

THE TEACHING PROFESSION ACT AND AMENDING ACTS

IN THE MATTER OF a charge or complaint against  
TERRENCE ROBERT FLETCHER

ORDER OF THE PROVINCIAL EXECUTIVE COUNCIL OF  
THE ALBERTA TEACHERS' ASSOCIATION

The Discipline Committee of The Alberta Teachers' Association, pursuant to authorization in that behalf, did, after duly investigating the charges of unprofessional conduct laid against Terrence Robert Fletcher by Provincial Executive Council, on Thursday, April 15, 1993, find him guilty of unprofessional conduct. A report in writing of its findings and recommendations was made to the Provincial Executive Council of The Alberta Teachers' Association. Pursuant to Section 18(3) and (4) of the *Teaching Profession Act*, Provincial Executive Council was also presented with representation from the defendant on the question of penalty. After due consideration of the report and the recommendations made by the Discipline Committee, and the representations made by the defendant pursuant to the bylaws of the Association, the Provincial Executive Council of The Alberta Teachers' Association does hereby:

- (a) suspend Terrence Robert Fletcher from the Association for a period of five years;
- (b) recommend to the Minister of Education that Terrence Robert Fletcher's teaching certificate be suspended for a period of five years; and
- (c) require Terrence Robert Fletcher to pay to The Alberta Teachers' Association the sum of one thousand dollars (\$1,000) within 30 days of expiry of his right to appeal to the Teaching Profession Appeal Board failing which the Minister of Education is to be requested to suspend his teaching certificate until such fine is paid.

DATED at the City of Edmonton, in the Province of Alberta,  
Friday, June 11, 1993.

THE ALBERTA TEACHERS' ASSOCIATION

Per: \_\_\_\_\_  
President

Per: \_\_\_\_\_  
Executive Secretary

REPORT OF THE DISCIPLINE COMMITTEE

IN THE MATTER OF a charge of unprofessional  
conduct against Terry Fletcher

The Discipline Committee of The Alberta Teachers' Association reports that charges of unprofessional conduct laid against Terry Fletcher of [Location Redacted] were duly investigated in accordance with the *Teaching Profession Act* (RSA 1980, Chapter T-3) and the Discipline Bylaws of the said Association. The hearing was held in Barnett House, 11010 142 Street, Edmonton, Alberta, Canada on Thursday, April 15, 1993 at 0900. Discipline Committee members present were: [Redacted]

[Redacted]

The accused was present and represented by counsel, [Redacted]

There being no objection to the constitution or the jurisdiction of the committee, the hearing proceeded.

A plea of "guilty" to the following charges was entered on behalf of the accused.

1. Terry Robert Fletcher is charged with unprofessional conduct contrary to the Discipline Bylaws of The Alberta Teachers' Association in that he, while a member of The Alberta Teachers' Association at the time of the offence, on the 2nd day of March, AD 1992 at or about the City of Edmonton, in the province of Alberta was convicted (plead guilty) of an indictable offence under part XIX of the Criminal Code to wit: He between the 1st day of March, AD 1981 and the 30th day of April, AD 1986, both dates inclusive, at or near [Redacted], Alberta, did unlawfully have illicit sexual intercourse with his [Redacted], contrary to Section 153 of the Criminal Code.
2. Terry Robert Fletcher is charged with unprofessional conduct contrary to the Discipline Bylaws of The Alberta Teachers' Association in that he, while a member of The Alberta Teachers' Association at the time of the offence, breached the Code of Professional Conduct of The Alberta Teachers' Association in that he, on the 2nd day of March, AD 1992 was convicted of illicit sexual intercourse contrary to Section 153 of the Criminal Code, thereby failing to act in a manner which maintains the honor and dignity of the profession.

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WITNESSES

[REDACTED]



RECOMMENDED PENALTY

The Discipline Committee recommends to Provincial Executive Council:

Charge 1 -

1. That T Fletcher's eligibility for membership in The Alberta Teachers' Association be suspended for a period of five years;
2. That a recommendation be made to the Minister of Education that T Fletcher's teaching certificate be suspended for a period of five years; and,
3. That T Fletcher be fined the sum of \$1,000.00.

Charge 2 -

1. That T Fletcher's eligibility for membership in The Alberta Teachers' Association be suspended for a period of five years; and,
2. That a recommendation be made to the Minister of Education that T Fletcher's teaching certificate be suspended for a period of five years.

That the suspensions of membership and the recommended suspensions of teaching certificate shall be concurrent.

REASONS FOR RECOMMENDED PENALTY

1. T Fletcher's testimony lost credibility because of the discrepancies between his reported answer on the polygraph examination, his plea of guilty before the court, and his testimony to the committee.

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2. The defendant was convicted of an indictable offence under the Criminal Code of Canada.
3. T Fletcher's behavior was deplorable and reprehensible in that he took advantage of an adolescent under his care.
4. The committee believes that T Fletcher's sexual activities with [REDACTED] were repeated over an extended period of time.
5. Society expects that teachers will model behavior that maintains the trust relationship between a [REDACTED]. The defendant's behavior constituted aberrant behavior that is unacceptable to The Alberta Teachers' Association.
6. The court proceedings resulted in negative publicity for the teaching profession.
7. Teachers convicted of sexual offences fail to maintain the honor and dignity of the profession.
8. The defendant failed to show remorse for any harm or damage he caused the victim.

DATED at the City of Edmonton, in the Province of Alberta,  
Friday, April 16, 1993.

THE DISCIPLINE COMMITTEE  
THE ALBERTA TEACHERS' ASSOCIATION

