



1 Sara Yedlik moved, with a second by Ryan Williamson, that in **case number 18-147**,  
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 rules 25.3(1)(b)(1), 25.3(1)(c),  
4 25.3(1)(d) and 25.3(1)(e)(3) and (4), and 25.3(6)(k), and order this case set for hearing.

5 **MOTION CARRIED UNANIMOUSLY.**

6  
7 Ryan Williamson moved, with a second by Sara Yedlik, that in **case number 18-171**,  
8 the Board find probable cause to establish a violation of the following provisions of the  
9 Code of Professional Conduct and Ethics, 282 IAC rule 25.3(1)(b)(2) and 25.3(6)(c) and  
10 order this case set for hearing. **MOTION CARRIED UNANIMOUSLY.**

11  
12 Sara Yedlik moved, with a second by Ryan Williamson, that in **case number 19-68**,  
13 the Board find that, although one or more of the allegations in the complaint may be  
14 substantiated by the witnesses interviewed in the course of the investigation [and/or]  
15 the documents gathered in the course of the investigation, and the allegations may  
16 constitute a technical violation of the board's statute or administrative rules; the  
17 evidence before the board indicates that the alleged violation was an isolated incident,  
18 and adequate steps have been taken to remedy the violation and to ensure that  
19 incidents of a similar nature do not occur in the future. The Board will not pursue  
20 formal disciplinary action in this matter. Roll call vote: Athay – yes; Behrens – yes;  
21 Harper – yes; Overholtzer – yes; Schipper – yes; Schoening – yes; Voss – recused;  
22 Williamson – yes; Yedlik – yes. **MOTION CARRIED.**

23  
24 Ryan Williamson moved, with a second by Sara Yedlik, that in **case number 19-70**,  
25 the Board find probable cause to establish a violation of the following provisions of the  
26 Code of Professional Conduct and Ethics, 282 IAC rules 25.3(7)(d), and order this case  
27 set for hearing. **MOTION CARRIED UNANIMOUSLY.** (Dr. Lebo left the room during  
28 the discussion of this case in closed session.)

29  
30 Sara Yedlik moved, with a second by Ryan Williamson, that in **case number 19-72**,  
31 the Board return the complaint and investigative report to the investigator to gather  
32 further information, and return the case to the Board for further consideration.

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

3  
4 Ryan Williamson moved, with a second by Sara Yedlik, that in **case number 19-73**,  
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.

7 **MOTION CARRIED UNANIMOUSLY.** (Dr. Lebo left the room during the discussion of  
8 this case in closed session.)

9  
10 Sara Yedlik moved, with a second by Ryan Williamson, that in **case number 19-81**,  
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 rules 25.3(7)(d) and order this case  
13 set for hearing. **MOTION CARRIED UNANIMOUSLY.** (Dr. Lebo left the room during  
14 the discussion of this case in closed session.)

15  
16 Ryan Williamson moved, with a second by Sara Yedlik, that in **case number 19-74**,  
17 the Board find probable cause to establish a violation of the following provisions of the  
18 Code of Professional Conduct and Ethics, 282 IAC rule 25.3(3)(b), and order this case  
19 set for hearing. **MOTION CARRIED UNANIMOUSLY.**

20  
21 Sara Yedlik moved, with a second by Ryan Williamson, that in **case number 19-80**,  
22 the Board find probable cause to establish a violation of the following provisions of the  
23 Code of Professional Conduct and Ethics, 282 IAC rules 25.3(1)(a) and 25.3(6)(m), and  
24 order this case set for hearing. **MOTION CARRIED UNANIMOUSLY.**

25  
26 Tony Voss moved, with a second by David Schipper, that in **case number 19-62**, the  
27 Board find probable cause to establish a violation of the following provisions of the  
28 Code of Professional Conduct and Ethics, 282 IAC rules 25.3(2)(b) and order this case  
29 set for hearing. Roll call vote: Athay – yes; Behrens – yes; Harper – yes; Overholtzer –  
30 yes; Schipper – yes; Schoening – no; Voss – yes; Williamson – no; Yedlik – yes.

31 **MOTION CARRIED.**

1 Sara Yedlik moved, with a second by Ryan Williamson, that in **case number 19-63**,  
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(2)(b) and 25.3(6)(c) and  
4 order this case set for hearing. **MOTION CARRIED UNANIMOUSLY.**

5  
6 Ryan Williamson moved, with a second by Sara Yedlik, that in **case number 19-64**,  
7 the Board find probable cause to establish a violation of the following provisions of the  
8 Code of Professional Conduct and Ethics, 282 IAC rules 25.3(2)(a), and order this case  
9 set for hearing. **MOTION CARRIED UNANIMOUSLY.**

10  
11 Sara Yedlik moved, with a second by Ryan Williamson, that in **case number 19-65**,  
12 the Board find probable cause to establish a violation of the following provisions of the  
13 Code of Professional Conduct and Ethics, 282 IAC rules 25.3(3)(e), 25.3(6)(c) and  
14 25.3(8)(a) and order this case set for hearing. Roll call vote: Athay – recused; Behrens  
15 – yes; Harper – yes; Overholtzer – yes; Schipper – yes; Schoening – yes; Voss – yes;  
16 Williamson – yes; Yedlik – yes. **MOTION CARRIED.**

17  
18 Sara Yedlik moved, with a second by Ryan Williamson, that in **case number 19-91**,  
19 the Board find probable cause to establish a violation of the following provisions of the  
20 Code of Professional Conduct and Ethics, 282 IAC rules 25.3(4)(c) and (e) and order  
21 this case set for hearing. **MOTION CARRIED UNANIMOUSLY.**

22  
23 Ryan Williamson moved, with a second by Sara Yedlik, that in **case number 19-92**,  
24 the Board find probable cause to establish a violation of the following provisions of the  
25 Code of Professional Conduct and Ethics, 282 IAC rules 25.3(2)(b) and order this case  
26 set for hearing. **MOTION CARRIED UNANIMOUSLY.**

27  
28 Sara Yedlik moved, with a second by Ryan Williamson, that in **case number 19-96**,  
29 the Board find that the evidence gathered in the investigation, including witness  
30 statements and the documentary evidence, does not substantiate the allegations in the  
31 complaint, and that the Board therefore lacks probable cause to proceed with this  
32 matter. Roll call vote: Athay – yes; Behrens – yes; Harper – yes; Overholtzer – yes;

1 Schipper – recused; Schoening – yes; Voss – yes; Williamson – yes; Yedlik – yes.

2 **MOTION CARRIED.**

3

4 Ryan Williamson moved, with a second by Sara Yedlik, that in **case number 19-102,**  
5 the 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. Roll call vote: Athay – recused; Behrens – yes; Harper – yes; Overholtzer – yes;  
9 Schipper – recused; Schoening – yes; Voss – yes; Williamson – yes; Yedlik – yes.

10 **MOTION CARRIED.**

11

12 Ryan Williamson moved, with a second by David Schipper, that in **case number 19-**  
13 **75,** the Board find probable cause to establish a violation of the following provisions of  
14 the Code of Professional Conduct and Ethics, 282 IAC rules 25.3(6)(c) and (d) and  
15 order this case set for hearing. Roll call vote: Athay – yes; Behrens – yes; Harper – yes;  
16 Overholtzer – recused; Schipper – yes; Schoening – recused; Voss – yes; Williamson –  
17 yes; Yedlik – recused. **MOTION CARRIED.** (Dr. Lebo left the room during the  
18 discussion of this case in closed session.)

19

20 Ryan Williamson moved, with a second by Sara Yedlik, that in **case number 19-67,**  
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 rules 25.3(1)(e)(1) and order this  
23 case set for hearing. Roll call vote: Athay – yes; Behrens – yes; Harper – yes;  
24 Overholtzer – no; Schipper – yes; Schoening – yes; Voss – yes; Williamson – yes; Yedlik  
25 – yes. **MOTION CARRIED.**

26

27 Sara Yedlik moved, with a second by Ryan Williamson, that in **case number 19-77,**  
28 the Board find probable cause to establish a violation of the following provisions of the  
29 Code of Professional Conduct and Ethics, 282 IAC rules 25.3(3)(e) and order this case  
30 set for hearing. Roll call vote: Athay – yes; Behrens – yes; Harper – yes; Overholtzer –  
31 yes; Schipper – yes; Schoening – recused; Voss – yes; Williamson – yes; Yedlik – yes.

32 **MOTION CARRIED.**

33

1 Sara Yedlik moved, with a second by Ryan Williamson, that in **case number 19-82**,  
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 rules 25.3(1)(e)(4) and order this  
4 case set for hearing. **MOTION CARRIED UNANIMOUSLY.**

5  
6 Ryan Williamson moved, with a second by Sara Yedlik, that in **case number 19-83**,  
7 the Board find probable cause to establish a violation of the following provisions of the  
8 Code of Professional Conduct and Ethics, 282 IAC rules 25.3(4)(b) and 25.3(1)a, and  
9 order this case set for hearing. **MOTION CARRIED UNANIMOUSLY.**

10  
11 Sara Yedlik moved, with a second by Ryan Williamson, that in **case number 19-93**,  
12 the Board find that, although one or more of the allegations in the complaint may be  
13 substantiated by the witnesses interviewed in the course of the investigation [and/or]  
14 the documents gathered in the course of the investigation, and the allegations may  
15 constitute a technical violation of the board's statute or administrative rules; the  
16 evidence before the board indicates that the alleged violation was an isolated incident,  
17 and adequate steps have been taken to remedy the violation and to ensure that  
18 incidents of a similar nature do not occur in the future. The Board will not pursue  
19 formal disciplinary action in this matter. **MOTION CARRIED UNANIMOUSLY.**

20  
21 Sara Yedlik moved, with a second by Ryan Williamson, that the Board accept the  
22 voluntary surrender of all certifications associated with folder number 333208, and  
23 that the Board issue an order permanently revoking the license with no possibility of  
24 reinstatement. **MOTION CARRIED UNANIMOUSLY.**

25  
26 Ryan Williamson moved, with a second by Sara Yedlik, that the Board accept the  
27 respondent's waiver of hearing and voluntary surrender in **case number 19-110**, and  
28 that the Board issue an order permanently revoking the license with no possibility of  
29 reinstatement. **MOTION CARRIED UNANIMOUSLY.**

30  
31 Sara Yedlik moved, with a second by Ryan Williamson, that in **case no. 19-12**, 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 Ryan Williamson moved, with a second by Tony Voss, that in **case no. 19-21**, the  
5 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 Roll call vote: Athay – yes; Behrens – yes; Harper – yes; Overholtzer – yes; Schipper –  
8 yes; Schoening – yes; Voss – yes; Williamson – yes; Yedlik – recused. **MOTION**

9 **CARRIED.**

10  
11 Sara Yedlik moved, with a second by Ryan Williamson, that the Board extend the 180-  
12 day deadline for issuance of the final decision in **case number 19-45**, based upon the  
13 need to schedule the hearing, and the need to review the proposed decision. **MOTION**  
14 **CARRIED UNANIMOUSLY.** (Allison Schmidt left the room during the discussion of  
15 this case in closed session.)

16  
17 Ryan Williamson moved, with a second by Sara Yedlik, that the Board extend the 180-  
18 day deadline for issuance of the final decision in **case number 19-46**, based upon the  
19 amount of time needed to complete the investigation due to pending related criminal  
20 charges. **MOTION CARRIED UNANIMOUSLY.** (Allison Schmidt left the room during  
21 the discussion of this case in closed session.)

22  
23 Sara Yedlik moved, with a second by Ryan Williamson, that the Board extend the 180-  
24 day deadline for issuance of the final decision in **case number 19-49**, based upon the  
25 amount of time needed to complete the investigation due to pending related criminal  
26 charges. Roll call vote: Athay – yes; Behrens – yes; Harper – yes; Overholtzer – yes;  
27 Schipper – yes; Schoening – recused; Voss – yes; Williamson – yes; Yedlik – yes.

28 **MOTION CARRIED.** (Allison Schmidt left the room during the discussion of this case  
29 in closed session.)

30  
31 Sara Yedlik moved, with a second by Ryan Williamson, that the Board approve the  
32 closed session minutes from June 21, 2019 and August 7, 2019. **MOTION CARRIED**  
33 **UNANIMOUSLY.**

1 Communication from the Public

2 None.

3  
4 Board Member Reports

5 Dave Harper shared concerns from some superintendents regarding librarian  
6 licensure (districts sharing librarians) and substitute authorization restrictions. Dr.  
7 Lebo stated that some restrictions regarding the substitute authorization can be  
8 approved for special circumstances by contacting Joanne Tubbs for permission. The  
9 librarian licensure will be looked into during discussion of secondary endorsement  
10 requirements. Joanne Tubbs will be speaking with the Department of Education (DE)  
11 regarding librarian licensure.

12  
13 Tony Voss inquired regarding the ability to download a list of teachers in your district  
14 and sorting by expiration date. This was part of the DE portal and “broke” when we  
15 changed to our new licensure system. This is currently being worked on by IT. Due to  
16 this no longer being available, some districts are going back to creating their own lists  
17 manually.

18  
19 Executive Director’s Report – Dr. Lebo

20 Legislative Update: Reviewed our FY 20 board goals based on conversations we had at  
21 our board retreat. Goal 1: The Board will develop rules for practitioner licensure that  
22 maintain high standards, are research based, and provide flexibility in attainment in  
23 all credential types, especially in shortage areas; Goal 2: The Board will promote the  
24 Model Code of Ethics for Educators; Goal 3: The Board will promote pathways to  
25 licensure in response to teacher shortages. Legislative priorities include: advocate for  
26 special education endorsement changes; revise secondary endorsement criteria in  
27 response to teacher shortages; evaluate reciprocity pathways for administrators.

28  
29 Agency Update: As of November 1, 2019, the BoEE will be relocating to 701 E. Court  
30 Avenue. The new location will provide confidentiality and security which are the  
31 primary reasons for the relocation. It will also provide easier office access to  
32 practitioners and applicants. Dr. Lebo distributed a floor plan of the new location as  
33 well as a list of some furniture that will need to be purchased.

1 The December 13<sup>th</sup> meeting will be the first meeting at our new location and will be  
2 followed by an open house. At this time, we will also have a 30-year celebration of the  
3 BoEE's existence as an agency. More information to come.

4  
5 Licensing System Update: As part of the initial contract we paid for hours based on  
6 production, and there is a different pay rate depending on the person who is providing  
7 service to us. Based on our needs, we utilized more hours at a higher rate, increasing  
8 costs by approximately \$1,000.

9  
10 Financial Update: Dr. Lebo reviewed the financial report. Budgets for FY 20, FY 21  
11 and FY 22 have been submitted to the Department of Management (DOM).

12  
13 The June 18-19, 2020 board meeting/retreat will be rescheduled to June 25-26, 2020  
14 due to some travel conflicts with Dr. Lebo's schedule and the NASDTEC annual  
15 conference.

16  
17 NASDTEC Professional Practices Institute (PPI), October 16-18, 2019, will be held in  
18 San Antonio and will be attended by Dr. Lebo and Darcy Hathaway. Dr. Lebo will be  
19 presenting on a panel.

20  
21 NASDTEC Ted Andrews Winter Symposium (TAWS) will be held on January 8-10,  
22 2020 in San Diego. Dr. Lebo will be attending as well as Dr. Bice.

23  
24 Stakeholder Presentation

25 Consultants Mike Cavin and Joanne Tubbs provided a presentation to the Board on  
26 the new licensing system.

27  
28 Rules

29 Adopt:

30 House File 637, which states that required reports of misconduct under Iowa Code  
31 section 272.15 shall be submitted within thirty days of the disciplinary action or  
32 awareness of misconduct that necessitated the report. The amendment is to 282—  
33 11.37 regarding mandatory reporting.

1 Tony Voss moved, with a second by Sara Yedlik, that the Board adopt the proposed  
2 changes to IAC 282 Chapter 11 – Mandatory Filing – 30-day filing (4560C). **MOTION**  
3 **CARRIED UNANIMOUSLY.**

4  
5 ARRC Review Pending:

6 None.

7  
8 Notice:

9 None.

10  
11 Items for Discussion:

12 None.

13  
14 Petition for Waiver

15 None.

16  
17 Reports/Approvals

18 Darcy Hathaway reviewed the Summary Waiver Report that was submitted to  
19 members of the Administrative Rules Review Committee in July. This report is  
20 submitted semi-annually in January and July. In the six-month period from January  
21 to July, the board reviewed four petitions for waiver; one was granted and three were  
22 denied.

23  
24 Dr. Lebo reminded the board of the FY 20 Committee Assignments as well as the  
25 Goals and Legislative Priorities that were determined at our June retreat which were  
26 discussed earlier at this meeting.

27  
28 There being no further business, Tony Voss moved, with a second by Erin Schoening,  
29 to adjourn the meeting at 2:05 p.m.