

Iowa Board of
Educational Examiners



BoEE Quarterly Newsletter – November 2018

In this issue: Initial License Expiration Dates, Renewals, Iowa Licensure Types, December Graduates, Holidays, Ethics/Educator Boundaries, and Recent Cases.

Initial License Expiration Dates - Changing

The Iowa Board of Educational Examiners recently adopted a rule which allows us to change the expiration date of initial licenses to June 30 to better align with the academic year. We are allowed to retroactively apply this new rule in cases where the educator will benefit.

If you hold an initial license, and your current expiration date month is prior to June, we have added more time to your license by moving the expiration date to June 30 of your current expiration year.

We are unable to print and mail licenses showing this change, but the change is viewable on our website under "search for a license." You may print a screenshot of your licensure information from this website to give to your employer as your official updated license record.

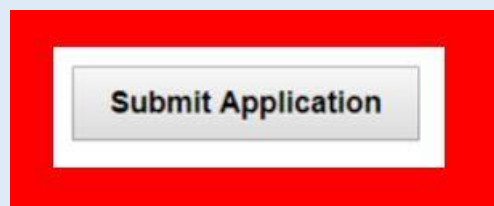


Most other licenses will still expire during the educator's birthday month.

Once you have met the experience requirement for a standard license (or professional administrator license), you will need to wait until after the last day of school before applying to convert your initial license.

Did you know...?

- You may apply to renew your license **one year in advance** of the expiration date without losing any time on your new license.
- You may use your completed Individualized Professional Development Plan for **one renewal credit** per renewal cycle.
- You may obtain a certificate from an Iowa college showing renewal credits earned for serving as a cooperating teacher for practicum students and student teachers for up to **two credits** per renewal cycle.
- You will use our new online system to apply for a new license or to renew your license, and we even accept clear pictures of transcripts taken from a smartphone.



In our new online system, the last step of any application is to click the “submit application” button. This is the page **after** submitting payment.

We will not receive your application unless you also click “submit application.”

Iowa License Types and Information

The Iowa Board of Educational Examiners has created a new licensure information document which will assist educators to easily navigate and understand Iowa license and authorization types, terms of validity, renewal or extension options, and other important information. This document will support districts as vacancies continue to be filled and as educators prepare for the upcoming school year. We appreciate the value that Iowa educators give to licensure, and we hope that this additional tool will provide needed information in a user-friendly format, which synthesizes much of our information into one document. We encourage you to bookmark this shared document for easy reference.

[Iowa License Types and Information](#)

CORRECTION - SCHOOL SOCIAL WORKERS

In the August 2018 newsletter, we stated that districts who are eligible for operational sharing and who employ school social workers must have school social workers licensed by the BoEE. The school social workers may instead hold a valid social worker license issued by the Iowa Department of Public Health.

Hiring December Graduates

School districts may have openings or substitute positions available now or next semester. December graduates may teach or substitute teach once their Iowa initial license has been issued. All program completion assessments (Praxis II or edTPA) must be taken and passed prior to receiving an initial license or a substitute license.

If the candidate has completed their BoEE background check, we will typically issue their license within 24-48 hours of receiving the licensure recommendation from their Iowa college. Each college has a different timeline for sending recommendations ranging from mid-December to mid-January. Licensure for out-of-state candidates may be delayed as it is less likely that they have completed the required testing for Iowa.

Once the bachelor's degree is conferred, candidates may instead apply for the substitute authorization if they are waiting to pass their Praxis II tests. This cannot be used for long-term subbing. **As a reminder, substitute teachers cannot fill open positions.**

Our agency has also approved new rules to allow applicants who have completed a traditional program in another state to transfer to Iowa more easily. Applicants with three or more years of teaching experience are not required to complete assessments. Applicants with 10 or more years of experience, or five or more years of experience plus a master's degree are not required to complete coursework deficiencies as long as our other requirements are met. Administrators who are not also seeking a teaching license will not have coursework deficiencies for that license (they will need to be eligible for the teaching license, but do not need to obtain it).

Happy Holidays: Legal Considerations

Public school officials need to be especially conscious at this time of year that not all holidays are celebrated by all students and families. The [Iowa Department of Education](#) has created a quick (not meant to be exhaustive) checklist of what public school officials are prohibited from doing and what they are permitted to do.



Ethical Issues – Boundaries Checklist

Professional boundaries are an essential part of our work as educators. Maintaining professional conduct reduces the risk of allegations and keeps students safe from harm. The checklist below includes behaviors that may lead to an inappropriate educator/student relationship (source: Timothy Kahn).

Taking an Undue Interest in a Particular Student

1. Favoring certain students by giving them special privileges.
2. Favoring certain students, inviting them to come to the classroom at non-class times.
3. Getting a particular student out of class to visit the teacher during the teacher's prep period.
4. Engaging in peer-like behavior with students.

Using Poor Judgement in Relation to a Particular Student

5. Allowing a particular student to get away with inappropriate behavior.
6. Being alone with the student behind closed doors at school.
7. Giving gifts or money to the student.
8. Being overly "touchy" with certain students or touching students for no educational or health reason.
9. Giving students rides in the educator's personal vehicle, especially alone.
10. Frequent electronic or phone communication with a particular student.

Becoming Involved in the Student's Private Life

11. Talking to the student about the educator's personal problems.
12. Talking to the student about the student's personal problems to the extent that the adult becomes a confidant of the student when it is not the adult's job role to do so.
13. Initiating or extending contact with students beyond the school day.
14. Taking a particular student on outings, especially personal outings, away from protective adults.
15. Using email, text-messaging, instant messaging, or social networking to discuss personal topics or interests with students.

Not Respecting Normal Boundaries

16. Invading the student's physical privacy (e.g., walking in on the student in the restroom).
17. Inviting students to the teacher's home.
18. Visiting the student's home.
19. Asking the student to keep certain things secret from his/her parents.

Sexually Related Conduct

20. Engaging in sex talk with students (sexual innuendo, sexual banter, or sexual jokes).
21. Talking with a student about sexual topics that are not related to a specific curriculum.
22. Showing pornography to a student.
23. Hugging, kissing, or other affectionate physical contact with a student.

Recent Cases

The respondent in case number [16-184](#) agreed to a settlement imposing a written reprimand after being charged with violating state law applicable to his professional obligations.

The settlement agreement in case number [18-16](#) imposes a reprimand and a requirement to complete an ethics course. The respondent was charged with falsifying, misrepresenting, or omitting material information regarding the evaluation of students—specifically, progress monitoring data for special education students—and incompetence.

In case number [18-57](#), the respondent received a reprimand and must complete an ethics course after being charged with providing inappropriate accommodations to students during administration of the Iowa Assessments.

Following a hearing, the respondent in case number [18-06](#) was suspended for 60 days for abandoning her employment contract without a release by the employing district.

In case number [18-37](#), the respondent was charged with soliciting or encouraging inappropriate relationships with students. The settlement agreement imposes a reprimand and minimum three-year suspension. Prior to seeking reinstatement, the respondent must complete an ethics course and a mental health evaluation regarding the ability to maintain appropriate boundaries with students.

The respondent in case number [18-58](#) was charged with meeting socially and encouraging a romantic relationship with a student from a neighboring district. The settlement agreement imposes a reprimand and a minimum six-month suspension. The respondent must complete an ethics course prior to seeking reinstatement.

The respondent in case number [18-94](#) received a reprimand and minimum two-year suspension after investigation revealed he was under the influence of alcohol while at work. The respondent must complete an ethics course prior to seeking reinstatement.

The settlement agreement in case number [17-150](#) imposes a reprimand and minimum six-month suspension. The respondent must complete an ethics course and mental health evaluation prior to seeking reinstatement. The respondent was charged with soliciting or encouraging inappropriate relationships with students through social media and texting.

The license of the respondent in case number [17-142](#) was permanently revoked following a hearing. The respondent was convicted of several drug-related criminal offenses and failed to self-report three founded child abuse reports to the Board.

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

<http://www.boee.iowa.gov/board/orders/2018/18-112.pdf>

<http://www.boee.iowa.gov/board/orders/2018/18-65.pdf>

<http://www.boee.iowa.gov/board/orders/2017/17-78.pdf>

<http://www.boee.iowa.gov/board/orders/2017/17-77.pdf>