

THE ALBERTA TEACHERS' ASSOCIATION

DECISION OF THE HEARING COMMITTEE
OF THE PROFESSIONAL CONDUCT COMMITTEE

IN THE MATTER OF CHARGES OF UNPROFESSIONAL
CONDUCT AGAINST CATHERINE MARIE ROLICA

The hearing committee of the Professional Conduct Committee of the Alberta Teachers' Association (ATA) reports that charges of unprofessional conduct laid against Catherine Rolica of [REDACTED] Alberta were duly investigated in accordance with the *Teaching Profession Act (TPA)*. The hearing was held [REDACTED] Alberta, Canada commencing on Friday, November 29, 2019 at 1615 and reconvened on Monday, December 16, 2019 at 0900.

Professional Conduct Committee members present as the hearing committee were [REDACTED]
[REDACTED] was counsel to the hearing committee, [REDACTED]
[REDACTED] presented the case against the investigated member. The investigated member, Catherine (Catie) Rolica, was present and was not represented by counsel.

PRELIMINARY MATTERS

1. REQUEST FOR ADJOURNMENT BY INVESTIGATED MEMBER

[REDACTED] received a letter dated November 23, 2019 from Rolica requesting a postponement and review for dismissal of the professional conduct hearing scheduled for December 16-20, 2019 in Edmonton. The committee was convened via teleconference call at 1615 on November 29, 2019 to hear application from Rolica.

In her application, Rolica contended that:

- a) As outlined in the *TPA*, section 31(2), a hearing date is to be scheduled within 120 days from the date a hearing is ordered. The date of hearing order for this matter was April 4, 2019, with a deadline to start the proceedings on or before August 2, 2019.
- b) She was not notified that a request or application for postponement had been made to the Provincial Executive Council (PEC) and the postponement had been granted.
- c) The above actions by PEC did not adhere to Administrative Law, Natural Justice and Procedural Fairness Regulations of Fairness or Efficiency.
- d) By not communicating the request and/or judgement to postpone the hearing date to Rolica, it was understood by her that compliance with the *TPA* had been breached, and therefore the allegations of unprofessional conduct were dismissed or abandoned.
- e) Notification of the hearing date was not received until November 12, 2019 allowing only 33 days for obtaining legal counsel, compiling evidence and formatting both a response and case file. In addition, the dates in which the hearing had been scheduled—

the final days before Christmas Holidays (statutory holidays)—presented unsurmountable challenges and cost inflation.

- f) Information collected by the presenting officer, [REDACTED] was not released, or received until November 26, 2019, therefore, full disclosure, as required under Administrative Law has not been met. The original requests for this information were made prior to the April 4, 2019 order for a hearing. This equated to in excess of 236 days to deliver pertinent materials, documentation and reports which left less than 20 days for Rolica to review and formulate a defence. Additionally, information and conversations referenced in the investigation report, prepared by [REDACTED] were not included in the disclosed documents, and were yet to be received.
- g) The complaint of professional misconduct filed was done in malice, and not in good faith which violated regulations of the TPA. The filing of the complaint initiated by [REDACTED] and filed by [REDACTED] hinged on an agreement to resign from the [REDACTED]
[REDACTED] Resignation was required to be effective immediately, without severance, benefits or any other supports. In return, a notice of restitution issued to the ATA on behalf of the board would be submitted with a clear implication and promise of resolve.
- h) The primary participant and facilitator of the actions, [REDACTED] confirmed to Rolica that [REDACTED] would not be attending the December 16–20, 2019 hearing. [REDACTED] plays a vital role in the questioning and position of the [REDACTED]
- i) During the teleconference call, Rolica stated she no longer had legal counsel and was seeking new counsel. Rolica further contended that the short time frame would not allow her to consult with a lawyer and mount a defense.

Decision of the committee

After hearing submissions in reply by the appointed case presenting officer, the hearing committee denied Rolica's request for postponement and for dismissal of the charges.

Reason for decision

- a) Pursuant to the TPA, section 31 (2), "A hearing under subsection (1) shall be commenced within 120 days after the date on which the matter is referred to the hearing committee or within any other period set by the executive council unless subsection (4) applies." In this matter subsection (4) does not apply as this was not an indictable offence. An application was made to PEC to extend the 120 days. In the June 2019 PEC meeting, an extension was granted.
- b) Requests for an extension to PEC are an internal matter and are not communicated to the investigated member.
- c) Members are notified when a hearing is scheduled. The fact that Rolica was not informed that an extension was granted by PEC, is not material. The TPA does not require a member to be notified when an extension is granted.

- d) Professional conduct and discipline matters are governed by the *Teaching Profession Act* and Alberta Teachers Association's bylaws.
- e) Rolica failed to consider the latter part of TPA, section 31(2) which states "or within any other period as set by the executive council." For Rolica to assume that the matter was dismissed was presumptuous and incorrect.
- f) As outlined in the TPA, section 31(3) "At least 15 days before the date set for a hearing, the executive secretary shall serve on the investigated person a notice stating (a) the date, time and location of the hearing, and (b) reasonable particulars of the matter to be heard." A notice of hearing was sent to Rolica on November 7, 2019 and was successfully delivered on November 14, 2019. Hearings are scheduled based on availability of committee members and not just for the convenience of the investigated member.
- g) Notice that a hearing was ordered, including a copy of the full investigation report, was sent to Rolica by registered mail on April 11, 2019 and Canada Post records show it was received April 25, 2019. This allowed Rolica the opportunity to review the documents and to formulate a defense.
- h) Anyone who has concerns about the conduct of an ATA member, including parents, other teachers or a member of the public, can ask the ATA to investigate the member's conduct. Based on the outcome of this investigation, the [REDACTED] concluded that sufficient evidence existed to warrant a hearing and ordered that a hearing committee be constituted to hear the matter.
- i) Witnesses are compelled to attend a hearing and scheduling of witnesses is the responsibility of the presenting officer and/or the investigated member.
- j) Rolica received notice that a hearing was ordered and a copy of the full investigation report on April 25, 2019. According to her verbal statements, Rolica acknowledged she had received legal advice prior to receiving the notice with the date of the hearing. Because no details of the case had changed between receiving notice in April that a hearing had been ordered, and receiving notice in November that a hearing would commence on December 16, 2019, the hearing committee determined that sufficient time had been given to Rolica to prepare for the hearing. The committee recognized that the quality of evidence may deteriorate over time but that there had been technical compliance with scheduling of this case, no prejudice to the investigated member and at the same time, interest of the public and the profession were such that the case should proceed as scheduled.

2. REQUEST FOR ADJOURNMENT BY HEARING COMMITTEE

Prior to reconvening the hearing on December 16, 2019, a request was made to adjourn the hearing at the end of day on December 17, 2019 and resume on December 19, 2019 to allow a committee member to deal with a pressing family medical matter. There were no objections from [REDACTED] Rolica questioned the wisdom of continuing the hearing while a committee member would be under duress. Upon receiving assurances from the committee member in question that their ability to fulfill their obligations as a committee member would not be compromised, the hearing committee decided to continue as outlined above.

COMPOSITION/JURISDICTION

There was no objection to the composition of the committee. Rolica questioned the jurisdiction of the committee based on her understanding of the timelines for hearings outlined in the TPA, section 31(2). The committee ruled they had jurisdiction to hear the case as set out by the TPA, section 31(2).

CHARGES AND PLEA

The following charges were read aloud by the secretary to the hearing committee:

1. Catherine Marie Rolica is charged with unprofessional conduct pursuant to the *Teaching Profession Act* in that she, while a member of the Alberta Teachers' Association, during the [REDACTED] school year, worked as a substitute teacher for the [REDACTED] [REDACTED] for approximately seven days while under contract with then [REDACTED] [REDACTED] in Alberta and while receiving sick leave pay [REDACTED] thus failing to maintain the honour and dignity of the profession, contrary to article 18 of the Code of Professional Conduct.
2. Catherine Marie Rolica is charged with unprofessional conduct pursuant to the *Teaching Profession Act* in that she, while a member of the Alberta Teachers' Association, during the [REDACTED] school year, worked as a substitute teacher for the [REDACTED] [REDACTED] for approximately seven days while under contract with then [REDACTED] [REDACTED] in Alberta and while receiving sick leave pay [REDACTED] thus failing to meet her obligation(s) to her school authority, contrary to section 23 of the *Teaching Profession Act*.
3. Catherine Marie Rolica is charged with unprofessional conduct pursuant to the *Teaching Profession Act* in that she, while a member of the Alberta Teachers' Association, during the [REDACTED] school year, worked as a substitute teacher for the [REDACTED] [REDACTED] for approximately 11 days while under contract with then [REDACTED] [REDACTED] in Alberta and while receiving sick leave pay [REDACTED] thus failing to maintain the honour and dignity of the profession, contrary to article 18 of the Code of Professional Conduct.
4. Catherine Marie Rolica is charged with unprofessional conduct pursuant to the *Teaching Profession Act* in that she, while a member of the Alberta Teachers' Association, during the [REDACTED] school year, worked as a substitute teacher for the [REDACTED] [REDACTED] for approximately 11 days while under contract with then [REDACTED] [REDACTED]

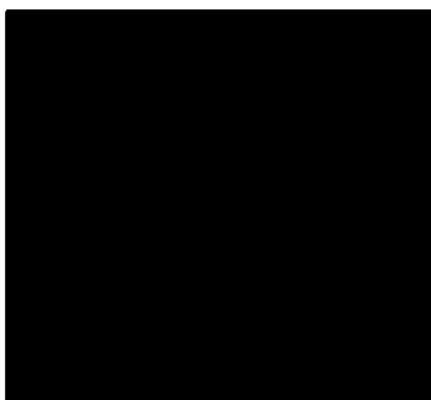
[REDACTED] in Alberta and while receiving sick leave pay from that [REDACTED] thus failing to meet her obligation(s) to her school authority, contrary to section 23 of the *Teaching Profession Act*.

5. Catherine Marie Rolica is charged with unprofessional conduct pursuant to the *Teaching Profession Act* in that she, while a member of the Alberta Teachers' Association, in [REDACTED], extended a vacation to [REDACTED] by approximately four days beyond the period approved by then [REDACTED] and called in sick during the unapproved extended time in [REDACTED] thus failing to maintain the honour and dignity of the profession, contrary to article 18 of the Code of Professional Conduct.
6. Catherine Marie Rolica is charged with unprofessional conduct pursuant to the *Teaching Profession Act* in that she, while a member of the Alberta Teachers' Association, in [REDACTED], extended a vacation to [REDACTED] by approximately four days beyond the period approved by then [REDACTED] and misrepresented the time that she was in [REDACTED] thus failing to meet her obligation(s) to her school authority, contrary to section 23 of the *Teaching Profession Act*.

The investigated member entered a plea of not guilty to each of the charges.

WITNESSES

The presenting officer called as witnesses:



EXHIBITS FILED

- Exhibit 1—Notice of hearing and Canada Post confirmation of delivery, on November 14, 2019
Exhibit 2—E-mails between [REDACTED] and Rolica regarding Rolica's use of sick time, dated [REDACTED]

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- Exhibit 3—List provided by [REDACTED] of Rolica's days worked in the [REDACTED] school years
- Exhibit 4—Record from the [REDACTED] showing Rolica's sick leave compared with days worked for [REDACTED] for the [REDACTED] school year
- Exhibit 5—Record of the [REDACTED] showing Rolica's sick leave compared with days worked for [REDACTED] for the [REDACTED] school year
- Exhibit 6—Record of options presented to Rolica and her ATA representative by the [REDACTED] in the September 24, 2018 meeting
- Exhibit 7—Record of sick leave investigation meeting with [REDACTED] (ATA representative) on September 24, 2018
- Exhibit 8—Letter from the [REDACTED] and Rolica, dated October 1, 2018.
- Exhibit 9—Copies of six [REDACTED] for Rolica, dated October 5, 2016, March 22, 2017, April 18, 2017, February 14, 2018, March 5, 2018 and March 29, 2018 respectively
- Exhibit 10—E-mail from Rolica to [REDACTED] regarding [REDACTED], dated March 13, 2018
- Exhibit 11—E-mail from Rolica to [REDACTED], human resources director of [REDACTED] regarding her return to work, dated May 10, 2018
- Exhibit 12—Handwritten notes taken by [REDACTED] dated September 26
- Exhibit 13—Letter from Rolica to the [REDACTED] dated September 26, regarding the proposed resignation agreement
- Exhibit 14—Letter from the [REDACTED] and Rolica regarding theft of time issue, dated September 28, 2018
- Exhibit 15—Record of meeting with Rolica, [REDACTED] dated October 1, 2018
- Exhibit 16—[REDACTED] ticket receipt for Rolica showing travel dates for trip to [REDACTED], departing [REDACTED]
- Exhibit 17—Letter from [REDACTED] to Rolica regarding [REDACTED], dated October 12, 2018.
- Exhibit 18—Letter from Rolica to [REDACTED] in reply to October 12, 2018 [REDACTED] letter sent by e-mail to Rolica
- Exhibit 19—Letter from [REDACTED] to Rolica, regarding a Notice of Suspension, dated October 16, 2018
- Exhibit 20—Letter from [REDACTED], regarding Rolica's [REDACTED] dated November 14, 2018
- Exhibit 21—E-mail dated October 22, 2018, from [REDACTED] regarding a conversation between [REDACTED] and Rolica
- Exhibit 22—Investigation report prepared by [REDACTED] dated November 1, 2018
- Exhibit 23—Handwritten notes by Rolica, dated September 24, 2018
- Exhibit 24—E-mails between Rolica, [REDACTED] regarding Rolica's [REDACTED] and her absences from school, [REDACTED]
- Exhibit 25—E-mails between Rolica and [REDACTED] regarding how information about Rolica's [REDACTED] was obtained, dated November 8, 2018

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- Exhibit 26—E-mail from [REDACTED] regarding a meeting with Rolica, dated February 6, 2018
- Exhibit 27—Record of [REDACTED]
- Exhibit 28—E-mails between [REDACTED] regarding Rolica's absence [REDACTED]
- Exhibit 29—E-mail from [REDACTED] closing the matter of the [REDACTED] absence, dated [REDACTED]
- Exhibit 30—E-mails between [REDACTED] and Rolica regarding Rolica's [REDACTED] absence and her statements regarding a toxic environment in the school, dated November 24, 2017.
- Exhibit 31—E-mails between Rolica and [REDACTED] regarding Rolica's leave, dated March 5 and 6
- Exhibit 32—E-mails between Rolica and [REDACTED] regarding Rolica's marks and assessments, dated March 13 and 14
- Exhibit 33—Letter to Rolica from [REDACTED] directing Rolica to attend a meeting on June 27, 2018, dated June 18, 2018
- Exhibit 34—Record of meeting with Rolica, [REDACTED] June 27, 2018
- Exhibit 35—E-mails between [REDACTED] and Rolica regarding Rolica's sick leaves, dated May 8, 2018
- Exhibit 36—E-mails between [REDACTED] and Rolica regarding meeting about sick leaves, dated March 3, 2016
- Exhibit 37—E-mail for FOIPP request from Rolica to the [REDACTED] dated October 4, 2018
- Exhibit 38—E-mail from [REDACTED] regarding Rolica's resignation, dated September 24, 2018
- Exhibit 39—Proof of Rolica's membership in the Association from September 1, 2008 to December 31, 2018
- Exhibit 40—Screen shot of text messages from Rolica, dated February 15, 2018
- Exhibit 41—Screen shot of text messages from [REDACTED] to Rolica, dated November 2017
- Exhibit 42—Document titled, Clarification meeting June 27, prepared by [REDACTED]
- Exhibit 43—Copy of the investigation report and notes prepared by [REDACTED] and [REDACTED] dated October 23, 2018
- Exhibit 44—[REDACTED] for Rolica, dated December 18, 2019
- Exhibit 45—[REDACTED] for Rolica, dated June 26, 2018
- Exhibit 46—[REDACTED] for Rolica, dated December 18, 2019

EVIDENCE ADDUCED AND EXHIBITS FILED INDICATED THAT:

Witness 1: [REDACTED]

1. [REDACTED] is associate superintendent, human resources for [REDACTED] and was the director of human resources, certificated staff for [REDACTED]

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2. [REDACTED] became aware of an ongoing investigation by human resources regarding Rolica's attendance.
3. During the investigation, it came to [REDACTED] attention that Rolica, while on a medical leave from the [REDACTED], had worked for the [REDACTED] during the [REDACTED] school year and the [REDACTED] school year. (Exhibits 3, 4 and 5)
4. [REDACTED] stated that [REDACTED] became aware that Rolica's [REDACTED] mentioned Rolica worked while [REDACTED]
5. [REDACTED] stated that [REDACTED] also became aware of an incident of misuse of sick leave to extend a holiday.
 - a) [REDACTED] had heard that Rolica had requested a two week leave to take advantage of a [REDACTED] free flight offer [REDACTED]
 - b) Rolica was advised that she would be limited to a one week leave.
 - c) Rolica was absent from school on [REDACTED] a non-instructional day.
 - d) Rolica was expected back at work on [REDACTED]
 - e) Rolica phoned in sick for [REDACTED] Calls made to the automatic sub request system were logged in at [REDACTED]
6. [REDACTED] requested a meeting with Rolica to discuss the ongoing investigation. (Exhibit 2)
7. The meeting took place on September 24, 2018. Attending the meeting were [REDACTED]
[REDACTED] ATA representative. (Exhibit 7)
8. During the meeting, [REDACTED] led the questioning and [REDACTED] took notes.
9. [REDACTED] stated that:
 - a) [REDACTED] asked for clarification from Rolica regarding dates that she worked for the [REDACTED] while employed by the [REDACTED] Rolica confirmed that she worked for the [REDACTED] while on medical leave from the [REDACTED]
 - b) Rolica was asked to clarify how she was listed as working in [REDACTED] for 1 full day and 2 half days by the [REDACTED] while she was physically in [REDACTED] and working at [REDACTED]. Rolica explained that she was paid for completing online training for the [REDACTED]
 - c) [REDACTED] confirmed that Rolica was active on the substitute teacher list with the [REDACTED] as indicated in the June 27, 2018 meeting. (Exhibit 7)
 - d) [REDACTED] stated that the records show that Rolica worked seven days from [REDACTED] to [REDACTED] while on medical leave from the [REDACTED] (Exhibit 4 and 7)
 - e) [REDACTED] stated that the records showed Rolica worked nine days from [REDACTED] while on medical leave from the [REDACTED] (Exhibit 5 and 7)

- f) [REDACTED] informed Rolica that the [REDACTED] had filed a grievance with The Alberta Teachers' Association for fraudulent use of the sick leave clause, filed a complaint with the Alberta Teachers' Association for unprofessional conduct and contacted the RCMP regarding fraud over \$5,000.00.
10. [REDACTED] became aware from a number of sources that Rolica had told several people that she would be away for two weeks. Rolica had told a parent of a child in her classroom that she would be away for two weeks. Rolica left substitute teacher plans for two weeks. [REDACTED] (Exhibit 22)
11. Rolica was asked directly if she extended her trip to [REDACTED] but did not answer. (Exhibit 22)
12. When asked for an itinerary, Rolica produced a [REDACTED] itinerary showing her flights from [REDACTED] and returning on [REDACTED] (Exhibit 16)
13. [REDACTED] stated that Rolica reported being lured into a colleague's classroom and confronted about her extended absence surrounding her trip to [REDACTED] Rolica used this as an example of her toxic work environment and harassment by staff. [REDACTED] asked [REDACTED] for [REDACTED] version of events. [REDACTED] replied in an e-mail that it was a casual conversation, but that [REDACTED] had expressed to Rolica that some staff were resentful of her continued absences. (Exhibit 21)
14. [REDACTED] met to discuss three possible options for resolution. (Exhibit 6) [REDACTED] presented the options to Rolica and returned with a fourth proposal from Rolica.
15. [REDACTED] stated that the fourth option required Rolica to resign effective [REDACTED] The [REDACTED] would reimburse Rolica [REDACTED] for classroom expenses and the complaint to the RCMP and the ATA would be dropped. [REDACTED] stated this would allow Rolica to work elsewhere and that there was no requirement for restitution. [REDACTED] said that it was [REDACTED] understanding that there was an agreement in principle between [REDACTED] and Rolica.
16. A letter was received by the board of trustees of the [REDACTED] on September 26, 2018. In the letter, Rolica rejected the resignation agreement negotiated by [REDACTED] for several reasons including:
- a) Lack of clarity regarding the RCMP complaint
 - b) Lack of access to personnel records
 - c) Inappropriate collection and use of personal information
 - d) Failure by the board to acknowledge and act on complaints from Rolica regarding toxic and hazardous work environments, harassment by staff, lack of support and injuries to mental health. (Exhibit 13)

17. In [REDACTED] letter of response to Rolica, [REDACTED] refuted many of Rolica's assertions. (Exhibit 14) [REDACTED] testified that to [REDACTED] knowledge Rolica's only request to see her personnel file occurred on September 26, 2018. [REDACTED] said that [REDACTED] sat with Rolica and went through the file to ensure that Rolica received photocopies of all documents.
18. [REDACTED] stated Rolica told [REDACTED] at that time that Rolica's [REDACTED]
[REDACTED]
(Exhibit 14)
19. [REDACTED] stated that while reviewing the personnel file with Rolica, it became apparent that some recent [REDACTED] were not in the correct file. [REDACTED] obtained the [REDACTED] and placed them in Rolica's personnel file and provided a copy to Rolica.
20. [REDACTED] stated [REDACTED] spoke to [REDACTED] regarding Rolica's concerns about a toxic and hazardous work environment. According to [REDACTED] [REDACTED] had no information regarding any complaints from Rolica. [REDACTED] told [REDACTED] that [REDACTED] had received one e-mail complaint from Rolica, but that Rolica had requested that [REDACTED] not take any action. [REDACTED] told [REDACTED] that many supports had been put in place to assist Rolica in her classroom and supports were available to all staff [REDACTED]
[REDACTED]
21. In a meeting held on October 4, 2018, attended by Rolica, [REDACTED] and [REDACTED] issues raised by Rolica were discussed and another agreement was negotiated. The terms of the agreement were:
- a) Rolica would resign immediately
 - b) Rolica would receive health benefits to the end of [REDACTED]
 - c) Rolica would receive compensation for shelves and supplies purchased by Rolica in the amount of [REDACTED]
 - d) Restitution was removed from consideration
 - e) The RCMP complaint would be withdrawn by the [REDACTED]
 - f) The ATA professional conduct complaint would be withdrawn by the [REDACTED]
- (Exhibit 17 and 18)
22. [REDACTED] stated that the [REDACTED] received a letter from Rolica on October 12, 2018 rejecting the proposed agreement. (Exhibit 18)
23. [REDACTED] wrote another letter to Rolica, dated October 12, 2018, clarifying some of the legal language used in the settlement and release agreement and the school division's position. [REDACTED] advised that the school division has moved towards termination of Rolica and that they would be pursuing the recovery of the value of Rolica's fraudulent use of sick leave from [REDACTED] The school division also advised Rolica that they had filed a complaint with the RCMP, the Alberta Teachers' Association for

unprofessional conduct and would be contacting the [REDACTED] as well to file a complaint of unprofessional conduct. (Exhibit 17).

24. [REDACTED] believed that Rolica showed no remorse, offered no apology for her actions and did not acknowledge any wrong doing. In [REDACTED] opinion, Rolica had a role to play in the alleged toxicity in the school.
25. [REDACTED] concluded that in [REDACTED] opinion, theft and related forms of dishonesty, such as fraud, are characterized as among the most serious forms of misconduct that an employee can commit. The trust relationship between the school division, Rolica and the other staff was irrevocably broken. (Exhibit 22)
26. During Rolica's cross-examination of [REDACTED] Rolica asked [REDACTED] if [REDACTED] was aware of the toxic environment at the school and the complexity of [REDACTED] classes. [REDACTED] said [REDACTED] was not aware of any toxicity at the school and that many classes have students with complex needs.
27. During Rolica's cross-examination she asked [REDACTED] if she (Rolica) had been cooperative with the investigation and complied with all requests. [REDACTED] replied that Rolica had been to some extent.
28. Rolica pointed out several times when she felt that she had been "ganged up on" and was unaware of the true nature of the meetings she was being asked to attend and therefore was not prepared for the meetings. [REDACTED] stated that [REDACTED] believed Rolica had been informed of the purpose of each meeting she was asked to attend.
29. Rolica asked [REDACTED] if [REDACTED] was aware of her (Rolica's) [REDACTED] [REDACTED] replied [REDACTED] only had information from the [REDACTED] not reasons for her absences.
30. Rolica asked [REDACTED] if there was suspicion that Rolica was not telling the truth about her [REDACTED] then why did the school board not require her [REDACTED] [REDACTED] stated that [REDACTED] felt that they had what they needed and another [REDACTED] opinion was not needed. [REDACTED] stated that reasons for medical leaves are not a requirement and the school division does not ask about the nature of the illness.
31. Rolica asked [REDACTED] if [REDACTED] was aware, from Rolica's own statements, that she was [REDACTED] [REDACTED] replied that [REDACTED] was not.
32. Rolica asked [REDACTED] if [REDACTED] was aware that directly following the October 4th meeting, Rolica made a request under the *Freedom of Information and Protection of Privacy Act* (FOIPP) to the school division. The notice of the request was sent from [REDACTED] to the

██████████ legal counsel with a note from ██████████ that said, ██████████
██████████ was not aware of the e-mail.

33. Rolica asked ██████████ if ██████████ was aware that the information regarding the days Rolica worked for the ██████████ was only released to the ██████████ after Rolica gave permission for the information to be shared. Rolica asked ██████████ if this showed that she was being cooperative and truthful. ██████████ was not aware of this, but said it didn't make any difference to the outcome of the investigation.
34. Rolica asked ██████████ if she (Rolica) had lied about working for the ██████████
██████████ said no, she had not lied.
35. Rolica asked ██████████ if the notes regarding the June 27th meeting were completely accurate. ██████████ acknowledged that there were a few minor errors.
36. Rolica asked ██████████ if Rolica's statements ever changed or contradicted previous statements. ██████████ said no, Rolica had been forthcoming.
37. Rolica asked ██████████ if Rolica had been present when the offers from the ██████████ were discussed with ██████████ ██████████ replied no.
38. Rolica asked ██████████ if Rolica had been present when ██████████ and the ██████████ were discussing options. ██████████ said no.
39. Rolica asked ██████████ if ██████████ was aware that Rolica was not given a written copy of the options presented. ██████████ replied that the offers were verbal.
40. Rolica asked ██████████ if ██████████ felt that Rolica had enough time to think about the options, given that they were not in writing, and were communicated through a third person. ██████████ said ██████████ did not think Rolica was pressured into making a decision.
41. Rolica asked ██████████ if ██████████ was aware that there was a lack of clarification regarding the RCMP charges, if they would be dropped, if there was ever an open file, or if the RCMP investigation would continue. Rolica also added that she felt this was used to intimidate her into accepting one of the offers without her having all the information. ██████████ replied ██████████ was not aware if there was ever an RCMP file number assigned and therefore there would be nothing to drop.
42. Rolica asked ██████████ if ██████████ was aware that once a complaint has been made to the Alberta Teachers' Association regarding professional conduct, that the school division cannot withdraw their request for an investigation. ██████████ said ██████████ did not know.
43. Rolica asked ██████████ to refer to her letter giving reasons why she did not accept the offers. (Exhibit 13) Rolica asked ██████████ if ██████████ agreed with the arguments raised in

the letter. [REDACTED] stated that [REDACTED] thought Rolica had been provided with the information [REDACTED] needed to make an informed decision.

44. Rolica asked [REDACTED] if [REDACTED] was aware that although the written agreement stated that Rolica had the opportunity to seek legal counsel, that Rolica was unaware that she had the right to legal counsel and since she thought the meetings were for clarification of her medical and sick leaves, that she did not need counsel. [REDACTED] stated Rolica was aware of the purpose of the various meetings.

Witness 2: [REDACTED]

1. [REDACTED] is a [REDACTED] teacher with the [REDACTED] and assists with student programming, working with teachers, parents, students and other professionals.
2. [REDACTED] coordinated support for students and staff [REDACTED] including such things as working as a liaison with [REDACTED] support providers for students and teachers.
3. [REDACTED] testified that during a meeting with Rolica and the [REDACTED] about a student with specialized learning needs, Rolica stated that it didn't matter what they decided to do as she was going to the doctor to get a note to go on a sick leave.
4. [REDACTED] testified that [REDACTED] relationship with Rolica was professional and "normal." [REDACTED] said that [REDACTED] thought Rolica was chatty in the staffroom and shared too many personal details about her life.
5. [REDACTED] said that [REDACTED] would try to make sure someone else was present for all meetings with Rolica to ensure that information was understood. [REDACTED] said Rolica often was late and appeared unprepared for meetings.
6. [REDACTED] also stated that because of Rolica's frequent absences and tardiness, [REDACTED] would have to cover Rolica's classes or find someone to cover the classes, often without proper lesson plans. [REDACTED] said this caused tension and uncertainty with [REDACTED] other staff and students.
7. [REDACTED] stated that one of [REDACTED] roles was to remove barriers for students so they could be learning in school. Rolica's frequent absences were disruptive to the students and caused them stress. However, the students liked Rolica and often made cards for Rolica when she was away. They felt bad for her.
8. [REDACTED] heard Rolica speaking to others about her [REDACTED] but [REDACTED] did not have any direct conversations with Rolica about this.

9. Rolica asked [REDACTED] for a reference. [REDACTED] said that Rolica needed the reference for an [REDACTED] school board.
10. [REDACTED] mentioned that [REDACTED] had been to [REDACTED] and [REDACTED] and Rolica had a casual conversation about [REDACTED]. This was in reference to an upcoming trip that Rolica was taking to [REDACTED] as [REDACTED].
11. [REDACTED] was not surprised when Rolica did not come to work on [REDACTED] the day before her [REDACTED] trip, which was a Professional Learning Friday (PLF).
12. When Rolica did not return from her one-week trip to [REDACTED] at the expected time, [REDACTED] noted that there were substitute teacher plans left for a two-week period, but no resources.
13. [REDACTED] noted that Rolica phoned in sick for a week after the [REDACTED] trip.
14. [REDACTED] stated that [REDACTED] had heard from an [REDACTED] who worked in Rolica's [REDACTED] that Rolica had worked in [REDACTED] while on medical leave from the [REDACTED].
15. [REDACTED] stated that Rolica attended staff events and appeared to get along well with other staff.
16. During Rolica's cross-examination, Rolica asked [REDACTED] to describe their relationship. [REDACTED] stated it was a "regular relationship but was stressed." [REDACTED] stated, "I treated you with respect because you were a professional."
17. Rolica asked if [REDACTED] knew about Rolica's personal life. [REDACTED] stated [REDACTED] knew about some things as [REDACTED] heard Rolica sharing information with other staff about [REDACTED] and other aspects of her life. [REDACTED] said [REDACTED] and Rolica were not friends as [REDACTED] did not have friends at work, other than running partners.
18. Rolica asked [REDACTED] if [REDACTED] was aware that Rolica provided substitute teachers plans when she was sick, but not when she was on extended medical leaves. [REDACTED] said [REDACTED] would often arrive to school early to ensure that there were plans in place for the substitute teacher in case Rolica didn't show up.
19. Rolica asked [REDACTED] if [REDACTED] was aware that Rolica's class had more students with complex needs and difficult parents than other classes. [REDACTED] said [REDACTED] thought the class composition was fair and balanced.
20. Rolica asked [REDACTED] if [REDACTED] remembered Rolica [REDACTED]
[REDACTED]

21. Rolica asked [REDACTED] if [REDACTED] remembered a conversation about one of Rolica's leaves being a result of [REDACTED] and the effect it had on Rolica's [REDACTED] [REDACTED] said [REDACTED] did not recall that conversation.
22. Rolica asked [REDACTED] if [REDACTED] was aware that Rolica's leaves were the result [REDACTED] [REDACTED] said [REDACTED] was not aware of the reasons for the leaves, only the effect they had on staff and students.
23. During cross-examination [REDACTED] stated that there were four staff that [REDACTED] all staff were given the same opportunity to access supports.

Witness 3: [REDACTED]

1. [REDACTED] taught [REDACTED]
2. [REDACTED]
3. [REDACTED]
4. [REDACTED]
5. [REDACTED] recalled that [REDACTED] was told the substitute teacher [REDACTED] had booked for [REDACTED] own class had to cover for Rolica when Rolica called in sick immediately after the [REDACTED] trip.
6. [REDACTED] told her that Rolica worked while [REDACTED]
7. [REDACTED] said [REDACTED] did not advise the school authorities about the conversation with [REDACTED]
8. During cross-examination [REDACTED] confirmed that the information about the length of the [REDACTED] trip was through a casual conversation and was not written down. But [REDACTED] had a clear recollection about the length of the trip.
9. Rolica asked [REDACTED] [REDACTED] said [REDACTED] only went by what [REDACTED] had been told by Rolica prior to the trip.
10. Rolica asked [REDACTED] [REDACTED]

Witness 4: [REDACTED]

1. [REDACTED] was a district principal with the [REDACTED] and prior to that was [REDACTED]
2. [REDACTED] said that the composition of Rolica's class was not atypical. She had a number of students with special needs, but no more than most other teachers, and in fact her class was smaller than most with only 16 students. [REDACTED] was aware that Rolica did not think her class was typical for the school and the needs of her students were more demanding. [REDACTED] felt that she was given supports to assist her and that her claims were not valid.
3. [REDACTED] testified that Rolica's attendance was not "pristine" and there were lots of calls in for sickness and there were several leaves. This was especially a problem in the school as there is a shortage of substitute teachers [REDACTED] so other teachers often had to cover for Rolica's absences.
4. Rolica was often late for class in the morning and [REDACTED] would open her classroom and start the day with the students until she arrived. If [REDACTED] was not able to cover, [REDACTED] would ask one of the other staff members to do so which caused some resentment from other staff.
5. Parents raised concerns about Rolica's frequent absences and questioned the effect of those absences on consistency of student instruction.
6. [REDACTED] stated that in an e-mail from Rolica she told [REDACTED] that she wanted [REDACTED] to be aware that staff were complaining about her and were creating a toxic environment. She did not want anything done about this. (Exhibit 30) [REDACTED] did not think there was a toxic environment in the school but could understand why Rolica might have thought that.
7. [REDACTED] did not receive any requests for work accommodations from Rolica or any written confirmation of [REDACTED]
8. Rolica had a positive relationship with most parents and with [REDACTED]
9. Rolica's students enjoyed her classes because she was creative, artistic and used technology effectively.
10. [REDACTED] said [REDACTED] thought Rolica had applied to the superintendent for an extended leave for her trip to [REDACTED] but was told she could only have one week.
11. Prior to the start of her trip, Rolica was absent for a PLF day so [REDACTED] texted her to ask her where she was. Rolica replied that she was at the hospital.
12. Rolica did not return to work when expected after the [REDACTED] trip and had phoned in sick daily for the four days following the end of her approved leave from the school division.

13. Prior to leaving for [REDACTED] Rolica had left substitute teacher plans for a two-week period.
14. [REDACTED] had received a phone call from a parent who advised [REDACTED] that Rolica had told them that she would be away for two weeks.
15. [REDACTED] was advised by [REDACTED] that [REDACTED] needed to meet with Rolica regarding her absences. [REDACTED] was required to advise Rolica that a parent had told [REDACTED] that Rolica would be gone two weeks and that [REDACTED] had evidence of [REDACTED]. [REDACTED] was directed to ask Rolica for a copy of her [REDACTED] itinerary. (Exhibit 28)
16. Rolica provided a copy of her [REDACTED] itinerary (Exhibit 16) which showed her travel dates as being [REDACTED]. [REDACTED] gave the copy of the itinerary to [REDACTED] who advised [REDACTED] that the matter was now closed.
17. [REDACTED] had provided Rolica with a reference. This was not unusual for staff to ask for references, but she had not told [REDACTED] that she would be working in [REDACTED] at that time.
18. [REDACTED] was told by another staff member that Rolica had worked as a substitute teacher in [REDACTED] while on medical leave from the [REDACTED] (Exhibits 3, 4 and 5)
19. [REDACTED] had asked Rolica about the location of the assessments of her students that were needed to complete the report cards while Rolica was on leave. (Exhibit 31) [REDACTED] stated that Rolica did tell them where the assessments were located but the staff were unable to locate them. Rolica inputted the marks herself. (Exhibit 32)
20. [REDACTED] stated it was not normal for a teacher to be on medical leave from one jurisdiction and work as a teacher for another jurisdiction.
21. During cross-examination Rolica asked [REDACTED] if [REDACTED] didn't agree that the composition of her class was extremely challenging and in fact, [REDACTED] mental health strategist, and substitute teachers had also raised concerns about the number of students with severe special needs in her class. [REDACTED] said [REDACTED] thought her class was challenging but no more so than other classes.
22. Rolica asked [REDACTED] about the shortage of substitute teachers [REDACTED] acknowledged that many times teachers had to cover for other classes when a teacher was away, and in fact Rolica had come to work on days when she was ill due to a lack of substitute teachers. [REDACTED] also acknowledged that the system for booking substitute teachers had limited capability to show reasons for absence other than illness, or medical.
23. Rolica asked [REDACTED] if it was reasonable to provide substitute teacher plans for longer than the requested leave in case of travel issues to and from [REDACTED] [REDACTED] said [REDACTED] did not know.

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24. Rolica asked [REDACTED] to clarify staff relationships in the school. [REDACTED] said it could be "cliquey" at times but [REDACTED] was not aware of her social relationships with others.
25. Rolica asked [REDACTED] if there was a history of ongoing negative parent relationships with a particular student who required extra attention. [REDACTED] said, yes, the student presented challenges and that is why the student received additional support. The parents could be demanding at times and were often belligerent regarding supports for their child. They could be unpredictable in their relationships with staff.
26. Rolica asked [REDACTED] if her absences were more or about the same as other staff with young children. [REDACTED] replied that she was absent more than most.
27. Rolica reminded [REDACTED] that she had told [REDACTED] about her [REDACTED] to which [REDACTED] replied that [REDACTED] knew she had some struggles in class, but did not know that [REDACTED]

Witness 5: [REDACTED]

1. [REDACTED] was the director of human resources, non-certificated staff for the [REDACTED]
2. [REDACTED] was director of human resources for all staff at the [REDACTED]
3. [REDACTED] was made aware that Rolica worked as a teacher for another school board while she on medical leave from the [REDACTED]
4. [REDACTED] began an investigation in [REDACTED] school year to ascertain whether Rolica worked elsewhere while on leave.
5. After initial inquiries regarding Rolica's absences, a meeting was called to discuss a recent sick leave claim. (Exhibit 33)
6. Prior to the meeting, [REDACTED] created a log of Rolica's absences based on medical documentation and attendance records. No requests for accommodations for return to work were found, nor did any of the documentation refer to [REDACTED] (Exhibit 9)
7. The June 27, 2018 meeting was attended by [REDACTED] and Rolica. (Exhibit 34)
8. [REDACTED] had contacted the [REDACTED] and learned that Rolica had worked more than she had originally indicated.
9. At the meeting, Rolica confirmed that she worked for the [REDACTED] as a substitute teacher while on medical leave from the [REDACTED] (Exhibit 34)

10. During the meeting Rolica was asked to sign a consent form allowing the [REDACTED] to release her employment data to the [REDACTED] (Exhibit 34)
11. [REDACTED] took handwritten notes during the meeting which [REDACTED] later transcribed. [REDACTED] felt the typed notes accurately reflected what transpired during the meeting and destroyed the handwritten notes.
12. [REDACTED] stated Rolica had applied for a two week leave to accept the free trip [REDACTED]. She was told she could only have one week because of the impact on the classroom and the difficulty in obtaining substitute teachers [REDACTED]. This was the practice for the [REDACTED] school year for [REDACTED].
13. [REDACTED] said [REDACTED] was surprised that she would work elsewhere as a teacher while on medical leave. [REDACTED] said it was dishonest and called into question Rolica's integrity. [REDACTED] said teachers need to set an example to others.
14. During cross-examination Rolica questioned the practices of the human resources department in obtaining information, implying that [REDACTED] had a history of treating Rolica differently than other employees, including improperly contacting medical offices in [REDACTED]. [REDACTED] did not remember that.
15. Rolica reminded [REDACTED] that the [REDACTED] has the right to request an employee see a doctor of their choice and that this was never requested of her. [REDACTED] agreed that they did not request that she see another doctor.
16. Rolica asked [REDACTED] if [REDACTED] was aware that [REDACTED] had contacted the [REDACTED] to request information about her working as a substitute teacher and that the [REDACTED] did not give [REDACTED] the requested information. In fact, it was Rolica who provided that information to the [REDACTED]. [REDACTED] replied [REDACTED] did not know that.
17. Rolica asked [REDACTED] if there was any written record of her request for to take two weeks for the [REDACTED] trip. [REDACTED] replied there was not.
18. Rolica asked [REDACTED] what happened to the original handwritten notes from the June 27, 2018 meeting. [REDACTED] said [REDACTED] had transcribed the notes from the June meeting in July or August and destroyed the original. She asked if this was common practice and [REDACTED] said it was. Rolica then opined that this meant that there could be errors or omissions in the record of the meeting. [REDACTED] maintained that the typed record was an accurate account of the meeting. (Exhibit 34)
19. Rolica asked [REDACTED]
[REDACTED]

- [REDACTED]
20. Rolica brought attention to Exhibit 35 and asked [REDACTED] if [REDACTED] comment, "wish we could take some action while others are watching to see what we do," did in fact prove that [REDACTED] was treating her differently than other staff when [REDACTED] said [REDACTED] hoped they could make an example of her.
 21. [REDACTED] then asked [REDACTED] if there was any record of Rolica requesting special accommodations regarding her return to work [REDACTED] [REDACTED] said there was no record of any request for accommodations for Rolica.

Witness 6: [REDACTED]

1. [REDACTED] was associate superintendent, [REDACTED]
2. [REDACTED] confirmed that Rolica signed a release in June 2018 to obtain information from [REDACTED] regarding her working as a substitute teacher. The information was received in August. [REDACTED] shared the information from the previous meeting with Rolica about the [REDACTED] school years. [REDACTED] prepared documents comparing dates of Rolica's medical leave and her work with the [REDACTED] (Exhibit 3)
3. [REDACTED] was informed about a meeting that took place on September 24, 2018 with [REDACTED] Rolica and [REDACTED]. The purpose of the meeting was to clarify the information received from the [REDACTED] regarding Rolica's employment as a substitute teacher with another school board while employed with the [REDACTED] and on sick leave and to recommend disciplinary actions. At this meeting Rolica alleged a toxic work environment and harassment. [REDACTED] investigated prior to the October 4th meeting and found no evidence of complaints from Rolica regarding her work environment. (Exhibit 8)
4. [REDACTED] calculated the value of days worked compared with days on medical leave (Exhibit 4 and 5) and then calculated the total value of all medical leaves taken by Rolica as [REDACTED] (including benefits) and the value of the days Rolica worked at the [REDACTED] as [REDACTED] (including benefits). (Exhibit 6)
5. [REDACTED] used these calculations in working with [REDACTED] and legal counsel to prepare settlement options.
6. [REDACTED] said other people in the [REDACTED] knew what was happening and the school division needed to show that there are consequences for such actions. [REDACTED] said [REDACTED] thought this would affect the morale of other staff if the school division did nothing. It is fraud as it is the tax payers' money. The [REDACTED] had a fiduciary duty to investigate the fraudulent use of sick leave and to act to prevent it from happening in the future.

7. [REDACTED] said the most important part of all the options was for Rolica to apologize and take responsibility for her actions.
8. [REDACTED] described the three options presented to Rolica and [REDACTED]
 - a) full restitution of [REDACTED] over an eight-month period, changes to sick leave entitlement, proof of remorse, a letter of reprimand, letter of apology from Rolica and investigations by the RCMP and the ATA will continue.
 - b) repayment at a rate of 1/200 of annual pay for days worked for the [REDACTED] plus travel days totalling [REDACTED] proof of remorse, a letter of reprimand, letter of apology from Rolica, sick leave entitlement reduced and letter of resignation dated [REDACTED]
 - c) Recommendation for termination will be made to the superintendent of the [REDACTED]
9. [REDACTED] came back with another option that included:
 - a) Rolica would resign effective [REDACTED]
 - b) Complaint to the ATA and the RCMP would be dropped.
 - c) The [REDACTED] would reimburse Rolica [REDACTED] for classroom supplies.
10. [REDACTED] believed the option presented by [REDACTED] was agreed to by all parties.
11. [REDACTED] was surprised to learn that Rolica did not agree. (Exhibit 13)
12. A meeting was held on October 4, 2018 with Rolica, [REDACTED]
[REDACTED] characterized Rolica as being very defensive and that she raised issues that were not germane to the meeting. Rolica was asked if she extended her stay in [REDACTED] Rolica did not answer but advised them that the [REDACTED] had her itinerary from [REDACTED] stated that [REDACTED] did not believe the itinerary as there were reports from parents and other staff members that Rolica planned to be away for two weeks. Substitute teacher plans were left for a two-week period and [REDACTED] Rolica's requests for substitute teacher coverage due to sickness for the four days immediately following her approved trip were recorded each day as being made between midnight and 2:00 AM local time. Rolica questioned her ability to access her personnel file and questioned the record management system of the [REDACTED] then said the meeting was off track and ended it. [REDACTED] advised Rolica that the division would move towards termination.
13. Rolica asked for every document that [REDACTED] had in relation to her. The [REDACTED] provided Rolica with all payroll and medical documentation within 30 days. The school division also provided all e-mails and other documentation as prescribed within 60 days.
14. During cross-examination Rolica asked [REDACTED] how the investigation began. [REDACTED] said they had heard rumours about her working in [REDACTED] so [REDACTED] asked the [REDACTED] if someone named Rolica worked for them. The [REDACTED] would only confirm that someone with that name did work for them. This resulted in the start of an official investigation.

█████ advised that █████ was not aware that she provided the information from the █████ to the █████.

15. Rolica asked about the rules regarding teachers working on non-instructional days. [REDACTED] said teachers can work, but if they are under contract they usually ask permission. However, medical leaves are not considered to be non-instructional days. [REDACTED] also said that Rolica could have applied for leave without pay if she wanted to work in [REDACTED] and she did not do so. The medical information that the [REDACTED] had stated [REDACTED]
16. Rolica advised [REDACTED] that she was unable to work in [REDACTED] and that she worked in [REDACTED] to see if it was the school that was causing her stress or teaching in general. [REDACTED]
[REDACTED]
[REDACTED] She was under contract with the [REDACTED]
17. Rolica questioned why she was not sent for an independent medical exam. To which [REDACTED] responded by stating that requests for collaborating medical exams cannot be retroactive and at the time of the medical leaves, there was no reason to ask for this.
18. Rolica further questioned why she was granted a transfer to a different school if she was being investigated with a possible outcome of termination. [REDACTED] reminded Rolica that she was being investigated but there was no presumption of guilt until the end of the investigation. [REDACTED] maintained that there was every possibility that Rolica would pay restitution and therefore still be employed by the [REDACTED] if they had denied her transfer request that would have presumed guilt. Rolica stated, "I 100 per cent admitted I worked. There was no question that I worked for another school district so why did I start work in August?" [REDACTED] reiterated that Rolica could still have been employed by the [REDACTED] if she had accepted one of their offers.
19. Rolica asked [REDACTED] if the options developed by the [REDACTED] were presented to her. [REDACTED] stated that they were developed as an internal document and were a starting point for discussion. (Exhibit 6) Rolica asked why the information about the RCMP charges were not included in the second offer. [REDACTED] said it was inadvertently left off, but it was not up to the [REDACTED] to tell the RCMP what to do. The [REDACTED] could tell the RCMP that the matter had been resolved, but cannot demand that charges be laid or dropped. [REDACTED] also reminded Rolica that [REDACTED] was not involved in discussions with the RCMP.
20. Rolica questioned [REDACTED] about the contents of the official Notice of Termination. [REDACTED] explained that much of the language in the document is prepared by legal counsel based on verbal agreements. Rolica asked why she was asked to sign to release the board from further legal challenges. [REDACTED] reiterated that this was a standard legal termination agreement. After Rolica refused to sign the Notice of Termination, the [REDACTED] sent a Notice of Suspension to Rolica. Rolica was suspended effective [REDACTED]. A termination hearing was scheduled for [REDACTED]

21. Rolica asked [REDACTED] if she had received all the documents she had requested in her FOIPP request before the termination hearing. [REDACTED] explained that they were two different actions and one was not dependent on the other.
22. During redirect, [REDACTED] confirmed that:
- a) there was no documentation regarding Rolica's extended [REDACTED] trip or authorizing her to teach elsewhere while under contract to the [REDACTED]
 - b) there were no medical documents requesting accommodation for Rolica.
 - c) if a teacher needs accommodation they need to provide documentation.
 - d) the final decision regarding the RCMP investigation was not up to the [REDACTED]
 - e) [REDACTED] thought there had been an agreement and was surprised when Rolica rejected the agreement and
 - f) the termination notice had standard legal language in it.

Witness 7: [REDACTED]

1. [REDACTED] was a teacher with the [REDACTED] and taught [REDACTED] from [REDACTED] worked with Rolica in [REDACTED] school years.
2. [REDACTED] stated [REDACTED] had a conversation with Rolica prior to Rolica leaving for [REDACTED] Rolica had told [REDACTED] the trip would be longer than what Rolica was allowed. [REDACTED] told Rolica to apply for an unpaid leave.
3. [REDACTED] said [REDACTED] heard Rolica had a second itinerary that extended her trip.
4. Rolica did not return from [REDACTED] when expected. There was a different substitute teacher called each day for the extra four or five days Rolica was away.
5. [REDACTED] recalled that [REDACTED] had taken attendance at the PLF and was surprised that Rolica was not there. [REDACTED] indicated 2 or 3 people knew Rolica had gone to [REDACTED] on the PLF day [REDACTED]
6. [REDACTED] stated that Rolica told [REDACTED] that she needed to work some days in [REDACTED] in order to stay on the list to be considered for employment.
7. [REDACTED] received a text from Rolica on [REDACTED] when she was supposed to be on medical leave stating, "Foggy in [REDACTED] Oops wrong person, lol." (Exhibit 40)
8. [REDACTED] said that [REDACTED] had not heard anything from Rolica about a toxic environment. [REDACTED] said the staff were friendly and that [REDACTED] had not heard any rude or mean comments directed at Rolica. Rolica attended staff parties and seemed to enjoy the parties and her colleagues.
9. During cross-examination, Rolica asked about their relationship and [REDACTED] reiterated that they worked well together and helped each other out. [REDACTED] said [REDACTED] did not remember Rolica

sharing that she was close to needing a medical leave [REDACTED] acknowledged that Rolica's class had more high needs students and a lot of issues with one particular family. (Exhibit 41)

10. [REDACTED] said that at the beginning of the year, Rolica was enthusiastic and was making lots of plans but that by December she seemed to lose interest and seemed bitter.
11. Rolica reminded [REDACTED] that Rolica was struggling with a lack of support in class, [REDACTED] Rolica asked [REDACTED] if Rolica was in a position to go off and just not work without pay? [REDACTED] responded, "Yes, you were struggling but that doesn't change that you made bad choices. If you have just taken the time off and not worked in [REDACTED] we wouldn't be here today."

Witness 8: [REDACTED]

1. [REDACTED] was a vice-principal at [REDACTED]
2. [REDACTED] taught [REDACTED] and worked with Rolica for three years and respected her as a teacher.
3. [REDACTED] said that an educational assistant told [REDACTED] that Rolica had been in [REDACTED]
4. [REDACTED] said [REDACTED] knew Rolica was [REDACTED]
5. Rolica attended social activities organized for school staff, she was very personable and funny.
6. Rolica spoke to [REDACTED] about the investigation into her absences and said it wasn't good. She told [REDACTED] that she stayed longer than anticipated in [REDACTED] Rolica was telling [REDACTED] details that [REDACTED] was not comfortable with knowing. [REDACTED] asked Rolica to stop having personal conversations because in [REDACTED]'s new role as vice-principal [REDACTED] would have to pass on information to central office. [REDACTED] was happy Rolica was moving to [REDACTED] although a comment Rolica made saying, "If I work for you I don't have to worry about calling in sick anymore" concerned [REDACTED] After hearing that comment, [REDACTED] contacted [REDACTED] to ask [REDACTED] what [REDACTED] should do.
7. Rolica also told [REDACTED] that she was going to fight the [REDACTED] and she was not going down alone. She was going to take [REDACTED] and [REDACTED] down with her.
8. [REDACTED] admitted that some teachers were hostile to Rolica due to her taking advantage of sick leave and recounted a time when Rolica fake coughed in the staff room and then said she was going to take a sick day.

9. [REDACTED] stated that [REDACTED] heard from a mutual friend that in a grocery store, Rolica warned [REDACTED] not to trust [REDACTED] as [REDACTED] would throw [REDACTED] under the bus.
10. [REDACTED] said Rolica was a good teacher, but [REDACTED] is trying to do the right thing.
11. During cross-examination, Rolica pressed [REDACTED] about Rolica's [REDACTED]. [REDACTED] maintained that [REDACTED] did not know Rolica [REDACTED] and would have helped more if [REDACTED] had known. [REDACTED]
12. [REDACTED] was happy to have Rolica on staff at [REDACTED] as [REDACTED] thought Rolica needed a fresh start.

Witness 9: [REDACTED]

1. [REDACTED] taught with Rolica for about three to five years.
2. [REDACTED] met with [REDACTED] regarding Rolica's absence in [REDACTED] and was told [REDACTED] needed to talk to Rolica.
3. Shortly after Rolica returned from [REDACTED] [REDACTED] told Rolica that it looked suspicious that her trip had gone longer. This caused hard feeling amongst staff as people had to cover for her and it was report card time. [REDACTED] said [REDACTED] was not sure if Rolica had stayed in [REDACTED] or took a week off to complete report cards. Rolica told [REDACTED] that the flights had been delayed and [REDACTED] as a result of flying. [REDACTED] questioned why [REDACTED] would need a week to recover [REDACTED]
4. [REDACTED] was told by central office staff that Rolica was threatening [REDACTED] with a complaint about [REDACTED] unprofessional conduct. [REDACTED] was asked by [REDACTED] about [REDACTED] and then was asked to provide [REDACTED] with a summary of the conversation between Rolica and [REDACTED]. [REDACTED] sent the information to [REDACTED] in an e-mail written a year later, but stated that it was an accurate reflection of the conversation. (Exhibit 21)
5. [REDACTED] said Rolica launched a complaint under the Code of Professional Conduct. The ATA staff investigated and determined it did not reach the level of a conduct hearing and instead ordered an invitation to occur. [REDACTED] admitted [REDACTED] shouldn't have talked to [REDACTED] without letting Rolica know first. Also, [REDACTED] should only have expressed [REDACTED] own feelings about Rolica's absences and not spoken on behalf of other staff members. [REDACTED] said [REDACTED] was directly affected by Rolica's absence because [REDACTED] would be asked to help the substitute teachers or have to miss [REDACTED] own preparation periods as the music teacher covered Rolica's classes.

6. [REDACTED] said there were no other issues with Rolica and staff; she just missed too much school. Rolica was included in staff functions and it was not a toxic environment; but any stress was caused by Rolica's many absences. [REDACTED] enjoyed working at [REDACTED]
7. Rolica's absences harmed the students; they were denied continuity of teaching and the substitute teacher plans were inadequate.

Witness 10: [REDACTED]

1. [REDACTED] was director of human resources and teacher practice for the [REDACTED] from [REDACTED] when [REDACTED] became a part-time employee.
2. Part of [REDACTED] role was to support new principals and it was in this role that [REDACTED] was asked for advice by [REDACTED] because [REDACTED] had heard some information regarding Rolica's [REDACTED] trip. [REDACTED] said [REDACTED] had heard from a parent that Rolica intended to be away for two weeks even though she only had permission to be away for one week. The substitute teacher had also asked for clarification about the length of time [REDACTED] would be working as Rolica had left two weeks of substitute teacher plans. [REDACTED] also told [REDACTED] (Exhibit 28)
3. [REDACTED] said [REDACTED] heard that Rolica had requested a two week leave from the superintendent but was only approved for one week.
4. [REDACTED] told [REDACTED] that the Friday before the [REDACTED] trip that Rolica was not at school. [REDACTED] contacted Rolica and Rolica said she was sick. Later, [REDACTED] heard that Rolica actually left [REDACTED] that day. The itinerary provided by Rolica showed her travel dates corresponded to her leave dates. [REDACTED] told [REDACTED] that the matter was now closed. (Exhibit 29)
5. [REDACTED] was later asked by [REDACTED] to investigate all of Rolica's absences and the [REDACTED] matter was revisited.
6. On [REDACTED] called [REDACTED] to advise [REDACTED] that Rolica would be out on a medical leave until [REDACTED]. The [REDACTED] date was extended with another medical note to [REDACTED] and then extended again to [REDACTED]
7. [REDACTED] once again contacted [REDACTED] to say [REDACTED] had heard that Rolica was in [REDACTED] asked [REDACTED] about the text [REDACTED] received and [REDACTED] shared it with [REDACTED] (Exhibit 40) [REDACTED] also said that [REDACTED] had heard that [REDACTED] had commented that Rolica had worked while [REDACTED] in [REDACTED]
8. [REDACTED] confirmed [REDACTED]'s testimony regarding [REDACTED] communications with Rolica about assessments and report cards. (Exhibit 32)

9. [REDACTED]
[REDACTED]
10. The meeting on June 27, 2018 was convened to seek information from Rolica and to ensure Rolica understood the provisions of the sick leave benefits. Rolica said she worked as a substitute teacher one day in [REDACTED] school year and during Spring break and Christmas break in [REDACTED]. Rolica spoke at length about stress and working in a toxic environment. (Exhibit 34) [REDACTED] tried to get the meeting back on track. Rolica signed a consent for the [REDACTED] to release information about her work with them.
11. [REDACTED] confirmed previous witnesses' explanations of Exhibits 3, 4 and 5. [REDACTED] then described contents of Exhibit 6 and Exhibit 7, which were options developed by the [REDACTED] and communicated to [REDACTED] during the September 24, 2018 meeting. Rolica had become very upset during the meeting and questioned the timing of the meeting.
12. In conversation, [REDACTED] advised [REDACTED] that the [REDACTED] could not reduce Rolica's entitlement to sick leave. There was no signed agreement at the end of the day. [REDACTED] came back with a proposal that the [REDACTED] would not seek reimbursement but would pay [REDACTED] to Rolica for her out of pocket expenses for setting up her classroom and that Rolica would resign at the end of [REDACTED]. [REDACTED] agreed and thought they had a verbal understanding. Rolica was placed on unassigned duties after the [REDACTED] meeting.
13. [REDACTED] stated that Rolica's conduct was unprofessional and detrimental to her students. Rolica abused her sick leave benefits and stole time from the employer. This was a fundamental breach of trust and brought dishonour to the profession.
14. During cross-examination Rolica tried to establish that the [REDACTED] acted inappropriately [REDACTED]
15. Rolica questioned the record of the June 27 meeting but [REDACTED] maintained that it was an accurate reflection of the meeting.
16. Rolica endeavoured to discredit the processes of the [REDACTED] in their investigation. [REDACTED] asserted that the purview of the committee is only on the conduct of the investigated member. Rolica reluctantly dropped this line of questioning.
17. Rolica asked [REDACTED] if [REDACTED] recalled Rolica saying that her understanding was that she could teach elsewhere on non-instructional days. [REDACTED] said [REDACTED] remembered Rolica saying that, but Rolica can't work somewhere else while being paid by the [REDACTED]

18. [REDACTED] maintained that Rolica was not forthcoming with information in the June meeting. In the September meeting Rolica was angry, defensive, agitated and trying to place blame on other people.

At this point in the proceedings, the investigated member broke down and was unable to continue. The chair called a recess so Rolica could collect herself.

[REDACTED] advised the PCC that Rolica had requested the witness be released from further testimony. [REDACTED]

Upon reconvening the hearing, Rolica indicated that she wished to change her plea from not guilty to guilty for all charges. [REDACTED] read the charges and Rolica answered guilty to each charge.

Credibility

[REDACTED]
[REDACTED] the associate superintendent, human resources for the [REDACTED] [REDACTED] demeanour was professional and [REDACTED] testimony was deemed believable by the committee. [REDACTED] made eye contact with the presenting officer and with the committee members. [REDACTED] appeared to be honest and [REDACTED] was able to easily recall details. [REDACTED] motivation in testifying was to fulfil [REDACTED] responsibility to the school division. [REDACTED] story remained consistent throughout [REDACTED] testimony. [REDACTED] version of events was consistent with other evidence and was consistent with other witnesses' testimony. [REDACTED] demonstrated a believable perception of events and [REDACTED] grasp of the protocols and regulations of [REDACTED] school division was evident.

[REDACTED]
[REDACTED] was confident and [REDACTED] demeanour was professional. [REDACTED] testimony was concise and at times abrupt. [REDACTED] motivation in testifying was concern for consistency of instruction for students and their well-being. [REDACTED] testimony remained consistent and [REDACTED] ability to recall details and events was consistent with other witnesses' testimony. [REDACTED] exhibited veiled hostility towards Rolica, but this did not detract from [REDACTED] believability.

[REDACTED]
[REDACTED] was quiet but assured. [REDACTED] demeanour was professional. [REDACTED] was confident in [REDACTED] own recollection of details. [REDACTED] was factual and did not offer extraneous information. [REDACTED] followed proper protocol in not disclosing information obtained from a child in [REDACTED] class regarding a teaching colleague's conduct. [REDACTED] testimony was both internally and externally consistent. [REDACTED] motivation in testifying was to fulfill [REDACTED] professional obligations. [REDACTED] appeared to be honest and expressed no ill will towards Rolica.

[REDACTED]

[REDACTED] was a principal with the [REDACTED] demeanour was professional and [REDACTED] testimony was deemed believable by the committee. [REDACTED] made eye contact with the presenting officer, with Rolica and with the committee members. [REDACTED] appeared to be honest and [REDACTED] was able to recall details. [REDACTED] was calm and relaxed and showed compassion towards Rolica. [REDACTED] motivation in testifying was to fulfill [REDACTED] responsibility to the school. [REDACTED] story remained consistent throughout [REDACTED] testimony. [REDACTED] version of events was consistent with other evidence and was consistent with other witnesses' testimony. [REDACTED] demonstrated a believable perception of events and [REDACTED] grasp of the protocols and regulations of the school was evident.

[REDACTED]

[REDACTED] was a director of human resources for the [REDACTED] and testified via Skype for Business. [REDACTED] appeared to be honest and was able to recall details. [REDACTED] motivation in testifying was to fulfill [REDACTED] responsibility to the school division. [REDACTED] story remained consistent throughout [REDACTED] testimony. [REDACTED] version of events was consistent with the evidence and other witnesses' testimony. [REDACTED] demonstrated a believable perception of events and [REDACTED] grasp of the protocols and regulations of the school division was evident.

[REDACTED]

[REDACTED] associate superintendent, [REDACTED] with the [REDACTED] [REDACTED] appeared to be honest and was able to recall details and had a professional demeanour. [REDACTED] understood [REDACTED] role in the investigation and subsequent termination of Rolica. [REDACTED] was direct and respectful. [REDACTED] motivation in testifying was to fulfill [REDACTED] responsibility to the school division. [REDACTED] was confident in [REDACTED] recollection of events. [REDACTED] version of events was consistent with other evidence and was consistent with other witnesses' testimony. [REDACTED] demonstrated a believable perception of events and [REDACTED] grasp of the protocols, processes and regulations of the school division was evident.

[REDACTED]

[REDACTED] was a teacher with Rolica at [REDACTED] and testified via Skype for Business. [REDACTED] appeared to be honest and sympathetic to Rolica. Although [REDACTED] was visibly upset, [REDACTED] testimony was deemed believable by the committee. Some of [REDACTED] recall of specific details was inconsistent with other evidence, however the details were not substantive in nature and the inconsistencies could be explained by the passage of time.

[REDACTED]

[REDACTED] was a teacher with Rolica at [REDACTED] and later vice-principal at [REDACTED] and testified via Skype for Business. [REDACTED] appeared sympathetic to Rolica. [REDACTED] was aware of [REDACTED] professional obligations as a vice-principal and shared with Rolica that [REDACTED] needed to establish

boundaries. [REDACTED] testimony was believable and was consistent with evidence and other witnesses' testimony. [REDACTED] motivation for testifying was to do the "right thing."

[REDACTED]

[REDACTED] was a teacher with Rolica at [REDACTED] was curt in [REDACTED] responses, but believable and forthcoming. [REDACTED] testimony was consistent with evidence and other witnesses' testimony. [REDACTED] appeared to be honest in [REDACTED] recollections of events and took responsibility for [REDACTED] own actions. [REDACTED] was motivated to testify by a desire to hold Rolica accountable for [REDACTED] actions.

[REDACTED]

[REDACTED] was director of human resources and [REDACTED] for the [REDACTED] and testified via Skype for Business. [REDACTED] was succinct and pointed in her responses. [REDACTED] demeanour was professional and [REDACTED] testimony was deemed believable by the committee. [REDACTED] was firm in [REDACTED] convictions and [REDACTED] was able to easily recall details. [REDACTED] motivation in testifying was to fulfill [REDACTED] responsibility to the school division and to uphold the Code of Professional Conduct. [REDACTED] story remained the same throughout [REDACTED] testimony. [REDACTED] version of events was consistent with other evidence and was consistent with other witnesses' testimony. [REDACTED] demonstrated a believable perception of events and [REDACTED] grasp of the protocols and regulations of [REDACTED] school division was evident.

DECISION OF THE HEARING COMMITTEE

Charge 1—Guilty
Charge 2—Guilty
Charge 3—Guilty
Charge 4—Guilty
Charge 5—Guilty
Charge 6—Guilty

REASONS FOR DECISION

1. By her own admission, testimony from other witnesses and exhibits submitted, Rolica was guilty of all charges.
2. The preponderance of evidence supported the charges.
3. Through her fraudulent behaviour, Rolica, while a member of the Association, did not act in a manner that maintained a relationship of trust between herself and the [REDACTED]

4. Teachers are held to a high standard of behaviour by the public and the profession and are expected to behave in a trustworthy manner. Through her actions, Rolica failed to uphold the honour and dignity of the profession.
5. Rolica intentionally defrauded the [REDACTED]. The profession expects teachers to be truthful and honest and Rolica was not, thus failing to maintain the honour and dignity of the profession contrary to article 18 of the Code of Professional Conduct and section 23 of the *Teaching Profession Act*.
6. Rolica, in three instances, abused the sick leave provisions of the collective agreement, thus failing to maintain the honour and dignity of the profession contrary to article 18 of the Code of Professional Conduct and section 23 of the *Teaching Profession Act*.
7. Rolica worked nine days for the [REDACTED] including two days of online learning, while employed by, and on medical leave from, the [REDACTED] during the [REDACTED] school year as per Charge 1 and 2.
8. Rolica worked 11.83 days for the [REDACTED] during the [REDACTED] school year, while employed by, and on medical leave from, the [REDACTED] as per Charge 3 and 4.
9. Rolica phoned in sick on four consecutive days, extending her vacation in [REDACTED] in [REDACTED] as per Charge 5 and 6.

SUBMISSION ON PENALTY

[REDACTED]'s Statement Regarding Penalty

[REDACTED] recommended that the penalty in this case should consist of:

1. a letter of severe reprimand to encompass all six charges
2. a declaration that Rolica is declared permanently ineligible for membership in the Alberta Teachers' Association and
3. a recommendation to the minister of education to permanently cancel Rolica's teaching certificate.

This penalty was recommended to voice the concerns of the profession over Rolica's behaviour and in order for the penalty to be a deterrence to other teachers within the profession. The charges were serious and go to the heart of the trust relationship between the school authority, teachers, staff, parents and members of the public.

A second factor to consider is the age and experience of the individual. Rolica was [REDACTED] years old and had been teaching for [REDACTED] years at the time of infractions. Rolica is a veteran teacher and should have been fully aware of her responsibilities under the collective agreement and her contract.

Rolica has not previously been the subject of a discipline investigation by the Association. However, Rolica defrauded the school authority on three occasions.

Rolica was not forthcoming in early meetings.

Students were adversely affected by Rolica's actions as they were denied continuity of teaching. Other staff were negatively affected by having to cover for Rolica as there is a lack of certificated substitute teachers in [REDACTED]. Other staff and the public knew how much time Rolica was away and it was common knowledge amongst staff that she worked in [REDACTED] while on medical leave.

Rolica has been terminated by the [REDACTED] and a complaint was made to the RCMP by the [REDACTED].

Rolica believes that she [REDACTED] that may have impaired her decision-making processes.

Rolica was a good teacher; there were no competency issues.

Rolica's change in plea shows some understanding that what she did was wrong.

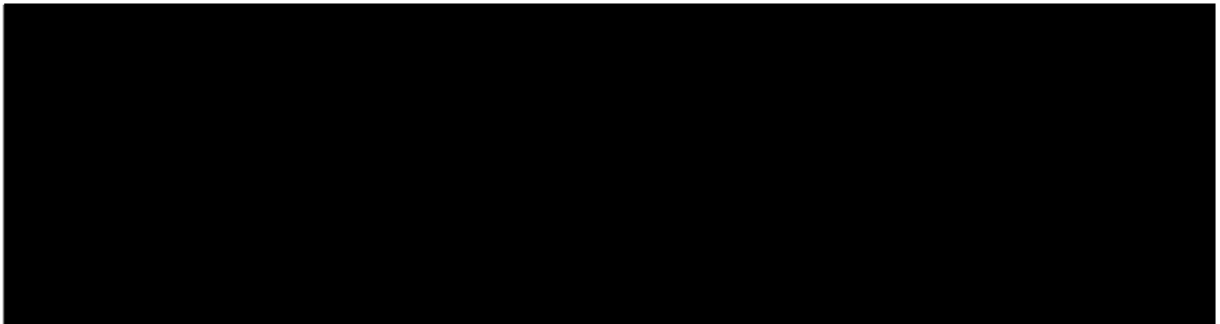
Rolica's Statement Regarding Penalty

Rolica stated that there was nothing the professional conduct committee could order that would be worse than she had already suffered.

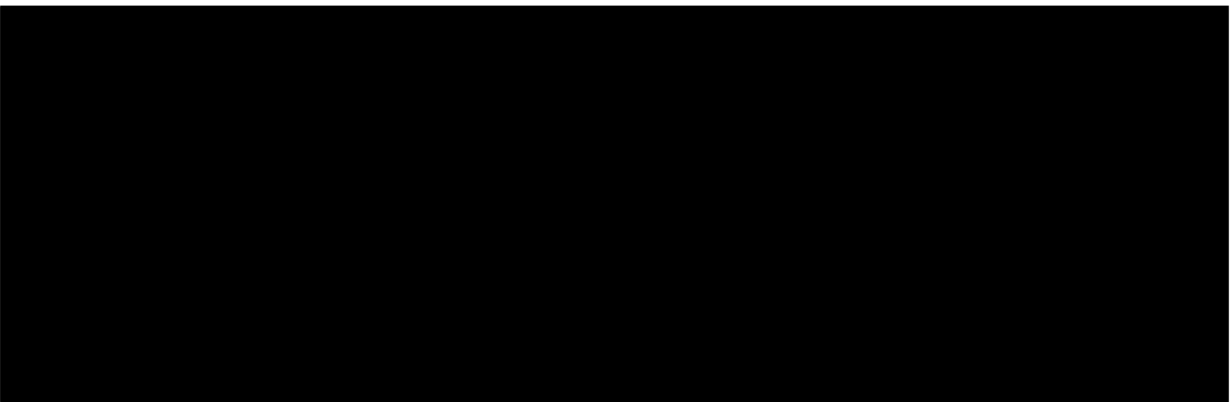
Rolica asked the committee to consider the mitigating factors in her case:

1. [REDACTED]
2. [REDACTED]
3. [REDACTED]
4. Rolica began her employment with the [REDACTED] in [REDACTED] after having worked for the [REDACTED] since [REDACTED] when she moved to Alberta from [REDACTED]. Her experience and evaluations throughout her first year were excellent, and she was offered a permanent contract immediately following her first year.

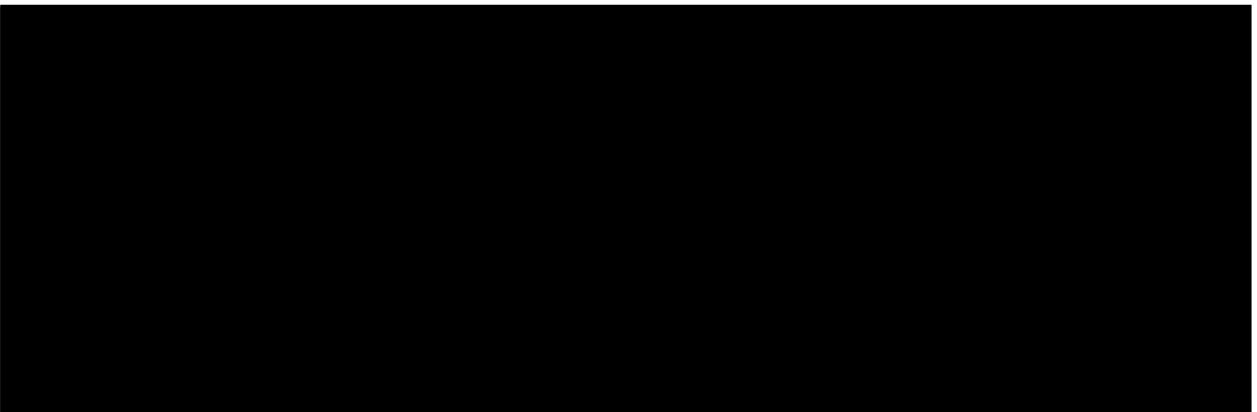
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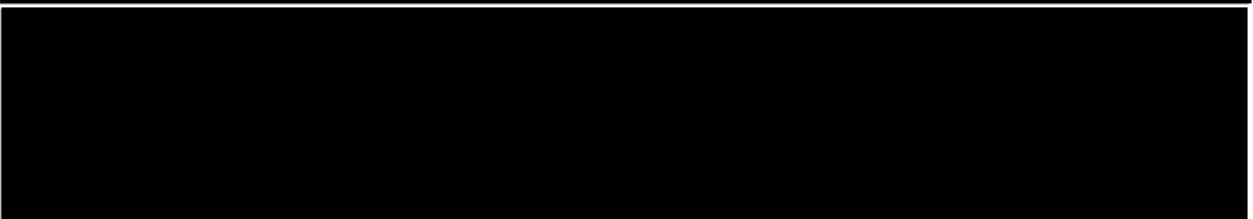
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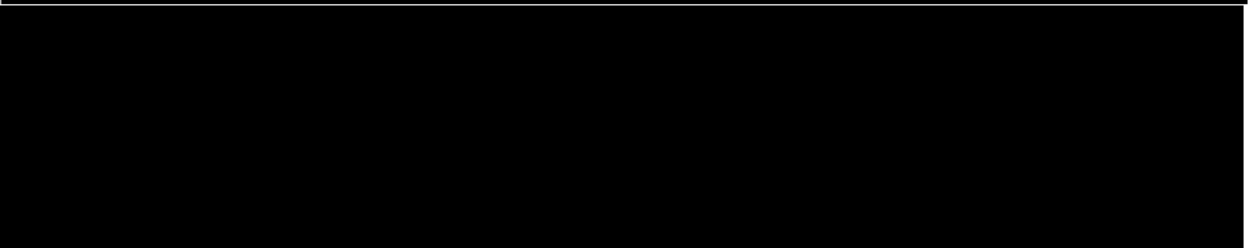
7.



8.



9.



10.

[REDACTED]

11. This occurred in a meeting which was setup by [REDACTED] and [REDACTED] without any prior notice or indication of concern. Rolica was called to the office during a presentation she was attending with her class in the school and felt blindsided.

12.

[REDACTED]

13.

[REDACTED]

14.

[REDACTED]

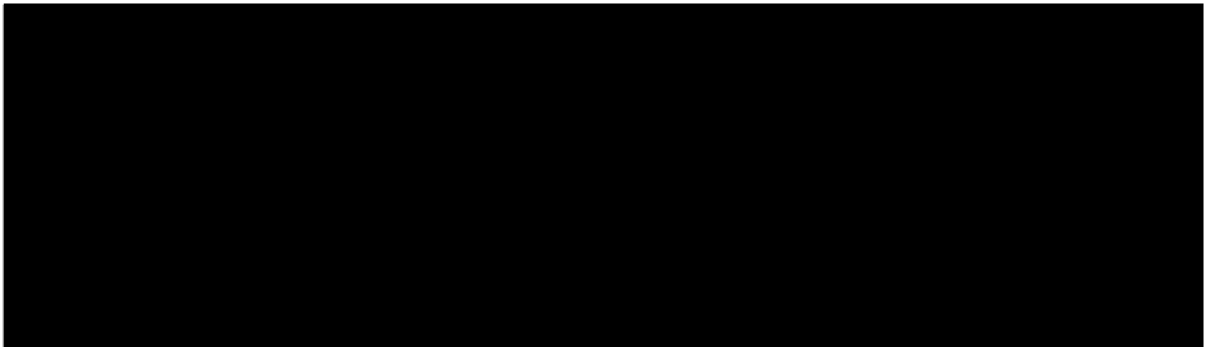
15.

[REDACTED]

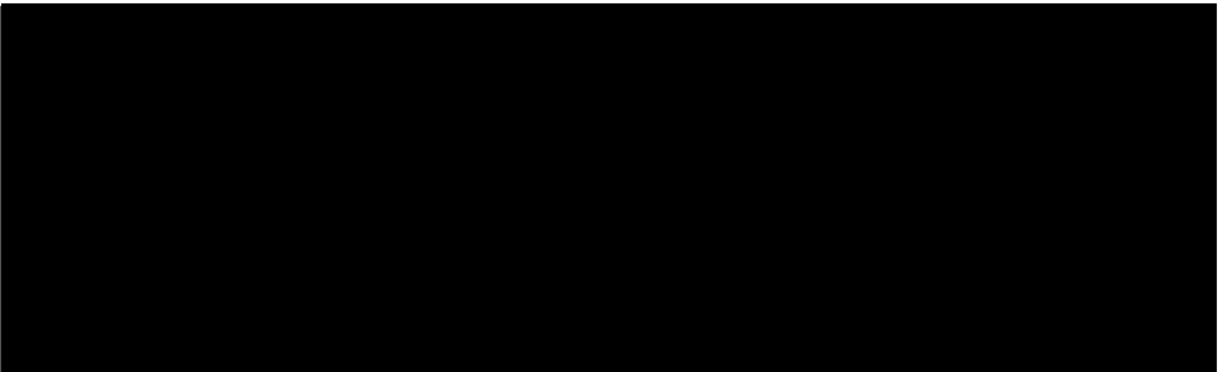
16.

[REDACTED]

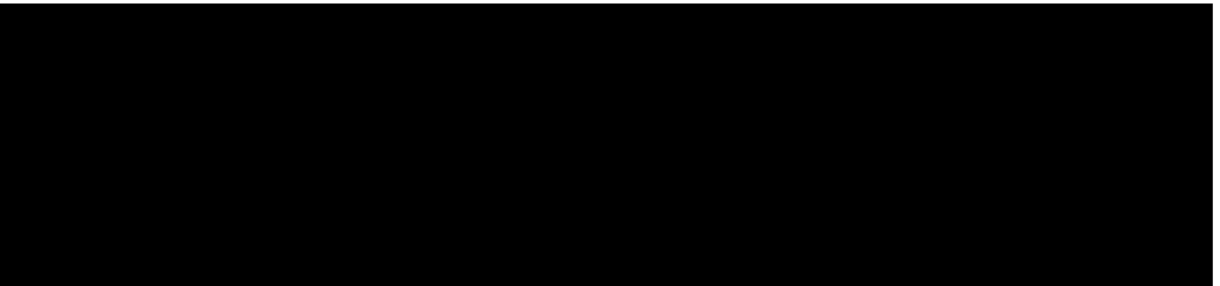
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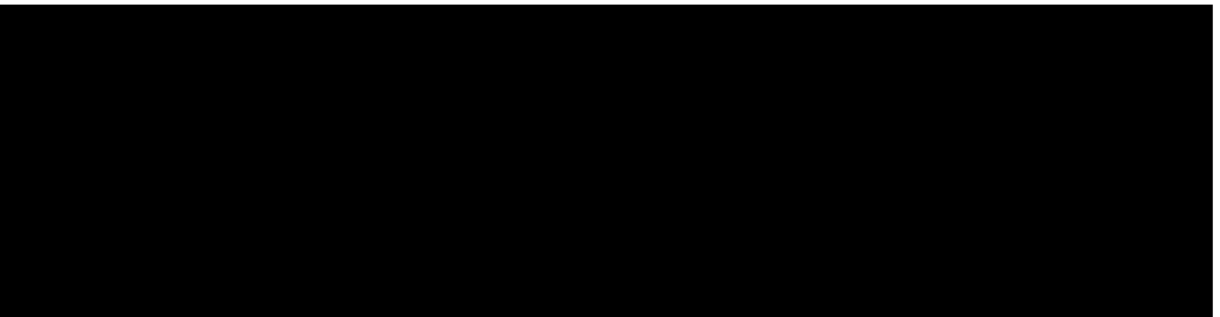
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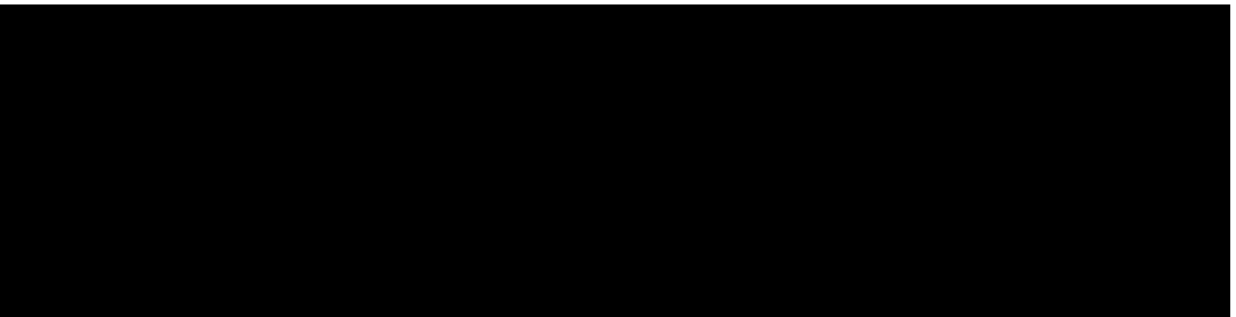
19.



20.



21.



[REDACTED]

22. In [REDACTED]
[REDACTED] Rolica applied for the occasional teacher list (substitute teacher list) with the [REDACTED]. She said she reached out to her current, and past administrators—[REDACTED] for support and references, and received their full support. At the end of [REDACTED] when required to return to [REDACTED] Rolica met with her current principal, [REDACTED] about her application to the [REDACTED] and told [REDACTED] her intentions with her application to the [REDACTED]. Rolica explained that it was a "backup" plan, and her intention was to continue with her application. In a subsequent meeting, [REDACTED] informed her that it was within reason for Rolica to be employed with the [REDACTED] as an occasional teacher, while employed full-time with the [REDACTED] as there was no competition between the employers since they are in different [REDACTED].

23. Rolica explained that it was her intention to cover days that fell during breaks from the [REDACTED] while visiting her family [REDACTED]. According to Rolica, it is, and always has been, a very well-known fact that she travels home [REDACTED] on a regular basis [REDACTED] especially over extended breaks. This was of no concern to her administrator, or any others who provided references for her from the [REDACTED]. The phone interviews with the [REDACTED] took place around [REDACTED] and Rolica's employment was confirmed in [REDACTED].

24. [REDACTED]

25. [REDACTED]

26. [REDACTED]

27. [REDACTED]

28.

29.

30.

31.

32. While Rolica said she received some compassion and understanding in the first few months after returning [REDACTED] it was not long until others became frustrated and judgmental of the struggles she faced, [REDACTED] she was ostracized by a group of staff members at [REDACTED] Conversations about Rolica ensued, as did the purposeful exclusion from conversations and group events. [REDACTED]

33. Rolica felt as if the staff at school had taken advantage of her vulnerabilities and openness. Instead of working to understand her struggles and offer support, they chose to hold some of those weaknesses and struggles against her. There was no space for reprieve from the onslaught of negativity that was pointed towards her. In addition to the ostracizing actions, she was regularly faced with negative comments related to the number, length, and impacts of her medically necessary and documented leaves by both her principal and other staff members at [REDACTED]

34. This disregard for her overall well-being, and medical needs continued into the following, [REDACTED] In an attempt to smooth over and repair the negative connotations that had been associated with her, Rolica openly shared personal details and admitted her own faults to [REDACTED] This last-ditch effort was made as Rolica was unsuccessful at securing an alternate position in another school for that year. Rolica felt that the disclosure of her [REDACTED] went without consideration of her best interests, or the students registered to her class. She clearly voiced

her concerns, and discontent with the choices made in regards to the predictable and known challenges assigned to her for that year, but was ignored and put off. Rolica said it was clear by the way she was treated by other staff members at the beginning of the year that the negative and hostile environment had not improved.

35. As the school year progressed, she was faced with dirty looks, side comments, exclusion and was ignored. Details of her personal life and state were questioned by staff members to not only other district employees but also mutual contacts outside of the district. She also faced comments, and actions that presented a group consensus of dislike and contest to my position as a member of [REDACTED]
36. She explained that she conferred with three separate administrators within the district, disclosed her true intentions behind her application to the [REDACTED] and they still offered their statements of support in [REDACTED]
37. Rolica said that she has not applied to any other districts as she felt it would not be in the best interest for her or for her potential students. She did not fully comprehend at the time that she shouldn't work for another school district while on medical leave; she assumed that working while on medical leave was the same as working on non-instructional days. She did not intend to hurt anyone.
38. Her transfer to [REDACTED] was the first positive sign in a long time. She felt accepted and was regularly praised for her attitude and connection with students, teachers and parents. She was devastated when she was not allowed to continue teaching and was made to feel that she had abandoned her students.
39. Being a substitute teacher in [REDACTED] required no emotional connection; it gave her a sense of control. She questioned her value as a teacher and had lost faith in her employer. She thought that teaching in [REDACTED] was the only way to evaluate if she was still a good teacher. She felt it was hurtful that her [REDACTED] health and illnesses were ignored and rejected because she did not provide official diagnoses. [REDACTED]
40. Her trip to [REDACTED] was an attempt to bring her family [REDACTED] together in joy. [REDACTED]

She concluded as she began, by stating that there was nothing that the committee could do that was worse than what she had already done to herself.

PENALTY

The committee imposed the following penalty:

1. a letter of severe reprimand to encompass all six changes
2. a declaration that Rolica is permanently ineligible for membership in the Alberta Teachers' Association and
3. a recommendation to the minister of education to permanently cancel Rolica's teaching certificate.

REASONS FOR PENALTY

1. Legal counsel advised the PCC that investigated members have the right to change their plea and that this should not be counted against them.
2. All teachers have a responsibility to maintain the honour and dignity of the profession.
3. Any conduct of a teacher that, in the opinion the hearing committee, is detrimental to the dignity of the profession, is unprofessional.
4. Rolica is [REDACTED] years old and has been teaching for over [REDACTED] years. Rolica was a veteran teacher and should have been fully aware of the need to honestly use the sick leave provisions within the collective agreement.
5. The public and profession expect that teachers will behave in a manner that upholds the honour and dignity of the profession. Rolica's conduct breached public trust and therefore the penalty reflects the profession's condemnation of Rolica's reprehensible and unprofessional conduct.
6. Rolica did not make any attempt at restitution to the [REDACTED]
7. Rolica did not admit to any wrong doing or take responsibility for her behaviour until part way through the PCC hearing.
8. Rolica failed to understand her responsibility to the [REDACTED] and to the other teachers covered by the same collective agreement and the profession.
9. The committee considered that Rolica has not previously been the subject of a discipline investigation by the Association.
10. Although Rolica has suffered immensely in the past, her choices and behaviours should not be excused because of this. She provided no medical corroboration during the initial investigation by the [REDACTED] regarding [REDACTED]

11. Although Rolica stated that she was not aware at the time that working as a teacher for another board while on medical leave was wrong and that she would not do it again, the committee determined that further sanctions were required to ensure that she could not repeat her fraudulent actions.
12. The committee determined that the recommended penalty was fit, reasonable and in the best interest of the profession.
13. The hearing committee, in considering the totality of Rolica's actions as outlined in the six charges, determined that a severe penalty was warranted. Through her actions, Rolica clearly demonstrated that she did not respect the honour and dignity of the teaching profession. Her evidence, and submission on penalty, combined demonstrate that Rolica still lacks full understanding into her wrong doing. She has a tendency to deflect guilt and see herself as a victim of various tragedies and lacks appropriate remorse for what she did wrong.

Dated at the City of Edmonton in the Province of Alberta, Friday, February 14, 2020.

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

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