

IN THE MATTER OF: *The Registered Teachers Act, 2015*
and Trent Senger, registered teacher certificate # [REDACTED]

**DECISION OF THE DISCIPLINE COMMITTEE FOR THE
SASKATCHEWAN PROFESSIONAL TEACHERS REGULATORY BOARD**

Counsel: Roger Lepage
for the Professional Conduct Committee

Trent Senger (appearing by telephone)

Hearing Date and Location: April 11, 2017
Regina, Saskatchewan

INTRODUCTION

1. The Discipline Committee of the Saskatchewan Professional Teachers Regulatory Board ("Discipline Committee") convened on April 11, 2017 to hear the complaint against Trent Senger (the "Teacher"). No objection was taken to the composition of the Discipline Committee. Mr. Lepage appeared in person and the Teacher was present on the telephone. The Teacher appeared without legal counsel.
2. A Notice of Hearing of Formal Complaint dated February 15, 2017 set out six charges of professional misconduct. Those charges are as follows:
 1. **On or about June 30, 2015, you, as principal of The School, directed staff to access the Ministry of Education's Student Data System ("SDS") to falsify a student's transcript and give the student a passing mark for a class for which she never registered. You did this to allow the student to meet graduation requirements.**
 2. **Between September 1, 2012, and November 1, 2015, you, as principal of The School, engaged in sexist, offensive, profane, and belittling comments to or about colleagues, including your staff, other teachers, and supervisors. Such conduct, comments, displays and gestures were humiliating, intimidating and hurtful.**
 3. **On or about December 4, 2014, you were the master of ceremonies at The School Athletics Awards Banquet.**

During the event you made humiliating and hurtful comments about Student A. At one point you said, "I'll talk slower so Student A can understand." The remarks were belittling of the student.

- 4. On or about December 4, 2014, you were the master of ceremonies at The School Athletics Awards Banquet during which you made offensive, hurtful and humiliating comments about a parent employed in the Waste Management Collection Industry. Several people in attendance took offence to these comments.**
 - 5. From September 1, 2012, to November 1, 2015, you, as principal of The School, failed to take appropriate steps to verify students would be eligible for graduation.**
 - 6. Between September 1, 2012 and November 1, 2015, you, as principal of The School, held insufficient fire drills, thus violating *The Fire Safety Regulations of Saskatchewan*, and the *National Fire Code of Canada, 2010*.**
3. The hearing proceeded on the basis of an Agreed Statement of Facts and Guilty Plea and Joint Submission Regarding Penalty, a copy of which is appended to this Decision.
 4. By the terms of the Agreed Statement of Facts, the Teacher entered a guilty plea to all six charges and also admitted that the conduct described in the Agreed Statement of Facts amounts to professional misconduct as defined in the Act and a breach of various provisions of the Regulatory Bylaws.
 5. Section 33 of the Act defines professional misconduct as follows:

33 Professional misconduct is a question of fact, but any matter, conduct or thing, whether or not disgraceful or dishonourable, constitutes professional misconduct within the meaning of this Act if:

- (a) it is harmful to the best interests of students or other members of the public;**
- (b) it tends to harm the standing of the profession;**
- (c) it is a breach of this Act or the bylaws; or**

(d) it is a failure to comply with an order of the professional conduct committee, the discipline committee or the board of directors.

6. These are the relevant provisions from the Regulatory Bylaws:

2.01 Without restricting the generality of clause 33 of the Act, the following conduct on the part of a teacher is misconduct:

a. conduct which is harmful to the best interest of pupils or affects the ability of a teacher to teach;

b. any intentional act or omission designed to humiliate or cause distress or loss of dignity to any person in school or out of school which may include verbal or non-verbal behavior;

...

e. an act or omission that, in the circumstances, would reasonably be regarded by the profession as disgraceful, dishonourable or unprofessional;

f. being in violation of a law if the violation is relevant to the teacher's suitability to hold a certificate of qualification or if the violation would reasonably be regarded as placing one or more pupils in danger;

g. signing or issuing a document in the teacher's professional capacity that the teacher knows or ought to know contains a false, improper or misleading statement; or

h. falsifying a record relating to the teacher's professional responsibilities; providing false information or documents to the registrar or to any other person with respect to the teacher's professional qualifications.

7. The Discipline Committee accepts the Teacher's guilty plea to the six charges and finds him guilty of professional misconduct.

JOINT SUBMISSION

8. A Joint Submission on Penalty was presented. Before addressing the specific terms of the Joint Submission, counsel for the Professional Conduct Committee suggested it was helpful to consider the charges and facts in three separate categories.
9. First, charges 1 and 5 could be considered together. The Teacher was negligent in failing to ensure students had the correct credits for graduation. As a result, a student was short a required class. The Teacher directed staff to access the Ministry of Education's Student Data System and to falsify a student transcript. The student was given a passing mark in a class the student had never registered in.
10. The second misconduct category includes charges 2, 3, and 4. In each of the charges, the Teacher used inappropriate language.
11. Finally, the third category is charge 6 which is related to the failure to achieve regulatory compliance through conducting fire drills.
12. Counsel for the Professional Conduct Committee and the Teacher agreed to the following joint submission with respect to penalty:
 - (a) The Teacher agrees not to apply for a new teaching certificate before the expiration of four years from December 19, 2016;
 - (b) Prior to applying for future teaching certification, the Teacher agrees to successfully complete at his cost two courses in the area of principal/leadership skills, ethics, education law or sensitivity training. These courses must be approved by the SPTRB Registrar in advance of the Teacher registering for the said courses;
 - (c) If the Teacher is granted a teaching certification in the future, his certificate shall be restricted so as to prohibit him from entering or approving grades into the Ministry of Education's Student Data System; and
 - (d) There shall be no costs or fine imposed against the Teacher.

13. Counsel for the Professional Conduct Committee reminded the Discipline Committee that administrative tribunals have a duty similar to courts in considering joint submissions.

14. In *Rault v Law Society of Saskatchewan*, 2009 SKCA 81, the Court of Appeal stated:

In summary, the Discipline Committee had a duty to consider the joint submission. The reasons for decision do not reflect that the Discipline Committee understood it was constrained to consider the joint submission and give reasons as to why it was inappropriate; not within the range of sentences; unfit or unreasonable; and/or contrary to the public interest. If the Discipline Committee was of the view the joint submission penalty was not an appropriate disposition in the case before them, then it was required to give good or cogent reasons as to why it is inappropriate.

15. The rationale for deference to joint submissions is explained in *Pankiw v Board of Chiropractors Association of Saskatchewan*, 2009 SKQB 268. The Court stated:

Joint submissions are to be encouraged, not ignored. If joint submissions are ignored, plea bargains such as occurred here will be much less likely to occur. Lengthy discipline hearings and increased costs be borne initially by members of the profession and perhaps ultimately by the public they serve will result. Joint submissions are in the public interest and should be followed by administrative tribunals in the same fashion as is done by the Courts unless it can be clearly demonstrated they are unfit, unreasonable or contrary to the public interest.

16. The Discipline Committee also considered *R v Anthony-Cook*, 2016 SCC 43. In that case, the Supreme Court of Canada reviewed four possible tests and concluded that the public interest test is the appropriate legal test in considering joint submissions in criminal cases. Under the public interest test, a trial judge should not depart from a joint submission on sentence unless the proposed sentence would bring the administration of justice into disrepute or is otherwise contrary to the public interest.
17. The Court approves a statement from the Newfoundland Court of Appeal. In *R v Druken*, 2006 NLCA 67, explained that a sentence is contrary to the public interest when it is:

. . . Markedly out of line with the expectations of reasonable persons aware of the circumstances of the case that they would view it as a breakdown in the proper functioning of the criminal justice system.

18. Although *Anthony-Cook* is a criminal case, the principles set out are helpful in professional discipline cases as well. The Supreme Court of Canada set out a six step process for the guidance of trial judges. In summary, those steps are as follows:
 - (a) “First, trial judges should approach the joint submission on an ‘as-is basis’.” The Discipline Committee assumes this means that a judge should assume that all issues have been considered by counsel and not attempt to second guess counsel’s decision.
 - (b) “Second, trial judges should apply the public interest test when they are considering ‘jumping or undercutting’ a joint submission.” This should begin by considering obvious inconsistencies with other similar dispositions.
 - (c) “Third, when faced with a contentious joint submission, trial judges will undoubtedly want to know about the circumstances leading to the joint submission – and in particular any benefits gained by the Crown or concessions made by the accused.” For example an unusually light sentence may be justified because the Crown has received a benefit such as information. An unusually heavy sentence may be questioned if it appears the agreement was not negotiated fairly. For example, if there is a power imbalance, incapacity, or inadequate representation.
 - (d) “Fourth, if the trial judge is not satisfied with the sentence proposed by counsel, fundamental fairness dictates that an opportunity be afforded to counsel to make further submissions in an attempt to address the ... judge’s concerns before the sentence is imposed.”
 - (e) “Fifth, if the trial judge’s concerns about the joint submission are not alleviated, the judge may allow the accused to withdraw his or her guilty plea.”

- (f) “Finally, trial judges who remain unsatisfied by counsel's submissions should provide clear and cogent reasons for departing from the joint submission.”
19. In this case, the Discipline Committee’s starting point is to review the case law provided by the Professional Conduct Committee and then apply those cases to the three categories of misconduct described above.
20. The following consent resolution cases from the British Columbia Commissioner for Teacher Regulation were provided:
- (a) *Tony Martin Dolinar* – April, 2014; and
- (b) *Roderick Jaswant Lal* – May, 2013.
21. The Discipline Committee was also provided with a decision of the British Columbia Teachers’ College Discipline Committee involving *Darren Lea Hankey*.
22. In *Dolinar*, the facts were described as follows:
- He used his position to access the electronic records and increased the percentage marks of a student whom he wished to favour, (the ‘Student’) giving the student higher percentage marks on the Student report card and electronic record than teachers had given the Student. Dolinar increased the Student's marks in three courses in the 2012-2013 school year and in one course in the 2013-2014 school year. He did so covertly, without authorization and without advising the teachers or other administrators. The Student received an academic award in the 2012-2013 school year that the student would not have received but for the changes in the Student’s marks.**
23. Mr. Dolinar agreed to a one month suspension of his Certificate of Qualification.
24. In *Roderick Jaswant Lal*, the Consent Resolution Agreement described the facts as follows:
- (a) **A grade 12 student, Student A, had attempted the Earth Sciences 11 course on-line, but had failed to complete it, ending with a final grade of 8%. On June 23, 2011, Lal**

manipulated the school's computerized records system to show that Student A had been enrolled in Earth Science 11 and had obtained a grade of 51%.

- (b) Student B had been given a grade of 0 in her Planning 10 class. On June 17, 2011, Lal manipulated the school's computerized records system and changed Student B's grade to 73%.**
 - (c) Student A's and Student B's grades were changed by Lal without conferring with or obtaining the permission of their respective teachers or school principal.**
 - (d) On June 29 and 30, 2011, Lal took sick leave at work when he was actually using those days for a vacation.**
25. Mr. Lal agreed to a two week suspension of his Branch Certificate of Qualification.
26. Unlike the other cases provided, *Hankey* involved a hearing before a panel appointed under British Columbia's *Teachers Act*. Mr. Hankey was found guilty of professional misconduct as follows:
- (a) The Respondent forged the signature of the School principal on four report cards.**
 - (b) The Respondent dishonestly represented to the District that he was unable to work due to illness and claimed sick leave pay on four days (January 31, 2001 for ½ day, February 22, 2011, March 10, 2011 for a ½ day and June 22, 2011), when he was not sick but absent from work to attend court on matters related to a charge against him under section 810(1) of the *Criminal Code of Canada*.**
 - (c) In December 2012, the Respondent took a laptop, owned by the District and issued to another teacher, from a locked cupboard in her classroom at the School, without her knowledge or permission, and then used that laptop the winter break to access inappropriate websites with sexual content.**
 - (d) On approximately 15 occasions between September 2011 and March 2013, the Respondent entered the School late at night to make phone calls to sexual 'chat lines' and on some of those occasions used the School phone to make these calls.**

- (e) **In the 2012-2013 school year, the Respondent inappropriately used the laptop, which was owned by the District and issued to him to use for work, to store and access approximately 200 explicit sexual images of himself and others.**
 - (f) **In January and February 2013, during the District investigation, the Respondent lied to Harry Dhillon and to the Skagit Police Department when he said that the laptop had been stolen from his car, when it was in his possession.**
- 27. Mr. Hankey was reprimanded and prohibited from applying for a Certificate or a Letter of Permission for two years.
- 28. What is the appropriate disposition for the first category of misconduct (changing the mark)? The Discipline Committee believes that changing marks is serious misconduct. It is an integrity offence. Fair, valid and transparent credentialing is essential to all stakeholders. Students rely on marks to obtain scholarships, entrance to post-secondary education and their own self-evaluation. Other stakeholders, such as employers and educational institutions, also rely on valid credentialing to make decisions. Teacher conduct that diminishes the integrity of student assessment must be denounced. It is specifically contrary to section 6.4.4 of the Standards of Practice that require teachers "to carry out professional responsibilities for student assessment and evaluation".
- 29. In the view of the Discipline Committee, the two week and one month suspensions in *Lal* and *Dolinar* cases define the minimum or low end of the appropriate disposition. Mr. Hankey's misconduct was more serious as he forged the principal's signature for several students on several occasions. In this case, the Teacher openly changed one mark for the purpose of allowing a student to graduate. For reasons which will be stated later, the Discipline Committee sees the Teacher's remaining misconduct as not as serious as that in the *Hankey* case.
- 30. The second category of misconduct is for inappropriate language. The Professional Conduct Committee was unable to find authority that was of assistance in determining an appropriate disposition.

31. The Discipline Committee recognizes the importance of words and the care that the teaching profession must use in choosing appropriate words.
32. Each specific utterance identified in the Agreed Statement of Facts may not alone necessarily be misconduct. Language always has context. A word said with a smile can have quite a different meaning than the same word said with an angry gesture. A word said to a colleague may be more appropriate than the same word said to a student. There are a significant number of factors that affect the choice of language.
33. For example, the Teacher admitted to uttering the word “fuck” in the staff room. While such profanity is not to be encouraged, the Discipline Committee also recognizes that such words have become part of popular culture and may even be used in literature students are encouraged to read. It is not the intention of the Discipline Committee to put a chill on teacher free speech.
34. At the same time, the Discipline Committee recognizes the power of words to hurt and to be contrary to the most basic values required in an educational institution. It is especially harmful coming from a person in authority over a prolonged period of time.
35. The Discipline Committee is also aware of the difficulties that both students and staff face in confronting a person in authority, such as a principal, about the problem. Everyone who participated in the investigation should be commended for their courage.
36. The Discipline Committee is satisfied that the Teacher engaged in a prolonged pattern of inappropriate language. It is an aggravating factor that he was a principal communicating with a subordinate in many instances. Principals must lead by example, respect staff and not abuse their authority.
37. It is also an aggravating factor that in one instance the inappropriate language was directed at a student and in another it was directed at a parent.

38. Finally, the Teacher expressed that he was unaware that his language was inappropriate and that he wished someone had told him. The Discipline Committee finds that it is more likely than not that the Teacher was aware of the problem and willfully blind as to the effect of his language. He may not have fully realized the extent of the problem or that it would have such serious consequences for his career.
39. What is the appropriate disposition for inappropriate language? The Discipline Committee considered the principle of progressive discipline. There was no suggestion from the Professional Conduct Committee that the Teacher has been previously disciplined under predecessor legislation. The Discipline Committee further considered the desirability of reform and remediation as the most desirable outcome.
40. Respectful language is a skill that can be learned. As a starting point, the disposition for inappropriate language would be denunciation in the form of a reprimand and education as to appropriate communication. Aggravating factors such as the number of occurrences and his position of authority as a principal raise the disposition above the minimum.
41. Finally, the third category of misconduct was the failure to conduct fire drills. Principals are required to follow many administrative policies and regulations to ensure the health and safety of students. The Discipline Committee was not required to consider when and to what extent the failure to follow fire regulations constitutes professional misconduct. In this case, the Teacher agreed that it was professional misconduct by entering a guilty plea. The Discipline Committee does not intend to diminish the importance of protecting the safety of students with regular fire drills. Nevertheless keeping with the principles of progressive discipline and the importance of remediating administrative deficiencies, the starting point would be a reprimand and education.
42. Taken together, all of the charges within the three categories illustrate to the Discipline Committee that the Teacher failed to adhere to the standards of conduct expected in the teaching profession.

43. The Teacher's conduct is not as serious as that shown in *Hankey* and these facts do not justify a suspension that is twice as long as the *Hankey* case. Counsel for the Professional Conduct Committee was asked to address the rationale behind a four year suspension particularly given the facts in the *Hankey* case. Counsel's response was that the four year suspension reflected the fact that the Teacher was a principal and in a position of higher authority and as such, a more serious sanction was appropriate. Counsel was not able to provide any authority supporting that theory.
44. The Discipline Committee sees the Teacher's position as a principal as an aggravating factor but not one that would justify the Order proposed by the Professional Conduct Committee.
45. Having found that a four year suspension is not appropriate, the Discipline Committee then considered the circumstances of the joint submission. The Teacher was not represented by counsel and did not have legal advice. It appears he did have the benefit of advice from a representative of the Saskatchewan Teachers Federation prior to the joint submission.
46. The Teacher also advised that in early discussions with the Professional Conduct Committee, he was advised that the Committee would be recommending a ten-year suspension. The Discipline Committee finds that if that was the initial position, it is inconsistent with the precedent cases and well above the reasonable range.
47. The Teacher also stated that he was raised to accept responsibility for his actions and because he simply wanted to put an end to the matter he considered agreeing to the ten year suspension initially proposed.
48. The Teacher also expressed concern about the costs and it appeared that what motivated the Teacher's agreement to a four year suspension was the promise that no costs would be sought. Although an offer of "no costs" may serve the Teacher's immediate interests and needs, the overall proposed sanction establishes a precedent that is unwarranted.

49. The Discipline Committee is mindful of the need to respect a joint submission when it is the product of two well-informed, equally motivated parties bargaining for a reasonable outcome. The Discipline Committee is not convinced that the Teacher's agreement was truly voluntary or well-informed.
50. It is important to recognize the short history of teacher self-regulation in Saskatchewan with the passage of *The Registered Teachers Act* in 2015. It is also important to establish reasonable and well supported precedents for the guidance of the teaching profession. At the same time, the Discipline Committee does not wish to set a precedent based on a joint submission that lacked the usual safeguards.
51. The Discipline Committee therefore finds that it would not be in the public interest to follow the joint submission.

DISPOSITION

52. The Discipline Committee has already reviewed and commented on the range of sentences in other jurisdictions. It considers the disposition for changing marks in *Lal* and *Dolinar* to be at the lower end of the range. A disposition for changing marks must reflect the need to restore public confidence in the profession.
53. The Discipline Committee has also determined that the two-year suspension in the *Hankey* case is at the upper end of the range when considered against the Teacher's conduct in this case.
54. The Discipline Committee considered some aggravating factors. The first is that the Teacher is a principal who is in a position of responsibility and leadership. As mentioned, changing marks and inappropriate language certainly had a negative effect on the educational environment. A further aggravating factor is the number of times that the Teacher was reported to have used inappropriate language. It was more than an occasional occurrence. It was a lengthy pattern of inappropriate conduct.
55. There were also mitigating factors. The Teacher voluntarily surrendered his teaching certificate in December 2016 and has withdrawn from the profession. He entered

guilty pleas to the charges without the need for a lengthy hearing. At the hearing, he expressed remorse and a sense of loss. He advised that he would like to teach again.

56. Taking into account all of the factors, the Discipline Committee orders that the Teacher's Teaching Certificate be suspended for a period of one year from the date of this decision.
57. The Discipline Committee endorses the need for education in this case. In the event the Teacher applies for a future teaching certificate, the Teacher must have successfully completed, at his own cost, two courses in the areas of principal/leadership skills, ethics, educational law, or sensitivity training. These courses must be approved by the SPTRB Registrar, in advance of the Teacher registering for the said courses.
58. Regarding costs, the Discipline Committee recognizes that negotiation of costs is often a part of a joint submission. However, the negotiation of costs should not disproportionately inflate other aspects of the sanction. In professional misconduct cases and barring exceptional circumstances, costs should be ordered.
59. The Discipline Committee therefore orders costs in this matter against the Teacher in the amount of \$5,000.00.
60. In summary, the Discipline Committee makes the following Order:
 - (a) The Teacher shall not be eligible to apply for a new teaching certificate before the expiration of one year from the date of this decision.
 - (b) Prior to applying for future teaching certification, the Teacher agrees to successfully complete, at his cost, two courses in the area of principal/leadership skills, ethics, education law, or sensitivity training. These courses must be approved by the SPTRB Registrar in advance of the Teacher registering for the said courses.

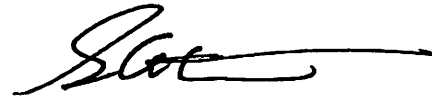
- (c) If the Teacher is granted a teaching certification in the future, his certificate shall be restricted so as to prohibit him from entering or approving grades into the Ministry of Education's Student Data System.
- (d) The Teacher shall pay the costs of the investigation and hearing fixed in the amount of \$5,000.00. Such costs shall be paid on or before July 1, 2018 or upon the Teacher's application for certification, whichever comes first.

DATED at Regina, Saskatchewan this 24th day of May, 2017.



Thomas Schonhoffer, Chair

DATED at Saskatoon, Saskatchewan this 24th day of May, 2017.



Sandy Antonini

DATED at Regina, Saskatchewan this 24th day of May, 2017.



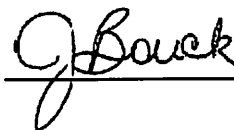
Don Lee

DATED at Prince Albert, Saskatchewan this 24th day of May, 2017.



Mark Hastings

DATED at Lloydminster, Saskatchewan this 24th day of May, 2017.



Jacqueline Bouck

IN THE MATTER OF: The Registered Teachers Act, 2015 and Trent Senger, Registered Teacher Certificate # [REDACTED]

**AGREED STATEMENT OF FACTS AND GUILTY PLEA
AND
JOINT SUBMISSION REGARDING PENALTY**

1. The Professional Conduct Committee ("PCC") of the Saskatchewan Professional Teachers Regulatory Board received two professional misconduct complaints against Trent Senger ("Senger"). The first complaint was brought to the PCC's attention on November 25, 2015. The complaint was received as an Employer's Notice from [REDACTED] [REDACTED] Director of [REDACTED].
2. The second complaint was a Written Public Complaint received from former vice principal [REDACTED] on January 4, 2016. Both complaints allege incidences that occurred when Senger was the principal of [REDACTED] in [REDACTED] Saskatchewan.
3. As a result of the two complaints, the PCC retained the services of Henry Zorn with the Special Investigations Unit of the Commissionaires North Saskatchewan in Saskatoon.
4. On August 22, 2016, Henry Zorn filed an Investigation Report with the PCC.
5. After having received all of the information from the investigation into the two complaints, the PCC deliberated and decided that six charges should be laid against Senger. Attached as **Schedule A** is a copy of the PCC report.
6. As a result of the PCC decision, a Notice of Hearing of Formal Complaint was prepared and signed by Trevor Smith. It is attached as **Schedule B**. It contains the six charges laid against Senger.
7. The parties agree to the facts as follows:
 - (a) With respect to Charge #1, the parties agree to the following facts:
 - (i) On or about June 30, 2015, Senger instructed [REDACTED] to change a grade 12 student's list of classes and assign a passing mark to the student for a class that the student never took. [REDACTED] instructed the school secretary [REDACTED] to enter the computer records to

make the actual changes to the student record and add false information that the student had been enrolled in a course and assigned a pass mark when that was false. Senger instructed his staff to do this because it was discovered that he had failed to ensure that the student had the necessary credits to graduate. Rather than follow the proper channels, Senger instructed his staff to falsify the student's record held by the Ministry of Education for the Province of Saskatchewan.

- (b) With respect to Charge #2, the parties agree to the following facts:
- (i) In early March 2014, the school Student Representative Council (SRC) was holding a fundraiser where the winners of the event would go on a double date with teachers [REDACTED] and [REDACTED] [REDACTED] [REDACTED] and the students were in the SHHS office with the secretaries present discussing the details of the event when Senger approached them and said "Just one step up from a hooker." in reference to [REDACTED] and walked away. After Senger's comment, the room went silent.
 - (ii) In March of 2014, [REDACTED] announced to the office staff that she was dating a man (who has now become her husband). Senger responded by saying "I am just surprised anyone would go out with you." Later, [REDACTED] told office staff that she was going for supper. Senger asked her who she was going with and she told him that she was not going to tell him after the comment he made earlier. Senger responded that she was not going to say who she was going with because she was probably having supper with her father.
 - (iii) On November 3, 2014, Senger organized a staff meeting but did not notify [REDACTED] where and when it was to occur. When [REDACTED] asked Senger about the meeting time, he told her it already had taken place. [REDACTED] responded that she had not heard the announcement for the meeting and Senger replied "I just figured you were being a bitch and not attending."

- (iv) Between September 1, 2012 and November 1, 2015, Senger frequently used profanity, including using the word "fuck", especially when he was in a bad mood. Staff would frequently hear him swear.
- (v) In January 2015, Senger called [REDACTED] "pathetic" for collecting data for the LIP initiative at the school.
- (vi) In February 2015, Senger spoke to [REDACTED] in a berating manner about [REDACTED] absences from work.
- (vii) [REDACTED] heard Senger make sexist and offensive comments and belittle [REDACTED]. Senger said [REDACTED] was lazy, called her a hooker on two occasions and ridiculed her for being a teacher when she did not need the money.
- (viii) [REDACTED] heard Senger making sexist and offensive comments about two women working at the school. Senger said "She is too big to walk down here." and "She is just too lazy to get off her chair." Senger made these comments in the presence of staff.
- (ix) [REDACTED] also heard Senger frequently call teachers lazy if they would not do what Senger asked them to do.
- (x) [REDACTED] heard Senger say "I don't know why [REDACTED] and [REDACTED] are in their positions because they didn't know what they are doing." Senger would say "[REDACTED] never did anything while he was in this school and he didn't know why he was over there at the head office." Senger said that [REDACTED] just got hired because he was [REDACTED] friend.
- (xi) [REDACTED] heard Senger say after someone came to the office to ask for something "No fucking way you're getting that."
- (xii) Senger told [REDACTED] on August 19, 2015 that he was going to do what [REDACTED] did in his last years as a principal... nothing!
- (xiii) On September 25, 2015, Senger told [REDACTED] that he would continue to fight for the part-time secretaries' hours to just make [REDACTED] work.

- (xiv) On October 26, 2013, Senger told [REDACTED] in the presence of the secretaries in the office that he was also going to start skipping work like [REDACTED]
- (c) With respect to Charge #3, the parties agree to the following facts:
 - (i) On December 4, 2014, Senger was the master of ceremonies at the School Athletics Award Banquet. Frequently, during the event, he would pick on Student A and make comments to the effect that the student was intellectually challenged. People in attendance at the banquet took offence to the demeaning attacks on the student.
- (d) With respect to Charge #4, the parties agree to the facts as follows:
 - (i) On December 4, 2015, Senger was the master of ceremonies at the School Athletics Award Banquet where there many students, parents and teachers in attendance. During the evening, Senger told a story about a girlfriend he had when he was a student. He stated that he became involved in sports because of that girlfriend. Senger then said the relationship did not work out and she is now married to a garbage man while he became a teacher. One of the parents in attendance was a garbage man. He and his wife felt humiliated and complained about these offensive comments to Senger and to his supervisor [REDACTED]
- (e) With respect to Charge #5, the parties agree to the facts as follows:
 - (i) As principal, Senger was responsible to construct the timetables for the grade 11 and grade 12 students, but he failed to do it appropriately and he would pass the responsibility to other staff. As a result, students did not have the appropriate classes to complete grade 11 and grade 12.
- (f) With respect to Charge #6, the parties agree to the facts as follows:
 - (i) From September 1, 2012 to November 1, 2015, Senger did not ensure that the necessary fire drills took place in the school. Senger failed to keep records for the fire drills. According to employee [REDACTED] Senger coordinated three fire drills in 2012/2013, two fire drills in 2013/2014 and only one fire drill in 2014/2015. Senger did not organize any fire drill from

September 1, 2015 to November 1, 2015. Administrative Procedure 169.7 of the employer states that the principal is responsible for establishing and ensuring that fire drills take place. There were to be three fire drills in the first half of the school year and three additional fire drills in the second half of the school year. *The Fire Safety Regulations* in Saskatchewan adopt the *National Fire Code of Canada, 2010* as the law in the province. Section 3(2) of the Regulation provides that no person shall fail to comply with the *Code*. Section 2.8 of the *National Fire Code of Canada, 2010* requires that fire drills must be conducted in schools at a minimum three times in each fall and three times in each spring school term. On occasion fire drills would be scheduled by Senger but then he would cancel them.

8. Senger received disclosure of the complaints and the results of the investigation. Senger recognizes that he had the right to retain legal counsel to represent him and to access the services of the Saskatchewan Teachers Federation to assist him during the course of the investigation and any discipline hearing.
9. Senger is aware that he has the right to appear and defend himself at a discipline hearing scheduled with respect to the six charges.
10. Senger voluntarily signed a Notice of Surrender of Teacher's Certificate on December 19, 2016. It is attached as **Schedule C**.

Guilty Plea

11. Senger hereby pleads guilty to the six charges contained in the Notice of Hearing of Formal Complaint.
12. Senger admits the truth of the facts as contained in this document.
13. Senger acknowledges that the admitted facts in this document constitute professional misconduct and that the facts constitute breaches of the relevant legislation and bylaws as described in the Notice of Hearing of Formal Complaint found at **Schedule B**.
14. Senger states that:
 - (a) He understands fully the nature of the allegations against him.

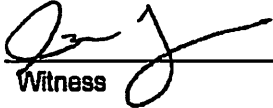
- (b) He understands that, by signing this document, he is consenting to the evidence as admitted to in this document being presented to the Discipline Committee.
- (c) He understands that, by pleading guilty to the six charges, he is waiving the right to require the Professional Conduct Committee to prove the case against him and the right to have a hearing.
- (d) He understands that, depending on the penalty ordered by the Discipline Committee, the decision of the Discipline Committee and a summary of its reasons, including reference to his name, may be published on the SPTRB website.
- (e) He understands that any agreement between himself and counsel for the Professional Conduct Committee with respect to the penalty proposed in this document does not bind the Discipline Committee.

Joint Submission on Penalty

15. In light of the fact that Senger has voluntarily filed a Notice of Surrender of Certificate effective December 19, 2016, the parties have agreed to the following joint submission with respect to penalty:
- (a) Senger agrees not to apply for a new teaching certificate before the expiration of four years from December 19, 2016;
 - (b) Prior to applying for future teaching certification, Senger agrees to successfully complete at his cost two courses in the areas of principal/leadership skills, ethics, educational law or sensitivity training. These courses must be approved by the SPTRB Registrar in advance of Senger registering for the said courses;
 - (c) If Senger is granted teacher certification in the future, his certificate shall be restricted so as to prohibit him from entering or approving grades into the Ministry of Education student data system;

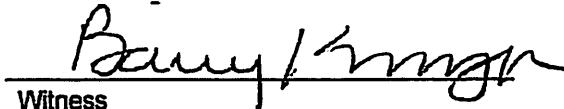
(d) There is no costs or fine against Trent Senger.


DATED at Regina, Saskatchewan, this 6th March, 2017.


Witness


Professional Conduct Committee

DATED at [REDACTED], Saskatchewan, this 23 day of February, 2017.


Witness


Trent Senger