

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

BETWEEN:

ONTARIO COLLEGE OF TEACHERS

and

MURRAY CAMPBELL MACDONALD

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 Murray Campbell MacDonald, Certificate No. 218360, be referred to the Discipline Committee of the Ontario College of Teachers.

IT IS ALLEGED that Murray Campbell MacDonald is guilty of professional misconduct as defined in the *Act* in that:

- (a) he failed to comply with subsection 229(1)(c) of the *Education Act, 1974*;
- (b) he failed to comply with subsection 235(1)(c) of the *Education Act, R.S.O. 1980, c. 129*;
- (c) he failed to strive at all times to achieve and maintain the highest degree of professional competence and to uphold the honour, dignity and ethical

standards of the teaching profession, contrary to Section 13 of the Regulation made under Section 12 of the *Teaching Profession Act*, R.S.O 1980, c. 495, as amended (the "*TPA Regulation*");

- (d) he failed to show consistent justice and consideration in all his relations with pupils, contrary to subsection 14(d) of the *TPA Regulation*;
- (e) he failed to concern himself with the welfare of pupils while they were under his care, contrary to subsection 14(f) of the *TPA Regulation*;
- (f) he 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);
- (g) he engaged in conduct unbecoming a member, contrary to Ontario Regulation 437/97, subsection 1(19).

PARTICULARS OF THESE ALLEGATIONS ARE AS FOLLOWS:

1. Murray Campbell MacDonald (the "Member") is a member of the Ontario College of Teachers in the Inactive/Non-Practising Status.
2. At all material times, the Member was employed by the London Board of Education, currently the Thames Valley District School Board (the "Board") as a teacher and coach at [XXX] (the "School") in London, Ontario.
3. At all material times, the Student was a Grade [XXX] and/or Grade [XXX] female student at the School.
4. Between September 1984 and June 1986, the Member:
 - (a) had inappropriate physical contact with the Student whereby he massaged the Student's shoulders during [XXX] team practice;
 - (b) made inappropriate comments to the Student, which included words to the effect of:

- (i) "You're so stunning";
 - (ii) "You're so beautiful";
 - (iii) comments about her muscles;
- (c) bought and/or drank alcoholic beverages with the Student at a bar;
- (d) engaged in sexual touching with the Student in his car, including but not limited to:
- (i) fondling the Student over her clothing;
 - (ii) engaging in oral sex (fellatio) with the Student;
- (e) called the Student at her home and/or invited the Student to his house to drink wine.
5. Between September 1984 and June 1986, the Member:
- (a) recorded and/or filmed the Student and/or other female students on the [XXX] team during practice;
 - (b) drove the Student and/or other female students to and/or from [XXX] team practice;
 - (c) made sexual comments and/or innuendos to the Student and/or other female students on the [XXX] team;
 - (d) invited the Student and/or other female students on the [XXX] team to go to his house.

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 Murray

Campbell MacDonald 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 “*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 Caroline Zayid of McCarthy

Tétrault LLP, College Counsel in this matter, at Suite 5300, Toronto Dominion Bank Tower, Toronto, ON M5K 1E6, telephone 416-601-7768.

Date: December 9, 2025

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: Murray Campbell MacDonald
[XXX][XXX]

AND TO: Collins & Metcalfe LLP
1033 Bay Street, Unit 305
Toronto, ON M5S 3A5

Austen Metcalfe, Counsel for the Member

B E T W E E N :

ONTARIO COLLEGE OF TEACHERS

- and -

MURRAY CAMPBELL MACDONALD

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

NOTICE OF HEARING

McCarthy Tétrault LLP

Suite 5300

Toronto Dominion Bank Tower

Toronto ON M5K 1E6

Caroline R. Zayid

Tel. 416-601-7768

Fax 416-868-0673

Christine L. Lonsdale

Tel. 416-601-8019

Fax 416-868-0673

Counsel for the
Ontario College of Teachers

MTDOCS 62929918