



ALBERTA
EDUCATION

Office of the Minister

JAN 06 2020

James Higgs
[REDACTED]

Dear Mr. Higgs:

The decision and recommendation of the Practice Review Hearing Committee has been referred to me, pursuant to the *Practice Review of Teachers and Teacher Leaders Regulation*.

As you are aware, the hearing committee found you guilty of unprofessional conduct for inappropriately touching a staff member at [REDACTED]. The hearing committee recommended that I suspend your Alberta Permanent Standard E Certificate for a six-month period with the condition that you take a training course, and that I issue you a letter of reprimand.

I have reviewed the matter, and based on the hearing committee's decision and recommendation, I am of the view that the seriousness of the charges presented in the decision warrants a suspension of your Alberta Permanent Standard E Certificate.

Pursuant to Section 33 of the *Practice Review of Teachers and Teacher Leaders Regulation*, I am suspending your Permanent Standard E Certificate for six months effective immediately, with the condition that you are required to complete a training course, at your own cost, related to respect in the workplace, gender bias or workplace safety.

The training course you select related to this condition must be approved by the Registrar and completed on or before June 15, 2020. Upon completion of the course, you are required to provide the Registrar with satisfactory proof that the condition has been met and a written personal statement outlining how the training has impacted your understanding. Please submit your proof of completion and personal statement to the Registrar by June 22, 2020. If this deadline is not met, your Alberta Permanent Standard E Certificate will be cancelled, effective June 29, 2020.

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The hearing committee also recommended I issue you a letter of reprimand. Please be advised that this letter constitutes a letter of reprimand. My hope is that moving forward, you will ensure your conduct reflects the high standards expected of an Alberta certificated teacher.

If you have any questions, please contact [REDACTED] Registrar, Alberta Education, at
[REDACTED]

A copy of the regulation is enclosed for your reference.

Sincerely,

[REDACTED]
[REDACTED]
Adriana LaGrange
Minister

Enclosure