Board authorize the Executive
2 Director to sign the reinstatement order consistent with the Board's discussion.

3 **MOTION CARRIED UNANIMOUSLY**

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5 Communication from the Public:

6 Public comments were heard by the Board.

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8 Board Member Reports:

9 None

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11 Executive Director's Report:

12 Legislative Report:

13 It is early in the session, and a few bills have been introduced, with more expected.

14 One introduced bill relates to verification of legal status as part of the licensure
15 application process and another bill relates to license renewal credits.

16
17 Agency Update:

18 BoEE staff is working through the process of using the SAVE Program, an online
19 service to verify legal presence. The BoEE office move to the Grimes Building is
20 currently scheduled for some time in February 2026. BoEE staff collaborated with
21 other Department of Education bureaus to implement a new process for Renewal
22 Program approval.

23
24 Financial Report:

25 Finances continue to be below prior-year levels and expectations; however,
26 expenditures have also decreased. Discussions are ongoing to identify potential
27 solutions.

28
29 License Report:

30 Renewal applications are being processed in less than 1 week with some being
31 processed within 48-hours. The majority of new Iowa graduate licensure has been
32 issued.

1 Petition for Waiver:

2 Paige Thorson moved, with a second by Daniel Zylstra, that the Board grant **PFW 26-**
3 **01, Henry Mbih**. Roll call vote: Behrens – yes; Brus -recused; Eidahl – yes; Janzen –
4 yes; St Clair – yes; Thorson – yes; Sammons – yes; Zylstra – yes; **MOTION CARRIED**

5 Reasons for granting: On December 29, 2025 the Board received a Petition from Mr.
6 Mbih requesting a waiver of the rules for the Master Educator Licensure. He is seeking
7 a waiver of the requirement for a Master’s degree. Current rules require applicants
8 possess a master’s degree to be eligible for a Master Educator License. Mr. Mbih
9 obtained a Bachelor degree from South Africa and a Doctorate from Iowa State
10 University and he seeks a Master Educator License. The Board found there was undue
11 hardship and getting a master’s degree after getting a doctorate would be difficult. The
12 rule from which Henry Mbih seeks a waiver is not specifically mandated by statute or
13 any other provision of law, and, accordingly, may be waived by the Board. If the waiver
14 was not granted, the board found it would jeopardize public health safety and welfare
15 because students would not have a highly qualified teacher.

16
17 Miranda Brus moved, with a second by Kathy Behrens, that the Board instruct the
18 staff to review the individual’s transcripts and grant the waiver in the areas where his
19 credit hours align within the science fields for **PFW 26-02, Robert Justice II**.

20 **MOTION CARRIED UNANIMOUSLY**

21 Reasons for granting: On January 5, 2026 the Board received a Petition from Justice
22 requesting a waiver of the rules for the Content specialist authorization. Mr. Justice is
23 seeking a waiver of the requirement for a Content Specialist Authorization. Current
24 rules require applicants will have completed a master’s degree or higher in an
25 endorsement area. Mr. Justice obtained a Content Specialist Authorization with
26 endorsements of 5-12 basic science and 5-12 Chemistry. He seeks a Content
27 Specialist Authorization with endorsements to include Biology, Earth Science, and All
28 Science. The Board obtaining a master’s degree for all would be a hardship. The rule
29 from which Robert Justice seeks a waiver is not specifically mandated by statute or
30 any other provision of law, and, accordingly, may be waived by the Board. The Board
31 found granting this waiver would not jeopardize the public health, safety or welfare of
32 anyone.

1 Paige Thorson moved, with a second by Miranda Brus, that the Board instruct the
2 staff to review the individual's transcripts and grant the waiver in the areas where his
3 credit hours align within the science fields for **PFW 26-03, Patrick Johnson MOTION**
4 **CARRIED UNANIMOUSLY**

5 Reasons for granting: On January 7, 2026 the Board received a Petition from
6 Johnston requesting a waiver of the rules for the Content specialist authorization. Mr.
7 Johnston is seeking a waiver of the requirement for a Content Specialist
8 Authorization. Current rules require applicants will have completed a master's degree
9 or higher in an endorsement area. He obtained a Content Specialist Authorization with
10 endorsements of 5-12 Biology. Mr. Johnston seeks a Content Specialist Authorization
11 with endorsements to include 5-12 Basic or All Science. The Board found getting a
12 master's degree for all would be a hardship and often rural districts need to hire a
13 science teacher with more than one endorsement area. The rule from which Patrick
14 Johnston seeks a waiver is not specifically mandated by statute or any other provision
15 of law, and, accordingly, may be waived by the Board. The Board found granting this
16 waiver would not jeopardize the public health, safety and welfare or anyone, as Mr.
17 Johnston has extensive experience in academia teaching and performing research.

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19 Reports:

20 The annual reports for Licensing Fees and Home-Based Iowa were provided for Board
21 review.

22
23 There being no further business, Paige Thorson moved, with a second by Miranda
24 Brus, to adjourn the meeting at 11:52 a.m. **MOTION CARRIED UNANIMOUSLY.**