



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

3  
4 Kristin Rickey moved, with a second by Kathy Behrens, that in **case number 22-122,**  
5 the 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 Kathy Behrens moved, with a second by Eric St Clair, that in **case number 22-129,**  
11 the Board find probable cause to establish a violation of the following provisions of the  
12 Code of Professional Conduct and Ethics, 282 IAC rule 25.3(1)(e)(4), and order this  
13 case set for hearing. **MOTION CARRIED UNANIMOUSLY.**

14  
15 Eric St Clair moved, with a second by Kathy Behrens, that in **case numbers 22-133**  
16 **and 22-134,** the Board find probable cause to establish a violation of the following  
17 provisions of the Code of Professional Conduct and Ethics, 282 IAC rule 25.3(1)(c), (d)  
18 and (e), 25.3(6)(c) & (d), consolidate these matters and order these cases set  
19 for hearing. **MOTION CARRIED UNANIMOUSLY.**

20  
21 Kristen Rickey moved, with a second by Kathy Behrens, that in **case number 22-140,**  
22 the Board finds that the evidence gathered in the investigation, including witness  
23 statements and the documentary evidence, does not substantiate the allegations in the  
24 complaint, and that the Board therefore lacks probable cause to proceed with this  
25 matter. **MOTION CARRIED UNANIMOUSLY.**

26  
27 Kathy Behrens moved, with a second by Kristen Rickey, that in **case number 22-145,**  
28 the Board finds that the evidence gathered in the investigation, including witness  
29 statements and the documentary evidence, does not substantiate the allegations in the  
30 complaint, and that the Board therefore lacks probable cause to proceed with this  
31 matter. **MOTION CARRIED UNANIMOUSLY.**

1 Kristen Rickey moved, with a second by Eric St Clair, that in **case number 22-150**,  
2 the Board find 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 is not of sufficient  
7 magnitude to warrant a hearing, the alleged violation was an isolated incident, and  
8 adequate steps have been taken to remedy the violation and to ensure that incidents  
9 of a similar nature do not occur in the future. The Board will not pursue formal  
10 disciplinary action in this matter. **MOTION CARRIED UNANIMOUSLY.**

11  
12 Kathy Behrens moved, with a second by Eric St Clair, that in **case number 21-150**,  
13 the Board find probable cause to establish a violation of the following provisions of the  
14 Code of Professional Conduct and Ethics, 282 IAC rule 25.3(6)(c) & (m), 25.3(8)(a) and  
15 order this case set for hearing. Roll call vote: Behrens – yes; Bleam – yes; Janzen – yes;  
16 McKinney – yes; Rickey – yes; St Clair – yes; Schoening – recused; Voss - yes. **MOTION**  
17 **CARRIED UNANIMOUSLY.**

18  
19 Kristen Rickey moved, with a second by Eric St Clair, that in **case number 22-154**,  
20 the Board find that, although one or more of the allegations in the complaint may be  
21 substantiated by the witnesses interviewed in the course of the investigation [and/or]  
22 the documents gathered in the course of the investigation, and the allegations may  
23 constitute a technical violation of the board's statute or administrative rules; the  
24 evidence before the board indicates that there is insufficient evidence to support the  
25 complaint at hearing. The Board will not pursue formal disciplinary action in this  
26 matter. Roll call vote: Behrens – no; Bleam – yes; Janzen – yes; McKinney – yes; Rickey  
27 – yes; St Clair – yes; Schoening – recused; Voss - yes. **MOTION CARRIED.**

28  
29 Kathy Behrens moved, with a second by Kristen Rickey, that in **case number 22-160**,  
30 the Board find probable cause to establish a violation of the following provisions of the  
31 Code of Professional Conduct and Ethics, 282 IAC rule 25.3(5)(a)(2), and order this  
32 case set for hearing. Roll call vote: Behrens – yes; Bleam – yes; Janzen – yes;

1 McKinney – yes; Rickey – yes; St Clair – yes; Schoening – recused; Voss - yes.

2 **MOTION CARRIED.**

3

4 Kathy Behrens moved, with a second by Kristen Rickey, that in **case number 22-155**,  
5 the Board return the complaint and investigative report to the investigator to gather  
6 further information, and return the case to the Board for further consideration. Roll  
7 call vote: Behrens – yes; Bleam – yes; Janzen – yes; Rickey – yes; St Clair – yes;  
8 Schoening – yes; Voss – yes; McKinney – no. **MOTION CARRIED.**

9

10 Kristen Rickey moved, with a second by Kathy Behrens, that in **case number 22-156**  
11 the Board find probable cause to establish a violation of the following provisions of the  
12 Code of Professional Conduct and Ethics, 282 IAC rule 25.3(5)(a)(2), and order this  
13 case set for hearing. **MOTION CARRIED UNANIMOUSLY.**

14

15 Eric St Clair moved, with a second by Kristen Rickey, that in **case number 22-157**,  
16 the 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(2)(b), and order this case  
18 set for hearing. **MOTION CARRIED UNANIMOUSLY.**

19

20 Kristen Rickey moved, with a second by Kathy Behrens, that in **case number 22-165**,  
21 the Board find probable cause to establish a violation of the following provisions of the  
22 Code of Professional Conduct and Ethics, 282 IAC rule 25.3(2)(a), and order this case  
23 set for hearing. **MOTION CARRIED UNANIMOUSLY.**

24

25 Kathy Behrens moved, with a second by Kristen Rickey, that in **case number 21-138**,  
26 the Board finds that the evidence gathered in the investigation, including witness  
27 statements and the documentary evidence, does not substantiate the allegations in the  
28 complaint, and that the Board therefore lacks probable cause to proceed with this  
29 matter. **MOTION CARRIED UNANIMOUSLY.**

30

31 Eric St Clair moved, with a second by Kathy Behrens, that in **case number 22-149**,  
32 the Board find probable cause to establish a violation of the following provisions of the

1 Code of Professional Conduct and Ethics, 282 IAC rule 25.3(2)(b), and order this case  
2 set for hearing. **MOTION CARRIED UNANIMOUSLY.**

3  
4 Kathy Behrens moved, with a second by Eric St Clair, that in **case number 22-153**,  
5 the Board find probable cause to establish a violation of the following provisions of the  
6 Code of Professional Conduct and Ethics, 282 IAC rule 25.3(5)(a)(2), and order this  
7 case set for hearing. **MOTION CARRIED UNANIMOUSLY.**

8  
9 Kristen Rickey moved, with a second by Kathy Behrens, that in **case number 21-163**,  
10 although one or more of the allegations in the complaint may be substantiated by the  
11 witnesses interviewed in the course of the investigation [and/or] the documents  
12 gathered in the course of the investigation, and the allegations may constitute a  
13 technical violation of the board's statute or administrative rules; the evidence before  
14 the board indicates that the alleged violation was an isolated incident,  
15 and adequate steps have been taken to remedy the violation and to ensure that  
16 incidents of a similar nature do not occur in the future. The Board will not pursue  
17 formal disciplinary action in this matter. **MOTION CARRIED UNANIMOUSLY.**

18  
19 Kathy Behrens moved, with a second by Kristen Rickey, that in **case number 21-168**,  
20 the Board find that, although one or more of the allegations in the complaint may be  
21 substantiated by the witnesses interviewed in the course of the investigation [and/or]  
22 the documents gathered in the course of the investigation, and the allegations may  
23 constitute a technical violation of the board's statute or administrative rules; the  
24 evidence before the board indicates that the alleged violation was an isolated incident,  
25 adequate steps have been taken to remedy the violation and to ensure that incidents  
26 of a similar nature do not occur in the future. The Board will not pursue formal  
27 disciplinary action in this matter. **MOTION CARRIED UNANIMOUSLY.**

28  
29 Kristen Rickey moved, with a second by Eric St Clair, that in **case number 22-164**,  
30 the Board find probable cause to establish a violation of the following provisions of the Code of  
31 Professional Conduct and Ethics, 282 IAC rule 25.3(6)(d), and order this case set for hearing  
32 **MOTION CARRIED UNANIMOUSLY.**

1 Kathy Behrens moved, with a second by Kristen Rickey, that in **case number 22-127**,  
2 the Board find probable cause to establish a violation of the following provisions of the  
3 Code of Professional Conduct and Ethics, 282 IAC rule 25.3(3)(c), 25.3(6)(c) & (m),  
4 25.3(8)(a) & (b), and order this case set for hearing. Roll call vote: Behrens – yes;  
5 Blead – yes; Janzen – yes; McKinney – recused; Rickey – yes; St Clair – yes; Schoening  
6 – yes; Voss - yes. **MOTION CARRIED.**

7  
8 Eric St Clair moved, with a second by Kristen Rickey, that in **case number 22-139**,  
9 the Board find probable cause to establish a violation of the following provisions of the  
10 Code of Professional Conduct and Ethics, 282 IAC rule 25.3(1)(e)(7), and order this  
11 case set for hearing. **MOTION CARRIED UNANIMOUSLY.**

12  
13 Kristin Rickey moved, with a second by Eric St Clair, that in **case number 22-158**,  
14 the 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. Roll call vote: Behrens – no; Blead – no; Janzen – yes; McKinney – yes; Rickey  
18 – yes; St Clair – yes; Schoening – yes; Voss - yes. **MOTION CARRIED.**

19  
20 Kristin Rickey moved, with a second by Kathy Behrens, that in **case number 22-111**,  
21 the Board find probable cause to establish a violation of the following provisions of the Code of  
22 Professional Conduct and Ethics, 282 IAC rule 25.3(1)(e)(4), and order this case set for hearing.  
23 **MOTION CARRIED UNANIMOUSLY.**

24  
25 Kathy Behrens moved, with a second by Eric St Clair, that in **case number 22-112**,  
26 the Board find probable cause to establish a violation of the following provisions of the  
27 Code of Professional Conduct and Ethics, 282 IAC rule 25.3(1)(e)(4), and order this  
28 case set for hearing. **MOTION CARRIED UNANIMOUSLY.**

29  
30 Kristin Rickey moved, with a second by Eric St Clair, that in **case number 22-171**,  
31 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  
33 complaint, and that the Board therefore lacks probable cause to proceed with this

1 matter. Roll call vote: Behrens – no; Blead – yes; Janzen – yes; McKinney – yes; Rickey  
2 – yes; St Clair – yes; Schoening – yes; Voss - yes. **MOTION CARRIED.**

3  
4 Kathy Behrens moved, with a second by Eric St Clair, that in **case number 22-172,**  
5 the Board find that, although one or more of the allegations in the complaint may be  
6 substantiated by the witnesses interviewed in the course of the investigation [and/or]  
7 the documents gathered in the course of the investigation, and the allegations may  
8 constitute a technical violation of the board’s statute or administrative rules; the  
9 evidence before the board indicates that adequate steps have been taken to remedy  
10 the violation and to ensure that incidents of a similar nature do not occur in the  
11 future. The Board will not pursue formal disciplinary action in this matter. Roll call  
12 vote: Behrens – yes; Blead – yes; Janzen – no; McKinney – yes; Rickey – yes; St Clair –  
13 yes; Schoening – yes; Voss - yes. **MOTION CARRIED.**

14  
15 (Nicole Proesch left the room for case number 22-166 during closed session)

16  
17 Kathy Behrens moved, with a second by Kristin Rickey, that in **case number 22-166,**  
18 the 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(1)(e)(3)&(4), and 25.3(6) (c)  
20 order this case set for hearing. **MOTION CARRIED UNANIMOUSLY.**

21  
22 Kathy Behrens moved, with a second by Kristin Rickey, that the Board accept the  
23 respondent’s waiver of hearing and voluntary surrender in **case number 22-87,** and  
24 that the Board issue an order permanently revoking the license with no possibility of  
25 reinstatement. **MOTION CARRIED UNANIMOUSLY.**

26  
27 Kristin Rickey moved, with a second by Eric St Clair, that the Board accept the  
28 respondent’s waiver of hearing and voluntary surrender in **case number 22-185,** and  
29 that the Board issue an order permanently revoking the license with no possibility of  
30 reinstatement. **MOTION CARRIED UNANIMOUSLY.**

31  
32 Eric St Clair moved, with a second by Kathy Behrens, that the Board accept the  
33 respondent’s waiver of hearing and voluntary surrender in **case number 22-177,** and

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

3  
4 Kristin Rickey moved, with a second by Kathy Behrens, that the Board accept the  
5 respondent's waiver of hearing and voluntary surrender in **case number 21-161**, and  
6 that the Board issue an order permanently revoking the license with no possibility of  
7 reinstatement. MOTION CARRIED UNANIMOUSLY.

8  
9 Eric St Clair moved, with a second by Kathy Behrens, that the Board accept the  
10 agreement submitted by the parties in **case number 22-137**, and issues an Order  
11 incorporating the agreement of the parties and imposing the agreed upon sanction.  
12 MOTION CARRIED UNANIMOUSLY.

13  
14 Kristin Rickey moved, with a second by Eric St Clair, that the Board accept the  
15 agreement submitted by the parties in **case number 21-149**, and issues an Order  
16 incorporating the agreement of the parties and imposing the agreed upon sanction.  
17 **MOTION CARRIED UNANIMOUSLY.**

18  
19 Kathy Behrens moved, with a second by Kristin Rickey, that the Board accept the  
20 agreement submitted by the parties in **case number 22-136**, and issues an Order  
21 incorporating the agreement of the parties and imposing the agreed upon sanction.  
22 **MOTION CARRIED UNANIMOUSLY.**

23  
24 Kristin Rickey moved, with a second by Eric St Clair, that the Board accept the  
25 agreement submitted by the parties in **case number 22-23**, and issues an Order  
26 incorporating the agreement of the parties and imposing the agreed upon sanction.  
27 Roll call vote: Behrens – yes; Blead – yes; Janzen – recused; McKinney – yes; Rickey –  
28 yes; St Clair – yes; Schoening – yes; Voss - yes. **MOTION CARRIED.**

29  
30 Kathy Behrens moved, with a second by Kristin Rickey, that the Board accept the  
31 agreement submitted by the parties in **case number 21-98**, and issues an Order  
32 incorporating the agreement of the parties and imposing the agreed upon sanction.  
33 **MOTION CARRIED UNANIMOUSLY.**



1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30  
31  
32  
33

Kathy Behrens moved, with a second by Kristin Rickey, that the Board accept the agreement submitted by the parties in **case number 22-94**, and issues an Order incorporating the agreement of the parties and imposing the agreed upon sanction.

**MOTION CARRIED UNANIMOUSLY.**

Kristin Rickey moved, with a second by Eric St Clair, that the Board accept the agreement submitted by the parties in **case number 21-162**, and issues an Order incorporating the agreement of the parties and imposing the agreed upon sanction.

**MOTION CARRIED UNANIMOUSLY.**

Eric St Clair moved, with a second by Kathy Behrens, that the Board accept the agreement submitted by the parties in **case number 22-110**, and issues an Order incorporating the agreement of the parties and imposing the agreed upon sanction.

**MOTION CARRIED UNANIMOUSLY.**

(Kristi Traynor left the room during the discussion for the 180-day extensions in closed session)

Kristen Rickey moved, with a second by Eric St Clair, that the Board extend the 180-day deadline for issuance of the final decision in **case number 22-123**, based upon the need to schedule the hearing and conclude the contested case process. **MOTION**

**CARRIED UNANIMOUSLY.**

Kathy Behrens moved, with a second by Kristin Rickey, that the Board extend the 180-day deadline for issuance of the final decision in **case number 22-125**, based upon the need to schedule the hearing and conclude the contested case process.

**MOTION CARRIED UNANIMOUSLY.**

Kathy Behrens moved, with a second by Eric St Clair, that the Board extend the 180-day deadline for issuance of the final decision in **case number 22-126**, based upon the amount of time needed to complete the investigation and conclude the contested case process. **MOTION CARRIED UNANIMOUSLY.**

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30  
31  
32  
33

Kathy Behrens moved, with a second by Kristin Rickey, that the Board extend the 180-day deadline for issuance of the final decision in **case number 22-127**, based upon the need to schedule the hearing and conclude the contested case process. Roll call vote: Behrens – yes; Bleam – yes; Janzen – yes; McKinney – recused; Rickey – yes; St Clair – yes; Schoening – yes; Voss - yes. **MOTION CARRIED.**

Kathy Behrens moved, with a second by Kristin Rickey, that the Board approve the closed session minutes for November 9, 2022. **MOTION CARRIED UNANIMOUSLY.**

Request for reinstatement (discussed in open session): Case No. 21-58, In the Matter of Bethany Taylor. The Respondent created a hostile work environment and exercised a lack of professionalism in her class. This created conditions harmful to students' learning. / The Respondent received a sanction of: public reprimand, a suspension of her license for 1 year, completion of a 15 hour in person ethics course, and undergo a mental health evaluation and follow through with treatment. The Respondent has completed all requirements and requests that her license be reinstated. The Board felt that the respondent has not provided evidence of completing the requirements of the mental health evaluation and also would like to hear from the respondent on whether or not they feel they have met the requirements. Kristen Rickey moved, with a second by Kathy Behrens, that in **case number 21-58**, the Board reject the Respondent's request for reinstatement and issue an order stating that the respondent has not provided sufficient evidence for the board to conclude that the basis for the suspension no longer exists and it would be in the public interest for the license to be reinstated. **MOTION CARRIED.**

Communication from the Public

None.

Board Member Reports

None.

Executive Director's Reports

1 Executive Director Cavin took a moment to introduce Meredith Hawk, who was in  
2 attendance the meeting, along with current Board Secretary, Kim Cunningham. Kim  
3 will be retiring as Board Secretary at the end of the month. Meredith has applied for  
4 and been accepted to fill the role of Board Secretary upon Kim's retirement. Meredith  
5 has been with the Board of Educational Examiners over the past year, serving as a  
6 Clerk Specialist and working in the area of Substitute Authorizations and Substitute  
7 Licensure. The recruiting process has started to hire a replacement for the Clerk  
8 Specialist position. The Board thanked Kim for her service to the Board and wished  
9 her well in her retirement.

10  
11 Executive Director's Report

12 Legislative Update:

13 Executive Director Cavin (Cavin) and Nicole Proesch (Proesch) had a meeting with a  
14 few Representatives, as well as some members of the Governor's staff, who had some  
15 concerns regarding how the Board conducts professional practices and issues arising  
16 from them. It is possible that Legislation may be introduced regarding their concerns  
17 on the process. Proesch clarified that no cases, nor specifics of cases, were discussed  
18 in the meeting, as that is confidential information. The purpose of the meeting was to  
19 answer questions regarding process and procedures of the Board.

20  
21 It is expected that some legislative bills will be introduced this session, but we do not  
22 have a clear picture as to what these will be.

23  
24 Agency Update:

25 Kim Cunningham, current Board Secretary, will be retiring at the end of the month.  
26 The agency has launched a new website in November. Another upgrade will occur  
27 once it is switched to the statewide platform, but no significant impact is expected to  
28 occur.

29  
30 The Work Experience Authorization has been implemented. The number of Iowa  
31 school districts with Work Experience Program has significantly. Much of this growth  
32 is due to the Governor and Legislator's initiative to increase workplace learning. The

1 Work Based Learning Authorization has not yet been implemented. Joanne Tubbs will  
2 later address these related rules that are currently pending.

3  
4 Financial Update:

5 The financial reports were reviewed for the FY 22 hold over as well as for September  
6 (FY 23) and October (FY 23).

7  
8 Licensure Update

9 November 2022 was the highest November for license issuance in the last 10 years.  
10 Conditional licensure increased in the month of October, while Substitute  
11 Authorizations have decreased since this time last year. Coaching has also seen an  
12 increase. Renewals are about 2 weeks out. An uptick has started due to Iowa  
13 graduates applying for licensure and will continue to increase after the holiday break.

14  
15 NASDTEC Professional Educator Standards Board Association (PESBA) Winter  
16 Meeting, December 12-13, 2022, (Nevada Dept. of Education, Las Vegas, NV)

17 Executive Director Cavin attended the meeting earlier this week. At the meeting, here  
18 was much discussion of defining and developing a national perspective on the role of  
19 an educator. Also discussed was teacher preparation, changes that have occurred and  
20 what it may look like in the future. Other topics included addressing the teacher  
21 shortage urgently and the various teacher apprenticeship program models that exist in  
22 other states.

23  
24 NASDTEC Annual Conference will take place June 11-13, 2023 in Phoenix, AZ.  
25 Board members who are interested in attending may reach out to Executive Director  
26 Cavin. Discussions at the conference will include national perspectives on  
27 professional practices and teacher preparation.

28  
29 The Legislative Reception

30 The Legislative Reception will be held on Thursday, January 19, 2023, 7:30-9:00 a.m.,  
31 in the Capitol Rotunda. It is an opportunity for our board members to interact with  
32 legislators.

1 Rules

2 Adopt:

3 None.

4

5 ARRC Review Pending:

6 IAC 282 Chapters 13, 18, 22, 27 Reciprocity, Chapter 22 Work-Based Learning,  
7 Chapter 14 Special

8

9 Education and 13, 22, 27 Advanced Degrees, Out of Country, Counseling

10

11 Notice:

12 None.

13

14 Discussion:

15

16 Petition for Waiver

17 Kristin Rickey moved, with a second by Kathy Behrens, that the Board grant **PFW 22-**  
18 **09 Rose Aira Fajardo. MOTION CARRIED UNANIMOUSLY.** Reasons for granting the  
19 waiver: On December 1, 2022, the Board received a Petition from Ms. Fajardo  
20 requesting a waiver of the rule for the requirements of a teacher's license. Ms. Fajardo  
21 is seeking a waiver of the requirement that she take and pass the Praxis exam. In the  
22 spring of 2022 HF 2081 passed, once enacted it eliminated the requirement that in-  
23 state applicants be required to take and pass the Praxis exam. Ms. Fajardo completed  
24 educational studies in the Philippines and is unable to locate a testing area to offer  
25 Praxis in Iowa. The applicant was recruited by Prince of Peace Catholic Schools in  
26 Clinton, Iowa, to teach preschool and elementary classes. She has 6 years of teaching  
27 experience in Singapore and relocated from there to Clinton, Iowa in October to take  
28 this position. A denial of this waiver would create undue hardship due to the fact that  
29 Ms. Fajardo was unable to find testing in Iowa. If testing is needed before she can  
30 obtain a license this has a negative impact on her ability to work in Iowa. The Board  
31 was unable to identify any person whose rights would be prejudiced by granting this  
32 waiver. Additionally, similar waivers have been granted in the past and the new law  
33 does not require in-state or out of state applicants to pass Praxis. The rule from  
34 which Ms. Fajardo seeks a waiver is not specifically mandated by statute or any other  
35 provision of law, and, accordingly, may be waived by the Board. Ms. Fajardo has

1 successfully completed education requirements in her home country and her  
2 transcripts have been compared and verified by the agency. She was recruited by  
3 Prince of Peace Catholic Schools in Clinton, Iowa to teach preschool and elementary  
4 classes. She has 6 years of teaching experience in Singapore and relocated from there  
5 to Clinton, Iowa in October to take this position.

6  
7 Kristin Rickey moved, with a second by Kathy Behrens, that the Board grant **PFW 22-**  
8 **10 Nick Mulder. Roll call vote: Behrens – yes; Bleam – yes; Janzen – no;**  
9 **McKinney – no; Rickey – yes; St Clair – yes; Schoening – yes; Voss - no.**

10 **MOTION CARRIED.** Reasons for granting the waiver: Mr. Mulder is seeking a waiver  
11 of the degree requirement for a First Activities Administrators License. The applicant  
12 spoke to the director and attorney Proesch on several occasions last year about how to  
13 obtain a waiver; however, he did not submit a waiver petition. The applicant was  
14 offered a position with Okoboji Schools as the Activities Director in August of 2022  
15 and accepted the position. He did not have his license at the time and had not  
16 completed the educational requirements either. In the meantime, he took all required  
17 athletic administration coursework. The applicant reached out to the Director again  
18 in November 2022 from his Okoboji email with his signature indicating he is the  
19 Activities Director and has been since August of 2022. On December 5, 2022, the  
20 applicant applied for a waiver from the requirements for this license. The applicant  
21 does not have the required degree, but has completed required coursework. He will  
22 have his coaching authorization completed in December. A denial of this waiver would  
23 be a hardship for Mr. Mulder and his family due to the time and monetary burden to  
24 obtain an additional degree. The Board was unable to identify any person whose  
25 rights would be prejudiced by granting this waiver. The rule from which Mulder seeks  
26 a waiver is not specifically mandated by statute or any other provision of law, and  
27 accordingly, may be waived by the Board. Mr. Mulder has successfully served as an  
28 activities director for Okoboji Schools from August to November 2022. The granting of  
29 this waiver would benefit the community, students, and staff.

30  
31 Mr. Mulder was present during the discussion of his waiver request. During the  
32 discussions with the Board, there was concern from the Board that Mr. Mulder had  
33 been hired in a district and practicing without the authorization. Mr. Mulder was

1 asked directly by the board if he tried to conceal that he did not have the authorization  
2 and if the people who hired him were fully aware that he was not licensed and he  
3 responded 'yes'.  
4

5 Chad Janzen moved, with a second by Kathy Behrens, that the Board grant **PFW 22-**  
6 **11 Dayton Leazer. MOTION CARRIED UNANIMOUSLY.** Reasons for granting the  
7 waiver: On December 6, 2022, the Board received a Petition from Ms. Leazer  
8 requesting a waiver of the rule for the requirements of a Class G License. The Board's  
9 administrative rules require that all coursework for the counseling endorsement  
10 (except for the internship) be completed prior to the issuance of the Class G license.  
11 Ms. Leazer has not completed all coursework required for an issuance of a Class G  
12 License. She has completed a bachelor's degree and is working on finishing her  
13 Masters. She is currently enrolled in all academic classes that are required and she  
14 will complete them in May of 2023. She is currently working as a long-term substitute  
15 teacher at Edward Stone Middle School. The school has a position open for a school  
16 counselor. She applied for a waiver in May 2022 and was denied. Since that time,  
17 she has completed all coursework except two remaining courses. She will take the  
18 remaining courses, Developing, Organizing, and Managing School Counseling  
19 Programs/Service and Substance Abuse Counseling in Spring 2023. A denial of this  
20 waiver would place Ms. Leazer in a position that would require her to leave the  
21 education field while completing the programing. Being able to get a waiver and take a  
22 position will allow her to complete a degree while maintaining gainful employment.  
23 The Board was unable to identify any person whose rights would be prejudiced by  
24 training this waiver. The rule from which Ms. Leazer seeks a waiver is not specifically  
25 mandated by statute or any other provision of law, and accordingly, may be waived by  
26 the Board. Ms. Leazer successfully served as a long-term substitute at Edward Stone  
27 Middle School. By all accounts she maintained a safe and appropriate classroom.  
28 The granting of this waiver would benefit the community students, and staff by  
29 providing a school counselor.  
30

31 Reports/Approvals

32 Home Base Iowa Report – 2022 (Joanne Tubbs)

1 This report summarizes the license that we issued based on allowances that are given  
2 to veterans and military spouses through the program, to aid them in obtaining an  
3 Iowa teaching license. Many veterans and military spouses have been able to achieve  
4 licensure in Iowa due to this important program.

5  
6 Licensure Renewal Program Summary – 2022 (Joanne Tubbs)

7 The Licensure Renewal Program Summary is an annual report created for the benefit  
8 of the board and also a requirement in our rules for licensure renewal programs to  
9 submit an annual report to the board. A survey is sent out in the fall to gather  
10 information in the report. The report shows approved Iowa licensure renewal  
11 programs and summarizes process improvements that have been made to their  
12 programs.

13  
14 There being no further business, Eric St Clair moved, with a second by Kristen Rickey, to  
15 adjourn the meeting at 1:17 p.m. **MOTION CARRIED UNANIMOUSLY.**



- 1
- 2
- 3
- 4
- 5
- 6