

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

8
9 Eric St Clair moved, with a second by Pam Bleam, that in **case number 23-144**, the
10 Board find probable cause to establish a violation of the following provisions of the
11 Code of Professional Conduct and Ethics, 282 IAC rule 25.3(6)c, and order this case
12 set for hearing. Roll call vote: Behrens – yes; Bleam – yes; Eidahl – No; Janzen – yes;
13 McRina – yes; Rickey – no; St Clair – yes **MOTION CARRIED.**

14
15 Eric St Clair moved, with a second by Pam Bleam, that in **case number 23-145**, the
16 Board find probable cause to establish a violation of the following provisions of the
17 Code of Professional Conduct and Ethics, 282 IAC rule 25.3(6)c, and order this case
18 set for hearing. Roll call vote: Behrens – yes; Bleam – yes; Eidahl – yes; Janzen – yes;
19 McRina – yes; Rickey – no; St Clair – yes **MOTION CARRIED.**

20
21 Eric St Clair moved, with a second by Pam Bleam, that in **case numbers 23-106**, the
22 Board find probable cause to establish a violation of the following provisions of the
23 Code of Professional Conduct and Ethics, 282 IAC rule 25.3(6)c, d and 25.3(8)a & b
24 and order this case set for hearing. **MOTION CARRIED UNANIMOUSLY**

25
26 Kristen Rickey moved, with a second by Pam Bleam, that in **case numbers 23-107**,
27 the Board find that the evidence gathered in the investigation, including witness
28 statements and the documentary evidence, does not substantiate the allegations in the
29 complaint, and that the Board therefore lacks probable cause to proceed with this
30 matter. **MOTION CARRIED UNANIMOUSLY**

31
32 Kristen Rickey moved, with a second by Eric St Clair, that in **case number 23-108**,
33 the Board find that the evidence gathered in the investigation, including witness

1 statements and the documentary evidence, does not substantiate the allegations in the
2 complaint, and that the Board therefore lacks probable cause to proceed with this
3 matter. **MOTION CARRIED UNANIMOUSLY**

4
5 Kristen Rickey moved, with a second by Pam Bleam, that in **case numbers 23-109**,
6 the Board finds that the evidence gathered in the investigation, including witness
7 statements and the documentary evidence, does not substantiate the allegations in the
8 complaints, and that the Board therefore lacks probable cause to proceed with these
9 matters. **MOTION CARRIED UNANIMOUSLY**

10
11 Eric St Clair moved, with a second by Kristen Rickey, that **in case number 23-110**,
12 the Board finds that the evidence gathered in the investigation, including witness
13 statements and the documentary evidence, does not substantiate the allegations in the
14 complaint, and that the Board therefore lacks probable cause to proceed with this
15 matter. **MOTION CARRIED UNANIMOUSLY**

16
17 Pam Bleam moved, with a second by Kristen Rickey, that in **case number 23-104**, the
18 Board find probable cause to establish a violation of the following provisions of the
19 Code of Professional Conduct and Ethics, 282 IAC rule 25.3(3)e, and order this case
20 set for hearing. **MOTION CARRIED UNANIMOUSLY**

21
22 Kristen Rickey moved, with a second by Pam Bleam, that in **case number 23-114**, 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 Pam Bleam moved, with a second by Eric St Clair, that in **case number 23-103**, the
29 Board return the complaint and investigative report to the investigator to gather
30 further information, and return the case to the Board for further consideration.
31 **MOTION CARRIED UNANIMOUSLY**

1 Kristen Rickey moved, with a second by Pam Bleam, that in **case number 23-53**, the
2 Board accept the agreement submitted by the parties, and issue an Order
3 incorporating the agreement of the parties and imposing the agreed upon sanction.
4 **MOTION CARRIED UNANIMOUSLY.**

5
6 Pam Bleam moved, with a second by Eric St Clair, that in **case number 23-28**, the
7 Board accept the agreement submitted by the parties, and issue an Order
8 incorporating the agreement of the parties and imposing the agreed upon sanction.
9 **MOTION CARRIED UNANIMOUSLY.**

10
11 Pam Bleam moved, with a second by Kristen Rickey, that in **case number 23-149**, the
12 Board accept the agreement submitted by the parties, and issue an Order
13 incorporating the agreement of the parties and imposing the agreed upon sanction.
14 **MOTION CARRIED UNANIMOUSLY.**

15
16 Eric St Clair moved, with a second by Pam Bleam, that in **case number 23-102**, the
17 Board accept the agreement submitted by the parties, and issue an Order
18 incorporating the agreement of the parties and imposing the agreed upon sanction.
19 **MOTION CARRIED UNANIMOUSLY.**

20
21 Kristen Rickey moved, with a second by Pam Bleam, that in **case number 21-137**, the
22 Board accept the agreement submitted by the parties, and issue an Order
23 incorporating the agreement of the parties and imposing the agreed upon sanction.
24 **MOTION CARRIED UNANIMOUSLY.**

25
26 Eric St Clair moved, with a second by Kristen Rickey, that in **case number 23-111**,
27 the Board accept the agreement submitted by the parties, and issue an Order
28 incorporating the agreement of the parties and imposing the agreed upon sanction.
29 **MOTION CARRIED UNANIMOUSLY.**

30
31 Kristen Rickey moved, with a second by Pam Bleam, that in **case number 23-150**, the
32 Board accept the agreement submitted by the parties, and issue an Order

1 incorporating the agreement of the parties and imposing the agreed upon sanction.

2 **MOTION CARRIED UNANIMOUSLY.**

3
4 Eric St. Clair moved, with a second by Kristen Rickey, that in **case number 23-148**,
5 the Board accept the agreement submitted by the parties, and issue an Order
6 incorporating the agreement of the parties and imposing the agreed upon sanction.

7 **MOTION CARRIED UNANIMOUSLY.**

8
9 Kristen Rickey moved, with a second by Eric St Clair, that in **case number 23-151**,
10 the Board accept the agreement submitted by the parties, and issue an Order
11 incorporating the agreement of the parties and imposing the agreed upon sanction.

12 **MOTION CARRIED UNANIMOUSLY.**

13
14 Kristen Rickey moved, with a second by Pam Blead, that in **case number 23-23**, the
15 Board accept the agreement submitted by the parties, and issue an Order
16 incorporating the agreement of the parties and imposing the agreed upon sanction.

17 **MOTION CARRIED UNANIMOUSLY.**

18
19 Eric St Clair moved, with a second by Kristen Rickey, that in **case number 22-50**, the
20 Board accept the agreement submitted by the parties, and issue an Order
21 incorporating the agreement of the parties and imposing the agreed upon sanction.

22 **MOTION CARRIED UNANIMOUSLY.**

23
24 Kristen Rickey moved, with a second by Pam Blead, to accept the signed consents to
25 waive the deadline in **case numbers 23-112 and 23-120**, and issue an order
26 extending the deadline. **MOTION CARRIED UNANIMOUSLY.**

27
28 Kristen Rickey moved, with a second by Eric St Clair, to extend the 180-day deadline
29 for issuance of the final decision in **case number 23-103** based upon the amount of
30 time needed to complete the investigation and conclude the contested
31 case process and allowing more time for resolution of the complaint assures due
32 process for the Respondent. **MOTION CARRIED UNANIMOUSLY.**

1 Eric St Clair moved, with a second by Pam Bleam to extend the 180-day deadline for
2 issuance of the final decision in **case number 23-104** based upon the need to
3 schedule the hearing and conclude the contested case process and justice would not
4 be served by dismissing a pending complaint concerning ethical wrongdoing of this
5 educator. **MOTION CARRIED UNANIMOUSLY.**

6
7 Pam Bleam moved, with a second by Kristen Rickey to extend the 180-day deadline for
8 issuance of the final decision in **case number 23-106** based upon need to hold the
9 hearing and conclude the contested case process and the Respondent would not be
10 prejudiced by the additional time necessary to resolve the pending complaint given
11 that investigative information remains confidential pending the final decision.

12 **MOTION CARRIED UNANIMOUSLY.**

13
14 Eric St Clair moved, with a second by Pam Bleam, to extend the 180-day deadline for
15 issuance of the final decision in **case number 23-113** based upon the amount of time
16 needed to complete the investigation and conclude the contested case process and
17 allowing more time for resolution of the complaint assures due process for the
18 Respondent. **MOTION CARRIED UNANIMIOUSLY.**

19
20 Kristen Rickey moved, with a second by Pam Bleam, to extend the 180-day deadline
21 for issuance of the final decision in **case number 23-116** based upon the amount of
22 time needed to complete the investigation and conclude the contested case process
23 and allowing more time for resolution of the complaint assures due process for the
24 Respondent. **MOTION CARRIED UNANIMOUSLY.**

25
26 Kristen Rickey moved, with a second by Pam Bleam, to extend the 180-day deadline
27 for issuance of the final decision in **case number 23-117** based upon a pending
28 conclusion of a criminal case. **MOTION CARRIED UNANIMOUSLY**

29
30 Eric St. Clair moved, with a second by Kristen Rickey, to extend the 180-day deadline
31 for issuance of the final decision in **case number 23-119** based upon the amount of
32 time needed to complete the investigation and conclude the contested case process

1 and allowing more time for resolution of the complaint assures due process for the
2 Respondent. **MOTION CARRIED UNANIMOUSLY.**

3
4 Kristi Traynor and Andrew Steffensmeier recused during the closed session discussion
5 of the following 180-day cases:

6
7 Kristen Rickey moved, with a second by Eric St. Clair, to extend the 180-day deadline
8 for issuance of the final decision in case number 23-105 based upon the need to
9 schedule the hearing and conclude the contested case process and justice would not
10 be served by dismissing a pending complaint concerning ethical wrongdoing of an
11 educator. **MOTION CARRIED UNANIMOUSLY.**

12
13 Pam Blead moved, with a second by Kristen Rickey to extend the 180-day deadline for
14 issuance of the final decision in case number 23-115 based upon the need to
15 schedule the hearing and conclude the contested case process and justice would not
16 be served by dismissing a pending complaint concerning ethical wrongdoing of this
17 educator. **MOTION CARRIED UNANIMOUSLY.**

18
19 Kristen Rickey moved, with a second by Pam Blead, to extend the 180-day deadline
20 for issuance of the final decision in case number 23-118 based upon need to
21 schedule the hearing and conclude the contested case process and justice would not
22 be served by dismissing a pending complaint concerning ethical wrongdoing of this
23 educator. **MOTION CARRIED UNANIMOUSLY.**

24
25 Kristen Rickey moved, with a second by Eric St. Clair, that the Board approve the
26 closed session minutes from November 8, 2023. **MOTION CARRIED UNANIMOUSLY**

27
28 Requests for Reinstatement:

29 **Case No. 23-52** In the Matter of Mark Griffin. Mr. Griffin was alleged to have been at
30 school or at a school sponsored activity under the influence of alcohol. He received a
31 sanction of: a written reprimand, deferred suspension for three months, completion of
32 a 15-hour ethics course and to undergo a substance abuse evaluation. The deferred
33 suspension period has elapsed and Mr. Griffin has completed all requirements.

1 Nathan Arnold, attorney for Mr. Griffin, was present and addressed the board. Eric St
2 Clair moved, with a second by Pam Bleam, that in **case 23-52** the board approve the
3 Respondent's request for reinstatement and issue an order stating that the basis for
4 the suspension no longer exists and it will be in the public interest for the license to be
5 reinstated. **MOTION CARRIED UNANIMOUSLY.**

6
7 **Case No. 21-86**, In the Matter of McKenzie Huseman. Ms. Huseman was alleged of
8 physical abuse of a student. She received a sanction of: written reprimand and
9 suspension of 2 years, completion of a 15-hour ethics course. Ms. Huseman was
10 present and addressed the board. Katie Schoolen was also present before the board in
11 representing Ms. Huseman. Ms. Huseman was suspended for a minimum of two
12 years, beginning June 22, 2021 and completed the ethics course. An evaluation was
13 completed as part of an order that was issued outside of the board. The board felt a
14 copy of this evaluation would help determine if it is in the public interest to reinstate
15 because the need no longer exists. The board encouraged the applicant to bring the
16 requested evaluation before the board at the next meeting. Kristen Rickey moved,
17 with a second by Eric St Clair, that in **case 21-86** the board deny the Respondent's
18 request for reinstatement because it has not been shown clearly that the basis for the
19 suspension no longer exists and that it's in the public interest to reinstate the license.
20 **MOTION CARRIED UNANIMOUSLY.** After reconsideration of case 22-111, Katie
21 Schoolen stated she had received additional information regarding the evaluation the
22 board is requesting to review for the reinstatement for Ms. Huseman. Chad Janzen,
23 Board Chair, stated the Board has not been provided the evaluation in question and
24 has requested to see the evaluation document and therefore the application would not
25 be reconsidered without further motion from the Board.

26
27 **Case No. 22-137**, In the Matter of Abigail Kessler. Ms. Kessler was alleged of vacating
28 a contract. She received a sanction of: written reprimand, a suspension of 3 months
29 and completion of a 15-hour ethics course. Ms. Kessler was not present before the
30 board and has completed all requirements. Eric St Clair moved, with a second by Pam
31 Bleam, that in **case 22-137** the board approve the Respondent's request for
32 reinstatement and issue and order stating that the basis for the suspension no longer

1 exists and it will be in the public interest for the license to be reinstated. **MOTION**
2 **CARRIED UNANIMOUSLY**

3
4 **Case No. 22-111**, In the Matter of Hallie Eller. Ms. Eller was alleged of engaging in
5 inappropriate communication with students after consuming alcohol in light of the
6 professional boundaries required of her. She received a sanction of: written
7 reprimand, a deferred suspension of 6 months, completion of a 15-hour ethics course,
8 completion of a mental health evaluation and substance abuse evaluation.

9 Respondent applied for reinstatement prior to the board's regular meeting on
10 December 15, 2023. The application included documentation of the required ethics
11 class, and evaluations. Ms. Eller was not present before the board. Eric St Clair
12 moved, with a second by Kristen Rickey that in **case 22-111** the board approve
13 reinstatement of the license because the need for the suspension no longer exists and
14 it is in the public interest to reinstate the license. A vote was taken: Janzen and
15 Bleam voted – yes; Behrens, Eidahl, McRina, Rickey and St. Clair voted – no. **MOTION**

16 **CARRIED**. During consideration of companion case 22-112, it was noted the
17 application for reinstatement was considered before the end of the deferred
18 suspension. Ms. Eller's 6-month deferred suspension began on September 8, 2023.
19 Ms. Eller prematurely applied for reinstatement as six months had not yet passed.
20 Reinstatement was submitted to the board at this time due to the 90-day time period
21 to complete evaluations that was stated in the order. The Board felt requests for
22 reinstatement should not be made until the period of suspension has passed. Eric St
23 Clair moved, with a second by Kristen Rickey, to reconsider the decision in **case 22-**
24 **111 MOTION CARRIED UNANIMOUSLY**. The board reconsidered the decision to
25 approve the reinstatement in this case due to the 6-month deferred suspension period
26 still being in effect. Eric St Clair moved, with a second by Kristen Rickey, that in **case**
27 **22-111**, the board deny the reinstatement of the license because it is not clear that
28 the need for the suspension no longer exists due to the initial penalty not being
29 completed. **MOTION CARRIED UNANIMOUSLY**.

30
31 **Case No. 22-112**, In the Matter of Holly Hoelting. Ms. Hoelting was alleged of
32 engaging in inappropriate communication with students after consuming alcohol in
33 light of the professional boundaries required of her. She received a sanction of:

1 written reprimand; deferred suspension of 6 months; completion of a 15-hour ethics
2 course, completion of a mental health evaluation and a substance abuse evaluation.
3 Ms. Hoelting applied for reinstatement prior to the board’s regular meeting on
4 December 15, 2023. The application included documentation of the required ethics
5 class, and evaluations. Ms. Hoelting prematurely applied for reinstatement; six
6 months has not yet passed. Ms. Hoelting did not appear before the board. Nathan
7 Arnold, attorney for Ms. Hoelting was present and spoke on her behalf before the
8 board. Kristen Rickey moved, with a second by Pam Bleam, that in **case 22-112**, the
9 board deny the Respondent’s request for reinstatement because it has not been shown
10 that the it is in the public interest to reinstate the license because the initial penalty
11 has not been completed in terms of the timeline of the suspension. **MOTION**
12 **CARRIED UNANIMOUSLY.**

13
14
15 Communication from the Public:

16 None

17
18 Board Member Reports:

19 Kristen Rickey was a part of the University of Iowa College of Education
20 commencement yesterday evening and there are 100 new teachers.

21
22 Executive Director’s Report

23 Legislative Report:

24 Proposed Legislation work has begun by Eric St Clair, who serves as the legislative
25 liaison for the Department of Education. Some of the proposals include the
26 elimination of the short course for Transitional Coaching, modifying confidentiality to
27 allow BoEE to refer complaint and investigation to law enforcement and expand
28 mandatory reporting to include student abuse and add definition of grooming. Other
29 proposed legislation includes modifying the 3-years limitation on complaints in cases
30 where the individual was a minor in an inappropriate relationship. This allows
31 individual to file a complaint as an adult against an educator who committed an
32 inappropriate relationship as a minor.

1 Agency Update:

2 Mike has resumed working regularly and Joanne will gradually transition away from
3 serving as the interim director. The first round of interviews for our new investigator
4 position were this week. The second round with Director Snow should occur very soon.
5 We hope to have our additional board members very soon.

6

7 Financial Report:

8 Financials have been included. Please reach out if you have any questions. Revenues
9 are down so far this FY, primarily due to the fee reduction for the new renewal option.

10

11 License Report:

12 All applications are generally caught up with little to no wait time, with the exception
13 of the new renewal option due to the overwhelming response (3-4 weeks). All
14 applications with licenses expiring soon will be processed on time. Iowa graduate
15 recommendations will start to come in this week.

16

17 NASDTEC Conference:

18 Joanne will attend a January NASDTEC conference for the science of reading and
19 registered apprenticeship programs. NASDTEC is covering all of Joanne's costs.

20

21 Rules

22 Rules have been filed and noticed and no action is needed today for IAC 282 Chapter
23 11, COMPLAINTS, INVESTIGATIONS, CASE HEARINGS, Amend IAC 282 Chapter 12,
24 FEES.

25

26 Reports

27 The Iowa Home Based Annual Report and the Iowa Licensure Renewal Programs
28 Annual Report were provided.

29

30 There being no further business, Eric St Clair moved, with a second by Kristen Rickey,
31 to adjourn the meeting at 12:05 p.m. **MOTION CARRIED UNANIMOUSLY.**