

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

IN THE MATTER OF CHARGES OF UNPROFESSIONAL  
CONDUCT AGAINST ERIN LEE BRADY

The hearing committee of the Professional Conduct Committee of The Alberta Teachers' Association reports that charges of unprofessional conduct laid against Erin Brady 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 Tuesday, March 7, 2000 commencing at 0940.

Professional Conduct Committee members present as the hearing committee were [REDACTED]  
[REDACTED]

[REDACTED] presented the case against the investigated member. The investigated member was present and was not represented by legal counsel. A statement of the facts of the case, agreed by both parties, was submitted to the hearing committee.

CONSTITUTION/JURISDICTION

There were no objections by either the investigated member or the prosecuting officer to the constitution of the hearing committee or its jurisdiction to hear the case.

PLEA

The following charges were read by the secretary to the hearing committee.

1. Erin Lee Brady is charged with unprofessional conduct pursuant to the *Teaching Profession Act* in that she, while a member of The Alberta Teachers' Association, between February 18, 1999 and March 12, 1999, did not treat students with dignity and respect when she had the RCMP investigate the offences of uttering threats, mischief and assault causing bodily harm, thereby placing students in an unfavorable light when these actions were committed by her.

2. Erin Lee Brady is charged with unprofessional conduct pursuant to the *Teaching Profession Act* in that she, while a member of The Alberta Teachers' Association, between February 18, 1999 and March 12, 1999,

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did not maintain the honor and dignity of the profession when she had the RCMP investigate the offences of uttering threats, mischief and assault causing bodily harm, when she had committed these acts.

The investigated member entered a plea of "guilty" to each of the charges.

WITNESSES

No witnesses were called.

EVIDENCE ADDUCED AND EXHIBITS FILED INDICATED THAT:

1. E Brady began a long-term subbing assignment at [School redacted] in [School Division Redacted] on February 8, 1999. (Exhibit 4)
2. E Brady was a member of The Alberta Teachers' Association during the time she taught at [School Redacted]. (Exhibit 4)
3. On February 19, 1999, E Brady showed [Name Redacted], her school principal, a copy of a note that she purported to have found on her windshield. The note contained death threats. (Exhibit 4)
4. [Name redacted] reported this incident to the [Location redacted] RCMP detachment for informational purposes. (Exhibit 4)
5. On February 22, 1999, a second note containing death threats against E Brady was reported found by E Brady in her classroom. (Exhibit 4)
6. On February 24, 1999, [Name redacted], a teacher at [School redacted], found two notes in the computer room. One note contained a death threat directed at E Brady. (Exhibit 4)
7. Between February 24, 1999 and March 12, 1999, a number of incidents occurred which involved personal injury and threats to E Brady. The incidents culminated, on two separate occasions, with E Brady being cut in the hand and upper body by "exacto" knives which were attached to the classroom door in a concealed manner. E Brady reported these incidents. (Exhibit 4)
8. Effective March 8, 1999, the RCMP installed and maintained a covert camera recording device in the classroom of E Brady. (Exhibit 4)

9. On March 8, 1999, a student assembly was convened at [School Redacted]. The RCMP asked for student cooperation in identifying the person(s) responsible for the incidents relating to E Brady. E Brady was present during the assembly. (Exhibit 4)
10. As a result of the assembly, several students identified other students as possible suspects. The RCMP interviewed these students. (Exhibit 4)
11. Following further incidents, the RCMP interviewed E Brady who admitted to having committed all of the acts outlined above. (Exhibit 4)
12. Subsequently, the RCMP charged E Brady with public mischief, specifically that she caused the police to "enter upon an investigation by reporting that the offences of uttering threats, mischief and assault causing bodily harm had been committed, when it had not been committed". E Brady plead guilty to the charge. She was given a conditional discharge by the court and placed on probation for a term of two years. (Exhibit 4)

#### PENALTY

The hearing committee of the Professional Conduct Committee directs that the following penalty be imposed on E Brady:

1. That E Brady be given a letter of severe reprimand
2. That E Brady comply with the conditions set down by the courts in the probation order related to these issues
3. That E Brady's membership in The Alberta Teachers' Association be suspended
4. That a recommendation be made to the minister of learning to suspend E Brady's teaching certificate
5. That reinstatement of E Brady's membership and recommendation for reinstatement of her teaching certificate be dependent upon receipt of a letter from a psychiatrist acceptable to the Association stating that E Brady is mentally and physically capable of returning to teaching

#### REASONS FOR PENALTY

1. Society expects that teachers will treat students with dignity and respect. E Brady did not do so when her actions led the RCMP to conduct an investigation which placed students in an unfavorable light, when the offences were, in reality, committed by E Brady.
2. By her actions and the subsequent RCMP investigation, E Brady did not maintain the honor and dignity of the profession.



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3. E Brady accepts full responsibility for her actions and has shown remorse for those actions.
4. When confronted by the authorities, E Brady apologized for her actions and the damage caused to students, the school and the profession.
5. Since the events, E Brady has been diagnosed by her psychiatrist as suffering from [Medical Information].
6. Evidence provided by E Brady indicates that she has been receiving medical treatment to assist in coping with [Medical Information].
7. E Brady was cooperative and helpful during the investigation.

Dated at the City of Edmonton in the Province of Alberta, Tuesday, March 7, 2000.

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

