



Committee Report

Item: Discipline Committee Report

Public Interest Rationale:

The Discipline Committee is a statutory committee of the Ontario College of Teachers. Its mandate is to hear and determine in an objective, transparent and fair manner, matters related to alleged professional misconduct and/or incompetence against College members, for the protection of the public interest.

Strategic Alignment: The work of the Committee supports the strategic goals of ensuring efficient and proportionate responses to alleged and actual incapacity and that teachers are informed of, and held accountable to, professional standards.

Submitted By: Myrna Tulandi, Chair

Committee Meeting Dates

Since the last committee report, the Discipline Committee (“DC”) and Fitness to Practise Committee (“FTPC”) and Roster of the DC/FTPC attended joint legal training sessions led by Independent Legal Counsel on April 17, 2025, June 5, 2025 and October 16, 2025.

The Discipline Committee held a formal committee meeting on October 17, 2025.

Summary of Business

a) Joint Training

At the joint training session of the DC/FTPC and Roster on April 17, 2025, Independent Legal Counsel, Rebecca Durcan of Steinecke Maciura LeBlanc, provided legal training on the following topics: (1) Evidence; (2) Witnesses; (3) Disclosure and Production; (4) Motions; (5) Role of Decision Editors.

At the joint training session of the DC/FTPC and Roster on June 5, 2025, Independent Legal Counsel, Rebecca Durcan of Steinecke Maciura LeBlanc, provided legal training on chairing hearing panels, focusing on the powers and responsibilities of chairs during the hearing and in deliberation sessions, as well addressing bias concerns.

At the joint training session of the DC/FTPC and Roster on October 16, 2025, Independent Legal Counsel, Rebecca Durcan of Steinecke Maciura LeBlanc, provided legal training on the following topics: (1) Pre-Hearing Conferences; (2) Notice of Referral matters; (3) Applications for Reinstatement. There was also time spent on addressing frequently asked questions regarding credibility and what panels can rely on in making their decisions.



b) Committee Meeting

At their October 17, 2025 meeting, the members of the Discipline Committee addressed the following topics:

(i) *Amendments to the Rules of Procedure, Forms and Practice Directions*

Jennifer Shin, Manager, Tribunals, presented a series of proposed amendments to the *Rules of Procedure of the Discipline Committee and of the Fitness to Practise Committee* (“Rules”). Committee members had an opportunity to ask questions about the proposed amendments to staff and seek the assistance of Independent Legal Counsel.

The committee unanimously approved the proposed amendments, which related primarily to six sets of changes: (1) references to the Tribunals unit in line with College practices; (2) revising and clarifying processes for setting hearing dates on agreement by the parties; (3) revising the deadlines for providing motion materials; (4) establishing a process for reciprocal disclosure; (5) clarifying that panels will be asked to make certain findings of professional misconduct when disposing of matters referred under subsection 26(9) of the *Ontario College of Teachers Act, 1996* (“OCTA”); and (6) revising and clarifying the process and form for joint requests for adjournments.

Staff will translate and post the revised rules on the College website, and will communicate the changes to partners, including frequent hearings participants, when the amendments take effect.

(ii) Proposed Roster Resources update

The committee was advised that the College continues to work with Notice of Referral matters and of the Tribunals unit’s efforts to develop resources to support panels considering these matters (i.e., opening remarks, Procedure for Chair, Appendices and Checklist for Panels).

(iii) Self-represented members checklist update

The Panel was advised on the progress of the Tribunals unit’s development of checklists that self-represented members can use throughout the hearing process. Approximately 20% of matters each year involve self-represented members, and the Tribunals office and staff recognize that proceedings can seem especially complicated and overwhelming for self-represented members. These checklists are intended to be an aid for self-represented members, supplementing the Frequently Asked Questions and Glossary currently on the College’s website. The Tribunals unit will continue to refine these resources.



Motions Referred to Council

No motions were referred for Council consideration.

Committee Mandate

Mandate of the Discipline Committee

- To deal with discipline issues. (*OCTA*, s. 3(1) at para. 8).

Future Meeting Dates as of October 31, 2025

- Committee and Roster Training: April 15, 2026 and October 14, 2026
- Committee Meeting: October 15, 2026



Committee Members

Myrna Tulandi, (Chair)
Linda Staudt, OCT (Vice-Chair)
Anthony Jeethan, OCT
Emile Ramlochan
Hanno Weinberger, OCT
Kimberley Westfall-Connor

Roster Members

Adam Dharsee, OCT
Adam Lee, OCT
Alain Martel, OCT
Andrea Murray, OCT
Andrew Glenn
Anne Laflamme, OCT
Brian Serafini, OCT
Damienne Lebrun-Reid
Élaine Legault
Emma Rhodes
Jim Marinow
Kayla Stephenson
Kelly Marvin, OCT
Lois Figg
Maria Bueno-Marcial, OCT
Mary Carol Edy, OCT
Michelle Pinsonneault, OCT
Natasha Teja, OCT
Pascale Evans, OCT
Rachelle Coleman
Sandra Pizzuti, OCT
Sarah Choudhury
Scott Barker, OCT
Susan Arbour, OCT
Terrence Singh, OCT
Victoria Romero
Yasser Leheta, OCT



Appendix – Committee Duties

Nature of the Discipline Committee's Work

- The Discipline Committee:
 - a) shall hear and determine matters directed or referred to it under section 26, 29 or 33 (*OCTA*, s. 30(1)(a));
 - b) shall perform such other duties as are prescribed by the regulations (*OCTA*, s. 30(1)(b));
 - c) may, after a hearing, find a member guilty of professional misconduct, if the member has been guilty, in the opinion of the Committee, of professional misconduct (*OCTA*, s. 30(2)); and
 - d) may, after a hearing, find a member to be incompetent if, in its opinion, the member has displayed in his or her professional responsibilities a lack of knowledge, skill or judgment or disregard for the welfare of a student of a nature or extent that demonstrates that the member is unfit to continue to carry out his or her professional responsibilities or that a certificate held by the member under this Act should be made subject to terms, conditions or limitations. (*OCTA*, s. 30(3)).

Powers of the Discipline Committee

- Where the Discipline Committee finds a member guilty of professional misconduct or to be incompetent, it may make an order doing one or more of the following, in accordance with subsection 30(4) of the *OCTA*:
 1. Directing the Registrar to revoke any certificate held by the member under the Act.
 2. Directing the Registrar to suspend any certificate held by the member under the Act for a stated period, not exceeding 24 months.
 3. Directing the Registrar to impose specified terms, conditions or limitations on any certificate held by the member under the Act.
 4. Directing that the Registrar not carry out a direction made under paragraph 1, 2 or 3 for a specified period and not carry out the direction at all if specified terms are met within that period.
 5. If the act of professional misconduct consists of or includes sexual abuse or a prohibited act involving child pornography, requiring the member to reimburse the College for funding provided for a person under the program required under section 58.1.
 6. If the panel makes an order under paragraph 5, requiring the member to post security acceptable to the College to guarantee the payment of any amounts the member may be required to reimburse the College under the order under paragraph 5.
- Where the Discipline Committee finds a member guilty of professional misconduct, it may, in addition to exercising the powers described above, make an order doing one or more of the following, in accordance with subsection 30(5) of the *OCTA*:



1. Requiring that the member be reprimanded, admonished or counselled by the Committee or its delegate.
 2. Imposing a fine in an amount that the Committee considers appropriate, to a maximum of \$5,000, to be paid by the member to the Minister of Finance for payment into the Consolidated Revenue Fund.
 3. Fixing costs to be paid by the member to the College.
- In making an order directing that the imposition of a penalty be postponed for a specified period and not be imposed if specified terms are met within that period, the Committee may specify the terms that it considers appropriate, including but not limited to terms requiring the successful completion by the member of specified courses of study. (*OCTA*, s. 30(6)).
 - In making an order revoking or suspending a certificate or imposing terms, conditions or limitations on a certificate, the Committee may fix a period during which the member may not apply for reinstatement or variation of the order. (*OCTA*, s. 30(7)).
 - Where the Discipline Committee is of the opinion that the commencement of the proceeding was unwarranted, the Committee may order that the College reimburse the member for his or her costs or such portion of them as the Discipline Committee fixes. (*OCTA*, s. 30(9)).
 - A hearing of the Discipline Committee shall, subject to making an order that the public be excluded from the hearing in accordance with the Act (*OCTA*, s. 32(7) and (7.1)), be open to the public. (*OCTA*, s. 32(6))
 - The Committee need not hold a hearing or afford any person an opportunity for a hearing or an opportunity to make oral or written submissions before making a decision that the member has engaged in professional misconduct, if 1) the matter has been referred to the committee through subsection 26(5) or (9) of the *OCTA* and involves or includes sexual abuse of a student, a prohibited act involving child pornography, or a prescribed sexual act; and 2) the member has been convicted or found guilty of an offence under the *Criminal Code* (Canada) for the same conduct or action that is the subject of the matter, and the time of appeal has expired or the appeal was dismissed or abandoned and no further appeal is available. (*OCTA*, s. 30.2(8))