

**BEFORE THE BOARD OF BEHAVIORAL HEALTH PROFESSIONALS OF  
THE STATE OF IOWA**

<b>In the Matter of the Petition for Waiver by:</b>  <b>Mila Trombino</b>  <b>Petitioner.</b>	<b>ORDER APPROVING WAIVER REQUEST</b>
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Pursuant to Iowa Code section 17A.9A and Iowa Administrative Code (“IAC”) rule 481—6, the Iowa Board of Behavioral Health Professionals (“Board”) makes the following ruling on the Petition for Waiver submitted by Mila Trombino (“Petitioner”).

**FINDINGS OF FACT**

1. Petitioner is seeking to obtain approved supervisor status.
2. Petitioner has been licensed as an Iowa master level social worker since June 2025.
3. Petitioner states in her Petition for Waiver that she seeks to waive 481 IAC 880.7(4) which provides:

**880.7(4) *Supervision report.*** When supervision is complete, or when a supervisor ceases providing supervision to the supervisee, the supervisee will ensure a completed supervision report using the current form published by the board is submitted to the board. If the supervisor reports that the supervisee is not adequately prepared for independent licensure, or reports violations of the board’s rules or applicable ethical code, the board may require the supervisee to complete additional supervision or training as deemed appropriate prior to licensure.

4. Petitioner’s supervisor unexpectedly passed away. Petitioner is seeking approval of eight hours of supervision over two months of practice.
5. The Board considered the Petition for Waiver at a board meeting on November 25, 2025.

**APPLICABLE LAW**

6. Pursuant to Iowa Administrative Code chapter 481—6.1(3), the Board may in its sole discretion issue an order waiving in whole or in part the requirements of a rule if the board finds, based on clear and convincing evidence, all of the following:
  - a. The application of the rule would impose an undue hardship on the person for whom the waiver is requested;
  - b. The waiver from the requirements of the rule in the specific case would not prejudice

- the substantial legal rights of any person;
- c. The provisions of the rule subject to the petition for waiver are not specifically mandated by statute or another provision of law; and
  - d. Substantially equal protection of public health, safety, and welfare will be afforded by a means other than that prescribed in the particular rule for which the waiver is requested.
7. “The burden of persuasion rests with the petitioner to demonstrate by clear and convincing evidence that the [board] should exercise its discretion to grant a waiver from a [board] rule.” 481 IAC 6.1(8)(b).
  8. The Board's rules provide “The final decision on whether the circumstances justify the granting of a waiver is at the discretion of the [board] upon consideration of all relevant factors. Each petition for a waiver will be evaluated by the [board] based on the unique, individual circumstances set out in the petition.” 481 IAC 6.1(8)(a).
  9. “A waiver, if granted, shall provide the narrowest exception possible to the provisions of a rule.” 481 IAC 6.1(8)(f).

#### **ANALYSIS OF WAIVER CRITERIA**

##### **Whether the application of the rule would create an undue hardship on the person for whom the waiver is requested:**

10. Requiring the petitioner to submit a supervision report for the 8 hours supervised by her former supervisor would create an undue hardship because the supervisor is deceased. Petitioner has no way of getting a report authored by the supervisor.

##### **Whether the waiver from the requirements of the rule in the specific case would prejudice the substantial legal rights of any person:**

11. Waiving the requirements of the rule would not prejudice the substantial legal rights of any person.

##### **Whether the provision of the rule subject to the petition for waiver is not specifically mandated by another provision of law:**

12. The requirement found in the Board’s administrative rule is not specifically mandated by statute.

##### **Whether substantially equal protection of the public health, safety, and welfare will be afforded by a means other than that prescribed in the particular rule for which the waiver is requested:**

13. The public health, safety and welfare will be afforded by other means if this

waiver is granted because the petitioner is required to complete a substantial number of supervised hours. The 8 hours allowed under this waiver will not prevent the board from ensuring petitioner's competence to practice even though we do not have a supervision report for these 8 hours.

### **CONCLUSIONS OF LAW**

For the reasons set forth above and upon review of the Petition, the Board finds that Petitioner has satisfied the four criteria for waiver set forth in IAC 481—6.1(3).

### **ORDER**

**IT IS THEREFORE ORDERED** the Petition for Waiver of 481 IAC 880.7(4) is APPROVED.

Issued November 25, 2025.

*Aaron L. Culley, L.I.S.W.*

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Aaron Culley  
Chairperson  
Iowa Board of Behavioral Health Professionals