

1 Behrens – yes; Bice – yes; Harper – yes; Overholtzer – yes; Schipper – yes; Schoening –
2 yes; Voss – yes; Williamson – yes; Yedlik – yes. **MOTION CARRIED UNANIMOUSLY.**

3

4 Sara Yedlik moved, with a second by Tony Voss, that in **case number 18-181**, the
5 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 the alleged violation was an isolated incident.

10 The Board will not pursue formal disciplinary action in this matter. Roll call vote:

11 Athay – yes; Behrens – yes; Bice – yes; Harper – yes; Overholtzer – no; Schipper – yes;
12 Schoening – yes; Voss – yes; Williamson – yes; Yedlik – yes. **MOTION CARRIED.** (Dr.

13 Lebo left the room during the discussion of this case in closed session.)

14

15 Tony Voss moved, with a second by Sara Yedlik, that in **case number 18-155**, 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(7)(d), and order this case
18 set for hearing. **MOTION CARRIED UNANIMOUSLY.** (Dr. Lebo left the room during
19 the discussion of this case in closed session.)

20

21 David Schipper moved, with a second by Sara Yedlik that in **case number 19-30**, 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(2)(b), and order this case
24 set for hearing. Roll call vote: Athay – yes; Behrens – yes; Bice – yes; Harper – yes;
25 Overholtzer – yes; Schipper – yes; Schoening – recused; Voss – yes; Williamson – yes;
26 Yedlik – yes. **MOTION CARRIED.**

27

28 Tony Voss moved, with a second by Sara Yedlik, that in **case number 19-27**, the
29 Board find probable cause to establish a violation of the following provisions of the
30 Code of Professional Conduct and Ethics, 282 IAC rule 25.3(5)(a)(2), and order this
31 case set for hearing. **MOTION CARRIED UNANIMOUSLY.**

32

1 Tony Voss moved, with a second by David Schipper, that in **case number 19-26**, the
2 Board find probable cause to establish a violation of the following provisions of the
3 Code of Professional Conduct and Ethics, 282 IAC rules 25.3(6)(c) and (d), and order
4 this case set for hearing. Roll call vote: Athay – yes; Behrens – yes; Bice – yes; Harper
5 – recused; Overholtzer – yes; Schipper – yes; Schoening – yes; Voss – yes; Williamson –
6 yes; Yedlik – yes. **MOTION CARRIED.**

7
8 Tony Voss moved, with a second by Sara Yedlik, that in **case number 19-13**, the
9 Board find probable cause to establish a violation of the following provisions of the
10 Code of Professional Conduct and Ethics, 282 IAC rules 25.3(1)(e)(4) and 25.3(6)(c),
11 and order this case set for hearing. **MOTION CARRIED UNANIMOUSLY.**

12
13 Sara Yedlik moved, with a second by David Schipper, that in **case number 19-10**, the
14 Board find probable cause to establish a violation of the following provisions of the
15 Code of Professional Conduct and Ethics, 282 IAC rule 25.3(2)(b), and order this case
16 set for hearing. **MOTION CARRIED UNANIMOUSLY.**

17
18 David Schipper moved, with a second by Tony Voss, that in **case number 18-183**, the
19 Board find probable cause to establish a violation of the following provisions of the
20 Code of Professional Conduct and Ethics, 282 IAC rule 25.3(2)(a) and (b), and order
21 this case set for hearing. Roll call vote: Athay – yes; Behrens – yes; Bice – yes; Harper
22 – yes; Overholtzer – yes; Schipper – yes; Schoening – yes; Voss – yes; Williamson –
23 recused; Yedlik – yes. **MOTION CARRIED.**

24
25 Tony Voss moved, with a second by Sara Yedlik, that in **case number 19-24**, the
26 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)(1) and 25.3(6)(c), and
28 order this case set for hearing. **MOTION CARRIED UNANIMOUSLY.**

29
30 Larry Bice moved, with a second by Sara Yedlik, that in **case number 18-178**, the
31 Board find that the evidence gathered in the investigation, including witness
32 statements and the documentary evidence, does not substantiate the allegations in the

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

3
4 Sara Yedlik moved, with a second by Larry Bice, that in **case number 18-179**, the
5 Board find 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 David Schipper moved, with a second by Tony Voss, that in **case number 19-14**, the
11 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 Tony Voss moved, with a second by Sara Yedlik, that in **case number 19-37**, the
16 Board find that, although one or more of the allegations in the complaint may be
17 substantiated by the witnesses interviewed in the course of the investigation [and/or]
18 the documents gathered in the course of the investigation, and the allegations may
19 constitute a technical violation of the board's statute or administrative rules; the
20 evidence before the board indicates that the alleged violation was an isolated incident,
21 and adequate steps have been taken to remedy the violation and to ensure that
22 incidents of a similar nature do not occur in the future. The Board will not pursue
23 formal disciplinary action in this matter. **MOTION CARRIED UNANIMOUSLY.**

24
25 Sara Yedlik moved, with a second by Tony Voss, that in **case number 19-38**, the
26 Board find that, although one or more of the allegations in the complaint may be
27 substantiated by the witnesses interviewed in the course of the investigation [and/or]
28 the documents gathered in the course of the investigation, and the allegations may
29 constitute a technical violation of the board's statute or administrative rules; the
30 evidence before the board indicates that adequate steps have been taken to remedy
31 the violation and to ensure that incidents of a similar nature do not occur in the
32 future. The Board will not pursue formal disciplinary action in this matter. **MOTION**
33 **CARRIED UNANIMOUSLY.**

1 David Schipper moved, with a second by Tony Voss, that in **case number 19-16**, the
2 Board find that the evidence gathered in the investigation, including witness
3 statements and the documentary evidence, does not substantiate the allegations in the
4 complaint, and that the Board therefore lacks probable cause to proceed with this
5 matter. Roll call vote: Athay – yes; Behrens – yes; Bice – yes; Harper – recused;
6 Overholtzer – no; Schipper – yes; Schoening – no; Voss – yes; Williamson – yes; Yedlik
7 – yes. **MOTION CARRIED.**

8
9 Tony Voss moved, with a second by Sara Yedlik, that the Board accept the
10 respondent’s waiver of hearing and voluntary surrender in **case number 19-29**, and
11 that the Board issue an order permanently revoking the license with no possibility of
12 reinstatement. **MOTION CARRIED UNANIMOUSLY.**

13
14 Sara Yedlik moved, with a second by Tony Voss, that in **case number 18-191**, 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 Tony Voss moved, with a second by Larry Bice, that in **case number 19-09**, the Board
20 accept the agreement submitted by the parties, and issue an Order incorporating the
21 agreement of the parties and imposing the agreed upon sanction. Roll call vote: Athay
22 – yes; Behrens – yes; Bice – yes; Harper – yes; Overholtzer – yes; Schipper – recused;
23 Schoening – yes; Voss – yes; Williamson – yes; Yedlik – yes. **MOTION CARRIED.**

24
25 Sara Yedlik moved, with a second by Tony Voss, that the Board not initiate review of
26 the proposed decision in **case number 18-97, In the Matter of Amy Skinner**, and
27 allow the proposed decision to become the final decision of the Board unless an appeal
28 is taken by one of the parties within the time allowed by rule. **MOTION CARRIED**
29 **UNANIMOUSLY.** (Allison Schmidt left the room during the discussion of this case in
30 closed session.)

31
32 Tony Voss moved, with a second by Sara Yedlik, that the Board accept the proposed
33 decision in **case number 17-191, In the Matter of Adam Macke**, as the final

1 decision of the board. **MOTION CARRIED UNANIMOUSLY.** (Allison Schmidt left the
2 room during the discussion of this case in closed session.)

3
4 Sara Yedlik moved, with a second by Tony Voss, that the Board extend the 180-day
5 deadline for issuance of the final decision in **case number 18-169**, based upon the
6 need to conduct the hearing set for August 8, 2019, and the need to review the
7 proposed decision. Roll call vote: Athay – yes; Behrens – yes; Bice – yes; Harper – yes;
8 Overholtzer – yes; Schipper – yes; Schoening – recused; Voss – yes; Williamson – yes;
9 Yedlik – yes. **MOTION CARRIED.** (Allison Schmidt left the room during the
10 discussion of this case in closed session.)

11
12 Tony Voss moved, with a second by David Schipper, that the Board extend the 180-
13 day deadline for issuance of the final decision in **case number 18-170**, based upon
14 the amount of time needed to complete the investigation. Roll call vote: Athay – yes;
15 Behrens – yes; Bice – yes; Harper – yes; Overholtzer – yes; Schipper – yes; Schoening –
16 recused; Voss – yes; Williamson – yes; Yedlik – yes. **MOTION CARRIED.** (Allison
17 Schmidt left the room during the discussion of this case in closed session.)

18
19 Sara Yedlik moved, with a second by David Schipper, that the Board extend the 180-
20 day deadline for issuance of the final decision in **case number 18-171**, based upon
21 the amount of time needed to complete the investigation due to pending criminal
22 charges. **MOTION CARRIED UNANIMOUSLY.** (Allison Schmidt left the room during
23 the discussion of this case in closed session.)

24
25 Tony Voss moved, with a second by Sara Yedlik, that the Board extend the 180-day
26 deadline for issuance of the final decision in **case number 18-172**, based upon the
27 need to schedule the hearing and the need to review the proposed decision. **MOTION**
28 **CARRIED UNANIMOUSLY.** (Dr. Ann Lebo and Allison Schmidt left the room during
29 the discussion of this case in closed session.)

30
31 Sara Yedlik moved, with a second by Tony Voss, that the Board extend the 180-day
32 deadline for issuance of the final decision in **case number 18-173**, based upon the
33 need to schedule the hearing and the need to review the proposed decision. **MOTION**

1 **CARRIED UNANIMOUSLY.** (Dr. Ann Lebo and Allison Schmidt left the room during
2 the discussion of this case in closed session.)

3
4 Tony Voss moved, with a second by Sara Yedlik, that the Board extend the 180-day
5 deadline for issuance of the final decision in **case number 18-182**, based upon the
6 need to conduct the hearing set for August 15, 2019, and the need to review the
7 proposed decision. Roll call vote: Athay – yes; Behrens – recused; Bice – yes; Harper –
8 yes; Overholtzer – yes; Schipper – yes; Schoening – yes; Voss – yes; Williamson – yes;
9 Yedlik – yes. **MOTION CARRIED.** (Allison Schmidt left the room during the
10 discussion of this case in closed session.)

11
12 Sara Yedlik moved, with a second by Tony Voss, that the Board extend the 180-day
13 deadline for issuance of the final decision in **case number 18-183**, based upon the
14 need to schedule the hearing and the need to review the proposed decision. Roll call
15 vote: Athay – yes; Behrens – yes; Bice – yes; Harper – yes; Overholtzer – yes; Schipper
16 – yes; Schoening – yes; Voss – yes; Williamson – recused; Yedlik – yes. **MOTION**
17 **CARRIED.** (Allison Schmidt left the room during the discussion of this case in closed
18 session.)

19
20 Sara Yedlik moved, with a second by Tony Voss, that the Board extend the 180-day
21 deadline for issuance of the final decision in **case number 18-184**, based upon the
22 need to conduct the hearing set for June 17, 2019, and the need to review the
23 proposed decision. **MOTION CARRIED UNANIMOUSLY.** (Allison Schmidt left the
24 room during the discussion of this case in closed session.)

25
26 Tony Voss moved, with a second by Sara Yedlik, that the Board extend the 180-day
27 deadline for issuance of the final decision in **case number 18-185**, based upon the
28 need to conduct the hearing set for July 30, 2019, and the need to review the
29 proposed decision. **MOTION CARRIED UNANIMOUSLY.** (Allison Schmidt left the
30 room during the discussion of this case in closed session.)

31
32 Tony Voss moved, with a second by David Schipper, that the Board extend the 180-
33 day deadline for issuance of the final decision in **case number 18-186**, based upon

1 the need to schedule the hearing, and the need to review the proposed decision.
2 **MOTION CARRIED UNANIMOUSLY.** (Allison Schmidt left the room during the
3 discussion of this case in closed session.)
4

5 Tony Voss moved, with a second by Sara Yedlik, that the Board extend the 180-day
6 deadline for issuance of the final decision in **case number 18-188**, based upon the
7 need to conduct the hearing set for June 24, 2019, and the need to review the
8 proposed decision. **MOTION CARRIED UNANIMOUSLY.** (Allison Schmidt left the
9 room during the discussion of this case in closed session.)
10

11 Sara Yedlik moved, with a second by Tony Voss, that the Board extend the 180-day
12 deadline for issuance of the final decision in **case number 18-193**, based upon the
13 need to conduct the hearing set for July 8, 2019, and the need to review the proposed
14 decision. **MOTION CARRIED UNANIMOUSLY.** (Allison Schmidt left the room during
15 the discussion of this case in closed session.)
16

17 Sara Yedlik moved, with a second by Dave Schipper, that the Board extend the 180-
18 day deadline for issuance of the final decision in **case number 18-199**, based upon
19 the need to conduct the hearing set for July 25, 2019, and the need to review the
20 proposed decision. **MOTION CARRIED UNANIMOUSLY.** (Allison Schmidt left the
21 room during the discussion of this case in closed session.)
22

23 Sara Yedlik moved, with a second by David Schipper, that the Board approve the
24 closed session minutes from April 12, 2019. **MOTION CARRIED UNANIMOUSLY.**
25

26 Communication from the Public

27 None.
28

29 Board Member Reports

30 Sara Yedlik is excited that the board will be in Cedar Rapids on June 20-21 for the
31 board retreat and board meeting. The Cedar Rapids Community School is honored to
32 be hosting.
33

1 Executive Director's Report – Dr. Lebo

2 Legislative Update: Dr. Lebo provided an overview of bills that have passed that affect
3 education and/or licensure.

4
5 Agency Update: We are continuing to transition our IT support to OCIO; changing our
6 networks and servers.

7
8 The board members received Chromebooks replacing their laptops.

9
10 We are continuing to look at the potential to relocate but there is nothing definitive at
11 this time. Confidentiality and security are the primary reasons to relocate.

12
13 Licensing System Update: Frontline has been closed down and applications are now
14 being processed in the new system. We have received a quote to continue support and
15 storage from Salesforce and there is no increase in the cost.

16
17 Financial Update: Dr. Lebo reviewed the financial report.

18
19 Dr. Lebo attended the CCSSO TLLC Meeting on May 7-8, 2019 to Salt Lake City, UT
20 on behalf of the Department of Education as the Chief Talent Officer. She provided an
21 update to the Board regarding topics discussed at the meeting regarding teacher
22 shortages, licensure issues, national recruiting, coherence and strategies.

23
24 Dr. Lebo and Joanne Tubbs will be attending the NASDTEC Annual Conference in
25 Denver, CO on June 2-4, 2019. There will be several sessions on reciprocity,
26 licensure expectations, teacher preparation and in-services. They will provide an
27 update to the Board regarding the conference at our June retreat/meeting.

28
29 Dr. Lebo and Dr. Linda Espey will be attending the Micro-Credential Summit in
30 Louisville, KY on June 18-19, 2019. This year's forum will bring together
31 representation from local, state and national education organizations to discuss
32 progress made in various states which use micro-credentials as one component of a

1 continuous professional learning system. Dr. Lebo will provide an update to the Board
2 regarding the summit at our June retreat/meeting.

3
4 The board meeting and retreat is scheduled for June 20-21, 2019, in Cedar Rapids.
5 The retreat will take place at the Educational Leadership and Support Center (ELSC)
6 on June 20th and the board meeting will take place on June 21st at Iowa BIG. We will
7 be touring the ELSC and Iowa BIG; hearing presentations from the area colleges
8 regarding their teacher preparation programs; and representatives of the Cedar Rapids
9 Community School District will present regarding, “Every Learner: Future Ready!”

10
11 Stakeholder Presentation

12 Beginning teachers, as well as their mentors, from the West Branch Community
13 School District and Perry Community District, shared their experiences regarding their
14 pathway to licensure; how prepared they felt when they started in the profession;
15 licensure issues now as far as adding endorsements, conditional licensure, etc.;;
16 importance of ethics.

17
18 Stakeholder Presentation

19 Aileen Sullivan, 2018 Iowa Teacher of the Year, shared her experiences as teacher of
20 the year.

21
22 Rules

23 Adopt:

24 None.

25
26 ARRC Review Pending:

27 None.

28
29 Notice:

30 Tony Voss moved, with a second by Larry Bice, to notice the proposed changes to IAC
31 282 Chapter 22.2(4) – Preservice Substitute Authorization with the exception of the
32 sentence, “If the requirements in 22.2(4)(a) are not maintained during the term of this

1 authorization, the authorization will become void.” **MOTION CARRIED**
2 **UNANIMOUSLY.**

3
4 Tony Voss moved, with a second by Larry Bice, to notice the proposed changes to IAC
5 282 Chapter 13.6 – Temporary Initial. **MOTION CARRIED UNANIMOUSLY.**

6
7 Tony Voss moved, with a second by Larry Bice, to notice the proposed changes to IAC
8 282 Chapter 25.3(7) – Student Loan. **MOTION CARRIED UNANIMOUSLY.**

9
10 Sara Yedlik moved, with a second by David Schipper, to notice the proposed changes
11 to IAC 282 Chapters 15, 19, 22, 23, 24 – Mandatory Reporter. **MOTION CARRIED**
12 **UNANIMOUSLY.**

13
14 Items for Discussion:

15 IAC 282 Chapter 11 – Mandatory Reporting – 30-day filing. The proposed amendment
16 is intended to implement House File 637, which states that required reports of
17 misconduct under Iowa Code section 272.15 shall be submitted within thirty days of
18 the disciplinary action or awareness of misconduct that necessitated the report. The
19 amendment below is to 282—11.37 regarding mandatory reporting. Other potential
20 (and optional) rule changes in response to this bill include:

- 21 • Adding a specific disciplinary ground to the Code of Professional Conduct and
22 Ethics for failing to make a required report (currently this would be a complaint
23 under 282—25.3(6)(m) regarding compliance with applicable state laws)
- 24 • Adding failure to make a required report as a permissive ground for denial of an
25 application under 282—11.35
- 26 • Adding to 282—11.4 which sets out scenarios in which the Executive Director
27 can file a complaint

28
29 Petition for Waiver

30 None.

1 Reports/Approvals

2 Tony Voss moved, with a second by David Schipper, to approve the updates to the
3 Board Operating Guidelines. **MOTION CARRIED UNANIMOUSLY.**

4

5 Joanne Tubbs reviewed Micro-Externships for Educators as renewal credit. A
6 maximum of one renewal unit may be earned for each unique content-related micro-
7 externship approved by the employing Iowa school district. The externship must be a
8 minimum of 40 hours. Renewal credits may not be earned if college credits are also
9 earned for the same externship. Tony Voss moved, with a second by Larry Bice, to
10 approve the Micro-Externships for Educators as renewal credit. **MOTION CARRIED**
11 **UNANIMOUSLY.**

12

13 Ethics Training Feedback – Joanne Tubbs updated the Board and shared her feedback
14 from districts who have utilized our ethics training.

15

16 There being no further business, Tony Voss moved, with a second by David Schipper,
17 to adjourn the meeting at 2:25 p.m.

18

19

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