



Iowa Board of
Educational Examiners



BoEE Quarterly Newsletter – August 2020

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Substitute Teachers



Please refer to the July 17 [Proclamation of Disaster Emergency Guidance for Substitute Teachers](#) document for more information about increased flexibility regarding substitute teachers.

Substitutes may serve when a properly-licensed contracted teacher is out on leave. Administrators should notify the BoEE if a substitute is needed to cover a late resignation while the position is advertised.

Contact: joanne.tubbs@iowa.gov

BoEE Resources for School Administrators and HR Directors

[Bookmark this link](#) for important information about Iowa license types, BEDS information, ethics presentations, and other important information for school administrators and HR directors.

Renewal Tips for Educators

Why wait? You can renew your license ONE YEAR prior to your expiration date, and you will not lose any time on your license. We will add the new time to your current expiration date.

Many renewal credit courses are available online.

EARN CREDITS FOR WORK YOU ARE ALREADY DOING:

- Up to two credits may also be earned per cycle by serving as a cooperating teacher for candidates from Iowa institutions. The Iowa college will issue the certificate showing your credits.
- One credit per renewal cycle may be earned through the successful completion of an Individualized Professional Development Plan. Upload a completed IPDP signed by you and your evaluator. The plan should minimally including specific goal(s), planned activities, alignment to building/district goals, alignment to the Iowa teaching standards, data collected, and how the goal impacted student learning.
- Educators who participate in a micro-externship will be able to earn one renewal credit per experience.

[Click here for more information about renewal credits and license types.](#)

Online Licensing System



All applications are now online. Your new license will arrive via email once your application has been processed.

Some additional tips:

- If your license has expired, you must stop teaching.
- Once you submit a payment, there is no refund.
- You will need to create an account in the new software system (if you have not already done so since March 2019 - your folder number will remain the same).
- You don't need to complete your application all at once.
- Your application is not submitted to the BOEE for review until the status is 'Pending - Internal Review'. Note that you will get an email from the system confirming that it is submitted when the status changes to 'Pending - Internal Review'. You may need to 'Assess Application...' to get the status to change, especially if you have not completed the sections in order.
- If you are renewing, [review the renewal requirements for your license type.](#)

Conditional Licensure

The **Class B License** is valid for two school years and may be issued under the following conditions:

- The person is the holder of a valid Iowa license with one or more endorsements and is seeking to obtain some other endorsement
- The employer requests the Class B be issued due to an official position offer
- The individual seeking this endorsement has completed at least two-thirds of the requirements or one-half in a shortage area.

The **Executive Director Decision License** is valid for one school year and may be issued under the following conditions (not eligible for Class B license):

- The person is the holder of a valid Iowa license with one or more endorsements and is seeking to obtain some other endorsement
- The employer requests the Executive Director Decision license be issued
- The employer verifies the diligent search to find a fully licensed teacher for the position

2020 Legislative Update

The following bill summaries include language relevant to the Board of Educational Examiners, although many of the bills have additional scope.

[HF 2627](#) – Licensure Reciprocity: this will allow applicants who have held a license in another state for at least one year and who have established residency in Iowa to obtain a license through the BoEE without additional coursework or testing. This will also limit the criteria used by the BoEE to deny a license based on past criminal activity.

[SF 2356](#) – Dyslexia: this will establish a dyslexia specialist endorsement.

[SF 2360](#) – Therapeutic Classrooms: this will add language to the Code of Professional Conduct and Ethics regarding safety of students and staff, mandatory reporter obligations, IEPs, and participation in staff development.

[HF 2418](#) – BEDS Reporting: this will allow districts to work with the Iowa Department of Education to correct BEDS staffing errors.

Troops to Teachers



[Troops to Teachers](#) is updating our database to make sure none of our participants in the program miss out on their benefits. If you can fill out this form that would be greatly appreciated and would help a veteran receive the benefits they earned.

Click this link for the “[Grant Office Report of Hire](#)” form to be used for Troops to Teachers participant employment. If employment from a previous year is being provided, there should be a start and end date identified on the form for that particular school year. Once complete, the form should be emailed to elijah.root@dese.mo.gov or turner.shipman@dese.mo.gov for processing.

Ethical Issues – Racism and Equality Resources



Educators prepare students to live and work in a diverse world. This includes cultivating positive identity formation for all students and confronting bias.

Consider the following from the Iowa Code of Professional Conduct and Ethics standards:

25.3(6) Standard VI—unethical practice toward other members of the profession, parents, students, and the community. Violation of this standard includes:

1. Denying the student, without just cause, access to varying points of view.
2. Deliberately suppressing or distorting subject matter for which the educator bears responsibility.
3. Failing to make reasonable effort to protect the health and safety of the student or creating conditions harmful to student learning.
4. Conducting professional business in such a way that the practitioner repeatedly exposes students or other practitioners to unnecessary embarrassment or disparagement.
5. Engaging in any act of illegal discrimination, or otherwise denying a student or practitioner participation in the benefits of any program on the grounds of race, creed, color, religion, age, sex, sexual orientation, gender identity, disability, marital status, or national origin.

(Continued)

Listed below are just a few resources available to educators to ensure safe and inclusive classrooms:

- [Teaching Tolerance](#)
- [Iowa Safe Schools](#)
- [Please Pass the Love](#)
- [NAACP](#)
- [PBS](#)

Recent Case Studies

The respondents in the following cases waived their right to a hearing and voluntarily surrendered their respective licenses:

<http://www.iowa.gov/legacyboee/board/orders/2018/18-170.pdf>

<http://www.iowa.gov/legacyboee/board/orders/2019/19-184.pdf>

<http://www.iowa.gov/legacyboee/board/orders/2020/20-23.pdf>

<http://www.iowa.gov/legacyboee/board/orders/2019/19-156.pdf>

In case number [19-168](#), the respondent was suspended for a minimum of ten years for communicating with a student in an inappropriate and sexual manner. The respondent must complete an ethics course prior to any request for reinstatement after the ten years have elapsed.

The respondent in case number [19-179](#) smelled of marijuana while teaching. He refused a drug test and resigned when confronted about the odor. The final order imposes a reprimand and a three-month suspension.

The settlement agreement in case number [19-175](#) imposes a reprimand and a requirement to complete an ethics course, after the respondent was charged with failing to complete progress monitoring for special education students.

In case number [19-178](#), the respondent was under the influence of alcohol at school, during the school day. The respondent was reprimanded and suspended for a minimum of three months. He must complete an ethics course and a substance abuse evaluation prior to reinstatement.

The respondent in case number [19-169](#) was under the influence of alcohol during the school day, and received a reprimand and minimum three-month suspension. The respondent must complete a substance abuse evaluation prior to reinstatement.

The settlement agreement in case number [19-152](#) imposes a reprimand and a minimum ten-year suspension after the respondent was charged with communicating inappropriately with students and attempting to solicit or encourage a romantic or otherwise inappropriate relationship with a student. The respondent must complete an ethics course prior to any request for reinstatement after the suspension period has passed.

In case number [19-151](#), the complaint alleged the respondent harassed, bullied, and/or discriminated against students who reported sexual harassment by a fellow student. The settlement agreement imposes a reprimand and a deferred suspension, which will not be imposed if the respondent completes a Board-approved course on victimization within the allotted time.

The respondent in case number [19-173](#) was under the influence of alcohol while supervising students at school. The respondent was reprimanded and suspended for a minimum period of one year. The respondent must complete an ethics course prior to reinstatement.

In case number [19-125](#), the respondent sent inappropriate text and social media messages to students, transported students in a school vehicle in an unsafe manner, and engaged in a romantic relationship with a student. The settlement agreement imposes a reprimand and a minimum five-year suspension. Prior to any request for reinstatement, the respondent must complete an ethics course as well as a psychosexual evaluation, and comply with any recommendations for treatment.

The respondent in case number [19-174](#) falsified documentation excusing her from work. The settlement agreement imposes a reprimand and a requirement to complete an ethics course.

In case number [19-180](#), the respondent pulled an elementary student down the hallway by his legs after the student refused to walk into the classroom. The respondent was reprimanded. The settlement agreement also imposes a six-month deferred suspension, which will not be imposed if the respondent completes a required de-escalation and/or restraint training in a timely manner.

The respondent in case number [19-89](#) falsified and/or omitted progress monitoring information for special education students. After a hearing, the respondent was reprimanded and her special education endorsements were suspended for a minimum period of one year. The respondent must complete an ethics course prior to seeking reinstatement of those endorsements.