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MEMBER Mark Alexander
Simon Davidson

REGISTRATION NO 280027

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Mark Alexander Simon Davidson for engaging in a concerning pattern of inappropriate behaviour toward students and colleagues, despite having received prior sanction from his board. He is a teacher formerly employed by the Halton District School Board.

Certified to teach in August 1997, Davidson did not attend the hearing on June 17, 2020, but was represented by legal counsel.

Davidson made inappropriate comments about the appearance of students, pushed lip balm into the back pocket of a student, and raised his voice at colleagues.

He also made unwanted advances toward colleagues, which made them feel uncomfortable. For instance, he poked and tickled female colleagues on their side, neck and stomach, hugged a female colleague without asking her, sent a female colleague unwanted and inappropriate text messages, and asked female colleagues to go out with him several times (which they declined).

The Discipline Committee panel found Davidson guilty of professional misconduct and ordered that his teaching certificate be suspended for 20 months. The panel also directed that he appear before it to receive a reprimand.

He must also successfully complete, at his own expense, a course in maintaining appropriate boundaries. He needs to do so within 120 days of the decision.

In its written decision, the panel stated, “The coursework will remind the Member of his obligations as a teacher and will help him to make better decisions in any future interactions with students and colleagues.”

MEMBER Allan Wilfred Davis
REGISTRATION NO 292186

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the teaching certificate of Allan Wilfred Davis for verbally, physically and psychologically or emotionally abusing students. He is a teacher formerly employed by the Upper Grand District School Board, once known as the Wellington County Board of Education.

Davis, who was certified to teach in July 1989, attended the hearing on February 5, 2020. He had legal representation.

Davis humiliated a student and told him that he would not amount to anything more than a garbage truck driver. He told a student that she smelled bad and he fanned her in front of other students.

He also inappropriately disciplined students by making them stand on their desk with their arms outstretched in a “cross” pose, sometimes holding textbooks in their hands.

The Discipline Committee panel found Davis guilty of professional misconduct and ordered that his certificate be suspended for three months. He was also directed to appear before the panel to receive a reprimand.

In addition, he was directed to complete a course of instruction, at his own expense, regarding professional boundaries and classroom management. He needs to do so prior to starting a teaching position or any position for which a Certificate of Qualification and Registration is required.

In its written decision, the panel stated, “Teachers hold a unique position of trust and authority, and it is unacceptable for them to **abuse** this trusted position by making students feel uncomfortable.”

MEMBER Alain Dube
REGISTRATION NO 198726

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Alain Dube for a pattern of inappropriate conduct, despite having received formal directives from school administration. He is a teacher formerly employed by the Ottawa Catholic District School Board.

Certified to teach in June 1991, Dube attended the hearing on February 26, 2020, and was represented by legal counsel.

Dube repeatedly misplaced or mismanaged funds collected from students for activities, and ignored formal directives from his principal not to handle any money at the school.

Dube also admitted to stealing \$50 from a colleague’s mailbox.

The Discipline Committee panel found Dube guilty of professional misconduct and ordered that his teaching certificate be suspended for one month. The panel also directed that he appear before it to receive a reprimand.

He must also successfully complete, at his own expense, a course regarding ethics. He needs to do so prior to resuming or beginning any position for which a Certificate of Qualification and Registration is required.

In its written decision, the panel stated, “Members of the profession are expected to conduct themselves in an ethical manner at all times and to act as role models within the school community.”

MEMBER Nikolaos Giannias
REGISTRATION NO 472310

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Nikolaos Giannias for inappropriate conduct. He is a teacher employed by the Toronto District School Board.

Certified to teach in February 2004, Giannias attended the hearing on

July 21, 2020, and was represented by legal counsel.

Giannias published a book for sale to the public and wrote blog posts that included false and derogatory comments about his colleagues and employer, which portrayed them in offensive ways.

Though he did not use real names in his book, he discussed real persons and wrote in details that could lead readers to identify the persons portrayed.

The Discipline Committee panel found Giannias guilty of professional misconduct and ordered that his teaching certificate be suspended for two months. The panel also directed that he appear before it to receive a reprimand.

He must also successfully complete, at his own expense, a course regarding ethics and communication. He needs to do so within 180 days of the decision.

In its written decision, the panel stated, "By making derogatory and false comments about colleagues, administrators and his employer online and in his book, the Member's conduct fell below the ethical standards of trust, respect and integrity to which teachers are held."

MEMBER Ryan Charles Wilfred Gidney
REGISTRATION NO 449311

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Ryan Charles Wilfred Gidney for inappropriate conduct. He is a teacher employed by the District School Board of Niagara.

Certified to teach in July 2001, Gidney did not attend the hearing on July 8, 2020, but was represented by legal counsel.

Gidney failed to maintain appropriate and professional boundaries with a female student and was psychologically abusive to her.

His boundary violations included exchanging gifts with her, spending time alone with her, sitting inappropri-

ately close to her at school, and demonstrating preferential treatment toward her by inviting her to use staff-only areas in the school.

The Discipline Committee panel found Gidney guilty of professional misconduct and ordered that his teaching certificate be suspended for 12 months. The panel also directed that he appear before it to receive a reprimand.

He must also successfully complete, at his own expense, a course regarding appropriate boundaries with students. He needs to do so within 90 days of the panel's order.

In its written decision, the panel stated, "The Member's inappropriate behaviour demonstrates a concerning failure to meet ethical standards and demonstrates inadequate care for the well-being of a student."

MEMBER Kevin Daniel Kennedy, OCT
REGISTRATION NO 461494

DECISION Reprimand, conditions
A Discipline Committee panel reprimanded Kevin Daniel Kennedy, a teacher employed by the Upper Canada District School Board, for failing to maintain the standards of the profession.

This matter was heard by the panel on June 24, 2020. Kennedy, who was certified to teach in January 2003, attended the hearing with his legal counsel.

Kennedy held a tournament at the school without a custodian present and in so doing, he knowingly failed to follow the appropriate board policy regarding Community Use of School Grounds and Facilities.

He also misled the head custodian and the principal by making them believe that he would reschedule the tournament, and publicly tweeted about the absence of a student in class, failing to respect the student's privacy.

The Discipline Committee panel found Kennedy guilty of professional misconduct and directed him to appear before it to receive a reprimand.

It also ordered him to successfully complete, at his own expense, a course regarding professional ethics. He must do so within 90 days of the panel's order.

In its written decision, the panel stated, "Members of the profession are expected to act with honesty and integrity and to follow Board policies and procedures, which exist in part to ensure the safety of the school community."

MEMBER James Michael Kindratiuk
REGISTRATION NO 501986

DECISION Revocation, reprimand
A Discipline Committee panel revoked the teaching certificate of College member James Michael Kindratiuk for sexually abusing a female student.

Kindratiuk engaged in an inappropriate personal relationship and exchanged sexually explicit electronic communication with the student. When she asked him to stop communicating, he continued to initiate contact and send pictures of himself to her.

Certified to teach in July 2006, Kindratiuk did not attend the hearing on December 3, 2019, but was represented by legal counsel.

The Discipline Committee panel found Kindratiuk guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked. The panel also ordered that he receive a reprimand.

In its decision, the panel stated, "The Member's serious misconduct in this case is unbecoming a member, in that it undermined the reputation of the teaching profession."

MEMBER David Warren Margetson
REGISTRATION NO 443662

DECISION Revocation, reprimand
A Discipline Committee panel revoked the teaching certificate of College member David Warren Margetson for sexually abusing a student and engaging in an inappropriate personal and sexual relationship with a student.

Certified to teach in November 2001, Margetson did not attend the hearing on February 11, 2020, but was represented by legal counsel.

The Discipline Committee panel found Margetson guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked.

The panel also ordered that he receive a reprimand within 120 days of the panel's order.

In its decision, the panel stated, "[T]he Member's conduct is unbecoming a member, in that it undermines the reputation of the teaching profession and violates the trust that parents, students and the public place in teachers."

MEMBER Walter Ian Marquis, OCT
REGISTRATION NO 449426

DECISION Reprimand, conditions
A Discipline Committee panel reprimanded Walter Ian Marquis, a teacher at the Toronto District School Board, for inappropriate conduct.

Certified to teach in August 2001, Marquis attended the hearing on June 1, 2020, and was represented by legal counsel.

Marquis made inappropriate physical contact with a student by lifting the student off the ground from behind without warning and placing the student on his feet.

In a criminal court, Marquis was found guilty of assault and received an absolute discharge.

The Discipline Committee panel found him guilty of professional misconduct and directed that he appear before it to receive a reprimand.

He was also directed to successfully complete, at his own expense, a course on classroom management.

In its written decision, the panel stated, "The Member ought to have communicated effectively with the student rather than resorting to physical contact."

MEMBER Gerard Edward McGilly
REGISTRATION NO 526761

DECISION Revocation, reprimand
A Discipline Committee panel revoked the teaching certificate of Gerard Edward McGilly, a teacher formerly employed by the Toronto Catholic District School Board, for sexually abusing female students.

Certified to teach in February 2008, McGilly attended the hearing on June 23, 2020. He had no legal representation.

McGilly engaged in a pattern of grooming behaviour and had inappropriate personal and/or sexual relationships with four students. He also obtained nude photos of one student and took sexually explicit photos of himself and her, and exchanged nude photos with another student.

In a criminal court, McGilly was found guilty of one count of making child pornography, two counts of child luring and one count of sexual exploitation.

He was sentenced to two years and nine months in custody.

The Discipline Committee panel found McGilly guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked. The panel also ordered that he receive a reprimand.

In its decision, the panel stated, "The Member's predatory and grooming behaviour as well as his sexual abuse of students demonstrates a fundamental breach of the professional and moral duties of a teacher."

MEMBER John Anthony Clark Nabben
REGISTRATION NO 482220

DECISION Revocation

A Discipline Committee panel revoked the teaching certificate of John Anthony Clark Nabben for engaging in a lengthy career of professional misconduct. He was a teacher formerly employed by the Greater Essex District School Board.

Certified to teach in August 2004, Nabben did not attend his hearing on May 7, 2020, but had legal representation who attended on his behalf.

Nabben repeatedly abused students physically, verbally, and emotionally or psychologically.

For example:

- when he was unhappy with a student's performance in class, he would demean and put down the student by using inappropriate language;
- he permitted negativity to flourish among students, between himself and students, and his negativity impacted the atmosphere in his classroom;
- he chose and/or approved scenes for school productions, which included inappropriate topics for a high school drama program such as: orgasmic behaviour, rape scenes, incest, suicides, family murder and violence; and
- he failed to maintain appropriate boundaries with a female student.

The panel found Nabben guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked.

In its decision, the panel stated, "The Member's conduct towards his students was abhorrent and reprehensible. The Member's prolonged and recurring verbal and emotional abuse of his students warrants an order of the Panel's most severe penalty available: revocation. Not only has the Member's conduct had a grave impact on his students, but it has also violated the public's trust in the teaching profession. Accordingly, the Member is no longer entitled to be a member of the teaching profession in Ontario."

MEMBER William Beverley Robinson
REGISTRATION NO 450358

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the teaching certificate of William Beverley Robinson for verbally, physically, and psychologically or emotionally abusing students. He is a teacher employed by the Toronto District School Board.

Robinson, who was certified to teach in October 2001, attended the hearing on February 25, 2020, and had legal representation.

Robinson aggressively redirected students, grabbed or held them by the shirt or arm, placed his hand on or pushed a student's head back and pinched a student.

Robinson was previously reprimanded by the Investigation Committee for making inappropriate physical contact with a student. He also received a letter of expectations from the Board for losing his temper with another staff member.

The Discipline Committee panel found Robinson guilty of professional misconduct and ordered that his certificate be suspended for four months.

He was also directed to appear before the panel to receive a reprimand within 90 days of the panel's order.

In addition, he was directed to complete a course of instruction, at his own expense, regarding classroom management and appropriate discipline. He needs to do so within 90 days of the panel's order.

In its written decision, the panel stated, "The Member's abusive interactions with students were discouraging and modelled unacceptable ways to communicate with others."

MEMBER Joseph Stephen Schacter
REGISTRATION NO 177586

DECISION Revocation, reprimand
A Discipline Committee panel revoked the teaching certificate of College member Joseph Stephen Schacter for sexually assaulting students. He engaged in a pattern of abusing young boys by touching them on the back, buttocks and penis.

Certified to teach in June 1986, Schacter did not attend the hearing on March 10, 2020, nor was he represented by legal counsel.

In a criminal court, he was found guilty of three counts of sexual assault, two counts of sexual inter-

ference and one count of gross indecency in relation to four of his former students.

Schacter was sentenced to five years and three months of incarceration and made subject to a number of ancillary orders.

The Discipline Committee panel found Schacter guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked. The panel also ordered that he receive a reprimand.

In its decision, the panel stated, "The public's trust in the teaching profession is eroded when members abuse their position of trust and authority to sexually abuse their young and vulnerable students."

MEMBER Peter John Weller, OCT
REGISTRATION NO 426540

DECISION Reprimand, conditions
A Discipline Committee panel reprimanded Peter John Weller, a teacher at the Renfrew County District School Board, for inappropriate conduct.

Certified to teach in May 1999, Weller did not attend the hearing on July 7, 2020, but was represented by legal counsel.

Weller sent a student to his residence during instructional time to retrieve his personal paperwork. He also used inappropriate and insensitive language with two other students involving their religion, ethnicity or sexual orientation.

The Discipline Committee panel found Weller guilty of professional misconduct and directed that he appear before it to receive a reprimand.

He must also successfully complete, at his own expense, a course on professional ethics and the standards of the teaching profession.

In its written decision, the panel stated, "Members are expected to create a safe and supportive learning environment for their students and to serve as positive role models for students."

MEMBER Donald Earl Wheeler
REGISTRATION NO 275703

DECISION Revocation, reprimand, costs
A Discipline Committee panel revoked the teaching certificate of Donald Earl Wheeler for sexually abusing two male students. He was formerly employed by the Toronto District School Board.

Wheeler's exploitation of the two students began with grooming by offering them rides to and from school and taking them on outings. He repeatedly molested them, including touching their thighs, giving them hugs, trying to kiss them and showing them pornography.

In a criminal court, he was found guilty of two counts of assault.

Certified to teach in June 1996, Wheeler did not attend the hearing on November 22, 2019, and was not represented by legal counsel.

The Discipline Committee panel found Wheeler guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked. The panel also ordered that he receive a reprimand.

He was also ordered to pay the College \$10,000 in costs within 120 days of the panel's order. The panel found that Wheeler failed to engage in the disciplinary process in a meaningful way and noted that he repeatedly failed to respond to College's counsel's communications.

In its decision, the panel stated, "The Member used his position of trust and authority as a teacher to exploit two vulnerable students. Such conduct undermines the trust that parents, students and the public place in teachers and reflects poorly on the profession as a whole." **PS**

Copies of the full decisions are available at oct-oeo.ca/decisions.

Discipline Summaries

Three-member panels of the Discipline Committee conduct public hearings into cases of alleged incompetence or professional misconduct. Panels are composed of elected and appointed Council members. The certificate of a member found to be incompetent or guilty of professional misconduct may be revoked, suspended, and/or made subject to terms, conditions or limitations. In findings of professional misconduct, the committee may also reprimand, admonish or counsel the member, impose a fine, and order the member to pay costs.

*Summaries of recent disciplinary cases are published on the following pages. Where the name of an employer is withheld, it is typically to protect the identity of students or to comply with a publication ban ordered by a court or the tribunal. Copies of the full decisions are available at oct.ca → **Members** → **Complaints and Discipline** → **Decisions**.*

*The College publishes professional advisories, available at oct-oeeo.ca/ **advisories**, which are intended to inform members' professional judgment and practice. For more information about the Ethical Standards for the Teaching Profession, please visit oct-oeeo.ca/ethical.*

MEMBER Christina Marie Albini
REGISTRATION NO 453340

DECISION Revocation, reprimand
A Discipline Committee panel revoked the Certificate of Qualification and Registration of Christina Marie Albini, a teacher formerly employed by the Windsor-Essex Catholic District School Board, for **sexually** abusing a male student.

Licensed to teach in June 2002, Albini did not attend the hearing on May 7, 2019, and had no legal representation.

Albini and the student exchanged messages and pictures of a **sexual** nature and met at her home to engage in **sexual** intercourse.

In a criminal court, Albini was sentenced to 12 months' incarceration followed by three years' probation.

She was also made the subject of a number of ancillary orders.

The Discipline Committee panel found her guilty of professional misconduct and directed the Registrar to revoke her Certificate of Qualification and Registration. It also directed that she receive a written reprimand.

In its written decision, the panel stated, "The Committee is satisfied that the penalty is appropriate in the circumstances and meets the principle of serving and protecting the public interest."

MEMBER Jean-Christophe Béarez
REGISTRATION NO 424071

DECISION Suspension, reprimand, conditions
A Discipline Committee panel suspended the certificate of Jean-Christophe Béarez, a teacher employed by the Conseil des écoles catholiques du Centre-Est, for inappropriate conduct.

This matter was heard by the panel on April 3, 2019. Neither Béarez, who was certified to teach in June 1999, nor his legal counsel attended the hearing.

Béarez behaved inappropriately and made inappropriate remarks to three teachers. His conduct showed poor professional judgment and constituted **sexual** harassment.

The Discipline Committee panel found Béarez guilty of professional misconduct and ordered that his teaching certificate be suspended for six months. He was directed to appear before it to receive a reprimand.

The panel also ordered him to successfully complete, at his own expense, three courses on professional ethics, maintaining appropriate boundaries and effective interpersonal communication. He needs to do so prior to accepting any position for which a Certificate of Qualification and Registration is required.

In its written decision, the panel stated, "The Member's inappropriate and repeated conduct occurred over several school years, involved several colleagues and damaged the reputation of the teaching profession."

MEMBER Rachel Elizabeth Crowther
REGISTRATION NO 477479

DECISION Revocation
A Discipline Committee panel revoked the teaching certificate of Rachel Elizabeth Crowther, a teacher formerly employed by the Durham District School Board, for engaging in an inappropriate personal relationship with a male student over the course of several months.

Certified to teach in June 2004, Crowther did not attend the hearing on March 20, 2019, but had legal representation.

Crowther's conduct involved extreme boundary violations, which included:

- exchanging about 5,000–6,000 text messages of a personal nature with the student over approximately four months;
- spending time together alone at her home where the student occasionally babysat her child;
- driving the student in her car;
- going for walks (including alone in a forest) or for coffee together;
- making lunches for the student and including personal notes in them; and
- texting the student at night, saying "good night" and "I love you."

Crowther abruptly ended the personal relationship with the student after her husband discovered the text messages. The cessation of the relationship was emotionally distressing to the student.

The panel found Crowther guilty of professional misconduct and ordered that her Certificate of Qualification and Registration be revoked.

In its decision, the panel stated, "The Member ought to have known that her behaviour with the Student was very inappropriate and that it could be confusing and emotionally distressing for the Student. The Member's conduct also undermined the public's trust in the teaching profession, and therefore reflects poorly on the profession as a whole."

MEMBER Martin Frederick S. Danio
REGISTRATION NO 240729

DECISION Revocation, reprimand

A Discipline Committee panel revoked the Certificate of Qualification and Registration of Martin Frederick S. Danio, a teacher formerly employed by the Peel District School Board, for criminal conduct.

Danio was licensed to teach in June 1974. He did not attend the hearing on April 12, 2019, and had no legal representation.

He was found guilty in a criminal court of one count of possession of child pornography.

He was sentenced to a 15-month custodial sentence, less credit for pretrial custody, to be followed by 18 months' probation. He was also made subject to a number of ancillary orders.

The Discipline Committee panel found him guilty of professional misconduct and directed the Registrar to revoke his Certificate of Qualification and Registration. It also directed that he receive a reprimand.

In its written decision, the panel stated, "His disgraceful, dishonourable and unprofessional conduct has jeopardized the public's perception of teachers in the province and must be denounced in the strongest terms."

MEMBER A. Jay Fiocca
REGISTRATION NO 190848

DECISION Revocation, reprimand
A Discipline Committee panel revoked the Certificate of Qualification and Registration of A. Jay Fiocca, a teacher formerly employed by the Niagara Catholic District School Board, for criminal conduct.

Fiocca was licensed to teach in April 1996. He did not attend the hearing on May 15, 2019, and had no legal representation.

He was found guilty in a criminal court of possession of child pornography. He was sentenced to six months of imprisonment, received a three-year probation order, and was made subject to a number of ancillary orders.

The Discipline Committee panel found him guilty of professional misconduct and directed the Registrar to revoke his Certificate of Qualifica-

tion and Registration. It also directed that he receive a reprimand.

In its written decision, the panel stated, "The Committee denounces the Member's misconduct in the strongest terms."

MEMBER Vasilios Georgiopoulos
REGISTRATION NO 515861

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Vasilios Georgiopoulos, a teacher employed by the Simcoe County District School Board, for inappropriate conduct.

This matter was heard by the panel on May 23, 2019. Georgiopoulos, who was certified to teach in March 2007, did not attend the hearing but had legal representation.

Georgiopoulos yelled at students, and used his cellphone and fell asleep during instructional time.

The Discipline Committee panel found Georgiopoulos guilty of professional misconduct and ordered that his teaching certificate be suspended for one month. He was directed to appear before the panel to receive a reprimand and to do so immediately following the hearing or within 90 days of the date of the order.

The panel also ordered him to successfully complete, at his own expense, a course on maintaining appropriate professional boundaries with students. He needs to do so within 90 days of the date he returns to or starts a position for which a Certificate of Qualification and Registration is required.

In its written decision, the panel stated, "Members of the profession are expected to be role models for students and to promote student learning. They should be engaged in their lessons and make good use of instructional time."

MEMBER Shawn David Alan James, OCT
REGISTRATION NO 594443

DECISION Reprimand, conditions

A Discipline Committee panel reprimanded Shawn David Alan James, a teacher employed by the Kawartha Pine Ridge District School Board, for a pattern of inappropriate classroom management.

This matter was heard by the panel on April 2, 2019. James, who was certified to teach in June 2010, attended the hearing with his legal counsel.

On several occasions, James demonstrated a failure to use appropriate classroom management techniques, and his interactions with students were unnecessarily aggressive.

The Discipline Committee panel found James guilty of professional misconduct and directed him to appear before it to receive a reprimand.

It also ordered him to successfully complete, at his own expense, a course on classroom management. He must do so prior to returning to a teaching position or to any position requiring a Certificate of Qualification and Registration.

In its written decision, the panel stated, "Members of the teaching profession are expected to promote safe and supportive learning environments and to model appropriate, respectful and professional behaviour. By failing to adequately supervise students, by using physical interventions to address student behaviour, and by using a sharp voice with students in front of their peers, the Member failed to meet these expectations."

MEMBER Ryan Edward Jarvis
REGISTRATION NO 506091

DECISION Revocation, reprimand
A Discipline Committee panel revoked the Certificate of Qualification and Registration of Ryan Edward Jarvis, a teacher formerly employed by the Thames Valley District School Board, for egregious conduct.

Jarvis was licensed to teach in July 2006. He had no legal representation and did not attend the hearing on April 8, 2019.

Jarvis targeted, observed and objectified students by video record-

ing intimate parts of their bodies for a sexual purpose. He did so over a period of two years.

He was convicted of voyeurism by the Supreme Court of Canada. The Court held that Jarvis had made the video recordings of the students in circumstances that gave rise to a reasonable expectation of privacy.

Initially, Jarvis was acquitted of voyeurism by the Superior Court of Justice (Ontario), whose decision was upheld by the Court of Appeal (Ontario), after using a pen camera to take secret videos of his female students at school. The College intervened at the Supreme Court to argue for strong protections for student privacy in learning environments under the Criminal Code.

The Discipline Committee panel found him guilty of professional misconduct and directed the Registrar to revoke his Certificate of Qualification and Registration. It also directed that he receive a written reprimand.

In its written decision, the panel stated, “The Member’s criminal conduct was sexually abusive and completely unacceptable. By engaging in this behaviour, the Member has undermined the reputation of the teaching profession.”

MEMBER Kristen Michelle Johnson
REGISTRATION NO 439280

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Kristen Michelle Johnson (also known as Kristen Michelle Tamburrino), a teacher employed by the District School Board of Niagara, for unethical and dishonest conduct.

This matter was heard by the panel on April 11, 2019. Johnson, who was certified to teach in June 2001, did not attend the hearing but had legal representation.

Johnson falsified her attendance records when she reported two consecutive absent days as “Family Care Days.” She improperly used those days

to participate in the Boston Marathon.

This is Johnson’s second matter before the Discipline Committee.

The Discipline Committee panel found her guilty of professional misconduct and ordered that her teaching certificate be suspended for three months. She was directed to appear before it to receive a reprimand.

The panel also ordered her to successfully complete, at her own expense, a course on professional ethics. She needs to do so no later than 90 days prior to commencing or resuming any teaching position for which a Certificate of Qualification and Registration is required.

In its written decision, the panel stated, “The Member’s falsification of her attendance records and deception to her employer demonstrate a significant lapse in professional judgment.”

MEMBER Terry Ann M. Laforge
REGISTRATION NO 204242

DECISION Suspension, reprimand, conditions, undertaking

A Discipline Committee panel suspended the certificate of Terry Ann M. Laforge, a teacher formerly employed by the Thames Valley District School Board, for engaging in an ongoing pattern of inappropriate conduct.

This matter was heard by the panel on June 3, 2019. Laforge, who was certified to teach in June 1993, did not attend the hearing but had legal representation.

Laforge’s misconduct included:

- making inappropriate comments to students;
- failing to maintain professional boundaries;
- encouraging students to fight;
- attending meetings while under the influence of alcohol;
- causing a student to fall to the ground; and
- making a racist comment to a taxi driver.

The Discipline Committee panel found her guilty of professional misconduct and ordered that her teaching certificate be suspended

for one month. She appeared before the panel by video conference immediately after the hearing to receive a reprimand.

The panel also ordered her to successfully complete, at her own expense, a course(s) on appropriate boundaries and supervision. She needs to do so prior to starting or resuming any teaching position or any position for which a Certificate of Qualification and Registration is required.

Laforge also entered into an “undertaking and acknowledgment” with the College, which sets out conditions that must be met before she can hold a position for which a certificate is required.

In its written decision, the panel stated, “Given the ongoing and repeated nature and severity of the Member’s conduct, the Committee finds that a one-month suspension is reasonable and appropriate.”

MEMBER Joel Robert Lewsaw
REGISTRATION NO 197828

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Joel Robert Lewsaw, a teacher employed by the Greater Essex County District School Board, for inappropriate conduct.

This matter was heard by the panel on May 17, 2019. Lewsaw, who was certified to teach in June 1995, attended the hearing with his legal counsel.

Lewsaw made comments to students that were of an inappropriate and racial nature, including comments regarding a student’s sexual orientation. He also created a class list with nicknames or descriptions of students with a derogatory and/or sexual overtone, and used profanity.

The Discipline Committee panel found Lewsaw guilty of professional misconduct and ordered that his teaching certificate be suspended for four months. He was directed to appear before it to receive a reprimand.

The panel also ordered him to successfully complete, at his own expense, a course on classroom communication and boundaries. He needs to do so within 90 days of its order.

In its written decision, the panel stated, “Members of the profession are expected to maintain appropriate boundaries with students at all times, to act as positive role models and to create safe and supportive learning communities.”

MEMBER Martine Marie Mackenzie
REGISTRATION NO 211970

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Martine Marie Mackenzie, a teacher formerly employed by the District School Board of Niagara, for submitting false health-care claims.

This matter was heard by the panel on April 12, 2019. Neither Mackenzie, who was certified to teach in November 1993, nor her lawyer attended the hearing.

Mackenzie submitted multiple false health-care claims over a period of five years and received payment for the false claims in the amount of \$13,280.

The Discipline Committee panel found her guilty of professional misconduct and ordered that her teaching certificate be suspended for nine months. She was directed to appear before it to receive a reprimand.

The panel also ordered her to successfully complete, at her own expense, a course on ethics. She needs to do so if she returns to teaching.

In its written decision, the panel stated, “Though the Member’s conduct did not directly involve students, it has nevertheless undermined the public’s confidence in teachers and tarnished the reputation of the teaching profession.”

MEMBER Tahir Mahmood
REGISTRATION NO 620232

DECISION Suspension, reprimand, conditions

A Discipline Committee panel sus-

pended the certificate of College member Tahir Mahmood for failing to maintain appropriate professional boundaries with a female student.

This matter was heard by the panel on April 2, 2019. Mahmood, who was certified to teach in February 2013, did not attend the hearing and did not have legal representation.

Mahmood **abused** his position and failed to maintain appropriate boundaries over a period of six months by:

- picking the student up in his car in the evening and taking her for ice cream and sweets alone, without the consent of the student’s guardian;
- discussing personal issues with her, including her views on dating;
- texting about personal issues outside school hours; and
- permitting her to pinch his hand at school or in the car.

He also attempted to assist the student with her mental health issues without informing or consulting with the school’s administration or the student’s guardian.

The Discipline Committee panel found him guilty of professional misconduct and ordered that his teaching certificate be suspended for three months. He was directed to appear before it to receive a reprimand and needs to do so within three months of the panel’s order.

The panel also ordered him to successfully complete, at his own expense, a course on boundary violations. He needs to do so within four months of the panel’s order.

In its written decision, the panel stated, “It is inappropriate for members of the profession to develop personal relationships with students.”

MEMBER Jeffery Murdock Morrison, OCT
REGISTRATION NO 520999

DECISION Reprimand, conditions
A Discipline Committee panel reprimanded Jeffery Murdock Morrison, a teacher employed by the Peel District School Board, for inappropriate conduct.

This matter was heard by the panel on June 4, 2019. Morrison, who was

certified to teach in July 2007, attended the hearing with his legal counsel.

As part of a class project, Morrison made available a step-by-step instruction manual to his students on how to make and inject crystal methamphetamine, a strong and highly addictive drug.

The Discipline Committee panel found Morrison guilty of professional misconduct and directed him to appear before it to receive a reprimand.

The panel also ordered him to successfully complete, at his own expense, a course covering appropriate professional boundaries and teaching approaches based on an understanding of adolescent development.

In its written decision, the panel stated, “The Member should have ... reviewed the content of the article to ensure that it was age appropriate and that it was pedagogically appropriate, before sharing it with students.”

MEMBER Towhid Noman, OCT
REGISTRATION NO 263312

DECISION Reprimand, conditions
A Discipline Committee panel reprimanded Towhid Noman, a teacher employed by the Toronto District School Board, for inappropriate conduct.

This matter was heard by the panel on May 14, 2019. Neither Noman, who was certified to teach in June 1994, nor his legal counsel attended the hearing.

Noman engaged in sustained and persistent efforts to disparage an individual’s personal and professional reputation in the community.

He sent many emails to the College and various government authorities in Canada and abroad, and repeated his claims about this individual in the press.

The Discipline Committee panel found Noman guilty of professional misconduct and directed him to appear before it to receive a reprimand.

The panel also ordered him to successfully complete, at his own expense, a course in professional ethics. He must do so prior to starting or returning to any teaching position requiring his Certificate of Qualification and Registration.

In its written decision, the panel

stated, “The coursework will remind the Member of his obligations as a professional colleague and will help him to make better decisions in any future interactions with fellow teachers, the educational community and the public.”

MEMBER Jeffrey Claude Pilon
REGISTRATION NO 618266

DECISION Revocation, reprimand
A Discipline Committee panel revoked the Certificate of Qualification and Registration of Jeffrey Claude Pilon, a teacher formerly employed by the Rainbow District School Board, for sexually abusing a female student.

Licensed to teach in July 2011, Pilon did not attend the hearing on November 14, 2018, but had legal representation. Pilon began an inappropriate personal relationship with the student, which developed into a sexual relationship about one month later. He engaged in sexual intercourse with the student and instructed her not to disclose the relationship to others.

The Discipline Committee panel found him guilty of professional misconduct and directed the Registrar to revoke his Certificate of Qualification and Registration. It also directed that he receive a written reprimand.

In its written decision, the panel stated, “The Member’s misconduct has undermined the reputation of the teaching profession, and has seriously broken the trust that parents, students and the public place in teachers.”

MEMBER Christopher Anthony Prest, OCT

REGISTRATION NO 432495

DECISION Reprimand, conditions
A Discipline Committee panel reprimanded Christopher Prest, a teacher employed by the District School Board of Niagara, for using inappropriate language with students.

This matter was heard by the panel on April 29, 2019. Prest, who was certified to teach in August 2000, attended the hearing with his legal counsel.

Prest made offensive, demeaning and disrespectful comments in the presence of students.

The Discipline Committee panel found Prest guilty of professional misconduct and directed him to appear before it to receive a reprimand.

The panel also ordered him to successfully complete, at his own expense, a course in professional boundaries/boundary violations and a course on anger management. He must do so within 90 days of its order.

In its written decision, the panel stated, “Members of the teaching profession are expected to serve as positive role models and to maintain appropriate professional boundaries with students.”

MEMBER Gary George Somerfield
REGISTRATION NO 169611

DECISION Revocation, reprimand
A Discipline Committee panel revoked the Certificate of Qualification and Registration of Gary George Somer-

field, a teacher formerly employed by the Lakehead District School Board, for criminal conduct.

Somerfield was licensed to teach in June 1986. He did not attend the hearing on April 29, 2019, and had no legal representation.

He pleaded guilty in a criminal court to possession of child pornography. He was sentenced to six months of imprisonment, three years’ probation, and was made subject to a number of ancillary orders.

The Discipline Committee panel found him guilty of professional misconduct and directed the Registrar to revoke his Certificate of Qualification and Registration. It also directed that he receive a reprimand.

In its written decision, the panel stated, “The Committee is satisfied that the penalty is appropriate in the circumstances and meets the principle of serving and protecting the public interest.”

MEMBER Michael Sperling
REGISTRATION NO 563124

DECISION Revocation, reprimand
A Discipline Committee panel revoked the Certificate of Qualification and Registration of Michael Sperling, a teacher formerly employed by the Waterloo Region District School Board, for criminal conduct.

He was licensed to teach in May 2009. He did not attend the hearing on April 30, 2019, and had no legal representation.

Sperling and a female student exchanged sexual photos, phone calls, videos and text messages. Their relationship escalated to fondling, kissing, oral sex and intercourse. He also exchanged text messages of a sexual nature with another female student.

In a criminal court, he was found guilty of sexual interference and luring a child. He was sentenced to two years’ incarceration, three years’ probation and a number of ancillary orders.

The Discipline Committee panel found him guilty of professional misconduct and directed the Registrar to revoke his Certificate of Qualifica-

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tion and Registration. It also directed that he receive a reprimand.

In its written decision, the panel stated, “The Member’s misconduct has greatly undermined the public’s trust in the teaching profession.”

MEMBER Joseph Keith Turner, OCT
REGISTRATION NO 245305

DECISION Reprimand, conditions
A Discipline Committee panel reprimanded Joseph Keith Turner, a teacher formerly employed by the Toronto District School Board, for inappropriate conduct.

This matter was heard by the panel on April 8, 2019. Turner, who was certified to teach in June 1989, attended the hearing with his legal counsel.

Turner failed to maintain appropriate professional boundaries with a female student when he made unsupportive and embarrassing comments to her in front of her peers.

The Discipline Committee panel found him guilty of professional misconduct and directed him to appear before it to receive a reprimand.

It also ordered him to successfully complete, at his own expense, a course in appropriate boundaries. He must do so prior to starting or resuming a teaching position or any position for which a Certificate of Qualification and Registration is required.

In its written decision, the panel stated, “Through his interactions with the Student, the Member showed a lack of professional judgment.”

MEMBER Hans Edouard Unruh
REGISTRATION NO 239790

DECISION Revocation, reprimand
A Discipline Committee panel revoked the Certificate of Qualification and Registration of Hans Edouard Unruh, a teacher formerly employed by the Niagara Catholic District School Board, for criminal conduct.

Unruh was licensed to teach in November 1992. He did not attend the hearing on June 3, 2019, and had no legal representation.

He was found guilty of one count of

sexual exploitation in a criminal court.

The Discipline Committee panel found him guilty of professional misconduct and directed the Registrar to revoke his Certificate of Qualification and Registration. It also directed that he receive a reprimand.

In its written decision, the panel stated, “The Committee is satisfied that the penalty is appropriate in the circumstances and meets the principle of serving and protecting the public interest.”

MEMBER Jennifer Louise Wilson, OCT
REGISTRATION NO 437354

DECISION Reprimand, conditions
A Discipline Committee panel reprimanded Jennifer Louise Wilson, a teacher employed by the Toronto District School Board, for inappropriate conduct.

This matter was heard by the panel on May 6, 2019. Wilson, who was certified to teach in June 2000, attended the hearing with her legal counsel.

Wilson’s misconduct included:

- inappropriate communication with students through social media;
- inappropriate comments about students and a colleague; and
- preferential treatment toward certain students.

The Discipline Committee panel found Wilson guilty of professional misconduct and directed her to appear before it to receive a reprimand.

It also ordered her to successfully complete, at her own expense, a course regarding professional boundaries and the appropriate use of electronic communication and social media. She must do so within 90 days of the panel’s order.

In its written decision, the panel stated, “Members of the teaching profession are expected to maintain professional boundaries with students at all times and to behave as role models. The Member failed to meet these expectations by making disparaging comments about students and a colleague, and by encouraging a student to act violently. Members of the profession are also expected to treat

students equitably and with respect. It is completely inappropriate for a member to make demeaning comments about one student to another student.”

MEMBER Matthew Francis Chong Yen
REGISTRATION NO 278008

DECISION Suspension, reprimand, conditions, costs

A Discipline Committee panel suspended the certificate of Matthew Francis Chong Yen, a teacher employed by the Toronto District School Board, for inappropriate conduct.

This matter was heard by the panel on December 12 and 13, 2018. Chong Yen, who was certified to teach in August 1997, did not attend the hearing and had no legal representation.

Chong Yen used inappropriate language in the classroom, demeaned students, and modelled rude and inappropriate behaviour.

The Discipline Committee panel found him guilty of professional misconduct and ordered that his teaching certificate be suspended for three months. He was directed to appear before it to receive a reprimand, and must do so within three months of the panel’s order.

The panel also ordered him to successfully complete, at his own expense, a course on anger management and a course on professional boundaries with a focus on sensitivity toward students. He needs to do so prior to starting a teaching position or any position for which a Certificate of Qualification and Registration is required.

He was also ordered to pay \$10,000 in costs as he was unco-operative with the College and refused to engage in the discipline process.

In its written decision, the panel stated, “Members of the profession must control their emotions and maintain their composure, even when dealing with challenging issues in the classroom.” **PS**

Copies of the full decisions are available at oct-oeo.ca/decisions.

What would you do?

The College's Investigation Committee considers all complaints made to the College about its members and reviews all information resulting from investigations. The committee can dismiss a complaint or refer the matter, in whole or in part, to the Discipline or Fitness to Practise committees for a hearing.

The Investigation Committee may also caution or admonish the member in writing or in person, or provide written reminders or advice, or adopt a Memorandum of Agreement reached through the complaint resolution process.

By law, cases under investigation are confidential. For the education of members, the following account, based on facts from real cases, raises important questions about teacher conduct, such as what is appropriate and what is not. Details have been altered to respect confidentiality.

The College received a complaint from a school board regarding Eric, an elementary school teacher. It was alleged that he shared personal, confidential personnel information about Louis, a colleague from the same board, with school staff, the media and community leaders.

The allegations included:

- calling staff members and discussing confidential information about Louis despite being directed by his employer not to do so; and
- pressuring community leaders to publicly release confidential personnel matters about Louis on Twitter.

Eric acknowledged that he contacted a reporter and a few community leaders, but said he didn't think he was doing anything wrong. He denied speaking with staff members after being told not to, but said he emailed them once to clarify information about Louis.

If you were a member of the Investigation Committee panel, what would you have issued to Eric?

- an admonishment in person (most severe)
- an admonishment in writing
- a written caution
- written advice
- a written reminder (least severe)

THE OUTCOME

The panel was concerned by Eric's actions and decided to admonish him in writing.

The panel noted that Eric acknowledged that he communicated with community leaders about Louis's personal situation. The panel also noted that despite the fact that he was directed by his employer to cease communication about Louis, Eric asked one community leader to share confidential personnel matters about Louis on Twitter, which they did. **PS**

The College is the self-regulating professional body for Ontario teachers. Membership is open to anyone qualified to teach in the province and required to maintain an Ontario teaching certificate.

The College is trusted to regulate the teaching profession by setting standards of practice and accrediting teacher education programs.

The College also sets the requirements for entry into the profession, investigates complaints involving members and takes appropriate disciplinary action.



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Discipline Summaries

Three-member panels of the Discipline Committee conduct public hearings into cases of alleged incompetence or professional misconduct. Panels are composed of members of the public and the profession based on competencies. The certificate of a member found to be incompetent or guilty of professional misconduct may be revoked, suspended, and/or made subject to terms, conditions or limitations. In findings of professional misconduct, the committee may also reprimand, admonish or counsel the member, impose a fine, and order the member to pay costs.

*Summaries of recent disciplinary cases are published on the following pages. Where the name of an employer is withheld, it is typically to protect the identity of students or to comply with a publication ban ordered by a court or the tribunal. Copies of the full decisions are available at oct.ca → **Members** → **Complaints and Discipline** → **Decisions**.*

The College publishes professional advisories, available at oct-oeeo.ca/advisories, which are intended to inform members' professional judgment and practice. For more information about the Ethical Standards for the Teaching Profession, please visit oct-oeeo.ca/ethical.

For a glossary of terms used in these summaries, please visit oct-oeeo.ca/DecisionGlossary.

MEMBER Naoum Abi-Samra
REGISTRATION NO 481539

DECISION Revocation, reprimand
A Discipline Committee panel revoked the teaching certificate of Naoum Abi-Samra, a teacher employed by the Conseil des écoles catholiques du Centre-Est, for sexually assaulting students and for assaulting a female colleague.

Certified to teach in October 2004, Abi-Samra did not attend the hearing on April 22, 2021, and was not represented by legal counsel.

His misconduct included placing his hand on the upper thighs of students and touching the breast of one student.

In a criminal court, he was convicted of sexually assaulting these two students. He was sentenced to two months' imprisonment to be served intermittently, and to two years of probation. He was also made subject to a number of ancillary orders.

The Discipline Committee panel found Abi-Samra guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked. The panel also ordered that he receive a reprimand.

In its decision, the panel stated, "Members of the teaching profession must not engage in the unnecessary and unwanted touching of students."

MEMBER Jessica Natalia

Dorego Beraldin

REGISTRATION NO 588408

DECISION Revocation, reprimand
A Discipline Committee panel revoked the teaching certificate of College member Jessica Beraldin, for sexually abusing a male student. She also engaged in an inappropriate personal relationship with the student.

Certified to teach in June 2010, Beraldin did not attend the hearing on June 12, 2019. She had no legal representation.

In a criminal court, Beraldin was convicted of sexual assault. She was sentenced to a conditional sentence of six months and 18 months' probation. Beraldin was also made subject to a number of ancillary orders.

The Discipline Committee panel found Beraldin guilty of professional misconduct and ordered that her Certificate of Qualification and Registration be revoked. The panel also ordered that she receive a reprimand.

In its decision, the panel stated, "The Committee makes both of these orders, notes that it has no discretion in this regard and denounces the Member's misconduct in the strongest terms."

MEMBER Ronald Kent Douglas Boys

REGISTRATION NO 419482

DECISION Revocation, reprimand
A Discipline Committee panel revoked the teaching certificate of Ronald Kent

Douglas Boys, a teacher formerly employed by the Bluewater District School Board, for verbally abusing a student with special needs.

Certified to teach in June 1998, Boys attended the hearing on May 14, 2021, and was self-represented.

Boys yelled at the student for at least 45 seconds. His abusive conduct occurred in front of a classroom of children who were laughing while recording the incident.

Boys had previously received letters of discipline from the board advising him to treat students with respect and not to yell at them.

The Discipline Committee panel found Boys guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked. The panel also ordered that he receive a reprimand.

In its decision, the panel stated, "The Member abused his position of trust and authority in the most egregious manner by yelling at Student 1 ..."

MEMBER Regan James Brown

REGISTRATION NO 212877

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Regan James Brown, a teacher employed by the Catholic District School Board of Eastern Ontario, for repeatedly engaging in aggressive behaviour and making threatening comments toward the principal at his school.

Certified to teach in February 1996, Brown attended the hearing on June 21, 2021, with his legal counsel.

On multiple occasions, Brown displayed aggressive and violent behaviour in front of the principal, the superintendent and his colleagues. It included getting angry, yelling, throwing his bag against the wall, kicking, and punching a cupboard door. He also leaned into the principal's personal space and glared at her.

Brown entered into a 12-month common law peace bond in the Ontario Court of Justice.

The Discipline Committee panel found Brown guilty of professional misconduct and ordered that his teaching certificate be suspended for three months. The panel also directed that Brown appear before it to receive a reprimand.

He must also successfully complete, at his own expense, a course regarding conflict resolution and anger management strategies. He needs to do so within 90 days of the panel's order.

In its written decision, the panel stated, "Aggressive, threatening and disrespectful behaviour has no place in a learning environment and falls below the professional and ethical standards of the profession."

MEMBER Geoffrey William Burnet

REGISTRATION NO 441064

DECISION Revocation, reprimand
A Discipline Committee panel revoked the teaching certificate of Geoffrey William Burnet for sexually abusing two female students.

He is a teacher formerly employed by the Hamilton-Wentworth Catholic District School Board, the Upper Grand District School Board and/or the Toronto District School Board.

Certified to teach in March 2001, Burnet did not attend the hearing on May 14, 2021. He had no legal representation.

In a criminal court, Burnet was convicted of exposing his genital organs to two students for a sexual purpose. He was sentenced to a six-month custodial sentence followed by two years' probation. He was also made the subject of a number of conditions and ancillary orders.

Burnet was also convicted of possessing child pornography. His sentencing regarding this conviction was pending as of May 14, 2021.

The Discipline Committee panel found Burnet guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked. The panel also ordered that he receive a reprimand.

In its decision, the panel stated, "The public's trust in the teaching

profession is eroded when members of the profession sexually abuse students and possess child pornography.”

MEMBER David John Carle
REGISTRATION NO 278360

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the teaching certificate of David John Carle, a teacher formerly employed by the Catholic District School Board of Eastern Ontario, for verbally, physically and/or emotionally abusing three students.

Carle, who was certified to teach in August 1997, did not attend the hearing on February 10, 2020, but had legal representation.

His actions included yelling at a student, grabbing her by the arm, and trying to pull her out of the classroom. He also deliberately mispronounced her name despite repeatedly being asked to stop by the student. He further emotionally abused another student by publicly ridiculing the way that he spoke.

The Discipline Committee panel found Carle guilty of professional misconduct and ordered that his certificate be suspended for three months. He was also directed to appear before the panel to receive a reprimand.

In addition, he was directed to complete a course of instruction, at his own expense, regarding classroom management with an emphasis on students with special needs. He needs to do so prior to starting a teaching position or any position requiring a Certificate of Qualification and Registration.

In its written decision, the panel stated, “The Member’s conduct towards his students was disgraceful, dishonourable, or unprofessional. Members are expected to act in a professional matter, to exercise good judgment and to maintain appropriate boundaries when dealing with students.”

MEMBER Robert Earl Clarke
REGISTRATION NO 307259

DECISION Revocation, reprimand

A Discipline Committee panel revoked the teaching certificate of Robert Earl Clarke, a teacher formerly employed by the Ottawa-Carleton District School Board and/or its predecessor boards, for engaging in a pattern of sexual touching and/or behaviour or remarks of a sexual nature toward many students and others.

Clarke was first certified to teach in August 1967 and became a College member in May 1998. He did not attend the hearing on October 21, 2019, but was represented by legal counsel.

In a criminal court, he was found guilty of seven counts of gross indecency and one count of sexual assault. He was sentenced to a two-year custodial sentence, to be followed by three years of probation. He was also made subject to a number of ancillary orders.

The Discipline Committee panel found Clarke guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked. The panel also ordered that he receive a reprimand.

In its decision, the panel stated, “Not only has the Member’s conduct had a grave impact on his victims, but it has also undermined the public’s trust in the teaching profession. Accordingly, the Member is no longer entitled to be a member of the teaching profession in Ontario.”

MEMBER David Michael Cockburn, OCT
REGISTRATION NO 435683

DECISION Reprimand, conditions
A Discipline Committee panel reprimanded David Michael Cockburn, a teacher employed by the District School Board of Niagara, for dishonest conduct.

Certified to teach in May 2000, Cockburn attended the hearing on May 17, 2021, but was not represented by legal counsel.

Cockburn took money from a colleague. He received past warnings from his employer for incidents involving the mishandling of money and acts of dishonesty relating to money.

The Discipline Committee panel found Cockburn guilty of professional

misconduct and directed that he appear before it to receive a reprimand.

He must also successfully complete, at his own expense, a course regarding ethics. He needs to do so within 90 days of the date of the order.

In its written decision, the panel stated, “By taking money from a colleague, the Member brought shame to himself and to the profession.”

MEMBER Angela Marie Defosse
REGISTRATION NO 586437

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Angela Marie Defosse, a teacher employed by the Algonquin and Lakeshore Catholic District School Board, for engaging in an inappropriate personal relationship with a student.

Certified to teach in June 2010, Defosse attended the hearing on January 11 and April 23, 2021, with her legal counsel.

Over a two-month period, Defosse exchanged over 200 emails with a student. Many of these emails contained personal and inappropriate comments where she expressed a high level of emotional intensity and personal attachment toward him.

The student’s parent discovered and reported the emails and Defosse’s inappropriate relationship to school administrators. Though Defosse initially reported and conferred with the guidance department at her school about concerns relating to the student, she chose not to follow the advice she received and continued to engage with him.

Defosse’s emails encouraged the student to develop an unhealthy emotional attachment to her that he believed to be love.

The Discipline Committee panel found Defosse guilty of professional misconduct and ordered that her teaching certificate be suspended for six months. The panel also directed her to appear before it to receive a reprimand.

She must also successfully complete, at her own expense, a course

regarding professional boundaries. She needs to do so within 90 days of the panel's order.

In its written decision, the panel stated, "Teachers are relied upon to put the safety and well-being of students first. The Member breached this trust through her emotionally charged and highly personal conversations with [the student]."

MEMBER Joseph Diletto
REGISTRATION NO 486869

DECISION Revocation, reprimand
A Discipline Committee panel revoked the teaching certificate of Joseph Diletto, a teacher formerly employed by the Toronto District School Board, for sexually abusing a male student.

Certified to teach in June 2005, Diletto did not attend the hearing on July 22, 2020, and was not represented by legal counsel.

His actions included isolating the student, taking him on outings without the student's parents present, giving him gifts, sending him emails late at night, hugging and touching him without consent, and continuing to contact the student after being asked not to by his parents.

In a criminal court, Diletto was found guilty of assault, and received a conditional discharge with 18 months of probation and 50 hours of community service.

The Discipline Committee panel found Diletto guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked. The panel also ordered that he receive a reprimand.

In its decision, the panel stated, "Members are expected to create a safe learning environment for students, and not to exploit their position of trust and authority."

MEMBER Douglas Roy Dunford
REGISTRATION NO 167170

DECISION Suspension, reprimand, conditions
A Discipline Committee panel suspended the certificate of Douglas Roy Dunford, a principal formerly employed

by the Hamilton-Wentworth District School Board, for harassing two female teachers at his school.

Certified to teach in January 1990, Dunford did not attend the hearing on May 18, 2021, but was represented by legal counsel.

Dunford acted disgracefully, dishonourably and unprofessionally by making numerous unwelcome and inappropriate comments to the two female staff members. He also touched one of the individual's legs and kissed her on the head.

His misconduct was repeated and occurred over a period of several months.

The Discipline Committee panel found Dunford guilty of professional misconduct and ordered that his teaching certificate be suspended for four months. The panel also directed that he receive a reprimand in writing.

He must also successfully complete, at his own expense, a course regarding professional boundaries. He needs to do so prior to accepting any position in Ontario that requires a Certificate of Qualification and Registration.

In its written decision, the panel stated, "The public's trust in the teaching profession is eroded when principals take advantage of their leadership position, harass their staff and model inappropriate behaviour in the school community."

MEMBER Paul Daniel Fox
REGISTRATION NO 380365

DECISION Revocation, reprimand, costs
A Discipline Committee panel revoked the teaching certificate of College member Paul Daniel Fox for physically abusing numerous students. He repeatedly hurt them for no reason.

Fox regularly made his students feel uncomfortable, embarrassed and afraid. His misconduct included:

- placing a student on his lap and moving the student's arms around like a puppet;
- grabbing students' arms, pulling them behind their backs, and

applying pressure to them in what was described by the students as a "chicken wing" hold;

- grabbing a student by his shoulders and digging into his shoulder blades; and
- applying painful pressure to a student's hand.

Certified to teach in August 1978, Fox did not attend the hearing on January 11 and February 8, 2021. He was not represented by legal counsel.

The Discipline Committee panel found Fox guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked. The panel also ordered that he receive a reprimand.

He was ordered to pay the College \$10,000 in costs, which must be paid within 120 days of the panel's written decision.

The panel held that it was just and appropriate to award costs as, among other things, the College was entirely successful in proving its case, and the Member was unresponsive to any communication from College Counsel and refused to participate in the discipline process.

In its decision, the panel stated, "By physically and emotionally abusing a number of his students, the Member undermined the reputation of the teaching profession and the trust that parents, students and the public place in teachers."

MEMBER Michael Biagino Geremia
REGISTRATION NO 170248

DECISION Revocation, reprimand
A Discipline Committee panel revoked the teaching certificate of Michael Biagino Geremia, a teacher formerly employed by the Toronto Catholic District School Board, for sexually abusing a female student.

Geremia engaged in an inappropriate personal relationship and a sexual relationship with the student for several years.

His conduct included kissing, touching of a sexual nature, digital penetration, and having sexual intercourse with her.

Certified to teach in June 1982, Geremia did not attend the hearing on April 22, 2021, but had legal representation.

In a criminal court, he was found guilty of **sexually** exploiting the student. He was sentenced to a custodial term of two years less a day, followed by one year of probation. He was also made subject to a number of ancillary orders.

The Discipline Committee panel found Geremia guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked. The panel also ordered that he receive a reprimand.

In its decision, the panel stated, "Given the power dynamic that exists between teachers and their students, it is psychologically or emotionally abusive for members of the profession to engage in an inappropriate personal relationship and a **sexual** relationship with a student."

MEMBER Edmund Brian Hacker
REGISTRATION NO 519663

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Edmund Brian Hacker, a teacher employed by the Toronto District School Board, for verbally abusing his students, taking items belonging to the board and damaging school property.

Certified to teach in September 2007, Hacker attended the hearing on May 7, 2021, with his legal counsel.

Hacker made vulgar jokes and disparaging comments about a student in class, including calling him an "idiot."

In addition, he took items belonging to the board for personal use and intentionally damaged a storage locker door at the school to gain access to it.

Hacker had previously been disciplined by the board and the College for similar misconduct involving the misappropriation of board property.

The Discipline Committee panel found Hacker guilty of professional misconduct and ordered that his teaching certificate be suspended for 10 months.

The panel also directed that he appear before it to receive a reprimand.

He must also successfully complete, at his own expense, a course regarding professional ethics. He needs to do so within 90 days of the panel's order.

In its written decision, the panel stated, "Members are expected to address students in a professional manner and to exercise good judgment in their interactions with students."

MEMBER Gail Louise Hall
REGISTRATION NO 210463

DECISION Suspension, reprimand, conditions, costs

A Discipline Committee panel suspended the certificate of Gail Louise Hall, a teacher formerly employed by the Upper Grand District School Board, for a pattern of inappropriate behaviour.

Certified to teach in June 1994, Hall did not attend the hearing on February 14 and 15, 2018, and March 21, 2019. She was self-represented.

On a number of occasions over a period of several years, Hall used inappropriate physical force with multiple young students.

She also repeatedly made inappropriate, demeaning comments to students, including insulting their work, calling a student "baby" and asking him if he needed his diaper changed, and berating students for not following instructions or listening.

She did not allow a student to get ice from the office after the student fell and hit her head. She also physically **abused** students, which included shaking and pushing them.

The Discipline Committee panel found Hall guilty of professional misconduct and ordered that her teaching certificate be suspended for six months. The panel also directed her to appear before it to receive a reprimand.

She must also successfully complete, at her own expense, courses regarding classroom management and anger management. She needs to do so prior to returning to teaching or any position for which a Certificate of Qualification and Registration is required.

Hall was also ordered to pay the College \$12,000 in costs, which must be paid within 120 days of the panel's order.

The panel held that it was just and appropriate to award costs as, among other things, the College was successful in obtaining findings of professional misconduct and the Member completely refused to participate in the proceeding or co-operate with College Counsel on any matter.

In its written decision, the panel stated, "Members of the teaching profession are expected to promote safe and supportive learning environments and to model appropriate and respectful behaviour."

MEMBER Ronald Howard Huck
REGISTRATION NO 135256

DECISION Revocation, reprimand
A Discipline Committee panel revoked the teaching certificate of College member Ronald Howard Huck for his criminal convictions for **sexually** abusing students and **sexually** assaulting two male adults.

First certified to teach in June 1966, Huck did not attend the hearing on May 6, 2021, and was not represented by legal counsel.

His misconduct was prolonged, repeated and spanned 40 years.

In a criminal court, he was sentenced to a total of seven years' incarceration. He was also made subject to various ancillary orders.

The Discipline Committee panel found Huck guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked. The panel also ordered that he receive a reprimand.

In its decision, the panel stated, "The public's trust in the teaching profession is eroded when members engage in **sexual** assault and when they are found to have **abused** students by the criminal court."

MEMBER Rajbir Kaur Hundal
REGISTRATION NO 106041

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the teaching certificate of Rajbir Kaur Hundal, a teacher formerly employed by the Toronto District School Board, for a pattern of inappropriate physical interventions with students.

Hundal, who was certified to teach in June 1992, did not attend the hearing on May 12, 2021, but had legal representation.

Near the end of a class, a student and Hundal became involved in a verbal confrontation. The student attempted to leave the classroom before the bell. Hundal stood in the doorway to block him. When the student tried to go under her arm, she lowered her arm and held him in a headlock.

The Member was previously disciplined by the board and received two earlier warnings from the College with respect to inappropriate physical contact with students.

The Discipline Committee panel found Hundal guilty of professional misconduct and ordered that her certificate be suspended for nine months. She was also directed to appear before the panel to receive a reprimand.

In addition, she was directed to complete a course of instruction, at her own expense, regarding boundaries and boundary violation issues. She needs to do so prior to starting a teaching position or any position requiring a Certificate of Qualification and Registration.

In its written decision, the panel stated, “By escalating a verbal altercation with Student 1, physically blocking his passage, and then physically restraining Student 1 in a headlock, the Member failed to use appropriate discipline and de-escalation strategies to maintain proper order and discipline in her classroom.”

MEMBER Keith Fordyce Hutton
REGISTRATION NO 182428

DECISION Suspension, reprimand, conditions
A Discipline Committee panel suspended the certificate of Keith

Fordyce Hutton, a teacher formerly employed by the Simcoe County District School Board, for unprofessional conduct.

Certified to teach in July 1992, Hutton did not attend the hearing on April 16, 2021, but had legal representation.

Hutton distributed copies of unreleased EQAO assessments to his students and to a colleague for use in her class as practice material. As a result of his actions, the administration of an assessment was compromised and EQAO was unable to confirm the results of certain groups of students.

The Discipline Committee panel found Hutton guilty of professional misconduct and ordered that his teaching certificate be suspended for three months. The panel directed that he appear before it to receive a reprimand.

Hutton must also successfully complete, at his own expense, a course in professional ethics. He needs to do so at least 30 days before occupying a teaching position for which a Certificate of Qualification and Registration is required.

In its written decision, the panel stated, “The Member’s conduct violated the trust that the public places in members to assess students’ academic performance accurately and honestly.”

MEMBER Michael Ryan Kowtaluk
REGISTRATION NO 593650

DECISION Revocation, reprimand
A Discipline Committee panel revoked the teaching certificate of College member Michael Ryan Kowtaluk for sexually abusing a student.

Certified to teach in March 2010, Kowtaluk did not attend the hearing on April 20, 2021, but was represented by legal counsel.

Over the course of an evening, Kowtaluk consumed alcohol to a heavily intoxicated state and engaged in sexual activity with a student, twice. He was also present when another adult engaged in sexual activity with the student.

The Discipline Committee panel found Kowtaluk guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked. The panel also ordered that Kowtaluk receive a reprimand.

In its decision, the panel stated, “The teaching profession does not tolerate the sexual abuse of students.”

MEMBER Myriam Anne Yvette Léonard, OCT

REGISTRATION NO 524668

DECISION Reprimand, conditions
A Discipline Committee panel reprimanded Myriam Anne Yvette Léonard, a teacher employed by the Kawartha Pine Ridge District School Board, for inappropriate conduct.

Léonard, who was certified to teach in November 2007, attended the hearing on January 11 and April 1, 2021. She had legal representation.

Léonard taught students swear words in class and asked a student to park her car in the staff parking lot, which put the student’s safety at risk.

She also asked students to do a demonstration that involved hugging and touching cheeks, which made a student feel uncomfortable.

The Discipline Committee panel found Léonard guilty of professional misconduct and ordered that she appear before the panel to receive a reprimand.

She must also successfully complete, at her own expense, a course on classroom management within 120 days of the panel’s order.

In its written decision, the panel stated, “Members of the teaching profession must create a physically and emotionally safe environment for their students.”

MEMBER Trevor Scott Norton
REGISTRATION NO 510515

DECISION Revocation, reprimand
A Discipline Committee panel revoked the Certificate of Qualification and Registration of Trevor Scott Norton, a teacher formerly employed by the Simcoe Muskoka Catholic District School Board, for criminal conduct.

Norton was licensed to teach in January 2007. He did not attend the hearing on May 6, 2019, and had no legal representation.

Norton had **sexual** contact with a female student.

He was found guilty of one count of **sexual** assault in a criminal court. He was sentenced to seven days in intermittent custody and two years of probation. He was also made the subject of several ancillary orders.

The Discipline Committee panel found him guilty of professional misconduct and directed the Registrar to revoke his Certificate of Qualification and Registration. The panel also directed that he receive a reprimand.

In its written decision, the panel stated, "The Committee denounces the Member's egregious misconduct in the strongest terms."

MEMBER John Thomas Orme
REGISTRATION NO 440553

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of John Thomas Orme, a teacher formerly employed by the Hamilton-Wentworth District School Board, for unprofessional conduct.

Certified to teach in June 2001, Orme did not attend the hearing on October 25, 2019, and January 28, 2020. He did not have legal representation.

Orme routinely yelled at students and made inappropriate comments to or about students. He humiliated one student and made him feel bad about himself.

The Discipline Committee panel found Orme guilty of professional misconduct and ordered that his teaching certificate be suspended for two months. The panel also directed that he appear before it to receive a reprimand within 90 days of the panel's written decision.

Orme must also successfully complete, at his own expense, a course on anger management. He needs to do so prior to starting or resuming a teaching position for which a Certifi-

cate of Qualification and Registration is required.

In its written decision, the panel stated, "The Member failed to maintain appropriate professional boundaries with students and colleagues."

MEMBER Vincent D. Palangio
REGISTRATION NO 251720

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Vincent D. Palangio, a teacher employed by the District School Board Ontario North East, for unprofessional conduct.

Certified to teach in June 1982, Palangio did not attend the hearing on April 7, 2021, but had legal representation.

Palangio's misconduct included:

- showing his students inappropriate videos that had no connection to the Ontario curriculum. Some of these videos contained violence, nudity and inappropriate language, and were disturbing and upsetting to some students;
- disregarding instructions from the school principal and permitting a student to leave his classroom, which may have put the student's safety at risk; and
- failing to properly supervise a class, which resulted in damage to school property.

The Discipline Committee panel found Palangio guilty of professional misconduct and ordered that his teaching certificate be suspended for three months. The panel also directed that he appear before it to receive a reprimand.

He must also successfully complete, at his own expense, courses regarding boundary violations, professional ethics and classroom management. He needs to do so prior to starting or returning to teaching or any position requiring a Certificate of Qualification and Registration.

In its written decision, the panel stated, "His conduct was at odds with his duties as a teacher."

MEMBER Zara Pavlovic, OCT
REGISTRATION NO 432528

DECISION Reprimand, conditions
A Discipline Committee panel reprimanded Zara Pavlovic, a teacher employed by the Hamilton-Wentworth District School Board, for harassment and inappropriate conduct.

Pavlovic, who was certified to teach in May 2000, did not attend the hearing on March 30, 2021, but had legal representation.

Pavlovic disposed of student property without their consent, made demeaning comments to students, dismissed a student's academic abilities, used vulgar language in the classroom, and made remarks that were perceived by a student as racist.

She also yelled at the school's vice-principal and repeatedly accosted and intimidated a colleague.

The Discipline Committee panel found Pavlovic guilty of professional misconduct and ordered that she appear before the panel to receive a reprimand.

She must also successfully complete, at her own expense, two courses: one in anger management and another in communication/classroom management. She must do so within 90 days of the panel's order.

In its written decision, the panel stated, "The Member ought to have known that making intimidating remarks and interacting with a colleague in an intrusive manner was completely unacceptable."

MEMBER Cassandra Marie Penney
REGISTRATION NO 632981

DECISION Revocation, reprimand
A Discipline Committee panel revoked the teaching certificate of Cassandra Marie Penney, a teacher formerly employed by the District School Board Ontario North East, for **sexually** abusing a student.

Certified to teach in June 2012, Penney did not attend the hearing on May 5, 2021, but was represented by legal counsel.

Penney **groomed** the student with gifts and money, then engaged in an

inappropriate sexual relationship with him for more than a year.

She also engaged in a pattern of inappropriate conduct with three other students, which included socializing with them outside of school, providing them with alcohol and letting them stay at her residence without their parents' knowledge.

The Discipline Committee panel found Penney guilty of professional misconduct and ordered that her Certificate of Qualification and Registration be revoked. The panel also ordered that she receive a reprimand in writing.

In its decision, the panel stated, "By engaging in such reprehensible conduct, the Member demonstrated a fundamental breach of her duties as a teacher."

MEMBER Jasmina Pita, OCT
REGISTRATION NO 613804

DECISION Reprimand, conditions
A Discipline Committee panel reprimanded Jasmina Pita, a teacher employed by the Halton District School Board, for unethical conduct.

This matter was heard by the panel on May 7, 2019. Pita, who was certified to teach in July 2011, attended the hearing with her legal counsel.

Pita submitted false health-care claims. She submitted 29 claims for reimbursement in connection with 34 health-related service dates and products that were not received by her, her spouse or her dependents.

The total amount the benefits provider paid to Pita for the claims in question was \$3,230. Pita reimbursed the provider.

The Discipline Committee panel found Pita guilty of professional misconduct and directed her to appear before it to receive a reprimand.

It also ordered her to successfully complete, at her own expense, a course in professional ethics within 90 days of the panel's written decision.

In its written decision, the panel stated, "Though the Member's conduct did not directly involve students, it has nevertheless under-

mined the public's confidence in teachers and tarnished the reputation of the teaching profession."

MEMBER Patrick Rocco
REGISTRATION NO 179763

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Patrick Rocco, a superintendent formerly employed by the Hamilton-Wentworth District School Board and Toronto District School Board, for engaging in serious and repeated acts of dishonesty.

Certified to teach in June 1986, Rocco did not attend the hearing on April 16, 2021, but had legal representation.

His misconduct included misusing a credit card intended for board-related expenses for his personal gain, and submitting expense documents (some of which were altered or falsified) for items that were purchased for his own benefit. He also approved a claim by another board employee for personal travel expenses.

In addition, Rocco contravened a law that is relevant to his suitability to hold a Certificate of Qualification and Registration (CQR) when he was found guilty in a criminal court of two counts of causing the U.S. Consulate to use a forged document contrary to the *Criminal Code*. For these offences, he received a 12-month conditional sentence, including six months of house arrest.

The Discipline Committee panel found Rocco guilty of professional misconduct and ordered that his teaching certificate be suspended for 22 months. The panel also directed that he appear before it to receive a reprimand.

He must also successfully complete, at his own expense, a course regarding professional ethics. He needs to do so prior to returning to or starting a position for which a CQR is required.

In its written decision, the panel stated, "The public places a great deal of trust in members of the profession, and particularly adminis-

trators. The Member demonstrated a serious breach of this trust by his fraudulent actions."

MEMBER Aleida Marianne Sanderson-Bagchus
REGISTRATION NO 105016

DECISION Suspension, reprimand, undertaking

A Discipline Committee panel suspended the teaching certificate of Aleida Marianne Sanderson-Bagchus, a teacher formerly employed by the Hamilton-Wentworth District School Board, for psychologically or emotionally, verbally, and physically abusing students.

Sanderson-Bagchus, who was certified to teach in February 1991, did not attend the hearing on May 31, 2021, but had legal representation.

Her misconduct included yelling at students, making inappropriate, demeaning and culturally insensitive comments to students, prohibiting a student from using the washroom during class, and rubbing a student's stomach.

Sanderson-Bagchus had been warned and disciplined by the school on numerous previous occasions, beginning as early as 2009, about her inappropriate communication and interactions with students.

The Discipline Committee panel found Sanderson-Bagchus guilty of professional misconduct and ordered that her certificate be suspended for eight months. She was also directed to receive a reprimand in writing.

She also undertook to resign as a member of the College, not to teach in any public or private school in Ontario or work in any position that requires a Certificate of Qualification and Registration (CQR), and not to seek reinstatement of her CQR.

In its written decision, the panel stated, "Given the power dynamic that exists between teachers and students, it is emotionally abusive for teachers to make comments to students that make them feel offended, uncomfortable or embarrassed at school."

MEMBER Gary George Somerfield
REGISTRATION NO 169611

DECISION Revocation, reprimand
A Discipline Committee panel revoked the teaching certificate of Gary Somerfield, a teacher formerly employed by the Lakehead District School Board, for possessing child pornography.

Certified to teach in June 1986, Somerfield did not attend the hearing on April 29, 2021, and was not represented by legal counsel.

Police seized 11 electronic devices belonging to Somerfield. Two of those items contained 58 unique digital images that met the definition of child pornography under the *Criminal Code*.

Somerfield was found guilty of possessing child pornography in a criminal court. He was sentenced to six months of imprisonment, received a three-year probation order, and was made subject to a number of ancillary orders.

The Discipline Committee panel found Somerfield guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked. The panel also ordered that he receive a reprimand.

In its decision, the panel stated, "The Committee denounces the Member's egregious misconduct in the strongest terms."

MEMBER Quang Tran
REGISTRATION NO 503703
DECISION Revocation

A Discipline Committee panel revoked the teaching certificate of Quang Tran, a teacher formerly employed by the York Region District School Board, for sexual misconduct.

Certified to teach in July 2006, Tran, who represented himself, did not attend the hearing on April 3, 2019.

Tran communicated with a person he thought was a 15-year-old girl. He then arranged to meet her at a hotel room for the purpose of having paid sexual intercourse. When he went to the hotel room with cash, he learned that the girl was an undercover police officer.

In a criminal court, he was found guilty of two counts of luring a child, and one count of communicating with a person for the purpose of obtaining sexual services of a person under 18 years of age.

Tran was sentenced to a total of nine months in custody and two years of probation.

The Discipline Committee panel found Tran guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked.

In its decision, the panel stated, "Members of the teaching profession hold a unique position of trust and authority, and through his reprehensible conduct, the Member undermined the trust and confidence that the public places in the profession."

MEMBER Ian Frederick Tudor
REGISTRATION NO 422146

DECISION Reprimand, undertaking
A Discipline Committee panel reprimanded Ian Frederick Tudor, a teacher formerly employed by the Simcoe County District School Board, for sexual misconduct.

This matter was heard by the panel on December 7, 2020, and April 28, 2021. Tudor, who was certified to teach in October 1998, attended the hearing with his legal counsel.

Tudor behaved in a sexual way toward two students by touching them, standing too close to them, and staring at their chest.

The Discipline Committee panel found Tudor guilty of professional misconduct and directed him to appear before it to receive a reprimand.

Tudor also resigned his membership with the College and undertook never to teach again in any public or private school in Ontario or work in any position that requires membership in the College, and never to seek reinstatement of his Certificate of Qualification and Registration.

In its written decision, the panel stated, "It is completely unacceptable

for members to create a learning environment that makes students feel very uncomfortable because of the unwanted physical and sexual attention of their teacher."

MEMBER Joan M. Vanderburg
REGISTRATION NO 388058

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Joan M. Vanderburg, a teacher formerly employed by the Waterloo Region District School Board, for engaging in a concerning pattern of inappropriate conduct toward her students.

Certified to teach in June 1982, Vanderburg did not attend the hearing on May 18, 2021, but was represented by legal counsel.

Vanderburg had verbally and emotionally abusive interactions with students. She made numerous inappropriate and disparaging remarks to them, which negatively impacted their well-being.

The member was previously disciplined by the board and the College for similar matters.

The Discipline Committee panel found Vanderburg guilty of professional misconduct and ordered that her teaching certificate be suspended for eight months. The panel also directed that she appear before it to receive a reprimand.

She must also successfully complete, at her own expense, courses in professional boundaries, classroom management, and sensitivity training in relation to students. She needs to do so within 90 days of the panel's order.

In its written decision, the panel stated, "Members of the teaching profession are expected to behave in a respectful manner towards students at all times." **PS**

Copies of the full decisions are available at oct-oeo.ca/decisions.

Discipline Summaries

Three-member panels of the Discipline Committee conduct public hearings into cases of alleged incompetence or professional misconduct. Panels are composed of elected and appointed Council members. The certificate of a member found to be incompetent or guilty of professional misconduct may be revoked, suspended, and/or made subject to terms, conditions or limitations. In findings of professional misconduct, the committee may also reprimand, admonish or counsel the member, impose a fine, and order the member to pay costs.

*Summaries of recent disciplinary cases are published on the following pages. Copies of the full decisions are available at oct.ca → **Members** → **Complaints and Discipline** → **Decisions**.*

The College publishes professional advisories, available at oct-oeeo.ca/advisories, which are intended to inform members' professional judgment and practice. For more information about the Ethical Standards for the Teaching Profession, please visit oct-oeeo.ca/ethical.

MEMBER: Anthony Mario Aquino

REGISTRATION NO: 427770

DECISION: Suspension, reprimand, conditions, counselling

A Discipline Committee panel suspended the certificate of Anthony Mario Aquino, a teacher employed by the Hamilton-Wentworth Catholic District School Board, for inappropriate conduct.

This matter was heard by the panel on October 1, 2018. Aquino, who was certified to teach in June 1999, attended the hearing. He had legal representation.

Aquino entered a changing area designated for female students and stared at them while they were changing. He did so a second time hours after his department head had specifically advised him not to.

His school board subsequently transferred him to an adult and continuing education centre.

Aquino was previously found to have engaged in professional misconduct by the College in 2007 as a result of boundary violation issues. He had engaged in a personal relationship

with a female student.

In this case, the Discipline Committee panel also found him guilty of professional misconduct and ordered that his teaching certificate be suspended for three months. He was directed to appear before it to receive a reprimand.

The panel also ordered him to successfully complete, at his own expense, a course on understanding and maintaining appropriate professional boundaries with students. He needs to do so prior to returning to teaching or any position for which a Certificate of Qualification and Registration is required.

The panel also ordered him to attend individualized instruction sessions with a social worker, counsellor or other specialist related to Aquino's understanding of the importance of adhering to professional boundaries with students at all times.

In its written decision, the panel stated, "Members of the teaching profession are expected to promote and participate in the creation of safe and supportive learning communities."

MEMBER: Igwenagu Raphael Awachie

REGISTRATION NO: 418483

DECISION: Suspension, reprimand, conditions

A Discipline Committee panel suspended the teaching certificate of Igwenagu Raphael Awachie, a teacher employed by the Toronto Catholic District School Board at the time of the allegations, for inappropriate behaviour.

Awachie, who was certified to teach in July 1998, attended the hearing on January 23, 24 and September 18, 2018. He had legal representation during the finding stage of the hearing, which Awachie and his counsel attended. Awachie represented himself during the penalty stage of the hearing.

The panel heard that Awachie dismissed students early from class, and allowed an unidentified female visitor to enter the school prior to the end of the school day, without abiding by the school's visitor policy. He then engaged in **sexual** activity with her in his school office.

The Discipline Committee panel found Awachie guilty of professional misconduct and ordered that his certificate be suspended for 10 months. He was also directed to appear before the panel to receive a reprimand.

In addition, Awachie was directed to complete a course of instruction, at his own expense, regarding professional ethics. He needs to do so prior to starting a teaching position or any position for which a Certificate of Qualification and Registration is required.

In its written decision, the panel stated that "the Member's reprehensible behaviour and his lack of professional judgment were very serious and deserved an equally serious penalty. The Member acted entirely in his self-interest and he demonstrated no regard for the safety of his school community. His conduct undermined the reputation of the teaching profession and the trust that the public places in teachers."

The panel added that Awachie's "actions not only demonstrated a complete lack of respect for the school environment and property, but also a blatant disregard for the well-being of students because the **sexual** encounter happened at school, where students could have walked in and witnessed it."

MEMBER: David Bielby, OCT

REGISTRATION NO: 275192

DECISION: Reprimand, conditions

A Discipline Committee panel reprimanded David Bielby, a teacher with the Hamilton-Wentworth District School Board, for making highly inappropriate comments that were sexist and demeaning to students.

Certified to teach in November 1994, Bielby attended the hearing on June 15, 2018, and was represented by legal counsel.

Bielby repeatedly made rude and disparaging comments to students. He made sexist comments that had a negative impact on female students in his class. He used profanity and he mocked his principal in the presence of students.

The Discipline Committee panel found Bielby guilty of professional

misconduct and directed that he appear before it to receive a reprimand.

Within 90 days of the written decision, he must also successfully complete, at his own expense, a course on professional boundaries.

In its written decision, the panel stated, “Members of the profession are expected to serve as role models for students and to foster safe and supportive learning communities.”

MEMBER: Ellen Ann Bond
REGISTRATION NO: 180087

DECISION: Revocation, reprimand
A Discipline Committee panel revoked the teaching certificate of Ellen Ann Bond, a former teacher with the Kawartha Pine Ridge District School Board, for engaging in an inappropriate personal relationship with a female student.

Bond exchanged romantic and **sexual** communications with the student, which indicated **grooming** behaviour.

Certified to teach in June 1989, Bond did not attend the hearing on June 15 and August 24, 2018, but was represented by legal counsel.

The Discipline Committee panel found Bond guilty of professional misconduct and ordered that her Certificate of Qualification and Registration be revoked.

The panel also ordered that she receive a reprimand.

In its decision, the panel stated, “The Committee **vehemently** denounces the Member’s **abuse** of trust and authority in her role as a teacher.”

MEMBER: Darlene Patricia Boote
REGISTRATION NO: 538289

DECISION: Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Darlene Patricia Boote, a teacher formerly employed by the Conseil scolaire catholique Providence, for inappropriate conduct.

This matter was heard by the panel on October 2, 2018. Boote, who was certified to teach in April 2009, attended the hearing. She had legal representation.

Boote, while on a school trip with six students, failed on numerous occasions to perform her supervisory duties.

For example, she left a student alone at the hotel, allowed two students to take a taxi downtown on their own, and left the group unsupervised in order to have dinner with friends.

She also purchased alcohol for some of the students, let them drink it during their stay, and drank with them in a hotel room.

When questioned by the school principal about the alcohol, she initially lied before admitting the facts.

The Discipline Committee panel found Boote guilty of professional misconduct and ordered that her teaching certificate be suspended for two months. She was directed to appear before it to receive a reprimand.

It also ordered her to successfully complete, at her own expense, a course on the ethical standards for the teaching profession and maintaining appropriate boundaries. She needs to do so within 90 days of the order.

In its written decision, the panel stated, “Be they in the classroom or away on a school trip, members of the teaching profession must ensure students’ safety at all times.”

MEMBER: Mark Andrew Bradley Bowers, OCT

REGISTRATION NO: 577920

DECISION: Reprimand, conditions
A Discipline Committee panel reprimanded Mark Andrew Bradley Bowers, a teacher formerly employed by the Bluewater District School Board, for a pattern of inappropriate conduct.

Bowers, who was certified to teach in June 2009, attended the hearing on October 15, 2018. He was represented by legal counsel.

His inappropriate conduct includes sending private Facebook messages to a student that made her uncomfortable. He also entered into an inappropriate relationship with another student and encouraged her to deny the relationship when he became aware that the school was conducting an investigation.

The panel ordered that he appear before it following the hearing to receive a reprimand.

He was also directed to complete, at his own expense, a course regarding appropriate boundaries and boundary violation issues at least 90 days before he starts or resumes any teaching position for which a Certificate of Qualification and Registration is required.

In its written decision, the panel stated, “Members of the profession hold a unique position of trust and authority and the member **abused** this trusted position by becoming too close with these students outside of the educational setting.”

MEMBER: David Chiandussi
REGISTRATION NO: 471207

DECISION: Revocation, reprimand
A Discipline Committee panel revoked the Certificate of Qualification and Registration of David Chiandussi for engaging in an inappropriate personal relationship with a female student, which was indicative of **grooming**, over a period of approximately six months. He was a former teacher with the Windsor-Essex Catholic District School Board.

Licensed to teach in June 2005, neither Chiandussi nor his legal counsel attended the hearing on October 3, 2018.

Chiandussi and a female student exchanged communications of a romantic or **sexual** nature. He treated the student differently in class, giving her “privileges” that other students did not have. He also made inappropriate comments to her in the presence of other students and bought her gifts.

As a result of Chiandussi’s conduct, the student described feeling confused and overwhelmed. She noted that she cried herself to sleep for about a month.

She further noted that Chiandussi scared her when he drove her to a river and told her that he had feelings for her.

The Discipline Committee panel found Chiandussi guilty of professional misconduct and directed the Registrar to revoke his Certificate of Qualification and Registration. It also directed that he receive a reprimand.

In its written decision, the panel stated that it “strongly denounces the Member’s **abuse** of his position of trust

and authority. Members of the profession are expected to promote and participate in the creation of safe and supportive learning communities.”

MEMBER: Pierre Fils-Aimé, OCT
REGISTRATION NO: 480278

DECISION: Reprimand, conditions
A Discipline Committee panel reprimanded Pierre Fils-Aimé, a teacher employed by the Toronto District School Board, for inappropriate conduct.

This matter was heard by the panel on October 2, 2018. Fils-Aimé, who was certified to teach in August 2004, attended the hearing. He had legal representation.

Fils-Aimé held the arm of a student when the student tried to push him and get past him in order to leave the classroom without permission. The student fell, hitting a garbage can and a recycling bin.

Criminal charges were laid and eventually withdrawn in exchange for a peace bond. Fils-Aimé also agreed to have no contact with the student for 12 months.

The Discipline Committee panel found him guilty of professional misconduct and directed him to appear before it to receive a reprimand.

The panel also ordered that he successfully complete, at his own expense, one or more courses on classroom management, and stress and anger management.

In its written decision, the panel stated, “Members of the teaching profession must foster a safe environment. They must never deliberately use physical force that causes pain or injury, or puts students at risk.”

MEMBER: Jean-Pierre Roland Glazer
REGISTRATION NO: 144901

DECISION: Revocation
A Discipline Committee panel revoked the teaching certificate of Jean-Pierre Roland Glazer, a teacher employed by the Conseil des écoles catholiques du Centre-Est, for inappropriate conduct.

The hearing took place on December 13 and 14, 2017. Certified to teach in June 1972, Glazer took no part in his disciplinary hearing and did not

present a defence.

During at least three school years, Glazer made numerous inappropriate and unpleasant comments to students, including some of a sexual and racist nature; was brusque and aggressive with students; and shouted at students, a colleague and the vice-principal.

Glazer received several warnings from his board and support from the administration, and several disciplinary measures were imposed, but there was no improvement in his behaviour.

The Discipline Committee panel found Glazer guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked.

In its written decision, the panel stated, “Based on the evidence submitted, the Committee has no confidence that the Member wishes or is able to rehabilitate himself. It therefore finds that revocation is the only appropriate penalty in order to protect the public interest and the school community.”

MEMBER: Heather Joan Sergeant, OCT
REGISTRATION NO: 478751

DECISION: Reprimand, conditions
A Discipline Committee panel reprimanded Heather Joan Sergeant, a teacher employed by the Upper Grand District School Board, for inappropriate conduct.

Sergeant, who was certified to teach in February 2006, attended the hearing on August 23, 2018. She was represented by legal counsel.

Sergeant involved herself in serious personal matters regarding students at her school. For example, she expressed her interest in adopting a student’s baby and developed a personal relationship with the student and her family as part of that process.

She later informed the student that she changed her mind about adopting the baby. She did so in a public place with no consideration for the impact that this news might have on the student.

She also gave students her personal phone number, communicated with them through Facebook outside of

school hours, and shared personal information with them.

The panel ordered that she appear before it following the hearing to receive a reprimand.

She was also directed to complete, at her own expense, a course on maintaining appropriate and professional boundaries. She needs to do so within 90 days of the date of the order.

In its written decision, the panel stated, “Members of the teaching profession hold a unique position of trust and authority, and they are expected to maintain appropriate professional boundaries with students at all times.”

MEMBER: Joan M. Vanderburg, OCT
REGISTRATION NO: 388058

DECISION: Reprimand, conditions
A Discipline Committee panel ordered Joan M. Vanderburg, a teacher at the Waterloo Region District School Board, to be reprimanded for inappropriate conduct.

Vanderburg, who was certified to teach in June 1982, did not attend the October 15, 2018, hearing. She was represented by legal counsel.

Vanderburg made inappropriate comments to students about suicide and a recently deceased staff member.

Her comments about suicide and death were upsetting to students and made at least one student cry.

The Discipline Committee panel found Vanderburg guilty of professional misconduct and ordered that she appear before it to receive a reprimand.

It also ordered her to complete a course, at her own expense, on professional communication and boundary issues.

In its written decision, the panel stated, “The coursework will remind the Member of her obligations as a teacher and will help her to make better decisions in any future interactions with students.” **PS**

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practice, including ethical decision-making and conduct, and any labour relations issues related to this matter.

In its written decision, the panel stated, “The Member’s conduct is not excused simply because he was following his principal’s instructions. The Member was responsible for his actions and should not have compromised his professional integrity by following the misguided directions of his Principal.”

MEMBER Gene Allan Cassidy
REGISTRATION NO 168330

DECISION Revocation, reprimand
A Discipline Committee panel revoked the teaching certificate of Gene Allan Cassidy, a teacher formerly employed by the Bluewater District School Board, for sexually abusing a female student.

Cassidy engaged in a personal and sexual relationship with the student.

He was convicted of sexual exploitation and sentenced to eight

months of imprisonment and two years of probation.

Certified to teach in August 1979, Cassidy did not attend the hearing on February 8, 2019, nor was he represented by legal counsel.

The Discipline Committee panel found Cassidy guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked. It also ordered that he receive a reprimand.

In its decision, the panel stated, “The Committee denounces the Member’s egregious misconduct in the strongest terms.”

MEMBER Connie Frances Cosentino-Galloro, OCT
REGISTRATION NO 511116

DECISION Reprimand, conditions
A Discipline Committee panel reprimanded Connie Frances Cosentino-Galloro, a teacher at the York

Catholic District School Board, for submitting false employee health-care benefit claims.

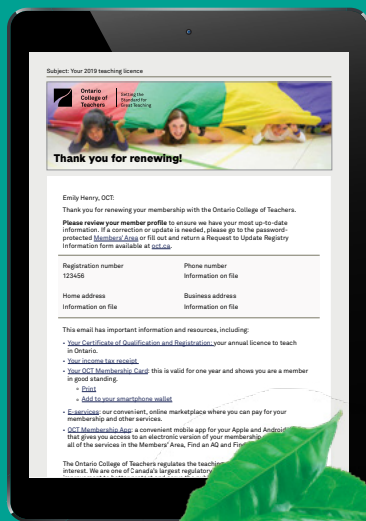
Certified to teach in July 2007, Cosentino-Galloro attended the hearing on January 17, 2019, and was represented by legal counsel.

The panel heard that she submitted 77 false claims for services not rendered, out of approximately 946 claims between October 2010 and December 2014.

The Discipline Committee panel found Cosentino-Galloro guilty of professional misconduct and directed that she appear before it to receive a reprimand.

Within 90 days of the decision, she must also successfully complete a course on ethics and personal responsibility at her own expense.

In its written decision, the panel stated, “Though the Member’s conduct did not directly involve



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students, it has nevertheless undermined the public's confidence in teachers and tarnished the reputation of the teaching profession."

MEMBER David Edward Cotterell
REGISTRATION NO 287671

DECISION Revocation, reprimand
A Discipline Committee panel revoked the Certificate of Qualification and Registration of David Edward Cotterell, a teacher formerly employed with the former Peel Board of Education, for sexually touching the genitals of two students.

Certified to teach in June 1969, neither Cotterell, nor his representative, attended the hearing on February 27, 2019.

He was found guilty of two counts of indecent assault in criminal court and was sentenced to a 12-month conditional sentence.

The Discipline Committee panel found him guilty of professional misconduct and directed the Registrar to revoke his Certificate of Qualification and Registration. It also directed that he receive a reprimand.

In its written decision, the panel stated, "The Committee denounces the Member's egregious misconduct in the strongest terms."

MEMBER Charles Julien Dayfoot
REGISTRATION NO 468649

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the teaching certificate of Charles Julien Dayfoot, a teacher employed by the Peel District School Board, for rough and aggressive conduct directed at students.

Dayfoot, who was certified to teach in July 2003, attended the hearing on December 18, 2018, and had legal representation.

The panel heard that Dayfoot repeatedly made inappropriate physical contact with students and yelled at them.

For example, he stepped on a student's toes and kicked him in the

leg. He grabbed a student by the arm and pulled him into the hallway, causing the student to bang his arm on the door frame, leaving a mark on his forearm.

The Discipline Committee panel found Dayfoot guilty of professional misconduct and ordered that his certificate be suspended for four months. He was also directed to appear before the panel to receive a reprimand.

In addition, he was directed to complete a course of instruction on anger management at his own expense. He needs to do so prior to returning to any position that requires a Certificate of Qualification and Registration.

In its written decision, the panel stated, "Members of the teaching profession hold a unique position of trust and authority. They are expected to foster safe and supportive learning communities."

MEMBER Timothy Peter DeBernardi
REGISTRATION NO 466841

DECISION Revocation, reprimand
A Discipline Committee panel revoked the teaching certificate of Timothy Peter DeBernardi, a teacher employed by the Niagara Catholic District School Board, for engaging in an inappropriate relationship with a female student.

DeBernardi engaged in grooming behaviour toward the student, and ultimately engaged in a romantic and sexual relationship with her.

Certified to teach in June 2003, DeBernardi did not attend the hearing on February 19, 2019, but was represented by legal counsel.

The Discipline Committee panel found DeBernardi guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked. It also ordered that he receive a reprimand.

The Committee concluded that his behaviour amounted to psychological, emotional and sexual abuse.

In its decision, the panel stated, "The Member's behaviour undermined the reputation of the teaching profes-

sion, and has seriously broken the trust that parents, students and the public place in teachers."

MEMBER Shahin Fazl
REGISTRATION NO 445136

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the teaching certificate of Shahin Fazl, a teacher employed by the Toronto District School Board, for failing to maintain appropriate professional boundaries with a female colleague.

Certified to teach in August 2001, Fazl attended the hearing on December 18, 2018, with legal representation.

The panel heard that Fazl sent his colleague numerous inappropriate Facebook Messenger communications and text messages, including a picture of his upper torso, when he should have known that his communications were unwelcome.

The Discipline Committee panel found Fazl guilty of professional misconduct and ordered that his certificate be suspended for four months. He was also directed to appear before the panel to receive a reprimand.

In addition, he was directed to complete a course of instruction on appropriate boundaries and boundary violation issues with colleagues at his own expense. He needs to do so prior to starting or returning to any position that requires a Certificate of Qualification and Registration.

In its written decision, the panel stated, "Members of the profession are expected to interact respectfully and professionally with their colleagues at all times."

MEMBER Nancy Fernandes
REGISTRATION NO 203966

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the teaching certificate of College member Nancy Fernandes for inappropriate and discriminatory

comments toward a student.

Certified to teach in December 1988, Fernandes did not attend the hearing on August 30 and 31, 2017, December 12, 2017, and February 25, 2019, nor did she have legal representation. She was, however, represented by her spouse, who is not a lawyer, on all days except February 25, 2019.

Fernandes's conduct involved inappropriate, discriminatory treatment of a student based on his **sexual** orientation, which led to profound anguish for that student.

Her conduct led to the student being "outed" to his peers and family at a time that was not of the student's choosing.

The Discipline Committee panel found Fernandes guilty of professional misconduct and ordered that her certificate be suspended for five months. She was also directed to appear before the panel to receive a reprimand.

In addition, she was directed to complete a course of instruction on classroom management and ethical practice at her own expense. She needs to do so before returning to teaching.

In its written decision, the panel stated, "This unprofessional and abusive behaviour is unacceptable."

MEMBER Thomas Bertram MacAdam
REGISTRATION NO 215608

DECISION Suspension, reprimand, conditions
A Discipline Committee panel suspended the teaching certificate of Thomas Bertram MacAdam, a teacher employed by the Durham Catholic District School Board at the time of the allegations, for aggressive conduct toward students.

Certified to teach in December 1991, MacAdam, who was self-represented, did not attend the hearing on May 17, 2018, or July 24, 2018.

His behaviour demonstrated a troubling pattern of disrespectful, unprofessional and abusive conduct.

He continuously yelled at the students under his care, despite

various supports put in place by his school and school board to assist him in changing his teaching practices. He also physically **abused** four students. For example:

- MacAdam shoved a student when the student tried to leave his class;
- he hit another student over the head, grabbed him by the collar and threw his backpack at him; and
- he grabbed two students by the arm.

The Discipline Committee panel found MacAdam guilty of professional misconduct and ordered that his certificate be suspended for six months.

Within 120 days of the order's date, he was directed to appear before the panel to receive a reprimand.

In addition, he was also directed to complete courses of instruction on classroom management and anger management at his own expense. He needs to do so prior to resuming or starting a teaching position.

In its written decision, the panel stated, "While the Committee recognizes that teaching can be challenging and demanding at times, yelling and physical force are not appropriate forms of disciplin[e] with students."

MEMBER Scott Martin McPherson, OCT
REGISTRATION NO 428943

DECISION Reprimand, conditions
A Discipline Committee panel reprimanded Scott Martin McPherson, a teacher employed by the Huron-Superior Catholic District School Board, for his use of physical force against students.

This matter was heard by the panel on February 27, 2019. Certified to teach in October 1999, McPherson attended the hearing with his legal counsel.

McPherson singled out a student in front of the class and hit him in the face with a duo-tang, which embarrassed the student.

Later that same year, he grabbed another student by his collar, lifted him off the ground and yelled at him, which frightened the student.

The Discipline Committee panel found McPherson guilty of professional misconduct and directed him to appear before it to receive a reprimand.

It also ordered him to successfully complete, at his own expense, a course regarding classroom management with a focus on adolescent development and interactions with students. He must do so within 90 days of the panel's order.

In its written decision, the panel stated, "It is unacceptable for teachers to behave in an aggressive manner with students."

MEMBER Andrew David Norton, OCT
REGISTRATION NO 520942

DECISION Reprimand
A Discipline Committee panel reprimanded Andrew David Norton, an occasional teacher employed by the Ottawa-Carleton District School Board.

Norton ignored repeated notifications from the College advising him to pay his College membership fees by a certain date. Such a lapse occurred numerous times and for extended periods of time.

Norton continued to teach while his teaching certificate was suspended for non-payment of fees.

This matter was heard by the panel on February 22, 2019. Certified to teach in July 2007, Norton attended the hearing with his legal counsel.

The Discipline Committee panel found Norton guilty of professional misconduct and directed him to appear before it to receive a reprimand.

In its written decision, the panel stated, "The Committee finds that the Member's failure to fulfil his administrative and financial obligations warrants a reprimand by his peers."

MEMBER Amanda Rae Perreault
REGISTRATION NO 636038

DECISION Revocation, reprimand
A Discipline Committee panel revoked the Certificate of Qualification and Registration of Amanda Rae Perreault

for engaging in sexually explicit communications with, and sexual touching of, a student. She was formerly employed by the Dufferin-Peel Catholic District School Board.

Certified to teach in June 2012, Perreault did not attend the hearing on February 22, 2019, nor was she represented by legal counsel.

Perreault and the student began to communicate through messages on Instagram. The communication started out casually but soon became more sexually oriented. They also exchanged sexually explicit photographs.

Perreault was found guilty of sexual interference against a student in a criminal court, and was sentenced to 90 days' incarceration, to be served intermittently, and to a period of probation. She was also made the subject of a number of ancillary orders.

The Discipline Committee panel found her guilty of professional misconduct and directed the Registrar to revoke her Certificate of Qualification and Registration. It also directed that she receive a written reprimand.

In its written decision, the panel stated, "The Committee finds it inexcusable for teachers to exchange sexually explicit messages and photographs with students and intolerable for members of the teaching profession to touch a student in a sexual manner."

MEMBER Gregory Robert Quinn, OCT
REGISTRATION NO 482860

DECISION Reprimand, conditions
A Discipline Committee panel reprimanded Gregory Robert Quinn, a teacher employed by the Simcoe Muskoka Catholic District School Board, for his involvement in the improper administration of the Ontario Secondary School Literacy Test (OSSLT) at his school.

Certified to teach in August 2004, Quinn attended the hearing on December 11, 2018, and was represented by legal counsel.

As instructed by his principal, Quinn reviewed the test booklets, placed sticky notes on incomplete booklets and provided them to the principal.

The principal then gave instructions to office staff to have students come to the office to complete their booklets after the test was concluded, contrary to EQAO rules. Quinn was aware that students were being called to the office to complete portions of the test and that this was a breach of the EQAO rules.

The Discipline Committee panel found him guilty of professional misconduct and directed that he appear before it to receive a reprimand.

Within 90 days of the decision, he must also successfully complete, at his own expense, a course on ethical practice, including ethical decision-making and conduct, and any labour relations issues related to this matter.

In its written decision, the panel stated, "While the Member was following the instructions of his Principal, his conduct was contrary to the EQAO rules as set out in the EQAO Administration Guide, a copy of which was provided to and read by the Member prior to the test."

MEMBER Timothy Cyril Sullivan
REGISTRATION NO 420619

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Timothy Cyril Sullivan, a teacher at the Grand Erie District School Board, for his disrespectful and disruptive behaviour.

This matter was heard by the panel on February 21 and 22, 2017. Sullivan, who was certified to teach in February 1999, attended the hearing and was self-represented.

Sullivan left his classroom to engage in multiple interactions with health unit staff and students who were present at an immunization clinic at the school, in order to express his strongly held views about vaccines.

He aggressively questioned the

public health nurses and intimidated students at the clinic. He had received previous cautions from the school administration regarding inappropriate conduct because of a fixation on vaccine issues.

Communicating in an aggressive manner to students in line for the vaccination clinic and telling them they could die was considered psychological and emotional abuse. His conduct was inconsistent with his responsibility as a teacher to support the emotional well-being of students.

The Discipline Committee panel found Sullivan guilty of professional misconduct and ordered that his teaching certificate be suspended for one month. He was also directed to appear before the panel to receive a reprimand.

It also ordered him to successfully complete course(s) of instruction on appropriate professional boundaries, professional ethics and self-regulation, at his own expense, within 90 days of the panel's order.

Sullivan is also prohibited from attending any health clinic conducted at a school where he is employed for a period of two years from the date of the order.

In its written decision, the panel stated, "Coursework on appropriate professional boundaries, professional ethics and self-regulation will educate the Member as to how he can interact with students and other individuals in a manner that is positive and respectful, regardless of his personal beliefs."

Sullivan appealed the decision to the Ontario Divisional Court. The appeal was dismissed in February 2018. He filed an application for leave to appeal to the Supreme Court of Canada, and this application was dismissed without costs in May 2019. **PS**

Copies of the full decisions are available at oct-oeeo.ca/decisions.

Discipline Summaries

Three-member panels of the Discipline Committee conduct public hearings into cases of alleged incompetence or professional misconduct. Panels are composed of elected and appointed Council members. The certificate of a member found to be incompetent or guilty of professional misconduct may be revoked, suspended, and/or made subject to terms, conditions or limitations. In findings of professional misconduct, the committee may also reprimand, admonish or counsel the member, impose a fine, and order the member to pay costs.

*Summaries of recent disciplinary cases are published on the following pages. Copies of the full decisions are available at oct.ca → **Members** → **Complaints and Discipline** → **Decisions**.*

*The College publishes professional advisories, available at oct-oeoo.ca/ **advisories**, which are intended to inform members' professional judgment and practice. For more information about the Ethical Standards for the Teaching Profession, please visit oct-oeoo.ca/ethical.*

MEMBER: Stephen John Bergin

REGISTRATION NO: 184855

DECISION: Suspension, reprimand, conditions

A Discipline Committee panel suspended the teaching certificate of Stephen John Bergin, a teacher employed by the Ottawa-Carleton District School Board, for unprofessional and inappropriate conduct.

Bergin, who was certified to teach in June 1995, attended the hearing on June 18, 2018, and had legal representation.

Bergin failed to maintain appropriate professional boundaries with his co-worker when he asked her to follow him into a windowless storage room and placed his hands on her shoulder and buttocks without her consent. Bergin removed his hands and apologized when the co-worker said "no."

The Discipline Committee panel found him guilty of professional misconduct. The panel ordered that his teaching certificate be suspended for two months and that he appear

before it to receive a reprimand.

In addition, Bergin was directed to complete, at his own expense, a course on professional boundaries. He needs to do so within 90 days of the order's date.

In its written decision, the panel stated, "Members of the profession are expected to interact respectfully and professionally with their colleagues at all times."

MEMBER: Catherine Leslie

Ann Campbell

REGISTRATION NO: 197469

DECISION: Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Catherine Leslie Ann Campbell, a teacher employed by the York Region District School Board, for inappropriate conduct.

Campbell repeatedly used excessive or inappropriate physical force with students. She also reacted with anger and yelled at them.

This matter was heard by the panel on June 18, 2018. Campbell, who was certified to teach in June 1991, attended the hearing with her legal counsel.

The Discipline Committee panel found her guilty of professional misconduct and ordered that her teaching certificate be suspended for one month. She was directed to appear before it to receive a reprimand.

The panel also ordered her to successfully complete, at her own expense, a course on classroom management and one on anger management. She needs to do so within 120 days of the date of the written decision.

In its written decision, the panel stated, "Members of the teaching profession are expected to provide students with a physically and emotionally safe learning environment at all times."

MEMBER: Daniel Enoch Campbell

REGISTRATION NO: 217710

DECISION: Revocation

A Discipline Committee panel revoked the teaching certificate of Daniel Enoch Campbell, a former teacher with the Toronto District School Board,

who was convicted of crimes related to **sexual abuse**.

Certified to teach in June 1975, Campbell and his legal counsel did not attend the hearing on April 20, 2018.

While offering after-school assistance, he repeatedly **sexually** assaulted two male students.

Campbell pleaded guilty to two counts of **sexual** assault in criminal court and was sentenced to a 12-month custodial sentence on each count to be served concurrently. He was also made subject to ancillary orders.

The panel found Campbell guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked.

In its decision, the panel stated, "Members of the profession hold a unique position of trust and authority and the Member **abused** this position in a reprehensible manner."

MEMBER: Kirk Rheal Joseph Charette

REGISTRATION NO: 524182

DECISION: Suspension, reprimand, conditions

A Discipline Committee panel suspended the teaching certificate of Kirk Rheal Joseph Charette, a teacher employed by the Conseil scolaire catholique Providence, for demonstrating a pattern of unco-operative, insubordinate and unprofessional conduct.

This matter was heard by the panel on June 20, 2018. Charette, who was certified to teach in February 2008, attended the hearing. He was self-represented.

Charette was disrespectful and inappropriate in his communications with colleagues. He sent insubordinate emails to board administrators about his principal and his employer.

He also failed to attend school on the dates scheduled for his Teacher Performance Appraisal. This was concerning given the number of shortcomings that he demonstrated in various areas of his teaching practice.

His misconduct was serious and repeated, despite numerous interventions and warnings by his board.

The Discipline Committee panel found Charette guilty of professional misconduct and ordered that his teaching certificate be suspended for six months. He was directed to appear before it to receive a reprimand.

The panel also ordered him to successfully complete, at his own expense, two courses: a course on boundary issues as they relate to interactions with peers and supervisors, and an Additional Qualification course covering lesson planning, student assessment and evaluation. He needs to do so prior to starting a teaching position or any position for which a Certificate of Qualification and Registration is required.

The panel also ordered Charette to inform the College 30 days prior to returning to any teaching position and to provide the College with a copy of his next Teacher Performance Appraisal, which will help it to properly monitor Charette's progress, should he return to the teaching profession.

In its written decision, the panel stated, "Members of the teaching profession are expected to promote and participate in the creation of collaborative, safe and supportive learning communities."

MEMBER: Sean Michael Douglas

REGISTRATION NO: 500902

DECISION: Revocation

A Discipline Committee panel revoked the certificate of Sean Michael Douglas, a former teacher at the York Region District School Board.

Douglas repeatedly engaged in intimate interactions with students and **sexually abused** a student.

Certified to teach in July 2006, Douglas did not attend the hearings on November 8 and 9, 2016, nor was he represented by legal counsel.

The Discipline Committee panel found him guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked.

In its decision, the panel stated, "Through his boundary violations and **sexual abuse**, the Member failed to show

respect or moral regard for his students. The Member exploited his position of authority as a teacher to gain intimacy with students, and, ultimately, to **sexually abuse** a student."

MEMBER: Stephen John Emrich

REGISTRATION NO: 269548

DECISION: Suspension, reprimand, conditions, undertaking

A Discipline Committee panel suspended the certificate of Stephen John Emrich for dishonest conduct.

Emrich made a number of false declarations when he submitted an online application for certification through the College's website.

Among other things, he did not declare that his teaching credentials had been revoked by the California Commission on Teacher Credentialing, or that he had been previously charged with four criminal offences in Arizona.

This matter was heard by the panel on June 15, 2018. Emrich, who was certified to teach in May 2016, did not attend the hearing. He was self-represented.

The Discipline Committee panel found him guilty of professional misconduct and ordered that his teaching certificate be suspended for three months. He was directed to appear before it to receive a reprimand. The panel also ordered him to successfully complete, at his own expense, a course on professional ethics. He needs to do so prior to starting or returning to any teaching position or any position requiring a Certificate of Qualification and Registration.

Emrich must also provide a written report from a medical specialist confirming to the College's Registrar that he is not a risk to students.

In its written decision, the panel stated, "Self-regulation is a privilege imparted to professions that are competent to govern themselves. When members deal dishonestly with the College, they undermine the College's ability to fulfil its public interest mandate."

MEMBER: Jennifer Elizabeth

Green-Johnson

REGISTRATION NO: 187439

DECISION: Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Jennifer Green-Johnson, a teacher employed by the Grand Erie District School Board, for a pattern of making rude and insensitive comments to students and for her physically abusive conduct toward a student.

Green-Johnson, who was certified to teach in June 1996, attended the hearing on June 4, 2018, and had legal representation.

She made numerous disparaging and inappropriate comments to students and slapped a student.

Green-Johnson has a history of engaging in similar conduct, for which she was disciplined by the College.

The Discipline Committee panel found her guilty of professional misconduct. It ordered that her teaching certificate be suspended for two months and that she appear before the panel to receive a reprimand.

In addition, Green-Johnson was directed to complete, at her own expense, courses on boundaries and boundary violation issues, and anger management. She was directed to do so within 90 days of the order's date.

In its written decision, the panel stated, "Members are expected to provide students with a physically and emotionally safe learning environment; they must not make hurtful and demeaning comments to students."

MEMBER: Spiro Grima

REGISTRATION NO: 283720

DECISION: Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Spiro Grima, a teacher employed by the Thames Valley District School Board, for inappropriate physical contact. He also failed to maintain appropriate professional boundaries.

On multiple occasions, Grima signed a student out of class, drove her home and took her out to have coffee and/or lunch. He also kissed students on the cheek or forehead and hugged them.

This matter was heard by the panel on April 23, 2018. Grima, who was certified to teach in June 1995, attended the hearing. He had legal representation.

The Discipline Committee panel found him guilty of professional misconduct and ordered that his teaching certificate be suspended for three months. He was directed to appear before it to receive a reprimand.

The panel also ordered him to successfully complete, at his own expense, a course on boundary violations. He needs to do so within 120 days after the order.

In its written decision, the panel stated, "It is not appropriate for members to hug or kiss students. The Member also exercised poor professional judgment by taking a student out for lunch or coffee and driving her home on multiple occasions."

MEMBER: Terrence Phillip Magill
REGISTRATION NO: 178208

DECISION: Revocation

A Discipline Committee panel revoked the teaching certificate of Terrence Phillip Magill, a former teacher with the Toronto Catholic District School Board, for physically and **sexually** abusing a student.

Certified to teach in June 1984, Magill represented himself and did not attend the hearing on April 11, 2018.

Magill kissed a student on the forehead, hugged her and touched her breasts. He did so several times. He also texted her and showed up at places he knew she would be when she no longer attended the school where he taught.

He pleaded not guilty to one count of **sexual** exploitation, but guilty to the lesser included offence of assault, in a criminal court. He received a conditional discharge and was placed on probation for 12 months. Two other counts of **sexual** exploitation were withdrawn at the request of the Crown.

The panel found Magill guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked.

In its decision, the panel stated, "There is no place in the profession for members who **sexually abuse** students. The public expects that children will be safe when they are at school." The panel added, "The Member's conduct undermined the reputation of the teaching profession and will not be tolerated."

MEMBER: Lisa Ann Millson, OCT
REGISTRATION NO: 472809

DECISION: Reprimand, conditions
A Discipline Committee panel reprimanded Lisa Ann Millson, a teacher employed by the Upper Canada District School Board, for fraudulent conduct.

Millson, who was certified to teach in January 2004, attended the public hearing via video conference on April 25, 2018. She was represented by legal counsel.

The panel found that she acted dishonestly and unethically by filing false benefit claims with her board's benefit provider in the amount of \$3,368.47. She also failed to provide the board with information about her upcoming court dates, as she was directed to do, and falsely claimed a sick leave absence when she was in court.

She pleaded guilty and was found guilty of fraud under \$5,000 in a criminal court.

She received a conditional discharge and was placed on probation for 12 months. She made full restitution of the amount owing. She was also ordered to complete 20 hours of community service, in addition to the 80 hours of community service she had already completed prior to her sentencing.

The Discipline Committee panel ordered that she appear before it following the hearing to receive a reprimand.

She was also directed to complete, at her own expense, a course on ethical practice. She needs to do so within 90 days of the date of the written decision.

In its written decision, the panel stated, "Although the Member's conduct did not directly involve students, it has undermined the public's confidence in teachers and tarnished the reputation of the teaching profession."

MEMBER: Ronnie Joseph Odjig
REGISTRATION NO: 162470

DECISION: Suspension, reprimand, conditions

A Discipline Committee panel suspended the teaching certificate of College member Ronnie Joseph Odjig for a concerning pattern of behaviour. He made disrespectful comments to students and made inappropriate and demeaning comments to colleagues.

Odjig, who was certified to teach in June 1987, attended the hearings on May 15, 16 and 17, 2017, and April 27, 2018. He was self-represented.

The panel heard that he made disrespectful comments to a student about her weight. He failed to maintain appropriate boundaries with students. He made them feel uncomfortable through his inappropriate comments. He pinched a student's cheeks and he **sexually** harassed colleagues.

The Discipline Committee panel found Odjig guilty of professional misconduct and ordered that his certificate be suspended for three months. He was directed to appear before it to receive a reprimand.

In addition, he was directed to complete a course of instruction, at his own expense, regarding professional boundaries and boundary violations. He needs to do so prior to returning to teaching or any position for which a Certificate of Qualification and Registration is required.

In its written decision, the panel stated, "As an experienced educator, the Member should have known the difference between joking and harassment, and the Committee is concerned that he did not."

MEMBER: Espedito Ezio Quaglia, OCT
REGISTRATION NO: 196821

DECISION: Reprimand, conditions
A Discipline Committee panel reprimanded Espedito Ezio Quaglia, a teacher employed by the Greater Essex County District School Board, for failing to fulfil his duty to report to the Children's Aid Society (CAS).

Quaglia, who was certified to teach in June 1989, attended the hearing on

April 20, 2018. He was represented by legal counsel.

During a CAS investigation, a student advised that she had disclosed to Quaglia that she was being **abused** by her father. Before the investigation, Quaglia knew of the alleged physical **abuse** and tried to mediate the situation with the student's parents. However, he did not report it to the CAS.

On May 11, 2015, in the Ontario Court of Justice, the Member pleaded guilty and was convicted of failing to report a child in need of protection, pursuant to Section 72 of the *Child and Family Services Act*. The Member was ordered to pay a \$250 fine.

The Discipline Committee panel ordered that he appear before it to receive a reprimand.

He was also directed to complete, at his own expense, a course on professional boundaries, including instruction on the duty to report to the CAS.

In its written decision, the panel stated that, "Members of the teaching profession have a legal and ethical duty to report to the CAS when they have reasonable grounds to suspect that a child is in need of or may need protection." The panel also outlined several key elements relating to the duty to report as set out in the College's professional advisory *Duty to Report*.

MEMBER: Robert Alexander St Louis
REGISTRATION NO: 185567

DECISION: Revocation, reprimand
A Discipline Committee panel revoked the Certificate of Qualification and Registration of Robert Alexander St Louis, a former teacher employed by the District School Board of Niagara, for engaging in a **sexual** relationship with a female student over a period of a year and a half.

Neither St Louis nor his legal counsel attended the hearing on April 18, 2017.

Certified to teach in August 1988, St Louis engaged in a pattern of escalating **sexual** activity with the student, beginning with kissing and holding hands, to oral sex, and eventually intercourse and anal sex.

Sexual encounters took place at school and at his home.

He also convinced her that she needed to go along with a "cover story" that she was romantically involved with his son. St Louis did so in order to continue his **sexual** relationship with her.

This ruse was psychologically abusive to her as she was told to deceive peers and teachers at the school, and her parents.

The Discipline Committee panel found him guilty of professional misconduct and directed the Registrar to revoke his Certificate of Qualification and Registration.

The panel also directed that he receive a reprimand.

In its written decision, the panel stated that St Louis's conduct "eroded the public's trust and confidence in the teaching profession. The Committee was struck by the Member's total lack of personal and professional judgment, as well as his disregard for clearly articulated boundaries on relationships between teachers and students."

MEMBER: Nicholas Stephen Stodola, OCT
REGISTRATION NO: 490284

DECISION: Reprimand, conditions
A Discipline Committee panel reprimanded Nicholas Stephen Stodola, a teacher employed by the Toronto District School Board, for aggressive behaviour toward students.

This matter was heard by the panel on April 25, 2018. Stodola, who was certified to teach in June 2005, attended the hearing with his legal counsel.

Stodola yelled at a student in a threatening manner and grabbed students by their clothes.

The Discipline Committee panel found him guilty of professional misconduct and directed him to appear before it to receive a reprimand.

It also ordered him to successfully complete, at his own expense, a course in classroom management. He must do so within 120 days of the panel's order.

In its written decision, the panel stated, "It is unacceptable for teachers to behave in a rough or aggressive manner with students."

MEMBER: Rachel Atim Vandenberg
REGISTRATION NO: 201074

DECISION: Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Rachel Atim Vandenberg, a teacher employed by the Waterloo Region District School Board, for her pattern of unprofessional behaviour toward students, parents and colleagues.

Vandenberg repeatedly used a harsh or raised tone of voice, causing some of her students to feel belittled in front of their peers, and frightened, intimidated and anxious about attending class.

She also made condescending, rude and sarcastic comments to colleagues, the school's principal and parents, demonstrating a lack of respect that reflects poorly on the teaching profession as a whole.

This matter was heard by the panel on February 21, 2018. Vandenberg, who was certified to teach in June 1996, did not attend the hearing and did not have legal representation.

The Discipline Committee panel found her guilty of professional misconduct and ordered that her teaching certificate be suspended for one month. She was directed to appear before it to receive a reprimand. She needs to do so within 120 days of the order's date.

The panel also ordered her to successfully complete, at her own expense, two courses on classroom management and sensitivity training. She needs to do so prior to starting or returning to teaching or any position requiring a teaching certificate.

In its written decision, the panel stated, "The Member's pattern of unprofessional behaviour towards students, parents, colleagues, including a custodian, a school secretary and her principal, demonstrated a significant lack of awareness and an unwillingness to accept responsibility for her misconduct and its impact on others." **PS**

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Discipline Summaries

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MEMBER: Robert Luke Avison

REGISTRATION NO: 191966

DECISION: Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Robert Luke Avison, a teacher employed by the Toronto District School Board, for breaching appropriate professional boundaries with a female student.

This matter was heard by the panel on November 27, 2018. Avison, who was certified to teach in February 1992, attended the hearing with his legal counsel.

Avison shared personal details with the student, such as his phone number. He also counselled her on a few occasions with respect to her personal struggles. He often did so alone with her at the back of his classroom.

The panel found Avison guilty of professional misconduct and ordered that his teaching certificate be

suspended for three months. He was also directed to appear before the panel to receive a reprimand.

The panel also ordered him to successfully complete, at his own expense, a course on professional boundaries. He needs to do so prior to starting or returning to a teaching position or any position for which a Certificate of Qualification and Registration is required.

In its written decision, the panel stated, "While the Committee recognizes that the Member may have genuinely intended to help the Student, he was not properly qualified to do so and should therefore have avoided becoming overly involved in the Student's personal affairs."

MEMBER: Jason Douglas Bagshaw, OCT
REGISTRATION NO: 510655

DECISION: Reprimand, conditions
A Discipline Committee panel reprimanded Jason Douglas Bagshaw, a teacher employed by the Ottawa-Carleton District School Board, for inappropriate electronic communications with students.

This matter was heard by the panel on November 15, 2018. Bagshaw, who was certified to teach in October 2006, attended the hearing with his legal counsel.

Bagshaw repeatedly communicated with two students via Instagram about topics unrelated to school work. He accepted the students' requests to follow him on social media.

He posted an inappropriate joke on social media that these two students were able to see because they were his only followers at the time. He also commented on a photograph that a student had sent him, which depicted the student in his dark bedroom in the middle of the night.

The panel found Bagshaw guilty of professional misconduct and directed him to appear before it to receive a reprimand.

It also ordered him to successfully complete, at his own expense, a course regarding boundaries. He must

do so within 90 days of the panel's written decision.

In its written decision, the panel stated, "Teachers should avoid 'follow' requests from students and, to minimize the risks inherent with the use of social media, they should limit their electronic communications to established educational platforms, rather than public platforms like Instagram."

MEMBER: Paul Thomas Blake

REGISTRATION NO: 447181

DECISION: Revocation

A Discipline Committee panel revoked the teaching certificate of Paul Thomas Blake, formerly employed by the Peterborough Victoria Northumberland and Clarington Catholic District School Board, for professional misconduct.

Certified to teach in July 2001, Blake represented himself but did not attend the hearing on June 19, 2018.

Blake vandalized school property and equipment and/or removed school equipment from the school without permission.

He also engaged in inappropriate use of electronic communications, including:

- sending inappropriate and/or threatening electronic communications to one or more board employees; and
- sending inappropriate emails to one or more board employees impersonating other members of staff.

The panel found Blake guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked.

In its written decision, the panel stated, "There is no place in the profession for members who intentionally target other members of the profession. Revocation is the only penalty that appropriately responds to professional misconduct of this nature."

MEMBER: Matthew Francis

Chong Yen, OCT

REGISTRATION NO: 278008

DECISION: Reprimand, conditions, costs
A Discipline Committee panel ordered that Matthew Francis Chong Yen, a

teacher employed by the Toronto District School Board, be reprimanded for unprofessional conduct.

This matter was heard by the panel on September 20 and 21, 2018. Chong Yen, who was certified to teach in August 1997, was self-represented, but did not attend the hearing.

Chong Yen made inappropriate or demeaning comments to students and behaved in an offensive or unprofessional manner. For example, he belittled a student, demonstrated an inability to control his temper, used inappropriate language, and behaved unprofessionally in class.

His inappropriate conduct was repeated and he did not improve his behaviour after the school administration intervened on several occasions.

The panel found Chong Yen guilty of professional misconduct and directed him to appear before it to receive a reprimand. He needs to do so within 120 days of the panel's order.

The panel also ordered him to successfully complete, at his own expense, a course in classroom management. He must do so within 120 days of the panel's written decision.

He must also pay costs of \$7,500 to the College within 120 days of the written decision. The panel was of the view that it was appropriate to make a costs award in this case because Chong Yen was unco-operative with the College and refused to engage in the College's discipline process in any way, despite the College's numerous attempts to communicate with him.

In its decision, the panel stated, "Members of the profession must maintain their composure, even when dealing with challenging issues in the classroom."

MEMBER: Sonya Marie Yvette Dean
REGISTRATION NO: 278606

DECISION: Suspension, reprimand, undertaking
A Discipline Committee panel suspended the teaching certificate of Sonya Marie Yvette Dean, an ex-teacher formerly employed by the Waterloo

Region District School Board, for a pattern of inappropriate conduct.

Dean, who was certified to teach in November 1997, did not attend the hearing on November 30, 2018 but was represented by legal counsel.

Her misconduct includes purchasing alcohol for students, spending time with students outside of school and during the evening, and engaging in inappropriate electronic communications with students.

Dean resigned her membership with the College and has undertaken not to reapply to the College or to any other provincial college regulating the profession of teaching in Canada.

The panel found Dean guilty of professional misconduct and ordered that her certificate be suspended for 12 months. She was also directed to appear before the panel to receive a reprimand.

In its written decision, the panel stated, "Teachers must be cautious when engaging with students online and they must maintain appropriate professional boundaries with students at all times. Members of the profession are also expected to serve as role models for students, and it is therefore inappropriate for teachers to discuss alcohol consumption with students and to have conversations of a personal nature with students on social media."

MEMBER: Salvatore De Mare, OCT
REGISTRATION NO: 257680

DECISION: Reprimand, conditions
A Discipline Committee panel reprimanded Salvatore De Mare, an occasional teacher employed by the Toronto District School Board, for mistreating two students.

This matter was heard by the panel on December 14, 2018. De Mare, who was certified to teach in September 1988, attended the hearing with his legal counsel.

While redirecting a group of students back to their seats, De Mare took one of them by the wrist and pushed or pulled the student toward his chair. He also pulled

another student's shirt collar and told him to sit down.

The panel found De Mare guilty of professional misconduct and directed him to appear before it to receive a reprimand.

The panel also ordered him to successfully complete, at his own expense, a course or courses regarding appropriate boundaries and boundary violation issues, and classroom management. He must do so within 90 days of its written decision.

In its decision, the panel stated, "If the Member needed to redirect these students to their seats, he ought to have told them to sit down without pushing or pulling them."

MEMBER: Ian Dwight Gray
REGISTRATION NO: 418521

DECISION: Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Ian Dwight Gray, a teacher formerly employed by the Toronto District School Board, for a pattern of unprofessional conduct.

His inappropriate conduct included:

- using his foot to make contact with a ball that a student was seated on, causing the student to fall to the floor; and
- commenting to a student that, based on his behaviour, the student was a candidate for incarceration.

This matter was heard by the panel on October 12, 2017. Gray, who was certified to teach in July 1998, did not attend the hearing and did not have legal representation.

The panel found him guilty of professional misconduct and ordered that his teaching certificate be suspended for six months.

He was also directed to appear before the panel to receive a reprimand prior to starting a teaching position or any position for which a Certificate of Qualification and Registration (CQR) is required.

The panel also ordered him to successfully complete, at his own expense, a course on appropriate

boundaries and anger management. He needs to do so prior to starting a teaching position or any position requiring a CQR.

In its written decision, the panel stated, “Members of the teaching profession are expected to maintain respectful teacher/student boundaries and to serve as positive role models for students.”

MEMBER: Brent Lawrence Douglas Hachborn

REGISTRATION NO: 492217

DECISION: Revocation

A Discipline Committee panel revoked the certificate of Brent Lawrence Douglas Hachborn, a former vice-principal at the Grand Erie District School Board, for egregious misconduct.

Hachborn placed a hidden camera in a staff washroom at the school. He used this camera to make video recordings of staff members using the toilet without their knowledge or consent, and retrieved those recordings for his own personal gratification.

He was found guilty of nine counts of voyeurism in a criminal court and received a conditional sentence of 16 months, followed by two years’ probation.

Certified to teach in September 2005, Hachborn did not attend the hearing on October 23, 2018, and was not represented by legal counsel.

The panel found Hachborn guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked.

In its written decision, the panel stated, “His misconduct demonstrated a profound lack of judgment, violated any sense of public decency, and constituted a severe breach of public trust. As a result, the Member has lost the privilege of holding a Certificate of Qualification and Registration and being a member of the teaching profession in Ontario.”

MEMBER: Richard John Hamilton

REGISTRATION NO: 424437

DECISION: Revocation

A Discipline Committee panel revoked the teaching certificate of Richard John Hamilton, a former vice-principal with the Catholic District School Board of Eastern Ontario, who was convicted of assault.

Certified to teach in June 1999, Hamilton did not attend his hearing on October 23, 2018, and did not have legal representation.

Hamilton assaulted a child by intentionally pushing a table at her, causing a bruise on her knee.

He received a conditional discharge, consisting of 18 months of probation with additional terms, including no contact with the child.

The panel found Hamilton guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked.

In its written decision, the panel stated, “Members of the profession are expected to adhere to the standards of the profession at all times, even when they are ‘off duty.’”

MEMBER: Barry Norman Hutton, OCT

REGISTRATION NO: 114097

DECISION: Reprimand, conditions

A Discipline Committee panel reprimanded Barry Norman Hutton, a teacher employed by the Hamilton-Wentworth District School Board, for inappropriate, sarcastic and demeaning behaviour.

This matter was heard by the panel on November 29, 2018. Hutton, who was certified to teach in June 1972, attended the hearing with his legal counsel.

Hutton repeatedly mocked students and put them down. He told two students that he hoped they would not cause any trouble, even though they “don’t look like terrorists.” He also grabbed a student’s leg, causing the student to fall to the ground.

The panel found Hutton guilty of professional misconduct and directed him to appear before it to receive a reprimand.

It also ordered him to successfully complete, at his own expense, a course in classroom management.

He must do so within 90 days of the panel’s order.

In its written decision, the panel stated, “The Member’s rude and obnoxious conduct undermines the public’s trust and confidence in the teaching profession and it is unacceptable.”

MEMBER: Jaclyn Lindsay Jones

REGISTRATION NO: 529836

DECISION: Revocation, reprimand
A Discipline Committee panel revoked the Certificate of Qualification and Registration of Jaclyn Lindsay Jones for sexually abusing male students. She was formerly employed by the Hastings and Prince Edward District School Board.

Certified to teach in August 2008, Jones represented herself but did not attend the hearing held on November 27, 2018.

Jones engaged in sexual touching of students, communication of a sexual nature with students, and transmission of sexual images.

She was found guilty of numerous criminal charges and was sentenced to two years in prison.

The panel found her guilty of professional misconduct and directed the Registrar to revoke her Certificate of Qualification and Registration. It also directed that she receive a reprimand.

In its written decision, the panel stated, “The Committee denounces the Member’s egregious misconduct in the strongest terms.”

MEMBER: Christian Kpodjie, OCT

REGISTRATION NO: 522702

DECISION: Reprimand, conditions

A Discipline Committee panel reprimanded Christian Kpodjie, a teacher formerly employed by the Toronto District School Board, for inappropriate and unprofessional conduct.

This matter was heard by the panel on November 6, 2018. Kpodjie, who was certified to teach in November 2007, attended the hearing with his legal counsel.

Kpodjie failed to maintain appropriate boundaries with his students by calling female students “Beautiful,” “Sweetheart” and “Pretty,” and by making physical contact with a number of students, which included pinching their cheeks, patting them on the head, stroking their arms, and kissing their cheeks and hands.

Although his conduct was not of a sexual nature, it was nevertheless repeated and inappropriate.

The Discipline Committee panel found Kpodjie guilty of professional misconduct and directed him to appear before it to receive a reprimand.

The panel also ordered him to successfully complete, at his own expense, a course in appropriate boundaries and boundary violation issues. He must do so prior to starting or resuming any teaching position or any position for which a teaching certificate is required.

In its written decision, the panel stated, “Because members of the profession hold a unique position of trust and authority, they must maintain appropriate professional boundaries at all times and they must not engage in overly familial behaviour with students. The significant power imbalance that exists between teachers and students is such that teachers should never make unnecessary physical contact with students. This type of behaviour often makes students feel uncomfortable and can negatively affect their experience at school.”

MEMBER: Christopher Matthew Langlois
REGISTRATION NO: 663100

DECISION: Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of College member Christopher Matthew Langlois for inappropriate conduct.

This matter was heard by the panel on September 17, 2018. Langlois, who was certified to teach in February 2016, did not attend the hearing and did not have legal representation.

Langlois was teaching at a school where he was required to live in the boys’ boarding house and provide supervision to boarding students.

He failed to maintain appropriate professional boundaries by allowing adolescent students to visit his room in the evening, by taking them on a late-night outing to a restaurant in his personal vehicle, and by taking them on an overnight trip without school approval.

The panel found him guilty of professional misconduct and ordered that his teaching certificate be suspended for six months. He was ordered to receive a reprimand.

The panel also ordered him to successfully complete, at his own expense, a course on boundary violations and professional ethics. He needs to do so prior to starting a teaching position or any position for which a Certificate of Qualification and Registration is required.

In its written decision, the panel stated, “Members of the teaching profession hold a unique position of trust and authority, and as a result, members are expected to maintain professional boundaries with students at all times.”

MEMBER: Tom William Maloney
REGISTRATION NO: 179192

DECISION: Revocation, reprimand
A Discipline Committee panel revoked the Certificate of Qualification and Registration of Tom William Maloney for conduct that was of a sexualized nature. He was a teacher formerly employed by the Waterloo Region District School Board.

Certified to teach in June 1990, neither Maloney nor his legal counsel attended the hearing on November 5, 2018.

His misconduct included buttoning up a student’s piece of clothing in front of the class and touching her body in the process. Several students reported that he also looked at their breasts, buttocks or crotch.

Maloney also invited students over to his house to carve pumpkins, eat

popsicles, and lie on his couch.

The panel observed that, “Although the definition of sexual abuse in section 1 of the [Ontario College of Teachers] Act includes more overt acts, such as sexual intercourse or sexual touching, it also includes ‘(c) behaviour or remarks of a sexual nature by a member toward a student’.” The panel added that, “The definition does not require that a member intended the remarks or behaviour to be of a sexual nature.”

The panel found him guilty of professional misconduct and directed the Registrar to revoke his Certificate of Qualification and Registration.

The panel also ordered that he receive a reprimand.

In its written decision, the panel stated that through his concerning conduct “the Member violated the trust placed in him as a teacher by parents, students and the public, and he undermined the reputation of the teaching profession.”

MEMBER: Dinah Cherise
Magdalene Mate

REGISTRATION NO: 437930

DECISION: Suspension, reprimand, conditions

A Discipline Committee panel suspended the teaching certificate of Dinah Cherise Magdalene Mate for a pattern of inappropriate conduct despite prior warnings and discipline from the Toronto District School Board where she was formerly employed as a teacher.

Mate, who was certified to teach in June 2000, attended the hearing on November 14, 2018, and had legal representation.

Her misconduct formed a troubling pattern of disrespectful, unprofessional and abusive behaviour. For example, she made a number of demeaning and abusive comments to students. She was also physically abusive by pushing students.

The Discipline Committee panel found Mate guilty of professional misconduct and ordered that her

certificate be suspended for six months. She was also directed to appear before the panel to receive a reprimand.

In addition, she was directed to complete a course/course(s) of instruction, at her own expense, regarding anger management and appropriate classroom communications. She needs to do so prior to starting a teaching position or any position for which a Certificate of Qualification and Registration is required.

In its written decision, the panel stated, "The Member's rough and aggressive interactions with students [were] unacceptable. Members of the profession must not use unnecessary physical force against students."

MEMBER: Jane Valerie Mathews

REGISTRATION NO: 417654

DECISION: Reprimand

A Discipline Committee panel reprimanded Jane Valerie Mathews, a teacher formerly employed by the Keewatin-Patricia District School Board, for unprofessional conduct.

Mathews, who was certified to teach in August 1998, attended the hearing on November 29, 2018, via video conference, and her legal counsel attended in person.

Mathews slid a student across a floor by his ankle instead of using a more appropriate classroom management strategy.

The panel found Mathews guilty of professional misconduct and ordered that she appear before it to receive a reprimand.

In its written decision, the panel stated, "Members of the profession must conduct themselves in a composed and professional manner, without resorting to the inappropriate use of physical force against students, even under challenging circumstances."

MEMBER: Jeffrey Claude Pilon

REGISTRATION NO: 618266

DECISION: Revocation, reprimand
A Discipline Committee panel revoked the Certificate of Qualification and

Registration of Jeffrey Claude Pilon, a teacher formerly employed by the Rainbow District School Board, for sexually abusing a female student.

Certified to teach in July 2011, Pilon did not attend the hearing on November 14, 2018, but had legal representation.

Pilon began an inappropriate personal relationship with a student that developed into a sexual relationship about one month later. He engaged in sexual intercourse with the student and instructed her not to disclose the sexual relationship to others.

The panel found Pilon guilty of professional misconduct and directed the Registrar to revoke his Certificate of Qualification and Registration.

The panel also directed that he receive a reprimand.

In its written decision, the panel stated, "The Member's misconduct has undermined the reputation of the teaching profession, and has seriously broken the trust that parents, students and the public place in teachers."

MEMBER: Stephen William Roloson, OCT

REGISTRATION NO: 569777

DECISION: Reprimand, conditions
A Discipline Committee panel reprimanded Stephen William Roloson, a teacher formerly employed by the Upper Grand District School Board, for dishonest conduct.

This matter was heard by the panel on December 10, 2018. Roloson, who was certified to teach in May 2009, attended the hearing with his legal counsel.

Roloson inappropriately used sick days on three occasions to perform tasks relating to his personal event-planning business. He deceived his board by telling them that he was either ill or receiving medical tests on these days, which was not the case.

The panel found Roloson guilty of professional misconduct and directed him to appear before it to receive a reprimand.

It also ordered him to successfully complete, at his own expense, a course in ethical practice. He must do so within 90 days of the panel's written decision.

In its written decision, the panel stated, "Members of the profession are expected to conduct themselves with integrity and to uphold the principles of 'truth, justice and loyalty' as set out at subsection 264(1)(c) [of] the *Education Act*."

MEMBER: Patrick Barry Uhlman

REGISTRATION NO: 466380

DECISION: Suspension, reprimand
A Discipline Committee panel suspended the teaching certificate of Patrick Barry Uhlman, a teacher formerly employed by the Lambton Kent District School Board, for unprofessional conduct.

Uhlman, who was certified to teach in June 2003, did not attend the first part of the hearing on July 27, 2018, but had legal representation.

Uhlman attended the second part of the hearing on November 20, 2018, by telephone, but was no longer represented by counsel at that time.

Uhlman accessed pornography at school, using a school board computer that could be accessed by students.

He resigned his membership with the College.

The Discipline Committee panel found Uhlman guilty of professional misconduct and ordered that his certificate be suspended for 10 months.

He was also directed to appear before the panel to receive a reprimand.

In its written decision, the panel stated that by accessing pornography at school, "the Member undermined the trust of both students and the public in the teaching profession." **PS**

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Council Meetings

At its meeting on March 5–6, 2020, College Council:

- welcomed new Council members John Cammarata (appointed); Wanda Percival (appointed); and Paul Picard, OCT, Interim Deputy Registrar;
- asked the Minister of Education to amend the *Education Act* to require all district school boards, school authorities, private schools and the Provincial Schools Authority to provide information regarding the role and mandate of the Ontario College of Teachers to parents/guardians at the start of each school year or when students register mid-year;
- established an ad hoc committee to further investigate and research the effect of a motion to require all teachers of private schools to become members of the Ontario College of Teachers;
- received a quarterly report on operations from the Interim Deputy Registrar;
- received a quarterly report from the Chair;
- established new application fees for the initial accreditation of professional education programs and additions to programs based on a one-time travel cost of \$315.17 per person, and a daily per diem of \$303.06 per person for the number of days needed to conduct a review. It's the first increase in eight years and reflects cost of living increases over that period;
- changed College bylaws so that the application fee for the initial accreditation of professional education programs of and additions to programs is based on a one-time travel cost of \$315.17 per person, and a daily per diem of \$303.06 per person for the number of days needed to conduct a review;
- set the renewal fee for application for the accreditation of programs of professional education based on a one-time travel cost of \$315.17 per person, and a daily per diem of \$303.06 per person for the number of days needed to conduct a site visit; and
- approved a sortition process to support recommendations to the Minister regarding College governance changes, which meets competency criteria to populate Council based on the competencies and attributes confirmed by the Governance Committee and the steps including a letter, self-selection/application, long list, short list, interview, final sortition, and an audit. **PS**

INVESTIGATION COMMITTEE CASE STUDY

What would you do?

The College's Investigation Committee considers all complaints made to the College about its members and reviews all information resulting from investigations. The committee can dismiss a complaint or refer the matter, in whole or in part, to the Discipline or Fitness to Practise committees for a hearing.

The Investigation Committee may also caution or admonish the member in writing or in person, or provide written reminders or advice, or ratify a Memorandum of Agreement reached through the complaint resolution process.

By law, cases under investigation are confidential. For the education of members, the following account, based on facts from real cases, raises important questions about teacher conduct, such as what is appropriate and what is not. Details have been altered to respect confidentiality.

The College Registrar initiated a complaint against Sophia, a high school French-language teacher.

The allegations against her included the following:

- not providing adequate and appropriate supervision to students while on a field trip to France;
- permitting male and female students to share the same room in a rented house;
- permitting students to consume alcohol;
- consuming alcohol during the trip while in charge of the students; and
- asking students not to reveal the alcohol consumption once they returned from their trip.

The school board that employed Sophia determined that she did not adequately supervise the students while on the trip, and

that she did not exercise good professional judgment.

Sophia acknowledged and regretted that her behaviour and actions were inappropriate and unacceptable. She attributed her actions to stress due to personal matters.

Her lawyer stated that Sophia had been an exemplary and dedicated teacher with the board for over 15 years.

If you were a member of the Investigation Committee, what would you do?

THE OUTCOME

The committee decided to refer the matter to the Discipline Committee for a hearing. **PS**

Discipline Summaries

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*Summaries of recent disciplinary cases are published on the following pages. Where the name of an employer is withheld, it is typically to protect the identity of students or to comply with a publication ban ordered by a court or the tribunal. Copies of the full decisions are available at oct.ca → **Members** → **Complaints and Discipline** → **Decisions**.*

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*For a glossary of terms used in these summaries, please visit oct-oeeo.ca/ **DecisionGlossary**.*

MEMBER Jennifer Carolyn Allen
REGISTRATION NO 425669

DECISION Suspension, reprimand, conditions
A Discipline Committee panel suspended the certificate of Jennifer Carolyn Allen, a teacher employed by the Toronto District School Board, for inappropriate conduct.

This matter was heard by the panel on October 17, 2019. Allen, who was certified to teach in July 1999, attended the hearing with her legal counsel.

Allen engaged in inappropriate physical contact with a student by hitting his arm and leaving a bruise.

She had previous disciplinary history with the board for similar

behaviour, which led to an oral admonishment from the College.

The Discipline Committee panel found Allen guilty of professional misconduct and ordered that her teaching certificate be suspended for one month. She was directed to appear before the panel to receive a reprimand.

The panel also ordered her to successfully complete, at her own expense, a course on anger management. She needs to do so within 90 days of the panel's order.

In its written decision, the panel stated, "Teachers are expected to serve as role models to students and refrain from acts that may cause a student injury."

MEMBER Annie Antonenko
REGISTRATION NO 257199

DECISION Suspension, reprimand, conditions
A Discipline Committee panel suspended the certificate of Annie Antonenko for her prolonged pattern of inappropriate behaviour despite repeated warnings by the administration of her school. She is a teacher employed by the Toronto District School Board.

Certified to teach in June 1988, Antonenko did not attend the hearing on August 26, 2019, but was represented by legal counsel.

Antonenko was repeatedly disrespectful and insensitive toward her students, especially those with a diverse cultural background. Among other things, she belittled and demeaned students, made sarcastic and racist comments to them and swore at them.

The Discipline Committee panel found Antonenko guilty of professional misconduct and ordered that her teaching certificate be suspended for five months. The panel also directed that she appear before it to receive a reprimand.

She must also successfully complete, at her own expense, a course on maintaining appropriate professional

boundaries with students, classroom management, and diversity and sensitivity training. She needs to do so within 90 days prior to the date she returns to or starts a position for which a Certificate of Qualification and Registration is required.

In its written decision, the panel stated, "Engaging in such inappropriate behaviour is a clear breach of the standards of the profession and is a clear **abuse** of her authority as a teacher."

MEMBER Ellie Noreen L. Benn, OCT
REGISTRATION NO 101597

DECISION Reprimand, conditions
A Discipline Committee panel reprimanded Ellie Noreen L. Benn, a teacher formerly employed by the Toronto District School Board, for unprofessional conduct.

This matter was heard by the panel on November 15, 2019. Benn, who was certified to teach in June 1996, attended the hearing and had legal representation.

Benn demonstrated a pattern of concerning interactions between her and several students. Among other things, she:

- asked students to maintain an uncomfortable physical position for several minutes;
- lightly tapped students on the buttocks three times when they were misbehaving (which a colleague reported as spanking); and
- hurt a student by picking him up and carrying him when he was not responding to instruction.

The Discipline Committee panel found Benn guilty of professional misconduct and directed her to appear before it to receive a reprimand.

The panel also ordered her to successfully complete, at her own expense, a course covering boundaries with students and anger management. She must do so within 90 days of the panel's order.

In its written decision, the panel stated, "Members are also expected to conduct themselves in a composed and

professional manner, without yelling at students or resorting to the inappropriate use of physical force against them, even in challenging circumstances.”

MEMBER Marcella Mary Robbins
Cadeau, OCT

REGISTRATION NO 197751

DECISION Reprimand, conditions
A Discipline Committee panel reprimanded Marcella Mary Robbins Cadeau, a teacher employed by the Simcoe Muskoka Catholic District School Board, for unprofessional conduct.

This matter was heard by the panel on November 19, 2019. Robbins Cadeau, who was certified to teach in June 1993, attended the hearing and had legal representation.

Robbins Cadeau removed about \$115 from the school office, contrary to school policies and procedures, and misled the principal about what she had done.

The Discipline Committee panel found Robbins Cadeau guilty of professional misconduct and directed her to appear before it to receive a reprimand.

The panel also ordered her to successfully complete, at her own expense, a course regarding ethics. She must do so within 90 days of the panel's order.

In its written decision, the panel stated, “Teachers are required to meet the ethical standards of trust and integrity.”

MEMBER Craig Russell Cameron
REGISTRATION NO 481764

DECISION Revocation

A Discipline Committee panel revoked the Certificate of Qualification and Registration of Craig Russell Cameron for engaging in an inappropriate personal relationship with a female student. He was a teacher employed by the Simcoe County District School Board.

Cameron was licensed to teach in February 2005. He did not attend the hearing on October 24, 2019, but had legal representation.

Cameron crossed the boundaries of an appropriate teacher-student relationship when he started exchan-

ging messages and sharing personal information with the student late at night and early in the morning. For example, over the course of about one month, they exchanged over 1,400 text messages.

He communicated with the student at length about personal issues including his family, his daily activities and his feelings, and he encouraged her to discuss personal issues and share feelings with him.

The Discipline Committee panel found him guilty of professional misconduct and directed the Registrar to revoke his Certificate of Qualification and Registration.

In its written decision, the panel stated, “The Member ought to have known that his behaviour with the Student was very inappropriate and that it could have been confusing and emotionally distressing for the Student.”

MEMBER Robert Young Chung
REGISTRATION NO 494546

DECISION Revocation, reprimand
A Discipline Committee panel revoked the Certificate of Qualification and Registration of Robert Young Chung for criminal conduct. He was formerly employed by the Durham Catholic District School Board.

Chung was licensed to teach in August 2005. He did not attend the hearing on October 16, 2019, and had no legal representation. He engaged in an inappropriate relationship with a student that subsequently developed into a sexual relationship.

Chung was found guilty of sexual exploitation in a criminal court. He was sentenced to 30 months of incarceration and made subject to various ancillary orders. The Discipline Committee panel found him guilty of professional misconduct and directed the Registrar to revoke his Certificate of Qualification and Registration. The panel also directed that he receive a reprimand.

In its written decision, the panel stated, “Engaging in the sexual abuse of a student is a clear breach of the standards of the profession and an

abhorrent abuse of the Member's authority as a teacher.”

MEMBER Marc-André Coulombe
REGISTRATION NO 422559

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Marc-André Coulombe, a teacher employed by the Conseil des écoles catholiques du Centre-Est, for verbally abusing students to the point of making them cry.

In addition, Coulombe made inappropriate remarks, fell asleep in the classroom and left students unsupervised.

This matter was heard by the panel on September 17, 2019. Coulombe, who was certified to teach in February 1999, did not attend the hearing but had legal representation.

The Discipline Committee panel found Coulombe guilty of professional misconduct and ordered that his teaching certificate be suspended for three months. He was directed to appear before the panel to receive a reprimand. He needs to do so within six months of the date of the order.

The panel also ordered him to successfully complete, at his own expense, a course on classroom management and anger management. He needs to do so within 120 days of the date of the order.

In its written decision, the panel stated, “The Member demonstrated a lack of consideration for the psychological well-being of his students and failed on several occasions to ensure a safe learning environment that promoted the students' learning.”

MEMBER Darren James Dugan
REGISTRATION NO 276950

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Darren James Dugan, a teacher employed by the Upper Canada District School Board, for inappropriate conduct.

This matter was heard by the panel on October 15, 2019. Dugan, who was

certified to teach in August 1997, attended the hearing with his legal counsel.

Dugan engaged in an inappropriate personal relationship with a female student who was described as “fragile” by the school board. He was her teacher and coach.

His actions included giving her rides in his car, providing her with his telephone number so they could keep in touch over the summer break, allowing her to stay at his house while his family was present, and accompanying her to restaurants.

As a result, the student began to see him as a “father figure.” She developed such an attachment to him that she wrote him a letter describing how much he meant to her and became distraught at the prospect of not seeing him over the summer.

The Discipline Committee panel found Dugan guilty of professional misconduct and ordered that his teaching certificate be suspended for one month.

He was directed to appear before the panel to receive a reprimand.

The panel also ordered him to successfully complete, at his own expense, a course on boundary violations. He needs to do so within 90 days of the hearing.

In its written decision, the panel stated, “Vulnerable students may develop an unhealthy attachment to their teachers, and teachers must be careful to not foster inappropriate relationships with them.”

MEMBER Qusai Ashik Gulamhusein
REGISTRATION NO 628671

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Qusai Ashik Gulamhusein, a teacher formerly employed by the Toronto District School Board, for physically and verbally abusing students.

This matter was heard by the panel on November 15, 2019. Gulamhusein, who was certified to teach in April 2012, attended the hearing with his legal counsel.

Gulamhusein inappropriately made physical contact with several students by massaging or touching their shoulders and attempting to hug or hold them. He used inappropriate language and tone with students, including yelling, and also hit one student and tapped another with a metre or smart board stick.

The Discipline Committee panel found him guilty of professional misconduct and ordered that his teaching certificate be suspended for three months. He was directed to appear before it to receive a reprimand.

The panel also ordered him to successfully complete, at his own expense, courses on anger management, classroom management and boundaries. He needs to do so within 120 days of the panel’s order.

In its written decision, the panel stated, “By swearing, yelling and using inappropriate language, the Member **abused** students verbally. The Member physically **abused** students when he hit them with a metre or smart board stick and when he massaged a student.”

MEMBER Susan Elizabeth Inch, OCT
REGISTRATION NO 478209

DECISION Reprimand, conditions
A Discipline Committee panel reprimanded Susan Elizabeth Inch, a teacher employed by the Hamilton-Wentworth District School Board, for inappropriate conduct.

This matter was heard by the panel on October 24, 2019. Inch, who was certified to teach in August 2004, did not attend the hearing but had legal representation.

Inch made culturally insensitive remarks to a student that were psychologically or emotionally abusive.

She also used her cellphone to audio record students during class, which represented a clear error in judgment.

The Discipline Committee panel found Inch guilty of professional misconduct and directed her to appear before it to receive a reprimand.

It also ordered her to successfully complete, at her own expense, a

course in classroom management and cultural sensitivity. She must do so prior to commencing or resuming any teaching position requiring a Certificate of Qualification and Registration.

In its written decision, the panel stated, “Members are expected to serve as role models for students.”

MEMBER John Werner Klassen
REGISTRATION NO 174576

DECISION Revocation, reprimand
A Discipline Committee panel revoked the Certificate of Qualification and Registration of John Werner Klassen for engaging in an inappropriate personal relationship with a female student.

Klassen was licensed to teach in June 1980. He did not attend the hearing on October 23, 2019, and had no legal representation.

Klassen spent time alone with the student on several occasions, resulting in them becoming confidants. He told her that no one needed to know about their conversations. He also sent her text messages, which included **sexual** innuendos.

Klassen also sent inappropriate text messages of a **sexual** nature to another female student. He made inappropriate comments about her appearance and told her that he could not stop thinking about her.

The Discipline Committee panel found him guilty of professional misconduct and directed the Registrar to revoke his Certificate of Qualification and Registration. The panel also directed that he receive a reprimand. He needs to appear before it within six months following the hearing.

In its written decision, the panel stated, “His conduct damaged the reputation of the profession by undermining the trust which the public places in teachers.”

MEMBER Kevin Jack Joseph Marshall
Laflèche (formerly known as Kevin Jack Marshall)
REGISTRATION NO 185417

DECISION Revocation
A Discipline Committee panel revoked

the Certificate of Qualification and Registration of Kevin Jack Joseph Marshall Laflèche. His inadequate supervision exposed his students to the risk of injury. He was a teacher employed by the Conseil scolaire de district catholique de l'Est ontarien.

Laflèche was licensed to teach in June 1992. He did not attend the hearing on September 17, 2019, but had legal representation.

His conduct demonstrates a lack of commitment to his students' well-being. For example, he left his students unsupervised on several occasions. He was verbally and physically aggressive toward one student. He also failed to check whether another student needed help when he hurt his back.

The Discipline Committee panel found him guilty of professional misconduct and directed the Registrar to revoke his Certificate of Qualification and Registration.

In its written decision, the panel stated, "Teachers must always provide adequate care for the students under their professional supervision."

MEMBER Melissa Lefebvre

REGISTRATION NO 486956

DECISION Revocation, reprimand
A Discipline Committee panel revoked the teaching certificate of Melissa Lefebvre for sexually abusing a male student. She was formerly employed by the Lambton Kent District School Board.

Lefebvre had an inappropriate personal and sexual relationship with the student, which included kissing and sexual intercourse.

She was convicted of sexual exploitation and sentenced to 14 months of imprisonment and two years of probation. She was also made the subject of a number of ancillary orders.

Certified to teach in June 2005, Lefebvre did not attend the hearing on September 18, 2019, nor was she represented by legal counsel.

The Discipline Committee panel found Lefebvre guilty of professional misconduct and ordered that her

Certificate of Qualification and Registration be revoked. The panel also ordered that she receive a reprimand.

In its decision, the panel stated, "Engaging in a sexual relationship with a student is a clear breach of the standards of the profession and a violation of a teacher's position of trust."

MEMBER John Barry MacDonald

REGISTRATION NO 199758

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of John Barry MacDonald, a teacher employed by the Simcoe Muskoka Catholic District School Board, for engaging in a pattern of inappropriate comments and conduct.

This matter was heard by the panel on October 22, 2019. MacDonald, who was certified to teach in June 1994, attended the hearing and had legal representation.

MacDonald repeatedly sexually harassed female colleagues and made a student feel uncomfortable by making inappropriate comments to her. His comments toward the student constituted psychological or emotional abuse. Among other things, he told her inappropriate jokes with foul language and unsuitable themes.

He also shared personal information with her and gave her a gift.

The Discipline Committee panel found him guilty of professional misconduct and ordered that his teaching certificate be suspended for 20 months. He was directed to appear before it to receive a reprimand.

The panel also ordered him to successfully complete, at his own expense, a course on professional boundaries and boundary violations with students and colleagues. He needs to do so within 120 days of the panel's order.

In its written decision, the panel stated, "Teachers are expected to maintain appropriate boundaries

with students and colleagues, to treat students and colleagues with respect and professionalism, and to model positive behaviour at all times."

MEMBER Lucas Thad McDonald
REGISTRATION NO 430101

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the teaching certificate of Lucas Thad McDonald, a teacher employed by the Durham District School Board, for retweeting numerous inappropriate posts on social media.

McDonald, who was certified to teach in September 1999, attended the hearing on October 10, 2019. He had legal representation.

McDonald's retweeted posts included offensive comments about Muslims, immigrants, refugees and individuals who identify with a gender different from their gender assigned at birth.

The College published an advisory in 2011 warning members to maintain professional boundaries in all forms of technology-related communication, referencing the Supreme Court's ruling in *Ross v. New Brunswick School District No.15*, which stipulates that teachers' off-duty conduct is relevant to their suitability to teach.

The Discipline Committee panel found McDonald guilty of professional misconduct and ordered that his certificate be suspended for 10 days. He was directed to appear before the panel to receive a reprimand. He needs to do so within 90 days of the panel's order.

In addition, he was directed to complete a course of instruction, at his own expense, regarding appropriate communications and sensitivity training. He needs to do so within 120 days of the panel's order.

In its written decision, the panel stated, "The Member's behaviour had the potential to jeopardize his professional relationships with students and erode the public's trust in teachers."

MEMBER Albert Chi Cheong Ngai
REGISTRATION NO 499293

DECISION Revocation, reprimand
A Discipline Committee panel revoked the Certificate of Qualification and Registration of Albert Chi Cheong Ngai for sexually abusing a student. He was employed by the Toronto District School Board.

Ngai was licensed to teach in January 2006. He did not attend the hearing on July 25, 2019, but had legal representation.

Ngai and a female student began to see each other socially, which led to a personal relationship that developed into a romantic and sexual relationship. They subsequently moved in together and remain in a committed relationship.

The Discipline Committee panel found him guilty of professional misconduct and directed the Registrar to revoke his Certificate of Qualifica-

tion and Registration. The panel also directed that he receive a reprimand.

In its written decision, the panel stated, "As a teacher at the School, and, in particular, as a teacher of the Student, he stood in a position of trust and authority to her which was highly incompatible with a sexual relationship."

MEMBER Antonietta Paik
REGISTRATION NO 432084

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Antonietta Paik, a teacher formerly employed by the York Catholic District School Board, for criminal conduct.

This matter was heard by the panel on October 16, 2019. Paik, who was certified to teach in June 2000, attended the hearing with her legal counsel.

Paik engaged in a pattern of fraudulent behaviour when she submitted a total of \$120,493.80 in fraudulent claims to her medical benefits provider.

In a criminal court, she was found guilty of fraud and uttering a forged document. She was sentenced to 18 months' imprisonment and placed on probation for two years.

The Discipline Committee panel found Paik guilty of professional misconduct and ordered that her teaching certificate be suspended for 12 months. She was directed to appear before the panel to receive a reprimand.

The panel also ordered her to successfully complete, at her own expense, a course on ethics. She needs to do so no more than 12 months before starting or returning to a teaching position.

In its written decision, the panel stated, "Her fraudulent behaviour was disgraceful, dishonourable, unprofessional and unbecoming of a member."

MEMBER Joseph Dave Marcel Rancourt
REGISTRATION NO 441865

DECISION Revocation, reprimand
A Discipline Committee panel revoked the Certificate of Qualification and

Registration of Joseph Dave Marcel Rancourt for abusing a student sexually. He was employed by the Catholic District School Board of Eastern Ontario.

Rancourt was licensed to teach in August 2002. He did not attend the hearing on September 23, 2019, and had no legal representation.

Rancourt maintained a sexual relationship with one of his students.

He was convicted of one count of sexual exploitation and one count of sexual assault, and was sentenced to 12 months of imprisonment. He appealed his conviction and sentence. As of September 23, 2019, his appeal had not yet been decided.

The Discipline Committee panel found him guilty of professional misconduct and directed the Registrar to revoke his Certificate of Qualification and Registration. The panel also directed that he receive a reprimand.

In its written decision, the panel stated, "The Member abused his position of trust and authority as a teacher and his conduct profoundly undermines the reputation of the teaching profession."

MEMBER Jeffrey Alan Reid, OCT
REGISTRATION NO 587324

DECISION Reprimand, conditions
A Discipline Committee panel reprimanded Jeffrey Alan Reid, a teacher employed by the Kawartha Pine Ridge District School Board, for verbally abusing a student.

This matter was heard by the panel on October 28, 2019. Reid, who was certified to teach in June 2010, attended the hearing with his legal counsel.

Reid made hurtful and dismissive remarks toward a student that humiliated him in front of his peers. Though Reid did not intend to offend the student, his comments nonetheless constituted verbal abuse.

The Discipline Committee panel found Reid guilty of professional misconduct and directed him to appear before it to receive a reprimand.

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- OCTs supporting students' mental health
- Preparing students for the future
- Working in remote parts of the province
- Reducing test stress

It also ordered him to successfully complete, at his own expense, a course on classroom management and professional communication. He needs to do so within 180 days of the panel's order.

In its written decision, the panel stated, "As part of their professional practice, teachers must demonstrate professionalism, respect and a commitment to student well-being in all their interactions with students."

MEMBER Ian William McGregor Smith
REGISTRATION NO 523821

DECISION Revocation, reprimand
A Discipline Committee panel revoked the Certificate of Qualification and Registration of Ian William McGregor Smith, a teacher formerly employed by the Greater Essex County District School Board, for sexually abusing a female student.

Licensed to teach in November 2007, Smith attended the hearing on October 15, 2019. He had legal representation.

Smith had an inappropriate relationship with a student. He spent time alone with her, spoke with her about his personal issues, made inappropriate comments to her (such as complimenting her on her appearance), gave her rides in his car, invited her into his home, and hugged and kissed her.

After she graduated, he would consume alcohol and marijuana with her and had a single sexual encounter with her.

He also inappropriately and repeatedly touched another student on the back, shoulders and areas surrounding the neck.

The Discipline Committee panel found him guilty of professional misconduct and directed the Registrar to revoke his Certificate of Qualification and Registration. The panel also directed that he receive a reprimand.

In its written decision, the panel stated, "His behaviour towards the students constitutes physical, psychological, emotional and sexual abuse."

MEMBER Kari Dawn Snyder, OCT
REGISTRATION NO 436266

DECISION Reprimand, conditions
A Discipline Committee panel reprimanded Kari Dawn Snyder, a teacher employed by the Toronto District School Board, for inappropriate physical contact with a student.

The physical contact caused her fingernail to scratch the student and leave a mark.

This matter was heard by the panel on October 11, 2019. Snyder, who was certified to teach in June 2000, attended the hearing with her legal counsel.

The Discipline Committee panel found Snyder guilty of professional misconduct and directed her to appear before it to receive a reprimand.

The panel also ordered her to successfully complete, at her own expense, a course on classroom management. She must do so within 90 days of the panel's order.

In its written decision, the panel stated, "Members are expected to serve as role models for students."

MEMBER Moses Michael Vanker
Ashraf Mori Suzuki

REGISTRATION NO 619299

DECISION Revocation, costs
A Discipline Committee panel revoked the certificate of College member Moses Michael Vanker Ashraf Mori Suzuki for a pattern of unprofessional conduct.

Suzuki, who was a teacher in Manitoba, engaged in aggressive and unprofessional behaviour on multiple occasions. His behaviour included making obscene, offensive and demeaning comments to a student and the student's parent via Facebook.

This matter was heard by the panel on June 20, 2019. Suzuki, who was certified to teach in August 2011, did not attend the hearing. He had no legal representation.

The Discipline Committee panel found him guilty of professional misconduct and ordered that his teaching certificate be revoked.

The member was ordered to pay \$10,000 in costs.

In its written decision, the panel stated, "Through his repugnant conduct, the Member has demonstrated that he lacks the professional judgment to remain a member of the teaching profession in Ontario."

MEMBER Andrew Alexander Weglarz
REGISTRATION NO 647896

DECISION Suspension, reprimand, conditions, costs

A Discipline Committee panel suspended the certificate of Andrew Alexander Weglarz, a teacher employed by a Toronto private school, for inappropriate conduct.

This matter was heard by the panel on July 15 and 16, 2019. Weglarz, who was certified to teach in July 2013, did not attend the hearing. He had no legal representation.

Weglarz sent highly offensive emails to school staff with sexually explicit, misogynistic and homophobic content.

The Discipline Committee panel found him guilty of professional misconduct and ordered that his teaching certificate be suspended for three months. The panel also ordered him to receive a reprimand.

In addition, the panel ordered him to successfully complete, at his own expense, a course on appropriate boundaries with colleagues. He needs to do so prior to starting a teaching position or any position for which a Certificate of Qualification and Registration is required.

The member was ordered to pay \$20,000 in costs within six months of the panel's decision.

In its written decision, the panel stated, "[T]he Member undermined the reputation of the teaching profession and the trust and confidence that the public places in teachers." **PS**

Copies of the full decisions are available at oct-oeo.ca/decisions.

What would you do?

The College's Investigation Committee considers all complaints made to the College about its members and reviews all information resulting from investigations. The committee can dismiss a complaint or refer the matter, in whole or in part, to the Discipline or Fitness to Practise committees for a hearing.

The Investigation Committee may also caution or admonish the member in writing or in person, or provide written reminders or advice, or ratify a Memorandum of Agreement reached through the complaint resolution process.

By law, cases under investigation are confidential. For the education of members, the following account, based on facts from real cases, raises important questions about teacher conduct, such as what is appropriate and what is not. Details have been altered to respect confidentiality.

The College received a complaint from a school board regarding Anthony, an elementary school teacher. It was alleged that he made inappropriate comments to students and failed to protect a student with severe allergies, despite having been trained and receiving several reminders.

More specifically, the allegations included:

- yelling at students and calling them “complete terrors”;
- telling students that today’s

generation should “die” because they were “bad listeners” and “complete idiots”; and

- giving dairy products to a student with a known severe dairy allergy.

If you were a member of the Investigation Committee panel, what would you have issued to Anthony?

- an admonishment in person (most severe)
- an admonishment in writing
- a written caution
- written advice
- a written reminder (least severe)

THE OUTCOME

The panel was very concerned by Anthony’s actions and decided to admonish the member in writing.

It noted that although Anthony indicated he was having difficulties managing the students, he also admitted to behaving inappropriately and acting unprofessionally.

The panel also noted that although there was some dispute as to what Anthony said to the class, the panel was of the belief that a teacher must be mindful when making such comments to ensure they are not misinterpreted.

The panel said that Anthony acknowledged he knew about the student’s allergy, and that his actions were not in accordance with neither the school’s nor the school board’s policy on allergies. **PS**

HEARINGS

Discipline Summaries

Three-member panels of the Discipline Committee conduct public hearings into cases of alleged incompetence or professional misconduct. The certificate of a member found to be incompetent or guilty of professional misconduct may be revoked, suspended, and/or made subject to terms, conditions or limitations. In findings of professional misconduct, the committee may also reprimand, admonish or counsel the member, impose a fine, and order the member to pay costs.

*Summaries of recent disciplinary cases are published on the following pages. Where the name of an employer is withheld, it is typically to protect the identity of students or to comply with a publication ban ordered by a court or the tribunal. Copies of the full decisions are available at oct.ca → **Members** →*

Complaints and Discipline → Decisions.

The College publishes professional advisories, available at oct-oeeo.ca/advisories, which are intended to inform members’ professional judgment and practice. For more information about the Ethical Standards for the Teaching Profession, please visit oct-oeeo.ca/ethical.

For a glossary of terms used in these summaries, please visit oct-oeeo.ca/DecisionGlossary.

MEMBER Toch  hou Sosth  ne

Polycarpe Adeossi

REGISTRATION NO 653741

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Toch  hou

Sosth  ne Polycarpe Adeossi for physically abusing students. He was a long-term supply teacher employed by the Conseil scolaire catholique Franco-Nord.

Certified to teach in February 2015, Adeossi attended the hearing on November 10, 2020, with his legal counsel.

Adeossi kicked the right thigh of a student, who was sitting on the floor, to prompt him to stand up, and pulled certain students by the arm or the hand. His conduct was repeated in more than one school and with several students.

The Discipline Committee panel found Adeossi guilty of professional misconduct and ordered that his teaching certificate be suspended

for four months. The panel also directed that he appear before it to receive a reprimand.

Adeossi must also successfully complete, at his own expense, courses in anger management and effective classroom management. He needs to do so within 120 days of the decision.

In its written decision, the panel stated, “The profession and the public do not tolerate teachers’ [sic] using physical force to manage students’ behaviour.”

MEMBER David Alexandre Anseline
REGISTRATION NO 642168

DECISION Revocation, reprimand
A Discipline Committee panel revoked the teaching certificate of David Alexandre Anseline for sexually, emotionally and verbally abusing students. He was formerly employed by the Toronto District School Board.

Certified to teach in June 2013, Anseline did not attend the hearing on November 25, 2020, but was represented by legal counsel.

Anseline discussed topics of a sexual nature with students in his classroom after school. He also exchanged personal text messages in which he asked a student about her sexual preferences and whether she masturbates and watches pornography, among other inappropriate topics.

The definition of sexual abuse in the *Ontario College of Teachers Act* includes behaviour or remarks of a sexual nature toward a student.

The Discipline Committee panel found Anseline guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked. The panel also ordered that he receive a reprimand.

In its decision, the panel stated, “The Member’s conduct was entirely improper given his position of trust and authority as a teacher.”

MEMBER Maridul Bhalla
REGISTRATION NO 510260

DECISION Suspension, reprimand, conditions
A Discipline Committee panel suspended the teaching certificate of

Maridul Bhalla for abusive conduct against a person. He is a teacher employed by the Toronto District School Board.

Bhalla, who was certified to teach in January 2007, attended the hearing on November 23, 2020. He had legal representation.

Bhalla physically and verbally abused a person on at least two occasions. He was charged with assault and uttering a threat to cause death or bodily harm.

The criminal charges were withdrawn after Bhalla entered into a 12-month common law peace bond.

The Discipline Committee panel found Bhalla guilty of professional misconduct and ordered that his certificate be suspended for three months. He was also directed to appear before the panel to receive a reprimand.

In addition, he was directed to complete a course of instruction, at his own expense, regarding anger management. He needs to do so within 90 days of the panel’s order.

In its written decision, the panel stated, “The coursework will remind the Member of his obligations as a trusted member of the community and is intended to ensure that he will not repeat similar misconduct either in the classroom or in the community.”

MEMBER David Jonathan Brooks
REGISTRATION NO 523507

DECISION Revocation, reprimand
A Discipline Committee panel revoked the teaching certificate of David Jonathan Brooks, a teacher formerly employed by the Dufferin-Peel Catholic District School Board, for sexually abusing a female student.

Certified to teach in September 2007, Brooks did not attend the hearing on November 27, 2020, but was represented by legal counsel.

Brooks was not the student’s teacher and the student did not attend his school. Brooks hugged the student in an inappropriate manner, kissed her on the cheeks and lips, and placed his hands on her breasts over her clothes.

In a criminal court, he pled guilty to and was found guilty of sexual assault.

Brooks received a conditional discharge and was placed on probation for 12 months. He was also made subject to several ancillary orders.

The Discipline Committee panel found Brooks guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked. The panel also ordered that he receive a reprimand.

In its decision, the panel stated, “The public’s trust in the teaching profession is eroded when members of the profession sexually abuse students.”

MEMBER Paul Jacques John Chamberland
REGISTRATION NO 520257

DECISION Revocation, reprimand
A Discipline Committee panel revoked the teaching certificate of Paul Jacques John Chamberland for engaging in an inappropriate personal relationship with a female student. He was formerly employed by the Upper Grand District School Board.

Certified to teach in August 2007, Chamberland did not attend the hearing on December 3 and 14, 2020. He was not represented by legal counsel.

Chamberland frequently met with the student outside of class time, sent her text messages, and shared inappropriate personal information with her. He also wrote a number of notes that included disturbing comments of a sexual nature, sexual references about his students, and allusions to a secret future relationship with the student in question.

The Discipline Committee panel found Chamberland guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked. The panel also ordered that he receive a reprimand.

In its decision, the panel stated, “The public’s trust in the teaching profession is eroded when members abuse their position of trust and authority by emotionally and sexually abusing their students.”

MEMBER Nadia Charland
REGISTRATION NO 258021

DECISION Revocation, reprimand
A Discipline Committee panel revoked the teaching certificate of Nadia Charland for engaging in an inappropriate personal relationship with a male student. Charland was formerly employed by the Conseil scolaire public du Nord-Est de l'Ontario.

Certified to teach in June 1993, Charland did not attend the hearing on October 9, 2020, but was represented by legal counsel.

Charland's professional misconduct included providing cigarettes and alcohol to the student, allowing him to spend the night at her home, and giving him a kiss.

The Discipline Committee panel found Charland guilty of professional misconduct and ordered that her Certificate of Qualification and Registration be revoked. The panel also ordered that she receive a reprimand.

In its decision, the panel stated, "Public confidence in the teaching profession is eroded when members **abuse** their position of trust and authority in order to **abuse** a student **sexually** and emotionally."

MEMBER Paul Chauvin
REGISTRATION NO 199564

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the teaching certificate of Paul Chauvin for persistent inappropriate conduct in spite of previous disciplinary measures imposed by his employer and the College. He is a teacher employed by the Conseil scolaire catholique Providence.

Chauvin, who was certified to teach in June 1993, attended the hearing on November 10, 2020. He had legal representation.

His misconduct included ridiculing a student in the classroom, shouting, making inappropriate remarks and using crude language when talking to students.

The Discipline Committee panel found Chauvin guilty of professional misconduct and ordered that his certificate be

suspended for two months. He was also directed to appear before the panel to receive a reprimand.

In addition, he was directed to complete a course of instruction, at his own expense, regarding anger management. He needs to do so within 120 days of the panel's order.

In its written decision, the panel stated, "Teachers must always control their emotions, demonstrate effective classroom management even in trying circumstances, and behave professionally and respectfully at all times."

MEMBER David Albert Corlett
REGISTRATION NO 404204

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the teaching certificate of David Albert Corlett for verbally, physically, and psychologically or emotionally abusing students. He is a teacher employed by the Toronto District School Board.

Corlett, who was certified to teach in June 1995, attended the hearing on December 3 and 16, 2020. He had legal representation.

His misconduct included making repeated threatening comments to his students. Corlett told students that he would kill them, that he would break their leg, and that he would break their arm.

He also physically **abused** his students on three occasions. He did so by pulling a student's chair out from under her, pulling a student across the room by holding on to the sleeve of his shirt, and by putting his hands on a student's shoulders and twisting the student around.

The Discipline Committee panel found Corlett guilty of professional misconduct and ordered that his certificate be suspended for two months. He was also directed to appear before the panel to receive a reprimand.

In addition, he was directed to complete courses of instruction, at his own expense, regarding classroom management and anger management. He needs to do so within 180 days of the panel's order.

In its written decision, the panel stated, "This conduct undermines the reputation of the teaching profession and violates the trust that parents, students and the public place in teachers."

MEMBER Jack Harold Dundas, OCT
REGISTRATION NO 276129

DECISION Reprimand, conditions
A Discipline Committee panel reprimanded Jack Harold Dundas for dishonest conduct. He is employed by the London District Catholic School Board.

Certified to teach in February 1997, Dundas attended the hearing on September 30, 2020, and was represented by legal counsel.

Dundas intentionally removed the final examination for a course from a storage area in the school, which facilitated an opportunity for a student to commit academic dishonesty. Dundas intended to provide the examination to a student who was enrolled in that course. Dundas indicated that he then reconsidered, but the student found the examination in the meantime.

The Discipline Committee panel found him guilty of professional misconduct and directed that he appear before it to receive a reprimand.

He must also successfully complete, at his own expense, a course on professional ethics and the standards of the teaching profession.

In its written decision, the panel stated, "The Member's conduct put his integrity as a teacher into question as well as the integrity and fairness of the assessment process."

MEMBER Marieanne Nancy Hunt
REGISTRATION NO 434276

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the teaching certificate of Marieanne Nancy Hunt for engaging in a concerning pattern of inappropriate conduct toward students, despite warnings from the board. She is a teacher employed by the York Region District School Board.

Hunt, who was certified to teach in August 2000, attended the hearing on December 8, 2020. She had legal representation.

Hunt grabbed, pushed and yelled at students.

The Discipline Committee panel found her guilty of professional misconduct and ordered that her certificate be suspended for four months. She was also directed to appear before the panel to receive a reprimand.

In addition, Hunt was directed to complete a course of instruction, at her own expense, regarding anger management. She needs to do so prior to resuming or starting a teaching position requiring a Certificate of Qualification and Registration or within 90 days of the panel's order, whichever comes later.

In its written decision, the panel stated, "Members must not resort to aggressive means when seeking to manage student misbehaviour."

MEMBER Norman Craig Jackson
REGISTRATION NO 418446

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Norman Craig Jackson for physically abusing a student. He was a teacher formerly employed by the Peel District School Board.

Certified to teach in August 1998, Jackson did not attend the hearing on October 20, 2020, and did not have legal representation.

Jackson struck a student in the stomach and hit him over the head with a stack of papers.

In a criminal court, he was found guilty of assault for which he received an absolute discharge.

The Discipline Committee panel found Jackson guilty of professional misconduct and ordered that his teaching certificate be suspended for three months. The panel also directed that he appear before it to receive a reprimand.

Jackson must also successfully complete, at his own expense, a course regarding classroom manage-

ment and appropriate discipline techniques. He needs to do so prior to starting any position for which a Certificate of Qualification and Registration is required.

In its written decision, the panel stated, "The Member's assault of [the student] was at odds with his duties as a teacher as outlined in the *Education Act*."

MEMBER John Wilton Kelley
REGISTRATION NO 401648

DECISION Revocation, reprimand, costs
A Discipline Committee panel revoked the teaching certificate of John Wilton Kelley for sexually abusing a female student. He was formerly employed by the Toronto District School Board.

Certified to teach in June 1995, Kelley did not attend the hearing on May 27, 2020. He was not represented by legal counsel.

Kelley engaged in a sexual relationship with the student and used emotional manipulation and threats of "karmic retribution" to prevent her from exiting the relationship.

The Discipline Committee panel found Kelley guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked. The panel also ordered that he receive a reprimand.

He was also ordered to pay the College \$10,000 in costs, which must be paid within 180 days of the panel's order.

In its reasons for decision, the panel stated, "The Member abused his position of trust and authority by building a personal rapport with the Student through conversations, compliments and social activities, which then culminated in a sexual relationship with her."

MEMBER Patrick Conrad Knight, OCT
REGISTRATION NO 635386

DECISION Reprimand, conditions
A Discipline Committee panel reprimanded Patrick Conrad Knight, a teacher employed by the York Region District School Board, for inappropriate conduct.

This matter was heard by the panel on December 3 and 16, 2020. Knight, who was certified to teach in August 2012, did not attend the hearing but was represented by legal counsel.

His misconduct included yelling at his students, using sarcasm to address students, slamming the classroom door, and striking the whiteboard with a baton. In doing so, he created a negative and intimidating learning environment, which was at odds with his duties as a teacher.

The Discipline Committee panel found Knight guilty of professional misconduct and directed him to appear before it to receive a reprimand.

It also ordered him to successfully complete, at his own expense, courses in anger management and classroom management. He must do so within 90 days of the panel's order.

In its written decision, the panel stated, "Through his treatment of his students, [the Member] undermined the reputation of the teaching profession and the trust that parents, students and the public place in teachers."

MEMBER Lorraine Labbé
REGISTRATION NO 277149

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Lorraine Labbé, a teacher formerly employed by the Conseil scolaire catholique Nouvelon, for unprofessional conduct and inappropriate comments.

This matter was heard by the panel on April 26 to 28, 2017, June 23, 26 and 27, 2017, and July 17, 2018. The member's appeal to the Divisional Court was dismissed on December 2, 2020, and the panel's decision was upheld.

Labbé, who was certified to teach in June 1994, represented herself.

Her misconduct included:

- shouting at students, sometimes in their faces;
- making several of her students cry;
- being intimidating and brusque with her students;
- failing to inform the school office immediately about the absence of a student, which put his safety at risk.

The Discipline Committee panel found her guilty of professional misconduct and ordered that her teaching certificate be suspended for six months.

She was directed to appear before the panel to receive a reprimand. She needs to do so before accepting a position that requires a Certificate of Qualification and Registration.

It also ordered her to successfully complete, at her own expense, courses in anger management and classroom management. She needs to do so before accepting a position that requires a Certificate of Qualification and Registration.

The panel found it concerning that numerous complaints were made against the member by parents and students, that the Children's Aid Society was involved on several occasions, and that the member's conduct did not improve.

In its penalty decision, the panel stated, "There are numerous aggravating factors in this case: The Member's misconduct was serious and long-standing; her misconduct was repeated at three different schools; [and] the Member has shown no remorse and no insight into the effect of her behaviour on her students."

MEMBER Jana Lebert
REGISTRATION NO 431044

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Jana Lebert for dishonest conduct. She is a teacher formerly employed by the Halton District School Board.

Certified to teach in May 2000, Lebert attended the hearing on November 23, 2020, but was not represented by legal counsel.

Lebert knowingly and repeatedly falsified medical reports from physicians for her own benefit. She was permitted to take a number of extended medical leaves as a result.

The Discipline Committee panel found Lebert guilty of professional misconduct and ordered that her teaching certificate be suspended

for three months. The panel also directed her to appear before it to receive a reprimand.

She must also successfully complete, at her own expense, a course regarding professional ethics. She needs to do so prior to starting or resuming any teaching position in Ontario (including in a private school), or any position for which a Certificate of Qualification and Registration is required.

In its written decision, the panel stated, "The Member's misconduct is an example of behaviour that seriously undermines the reputation of the teaching profession."

MEMBER Justin Christopher Lenssen
REGISTRATION NO 634660

DECISION Revocation, reprimand
A Discipline Committee panel revoked the teaching certificate of Justin Christopher Lenssen, a teacher formerly employed by the Wellington Catholic District School Board, for **sexual abuse** of a student.

Certified to teach in June 2012, Lenssen did not attend the hearing on December 3 and 14, 2020, and was not represented by legal counsel.

Lenssen made **sexually** explicit comments and sent **sexually** explicit media (pictures and a video of him masturbating) to a student at his school. The definition of **sexual abuse** in the *Ontario College of Teachers Act* includes touching of a **sexual** nature and behaviour or remarks of a **sexual** nature by a member toward a student.

In a criminal court, he pled guilty to, and was convicted of, making **sexually** explicit material available to a person under 18 years of age. He was sentenced to 90 days' intermittent custody and to two years' probation. He was also made subject to a number of ancillary orders.

The Discipline Committee panel found Lenssen guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked. The panel also ordered that he receive a reprimand.

In its decision, the panel stated, "The public's trust in the teaching profession is eroded when members engage in the **sexual** and emotional **abuse** of students."

MEMBER Chinedu Kinsman Okoro
REGISTRATION NO 645094

DECISION Revocation, reprimand
A Discipline Committee panel revoked the teaching certificate of Chinedu Kinsman Okoro, an occasional teacher formerly employed by the Toronto District School Board, for **sexually** assaulting female students.

Certified to teach in July 2013, Okoro did not attend the hearing on July 29, 2020. He had no legal representation.

Okoro made inappropriate physical and **sexual** contact with students. The definition of **sexual abuse** in the *Ontario College of Teachers Act* includes touching, behaviour or remarks of a **sexual** nature by a member toward a student.

Okoro's conduct in this case — rubbing his penis on students' shoulders, touching students' thighs, and touching a student's cleavage — clearly meets this definition.

In a criminal court, Okoro was convicted of **sexual** exploitation and **sexual** assault.

He was sentenced to 90 days in custody for the **sexual** exploitation convictions and an additional 28 days in custody for the **sexual** assault convictions, to be followed by two years of probation. The judge also imposed conditions that restrict Okoro's ability to teach and made a number of ancillary orders.

The Discipline Committee panel found Okoro guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked. The panel also ordered that he receive a reprimand.

In its decision, the panel stated, "Members are expected to create a safe learning environment for students, and not to exploit their position to **sexually** **abuse** their students."

MEMBER Michael Richard Partridge
REGISTRATION NO 199221

DECISION Revocation, reprimand
A Discipline Committee panel revoked the teaching certificate of Michael Richard Partridge for professional misconduct, which included **sexual abuse** of a student. He was formerly employed by the Lambton Kent District School Board.

Certified to teach in June 1992, Partridge did not attend the hearing on October 7, 2020, but was represented by legal counsel.

Partridge drank alcohol with underage students and provided alcohol to a student, even after being warned by his board about his behaviour and cautioned by police about drinking with underage students.

He also put his arm around a female student's waist and tried to kiss her.

The definition of **sexual abuse** in the *Ontario College of Teachers Act* includes touching of a **sexual** nature and behaviour or remarks of a **sexual** nature by a member toward a student.

The Discipline Committee panel found Partridge guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked. The panel also ordered that he receive a reprimand.

In its decision, the panel stated, "The public's trust in the teaching profession is grossly eroded when members **abuse** their position of trust and authority to emotionally and **sexually abuse** students."

MEMBER Tom Vytas Ramanauskas
REGISTRATION NO 398548

DECISION Reprimand, conditions
A Discipline Committee panel reprimanded Tom Vytas Ramanauskas for unprofessional conduct. He was formerly employed by the Toronto District School Board.

Certified to teach in June 1995, Ramanauskas attended the hearing on November 24, 2020, and was represented by legal counsel.

His misconduct included:

- neglecting to address a parent's concern regarding a student's reading level;

- occasionally failing to conduct weekly spelling tests, or, after conducting them, marking some tests incorrectly and reporting inaccurate results to students or parents;
- showing an inappropriate video clip from an R-rated movie that upset students; and
- allowing students to watch a sword-fighting scene from a TV series for adults.

The Discipline Committee panel found him guilty of professional misconduct and directed that he appear before it to receive a reprimand.

He must also successfully complete, at his own expense, a course on professional boundaries. He must do so prior to starting or resuming a teaching position for which a Certificate of Qualification and Registration is required.

In its written decision, the panel stated, "Among other things, members are expected to demonstrate their commitment to students' well-being and learning through positive influence, professional judgment and empathy in practice ('Care')."

MEMBER Anya Lee Watson
REGISTRATION NO 514959

DECISION Suspension, reprimand
A Discipline Committee panel suspended the teaching certificate of Anya Lee Watson for actions that were disgraceful, dishonourable and unprofessional. Employed by the Catholic District School Board of Eastern Ontario, Watson was certified to teach in July 2007, and attended the hearing on November 16, 2020, with legal representation.

Watson took part in a lengthy and repeated large-scale fraudulent scheme. She created falsified invoices and fraudulently diverted excess monies from Noreast, which was her husband's employer, to a corporation controlled by her and her husband.

The amount of money defrauded from Noreast by Watson and her husband was US\$864,238.75.

The Ontario Superior Court of Justice found her liable for civil fraud for her conduct involving Noreast.

The Discipline Committee panel found Watson guilty of professional misconduct and ordered that her certificate be suspended for eight months. She was also directed to appear before the panel to receive a reprimand.

In its written decision, the panel stated, "The Member's misconduct involved serious dishonesty and is therefore properly characterized as disgraceful, dishonourable and unprofessional."

MEMBER Waldemar Georg Walter Will
REGISTRATION NO 255580

DECISION Suspension, reprimand, conditions
A Discipline Committee panel suspended the certificate of Waldemar Georg Walter Will for inappropriate conduct. Formerly employed by the Toronto District School Board, Will was certified to teach in June 1990 and attended the hearing on December 3 and 21, 2020, with his legal counsel.

Will verbally **abused** his students by using vulgar and inappropriate language when speaking to his class. He showed videos that included discussions of a **sexual** nature and made **sexual** jokes in front of the class.

The Discipline Committee panel found Will guilty of professional misconduct and ordered that his teaching certificate be suspended for two months. The panel also directed that he appear before it to receive a reprimand.

He must also successfully complete, at his own expense, a course regarding classroom communication and boundaries. He needs to do so prior to returning to teaching.

In its written decision, the panel stated, "It is not appropriate for teachers to make **sexual** jokes in front of their class and by doing so, the Member engaged in **sexual** misconduct." **PS**

Copies of the full decisions are available at oct-oeo.ca/decisions.

Discipline Summaries

Three-member panels of the Discipline Committee conduct public hearings into cases of alleged incompetence or professional misconduct. Panels are composed of elected and appointed Council members. The certificate of a member found to be incompetent or guilty of professional misconduct may be revoked, suspended, and/or made subject to terms, conditions or limitations. In findings of professional misconduct, the committee may also reprimand, admonish or counsel the member, impose a fine, and order the member to pay costs.

*Summaries of recent disciplinary cases are published on the following pages. Where the name of an employer is withheld, it is typically to protect the identity of students or to comply with a publication ban ordered by a court or the tribunal. Copies of the full decisions are available at oct.ca → **Members** → **Complaints and Discipline** → **Decisions**.*

*The College publishes professional advisories, available at oct-oeeo.ca/ **advisories**, which are intended to inform members' professional judgment and practice. For more information about the Ethical Standards for the Teaching Profession, please visit oct-oeeo.ca/ethical.*

*For a glossary of terms used in these summaries, please visit oct-oeeo.ca/ **DecisionGlossary***

MEMBER Carlo Gabriel Allarde
REGISTRATION NO 631341

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Carlo Gabriel Allarde for his involvement in the inappropriate administration of a Grade 3 Education Quality and Accountability Office (EQAO) assessment.

He is a teacher employed by the Toronto District School Board.

Certified to teach in October 2012, Allarde attended the hearing on June 18, 2019, and was represented by legal counsel.

Allarde interfered with several students' independent completion

of the EQAO test by writing in student booklets, circling keywords and drawing arrows to direct student attention to parts of questions and answers. This was in contravention of the instructions in the administration guide provided to him.

The Discipline Committee panel found Allarde guilty of professional misconduct and ordered that his teaching certificate be suspended for two months. The panel also directed that he appear before it to receive a reprimand.

He must also successfully complete, at his own expense, a course in professional ethics. He needs to do so within 90 days of the decision.

In its written decision, the panel stated, "The Member jeopardized the reliability and integrity of the provincial testing process."

MEMBER Robert Armstrong
REGISTRATION NO 165530

DECISION Suspension, reprimand, conditions, costs

A Discipline Committee panel suspended the certificate of Robert Armstrong, a teacher formerly employed by the Peterborough Victoria Northumberland and Clarington Catholic District School Board, for disrespectful and aggressive behaviour.

This matter was heard by the panel on April 19, July 3, December 18–19, 2018, and April 15, 2019. Armstrong, who was certified to teach in May 1992, attended the hearing with his legal counsel.

Armstrong's misconduct revealed a pattern of inappropriate behaviour over a two-year period.

He repeatedly failed to control his anger. For example, he used physical force to pull a student away from a computer, and engaged in inappropriate interactions with his principal and a colleague.

The Discipline Committee panel found Armstrong guilty of professional misconduct and ordered that his teaching certificate be suspended for six months. He was directed to appear

before the panel to receive a reprimand. He needs to do so within 90 days of the panel's penalty decision.

The panel also ordered him to successfully complete, at his own expense, a course on anger management and awareness of how his behaviour impacts members of the school community, including students, parents, guardians, teachers, support staff and administrators. He needs to do so prior to returning to a teaching position or any position for which a Certificate of Qualification and Registration is required.

He was also ordered to pay the College \$10,000 in costs, which must be paid within 12 months of the panel's order.

In its penalty decision, the panel stated, "Costs orders are compensatory, rather than punitive, in nature. Their purpose is to apportion the financial burden of discipline proceedings between the parties fairly."

The panel further stated, "Members of the teaching profession are expected to promote safe and supportive learning environments and to model appropriate and respectful behaviour."

MEMBER Cheri Lee Barwinski, OCT
REGISTRATION NO 265862

DECISION Reprimand, conditions

A Discipline Committee panel reprimanded Cheri Lee Barwinski, a principal at the Hamilton-Wentworth District School Board, for inappropriate conduct.

Certified to teach in August 1995, Barwinski attended the hearing on July 8, 2019, and was represented by legal counsel.

Barwinski failed to take steps to investigate concerns about the potential **abuse** of a student and discouraged staff from reporting the concerns of potential **abuse** to the Children's Aid Society.

The Discipline Committee panel found her guilty of professional misconduct and directed that she appear before it to receive a reprimand.

Within 120 days of the decision, she must also successfully complete, at her own expense, a course on the obligation to report on potential **abuse**.

In its written decision, the panel stated, "School principals must fulfil the role and responsibilities entrusted to them and be role models for teachers."

MEMBER Robert Gérard Couture
REGISTRATION NO 620877

DECISION Revocation

A Discipline Committee panel revoked the certificate of Robert Gérard Couture for a criminal conviction related to theft.

Prior to becoming a member of the College, Couture was the parish priest at Ste-Anne's Parish church in Tecumseh, Ont.

After he became a member of the College, he was found guilty of theft over \$5,000 in relation to his time at the church. He was sentenced to 10 months in jail and ordered to make restitution to the church in the amount of \$75,000.

Certified to teach in June 2011, Couture did not attend the hearing on August 13, 2019. He was not represented by legal counsel.

The Discipline Committee panel found Couture guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked.

In its decision, the panel stated, "The College's *Ethical Standards for the Teaching Profession* require teachers to uphold the highest standards of trust and integrity. These ethical standards encompass honesty, reliability and moral action. The Member's criminal conviction for theft is a clear breach of these standards."

MEMBER Kyla Helen Cowan
REGISTRATION NO 580740

DECISION Revocation, reprimand

A Discipline Committee panel revoked the teaching certificate of Kyla Helen Cowan for engaging in an inappropriate personal and **sexual** relationship with a male student. She was a teacher

formerly employed by the Ottawa-Carleton District School Board.

Among other inappropriate behaviour, she exchanged pictures of a **sexual** nature with the student and had **sexual** contact with him.

Certified to teach in August 2009, Cowan did not attend the hearing on August 2, 2019. She did not have legal representation.

She was convicted in a criminal court of one count of **sexual** assault and was sentenced to 90 days' custody, to be served intermittently, and to two years' probation. She was also made subject to a number of ancillary orders.

The Discipline Committee panel found Cowan guilty of professional misconduct and ordered that her Certificate of Qualification and Registration be revoked. The panel also ordered that she receive a reprimand.

In its decision, the panel stated, "Her behaviour was disgraceful, dishonourable, unprofessional and unbecoming of a member."

MEMBER Richard Graham Douglas
REGISTRATION NO 492321

DECISION Revocation, reprimand

A Discipline Committee panel revoked the teaching certificate of Richard Graham Douglas for **sexually** abusing a female student. He was formerly employed by a private school in Toronto.

Douglas engaged in a **sexual** relationship with the student, which included kissing and touching her in a **sexual** manner.

Certified to teach in May 2005, Douglas did not attend the hearing on August 2, 2019, but was represented by legal counsel.

The Discipline Committee panel found Douglas guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked. The panel also ordered that he receive a reprimand.

In its decision, the panel stated, "Engaging in this **sexual** relationship with a student was a violation of

the Member's position of trust and authority and was completely inappropriate."

MEMBER Nicole Elizabeth Drakes, OCT
REGISTRATION NO 641071

DECISION Reprimand, conditions

A Discipline Committee panel reprimanded Nicole Elizabeth Drakes, an occasional teacher formerly employed by the Peel District School Board, for inappropriate conduct.

This matter was heard by the panel on July 18, 2019. Drakes, who was certified to teach in February 2013, attended the hearing with her legal counsel.

Drakes took a photograph of the back of a student's head and posted it on social media. She compared the student's image with a fictional gangster.

The Discipline Committee panel found Drakes guilty of professional misconduct and directed her to appear before it to receive a reprimand.

The panel also ordered her to successfully complete, at her own expense, a course(s) on professional boundaries/boundary violations (including student privacy) and cultural sensitivity. She must do so within 90 days of the panel's order.

In its written decision, the panel stated, "Taking and posting a photograph of a student was a violation of the student's privacy."

MEMBER Sheryl Anna Jean Fontaine
REGISTRATION NO 215175

DECISION Revocation, reprimand

A Discipline Committee panel revoked the teaching certificate of Sheryl Anna Jean Fontaine, a teacher formerly employed by the Upper Canada District School Board, for **sexually** abusing a female student.

Certified to teach in August 1996, Fontaine did not attend the hearing on July 9, 2019, but had legal representation.

Fontaine engaged in an inappropriate personal relationship with the student. Her misconduct includes:

- attending extracurricular sporting events with the student;

- offering alcohol to the student;
- sending texts or other electronic messages of a personal nature to the student; and
- sharing a bed in a hotel room with the student.

The Discipline Committee panel found Fontaine guilty of professional misconduct and ordered that her Certificate of Qualification and Registration be revoked. The panel also directed that she receive a reprimand no later than 120 days after the date of the hearing.

In its decision, the panel stated, “As teachers are entrusted with the care of students, there is no place in the profession for members who sexually abuse students.”

MEMBER Jamie Clark Gerald Gardiner
REGISTRATION NO 471222

DECISION Revocation, reprimand
A Discipline Committee panel revoked the teaching certificate of Jamie Clark Gerald Gardiner for voyeurism and making child pornography. He was a teacher formerly employed by the Thames Valley District School Board.

Certified to teach in September 2003, Gardiner did not attend the hearing on July 18, 2019. He had no legal representation.

Gardiner surreptitiously videotaped 20 female staff members and students assigned to the school, in various states of undress, in a staff change room and washroom at the school. He made the recordings by placing a backpack with a concealed camera on the floor of the change room, so as to capture the genital or buttock area of the victims.

He was sentenced in a criminal court to one year in custody for making child pornography, nine months in custody (concurrent) for voyeurism, and two years' probation. He was also made the subject of a number of ancillary orders.

The Discipline Committee panel found Gardiner guilty of professional misconduct and ordered that his Certificate of Qualification and Regis-

tration be revoked. The panel also ordered that he receive a reprimand.

In its decision, the panel stated, “The Member’s misconduct demonstrated a profound lack of judgment, violated any sense of public decency, and constituted a severe breach of public trust.”

MEMBER Lorne John Gocking, OCT
REGISTRATION NO 443631

DECISION Reprimand, conditions
A Discipline Committee panel reprimanded Lorne John Gocking, a teacher employed by the District School Board of Niagara, for inappropriate conduct.

This matter was heard by the panel on June 11, 2019. Gocking, who was certified to teach in June 2001, attended the hearing with his legal counsel.

Gocking displayed a pattern of arriving to school late and failing to record his absences or provide emergency lesson plans despite warnings from the board. He also failed to supervise his class, which resulted in a student being injured.

The Discipline Committee panel found Gocking guilty of professional misconduct and directed him to appear before it to receive a reprimand.

The panel also ordered him to successfully complete, at his own expense, a course on classroom management, with an emphasis on effective supervision. He must do so within 90 days of the panel’s order.

In its written decision, the panel stated, “Members of the teaching profession are responsible for the safety of students.”

MEMBER James Robert Goodfellow, OCT
REGISTRATION NO 280324

DECISION Reprimand, conditions
A Discipline Committee panel reprimanded James Robert Goodfellow, a teacher at the Upper Canada District School Board, for inappropriate conduct.

Certified to teach in November 1997, Goodfellow attended the hearing on June 11, 2019, and was represented by legal counsel.

Goodfellow’s inadequate control

of his classroom led to dangerous situations that placed students at risk.

The Discipline Committee panel found Goodfellow guilty of professional misconduct and directed that he appear before it to receive a reprimand.

Within 90 days of the decision, he must also successfully complete, at his own expense, a course on classroom management.

In its written decision, the panel stated, “The coursework will remind the Member of his obligations as a teacher and will help him to make better decisions in any future interactions with students.”

MEMBER Robert Charles Griffin
REGISTRATION NO 154691

DECISION Revocation

A Discipline Committee panel revoked the teaching certificate of Robert Charles Griffin, a College member who was convicted of possessing child pornography.

Certified to teach in June 1977, Griffin did not attend the hearing on June 18, 2019. He did not have legal representation.

Griffin possessed a vast collection of child pornography, which depicted vulnerable children in brutally compromising positions.

He received a 15-month custodial sentence, adjusted for pretrial custody, and a three-year probation order. He was also made subject to a number of ancillary orders.

The panel found Griffin guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked.

In its decision, the panel stated, “Members of the teaching profession who possess child pornography severely compromise the reputation of the profession, and undermine the trust and confidence that the public places in members of the profession.”

MEMBER John Victor Laing
REGISTRATION NO 501108

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of John Victor Laing, a teacher employed by the Thames Valley District School Board, for a pattern of inappropriate conduct with his colleagues.

Certified to teach in June 2006, Laing did not attend the hearing on June 12, 2019, but was represented by legal counsel.

His inappropriate conduct includes:

- harassing a female teacher;
- making an inappropriate comment to a second female teacher; and
- making another female person at the school uncomfortable by giving her his number and offering her a ride home during their first interaction.

He was charged with harassment, but the charges were subsequently withdrawn by way of a peace bond.

The Discipline Committee panel found Laing guilty of professional misconduct and ordered that his teaching certificate be suspended for four months. The panel also directed that he appear before it to receive a reprimand. He needs to do so within 90 days of the panel's order.

He must also successfully complete, at his own expense, a course on boundary violations and appropriate workplace communications. He needs to do so within 120 days of the panel's order.

In its written decision, the panel stated, "Members of the teaching profession are expected to maintain respectful boundaries with colleagues and to interact with all members of the school community in a respectful and appropriate manner."

MEMBER Michael James Molnar
REGISTRATION NO 578579

DECISION Revocation, reprimand
A Discipline Committee panel revoked the teaching certificate of Michael James Molnar, a teacher formerly employed by the District School Board of Niagara, for sexually abusing a female student.

Certified to teach in September

2009, Molnar did not attend the hearing on June 12, 2019, nor was he represented by legal counsel.

He was found guilty in a criminal court of one count of sexual exploitation.

Molnar also engaged in an inappropriate personal relationship with two other students.

The Discipline Committee panel found Molnar guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked. The panel also directed that he receive a reprimand.

In its decision, the panel stated that it "denounces the Member's misconduct in the strongest terms."

MEMBER Shawn Douglas Oakes
REGISTRATION NO 487204

DECISION Revocation, reprimand
A Discipline Committee panel revoked the teaching certificate of Shawn Douglas Oakes, a teacher formerly employed by the Grand Erie District School Board, for sexually abusing a male student.

Oakes also engaged in an inappropriate personal relationship with the student.

He was convicted of sexual interference and sentenced to two years less a day in custody, three years' probation and was made subject to a number of ancillary orders.

The Member was further convicted of three counts of breach of an undertaking or recognizance given to the court and was sentenced to 90 days' custody, to be served concurrently with the first sentence.

Certified to teach in June 2005, Oakes did not attend the hearing on July 22, 2019, nor was he represented by legal counsel.

The Discipline Committee panel found Oakes guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked. The panel also directed that he receive a reprimand.

In its decision, the panel stated, "The Committee denounces the

Member's egregious misconduct in the strongest terms."

MEMBER Raymond William Oliphant
REGISTRATION NO 432576

DECISION Revocation

A Discipline Committee panel revoked the teaching certificate of Raymond William Oliphant for criminal convictions. He was a teacher formerly employed by the Greater Essex County District School Board.

Oliphant engaged in a long-term pattern of criminal harassment and intimidation of a woman. For example, he drove by her house more than 100 times. He would deliberately drive by the house slowly at various times of the day and night.

In a criminal court, he was convicted of one count of criminal harassment and one count of watching and besetting. He was sentenced to 12 months in custody.

Certified to teach in June 2001, Oliphant did not attend the hearing on August 26, 2019, nor was he represented by legal counsel.

The Discipline Committee panel found Oliphant guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked.

In its decision, the panel stated, "Members of the teaching profession who criminally harass, threaten and stalk persons severely compromise the reputation of the profession, and undermine the trust and confidence that the public places in members of the profession."

MEMBER Mark Harold Eugene Phillips
REGISTRATION NO 495277

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the teaching certificate of Mark Harold Eugene Phillips for inappropriate conduct.

At the time of the allegations, Phillips was a learning consultant employed by the Conseil scolaire catholique Providence.

Phillips, who was certified to teach in July 2005, attended the hearing by conference call on July 22, 2019. He had legal representation.

Phillips drank heavily during an evening social event at a professional conference and then sexually harassed two colleagues by touching them inappropriately.

The Discipline Committee panel found Phillips guilty of professional misconduct and ordered that his certificate be suspended for four months. He was also directed to appear before the panel to receive a reprimand.

In addition, he was ordered to complete a course of instruction, at his own expense, regarding professional ethics, including the ethical implications of excessive consumption of alcohol in a professional setting. He needs to do so within 90 days after the panel's order.

In its written decision, the panel stated, "The fact that the Member's actions occurred during a social event at a professional conference excuses neither his drinking to excess nor his inappropriate behaviour toward his colleagues."

MEMBER Michael William Edward Riley
REGISTRATION NO 452747

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the teaching certificate of Michael William Edward Riley, a teacher formerly employed by the Algonquin & Lakeshore Catholic District School Board, for inappropriate personal relationships with two female students.

Riley, who was certified to teach in June 2002, attended the hearing on June 24, 2019. He had legal representation.

Riley engaged in inappropriate communications both in person and by electronic means with both students. He did so over a significant period of time. The communications included personal details about his health and the students' personal lives.

He also spent time alone with one of the students, gave her a birthday gift and gave her hugs.

In addition, he told one of the students that he was having thoughts and feelings about her that he should not be having.

The Discipline Committee panel found Riley guilty of professional misconduct and ordered that his certificate be suspended for six months. He was also directed to appear before the panel to receive a reprimand.

In addition, he was ordered to complete a course of instruction, at his own expense, regarding boundary violations. He needs to do so prior to starting any teaching position or position requiring a Certificate of Qualification and Registration.

In its written decision, the panel stated, "The Member took advantage of [his] privileged position [as a teacher] by failing to maintain professional boundaries with students that he knew were vulnerable (because they had confided in him regarding their personal issues)."

MEMBER Ghada Sadaka, OCT
REGISTRATION NO 206624

DECISION Reprimand

A Discipline Committee panel reprimanded Ghada Sadaka, a former principal employed by the York Region District School Board, for inappropriate conduct.

Sadaka posted Islamophobic and xenophobic comments and links on her private Facebook account.

This matter was heard by the panel on December 17, 2018. Sadaka, who was certified to teach in March 1993, attended the hearing with her legal counsel.

The Discipline Committee panel found Sadaka guilty of professional misconduct and directed her to appear before it to receive a reprimand. She needs to do so within 90 days of the panel's order.

The panel acknowledged the fact that Sadaka undertook an equity course

voluntarily after making the inappropriate posts, and that she demonstrated a real desire to reform her practice and learn from her mistakes.

In its written decision, the panel stated, "To be clear, the Member is entitled to freedom of thought, but when she engages in public political expression while identifying herself as a school principal (as she did on her Facebook page), she represents the educational community and the profession as a whole. Her Facebook posts fell short of her responsibilities as an educator to maintain a learning environment free of bias."

MEMBER Chantal Louise Villeneuve
Mason, OCT

REGISTRATION NO 612513

DECISION Reprimand, conditions
A Discipline Committee panel reprimanded Chantal Louise Villeneuve Mason, a teacher employed by the Upper Canada District School Board, for inappropriate conduct.

This matter was heard by the panel on June 12, 2019. Villeneuve Mason, who was certified to teach in June 2011, did not attend the hearing but had legal representation.

Villeneuve Mason submitted false benefit claims to the board's benefits provider for health-care services purportedly received by her. The total amount claimed was \$1,201.40.

The Discipline Committee panel found Villeneuve Mason guilty of professional misconduct and directed that she receive a reprimand.

The panel also ordered her to successfully complete, at her own expense, a course in ethical standards for the teaching profession. She must do so within 90 days of the panel's order.

In its written decision, the panel stated, "Through her unethical conduct, the Member demonstrated a lack of integrity that undermines the reputation of the teaching profession." **PS**

Copies of the full decisions are available at oct-oeeo.ca/decisions.

What would you do?

The College's Investigation Committee considers all complaints made to the College about its members and reviews all information resulting from investigations. The committee can dismiss a complaint or refer the matter, in whole or in part, to the Discipline or Fitness to Practise committees for a hearing.

The Investigation Committee may also caution or admonish the member in writing or in person, or provide written reminders or advice, or ratify a Memorandum of Agreement reached through the complaint resolution process.

By law, cases under investigation are confidential. For the education of members, the following account, based on facts from real cases, raises important questions about teacher conduct, such as what is appropriate and what is not. Details have been altered to respect confidentiality.

The College received a complaint from a school board regarding Linda, a high school teacher. It was alleged that she behaved in an unprofessional manner and failed to maintain the standards of the profession when she photocopied and distributed multiple pages from the Ontario Secondary School Literacy Test.

The literacy test is administered by the Education Quality and Accountability Office (EQAO). The EQAO received an anonymous report that a practice test was administered in a number of Grade 9 classes. The practice test had questions on it from the previous year's test that were not publicly released for practice on the EQAO website.

Linda stated that she photocopied five or six pages from the previous year's EQAO literacy test to prepare a scoring guide for marking purposes. She indicated that she did not need the pages and thought that she had destroyed them.

The board's investigation revealed

that the pages were not destroyed and that some questions that appeared on the preparation sheet were taken from the literacy test.

If you were a member of the Investigation Committee panel, what would you have issued to Linda?

- an admonishment in person (most severe)
- an admonishment in writing
- a written caution
- written advice
- a written reminder (least severe)

THE OUTCOME

The panel decided to caution Linda in writing. It was concerned that Linda contravened EQAO guidelines and breached her responsibilities as a teacher under the provisions of the *Education Act*. For this reason, the panel felt it was appropriate to caution her for behaviour inconsistent with the standards of the teaching profession. **PS**

HEARINGS

Discipline Summaries

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Summaries of recent disciplinary cases are published on the following pages. Where the name of an employer is withheld, it is typically to protect the identity of students or to comply with a publication ban ordered by a court

*or the tribunal. Copies of the full decisions are available at oct.ca → **Members → Complaints and Discipline → Decisions.***

*The College publishes professional advisories, available at oct-oeo.ca/ **advisories**, which are intended to inform members' professional judgment and practice. For more information about the Ethical Standards for the Teaching Profession, please visit oct-oeo.ca/ethical.*

*For a glossary of terms used in these summaries, please visit oct-oeo.ca/ **DecisionGlossary.***

MEMBER Mirza Habeebullah Baig
REGISTRATION NO 445068
DECISION Revocation, reprimand
A Discipline Committee panel revoked the Certificate of Qualification and

Registration of Mirza Habeebullah Baig for inappropriate conduct of a **sexual** nature toward three students. He was formerly employed by the York Region District School Board.

Baig was certified to teach in May 2001. He did not attend the hearing on August 19, 2020, but had legal representation.

Baig asked students questions about the size of their penises and their masturbation habits. This constitutes **sexual abuse**. The definition of **sexual abuse** includes behaviour or remarks of a **sexual** nature by a member toward a student.

He was convicted of **sexual** exploitation in a criminal court with respect to his communications with a student. He was given a suspended sentence, placed on probation for three years,

and made the subject of a number of ancillary orders.

The Discipline Committee panel found him guilty of professional misconduct and directed the Registrar to revoke his Certificate of Qualification and Registration. The panel also directed that he receive a reprimand.

In its written decision, the panel stated, “The teaching profession does not tolerate the sexual exploitation of students by members and this type of criminal conduct clearly relates to a member’s suitability to hold a teaching certificate.”

MEMBER Katherine Linda Buswa
REGISTRATION NO 523574

DECISION Reprimand, conditions, costs
A Discipline Committee panel ordered that Katherine Linda Buswa receive a reprimand for engaging in conduct unbecoming a member of the teaching profession. She is a teacher who was employed by the Moose Factory Island District Area School Board.

Certified to teach in August 2007, Buswa did not attend the hearing on June 8, 2020. She was not represented by legal counsel.

Buswa attended school under the influence of alcohol and scheduled an extracurricular event without permission.

The Discipline Committee panel found Buswa guilty of professional misconduct and directed that she appear before the panel to receive a reprimand. She must also successfully complete, at her own expense, a course regarding professional ethics. She needs to do both within 120 days of the panel’s order.

Before she resumes or begins any teaching position, Buswa needs to undergo a physician’s assessment. She was also ordered to pay the College \$5,000 in costs, which must be paid within 120 days of the panel’s order.

The panel found that it was appropriate to make a costs award as Buswa

failed to engage in any way with the disciplinary process and failed to respond to College counsel’s numerous communications. Consequently, her conduct lengthened the duration and increased the expense of the proceedings.

In its decision, the panel stated, “The Member’s decision to attend school under the influence of alcohol and to schedule an extracurricular event without permission, undermined the trust and respect accorded to the teaching profession by parents, students and the public.”

MEMBER Nathalie Marie-Rose Deault
REGISTRATION NO 470486

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Nathalie Marie-Rose Deault for inappropriate conduct. She was formerly employed by the Conseil scolaire catholique du Nouvel-Ontario as an occasional teacher.

Certified to teach in August 2003, Deault attended the discipline hearing on September 1, 2020. She was represented by a paralegal.

Her conduct included:

- not showing up to work at a school after she had accepted an assignment there;
- not attending a scheduled meeting with the board; and
- failing to submit any medical documentation, as requested by the board, after informing the board that she had a medical problem that prevented her from attending the meeting.

The Discipline Committee panel found her guilty of professional misconduct and ordered that her teaching certificate be suspended for three months. She was also directed to appear before the panel to receive a reprimand.

The panel also ordered her to successfully complete, at her own expense, a course on ethics and professional responsibilities. She

needs to do so prior to accepting any position that requires a Certificate of Qualification and Registration.

In its written decision, the panel stated, “Her unprofessionalism and lack of integrity undermine the reputation of the teaching profession.”

MEMBER Spiro Grima
REGISTRATION NO 283720

DECISION Reprimand, undertaking to resign

A Discipline Committee panel ordered that Spiro Grima be reprimanded for verbally abusing students. He is a teacher formerly employed by the Thames Valley District School Board.

Certified to teach in June 1995, Grima did not attend the hearing on October 22, 2020, but was represented by legal counsel.

Grima singled out a student in front of the class and divulged that during parent-teacher interviews he learned that the student did not like him. Grima also yelled in class and spoke in a disparaging or degrading manner about other teachers in front of students.

He has prior discipline history with the College.

The Discipline Committee panel found Grima guilty of professional misconduct and directed that he appear before it to receive a reprimand.

The panel also accepted Grima’s undertaking to resign as a member of the College and never to seek reinstatement of his Certificate of Registration and Qualification.

In its written decision, the panel stated, “Members must address students with respect and refrain from making mocking or personally embarrassing comments to students in front of their peers.”

MEMBER David Benjamin Harrison
REGISTRATION NO 480168

DECISION Revocation, reprimand
A Discipline Committee panel revoked the teaching certificate of David Benjamin Harrison for sexually

abusing a female student. He was formerly employed by the Annapolis Valley Regional Centre for Education in Nova Scotia.

Harrison engaged in an inappropriate personal and sexual relationship with the student. He picked up the student from work, drove around, and had intimate contact with her. The inappropriate physical and sexual contact included kissing her, touching her breasts, and putting his hands down her pants and touching her vagina.

Certified to teach in Ontario in June 2004, Harrison did not attend the hearing on April 22, 2020, and did not have legal representation.

In a criminal court, he pleaded guilty to and was convicted of sexual exploitation of the student. He was sentenced to a 90-day custodial sentence, to be served intermittently, followed by four months of probation. He was also made subject to several ancillary orders.

The Discipline Committee panel found Harrison guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked. The panel also ordered that he receive a reprimand.

In its decision, the panel stated, “Members hold a unique position of trust and authority. They are expected to serve as role models as they are responsible for the well-being, safety and development of their students. It is egregious for teachers to sexually abuse their students.”

MEMBER Siew Kee Rosa Lim
REGISTRATION NO 211972

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Siew Kee Rosa Lim for engaging in verbal, physical and psychological or emotional abuse of her students, and for behaving inappropriately toward colleagues. She did so despite prior warnings from the school board.

Lim was formerly employed by the Toronto District School Board as an occasional teacher.

This matter was heard by the panel on September 11, 2020. Lim, who was certified to teach in May 1989, did not attend the hearing but had legal representation.

Her inappropriate conduct included yelling at students, making abusive comments to students and hitting a student on his hand with the pointy edge of a binder.

The Discipline Committee panel found her guilty of professional misconduct and ordered that her teaching certificate be suspended for six months. She was also directed to receive a reprimand.

The panel also ordered her to successfully complete, at her own expense, a course regarding professional ethics, anger management and cultural sensitivity. She needs to do so prior to starting or resuming any teaching position or any position for which a Certificate of Qualification and Registration is required.

In its written decision, the panel stated, “Members of the profession are expected to conduct themselves in a composed and professional manner, and they must not resort to the inappropriate use of physical force against students.”

MEMBER Anthony Ross
REGISTRATION NO 192730

DECISION Revocation, reprimand
A Discipline Committee panel revoked the teaching certificate of Anthony Ross, a teacher formerly employed by the York Region District School Board, for sexually abusing a male student.

Certified to teach in June 1992, Ross was represented by legal counsel. Neither Ross, nor his counsel, attended the hearing on August 10, 2020.

In a criminal court, Ross pleaded guilty to assault and admitted to touching the student’s forearms without the student’s consent.

In the College proceeding, Ross did not contest that he grabbed the student’s breast with his hand and squeezed it for about 30 seconds, ran his index finger up and down a vein in the student’s bicep, and made unwelcome comments to the student about his body.

Ross received a conditional sentence for a period of 12 months from the criminal court and was confined to his home for the first four months.

He has prior discipline history with the College.

The Discipline Committee panel found Ross guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked. The panel also ordered that he receive a reprimand.

In its decision, the panel stated, “The Member’s unwelcome and intrusive touching of the Student is physically abusive.”

MEMBER Jason Andre Mark Snider, OCT
REGISTRATION NO 534312

DECISION Reprimand, conditions
A Discipline Committee panel reprimanded Jason Andre Mark Snider, a teacher formerly employed by the York Region District School Board, for inappropriate conduct.

This matter was heard by the panel on August 28, 2020. Snider, who was certified to teach in May 2008, did not attend the hearing, but had legal representation.

Snider openly disregarded his board’s decision to deny his absence request and used his personal sick days to attend an event in Costa Rica, in contravention of board policy.

He also misused sick leave benefits to travel to the United States and participate in a business conference on behalf of a distributor of health and wellness products.

The Discipline Committee panel found Snider guilty of professional misconduct and directed him to appear before it to receive a reprimand.

It also ordered him to successfully complete, at his own expense, a course regarding professional ethics. He must do so within 90 days of the panel's order.

In its written decision, the panel stated, "Members are expected to use sick leave benefits in accordance with Board policies and not to take advantage of sick leave policy to take personal trips."

MEMBER Danielle Elizabeth Speck
REGISTRATION NO 675989

DECISION Revocation, reprimand
A Discipline Committee panel revoked the teaching certificate of Danielle Elizabeth Speck for sexually abusing a female student. Formerly employed by the District School Board of Niagara, she was an occasional teacher.

Speck engaged in an inappropriate personal and sexual relationship with the student. Her conduct included touching the student's vagina and breasts over her clothes, kissing, and holding hands with the student.

Certified to teach in August 2016, Speck did not attend the hearing on September 21, 2020, and did not have legal representation.

In a criminal court, she pleaded guilty to and was convicted of one count of sexual interference with the student. She received a six-month conditional sentence followed by three years' probation.

The Discipline Committee panel found Speck guilty of professional misconduct and ordered that her Certificate of Qualification and Registration be revoked. The panel also ordered that she receive a reprimand.

In its decision, the panel stated, "Teachers are expected to serve as positive role models as they are responsible for the well-being, safety and development of students."

MEMBER Carine Larissa

Tchoutizo Tadontsop

REGISTRATION NO 654449

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the teaching certificate of Carine Larissa Tchoutizo Tadontsop for verbally, physically, and psychologically or emotionally abusing students. She was formerly employed by the Conseil des écoles catholiques du Centre-Est as an occasional teacher.

Tadontsop, who was certified to teach in November 2014, attended the hearing on August 21, 2020. She had legal representation.

Her misconduct included:

- shouting at students despite being warned by her principal several times not to do so;
- gripping a student by the wrists;
- making a student cry by refusing to let him use the washroom until he finished his work; and
- failing to intervene when students were throwing snowballs because she was on her cellphone.

The Discipline Committee panel found Tadontsop guilty of professional misconduct and ordered that her certificate be suspended for two months. She was also directed to appear before the panel to receive a reprimand.

In addition, she was directed to complete a course of instruction, at her own expense, regarding anger management and classroom management. She needs to do so within 120 days of the panel's order.

In its written decision, the panel stated, "The Member's conduct damaged the reputation of the teaching profession."

MEMBER Christian Hervé Tchuente
REGISTRATION NO 626957

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Christian Hervé Tchuente for inappropriate conduct. He was a teacher employed by the Conseil des écoles catholiques du Centre-Est as an occasional teacher.

Certified to teach in August 2012,

Tchuente attended the hearing on May 13, 2020, with his legal counsel.

Tchuente used a laptop loaned by his school to access dating sites and post highly private, personal messages on them. The laptop was in his office where students could have accessed the content. In addition, the member used his work computer to access pornographic videos saved on his own Cloud-computing space.

The Discipline Committee panel found Tchuente guilty of professional misconduct and ordered that his teaching certificate be suspended for eight months. The panel also directed that he appear before it to receive a reprimand.

Tchuente must also successfully complete, at his own expense, a course regarding professional ethics, including the responsible use of technology in the professional setting. He needs to do so within 90 days of the panel's order.

In its written decision, the panel stated, "His conduct damaged the reputation of the teaching profession."

MEMBER Fredrick Isaiah Valdez, OCT
REGISTRATION NO 457677

DECISION Reprimand, conditions
A Discipline Committee panel reprimanded Fredrick Isaiah Valdez, a teacher employed by the Avon Maitland District School Board, for unprofessional conduct.

This matter was heard by the panel on July 28, 2020. Valdez, who was certified to teach in June 2002, did not attend the hearing, but had legal representation.

Valdez failed to call 911 when he received information that a student required medical attention and suggested to the school's health nurse that he drive the student to the hospital himself.

The Discipline Committee panel found Valdez guilty of professional misconduct and directed him to appear before it to receive a reprimand.

It also ordered him to successfully complete, at his own expense, a course on effective supervision with

a focus on individualized student needs. He must do so within 90 days of the panel's order.

In its written decision, the panel stated, "Members of the profession must prioritize the safety of students and follow appropriate procedures to ensure student safety."

MEMBER David James Waud

REGISTRATION NO 184669

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of David James Waud for inappropriate conduct and failing to display sensitivity to a student. He is a teacher formerly employed by the Hamilton-Wentworth District School Board.

Certified to teach in June 1985, Waud did not attend the hearing on August 26, 2020, but was represented by legal counsel.

Waud failed to display sensitivity to a student's needs, excluded her from a class trip and failed to treat her equitably as a result.

The Discipline Committee panel found Waud guilty of professional misconduct and ordered that his teaching certificate be suspended for three months. The panel also directed that he appear before it to receive a reprimand. He needs to do so immediately after the hearing or within 90 days of the panel's order.

He must also successfully complete, at his own expense, a course regarding classroom management prior to returning to teaching.

In its written decision, the panel stated, "Among other things, teachers are required to encourage pupils in the pursuit of learning. The Panel finds that by excluding the Student from the class trip, the Member undermined the learning of the Student, which was discouraging, and in direct opposition to the Member's duties." **PS**

Copies of the full decisions are available at oct-oeo.ca/decisions.

Retroactive Revocation

As a result of recent amendments to the *Ontario College of Teachers Act*, the College has revoked the certificates of individuals who the Discipline Committee found to be guilty of an act of professional misconduct consisting of, or including, **sexual abuse** of a student or a prohibited act involving child **pornography**, and did not have their certificates previously revoked.

Affected individuals have been sent notices informing them of the revocation of their certificates and, when applicable, school board employers have also been notified. The public register has been updated to reflect these revocations. The list below identifies affected individuals who are in a revoked status as of December 8, 2020:

- **Buckley, Richard S.** – 438110
Revoked (*Previously Inactive/Non-Practising*)
- **Burdett, Richard Donald Lorne** – 202006
Revoked (*Previously in Good Standing - Subject to Terms, Conditions, or Limitations*)
- **Calautti, Dina** – 281916
Revoked (*Previously in Good Standing - Subject to Terms, Conditions, or Limitations*)
- **Campbell, Andrew Stuart** – 185224
Revoked (*Previously in Good Standing*)
- **Champion, Wendy Joy** – 214896
Revoked (*Previously Inactive/Non-Practising*)
- **Emery, Peter John** – 359239
Revoked (*Previously Inactive/Non-Practising*)
- **Fisher, Dale** – 243842
Revoked (*Previously Inactive/Non-Practising*)
- **French, Victor Damien** – 206416
Revoked (*Previously Inactive/Non-Practising*)
- **Garebian, Keith Stephen** – 295770
Revoked (*Previously Inactive/Non-Practising*)
- **Giaschi, Peter David** – 458483
Revoked (*Previously Inactive/Non-Practising*)
- **Guerin, Stephen Robert** – 162134
Revoked (*Previously Inactive/Non-Practising*)
- **King (or Roy), Philip Louis** – 279444
Revoked (*Previously in Good Standing*)
- **Lemieux, Luc Bernard** – 428030
Revoked (*Previously in Good Standing*)
- **Lusk, Craig James** – 440833
Revoked (*Previously Inactive/Non-Practising*)
- **McLeod (or Morgan), Peter** – 213516
Revoked (*Previously Inactive/Non-Practising*)
- **Orton, Geoffrey James** – 256166
Revoked (*Previously Inactive/Non-Practising*)
- **Park, Anthony John** – 265965
Revoked (*Previously Inactive/Non-Practising*)
- **Peckham, David MacDonald** – 153978
Revoked (*Previously Inactive/Non-Practising*)
- **Rafael, Jeffery David** – 215131
Revoked (*Previously Inactive/Non-Practising*)
- **Rosewell, David Arthur** – 274492
Revoked (*Previously Inactive/Non-Practising*)
- **Ross, Anthony** – 192730
Revoked (*Previously Inactive/Non-Practising*)
- **Shafley, Gregory Glynn** – 146697
Revoked (*Previously Inactive/Non-Practising*)
- **Siakotos, George** – 458027
Revoked (*Previously Inactive/Non-Practising*)
- **Spence, Stephen Michael** – 159073
Revoked (*Previously Inactive/Non-Practising*)
- **Strong, Joseph Manuel A.** – 129130
Revoked (*Previously Inactive/Non-Practising*)
- **Walker, William Douglas** – 140381
Revoked (*Previously Inactive/Non-Practising*)
- **Webb, Julia Ann** – 252725
Revoked (*Previously Inactive/Non-Practising*)
- **Wood, Ross Lauchlin** – 222437
Revoked (*Previously Inactive/Non-Practising*) **PS**

Discipline Summaries

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MEMBER Arthur Joseph Allore, OCT
REGISTRATION NO 179841

DECISION Reprimand, conditions
A Discipline Committee panel reprimanded Arthur Joseph Allore, a teacher employed by the Algonquin and Lakeshore Catholic District School Board, for unprofessional conduct.

This matter was heard by the panel on December 3 and 18, 2020. Allore, who was certified to teach in June 1988, attended the hearing on December 18. He had legal representation.

Allore allowed a student to drive his truck, unsupervised, on school property for an outdoor school project. While the student drove Allore's truck, two other students jumped onto the

back of the truck. He also engaged in communications of a personal nature with another student and did not report the same student's concerns about her safety and well-being to the school principal.

The Discipline Committee panel found Allore guilty of professional misconduct and directed him to appear before it to receive a reprimand.

The panel also ordered him to successfully complete, at his own expense, a course covering professional boundaries. He must do so within 90 days of the panel's order.

In its written decision, the panel stated, "Members of the teaching profession are expected to properly supervise their students and maintain professional boundaries in all forms of communication with students. This is vital to maintaining the public's trust."

MEMBER James Lindsay Ashwin
REGISTRATION NO 178187

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of James Lindsay Ashwin for unprofessional conduct. He is a teacher employed by the Toronto District School Board.

This matter was heard by the panel on January 11 and February 2, 2021. Ashwin, who was certified to teach in June 1991, did not attend the majority of the hearing and did not have legal representation.

His misconduct included:

- being unaware of a student's identified learning exceptionality and being unfamiliar with the accommodations afforded to the student under his Individual Education Plan;
- conducting himself in a discourteous manner and slamming the door on his way out of a meeting; and
- engaging in unwelcome physical contact with a person who was doing a practicum teaching placement under Ashwin's supervision, and making a comment about hormones and human behaviour that made the person feel uncomfortable.

The Discipline Committee panel found him guilty of professional misconduct and ordered that his teaching certificate be suspended for three months. He was also directed to receive a reprimand.

The panel also ordered him to successfully complete, at his own expense, a course or courses regarding maintaining professional and appropriate boundaries with colleagues, anger management, and ethical and professional responsibilities related to students with identified needs. He needs to do so within 90 days of the panel's order.

In its written decision, the panel stated, "Associate teachers are expected to serve as positive and professional role models for student teachers under their supervision."

MEMBER Pascal Pierre Germain Baillou
REGISTRATION NO 654364

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Pascal Pierre Germain Baillou, an occasional teacher formerly employed by the Conseil des écoles catholiques du Centre-Est, for engaging in verbal, physical, and psychological or emotional **abuse** of his students. He did so despite his principal's advice and the disciplinary measures imposed by his board.

This matter was heard by the panel on January 11 and February 3, 2021. Baillou, who was certified to teach in March 2015, attended the hearing and had legal representation.

Baillou used unnecessary physical force and inappropriate verbal interventions with students. His inappropriate conduct included:

- shouting at students;
- pushing a student toward the cloakroom and pinching his back; and
- grabbing a student by the neck, making him cry from the pain.

The Discipline Committee panel found him guilty of professional misconduct and ordered that his teaching certificate be suspended for six months. He was also directed to receive a reprimand.

The panel also ordered him to successfully complete, at his own expense, a course in anger management and appropriate discipline. He needs to do so prior to resuming a teaching position or any position that requires a Certificate of Qualification and Registration.

In its written decision, the panel stated, "Aggravating factors in the Member's case are his aggressive behaviour and inappropriate classroom management, which were repeated on numerous occasions and involved a number of students."

MEMBER Timothy Edward Bradley
REGISTRATION NO 259944

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the teaching certificate of Timothy Edward Bradley for a pattern of insensitive, demeaning and unprofessional behaviour toward a teacher candidate.

Bradley, who was certified to teach in September 1993 and is employed by the London District Catholic School Board, attended the hearing on June 24, 2019, and had legal representation.

Bradley made a number of inappropriate comments about the teacher candidate's cultural background. He also embarrassed her in front of students and repeatedly made inappropriate contact with her, which the panel found to be harassing and **sexual** in nature.

The panel found Bradley guilty of professional misconduct and ordered that his certificate be suspended for two months. He was directed to appear before it to receive a reprimand.

In addition, Bradley was directed to complete a course, at his own expense, on sensitivity and maintaining boundaries with colleagues. He needs to do so within 90 days of the panel's order.

In its written decision, the panel stated, "It is unacceptable for members of the profession to make unwanted advances or physical contact with their colleagues."

MEMBER Musualuendu Buyamba
REGISTRATION NO 424668

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Musualuendu Buyamba for inappropriate conduct. He was employed by the Conseil scolaire Viamonde as an occasional teacher.

Certified to teach in August 1999, Buyamba attended the hearing on December 3, 2020, and January 19, 2021. He had no legal representation.

Buyamba intervened physically with two students and made inappropriate remarks to another student. The Discipline Committee panel found that his conduct showed poor professional judgment and was unnecessarily aggressive and discouraging to his young students.

The panel found Buyamba guilty of professional misconduct and ordered that his teaching certificate be suspended for four months. The panel directed that he appear before it to receive a reprimand.

He must also successfully complete, at his own expense, a course in classroom management. He needs to do so prior to accepting any position for which a Certificate of Qualification and Registration is required.

In its written decision, the panel stated, "Teachers must behave professionally and respectfully at all times."

MEMBER Andrew Reuben Camani
REGISTRATION NO 236985

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the teaching certificate of Andrew Reuben Camani for intimidating conduct toward a colleague, who was also his superior. He is a teacher employed by the Grand Erie District School Board.

Camani, who was certified to teach in June 1991, did not attend the hearing on March 31, 2021. He had no legal representation.

Camani pried into his superior's past, sent emails under a pseudonym to the same superior's former colleagues and friends, and gave her inappropriate

gifts and a poem. After the superior explained why the poem and gifts were inappropriate, and made it known to Camani that his feelings were not reciprocated, Camani persisted in harassing her, which undermined a respectful professional environment.

The Discipline Committee panel found Camani guilty of professional misconduct and ordered that his certificate be suspended for four months. He was also directed to receive a reprimand.

In addition, he was directed to complete a course of instruction, at his own expense, regarding boundary violations. He needs to do so prior to starting or returning to teaching or any position requiring a Certificate of Qualification and Registration.

In its written decision, the panel stated, "Members are expected to maintain appropriate and professional boundaries with colleagues and superiors, and to uphold a safe and collegial work environment, which the Member failed to do by harassing [his colleague]."

MEMBER Kandis Denise Clark, OCT
REGISTRATION NO 198479

DECISION Reprimand, conditions

A Discipline Committee panel reprimanded Kandis Denise Clark, a teacher employed by the York Region District School Board, for unprofessional conduct.

This matter was heard by the panel on December 3 and 18, 2020. Clark, who was certified to teach in June 1991, attended the hearing on December 18, 2020. She was self-represented.

Clark submitted unsubstantiated health benefit claims to the board's benefits provider. The total amount claimed was \$2,229.84.

She also permitted racially and culturally insensitive comments to be posted on her Facebook account. In doing so, she allowed disrespectful comments to be spread to the community at large.

The Discipline Committee panel found Clark guilty of professional misconduct and directed her to appear before it to receive a reprimand.

The panel also ordered her to successfully complete, at her own expense, a course on ethical standards for the teaching profession with a focus on the responsible use of electronic communication and social media. She must do so within 90 days of the panel's order.

In its written decision, the panel stated, "Essentially, teachers must serve as positive role models and upstanding members of their communities."

MEMBER Christopher Seth Cond, OCT
REGISTRATION NO 434234

DECISION Reprimand, conditions
A Discipline Committee panel reprimanded Christopher Seth Cond, a teacher and coach employed by the Algoma District School Board, for failing to adequately supervise students.

This matter was heard by the panel on July 14, 2020. Cond, who was certified to teach in June 2000, attended the hearing and had legal representation.

Cond's supervisory responsibilities included following and enforcing policies of the board and the Ontario Federation of School Athletic Associations, which exist to ensure student safety.

His misconduct included failing to follow policies and not advising his principal in a timely fashion when he learned about potential alcohol and drug use by students who were under his supervision.

The Discipline Committee panel found Cond guilty of professional misconduct and directed him to appear before it to receive a reprimand.

The panel ordered him to successfully complete, at his own expense, a course regarding professional ethics with a focus on student supervision. He must do so within 120 days of the panel's order.

It also ordered him to not coach or participate in supervising any school-related team, sport or extra-curricular activity, or any students from any school-related team, sport or extracurricular activity for 24 months.

In its written decision, the panel stated, "By failing to report students'

alcohol and drug use to his principal, and by withholding information about the incident from the Board, the Member failed to act as a positive influence and to embody honesty and moral action."

MEMBER Aaron Allen Dale
REGISTRATION NO 656130

DECISION Revocation, reprimand
A Discipline Committee panel revoked the teaching certificate of College member Aaron Allen Dale for inappropriate conduct. He was a teacher in Surrey, United Kingdom (U.K.).

Certified to teach in July 2014, Dale attended the hearing on December 3, 2020 and January 29, 2021 with his legal counsel.

While working in the U.K., Dale used his personal laptop to search for websites and material involving sexual activity with children. As a result of this conduct, he was found to have committed professional misconduct by the U.K.'s Teaching Regulatory Authority and was prohibited from teaching indefinitely by the U.K.'s Secretary of State for Education.

The Discipline Committee panel found him guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked. The panel also ordered that he receive a reprimand.

In its decision, the panel stated, "By searching for websites and materials that involve sexual activity with children and that objectify and exploit children, the Member failed to behave as an appropriate role model."

MEMBER Patrick George Elliott
REGISTRATION NO 193581

DECISION Suspension, reprimand, conditions
A Discipline Committee panel suspended the certificate of Patrick George Elliott for criminal behaviour. He was a vice-principal formerly employed by the Hamilton-Wentworth District School Board.

Certified to teach in June 1996, Elliott attended the hearing on March 9, 2021, and was represented by legal counsel.

Elliott forged documentation that was submitted to the United States (U.S.) Consulate in support of an application for U.S. citizenship; accepted a travel expense reimbursement from the board that he knew or ought to have known was for a personal expense; and provided a superintendent with teaching materials and answer guides without authorization.

In a criminal court, he was found guilty on two counts of knowingly causing the U.S. Consulate to use a forged document.

The Discipline Committee panel found Elliott guilty of professional misconduct and ordered that his teaching certificate be suspended for 18 months. The panel also directed that he appear before it to receive a reprimand.

He must also successfully complete, at his own expense, courses in boundary violation issues with colleagues and ethical standards of practice. He needs to do so prior to resuming or starting a position for which a Certificate of Qualification and Registration is required.

In its written decision, the panel stated, "The Member's criminal and dishonest behaviour demonstrates a serious breach of the public's trust and undermines the reputation of the teaching profession."

MEMBER Shahin Fazl
REGISTRATION NO 445136

DECISION Suspension, reprimand, conditions, costs
A Discipline Committee panel suspended the certificate of Shahin Fazl for inappropriate conduct. He was a teacher formerly employed by the Toronto District School Board.

Certified to teach in August 2001, Fazl did not attend the hearing on September 2, 2020. He had no legal representation.

His inappropriate conduct included:

- engaging in sexual harassment of a colleague;
- making inappropriate comments of a sexual nature to her;
- sending inappropriate electronic communications to her; and

- engaging in inappropriate physical and/or **sexual** contact with her.

Fazl had prior discipline history with the College for **sexual** harassment of another colleague.

The Discipline Committee panel found Fazl guilty of professional misconduct and ordered that his teaching certificate be suspended for six months. The panel also directed that he receive a written reprimand.

Fazl must also successfully complete, at his own expense, a course in professional boundaries and professional ethics. He needs to do so within 120 days of the panel's order.

He was also ordered to pay the College \$10,000 in costs within 120 days of the panel's order, considering, among other things, that Fazl refused to participate in the discipline process and was deliberately obstructionist in his communications with the College.

In its written decision, the panel stated, "The public's trust in the teaching profession is eroded when members model inappropriate behaviour in the school community, which in this case involved the **sexual** harassment of a colleague."

MEMBER Nolan Stuart Feldman

REGISTRATION NO 526066

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Nolan Stuart Feldman for inappropriate conduct. He was a teacher formerly employed by the York Region District School Board.

Certified to teach in February 2008, Feldman did not attend the hearing on March 2, 2021. He did not have legal representation.

Feldman misappropriated medical leave by working in the restaurant industry while he was off work but still receiving a salary and benefits from the board.

The Discipline Committee panel found Feldman guilty of professional misconduct and ordered that his teaching certificate be suspended for two months. The panel also directed that he receive a written reprimand.

He must also successfully complete, at his own expense, a course in professional ethics. He needs to do so prior to returning to teaching or to any position for which a Certificate of Qualification and Registration is required.

In its written decision, the panel stated, "The Member's use of his medical leave to engage in an economic venture in the restaurant industry is concerning and indicative of poor professional judgment."

MEMBER David Flitton, OCT

REGISTRATION NO 190997

DECISION Reprimand, conditions
A Discipline Committee panel reprimanded David Flitton, a teacher formerly employed by the Waterloo Catholic District School Board, for disgraceful, dishonourable or unprofessional conduct.

The panel heard this matter on December 3, 2020, and March 8, 2021. Flitton, who was certified to teach in June 1988, did not attend the hearing but had legal representation.

Flitton posted or shared racist and culturally insensitive content on his personal Facebook page that identified him as an employee of the board.

The Discipline Committee panel found him guilty of professional misconduct and directed him to receive a reprimand in writing.

The panel also ordered him to successfully complete, at his own expense, a course in professional boundaries/appropriate use of social media and cultural sensitivity. He must do so within 90 days of the panel's order.

In its written decision, the panel stated, "There is no place in the teaching profession for members to promote intolerance on social media."

MEMBER Sean Gacich

REGISTRATION NO 257000

DECISION Reprimand, undertaking to resign

A Discipline Committee panel ordered that Sean Gacich, a teacher formerly employed by the Toronto District School Board, be reprimanded for engaging in a concerning

pattern of inappropriate conduct, which included making inappropriate comments to students and engaging in **sexual** misconduct.

Certified to teach in June 1992, Gacich attended the hearing on January 11 and March 1, 2021, with his legal counsel.

His misconduct included:

- exposing students to behaviour or remarks of a **sexual** nature;
- touching several students on their arms with a Freezie and saying "brrr";
- making comments about the physical appearance of several female students that were inappropriate and offensive;
- failing to respect the personal space of his female students by standing, sitting or leaning too close to them;
- looking at female students in a manner that made them uncomfortable; and
- accessing images of art depicting naked bodies from a board computer while at school during work hours.

The Discipline Committee panel found Gacich guilty of professional misconduct and directed that he receive a reprimand in writing.

The panel also accepted Gacich's undertaking to resign as a member of the College and never to seek reinstatement of his Certificate of Registration and Qualification.

In its written decision, the panel stated, "Teachers hold a unique position of trust and authority, and it is emotionally abusive for them to repeatedly fail to maintain appropriate boundaries with students in a way that makes the students feel uncomfortable at school. The Member's conduct therefore amounts to psychological or emotional **abuse** of students."

MEMBER Kimberly Elizabeth Kaiser

REGISTRATION NO 269695

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Kimberly Elizabeth Kaiser for unprofessional conduct, despite multiple warnings and discipline from her

employer. She was a teacher formerly employed by the District School Board of Niagara.

Certified to teach in November 1998, Kaiser attended the discipline hearing on February 17, 2021, with her legal counsel.

Kaiser repeatedly failed to adequately supervise her students or to demonstrate adequate care when students from her classes went missing or were unaccounted for while under her professional supervision. On at least one occasion, Kaiser failed to implement the appropriate emergency procedure regarding missing students.

By leaving her students unsupervised on multiple occasions, Kaiser did not maintain proper order in her class or at the school, and she jeopardized student safety.

She also made inappropriate comments about students to parents and about school administration to a colleague. She used a negative stereotype while discussing the classroom behaviour of two students with her colleagues.

Furthermore, Kaiser deflected her classroom management duties by telling one or more students to discuss a classmate's behaviour with their parents. She also demonstrated poor professional judgment by throwing an item across the classroom in the presence of a colleague.

The Discipline Committee panel found her guilty of professional misconduct and ordered that her teaching certificate be suspended for four months. She was directed to appear before the panel to receive a reprimand.

The panel also ordered her to successfully complete, at her own expense, a course in classroom management. She needs to do so prior to starting or resuming any teaching position or any position that requires a Certificate of Qualification and Registration.

In its written decision, the panel stated, "Members are expected to ensure that all students are safe while under their professional supervision

and to model professionalism in their interactions with members of the school community, including when they speak about students to parents and colleagues."

MEMBER Shannon Lionel Kaye
REGISTRATION NO 574131

DECISION Revocation, reprimand
A Discipline Committee panel revoked the teaching certificate of College member Shannon Lionel Kaye for engaging in sexual activity with a female student on two occasions. On one occasion the sexual activity involved the student, the student's friend, the member, the member's girlfriend, and another individual.

Certified to teach in August 2009, Kaye did not attend the hearing on January 11 and April 1, 2021, and did not have legal representation.

Kaye was charged with sexual exploitation and sexual assault. He was also charged with two additional counts. He entered into a 12-month peace bond and all criminal charges were withdrawn.

The Discipline Committee panel found Kaye guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked. The panel also ordered that he receive a reprimand.

In its decision, the panel stated, "By engaging in such immoral and abhorrent conduct, the Member demonstrated a fundamental breach of his duties as a teacher."

MEMBER Gail Audrey Kuder, OCT
REGISTRATION NO 255943

DECISION Reprimand, conditions
A Discipline Committee panel reprimanded Gail Audrey Kuder, a teacher formerly employed by the Upper Grand District School Board, for unprofessional conduct.

This matter was heard by the panel on December 3 and 21, 2020. Kuder, who was certified to teach in June 1994, attended the hearing and had legal representation.

In an attempt to break up what she thought was a fight, Kuder grabbed

and pulled the neck of a student's sweatshirt from behind without warning. Her miscalculation of the situation resulted in the student being surprised by Kuder's actions and caused the student to feel choked and afraid of her.

Kuder had previously engaged in inappropriate physical contact with students. The Discipline Committee panel found her guilty of professional misconduct and directed her to appear before it to receive a reprimand. The panel also ordered her to successfully complete, at her own expense, a course in professional boundaries. She must do so prior to resuming or starting a teaching position or any position requiring a Certificate of Qualification and Registration.

In its written decision, the panel stated, "The Member could have and should have first attempted to break up the fight using non-physical means. As such, her actions were contrary to the Ethical Standards."

MEMBER Ester Sonia Lancia, OCT
REGISTRATION NO 422776

DECISION Reprimand, conditions
A Discipline Committee panel reprimanded Ester Sonia Lancia, a teacher employed by the York Region District School Board, for dishonest conduct toward her employer.

This matter was heard by the panel on January 11 and February 23, 2021. Lancia, who was certified to teach in January 1999, did not attend the hearing but had legal representation.

Lancia travelled to Italy during a medical leave of absence without telling the board, neither at the time she booked the trip nor when she requested medical leave, that she would be abroad.

The Discipline Committee panel found Lancia guilty of professional misconduct and directed her to appear before it to receive a reprimand.

It also ordered her to successfully complete, at her own expense, a course in ethical practice within 90 days of the panel's order.

In its written decision, the panel stated, “As leaders and role models in their school communities, it is improper for members of the profession to engage in this type of misleading conduct.”

MEMBER Valerie Lehotsky
REGISTRATION NO 400632

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Valerie Lehotsky for inappropriate conduct. She was a teacher formerly employed by the Waterloo Region District School Board.

This matter was heard by the panel on January 11 and February 23, 2021. Lehotsky, who was certified to teach in June 1987, attended the hearing. She had legal representation.

Lehotsky grabbed, stepped on, yelled at, or otherwise physically interfered with students. She also sent students into the hallway without supervision.

The Discipline Committee panel found her guilty of professional misconduct and ordered that her teaching certificate be suspended for one month. She was directed to receive a reprimand.

The panel also ordered her to successfully complete, at her own expense, a course in professional boundaries within 120 days of the panel's order.

In its written decision, the panel stated, “By tapping students on the foot, toes, thigh and head, and pulling a student by the hood of his sweater, the Member failed to maintain the standards of the teaching profession.”

MEMBER William Harvey Lister
REGISTRATION NO 245924

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of William Harvey Lister for verbally abusing students and engaging in other unprofessional conduct. He is a teacher employed by the Ottawa-Carleton District School Board.

This matter was heard by the panel on May 17, 2019, and November 3, 2020. Lister, who was certified to teach in June 1985, attended the penalty phase of the hearing. He had legal representation.

Lister repeatedly made inappropriate and misogynistic comments to students. He also made negative comments about feminism and women in general to students and on his personal Facebook page.

The Discipline Committee panel found him guilty of professional misconduct and ordered that his teaching certificate be suspended for one month. He was directed to receive a reprimand.

The panel also ordered him to successfully complete, at his own expense, a course in maintaining appropriate professional boundaries with students. He needs to do so within 90 days of returning to teaching or commencing any position for which a Certificate of Qualification and Registration is required.

In its written decision, the panel stated, “The aggravating factors in the Member's case are the repeated nature of the inappropriate comments and the psychological or emotional harm that the Member's conduct has had on female students.”

MEMBER Robert Vincent Louis Mancini
REGISTRATION NO 489260

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Robert Vincent Louis Mancini for engaging in a concerning pattern of inappropriate and unethical conduct.

He was teaching in Switzerland and following the Ontario Ministry of Education curriculum.

Certified to teach in July 2005, Mancini attended the hearing with his legal counsel on January 11 and February 5, 2021.

Mancini's misconduct included:

- telling his students that they could benefit from the time difference to gain early access to Ontario Secondary School Literacy Test (OSSLT)

questions. He claimed he had a friend who was able to access the questions ahead of the international testing date;

- offering and charging students for off-campus tutoring lessons where he gave them direction on writing an essay for his class;
- failing to provide students with materials and adequate support in their preparation for competitions;
- failing to properly prepare interim report cards for his students by creating identical report cards for every student with only the name changed;
- appropriating the work of other teachers without properly attributing the work to them;
- having heated exchanges in his class with a student in front of his other students;
- failing to adequately supervise students;
- using profanity in class;
- encouraging students to only write positive reviews about him in his evaluation and removing an unfavourable evaluation;
- socializing with students on weekends at local bars, drinking alcohol with them, inviting students to his apartment for food, facials and alcohol, and inviting himself along on independent travel weekends with students; and
- sharing, while intoxicated, sensitive information that a student had confided in him with his colleagues while smiling and giggling.

The Discipline Committee panel found Mancini guilty of professional misconduct and ordered that his teaching certificate be suspended for six months. The panel also directed that he appear before it to receive a reprimand.

He must also successfully complete, at his own expense, a course in boundary violations and professional ethics. He needs to do so within 120 days of the panel's order.

In its written decision, the panel stated, “By engaging in a pattern of inappropriate and unethical conduct, the Member was a poor role model for

students, he jeopardized student safety, and he tarnished the reputation of the teaching profession.”

MEMBER Nicholas Clark Oakley
REGISTRATION NO 672389

DECISION Revocation, reprimand
A Discipline Committee panel revoked the teaching certificate of Nicholas Clark Oakley, a teacher formerly employed by the Ottawa-Carleton District School Board for verbally, psychologically or emotionally, and sexually abusing female students.

Certified to teach in July 2015, neither Oakley nor his legal counsel attended the hearing on December 3 and December 15, 2020.

Oakley sent inappropriate electronic messages with sexual innuendoes to students and made sexual remarks to students. The Member also failed to maintain appropriate and professional boundaries with his subordinates.

The Discipline Committee panel found Oakley guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked. The panel also ordered that he receive a reprimand.

In its decision, the panel stated, “The definition of sexual abuse in the Act includes behaviour or remarks of a sexual nature by a member towards a student.”

MEMBER Tina Opare, OCT
REGISTRATION NO 499225

DECISION Reprimand, conditions
A Discipline Committee panel reprimanded Tina Opare, a teacher employed by the Toronto District School Board, for unprofessional conduct.

This matter was heard by the panel on March 9, 2021. Opare, who was certified to teach in June 2006, attended the hearing and had legal representation.

Opare failed to fulfil her reporting duty after a student disclosed to her that other students were sexually harassing her by asking her for sexual favours and calling her a whore. Specifically, Opare misrepresented the information that had been com-

municated to her when she reported it to her vice-principal.

The Discipline Committee panel found Opare guilty of professional misconduct and directed her to appear before it to receive a reprimand.

It also ordered her to successfully complete, at her own expense, a course in ethics, including the duty to report disclosures of sexual misconduct by students. She must do so within 90 days of the panel’s order.

In its written decision, the panel stated, “Members of the profession must prioritize student safety and well-being and follow appropriate procedures when student disclosures about alleged sexual misconduct by other students are made to them.”

MEMBER Barbara Jean Organ
REGISTRATION NO 197966

DECISION Revocation, reprimand
A Discipline Committee panel revoked the Certificate of Qualification and Registration of Barbara Jean Organ for sexually abusing a female student. She was formerly employed by the Lambton Kent District School Board.

Organ was licensed to teach in June 1992. She did not attend the hearing on December 3 and 11, 2020, but had legal representation.

Organ had an inappropriate personal relationship and a sexual relationship with the student that included living together as a couple. In a criminal court, she was found guilty of sexual exploitation of the student.

The Discipline Committee panel found Organ guilty of professional misconduct and directed the Registrar to revoke her Certificate of Qualification and Registration. The panel also directed that she appear before the committee to receive a reprimand. She needs to do so within 60 days of the panel’s order.

In its written decision, the panel stated, “The teaching profession does not tolerate the sexual abuse of students by members and this type of criminal conduct clearly relates to a member’s suitability to hold a teaching certificate.”

MEMBER Christopher Allan Rollo
REGISTRATION NO 255009

DECISION Revocation, reprimand
A Discipline Committee panel revoked the teaching certificate of Christopher Allan Rollo, a teacher formerly employed by the Halton District School Board, for sexually abusing students.

Certified to teach in June 1992, Rollo did not attend the hearing on March 8, 2021, and had no legal representation.

Rollo engaged in inappropriate conduct, such as using the photos of a former student to pose as a teenage boy online to communicate with young females on social media sites, and engaging in online communications of a sexual nature with students. He also possessed child pornography.

In a criminal court, Rollo pleaded guilty to and was convicted of two counts of child luring and one count of possession of child pornography.

Rollo was sentenced to a total of 45 months’ incarceration and was made subject to various ancillary orders.

The Discipline Committee panel found Rollo guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked. The panel also ordered that he receive a reprimand.

In its decision, the panel stated, “By engaging in such immoral and abhorrent conduct, the Member demonstrated a fundamental breach of his duties as a teacher.”

MEMBER Judith M. Sincennes
REGISTRATION NO 283613

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Judith M. Sincennes, a principal formerly employed by the Conseil des écoles catholiques du Centre-Est, for inappropriate conduct.

Certified to teach in January 1998, Sincennes attended the discipline hearing on December 3 and 15, 2020. She was represented by legal counsel.

Sincennes’s conduct included:

- frequent absences during an academic year without providing explanations for her absences.

During her non-medical absences, she sometimes asked teachers to sign report cards, which was her own responsibility;

- making inappropriate personal use of the credit card she was given to use for her professional duties;
- claiming expenses more than once from the board;
- issuing cheques in her name that drew on board funds without supporting documents;
- exceeding the allocations for items including meals and coffee for school staff;
- failing to notify her supervisor concerning a conflict of interest related to the hiring and remuneration of someone she knew; and
- belittling staff members.

The Discipline Committee panel found her guilty of professional misconduct and ordered that her teaching certificate be suspended for five months. She was directed to appear before the panel to receive a reprimand.

The panel also ordered her to successfully complete, at her own expense, a course on professional ethics. She needs to do so within 90 days of the panel's order.

In its written decision, the panel stated, "Aggravating factors in the Member's case are the repeated nature of her misconduct in a variety of situations over several years."

MEMBER Joseph Keith Turner

REGISTRATION NO 245305

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Joseph Keith Turner for inappropriate conduct. He was a teacher formerly employed by the Toronto District School Board.

Turner made inappropriate physical contact with a student by taking hold of the hood of his sweatshirt, which had the effect of "choking" the student as he tried to get away. Turner was previously disciplined by the College and the board for unnecessary use of physical force against students, among other things.

This matter was heard by the panel on March 25, 2021. Turner, who was certified to teach in June 1989, attended the hearing and had legal representation.

The Discipline Committee panel found him guilty of professional misconduct and ordered that his teaching certificate be suspended for four months. He was directed to appear before the panel to receive a reprimand.

The panel also ordered him to successfully complete, at his own expense, a course in anger management. He needs to do so prior to returning to teaching.

In its written decision, the panel stated, "The aggravating factors in the Member's case are the fact that the Member has been the subject of College and Board discipline in the past and that he engaged in similar misconduct even after having received discipline letters from his Board seeking to address his concerning behaviour."

MEMBER Derek Martin Winer

REGISTRATION NO 495352

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the teaching certificate of Derek Martin Winer, a teacher formerly employed by the Hamilton-Wentworth District School Board, for a pattern of deficiencies relating to his teaching, classroom management, recordkeeping and reporting. His conduct resulted in an Educational Assistant (EA) being physically injured.

Winer, who was certified to teach in November 2005, attended the hearing on February 26, 2021, with his legal counsel.

Winer's conduct included:

- failing to provide adequate and structured classroom programming for his students and allowing them to watch an inappropriate cartoon in class;
- allowing a student to call him "daddy" in class;
- failing to accurately communicate classroom activities, student

progress and student needs to parents and behavioural therapists;

- failing to accurately and appropriately assess student progress, including making an inappropriate comment on a draft progress report;
- failing to assist staff during student behavioural outbursts, while condoning and positively reinforcing negative behaviour, which escalated situations within the class resulting in physical injury (bruises and a torn shirt to one EA); and
- demonstrating preferential treatment to certain students that led to disruptive classroom outbursts by students, which were not properly addressed.

Winer has a prior discipline history with the College and his board.

The Discipline Committee panel found Winer guilty of professional misconduct and incompetent as defined in the *Ontario College of Teachers Act, 1996*. The panel ordered that his certificate be suspended for two months. He was also directed to appear before the panel to receive a reprimand.

In addition, Winer was directed to complete, at his own expense, an Additional Qualification course or Additional Basic Qualification course that covers curriculum, lesson planning, instructional strategies, and assessment of student learning for students with special needs. He needs to do so prior to filling or resuming a teaching position or any position requiring a Certificate of Qualification and Registration.

In its written decision, the panel stated, "Members are expected to teach diligently and to prioritize the learning and well-being of students by demonstrating skill and sensitivity in responding to the needs and exceptionalities of students and in co-operating with colleagues and staff to meet the needs of students." **PS**

Copies of the full decisions are available at oct-oeoo.ca/decisions.

Discipline Summaries

Three-member panels of the Discipline Committee conduct public hearings into cases of alleged incompetence or professional misconduct. Panels are composed of elected and appointed Council members. The certificate of a member found to be incompetent or guilty of professional misconduct may be revoked, suspended, and/or made subject to terms, conditions or limitations. In findings of professional misconduct, the committee may also reprimand, admonish or counsel the member, impose a fine, and order the member to pay costs.

*Summaries of recent disciplinary cases are published on the following pages. Where the name of an employer is withheld, it is typically to protect the identity of students or to comply with a publication ban ordered by a court or the tribunal. Copies of the full decisions are available at oct.ca → **Members** → **Complaints and Discipline** → **Decisions**.*

*The College publishes professional advisories, available at oct-oeeo.ca/ **advisories**, which are intended to inform members' professional judgment and practice. For more information about the Ethical Standards for the Teaching Profession, please visit oct-oeeo.ca/ethical.*

*For a glossary of terms used in these summaries, please visit oct-oeeo.ca/ **DecisionGlossary**.*

MEMBER Adrian Michael Black
REGISTRATION NO 400220

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Adrian Michael Black for physical **abuse** and failure to supervise students. He is a teacher employed by the Upper Canada District School Board.

Black made inappropriate contact with a student by grabbing and pulling him and by pushing and/or blocking students in a doorway. He also failed to adequately supervise these students after they ended up outside, which resulted in another student's injury.

Certified to teach in June 1990, Black attended the hearing on February 5, 2020, and was represented by legal counsel.

The Discipline Committee panel found Black guilty of professional misconduct and ordered that his teaching certificate be suspended for four months. The panel also directed that he appear before it to receive a reprimand.

He must also successfully complete, at his own expense, a course regarding professional boundaries, classroom management and anger management. He needs to do so within 180 days of the decision.

In its written decision, the panel stated, "Members of the profession are expected to conduct themselves in a composed and professional manner and they must not resort to the inappropriate use of physical force against students."

MEMBER Martin Gaeton Bonello
REGISTRATION NO 444525

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Martin Gaeton Bonello for inappropriate conduct. He is a teacher formerly employed by the Peel District School Board.

Certified to teach in July 2001, Bonello did not attend the hearing on November 12, 2019, but was represented by legal counsel.

Bonello made a culturally insensitive and unprofessional comment to a student.

His disregard for board policy and compliance with the *Occupational Health and Safety Act* in his woodworking technology class demonstrates that he also failed to adequately supervise his students.

The Discipline Committee panel found Bonello guilty of professional misconduct and ordered that his teaching certificate be suspended for six months. The panel also directed that he appear before it to receive a reprimand. He needs to do so within 90 days of the panel's order.

He must also successfully complete, at his own expense, a course regarding classroom management with a focus on supervision and sensitivity training. He needs to do so prior to resuming or starting a teaching position or any position requiring a Certificate of Qualification and Registration.

In its written decision, the panel stated, "The fact that the Member received two suspensions from his Board, and a written caution and written admonishment from the College's Investigation Committee, raises serious concerns regarding his professional judgment."

MEMBER Roshan Canagasaby
REGISTRATION NO 531715

DECISION Revocation, reprimand
A Discipline Committee panel revoked the teaching certificate of Roshan Canagasaby for engaging in verbal, physical, emotional and **sexual abuse** of female students. He was employed by the Halton District School Board.

His conduct included:

- having inappropriate **sexual** conversations with, and making **sexually** suggestive comments or gestures to students;
- rubbing his head down the chest area of students; and
- running his hand down the backs of students.

The definition of **sexual abuse** under the *Ontario College of Teachers Act*, 1996 includes touching, behaviour or remarks of a **sexual** nature by a member toward a student.

Certified to teach in June 2008, Canagasaby attended the hearing on January 20, 2020, and had legal representation.

The Discipline Committee panel found Canagasaby guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked. The panel also ordered that he receive a reprimand.

In its decision, the panel stated, "The Member's conduct is unbecoming a member, in that it undermines the reputation of the teaching profession."

MEMBER Kevin Ho-Wai Chan
REGISTRATION NO 573032

DECISION Revocation, reprimand
A Discipline Committee panel revoked the teaching certificate of Kevin Ho-Wai Chan for sexually abusing a female student. He was a tutor at a Toronto private school.

Certified to teach in March 2010, Chan did not attend the hearing on January 17, 2020. He had no legal representation.

Chan spent time alone with the student. He gave her rides in his car, spoke with her about personal and intimate issues, frequently held her hand, hugged her, and kissed her on the cheek in a way that violated her sexual integrity.

The definition of sexual abuse in the *Ontario College of Teachers Act, 1996* includes touching, behaviour or remarks of a sexual nature by a College member toward a student.

In a criminal court, Chan was found

guilty of sexual assault and sexual interference. He was sentenced to 90 days of incarceration to be followed by three years of probation. He was also made the subject of a number of ancillary orders.

The Discipline Committee panel found Chan guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked. The panel also ordered that he receive a reprimand.

In its decision, the panel stated, “Members are expected to create a safe learning environment for students, and not to exploit their position for their own sexual gratification.”

MEMBER Douglas Christopher Dale
REGISTRATION NO 278313

DECISION Revocation, reprimand
A Discipline Committee panel revoked the teaching certificate of Douglas Christopher Dale for sexually abusing two students. He was formerly employed by the Peel District School Board.

Certified to teach in August 1997, Dale did not attend the hearing on November 25, 2019, and did not have legal representation.

Dale engaged in an inappropriate personal and sexual relationship with two students.

In a criminal court, he pleaded guilty to and was convicted of sexual exploitation of the students. He was sentenced to 30 months’ custody and made subject to various ancillary orders.

The Discipline Committee panel found Dale guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked. The panel also ordered that he receive a reprimand.

In its decision, the panel stated, “The Member’s conduct was also unbecoming a member of the profession, in that he undermined the reputation of the profession and violated the trust that parents, students and the public place in teachers.”

MEMBER Salim A. Dato, OCT
REGISTRATION NO 474147

DECISION Reprimand, conditions
A Discipline Committee panel reprimanded Salim A. Dato, a teacher employed by the Toronto District School Board, for unprofessional conduct.

This matter was heard by the panel on March 9, 2020. Dato, who was certified to teach in June 2004, attended the hearing and had legal representation.

Dato verbally and physically abused a student by making inappropriate remarks and using physical force to redirect him.

The Discipline Committee panel found Dato guilty of professional misconduct and directed him to appear before it to receive a reprimand.

The panel also ordered him to successfully complete, at his own expense, a course covering appropriate boundaries, with a focus on anger management. He must do so within 90 days of the panel’s order.

In its written decision, the panel stated, “Despite challenging student behaviour, members of the teaching profession must maintain their composure and interact professionally with students, which the Member failed to do.”

MEMBER Lillian Eileen Donaldson
REGISTRATION NO 443592

DECISION Suspension, reprimand, conditions
A Discipline Committee panel suspended the certificate of Lillian Eileen Donaldson for a pattern of inappropriate and unprofessional conduct, despite prior warnings from the school board and the College. She is a teacher employed by the Halton District School Board.

This matter was heard by the panel on November 12, 2019. Donaldson, who was certified to teach in May 2001, attended the hearing with her legal counsel.

One inappropriate comment includes telling the class that if she had a child like Student 1, she would drive him to the Grand Canyon and leave him there.



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The Discipline Committee panel found her guilty of professional misconduct and ordered that her teaching certificate be suspended for one month. She was directed to appear before the panel to receive a reprimand.

The panel also ordered her to successfully complete, at her own expense, a course regarding classroom management with a focus on adolescent development and student sensitivity issues. She needs to do so within 90 days of the panel's order.

In its written decision, the panel stated, "Members of the profession must maintain their composure, even when dealing with challenging issues in the classroom."

MEMBER David Peter Duncker
REGISTRATION NO 423953

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of David Peter Duncker for inappropriate conduct. He is a teacher employed by the District School Board of Niagara.

Certified to teach in May 1999, Duncker attended the hearing on February 7, 2020, and was represented by legal counsel.

Duncker engaged in an inappropriate personal relationship with a female student, which included sending her gifts, picking her up in his car and going out for coffee and shopping, and hugging her. He also engaged in regular, inappropriate electronic communications with her.

The Discipline Committee panel found Duncker guilty of professional misconduct and ordered that his teaching certificate be suspended for two years. The panel also directed that he appear before it to receive a reprimand.

He must also successfully complete, at his own expense, a course on boundary violations. He needs to do so within three months of the decision.

In its written decision, the panel stated, "The Member demonstrated a profound lack of professional judgment by fostering an inappropriate personal relationship with a student."

MEMBER Drew Trent Ferris, OCT
REGISTRATION NO 449959

DECISION Reprimand, conditions
A Discipline Committee panel reprimanded Drew Trent Ferris, a teacher employed by the Bluewater District School Board, for inappropriate conduct.

This matter was heard by the panel on February 4, 2020. Ferris, who was certified to teach in September 2001, attended the hearing with his legal counsel.

Ferris had physical contact with students on a bus in order to manage their behaviour. In particular, he pinched one student on the arm, which resulted in a bruise. He also made an example of a student and mocked him in front of his class on two occasions.

The Discipline Committee panel found Ferris guilty of professional misconduct and directed him to appear before it to receive a reprimand.

The panel also ordered him to successfully complete, at his own expense, a course regarding classroom management and appropriate communication with students. He must do so within 90 days of the panel's order.

In its written decision, the panel stated, "Members are expected to act in a professional manner and to exercise good judgment and compassion for students."

MEMBER Stephen Owen Gartshore
REGISTRATION NO 417889

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Stephen Owen Gartshore for inappropriate conduct. He is a teacher employed by the Toronto District School Board.

Certified to teach in August 1998, Gartshore attended the hearing on January 21, 2020, and was represented by legal counsel.

Gartshore's inappropriate conduct and comments include:

- striking his hand down on a student's desk;
- speaking to a student with a loud,

raised voice because the student did not complete his seatwork; and

- allowing the student to leave his classroom without supervision.

Gartshore was previously cautioned and admonished by the College's Investigation Committee for similar inappropriate conduct.

The Discipline Committee panel found Gartshore guilty of professional misconduct and ordered that his teaching certificate be suspended for two months. The panel also directed that he appear before it to receive a reprimand.

He must also successfully complete, at his own expense, a course on classroom management and discipline. He needs to do so within 60 days of the decision.

In its written decision, the panel stated, "Members are expected to serve as role models for students, to create a safe and supporting learning environment for their students and to behave in accordance with the standards of the profession."

MEMBER Neil Gibb, OCT
REGISTRATION NO 244049

DECISION Reprimand, conditions

A Discipline Committee panel reprimanded Neil Gibb, a teacher employed by the York Catholic District School Board, for inappropriate conduct.

This matter was heard by the panel on February 26, 2020. Gibb, who was certified to teach in November 1993, attended the hearing with his legal counsel.

Gibb engaged in a concerning pattern of inappropriate conduct, and he did not improve his behaviour after repeated warnings from his board.

He made several inappropriate remarks to students, swore in class, yelled at students and disciplined them by having them do pushups.

The Discipline Committee panel found Gibb guilty of professional misconduct and directed him to appear before it to receive a reprimand.

It also ordered him to successfully complete, at his own expense, a course regarding respectful relation-

ships with students and classroom management. He must do so prior to starting or resuming any teaching position or any position for which a Certificate of Qualification and Registration is required.

In its written decision, the panel stated, “Members are expected to serve as role models for students, which the Member failed to do by repeatedly making inappropriate comments, swearing and yelling in class.”

MEMBER Brian John Hathway
REGISTRATION NO 495973

DECISION Revocation, reprimand
A Discipline Committee panel revoked the teaching certificate of Brian John Hathway for sexually abusing a student. He was a teacher formerly employed by the Upper Grand District School Board.

Certified to teach in August 2005, Hathway did not attend the hearing on March 10, 2020. He had no legal representation.

Hathway engaged in a pattern of inappropriate grooming behaviour and subsequently abused a student.

He was sentenced, in a criminal court, to one year in custody for each of the four counts of which he was convicted, to be served concurrently, followed by three years of probation. He was also made the subject of a number of ancillary orders.

The Discipline Committee panel found Hathway guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked. The panel also ordered that he receive a reprimand.

In its decision, the panel stated, “The Panel denounces the Member’s misconduct in the strongest terms.”

MEMBER Justin Charles Henri
REGISTRATION NO 631042

DECISION Revocation, reprimand
A Discipline Committee panel revoked the teaching certificate of Justin Charles Henri for sexually abusing two female students. He was an occasional teacher formerly employed by the Trillium Lakelands District School Board.

Certified to teach in August 2012,

Henri did not attend the hearing on February 3, 2020. He had no legal representation.

Henri sent one student Facebook messages of a sexual nature. He kissed her on several occasions and touched her in a sexual manner. He also engaged in a boyfriend-girlfriend-type relationship with another student during which they had sexual intercourse.

The Discipline Committee panel found Henri guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked. The panel also ordered that he receive a reprimand.

In its decision, the panel stated, “The public’s trust in the teaching profession is eroded when members abuse their position of trust and authority to sexually and emotionally abuse their students.”

MEMBER Tom Walter Keenan, OCT
REGISTRATION NO 201312

DECISION Reprimand, conditions
A Discipline Committee panel reprimanded Tom Walter Keenan, a teacher employed by the Algoma District School Board, for unprofessional conduct.

This matter was heard by the panel on March 9, 2020. Keenan, who was certified to teach in June 1993, did not attend the hearing but had legal representation.

Keenan made demeaning comments to a student and consumed alcohol while supervising students.

The Discipline Committee panel found Keenan guilty of professional misconduct and directed him to appear before it to receive a reprimand.

It also ordered him to successfully complete, at his own expense, a course covering professional boundaries. He must do so within 90 days of the panel’s order.

In its written decision, the panel stated, “Members are expected to serve as positive role models for students, which the Member failed to do.”

MEMBER Jennifer Allyson Leon
REGISTRATION NO 490731

DECISION Suspension,

reprimand, conditions
A Discipline Committee panel suspended the teaching certificate of Jennifer Allyson Leon for unprofessional conduct. She is employed by the Ministry of Education as an elementary teacher at a school for the deaf.

Leon, who was certified to teach in April 2005, did not attend the hearing on January 30, 2020, but had legal representation.

Leon demonstrated a lack of empathy for students by “often exhibit[ing] anger and frustration” toward students and by being “rough and abrasive.”

The Discipline Committee panel found Leon guilty of professional misconduct and ordered that her certificate be suspended for one month. She was also directed to appear before the panel to receive a reprimand. She needs to do so within 90 days of the order.

In addition, she was directed to complete a course of instruction, at her own expense, regarding anger management and classroom management. She needs to do so prior to starting or resuming a teaching position for which a Certificate of Qualification and Registration is required.

In its written decision, the panel stated, “Teachers hold a unique position of trust and authority. They must model appropriate behaviour for students and encourage students in the pursuit of learning.”

MEMBER Victor Ly
REGISTRATION NO 670351

DECISION Revocation, reprimand
A Discipline Committee panel revoked the teaching certificate of Victor Ly, a teacher formerly employed by the Halton District School Board, for criminal conduct.

In a criminal court, Ly was found guilty of 19 charges including making child pornography, invitation to sexually touching, extortion, transmitting a sexually explicit image for the purpose of making child pornography, luring a child for the purpose of making child pornography, possessing and distrib-

uting child pornography.

He was sentenced to a five-year custodial sentence and was made subject to a number of ancillary orders.

Certified to teach in July 2015, Ly did not attend the hearing on January 17, 2020, nor was he represented by legal counsel.

The Discipline Committee panel found Ly guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked. The panel also ordered that he receive a reprimand.

In its decision, the panel stated, "The panel denounces the Member's misconduct in the strongest terms."

MEMBER Alan Philip Markham
REGISTRATION NO 422136

DECISION Revocation, reprimand
A Discipline Committee panel revoked the Certificate of Qualification and Registration of Alan Philip Markham for sexually abusing a female student. He was formerly employed by the Keewatin Patricia District School Board.

Markham was certified to teach in February 1999. He did not attend the hearing on November 8, 2019, and had no legal representation.

Markham engaged in inappropriate electronic communications with a student at his school on the Tinder dating app. His remarks were of a sexual nature, and therefore, constitute "sexual abuse" under the *Ontario College of Teachers Act, 1996*.

The Discipline Committee panel found him guilty of professional misconduct and directed the Registrar to revoke his Certificate of Qualification and Registration. The panel also directed that he receive a reprimand within six months of the panel's order.

In its written decision, the panel stated, "Engaging in the sexual abuse of a student is a clear breach of the standards of the profession."

MEMBER Gurjit Kaur Marok
REGISTRATION NO 444472

DECISION Suspension,

reprimand, conditions

A Discipline Committee panel suspended the certificate of Gurjit Kaur Marok for dishonest conduct. She is a teacher employed by the Peel District School Board.

Certified to teach in June 2001, Marok attended the hearing on February 14, 2020, with her legal counsel.

Marok misused sick days to attend a conference in the Bahamas, used her position as a teacher to access confidential student information, and misled her colleagues in order to distribute marketing materials to solicit business for personal gain.

The Discipline Committee panel found Marok guilty of professional misconduct and ordered that her teaching certificate be suspended for one month. The panel also directed that she appear before it to receive a reprimand.

She must also successfully complete, at her own expense, a course regarding professional ethics. She needs to do so within 90 days of the panel's order.

In its written decision, the panel stated, "... the Member's deceitful and self-serving conduct is unbecoming a member in that it undermined the reputation of the teaching profession."

MEMBER Robert Steven
McColeman, OCT
REGISTRATION NO 258113

DECISION Reprimand, conditions
A Discipline Committee panel ordered that Robert Steven McColeman be reprimanded for inappropriate conduct. He is a teacher employed by the Upper Grand District School Board.

This matter was heard by the panel on October 24, 2019. McColeman, who was certified to teach in June 1993, attended the hearing with his legal counsel. He failed to supervise students under his care. He failed to prevent three students from driving a motor vehicle during instructional time. That failure resulted in the students being involved in an accident.

He also did not immediately report the accident to the school's administration.

The Discipline Committee panel found McColeman guilty of professional

misconduct and directed him to appear before it to receive a reprimand.

The panel also ordered him to successfully complete, at his own expense, a course on classroom management and effective supervision, including student safety in an auto shop/transportation technology class. He must do so within 90 days of the panel's order.

In its written decision, the panel stated, "Members of the profession must prioritize student safety."

MEMBER Lydia Maurice Nakhla, OCT
REGISTRATION NO 477616

DECISION Conditions
A Discipline Committee panel ordered that the certificate of Lydia Maurice Nakhla be subject to terms, conditions or limitations due to a finding of incompetence. She is a teacher formerly employed by the Conseil scolaire catholique Providence.

Certified to teach in October 2004, Nakhla did not attend the hearing on February 24, 2020, and was not represented by legal counsel.

Nakhla displayed in her professional responsibilities a lack of knowledge, skill or judgment, and a disregard for the welfare of a student.

She was given two performance appraisals as part of the New Teacher Induction Program. She received a "Development Needed" rating on the first one and an "Unsatisfactory" on the second.

Prior to filling or resuming a teaching position or any position that requires a Certificate of Qualification and Registration, she must successfully complete, at her own expense, an Additional Qualification or Additional Basic Qualification course that covers teaching and learning strategies, assessment and evaluation of student learning, and classroom management.

In its written decision, the panel stated, "... the Panel considers that the Member's performance should be monitored closely for the first year after any resumption of her duties, to ensure that it continues to be satisfactory."

MEMBER Paul Nolis
REGISTRATION NO 507131

DECISION Suspension, reprimand, conditions, costs

A Discipline Committee panel suspended the certificate of Paul Nolis for inappropriate conduct. He was an occasional teacher employed by the York Region District School Board.

This matter was heard by the panel on November 12–13, 2019. Nolis, who was certified to teach in August 2006, did not attend the hearing and did not have legal representation.

His conduct included:

- making numerous inappropriate remarks to students, which had a negative psychological or emotional effect. In doing so, he undermined the confidence of students with academic struggles and created an atmosphere of intimidation instead of encouragement;
- inexcusably refusing to allow an injured student to seek first aid, and creating a dangerous condition by leaving a room unlocked that resulted in injury to another student; and
- refusing the board's remediation attempts by failing to attend meetings and follow the remedial recommendations made by administrators in their occasional teacher incident reports.

Nolis also engaged in a pattern of unreasonable and vexatious conduct during the College disciplinary proceedings by making unfounded accusations and threats against the College and its counsel when they were simply conducting themselves according to their professional roles in the discipline process.

The Discipline Committee panel found Nolis guilty of professional misconduct and ordered that his teaching certificate be suspended for 14 weeks. He also received a written reprimand.

The panel also ordered him to successfully complete, at his own expense, a course regarding maintaining appropriate boundaries with students and a course on classroom

management. He needs to do so prior to starting or resuming a teaching position or any position for which a Certificate of Qualification and Registration is required.

He was also ordered to pay the College \$12,500 in costs, which must be paid within six months of the panel's order. Cost orders are compensatory, rather than punitive, in nature. Unco-operative or vexatious conduct during the disciplinary process can lengthen the duration of the proceedings and increase the expense to the College.

In its written decision, the panel stated, "His conduct was also unbecoming a member in that it undermines the trust and respect accorded to the profession."

MEMBER John Thomas Orme
REGISTRATION NO 440553

DECISION Suspension, reprimand, conditions, costs

A Discipline Committee panel suspended the certificate of John Thomas Orme, a teacher employed by the Hamilton-Wentworth District School Board, for a repeated pattern of inappropriate conduct.

This matter was heard by the panel on September 18, 2019. Orme, who was certified to teach in June 2001, did not attend the hearing. He had no legal representation.

Orme made inappropriate comments to students, both orally and in writing. He also assigned inappropriate journal topics and inadequately supervised students. The Discipline Committee panel found him guilty of professional misconduct and ordered that his teaching certificate be suspended for three months.

He was directed to appear before the panel to receive a reprimand. He needs to appear within three months of the panel's order. The panel also ordered him to successfully complete, at his own expense, a course on professional boundaries with a focus on sensitivities toward students. He needs to do so prior to returning to teaching.

He was also ordered to pay \$3,000 in costs within 90 days of the order.

In its written decision, the panel stated, "The aggravating factors in the Member's case are the repeated nature of his conduct despite three disciplinary investigations by the Board and his failure to take the remedial course directed by the Board in 2010 until July 2015."

MEMBER Geoffrey James Orton
REGISTRATION NO 256166

DECISION Revocation, reprimand
A Discipline Committee panel revoked the Certificate of Qualification and Registration of Geoffrey James Orton for misconduct of a sexual nature, among other things. He was employed by the Hamilton-Wentworth District School Board.

Orton was certified to teach in June 1996. He attended the hearing on November 4, 2019, and had legal representation.

On more than one occasion, Orton looked at the cleavage of two female students. As a result of his conduct, both students felt uncomfortable and one of them began wearing sweaters and high-neck tops.

He also failed to adequately supervise his students on multiple occasions. For example, he did not immediately intervene when students filled plastic bottles with gas, lit them on fire and threw the lit objects into the garbage.

The Discipline Committee panel found him guilty of professional misconduct and directed the Registrar to revoke his Certificate of Qualification and Registration. The panel also directed that he receive a reprimand.

In its written decision, the panel stated, "Engaging in behaviour of a sexual nature towards students, such as looking at the cleavage of female students, is a clear breach of the standards of the profession and an abuse of the Member's position of trust and authority as a teacher."

MEMBER Matthew Dale Palmer
REGISTRATION NO 500529

DECISION Revocation, reprimand
A Discipline Committee panel revoked the Certificate of Qualification and Registration of Matthew Dale Palmer for criminal conduct. He was formerly employed by the Bluewater District School Board.

Palmer was certified to teach in July 2007. He did not attend the hearing on October 23, 2019, and had no legal representation.

Palmer engaged in a **sexual** relationship with a minor he met at a local church.

He was found guilty of **sexual** exploitation in a criminal court. He was sentenced to six months' custody and 18 months' probation. He was also made the subject of a number of ancillary orders.

The Discipline Committee panel found him guilty of professional misconduct and directed the Registrar to revoke his Certificate of Qualification and Registration. The panel also directed that he receive a reprimand.

In its written decision, the panel stated, "The public's trust in the teaching profession is eroded when members are convicted of **sexual** offences."

MEMBER Nina Pogossian, OCT
REGISTRATION NO 428585

DECISION Reprimand, conditions
A Discipline Committee panel reprimanded Nina Pogossian, a teacher employed by the Toronto District School Board, for inappropriate conduct.

This matter was heard by the panel on October 25, 2019. Pogossian, who was certified to teach in March 2001, attended the hearing and had legal representation.

Pogossian scolded, grabbed and shook a kindergarten student. This conduct constitutes physical and psychological or emotional **abuse**.

Pogossian had been previously disciplined by her board for similar misconduct in the past.

The Discipline Committee panel found Pogossian guilty of professional

misconduct and directed her to appear before it to receive a reprimand.

It also ordered her to successfully complete, at her own expense, a course regarding classroom management and anger management. She must do so within 90 days of the panel's order.

In its written decision, the panel stated, "The Member breached appropriate teacher-student boundaries when she grabbed Student A by both arms and shook her."

MEMBER Walter Schweigel, OCT
REGISTRATION NO 179452

DECISION Reprimand, conditions, undertaking
A Discipline Committee panel reprimanded Walter Schweigel, a teacher formerly employed by the Toronto District School Board, for unprofessional conduct.

This matter was heard by the panel on November 5, 2019. Schweigel, who was certified to teach in June 1986, attended the hearing with his legal counsel.

Schweigel engaged in the practice of teaching while adversely impacted by his **abuse** of alcohol. He failed to report on several occasions, did not notify the school prior to his absences, did not arrange for an occasional teacher to cover his classes, and did not provide lesson plans.

The Discipline Committee panel found Schweigel guilty of professional misconduct and directed him to appear before it to receive a reprimand.

It also ordered him to successfully complete, at his own expense, a course on appropriate professional ethics. He must do so prior to starting any teaching position for which a Certificate of Qualification and Registration is required.

Schweigel also entered into an "undertaking and acknowledgement" with the College, which sets out conditions that must be met before he can hold a position for which a certificate is required. In its written decision, the panel stated, "It is unacceptable for a teacher to practise

his profession while adversely impacted by alcohol **abuse**."

MEMBER Thomas Albert Shackleton, OCT
REGISTRATION NO 180228

DECISION Reprimand, conditions
A Discipline Committee panel ordered that Thomas Albert Shackleton be reprimanded for repeated instances of inappropriate and unprofessional behaviour directed at colleagues and students. He is a teacher formerly employed by the Toronto District School Board.

This matter was heard by the panel on December 9, 2019. Shackleton, who was certified to teach in June 1995, did not attend the hearing. He did not have legal representation.

Shackleton's conduct included repeated vulgar, demeaning and racist comments.

The Discipline Committee panel found Shackleton guilty of professional misconduct and directed him to appear before it to receive a reprimand. He needs to do so prior to starting or returning to any position requiring a Certificate of Qualification and Registration.

It also ordered him to successfully complete, at his own expense, a course covering professional ethics and appropriate communications with students. He must do so prior to starting or returning to any position requiring a Certificate of Qualification and Registration.

In its written decision, the panel stated, "Members of the profession are expected to be responsible adults, model good values and behaviour, and play a supportive role for students."

MEMBER Saadia Syed
REGISTRATION NO 481308

DECISION Suspension, reprimand, conditions
A Discipline Committee panel suspended the teaching certificate of Saadia Syed for unprofessional conduct. She was formerly employed by the York Region District School Board.

Syed, who was certified to teach in January 2005, attended the hearing on February 13, 2020. She had no legal representation.

Syed submitted 48 false expense receipts, totalling over \$42,000, and received payment of over \$41,000 from the board's benefits provider.

In a criminal court, she was found guilty of one count of Use Forged Document. She received a conditional discharge, was placed on probation for three years and was ordered to complete 100 hours of community service.

The Discipline Committee panel found Syed guilty of professional misconduct and ordered that her certificate be suspended for 12 months. She was also directed to appear before the panel to receive a reprimand.

In addition, she was directed to complete a course of instruction, at her own expense, regarding ethics. She needs to do so prior to returning to teaching or to any position for which a Certificate of Qualification and Registration is required.

In its written decision, the panel stated, "Even though the Member's misconduct did not target students, the Member's unethical behaviour tarnished the reputation of the teaching profession as a whole."

MEMBER Donald Ashley Thompson
REGISTRATION NO 440021

DECISION Suspension, reprimand
A Discipline Committee panel suspended the certificate of Donald Ashley Thompson for a pattern of inappropriate conduct. He is a teacher formerly employed by the Toronto District School Board.

Certified to teach in September 2001, Thompson did not attend the hearing on November 11, 2019, but was represented by legal counsel.

Thompson was physically and verbally abusive to his students on multiple occasions. He grabbed, pushed, hit, physically shook and yelled at students.

The aggravating factors in Thomp-

son's case are the multiple incidents of misconduct and his prior disciplinary history with the school board and the College.

The Discipline Committee panel found Thompson guilty of professional misconduct and ordered that his teaching certificate be suspended for four months. The panel also directed that he appear before it to receive a reprimand.

In its written decision, the panel stated, "Teachers are expected to find appropriate ways to communicate instructions and directions to students that do not involve physical or verbal **abuse**."

MEMBER Luigi Trinchi
REGISTRATION NO 480848

DECISION Revocation, reprimand, costs
A Discipline Committee panel revoked the teaching certificate of Luigi Trinchi, a teacher formerly employed by the Toronto Catholic District School Board, for engaging in voyeurism.

Certified to teach in July 2004, Trinchi did not attend the hearing on November 8, 2019, nor was he represented by legal counsel.

In a criminal court, he was found guilty of surreptitiously making a visual recording of a female colleague. He was given a suspended sentence and 12 months of probation.

Trinchi and this colleague were involved in an intimate relationship. She posed nude during a Skype video conversation with him. She thought the video was being live-streamed and not recorded. Without her knowledge, Trinchi took and retained a number of screenshots of her while she was nude. After the end of their relationship, he sent the nude pictures to a list of recipients including her family, friends and colleagues.

The Discipline Committee panel found Trinchi guilty of professional misconduct and ordered that his Certificate of Qualification and Registration be revoked. The panel also ordered that he receive a reprimand. He was also ordered to

pay the College \$5,000 in costs, which must be paid within six months of the panel's order. Costs orders are compensatory (to reimburse the College for the expenses of disciplinary proceedings) rather than punitive.

In its decision, the panel stated, "The Member's conduct undermined the reputation of the teaching profession and as such, will not be tolerated. He has accordingly forfeited the privilege of holding a teaching certificate and being a member of the teaching profession in Ontario."

MEMBER Thomas Steven Vincer
REGISTRATION NO 164745

DECISION Revocation, reprimand
A Discipline Committee panel revoked the Certificate of Qualification and Registration of Thomas Steven Vincer for criminal conduct. He was formerly employed by the Simcoe Muskoka Catholic District School Board.

Vincer was certified to teach in June 1975. He did not attend the hearing on December 9, 2019, and had no legal representation. Vincer repeatedly engaged in the **sexual** touching of a male student.

He was found guilty of **sexual** assault in a criminal court and sentenced to an 18-month custodial sentence to be followed by one year of probation. He was also made the subject of a number of ancillary orders.

The Discipline Committee panel found him guilty of professional misconduct and directed the Registrar to revoke his Certificate of Qualification and Registration. The panel also directed that he receive a reprimand.

In its written decision, the panel stated, "The Panel believes that revocation is the only appropriate and proportionate order in light of the Member's misconduct."

MEMBER Marcello Rosario Vite, OCT
REGISTRATION NO 114211

DECISION Reprimand, conditions
A Discipline Committee panel reprimand,

manded Marcello Rosario Vite, an occasional teacher employed by the Toronto District School Board, for verbally abusing students.

This matter was heard by the panel on February 13, 2020. Vite, who was certified to teach in June 1972, attended the hearing with his legal counsel.

Vite repeatedly made insensitive and inappropriate comments to students, some of which were embarrassing or upsetting to them. The comments were about students' ethnicities, **sexual** orientation, relationship status and other personal issues.

The Discipline Committee panel found Vite guilty of professional misconduct and directed him to appear before it to receive a reprimand. The panel also ordered him to successfully complete, at his own expense, a course relating to professional boundaries with students and a course relating to appropriate communication with students, including cultural sensitivity training. He must do so within 90 days of its order.

In its written decision, the panel stated, "The aggravating factors in the Member's case are the serious and repeated nature of his misconduct."

MEMBER Elizabeth Marie Von Eppinghoven

REGISTRATION NO 101450

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Elizabeth Marie Von Eppinghoven for inappropriate and unprofessional conduct despite warnings from the board and the College. She is a teacher employed by the Toronto District School Board.

Certified to teach in October 1993, Von Eppinghoven attended the hearing on December 16, 2019, with her legal counsel.

Von Eppinghoven left her students alone with a student teacher for 10–15 minutes to go to Tim Hortons.

When she came back, she threw a book at a student.

The Discipline Committee panel found Von Eppinghoven guilty of professional misconduct and ordered that her teaching certificate be suspended for one month. The panel also directed that she appear before it to receive a reprimand. She must also successfully complete, at her own expense, a course on effective student discipline. She needs to do so within 120 days of the panel's order.

In its written decision, the panel stated, "It is unacceptable for members of the teaching profession to resort to violence when attempting to discipline students."

MEMBER Donald Andrew Wai

REGISTRATION NO 285693

DECISION Suspension, reprimand, conditions

A Discipline Committee panel suspended the certificate of Donald Andrew Wai for unprofessional conduct. He is a teacher employed by the Toronto District School Board.

This matter was heard by the panel on November 18, 2019. Wai, who was certified to teach in June 1996, attended the hearing with his legal counsel.

Wai tapped female students on the shoulder, and he touched them with his shoe in a manner that made the students feel uncomfortable. These were inappropriate forms of physical contact and he ought to have used verbal cues instead to provide the students with direction. During a practice drill, he also instructed students to extend their shirts in a way that exposed their stomachs.

The Discipline Committee panel found him guilty of professional misconduct and ordered that his teaching certificate be suspended for one month. He was directed to appear before the panel to receive a reprimand.

The panel also ordered him to successfully complete, at his own

expense, a course regarding respecting appropriate professional boundaries with students. He needs to do so within 200 days of the panel's order.

In its written decision, the panel stated, "Tapping students on the shoulder and tapping a student lying on the ground with a shoe to get their attention is disrespectful."

MEMBER Avery Jean Wilson

REGISTRATION NO 642874

DECISION Revocation, reprimand, costs
A Discipline Committee panel revoked the teaching certificate of College member Avery Jean Wilson for engaging in an inappropriate personal and **sexual** relationship with two male students.

She held supervisory responsibilities over a school's boarding students and lived in the dormitory part time.

Certified to teach in July 2014, Wilson did not have legal representation and did not attend the hearing on December 7, 2018, or December 4, 2019. The Discipline Committee panel found Wilson guilty of professional misconduct and ordered that her Certificate of Qualification and Registration be revoked. The panel also ordered that she receive a reprimand. She was ordered to pay the College \$20,000 in costs. She needs to do so within six months of the panel's order. A costs award is compensatory rather than punitive in nature. The panel found that Wilson's conduct lengthened the duration of the proceeding, thus increasing the expense to the College.

In its decision, the panel stated, "Engaging in secret, inappropriate relationships with students in the midst of their **sexual** and emotional development has the potential to cause lasting and severe emotional damage for the students." **PS**

Copies of the full decisions are available at oct-oeo.ca/decisions.