

MINUTES – Board Meeting

Thursday, June 12, 2025

Teams

The Education Standards and Practices Board (ESPB) meeting was called to order at 8:00am by Board Vice Chair Evan Kritzberger. Board members present by video conference were Jenny Bladow, Siri Coleman, Amber Fridley, Dustin Hager, Evan Kritzberger, Sarah Lerud, Sheila Schlafmann, and Patti Stedman.

Board members Angela Nagel, Cory Steiner, and Superintendent Kirsten Baesler were absent.

Also present were ESPB Executive Director Rebecca Pitkin, Mari Riehl, and Amy Bigelow from ESPB, Mark Openshaw from Office of Attorney General, Arlene Wolf from DPI, Amy Flicek from NDUnited, and other online guests.

Introductions were held.

Motion to Include Additional Agenda Items – Additions to the agenda include a disability waiver request from Lana Held. Patti Stedman made a motion to approve the agenda with amendments. Seconded by Amber Fridley. Board members who voted in favor were Jenny Bladow, Siri Coleman, Amber Fridley, Evan Kritzberger, Sarah Lerud, Sheila Schlafmann, and Patti Stedman. None opposed. Motion carried.

Motion to Ratify Settlement Agreements and April and May Licensure List – Sheila Schlafmann made a motion to ratify settlement agreements and the April and May licensure list. Motion seconded by Sarah Lerud. Board members who voted yes were Jenny Bladow, Siri Coleman, Amber Fridley, Evan Kritzberger, Sarah Lerud, Sheila Schlafmann, and Patti Stedman. None opposed. Motion carried.

CASES

Brandt, Evan – Mr. Brandt's file was reviewed in June 2024 due to a Request for Inquiry that was filed by the school district he was employed with at the time after they learned he had been charged with a recent marijuana offense. The Board passed a motion to require Mr. Brandt to complete quarterly marijuana drug tests for the next year, in addition to a chemical abuse evaluation within 30 days and to complete any recommended treatment at his own expense, in violation of NDCC 15.1-13-25(1)(e). It was specified that if his drug tests would come back positive that his file would come back to the board for further review. A drug screening collected in March 2025 came back positive for marijuana.

Patti Stedman asked if it makes a difference if Mr. Brandt has a medical marijuana card. To date, the board has not received verification of a medical marijuana card. Assistant Attorney General Mark Openshaw said the board could either ask for additional information on the medical marijuana card or they could focus on the violation of Mr. Brandt's signed settlement agreement. He also said it's not under the board's purview to punish for use of marijuana. The board could choose to reprimand, require coursework, ect. Evan Kritzberger stated he believes the reason a settlement agreement was originally issued was because Mr. Brandt had stated in his letter of explanation that he did not intend to stop using marijuana and the board wanted to offer him the opportunity to show he could be compliant.

Jenny Bladow asked if NDCC 15.1-13-25(e) would apply, since it wasn't an additional offense? Mark said a marijuana charge is a citation, and not a court offense, so that wouldn't necessarily apply.

Patti said she's disappointed and wishes Mr. Brandt would have submitted a copy of his medical marijuana card if he has one. Evan said having a teaching license is a privilege with a lot of added responsibilities, and one should be following the law. Siri Coleman asked if a letter of reprimand was issued, where that would be reported. A letter of reprimand is entered into the NASDTEC Clearinghouse, and if the board decides, it could also be sent to Mr. Brandt's district. Sheila Schlafmann likes that idea and wonders if another year of monitoring could be issued. Becky reminded the board that two more reports are still due. Mark said if the board wants to issue a letter of reprimand now, it may make sense to require additional drug testing.

Patti Stedman made a motion to issue a letter of reprimand for being in violation of NDCC 15.1-13-25(1)(j) to Mr. Brandt with copy to district, with requirement that he complete additional testing quarterly for one year. The settlement agreement will include information that another positive test would cause his file to be reviewed again and could result in further disciplinary action including, but not limited to, suspension of his license. If Mr. Brandt has a medical marijuana card, he should show that. Motion seconded by Siri Coleman. Board members who voted yes were Jenny Bladow, Siri Coleman, Amber Fridley, Evan Kritzberger, Sarah Lerud, Sheila Schlafmann, and Patti Stedman. None opposed. Motion carried.

Pavlish, Landon – Mr. Pavlish's file is being reviewed after a Request for Inquiry was received from Dickinson Public Schools for alleged violation of Model Code of Ethics for Educators (MCEE) Principal 3A. There is no additional information from a legal standpoint. The investigation with Dickinson Public Schools has been completed and Mr. Pavlish has resigned his position.

Amber Fridley asked that she be recused from this case, as this is from one of the schools that she works with.

Patti Stedman said as she was reading the information, she kept thinking back to the board's grooming policy and couldn't help but wonder if this was grooming. Becky reminded the board the new/updated grooming administrative rule will go into effect July 1. There wouldn't be a lot legally that would be different after that date, as the Model Code of Ethics for Educators (MCEE) speaks very clearly to boundaries.

Siri Coleman made a motion to send a letter of reprimand to Mr. Pavlish and require completion of the NASDTEC ethics course at applicant expense with essay sent back to the board before August 1, 2025. Seconded by Patti Stedman. Siri said reading through the materials, Mr. Pavlish's actions are concerning, so she wants to make sure the board is doing something. Since nothing criminal was found, that's why she's leaning

toward the letter of reprimand. Connecting with students is an important part of a teacher's job, but these communications are not appropriate. Patti agreed and said she's sure if something would be found criminally it would be reported to the board. Settlement agreement to be issued for violations of ND Admin Code 67.1-03-01-02(3) and NDCC 15.1-13-25(1)(j). Board members who voted yes were Jenny Bladow, Siri Coleman, Dustin Hager, Evan Kritzberger, Sarah Lerud, Sheila Schlafmann, and Patti Stedman. Amber Fridley recused herself. None opposed. Motion carried.

Litzinger, Kelsey – Ms. Litzinger's file was reviewed due to self-disclosed background offenses on her application for an interim substitute license. Mark reminded the board that any offenses that happened prior to 2020 would be outside of the 5-year time period that the board can consider under NDCC 12.1-33-02.1. Patti Stedman said part of the issue with the older offenses is that Ms. Litzinger didn't originally address them on her application until asked.

Patti Stedman made a motion to grant the license and require Ms. Litzinger to self-report of any future offenses. Motion seconded by Sheila Schlafmann. Board members who voted in favor were Jenny Bladow, Siri Coleman, Amber Fridley, Dustin Hager, Evan Kritzberger, Sarah Lerud, Sheild Schlafmann, and Patti Stedman. None opposed. Motion carried.

Radomski, Kyla – Ms. Radomski's file was reviewed due to self-disclosed background offenses on her application for renewal. Before discussion on this case began Dustin Hager disclosed that he knows Ms. Radomski's mother but does not know Ms. Radomski at all and has no personal or pecuniary interest in the case. He does feel he can be impartial and would like to defer to the board.

Jenny Bladow made a motion to allow Dustin to participate in this case. Motion seconded by Siri Coleman. Board members who voted to allow Dustin Hager to participate in the case were Jenny Bladow, Siri Coleman, Amber Fridley, Evan Kritzberger, Sarah Lerud, Sheila Schlafmann, and Patti Stedman. None opposed. Motion carried.

Ms. Radomski has met all court requirements for her previous case and is on track for the most recent case. Siri Coleman made a motion to grant the license with requirement that Ms. Radomski self-report any subsequent offenses. Seconded by Amber Fridley. Siri said this is consistent with what's been done in the past. Board members who voted in favor were Jenny Bladow, Siri Coleman, Amber Fridley, Dustin Hager, Evan Kritzberger, Sarah Lerud, Sheild Schlafmann, and Patti Stedman. None opposed. Motion carried.

Hagen, James – Mr. Hagen has been charged with offenses (7 counts certain materials prohibited, Felony C) that, if convicted, would require revocation of his license under NDCC 15.1-13-26. At this time the board can offer a settlement agreement to suspend his license immediately under NDCC 15.1-13-25 until the outcome of his case, as has

been done with similar cases in the past. If he pleads or is found guilty to any offenses based on the underlying facts of the case, his license would be immediately revoked under NDCC 15.1-13-26. If he's found not guilty or charges are dropped, the case would come back before the board.

Dustin Hager made a motion to suspend Mr. Hagen's license for violations of NDCC 15.1-13-25(1)(c) and (j) as well as ND Admin Code 67.1-03-01-02(3). Seconded by Patti Stedman. Patti asked why this wasn't previously reported by the school district. Becky said that is being addressed. Board members who voted yes were Jenny Bladow, Siri Coleman, Amber Fridley, Dustin Hager, Evan Kritzberger, Sarah Lerud, Sheild Schlafmann, and Patti Stedman. None opposed. Motion carried.

Before the administrative subcommittee meeting began, Becky thanked Amber Fridley for her time on the board. This will be her last meeting.

The regular meeting was recessed at 8:58am.

Administrative Subcommittee – Called to order at 8:58am by Patti Stedman. Reviewed by Administrative Subcommittee of the Education Standards and Practices Board. Administrative Subcommittee members present were Amber Fridley, Dustin Hager, Sarah Lerud, Sheila Schlafmann, and Patti Stedman. Cory Steiner was absent.

Clark, Sarah – Reviewed by the Administrative Subcommittee after a Request for Inquiry was received for alleged violation of NDCC 15.1-18, ND Admin Code 67.1-03-01-02(3), and 67.1-03-01-03(1). Based on the information submitted, Patti Stedman wonders if this is a district issue. Dustin Hager made a motion to dismiss the case. Seconded by Sheila Schlafmann. Dustin said looking at the rules that we operate under, he doesn't see anything that's been violated. If the complainant feels he's being retaliated against, he should consult his own attorney. Administrative Subcommittee members who voted yes were Amber Fridley, Dustin Hager, Sarah Lerud, Sheila Schlafmann, and Patti Stedman. None opposed. Motion carried.

Hoopes, Thomas – This case is being reviewed for employing an unlicensed teacher from the beginning of the school year until April 2025. The teacher was issued a settlement agreement and School of the Holy Family paid the fine. Board policy states the Board would be involved to initiate a Request for Inquiry to the administrator. Sarah Lerud found it interesting that the order the teacher was asked to complete things in, licensure was the last thing on the list. Since licensure is required by law, it should be the first. Patti Stedman agreed. Sheila Schlafmann made a motion to send Mr. Hoopes a Request for Inquiry. Motion seconded by Dustin Hager. Administrative Subcommittee members who voted yes were Amber Fridley, Dustin Hager, Sarah Lerud, Sheila Schlafmann, and Patti Stedman. None opposed. Motion carried.

Administrative Subcommittee adjourned at 9:06am and the regular meeting resumed.

Director's Report – Patti Stedman will be serving another term on the board. Each board member can serve two full terms of their own. Patti was appointed to serve the remainder of a term for a former board member and has just finished her first 3-year appointment. Administrative rules hearing was held this past Monday. New rules will be going into effect July 1, 2025. Becky has had a proposal accepted to present with individuals from Iowa at the Professional Practices Conference this fall.

Board Education – Board website has ESPB's goals, which are taken directly from statute. There are no changes that need to be made, as those laws have not changed. The professional development goals are covered in collaboration with ND RISE. Erin Jacobson and Marijke Leibel from ND RISE have presented updated professional development goals for board consideration.

Sheila Schlafmann made a motion to approve the professional development goals in collaboration with ND RISE. Seconded by Siri Coleman. Board members who voted yes were Jenny Bladow, Siri Coleman, Amber Fridley, Dustin Hager, Evan Kritzberger, Sarah Lerud, Sheila Schlafmann, and Patti Stedman. None opposed. Motion carried.

ND RISE – Erin Jacobson provided the board with ND RISE End of Year survey results. Feedback was very positive, with areas of opportunity for improvement identified.

Open Record Request – Release Emails – A open records request has been received for all special education teacher's email addresses. NDCC 44-04-18.21 states email addresses and phone numbers are exempt, but the board does have discretion. Patti Stedman made a motion for the board not to release email addresses. Motion seconded by Jenny Bladow. Board members who voted in favor were Jenny Bladow, Siri Coleman, Amber Fridley, Dustin Hager, Evan Kritzberger, Sarah Lerud, Sheila Schlafmann, and Patti Stedman. None opposed. Motion carried.

Request for Letter of Support from BSC – ESPB has received a request from Bismarck State College for the programming they are proposing. BSC is in the process of developing a Bachelor of Applied Science degree with embedded preparation for the Title I paraprofessional certificate. They will also be working in cooperation with VCSU and Minot State. Dustin Hager made a motion for Becky to write a letter of support, outlining the pathways that already exist. Seconded by Patti Stedman. Jenny Bladow asked to clarify that BSC will not be issuing teacher education degrees but will be working with specific universities on a pathway that leads toward licensure. Becky said that is correct. Board members who voted in favor were Jenny Bladow, Siri Coleman, Amber Fridley, Dustin Hager, Evan Kritzberger, Sarah Lerud, Sheila Schlafmann, and Patti Stedman. None opposed. Motion carried.

Becky Pitkin left the meeting at 9:30am.

April Meeting Minutes, Special Meeting Minutes, April and May License and

Financial Reports – Dustin Hager made a motion to approve the April meeting minutes, special meeting minutes, license and financial reports. Motion seconded by Amber Fridley. Board members who voted yes were Jenny Bladow, Siri Coleman, Amber Fridley, Dustin Hager, Evan Kritzberger, Sarah Lerud, Sheila Schlafmann, and Patti Stedman. None opposed. Motion carried.

The April 2025 financial report showed \$68,355.75 in total income received, \$89,731.99 in total expenses, with a net income of minus \$21,376.24. The April 2025 license/financial items totaled 762. This number includes background checks, endorsements, late fees, licensing fees, and application fees.

The May 2025 financial report showed \$76,785.13 in total income received, \$51,471.90 in total expenses, with a net income of \$25,313.23. The May 2025 license/financial items totaled 737. This number includes background checks, endorsements, late fees, licensing fees, and application fees.

Petition to ESPB Board – A request has been received from an individual to be excused from Praxis I testing, as required to complete his reciprocal plan. Gregory Janick graduated from a university outside of ND and was issued a reciprocal license with requirements to complete. He has been granted the maximum number of reciprocal licenses. Mr. Janick has been teaching internationally and is now coming back to ND. The office has looked at a number of possibilities and was not able to find an option that would fit under administrative rule. It was noted this is not a disability waiver request and it is not known if Mr. Janick has made any attempts at the test. Some options, including renewing his expired license in another state, have been presented to Mr. Janick.

After much discussion by the Board, Jenny Bladow made a motion to deny the request from Mr. Janick. Motion seconded by Patti Stedman. Jenny said the board needs to adhere to policy and administrative rule that's in place. Board members who voted yes were Jenny Bladow, Siri Coleman, Amber Fridley, Dustin Hager, Evan Kritzberger, Sarah Lerud, Sheila Schlafmann, and Patti Stedman. None opposed. Motion carried.

Disability Waiver Requests –

- **Capouch, Hannah** – Request for waiver of General Science Praxis II. Has passed Core and PLT. Ms. Capouch currently teaching middle school social studies, as she did have enough credits to obtain alternate access license for that area, though her degree is in composite science education. Siri Coleman made a motion to grant the disability waiver. Seconded by Sheila Schlafmann. Before voting began Evan disclosed that as of next month, he will be working for Grand Forks public schools where Ms. Capouch is employed. Not a conflict of interest at this time. Board members who voted in favor were Jenny Bladow, Siri

Coleman, Amber Fridley, Dustin Hager, Evan Kritzberger, Sarah Lerud, Sheila Schlafmann, and Patti Stedman. None opposed. Motion carried.

- **Carlson, Haylee** – Request for waiver of PLT. Ms. Carlson was granted a university waiver for the Core based on her their basic skills proficiency menu and has passed Elementary Education test. All required documents are in place. Jenny Bladow made a motion to approve the request. Seconded by Patti Stedman. Board members who voted in favor were Jenny Bladow, Siri Coleman, Amber Fridley, Dustin Hager, Evan Kritzberger, Sarah Lerud, Sheila Schlafmann, and Patti Stedman. None opposed. Motion carried.
- **Cuartero, Marta** – Request for waiver of Elementary Education Praxis II. Has passed Core and PLT. Siri Coleman moved to approve Ms. Cuartero's waiver request. Motion seconded by Sarah Lerud. Board members who voted in favor were Jenny Bladow, Siri Coleman, Amber Fridley, Dustin Hager, Evan Kritzberger, Sarah Lerud, Sheila Schlafmann, and Patti Stedman. None opposed. Motion carried.
- **Demery, Nicole** – Request for waiver of Elementary Education and PLT tests. Ms. Demery passed the PPST in 2011. She has held an interim substitute license since she graduated and has continued attempting to pass her needed tests. Patti Stedman made a motion to grant Ms. Demery's request. Motion seconded by Sheila Schlafmann. Board members who voted in favor were Jenny Bladow, Siri Coleman, Amber Fridley, Dustin Hager, Evan Kritzberger, Sarah Lerud, Sheila Schlafmann, and Patti Stedman. None opposed. Motion carried.
- **Froemke, Ryan** – Requesting waiver of PLT. Mr. Froemke was granted a university waiver based on their basic skills proficiency menu for the Core and has passed both PE and Health Education Praxis II tests. All documents are here. Jenny Bladow made a motion to approve. Seconded by Amber Fridley. Board members who voted in favor were Jenny Bladow, Siri Coleman, Amber Fridley, Dustin Hager, Evan Kritzberger, Sarah Lerud, Sheila Schlafmann, and Patti Stedman. None opposed. Motion carried.
- **Grant, Tanya** – Requesting waiver of Elementary Education and PLT tests. Ms. Grant was issued a university waiver for the Core. Siri Coleman made motion to approve Ms. Grant's waiver request. Motion seconded by Sheila Schlafmann. Board members who voted yes were Jenny Bladow, Siri Coleman, Amber Fridley, Dustin Hager, Evan Kritzberger, Sarah Lerud, Sheila Schlafmann, and Patti Stedman. None opposed. Motion carried.
- **Held, Lana** – Ms. Held is requesting waiver of Core and PLT. She has passed Business Education Praxis II test. Jenny Bladow asked if Ms. Held would qualify for the rubric for the Core. In order for her university to consider that, she would need to complete a math course. Evan Kritzberger made a motion to approve the disability waiver for the PLT, but asked that Ms. Held attempt the math Core before considering a waiver for that section. Seconded by Siri Coleman. Evan noted Ms. Held has attempted the PLT a few times and is one point away. Since she's not attempted the Core math test he would like to see her attempt that test at least once. Siri agreed, and when a previous request was denied today with no

test attempts, she feels it's important to see at least an attempt at the test. Jenny reiterated that it will be up to Ms. Held to determine if she wants to take the test or pursue completing a math course for the university waiver. Mari asked if Ms. Held attempts the math test, does the board want it to come back to them? Evan said if she attempts the math test, does not pass and wants a waiver, it will need to come back to the board. Board members who voted yes were Jenny Bladow, Siri Coleman, Amber Fridley, Evan Kritzberger, Sarah Lerud, Sheila Schlafmann, and Patti Stedman. None opposed. Motion carried.

- **Keeler, Kayla** – Request for waiver of Elementary Education and PLT tests. Ms. Keeler has passed the Core. All required information has been submitted. Jenny Bladow made a motion to grant the waiver request. Motion seconded by Siri Coleman. Board members who voted in favor were Jenny Bladow, Siri Coleman, Amber Fridley, Evan Kritzberger, Sarah Lerud, Sheila Schlafmann, and Patti Stedman. None opposed. Motion carried.
- **Mindt, Theresa** – Requesting waiver of Social Studies Praxis II. Ms. Mindt was granted a university waiver based on their menu of options for the Core and has passed the PLT. All required information has been submitted. Jenny Bladow made a motion to grant the waiver. Seconded by Sheila Schlafmann. Board members who voted in favor were Jenny Bladow, Siri Coleman, Amber Fridley, Evan Kritzberger, Sarah Lerud, Sheila Schlafmann, and Patti Stedman. None opposed. Motion carried.
- **Rode, Bryndyn** – Ms. Rode is requesting waiver of Elementary Education and PLT tests. She was granted a university waiver of the Core based on their Praxis appeal process. All documents have been submitted. Jenny Bladow made a motion to approve the waiver. Seconded by Amber Fridley. Board members who voted yes were Jenny Bladow, Siri Coleman, Amber Fridley, Evan Kritzberger, Sarah Lerud, Sheila Schlafmann, and Patti Stedman. None opposed. Motion carried.

Patti Stedman asked if a rubric could be created for disability waivers that could be approved in the office, and if there are any outliers, then those could be reviewed by the board. She asked that this be looked at for the August meeting.

Board Member Reports

NDACTE – NDACTE has not met, so nothing to report.

Association of Non-Public Schools – Nothing to report at this time. Siri does reach out to non-public administrators and will be doing that this summer for any feedback. She hopes to have information to share at the next meeting. Her first day of school is August 14th, which is the next regularly scheduled board meeting.

Association of School Administrators – Sheila Schlafmann shared that the NDCEL summer conference is coming up next week. Teachers in her district will also already be back for the August 14th meeting.

School Boards Association – It's been a recent trend that districts are not reporting incidents and the ESPB board is reading about things that should be reported in the

news. Patti Stedman is working with School Boards Association to be sure that is communicated to districts.

NDUnited – No NDUnited news to report. Sarah Lerud shared that Valley City passed school referendum. She also has professional development on August 14th, so unsure if she'll be at that meeting.

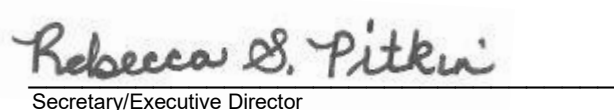
DPI – Arlene Wolf from DPI shared. DPI is working to clean up teacher effectiveness report, which is required for ESSA and entered into the STARS report. Some districts are using alternative models of assessment, and DPI will be working with those districts to be sure they're using one of the four approved models. Teacher Recruitment and Retention committee sunsetted in Fall 2024. Some of that work will continue outside of the committee. Back to school drill down in August to provide updates – legislation, moving from Power School to Infinite Campus, speaker from Dept of Health and Human Services on suspected child abuse and neglect.

Patti Stedman also asked if there is something better that can be done about districts having access to ESPB disciplinary action, as no districts in North Dakota subscribe to the NASDTEC Clearinghouse. Mari will bring this question back to Becky.

Evan Kritzberger thanked Amber Fridley again for her time serving on the board, with much appreciation.

Meeting was adjourned at 10:33am.


Chair


Secretary/Executive Director