

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

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

9 The Board of Educational Examiners (Board or BoEE) held a meeting on September
10 11, 2026. Chad Janzen, Board chair, called the meeting to order at 8:30 a.m.
11 Members attending were Pam Bleam, Miranda Brus, Dr. Davis Eidahl, Julie Lear,
12 Jennifer Sammons, Eric St Clair, Paige Thorson, Dr. Kennesha Woods (arrived 8:02
13 a.m.), Dr. Daniel Zylstra. Also in attendance was Mike Cavin, Executive Director, Beth
14 Myers, Attorney, Lori Lavorato, Matthew Barron, and William Rector, Investigators,
15 and Angela Stuedemann, Assistant Attorney General.
16

17 Daniel Zylstra moved, with a second by Jennifer Sammons, to approve the agenda.
18 **MOTION CARRIED UNANIMOUSLY**
19

20 Paige Thorson moved, with a second by Jennifer Sammons to approve the consent
21 agenda (minutes for August 5, 2026 and August 11, 2026). **MOTION CARRIED**
22 **UNANIMOUSLY.**
23

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

32 The Board returned to open session at 12:58 p.m.
33

1 Paige Thorson moved, with a second by Daniel Zylstra that in **case number 26-147**,
2 the Board finds that, although one or more of the allegations in the complaint may be
3 substantiated by the witnesses interviewed in the course of the investigation [and/or]
4 the documents gathered in the course of the investigation, and the allegations may
5 constitute a technical violation of the board's statute or administrative rules; the
6 evidence before the board indicates that the alleged violation was an isolated incident,
7 and adequate steps have been taken to remedy the violation and to ensure that
8 incidents of a similar nature do not occur in the future. The Board will not pursue
9 formal disciplinary action in this matter. Roll call vote: Bleam – yes; Brus – no; Eidahl
10 – yes; Janzen – yes; Lear – yes; Sammons – yes; St Clair – no; Thorson – yes; Woods –
11 yes; Zylstra - yes **MOTION CARRIED**

12
13 Paige Thorson moved, with a second by Pam Bleam, that in **case number 26-181** 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 Eric St Clair moved, with a second by Miranda Brus, that in **case number 26-180**, the
20 Board find probable cause to establish a violation of the Code of Professional Conduct
21 and Ethics, 282 IAC rules 25.3(1) e (1), 25.3(6) c, 25.3(8) a & b, and
22 order the Board staff to proceed with the case. **MOTION CARRIED UNANIMOUSLY**

23
24 Miranda Brus moved, with a second by Kennesha Woods, that in **case number 25-**
25 **289**, the Board find probable cause to establish a violation of the Code of Professional
26 Conduct and Ethics, 282 IAC rule 25.3(1) e (4) (2) & (3), 25.3(1) e (5), 25.3(4) b, and
27 25.3(8) a & b, and order the Board staff to proceed with the case. **MOTION CARRIED**
28 **UNANIMOUSLY**

29
30 Julie Lear moved, with a second by Kennesha Woods, that in **case number 26-08**, 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) e (1) and 25.3(8) a & b, and order the Board staff to
33 proceed with the case. Roll call vote: Bleam – yes, Brus – yes; Eidahl – yes; Janzen –

1 yes; Lear – yes; Sammons – yes; St Clair – yes; Thorson – yes; Woods – yes; Zylstra –
2 recused; **MOTION CARRIED**

3
4 Eric St. Clair moved, with a second by Pam Bleam, that in **case number 26-148**, the
5 Board find probable cause to establish a violation of the Code of Professional Conduct
6 and Ethics, 282 IAC rules 25.3(8) b, and order the Board staff to proceed with the
7 case. **MOTION CARRIED UNANIMOUSLY**

8
9 Daniel Zylstra moved, with a second by Davis Eidahl, that in **case numbers 26-161**,
10 the Board finds that the evidence gathered in the investigations, including witness
11 statements and the documentary evidence, does not substantiate the allegations in the
12 complaints, and that the Board therefore lacks probable cause to proceed with this
13 matter. **MOTION CARRIED UNANIMOUSLY**

14
15 Jennifer Sammons moved, with a second by Kennesha Woods, that in **case number**
16 **26-69**, the Board and finds that the evidence gathered in the investigation, including
17 witness statements and the documentary evidence, does not substantiate the
18 allegations in the complaint, and that the Board therefore lacks probable cause to
19 proceed with this matter. **MOTION CARRIED UNANIMOUSLY**

20
21 Daniel Zylstra moved, with a second by Davis Eidahl, that in **case number 26-187**,
22 the Board find that, although one or more of the allegations in the complaint may be
23 substantiated by the witnesses interviewed in the course of the investigation [and/or]
24 the documents gathered in the course of the investigation, and the allegations may
25 constitute a technical violation of the board's statute or administrative rules; the
26 evidence before the board indicates that adequate steps have been taken to remedy
27 the violation and to ensure that incidents of a similar nature do not occur in the
28 future. The Board will not pursue formal disciplinary action in this matter. **MOTION**
29 **CARRIED UNANIMOUSLY**

30
31 Daniel Zylstra moved, with a second by Davis Eidahl, that in **case number 26-188**,
32 the Board find that, although one or more of the allegations in the complaint may be
33 substantiated by the witnesses interviewed in the course of the investigation [and/or]

1 the documents gathered in the course of the investigation, and the allegations may
2 constitute a technical violation of the board's statute or administrative rules; the
3 evidence before the board indicates that adequate steps have been taken to remedy
4 the violation and to ensure that incidents of a similar nature do not occur in the
5 future. The Board will not pursue formal disciplinary action in this matter. **MOTION**
6 **CARRIED UNANIMOUSLY**

7
8 Davis Eidahl moved, with a second by Kennesha Woods, that in **case number 24-180**,
9 the Board find probable cause to establish a violation of the Code of Professional
10 Conduct and Ethics, 282 IAC rule 25.3(1) e (4) 2 & 3 and order the Board staff to
11 proceed with the case. **MOTION CARRIED UNANIMOUSLY**

12
13 Paige Thorson moved, with a second by Eric St Clair, that in **case number 26-153**,
14 the Board finds probable cause to establish a violation of the Code of Professional
15 Conduct and Ethics, 282 IAC rule 25.3(1) e, (4) 3, and 25.3(8) a, and order the Board
16 staff to proceed with the case. **MOTION CARRIED UNANIMOUSLY**

17
18 Eric St Clair moved, with a second by Jennifer Sammons, that in **case number 26-**
19 **163**, the Board return the complaint and investigative report to the investigator to
20 gather further information, and return the case to the Board for further consideration.
21 **MOTION CARRIED UNANIMOUSLY**

22
23 Jennifer Sammons moved, with a second by Kennesha Woods, that in **case number**
24 **26-56**, the Board finds probable cause to establish a violation of the Code of
25 Professional Conduct and Ethics, 282 IAC rule 25.3(2) a & b and order the Board staff
26 to proceed with the case. Roll call vote: Bleam – yes; Brus – yes; Eidahl – yes; Janzen –
27 yes; Lear – yes; Sammons – yes; St Clair – yes; Thorson – recused; Woods – yes;
28 Zylstra - yes **MOTION CARRIED**

29
30 Kennesha Woods moved, with a second by Miranda Brus, that in **case number 26-**
31 **197**, the Board find that, although one or more of the allegations in the complaint may
32 be substantiated by the witnesses interviewed in the course of the investigation
33 and/or the documents gathered in the course of the investigation, and the allegations

1 may constitute a technical violation of the board's statute or administrative rules; the
2 evidence before the board indicates that the alleged violation was an isolated incident,
3 and adequate steps have been taken to remedy the violation and to ensure that
4 incidents of a similar nature do not occur in the future. The Board will not pursue
5 formal disciplinary action in this matter. **MOTION CARRIED UNANIMOUSLY**

6
7 Miranda Brus moved, with a second by Jennifer Sammons, that in **case number 26-**
8 **115**, the Board finds probable cause to establish a violation of the Code of Professional
9 Conduct and Ethics, 282 IAC rule 25.3 (4) e, and order the Board staff to proceed with
10 the case. **MOTION CARRIED UNANIMOUSLY**

11
12 Eric St Clair moved, with a second by Miranda Brus, that in **case number 26-46**, the
13 Board finds probable cause to establish a violation of the Code of Professional Conduct
14 and Ethics, 282 IAC rule 25.3 (3) e, 25.3(5) a (2), 25.3(8) a, and order the Board staff
15 to proceed with the case. **MOTION CARRIED UNANIMOUSLY**

16
17 Miranda Brus moved, with a second by Julie Lear, that in **case number 26-218**, the
18 Board finds probable cause to establish a violation of the Code of Professional Conduct
19 and Ethics, 282 IAC rule 25.3(5) a (2), and order the Board staff to proceed with the
20 case. **MOTION CARRIED UNANIMOUSLY**

21
22 Julie Lear moved, with a second by Kennesha Woods, that in **case number 26-111**,
23 the Board finds that the evidence gathered in the investigation, including witness
24 statements and the documentary evidence, does not substantiate the allegations in the
25 complaint, and that the Board therefore lacks probable cause to proceed with this
26 matter. **MOTION CARRIED UNANIMOUSLY**

27
28 Eric St Clair moved, with a second by Julie Lear, that in **case number 26-198**, the
29 Board finds that the evidence gathered in the investigation, including witness
30 statements and the documentary evidence, does not substantiate the allegations in the
31 complaint, and that the Board therefore lacks probable cause to proceed with this
32 matter. **MOTION CARRIED UNANIMOUSLY**

1 Pam Bleam moved, with a second by Julie Lear, that in **case number 26-212**, the
2 Board finds that the evidence gathered in the investigation, including witness
3 statements and the documentary evidence, does not substantiate the allegations in the
4 complaint, and that the Board therefore lacks probable cause to proceed with this
5 matter. **MOTION CARRIED UNANIMOUSLY**

6
7 Jennifer Sammons moved, with a second by Pam Bleam, that in **case number 26-78**,
8 the Board finds probable cause to establish a violation of the Code of Professional
9 Conduct and Ethics, 282 IAC rule 25.3(1) e (1) and 25.3(6) c, and order the Board staff
10 to proceed with the case. **MOTION CARRIED UNANIMOUSLY**

11
12 Paige Thorson moved, with a second by Miranda Brus, that in **case number 26-211**,
13 the Board finds that the evidence gathered in the investigation, including witness
14 statements and the documentary evidence, does not substantiate the allegations in the
15 complaint, and that the Board therefore lacks probable cause to proceed with this
16 matter. **MOTION CARRIED UNANIMOUSLY**

17
18 Daniel Zylstra moved, with a second by Davis Eidahl, that in **case number 26-158**,
19 the Board finds that the evidence gathered in the investigation, including witness
20 statements and the documentary evidence, does not substantiate the allegations in the
21 complaint, and that the Board therefore lacks probable cause to proceed with this
22 matter. **MOTION CARRIED UNANIMOUSLY**

23
24 Miranda Brus moved, with a second by Julie Lear, that in **case number 26-185**, 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. **MOTION CARRIED UNANIMOUSLY**

29
30 Daniel Zylstra moved, with a second by Jennifer Sammons, that in **case number 26-**
31 **200**, the Board finds that the evidence gathered in the investigation, including witness
32 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 Davis Eidahl moved, with a second by Eric St Clair, that in **case number 26-138**, the
5 Board finds that the evidence gathered in the investigation, including witness
6 statements and the documentary evidence, does not substantiate the allegations in the
7 complaint, and that the Board therefore lacks probable cause to proceed with this
8 matter. **MOTION CARRIED UNANIMOUSLY**

9
10 Davis Eidahl moved, with a second by Eric St Clair, that in **case number 26-139**, 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. **MOTION CARRIED UNANIMOUSLY**

15
16 Davis Eidahl moved, with a second by Eric St Clair, that in **case number 26-140**, the
17 Board finds that the evidence gathered in the investigation, including witness
18 statements and the documentary evidence, does not substantiate the allegations in the
19 complaint, and that the Board therefore lacks probable cause to proceed with this
20 matter. **MOTION CARRIED UNANIMOUSLY**

21
22 Davis Eidahl moved, with a second by Eric St Clair, that in **case number 26-144**, the
23 Board finds that the evidence gathered in the investigation, including witness
24 statements and the documentary evidence, does not substantiate the allegations in the
25 complaint, and that the Board therefore lacks probable cause to proceed with this
26 matter. **MOTION CARRIED UNANIMOUSLY**

27
28 Kennesha Woods moved, with a second by Jennifer Sammons, that in **case number**
29 **26-182**, the Board finds that the evidence gathered in the investigation, including
30 witness statements and the documentary evidence, does not substantiate the
31 allegations in the complaint, and that the Board therefore lacks probable cause to
32 proceed with this matter. **MOTION CARRIED UNANIMOUSLY**

1 Kennesha Woods moved, with a second by Jennifer Sammons, that in **case number**
2 **26-155**, the Board finds that the evidence gathered in the investigation, including
3 witness statements and the documentary evidence, does not substantiate the
4 allegations in the complaint, and that the Board therefore lacks probable cause to
5 proceed with this matter. **MOTION CARRIED UNANIMOUSLY**

6
7 Kennesha Woods moved, with a second by Jennifer Sammons, that in **case number**
8 **26-156**, the Board finds that the evidence gathered in the investigation, including
9 witness statements and the documentary evidence, does not substantiate the
10 allegations in the complaint, and that the Board therefore lacks probable cause to
11 proceed with this matter. **MOTION CARRIED UNANIMOUSLY**

12
13 Paige Thorson moved, with a second by Julie Lear, that in **case number 26-136**, the
14 Board accept the agreement submitted by the parties, and issue an Order
15 incorporating the agreement and imposing the agreed upon sanction. **MOTION**
16 **CARRIED UNANIMOUSLY**

17
18 Miranda Brus moved, with a second by Kennesha Woods, that in **case number 26-64**,
19 the Board accept the agreement submitted by the parties, and issue an Order
20 incorporating the agreement and imposing the agreed upon sanction. **MOTION**
21 **CARRIED UNANIMOUSLY**

22
23 Daniel Zylstra moved, with a second by Kennesha Woods, that the Board change the
24 proposed decision in **case number 24-81, In the Matter of Julian Lira**, as follows:
25 Remove the third sentence of the last paragraph in the sanction section. Remove last
26 three sentences of the sanction section and rewrite them to say “Lira had an
27 inappropriate interaction with a former student at a wedding reception.” The order
28 section shall be changed to reflect that the Respondent shall receive a public letter of
29 reprimand, a three-year suspension, a psychosexual evaluation to be completed by a
30 counselor approved by the Executive Director, consultation with Dr. Rickey, and shall
31 apply for reinstatement as stated in 11. 34. **MOTION CARRIED UNANIMOUSLY**

1 Miranda Brus moved, with a second by Kennesha Woods, to accept the signed
2 consents to waive the deadline in **case numbers 26-90, 26-101, 26-102, 26-103, 26-**
3 **113**, and issue an order extending the deadline. **MOTION CARRIED UNANIMOUSLY**

4
5 Jennifer Sammons moved, with a second by Paige Thorson, to extend the 180-day
6 deadline for issuance of the final decision in **case number 26-92**, based on the
7 amount of time needed to complete the investigation and conclude the contested case
8 process. The Respondent did not file an objection to the extension even though given
9 an opportunity to object and the Respondent would not be prejudiced by the
10 additional time necessary to resolve the pending complaint given that investigative
11 information remains confidential pending the final decision. **MOTION CARRIED**
12 **UNANIMOUSLY**

13
14 Daniel Zylstra moved, with a second by Pam Bleam, to extend the 180-day deadline for
15 issuance of the final decision in **case number 26-98**, based on the amount of time
16 needed to complete the investigation and conclude the contested case process. The
17 Respondent does not object to the extension and retaining this pending licensing
18 matter ensures that any potential threats or risks to students are thoroughly
19 evaluated while also guaranteeing the educator has the opportunity to dispute the
20 alleged ethical wrongdoing. **MOTION CARRIED UNANIMOUSLY**

21
22 Paige Thorson moved, with a second by Miranda Brus, to extend the 180-day deadline
23 for issuance of the final decision in **case number 26-99**, based on the need to
24 schedule the hearing or negotiate settlement and conclude the contested case process.
25 The Respondent did not file an objection to the extension even though given an
26 opportunity to object and justice would not be served by dismissing a pending
27 complaint concerning alleged ethical wrongdoing of an educator given the need to
28 maintain safe learning environments for Iowa students. **MOTION CARRIED**
29 **UNANIMOUSLY**

30
31 Paige Thorson moved, with a second by Julie Lear, to extend the 180-day deadline for
32 issuance of the final decision in **case number 26-105** based on the need to schedule
33 the hearing or negotiate settlement and conclude the contested case process. The

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

5 **UNANIMOUSLY**

6
7 Kennesha Woods moved, with a second by Jennifer Sammons, to extend the 180-day
8 deadline for issuance of the final decision in **case number 25-110**, based on the need
9 to schedule the hearing or negotiate a settlement and conclude the contested case
10 process. The Respondent does not object to the extension and justice would not be
11 served by dismissing a pending complaint concerning alleged ethical wrongdoing of an
12 educator given the need to maintain safe learning environments for Iowa students.

13 **MOTION CARRIED UNANIMOUSLY**

14
15 Daniel Zylstra moved, with a second by Miranda Brus, to extend the 180-day deadline
16 for issuance of the final decision in **case number 26-114**, based on the amount of
17 time needed to complete the investigation and conclude the contested case process.
18 The Respondent did not file an objection to the extension even though given an
19 opportunity to object and retaining this pending licensing matter reinforces the
20 significance of due process for both the complainant and the respondent within the
21 licensing disciplinary system. **MOTION CARRIED UNANIMOUSLY**

22
23 Julie Lear moved, with a second by Kennesha Woods, to extend the 180-day deadline
24 for issuance of the final decision in **case number 26-115**, based on the need to
25 schedule the hearing or negotiate settlement and conclude the contested case process.
26 The Respondent did not file an objection to the extension even though given an
27 opportunity to object and retaining this pending licensing matter ensures that any
28 potential threats or risks to students are thoroughly evaluated while also guaranteeing
29 the educator has the opportunity to dispute the alleged ethical wrongdoing. **MOTION**
30 **CARRIED UNANIMOUSLY**

31
32 Paige Thorson moved, with a second by Miranda Brus, to extend the 180-day deadline
33 for issuance of the final decision in **case number 26-116**, based on the need 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. 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 Kennesha Woods moved, with a second by Pam Bleam, to extend the 180-day deadline
8 for issuance of the final decision in case number 26-117, based on the need the
9 amount of time needed to complete the investigation and conclude the contested case
10 process. The Respondent did not file an objection to the extension even though given
11 an opportunity to object. The Respondent would not be prejudiced by the additional
12 time necessary to resolve the pending complaint given that investigative information
13 remains confidential pending the final decision. **MOTION CARRIED UNANIMOUSLY**

14
15 Daniel Zylstra moved, with a second by Jennifer Sammons, to extend the 180-day
16 deadline for issuance of the final decision in case number 26-118, based the amount
17 of time needed to complete the investigation and conclude the contested case process.
18 The Respondent does not object to the extension and the Respondent would not be
19 prejudiced by the additional time necessary to resolve the pending complaint given
20 that investigative information remains confidential pending the final decision.

21 **MOTION CARRIED UNANIMOUSLY**

22
23 Eric St Clair moved, with a second by Miranda Brus, to extend the 180-day deadline
24 for issuance of the final decision in case number 26-120, based the need to schedule
25 the hearing or negotiate settlement and conclude the contested case process. The
26 Respondent does not object to the extension and retaining this pending licensing
27 matter reinforces the significance of due process for both the complainant and the
28 respondent within the licensing disciplinary system. **MOTION CARRIED**

29 **UNANIMOUSLY**

30
31 Eric St Clair moved, with a second by Daniel Zylstra, to approve the closed session
32 minutes for August 5, 2026 and August 11, 2026. **MOTION CARRIED**

33 **UNANIMOUSLY**

1
2 Reinstatement Request

3 Request for reinstatement: Case No. 24-309, In the Matter of Zachary Liddle. Mr.
4 Liddle was charged with committing an act of physical abuse of a student. He received
5 a sanction of: a written reprimand, a 1-year suspension of his license, completion of
6 an ethics course and completion of a seclusion and restraint training course. Mr.
7 Liddle submitted an application for reinstatement and supporting documentation of
8 completed requirements. The Board noted the timeline of the suspension period has
9 elapsed and he is eligible for reinstatement. Mr. Liddle was not present before the
10 Board. Daniel Zylstra moved, with a second by Eric St Clair, that the Board deny the
11 application for reinstatement in Case No. 24-309, In the Matter of Zachary Liddle, as
12 the reason for the suspension continues to exist and reinstatement is not in the public
13 interest. Zylstra further moved that the Board authorize the Executive Director to sign
14 an order consistent with the Board's discussion. The Board noted that Mr. Liddle has
15 not provide sufficient evidence to conclude that the basis for the suspension no longer
16 exists or that it would be in the public interest for the license to be reinstated.

17
18 Communication from the Public

19 None

20
21 Board Member Report

22 None

23
24 Executive Director's Report

25 Legislative Report:

26 Rules are drafted and in the process of being approved. They should be available for
27 Board comment in October.

28
29 Agency Update:

30 Daryl Sackmann has been hired as the new BoEE Education Program Consultant. He
31 will be covering elementary education and special education licensure moving forward.

32
33 Financial Report:

1 The BoEE carried over an additional \$25,500.00 than was budgeted for FY 26. With
2 the ability to retain 100% of all licensing fees, the budget is projected to be in the
3 black until 2031 or 2032, barring any unusual expense.

4
5 License Report:

6 Renewal applications are being processed within about 2 weeks. This year, 383
7 Conditional licenses have been issued since May, compared to 421 in 2025. This year,
8 423 Special Education Conditional licenses have been issued, compared to 363 in
9 2025.

10
11 The Board was provided their Committee Assignments for FY 27.

12
13 Petition for Waiver:

14 Paige Thorson moved, with a second by Davis Eidahl, that the Board grant the PFW
15 26-05 Paul Croghan. **MOTION CARRIED UNANIMOUSLY.** Mr. Croghan's PFW
16 application was before the Board on the previous month's agenda but additional
17 information was requested. Reasons for granting: On July 16, 2026 the Board received
18 a Petition from Mr. Croghan requesting a waiver of the rules for the Career and
19 Technical Authorization. Mr. Croghan is seeking a waiver of the requirement for a
20 Career and technical authorization. Current rules require applicants will have recent
21 and relevant experience within the last ten years. Mr. Croghan has been self-employed
22 as a contractor building fences, and years ago he worked for a construction company,
23 but does not have the coursework for industrial technology. Mr. Croghan shared that
24 he had experience that was not recent. He seeks a career and technical authorization
25 in all areas, but does not have experience in at least two other areas. He qualifies for
26 the Building and Trades CTE. The Board found there was no undue hardship and
27 determined that the older experience was adequate. Regarding prejudice to the rights
28 of others, the Board found other people have successfully been able to meet these
29 requirements. The rule from which Paul Croghan seeks a waiver is not specifically
30 mandated by statute or any other provision of law, and, accordingly, may be waived by
31 the Board. The Board noted Mr. Croghan stated he would comply with all safety
32 standards and classroom procedures and that he was teaching a limited number of
33 CTE classes.

1

2 Reports and approvals:

3 None

4

5 There being no further business, Paige Thorson moved, with a second by Miranda
6 Brus, to adjourn the meeting at 1:36 p.m.

DISCUSSION MEMO

Date: October 16, 2026

To: Board Members

From: Mike Cavin, Executive Director

RE: Amend IAC 282 Chapter 7, PROOF OF LEGAL PRESENCE, IAC 282 Chapter 11 COMPLAINTS, INVESTIGATIONS, CASE HEARINGS, Amend IAC 282 Chapter 22, LIMITED AUTHORIZATION

Chapter 7

The proposed change to Chapter 7 complies with legislative changes from the 2026 session. SF 2218 created different requirements for applicants to prove legal authorization to work in the United States.

Item 1. Amend 282—Chapter 7 as follows:

282—7.1(256) Purpose. This chapter outlines a uniform process for applicants and licensees of the board of educational examiners to establish proof of legal presence pursuant to the Personal Responsibility and Work Opportunity Reconciliation Act of 1996 (8 U.S.C. §1621).

[ARC 8806C, IAB 1/22/25, effective 2/26/25]

282—7.2(256) Applicability.

7.2(1) Applicants and licensees who are U.S. citizens or permanent resident aliens may be requested to produce evidence of their lawful presence in the United States as a condition of initial licensure or license renewal.

7.2(2) Applicants and licensees residing in the United States, other than those described in subrule [7.2\(1\)](#), may be requested to provide evidence of lawful presence in the United States at the time of initial licensure and with every subsequent renewal.

~~**7.2(3)** Evidence will not be required by foreign national applicants or licensees who are not physically present in the United States.~~

282—7.3(256) Acceptable evidence. The board will ~~accept as proof of~~ verify lawful presence in the

United States by accessing the Systematic Alien Verification for Entitlements (SAVE) Program ~~any acceptable document that establishes a U.S. place of birth or indicates U.S. citizenship or naturalization, or any documentation acceptable under the Immigration and Naturalization Act as amended to November 1, 2023, to establish alien status. Legible copies of documents will be accepted. Original documents will not be required unless a question arises concerning the documentation submitted.~~ Applicants for initial, renewal, and all practitioners who are not subject to renewal requirements, are required to send to the board a document that establishes employment authorization and identity, as described in 8 U.S.C §1324a(b)(1)(B), or employment

These rules are intended to implement the Personal Responsibility and Work Opportunity Reconciliation Act of 1996 (8 U.S.C. §1621) and Executive Order 15 (replace with SF 2218).

Chapter 11

This proposed change to chapter 11 allows unlicensed administrators in nonpublic and charter schools to file complaints against licensees. This proposed amendment clarifies that the Executive Director will only file a complaint if the allegations are mandatory reporting areas or if directed by the Board. One public comment was received regarding this rulemaking during the Regulatory Analysis public hearing. Please see the attached.

Item 1. Amend subrule 11.4(1) as follows:

282—11.4(17A,256) Complaint.

11.4(1) *Who may initiate.* The following entities may initiate a complaint:

- a. Licensed practitioners.
- b. School human resource directors.
- c. Recognized educational entities or local or state professional organizations.
- d. Local boards of education.
- e. Parents or guardians of students involved in the alleged complaint.
- f. Administrators or Directors of non-accredited or independently accredited Iowa non-public schools.

f. g. The executive director of the board of educational examiners if the following

circumstances have been met:

(1) The executive director receives information that a practitioner:

1. Has been convicted of a felony criminal offense, or a misdemeanor criminal offense wherein the victim of the crime was 18 years of age or younger, and the executive director expressly determines within the complaint that the nature of the offense clearly and directly impacts the practitioner's fitness or ability to retain the specific license(s) or authorization(s) that the practitioner holds; or

2. Has been the subject of a founded report of child abuse placed upon the central registry maintained by the department of health and human services pursuant to Iowa Code section [232.71D](#), and the executive director expressly determines within the complaint that the nature of the offense clearly and directly impacts the practitioner's fitness or ability to retain the specific license(s) or authorization(s) that the practitioner holds; or

3. Has not met a reporting requirement stipulated by Iowa Code section [256.160](#), Iowa Code section [279.43](#), [281—subrule 102.11\(2\)](#), [282—Chapter 11](#), or [282—Chapter 25](#); or

4. Has falsified a license or authorization issued by the board; or

5. Has submitted false information on a license or authorization application filed with the board; or

6. Does not hold the appropriate license for the assignment for which the practitioner is currently employed; or

7. Has assigned another practitioner to perform services for which the practitioner is not properly licensed; or

8. Has failed to comply with a board order as prohibited by [282—paragraph 25.3\(7\) “c”](#); and

(2) The executive director verifies the information or the alleged misconduct through review of official records maintained by the board, a court, the department of health and human services registry of founded child abuse reports, the practitioner licensing authority of another state, the department of education, the local school district, area education agency, or authorities in charge of the nonpublic school, or the executive director is presented with the falsified license; and

(3) No other complaint has been filed regarding Iowa Code section 256.160, or at the direction of the Board.

g. h. The department of transportation if the licensee named in the complaint holds a behind-the-wheel instructor's certification issued by the department and the complaint relates to an incident or incidents arising during the course of driver's education instruction.

h. i. An employee of the department of education who, while performing official duties, becomes aware of any alleged misconduct by an individual licensed under Iowa Code section [256.146](#).

Chapter 22

This proposed change complies with several legislative changes from the 2026 session. Item one removes the requirement for a baccalaureate degree for an Athletic Director Authorization as required in HF 2724. Item two creates a new pathway for licensing people with experience in arts and sciences as directed in HF 2724. Item three changes the requirements for the Career and technical authorization as required in SF 2168.

Item 1. Amend 282—Chapter 22 as follows:

282—22.8(256) Activities administration authorization. An activities administration authorization allows an individual to administer any student activity program in a K-12 school setting.

22.8(1) *Requirements.* Applicants for the activities administration authorization will meet the following requirements:

a. Degree. A baccalaureate degree or higher, ~~related to athletics, physical education or a related field is required. Additional degree areas may be considered at the discretion of the executive director.~~

b. Credit hours. Applicants will complete credit hours or courses offered by the Leadership Training Institute (LTI) from the National Interscholastic Athletic Administrators Association in the following areas:

(1) Successful completion of 1 semester credit hour or LTI course relating to knowledge and understanding of risk management, Title IX, sexual harassment, hazing, Americans with Disabilities Act (ADA), and employment law as they pertain to the role of the activities administrator.

(2) Successful completion of 1 semester credit hour or LTI course relating to knowledge and understanding of activities administration foundations including philosophy, leadership, professional programs and activities administration principles, strategies and methods.

(3) Successful completion of 1 semester credit hour or LTI course relating to knowledge and understanding of the role of the activities director in supporting and developing sports medicine programs, management of athletic player equipment, concussion assessment and proper fitting of athletic protective equipment, and sports field safety.

(4) Successful completion of 1 semester credit hour or LTI course relating to knowledge and understanding of the techniques and theory of coaching concepts and strategies for interscholastic budget and concepts and strategies for interscholastic fundraising.

(5) Successful completion of 1 semester credit hour or LTI course, approved by the board, relating to the assessment and evaluation of interscholastic athletic programs and personnel, dealing with challenging personalities, and administration of professional growth programs for

interscholastic personnel.

(6) Successful completion of concussion training approved by the Iowa high school athletic association or Iowa girls high school athletic union.

22.8(2) *Validity*. The activities administration authorization is valid for five years.

Item 2. Adopt the following new rule 282—22.15 as follows:

282—22.15(256) Arts and sciences authorization.

22.15(1) *Requirements for the initial arts and sciences authorization*.

a. *Degree*. Applicants will have a minimum of a baccalaureate degree or higher in any field.

b. *Credit hours or experience*. Applicants will meet one of the following qualifications:

1. *K-8, 5-12 Music*,

a. A baccalaureate or higher in Music or,

b. 24 semester credit hours in music and 6000 hours of recent and relevant experience.

2. *K-8, 5-12 Art*,

a. A baccalaureate or higher in Art or,

b. 24 semester credit hours in Art and 6000 hours of recent and relevant work experience.

3. *K-8, Science*,

a. A baccalaureate or higher in Science or,

b. 24 semester credit hours across a broad field of science and 6000 hours of recent and relevant work experience.

4. *5-12 Science – basic*,

a. A baccalaureate or higher in Science or,

b. 24 semester credit hours across a broad field of science and 6000 hours of recent and relevant work experience.

5. *K-8, Math,*

- a. A baccalaureate or higher in Math including Algebra or,
- b. 24 semester credit hours across a broad field of math including college algebra and 6000 hours of recent and relevant experience.

6. *5-12 Math – basic,*

- a. A baccalaureate or higher in math, including Algebra and Geometry or,
- b. 24 semester credit hours across a broad field of math including college algebra and geometry and 6000 hours of recent and relevant experience.
- c. Recent and relevant experience will have been accrued within the ten years prior to the date of application. Experience that does not meet these criteria may be considered at the discretion of the executive director.

d. During the term of the initial authorization, the applicant will complete board-approved training in the following:

- (1) Coursework in the methods and techniques for the endorsement content sought.
- (2) Coursework in course and curriculum development.
- (3) Coursework in the measurement and evaluation of programs and students.
- (4) Coursework in the instruction of exceptional learners to include the education of individuals with disabilities, english language learners, and gifted and talented.
- (5) Ethics training.

d. The applicant will be assigned a mentor by the hiring school district.

22.15(2) *Validity—initial authorization.* The initial authorization is valid for three years.

22.15(3) *Requirements for the arts and sciences authorization.* The initial arts and sciences authorization may be converted to the arts and sciences authorization if the applicant

completes the required coursework set forth in paragraph 22.15(1) “d.” This authorization is valid for five years.

22.15(4) *Repeal.* Repeal effective July 1, 2030.

Item 3. Amend 282—22.3 as follows:

282—22.3(256) Career and technical authorization.

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

a. Applicants will meet one of the following qualifications:

(1) Have 6,000 3,000 hours of recent and relevant experience;

(2) Have 4,000 2,000 hours of recent and relevant experience if the applicant holds a baccalaureate degree, or an associate’s degree in the endorsement area, if such a degree is considered terminal for that field of instruction;

(3) Have 3,000 hours of recent and relevant experience if the applicant holds an associate’s degree in the teaching endorsement area sought, if such a degree is considered terminal for that field of instruction;

(4) (3) Hold a baccalaureate or graduate degree or closely related degree in the teaching endorsement area sought; or

(5) (4) Hold a baccalaureate degree in any area of study if at least 18 of the credit hours were completed in the teaching endorsement area sought.

For a career and technical cluster endorsement, an applicant will meet one of the above qualifications and have at least 2,000 hours of recent and relevant experience or nine semester hours each in two additional areas within the cluster endorsement. Combinations of experience and education may be approved by the executive director.

b. Recent and relevant experience will have been accrued within the ten years prior to the

date of application. Experience that does not meet these criteria may be considered at the discretion of the executive director. In subjects for which state registration, certification or licensure is required, the applicant will hold the appropriate license, registration or certificate before the initial career and technical secondary authorization or the career and technical secondary authorization will be issued.

c. Verification of educator ethics training.

c. d. During the term of the initial authorization, the applicant will complete board-approved training in the following:

- (1) Coursework in the methods and techniques of career and technical education.
- (2) Coursework in course and curriculum development.
- (3) Coursework in the measurement and evaluation of programs and students.
- (4) An approved human relations course.
- (5) Coursework in the instruction of exceptional learners to include the education of individuals with disabilities, English language learners and the gifted and talented.
- (6) Ethics training.

d. e. The applicant will be assigned a mentor by the hiring school district.

22.3(2) *Validity—initial authorization.* The initial authorization is valid for three years.

22.3(3) *Requirements for the career and technical authorization.* The initial career and technical authorization may be converted to the career and technical authorization if the applicant completes the required coursework set forth in paragraph 22.3(1) “c.d.” This authorization is valid for five years.



Iowa State
Education Association

October 6, 2026

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An affiliate of the
National Education
Association

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Bureau of Educational Examiners
Iowa Dep't of Education
400 East 14th St.
Des Moines, Iowa 50319
DELIVERED BY EMAIL ONLY: beth.myers@iowa.gov

Re: Public Comment on Regulatory Analysis 26-285

Dear Ms. Myers and Members of the Iowa Board of Educational Examiners:

The Iowa State Education Association (ISEA) respectfully opposes the proposed amendment to the executive director paragraph of subrule 282—11.4(1), which RA 26-285 would renumber as paragraph “g.” ISEA represents Iowa educators, many of whom hold licenses issued by the Iowa Board of Educational Examiners (Board). Our members are the people most directly affected when the Board changes who may accuse a licensee of misconduct.

Currently, Rule 11.4(1) allows the executive director to file a complaint only if three conditions are met, the third being that “[n]o other complaint has been filed.” RA 26-285 would rewrite that condition to read: “No other complaint has been filed regarding Iowa Code section 256.160, or at the direction of the board.”

The Board’s Regulatory Analysis never mentions this change. It describes the rulemaking only as giving unlicensed nonpublic and charter school administrators a way to file complaints. Yet the new language would turn the executive director’s narrowly tailored discretion into a limitless and unqualified obligation to file any complaint the Board has directed him to file. Notably, the Board directing the filing of a complaint is the same Board that will decide it.

ISEA asks the Board to withdraw the amendment to paragraph “g” and retain the current condition. This comment is limited to paragraph “g” and does not

address the addition of unlicensed administrators to the list of those who may file a complaint.

Ambiguity in the Proposed Amendment of Rule 11.4(1)(f)(3)

Current Rule 11.4(1)(f)(3), allowing the executive director to initiate a complaint without first-hand knowledge of the conduct, is defensible today because three conditions confine it:

1. **Subject matter.** The information must fall within one of eight listed categories: a qualifying criminal conviction, a founded child abuse report, a failure to meet statutory reporting requirements, a falsified license, false application information to the Board, an assignment without the proper license, assigning another practitioner without the proper license, or failure to comply with a Board order. For convictions and founded abuse, the executive director must also expressly find that the offense bears on fitness to hold the license.
1. **Verification.** The executive director must verify the information through official records from public institutions or have received a falsified license.
2. **No other complaint.** The executive director may act only when no other complaint has been filed.

RA 26-285 rewrites the third condition in one sentence that can be read at least three ways, each expand the executive director's authority beyond what was ever intended by the Iowa Legislature:

Possible reading	What the executive director could do	Result
The executive director may file a complaint only if there has been no prior complaint "regarding Iowa Code section 256.160" (or there has been no prior complaint "filed at the Board's direction")	File a second complaint on the same facts whenever the first was not "regarding" section 256.160 (or any time no prior complaint was filed because the Board so directed)	Multiple complaints on the same facts become routine

Possible reading	What the executive director could do	Result
“At the direction of the board” is an alternative to condition (3)	File even while another complaint about the same conduct is pending, whenever the Board so directs	The Board can layer its own complaint on top of any other
“At the direction of the board” is an independent basis for filing	File any complaint the Board directs, without the eight subject-matter limits or records verification	The existing limits on the executive director’s authority no longer apply and the Board may direct the filing of any complaint it sees fit

The meaning of “regarding Iowa Code section 256.160” is unclear. It could mean a complaint generated by a mandatory report under that section, or a complaint alleging that an administrator failed to make one. Nothing in the rule or the Regulatory Analysis explains what the Board intends. A rule defining who may accuse a licensed professional of unethical conduct should not leave open such a question.

Regulatory Analysis Fails to Disclose or Analyze Amendment to Rule 11.4(1)(f)(3)

Iowa Code section 17A.4A requires a regulatory analysis which describes the classes of persons affected, the probable impact and costs, the costs to the agency, a comparison with inaction, whether less costly or less intrusive methods exist, and the alternatives the agency considered. RA 26-285 does none of this for the proposed amendment to Rule 11.4(1)(f)(3). The *Purpose and Summary* says the rulemaking allows unlicensed nonpublic and charter school administrators to file complaints, but never mentions the executive director, section 256.160, or Board-directed complaints. The *Title* in the Bulletin’s table of contents lists RA 26-285 only as initiating complaints by administrators or directors of nonpublic and charter schools. The *Persons Affected and Costs*

reports no known costs and names only “Iowans seeking to protect students” as affected. It does not mention licensed educators, who would bear the cost of defending multiple complaints at once and Board-directed complaints having none of the limitations and qualifications in the current rule. The *Costs to the State* account for none of the additional resources required of the State to process the additional complaints filed under the proposed rule (investigator, assistant attorney general, and administrative law judge and hearing time) or the costs and harm born by the licensee in the form of reputational harm, emotional distress, and litigation costs. Because the public, reading RA 26-285, would have had no notice that the Board’s own complaint authority was at issue, the Board cannot “consider fully” public submissions under Iowa Code section 17A.4(1)(b) on a record that never identified the issue. At a minimum, the Board must engage in and publish a new regulatory analysis that addresses it directly.

Board-directed Complaints Conflict with the Personal-Knowledge Requirement

The General Assembly directed the Board to adopt rules requiring specificity in written complaints “filed by individuals who have personal knowledge” of an alleged violation. Iowa Code § 256.146(14)(a). The Board’s rules carry this out: a complaint must be filed by a person with personal knowledge, and it must explain the basis of that knowledge. 282—IAC 11.3(4), 11.4(2)(a), 11.4(2)(c)(4).

The executive director’s current authority is a narrow exception that respects this mandate, because verification against official records stands in for first-hand knowledge. A complaint filed “at the direction of the board” has no such substitute. It could rest on whatever reached the Board: a news story, a social media post, or an anonymous tip. That is the kind of unfair process section 256.146(14)(a) was written to prevent.

Section 256.146(4) Requires Conditions and RA 26-285 Provide None

Section 256.146(4) directs the Board to designate who may initiate disciplinary investigations and proceedings, who shall prosecute them, “and under what conditions.” Current Rule 11.4(1)(f) meets that duty with three concrete conditions. “At the direction of the board” states no condition at all. If the

General Assembly had intended the Board itself to initiate a complaint, it would have said so. A single of example of this is in Section 256.160 (Board “shall review the information reported to determine whether a complaint should be initiated” after a mandatory report).

A Board that Directs a Complaint Cannot Fairly Decide It

Iowa’s Administrative Procedure Act provides that a person who participates in making a proposed or final decision in a contested case “shall not have personally investigated, prosecuted, or advocated in connection with that case.” Iowa Code § 17A.17(8). The only exception covers a person who “determined there was probable cause to initiate the proceeding.” *Id.*

Directing that a complaint be filed is not a probable cause determination. It happens before any complaint exists, before any investigation, and before the educator has notice or a chance to respond. A Board member who votes to have the executive director accuse a licensee has taken the role of an advocate. Under the amendment, that same Board would then decide whether probable cause exists (11.6) and what discipline to impose (11.33). The Board cannot at once be the complainant, a “partisan advocate”, and the “neutral decision-maker.” *Botsko v. Davenport Civil Rights Comm’n*, 774 N.W.2d 841, 851 (Iowa 2009)

Duplicate Complaints Diminish Statutory Protections and Drain Resources Unnecessarily

Section 256.146(14)(a) requires rules allowing the parties to resolve a complaint by mutual agreement, and rule 11.4(4) lets complainants withdraw or settle except in mandatory-report cases. A parallel complaint filed by the executive director on the same facts could nullify that right.

Investigations are limited to the allegations on the face of the complaint. Iowa Code § 256.146(14)(a); 282—IAC 11.5. A second complaint by the executive director could add allegations to the original complainant never made, expanding an investigation the General Assembly deliberately confined.

A complaint must be filed within three years of the conduct or its “discovery of the conduct by the complainant.” 282—IAC 11.3(5). If the executive director becomes the complainant at the Board’s direction, the discovery date could

become whenever the Board learned of the matter, overcoming the three-year limitation.

The “no other complaint” condition has been part of the rule since at least 2007. The Board readopted it through ARC 8810C, effective February 26, 2025. The Regulatory Analysis identifies no problem with the current condition. Existing pathways remain available: mandatory reports and Board review under section 256.160, complaints by Department of Education employees, and complaints by districts, parents, practitioners, and professional organizations.

Every duplicate or Board-directed complaint draws on the same investigators, assistant attorneys general, and hearing time needed for cases involving student safety. Expanding the docket without expanding resources makes it harder, not easier, to act quickly where it matters most.

An educator facing two complaints on the same facts must answer two sets of allegations, respond to two investigations, and pay for counsel through both. A finding of probable cause becomes public under Iowa Code § 256.146(14)(c), so a Board-directed complaint carries reputational harm long before any decision on the merits. The prospect that the Board can generate complaints on its own initiative will make it harder for Iowa schools to recruit and keep educators.

The Board must resolve complaints within 180 days unless good cause is shown. Iowa Code § 256.146(14)(a); 282—IAC 11.4(8). Every duplicate or Board-directed complaint draws on the same investigators, assistant attorneys general, and hearing time needed for cases involving student safety. Expanding the docket without expanding resources makes it harder, not easier, to act quickly where it matters most.

Many concerns are properly addressed by districts, parents, and educators at the local level, and rule 11.6(3)(d) directs the Board to weigh whether adequate local steps have been taken. Many concerns are properly addressed by districts, parents, and educators at the local level. If the Board can overcome any local outcome with its own complaint, those resolutions lose their value. Other complainants also lose control over their own complaint because the Board’s parallel complaint may override whatever they might decide.

RA 26-285 Invites Politicized Complaints

The Board's role in generating complaints is already the subject of federal litigation. In *Mejia v. Iowa Board of Educational Examiners*, No. 4:26-cv-00020 (S.D. Iowa, filed Jan. 9, 2026), two educators allege that the executive director's September 2025 letter to superintendents, encouraging complaints over educators' comments about the assassination of Charlie Kirk, amounted to viewpoint discrimination and retaliation.

On February 23, 2026, Chief Judge Stephanie Rose abstained and declined to halt the Board's proceedings. She nonetheless described the record as, at minimum, "deeply troubling," citing the letter's timing, statewide reach, and viewpoint-specific framing. The damages claims against the executive director are stayed while the Board's proceedings continue.

Under the current rule, the executive director has no authority to file complaints of that kind directly. Under the broadest reading of the amendment, the Board could simply direct the executive director to file them.

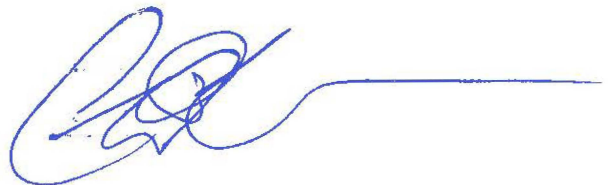
Conclusion

ISEA appreciates the opportunity to comment on RA 26-285. With great concerns about the proposed rulemaking, ISEA respectfully asks the Board to withdraw the proposed amendment of Rule 11.4(1)(f) and retain subparagraph (3) as it reads today: "No other complaint has been filed." If the Board believes a specific gap exists, we encourage the Board to propose narrowly drafted language aimed at that gap, staying within the eight listed categories, requiring verification through official records, requiring a recorded vote in open session with written reasons, and keeping the decision to file separate from the decision on the merits. Thank you for your consideration.

Sincerely,



Coy Marquardt, Executive Director



Christy Hickman, General Counsel

RECEIVED
EXECUTIVE DIRECTOR
BOARD OF EDUCATIONAL EXAMINERS
SEP 08 2026

IOWA BOARD OF EDUCATIONAL
EXAMINERS

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.

PFW 26-07

Name: _____ Trisha Krusemark _____ Case No.
_____ (to be completed by Board)

Address: _____

Date: _____ 8/27/2026 _____

Folder Number (if known): _____ 344923 _____

Home Phone with Area Code _____

Work Phone with Area Code _____

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:

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:

The application of the rule would impose an undue hardship on the person for whom the waiver is requested;

The waiver from the requirements of the rule in the specific case would not prejudice the substantial legal rights of any person;

The provisions of the rule subject to the petition for a waiver are not specifically mandated by statute or another provision of law; and

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:

Deficiencies cited in coursework evaluation. Requesting waiver of:

14.1(4) Instructional strategist II: behavior disorders/learning disabilities. The applicant will complete the following requirements:

b. Characteristics of learners. Preparation that includes various etiologies of behavior disorders and learning disabilities, an overview of current trends in educational programming for students with behavior disorders and learning disabilities, educational alternatives and related services, and the importance of the multidisciplinary team in providing more appropriate educational programming from age 5 to age 21. Preparation in the social, emotional and behavioral characteristics of individuals with behavior disorders and learning disabilities including the impact of such characteristics on classroom learning as well as associated

domains such as social functioning and at-risk behaviors that may lead to involvement with the juvenile justice or mental health system. Preparation in the psychological and social-emotional characteristics of individuals with behavior disorders and learning disabilities will include the major social characteristics of individuals with behavior disorders and the effects of dysfunctional behavior on learning, and the social and emotional aspects of individuals with learning disabilities including social imperceptiveness and juvenile delinquency. Physical development, physical disability and health impairments as they relate to the development and behavior of students with behavior disorders and the medical factors influencing individuals with learning disabilities, including intelligence, perception, memory and language development.

d. Methods and strategies. Methods and strategies that include numerous models for providing curricular and instructional methodologies utilized in the education of behavior and learning disabled students, and sources of curriculum materials for individuals with disabilities. Curricula for the development of cognitive, academic, social, language and functional life skills for individuals with exceptional learning needs, and related instructional and remedial methods and techniques, including appropriate assistive technology. This preparation will include alternatives for teaching skills and strategies to individuals with disabilities who differ in degree and nature of disability, and the integration of appropriate age- and ability-level academic instruction.

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

Description:

Having a specific Characteristics and methods for Start II BD/LD waived.

Section F. WAIVER INFORMATION

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

I would like to be able to add the endorsement for K-12 BD to my endorsements.

I already have k-12 MD: Moderate, severe, profound

k-12 Instructional strategist II-ID

K-8 Instructional Strategist I Mild Moderate

Master Educator License

I have been teaching special education for 26 years going on 27. I started my teaching career teaching BD for a few years in middle school. I then switched to Level 3 MD for a few years. Then I switched to teaching LD through co-teaching and pull out model. The last 3 years I have been at Waterloo East High School. One year teaching credit recovery and the last two years teaching Level 3 BD classroom. I have a great deal of experience working with all disabilities. While teaching LD myself and another teacher were always given all of the BD students because we had the strategies and experience to work with them to improve behaviors and

meet their goals. For confirmation you can call the principals Ashley Reimer at [REDACTED] or Byron Phillips at [REDACTED]

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 have been teaching special education for 26 years going on 27. I started my teaching career teaching BD for a few years in middle school. I then switched to Level 3 MD for a few years. Then I switched to teaching LD through co-teaching and pull out model. The last 3 years I have been at Waterloo East High School. One year teaching credit recovery and the last two years teaching Level 3 BD classroom. I have a great deal of experience working with all disabilities. While teaching LD myself and another teacher were always given all of the BD students because we had the strategies and experience to work with them to improve behaviors and meet their goals. For confirmation you can call the principals Ashley Reimer at [REDACTED] or Byron Phillips at [REDACTED]

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? No, If I am given the endorsement based on all my endorsements and qualifications, there would be no consequences.

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?

The equal protection of public health, safety and welfare be afforded if this waiver were granted would not be afforded. The benefits for my students if this is granted is that they have a very qualified teacher that works with them. I have a large amount of knowledge and strategies to work with students with LD and BD. I love my students and many that were in my Behavior room 1))5 of the day are now in multiple general education classes. I work hard to get them to understand the goals for them and how the behaviors will affect their future. They are in high school and need guidance from a knowledgeable, caring person. I am that person. The benefits for the school district are the same as for the student plus there is a shortage of special education teachers (especially behavior teachers). This decision will protect the profession and the integrity of the licensure standards and ensure the delivery of highly qualified content for enhancing students due to the multiple other licenses I have and my multiple years of experience working with all levels of special education students. I have the knowledge, patience and caring to fulfill my role. I have a huge array of strategies to work with the students and am able to implement them effectively.

What time period are you requesting for this waiver? I am requesting the waiver to be an endorsement permanently starting immediately. I have 5 years left of teaching, but I may end up teaching longer than this.

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.

Ashley Reimer -Principal at Bunger Middle school- [REDACTED]

Byron Phillips-Head principal at East High School- [REDACTED]

Rob Griffin- Special Education principal at East High School- [REDACTED]

Michael Penning- Assistant Principal East High School- [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.

The methods course can be waived if the practitioner holds an endorsement in the same content area at a different level and teaches in the new content area successfully while holding a Class B license.

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.

_____*Trisha Krusemark*_____**(TK)**_____9/8/26

Petitioner's Signature

Date

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