

THE ALBERTA TEACHERS' ASSOCIATION
REPORT OF THE HEARING COMMITTEE
OF THE PROFESSIONAL CONDUCT COMMITTEE

IN THE MATTER OF CHARGES OF UNPROFESSIONAL
CONDUCT AGAINST MICHAEL GREGORY

The Hearing Committee of the Professional Conduct Committee of the Alberta Teachers' Association reports that charges of unprofessional conduct laid against Michael Gregory of [Location Redacted] were duly investigated in accordance with the *Teaching Profession Act*. The hearing was held in Barnett House, 11010 142 Street NW, Edmonton, Alberta, Canada on Wednesday, March 15 and Thursday, May 25, 2006.

Professional Conduct Committee members present as the Hearing Committee were [REDACTED]
[REDACTED]
[REDACTED] presented the case against the investigated member. The investigated member was not present and was not represented.

On March 15, 2006, the committee received a written submission from Gregory that included an agreed statement of facts, a plea of guilty to each of the charges and a joint submission on penalty (Exhibit 2). The committee found there was insufficient detail in the submission to allow the committee to make an informed determination about whether or not to accept the guilty pleas. The hearing was adjourned until such time as the prosecuting officer, [REDACTED], could gather sufficient information for the committee to proceed.

The hearing was reconvened on May 25, 2006 and [REDACTED] provided an amended submission that included an amplification of the agreed statement of facts (Exhibit 4).

CONSTITUTION/JURISDICTION

There was no objection to either the composition or the jurisdiction of the hearing committee.

CHARGES AND PLEA

The following charges were read by the Secretary to the Hearing Committee:

- (a) Michael Gregory is charged with unprofessional conduct pursuant to the *Teaching Profession Act* in that he, while a member of the Alberta Teachers' Association, during the period 1992 to 2005, failed to treat students with dignity and respect.

- (b) Michael Gregory is charged with unprofessional conduct pursuant to the *Teaching Profession Act* in that he, while a member of the Alberta Teachers' Association, during the period 1992 to 2005, failed to maintain the honour and dignity of the profession.

The investigated member entered a plea of guilty to each of the charges, by way of written submission.

WITNESSES

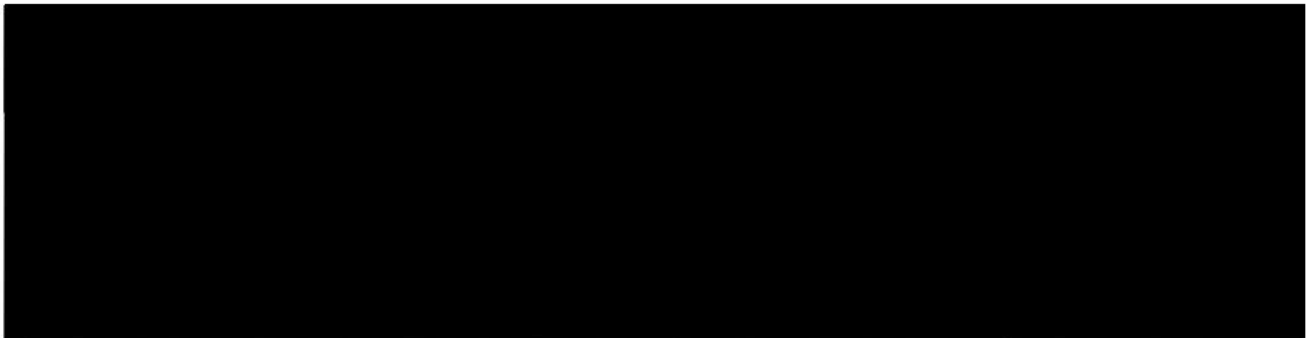
No witnesses were called.

EVIDENCE ADDUCED AND EXHIBITS FILED INDICATED THAT:

1. Confirmation of membership was submitted declaring that Gregory was a member of The Alberta Teachers' Association during the period September 1, 1986 to August 31, 2005 inclusive (Exhibit 3).
2. The committee received confirmation that the Notice of Hearing had been delivered to the investigated member within the required time frame (Exhibit 1).
3. Gregory taught for [School Division Redacted] from September 1, 1986 until August 31, 2005 (Exhibit 3).
4. During the period 1992 to 2005, Gregory engaged in incidents of inappropriate behaviour with students in his [extracurricular] education program (Exhibit 4).
5. Gregory acknowledged that his [extracurricular] education program included behaviours and conversation not appropriate for a program leader who is a teacher in a public school setting (Exhibit 4).
6. Gregory participated in hazing types of activities directed at students and allowed his students to act in the same manner (Exhibit 4).
7. Gregory created a climate where the following activities were permitted and fostered by his example These include
 - (a) throwing ski poles, rocks, cow pies, a D cell battery, canoe paddles and a dead fish at students;
 - (b) wrestling students to the ground and pounding on them to teach them a lesson;
 - (c) writing on a student's legs with a marker while classmates held her down;



11. Gregory told students that what happened on the trip stayed on the trip (Exhibit 4).
12. Gregory discussed with students intimate details regarding his own health issues in a manner which created strong emotions of sadness and worry among the youth and their parents (Exhibit 4).
13. Gregory carried on an inappropriate relationship with two [redacted] [Grade Redacted] students with whom he
 - (a) discussed his emotional, health and marital issues;
 - (b) initiated and participated in frequent text messaging, e-mailing and phoning at all hours of the day and night; and
 - (c) speculated how it would be to have a sexual relationship with them (Exhibit 4).



16. While in a canoe, Gregory offered two [Grade Redacted] students alcohol with the excuse that it would help them relax around him after the conversation [Redacted] the previous night (Exhibit 4).
17. In the course of the investigation, Gregory suggested to the [Gender Redacted] students that they amend their statements to school administration to exclude mention of the gun and the beverage. They complied and submitted amended statements (Exhibit 4).

DECISION OF THE HEARING COMMITTEE

1. When the committee reconvened on May 25, 2006, the committee accepted the plea of guilty on Charges 1 and 2.

REASONS FOR DECISION

1. Gregory's actions clearly showed disregard for the safety, well-being and dignity of the students in his care.
2. Gregory mentally and physically abused his students.
3. Gregory coerced and manipulated students for his own benefit.
4. Gregory attempted to conceal his wrongdoing through misuse of his authority as a teacher and program leader.
5. Gregory provided alcohol to students.
6. Society expects that when students are under the care of a teacher, they will be treated with dignity and respect.
7. Gregory did not act in a manner which maintained the honour and dignity of the profession.
8. Gregory engaged in activities which adversely affected the quality of his professional service.

PENALTY

The hearing committee imposed the following penalty on Charge 1, to run concurrently:

1. Gregory is declared ineligible for membership in The Alberta Teachers' Association for a period of one year.
2. A recommendation will be made to the Minister of Education to suspend Gregory's teaching certificate for one year.

The hearing committee imposed the following penalty on Charge 2, to run concurrently:

1. Gregory is declared ineligible for membership in The Alberta Teachers' Association for a period of one year.
2. A recommendation will be made to the Minister of Education to suspend Gregory's teaching certificate for one year.

The penalties on Charge 1 and Charge 2 shall run consecutively for a total of two consecutive years.

REASONS FOR PENALTY

1. Gregory put students at risk by being in possession of a firearm while he was having [REDACTED] [REDACTED] Gregory was deceptive and manipulative with students when he coerced students to come to his aid.
2. Gregory allowed and participated in dangerous, demeaning and disrespectful acts with his students.
3. Gregory had a negative impact on students and families when he caused them undue emotional distress.
4. Gregory provided alcohol to students.
5. Gregory initiated and maintained inappropriate conversations with students.
6. Gregory's admitted abuse of students occurred over a 14-year period.
7. Documentation of his current medical status did not negate the severity of his impropriety over the 14-year period.

8. By developing and maintaining inappropriate relationships, Gregory failed to treat students with dignity and respect and used his position of trust and authority for his own benefit.
9. Gregory broke a fundamental trust that society places on teachers. Society has the right to expect teachers will not establish inappropriate relationships with students. Society views such actions as repugnant. Gregory clearly betrayed this trust and brought disrepute to the profession.

Dated at the City of Edmonton in the Province of Alberta, Wednesday, May 25, 2006.

HEARING COMMITTEE OF THE
PROFESSIONAL CONDUCT COMMITTEE
OF THE ALBERTA TEACHERS' ASSOCIATION

