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EXECUTIVE DIRECTOR
BOARD OF EDUCATIONAL EXAMINERS
FEB 27 2026

BEFORE THE BOARD OF EDUCATIONAL EXAMINERS
OF THE STATE OF IOWA

In the Matter of:) BOEE Case No. 25-261
) Folder # 1023892
Cole Steven Mather,)
)
)
) **COMBINED STATEMENT OF**
Respondent.) **CHARGES, SETTLEMENT**
) **AGREEMENT, AND FINAL ORDER**

The Board of Educational Examiners ("Board") and Cole Steven Mather ("Respondent") enter into this Combined Statement of Charges, Settlement Agreement, and Final Order ("Order") pursuant to Iowa Code sections 17A.12(5) and 256.146(4) and 282 Iowa Administrative Code 11.4(6). Respondent enters into this Order with full knowledge of the right to demand a formal hearing before the Board upon the pending complaint prior to the imposition of sanction upon his license. Respondent expressly waives the right to a disciplinary hearing and notifies the Board of his desire to resolve the pending complaint through means of informal disposition.

Respondent concedes the jurisdiction of the Board for all issues relevant hereto and voluntarily consents to the State's counsel presenting this agreement to the Board with the terms provided. If the Board does not accept the terms of this agreement, the Respondent acknowledges that a disciplinary hearing will be scheduled and the stipulations contained herein are not binding upon the Respondent and will not be presented against them at the time of hearing without further agreement of the Respondent.

Board approval of this settlement shall constitute resolution of this matter and will be entered as a FINAL ORDER of the Board.

NOTICE OF HEARING

A hearing in this matter will not be held, as the State and Respondent have entered into the following consent agreement in lieu of scheduling a contested case hearing. If the Board does not accept this Combined Statement of the Charges, Settlement Agreement, and Final Order, the matter may be set for hearing in accordance with 282 Iowa Administrative Code rule 11.7.

**STATEMENT OF CHARGES
COUNT I**

Respondent is charged with violation of 282 Iowa Administrative Code rule 25.3(1)e(4)3.

STIPULATIONS

1. Respondent holds a STANDARD LICENSE (FOLDER # 1023892) with the following endorsements: 5-12 Health, K-8 Physical Education, 5-12 Physical Education. The license is current and will next expire on 06/30/2028.

2. During all material events of this case, Respondent was employed as a teacher at Beckman Catholic School.

3. On November 21, 2025, the Board of Educational Examiners received a complaint against Respondent alleging a violation of the Code of Ethics.

4. On January 16, 2026, the Board found probable cause to proceed to hearing based upon the facts set forth in paragraph(s) 5 below.

5. Investigation revealed that Respondent acted outside the scope of professional boundaries as an educator during the 2025-2026 school year by sending social media communications to some of his players. These messages stated that his players were like family. Investigation also revealed that Respondent took two students to an Iowa State Football game with the permission of their parents.

6. Respondent denies and does not admit to allegations, but acknowledges that the allegations, if proven in a contested case hearing, would constitute grounds for the discipline agreed to in the Settlement Agreement and Final Order.

SETTLEMENT AGREEMENT

7. This Combined Statement of Charges, Settlement Agreement, and Final Order constitutes the final resolution of a contested case proceeding and shall have the force and effect of a disciplinary order entered following a contested case hearing.

8. In order to resolve this matter without proceeding to hearing, Respondent agrees to the following conditions:

- a. The Respondent will not contest to violation of 282 IAC 25.3(8) "a": "Willfully or repeatedly departing from or failing to conform to the minimum standards of acceptable and prevailing educational practice in the state of Iowa."
- b. The State will dismiss Count I of the Charges.
- c. Respondent accepts a WRITTEN REPRIMAND.
- d. Respondent agrees to successfully complete at least fifteen hours in "Ethics for Educators," which is offered by the ISEA, or "Ethical Educators," which is offered by the PEI. Respondent is responsible for all costs associated with the completion of the educational course. Respondent shall provide the Board with proof of completion of the ethics course within ONE (1) YEAR of this order. These hours are in addition to the standard continuing education requirements for the license renewal and cannot be used to satisfy the required hours for license renewal.
- e. Respondent agrees to Probation of ONE (1) year from the date of the Final Order during which he will fulfill the requirements of paragraphs above. At the conclusion of the probationary period, Respondent will provide evidence of completion of these requirements and submit a request to be released from probation to the Executive Director of the Board of Educational Examiners.

LICENSEE DECLARATION

I understand that this Combined Statement of Charges, Settlement Agreement, and Final Order is subject to approval of the Board and will have no force or effect if it is not accepted by the Board.

I understand that I have the right to be represented by counsel in this matter.

I understand Board's counsel will present this Combined Statement of Charges, Settlement Agreement, and Final Order to the Board *ex parte*.

I agree to comply with the requirements set forth in this Combined Statement of Charges, Settlement Agreement, and Final Order and understand that may failure to do so can result in additional discipline of my license(s).

I understand I have an opportunity to be heard and to contest the allegations against me in a formal hearing before the Board and that by waiving the formal hearing, I waive my right to challenge the allegations against me and all attendant rights, including the right to appeal or seek judicial review of the Board's actions.

I understand that this Combined Statement of Charges, Settlement Agreement, and Final Order is a public record, which will become part of my permanent licensure file and will be available for public inspection and reproduction.

I understand that my name will be added to the national clearinghouse database kept by the National Association of State Directors of Teacher Education and Certification (NASDTEC).

2/26/2026

Date



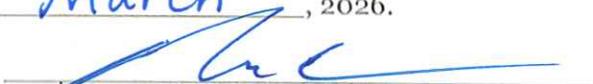
Cole Steven Mather, Respondent

ORDER

IT IS THE FINAL ORDER OF THE IOWA BOARD OF EDUCATIONAL EXAMINERS THAT:

1. The conduct with which Respondent has been charged constitutes a violation of the Code of Professional Conduct and Ethics governing the teaching profession. Respondent is REPRIMANDED for the charged conduct.
2. Respondent agrees to successfully complete at least fifteen hours in "Ethics for Educators," which is offered by the ISEA, or "Ethical Educators," which is offered by the PEI. Respondent is responsible for all costs associated with the completion of the educational course. Respondent shall provide the Board with proof of completion of the ethics course within ONE (1) YEAR of this order. These hours are in addition to the standard continuing education requirements for the license renewal and cannot be used to satisfy the required hours for license renewal.
3. Respondent shall serve a Probation of ONE (1) year from the date of the Final Order during which he will fulfill the requirements of paragraph b above. At the conclusion of the probationary period, Respondent will provide evidence of completion of these requirements and submit a request to be released from probation to the Executive Director of the Board of Educational Examiners.
4. In determining the appropriate sanction to impose in this case, the Board has considered the nature and seriousness of the allegations as well as mitigating circumstances.

Dated this 13th day of March, 2026.


Mike D. Cavin, Executive Director
Iowa Board of Educational Examiners

Copies to:

Cole Steven Mather
RESPONDENT

Nathaniel E. Arnold
ATTORNEY FOR RESPONDENT

Lindsey Browning
ATTORNEY FOR STATE