



ALBERTA
EDUCATION

Office of the Minister

APR 03 2020

Ms. Frieda Anne Mennes

Dear Ms. Mennes:

The decision and recommendation of the Professional Conduct Appeal Committee of the Alberta Teachers' Association has been referred to me, pursuant to the *Teaching Profession Act*.

As you are aware, the Hearing Committee of the Professional Conduct Committee found your conduct to be unprofessional and considered your actions to be detrimental to the best interest of students and the teaching profession.

The Hearing Committee recommended that I cancel your teaching certificate, and the Appeal Committee upheld this recommendation.

I have reviewed the matter and, based upon the Appeal Committee's decision, reasons for decision and penalty set out in the decision, I am of the view that the seriousness of your unprofessional conduct warrants 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,

[REDACTED]
Adriana LaGrange
Minister

Enclosure