

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

BETWEEN:

ONTARIO COLLEGE OF TEACHERS

and

KATHERINE JEAN CALDWELL, OCT

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 Katherine Jean Caldwell, Certificate No. 432965, be referred to the Discipline Committee of the Ontario College of Teachers.

IT IS ALLEGED that Katherine Jean Caldwell is guilty of professional misconduct as defined in the *Act* in that:

- (a) she released or disclosed information about a student to a person other than the student or, if the student is a minor, the student's parent or guardian, contrary to Ontario Regulation 437/97, subsection 1(6);
- (b) she abused a student or students, verbally, contrary to Ontario Regulation 437/97, subsection 1(7);

- (c) she abused a student or students physically, contrary to Ontario Regulation 437/97, subsection 1(7.1);
- (d) she abused a student or students psychologically or emotionally, contrary to Ontario Regulation 437/97, subsection 1(7.2);
- (e) 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);
- (f) she engaged in conduct unbecoming a member, contrary to Ontario Regulation 437/97, subsection 1(19).

PARTICULARS OF THESE ALLEGATIONS ARE AS FOLLOWS:

1. Katherine Jean Caldwell (the “Member”) is a member of the Ontario College of Teachers.
2. At all material times, the Member was employed by the Ottawa-Carleton District School Board (the “Board”) as a teacher at [XXX] (the “School”) in Ottawa, Ontario.
3. During the 2020-2021 academic year, Student 1 was a Grade [XXX] female student and during the 2021-2022 academic year, Student 1 was a Grade [XXX] female student at the School.
4. During the 2021-2022 academic year, Student 2 was a Grade [XXX] female student at the School.
5. During the 2021-2022 academic year, Student 3 was a Grade [XXX] female student at the School.
6. From about September 2020 to June 2022, the Member engaged in a personal relationship with Student 1 including that she:

- (a) communicated with Student 1 via Facetime, Instagram and/or text messages on weekends, after school hours and/or during the summer;
 - (b) called Student 1 and during their conversation swore and/or appeared to slur her words;
 - (c) called Student 1 a “bitch,” or words to that effect;
 - (d) sent Student 1 a text message which stated, “Fucking pick up your phone,” or words to that effect;
 - (e) referred to herself as “Student 1’s Ottawa Mom”.
7. In or around the spring of 2022, the Member communicated with Student 2 via text messages and/or social media and/or Facetime outside of school hours and/or on weekends.
8. In or around the spring of 2022, the Member:
- (a) disclosed personal student information about one or more students at the School to a community member;
 - (b) stated to a community member that some students on the [XXX] team had allegations made against them and/or the students had been suspended and/or kicked off the team.
9. In or around the spring of 2022, while attending a [XXX] game, the Member made comments to student athletes at the [XXX] game, including that she:
- (a) referred to a [XXX]-year-old male student as, “the most disgusting student that she ever had”;

- (b) stated that the male student made “comments of a sexual nature” about her [XXX].
10. In or about June 2022, the Member failed to report to the School administration threatening messages sent from male students to female students.
11. From in or around September 2021 to June 2022, the Member engaged in a personal relationship with Student 3, including that she:
- (a) communicated with Student 3 via text message, Facetime and/or social media outside of school hours, including late at night and/or on weekends;
 - (b) spoke to Student 3 about the Member’s sex life, and/or Tinder dates and/or ideal man;
 - (c) requested that Student 3 obtain information about the Member’s [XXX] and/or report the information back to the Member;
 - (d) took selfies with Student 3 and sent them to her [XXX];
 - (e) removed Student 3 from class to talk to her;
 - (f) went on walks with Student 3 in the School halls;
 - (g) had lunch with Student 3 at School;
 - (h) gave Student 3 [XXX] as a gift;
 - (i) made physical contact with Student 3;
 - (j) kissed Student 3 on her head and/or cheek;
 - (k) hugged Student 3;

(l) stroked Student 3's head.

12. In or about February 2022 to June 2022, the Member failed to notify the School administration about information suggesting that Student 3 was self-harming.

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 Katherine Jean Caldwell 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: January 14, 2026

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: Katherine Jean Caldwell
[XXX][XXX]

AND TO: Ontario Secondary Schools Teachers' Federation
60 Mobile Drive
Toronto, ON M4A 2P3

Heather Alden, Counsel for the Member

B E T W E E N :

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- and -

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McCarthy Tétrault LLP

Suite 5300

Toronto Dominion Bank Tower

Toronto ON M5K 1E6

Eli Mogil

Tel. 416-601-8013

Fax 416-868-0673

Christine L. Lonsdale

Tel. 416-601-8019

Fax 416-868-0673

Counsel for the
Ontario College of Teachers

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