As the professional organization of teachers in the province, the Saskatchewan Teachers’ Federation is responsible for regulating the professional conduct of its members. The regulatory process is governed by provincial legislation, *The Teachers’ Federation Act, 2006*, and *The Education Act, 1995*.

This legislation affords to the Federation the authority and responsibility to adjudicate complaints of professional misconduct or incompetence on the part of its members. This work is accomplished through two separate and parallel processes, each with its own committee to perform the proceedings. In addition, the Federation has the authority, as well as a process, to discipline its own members for acts contrary to the collective interests of teachers.

The information contained in this annual report reflects the legislative authority, roles and responsibilities, as well as the administrative processes in effect between July 1, 2014, and June 30, 2015.

**Changes to Teacher Regulation in Saskatchewan**

In December 2014, the Government of Saskatchewan introduced legislation to create the Saskatchewan Professional Teachers Regulatory Board (SPTRB). Sections of *The Registered Teachers Act* were proclaimed on July 1, 2015, to enable the SPTRB to begin operations in fall 2015. The remainder of the Act, including consequential amendments to *The Teachers’ Federation Act, 2006*, was proclaimed on October 19, 2015.

In the new regulatory framework for teachers in Saskatchewan, the SPTRB is responsible for teacher certification, registration and discipline. The Saskatchewan Teachers’ Federation and the League of Educational Administrators, Directors and Superintendents of Saskatchewan will continue to handle discipline matters for their respective members not related to suitability to hold a teacher’s certificate. A referral process between the professional organizations and the SPTRB will ensure complaints are directed to the proper entity.

In the spring of 2015, the Federation initiated a review of its bylaws and policies to ensure that they align with the consequential amendments to *The Teachers’ Federation Act, 2006*. This multi-step process will take up to two years to complete and will include the establishment of a working committee of teachers to review the Federation’s current professional codes and standards and any related policies.

**Professional Complaints Committee:**
**Complaints Received and Reviewed**

As a result of administrative changes implemented by the Federation during the 2014-15 school year, professional complaints and any preliminary investigation reports are now received and reviewed by a Professional Complaints Committee of the STF Executive. The Committee is comprised of three members-at-large of the Executive and one public member recommended by the Ministry of Education. The members of the Professional Complaints Committee from July 1, 2014, to June 30, 2015, were: Joylene Campbell (Public Representative), Chris Keyes, Mike Markesteyn and Markus Rubrecht.
Following its initial review of a professional complaint, the Professional Complaints Committee recommends to the STF Executive whether a complaint should be:

- Closed with no further action because it is vexatious, frivolous, made in bad faith or otherwise an abuse of process, not in the public interest or lacking sufficient evidence.
- Referred for preliminary investigation to be conducted by an independent third party.

Following its review of a preliminary investigation report, the Committee recommends to the STF Executive whether a complaint should be:

- Closed with no further action because it is vexatious, frivolous, made in bad faith or otherwise an abuse of process, not in the public interest or lacking sufficient evidence.
- Referred for mediation conducted by an independent third party.
- Referred for a hearing before an STF disciplinary committee.

The STF Executive reviews the Committee’s recommendation report on every complaint received and, if in agreement, may order the corresponding action to be implemented by the administration. If not in agreement, the Executive may order another action be taken or refer the matter back to the Committee for reconsideration.

Between July 1, 2014, and June 30, 2015, the Saskatchewan Teachers’ Federation received a total of 20 new professional ethics complaints alleging professional misconduct or conduct not becoming to a teacher. Three of those complaints were received and reviewed prior to the establishment of the Professional Complaints Committee in September 2014. Of those three complaints:

- One was closed with no further action taken as the complaint was found to be frivolous, vexatious or an abuse of the process by the STF Executive.
- Two were recommended for preliminary investigation and subsequently referred by the STF Executive to a hearing of the Professional Ethics Committee.

Of the 17 complaints reviewed and received by the Professional Complaints Committee in 2014-15:

- Three were recommended to be closed with no further action taken; the Committee found these complaints to be frivolous, vexatious or an abuse of the process. Upon a review of these recommendations, the STF Executive agreed and the cases were closed.
- Fourteen were recommended for preliminary investigation; the Committee reviewed the preliminary investigation reports once completed and recommended that:
  - Six be closed following a preliminary investigation; the Committee found these complaints lacked sufficient merit as a matter of public interest.
  - One be referred for mediation.
  - Six be referred to a hearing of the Professional Ethics Committee.
  - One case is on hold pending the conclusion of an external legal process.

Upon a review of each of these recommendations, the STF Executive agreed and the complaint was closed or continued as recommended by the Professional Complaints Committee.

As of July 1, 2014, the Saskatchewan Teachers’ Federation also had nine complaints that were still in progress of review or preliminary investigation (all received in 2013-14). Of those complaints:

- Two were closed with no further action taken as the complaint was found to be frivolous, vexatious or an abuse of the process by the STF Executive.
- Seven were recommended for preliminary investigation and subsequently:
  - Three were closed; the STF Executive found these complaints lacked sufficient merit as a matter of public interest.
  - Three were referred to a hearing of the Professional Ethics Committee.
  - One case is on hold pending the conclusion of an external legal process.

Between July 1, 2014, and June 30, 2015, no formal complaints alleging conduct contrary to the professional competence of teachers or the collective interests of teachers were received.
Professional Disciplinary Committees and Hearings

The Professional Ethics Committee is comprised of five teachers elected by Council and a public appointee who is appointed by the Lieutenant Governor in Council. Upon referral by the STF Executive, the Committee conducts a hearing to determine whether the teacher is found to be guilty or not guilty of professional misconduct or conduct not becoming to a teacher. The Committee also recommends a penalty to the Executive if it finds a teacher guilty.

The teacher may appear at a hearing held by the STF Executive before a decision on the penalty is made. The Executive is unable to change the Professional Ethics Committee’s decision regarding a finding of guilt or innocence. The penalties permitted by the legislation range from a reprimand to a recommendation to the Minister of Education that a teacher’s certificate be suspended or cancelled. The Executive may also make other recommendations incidental to these penalties.

The Professional Competency Committee is comprised of five teachers elected by Council. Its procedures are the same as those of the Professional Ethics Committee, but it serves to judge the professional competence of teachers. Penalties permitted under the legislation for professional incompetence are the same as those for teachers who are found guilty of professional misconduct.

The Collective Interests Committee is comprised of five teachers elected by Council and it uses the same processes as the other two committees, but the penalties in this process are limited to reprimands and/or fines.

Professional Ethics: Hearings and Outcomes

Between July 1, 2014, and June 30, 2015, the Professional Ethics Committee was referred seven new complaints for hearings by the STF Executive. Of those complaints:

- One was dismissed following a not-guilty finding at a hearing.
- One hearing resulted in a guilty finding and the teacher was reprimanded.
- Five were still in progress as of June 30, 2015.

As of July 1, 2014, the Professional Ethics Committee also had five complaints referred for a hearing that were still in progress (three received in 2013-14; two received in 2012-13). Of those complaints as of June 30, 2015:

- Three hearings resulted in a guilty finding and the teachers’ certificates were cancelled.
- One hearing was held and the outcome of the case is pending.
- One hearing is scheduled for 2015-16.

The members of the Professional Ethics Committee from July 1, 2014, to June 30, 2015, were: Denise Beaudin Anaqood, Martin Berg, Dawnette Brett, Bonnie Brossart (Public Appointee), Robert Fraser and M. Jeff Ruf.

Professional Competency: Hearings and Outcomes

Between July 1, 2014, and June 30, 2015, no formal complaints alleging conduct contrary to the professional competence of teachers were received.

The members of the Professional Competency Committee from July 1, 2014, to June 30, 2015, were: Wendy Gervais, Deanna Koroluk, Mavis Luce, Russell Moore and Joanne Oszust.

Collective Interests: Hearings and Outcomes

Between July 1, 2014, and June 30, 2015, no formal complaints alleging conduct contrary to the collective interests of teachers were received.

The members of the Collective Interests Committee from July 1, 2014, to June 30, 2015, were: Dawnette Brett, Cindy Clarke, Laurenel Heinen, Jeff Perry and M. Jeff Ruf.