



ALBERTA
EDUCATION

Office of the Minister

OCT 08 2022

Mr. Jentry Jack Salmon
[REDACTED]

Dear Mr. Salmon:

The November 22, 2021 decision and recommendation of the hearing committee of the Professional Conduct Committee of the Alberta Teachers' Association respecting allegations of unprofessional conduct against you has been referred to me, pursuant to the *Teaching Profession Act*. A copy of the decision is enclosed for your reference.

As you are aware, the hearing committee found you guilty of unprofessional conduct for engaging in an inappropriate relationship with a student over several school years, contrary to Section 23(1) of the *Teaching Profession Act*. The hearing committee's reasons for the finding of guilt, as noted in its decision, included your admission to the inappropriate relationship with the student, a pattern of repetitive and inappropriate communication through social media, and in-person meetings outside of school hours and off school property.

Further reasons noted in the hearing committee's decision brought to light the significance of the nature of the charge due to the breach of trust accorded to teachers by students, parents, teachers and the public, especially because teachers are held to a high standard of professionalism that requires clear boundaries in relation to the teacher-student relationships.

While the hearing committee recommended that I suspend your teaching certificate for a two-year period, after reviewing the decision, I have decided that the recommended penalty from the hearing committee is not sufficient.

The hearing committee provided reasons for its recommendation of a two-year suspension of your teaching certificate, including the following factors:

- You had no previous convictions of unprofessional conduct.
- You were suspended from employment with the school division and later resigned your position.
- The nature and gravity of the charges were of a severe nature, and you both acknowledged and were remorseful for your unprofessional behaviour.

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In my view, these factors are not sufficient to overcome the serious nature of the conduct. I concur with the hearing committee's belief that your actions had a negative impact on the student that may continue into the student's future.

Teachers are in a position of power and trust over students and are expected to maintain appropriate boundaries. As an experienced teacher, you were, or should have been, aware that the relationship and your communications with the student were unacceptable, unprofessional and wholly inappropriate for a teaching professional.

The hearing committee noted that, beyond the inappropriate communication and in-person meetings, you also provided students with unsupervised access to non-prescription medication, and you made no attempt to notify parents about a student's potential [REDACTED] injury, instead making an appointment for the student to see a doctor, again without notifying the student's parents.

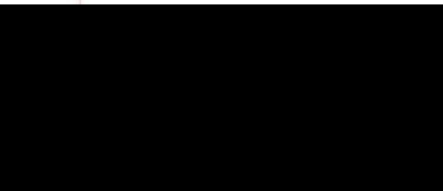
The hearing committee stated in its decision that society has the right to expect teachers to act in a manner that protects the best interests of students, and I concur with the hearing committee's finding that, through your actions, you failed to do so. While it was noted that you acknowledged your unprofessional conduct and you were remorseful, I am of the view that remorse after the fact and acknowledgment of your behaviour are not sufficient to reduce the penalty for this serious unprofessional conduct.

I recognize that you have no previous convictions for unprofessional conduct, and that you resigned from your teaching position. However, these factors do not lessen the seriousness of your conduct.

In my opinion, a two-year suspension in these circumstances is contrary to the public interest. I am of the view that the seriousness of the charges and the circumstances presented in the hearing committee's decision warrant cancellation of your Permanent Professional Certificate.

I hereby cancel your Alberta Permanent Professional Certificate [REDACTED] effective immediately, pursuant to Sections 31 and 32 of the Certification of Teachers and Teacher Leaders Regulation. A copy of the regulation is enclosed for your reference.

Sincerely,



Adriana LaGrange
Minister

Enclosures:

1. Certification of Teachers and Teacher Leaders Regulation
2. Decision of the hearing committee of the Professional Conduct Committee dated November 22, 2021.