

**DISCIPLINE COMMITTEE OF THE
ONTARIO COLLEGE OF TEACHERS**

BETWEEN:

ONTARIO COLLEGE OF TEACHERS

and

GILLIAN LEIGH STAYZER BOERE

NOTICE OF HEARING

THE INVESTIGATION COMMITTEE OF THE ONTARIO COLLEGE OF TEACHERS, pursuant to section 26, subsection (5) of the *Ontario College of Teachers Act, 1996* (the "*Act*"), Statutes of Ontario, 1996, chapter 12, has directed that the matter hereinafter described regarding the conduct or actions of Gillian Leigh Stayzer Boere, Certificate No. 593473, be referred to the Discipline Committee of the Ontario College of Teachers.

IT IS ALLEGED that Gillian Leigh Stayzer Boere is guilty of professional misconduct as defined in the *Act* in that:

- (a) she abused a student psychologically or emotionally, contrary to Ontario Regulation 437/97, subsection 1(7.2);
- (b) she committed acts that, having regard to all the circumstances, would reasonably be regarded by members as disgraceful, dishonourable or unprofessional, contrary to Ontario Regulation 437/97, subsection 1(18);

- (c) she engaged in conduct unbecoming a member, contrary to Ontario Regulation 437/97, subsection 1(19).

PARTICULARS OF THESE ALLEGATIONS ARE AS FOLLOWS:

1. At all material times, Gillian Leigh Stayzer Boere (the “Member”) was a member of the Ontario College of Teachers.
2. At all material times, the Member was employed by the Lambton Kent District School Board (the “Board”) as a teacher at [XXX] School in [XXX] Ontario (the “School”).
3. Between in or around 2017 and in or around 2019, Student 1 was a male student between in or around the ages of [XXX] years old. The Member was Student 1’s teacher in Grade [XXX] and/or Grade [XXX] at the School and a coach on Student 1’s [XXX] team in or around his Grade [XXX] year.
4. Between in or around 2017 and in or around 2019, the Member engaged in an inappropriate personal relationship with Student 1 and/or engaged in boundary violations with Student 1, including, but not limited to:
 - (a) offering to drive and/or driving Student 1 in her personal vehicle;
 - (b) attending Student 1’s sporting events as a spectator while not acting in the role of a teacher and/or coach;
 - (c) befriending and communicating with Student 1’s family members, including his parents;
 - (d) attending Student 1’s family’s [XXX] and, while there:
 - i) consuming alcohol to the point of intoxication;

- ii) staying overnight despite being invited for the day; and
 - iii) following Student 1 into the [XXX] when he went to bed;
- (e) offering to tutor Student 1 and/or inviting Student 1 to her house to tutor him;
- (f) communicating with Student 1 on social media platforms;
- (g) sending pictures to Student 1 on social media platforms, including pictures of herself; and/or
- (h) using the social media platform Snapchat to locate Student 1.
5. Between in or around 2017 and in or around 2019, Student 2 was a male student between in or around the ages of [XXX] years old. The Member was Student 2's former [XXX] teacher at the School.
6. Between in or around 2017 and in or around 2019, the Member engaged in an inappropriate personal relationship with Student 2 and/or engaged in boundary violations with Student 2, including, but not limited to:
- (a) offering to drive and/or driving Student 2 in her personal vehicle;
 - (b) attending Student 2's sporting events as a spectator while not acting in the role of a teacher and/or coach;
 - (c) offering to tutor Student 2; and/or
 - (d) befriending and communicating with Student 2's family members, including his parents.

7. Between in or around 2017 and in or around 2019, Student 3 was a male student between in or around the ages of [XXX] years old. The Member was Student 3's former Grade [XXX] teacher when he had attended the School.
8. In or around July 2019, the Member shared a photo of Student 3 on her personal [XXX] page.
9. Between in or around 2017 and in or around 2019, Student 4 was a male student between in or around the ages of [XXX] years old. The Member was Student 4's former [XXX] teacher at the School and the Member had previously coached Student 4 on school [XXX] and [XXX] teams.
10. Between in or around 2017 and in or around 2019, the Member engaged in an inappropriate personal relationship with Student 4 and/or engaged in boundary violations with Student 4, by:
 - (a) attending Student 4's sporting events as a spectator while not acting in the role of a teacher and/or coach;
 - (b) inviting Student 4 to complete his volunteer hours with her; and/or
 - (c) tutoring Student 4 at his home when his parents were not home.
11. Between in or around 2018 and in or around 2019, Student 5 was a male student between in or around the ages of [XXX] years old. At the time, the Member was Student 5's [XXX] teacher at the School.
12. Between in or around 2018 and in or around 2019, the Member engaged in inappropriate conduct towards Student 5 and/or created an intimidating and/or unwelcoming atmosphere in the classroom and/or the School for Student 5 by engaging in acts including, but not limited to,

- (a) targeting Student 5, including, but not limited to:
 - i) approaching Student 5 and questioning him about his behaviour and/or after his behaviour had already been addressed by other staff members;
 - ii) speaking to Student 5 in a demeaning and/or condescending manner;
 - iii) telling Student 5, in front of other students and in a sarcastic manner, that the Member was not allowed to approach him and that he would have to go to the office for his behavioural issues; and/or
 - iv) continuing to approach Student 5 despite being instructed by the School Principal and/or the Board not to;
- (b) asking another staff member to look out for Student 5 and to send him to the office on her behalf despite being instructed by the School Principal and/or the Board to leave Student 5 alone;
- (c) complaining to other staff members about Student 5 and/or about the School Principal and/or the Board preventing her from approaching Student 5;
- (d) refusing to add Student 5's mother to the School communication platform "Remind"; and/or
- (e) discussing Student 5's mother with other staff members, including, but not limited to:

- i) telling another staff member that Student 5's mother was trying to get her fired, stating "[...] I bet moms [*sic*] end goal is to get me canned. Bring it on," or words to that effect; and/or
 - ii) ascribing the Board and/or the School Principal's decision to shut down her school-issued iPad to the actions of Student 5's mother, stating "This all stems from [Student 5's mother]," or words to that effect.
13. Between in or around 2017 and in or around 2019, the Member possessed one or more photographs of former male students of the School on her personal cellphone, including, but not limited to:
- (a) a photograph of Student 3 saved as a screensaver and/or background picture on her personal cellphone; and/or
 - (b) a photograph of Student 4 saved as a screensaver and/or background picture on her personal cellphone.

THE DISCIPLINE COMMITTEE WILL HOLD A HEARING pursuant to sections 30, 32 and 32.1 of the *Act* to decide whether the allegations are true and whether Gillian Leigh Stayzer Boere is guilty of professional misconduct. A copy of the *Rules of Procedure of the Discipline Committee and of the Fitness to Practise Committee* (the "*Rules of Procedure*") will be provided upon request and is also available on the College's website.

THE DISCIPLINE COMMITTEE WILL HEAR THIS MATTER on a date to be determined after consultation between College Counsel and you or your counsel and fixed by the Tribunals' Office.

YOU ARE ENTITLED TO BE PRESENT AT THE HEARING AND TO BE REPRESENTED BY LEGAL COUNSEL. The hearing will be held electronically using audio or video conferencing equipment, pursuant to the *Rules of Procedure* and the *Statutory Powers Procedure Act*, R.S.O. 1990, c.S.22 (the “the *SPPA*”).

IF YOU DO NOT ATTEND ON THE SCHEDULED HEARING DATE, THE DISCIPLINE COMMITTEE MAY PROCEED WITH THE HEARING IN YOUR ABSENCE AND YOU WILL NOT BE PROVIDED WITH ANY FURTHER NOTICE OF PROCEEDINGS.

IF YOU BELIEVE THAT AN ELECTRONIC HEARING OR ELECTRONIC SET DATE HEARING IS LIKELY TO CAUSE YOU SIGNIFICANT PREJUDICE, you must notify the Tribunals’ Office at 101 Bloor Street West, Toronto, Ontario, M5S 0A1. The Discipline Committee will then determine whether the hearing will proceed in person, electronically, in writing, or by a combination of these formats.

IF A DATE FOR THE HEARING AND/OR THE FORMAT OF THE HEARING ARE NOT AGREED UPON, THE DISCIPLINE COMMITTEE WILL CONVENE TO DEAL WITH THE PROCEDURAL MATTER OF SETTING A DATE AND/OR ESTABLISHING THE FORMAT FOR THE HEARING. The procedural hearing will be held electronically using audio or video conferencing equipment, pursuant to the *Rules of Procedure* and the *SPPA*.

YOU ARE ENTITLED TO BE PRESENT WHEN THE COMMITTEE CONVENES TO SET A DATE AND/OR FORMAT FOR THE HEARING AND TO BE REPRESENTED BY LEGAL COUNSEL. IF YOU DO NOT ATTEND BEFORE THE COMMITTEE TO SET A DATE AND/OR FORMAT FOR THE HEARING, THE DISCIPLINE COMMITTEE MAY

PROCEED IN YOUR ABSENCE TO SET THE DATE AND/OR FORMAT. NOTICE OF THE HEARING DATE AND/OR FORMAT SET BY THE COMMITTEE WILL BE PROVIDED TO YOU IN WRITING AT YOUR LAST KNOWN EMAIL ADDRESS AS SHOWN IN THE RECORDS OF THE COLLEGE.

IF THE DISCIPLINE COMMITTEE FINDS YOU GUILTY of professional misconduct, you are liable to the penalties set out in section 30 of the *Act*.

A MEMBER whose conduct is being investigated in proceedings before the Discipline Committee may examine before the hearing any written or documentary evidence that will be produced or any report, the contents of which will be given as evidence at the hearing.

You or your representative may contact the office of Jordan Glick of Glick Law, College Counsel in this matter, at Suite 200, 65 Front Street East, Toronto, ON M5E 1B5, telephone 416-596-2960.

Date: October 8, 2024

Registrar's Signature

Linda Lacroix, OCT, M.Ed.
Registrar and Chief Executive Officer
Ontario College of Teachers
101 Bloor Street West
Toronto, ON M5S 0A1

TO: Gillian Leigh Stayzer Boere
[XXX]
[XXX]

B E T W E E N :

ONTARIO COLLEGE OF TEACHERS

- and -

GILLIAN LEIGH STAYZER BOERE

**DISCIPLINE COMMITTEE OF THE
ONTARIO COLLEGE OF TEACHERS**

NOTICE OF HEARING

GlickLaw

65 Front Street East, Suite 200
Toronto, ON M5E 1B5

Jordan Glick

Tel. 416-596-2960
Fax 416-596-2598

Karen Heath

Tel. 416-596-2960
Fax 416-596-2598

Counsel for the
Ontario College of Teachers