

**IN THE MATTER OF THE EDUCATION ADMINISTRATION ACT
AND
IN THE MATTER CONCERNING
ROBERT DANIEL JOSEPH GREGOIRE**

CONSENT RESOLUTION AGREEMENT (“agreement”)

BETWEEN:

**THE COMMISSIONER, APPOINTED UNDER THE EDUCATION
ADMINISTRATION ACT (“the Commissioner”)**

AND:

ROBERT DANIEL JOSEPH GREGOIRE (“Robert Gregoire”)

References to the Commissioner in this agreement include the Commissioner, Acting Commissioner, or their delegates, as the case may be.

Background and Facts

1. Robert Gregoire was issued a Manitoba Permanent Professional Certificate, No. [REDACTED], in July 2009.
2. At all material times, Robert Gregoire was employed as a teacher with River East Transcona School Division (the “Division”).
3. While Robert Gregoire was teaching at a middle school in the Division, he communicated inappropriately through his Microsoft Teams account with a student at the school (“Student A”), with whom he had an inappropriately close relationship that crossed professional boundaries.
4. The inappropriate relationship, which included both in-person and electronic interactions, began when Robert Gregoire taught Student A in grade 8 and continued over several years, including after Student A moved to high school.

5. In 2024, Robert Gregoire accepted an opportunity to be transferred to the high school that Student A attended. Robert Gregoire taught Student A again at the high school level in Fall 2024.
6. Between March 2022 and February 2024, Robert Gregoire exchanged over one thousand Microsoft Teams messages with Student A. These messages were exchanged at all hours of the day, including during the school day, during breaks/vacations, late at night and in the early hours of the morning. Many of these exchanges were initiated by Robert Gregoire and were unrelated to his role as a teacher. In these messages, Robert Gregoire:
 - a. referred to Student A by various terms of endearment, including “ma belle”, “my beautiful”, “muffin”, and “princess”;
 - b. made reference to Student A being his “favourite student” and that she was very special (“très spéciale”) to him;
 - c. told Student A he missed her;
 - d. referenced messaging Student A after a bad day to give him a smile;
 - e. repeatedly requested that Student A visit him at the middle school after she was no longer a student at the school;
 - f. after Student A moved from middle school to high school, told her he wanted a photo with her and another former student;
 - g. repeatedly invited Student A to meet with him outside of school, including at restaurants near the high school over the noon hour and for dinner on a day he took off school, for ice cream after school, on the weekend, and during winter break for skating; and
 - h. referenced purchasing food for Student A.

7. Robert Gregoire also exchanged hundreds of text messages with Student A using his personal phone number. In June 2024, the principal of the middle school reminded Robert Gregoire about boundaries with students and that he should only be messaging those students who he is instructing, for educational purposes. The principal referenced the Division's Code of Conduct for Child Protection, which includes provisions prohibiting writing personal text messages to a student, offering any student "special" treatment, and spending time with a student outside of designated work times or activities. Robert Gregoire continued to text Student A for educational and non-educational purposes until December 2024.
8. Some of the text messages sent by Robert Gregoire to Student A included:
 - a. A suggestion about meeting for coffee;
 - b. communication with Student A about an upcoming job opportunity at Student A's high school, including asking Student A if he should try for it, and telling her that he would, but only because she said so;
 - c. The next day, further messages about the job opportunity, which had not yet been finalized, including that Student A was the first student to know about his offer for a position at her high school; and
 - d. his response to learning Student A would be in his class at the high school in the Fall, which he stated made him so happy and would work make all the extra teacher work worthwhile.
9. In December 2024, at the high school, Robert Gregoire hugged Student A goodbye.
10. The Division placed Robert Gregoire on administrative leave in December 2024.
11. On April 20, 2026, River East Transcona School Division made a complaint to the Commissioner under section 8.9 of The Education Administration Act ("the Act").
12. On April 21, 2026, the Commissioner ordered an investigation under section 8.14(1) of the Act.
13. On April 21, 2026, the Division terminated Robert Gregoire's employment.
14. On May 11, 2026, Robert Gregoire voluntarily surrendered his teaching certificate to the Director of Certification and signed an undertaking not to utilize his status as a certified teacher in any way until the matter before the Commissioner was concluded.

Consequences

15. This Agreement is made under section 8.20 of the Act.
16. Robert Gregoire understands and acknowledges that this Agreement is not effective until executed by the Commissioner, and that the date of execution by the Commissioner will be the effective date of this Agreement (the “Effective Date”).
17. Robert Gregoire admits that the facts set out in paragraphs 1 to 9 of this Agreement are true.
18. Robert Gregoire admits that the conduct described in paragraphs 3 to 10 of this Agreement constitutes professional misconduct as defined in section 8.1 of the Act.
19. Robert Gregoire agrees to the Director of Certification cancelling his Permanent Professional Teaching Certificate.
20. Robert Gregoire acknowledges that the cancellation date and his teaching certificate’s current status (“cancelled”) will be reflected on the Manitoba online registry of certified teachers and school clinicians.
21. Robert Gregoire understands that a Notice of Cancellation will also be issued to Manitoba school divisions, funded independent schools, First Nation schools and teacher regulatory bodies across Canada no later than seven days following the Effective Date.
22. In determining that cancellation of Robert Gregoire’s Permanent Professional Teaching Certificate is an appropriate consequence, the Commissioner considered the following factors:
 - a. Mr. Gregoire's relationship with Student A arose from the trust and authority inherent in the teacher-student relationship. By fostering an increasingly personal relationship and prioritizing his own emotional needs over Student A's educational interests and well-being, he committed a serious breach of the professional obligations expected of a teacher;
 - b. Mr. Gregoire failed to disclose the nature of his relationship with Student A or their extensive communications. The thousands of messages exchanged over several years, together with Mr. Gregoire’s failure to disclose the relationship, demonstrate a sustained and deliberate pattern of misconduct rather than isolated lapses in judgement. This conduct represents a serious abuse of the trust inherent in the teacher-student relationship;
 - c. Mr. Gregoire's conduct created a significant risk of emotional harm to Student A. It had the potential to cause confusion regarding appropriate professional boundaries and to interfere with Student A's developing understanding of healthy relationships

with adults in positions of trust and authority. This conduct compromised the safe and professional environment to which every student is entitled.

23. By entering into this Agreement, Robert Gregoire takes responsibility and expresses remorse for his conduct.

24. Robert Gregoire agrees not to make any statement orally or in writing which contradicts, disputes or calls into question the terms of this Agreement or the admissions made in it.

Effects of the Agreement

25. The Director of Certification will publish this Agreement on Manitoba Education and Early Childhood Learning's online registry of certified teachers and school clinicians, under section 8.21(1) of the Act.

26. A copy of this agreement will be provided to the Division in accordance with section 8.20(8) of the Act.

27. Robert Gregoire acknowledges in accordance with section 8.20(5) of the Act that by entering into this Agreement no further action may be taken under section 8.20 or section 8.23 of the Act on the matters contained in the Agreement, unless he fails to comply with one or more terms of the Agreement.

28. Robert Gregoire acknowledges that he has voluntarily entered into this Agreement with the benefit of independent legal advice, and that he fully understands the terms and conditions set out in this Agreement.

Signed in Winnipeg, Manitoba
this October 6, 2026

Original signed by _____
Robert Daniel Joseph Gregoire

Signed in Winnipeg, Manitoba
this October 6, 2026

Original signed by _____
Noni Classen, Commissioner