



ALBERTA
EDUCATION

Office of the Minister

APR 26 2023

Ms. Catherine Marie Rolica
[REDACTED]

Dear Ms. Rolica:

The decision and recommendation of the hearing committee of the Professional Conduct Committee of the Alberta Teachers' Association has been referred to me, pursuant to the *Teaching Profession Act*. A copy of the decision and recommendation is enclosed for your reference.

I reviewed the February 14, 2020 decision of the previous hearing committee, as well as the February 4, 2021 decision of the Professional Conduct Appeal Committee that ordered a new hearing into the matter of the allegations against you.

In its January 26, 2022 decision, the second hearing committee found you guilty on two charges of unprofessional conduct for your inappropriate use of sick leave in the 2016/17 and 2017/18 school years. The hearing committee considered your actions to be detrimental in the best interests of students, and to the public's trust in the teaching profession. The committee recommended that I suspend your teaching certificate for a period of not less than one month. The committee included a recommendation of a condition that you obtain a letter from a [REDACTED] indicating the belief that you are aware of the seriousness of your actions, and [REDACTED] that will deter you from repeating these unprofessional behaviours in the future.

Based on the hearing committee's reasons for the decision and recommended penalty, I agree that the seriousness of your conduct warrants a suspension of your Permanent Professional Certificate. Having carefully considered the hearing committee's decision, recommended penalty and reasons, I am of the view that as an experienced teacher, you ought to have recognized that your actions would negatively impact your students, colleagues, employer and the reputation of the teaching profession, yet you repeated these inappropriate and impactful choices several times over a span of two years.

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As the hearing committee did not define an end date to the recommended suspension, but instead provided a minimum for me to consider, I hereby suspend your Alberta Permanent Professional Certificate [REDACTED] for a period of 18-months, until July 26, 2023, pursuant to Section 32 of the enclosed Certification of Teachers and Teacher Leaders Regulation. My decision is in consideration of, and aligned with, the hearing committee's recommendation of a suspension of a period not less than one month. The suspension reflects the serious nature of the repeated unprofessional conduct and is based on analogous professional discipline matters and corresponding penalties.

In addition, pursuant to the hearing committee's decision and recommendation, and in accordance with my authority under Section 32 of the Certification of Teachers and Teacher Leaders Regulation, you are required to provide to the Registrar a letter from [REDACTED] regarding the unprofessional behaviour that was the subject of the discipline proceedings, and confirming that you understand the seriousness of your actions. Any costs associated with completing this condition will be at your own expense.

You are required to submit the letter to the Registrar by July 26, 2023. If you fail to provide the letter by that date, your Permanent Professional Certificate will be cancelled. If urgency requires, you may request, in writing by May 31, 2023, that the Registrar extend both the date for completing the condition and the associated cancellation date of your teaching certificate. Such a request will be considered if you are able to provide the Registrar with written proof that you are making or attempting to make progress on completing this condition [REDACTED]

Sincerely,

[REDACTED]
Adriana LaGrange
Minister

Enclosures:

1. Certification of Teachers and Teacher Leaders Regulation, relevant provisions.
2. Decision of the hearing committee of the Professional Conduct Committee