



1 Paige Thorson moved, with a second by Pam Bleam, that in **case number 23-158**, the  
2 Board find probable cause to establish a violation of the Code of Professional Conduct  
3 and Ethics, 282 IAC rules 25.3(1) d, e (3), (7), 25.3(6) c, d, & m, 25.3(8) a & b, and 282  
4 IAC rules 25.3(1) e (4) per the rules in effect in 2023 at the time period in which the  
5 alleged actions occurred and order the Board staff to proceed with the case. **MOTION**  
6 **CARRIED UNANIMOUSLY**

7  
8 Director Michael Cavin recused from closed session discussions of case 25-223.

9 Davis Eidahl moved, with a second by Pam Bleam, that in **case number 25-233** the  
10 Board deny the motion to dismiss and find probable cause to establish a violation of  
11 the Code of Professional Conduct and Ethics, 282 IAC rules 25.3(8) a & b, and order  
12 the Board staff to proceed with the case. **MOTION CARRIED UNANIMOUSLY**

13  
14 Miranda Brus moved, with a second by Jennifer Sammons, that in **case number 24-**  
15 **287**, the Board find probable cause to establish a violation of the Code of Professional  
16 Conduct and Ethics, 282 IAC rules 282 IAC rules 25.3(1) e (1), 25.3(3) e, 25.3(6) c & d,  
17 and 25.3(8) a & b and order the Board staff to proceed with the case. **MOTION**  
18 **CARRIED UNANIMOUSLY**

19  
20 Daniel Zylstra moved, with a second by Eric St Clair, that in **case number 25-287**,  
21 the Board find that, although one or more of the allegations in the complaint may be  
22 substantiated by the witnesses interviewed in the course of the investigation [and/or]  
23 the documents gathered in the course of the investigation, and the allegations may  
24 constitute a technical violation of the board's statute or administrative rules; the  
25 evidence before the board indicates that there is insufficient evidence to support the  
26 complaint at hearing. The Board will not pursue formal disciplinary action in this  
27 matter. **MOTION CARRIED UNANIMOUSLY**

28  
29 Paige Thorson moved, with a second by Miranda Brus, that in **case number 26-15**,  
30 the Board find probable cause to establish a violation of the Code of Professional  
31 Conduct and Ethics, 282 IAC rules 25.3(2) b, and order the Board staff to proceed  
32 with the case. **MOTION CARRIED UNANIMOUSLY**

33

1 Daniel Zylstra moved, with a second by Pam Bleam, that in **case number 25-293**, the  
2 Board find probable cause to establish a violation of the Code of Professional Conduct  
3 and Ethics, 282 IAC rules 25.3(2) a, and order the Board staff to proceed with the  
4 case. **MOTION CARRIED UNANIMOUSLY**

5  
6 Paige Thorson moved, with a second by Jennifer Sammons, that in **case number 25-**  
7 **265**, the Board find probable cause to establish a violation of the Code of Professional  
8 Conduct and Ethics, 282 IAC rules 25.3(3) e, and order the Board staff to proceed with  
9 the case. **MOTION CARRIED UNANIMOUSLY**

10  
11 Paige Thorson moved, with a second by Jennifer Sammons, that in **case number 25-**  
12 **245**, the Board find probable cause to establish a violation of the Code of Professional  
13 Conduct and Ethics, 282 IAC rules 25.3(3) e, and order the Board staff to proceed with  
14 the case. **MOTION CARRIED UNANIMOUSLY**

15  
16 Daniel Zylstra moved, with a second by Paige Thorson, that in **case number 25-272**  
17 the Board find probable cause to establish a violation of the Code of Professional  
18 Conduct and Ethics, 282 IAC rules 25.3(3) b, and order the Board staff to proceed  
19 with the case. **MOTION CARRIED UNANIMOUSLY**

20  
21 Paige Thorson moved, with a second by Miranda Brus, that in **case number 25-274**,  
22 the Board find probable cause to establish a violation of the Code of Professional  
23 Conduct and Ethics, 282 IAC rule 25.3(3) e, 25.3(6) m & u, 25.3(8) a, and order the  
24 Board staff to proceed with the case. **MOTION CARRIED UNANIMOUSLY**

25  
26 Paige Thorson moved, with a second by Jennifer Sammons, that in **case number 25-**  
27 **285**, 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 25.3(8) a, and order the Board staff to  
29 proceed with the case. **MOTION CARRIED UNANIMOUSLY**

30  
31 Daniel Zylstra moved, with a second by Pam Bleam, that in **case number 26-22**, the  
32 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**

3  
4 Pam Blead moved, with a second by Paige Thorson, that in **case number 25-237**, the  
5 Board find probable cause to establish a violation of the Code of Professional Conduct  
6 and Ethics, 282 IAC rule 25.3(5) a (2), and order the Board staff to proceed with the  
7 case. Roll call vote: Behrens – yes; Blead – yes; Brus -yes; Eidahl – yes; Janzen – yes;  
8 St Clair – yes; Zylstra – yes; Thorson – yes; Sammons – recuse; **MOTION CARRIED**

9  
10 Paige Thorson moved, with a second by Daniel Zylstra, that in **case number 26-12**,  
11 the Board finds probable cause to establish a violation of the Code of Professional  
12 Conduct and Ethics, 282 IAC rule 25.3(5) a (2), and order the Board staff to proceed  
13 with the case. **MOTION CARRIED UNANIMOUSLY**

14  
15 Director Michael Cavin recused from closed session discussions of case 25-204.

16 Davis Eidahl moved, with a second by Paige Thorson, that in **case number 25-204**,  
17 the Board finds probable cause to establish a violation of the Code of Professional  
18 Conduct and Ethics, 282 IAC rule 25.3 (6) d, and order the Board staff to proceed with  
19 the case. **MOTION CARRIED UNANIMOUSLY**

20  
21 Daniel Zylstra moved, with a second by Davis Eidahl, that in **case number 25-216**,  
22 the Board finds probable cause to establish a violation of the Code of Professional  
23 Conduct and Ethics, 282 IAC rule 25.3 (6) d, and order the Board staff to proceed with  
24 the case. Roll call vote: Behrens – yes; Blead – yes; Brus -yes; Eidahl – yes; Janzen –  
25 no; St Clair – yes; Zylstra – yes; Thorson – yes; Sammons – yes; **MOTION CARRIED**

26  
27 Daniel Zylstra moved, with a second by Paige Thorson, that in **case number 25-288**,  
28 the Board finds that the evidence gathered in the investigation, including witness  
29 statements and the documentary evidence, does not substantiate the allegations in the  
30 complaint, and that the Board therefore lacks probable cause to proceed with this  
31 matter. Roll call vote: Behrens – yes; Blead – yes; Brus -yes; Eidahl – recuse; Janzen –  
32 yes; St Clair – yes; Zylstra – yes; Thorson – yes; Sammons – yes; **MOTION CARRIED**

1 Daniel Zylstra moved, with a second by Jennifer Sammons, that in **case number 25-**  
2 **286**, the 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**

6  
7 Daniel Zylstra moved, with a second by Pam Bleam, that in **case number 25-294**, the  
8 Board finds that the evidence gathered in the investigation, including witness  
9 statements and the documentary evidence, does not substantiate the allegations in the  
10 complaint, and that the Board therefore lacks probable cause to proceed with this  
11 matter. **MOTION CARRIED UNANIMOUSLY**

12  
13 Daniel Zylstra moved, with a second by Pam Bleam, that in **case number 26-01**, the  
14 Board finds that the evidence gathered in the investigation, including witness  
15 statements and the documentary evidence, does not substantiate the allegations in the  
16 complaint, and that the Board therefore lacks probable cause to proceed with this  
17 matter. **MOTION CARRIED UNANIMOUSLY**

18  
19 Miranda Brus moved, with a second by Jennifer Sammons, that in **case number 26-**  
20 **40**, 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 Daniel Zylstra moved, with a second by Miranda Brus, that in **case number 25-262**,  
26 the Board finds probable cause to establish a violation of the Code of Professional  
27 Conduct and Ethics, 282 IAC rule 25.3(6) c, d, 25.3(8) a & b, and order the Board staff  
28 to proceed with the case. **MOTION CARRIED UNANIMOUSLY**

29  
30 Davis Eidahl moved, with a second by Miranda Brus, that in **case number 25-58**, the  
31 Board finds probable cause to establish a violation of the Code of Professional Conduct  
32 and Ethics, 282 IAC rule 25.3(1) d, 25.3(1) e (3) & (4), 25.3(6) c and accept the  
33 respondent's waiver of hearing and voluntary surrender in case number 25-58 and

1 that the Board issue an order permanently revoking the license with no possibility of  
2 reinstatement. **MOTION CARRIED UNANIMOUSLY**

3  
4 Davis Eidahl moved, with a second by Jennifer Sammons, that in **case number 26-**  
5 **45**, the Board finds probable cause to establish a violation of the Code of Professional  
6 Conduct and Ethics, 282 IAC rule 25.3(1) b, c, 25.3(1) e (2) & (3), and accept the  
7 respondent's waiver of hearing and voluntary surrender in case number 25-45 and  
8 that the Board issue an order permanently revoking the license with no possibility of  
9 reinstatement. **MOTION CARRIED UNANIMOUSLY**

10  
11 Davis Eidahl moved, with a second by Jennifer Sammons, that in **case number 26-**  
12 **50**, the Board finds probable cause to establish a violation of the Code of Professional  
13 Conduct and Ethics, 282 IAC rule 25.3(1) e (4), (1), (2) & (3), I move that the Board  
14 accept the respondent's waiver of hearing and voluntary surrender in case number 26-  
15 50 and that the Board issue an order permanently revoking the license with no  
16 possibility of reinstatement. **MOTION CARRIED UNANIMOUSLY**

17  
18 Eric St Clair moved, with a second by Pam Blead, that the Board accept the  
19 respondent's waiver of hearing and voluntary surrender in **case number 25-210** and  
20 that the Board issue an order permanently revoking the license with no possibility of  
21 reinstatement. **MOTION CARRIED UNANIMOUSLY**

22  
23 Jennifer Sammons moved, with a second by Miranda Brus, that the Board accept the  
24 respondent's waiver of hearing and voluntary surrender in **case number 26-16** and  
25 that the Board issue an order permanently revoking the license with no possibility of  
26 reinstatement. **MOTION CARRIED UNANIMOUSLY**

27  
28 Daniel Zylstra moved, with a second by Davis Eidahl, that in **case number 25-138**,  
29 the Board accept the agreement submitted by the parties, and issue an Order  
30 incorporating the agreement and imposing the agreed upon sanction. **MOTION**  
31 **CARRIED UNANIMOUSLY**

1 Eric St Clair moved, with a second by Paige Thorson, that in **case number 24-92**, the  
2 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 Eric St Clair moved, with a second by Davis Eidahl, that in **case number 25-261**, the  
7 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 Daniel Zylstra moved, with a second by Jennifer Sammons, that in **case number 25-**  
12 **04**, 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 Jennifer Sammons moved, with a second by Miranda Brus, that in **case number 25-**  
17 **89**, the 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 Paige Thorson moved, with a second by Pam Bleam, that in **case number 25-256**, the  
22 Board accept the agreement submitted by the parties as amended in closed session,  
23 and issue an Order incorporating the agreement and imposing the agreed upon  
24 sanction. **MOTION CARRIED UNANIMOUSLY**

25  
26 Davis Eidahl moved, with a second by Daniel Zylstra, that in **case number 25-16**, the  
27 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 Jennifer Sammons moved, with a second by Miranda Brus, that in **case number 25-**  
32 **227**, 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 Paige Thorson moved, with a second by Eric St Clair, that in **case number 25-39**, the  
5 Board reject the agreement submitted by the parties, and return the cases for further  
6 proceedings consistent with this decision. **MOTION CARRIED UNANIMOUSLY**

7  
8 Eric St Clair moved, with a second by Pam Blead, that the Board in **case number 24-**  
9 **185** deny the relief requested by the respondent and stand on the decision as  
10 modified. The Board alters the proposed decision in the following way: by adding three  
11 years of probation to run after the suspension and following probation apply for  
12 reinstatement under IAC 282 11.34. **MOTION CARRIED UNANIMOUSLY**

13  
14 Paige Thorson moved, with a second by Miranda Brus, that the Board not initiate  
15 review of the proposed decision in **case number 23-219** and allow the proposed  
16 decision to become the final decision of the Board, unless an appeal is taken by one of  
17 the parties within the time allowed by rule. **MOTION CARRIED UNANIMOUSLY**

18  
19 Daniel Zylstra moved, with a second by Miranda Brus, to accept the signed consents  
20 to waive the deadline in **case numbers 25-184, 25-200, and 25-223**, and issue an  
21 order extending the deadline. **MOTION CARRIED UNANIMOUSLY**

22  
23 Jennifer Sammons moved, with a second by Pam Blead, to extend the 180-day  
24 deadline for issuance of the final decision in **case number 25-187**, based on the need  
25 to schedule the hearing or negotiate settlement and conclude the contested case  
26 process. Respondent did not file an objection to the extension even though given an  
27 opportunity to object. Retaining this pending licensing matter reinforces the  
28 significance of due process for both the complainant and the respondent within the  
29 licensing disciplinary system. **MOTION CARRIED UNANIMOUSLY**

30  
31 Daniel Zylstra moved, with a second by Miranda Brus, to extend the 180-day deadline  
32 for issuance of the final decision in **case number 25-191**, based on the need to  
33 schedule the hearing or negotiate settlement and conclude the contested case process.

1 Respondent did not file an objection to the extension even though given an  
2 opportunity to object. Justice would not be served by dismissing a pending complaint  
3 concerning alleged ethical wrongdoing of an educator given the need to maintain safe  
4 learning environments for Iowa students. **MOTION CARRIED UNANIMOUSLY**

5  
6 Jennifer Sammons moved, with a second by Pam Bleam, to extend the 180-day  
7 deadline for issuance of the final decision in **case number 25-192**, based on the need  
8 to schedule the hearing or negotiate settlement and conclude the contested case  
9 process. Respondent did not file an objection to the extension even though given an  
10 opportunity to object. **MOTION CARRIED UNANIMOUSLY**

11  
12 Paige Thorson moved, with a second by Jennifer Sammons, to extend the 180-day  
13 deadline for issuance of the final decision in **case number 25-194**, The Respondent  
14 does not object to the extension. Additional time is needed to schedule a hearing and  
15 complete the contested case process. Retaining this pending licensing matter  
16 reinforces the significance of due process for both the complainant and the respondent  
17 within the licensing disciplinary system. **MOTION CARRIED UNANIMOUSLY**

18  
19 Daniel Zylstra moved, with a second by Pam Bleam, to extend the 180-day deadline for  
20 issuance of the final decision in **case number 25-195**. The Respondent does not  
21 object to the extension. Additional time is needed to schedule a hearing and complete  
22 the contested case process. Retaining this pending licensing matter reinforces the  
23 significance of due process for both the complainant and the respondent within the  
24 licensing disciplinary system. **MOTION CARRIED UNANIMOUSLY**

25  
26 Davis Eidahl moved, with a second by Jennifer Sammons, to extend the 180-day  
27 deadline for issuance of the final decision in **case number 25-198**, based on the need  
28 to schedule the hearing or negotiate settlement and conclude the contested case  
29 process. Respondent did not file an objection to the extension even though given an  
30 opportunity to object. **MOTION CARRIED UNANIMOUSLY**

31  
32 Davis Eidahl moved, with a second by Pam Bleam, to extend the 180-day deadline for  
33 issuance of the final decision in **case number 25-204**, Although the respondent has

1 objected to the extended time, probable cause of an ethical violation has been  
2 determined by the Board. Additional time is needed to schedule a hearing and  
3 complete the contested case process. Allowing more time for resolution of the  
4 complaint assures due process for the respondent. **MOTION CARRIED**

5 **UNANIMOUSLY**

6  
7 Daniel Zylstra moved, with a second by Miranda Brus, to extend the 180-day deadline  
8 for issuance of the final decision in **case number 25-205**, although the respondent  
9 has objected to the extended time, probable cause of an ethical violation has been  
10 determined by the Board. Additional time is needed to schedule a hearing and  
11 complete the contested case process. Retaining this pending licensing matter  
12 reinforces the significance of due for both the complainant and the respondent within  
13 the licensing disciplinary system. **MOTION CARRIED UNANIMOUSLY**

14  
15 Paige Thorson moved, with a second by Davis Eidahl, to extend the 180-day deadline  
16 for issuance of the final decision in **case number 25-207**, based on the need to  
17 schedule the hearing or negotiate settlement and conclude the contested case process.  
18 Respondent did not file an objection to the extension even though given an  
19 opportunity to object. Dismissal of the case would undermine public trust in  
20 educational licenses and would result in disparate treatment of similar ethical  
21 violations. **MOTION CARRIED UNANIMOUSLY**

22  
23 Pam Bleam moved, with a second by Pam Bleam, to extend the 180-day deadline for  
24 issuance of the final decision in **case number 25-208**, although the respondent has  
25 objected to the extended time, probable cause of an ethical violation has been  
26 determined by the Board. Additional time is needed to schedule a hearing and  
27 complete the contested case process. Retaining this pending licensing matter  
28 reinforces the significance of due process for both the complainant and the respondent  
29 within the licensing disciplinary system. **MOTION CARRIED UNANIMOUSLY**

30  
31 Daniel Zylstra moved, with a second by Pam Bleam, to extend the 180-day deadline for  
32 issuance of the final decision in **case number 25-210**, based on the need to schedule  
33 the hearing or negotiate settlement and conclude the contested case process. The

1 Respondent does not object to the extension Justice would not be served by  
2 dismissing a pending complaint concerning alleged ethical wrongdoing of an educator  
3 given the need to maintain safe learning environments for Iowa students. **MOTION**

4 **CARRIED UNANIMOUSLY**

5  
6 Jennifer Sammons moved, with a second by Miranda Brus, to extend the 180-day  
7 deadline for issuance of the final decision in **case number 25-211**, based on the need  
8 to schedule the hearing or negotiate settlement and conclude the contested case  
9 process. The Respondent does not object to the extension. The Respondent would not  
10 be prejudiced by the additional time necessary to resolve the pending complaint given  
11 that investigative information remains confidential pending the final decision.

12 **MOTION CARRIED UNANIMOUSLY**

13  
14 Davis Eidahl moved, with a second by Daniel Zylstra, to extend the 180-day deadline  
15 for issuance of the final decision in **case number 25-212**, based on the need to  
16 schedule the hearing or negotiate settlement and conclude the contested case process.  
17 Respondent did not file an objection to the extension even though given an  
18 opportunity to object. The Respondent would not be prejudiced by the additional time  
19 necessary to resolve the pending complaint given that investigative information  
20 remains confidential pending the final decision. **MOTION CARRIED UNANIMOUSLY**

21  
22 Miranda Brus moved, with a second by Paige Thorson, to extend the 180-day deadline  
23 for issuance of the final decision in **case number 25-213**, based on the amount of  
24 time needed to complete the investigation and conclude the contested case process.  
25 Respondent did not file an objection to the extension even though given an  
26 opportunity to object. Justice would not be served by dismissing a pending complaint  
27 concerning alleged ethical wrongdoing of an educator given the need to maintain safe  
28 learning environments for Iowa students. **MOTION CARRIED UNANIMOUSLY**

29  
30 Daniel Zylstra moved, with a second by Jennifer Sammons, to extend the 180-day  
31 deadline for issuance of the final decision in **case number 25-216**, although the  
32 respondent has objected to the extended time, probable cause of an ethical violation  
33 has been determined by the Board. Additional time is needed to schedule a hearing

1 and complete the contested case process. Allowing more time for resolution of the  
2 complaint assures due process for the respondent. **MOTION CARRIED**

3 **UNANIMOUSLY**

4  
5 Eric St Clair moved, with a second by Paige Thorson, to approve the closed session  
6 minutes for February 13, 2026. **MOTION CARRIED UNANIMOUSLY**

7  
8 Communication from the Public:

9 None

10  
11 Board Member Reports:

12 None

13  
14 Executive Director's Report:

15 Legislative Report:

16 It is still early in the legislative session. There are a few bills directly addressing BoEE  
17 that are being monitored.

18  
19 Agency Update:

20 Staff will gain access to the SAVE system next month and begin exploring its use. IT is  
21 updating the application system to integrate it, while Beth Myers and Director Cavin  
22 are working with the Department of Inspections, Appeals and Licensing legal team to  
23 interpret its legal requirements. The BoEE office location has moved to the second  
24 floor of the Grimes building across from the Board Room. The application for the open  
25 Administrative Support Assistant 3 position has been posted and will close on March  
26 19th.

27  
28 Financial Report:

29 Income continues to run behind and options are still being discussed.

30  
31 License Report:

32 Staffing changes briefly affected application processing times, but renewals are now  
33 once again being completed within two weeks.

1 A draft of the proposed FY 27 Board meeting calendar is included in the agenda  
2 materials. Board members were asked to review their schedules and be prepared to  
3 approve a calendar at next month's meeting. Plans for the June 2026 Board retreat  
4 and meeting are still being developed.

5

6 Reports and approvals:

7 A draft of the proposed FY 27 BoEE board meeting calendar was provided for review in  
8 the agenda packet.

9

10 There being no further business, Paige Thorson moved, with a second by Davis Eidahl,  
11 to adjourn the meeting at 12:10 p.m. **MOTION CARRIED UNANIMOUSLY.**