

1 **STATE OF IOWA**
2 **BOARD OF EDUCATIONAL EXAMINERS**
3 **400 E. 14th Street**
4 **Des Moines, Iowa 50319**

5
6 **Minutes**
7 **August 5, 2026**
8

9 The Board of Educational Examiners (Board or BoEE) held an unscheduled meeting
10 on August 5, 2026. Chad Janzen, Board chair, (via Zoom) called the meeting to order
11 at 12:00 p.m. Members attending were Pam Bleam (via Zoom), Dr. Davis Eidahl (via
12 Zoom), Jennifer Sammons (via Zoom), Eric St Clair, Dr. Kennesha Woods, and Dr.
13 Daniel Zylstra Also in attendance was Mike Cavin, Executive Director, Beth Myers, (via
14 Zoom) Attorney, Angela Stuedemann (via Zoom), Assistant Attorney General. Miranda
15 Brus, Julie Lear and Paige Thorson were unable to attend.

16
17 Jennifer Sammons moved, with a second by Eric St Clair, to approve the agenda.
18 **MOTION CARRIED UNANIMOUSLY**

19
20 Eric St Clair moved, with a second by Jennifer Sammons, that the Board go into
21 closed session for the purpose of discussing closed session minutes whether to initiate
22 licensee disciplinary proceedings, the decision to be rendered in a contested case,
23 confidential health information, and mental health information, pursuant to Iowa
24 Code sections 21.5(1)(a), (d), and (f). Roll call vote: Pam Bleam – yes; Davis Eidahl –
25 yes; Chad Janzen – yes; Jennifer Sammons – yes; Eric St Clair – yes; Kennesha Woods
26 – yes; Daniel Zylstra – yes; **MOTION CARRIED UNANIMOUSLY**

27
28 The Board returned to open session at 12:25 p.m.

29
30 Eric St Clair moved, with a second by Jennifer Sammons, to accept the signed
31 consents to waive the deadline in **case numbers 26-55, 26-56, 26-57, 26-62, 26-81,**
32 **26-83,** and issue an order extending the deadline. **MOTION CARRIED**
33 **UNANIMOUSLY**

1
2 Daniel Zylstra moved, with a second by Pam Bleam, to extend the 180-day deadline for
3 issuance of the final decision in **case number 26-49**, due to the seriousness of the
4 accused violation being of such magnitude, additional time is required to complete a
5 comprehensive investigation and conclude the contested case process. The
6 Respondent did not file an objection to the extension even though given an
7 opportunity to object. Retaining this pending licensing matter reinforces the
8 significance of due process for both the complainant and the respondent within the
9 licensing disciplinary system. **MOTION CARRIED UNANIMOUSLY**

10
11 Kennesha Woods moved, with a second by Eric St Clair, to extend the 180-day
12 deadline for issuance of the final decision in **case number 26-54**. Although the
13 Respondent has objected to the extended time, probable cause of an ethical violation
14 has been determined by the Board. Additional time is needed to schedule a hearing
15 and complete the contested case process. Justice would not be served by dismissing a
16 pending complaint concerning alleged ethical wrongdoing of an educator given the
17 need to maintain safe learning environments for Iowa students. **MOTION CARRIED**
18 **UNANIMOUSLY**

19
20 Daniel Zylstra moved, with a second by Pam Bleam, to extend the 180-day deadline for
21 issuance of the final decision in **case number 26-58** due to the seriousness of the
22 accused violation being of such magnitude, additional time is required to complete a
23 comprehensive investigation and conclude the contested case process. Respondent did
24 not file an objection to the extension even though given an opportunity to object.
25 Justice would not be served by dismissing a pending complaint concerning alleged
26 ethical wrongdoing of an educator given the need to maintain safe learning
27 environments for Iowa students. **MOTION CARRIED UNANIMOUSLY**

28
29 Daniel Zylstra moved, with a second by Jennifer Sammons, to extend the 180-day
30 deadline for issuance of the final decision in **case number 26-60**, due to the need to
31 schedule the hearing or negotiate settlement and conclude the contested case process.
32 The Respondent did not file an objection to the extension even though given an
33 opportunity to object. Dismissal of the case would undermine public trust in

1 educational licenses and would result in disparate treatment of similar ethical
2 violations. **MOTION CARRIED UNANIMOUSLY**

3
4 Eric St Clair moved, with a second by Jennifer Sammons, to extend the 180-day
5 deadline for issuance of the final decision in **case number 26-61**, based on the
6 amount of time needed to complete the investigation and conclude the contested case
7 process. The Respondent did not file an objection to the extension even though given
8 an opportunity to object. The Respondent would not be prejudiced by the additional
9 time necessary to resolve the pending complaint given that investigative information
10 remains confidential pending the final decision. **MOTION CARRIED UNANIMOUSLY**

11
12 Kennesha Woods moved, with a second by Daniel Zylstra, to extend the 180-day
13 deadline for issuance of the final decision in **case number 26-64**. Although the
14 Respondent has objected to the extended time, additional time is needed to hold the
15 hearing and conclude the contested case process. Retaining this pending licensing
16 matter ensures that any potential threats or risks to students are thoroughly
17 evaluated while also guaranteeing the educator has the opportunity to dispute the
18 alleged ethical wrongdoing, and dismissal of the case would undermine public trust in
19 educational licenses and would result in disparate treatment of similar ethical
20 violations. **MOTION CARRIED UNANIMOUSLY**

21
22 Kennesha Woods moved, with a second by Eric St Clair, to extend the 180-day
23 deadline for issuance of the final decision in **case number 26-66**, based on the need
24 to schedule the hearing or negotiate settlement and conclude the contested case
25 process. The Respondent does not object to the extension. The Respondent would not
26 be prejudiced by the additional time necessary to resolve the pending complaint given
27 that investigative information remains confidential pending the final decision.

28 **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 26-69**, based on the
32 amount of time needed to complete the investigation and conclude the contested case
33 process. The Respondent did not file an objection to the extension even though given

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

4 **UNANIMOUSLY**

5
6 Kennesha Woods moved, with a second by Jennifer Sammons, to extend the 180-day
7 deadline for issuance of the final decision in **case number 26-78**, due to the
8 seriousness of the accused violation being of such magnitude, additional time is
9 required to complete a comprehensive investigation and conclude the contested case
10 process. Respondent did not file an objection to the extension even though given an
11 opportunity to object. Retaining this pending licensing matter ensures that any
12 potential threats or risks to students are thoroughly evaluated while also guaranteeing
13 the educator has the opportunity to dispute the alleged ethical wrongdoing. **MOTION**

14 **CARRIED UNANIMOUSLY**

15
16 Daniel Zylstra moved, with a second by Eric St Clair, to extend the 180-day deadline
17 for issuance of the final decision in **case number 26-79**, based on 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. Dismissal of the case would undermine public trust in
21 educational licenses and would result in disparate treatment of similar ethical
22 violations. **MOTION CARRIED UNANIMOUSLY**

23
24 Eric St Clair moved, with a second by Jennifer Sammons, to extend the 180-day
25 deadline for issuance of the final decision in **case number 26-80**, based on the need
26 to schedule the hearing or negotiate settlement and conclude the contested case
27 process. The Respondent does not object to the extension, and the Respondent would
28 not be prejudiced by the additional time necessary to resolve the pending complaint
29 given that investigative information remains confidential pending the final decision.

30 **MOTION CARRIED UNANIMOUSLY**

31
32 Kennesha Woods moved, with a second by Daniel Zylstra, to extend the 180-day
33 deadline for issuance of the final decision in **case number 26-87**, based on the need

1 to schedule the hearing or negotiate settlement and conclude the contested case
2 process. The Respondent did not file an objection to the extension even though given
3 an opportunity to object, and dismissal of the case would undermine public trust in
4 educational licenses and would result in disparate treatment of similar ethical
5 violations. **MOTION CARRIED UNANIMOUSLY**

6
7 There being no further business, Eric St Clair moved, with a second by Daniel Zylstra,
8 to adjourn the meeting at 12:37 p.m. **MOTION CARRIED UNANIMOUSLY**

1 **STATE OF IOWA**
2 **BOARD OF EDUCATIONAL EXAMINERS**
3 **400 E. 14th Street**
4 **Des Moines, Iowa 50319**

5
6 **Minutes**
7 **August 11, 2026**
8

9 The Board of Educational Examiners (Board or BoEE) held a meeting on August 11,
10 2026. Chad Janzen, Board chair, called the meeting to order at 8:30 a.m. Members
11 attending were Pam Bleam, Julie Lear, Eric St Clair, Paige Thorson, Dr. Kennesha
12 Woods, Dr. Daniel Zylstra. Also in attendance was Mike Cavin, Executive Director,
13 Beth Myers, Attorney, Lori Lavorato, Matthew Barron, and William Rector,
14 Investigators, and Lindsey Browning, Assistant Attorney General. Miranda Brus, Dr.
15 Davis Eidahl and Jennifer Sammons were unable to attend.

16
17 Director Cavin introduced new BoEE Board member, Dr. Kennesha Woods.

18
19 Daniel Zylstra moved, with a second by Julie Lear, to approve the agenda. **MOTION**
20 **CARRIED UNANIMOUSLY**

21
22 Eric St Clair moved, with a second by Daniel Zylstra to approve the consent agenda
23 (minutes for June 19, 2026 and July 16, 2026). **MOTION CARRIED UNANIMOUSLY.**
24

25 Eric St Clair moved, with a second by Paige Thorson, that the Board go into closed
26 session for the purpose of discussing closed session minutes whether to initiate
27 licensee disciplinary proceedings, the decision to be rendered in a contested case,
28 confidential health information, and mental health information, pursuant to Iowa
29 Code sections 21.5(1)(a), (d), and (f). Roll call vote: Bleam – yes; Janzen – yes; Lear –
30 yes; St Clair – yes; Thorson – yes; Woods – yes; Zylstra - yes **MOTION CARRIED**
31 **UNANIMOUSLY**
32

33 The Board returned to open session at 2:30 p.m.

1 Eric St Clair moved, with a second by Pam Bleam, that in **case number 26-125**, the
2 Board and find probable cause to establish a violation of the Code of Professional
3 Conduct and Ethics, 282 IAC rules 25.3(1) e (4) 2 & 3, 25.3(6) d, 25.3(8) a, and order
4 the Board staff to proceed with the case. Roll call vote: Bleam – yes; Janzen – yes; Lear
5 – yes; St Clair – yes; Thorson – yes; Woods – yes; Zylstra – recused **MOTION CARRIED**

6
7 Daniel Zylstra moved, with a second by Kennesha Woods, that in **case number 26-**
8 **132**, the Board find probable cause to establish a violation of the Code of Professional
9 Conduct and Ethics, 282 IAC rules 25.3(1) e (1), 25.3(8) b, and order the Board staff to
10 proceed with the case. **MOTION CARRIED UNANIMOUSLY**

11
12 Daniel Zylstra moved, with a second by Pam Bleam, that in **case number 26-168**, the
13 Board find that, although one or more of the allegations in the complaint may be
14 substantiated by the witnesses interviewed in the course of the investigation [and/or]
15 the documents gathered in the course of the investigation, and the allegations may
16 constitute a technical violation of the board’s statute or administrative rules; the
17 evidence before the board indicates that there is insufficient evidence to support the
18 complaint at hearing, the Board will not pursue formal disciplinary action in this
19 matter. Roll call vote: Bleam – yes; Janzen – no; Lear – yes; St Clair – yes; Thorson –
20 no; Woods – yes; Zylstra – yes; **MOTION CARRIED**

21
22 Julie Lear moved, with a second by Paige Thorson, that in **case number 26-122**, the
23 Board find probable cause to establish a violation of the Code of Professional Conduct
24 and Ethics, 282 IAC rule 25.3(1) e (4) (2) & (3) and 25.3(8) a, and order the Board staff
25 to proceed with the case. **MOTION CARRIED UNANIMOUSLY**

26
27 Paige Thorson moved, with a second by Eric St Clair, that in **case number 26-43**, the
28 Board find probable cause to establish a violation of the Code of Professional Conduct
29 and Ethics, 282 IAC rules 25.3(1) b, and order the Board staff to proceed with the
30 case. **MOTION CARRIED UNANIMOUSLY**

31
32 Eric St Clair moved, with a second by Paige Thorson, that in **case number 25-255**,
33 the Board find probable cause to establish a violation of the Code of Professional

1 Conduct and Ethics, 282 IAC rules 25.3(1) b (1) 3, 25.3(1) c, 25.3(1) e (4) 1, and order
2 the Board staff to proceed with the case. **MOTION CARRIED UNANIMOUSLY**

3
4 Pam Bleam moved, with a second by Kennesha Woods, that in **case number 26-173,**
5 the Board find probable cause to establish a violation of the Code of Professional
6 Conduct and Ethics, 282 IAC rules 25.3(1) e (4) 2 & 3, 25.3(6) c, 25.3(8) a, and order
7 the Board staff to proceed with the case. **MOTION CARRIED UNANIMOUSLY**

8
9 Daniel Zylstra moved, with a second by Julie Lear, that in **case number 26-128,** the
10 Board find probable cause to establish a violation of the Code of Professional Conduct
11 and Ethics, 282 IAC rules 25.3(1) e (4) 3, 25.3(6) o, and order the Board staff to
12 proceed with the case. **MOTION CARRIED UNANIMOUSLY**

13
14 Michael Cavin recused from closed session discussion of case no. 26-113.

15 Kennesha Woods moved, with a second by Pam Bleam that in **case number 26-113,**
16 the Board find probable cause to establish a violation of the Code of Professional
17 Conduct and Ethics, 282 IAC rules 25.3(2) b, and order the Board staff to proceed
18 with the case. **MOTION CARRIED UNANIMOUSLY**

19
20 Paige Thorson moved, with a second by Kennesha Woods, that in **case number 26-**
21 **133,** the Board find probable cause to establish a violation of the Code of Professional
22 Conduct and Ethics, 282 IAC rule 25.3(2) a, and order the Board staff to proceed with
23 the case. **MOTION CARRIED UNANIMOUSLY**

24
25 Daniel Zylstra moved, with a second by Kennesha Woods, that in **case number 26-**
26 **190,** the Board find probable cause to establish a violation of the Code of Professional
27 Conduct and Ethics, 282 IAC rule 25.3(2) b, and order the Board staff to proceed with
28 the case. **MOTION CARRIED UNANIMOUSLY**

29
30 Paige Thorson moved, with a second by Julie Lear, that in **case number 26-191,** the
31 Board finds probable cause to establish a violation of the Code of Professional Conduct
32 and Ethics, 282 IAC rule 25.3(2) b, and order the Board staff to proceed with the case.
33 **MOTION CARRIED UNANIMOUSLY**

1
2 Kennesha Woods moved, with a second by Paige Thorson, that in **case number 26-**
3 **192**, the Board find probable cause to establish a violation of the Code of Professional
4 Conduct and Ethics, 282 IAC rule 25.3(2) b, and order the Board staff to proceed with
5 the case. **MOTION CARRIED UNANIMOUSLY**

6
7 Eric St Clair moved, with a second by Pam Bleam, that in **case number 26-57**, the
8 Board finds probable cause to establish a violation of the Code of Professional Conduct
9 and Ethics, 282 IAC rule 25.3(3) e, 25.3(6) u, and 25.3(8) a, and order the Board staff
10 to proceed with the case. **MOTION CARRIED UNANIMOUSLY**

11
12 Kennesha Woods moved, with a second by Pam Bleam, that in **case number 26-120**,
13 the Board finds probable cause to establish a violation of the Code of Professional
14 Conduct and Ethics, 282 IAC rule 25.3 (3) e, 25.3 (6) c, 25.3(8) a & b, and order the
15 Board staff to proceed with the case. **MOTION CARRIED UNANIMOUSLY**

16
17 Kennesha Woods moved, with a second by Pam Bleam, that in **case number 26-150**,
18 the Board finds probable cause to establish a violation of the Code of Professional
19 Conduct and Ethics, 282 IAC rule 25.3 (3) e, 25.3(8) a, and order the Board staff to
20 proceed with the case. **MOTION CARRIED UNANIMOUSLY**

21
22 Eric St Clair moved, with a second by Daniel Zylstra, that in **case number 26-172**,
23 the Board finds probable cause to establish a violation of the Code of Professional
24 Conduct and Ethics, 282 IAC rule 25.3 (4)b, and order the Board staff to proceed with
25 the case. **MOTION CARRIED UNANIMOUSLY**

26
27 Kennesha Woods moved, with a second by Pam Bleam, that in **case number 26-135**,
28 the Board finds probable cause to establish a violation of the Code of Professional
29 Conduct and Ethics, 282 IAC rule 25.3(5) a (2), and order the Board staff to proceed
30 with the case. **MOTION CARRIED UNANIMOUSLY**

31
32 Julie Lear moved, with a second by Kennesha Woods, that in **case number 26-126**,
33 the Board finds probable cause to establish a violation of the Code of Professional

1 Conduct and Ethics, 282 IAC rule 25.3(5) a (2), and order the Board staff to proceed
2 with the case. **MOTION CARRIED UNANIMOUSLY**

3
4 Paige Thorson moved, with a second by Kennesha Woods, that in **case number 26-**
5 **127**, the Board finds probable cause to establish a violation of the Code of Professional
6 Conduct and Ethics, 282 IAC rule 25.3 (5) a (2), and order the Board staff to proceed
7 with the case. **MOTION CARRIED UNANIMOUSLY**

8
9 Kennesha Woods moved, with a second by Daniel Zylstra, that in **case number 26-**
10 **134**, the Board finds that the evidence gathered in the investigation, including witness
11 statements and the documentary evidence, does not substantiate the allegations in the
12 complaint, and that the Board therefore lacks probable cause to proceed with this
13 matter. Roll call vote: Bleam – yes; Janzen – yes; Lear – yes; St Clair – recuse; Thorson
14 – yes; Woods – yes; Zylstra – yes; **MOTION CARRIED**

15
16 Kennesha Woods moved, with a second by Pam Bleam, that in **case number 26-164**,
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) c, d, 25.3(8) a, and order the Board staff to
19 proceed with the case. **MOTION CARRIED UNANIMOUSLY**

20
21 Pam Bleam moved, with a second by Daniel Zylstra, that in **case number 26-165**, the
22 Board finds that the evidence gathered in the investigation, including witness
23 statements and the documentary evidence, does not substantiate the allegations in the
24 complaint, and that the Board therefore lacks probable cause to proceed with this
25 matter. **MOTION CARRIED UNANIMOUSLY**

26
27 Paige Thorson moved, with a second by Pam Bleam, that in **case number 26-145**, the
28 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. **MOTION CARRIED UNANIMOUSLY**

32 Daniel Zylstra moved, with a second by Pam Bleam, that in **case number 26-119**, the
33 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. **MOTION CARRIED UNANIMOUSLY**

4
5 Pam Bleam moved, with a second by Julie Lear, that in **case number 26-166**, the
6 Board finds that the evidence gathered in the investigation, including witness
7 statements and the documentary evidence, does not substantiate the allegations in the
8 complaint, and that the Board therefore lacks probable cause to proceed with this
9 matter. **MOTION CARRIED UNANIMOUSLY**

10
11 Daniel Zylstra moved, with a second by Pam Bleam, that in **case number 26-174**, the
12 Board find that, although one or more of the allegations in the complaint may be
13 substantiated by the witnesses interviewed in the course of the investigation [and/or]
14 the documents gathered in the course of the investigation, and the allegations may
15 constitute a technical violation of the board's statute or administrative rules; the
16 evidence before the board indicates that adequate steps have been taken to remedy
17 the violation and to ensure that incidents of a similar nature do not occur in the
18 future. The Board will not pursue formal disciplinary action in this matter. **MOTION**
19 **CARRIED UNANIMOUSLY**

20
21 Julie Lear moved, with a second by Kennesha Woods, that in **case number 26-146**,
22 the Board finds that the evidence gathered in the investigation, including witness
23 statements and the documentary evidence, does not substantiate the allegations in the
24 complaint, and that the Board therefore lacks probable cause to proceed with this
25 matter. **MOTION CARRIED UNANIMOUSLY**

26
27 Kennesha Woods moved, with a second by Paige Thorson, that in **case number 26-32**,
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. **MOTION CARRIED UNANIMOUSLY**

32 Kennesha Woods moved, with a second by Paige Thorson, that in **case number 26-33**,
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. **MOTION CARRIED UNANIMOUSLY**

4
5 Michael Cavin recused from closed session discussion of case no. 26-90.

6 Paige Thorson moved, with a second by Eric St Clair, that in **case number 26-90**, the
7 Board finds probable cause to establish a violation of the Code of Professional Conduct
8 and Ethics, 282 IAC rule 25.3(6) s & t, and order the Board staff to proceed with the
9 case. **MOTION CARRIED UNANIMOUSLY**

10
11 Michael Cavin recused from closed session discussion of case no. 26-121.

12 Eric St Clair moved, with a second by Paige Thorson, that in **case number 26-121**,
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) t, and order the Board staff to proceed with
15 the case. **MOTION CARRIED UNANIMOUSLY**

16
17 Kennesha Woods moved, with a second by Pam Bleam, that in **case number 26-102**,
18 the Board finds probable cause to establish a violation of the Code of Professional
19 Conduct and Ethics, 282 IAC rule 25.3(8) a & b, and order the Board staff to proceed
20 with the case. Roll call vote: Bleam – yes; Janzen – yes; Lear – yes; St Clair – yes;
21 Thorson – yes; Woods – yes; Zylstra – recused; **MOTION CARRIED**

22
23 Julie Lear moved, with a second by Pam Bleam, that in **case number 26-103**, the
24 Board finds probable cause to establish a violation of the Code of Professional Conduct
25 and Ethics, 282 IAC rule 25.3(3) c, 25.3(6) s, and 25.3(8) a & b and order the Board
26 staff to proceed with the case. Roll call vote: Bleam – yes; Janzen – yes; Lear – yes; St
27 Clair – yes; Thorson – yes; Woods – yes; Zylstra – recused; **MOTION CARRIED**

28
29 Eic St Clair moved, with a second by Julie Lear, that in **case number 26-104**, the
30 Board finds that the evidence gathered in the investigation, including witness
31 statements and the documentary evidence, does not substantiate the allegations in the
32 complaint, and that the Board therefore lacks probable cause to proceed with this

1 matter. Roll call vote: Bleam – yes; Janzen – yes; Lear – yes; St Clair – yes; Thorson –
2 yes; Woods – yes; Zylstra – recused; **MOTION CARRIED**

3
4 Eric St Clair moved, with a second by Julie Lear, that in **case number 26-105** 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) c & d36, and order the Board staff to proceed with
7 the case. Roll call vote: Bleam – yes; Janzen – yes; Lear – yes; St Clair – yes; Thorson –
8 yes; Woods – yes; Zylstra – recused; **MOTION CARRIED**

9
10 Eric St Clair moved, with a second by Julie Lear, that in **case number 26-106** the
11 Board finds that the evidence gathered in the investigation, including witness
12 statements and the documentary evidence, does not substantiate the allegations in the
13 complaint, and that the Board therefore lacks probable cause to proceed with this
14 matter. Roll call vote: Bleam – yes; Janzen – yes; Lear – yes; St Clair – yes; Thorson –
15 yes; Woods – yes; Zylstra – recused; **MOTION CARRIED**

16
17 Pam Bleam moved, with a second by Julie Lear, that **in case number 25-266**, the
18 Board finds probable cause to establish a violation of the Code of Professional Conduct
19 and Ethics, 282 IAC rule 25.3(6) d, h, s, 25.3(8) a & b, and order the Board staff to
20 proceed with the case. Roll call vote: Bleam – yes; Janzen – yes; Lear – yes; St Clair –
21 yes; Thorson – yes; Woods – yes; Zylstra – recused; **MOTION CARRIED**

22
23 Lindsey Browning recused from closed session discussions for case 26-55.

24 Paige Thorson moved, with a second by Pam Bleam, that in **case number 26-55**, the
25 Board finds that the evidence gathered in the investigation, including witness
26 statements and the documentary evidence, does not substantiate the allegations in the
27 complaint, and that the Board therefore lacks probable cause to proceed with this
28 matter. Roll call vote: Bleam – yes; Janzen – yes; Lear – recuse; St Clair – recuse;
29 Thorson – yes; Woods – yes; Zylstra – yes; **MOTION CARRIED**

30
31 Lindsey Browning recused from closed session discussions for case 26-81.

32 Paige Thorson moved, with a second by Pam Bleam, that in **case number 26-81**, the
33 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: Bleam – yes; Janzen – yes; Lear – recuse; St Clair – recuse;
4 Thorson – yes; Woods – yes; Zylstra – yes; **MOTION CARRIED**

5
6 Lindsey Browning recused from closed session discussions for case 26-83.

7 Paige Thorson moved, with a second by Pam Bleam, that in **case number 26-83**, 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. Roll call vote: Bleam – yes; Janzen – yes; Lear – recuse; St Clair – recuse;
12 Thorson – yes; Woods – yes; Zylstra – yes; **MOTION CARRIED**

13
14 Daniel Zylstra moved, with a second by Kennesha Woods, that in **case number 26-35**,
15 the 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 Kennesha Woods, that in **case number 26-36**,
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 Daniel Zylstra moved, with a second by Pam Bleam, that in **case number 26-37**, the
27 Board finds that the evidence gathered in the investigation, including witness
28 statements and the documentary evidence, does not substantiate the allegations in the
29 complaint, and that the Board therefore lacks probable cause to proceed with this
30 matter. **MOTION CARRIED UNANIMOUSLY**

31
32 Daniel Zylstra moved, with a second by Julie Lear, that in **case number 26-39**, the
33 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. **MOTION CARRIED UNANIMOUSLY**

4
5 Daniel Zylstra moved, with a second by Kennesha Woods, that in **case number 26-61**,
6 the Board finds that the evidence gathered in the investigation, including witness
7 statements and the documentary evidence, does not substantiate the allegations in the
8 complaint, and that the Board therefore lacks probable cause to proceed with this
9 matter. **MOTION CARRIED UNANIMOUSLY**

10
11 Daniel Zylstra moved, with a second by Julie Lear, that in **case number 26-62**, the
12 Board finds that the evidence gathered in the investigation, including witness
13 statements and the documentary evidence, does not substantiate the allegations in the
14 complaint, and that the Board therefore lacks probable cause to proceed with this
15 matter. **MOTION CARRIED UNANIMOUSLY**

16
17 Paige Thorson moved, with a second by Julie Lear, that in **case number 25-142** the
18 Board deny the motion to dismiss and order the Board staff to proceed with the case.
19 **MOTION CARRIED UNANIMOUSLY**

20
21 Eric St Clair moved, with a second by Pam Bleam, that in **case number 25-268**, the
22 Board accept the respondent's waiver of hearing and voluntary surrender and that the
23 Board issue an order permanently revoking the license with no possibility of
24 reinstatement. **MOTION CARRIED UNANIMOUSLY**

25
26 Julie Lear moved, with a second by Pam Bleam, that the Board accept the
27 respondent's waiver of hearing and voluntary surrender in **case number 26-108** and
28 that the Board issue an order permanently revoking the license with no possibility of
29 reinstatement. **MOTION CARRIED UNANIMOUSLY**

30
31 Paige Thorson moved, with a second by Kennesha Woods, that the Board accept the
32 respondent's waiver of hearing and voluntary surrender in **case number 26-14** and

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

3
4 Eric St Clair moved, with a second by Paige Thorson, that in **case number 24-57**, the
5 Board accept the agreement submitted by the parties pursuant to discussion in closed
6 session, and issue an Order incorporating the agreement and imposing the agreed
7 upon sanction. **MOTION CARRIED UNANIMOUSLY**

8
9 Daniel Zylstra moved, with a second by Julie Lear, that in **case number 25-211**, 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 Paige Thorson moved, with a second by Kennesha Woods, that in **case number 25-**
15 **285**, 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 Paige Thorson, that in **case number 25-283**,
20 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 Eric St Clair moved, with a second by Pam Bleam, that in **case number 25-205** the
25 Board accept the agreement submitted by the parties, pursuant to closed session
26 discussions, and issue an Order incorporating the agreement and imposing the agreed
27 upon sanction. **MOTION CARRIED UNANIMOUSLY**

28
29 Eric St Clair moved, with a second by Pam Bleam, that in **case numbers 24-49, 83**
30 **136 & 150**, the Board accept the agreement submitted by the parties, and issue an
31 Order incorporating the agreement and imposing the agreed upon sanction. Roll call
32 vote: Bleam – yes; Janzen – recuse; Lear – yes; St Clair – yes; Thorson – yes; Woods –
33 yes; Zylstra – yes; **MOTION CARRIED**

1
2 Pam Bleam moved, with a second by Kennesha Woods, that in **case numbers 24-50,**
3 **87, 139, 147,** the Board accept the agreement submitted by the parties, and issue an
4 Order incorporating the agreement and imposing the agreed upon sanction. Roll call
5 vote: Bleam – yes; Janzen – recuse; Lear – yes; St Clair – yes; Thorson – yes; Woods –
6 yes; Zylstra – yes; **MOTION CARRIED**

7
8 Paige Thorson moved, with a second by Julie Lear, that in **case number 25-104,** the
9 Board reject the agreement submitted by the parties, and return the cases for further
10 proceedings consistent with this decision. **MOTION CARRIED UNANIMOUSLY**

11
12 Daniel Zylstra moved, with a second by Paige Thorson, that in **case number 26-97,**
13 the Board accept the agreement submitted by the parties, and issue an Order
14 incorporating the agreement and imposing the agreed upon sanction. **MOTION**
15 **CARRIED UNANIMOUSLY**

16
17 Pam Bleam moved, with a second by Kennesha Woods, that in **case number 25-93,**
18 the Board reject the agreement submitted by the parties, and return the cases for
19 further proceedings consistent with this decision. **MOTION CARRIED UNANIMOUSLY**

20
21 Paige Thorson moved, with a second by Julie Lear, that in **case number 26-87,** 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 Daniel Zylstra moved, with a second by Pam Bleam, that in **case number 25-258,** 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 Paige Thorson moved, with a second by Daniel Zylstra, that the Board not change the
32 proposed decision in **case numbers 25-28 & 25-40,** In the Matter of Michael Thomas,

1 and allow the proposed decision to become the final decision of the Board. **MOTION**
2 **CARRIED UNANIMOUSLY**

3
4 Paige Thorson moved, with a second by Julie Lear, that the Board not initiate review of
5 the proposed decision in **case number 22-56**, In the Matter of Gary Goins, and allow
6 the proposed decision to become the final decision of the Board unless an appeal is
7 taken by one of the parties within the time allowed by rule. **MOTION CARRIED**
8 **UNANIMOUSLY**

9
10 Paige Thorson moved, with a second by Daniel Zylstra, to approve the closed session
11 minutes for June 19, 2026 and July 16, 2026. **MOTION CARRIED UNANIMOUSLY**

12
13 Request for reinstatement: Case No. 25-124, In the Matter of Dane Barner. Mr. Barner
14 was charged with being at school or a school event while under the influence of
15 alcohol. He received a sanction of: public reprimand, four-month suspension of his
16 license, submission of proof of extensive treatment received and completion of an
17 ethics course. Mr. Barner submitted an application for reinstatement and addressed
18 the board via Zoom during the meeting. The Board noted that the timeline of the
19 suspension period had been met and the requirements of the disciplinary order had
20 been fulfilled. Paige Thorson moved, with a second by Julie Lear, that the Board grant
21 the application for reinstatement as the reason for the Suspension no longer exists
22 and reinstatement is in the public interest. Thorson further moved that the Board
23 authorize the Executive Director to sign the reinstatement order consistent with the
24 Board's discussion. **MOTION CARRIED UNANIMOUSLY**

25
26 Communication from the Public

27 None

28
29 Board Member Report

30 None

31
32 Executive Director's Report

33 Legislative Report:

1 Rules are drafted and in the process of being approved. They should be available for
2 Board comment at the September meeting.

3
4 Agency Update:

5 Judicial Reviews were requested for two of our past cases. The District Court Judge
6 declared that the Board had acted appropriately and supported the Board's decision.
7 The hiring process for the Education Program Consultant open position is in final
8 stages.

9
10 Financial Report:

11 Due to decrease in expenditures, finances came out a little ahead for FY 26. With the
12 ability to maintain all fees, FY 27 is predicted to be strong.

13
14 License Report:

15 Renewal applications are being processed at about 4 weeks out. Conditional licenses
16 are being issued within 2-5 days from complete submission. Currently, over 600
17 conditional licenses have been issued for the 26-27 school year. The SAVE system is
18 being used to verify the U.S. citizenship of applicants.

19
20 New committee assignments for FY 27 Board members need to be made. Chad Janzen
21 and Daniel Zylstra will serve on the Executive Committee with one additional Board
22 member required. The Professional Practices and 180 Day Committee will need to
23 established and each need three members. Board members were requested to indicate
24 their preferred committee assignments.

25
26 Petition for Waiver:

27 PFW 26-05 Paul Croghan was on the Board agenda for review today. The petition for
28 waiver was reviewed but no action was taken. The Board requested to have additional
29 information obtained and brought back for review at the next board meeting.

30
31 Paige Thorson moved, with a second by Julie Lear, that the Board grant the PFW 26-
32 06, Kelly Mullins. **MOTION CARRIED UNANIMOUSLY** Reasons for granting: On July
33 22, 2026 the Board received a Petition from Mullins requesting a waiver of the rules

1 for the School Business Official Authorization. Mullins is seeking a waiver of the
2 requirement for a School Business Official Authorization. Current rules require
3 applicants will have an associate's degree or 60 credit hours in business. Mullins has
4 a baccalaureate degree in education with an emphasis in physical education and
5 exercise science. She has completed nine credit hours in accounting and three hours
6 in economics and has run her own business. Mullins seeks a School Business Official
7 Authorization. The Board found there was undue hardship; additional 28 hours of
8 coursework was duplicative of her life experience and work. There was not found to be
9 any prejudice against the rights of others. The rule from which Kelly Mullins seeks a
10 waiver is not specifically mandated by statute or any other provision of law, and,
11 accordingly, may be waived by the Board. Mullins will be trained by the current School
12 Business Official.

13
14 Reports and approvals:

15 Paige Thorson moved, with a second by Daniel Zylstra to approve the windows
16 between the entry doors on both sides of the Grimes building as the posting location
17 for BoEE Board meeting agendas.

18
19 There being no further business, Paige Thorson moved, with a second by Daniel
20 Zylstra, to adjourn the meeting at 3:49 p.m.

IOWA BOARD OF EDUCATIONAL EXAMINERS

RECEIVED
EXECUTIVE DIRECTOR
BOARD OF EDUCATIONAL EXAMINERS
JUL 16 2026

PETITION FOR WAIVER

Chapter 6 – Waivers or Variances from Administrative Rules

General Directions:

- Please print clearly or type on the form. The information is provided in this format to the Board of Educational Examiners for review. If the information is not legible, the petition will not be submitted to the Board.
- The petition must be complete. If any criterion is left blank, the petition for a waiver will not be submitted to the Board.
- Provide clear and convincing evidence for all sections of the petition for a waiver.

Section A. PETITIONER'S INFORMATION.

Name: Paul Croghan Case No. 26-05
(to be completed by Board)

Address: [REDACTED]

Date: _____

Folder Number (if known): 310725

Home Phone with Area Code: [REDACTED]
Work Phone with Area Code: [REDACTED]

Section B. 282—6.4(17A) CRITERIA FOR WAIVER OR VARIANCE.

- Denial of application. In order for a petition for a waiver to be reviewed, the petitioner must have submitted an application to the Board of Educational Examiners and the determination has been provided to the petitioner that the petitioner is not eligible for the action to be completed based on a Board of Educational Examiners' rule. Please indicate when you submitted the application:

August 2025

- **Waiver rule.** In response to a petition completed pursuant to rule 6.6(17A), the board may in its sole discretion issue an order waiving in whole or in part the requirements of a rule if the board finds, based on clear and convincing evidence, all of the following:
 1. The application of the rule would impose an undue hardship on the person for whom the waiver is requested;
 2. The waiver from the requirements of the rule in the specific case would not prejudice the substantial legal rights of any person;
 3. The provisions of the rule subject to the petition for a waiver are not specifically mandated by statute or another provision of law; and
 4. Substantially equal protection of public health, safety, and welfare will be afforded by a means other than prescribed in the particular rule for which the waiver is requested.

Section C. BOARD DISCRETION. 282—6.10(1)

- **Board's decision.** The final decision on whether the circumstances justify the granting of a waiver shall be made at the sole discretion of the board, upon consideration of all relevant factors. Each petition for a waiver shall be evaluated by the board based on the unique, individual circumstances set out in the petition.
- **Appeal of Board's decision.** Once a decision is rendered by the Board, the decision is final. If you wish to contest the decision, you must do so in district court.

Section D. BURDEN OF PERSUASION. 282—6.10(2)

- **Be thorough.** Please complete the petition for a waiver in detail. This is the document that the Board will utilize in determining the outcome of your petition for a waiver. Do not assume that the Board will have any information that is not included on this waiver. If the information is not provided on the petition for a waiver, the information is not shared with the Board for its review.
- **Support.** You may attach additional pages to provide more documentation than what could be included in the spaces provided.
- **Burden of proof.** The burden of persuasion rests with the petitioner to demonstrate by clear and convincing evidence that the board should exercise its discretion to grant a waiver from a board rule.
- **Board meeting agenda.** Please be aware that if you wish to attend the Board meeting at which your petition for a waiver is included on the agenda, you are welcome to speak at the public comment time on the agenda. You do not present the information to the Board regarding your petition during the agenda time set aside for your petition. That is the time that the Board will review the written information you have provided. If the Board asks you a question, you may respond.
- **New information.** If new information is provided at the Board meeting that was not included in the petition for a waiver, please be aware that the Board may table the discussion on your petition while reviewing the new information provided.

Section E. RULE INFORMATION

- Cite the specific rule or rules that you are requesting the Board to waive. You may find the rules on the Board of Educational Examiners' website: www.boee.iowa.gov
Click on the link for "Rules and Code" and scroll to the rule that you wish to waive.

Citation: 282-22.3 (256) Career and technical authorization

22.3 (1) Requirements for the initial career and technical authorization

5 (b) Recent and relevant experience will have been accrued within ten years prior to the date of application.
Experience that doesn't meet these

2. Provide a description of the rule or rules that you are requesting the Board to waive:

Description:

"Recency" rule requires one to have 4000 hours of vocational experience within the last ten years.

Self-employment for the construction can be problematic as the verification of work doesn't come from an outside employer or company.

Section F. WAIVER INFORMATION

1. In your own words, provide a brief narrative of your specific request. Provide clear and convincing evidence.

My request is for the Board to waive the recency clause because the field of carpentry continues to rely on many of the same foundational principles, despite advancements in technology and construction materials. Through my ongoing work as a self-employed contractor and my involvement in Career and Technical Education (CTE), I remain actively engaged in the construction industry and continue to apply current industry practices. In addition, I have established professional relationships with licensed professionals in carpentry, electrical, plumbing, and HVAC trades to ensure students are exposed to current methods, safety standards, and industry expectations. These ongoing professional connections allow me to provide students with relevant and up-to-date instruction while meeting the workforce needs of the district. (see enclosed photos).

2. In your own words, provide a brief narrative of the hardship that the Board's rule(s) would impose upon you (not the school district, not the area education agency, nor the local board of directors):

I am a self-employed fence builder currently teaching part-time in both Career and Technical Education (CTE) and mathematics to help meet staffing needs in those areas. Compliance with the board's rule would require me to dedicate substantial time to additional coursework and/or work under a contractor. Balancing those requirements while continuing to operate my fencing business would create a significant hardship. Any reduction in time spent managing and performing work for my business would result in a considerable loss of income and place a financial burden on me and my family.

3. To your knowledge, would any substantial legal rights be affected for other individuals by waiving this rule(s)? If the rule is waived, what would be the consequences? If this decision would become a precedent for others, what would be the ramifications?

To my knowledge, waiving this rule would not affect any substantial legal rights of other individuals. If the recency requirement were waived, a potential consequence could be that students may have less exposure to the newest construction materials, products or methods currently being introduced within the industry. However, this concern can be addressed by requiring the instructor to maintain professional partnerships with local contractors and industry professionals who can verify that current practices, safety standards, and emerging technologies are being incorporated into classroom instruction.

If this decision were to become precedent for others, I believe the same safeguards and professional expectations could be applied on a case-by-case basis to ensure instructional quality and industry relevance are maintained while also helping schools address ongoing shortages in qualified Career and Technical Education instructors.

4. How would the equal protection of public health, safety and welfare be afforded if this waiver were granted? What are the benefits for your students if your waiver is granted? What are the benefits for other students? What are the benefits for the school district? How will you ensure that the welfare of your students will not be compromised if the waiver is granted? How will this decision protect the profession and the integrity of the licensure standards? How will this decision ensure the delivery of highly qualified content for enhanced student learning?

Equal protection of public, health, safety, and welfare would continue to be maintained through compliance with local and state building codes, industry safety standards, and classroom safety procedures. Safety is emphasized beginning on the first day of class, and I completed OSHA 10 certification alongside the 11th grade students this year to reinforce the importance of workplace safety and industry expectations.

My students benefit from this waiver by receiving real-life, hands-on experience in construction and exposure to industry standards, expectations, and career opportunities within the skilled trades. Students take an active role in the completion of projects, allowing them to develop practical skills, problem-solving, abilities, teamwork, and work ethic that directly apply to future employment and training opportunities.

Other students benefit from the continued availability of Career and Technical Education (CTE) opportunities within the district. The school district benefits by continuing to meet CTE program requirements while providing students with meaningful workforce preparation in a high-demand industry.

Student welfare would not be compromised if the waiver is granted because all projects continue to follow state and local building codes, safety requirements and industry practices. The evidence presented to the board demonstrates the progress made throughout the school year, as well as the quality and safety of the completed construction projects.

Granting this waiver would protect the profession and the integrity of licensure standards because students are being taught industry expectations, proper safety procedures, and quality workmanship. The completed project demonstrates the level of skill and professionalism students are capable of achieving under my instruction. My goal is to help strengthen the skilled trades by preparing students to become quality workers who are willing to learn, grow and contribute positively to the trade industry.

5. What time period are you requesting for this waiver?

I am requesting this waiver for a period of five years. This timeframe would allow me to obtain the additional 800 to 1,000 hours per year needed to satisfy the 4,000-hour requirement while continuing to teach and operate my business.

6. Does anyone else possess knowledge relevant to this waiver request? (If yes, list name, address and telephone number.) Your administrator/colleague/ other professional may submit a letter of support for your petition. Include the letter with the petition for a waiver.

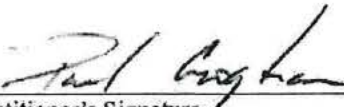
Attached letter of support by East Mills Community School District High School Principal building Dale Scott as well as contact information for General Contractor Matt Urban - Urban Developments, [REDACTED]

7. Please review the board waivers on the Board of Educational Examiners' website: www.boee.iowa.gov to determine if the board has reviewed a similar petition for a waiver and the outcome. Cite the similar petition(s) to support your request for a petition of a waiver of the rules.

I reviewed the Board of Educational Examiners, waiver information, and search resources available on the website. To the best of my knowledge, I was unable to locate substantially similar, petition or waiver decisions related to this specific request through the search tools provided on the website.

Section G. RELEASE OF INFORMATION: I authorize any persons with knowledge of the relevant or important facts relating to the requested waiver to release any information to the Iowa Board of Educational Examiners.

Section H. ACCURACY AND TRUTH: I certify that the information on this Petition for Waiver is true and complete to the best of my knowledge. I understand that any misrepresentation of facts may result in the denial of this Petition.



Petitioner's Signature

5/22/26

Date

This Petition is to be submitted to: Board of Educational Examiners, 701 E. Court Ave., Suite A, Des Moines, IA 50319-0147.

