

**DECISION OF THE INVESTIGATION COMMITTEE
OF THE ONTARIO COLLEGE OF TEACHERS
IN THE MATTER OF**

**A COMPLAINT SUBMITTED BY THE REGISTRAR
REGARDING ANTHONY THOMAS CONVAY, OCT**

**PANEL: Henry Tyndorf, OCT
Nick Forte, OCT
Susan Robertson**

IMPORTANT NOTICE

The Investigation Committee has disposed of this matter with a ratification of an agreement between the College and Anthony Thomas Convay.

On June 11, 2008, the Avon Maitland District School Board (the "Board") notified the Ontario College of Teachers (the "College") about Anthony Thomas Convay, a long-term occasional teacher with the Board, pursuant to its obligation under section 43.2(1) of the *Ontario College of Teachers Act, 1996*.

Anthony Thomas Convay (the "Member") is a member of the College in good standing.

According to the Board's information, on May 20, 2008, the Principal of [REDACTED] School received information that the Member had engaged in an inappropriate relationship with [REDACTED], an [REDACTED]-year-old female student.

According to the Board's information, on May 22, 2008, the Principal and Superintendent met with Member and his representative in regard to the allegations. The Board's information indicates that, upon having the opportunity to consult legal counsel, the Member admitted that he was engaged in an ongoing sexual relationship with [REDACTED], that began toward the end of January 2008.

The Board terminated the Member's employment for cause effective June 10, 2008.

Following a police investigation, no criminal charges were laid against the Member.

The Member and [REDACTED] are now an established couple, started living together in 2008 and according to information provided to the College, are recognized as a couple by the community.

In July, 2010, the parties signed a Memorandum of Agreement (the "MOA") which, in their opinion, resolves the issues raised by the complaint.

Allegations

As the Complainant, the Registrar alleges that Anthony Thomas Conway, a long-term occasional teacher at [REDACTED] School in the Avon Maitland District School Board, acted in an inappropriate and unprofessional manner and failed to maintain the standards of the profession when he:

1. during the 2007/2008 school year, engaged in an inappropriate relationship with [REDACTED], a female student, including, but not limited to:
 - a. engaging in personal email exchanges with [REDACTED];
 - b. sharing personal information with [REDACTED];
 - c. inviting [REDACTED] to his home;
 - d. sending [REDACTED] St. Patrick's Day greeting cards containing the following extracted remarks:
 - i. "to the love of my life";
 - ii. "I miss you and love you so much";
 - iii. "since I am not there with you to take you out for a drink myself on St. Patty's Day here is a little something to get you a couple of green beers! Be sure to think of me as you enjoy them";
 - iv. "I can't wait to be holding you in my arms, kissing you";
 - v. "I love you";
 - vi. "love always and forever, your Tony";
 - vii. "I could not imagine my life without you by my side"
 - viii. "before you fly off the handle or go ape shit, this is just a little something to treat yourself. I wasn't sure if you remembered to get American money so this will get you by in a pinch";
 - e. sending [REDACTED] a phone card worth \$7.00 to call him;
 - f. giving [REDACTED] money;
 - g. giving [REDACTED] a gift of stained glass art; and
 - h. engaging in a sexual relationship with [REDACTED], including sexual intercourse with [REDACTED]

Documents Provided to the Committee

- Request for Ratification
- Letter from Board to College re. notification, dated: June 11, 2008. (with attachments):
 - Director's Action Report to Committee of the Whole re: Recommendation for Employee Termination, dated June 10, 2008.
- Letter from Manager, Investigations to Board re. request for additional information, dated June 19, 2008
- Letter from Board to Manager, Investigations re. additional information, dated July 10, 2008 (with attachments):
 - College Request for more information form, numbered, undated
 - Principal's notes, undated
 - Vice-principal's notes, dated: May 21, 2008
 - Meeting with Member - re: Allegation of Professional Misconduct, dated: May 22, 2008
 - Interview with [REDACTED], dated: May 22, 2008
 - Copy of greeting cards
 - Letter from Board to Member re. dismissal, dated June 12, 2008
- Memo from Investigator re. status of police investigation, dated September 2, 2009
- Memo from Registrar to Director of Investigations and Hearings, re. Registrar's Complaint, dated September 23, 2009
- Request to Initiate Investigation signed by Registrar, September 22, 2009
- Letter from Registrar to Member re. notification of complaint, dated September 24, 2009
- Memo from Investigator re. Notified Member of Complaint, dated September 23, 2009
- Memorandum of Agreement signed by the parties

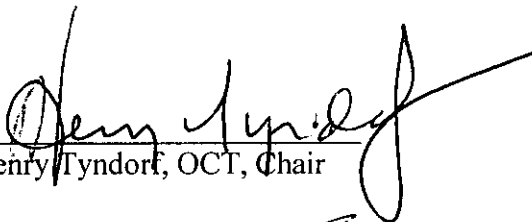
Decision of the Committee

The Ontario College of Teachers (the "College") is the regulatory body for the teaching profession in Ontario. Its mandate is to regulate the teaching profession in the public interest. The College registers individuals who are qualified to teach in Ontario, supports teachers in their profession, and resolves complaints about members of the teaching profession.

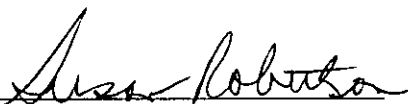
On November 25, 2010, a panel of the Investigation Committee carefully reviewed the submissions of the parties and all relevant information available to the College. The panel also determined that none of the panel members were in a position of conflict regarding this complaint.

In accordance with the provisions of 26(5) (d) of the *Ontario College of Teachers Act, 1996*, the Investigation Committee is satisfied that the attached agreement between the parties resolves the complaint against the Member in the public interest and therefore, decides to ratify the Memorandum of Agreement.

Pursuant to the Memorandum of Agreement, the Committee is issuing an admonishment to the Member.


Henry Tyndorf, OCT, Chair


Nick Forte, OCT


Susan Robertson