



1 Code of Professional Conduct and Ethics, 282 IAC rules 25.3(1)(b)(2), 25.3(4)(a), (b),  
2 (c), (d), and (e) and 25.3(8)(a) and (b), and order this case set for hearing. **MOTION**  
3 **CARRIED UNANIMOUSLY.**

4  
5 Tony Voss moved, with a second by Sara Yedlik that in **case number 17-83**, the Board  
6 find probable cause to establish a violation of the following provisions of the Code of  
7 Professional Conduct and Ethics, 282 IAC rule 25.3(4)(c) and (e), and order this case  
8 set for hearing. **MOTION CARRIED UNANIMOUSLY.**

9  
10 Sara Yedlik moved, with a second by Larry Hill, that in **case number 16-96**, the Board  
11 find probable cause to establish a violation of the following provisions of the Code of  
12 Professional Conduct and Ethics, 282 IAC rules 25.3(1)(b)(1) and 25.3(1)(e)(3) and (4),  
13 and order this case set for hearing. **MOTION CARRIED UNANIMOUSLY.**

14  
15 Kathy Behrens moved, with a second by Larry Hill, that in **case number 17-63**, 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 rules 25.3(6)(o), and order this case  
18 set for hearing. **MOTION CARRIED UNANIMOUSLY.** (Ann Lebo left the room during  
19 the discussion of this case in closed session.)

20  
21 Sara Yedlik moved, with a second by Kathy Behrens, that in **case number 17-48**, the  
22 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 the alleged violation was an isolated incident,  
27 and, adequate steps have been taken to remedy the violation and to ensure that  
28 incidents of a similar nature do not occur in the future. The Board will not pursue  
29 formal disciplinary action in this matter. **MOTION CARRIED UNANIMOUSLY.**

30  
31 Kathy Behrens moved, with a second by Larry Hill, that in **case number 17-61**, the  
32 Board find probable cause to establish a violation of the following provisions of the  
33 Code of Professional Conduct and Ethics, 282 IAC rule 25.3(3)(e), and order this case

1 set for hearing. Roll call vote: Behrens – yes; Carroll – yes; Hill – yes; Overholtzer –  
2 yes; Schmidt – no; Sullivan – yes; Voss – yes; Yedlik - yes. **MOTION CARRIED.**

3  
4 Larry Hill moved, with a second by Kathy Behrens, that in **case number 17-90**, the  
5 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(2)(b), and order this case  
7 set for hearing. **MOTION CARRIED UNANIMOUSLY.**

8  
9 Kathy Behrens moved, with a second by Tony Voss, that in **case number 17-106**, 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(1)(e)(4), and order this  
12 case set for hearing. **MOTION CARRIED UNANIMOUSLY.**

13  
14 Sara Yedlik moved, with a second by Tony Voss, that in **case number 17-84**, the  
15 Board find probable cause to establish a violation of the following provisions of the  
16 Code of Professional Conduct and Ethics, 282 IAC rule 25.3(2)(b), and order this case  
17 set for hearing. **MOTION CARRIED UNANIMOUSLY.**

18  
19 Kathy Behrens moved, with a second by Sara Yedlik, that in **case number 17-66**, the  
20 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 and, adequate steps have been taken to remedy the violation and to ensure that  
26 incidents of a similar nature do not occur in the future. The Board will not pursue  
27 formal disciplinary action in this matter. **MOTION CARRIED UNANIMOUSLY.**

28  
29 Larry Hill moved, with a second by Sara Yedlik, that the Board accept the respondent’s  
30 waiver of hearing and voluntary surrender in **case number 17-67**, and that the Board  
31 issue an order permanently revoking the license with no possibility of reinstatement.  
32 **MOTION CARRIED UNANIMOUSLY.**

1 Sara Yedlik moved, with a second by Kathy Behrens, that the Board accept the  
2 respondent's waiver of hearing and voluntary surrender in **case number 16-120**, and  
3 that the Board issue an order permanently revoking the license with no possibility of  
4 reinstatement. **MOTION CARRIED UNANIMOUSLY.**

5  
6 Kathy Behrens moved, with a second by Larry Hill, that in **case number 16-41**, the  
7 Board accept the agreement submitted by the parties, and issue an Order  
8 incorporating the agreement of the parties. **MOTION CARRIED UNANIMOUSLY.**

9  
10 Kathy Behrens moved, with a second by Sara Yedlik, that in **case number 15-139**, the  
11 Board accept the agreement submitted by the parties, and issue an Order  
12 incorporating the agreement of the parties. **MOTION CARRIED UNANIMOUSLY.**

13  
14 Tony Voss moved, with a second by Larry Hill, that in **case number 16-24**, the Board  
15 accept the agreement submitted by the parties, and issue an Order incorporating the  
16 agreement of the parties. **MOTION CARRIED UNANIMOUSLY.**

17  
18 Larry Hill moved, with a second by Kathy Behrens, that in **case number 16-30**, the  
19 Board accept the agreement submitted by the parties, and issue an Order  
20 incorporating the agreement of the parties. **MOTION CARRIED UNANIMOUSLY.**

21  
22 Kathy Behrens moved, with a second by Larry Hill, that in **case number 16-175**, the  
23 Board accept the agreement submitted by the parties, and issue an Order  
24 incorporating the agreement of the parties. Roll call vote: Behrens – yes; Carroll – yes;  
25 Hill – yes; Overholtzer – no; Schmidt – yes; Sullivan – no; Voss – yes; Yedlik - recused.  
26 **MOTION CARRIED.**

27  
28 Kathy Behrens moved, with a second by Larry Hill, that in **case number 16-176**, the  
29 Board accept the agreement submitted by the parties, and issue an Order  
30 incorporating the agreement of the parties. Roll call vote: Behrens – yes; Carroll – yes;  
31 Hill – yes; Overholtzer – yes; Schmidt – yes; Sullivan – yes; Voss – yes; Yedlik -  
32 recused. **MOTION CARRIED.**

1 Larry Hill moved, with a second by Kathy Behrens, that in **case number 17-23**, the  
2 Board reject the agreement submitted by the parties, and return the case to the  
3 parties for further proceedings consistent with this decision. **MOTION CARRIED**  
4 **UNANIMOUSLY.** (Ann Lebo left the room during the discussion of this case in closed  
5 session.)

6  
7 Tony Voss moved, with a second by Sara Yedlik, that in **case number 17-30**, the  
8 Board accept the agreement submitted by the parties, and issue an Order  
9 incorporating the agreement of the parties. **MOTION CARRIED UNANIMOUSLY.**

10  
11 Sara Yedlik moved, with a second by Kathy Behrens, that the Board not initiate review  
12 of the proposed decision in **case number 17-26, In the Matter of Nathaniel Weber**,  
13 and allow the proposed decision to become the final decision of the Board unless an  
14 appeal is taken by one of the parties within the time allowed by rule. **MOTION**  
15 **CARRIED UNANIMOUSLY.**

16  
17 Larry Hill moved, with a second by Kathy Behrens, to extend the 180-day deadline for  
18 issuance of the final decision in **case number 17-21**, based upon the need to schedule  
19 the hearing and the need to review the proposed decision. **MOTION CARRIED**  
20 **UNANIMOUSLY.**

21  
22 Sara Yedlik moved, with a second by Kathy Behrens, to extend the 180-day deadline  
23 for issuance of the final decision in **case number 17-23**, based upon the need to  
24 schedule the hearing and the need to review the proposed decision. **MOTION**  
25 **CARRIED UNANIMOUSLY.** (Ann Lebo left the room during the discussion of this case  
26 in closed session.)

27  
28 Larry Hill moved, with a second by Kathy Behrens, to extend the 180-day deadline for  
29 issuance of the final decision in **case number 17-24**, based upon the need to schedule  
30 the hearing and the need to review the proposed decision. **MOTION CARRIED**  
31 **UNANIMOUSLY.** (Ann Lebo and Jordan Esbrook left the room during the discussion  
32 of this case in closed session.)

1 Tony Voss moved, with a second by Sara Yedlik, to extend the 180-day deadline for  
2 issuance of the final decision in case number 17-25, based upon the need to schedule  
3 the hearing and the need to review the proposed decision. **MOTION CARRIED**  
4 **UNANIMOUSLY.**

5

6 Kathy Behrens moved, with a second by Sara Yedlik, to extend the 180-day deadline  
7 for issuance of the final decision in case number 17-32, based upon the amount of  
8 time needed to complete the investigation. **MOTION CARRIED UNANIMOUSLY.**

9

10 Sara Yedlik moved, with a second by Tony Voss, to extend the 180-day deadline for  
11 issuance of the final decision in case number 17-34, based upon the amount of time  
12 needed to complete the investigation due to pending criminal charges. **MOTION**  
13 **CARRIED UNANIMOUSLY.**

14

15 Larry Hill moved, with a second by Tony Voss, to extend the 180-day deadline for  
16 issuance of the final decision in case number 17-35, based upon the amount of time  
17 needed to complete the investigation due to pending criminal charges. **MOTION**  
18 **CARRIED UNANIMOUSLY.**

19

20 Kathy Behrens moved, with a second by Sara Yedlik, to extend the 180-day deadline  
21 for issuance of the final decision in case number 17-36, based upon the amount of  
22 time needed to complete the investigation due to pending criminal charges. **MOTION**  
23 **CARRIED UNANIMOUSLY.**

24

25 Kathy Behrens moved, with a second by Larry Hill, to extend the 180-day deadline for  
26 issuance of the final decision in case number 17-49, based upon the need to schedule  
27 the hearing and the need to review the proposed decision. **MOTION CARRIED**  
28 **UNANIMOUSLY.**

29

30 Tony Voss moved, with a second by Sara Yedlik, to extend the 180-day deadline for  
31 issuance of the final decision in case number 17-50, based upon the need to schedule  
32 the hearing and the need to review the proposed decision. **MOTION CARRIED**  
33 **UNANIMOUSLY.**

1 Larry Hill moved, with a second by Kathy Behrens, to extend the 180-day deadline for  
2 issuance of the final decision in **case number 17-51**, based upon the need to schedule  
3 the hearing and the need to review the proposed decision. **MOTION CARRIED**  
4 **UNANIMOUSLY.**

5  
6 The following cases were discussed in open session.

7 Larry Hill moved, with a second by Tony Voss, to extend the 180-day deadline for  
8 issuance of the final decision in **case number 17-38**, based upon the need to schedule  
9 the hearing and the need to review the proposed decision. Roll call vote: Behrens –  
10 yes; Carroll – yes; Hill – yes; Overholtzer – recused; Schmidt – yes; Sullivan – yes; Voss  
11 – yes; Yedlik - yes. **MOTION CARRIED.** (Contract abandonment - parties may have  
12 reached a settlement.)

13  
14 Sara Yedlik moved, with a second by Tony Voss, to extend the 180-day deadline for  
15 issuance of the final decision in **case number 17-39**, based upon the need to schedule  
16 the hearing and the need to review the proposed decision. Roll call vote: Behrens –  
17 yes; Carroll – yes; Hill – yes; Overholtzer – recused; Schmidt – yes; Sullivan – yes; Voss  
18 – yes; Yedlik - yes. **MOTION CARRIED.** (Contract abandonment - parties may have  
19 reached a settlement.)

20  
21 Kathy Behrens moved, with a second by Larry Hill, to extend the 180-day deadline for  
22 issuance of the final decision in **case number 17-31**, based upon the need to conduct  
23 the hearing and the need to review the proposed decision. **MOTION CARRIED**  
24 **UNANIMOUSLY.** (Hearing is set for September 21, 2017.)

25  
26 Tony Voss moved, with a second by Sara Yedlik, to extend the 180-day deadline for  
27 issuance of the final decision in **case number 17-52**, based upon the need to conduct  
28 the hearing and the need to review the proposed decision. **MOTION CARRIED**  
29 **UNANIMOUSLY.** (Hearing is set for September 21, 2017.)

30  
31 Sara Yedlik moved, with a second by Kathy Behrens, that in **case number 16-145**,  
32 the Board grant the respondent’s request for reinstatement and issue an order stating  
33 the basis for the suspension no longer exists and it will be in the public interest for the

1 license to be reinstated. Roll call vote: Behrens – yes; Carroll – yes; Hill – no;  
2 Overholtzer – yes; Schmidt – yes; Sullivan – yes; Voss – yes; Yedlik - yes. **MOTION**  
3 **CARRIED.** (Mr. Prestidge was reprimanded and required to serve a minimum 30-day  
4 suspension and complete the ethics course. Allegations were converting public  
5 property; specifically, he took a filing cabinet (and the contents) from his school and  
6 received a deferred judgment for third-degree theft. He has completed the ethics  
7 course.)

8  
9 Larry Hill moved, with a second by Kathy Behrens, that the board approve the closed  
10 minutes for June 16, 2017 and July 12, 2017. **MOTION CARRIED UNANIMOUSLY.**

11  
12 Communication from the Public

13 None.

14  
15 Board Member Reports

16 Anne Sullivan attended the SAI conference and thanked Joanne Tubbs for the ethics  
17 presentation given at the conference - The BoEE provided two sessions/presentations.  
18 Larry Hill announced that Waldorf College launched a new program.

19  
20 Legislative Update – Phil Wise

21 No updates at this time. There is a possibility of a special session in October and the  
22 purpose would be to reduce spending for the current fiscal year.

23  
24 Executive Director’s Report – Dr. Lebo

25 Licensing System Update: In full swing except for a couple of applications. Most of  
26 the errors occur on the applicant side due to not completing the final step in the  
27 application process which is to click on the “submit” button. Work is still continuing  
28 behind the scenes. The online system has strengthened communication between  
29 board staff and licensees and we have received positive feedback. Processing is taking  
30 between 6-8 weeks.

31

1 Financial Update: Dr. Lebo reviewed the financial report. The clerk specialist position  
2 will be restored and we will be advertising in the near future. We will also restore  
3 fingerprinting out in the field but it will be done regionally.

4  
5 2016-2017 Accomplishments: Dr. Lebo reviewed and reflected on the past year. Larry  
6 Hill commented on the accomplishments indicating it's a positive document.

7  
8 2017 Professional Educator Standards Boards Report (PESBA): This is a subset board  
9 with NASDTEC. It is beneficial to receive this information from other states to review  
10 their history and challenges. The report contains information from prior reports on  
11 professional educator standards boards and is intended to provide a picture of how  
12 these boards impact education policy and practice in the profession.

13  
14 NASDTEC PPI Conference (Phoenix): Scheduled for October 18-20, 2017. Sara Yedlik,  
15 Darcy Hathaway, Greg Horstmann and Dr. Lebo will be attending the conference. No  
16 other members of the professional practices committee were available to travel during  
17 this time. There will be opportunities in the future for other board members to attend.

18  
19 October 6th board meeting: This meeting will take place in Waukee at the Waukee  
20 Innovation and Learning Center (WILC). The board will also tour Waukee Aspiring  
21 Professional Experience (APEX) facility.

22  
23 Troops to Teachers Program – Joanne Tubbs: Every service member interested in a  
24 career in teaching will receive assistance to transition his or her leadership, training,  
25 and core values to teaching in K-12. The program provides counseling services, as  
26 well as financial assistance, for participants to help them meet education and  
27 licensing requirements to teach and subsequently help them secure a teaching  
28 position.

29  
30 STEM Apprenticeship Meeting: Dr. Lebo attended this meeting in Pella on August 3<sup>rd</sup>  
31 representing our board and providing information on options regarding licensure. She  
32 indicated there was much enthusiasm for the program and she will provide additional  
33 feedback in the future.

1 Stakeholder Presentation – Kathy Collins Reilly, J.D., provided an overview regarding  
2 conducting investigations: generic and level one investigations.

3

4 Rules – Joanne Tubbs provided an update regarding recent rule changes.

5 Adopt:

6 None.

7

8 ARRC Review Pending

9 None.

10

11 Notice:

12 None.

13

14 Items for Discussion

15 None.

16

17 Petitions for Waiver

18 Larry Hill moved, with a second by Tony Voss, that in **PFW 17-05 Sarah Poole**, the  
19 Board deny the waiver. **MOTION CARRIED UNANIMOUSLY.**

20 Reasons for denying: Ms. Poole holds a Class A license with endorsements in K-12  
21 Instructional Strategist II: ID and K-12 Instructional Strategist II: BD/LD. It will expire  
22 on 11/30/2017. When the Class A license was issued, Ms. Poole was sent a  
23 deficiency letter (dated August 12, 2015) noting she would need to complete a graded  
24 student teaching experience at the secondary (9-12) level. She is asking for a waiver of  
25 this requirement, based on her completion of a Reading in the Content Area course  
26 (the other item listed in her deficiency letter) and teaching experience. The Board  
27 finds the application of the rule does not pose an undue hardship. The deficiency  
28 letter issued to the petitioner on August 12, 2015 clearly lists the student teaching  
29 requirement. The staff has indicated the petitioner would be eligible for another license  
30 extension, and the needed course is generally available online. Having found the  
31 application of the rule does not pose an undue hardship, the Board did not address  
32 the remaining factors.

33

1 Reports/Approvals – The Board reviewed the following:  
2 Board Goals for 2017-2018: Goal 1: The Board will develop rules for practitioner  
3 licensure that maintain high standards, are research based, and provide flexibility in  
4 attainment in all credential types, especially in shortage areas; Goal 2: The Board will  
5 develop a plan to address Special Education requirements; Goal 3: The Board will  
6 develop a plan to provide ongoing ethics training for educators.

7  
8 BoEE Consultant Presentation for 2016-2017 – Prepared by Joanne Tubbs,  
9 Administrative Consultant, BoEE

10  
11 Teacher Candidates by Endorsements – July 2017 - Prepared by Dr. Larry Bice, DE  
12 Administrative Consultant, Educator Preparation

13  
14 People Recommended from an Iowa Institution July 1, 2016-June 30, 2017 – Prepared  
15 by Jeff DeBruin, IT Specialist, BoEE

16  
17 Program Completers (Initial Licensure) from Iowa Educator Preparation Programs –  
18 Prepared by Dr. Larry Bice, DE Administrative Consultant, Educator Preparation

19  
20 Legislative and Administrative Code Priorities for 2017-2018

21 1. Computer Science – we have been directed through legislation to create a computer  
22 science endorsement. There is a DE group meeting, and Ann is a part of this group.  
23 We will need to have something drafted early fall in order to notice by November.

24 2. Standard license – rule change needed to reflect recent legislation allowing  
25 mentoring through TLC programs instead of a separate mentoring/induction program.

26 3. Substitute Authorization – bachelor’s degree or higher from a regionally-accredited  
27 institution. This should reduce the number of waivers for this requirement.

28 4. Remaining code clean up from 2017 – removal of old endorsements, etc.

29 5. Legislative change – a license issued by the board is valid until the last day of the  
30 practitioner’s birth month in the year in which the license expires. Change this for the  
31 initial license to follow the academic year.

32 Also - revised timeline for rule changes: change this timeline to fall instead of January  
33 to meet legislative requirements

1 FY 18 Committee Assignments

2 **Executive Committee**

3 Dr. Anne Sullivan, Chair

4 Dr. Larry Hill, Vice Chair

5 Kathy Behrens

6 Erin Schoening

7 Dr. Ann Lebo, Executive Director

8 **Professional Practices Committee**

9 Dan Dutcher

10 Dr. Jay Prescott

11 Dr. Tony Voss

12 Sara Yedlik

13 Dr. Ann Lebo, Executive Director

14 Darcy Hathaway, Attorney/Investigator

15 Jim McNellis, Investigator

16 Jordan Esbrook, Assistant Attorney General

17 **Board Operating Guidelines**

18 Dr. Linda Carroll

19 Mary K. Overholtzer

20 Katherine Schmidt

21

22 Summary Waiver Report – July 30, 2017 – Prepared by Darcy Hathaway

23

24 There was a discussion regarding Standard V, violations of contractual obligation, in  
25 the Code of Professional Conduct and Ethics. Discussion focused around  
26 practitioners wanting to be released from their contract and notifying their district by  
27 June 30. Darcy Hathaway will do further research on the contract rule and standards  
28 and bring it back to the Board for further discussion.

29

30 There being no further business, Mary K. Overholtzer moved, with a second by Tony  
31 Voss, to adjourn the meeting at 12:32 p.m.

32

33