

1 Kathy Behrens moved, with a second by Miranda Brus, that in **case number 25-210**,
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) d, e (4) (1), (2), & (3), (5), 25.3(6) c & d,
4 25.3(8) a & b, and order the Board staff to proceed with the case. **MOTION CARRIED**
5 **UNANIMOUSLY**

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7 Pam Blead moved, with a second by Kathy Behrens, that in **case number 25-228**, the
8 Board find probable cause to establish a violation of the Code of Professional Conduct
9 and Ethics, 282 IAC rules 25.3(1) b (2), 25.3(6) k, and order the Board staff to proceed
10 with the case. **MOTION CARRIED UNANIMOUSLY**

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12 Davis Eidahl moved, with a second by Eric St Clair, that in **case number 25-239**, the
13 Board find probable cause to establish a violation of the Code of Professional Conduct
14 and Ethics, 282 IAC rules 25.3(6) c and 25.3(8) a & b, and order the Board staff to
15 proceed with the case. **MOTION CARRIED UNANIMOUSLY**

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17 Eric St Clair moved, with a second by Kathy Behrens, that in **case number 25-268**,
18 the Board find probable cause to establish a violation of the Code of Professional
19 Conduct and Ethics, 282 IAC rule 25.3(1) e (4) 3, 25.3(6) c & d, 25.3(8) a, and order
20 the Board staff to proceed with the case. Roll call vote: Behrens – yes; Blead – yes;
21 Brus -yes; Eidahl – no; Janzen – no; St Clair – yes; Zylstra – no; Thorson – yes;
22 **MOTION CARRIED**

23
24 Director Mike Cavin recused during closed session discussion of case no. 25-269.
25 Davis Eidahl moved, with a second by Miranda Brus, that in **case number 25-269**,
26 the Board find probable cause to establish a violation of the Code of Professional
27 Conduct and Ethics, 282 IAC rules 25.3(1) e (4) 3, 25.3(3) e, and 25.3(8) a, and order
28 the Board staff to proceed with the case. **MOTION CARRIED UNANIMOUSLY**

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30 Eric St Clair moved, with a second by Miranda Brus, that in **case number 25-277**, the
31 Board find probable cause to establish a violation of the Code of Professional Conduct
32 and Ethics, 282 IAC rules 25.3(1) c, 25.3(1) e (4) 2 & 3, and order the Board staff to
33 proceed with the case. **MOTION CARRIED UNANIMOUSLY**

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Paige Thorson moved, with a second by Eric St Clair, that in **case number 25-290**, the Board find probable cause to establish a violation of the Code of Professional Conduct and Ethics, 282 IAC rules 25.3(1) e (1), 25.3(6) c and 25.3(8) b and order the Board staff to proceed with the case. **MOTION CARRIED UNANIMOUSLY**

Paige Thorson moved, with a second by Pam Blead, that in **case number 26-16**, the Board find probable cause to establish a violation of the Code of Professional Conduct and Ethics, 282 IAC rules 25.3(1) e (4) 1 & 3, and order the Board staff to proceed with the case. **MOTION CARRIED UNANIMOUSLY**

Davis Eidahl moved, with a second by Kathy Behrens, that in **case number 25-267**, 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(8) a & b, and order the Board staff to proceed with the case. **MOTION CARRIED UNANIMOUSLY**

Davis Eidahl moved, with a second by Kathy Behrens, that in **case number 26-14**, the Board find probable cause to establish a violation of the Code of Professional Conduct and Ethics, 282 IAC rule 25.3(2) a, and order the Board staff to proceed with the case. **MOTION CARRIED UNANIMOUSLY**

Kathy Behrens moved, with a second by Davis Eidahl, that in **case number 25-125**, the Board find probable cause to establish a violation of the Code of Professional Conduct and Ethics, 282 IAC rule 25.3(3) e, 25.3(6) c, u, and 25.3(8) a, and order the Board staff to proceed with the case. **MOTION CARRIED UNANIMOUSLY**

Davis Eidahl moved, with a second by Daniel Zylstra that in **case number 25-211**, the Board finds probable cause to establish a violation of the Code of Professional Conduct and Ethics, 282 IAC rule 25.3(3) e, 25.3 (8) a & b, and order the Board staff to proceed with the case. **MOTION CARRIED UNANIMOUSLY**

Davis Eidahl moved, with a second by Miranda Brus, that in **case number 25-212**, 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, 25.3 (8) a & b, and order the Board staff
2 to proceed with the case. **MOTION CARRIED UNANIMOUSLY**

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4 Kathy Behrens moved, with a second by Pam Bleam, that in **case number 25-179**, the
5 Board finds probable cause to establish a violation of the Code of Professional Conduct
6 and Ethics, 282 IAC rule 25.3(4) b, d & e, and order the Board staff to proceed with
7 the case. **MOTION CARRIED UNANIMOUSLY**

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9 Pam Bleam moved, with a second by Daniel Zylstra, that in **case number 25-238**, the
10 Board finds probable cause to establish a violation of the Code of Professional Conduct
11 and Ethics, 282 IAC rule 25.3(4) a & 25.3(8) b, and order the Board staff to proceed
12 with the case. **MOTION CARRIED UNANIMOUSLY**

13
14 Davis Eidahl moved, with a second by Pam Bleam, that in **case number 25-283**, the
15 Board finds probable cause to establish a violation of the Code of Professional Conduct
16 and Ethics, 282 IAC rule 25.3(5) a (2), and order the Board staff to proceed with the
17 case. **MOTION CARRIED UNANIMOUSLY**

18
19 Kathy Behrens moved, with a second by Pam Bleam, that in **case number 25-258**, the
20 Board finds probable cause to establish a violation of the Code of Professional Conduct
21 and Ethics, 282 IAC rule 25.3(5) a (2), and order the Board staff to proceed with the
22 case. Roll call vote: Behrens – yes; Bleam – yes; Brus -recused; Eidahl – yes; Janzen –
23 yes; St Clair – yes; Zylstra – yes; Thorson – yes; **MOTION CARRIED**

24
25 Daniel Zylstra moved, with a second by Kathy Behrens, that in **case number 26-13**,
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. **MOTION CARRIED UNANIMOUSLY**

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31 Miranda Brus moved, with a second by Kathy Behrens, that in **case number 25-278**,
32 the Board finds that the evidence gathered in the investigation, including witness
33 statements and the documentary evidence, does not substantiate the allegations in the

1 complaint, and that the Board therefore lacks probable cause to proceed with this
2 matter. **MOTION CARRIED UNANIMOUSLY**

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4 Eric St Clair moved, with a second by Pam Bleam, that in **case number 25-200**, the
5 Board finds probable cause to establish a violation of the Code of Professional Conduct
6 and Ethics, 282 IAC rule 25.3 (6) s, and order the Board staff to proceed with the case.

7 **MOTION CARRIED UNANIMOUSLY**

8
9 Davis Eidahl moved, with a second by Pam Bleam, that in **case number 25-207**, the
10 Board finds probable cause to establish a violation of the Code of Professional Conduct
11 and Ethics, 282 IAC rule 25.3(8) a, and order the Board staff to proceed with the case.

12 **MOTION CARRIED UNANIMOUSLY**

13
14 Daniel Zylstra moved, with a second by Pam Bleam, that in **case number 25-215**, the
15 Board finds that the evidence gathered in the investigation, including witness
16 statements and the documentary evidence, does not substantiate the allegations in the
17 complaint, and that the Board therefore lacks probable cause to proceed with this
18 matter. **MOTION CARRIED UNANIMOUSLY**

19
20 Daniel Zylstra moved, with a second by Kathy Behrens, that in **case number 25-251**,
21 the Board finds that the evidence gathered in the investigation, including witness
22 statements and the documentary evidence, does not substantiate the allegations in the
23 complaint, and that the Board therefore lacks probable cause to proceed with this
24 matter. **MOTION CARRIED UNANIMOUSLY**

25
26 Kathy Behrens moved, with a second by Davis Eidahl, that in **case number 25-242**,
27 the Board find that, although one or more of the allegations in the complaint may be
28 substantiated by the witnesses interviewed in the course of the investigation [and/or]
29 the documents gathered in the course of the investigation, and the allegations may
30 constitute a technical violation of the board's statute or administrative rules; the
31 evidence before the board indicates that adequate steps have been taken to remedy
32 the violation and to ensure that incidents of a similar nature do not occur in the
33 future. The Board will not pursue formal disciplinary action in this matter. Roll call

1 vote: Behrens – yes; Blead – no; Brus -yes; Eidahl – yes; Janzen – yes; St Clair – no;
2 Zylstra – no; Thorson – no; **MOTION FAILED**

3
4 Kathy Behrens moved, with a second by Davis Eidahl, that in **case number 25-243**,
5 the Board find that, although one or more of the allegations in the complaint may be
6 substantiated by the witnesses interviewed in the course of the investigation [and/or]
7 the documents gathered in the course of the investigation, and the allegations may
8 constitute a technical violation of the board’s statute or administrative rules; the
9 evidence before the board indicates that adequate steps have been taken to remedy
10 the violation and to ensure that incidents of a similar nature do not occur in the
11 future. The Board will not pursue formal disciplinary action in this matter. Roll call
12 vote: Behrens – yes; Blead – no; Brus -yes; Eidahl – yes; Janzen – yes; St Clair – no;
13 Zylstra – no; Thorson – no; **MOTION FAILED**

14
15 Kathy Behrens moved, with a second by Davis Eidahl, that in **case number 25-253**,
16 the Board find that, although one or more of the allegations in the complaint may be
17 substantiated by the witnesses interviewed in the course of the investigation [and/or]
18 the documents gathered in the course of the investigation, and the allegations may
19 constitute a technical violation of the board’s statute or administrative rules; the
20 evidence before the board indicates that adequate steps have been taken to remedy
21 the violation and to ensure that incidents of a similar nature do not occur in the
22 future. The Board will not pursue formal disciplinary action in this matter. Roll call
23 vote: Behrens – yes; Blead – no; Brus -yes; Eidahl – yes; Janzen – yes; St Clair – no;
24 Zylstra – no; Thorson – no; **MOTION FAILED**

25
26 Kathy Behrens moved, with a second by Davis Eidahl, that in **case number 25-257**,
27 the Board find that, although one or more of the allegations in the complaint may be
28 substantiated by the witnesses interviewed in the course of the investigation [and/or]
29 the documents gathered in the course of the investigation, and the allegations may
30 constitute a technical violation of the board’s statute or administrative rules; the
31 evidence before the board indicates that adequate steps have been taken to remedy
32 the violation and to ensure that incidents of a similar nature do not occur in the
33 future. The Board will not pursue formal disciplinary action in this matter. Roll call

1 vote: Behrens – yes; Bleam – no; Brus -yes; Eidahl – yes; Janzen – yes; St Clair – no;
2 Zylstra – no; Thorson – no; **MOTION FAILED**

3
4 Kathy Behrens moved, with a second by Miranda Brus, that the Board accept the
5 respondent’s waiver of hearing and voluntary surrender in **case number 25-264** and
6 that the Board issue an order permanently revoking the license with no possibility of
7 reinstatement. **MOTION CARRIED UNANIMOUSLY**

8
9 Daniel Zylstra moved, with a second by Miranda Brus, that the Board accept the
10 respondent’s waiver of hearing and voluntary surrender in **case number 25-172**, and
11 that the Board issue an order permanently revoking the license with no possibility of
12 reinstatement. **MOTION CARRIED UNANIMOUSLY**

13
14 Eric St Clair moved, with a second by Pam Bleam, that the Board accept the
15 respondent’s waiver of hearing and voluntary surrender in **case number 25-231**, and
16 that the Board issue an order permanently revoking the license with no possibility of
17 reinstatement. **MOTION CARRIED UNANIMOUSLY**

18
19 Eric St Clair moved, with a second by Miranda Brus, that the Board accept the
20 respondent’s waiver of hearing and voluntary surrender in **case number 25-26**, and
21 that the Board issue an order permanently revoking the license with no possibility of
22 reinstatement. **MOTION CARRIED UNANIMOUSLY**

23
24 Kathy Behrens moved, with a second by Pam Bleam, that the Board accept the
25 respondent’s waiver of hearing and voluntary surrender in **case number 25-127**, and
26 that the Board issue an order permanently revoking the license with no possibility of
27 reinstatement. **MOTION CARRIED UNANIMOUSLY**

28
29 Eric St Clair moved, with a second by Daniel Zylstra, that the Board reject the
30 respondent’s waiver of hearing in **case number 25-58**. Probable cause was found a
31 violation of the Code of Professional Conduct and Ethics, 282 IAC rule 25.3(1) d,
32 25.3(1) e (3) & (4), 25.3(6) c and order this case set for hearing. **MOTION CARRIED**

33 **UNANIMOUSLY**

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Davis Eidahl moved, with a second by Daniel Zylstra, that in **case number 25-32**, 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**

Davis Eidahl moved, with a second by Daniel Zylstra, that in **case number 25-35**, 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 Pam Bleam, that in **case number 25-36**, 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**

Eric St Clair moved, with a second by Kathy Behrens, that in **case number 25-04**, the Board reject the agreement submitted by the parties, and return the cases for further proceedings consistent with this decision. **MOTION CARRIED UNANIMOUSLY**

Pam Bleam moved, with a second by Miranda Brus, that in **case number 25-229**, the Board accept the agreement submitted by the parties, and issue an Order incorporating the agreement and imposing the agreed upon sanction. Roll call vote: Behrens – no; Bleam – yes; Brus -yes; Eidahl – yes; Janzen – yes; St Clair – yes; Zylstra – yes; Thorson – yes; **MOTION CARRIED**

Davis Eidahl moved, with a second by Eric St Clair, that in **case number 25-90**, 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 Daniel Zylstra, that in **case number 25-173**, 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**

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4 Davis Eidahl moved, with a second by Kathy Behrens, that in **case number 25-214**,
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**

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9 Daniel Zylstra moved, with a second by Pam Bleam, that in **case number 25-178**, the
10 Board accept the agreement submitted by the parties, and issue an Order
11 incorporating the agreement and imposing the agreed upon sanction. Roll call vote:
12 Behrens – yes; Bleam – yes; Brus -yes; Eidahl – yes; Janzen – yes; St Clair – no;
13 Zylstra – yes; Thorson – yes; **MOTION CARRIED**

14
15 Paige Thorson moved, with a second by Pam Bleam, that in **case number 24-290**, the
16 Board reject the agreement submitted by the parties, and return the cases for further
17 proceedings consistent with this decision. **MOTION CARRIED UNANIMOUSLY**

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19 Paige Thorson moved, with a second by Eric St Clair, that in **case number 25-99**, the
20 Board reject the agreement submitted by the parties, and return the cases for further
21 proceedings consistent with this decision. **MOTION CARRIED UNANIMOUSLY**

22
23 Paige Thorson moved, with a second by Miranda Brus, that in **case number 25-209**,
24 the Board accept the agreement submitted by the parties, and issue an Order
25 incorporating the agreement and imposing the agreed upon sanction. **MOTION**
26 **CARRIED UNANIMOUSLY**

27
28 Paige Thorson moved, with a second by Daniel Zylstra, that in **case number 25-16**,
29 the Board reject the agreement submitted by the parties, and return the cases for
30 further proceedings consistent with this decision. **MOTION CARRIED UNANIMOUSLY**

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1 Kathy Behrens moved, with a second by Miranda Brus, that in **case number 25-124**,
2 the Board reject the agreement submitted by the parties, and return the cases for
3 further proceedings consistent with this decision. **MOTION CARRIED UNANIMOUSLY**
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5 Daniel Zylstra moved, with a second by Pam Bleam, that in **case number 25-126**, the
6 Board accept the agreement submitted by the parties, and issue an Order
7 incorporating the agreement and imposing the agreed upon sanction. **MOTION**
8 **CARRIED UNANIMOUSLY**
9

10 Kathy Behrens moved, with a second by Daniel Zylstra, that in **case number 24-124**,
11 the Board accept the agreement submitted by the parties, and issue an Order
12 incorporating the agreement and imposing the agreed upon sanction. **MOTION**
13 **CARRIED UNANIMOUSLY**
14

15 Daniel Zylstra moved, with a second by Kathy Behrens, that in **case number 24-224**,
16 the Board accept the agreement submitted by the parties, and issue an Order
17 incorporating the agreement and imposing the agreed upon sanction. **MOTION**
18 **CARRIED UNANIMOUSLY**
19

20 Paige Thorson moved, with a second by Miranda Brus, that in **case number 25-89**,
21 the Board reject the agreement submitted by the parties, and return the cases for
22 further proceedings consistent with this decision. **MOTION CARRIED UNANIMOUSLY**
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24 Paige Thorson moved, with a second by Daniel Zylstra, that the Board acknowledge
25 the dismissal order for **case number 22-152 Mercianne Finch**, and allow the
26 dismissal order to become the final decision of the Board. **MOTION CARRIED**
27 **UNANIMOUSLY**
28

29 Kathy Behrens moved, with a second by Miranda Brus, to accept the signed consents
30 to waive the deadline in **case numbers 25-172 and 25-177**, and issue an order
31 extending the deadline. **MOTION CARRIED UNANIMOUSLY**
32

1 Daniel Zylstra moved, with a second by Pam Bleam, to extend the 180-day deadline for
2 issuance of the final decision in **case number 25-179**, based on the need to schedule
3 the hearing or negotiate settlement and conclude the contested case process.

4 Respondent did not file an objection to the extension even though given an
5 opportunity to object. Allowing more time for resolution of the complaint assures due
6 process for the respondent. **MOTION CARRIED UNANIMOUSLY**

7
8 Paige Thorson moved, with a second by Daniel Zylstra, to extend the 180-day deadline
9 for issuance of the final decision in **case number 25-180**, based on the need to
10 schedule the hearing or negotiate settlement and conclude the contested case process.

11 Respondent did not file an objection to the extension even though given an
12 opportunity to object. Dismissal of the case would undermine public trust in
13 educational licenses and would result in disparate treatment of similar ethical
14 violations. **MOTION CARRIED UNANIMOUSLY**

15
16 Davis Eidahl moved, with a second by Kathy Behrens to extend the 180-day deadline
17 for issuance of the final decision in **case number 25-181**, based on the need to
18 schedule the hearing or negotiate settlement and conclude the contested case process.

19 Respondent did not file an objection to the extension even though given an
20 opportunity to object. Retaining this pending licensing matter reinforces the
21 significance of due process for both the complainant and the respondent within the
22 licensing disciplinary system. **MOTION CARRIED UNANIMOUSLY**

23
24 Eric St Clair moved, with a second by Kathy Behrens, to approve the closed session
25 minutes for January 16, 2026. **MOTION CARRIED UNANIMOUSLY**

26
27 Request for Reinstatement: Case No. 21-95, In the Matter of Palmer Scott. Mr.
28 Scott was charged with having an inappropriate relationship with student. He received
29 a sanction of: a reprimand, completion of an ethics class, a suspension of his teaching
30 license and a suspension of his coaching authorization. The suspension of his
31 teaching license suspension was able to become deferred if requirements were met.
32 During the deferred suspension period, he was ordered have an active work-site
33 monitor, adhere to classroom restriction, provide a quarterly log/reports and

1 participate in counseling. Mr. Scott filed an application for full reinstatement of his
2 teaching license and coaching authorization on February 2, 2026. The Board noted
3 that Mr. Scott had met the timeline of the suspensions and fulfilled the requirements
4 of the disciplinary order. Daniel Zylstra moved, with a second by Kathy Behrens, that
5 in **case number 21-95**, the Board grant the application for reinstatement as the
6 reason for the suspension no longer exists and reinstatement is in the public interest.
7 It was further moved that the Board authorize the Executive Director to sign the
8 reinstatement order consistent with the Board's discussion. Roll call vote: Behrens –
9 yes; Blead – yes; Brus - no; Eidahl – yes; Janzen – yes; St Clair – yes; Zylstra – yes;
10 Thorson – yes; **MOTION CARRIED**

11

12 Communication from the Public:

13 None

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15 Board Member Reports:

16 None

17

18 Executive Director's Report:

19 Legislative Report:

20 Many bills have been introduced, discussed, and advanced as the first funnel deadline
21 approaches. Several proposals could impact the BoEE, including requirements to
22 verify legal status for initial applications and renewals, and the creation of a new
23 licensure track for math, science, fine arts, and agriculture. Other proposals include a
24 provisional Coaching Authorization and legislation to revoke or deny licensure for
25 political hate speech.

26

27 Agency Update:

28 An upcoming meeting is scheduled with the Department of Inspections, Appeals, and
29 Licensing regarding use of the SAVE program to verify legal presence. The BoEE office
30 relocation to the Grimes state office building is scheduled for Friday Feb 20th. BoEE
31 staff member, Jessica Naylor, took a position with a different agency and the process
32 of seeking a replacement for her position has started. Director Cavin and Beth Myers

1 will be meeting with Dr. Haverland and Dr. Rickey to discuss how their consultation
2 process is going and areas where assistance could be provided to them.

3

4 **Financial Report:**

5 Income continues to run behind by 4% and options are still being discussed.

6

7 **License Report:**

8 Most applications, including renewals, are being processed in less than 2 weeks, and
9 some within 48 hours.

10

11 The BoEE June retreat and meeting will be held on the 18th and 19th. Director Cavin
12 requested ideas from Board members for location and topics to be discussed.

13

14 Reports and approvals:

15 Paige Thorson moved, with a second by Davis Eidahl, to grant permission to the
16 Executive Director to release from probation. **MOTION CARRIED UNANIMOUSLY**

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18 There being no further business, Paige Thorson moved, with a second by Davis Eidahl,
19 to adjourn the meeting at 1:46 p.m. **MOTION CARRIED UNANIMOUSLY.**

IOWA BOARD OF EDUCATIONAL EXAMINERS

Board Meeting Calendar Fiscal Year 2027

Day(s) of week Date	Location	Other Information
July 2026 NO MEETING	TBD	
Friday, August 7, 2026	TBD	
Friday, September 11, 2026	TBD	
Friday, October 16, 2026	TBD	
Friday, November 20, 2026	TBD	
Friday, December 18, 2026	TBD	
Friday, January 15, 2027	TBD	
Friday February 12, 2027	TBD	
Wednesday, March 12, 2027	TBD	
Friday, April 16, 2027	TBD	
Friday, May 14, 2027	TBD	
Thursday & Friday, June 17-18 2027	TBD	
July 2027 NO MEETING		
Friday, August 6, 2027	TBD	