

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

BETWEEN:

ONTARIO COLLEGE OF TEACHERS

and

KAYLA LURELLE HARRIS

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 Kayla Lurelle Harris, Certificate No. 650171, be referred to the Discipline Committee of the Ontario College of Teachers.

IT IS ALLEGED that Kayla Lurelle Harris is guilty of professional misconduct as defined in the *Act* in that:

- (a) 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);
- (b) she engaged in conduct unbecoming a member, contrary to Ontario Regulation 437/97, subsection 1(19).

PARTICULARS OF THESE ALLEGATIONS ARE AS FOLLOWS:

1. Kayla Lurelle Harris (the “Member”) is an inactive/non-practising member of the Ontario College of Teachers.
2. At all material times, the Member was employed by the Keewatin-Patricia District School Board as a secondary teacher at [XXX] School (the “School”) in [XXX], Ontario.
3. In the 2025-2026 academic year, Student 1 was a Grade [XXX] female student at the School.
4. In the 2025-2026 academic year, Student 2 was a male who had [XXX] graduated from the School.
5. In the 2024-2025 academic year, Student 3 was a Grade [XXX] male student at the School.
6. In the 2025-2026 academic year, Student 4 was a Grade [XXX] male student at the School.
7. In the 2025-2026 academic year, Student 5 was a male who had [XXX] graduated from the School.
8. In the 2025-2026 academic year, Student 6 was a Grade [XXX] male student at the School.
9. In the 2025-2026 academic year, Student 7 was a Grade [XXX] female student at the School.
10. In the 2025-2026 academic year, Student 8 was a Grade [XXX] female student at the School.

11. In the 2025-2026 academic year, Student 9 was a Grade [XXX] male student at the School.
12. In the 2025-2026 academic year, Student 10 was a Grade [XXX] male student at the School.
13. In the 2025-2026 academic year, Student 11 was a Grade [XXX] female student at the School.
14. In the 2024-2025 academic year, Teacher 1 was a teacher at the School.
15. During the 2024-2025 academic year, the Member told Teacher 1 that the boys' [XXX] team had stolen her heart, or words to that effect.
16. Between in or about September 2024 and in or about September 2025, during a [XXX] game, the Member told Student 1 that Student 1's [XXX], Student 2, was the Member's favourite.
17. Between in or about September 2024 and in or about May 2025, on multiple occasions the Member bought and distributed snacks for students in her classroom.
18. Between on or about March 10, 2025 and on or about March 14, 2025, the Member organized practices and gym sessions for students of the School at a recreational center without authority and/or without communication to appropriate staff.
19. In or about April 2025, on one or more occasions, the Member drove a group of Grade 10 students in her personal vehicle during lunchtime.
20. Between in or about April 2025 and in or about May 2025, the Member paid for a portion of a former exchange student's plane ticket so that the student could attend graduation.

21. Between on or about May 6, 2025 and on or about May 12, 2025, on one or more occasions, the Member completed a school assignment for Student 3.
22. Between on or about May 17, 2025 and on or about May 18, 2025, the Member:
 - (a) attended a non-school related [XXX] tournament in which students were playing in [XXX];
 - (b) took photos of students playing [XXX] at the tournament;
 - (c) visited the same hotel where students were staying;
 - (d) went for breakfast at Denny's, where students were eating.
23. Between on or about May 19, 2025 and on or about May 23, 2025, the Member told students that had played at the [XXX] tournament in [XXX] to not tell anyone that she had attended the tournament.
24. Overnight on or about September 13-14, 2025, the Member:
 - (a) picked up Student 2, Student 4, and Student 5 from a party at approximately 11:45 p.m., and drove them in her vehicle;
 - (b) allowed Student 2, who did not have a driver's license, to drive the Member's vehicle while the Member was in the back seat;
 - (c) allowed Student 2 to drive the Member's vehicle after he had been drinking alcohol;
 - (d) made comments to Student 6, Student 7, Student 8, Student 9, and Student 10, after encountering them at a gas station with Student 2 and Student 4 in her vehicle, to the effect of:
 - (i) "What the hell are you doing here?";

- (ii) “Do you want any more pictures taken of you?” after the student said they were going to tell the Vice-Principal about the Member’s conduct.

25. On or about September 15, 2025, the Member:

- (a) got into Student 6’s personal space and tried to prevent him from speaking to the Vice-Principal about the Member’s conduct;
- (b) got into Student 11’s personal space and, in front of Student 7, said “I know you know, what do I do?” or words to that effect.
- (c) approached Student 4 in the hallway and attempted to speak with him regarding the September 13-14, 2025 incident;
- (d) got into Student 1’s personal space and made a comment to Student 1 to the effect of “If I get fired, it’s your [XXX]’s fault.”

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 Kayla Lurelle Harris 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 Christine Lonsdale of McCarthy Tétrault LLP, College Counsel in this matter, at Suite 5300, Toronto Dominion Bank Tower, Toronto, ON M5K 1E6, telephone 416-601-8019.

Date: July 22, 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: Kayla Lurelle Harris
[XXX]
[XXX]
[XXX]

AND TO: Ursel Phillips Fellows Hopkinson LLP
555 Richmond St. West, Suite 1200
Toronto, ON M5V 3B1

Simone Truemner-Caron, Counsel for the
Member

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