

June 2024

Professional Practices and Ethics Case Report



Department of Education

State of Iowa
Department of Education
Grimes State Office Building
400 E. 14th Street
Des Moines, IA 50319-0146

Administration

McKenzie Snow, Director and Executive Officer
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Bureau of Educational Examiners

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Assumptions

- Licensure fees cover all costs for our agency. The Bureau did not receive an appropriation from the Legislature until the 2024-2025 state fiscal year,
- Since 2006, the Bureau is required to screen license renewal applicants against the sex offender registry, child abuse registry, and the dependent adult abuse. Since 2016, the Bureau is required to screen license renewal applicants against the Iowa Courts Online database (refer to Iowa Code section 256.146). Background check fees for renewals only were increased from \$1 to \$10 in fiscal year 2017 to help offset these additional costs.
- The Bureau currently employs two full-time investigators. In fiscal year 2024, the Legislature provided additional funding to the Department of Education which will be used to hire an additional two investigator positions. The investigators will be assigned to the Bureau of Educational Examiners due to an increase in the number of complaints regarding licensed staff, as well as the investigation of cases related to non-licensed staff and commissions of felony crimes, as required in Iowa Code 256.158A.
- The Bureau currently employs one Attorney 3, who also investigates cases part-time, and one board secretary. The Bureau Chief and Executive Director role oversees the operation of the Bureau, including licensure issuance and renewal, and professional practices and Board activities.
- The Bureau currently employs 50% of one Assistant Attorney General's time to prosecute its cases. Costs related to investigations and the prosecution of complaints vary based on annual caseloads. These annual costs tend to exceed \$350,000.
- Thirteen board members appointed by the Governor serve as the Board who oversees, hears and adjudicates all professional practices cases. Note the board averages 25-30 cases per each monthly six hour meeting, with 8-16 hours of preparation required reviewing investigative cases and materials.

Case Status and Sanctions

Definitions

Total cases – total number of cases received in a year (January 1 – December 31).

Closed – cases closed either through the hearing/settlement process or dismissed by the Board or Executive Director.

PC Determined, Case with Attorney General – The Board has determined that probable cause has been met through the investigation and the case is now turned over to the Attorney General for a hearing and/or settlement.

Under Investigation with BOEE – Cases being investigated by BOEE investigative staff.

Dismissed – Board has heard all evidence from the investigation and determined there was not enough evidence to support an ethical violation.

Withdrawn – Withdrawn by the complainant.

Rejected by Executive Director – Jurisdictional requirements not met on the face of the complaint.

Sanctions*

Reprimand – Written letter of reprimand.

Suspension – License suspended for a period of time. Reinstatement requires an application to the Board.

Revocation/Surrender – Permanent removal of licensure. No option for reinstatement.

Additional Training – Additional coursework, treatment, and verification for reinstatement and maintenance of license. (e.g. ethics coursework, mental health evaluation, classroom monitoring).

*All sanctions are posted publicly and available to view on the individual's license search from the Bureau of Educational Examiners website. In addition, all sanctions are shared with all other education licensing boards in the United States.

Cases per Year and Status

	2022 ¹	2023
Total Cases	202	235
Cases Closed	192	141
Probable Cause Determined	8	48
Under Investigation	2	46
Dismissed	68	62
Withdrawn	15	0
Rejected by Executive Director	2	3

Sanctions² by Year

	2022	2023
Reprimand	64	58
Suspension	42	27
Revocation/Surrender	36	42
Additional Training	28	9

¹ Notes the status of each case based on when the data was pulled for publication of this report (within June 2024).

² Multiple sanctions may be issued against the same individual in a case (e.g. an individual may receive a suspension of their license and be required to complete additional training).

Ethical Standards

Standards Violations Filed

Standard	2022	2023
Standard I—conviction of crimes, sexual or other immoral conduct with or toward a student, and child and dependent adult abuse.	91	85
Standard II—alcohol or drug abuse.	26	42
Standard III—misrepresentation, falsification of information.	28	63
Standard IV—misuse of public funds and property.	7	25
Standard V—violations of contractual obligations.	34	21
Standard VI—unethical practice toward other members of the profession, parents, students, and the community.	180	327
Standard VII—compliance with state law governing obligations to state or local governments, child support obligations, and board orders.	18	0
Standard VIII—incompetence.	44	105

Mandatory Reporter Violations Filed

Standard	2022	2023
25.3(1) Standard I -(4) Soliciting, encouraging, or consummating a romantic or otherwise inappropriate relationship with a student;	28	14
25.3(2) Standard II—alcohol or drug abuse.	26	42
25.3(3) Standard III—misrepresentation, falsification of information. Violation of this standard includes: e. Falsifying or deliberately misrepresenting or omitting material information regarding the evaluation of students or personnel, including improper administration of any standardized tests, including, but not limited to, changing test answers, providing test answers, copying or teaching identified test items, or using inappropriate accommodations or modifications for such tests	14	29
25.3(4) Standard IV—misuse of public funds and property. Violation of this standard includes: b. Converting public property or funds to the personal use of the practitioner.	3	8
25.3(6) Standard VI—unethical practice toward other members of the profession, parents, students, and the community. Violation of this standard includes: m. Failing to comply with federal, state, and local laws applicable to the fulfillment of professional obligations. (Discrimination on the basis of free speech or intellectual freedom.)	4	1
25.3(6) Standard VI—unethical practice toward other members of the profession, parents, students, and the community. Violation of this standard includes: m. Failing to comply with federal, state, and local laws applicable to the fulfillment of professional obligations (Violation of HF 802).	0	2