

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

IN THE MATTER OF A CHARGE OF UNPROFESSIONAL  
CONDUCT AGAINST ULANDA RYDER

The hearing committee of the Professional Conduct Committee of the Alberta Teachers' Association reports that a charge of unprofessional conduct laid against Ulanda Ryder of [REDACTED], Alberta was duly investigated in accordance with the *Teaching Profession Act*. The hearing commenced, via video conference, on Thursday, December 9, 2021 at 0900.

The participants were

1. Professional Conduct Committee members appointed as the hearing committee [REDACTED] (chair), [REDACTED], and [REDACTED];
2. Counsel to the hearing committee, [REDACTED];
3. Secretary to the hearing committee, Lisa Everitt;
4. Administrative secretary to the hearing committee, [REDACTED];
5. Presenting officer, [REDACTED]; and
6. Investigated member, Ulanda Ryder, was present and was not represented by counsel.

PRELIMINARY MATTERS

The hearing with respect to this matter was initially scheduled to proceed over Zoom from April 27 to April 30, 2021. The notice of hearing was published in the local newspaper in accordance with the TPA. Subsequently, by way of e-mail dated April 23, 2021, Ryder requested an adjournment indicating that she had not been able to secure legal counsel for the hearing as she was just made aware of the hearing. (Exhibit 1)

The hearing committee granted Ryder an adjournment. Set out below is a brief summary of the procedure followed for the adjournment application, the submissions of the parties and the hearing committee's written reasons for its decision.

Procedure Followed in Relation to Adjournment Application

After receiving Ryder's e-mail, dated April 23, 2021, Everitt notified Ryder that the hearing committee was available to consider Ryder's Adjournment Application on April 27, 2021. (Exhibit 2)

The hearing committee convened, via video conference, on April 27, 2021 to hear Ryder's application for an adjournment to consider the submissions of both parties. The Professional Conduct Committee members present for the adjournment request as the hearing committee were [REDACTED]

was counsel to the hearing committee, [REDACTED] was secretary and [REDACTED] was recorder. [REDACTED] was the presenting officer. The investigated member, Ulanda Ryder, was present and had [REDACTED] present as an agent.

Ryder was provided with an opportunity to make oral submissions and [REDACTED] was given an opportunity to make a reply. Ryder was provided with a final right of reply.

#### Summary of Submissions on Behalf of the Parties

Ryder's arguments were provided with the assistance of her [REDACTED], and are summarized as follows:

1. Ryder argued that she was provided improper notice for the hearing and consequently could not retain legal counsel in a timely fashion to prepare defence.
2. Ryder indicated she had learned of the hearing through a family member after there was an advertisement placed in the Edmonton Journal on April 12, 2021. Ryder shared that she did not become aware of the advertisement until April 21, 2021.
3. Ryder stated she did not receive the notice of hearing sent via registered mail because she had moved two years prior. In addition, Ryder indicated she was unaware of her obligation to notify the Association of her address change following the cessation of her employment as a teacher.
4. Ryder asserted that the TPA section 64 (b) requires that if a newspaper publication is to be relied upon as notice of hearing that it must be published twice, not once as was the case here.
5. Ryder acknowledged the matters were serious and therefore adequate time was needed to prepare a defence.

[REDACTED] arguments are summarized as follows:

1. [REDACTED] argued that Ryder had adequate time to prepare because she knew there would be a conduct hearing ordered as of April 2019.
2. [REDACTED] asserted that Ryder was aware of the investigation by the Association about the missing \$30,000 from the school council.
3. [REDACTED] also indicated that Ryder should have been aware of the process given that she had been involved in a previous PCC.

4. [REDACTED] argued that Ryder had not been cooperative with the Association investigation and she did not provide responses to information that was forwarded to her using registered mail or by e-mail.
5. Ultimately, [REDACTED] indicated that appropriate notification had been provided by the Association under the TPA.
6. Finally, [REDACTED] argued that to adjourn the hearing was unfair to the witnesses that had taken time off work to testify at this proceeding.

Ryder's reply to [REDACTED] presentation is summarized below:

1. Ryder indicated that she exercised her right not to reply during the time that criminal proceedings were underway, as participation in an Association investigation might prejudice her rights with respect to the criminal proceedings. Ryder further explained that this was the advice she was provided by her legal counsel who was retained for the criminal proceedings.

Legal counsel to the committee urged the committee to consider three factors in its deliberations:

1. Notice of the hearing was effectively served by the Association.
2. It is incumbent upon the investigated member to update their mailing address with the Association.
3. Seeking legal counsel is a supportable reason to consider an adjournment. The right to be represented by legal counsel is something that conduct committees ought to take seriously.

The parties were invited to respond to legal counsel's comments, neither party provided further response.

#### Order of the hearing committee

The committee granted the adjournment requested by Ryder but placed the following conditions on the adjournment:

1. The delay in proceedings from April 27, 2021 until the hearing is re-scheduled, not be advanced as an argument in the defence of the investigated member. (Exhibit 3)
2. That this committee not be seized from hearing this matter in the future.



### Reasons for Adjournment

The hearing committee carefully considered the submissions made on behalf of both parties. The hearing committee's rationale for deciding to uphold the Adjournment Application is set out below.

1. The committee accepted [REDACTED] submission that there was an inconvenience to the witnesses as a result of the adjournment, as well as the argument that the notice was effectively served, but the committee did not accept that these factors trump an investigated member's right to prepare a fulsome defence.
2. The investigated member has the right to legal counsel as a matter of procedural fairness.
3. This was Ryder's first application for an adjournment and there was no evidence that Ryder was abusing the process at the time of the request.

### PROFESSIONAL CONDUCT COMMITTEE HEARING

At the hearing held on Thursday, December 9 2021, Professional Conduct Committee members present as the hearing committee were [REDACTED]. [REDACTED] was counsel to the hearing committee, Lisa Everitt was secretary and [REDACTED] was recorder. [REDACTED] was the presenting officer. The investigated member, Ulanda Ryder, was present.

### COMPOSITION/JURISDICTION

There was no objection to the composition of the committee or its jurisdiction to hear the matter.

### CHARGES AND PLEA

The following amended charge was read aloud by the secretary to the hearing committee:

- 1) Ulanda Dawn Ryder is charged with unprofessional conduct pursuant to the *Teaching Profession Act* in that she, while a member of the Alberta Teachers' Association, during the 2016/17 school year, as cochair of the [REDACTED] advisory council and the parent advisory council, allowed the use of a debit card assigned to her to withdraw more than \$30,000 for non school advisory council or parent advisory council purposes from automated teller machines, thus engaging in actions which are detrimental to the best interests of the public and/or students, contrary to section 23 of the *Teaching Profession Act*.



The investigated member entered a plea of guilty to the one charge, by written submission.

WITNESSES

There were no witnesses called.

EXHIBITS FILED

- Exhibit 1—Letter and e-mail from Ryder requesting an adjournment, dated April 22, 2021 and April 23, 2021 respectively
- Exhibit 2—Letter from [REDACTED] to Ryder responding to the request for adjournment, dated April 23, 2021
- Exhibit 3—Signed letter from Ryder waiving her right to challenge jurisdiction based on section 31 (2) of the TPA, dated April 23, 2021
- Exhibit 4—Acknowledgement and agreement to change wording in Charge 1, signed by Ryder and [REDACTED], dated December 7, 2021
- Exhibit 5—Notice of hearing and Canada Post confirmation of delivery dated September 3, 2021
- Exhibit 6—Proof of Ryder's membership in the Association from December 1, 2005 to November 30, 2017
- Exhibit 7—Declaration of awareness of rights, signed by Ryder, dated December 7, 2021
- Exhibit 8—Submission on plea, signed by Ryder, dated December 7, 2021
- Exhibit 9—Agreed statement of facts and appendix, signed by Ryder and [REDACTED], dated December 7, 2021
- Exhibit 10—Joint submission on penalty, signed by Ryder and [REDACTED], dated December 7, 2021

EVIDENCE ADDUCED AND EXHIBITS FILED INDICATED

A. Background

1. The request for investigation was submitted to the executive secretary from [REDACTED], assistant superintendent, human resources, the [REDACTED] on May 10, 2018. [REDACTED] alleged that Ryder in her role of council cochair, was responsible for the theft of over \$30,000 from the [REDACTED] parent advisory council (PAC) and the school advisory council (SAC) accounts. The investigation was assigned to an Association investigating officer on June 16, 2018, and the investigation commenced on June 23, 2018.

2. The final investigation report was submitted to the executive secretary on March 3, 2019, with the recommendation that a Professional Conduct Committee hearing be held to examine this matter. On April 5, 2019, the executive secretary ordered a Professional Conduct Hearing. This hearing was delayed until the criminal matters had been concluded. The criminal matters were concluded on May 5, 2020, when the Court of Queen's Bench of Alberta stayed the charges for a year. The year passed without any events so the matter was considered complete before the court.
3. At the time of the incidents, which led to the charge, Ryder was teaching with the [REDACTED] and therefore was a member of the Alberta Teachers' Association. (Exhibit 6)
4. Ryder was elected cochair of the SAC and PAC at [REDACTED] school on September 22, 2016. [REDACTED]. She was appointed cochair with [REDACTED] was elected as treasurer for both committees as well. A motion was passed at this meeting stating, "All in favor to remove signing authority from [REDACTED] and replace with Ulanda Ryder as Co-Chairperson and [REDACTED] as Treasurer." (Exhibit 9)
5. On September 30, 2016, the signatories on the accounts were changed at the [REDACTED] Alberta. Ryder signed the agreement for business banking for the casino account and a debit card was issued to Ryder. On October 27, 2016, Ryder signed the agreement for business banking to include the PAC account on the same debit card. (Exhibit 9)
6. The [REDACTED] school committees were similar but had different functions to meet the qualifications of the *Societies Act* which stipulated school fundraising groups must be run at arm's length from the school council. The PAC advised the administration regarding events and items such as the "3-year plans" and reports. The SAC was responsible for the fundraising. This was the group that dealt with the Alberta Gaming and Liquor Control (AGLC) board at the time of the incident. AGLC monitors and grants permissions for charitable fundraising groups. (Exhibit 9)
7. Both councils at [REDACTED] school had their own accounts with the [REDACTED]. The accounts were:
  - a) School Advisory Account (casino)
  - b) Parent Advisory AccountThe account numbers have been excluded to protect banking information. (Exhibit 9)
8. [REDACTED] SAC supported the school programming for expenditures such as bussing costs for field trips, funding for students unable to afford the cost of the field trips and special events at the school. The money would be transferred from the PAC account into the SAC account when it was necessary. The bussing bill would be entered to the school's bill in the

fall the following year and the money would then be transferred into the school account to pay for those expenses. The staff were consulted by the administration of the school in their wish lists that they would need to complete projects using the casino funding. (Exhibit 9)

9. On October 11, 2016, at the meeting of the SAC and the PAC, there was a motion passed to "Distribute half of the casino funds into an investment account maturing in May 2017." Later it was found that this action of removing \$37,443.12 and investing it protected some of the casino funds. (Exhibit 9)
10. In terms of the funds withdrawn from the accounts without authorization, withdrawals appear to have begun with the council account on January 3, 2017. After the funds in the council account were all but exhausted, Ryder, or someone to whom she shared the debit card issued in her name on both accounts, began transferring money from the society's account to the council's account. Once funds were transferred to the council's account, they were withdrawn pursuant to a series of cash withdrawals from a variety of bank machines. From the account summaries provided by the bank, the funds withdrawn and transferred are as followed:

Date	Account	Amount	Location of Bank
January 3, 2017	Council Account	\$500.00	
	Council Account	\$500.00	
	Council Account	\$500.00	
	Council Account	\$500.00	
January 5	Council Account	\$500.00	
January 6	Council Account	\$500.00	
January 9	Council Account	\$500.00	
	Council Account	\$200.00	
January 10, 2017			
Transferred \$5,000.000 from Society Account to Council Account			
	Council Account	\$500.00	
January 11	Council Account	\$500.00	
January 12	Council Account	\$500.00	
January 13	Council Account	\$500.00	
January 16	Council Account	\$500.00	
	Council Account	\$500.00	
	Council Account	\$500.00	
January 17	Council Account	\$500.00	
January 18	Council Account	\$500.00	



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Date	Account	Amount	Location of Bank
January 19		\$400.00	
January 23			
Transferred \$2,400.000 from Society Account to Council Account			
	Council Account	\$500.00	
	Council Account	\$500.00	
	Council Account	\$500.00	
January 24	Council Account	\$500.00	
January 25	Council Account	\$400.00	
January 30			
Transferred \$3,000.000 from Society Account to Council Account			
	Council Account	\$500.00	
January 31	Council Account	\$500.00	
February 1	Council Account	\$500.00	
February 2	Council Account	\$500.00	
February 3	Council Account	\$500.00	
February 6	Council Account	\$400.00	
February 10			
Transferred \$4,000.000 from Society Account to Council Account			
	Council Account	\$500.00	
February 13	Council Account	\$500.00	
	Council Account	\$500.00	
	Council Account	\$500.00	
February 14	Council Account	\$500.00	
February 15	Council Account	\$500.00	
February 16	Council Account	\$500.00	
February 21	Council Account	\$500.00	
February 22			
Transferred \$3,000.000 from Society Account to Council Account			
	Council Account	\$500.00	
February 23	Council Account	\$500.00	
February 24	Council Account	\$500.00	
February 27	Council Account	\$500.00	
March 3	Council Account	\$500.00	
March 6	Council Account	\$500.00	

Date	Account	Amount	Location of Bank
March 9			
Transferred \$3,000.000 from Society Account to Council Account			
	Council Account	\$500.00	
March 10	Council Account	\$500.00	
March 13	Council Account	\$500.00	
March 14	Council Account	\$500.00	
March 17	Council Account	\$500.00	
March 20	Council Account	\$500.00	
April 17			
Transferred \$3,000.000 from Society Account to Council Account			
	Council Account	\$500.00	
	Council Account	\$500.00	
April 18	Council Account	\$500.00	
April 19	Council Account	\$500.00	
April 21	Council Account	\$500.00	
April 24	Council Account	\$500.00	
May 8			
Transferred \$2,300.000 from Society Account to Council Account			
	Council Account	\$500.00	
May 9	Council Account	\$500.00	
May 10	Council Account	\$500.00	
Mary 11	Council Account	\$500.00	
May 12	Council Account	\$380.00	
May 23			
Transferred \$2,084.18 from Society Account to Council Account			
	Council Account	\$500.00	
May 24	Council Account	\$500.00	
May 25	Council	\$500.00	
May 26	Council	\$500.00	
May 29			
Transferred \$1,000.00 from Society Account to Council Account			
	Council	\$500.00	
June 2	Council	\$500.00	

Date	Account	Amount	Location of Bank
June 13	Transferred \$960.00 from Society Account to Council Account		
	Council	\$500.00	
June 14	Council	\$500.00	
<b>Total Cash Withdrawals</b>		<b>\$33,280.00</b>	
Account Maintenance Fees			
January 31		\$2.50	
		\$1.25	
		\$7.50	
February 28		\$2.50	
March 31		\$2.50	
April 28		\$2.50	
May 31		\$2.50	
<b>Total Maintenance Fees</b>		<b>\$21.25</b>	
<b>Total Losses (Cash Withdrawals</b>		<b>\$33,301.25</b>	

(Appendix A, Exhibit 9)

11. There were no financial records sent by the [REDACTED] to the school. [REDACTED], principal, made an appointment to meet with the bank to get a statement. That was the first time that the school learned of the issue. This matter of missing money was referred to the senior administration of the school division. (Exhibit 9)
12. [REDACTED] and Ryder resigned their positions on the SAC and the PAC on June 27, 2017. (Exhibit 9)
13. Ryder never reported that her bank card for the school accounts was stolen or lost, the documentation of the missing money was found by [REDACTED] in June 2017. (Exhibit 9)
14. It is very clear in the information presented to individuals signing for the Better Banking Guide for Business in describing the limitation of a debit card at [REDACTED] It states:

#### Section 4. Lost of Stolen Card

You agree to notify, and to cause your Cardholder(s) to notify, us by telephone or in writing as soon as possible, but in any event, within twenty-four (24) hours of learning that either a card or Secret ID Code has been lost or stolen or the



confidentiality of a Card Number or Secret ID Code has been otherwise compromised by any means...

It continues with

Section 5. Customer Responsibility  
Authorized Transactions

You are responsible for the full amount of all authorized activity resulting from the use of the Card and/or Secret ID Codes by any persons including, but not limited to, your Cardholders. Careless handling of the Card and/or Secret ID Codes can result in serious financial losses.

There were other warnings in this document about the use of a debit card or secret ID code which placed the responsibility to protect the debit card and secret ID Code on the individual accepting responsibility for monitoring use of the debit card. (Exhibit 9)

13. There was no money spent from these accounts at [REDACTED] school for school activities from January 2017 to June 2017 in the 2016/17 school year. (Exhibit 9)
14. To date, Ryder has made no effort to make restitution for the lost money from the transactions on her debit card. (Exhibit 9)

B. Facts Relating to Specific Allegations

Charge One

1. Many students were able to go on field trips with limited costs because it was subsidized from the funds raised by parents volunteering at casinos. (Exhibit 9)
2. The loss of the casino money required the school to pay for the bussing costs of approximately \$36,000 a year, therefore programming would be impacted next year when bills came in to the school from the school division. (Exhibit 9)
3. Negligent actions such as not keeping track of a debit card with the potential for a loss of thousands of dollars will impact the school's ability to solicit parent support in fundraising activities. (Exhibit 9)
4. The actions could impact the ability for the school to access a fundraiser such as a "Casino" if the AGLC were to question the legitimacy of the spending or accounting practices of the organization. Nonprofit organizations wait a significant amount of time to even be considered for a "Casino." (Exhibit 9)

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5. The school benefited greatly from the casino funds and in a very limited time period, they raised in excess of \$70,000 for the student learning enrichment activities. (Exhibit 9)
6. The image of a teacher failing to report a missing debit card with consequence of losing more than \$30,000 would call into question the trust placed in teachers by the public. (Exhibit 9)
7. It was not Ryder's personal money to lose, she was a trustee of the money and should have been a lot more conscientious with the responsibilities of the role. (Exhibit 9)
8. Ryder, acknowledged that prior to signing the agreed statement of facts that she consulted her legal counsel regarding her rights or that she was aware of her right to consult legal counsel and that she hereby expressly waived her right to do so. Further, Ryder understood that after considering the agreed statement of facts and acknowledgement of unprofessional conduct, the committee may choose to impose any one or more of the orders outlined in the TPA. (Exhibit 9)

DECISION OF THE HEARING COMMITTEE

Charge 1—Guilty

REASONS FOR DECISION

1. Ryder was in a leadership position that required her to be a steward of financial assets. By accepting this position, she also accepted the responsibility to protect these funds and she failed to do so.
2. Ryder's failure to secure the debit card resulted in defrauding of the parent advisory council of over \$30,000. Ryder acknowledged her responsibility to protect the security of the debit card and thereby the funds contained in the account when she signed the banking documents.
3. By her own admission, Ryder failed to take all necessary steps to guard against theft or loss of a debit card assigned to her. Ryder failed to report her card was lost or stolen within a reasonable period of time contrary to the agreement she signed with the bank when she took carriage of the fund.
4. Ryder's failure to secure the debit card resulted in the withdrawal of \$30,000 from the PAC account, money that was not used to support the work of the school advisory council or the parent advisory council.

5. Ryder's actions were harmful to students because they did not benefit from the monies fundraised on their behalf and her actions were detrimental to the best interests of the public, students and teaching profession. As such, Ryder contravened section 23 of the TPA.
6. Ryder's actions damaged the profession. Her actions brought into question the trustworthiness of teachers and thus harmed the standing of teachers in general.

#### SUBMISSION ON PENALTY

1. [REDACTED] provided a verbal summary of the joint submission on penalty. [REDACTED] noted:
  - a. The charges were serious in nature.
  - b. Ryder's actions had a negative impact on the school community including students and parents.
  - c. Ryder had experience as a teacher, parent and a banking customer and ought to have known how to secure a debit card from potential abuse.
  - d. Ryder had a prior PCC conviction for fraud.
  - e. Ryder had suffered consequences for her actions regarding this matter and to prevent termination she had resigned from her position as a teacher.
  - f. The penalty needed to provide general deterrence to others in the profession, but that in this case, there was not a specific deterrence needed, he opined that Ryder would not repeat these actions.
2. In the joint submission on penalty, [REDACTED] and Ryder jointly recommended to the committee that the following penalty be imposed:
  - a. A declaration of permanent ineligibility for membership in the Alberta Teachers Association.
  - b. A recommendation to the Minister to cancel Ryder's teaching certificate.
3. [REDACTED] and Ryder requested the committee consider the following [REDACTED] factors when applying their decision.

Factor	Application
Nature and gravity of the charge	This is a serious matter that must be dealt with to maintain the trust of parents when they participate in a school activity. Often the school councils assist with the fundraising for special events at the school. Parents may not be anxious to donate time, talent and money to school projects if they know that a teacher allows the funds that are raised by their hard work to be taken by someone else and not reported immediately.



Factor	Application
Age or inexperience of teacher	Ryder has experience as a teacher, personal banking customer and a parent. There is no excuse of naivete for this circumstance. It was not a misunderstanding of banking practices. She signed the documents at the bank which state that she is responsible for the debit card and the fraudulent removal of funds using the debit card. Debit cards have been used for a long time and banks have established clear policies on the expectations of a customer to monitor and report fraudulent activities on accounts.
Presence or absence of unprofessional conduct	Ryder was found guilty by another PCC related to fraudulent information regarding financial matters. In that case, Ryder attempted to fraudulently pass herself off as the financial officer of the school division when payment of her rent was an issue for the family.
Age and condition of individual affected by the unprofessional conduct	<p>Ryder's actions or lack of actions impacted the school. All students were impacted when the school was unable to access the funds from the previous year. The children were enrolled in [REDACTED] school programming. The funds that were stolen were earmarked for a variety of student activities and transportation for field trips.</p> <p>Other people affected by the loss of this money were the other parents of this school council who had worked to raise the funds.</p>
Whether member has already suffered consequences	<p>Ryder chose to resign from her position based on the threat of termination by the employing school division after the bank information was shared with the school authority.</p> <p>There was no legal consequence or any request for repaying the missing amount of money by the bank or the school council.</p>
Presence of mitigating circumstance	Ryder did not participate in the investigation because of legal advice. This a mitigating factor for explaining the participation in the investigation but not the failure to protect the security of the card.

Factor	Application
Penalties in other similar cases	There are no similar cases of a teacher failing to protect a debit card which created a situation of missing money and/or the misuse of a school council's debit card which impacted a school so deeply.
Need to promote deterrence	<p>There is no need to promote specific deterrence in this case. Ryder is aware that she needed to better protect the card and password. The leadership position that she held demanded that of her and she is now aware of those requirements based on the events which led to these charges. The funds were to be used for the provision of transportation for all students.</p> <p>There is a need for general deterrence as well. Teachers need to understand that it is unacceptable for them to relinquish or ignore their financial duties as a member of an organization. It is required, at a minimum, to monitor finances of an organization and ensure that funds are maintained following current banking best practices. Ryder was elected by the parents of the school council who held her in high regard to trust her with the funds of the organization. Parents could begin to distrust their children's teachers if teachers have no consequences for their inaction when significant funds are misappropriated from school council accounts.</p>
Need to maintain confidence in the profession	Parents need to trust teachers who are given the responsibilities and duties in all parts of their lives. The community will not understand that as cochair of a committee the money went missing. They will understand that the money went missing because a teacher was in charge of it and as a result \$30,000 is not available to support their children.
Cooperation with investigating and presenting officer	<p>Ryder chose not to participate in the original investigation as per legal advice previously mentioned above.</p> <p>Ryder agreed to work with [REDACTED] and signed an agreed statement of facts and a joint submission on penalty on December 7, 2021.</p>



4. Further, the joint written submission noted that [REDACTED] had advised Ryder that the committee is not bound by the recommended penalty. The committee will make its own determination.
5. Finally, [REDACTED] had advised Ryder that she may make an oral presentation to the committee on penalty. However, she chose not to make an oral or written presentation. Further, when asked by the chair of the committee if Ryder wished to speak on the matter, she declined.

#### PENALTY

The committee imposed the following penalty:

1. A declaration that Ryder is permanently ineligible for membership in the Alberta Teachers' Association effective immediately.
2. A recommendation to the minister of education to cancel Ryder's teaching certificate.

#### REASONS FOR PENALTY

1. Ryder was a teacher who held a leadership position in her parent council and she was obligated to act as steward of the funds that were raised. Ryder ought to have been able to safeguard the debit card and therefore the funds in the accounts that were entrusted to her care. Further, Ryder acknowledged this responsibility when she signed the banking documents for the bank accounts.
2. Ryder's actions had broad and long-term implications for students, parents, the community and her colleagues:
  - a. Ryder's actions led to a loss of over \$30,000 in funds that were raised to enable enrichment activities like field trips. Her negligence robbed students of extra opportunities as a part of their educational experience. The funds were intended to provide a level of fairness to access the opportunities for all the students in the school and her actions deprived them of this.
  - b. Ryder's failure to protect the funds diminished trust in the parent group at the school. The parents would have volunteered their time and effort to support the fundraising efforts of the advisory council and the breach of their trust would have long term implications on their willingness to support these activities going forward.
  - c. Ryder, through her actions, potentially jeopardized the ability of the society to attain further licencing opportunities with the AGLC and this would lessen the ability of the parent group to fund raise in future years.
  - d. Ryder's actions harmed the reputation of the teaching profession. Teachers are expected to be trustworthy and Ryder's actions harmed the standing of teachers in general.



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3. Ryder demonstrated a pattern of behaviour because she had been convicted by a previous professional conduct committee for fraudulent activity around financial dealings. The penalty reflects the seriousness of this repeated conduct.
4. Society holds teachers to a high standard of conduct both inside and outside of the classroom setting and the penalty imposed reflects the need to maintain confidence in the profession.

Dated at the City of Edmonton in the Province of Alberta, Monday, January 17, 2022.

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

