**STATE OF IOWA**

**BOARD OF EDUCATIONAL EXAMINERS**

**400 E. 14th Street**

**Des Moines, Iowa 50319**

# Minutes

## September 11, 2026

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

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

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

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

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

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

Paige Thorson moved, with a second by Pam Bleam, that in **case number 26-181** the Board finds that the evidence gathered in the investigation, including witness statements and the documentary evidence, does not substantiate the allegations in the complaint, and that the Board therefore lacks probable cause to proceed with this matter. **MOTION CARRIED UNANIMOUSLY**

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

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

Julie Lear moved, with a second by Kennesha Woods, that in **case number 26-08**, the Board find probable cause to establish a violation of the Code of Professional Conduct and Ethics, 282 IAC rules 25.3(1) e (1) and 25.3(8) a & b, and order the Board staff to proceed with the case. Roll call vote: Bleam – yes, Brus – yes; Eidahl – yes; Janzen –

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Miranda Brus moved, with a second by Julie Lear, that in **case number 26-185**, the Board finds that the evidence gathered in the investigation, including witness statements and the documentary evidence, does not substantiate the allegations in the complaint, and that the Board therefore lacks probable cause to proceed with this matter. **MOTION CARRIED UNANIMOUSLY**

Daniel Zylstra moved, with a second by Jennifer Sammons, that in **case number 26-200**, the Board finds that the evidence gathered in the investigation, including witness statements and the documentary evidence, does not substantiate the allegations in the

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

Davis Eidahl moved, with a second by Eric St Clair, that in **case number 26-138**, the Board finds that the evidence gathered in the investigation, including witness statements and the documentary evidence, does not substantiate the allegations in the complaint, and that the Board therefore lacks probable cause to proceed with this matter. **MOTION CARRIED UNANIMOUSLY**

Davis Eidahl moved, with a second by Eric St Clair, that in **case number 26-139**, the Board finds that the evidence gathered in the investigation, including witness statements and the documentary evidence, does not substantiate the allegations in the complaint, and that the Board therefore lacks probable cause to proceed with this matter. **MOTION CARRIED UNANIMOUSLY**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Paige Thorson moved, with a second by Miranda Brus, to extend the 180-day deadline for issuance of the final decision in **case number 26-116**, based on the need the need

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

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

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

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

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

Reinstatement Request

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

Communication from the Public

None

Board Member Report

None

Executive Director's Report

Legislative Report:

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

Agency Update:

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

Financial Report:

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

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

The Board was provided their Committee Assignments for FY 27.

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

Reports and approvals:

None

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