

ONTARIO
SUPERIOR COURT OF JUSTICE
Reference

BETWEEN:

KAREN WALMSLEY

Plaintiff
(Moving Party)

and

2016169 ONTARIO INC., 2170616 ONTARIO INC. and 2429131
ONTARIO INC., alone or together o/a Blyth Academy

Defendants
(Responding Parties)

MOTION RECORD
(Motion to Certify Class Action)

VOLUME 6 OF 8

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Court File No. CV-17-584523

**ONTARIO
SUPERIOR COURT OF JUSTICE**

BETWEEN:

KAREN WALMSLEY

Plaintiff

and

**2016169 ONTARIO INC., 2170616 ONTARIO INC., and 2429131 Ontario
Inc., alone or together o/a Blyth Academy**

Defendants

AFFIDAVIT OF MICHAEL MCNEELY

I, Michael McNeely, of the City of Toronto, in the Province of Ontario, MAKE OATH
AND SAY:

1. I am a first year law student at York University. I worked for what I knew to be "Blyth Academy" as a teacher from November 2013 to June or July 2017 and, as such, have knowledge of the matters contained in this affidavit.

2. In this affidavit, I describe my teaching experience with Blyth Academy in some detail.

A. Education and Qualifications

3. After I completed my high school diploma in Kingston in 2006, I completed a Bachelor of Art's Honours degree at Queen's University in 2010. A year later, in 2011, I

received from Queen's University a Bachelor of Education. In 2013, I completed and was awarded a Master of Education from Queen's University.

4. On February 27, 2013, while completing the Master's degree, I received my teacher's certification from the Ontario College of Teachers. Starting in February 2013, I received from the Ontario College of Teachers my "Qualifications" in: (a) "Intermediate and Senior Divisions, History" (in February 2013); (b) "Intermediate and Senior Divisions, English" (also in February 2013); and, (c) "Junior Division" (in August 2015).

5. Through coursework offered by the College of Teachers, I acquired legislatively recognized "Additional Qualifications" from this College. I obtained my "Special Education, Part 1" in August 2013, my "Guidance and Career Education, Part 1" in August 2013, and my "Special Education, Part 2" in August 2016.

6. I was and am very proud of myself for having obtained those three degrees, the Qualifications, and the Additional Qualifications, in no small part because I suffer from a disability known as "deaf-blindness". "Deaf-blindness" comes in degrees. In my case, I have very limited visual acuity and little useful hearing. As a result, I have required, since preschool, the assistance of facilitators to assist with communication. I likewise communicate through a combination of facilitators, sign language, speech reading, and technology, as well as by speaking.

B. My Hiring by Blyth Academy

7. I first applied for a position at Blyth Academy on October 21, 2013 using an online education jobs service. In reviewing that service, I noticed that Blyth Academy was seeking persons to teach private courses, that is, to teach individual students one-on-one so that they could achieve the same "course" credit that a student in full classroom setting would obtain. I recall that the service showed such positions at several of Blyth Academy's campuses. Attached as Exhibit "1" is a copy of an email and documents related to my application.

8. I knew very little about Blyth Academy when I applied. I was particularly concerned about applying to teach a private course because I frankly regarded the teaching experience as being of lesser quality than one involving teaching full courses with many students. At the same time, I recognized that a person with my disabilities and with my experience might have to start somewhere.

9. In my application materials, I indicated that I have the disabilities described earlier.

10. As a result of my application, I was contacted by a person named Luke Coles, who I understood at the time was the Head of Blyth Academy's Lawrence Park campus. In our discussions, Mr. Coles advised that I would be "teaching" a student and not "tutoring" them even though I would be hired to teach a single person. Mr. Coles explained to me that, as my teaching would lead to course credit, it was indeed a teaching role.

11. Mr. Coles offered me \$1,250 to teach the course. In offering this, he indicated that this was a first job for me and that, with a job like this, there might be, to use his words, "a lot more" for me as I grow and develop.

12. Shortly after making this offer, Mr. Coles told me, and I verily believe, that the parents of the student had told him that they did not consent to their child being taught by a teacher with disabilities.

13. I then set up a meeting with Mr. Coles on November 8, 2013 where I brought an intervenor. At the meeting, we discussed my qualifications, I provided Mr. Coles with two reference letters, and I warned Mr. Coles that, if he made hiring decisions based on a perception of how I would perform with my alleged limitations or if he made hiring decisions based on how he felt a parent might react, he and Blyth Academy might be in danger of having committed acts of discrimination against me.

14. In response, Mr. Coles indicated that he had a job for me teaching a single student in a private course setting, also for around \$1,250 for the course. He also told me that the parents of this student had agreed to have me teach their child. I was not elated with the idea of teaching a single student in a one-on-one private course setting but, as I was new to Blyth Academy and with my disabilities and the problems these would cause in obtaining work, I accepted the position. I was mindful in accepting the position that Mr. Coles had previously said that taking these private course jobs could lead to "more". It was with the "more" in mind, as well, that I accepted the job.

C. An Overview of the Courses and Students I Taught, My Contracts, and My Income

15. I taught my first student at Blyth Academy beginning sometime in November 2013.

The experience was a positive one.

16. Starting with this first student, I worked for Blyth Academy from November 2013 until sometime in June or July 2017. During this nearly four year period, I taught approximately fifteen (15) students. Most of my teaching took place at the Lawrence Park campus, though I had some teaching at the Thornhill campus, I taught one student at the Yorkville campus, and I taught one student online. As I detail in Section D. below, I learned about those teaching opportunities through my work at Blyth Academy and through emails Mr. Coles and other managers and administrators would send around to me and other teachers referencing work opportunities at his campus and at other campuses.

17. I never arranged for my own teaching assignments. I was always told by school campus Heads that I was being assigned to this or that student, teaching this or that course. I was never privy to any conversations between a Blyth Academy school Head or administrator and a parent or student about having me teach a course.

18. I still have most of the contracts I signed while with Blyth Academy. Attached as Exhibit "2" is a copy of the contracts I have been able to find along with, in most cases, certain additional documents and communications that outline how the contract was executed. I have separated each set of contractual documents and related communications with a blue sheet of paper. I have also made my best efforts to black out

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the name of the student so as to preserve privacy. For each contract I signed to teach a single student, the course name and number and the student's name appear in various places in the contract and in the email communications associated with the delivery, signing, and execution of the contract.

19. I would sign these contracts and send these to Blyth Academy personnel using an electronic execution program Blyth Academy employed. For instance, looking at the first contract I have attached, the email associated with the contract shows the contract as having been sent to me, to "Luke Coles", and to "Frances Hatcher". With the first contract I have attached, I also have a copy of the "EchoSign Document History" which shows, for that first contract, that the document was viewed and signed by me, Mr. Coles, and Ms. Hatcher. According to the document history, Ms. Hatcher was the last person to view and sign the first contract attached as part of the Exhibit "2" bundle.

20. I only ever met Ms Hatcher on one occasion. I understood that Ms Hatcher was a senior administrator holding a title such as "Vice President", "Principal" or both. I understood this from the contracts, from her profile on the Blyth Academy website, and from talking to other members of the community who would tell me that Mr. Coles was a school Head who reported to Ms Hatcher, a Principal for all schools. I recall Ms Hatcher's name cropping up in relation to work I did for the Thornhill campus and for the online coursework I did. I also worked with both Ms Hatcher and another Blyth Academy Head of school (Dan Strutt) at some point in 2015 to develop a new course. It was in doing this work that I met with Ms Hatcher once in person along with an official from the Minister of Education to discuss my course.

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21. Attached as Exhibit "3" is a copy of current information concerning Ms Hatcher taken from Blyth Academy's website.

22. As the contract documents at Exhibit "2" show, Ms Hatcher was signatory to every one of the contracts I signed. As the "EchoSign Document History" I still have for some of these contracts shows, in each case, Ms Hatcher was the last person to view the contract and the last one to sign once I and the relevant school campus Head had signed it.

23. Throughout my time at Blyth Academy, I lobbied Mr. Coles repeatedly for the opportunity to teach full courses, that is, courses attended by more than one or two students. I wanted that teaching experience. Mr. Coles never offered me that kind of coursework. As I outline in Section D., below, all of my work was controlled by Blyth Academy officials such as Mr. Coles: the school would send around requests to teach courses, I would frequently volunteer, and I would generally be turned down, usually by Mr. Coles, but also by others. When Mr. Coles would turn me down, he would do so in a fairly sympathetic way, telling me that he understood my frustrations but that he hoped I would continue to get contract work and build up towards that something "more" he often referred to, but that never happened.

24. As a result of my work and contracts, and owing to the fact I could not secure full course work but merely a series of contracts to teach private courses, I was paid – according to the T4A documents Blyth Academy issued – \$4,510 in 2014, \$6,968 in 2015, \$5,100 in 2016, and \$1,450 in 2017. Attached as Exhibit "4" is a copy of my T4As with my SIN number blacked out. I do not think I was paid anything in 2013 from Blyth Academy.

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25. For each course I taught, the contracts required that I complete mid-term milestones in order to be paid an instalment. The contracts also required that I complete a series of tasks to receive the final payment. In every one of my courses, I was not paid until these steps were completed, as set out in the contract. Attached as Exhibit "5", by way of example, is a copy of an email exchange between me and Blyth Academy Thornhill campus administrator where I am informing her that I have made it to the halfway point of a course, with the response that, as a result, my second instalment payment can be processed. I have blacked out the name of the student, but the student is the student whose course contract is found as the last course contract at Exhibit "2".

26. For the 2014 and 2015 tax years, I reported the income I received from Blyth Academy as "Other Income". I received Notices of Assessment from the CRA accepting my tax returns.

27. However, in 2017, the CRA challenged my "Other Income" claim for the 2016 tax year and re-assessed me by assigning my income from Blyth Academy from "Other Income" to "Business Income", resulting in a tax increase. I have challenged the assessment in the hopes of trying to have this income re-classified as personal income so that less tax will be owed.

28. I remember that, by 2016, I was concerned with the low income I was receiving from Blyth Academy and with the potential tax implications in how I was reporting it.

29. As a result of all of this, I received advice from the Kingston Economic Development Corporation, or KEDCO, in 2016 that there was no tax benefit to me to somehow incorporating my work for Blyth Academy. As I recall, I had an income that was less than \$30,000 per year and this is why there was no benefit.

30. KEDCO also considered the idea of deducting as an expense part of my rental unit. While with Blyth Academy, I used my rental unit to do all my class preparation, marking, form filling, lesson plans, and emailing and phone calls to students and parents, the details of which I will outline below. KEDCO advised me that I could not use my rental unit because the rental unit was a bachelor apartment and, according to some sort of "rule of thumb", to claim part of one's living space as work space, there needed to be some sort of separation between the work and personal space, usually by means of a door. At the time, I could only afford a bachelor apartment. My main source of income was a modest allowance from the ODSP program. I also earned some income from 2014 to the present from the Canadian Helen Keller Centre.

31. All told, with the poor pay at Blyth Academy, the inability to advance to teach full courses due to the lack of opportunities offered by Blyth Academy, the fact I felt I was being sold the poor pay and private teaching on a promise of "more" that never materialized, and the fact that I believed that Blyth Academy was not accommodating me with the environment I was made to teach in (and which I will detail below), I decided to apply for law school for the 2017-2018 year. I was accepted and I am now a First Year student at Osgoode Hall, at York University.

32. To get to where I am today, I have always worked hard, confronted my limitations, and have tried to stay as focused and as positive as I can. But, truth be told, my experience at Blyth Academy was so bad that, not only did I become disillusioned and decide to go to law school, but I also decided to quit the teaching profession altogether despite having completed two education degrees and a multiplicity of qualification programs through the College.

33. On the way to drawing this conclusion, I worked exceptionally hard for Blyth Academy and for its students. I worked long hours because of the significant paperwork and requirements that were associated with my job, paperwork I had to complete and requirements I had to meet, all at Blyth Academy's request.

34. In the next pages, I detail my experiences at Blyth Academy. Along the way, I attach numerous documents and reference and summarize many others. All told, a printout of my emails and documents fills an entire banker's box.

35. With respect to those documents, I at times received links from Blyth Academy to other documents, documents that are now stored on a USB key, all of which I summarize below. That USB key contains over 3,000 documents.

36. The fact is that I was bombarded with emails and documents while employed at Blyth Academy which directed me and monitored me on how to do nearly every aspect of my job. The paperwork I had to complete and requirements I had to meet, as required by

Blyth Academy, resulted in me working extensive extra hours on evenings and weekends.

D. Location of Work and Hours of Work

37. All of my teaching work for Blyth Academy took place in buildings clearly marked as buildings operated by Blyth Academy. During my time at the Lawrence Park campus, Blyth Academy occupied one main building and two others, each of which had a "Blyth Academy" sign at or near the front door in blue letters showing the trademark Blyth Academy logo one sees on all of my contracts and one sees on most of the Blyth Academy documents I saw during my tenure there.

38. The main building, located at 3284 Yonge Street, was reserved for full classroom teaching, and so I rarely went in there. I worked mostly at the Blyth Academy building at 3300 Yonge Street. That building occupied four floors. On the second floor, Blyth had space where there were initially three closed, private rooms alongside an area full of cubicles for private course teaching. Another floor, the third, contained more rooms, including a single room that could be, and was, divided at times by a partition.

39. My main preoccupation with the space was that, due to my disabilities, I experienced lots of problems teaching in the cubicle area. The cubicle area was usually quite loud, making it difficult to hear the student. The cubicle area frequently had light bulbs that were flashing or not on altogether, and this made it difficult for me to see. Further, the cubicles contained blackboards I could write on. However, the blackboards tended to be loose and were somehow "cut off" in a way from my visual field because of

how they were installed or where they were placed, such that I occasionally injured myself trying to use them. I had real concerns that I might injure myself if the blackboard should fall.

40. Due to these concerns, I frequently spoke to Mr. Coles (and, later, a woman named Sarah Morris who had been hired especially to work on the private teaching side of things) to demand that I be given use of an enclosed room for my teaching. The enclosed room had a more consistent light source, was quiet, and did not have protruding and dangerous objects, making it possible for me to teach. When I would teach in that room, I found I could do my job well.

41. Blyth Academy generally accommodated this request but sometimes did not. Whenever the request was not accommodated, I was told, either by Mr. Coles or Ms. Morris, that the room was needed for another private course, for another teacher, or for some other purpose. After Ms Morris was hired, she took a closed room on the second floor of 3300 Yonge Street, leaving two remaining closed rooms, and so this caused some issues. Indeed, the day she moved in was a day I was literally teaching a female student, and so we had to move to another room as a result.

42. For completeness sake, attached as Exhibit "6" is a copy of a December 5, 2015 email to all Blyth Academy Lawrence Park staff announcing that Ms Morris has been hired, that she will work out of a second floor office, and that this second floor contained "our dedicated Private Course space at 3300 Yonge Street". That "dedicated" space was, as I mentioned earlier, mostly cubicle space. Attached as Exhibit "7" is a copy of

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some examples of emails between me and Ms Morris where the latter is dictating the location of my work.

43. Space usage was entirely controlled by Blyth Academy. I would always have to request the space, and whether I got it or not depended entirely on a decision from Mr. Coles or Ms Morris.

44. I taught two of my students at Blyth Academy's Thornhill campus. This campus was smaller than Lawrence Park but, like Lawrence Park, the building I taught in was fronted by a sign in with the same distinct logo and colour associated with the school.

45. My other work location, as I mentioned above, was my bachelor apartment, from which I graded assignments and tests, wrote out lesson plans, wrote tests, emailed parents, and did numerous other duties at Blyth Academy's request.

46. I also briefly performed some work at Blyth's head office on Avenue Road, near Bloor Street. I had come up with the concept of developing a disabilities studies course and was able to convince Dan Strutt, Blyth Academy's academic director of its online program, that this was a good idea. I signed a contract to develop the course in early 2015, a copy of which is attached as Exhibit "8". As with some of my other contracts, within Exhibit "8" one can see the relevant communications and electronic materials that indicate that the contract was also viewed and signed by Frances Hatcher. After signing this contract, I worked part-time at Blyth Academy's head office with Mr. Strutt.

47. From my interactions with Mr. Strutt and Ms Hatcher, it seemed to me that Mr. Strutt, like Mr. Coles, reported to Ms. Hatcher, and that Ms. Hatcher was generally a more senior employee.

48. I ultimately stopped developing this course because one of the programs I was asked to use to develop it was inaccessible to me. I could not develop the course properly.

49. In addition to controlling the location of my work, Blyth Academy also dictated when I was to work. The issue of when and where I worked often related to each other, as the location might be dictated by when the location was available. Relatedly, I would at times ask the Head of a school for permission to go on field trips with students or meet with potential contacts at post-secondary institutions. These requests were generally turned down, but in all cases, I did not decide for myself where and when I would teach my own students. More generally, Blyth Academy set a general course schedule and calendar and would simply inform me and other teachers as to what these were.

50. I have kept many emails indicative of these facts and attach, as Exhibit "9", a few examples of emails to and from Blyth Academy administrators concerning scheduling, hours of operation, and location of work. Each email is separated by a blue sheet. Of some note, while I taught students courses, it was expected that the student would complete a certain number of hours in order to obtain credit for the course. I tracked those hours and would report them to an administrator at Blyth Academy. Some of the Exhibit "9" emails reference this point.

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51. In terms of securing new work, students, and courses, the ability to teach courses to students was controlled entirely by Blyth Academy. Apart from the fact that Blyth Academy personnel would deal directly with parents and students and then assign me to teach a private course, in order to secure additional work, I would have to keep my eye open for openings that were sent to me and all the teachers by email. I have attached as Exhibit "10" a copy of some of the emails I received during my time at Blyth Academy from Blyth Academy administrators listing teaching opportunities.

52. Those emails, furthermore, listed teaching opportunities at other Blyth Academy campuses. I have dozens of these emails. As the copies I attach as Exhibit "10" indicate, I would respond to some of the emails and my response would generally lead to a comment from Mr. Coles or Ms Morris or another administrator that I had not secured the work. I was never once given the contacts of any students or parents directly so that I could ask them if they wanted me to teach them or their children, as the case may be.

53. In the last email I have included in Exhibit "10", I asked to speak to Mr. Coles about my coursework situation. One of my complaints was that, due to my disabilities, whenever these emails seeking teachers would be sent, I would find it difficult to read them quickly and respond fast enough, such that I would lose out on the chance to teach the course. Mr. Coles made time to meet with me and my intervenor, Eleanor. During the meeting, I asked about teaching summer courses and asked more generally about ways to get more work. Mr. Coles sympathized with my situation but told me that the way contracts are handed out was "just the way it is". He told me to otherwise "keep it up" as I was apparently doing a good job.

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54. As a result of some of these calls for teachers, in late 2014 I applied to teach a course at the Thornhill campus. Attached as Exhibit "11" is a copy of a series of emails between me and Laurie Stinson showing my successful attempts to secure my first course teaching there, which involved Ms Stinson setting the time, date, and location of the course in question.

55. In terms of my work hours, these were set by Blyth Academy in consultation with the parents and students I was scheduled to teach. I was usually not privy to the discussions between the school and parents and students concerning scheduling, though I might occasionally be kept informed. I would then sometimes offer my own feedback. For instance, I might say that I personally would prefer to teach during a certain time of day. However, the ultimate decision about when I would teach the class was made by the school and the parent and/or student.

56. On this point, all of my students were taking more than one course at Blyth Academy, and so my course schedule had to be set so as to accommodate Blyth Academy's course schedule generally and the student's schedule specifically.

57. For each course, a certain number of mandatory teaching hours was set by the school. For a typical course, 110 hours was set. Mr. Coles would however lower the required teaching hours to 80 for a private course because, as he explained it to me, the individualized learning environment made it such that 110 hours need not be completed. Mr. Coles would also often set 50 hours for a course if the course was being repeated by the student.

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58. I had no say in the number of teaching hours required. Naturally, the number of hours I would teach a student would then affect when I taught, how often I taught, and my pay. All of this was decided by Blyth Academy and I had no input into the total teaching hours.

E. The Equipment Involved in My Work

59. Consistent with what the contracts I signed state, most of the equipment I used to accomplish my job was supplied to me by Blyth Academy. Blyth Academy gave me the keys and a security passcode to its buildings. It set up the cubicle space in which I worked, with all of the problems I have mentioned. To do my job, I used Blyth Academy's printers, stationary, projectors, a PowerPoint program, a fridge, a microwave, a staff room, and a kitchen. All of the textbooks the students in my classes used were supplied by Blyth Academy. I had some freedom in designing my courses: for instance, I would choose to teach a Shakespeare play to some students and a more modern one to others. But, once a textbook was chosen, Blyth Academy would arrange to get the student the textbook. The only two pieces of equipment I recall using to complete my duties that belonged to me were a laptop and, later, in place of the laptop, an Ipad.

60. In addition to this equipment Blyth Academy supplied, I was also expected to use, and did use, a number of pieces of software Blyth Academy supplied. For marking, the Lawrence Park campus required that I use an Excel sheet Blyth Academy gave me to input marks for students. When I started teaching students at the Thornhill campus, Blyth Academy required that I use a software program called "Rediker" to input the grades. I

found Rediker difficult to use, but received training on how to use it from Patrick Butler, the Head of Guidance at the Thornhill campus.

61. While at Blyth Academy, the school also required at times that I use, and I did use, Schoology (an online learning platform) and Moodle (a similar learning platform or course management software).

62. Attached as Exhibit "12" is a copy of a series of emails between me and Blyth Academy administrators confirming that Blyth Academy ordered textbooks and would tell me about software I was to use, for instance.

63. Blyth Academy's dictates concerning equipment often dove-tailed with their room and hours requirements, and together became the subject of some complaints on my part. Attached as Exhibit "13" is a copy of a somewhat heated email exchange between me and Mr. Coles over what I strongly believed were problems with the Blyth Academy equipment I was trying to get a hold of and use.

F. Other Evidence of Administrative Oversight

64. As many of the emails exhibited in Exhibits "7", "9", "10" "12", and "13" set out, I communicated frequently by email with Heads of schools and other administrators over day-to-day issues such as equipment use, work hours, location, classroom availability, and work availability. The emails only begin to give a picture of the administrative involvement in my work, as I would also speak with administrators in person about these issues.

65. Quite apart from this involvement, the administration at Blyth Academy would dictate how I was to communicate with parents and students, involve themselves in disciplinary and attendance issues, and would dictate the extensive paperwork I was to complete with respect to each course I taught. As the paperwork involved was extensive, I deal with that issue in the next two sections (Sections G. and H.).

66. I have attached copies of the following documents as examples of the control and direction Blyth Academy exercised over my communications:

- (a) as Exhibit "14", a "Teacher Email Protocols" document I was provided at the Thornhill campus telling me what to email, how to email, and when to email, with a direction that I was to copy "the Head of School on ALL emails sent to parents";
- (b) as Exhibit "15", a March 10, 2015 email from the Head of the Thornhill Campus telling me and all teachers to email all of their students about work to be completed;
- (c) as Exhibit "16", a June 22-23, 2015 email exchange with that same Head asking me to send a father a specific email about his son, a student at Blyth Academy;
- (d) as Exhibit "17", a February 6, 2016 email from Ms. Morris to all private course teachers telling us what to include in a certain email to students;
- (e) as Exhibit "18", an April 19, 2016 email exchange with the Head of the Lawrence Park campus, Mr. Coles, about cc'ing him on emails; and,

- (f) as Exhibit "19", a February 5-6, 2016 email exchange with Ms Morris where I drafted a draft introductory email to a parent for her review and approval, following which she directed changes to the draft.

67. Attached as Exhibit "20" is a copy of four emails sent to me from an administrator with Blyth Academy. Each email is in relation to a different student that I taught. These emails were all sent to me just prior to me commencing teaching the student in question. The emails would tell me to contact the family and student "as soon as possible" by email, would tell me what to tell the family in that email, and would tell me to send a draft of my proposed family/student email to the Blyth Academy administrator for approval.

68. Quite apart from this, Blyth Academy administrators frequently got involved in correcting my materials, dealing with student disciplinary and attendance issues, and informing and updating parents of a student's progress.

69. Examples of Blyth Academy administrators involving themselves in discipline, attendance issues, correcting my work, and discussing matters with parents can be seen in just some of the many emails I have kept from my time at Blyth Academy. Attached, by way of example, are copies of the following:

- (a) as Exhibit "21", an early March 2014 exchange between a student, me and Mr. Coles over a student's work;
- (b) as Exhibit "22", April 17, 2014 emails where I involve the Head of Guidance at Lawrence Park in a serious attendance issue with a student, leading this Head to email the father;

- (c) as Exhibit "23", January 2015 emails from Ms Stinson, the Head of School at the Thornhill campus, involving herself in a materials issue after a student's mother asked for help;
- (d) as Exhibit "24", January 31 and February 1, 2017 emails between me and Ms. Morris about a student who was experiencing attendance issues;
- (e) as Exhibit "25", a December 9, 2016 email to all private teachers from Ms Morris requesting that we email another administrator at Blyth Academy some details about our students;
- (f) as Exhibit "26", a series of April 2015 emails to and from Ms Stinson concerning a student and Ms Stinson's many requests of me in relation to an exam, marking, along with comments about her review of my work;
- (g) as Exhibit "27", some April 2015 emails from Ms Stinson telling me and other private course teachers about, among other things, how to conduct an exam, the cover sheet we are to use, and the schedule involved;
- (h) as Exhibit "28", an April 15, 2015 email telling me to hand out a teacher survey and to allow a student to complete it at an exact point in an upcoming class;
- (i) as Exhibit "29", a February 20, 2015 email from Mr. Coles to me directing me on what field trips a student of mine can and cannot take;
- (j) as Exhibit "30", a series of July 2014 emails from Mr. Coles concerning how I am to contact parents and what it is I should do to get their child started on a course;

- (k) as Exhibit "31", May 2014 email exchanges that provide an example indicating that I submitted required paperwork for a student and was being directed by the Head of a campus on how to do so;
- (l) as Exhibit "32", an April 6, 2016 email from Ms Morris setting a deadline for the submission of mid-term marks;
- (m) as Exhibit "33", an April 1, 2016 exchange with Lawrence Park campus administrators where I sought permission to bring in a guest speaker and where I was advised that I could not and, later, that I might be able to. I wanted this guest speaker to come talk to my student because she was in denial about a learning disability that she was suffering from. The student would tell me that she was "cured" of the disability which was not in fact true, and the speaker would have helped her deal with this delicate situation. Blyth Academy ultimately told me that I could not bring this speaker in even though I had concluded that the speaker would be of assistance to my student;
- (n) as Exhibit "34", March 2016 emails showing a student's "agent" (in this case it was a person in Canada charged with assisting the student, whose parents were overseas) requesting an update from Mr. Coles, resulting in the Head of Guidance asking all teachers to email the agent with answers (and to cc Mr. Coles);
- (o) as Exhibit "35", a March 11, 2016 email from Mr. Coles denying me permission to have a student visit a college campus to help with her

applications there and directing that I tell the student this news "in a supportive, positive, undramatic way";

- (p) as Exhibit "36", a May 22, 2015 exchange with the Head of Guidance at the Thornhill campus in order to obtain his assistance with a difficult student; and,
- (q) as Exhibit "37", some January 2017 emails with Ms Morris where Ms Morris asked me to help another one of her teachers with a literacy course.

70. As some of the emails at Exhibits "21" to "37" indicate, consistent with the contracts I signed with Blyth Academy, I was required to complete a lot of paperwork in relation to each course, and my completion of the paperwork was monitored by the administration and was the subject of their direction. In addition to the emails, I have kept a number of the documents I completed and some templates of the documents I was to complete. By way of example, attached are copies of the following documents:

- (a) as Exhibit "38", a "Course of Study" template Blyth Academy told me to use to teach courses at the Lawrence Park, Thornhill, and Yorkville campuses. This copy is the template with some comments set out on the right-hand side to help guide me as I complete the Course of Study. When completed, the Course of Study becomes the guide to how the course will be taught, and was shared with the student at the start of each course;
- (b) as Exhibit "39", a "Private Course" checklist I was asked to submit with each course I taught at the end of the course in order to receive my final payment for the course. This particular checklist is one I received at the Thornhill

campus. I had the same or a very similar checklist that I used while at the Lawrence Park campus; and,

- (c) as Exhibit "40", a Thornhill campus calendar I was provided to help me complete documentation and to plan my lessons for my courses there.

71. All told, Blyth Academy required that I complete a lot of paperwork for each course. In the next sections, I reference the paperwork requirements at Blyth Academy in more detail.

G. The Blyth Academy Paperwork

72. The paperwork I was required to complete by Blyth Academy was extensive and I was given access to literally thousands of templates, samples, and other documents in order to complete my duties. I had to write tests, examinations and assignments as a teacher. For each course, I had to prepare "courses of study" (or curricula documents), unit plans for each course, and daily lesson plans. Many of the materials Blyth Academy gave me access to were these kinds of materials.

73. As I noted earlier, at Exhibit "20", one finds a copy of four emails sent to me from an administrator with Blyth Academy in relation to students that I taught and directing me to write an email to the parents. In addition to that, each of those emails referenced some attachments that were attached to each of the emails. For convenience sake, attached with some of the Exhibit "20" emails are templates and documents I was given as attachments to those emails.

74. These emails provided me with links to a series of "dropboxes". Each dropbox is essentially a kind of folder where one can find a number of electronic files. I certainly never read or looked at each one of the items in these dropboxes as they were sent to me because there were literally thousands of items there. However, I was generally aware of the contents of these dropboxes.

75. I understand from speaking with Kaley Duff, an articling student with Cavalluzzo LLP, and verily believe, that she has been able to upload onto a USB key one copy of every document placed in the three dropboxes referenced in the Exhibit "20" emails (and a fourth dropbox you link to through one of those three dropboxes). Attached as Exhibit "41" is that USB key that has been prepared with one copy of every item in the four dropboxes I am referencing here.

76. I further understand from speaking with Ms Duff, and verily believe, that she has reviewed the contents of the USB key in order to produce an accurate summary of the contents. What follows under Section H., next, is a summary of the contents taken from Ms Duff's review.

H. Summary of USB Contents [Exhibit "41"]

77. In this section, I summarize information I have received from Ms Duff, information I understand and verily believe to be true.

78. The three dropboxes in each email are entitled "Course Resources", "Courses of Study 2016-2017", and "Private Course Forms and Templates". Inside the "Course

Resources" dropbox is a link to a fourth dropbox entitled "BLYTH CURRICULUM RESOURCES".

79. Below is a brief description of the contents of each dropbox, arranged by title:

The "Course Resources" Dropbox

80. There are over 2,000 documents in this dropbox, organized by course. When one opens a course folder, one finds one or two sub-folders. Each sub-folder is saved in such a way as to identify the contents as being associated with the course, the teacher, and the year. For example, one sub-folder is titled "bbb4m-ft.2016-mallari", a reference to course code "bbb4m-ft", to the year 2016, and to a teacher by last name "Mallari".

81. All told, there are around fifty (50) folders, saved according to course code. These course codes correspond with the codes listed on a Blyth "Master Course List" at <https://blytheducation.com/blyth-academy/courses/>, although there are more courses listed on that web page than in this dropbox. Attached as Exhibit "42" is a copy of the web page in question.

82. The listed courses are in the dropbox are as follows:

• ADA20	• ENG3U	• ICS3U	• SBI3U
• AWQ3m	• ENG4U	• ICS4U	• SBI4U
• AWQ4m	• EPS3O	• LLV4U	• SCH3U
• AWR4m-3m	• ETS4U	• MCF3M	• SCH4U
• BAF3m	• EWC4U	• MC43U	• SNC1D
• BBB4M	• FIF4U-FSF4U	• MCV4U	• SNC2D
• BBI2O	• FSF1D	• MDM4U	• SPH3U
• BOH4M	• FSF2D-FIF2D	• MHF4U	• SPH4U
• CHV20-GLC20	• FSF3U	• MPM1D	• TGJ2O

• CHW3M	• HHS4U	• MPM2D	• TGJ3M
• CHY4U	• HSP3U	• PLF4M	• TGJ4M
• CIA4U	• HZT4U	• PPL1O	
• CLN4U		• PPI2O	
		• PSK4U	

83. When one opens a folder like "ADA20" and then finds the one or two sub-folders (one per teacher per year), one finds further sub-subfolders which describe the kind of content each sub-subfolder contains. Commonly, these sub-subfolders include:

- Courses of Study
- Culminating Assignments
- Final Exams
- Lesson Plans
- Resources (such as worksheets, tests, PowerPoint documents, and handouts)
- Unit Plans
- Calendars/Pacing Guides

84. Some of these course sub-subfolders contain additional documents such as sample call logs, sample mark books, sample templates to track conversations with and observations of students, and anonymized samples of student work. Many of these documents contain Blyth letterhead, and are structured like a template. For example, unit plans, lesson plans, courses of study, and final exams are always done in the same Blyth format, with the Blyth logo appearing on each.

The "BLYTH CURRICULUM RESOURCES" Dropbox

85. One of the Subfolders in the "Curriculum Resources" dropbox contains a document entitled "Head Office Dropbox Links". This document contains a link to a dropbox called "BLYTH CURRICULUM RESOURCES". This dropbox contains the same

kinds of documents as the Curriculum Resources file, but exclusively in relation to math and sciences courses.

86. Upon opening the BLYTH CURRICULUM RESOURCES dropbox, there are two further folders: one entitled "Math" and the other, "Science". Inside of these are several subfolders, organized by course code. Much like the Curriculum Resources dropbox, each of these course code subfolders has a number of documents inside, including Courses of Study, final exams, and lesson plans. There is also one additional subfolder entitled "Math Review", which contains several sample worksheets.

87. In total, there are more than 800 documents organized into the following Course subfolders:

Math	Science
• Math Review	• SB13U (Grade 11 Biology)
• MCR3U (grade 11 functions)	• SBI4U (Grade 12 Biology)
• MCV4U (grade 12 calculus and vectors)	• SCH4U (Grade 11 Chemistry)
• MDM4U (grade 12 data management)	• SCH4U (Grade 12 Chemistry)
• MHF4U (grade 12 advanced functions)	• SNC1D (Grade 9 Science)
• MPM1D (grade 9 academic math)	• SNC2D (Grade 10 Science)
• MPM2D (Grade 10 Academic Math)	• SPH3U (Grade 11 Physics)
	• SPH4U (Grade 12 Physics)

The "Courses of Study 2016-2017" Dropbox

88. This dropbox is filled with Courses of Study for various Blyth courses. A "Course of Study" is a document prepared by a teacher that describes in some detail the totality of what will be taught in a course.

89. In total, there are Courses of Study for 103 different courses. In the Master Course List taken from Blyth Academy's webpage marked as Exhibit "42", Blyth Academy lists a total of 135 courses.

90. The Courses of Study dropbox contains Courses of Study set out on the same Blyth Academy template. Courses of Study for the following courses can be found in this dropbox:

• CoS ADA10	• CoS CGR4M	• CoS GLC20	• CoS MCV4U
• CoS ADA20	• CoS CGW4U	• CoS GLS10	• CoS MDM4U
• CoS ADA3M	• CoS CHA3U	• CoS GPP3O	• CoS MHF4U
• CoS AMG20	• CoS CHC2D	• CoS HFA4U	• CoS MPM1D
• CoS AMS2O	• CoS CHV2O	• CoS HFC3M	• CoS MPM2D
• CoS ASM3M	• CoS CHW3M	• CoS HFN1O	• CoS PLF4M
• CoS AVI2O	• CoS CIA4U	• CoS HFN2O	• CoS PPL1O
• CoSAVI3M	• CoS CIE3M	• CoS HHG4M	• CoS PPL2O
• CoS AVI4M	• CoS CLN4U	• CoS HHS4U	• CoS PPL3O
• CoS AVI10	• CoS CLU3M	• CoS HIF2O	• CoS PPL4O
• CoS AWQ3M	• CoS CPW4U	• CoS HNB4M	• CoS PPZ3C
• CoS AWR3M	• CoS ELS2O	• CoS HPC3O	• CoS PSK4U
• CoS AWR4M	• CoS EMS3O	• CoS HRT3M	• CoS SBI3U
• CoS BAF3M	• CoS ENG1D	• CoS HSB4U	• CoS SBI4U
• CoS BAT4M	• CoS ENG2D	• CoS HSC4M	• CoS SCH3U
• CoS BBB4M	• CoS ENG3U	• CoS HSE4M	• CoS SCH4U
• CoS BBI1O	• CoS ENG4U	• CoS HSG3M	• CoS SES4U
• CoS BBI2O	• CoS EPS3O	• CoS HSP3U	• CoS SNC1D
• CoS BDI3C	• CoS ETS4U	• CoS HZB3M	• CoS SNC2D
• CoS BM13C	• CoS EWC4U	• CoS HZT4U	• CoS SPH3U
• CoS BOH4M	• CoS FIF2D	• CoS ICS2O	• CoS SPH4U
• CoS BTT1O	• CoS FIF4U	• CoS ICS3U	• CoS SVN3M
• CoS BTT2O	• CoS FSF1D	• CoS ICS4U	• CoS TGJ2O
• CoS CGC1D	• CoS FSF2D	• CoS LVV4U	• CoS TGJ3M
• CoS CGF3M	• CoS FSF3U	• CoS MCF3M	• CoS TGJ4M
• CoS CGG3O	• CoS FSF4U	• CoS MCR3U	

The "Private Course Forms and Templates" Dropbox

91. This dropbox, as its title suggests, contains a number of forms and templates. When you click on the dropbox, you see nine (9) documents and a folder. When you click on the folder, you see a further five (5) documents. Most documents contain the Blyth Academy logo. Many are set out on a template.

92. The one folder in this dropbox is entitled "Contract Forms". In this folder, one finds a Blyth Academy School Discipline and Safety Policy, a "Criminal Record Check-Update" document, an Electronic Fund Transfer form, an "Emergency Contact Information – Teacher" document, and a "New Teacher Submissions Checklist" document.

93. In addition to the folder, there are the nine other documents in the dropbox. They are:

- (i) Blyth Academy School Discipline and Safety Policy;
- (ii) Exam Cover Page;
- (iii) KICA Breakdown, which explains that Blyth Academy teachers must evaluate students based on **Knowledge/Understanding, Inquiry/Thinking, Communication and Application**;
- (iv) Lesson Plan Template;
- (v) LP Private Report Card, which is a template report card;
- (vi) Markbook Template for Private Courses (an Excel spreadsheet);
- (vii) Private Course Checklist, which checklist indicates that teachers must submit a timesheet that tracks the student's in-class hours, a Course of Study, unit plans, lesson plans, a pacing guide, a mark

- book, a report card with at least three appropriate comments, a marked examination, and all evaluated term work;
- (viii) a Private Timesheet where the teacher tracks their teaching hours, as referenced in the "Private Course Checklist"; and,
 - (ix) a "Unit Plan Template".

94. For completeness sake, attached as Exhibit "43" is a copy of the "Private Course Checklist" found in the aforementioned "Private Course Forms and Templates" dropbox.

I. Other Evidence Regarding Blyth Dropboxes and Documentation

95. I understand from speaking with Ms Duff, and verily believe, that the firm representing the Plaintiff has received communications from persons identifying themselves as former Blyth Academy teachers that contain references to some of the things identified in Sections G.-H., above.

96. For instance, attached as Exhibit "44" is a copy of an email communication concerning a contract between Blyth Academy and Jason Mortfield to teach at the Lawrence Park campus for the 2017-2018 school year. This exhibit likewise includes a copy of the contract itself, and together with the email, they indicate that Mr. Mortfield was being hired, unlike me, to teach full courses to multiple students at Blyth Academy on a full-time basis.

97. I never met Mr. Mortfield. It is apparent, however, in reviewing the copies of documents I attach as Exhibit "45", that Mr. Mortfield taught at the Lawrence Park campus.

98. As with me, though, Mr. Mortfield appears to have received many of the same kinds of documents I received while working at Blyth Academy. Attached as Exhibit "46" is a copy of three emails to him and others at that campus referencing dropboxes. We both received the same link to the same "Course Resources" dropbox. That is, the "Course Resources" links in Exhibit "46" are the same as the "Course Resources" links I received in the emails attached as Exhibit "20".

99. I understand from speaking with Ms Duff, and verily believe, that she has reviewed the documents and dropboxes referenced in the Exhibit "46" emails to Mr. Mortfield and that the contents can be summarized in the next two paragraphs. I verily believed Ms Duff's summary over the next two paragraphs to be true.

100. In the emails to Mr. Mortfield, Mr. Mortfield was provided, in addition to the links to the Course Resources dropbox, with links to a Forms and Templates dropbox. That dropbox, when one clicks on it, sends one to folder containing the following eighteen (18) documents:

- (a) Attendance Full Time (Excel);
- (b) Call Log, a template intended for teachers to use when speaking with students' parents that indicates "there should be at least 3 phone chats or meetings per student per term";

{C2103528.1}

- (c) Evidence of Theme Based Learning;
- (d) Exam Cover Page;
- (e) Expense Report 2017 (Excel);
- (f) Field Trip Cost Template (Excel);
- (g) Field Trip Permission Form;
- (h) Field Trip Planning Form;
- (i) Field Trip Proposal;
- (j) Final Course Submission Checklist;
- (k) Lesson Plan Sample;
- (l) Lesson Plan Template;
- (m) Markbook Template for Rediker;
- (n) Sample Letter Parents;
- (o) Tracking Conversation, a template for tracking conversations with students;
- (p) Tracking Observation, a template for tracking observations of students;
- (q) Unit Plan Sample; and,
- (r) Unit Plan Template.

101. Attached as Exhibit "47" is a copy of the "Final Course Submission Checklist" document found in that "Forms and Templates" dropbox.

102. Relatedly, attached as Exhibit "48" is a copy of an email from the Head of the Ottawa campus to teachers. The email attaches a 2017/2018 Handbook, and so a copy of that Handbook is included within the exhibit.

103. Attached as Exhibit "49" is a copy of an August 1, 2017 email from the same Head of the Ottawa campus to what appears to be many staff members there, which email attaches three other documents. Those three documents are included as part of Exhibit "49" and are each separated by a blue sheet.

J. Evidence About Supply Teaching

104. In my contracts, Blyth Academy states that I am to secure a supply teacher if I am absent. I almost never missed classes and so the issue rarely came up. On the rare occasions where I was ill, I would, in communication with a Blyth Academy administrator, obtain permission to teach the class at another time. I would seek out that permission because I knew that I would need it in order to use a particular room or location to teach the class in order to make up for lost time.

105. I have found one email on the issue of supply teaching. Attached as Exhibit "50" is a copy of a March 8, 2017 email from Ms Morris, an administrator with the Lawrence Park campus, to a series of teachers not shown on the email. In the email, Ms Morris asks teachers to supply teach at Blyth Academy's Downsview Park campus by emailing its principal, Adam Hurley.

K. Overtime Hours and Overtime Policies

106. During my entire time working at Blyth Academy, I was never shown a policy, guide, contract, or document that tells me that I am to record my hours of work, including extra hours or overtime hours.

107. During my entire time at Blyth Academy, nobody told me that I should record my hours of work, including extra or overtime hours.

108. During my entire time at Blyth Academy, nobody told me that I needed permission to work extra hours or overtime hours, and nobody told me about how compensation, if any, would apply for such hours.

109. I was asked to track students' class hours in order to ensure that the teaching hours were sufficient to justify awarding the student credit for the course. As I observed earlier, courses involved 110 teaching hours less, so such hours had to be recorded.

110. When I was teaching students, in addition to the teaching hours, I worked extensively in the evenings and on weekends from home on Blyth Academy work such as marking and preparing the many documents Blyth Academy required (such as unit plans, lesson plans, courses of study, assignments, and examinations). I likewise communicated with students and parents after hours and on weekends.


111. I was never paid vacation pay, public holiday pay, or overtime pay. I was never paid for the extra hours I worked over and above the teaching hours I worked.

112. Despite all my efforts to teach more classes, as I set out earlier, the end result was extensive and excessive hours of work at Blyth Academy for pay that, alone, placed me well below the poverty line, requiring me to continue living off of payments from the ODSP program.


{C2103528.1}

113. I make this affidavit *bona fide*.

SWORN BEFORE ME at the City of Toronto, in the Province of Ontario, on March 19, 2018



Commissioner for Taking Affidavits
(or as may be)

} 

MICHAEL MCNEELY

Kaley Maria Victoria Duff, a Commissioner, etc.,
Province of Ontario, ~~while a Student at Law.~~
Expires July 5, 2020.

KAREN WALMSLEY
Plaintiff (Moving Party)

-and- **2016169 ONTARIO INC., et al.**
Defendants (Responding Parties)

Court File No. CV-17-584523

ONTARIO
SUPERIOR COURT OF JUSTICE
PROCEEDING COMMENCED AT
TORONTO

AFFIDAVIT OF MICHAEL MCNEELY
(CERTIFICATION MOTION)

CAVALLUZZO LLP
474 Bathurst Street, Suite 300
Toronto ON M5T 2S6

Stephen J. Moreau, LSUC# 48750Q
Alex St. John, LSUC# 72406H
Tel: 416-964-1115
Fax: 416-964-5895

Lawyers for the Plaintiff
(Moving Party)

{C2103528.1}

This is Exhibit "1" referred to in the Affidavit of Michael
McNeely sworn March 19, 2018

A handwritten signature in cursive script, appearing to read "Kaley Dress", is written over a horizontal line.

Commissioner for Taking Affidavits (or as may be)



Michael McNeely <michaeldmcneely@gmail.com>

ECN Resume for Teaching Position position

17 messages

michaeldmcneely@gmail.com <michaeldmcneely@gmail.com>

Mon, Oct 21, 2013 at 4:12 PM

To: lukecoles@blytheducation.com

To whom this may concern,

My name is Michael McNeely and I want to be a teacher who showcases firsthand that regardless of the challenges one faces in life, he or she can be successful. I was born profoundly deaf and hear with the assistance of a cochlear implant, and I am also legally blind. Upon meeting me, many people are surprised at how well I can understand them, how clearly I speak, and how aware I am of my surroundings. The one message I want to leave the students in my care with is that they, too, can rise above and beyond the expectations of others and achieve what they put their mind to.

From my résumé, I hope that you will note that I have a great deal of prior experience working with students. Throughout my time at the Faculty of Education at Queen's University, in addition to my placements, I worked as both a paid and volunteer tutor, gaining experience with rewording assignments, boosting my students' self-esteem and self-worth, and consistently checking that I presented material clearly and in an interesting way. While pursuing my Master's degree, I worked as a TA for a first-year undergraduate course that served as an introduction to teaching. In this capacity I was responsible for communicating with and grading the work of approximately 90 students. I have also guest lectured on a wide range of topics, including accommodations and self-advocacy. These latter experiences have shown me the importance of being organized, providing timely and effective feedback, and they have given me experience with designing large-scale activities to engage many students at once.

While completing the Master's of Education program at Queen's, I have had the opportunity to reflect and revise my philosophy of education. I believe the value of learning is being able to apply it. I promise to make every effort to ensure that my students recognize the many ways they can apply the learning derived from my classes. For example, my deafness has taught me about the necessity of communication – of needing to know that others understand where you are coming from, and that you, in turn, understand them. I stress to my students that their ability to read and write will play a fundamental role in the rest of their lives beyond school. Having focused my research on the special education field, I am well aware of the challenges that students with disabilities face on a regular basis – challenges that not only involve the learning of content, but also challenges related to proper socialization and being able to self-advocate for the accommodations needed.

I am ready, willing and able to help my students succeed.

Sincerely,
Michael McNeely

2 attachments **Michael McNeely Resume.docx**
24K **Reference Letter - N Hutchinson.pdf**
193K

Luke Coles <lukecoles@blytheducation.com>

Mon, Oct 21, 2013 at 4:24 PM



April 18, 2013

RE: Michael McNeely
FROM: Nancy L. Hutchinson

I am pleased to provide a strong letter of reference for Michael McNeely's application to be an educator. Michael is an inspired and inspiring teacher. As you will know from Michael's cover letter, he has visual and hearing impairments. Michael is not defined by his disability. He is defined by his strong character, engaging personality, intelligence, and ability as a communicator.

I know Michael well. I taught him in the BEd program. The course was FOCI 295 on teaching exceptional learners. Michael met me prior to the first class and demonstrated what effective self-advocacy means; he explained his abilities, his disabilities, and his specific needs for accommodations. Michael contributed thoughtfully to our classes and participated with four classmates in a workshop for the rest of the class on advocacy and the importance of teachers both advocating for exceptional students and teaching exceptional students to advocate for themselves. That was the first time I had seen Michael teach. And I was so impressed! He communicated clearly, with passion, and with a high level of organization and challenge for his audience. The students applauded the workshop and many spoke with Michael after about what a great job he had done. He showed himself to be an inspired teacher.

Shortly after that Michael asked me for a reference for his application to the MEd program. I agreed because by then I had read Michael's assignments and realized just how well read he was, and that he was as effective a communicator in writing as when speaking. Michael examines ideas deeply. I taught him in two courses in the Master's program and am his thesis supervisor. He did an excellent job at his colloquium defending his thesis proposal and is conducting a rigorous qualitative study. Michael has interviewed teachers who have disabilities to learn about how they thrive in their profession while having a disability. He is currently analyzing the data and learning a great deal from their experience. His thesis will contribute to a little-researched but very important topic for a country like Canada that is committed to an inclusive society.

I have seen Michael teach on a number of occasions because for the past two years I have invited him to guest-teach one two-hour class in every BEd course I teach. Michael's teaching style is

unique and very effective. He holds students' attention with his heartfelt and forceful delivery, outstanding preparation of his teaching, and imaginative use of PowerPoint and media including thoughtfully chosen, relevant, poignant clips from the internet. He designs effective activities and uses his engaging sense of humour to full advantage. My students find his teaching inspiring; I especially hear this from teacher candidates who, themselves, have disabilities.

During the past year, Michael has also served as a Teaching Assistant for a large undergraduate course of concurrent education students. He has taught classes, marked assignments, and worked closely with Dr. Jane Chin, the professor for the course. Jane had taught Michael in the BEd program and knew his abilities as an educator firsthand.

Michael McNeely has the potential to be an effective educator, to serve as a role model for youth with disabilities, and to share his passion and strategies for advocacy with the next generation. In order to accomplish our goals for inclusive schools in an inclusive society, I believe we need to hire and accommodate passionate, energetic, well-educated teachers with disabilities as members of the staffs of today's schools. Michael McNeely is all of these things: he has a passion for learning and is a talented teacher; he is energetic and hard-working; and very well educated. He thrived in a challenging undergraduate program at Queen's University, has completed a BEd degree (teaching in IS English and History), and is almost finished an MEd degree. He has additional qualifications—Part I in Special Education and in Guidance Counselling. I believe Michael would excel working with small groups of students, with opportunities to use his counselling and special education skills to teach youth with disabilities how to advocate for themselves and with opportunities to serve as a role model and mentor.

In summary, I commend Michael McNeely as an inspired and inspiring educator. If I can answer any questions about this reference, do not hesitate to contact me.

Nancy L. Hutchinson

Nancy L. Hutchinson, PhD
Professor, Cognitive Studies and Special Education
Faculty of Education, Duncan McArthur Hall
Queen's University, 511 Union Street
Kingston, ON K7M 5R7

TEL: 613-533-3025, FAX: 613-533-6584
nancy.hutchinson@queensu.ca



FACULTY OF EDUCATION

Duncan McArthur Hall
511 Union Street
Queen's University
Kingston, Ontario, Canada K7M 5N7

April 11, 2013

Re: Michael McNeely

To Whom It May Concern:

It is my pleasure to write this letter in support of Michael McNeely's application to teach in the Limestone District School Board. I have known Michael for three years and I have come to respect him a great deal. I first met Michael when he was a student in my Intermediate/Senior English Language Arts curriculum course as a teacher candidate in our Bachelor of Education program. I have spent this past year getting to know Michael better in his capacity as one of my teaching assistants for a first-year concurrent education course with an enrollment of 240 students. Michael was responsible for managing one section of 90 students. Michael is hard-working, extremely personable and empathic toward learners.

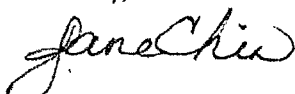
Despite the large section of 90 students that Michael was expected to manage, he always accepted whatever he was required to do with enthusiasm and positivity. Marking 90 reflective papers per week is a daunting task but Michael found a system that worked for him and was always available and willing to discuss his marking with the students. Michael planned and taught two classes for all three sections and his lessons were extremely well researched, planned, organized and executed. Michael worked above and beyond my expectations for this course even offering to volunteer hours to complete tasks or to engage with the students.

In addition to being easy to work with, Michael is very personable. Spending time in planning meetings was always enjoyable because Michael's witty sense of humour would keep the tone of our meetings positive and fun. This is not to say that Michael is not a great contributor because he is extremely well read and is not afraid to ask critical questions when he believes they need to be asked. I can always count on Michael to keep me thinking beyond what I already know...such a positive and welcome quality in a colleague. Michael's deep appreciation for and knowledge about movies was also valuable as a learning tool in the classroom. Any subject about which we were planning, I could count on Michael to find a suitable movie clip to foster deeper thinking in relevant and engaging ways for our young learners. The students were drawn to Michael because of his approachable demeanor.

Finally, Michael's great strength as an educator is his ability to be firm with his high expectations and, at the same time, be so authentically empathic toward students. Michael handled student emails and interactions in such a caring and respectful way that cannot be taught. Michael's own life experiences have provided him with such a natural ability to empathize and understand others that he is a powerful educator because of it. The most vulnerable of learners will find a safe and accepting space in Michael's classroom.

Without hesitation I recommend Michael McNeely for a teaching position. Please contact me any time for further information or clarification.

Sincerely,



Jane Chin

Assistant Professor

Faculty of Education

Queen's University

Work: 613 533 6000 ext. 74110

Home: 613 766 1062

Cell: 613 583 4583

Email: chinj@queensu.ca

433 JARVIS ST. SUITE #217 • TORONTO, ONTARIO • M4Y 2G6
MICHAELDMCNEELY@GMAIL.COM

MICHAEL MCNEELY ENGLISH AND HISTORY TEACHER

EDUCATION

- Registered teacher with OCT (# [REDACTED])
- Masters of Education: experiences of teachers with disabilities. (2011-2013, *Queen's University, Kingston, ON*)
- Bachelor of Education: Intermediate/Senior division (English and History) (2010-2011, *Queen's University, Kingston, ON*)
- Bachelor of Arts, Honours: English and Sociology, with distinction (2006-2010, *Queen's University, Kingston, ON*)
- Additional qualification courses: Special Education, Part 1 and Guidance and Career Education, Part 1 (2011, *Queen's University, Kingston, ON*)
- Currently taking courses in Editing and Social Work at George Brown College
- Have current CPR/First Aid certification

PROFESSIONAL EXPERIENCE

Self-Advocacy Instructor: May 2013 – Present (Canadian Helen Keller Centre, Toronto, ON)

- Only residential training centre for deafblind individuals
- Provide workshops on self-advocacy and assist clients with situations where they need an advocate
- Help promote awareness of rights and encourage clients to be as independent as possible

Contracted Teacher: November 2013 - Present (Blyth Academy, Toronto, ON)

- Have recently taught Grade 12 Social Science and English in Grade 9 and 12
- Have increased my students' confidence, as well as their research, writing and communication abilities
- Able to be flexible and maintain student interest by encouraging students to pursue interests and passions
- Have often taught remedial classes due to success rates

Teaching Assistant: September 2012-April 2013 (Queen's University, Kingston, ON)

- Was responsible for grading and providing feedback on assignments, keeping track of attendance, and handling student inquiries/concerns for section of approximately 80 students for an introductory teaching course
- Lectured on my area of expertise: disability and special education
- Motivated many students to seek out ways to lessen bullying and increase inclusion at their future schools

Guest Lecturer: January 2013-present (Queen's University, George Brown College)

- Lecture topic series include: history of education, bullying prevention, the experiences of accommodation in schools, how to teach self-advocacy to students with exceptionalities, and the accommodations that are required of students with hearing and vision impairments
- Have also provided a workshop on resume and cover letter writing to new immigrants at a community centre (Access Alliance, Toronto)
- Often invited back when topic is addressed again

Assessment and Evaluation Assistant: January 2012 - Present (ELearning, Trillium Lakelands District School Board)

- Assist with grading and creating assessment materials for all English grades
- Use online educational classroom technology such as Desire 2 Learn
- Ensure my feedback contains both positive and constructive elements, and that student interests were fostered whenever applicable

Private Tutor: 2009-Present (Kingston/Toronto, ON)

- Supporting students at various levels of the educational system including university
- Experience working with diverse students with various needs including those with disabilities
- Comfortable discussing parental expectations, providing lesson and unit plans, and motivating the student
- Have increased student confidence and helped students achieve marks in the 80s and 90s at school
- Can identify what the teacher wants from professional experience

OTHER RELEVANT EXPERIENCE**Summer Student - The Canadian Hearing Society, 2008-2010 (Kingston, ON)**

- Responsibilities increased with each summer and included: assisting staff members conducting research, organizing materials, delivering presentations, meeting with clients, and providing administrative duties. Also helped organize activities for an ASL camp in 2009: the campers were aged 4-10. (Support provided in ASL)

Summer Counsellor - Extend-A-Family Kingston, 2006 - 2007 (Kingston, ON)

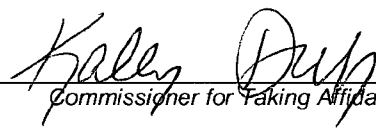
- Worked with both teenagers and adults with disabilities. Encouraged the social development and independence of the client while meeting his or her personal needs was met.

VOLUNTEER EXPERIENCE

- **Accessibility committee involvement** - Having served on and led many accessibility committees, I am passionate about increasing the use of closed captioning and subtitles for films and television shows, as well as promoting ease of access everywhere
- **Orientation leader** - helped run and organize orientations for First Years Not in Residence Students at Queen's for six years and now help welcome newcomers to Toronto
- **Community film festival volunteer** - regularly assist with the management of film festivals - film is a passion that I want to share with my students

References available upon request.

This is Exhibit "2" referred to in the Affidavit of Michael
McNeely sworn March 19, 2018



Commissioner for Taking Affidavits (or as may be)

Helen Mercer - Fwd: Michael McNeely teaching [REDACTED] ENG1D between blytheducation.com, Michael McNeely, LukeColes , and 1 more is Signed and Filed!

From: Michael McNeely <michaeldmneely@gmail.com>
To: Helen Mercer <hmercerc@cavalluzzo.com>
Date: 12/01/2018 2:30 PM
Subject: Fwd: Michael McNeely teaching [REDACTED] ENG1D between blytheducation.com, Michael McNeely, LukeColes , and 1 more is Signed and Filed!
Attachments: Michael McNeely teaching [REDACTED] ENG1D - signed.pdf

[REDACTED]

----- Forwarded message -----

From: Michael McNeely <michaeldmneely@gmail.com>
Date: Sun, Dec 31, 2017 at 12:38 PM
Subject: Fwd: Michael McNeely teaching [REDACTED] ENG1D between blytheducation.com, Michael McNeely, LukeColes , and 1 more is Signed and Filed!
To: Dave McNeely <mcneely@sympatico.ca>

----- Forwarded message -----

From: blytheducation.com <echosign@echosign.com>
Date: Wed, Oct 1, 2014 at 6:51 PM
Subject: Michael McNeely teaching [REDACTED] ENG1D between blytheducation.com, Michael McNeely, LukeColes , and 1 more is Signed and Filed!
To: Michael McNeely <michaeldmneely@gmail.com>, LukeColes <lukecoles@blytheducation.com>, Frances Hatcher <frances.hatcher@blytheducation.com>



Adobe Sign

Michael McNeely teaching [REDACTED]
[REDACTED] ENG1D between
blytheducation.com, Michael
McNeely, LukeColes , and 1 more is
Signed and Filed!



AGREEMENT TO RENDER SERVICES

THIS AGREEMENT SHALL BE SUBJECT TO THE TERMS AND CONDITIONS OF THE AGREEMENT TO RENDER SERVICES. THE SIGNATURE OF THE TEACHER SHALL BE REQUIRED FOR THIS AGREEMENT TO BE VALID.

PERSONAL INFORMATION	
Address	433 James St Apt. 217
City	Tomball
Phone	281-291-1111
Date of Birth	March 1964 26 y
SSN #	7-883240-28
Current College or University	UTD
Phone #	972-272-0445
Email Address	michael@blytheducation.com
Course Information	
Name of Course	English ENG101
Course Number	English ENG101000

From: Nicole Girona
 (blytheducation.com)
 To: Michael McNeely, LukeColes and
 Frances Hatcher

Attached is a final copy of **Michael McNeely teaching [REDACTED] ENG1D.**

Copies have been automatically sent to all parties to the agreement.

You can view the document in your EchoSign account.

Why use EchoSign:

- Exchange, Sign, and File Any Document. In Seconds!
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AGREEMENT TO RENDER SERVICES

TEACHER - Lawrence Park CAMPUS

THIS AGREEMENT made in duplicate this (day) 30th day of, (month) September 2014, between Blyth Academy, hereinafter called "BLYTH", and (name) Michael McNeely of (city) Toronto, hereinafter called the "TEACHER".

PERSONAL INFORMATION	
Address	433 Jarvis St. Apt. 217
City	Toronto
Postal Code	M4Y2G6
Date of Birth	Month Sept Day 8 Year 1988
SIN #	
Ontario College of Teachers #	622087
Phone #	6475250445
Email address:	michaeldmcneely@gmail.com

Private/Semi-Private Course Details	
Name of Course	9 English - ENG1D
Student Name (s)	

MDM
MDM

FOR GOOD AND VALUABLE CONSIDERATION, the receipt and sufficiency of which are hereby acknowledged by each of the parties hereto, the parties agree as follows:

1. BLYTH hereby engages the TEACHER, and the TEACHER hereby accepts such engagement to render such services as are reasonably required by BLYTH and which are more particularly described in paragraph 5 below, in connection with the TERM commencing on Sept. 24, 2014 and ending on Nov. 13, 2014. BLYTH agrees to utilize the TEACHER's services at BLYTH and the TEACHER agrees to provide his/her services for BLYTH's as a teacher for the amount of 1350 per course X 1 110 hour course(s). The TEACHER shall devote his/her best talents, efforts and abilities in connection with the services to be provided hereunder on a non-exclusive basis in accordance with the School's instructions and directions.
2. Nothing in this Agreement shall be construed so as to create or imply any employer-employee relationship between the parties. It is expressly understood that the TEACHER is an independent contractor and no relationship of employment, quasi-employment, or partnership of any kind is intended between the parties or created by this Agreement.

For greater clarity, this Agreement constitutes a contract for services and not an employment contract. Accordingly, the TEACHER is not entitled to vacation time or vacation pay, statutory holidays, emergency family leave, illness or compassionate leave or any other right or benefit provided under the *Employment Standards Act, 2000*. The TEACHER is also not entitled to benefits such as Canada Pension Plan contributions, OHIP, employment insurance, workers' compensation, health or accident insurance or any other contributions which are regularly provided in an employer-employee relationship.

The contract amount specified in paragraph 1 is gross compensation and is inclusive of any Federal or Provincial sales taxes that might apply to the services being provided. BLYTH will issue T4A slips; however, the School will not withhold income tax at source from any payments issued pursuant to this contract. The TEACHER is solely responsible for remitting his/her own incomes taxes as required pursuant to the *Income Tax Act*. ~~By signing this contract,~~ the TEACHER indemnifies and holds harmless BLYTH for any unpaid income or sales taxes, penalties or interest should the TEACHER fail to remit taxes as required.

3. This agreement is subject to the TEACHER continuing to hold the necessary qualifications in accordance with all applicable statutes and the regulations administered by the Ontario Minister of Education (the "Minister"). The Agreement is also subject to the TEACHER providing a clear Criminal Records Check, in accordance with the procedure described in paragraph 4 below.
4. The Agreement is subject to the TEACHER obtaining and providing BLYTH with a satisfactory Vulnerable Sector Criminal Records Check by October 31, 2014. If the TEACHER has been engaged by BLYTH within the past 12 months and already has undergone a Records Check, TEACHER may complete the "Blyth Academy Declaration Form" in lieu of a new Criminal Records Check. In the event the Records Check is returned with a criminal offence, BLYTH reserves the right to void or renegotiate this Agreement.
5. During the session specified in paragraph 1, the TEACHER agrees to:
 - a) Provide students and parents with his/her e-mail and phone number at the first class.
 - b) Check his/her e-mail and voice mail at least once a day for communication from students and/or parents and respond immediately.
 - c) Notify parents of academic difficulties and/or behaviour problems and inform the Principal as well.
 - d) Participation in scheduled professional development session.
 - e) Be available to students one half hour before and one half hour after class to work individually with students who would like extra help.
 - f) Provide in class teaching and out of class academic support such that students will not need to nor expect to engage tutors.
 - g) Administer a final exam mark which should not differ dramatically from the term mark and especially from the test marks.
 - h) Give to parents/students one (1) report by email to be sent on the Friday before a scheduled Parent/Teacher night.
 - i) Attend one (1) parent-teacher night in the Term as scheduled by Blyth.
6. During the session specified in paragraph 1, the TEACHER agrees to perform such additional duties as BLYTH may assign under the applicable statutes and the regulations administered by the Minister. The TEACHER agrees to be diligent and faithful in the performance of the TEACHER's services under this Agreement.

7. The TEACHER agrees to submit to BLYTH, upon completion of the course, a report card with final course results for each student, and the following information:
 - a. The record of your student evaluation/mark book.
 - b. Using the Student Information System (Maplewood/Rediker) to post term marks during the course and final marks at the end.
 - c. Your daily lesson plans using model given.
 - d. Your long range plan (course of study on file).
 - e. Your course examples of marked student assignments (for each example please include – high, medium and low).
 - f. All exams; marked and bundled.
 - g. A completed report card for each student with their final mark on the Student Information System (Maplewood/Rediker.)

(These should be submitted no later than seven days after the last day of the above-mentioned session.)

8. The Teacher acknowledges that they have read and understood the Blyth School Discipline and Safety Policy and agrees to abide it. The teacher further acknowledges that s/he will faithfully follow the precepts of the policy. The TEACHER shall also provide proof to BLYTH of Workplace Health and Safety Awareness Training completed within the past 12 months.
9. The contract amount specified in paragraph 1, is payable in three equal payments. One payment will be made upon commencement of the course, the second payment at the mid-point of the course following the marking of the mid-term exam, and the final payment will be paid upon completion of the course. The final payment however will not be issued until the TEACHER has submitted all of the information outlined in paragraph 7 above. BLYTH has the right to offset payments to the TEACHER when an overpayment or administrative error has been made resulting in monies owing to BLYTH. The offset may be applied across any and all current contracts the TEACHER has with BLYTH.
10. All materials required to successfully teach the course will be provided by BLYTH. Should the TEACHER expend personal funds to provide course material for the course, such expenses will be

reimbursed with the prior approval of the school's Principal. Expenses must be listed with original receipts attached in order for these to be reimbursed. If the TEACHER chooses to provide his or her own tools, material and/or supplies, it is the sole responsibility of the TEACHER to ensure that such tools, material and/or supplies are safe and in good working order. Under no circumstances will BLYTH assume responsibility for damage to, or the loss of, tools, material and/or supplies provided by the TEACHER. Further, the TEACHER understands and agrees that, since s/he is not an employee of BLYTH, this paragraph constitutes an agreement pursuant to the *Copyright Act, RSC 1985, c C-42* that all right, title and interest, including copyright, in any material created by TEACHER pursuant to this Agreement shall be solely owned by BLYTH. The TEACHER understands and agrees that s/he is an independent contractor and, as such, s/he is responsible for all personal expenses associated with performing the services outlined above, including travel, phone and computer costs.

11. The TEACHER understands and agrees that s/he is an independent contractor and, as such, s/he will be compensated only for classes for which services are rendered. If the TEACHER is unable to teach any class, s/he agrees to contact the Academic Director as soon as possible to arrange for a substitute who is competent in the relevant discipline. It is the responsibility of the TEACHER to speak with his/her substitute regarding the class outline, or alternatively, to leave a lesson plan for the substitute. The TEACHER may also be responsible for hiring, supervising and paying, the substitute teacher, if determined necessary by BLYTH.

12. The TEACHER is an independent contractor and, as such, neither party to this contract is obligated to renew the Agreement at the end of its term or provide any notification of any intention to renew or not to renew. Further, either party may terminate this contract during the Term, under the following guidelines:
 - a. At any time, by mutual consent in writing of the TEACHER and BLYTH.
 - b. By BLYTH at any time without advance notice to the TEACHER where, before the commencement of the course or class or teaching in the subject, BLYTH has resolved not to offer the course, class, or subject in the session in paragraph 1.
 - c. By Blyth at any time, without notice, should the TEACHER fail to perform any of the services outlined in paragraphs 5, 6 and 7 above or if the TEACHER contravenes any of the School Discipline and Safety policies as noted in paragraph 8 above.
 - d. By either BLYTH or the TEACHER, for any reason, with one week's notice. In the event that BLYTH terminates this Agreement during the Term, BLYTH shall have the option of providing the

TEACHER with one week's notice of its intention to terminate the Agreement or, in the alternative, Blyth may issue a payment of no less than 5% of the amount payable on the next scheduled delivery of materials pursuant to the table attached as Schedule 'A' to this Agreement. BLYTH and TEACHER agree that notice and/or payment made under this provision shall constitute full and final settlement of any and all claims, commercial or otherwise, arising from or in connection with, the termination of this Agreement during the Term.

13. Should BLYTH terminate the Agreement under 12(b) above BLYTH will have no obligation to pay any of the amount in Paragraph 1. Should BLYTH terminate the Agreement under 12(c) above BLYTH will not be responsible for making any additional payments that would have been otherwise due at the time of the termination.
14. TEACHER consents to the collection, use, disclosure and retention of his or her personal information by BLYTH, or a third party authorized by BLYTH, for reasons consistent with the administration of this Agreement and in accordance with BLYTH's normal business practices. Such collection, use and retention of personal information shall accord with BLYTH's privacy policy, a copy of which will be provided to TEACHER upon request.
15. This Agreement constitutes the entire understanding of the parties with respect to the subject matter set out herein and cannot be modified except by a written instrument signed by the TEACHER and an authorized officer of the School.
16. This Agreement shall be governed and construed in accordance with the laws of the Province of Ontario and the laws of Canada applicable therein, and the parties hereto irrevocably attorn to the exclusive jurisdiction of Ontario.
17. This Agreement may be executed in counterparts with the same effect as if all the parties hereto had signed the same document. Each counterpart is as valid and binding on all parties hereto as every other counterpart, and all counterparts shall be construed together and shall constitute one Agreement.

18. The teacher acknowledges that s/he has read, understood, and signed the Blyth Academy *School Discipline and Safety Policy*. The teacher further acknowledges that s/he will faithfully follow the precepts of the policy.

Further, execution and delivery of this Agreement by facsimile transmission or other written electronic communication shall constitute execution and delivery respectively as required by this Agreement.

Please acknowledge acceptance of this Agreement by signing in the space provided below.

In witness whereof the TEACHER has signed and BLYTH has affixed hereto its corporate seal attested by its proper officers in that behalf.

Michael McNeely
Michael McNeely (Sep 30, 2014)
Teacher


Luke Coles
Luke Coles (Oct 1, 2014)
Head of School
Blyth Academy

Frances Hatcher
Frances Hatcher (Oct 1, 2014)
VP Academics/ Principal
Blyth Academy

Michael McNeely teaching ENG1D

EchoSign Document History

October 01, 2014



Blyth
ADVANCED TECHNOLOGICAL CENTER

DATE: _____ TIME: _____











RECEIVED BY: _____ FOR: _____

FROM: _____

NAME	DATE	TIME	IP ADDRESS

Created:	September 25, 2014
By:	Nicole Gironda (nicolegironda@blytheducation.com)
Status:	SIGNED
Transaction ID:	XEIS2WLV4IXCM3H

“Michael McNeely teaching ENG1D” History

-  Document created by Nicole Gironda (nicolegironda@blytheducation.com)
September 25, 2014 - 10:51 AM EDT - IP address: 99.226.137.44
-  Document emailed to Michael McNeely (michaeldmceely@gmail.com) for signature
September 25, 2014 - 10:52 AM EDT
-  Document viewed by Michael McNeely (michaeldmceely@gmail.com)
September 25, 2014 - 10:53 AM EDT - IP address: 64.233.172.3
-  Document e-signed by Michael McNeely (michaeldmceely@gmail.com)
Signature Date: September 30, 2014 - 4:14 PM EDT - Time Source: server - IP address: 64.229.245.38
-  Document emailed to LukeColes (lukecoles@blytheducation.com) for signature
September 30, 2014 - 4:14 PM EDT
-  Document viewed by LukeColes (lukecoles@blytheducation.com)
October 01, 2014 - 11:38 AM EDT - IP address: 99.226.137.44
-  Document e-signed by LukeColes (lukecoles@blytheducation.com)
Signature Date: October 01, 2014 - 11:38 AM EDT - Time Source: server - IP address: 99.226.137.44
-  Document emailed to Frances Hatcher (frances.hatcher@blytheducation.com) for signature
October 01, 2014 - 11:38 AM EDT
-  Document viewed by Frances Hatcher (frances.hatcher@blytheducation.com)
October 01, 2014 - 6:50 PM EDT - IP address: 69.158.132.243
-  Document e-signed by Frances Hatcher (frances.hatcher@blytheducation.com)
Signature Date: October 01, 2014 - 6:51 PM EDT - Time Source: server - IP address: 69.158.132.243

Signed document emailed to Nicole Gironda (nicolegironda@blytheducation.com), Frances Hatcher (frances.hatcher@blytheducation.com), Michael McNeely (michaeldmcneely@gmail.com) and LukeColes (lukecoles@blytheducation.com)

October 01, 2014 - 6:51 PM EDT

Helen Mercer - Fwd: M. McNeely ENG4U Private w/ [REDACTED] between blytheducation.com, Michael McNeely, Adam de Pencier, and 1 more is Signed and Filed!

From: Michael McNeely <michaeldmneely@gmail.com>
To: Helen Mercer <hmercer@cavalluzzo.com>
Date: 12/01/2018 2:31 PM
Subject: Fwd: M. McNeely ENG4U Private w/ [REDACTED] between blytheducation.com, Michael McNeely, Adam de Pencier, and 1 more is Signed and Filed!
Attachments: M. McNeely ENG4U Private w_ Stephanie Waitr - signed.pdf

----- Forwarded message -----

From: blytheducation.com <echosign@echosign.com>
Date: Thu, Jan 19, 2017 at 2:55 PM
Subject: M. McNeely ENG4U Private w/ [REDACTED] between blytheducation.com, Michael McNeely, Adam de Pencier, and 1 more is Signed and Filed!
To: Matthew Hines <matthew.hines@blytheducation.com>, Adam de Pencier <adam.depencier@blytheducation.com>, Frances Hatcher <frances.hatcher@blytheducation.com>, Michael McNeely <michaeldmneely@gmail.com>



Adobe Sign

Blyth
ACADEMY

WORKSHEET TO REVIEW SIGNATURES

DATE: 2017-01-19 14:55:00
TO: HATCHER, FRANCES
FROM: MCHNEELY, MICHAEL D
SUBJECT: MCHNEELY, MICHAEL D

NO.	NAME	SIGNATURE
1	MCHNEELY, MICHAEL D	[Signature]
2	HATCHER, FRANCES	[Signature]
3	DEPENCIER, ADAM	[Signature]
4	HINES, MATTHEW	[Signature]

DATE: 2017-01-19 14:55:00
TO: HATCHER, FRANCES
FROM: MCHNEELY, MICHAEL D
SUBJECT: MCHNEELY, MICHAEL D

M. McNeely ENG4U Private w/ [REDACTED] between blytheducation.com, Michael McNeely, Adam de Pencier, and 1 more is Signed and Filed!

From: Matthew Hines
(blytheducation.com)
To: Matthew Hines, Adam de Pencier, Frances Hatcher, and Michael McNeely

Attached is a final copy of **M. McNeely ENG4U Private w/ [REDACTED]**

Copies have been automatically sent to all parties to the agreement.

You can view **the document** in your Adobe Sign account.

Why use Adobe Sign:

- Exchange, Sign, and File Any Document. In Seconds!
- Set-up Reminders. Instantly Share Copies with Others.
- See All of Your Documents, Anytime, Anywhere.

To ensure that you continue receiving our emails, please add echosign@echosign.com to your address book or safe list.

Blyth

ACADEMY

CONTRACTOR

AGREEMENT TO RENDER SERVICES

TEACHER - Yorkville CAMPUS

THIS AGREEMENT made in duplicate this (day) 19 day of, month January, in the year 2017 between 2016169 Ontario Inc. o/a Blyth Academy, hereinafter called "BLYTH", and (name) Michael McNeely of (city) Toronto, hereinafter called the "TEACHER".

PERSONAL INFORMATION	
Address	433 Jarvis St. Apartment 217
City	Toronto
Postal Code	M4Y2G6
Date of Birth	Month Septeml Day 8 Year 1988
SIN #	[REDACTED]
Ontario College of Teachers #	622087
Phone #	6475250445
Email address:	michaeldmcneely@gmail.com

Private/Semi-Private Course Details	
Name of Course	ENG4U
Student Name (s)	[REDACTED]

FOR GOOD AND VALUABLE CONSIDERATION, the receipt and sufficiency of which are hereby acknowledged by each of the parties hereto, the parties agree as follows:

1. BLYTH hereby engages the TEACHER, and the TEACHER hereby accepts such engagement to render such services as are reasonably required by BLYTH and which are more particularly described in paragraph 5 below, in connection with the TERM commencing on 09/01/2017 and ending on 06/02/2017 . BLYTH agrees to utilize the TEACHER's services at BLYTH and the TEACHER agrees to provide his/her services for BLYTH's as a teacher for the amount of \$750.00 per course X 1 47 hour course(s). The TEACHER shall devote his/her best talents, efforts and abilities in connection with the services to be provided hereunder on a non-exclusive basis in accordance with the School's instructions and directions.
2. Nothing in this Agreement shall be construed so as to create or imply any employer-employee relationship between the parties. It is expressly understood that the TEACHER is an independent contractor and no relationship of employment, quasi-employment, or partnership of any kind is intended between the parties or created by this Agreement.

For greater clarity, this Agreement constitutes a contract for services and not an employment contract. Accordingly, the TEACHER is not entitled to vacation time or vacation pay, statutory holidays, emergency family leave, illness or compassionate leave or any other right or benefit provided under the *Employment Standards Act, 2000*. The TEACHER is also not entitled to benefits such as Canada Pension Plan contributions, OHIP, employment insurance, workers' compensation, health or accident insurance or any other contributions which are regularly provided in an employer-employee relationship.

The contract amount specified in paragraph 1 is gross compensation and is inclusive of any Federal or Provincial sales taxes that might apply to the services being provided. BLYTH will issue T4A slips; however, the School will not withhold income tax at source from any payments issued pursuant to this contract. The TEACHER is solely responsible for remitting his/her own incomes taxes as required pursuant to the *Income Tax Act*. By signing this contract, the TEACHER indemnifies and holds harmless BLYTH for any unpaid income or sales taxes, penalties or interest should the TEACHER fail to remit taxes as required.

3. This agreement is subject to the TEACHER continuing to hold the necessary qualifications in accordance with all applicable statutes and the regulations administered by the Ontario Ministry of Education (the "Ministry"). The Agreement is also subject to the TEACHER providing a clear Vulnerable Sector Criminal Records Check, in accordance with the procedure described in paragraph 4 below.

4. The Agreement is subject to the TEACHER obtaining and providing BLYTH with a satisfactory - Vulnerable Sector Criminal Records Check by 09/01/2017. If the TEACHER has been engaged by BLYTH within the current calendar year and already has undergone a Records Check, TEACHER may complete the "Blyth Academy Criminal Offence Declaration Form" in lieu of a new Criminal Records Check. In the event the Records Check is returned with a criminal offence, BLYTH reserves the right to void or renegotiate this Agreement.
5. During the session specified in paragraph 1, the TEACHER agrees to:
- Provide students with an email address, to be created and exclusively for his/her teaching at Blyth, at the first class.
 - Check his/her e-mail at least once a day for communication from students and/or parents and respond immediately.
 - Notify parents of academic difficulties and/or behaviour problems and inform the Principal as well.
 - Participation in scheduled professional development session.
 - Be available to students one half hour before and one half hour after class to work individually with students who would like extra help.
 - Provide in class teaching and out of class academic support such that students will not need to nor expect to engage tutors.
 - Administer a final exam mark which should not differ dramatically from the term mark and especially from the test marks.
 - Give to parents/students one (1) report by email to be sent on the Friday before a scheduled Parent/Teacher night.
 - Attend one (1) parent-teacher night in the Term as scheduled by Blyth.
6. During the session specified in paragraph 1, the TEACHER agrees to perform such additional duties as BLYTH may assign under the applicable statutes and the regulations administered by the Ministry of Education. The TEACHER agrees to be diligent and faithful in the performance of the TEACHER's services under this Agreement.
7. The TEACHER agrees to submit to BLYTH, upon completion of the course, a report card with final course results for each student, and the following information:
- The record of your student evaluation/mark book.
 - Using the Student Information System (Rediker) to post term marks during the course and final marks at the end.
 - Your daily lesson plans using model given.
 - Your long range plan (course of study on file).
 - Your course examples of marked student assignments (for each example please include – high, medium and low).

- f. All exams; marked and bundled.
- g. A completed report card for each student with their final mark on the Student Information System (Rediker.)

(These should be submitted no later than seven days after the last day of the above-mentioned session.)

- 8. The Teacher acknowledges that they have read and understood the Blyth Code of Conduct and agrees to abide it. The teacher further acknowledges that s/he will faithfully follow the precepts of the policy. The TEACHER shall also provide proof to BLYTH of Workplace Health and Safety Awareness Training completed within the past 12 months.
- 9. The contract amount specified in paragraph 1, is payable in three equal payments. One payment will be made upon commencement of the course, the second payment at the mid-point of the course following the marking of the mid-term exam, and the final payment will be paid upon completion of the course. The final payment however will not be issued until the TEACHER has submitted all of the information outlined in paragraph 7 above. BLYTH has the right to offset payments to the TEACHER when an overpayment or administrative error has been made resulting in monies owing to BLYTH. The offset may be applied across any and all current contracts the TEACHER has with BLYTH.
- 10. All materials required to successfully teach the course will be provided by BLYTH. Should the TEACHER expend personal funds to provide course material for the course, such expenses will be reimbursed with the prior approval of the school's Principal. Expenses must be listed with original receipts attached in order for these to be reimbursed. If the TEACHER chooses to provide his or her own tools, material and/or supplies, it is the sole responsibility of the TEACHER to ensure that such tools, material and/or supplies are safe and in good working order. Under no circumstances will BLYTH assume responsibility for damage to, or the loss of, tools, material and/or supplies provided by the TEACHER. Further, the TEACHER understands and agrees that, since s/he is not an employee of BLYTH, this paragraph constitutes an agreement pursuant to the *Copyright Act*, RSC 1985, c C-42 that all right, title and interest, including copyright, in any material created by TEACHER pursuant to this Agreement shall be solely owned by BLYTH. The TEACHER understands and agrees that s/he is an independent contractor and, as such, s/he is responsible for all personal expenses associated with performing the services outlined above, including travel, phone and computer costs.
- 11. The TEACHER understands and agrees that s/he is an independent contractor and, as such, s/he will be compensated only for classes for which services are rendered. If the TEACHER is unable to teach any class, s/he agrees to contact the Academic Director as soon as possible to arrange for a substitute who is competent in the relevant discipline. It is the responsibility of the TEACHER to speak with

his/her substitute regarding the class outline, or alternatively, to leave a lesson plan for the substitute. The TEACHER may also be responsible for hiring, supervising and paying, the substitute teacher, if determined necessary by BLYTH.

12. The TEACHER is an independent contractor and, as such, neither party to this contract is obligated to renew the Agreement at the end of its term or provide any notification of any intention to renew or not to renew. Further, either party may terminate this contract during the Term, under the following guidelines:
 - a. At any time, by mutual consent in writing of the TEACHER and BLYTH.
 - b. By BLYTH at any time without advance notice to the TEACHER where, before the commencement of the course or class or teaching in the subject, BLYTH has resolved not to offer the course, class, or subject in the session in paragraph 1.
 - c. By Blyth at any time, without notice, should the TEACHER fail to perform any of the services outlined in paragraphs 5, 6 and 7 above or if the TEACHER contravenes any of the School Discipline and Safety policies / Code of Conduct as noted in paragraph 8 above, or for providing false statements on your application form.
 - d. By either BLYTH or the TEACHER, for any reason, with one week's notice. In the event that BLYTH terminates the Agreement during the Term, BLYTH shall have the option of providing the TEACHER with one week's notice of its intention to terminate the Agreement or, in the alternative, BLYTH may issue a payment of 5% of the unpaid balance of the contract value specified in paragraph 1. BLYTH and TEACHER agree that notice and/or payment made under this provision shall constitute full and final settlement of any and all claims, commercial or otherwise, arising from or in connection with, the termination of this Agreement during the Term.
13. Should BLYTH terminate the Agreement under 12(b) above BLYTH will have no obligation to pay any of the amount in Paragraph 1. Should BLYTH terminate the Agreement under 12(c) above BLYTH will not be responsible for making any additional payments that would have been otherwise due at the time of the termination.
14. TEACHER consents to the collection, use, disclosure and retention of his or her personal information by BLYTH, or a third party authorized by BLYTH, for reasons consistent with the administration of this Agreement and in accordance with BLYTH's normal business practices. Such collection, use and retention of personal information shall accord with BLYTH's privacy policy, a copy of which will be provided to TEACHER upon request.
15. This Agreement constitutes the entire understanding of the parties with respect to the subject matter set out herein and cannot be modified except by a written instrument signed by the TEACHER and an authorized officer of the School.

16. This Agreement shall be governed and construed in accordance with the laws of the Province of Ontario and the laws of Canada applicable therein, and the parties hereto irrevocably attorn to the exclusive jurisdiction of Ontario.
17. This Agreement may be executed in counterparts with the same effect as if all the parties hereto had signed the same document. Each counterpart is as valid and binding on all parties hereto as every other counterpart, and all counterparts shall be construed together and shall constitute one Agreement.
18. The teacher acknowledges that s/he has read, understood, and signed the Blyth Academy *Code of Conduct Agreement*. The teacher further acknowledges that s/he will faithfully follow the precepts of the policy.

Further, execution and delivery of this Agreement by facsimile transmission or other written electronic communication shall constitute execution and delivery respectively as required by this Agreement. The parties consent and agree that this Agreement may be electronically signed. The parties agree the electronic signatures appearing on this Agreement are the same as hand-written signatures for purposes of validity, enforceability and admissibility

Please acknowledge acceptance of this Agreement by signing in the space provided below. In witness whereof the TEACHER has signed and BLYTH has affixed hereto its corporate seal attested by its proper officers in that behalf.

Michael McNeely
Michael McNeely (Jan 19, 2017)

Teacher

Adam de Pencier
Adam de Pencier (Jan 19, 2017)

Principal
Blyth Academy
2016169 Ontario Inc.

Frances Hatcher
Frances Hatcher (Jan 19, 2017)

VP Academics/ Managing Principal
Blyth Academy
2016169 Ontario Inc.

Helen Mercer - Fwd: Michael McNeely teaching [REDACTED] ENG4U between blytheducation.com, Michael McNeely, Luke Coles, and I more is Signed and Filed!

From: Michael McNeely <michaeldmneely@gmail.com>
To: Helen Mercer <hmercerc@cavalluzzo.com>
Date: 12/01/2018 2:32 PM
Subject: Fwd: Michael McNeely teaching [REDACTED] ENG4U between blytheducation.com, Michael McNeely, Luke Coles, and I more is Signed and Filed!
Attachments: Michael McNeely teaching [REDACTED] ENG4U - signed.pdf

----- Forwarded message -----

From: [blytheducation.com](mailto:echosign@echosign.com) <echosign@echosign.com>
Date: Tue, Mar 29, 2016 at 7:41 PM
Subject: Michael McNeely teaching [REDACTED] ENG4U between blytheducation.com, Michael McNeely, Luke Coles, and I more is Signed and Filed!
To: Leni Pothaar <leni.pothaar@blytheducation.com>, Luke Coles <lukecoles@blytheducation.com>, Frances Hatcher <frances.hatcher@blytheducation.com>, Michael McNeely <michaeldmneely@gmail.com>



Adobe Sign



AGREEMENT FOR SERVICE

FROM AGREEMENT: Order of purchase created on 12/01/2018 12:32 PM
BLYTH EDUCATION SERVICES, 10000 Blyth Road, Blyth, ON N5Y 2K5, Canada
Tel: 519-926-1234
www.blytheducation.com

PERSONNEL INFORMATION	
Name:	Michael McNeely
Title:	Teacher
Organization:	Blyth Education Services
Address:	10000 Blyth Road, Blyth, ON N5Y 2K5, Canada
Phone:	519-926-1234
Email:	michaeldmneely@gmail.com
Privacy Terms of Service	
Accepted:	Yes
Date:	12/01/2018

FOR SUCCESS AND YOUR BEST REPRESENTATION, THE TERMS AND CONDITIONS OF THIS AGREEMENT MUST BE ACCEPTED BY ALL PARTIES INVOLVED. THE ENTIRE AGREEMENT.

Michael McNeely teaching [REDACTED] ENG4U between blytheducation.com, Michael McNeely, Luke Coles, and I more is Signed and Filed!

From: Leni Pothaar (blytheducation.com)
To: Leni Pothaar, Luke Coles, Frances Hatcher, and Michael McNeely

Attached is a final copy of **Michael McNeely teaching [REDACTED] ENG4U**.

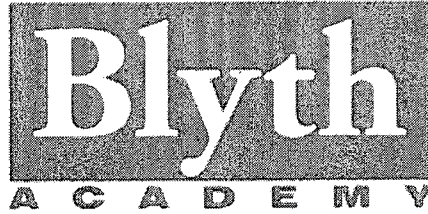
Copies have been automatically sent to all parties to the agreement.

You can view the document in your Adobe Document Cloud account.

Why use Adobe Document Cloud:

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- Set-up Reminders. Instantly Share Copies with Others.
- See All of Your Documents, Anytime, Anywhere.


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AGREEMENT TO RENDER SERVICES

TEACHER - Lawrence Park **CAMPUS**

THIS AGREEMENT made in duplicate this (day) 28 day of, (month) March (year) 2016,
 between Blyth Academy, hereinafter called "BLYTH", and (name) Michael McNeely
 _____ of (city) Toronto, hereinafter called the "TEACHER".

PERSONAL INFORMATION	
Address	433 Jarvis St Apt 217
City	Toronto
Postal Code	M4Y2G6
Date of Birth	Month <u>09</u> Day <u>08</u> Year <u>1988</u>
SIN #	
Ontario College of Teachers #	622087
Phone #	647 525 0445
Email address:	michaeldmcneely@gmail.com

Private/Semi-Private Course Details	
Name of Course	ENG4U
Student Name (s)	

FOR GOOD AND VALUABLE CONSIDERATION, the receipt and sufficiency of which are hereby acknowledged by each of the parties hereto, the parties agree as follows:

1. BLYTH hereby engages the TEACHER, and the TEACHER hereby accepts such engagement to render such services as are reasonably required by BLYTH and which are more particularly described in paragraph 5 below, in connection with the TERM commencing on 30/3/2016 and ending on 30/6/2016. BLYTH agrees to utilize the TEACHER's services at BLYTH and the TEACHER agrees to provide his/her services for BLYTH's as a teacher for the amount of \$1,600 per course X 1 110 hour course(s). The TEACHER shall devote his/her best talents, efforts and abilities in connection with the services to be provided hereunder on a non-exclusive basis in accordance with the School's instructions and directions.
2. Nothing in this Agreement shall be construed so as to create or imply any employer-employee relationship between the parties. It is expressly understood that the TEACHER is an independent contractor and no relationship of employment, quasi-employment, or partnership of any kind is intended between the parties or created by this Agreement.

For greater clarity, this Agreement constitutes a contract for services and not an employment contract. Accordingly, the TEACHER is not entitled to vacation time or vacation pay, statutory holidays, emergency family leave, illness or compassionate leave or any other right or benefit provided under the *Employment Standards Act, 2000*. The TEACHER is also not entitled to benefits such as Canada Pension Plan contributions, OHIP, employment insurance, workers' compensation, health or accident insurance or any other contributions which are regularly provided in an employer-employee relationship.

The contract amount specified in paragraph 1 is gross compensation and is inclusive of any Federal or Provincial sales taxes that might apply to the services being provided. BLYTH will issue T4A slips; however, the School will not withhold income tax at source from any payments issued pursuant to this contract. The TEACHER is solely responsible for remitting his/her own incomes taxes as required pursuant to the *Income Tax Act*. By signing this contract, the TEACHER indemnifies and holds harmless BLYTH for any unpaid income or sales taxes, penalties or interest should the TEACHER fail to remit taxes as required.

3. This agreement is subject to the TEACHER continuing to hold the necessary qualifications in accordance with all applicable statutes and the regulations administered by the Ontario Ministry of

Education (the "Ministry"). The Agreement is also subject to the TEACHER providing a clear Vulnerable Sector Criminal Records Check, in accordance with the procedure described in paragraph 4 below.

4. The Agreement is subject to the TEACHER obtaining and providing BLYTH with a satisfactory - Vulnerable Sector Criminal Records Check by 13/4/2016 . If the TEACHER has been engaged by BLYTH within the current calendar year and already has undergone a Records Check, TEACHER may complete the "Blyth Academy Criminal Offence Declaration Form" in lieu of a new Criminal Records Check. In the event the Records Check is returned with a criminal offence, BLYTH reserves the right to void or renegotiate this Agreement.
5. During the session specified in paragraph 1, the TEACHER agrees to:
- a) Provide students with an email address, to be created and exclusively for his/her teaching at Blyth, at the first class.
 - b) Check his/her e-mail at least once a day for communication from students and/or parents and respond immediately.
 - c) Notify parents of academic difficulties and/or behaviour problems and inform the Principal as well.
 - d) Participation in scheduled professional development session.
 - e) Be available to students one half hour before and one half hour after class to work individually with students who would like extra help.
 - f) Provide in class teaching and out of class academic support such that students will not need to nor expect to engage tutors.
 - g) Administer a final exam mark which should not differ dramatically from the term mark and especially from the test marks.
 - h) Give to parents/students one (1) report by email to be sent on the Friday before a scheduled Parent/Teacher night.
 - i) Attend one (1) parent-teacher night in the Term as scheduled by Blyth.
6. During the session specified in paragraph 1, the TEACHER agrees to perform such additional duties as BLYTH may assign under the applicable statutes and the regulations administered by the Ministry of Education. The TEACHER agrees to be diligent and faithful in the performance of the TEACHER's services under this Agreement.

7. The TEACHER agrees to submit to BLYTH, upon completion of the course, a report card with final course results for each student, and the following information:
- a. The record of your student evaluation/mark book.
 - b. Using the Student Information System (Maplewood/Rediker) to post term marks during the course and final marks at the end.
 - c. Your daily lesson plans using model given.
 - d. Your long range plan (course of study on file).
 - e. Your course examples of marked student assignments (for each example please include – high, medium and low).
 - f. All exams; marked and bundled.
 - g. A completed report card for each student with their final mark on the Student Information System (Maplewood/Rediker.)

(These should be submitted no later than seven days after the last day of the above-mentioned session.)

8. The Teacher acknowledges that they have read and understood the Blyth Code of Conduct and agrees to abide it. The teacher further acknowledges that s/he will faithfully follow the precepts of the policy. The TEACHER shall also provide proof to BLYTH of Workplace Health and Safety Awareness Training completed within the past 12 months.
9. The contract amount specified in paragraph 1, is payable in three equal payments. One payment will be made upon commencement of the course, the second payment at the mid-point of the course following the marking of the mid-term exam, and the final payment will be paid upon completion of the course. The final payment however will not be issued until the TEACHER has submitted all of the information outlined in paragraph 7 above. BLYTH has the right to offset payments to the TEACHER when an overpayment or administrative error has been made resulting in monies owing to BLYTH. The offset may be applied across any and all current contracts the TEACHER has with BLYTH.
10. All materials required to successfully teach the course will be provided by BLYTH. Should the TEACHER expend personal funds to provide course material for the course, such expenses will be

reimbursed with the prior approval of the school's Principal. Expenses must be listed with original receipts attached in order for these to be reimbursed. If the TEACHER chooses to provide his or her own tools, material and/or supplies, it is the sole responsibility of the TEACHER to ensure that such tools, material and/or supplies are safe and in good working order. Under no circumstances will BLYTH assume responsibility for damage to, or the loss of, tools, material and/or supplies provided by the TEACHER. Further, the TEACHER understands and agrees that, since s/he is not an employee of BLYTH, this paragraph constitutes an agreement pursuant to the *Copyright Act*, RSC 1985, c C-42 that all right, title and interest, including copyright, in any material created by TEACHER pursuant to this Agreement shall be solely owned by BLYTH. The TEACHER understands and agrees that s/he is an independent contractor and, as such, s/he is responsible for all personal expenses associated with performing the services outlined above, including travel, phone and computer costs.

11. The TEACHER understands and agrees that s/he is an independent contractor and, as such, s/he will be compensated only for classes for which services are rendered. If the TEACHER is unable to teach any class, s/he agrees to contact the Academic Director as soon as possible to arrange for a substitute who is competent in the relevant discipline. It is the responsibility of the TEACHER to speak with his/her substitute regarding the class outline, or alternatively, to leave a lesson plan for the substitute. The TEACHER may also be responsible for hiring, supervising and paying, the substitute teacher, if determined necessary by BLYTH.
12. The TEACHER is an independent contractor and, as such, neither party to this contract is obligated to renew the Agreement at the end of its term or provide any notification of any intention to renew or not to renew. Further, either party may terminate this contract during the Term, under the following guidelines:
 - a. At any time, by mutual consent in writing of the TEACHER and BLYTH.
 - b. By BLYTH at any time without advance notice to the TEACHER where, before the commencement of the course or class or teaching in the subject, BLYTH has resolved not to offer the course, class, or subject in the session in paragraph 1.
 - c. By Blyth at any time, without notice, should the TEACHER fail to perform any of the services outlined in paragraphs 5, 6 and 7 above or if the TEACHER contravenes any of the School Discipline and Safety policies / Code of Conduct as noted in paragraph 8 above, or for providing false statements on your application form.

- d. By either BLYTH or the TEACHER, for any reason, with one week's notice. In the event that BLYTH terminates this Agreement during the Term, BLYTH shall have the option of providing the TEACHER with one week's notice of its intention to terminate the Agreement or, in the alternative, Blyth may issue a payment of no less than 5% of the amount payable on the next scheduled delivery of materials pursuant to the table attached as Schedule 'A' to this Agreement. BLYTH and TEACHER agree that notice and/or payment made under this provision shall constitute full and final settlement of any and all claims, commercial or otherwise, arising from or in connection with, the termination of this Agreement during the Term.
13. Should BLYTH terminate the Agreement under 12(b) above BLYTH will have no obligation to pay any of the amount in Paragraph 1. Should BLYTH terminate the Agreement under 12(c) above BLYTH will not be responsible for making any additional payments that would have been otherwise due at the time of the termination.
14. TEACHER consents to the collection, use, disclosure and retention of his or her personal information by BLYTH, or a third party authorized by BLYTH, for reasons consistent with the administration of this Agreement and in accordance with BLYTH's normal business practices. Such collection, use and retention of personal information shall accord with BLYTH's privacy policy, a copy of which will be provided to TEACHER upon request.
15. This Agreement constitutes the entire understanding of the parties with respect to the subject matter set out herein and cannot be modified except by a written instrument signed by the TEACHER and an authorized officer of the School.
16. This Agreement shall be governed and construed in accordance with the laws of the Province of Ontario and the laws of Canada applicable therein, and the parties hereto irrevocably attorn to the exclusive jurisdiction of Ontario.
17. This Agreement may be executed in counterparts with the same effect as if all the parties hereto had signed the same document. Each counterpart is as valid and binding on all parties hereto as every other counterpart, and all counterparts shall be construed together and shall constitute one Agreement.

18. The teacher acknowledges that s/he has read, understood, and signed the Blyth Academy *Code of Conduct Agreement*. The teacher further acknowledges that s/he will faithfully follow the precepts of the policy.

Further, execution and delivery of this Agreement by facsimile transmission or other written electronic communication shall constitute execution and delivery respectively as required by this Agreement.

Please acknowledge acceptance of this Agreement by signing in the space provided below.

In witness whereof the TEACHER has signed and BLYTH has affixed hereto its corporate seal attested by its proper officers in that behalf.

Michael McNeely
Michael McNeely (Mar 29, 2016)

Teacher

Luke Coles
Luke Coles (Mar 29, 2016)

Principal
Blyth Academy

Frances Hatcher
Frances Hatcher (Mar 29, 2016)

VP Academics/ Managing Principal
Blyth Academy

Helen Mercer - Fwd: Michael McNeely teaching [REDACTED] ENG2D between blytheducation.com, Michael McNeely, Luke Coles, and 1 more is Signed and Filed!

From: Michael McNeely <michaeldmcneely@gmail.com>
To: Helen Mercer <hmercercavalluzzo.com>
Date: 12/01/2018 2:33 PM
Subject: Fwd: Michael McNeely teaching [REDACTED] ENG2D between blytheducation.com, Michael McNeely, Luke Coles, and 1 more is Signed and Filed!
Attachments: Michael McNeely teaching [REDACTED] ENG2D - signed.pdf

----- Forwarded message -----

From: [blytheducation.com](mailto:echosign@echosign.com) <echosign@echosign.com>
Date: Sat, Jan 10, 2015 at 2:38 PM [REDACTED]
Subject: Michael McNeely teaching [REDACTED] ENG2D between blytheducation.com, Michael McNeely, Luke Coles, and 1 more is Signed and Filed!
To: Nicole Gironda <nicolegironda@blytheducation.com>, Luke Coles <lukecoles@blytheducation.com>, Frances Hatcher <frances.hatcher@blytheducation.com>, Michael McNeely <michaeldmcneely@gmail.com>



Adobe Sign



AGREEMENT TO RENDER SERVICES

FROM: AGREEMENT TO RENDER SERVICES TO: [REDACTED] DATE: 01/10/2015
FROM: AGREEMENT TO RENDER SERVICES TO: [REDACTED] DATE: 01/10/2015
FROM: AGREEMENT TO RENDER SERVICES TO: [REDACTED] DATE: 01/10/2015

PERSONAL INFORMATION	
Address	413 James St Apartment 217
City	Essex
Phone (Auto)	904 226
Sign of Birth	Month: September Day: 8 Year: 1988
SSN #	130324528
Primary Contact Information #	919 289
Phone #	919 225-3445
E-mail address	[REDACTED]

Blyth/Blyth Online Course Details	
Name of Course	HS English - ENG2D
Course Number	HS English

Michael McNeely teaching [REDACTED] ENG2D between blytheducation.com, Michael McNeely, Luke Coles, and 1 more is Signed and Filed!

From: Nicole Gironda (blytheducation.com)
To: Nicole Gironda, Luke Coles, Frances Hatcher, and Michael McNeely

Attached is a final copy of Michael McNeely teaching [REDACTED] ENG2D.

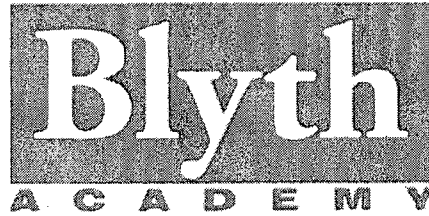
Copies have been automatically sent to all parties to the agreement.

You can view the document in your EchoSign account.

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- Set-up Reminders. Instantly Share Copies with Others.
- See All of Your Documents, Anytime, Anywhere.


To ensure that you continue receiving our emails, please add echosign@echosign.com to your address book or safe list.




AGREEMENT TO RENDER SERVICES

TEACHER - Lawrence Park CAMPUS

THIS AGREEMENT made in duplicate this (day) 8th day of, (month) January 2015, between Blyth Academy, hereinafter called "BLYTH", and (name) Michael McNeely of (city) Toronto, hereinafter called the "TEACHER".

PERSONAL INFORMATION	
Address	433 Jarvis St. Apartment 217
City	Toronto
Postal Code	M4Y 2G6
Date of Birth	Month September Day 8 Year 1988
SIN #	
Ontario College of Teachers #	622087
Phone #	6475250445
Email address:	michaeldmcneely@gmail.com

Private/Semi-Private Course Details	
Name of Course	10 English - ENG2D
Student Name (s)	

MDM
MDM

FOR GOOD AND VALUABLE CONSIDERATION, the receipt and sufficiency of which are hereby acknowledged by each of the parties hereto, the parties agree as follows:

1. BLYTH hereby engages the TEACHER, and the TEACHER hereby accepts such engagement to render such services as are reasonably required by BLYTH and which are more particularly described in paragraph 5 below, in connection with the TERM commencing on Jan. 6, 2015 and ending on May. 30, 2015. BLYTH agrees to utilize the TEACHER's services at BLYTH and the TEACHER agrees to provide his/her services for BLYTH's as a teacher for the amount of 1500 per course X 1 110 hour course(s). The TEACHER shall devote his/her best talents, efforts and abilities in connection with the services to be provided hereunder on a non-exclusive basis in accordance with the School's instructions and directions.
2. Nothing in this Agreement shall be construed so as to create or imply any employer-employee relationship between the parties. It is expressly understood that the TEACHER is an independent contractor and no relationship of employment, quasi-employment, or partnership of any kind is intended between the parties or created by this Agreement.

For greater clarity, this Agreement constitutes a contract for services and not an employment contract. Accordingly, the TEACHER is not entitled to vacation time or vacation pay, statutory holidays, emergency family leave, illness or compassionate leave or any other right or benefit provided under the *Employment Standards Act, 2000*. The TEACHER is also not entitled to benefits such as Canada Pension Plan contributions, OHIP, employment insurance, workers' compensation, health or accident insurance or any other contributions which are regularly provided in an employer-employee relationship.

The contract amount specified in paragraph 1 is gross compensation and is inclusive of any Federal or Provincial sales taxes that might apply to the services being provided. BLYTH will issue T4A slips; however, the School will not withhold income tax at source from any payments issued pursuant to this contract. The TEACHER is solely responsible for remitting his/her own incomes taxes as required pursuant to the *Income Tax Act*. By signing this contract, the TEACHER indemnifies and holds harmless BLYTH for any unpaid income or sales taxes, penalties or interest should the TEACHER fail to remit taxes as required.

3. This agreement is subject to the TEACHER continuing to hold the necessary qualifications in accordance with all applicable statutes and the regulations administered by the Ontario Minister of Education (the "Minister"). The Agreement is also subject to the TEACHER providing a clear Criminal Records Check, in accordance with the procedure described in paragraph 4 below.
4. The Agreement is subject to the TEACHER obtaining and providing BLYTH with a satisfactory Vulnerable Sector Criminal Records Check by March 1, 2015. If the TEACHER has been engaged by BLYTH within the past 12 months and already has undergone a Records Check, TEACHER may complete the "Blyth Academy Declaration Form" in lieu of a new Criminal Records Check. In the event the Records Check is returned with a criminal offence, BLYTH reserves the right to void or renegotiate this Agreement.
5. During the session specified in paragraph 1, the TEACHER agrees to:
 - a) Provide students and parents with his/her e-mail and phone number at the first class.
 - b) Check his/her e-mail and voice mail at least once a day for communication from students and/or parents and respond immediately.
 - c) Notify parents of academic difficulties and/or behaviour problems and inform the Principal as well.
 - d) Participation in scheduled professional development session.
 - e) Be available to students one half hour before and one half hour after class to work individually with students who would like extra help.
 - f) Provide in class teaching and out of class academic support such that students will not need to nor expect to engage tutors.
 - g) Administer a final exam mark which should not differ dramatically from the term mark and especially from the test marks.
 - h) Give to parents/students one (1) report by email to be sent on the Friday before a scheduled Parent/Teacher night.
 - i) Attend one (1) parent-teacher night in the Term as scheduled by Blyth.
6. During the session specified in paragraph 1, the TEACHER agrees to perform such additional duties as BLYTH may assign under the applicable statutes and the regulations administered by the Minister. The TEACHER agrees to be diligent and faithful in the performance of the TEACHER's services under this Agreement.

7. The TEACHER agrees to submit to BLYTH, upon completion of the course, a report card with final course results for each student, and the following information:
 - a. The record of your student evaluation/mark book.
 - b. Using the Student Information System (Maplewood/Rediker) to post term marks during the course and final marks at the end.
 - c. Your daily lesson plans using model given.
 - d. Your long range plan (course of study on file).
 - e. Your course examples of marked student assignments (for each example please include – high, medium and low).
 - f. All exams; marked and bundled.
 - g. A completed report card for each student with their final mark on the Student Information System (Maplewood/Rediker.)

(These should be submitted no later than seven days after the last day of the above-mentioned session.)

8. The Teacher acknowledges that they have read and understood the Blyth School Discipline and Safety Policy and agrees to abide it. The teacher further acknowledges that s/he will faithfully follow the precepts of the policy. The TEACHER shall also provide proof to BLYTH of Workplace Health and Safety Awareness Training completed within the past 12 months.
9. The contract amount specified in paragraph 1, is payable in three equal payments. One payment will be made upon commencement of the course, the second payment at the mid-point of the course following the marking of the mid-term exam, and the final payment will be paid upon completion of the course. The final payment however will not be issued until the TEACHER has submitted all of the information outlined in paragraph 7 above. BLYTH has the right to offset payments to the TEACHER when an overpayment or administrative error has been made resulting in monies owing to BLYTH. The offset may be applied across any and all current contracts the TEACHER has with BLYTH.
10. All materials required to successfully teach the course will be provided by BLYTH. Should the TEACHER expend personal funds to provide course material for the course, such expenses will be

reimbursed with the prior approval of the school's Principal. Expenses must be listed with original receipts attached in order for these to be reimbursed. If the TEACHER chooses to provide his or her own tools, material and/or supplies, it is the sole responsibility of the TEACHER to ensure that such tools, material and/or supplies are safe and in good working order. Under no circumstances will BLYTH assume responsibility for damage to, or the loss of, tools, material and/or supplies provided by the TEACHER. Further, the TEACHER understands and agrees that, since s/he is not an employee of BLYTH, this paragraph constitutes an agreement pursuant to the *Copyright Act*, RSC 1985, c C-42 that all right, title and interest, including copyright, in any material created by TEACHER pursuant to this Agreement shall be solely owned by BLYTH. The TEACHER understands and agrees that s/he is an independent contractor and, as such, s/he is responsible for all personal expenses associated with performing the services outlined above, including travel, phone and computer costs.

11. The TEACHER understands and agrees that s/he is an independent contractor and, as such, s/he will be compensated only for classes for which services are rendered. If the TEACHER is unable to teach any class, s/he agrees to contact the Academic Director as soon as possible to arrange for a substitute who is competent in the relevant discipline. It is the responsibility of the TEACHER to speak with his/her substitute regarding the class outline, or alternatively, to leave a lesson plan for the substitute. The TEACHER may also be responsible for hiring, supervising and paying, the substitute teacher, if determined necessary by BLYTH.

12. The TEACHER is an independent contractor and, as such, neither party to this contract is obligated to renew the Agreement at the end of its term or provide any notification of any intention to renew or not to renew. Further, either party may terminate this contract during the Term, under the following guidelines:
 - a. At any time, by mutual consent in writing of the TEACHER and BLYTH.
 - b. By BLYTH at any time without advance notice to the TEACHER where, before the commencement of the course or class or teaching in the subject, BLYTH has resolved not to offer the course, class, or subject in the session in paragraph 1.
 - c. By Blyth at any time, without notice, should the TEACHER fail to perform any of the services outlined in paragraphs 5, 6 and 7 above or if the TEACHER contravenes any of the School Discipline and Safety policies as noted in paragraph 8 above.
 - d. By either BLYTH or the TEACHER, for any reason, with one week's notice. In the event that BLYTH terminates this Agreement during the Term, BLYTH shall have the option of providing the

TEACHER with one week's notice of its intention to terminate the Agreement or, in the alternative, Blyth may issue a payment of no less than 5% of the amount payable on the next scheduled delivery of materials pursuant to the table attached as Schedule 'A' to this Agreement. BLYTH and TEACHER agree that notice and/or payment made under this provision shall constitute full and final settlement of any and all claims, commercial or otherwise, arising from or in connection with, the termination of this Agreement during the Term.

13. Should BLYTH terminate the Agreement under 12(b) above BLYTH will have no obligation to pay any of the amount in Paragraph 1. Should BLYTH terminate the Agreement under 12(c) above BLYTH will not be responsible for making any additional payments that would have been otherwise due at the time of the termination.
14. TEACHER consents to the collection, use, disclosure and retention of his or her personal information by BLYTH, or a third party authorized by BLYTH, for reasons consistent with the administration of this Agreement and in accordance with BLYTH's normal business practices. Such collection, use and retention of personal information shall accord with BLYTH's privacy policy, a copy of which will be provided to TEACHER upon request.
15. This Agreement constitutes the entire understanding of the parties with respect to the subject matter set out herein and cannot be modified except by a written instrument signed by the TEACHER and an authorized officer of the School.
16. This Agreement shall be governed and construed in accordance with the laws of the Province of Ontario and the laws of Canada applicable therein, and the parties hereto irrevocably attorn to the exclusive jurisdiction of Ontario.
17. This Agreement may be executed in counterparts with the same effect as if all the parties hereto had signed the same document. Each counterpart is as valid and binding on all parties hereto as every other counterpart, and all counterparts shall be construed together and shall constitute one Agreement.

18. The teacher acknowledges that s/he has read, understood, and signed the Blyth Academy *School Discipline and Safety Policy*. The teacher further acknowledges that s/he will faithfully follow the precepts of the policy.

Further, execution and delivery of this Agreement by facsimile transmission or other written electronic communication shall constitute execution and delivery respectively as required by this Agreement.

Please acknowledge acceptance of this Agreement by signing in the space provided below.

In witness whereof the TEACHER has signed and BLYTH has affixed hereto its corporate seal attested by its proper officers in that behalf.

Michael McNeely
Michael McNeely (Jan 8, 2015)
Teacher


Luke Coles
Luke Coles (Jan 9, 2015)
Head of School
Blyth Academy

Frances Hatcher
Frances Hatcher (Jan 10, 2015)
VP Academics/ Principal
Blyth Academy

Michael McNeely teaching [REDACTED] ENG2D

EchoSign Document History

January 10, 2015



AGREEMENT TO SIGN DOCUMENT

FROM: [REDACTED] TO: [REDACTED]

DATE: [REDACTED] TIME: [REDACTED]

Page #	Page Content
1	[REDACTED]
2	[REDACTED]
3	[REDACTED]
4	[REDACTED]
5	[REDACTED]
6	[REDACTED]
7	[REDACTED]
8	[REDACTED]
9	[REDACTED]
10	[REDACTED]
11	[REDACTED]
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94	[REDACTED]
95	[REDACTED]
96	[REDACTED]
97	[REDACTED]
98	[REDACTED]
99	[REDACTED]
100	[REDACTED]

Created: January 08, 2015

By: Nicole Girona (nicolegirona@blytheducation.com)

Status: SIGNED

Transaction ID: XI7QH5X645BV76

“Michael McNeely teaching [REDACTED] ENG2D” History

- Document created by Nicole Girona (nicolegirona@blytheducation.com)
January 08, 2015 - 2:59 PM EST - IP address: 99.226.137.44
- Document emailed to Michael McNeely (michaeldmneely@gmail.com) for signature
January 08, 2015 - 3:01 PM EST
- Document viewed by Michael McNeely (michaeldmneely@gmail.com)
January 08, 2015 - 3:16 PM EST - IP address: 64.233.172.208
- Document e-signed by Michael McNeely (michaeldmneely@gmail.com)
Signature Date: January 08, 2015 - 5:42 PM EST - Time Source: server - IP address: 65.93.100.127
- Document emailed to Luke Coles (lukecoles@blytheducation.com) for signature
January 08, 2015 - 5:42 PM EST
- Document viewed by Luke Coles (lukecoles@blytheducation.com)
January 09, 2015 - 9:35 AM EST - IP address: 99.226.137.44
- Document e-signed by Luke Coles (lukecoles@blytheducation.com)
Signature Date: January 09, 2015 - 9:35 AM EST - Time Source: server - IP address: 99.226.137.44
- Document emailed to Frances Hatcher (frances.hatcher@blytheducation.com) for signature
January 09, 2015 - 9:35 AM EST
- Document viewed by Frances Hatcher (frances.hatcher@blytheducation.com)
January 09, 2015 - 9:40 AM EST - IP address: 65.95.82.219
- Document e-signed by Frances Hatcher (frances.hatcher@blytheducation.com)
Signature Date: January 10, 2015 - 2:38 PM EST - Time Source: server - IP address: 69.158.9.22



Signed document emailed to Frances Hatcher (frances.hatcher@blytheducation.com), Luke Coles (lukecoles@blytheducation.com), Michael McNeely (michaeldmcneely@gmail.com) and Nicole Gironda (nicolegironda@blytheducation.com)

January 10, 2015 - 2:38 PM EST



Helen Mercer - Fwd: Michael McNeely teaching [REDACTED] OLC40 between blytheducation.com, Michael D McNeely, Luke Coles, and 1 more is Signed and Filed!

From: Michael McNeely <michaeldmneely@gmail.com>
To: Helen Mercer <hmercerc@cavalluzzo.com>
Date: 12/01/2018 2:33 PM
Subject: Fwd: Michael McNeely teaching Albert Condis OLC40 between blytheducation.com, Michael D McNeely, Luke Coles, and 1 more is Signed and Filed!
Attachments: Michael McNeely teaching [REDACTED] OLC40 - signed.pdf

----- Forwarded message -----

From: [blytheducation.com](mailto:echosign@echosign.com) <echosign@echosign.com>
Date: Wed, Feb 24, 2016 at 1:42 PM
Subject: Michael McNeely teaching [REDACTED] OLC40 between blytheducation.com, Michael D McNeely, Luke Coles, and 1 more is Signed and Filed!
To: Leni Pothaar <leni.pothaar@blytheducation.com>, Luke Coles <lukecoles@blytheducation.com>, Frances Hatcher <frances.hatcher@blytheducation.com>, Michael D McNeely <michaeldmneely@gmail.com>



Adobe Sign



REGISTRATION FOR RESIDENT SERVICES

REGISTRATION FOR RESIDENT SERVICES

1940 AGREEMENT made in duplicate this 24th day of February, 2016, between Blyth Education Partnership (Blyth) and Michael McNeely, of the County of [REDACTED] State of [REDACTED].

PERSONAL INFORMATION	
Address	433 Jarvis St Apartment 217
City	Toronto
Phone No.	416-298-1111
Date of Birth	March 1988
Sex	M
Primary Employer	620007
Phone #	416-298-1111
Email Address	michaeldmneely@gmail.com
Professional/Personal Details	
Name of Employer	OLC40
Business Name	Albert Condis

FOR GOOD AND VALUABLE CONSIDERATION, the receipt and fulfillment of which are hereby acknowledged by each of the parties herein, the parties agree as follows:

Michael McNeely teaching [REDACTED] OLC40 between blytheducation.com, Michael D McNeely, Luke Coles, and 1 more is Signed and Filed!

From: Leni Pothaar (blytheducation.com)
To: Leni Pothaar, Luke Coles, Frances Hatcher, and Michael D McNeely

Attached is a final copy of **Michael McNeely teaching [REDACTED] OLC40.**

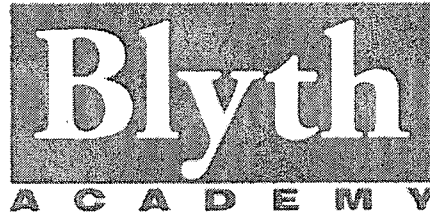
Copies have been automatically sent to all parties to the agreement.

You can view the document in your Adobe Document Cloud account.

Why use Adobe Document Cloud:

- Exchange, Sign, and File Any Document. In Seconds!
- Set-up Reminders. Instantly Share Copies with Others.
- See All of Your Documents, Anytime, Anywhere.


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AGREEMENT TO RENDER SERVICES

TEACHER - Lawrence Park **CAMPUS**

THIS AGREEMENT made in duplicate this (day) 19 day of, (month) February (year) 2016,
 between Blyth Academy, hereinafter called "BLYTH", and (name) Michael McNeely
 _____ of (city) Toronto, hereinafter called the "TEACHER".

PERSONAL INFORMATION	
Address	433 Jarvis St. Apartment 217
City	Toronto
Postal Code	M4Y2G6
Date of Birth	Month <u>1988</u> Day <u>09</u> Year <u>08</u>
SIN #	
Ontario College of Teachers #	622087
Phone #	6475250445
Email address:	michaeldmcneely@gmail.com

Private/Semi-Private Course Details	
Name of Course	OLC40
Student Name (s)	

FOR GOOD AND VALUABLE CONSIDERATION, the receipt and sufficiency of which are hereby acknowledged by each of the parties hereto, the parties agree as follows:

1. BLYTH hereby engages the TEACHER, and the TEACHER hereby accepts such engagement to render such services as are reasonably required by BLYTH and which are more particularly described in paragraph 5 below, in connection with the TERM commencing on 23/2/2016 and ending on 22/4/2016. BLYTH agrees to utilize the TEACHER's services at BLYTH and the TEACHER agrees to provide his/her services for BLYTH's as a teacher for the amount of \$1,600.00 per course X 1 110 hour course(s). The TEACHER shall devote his/her best talents, efforts and abilities in connection with the services to be provided hereunder on a non-exclusive basis in accordance with the School's instructions and directions.
2. Nothing in this Agreement shall be construed so as to create or imply any employer-employee relationship between the parties. It is expressly understood that the TEACHER is an independent contractor and no relationship of employment, quasi-employment, or partnership of any kind is intended between the parties or created by this Agreement.

For greater clarity, this Agreement constitutes a contract for services and not an employment contract. Accordingly, the TEACHER is not entitled to vacation time or vacation pay, statutory holidays, emergency family leave, illness or compassionate leave or any other right or benefit provided under the *Employment Standards Act, 2000*. The TEACHER is also not entitled to benefits such as Canada Pension Plan contributions, OHIP, employment insurance, workers' compensation, health or accident insurance or any other contributions which are regularly provided in an employer-employee relationship.

The contract amount specified in paragraph 1 is gross compensation and is inclusive of any Federal or Provincial sales taxes that might apply to the services being provided. BLYTH will issue T4A slips; however, the School will not withhold income tax at source from any payments issued pursuant to this contract. The TEACHER is solely responsible for remitting his/her own incomes taxes as required pursuant to the *Income Tax Act*. By signing this contract, the TEACHER indemnifies and holds harmless BLYTH for any unpaid income or sales taxes, penalties or interest should the TEACHER fail to remit taxes as required.

3. This agreement is subject to the TEACHER continuing to hold the necessary qualifications in accordance with all applicable statutes and the regulations administered by the Ontario Ministry of

Education (the "Ministry"). The Agreement is also subject to the TEACHER providing a clear Vulnerable Sector Criminal Records Check, in accordance with the procedure described in paragraph 4 below.

4. The Agreement is subject to the TEACHER obtaining and providing BLYTH with a satisfactory - Vulnerable Sector Criminal Records Check by 8/2/2016 . If the TEACHER has been engaged by BLYTH within the current calendar year and already has undergone a Records Check, TEACHER may complete the "Blyth Academy Criminal Offence Declaration Form" in lieu of a new Criminal Records Check. In the event the Records Check is returned with a criminal offence, BLYTH reserves the right to void or renegotiate this Agreement.
5. During the session specified in paragraph 1, the TEACHER agrees to:
- a) Provide students with an email address, to be created and exclusively for his/her teaching at Blyth, at the first class.
 - b) Check his/her e-mail at least once a day for communication from students and/or parents and respond immediately.
 - c) Notify parents of academic difficulties and/or behaviour problems and inform the Principal as well.
 - d) Participation in scheduled professional development session.
 - e) Be available to students one half hour before and one half hour after class to work individually with students who would like extra help.
 - f) Provide in class teaching and out of class academic support such that students will not need to nor expect to engage tutors.
 - g) Administer a final exam mark which should not differ dramatically from the term mark and especially from the test marks.
 - h) Give to parents/students one (1) report by email to be sent on the Friday before a scheduled Parent/Teacher night.
 - i) Attend one (1) parent-teacher night in the Term as scheduled by Blyth.
6. During the session specified in paragraph 1, the TEACHER agrees to perform such additional duties as BLYTH may assign under the applicable statutes and the regulations administered by the Ministry of Education. The TEACHER agrees to be diligent and faithful in the performance of the TEACHER's services under this Agreement.

7. The TEACHER agrees to submit to BLYTH, upon completion of the course, a report card with final course results for each student, and the following information:
- The record of your student evaluation/mark book.
 - Using the Student Information System (Maplewood/Rediker) to post term marks during the course and final marks at the end.
 - Your daily lesson plans using model given.
 - Your long range plan (course of study on file).
 - Your course examples of marked student assignments (for each example please include – high, medium and low).
 - All exams; marked and bundled.
 - A completed report card for each student with their final mark on the Student Information System (Maplewood/Rediker.)

(These should be submitted no later than seven days after the last day of the above-mentioned session.)

8. The Teacher acknowledges that they have read and understood the Blyth Code of Conduct and agrees to abide it. The teacher further acknowledges that s/he will faithfully follow the precepts of the policy. The TEACHER shall also provide proof to BLYTH of Workplace Health and Safety Awareness Training completed within the past 12 months.
9. The contract amount specified in paragraph 1, is payable in three equal payments. One payment will be made upon commencement of the course, the second payment at the mid-point of the course following the marking of the mid-term exam, and the final payment will be paid upon completion of the course. The final payment however will not be issued until the TEACHER has submitted all of the information outlined in paragraph 7 above. BLYTH has the right to offset payments to the TEACHER when an overpayment or administrative error has been made resulting in monies owing to BLYTH. The offset may be applied across any and all current contracts the TEACHER has with BLYTH.
10. All materials required to successfully teach the course will be provided by BLYTH. Should the TEACHER expend personal funds to provide course material for the course, such expenses will be

reimbursed with the prior approval of the school's Principal. Expenses must be listed with original receipts attached in order for these to be reimbursed. If the TEACHER chooses to provide his or her own tools, material and/or supplies, it is the sole responsibility of the TEACHER to ensure that such tools, material and/or supplies are safe and in good working order. Under no circumstances will BLYTH assume responsibility for damage to, or the loss of, tools, material and/or supplies provided by the TEACHER. Further, the TEACHER understands and agrees that, since s/he is not an employee of BLYTH, this paragraph constitutes an agreement pursuant to the *Copyright Act*, RSC 1985, c C-42 that all right, title and interest, including copyright, in any material created by TEACHER pursuant to this Agreement shall be solely owned by BLYTH. The TEACHER understands and agrees that s/he is an independent contractor and, as such, s/he is responsible for all personal expenses associated with performing the services outlined above, including travel, phone and computer costs.

11. The TEACHER understands and agrees that s/he is an independent contractor and, as such, s/he will be compensated only for classes for which services are rendered. If the TEACHER is unable to teach any class, s/he agrees to contact the Academic Director as soon as possible to arrange for a substitute who is competent in the relevant discipline. It is the responsibility of the TEACHER to speak with his/her substitute regarding the class outline, or alternatively, to leave a lesson plan for the substitute. The TEACHER may also be responsible for hiring, supervising and paying, the substitute teacher, if determined necessary by BLYTH.

12. The TEACHER is an independent contractor and, as such, neither party to this contract is obligated to renew the Agreement at the end of its term or provide any notification of any intention to renew or not to renew. Further, either party may terminate this contract during the Term, under the following guidelines:
 - a. At any time, by mutual consent in writing of the TEACHER and BLYTH.
 - b. By BLYTH at any time without advance notice to the TEACHER where, before the commencement of the course or class or teaching in the subject, BLYTH has resolved not to offer the course, class, or subject in the session in paragraph 1.
 - c. By Blyth at any time, without notice, should the TEACHER fail to perform any of the services outlined in paragraphs 5, 6 and 7 above or if the TEACHER contravenes any of the School Discipline and Safety policies / Code of Conduct as noted in paragraph 8 above, or for providing false statements on your application form.

- d. By either BLYTH or the TEACHER, for any reason, with one week's notice. In the event that BLYTH terminates this Agreement during the Term, BLYTH shall have the option of providing the TEACHER with one week's notice of its intention to terminate the Agreement or, in the alternative, Blyth may issue a payment of no less than 5% of the amount payable on the next scheduled delivery of materials pursuant to the table attached as Schedule 'A' to this Agreement. BLYTH and TEACHER agree that notice and/or payment made under this provision shall constitute full and final settlement of any and all claims, commercial or otherwise, arising from or in connection with, the termination of this Agreement during the Term.
13. Should BLYTH terminate the Agreement under 12(b) above BLYTH will have no obligation to pay any of the amount in Paragraph 1. Should BLYTH terminate the Agreement under 12(c) above BLYTH will not be responsible for making any additional payments that would have been otherwise due at the time of the termination.
14. TEACHER consents to the collection, use, disclosure and retention of his or her personal information by BLYTH, or a third party authorized by BLYTH, for reasons consistent with the administration of this Agreement and in accordance with BLYTH's normal business practices. Such collection, use and retention of personal information shall accord with BLYTH's privacy policy, a copy of which will be provided to TEACHER upon request.
15. This Agreement constitutes the entire understanding of the parties with respect to the subject matter set out herein and cannot be modified except by a written instrument signed by the TEACHER and an authorized officer of the School.
16. This Agreement shall be governed and construed in accordance with the laws of the Province of Ontario and the laws of Canada applicable therein, and the parties hereto irrevocably attorn to the exclusive jurisdiction of Ontario.
17. This Agreement may be executed in counterparts with the same effect as if all the parties hereto had signed the same document. Each counterpart is as valid and binding on all parties hereto as every other counterpart, and all counterparts shall be construed together and shall constitute one Agreement.

18. The teacher acknowledges that s/he has read, understood, and signed the Blyth Academy *Code of Conduct Agreement*. The teacher further acknowledges that s/he will faithfully follow the precepts of the policy.

Further, execution and delivery of this Agreement by facsimile transmission or other written electronic communication shall constitute execution and delivery respectively as required by this Agreement.

Please acknowledge acceptance of this Agreement by signing in the space provided below.

In witness whereof the TEACHER has signed and BLYTH has affixed hereto its corporate seal attested by its proper officers in that behalf.

Michael D McNeely
Michael D McNeely (Feb 19, 2016)

Teacher

Luke Coles
Luke Coles (Feb 24, 2016)

Principal
Blyth Academy

Frances Hatcher
Frances Hatcher (Feb 24, 2016)

VP Academics/ Managing Principal
Blyth Academy

Helen Mercer - Fwd: Michael McNeely teaching [REDACTED] ESLBO between blytheducation.com, Michael D McNeely, Luke Coles, and 1 more is Signed and Filed!

From: Michael McNeely <michaeldmcneely@gmail.com>
To: Helen Mercer <hmercerc@cavalluzzo.com>
Date: 12/01/2018 2:33 PM
Subject: Fwd: Michael McNeely teaching [REDACTED] ESLBO between blytheducation.com, Michael D McNeely, Luke Coles, and 1 more is Signed and Filed!
Attachments: Michael McNeely teaching [REDACTED] ESLBO - signed.pdf

----- Forwarded message -----

From: [blytheducation.com](mailto:echosign@echosign.com) <echosign@echosign.com>
Date: Fri, Feb 13, 2015 at 6:06 PM
Subject: Michael McNeely teaching [REDACTED] ESLBO between blytheducation.com, Michael D McNeely, Luke Coles, and 1 more is Signed and Filed!
To: Nicole Gironda <nicolegironda@blytheducation.com>, Luke Coles <lukecoles@blytheducation.com>, Frances Hatcher <frances.hatcher@blytheducation.com>, Michael D McNeely <michaeldmcneely@gmail.com>



Adobe Sign



MEASUREMENT SERVICES
TEACHING - SAMPLES FOR SAMPLES

1565 AGREEMENT made in duplicate this 13th day of February 2015 between
Blyth Education Services, Inc. and Michael D McNeely
of the County of York, State of Pennsylvania
The parties hereby agree to the following:

PERSONAL INFORMATION	
Address	4333 Judds St, Rapid River MI 49781
City	Rapid River
State	MI
Zip	49781
Phone	517-223-1234
Mobile	517-223-1234
Work	517-223-1234
Home	517-223-1234
Other	517-223-1234
Signature	[REDACTED]
Agreement/Order Details	
Course Name	ESL Level 2 - ESLBO
Course Number	517-223-1234

Michael McNeely teaching [REDACTED] ESLBO between blytheducation.com, Michael D McNeely, Luke Coles, and 1 more is Signed and Filed!

From: Nicole Gironda (blytheducation.com)
To: Nicole Gironda, Luke Coles, Frances Hatcher, and Michael D McNeely

Attached is a final copy of **Michael McNeely teaching [REDACTED] ESLBO.**

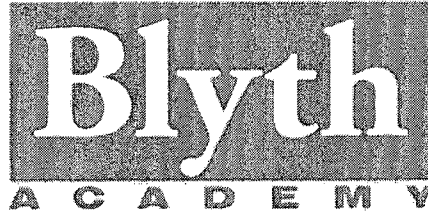
Copies have been automatically sent to all parties to the agreement.

You can view the document in your EchoSign account.

Why use EchoSign:

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- Set-up Reminders. Instantly Share Copies with Others.
- See All of Your Documents, Anytime, Anywhere.


To ensure that you continue receiving our emails, please add echosign@echosign.com to your address book or safe list.




AGREEMENT TO RENDER SERVICES

TEACHER - Lawrence Park CAMPUS

THIS AGREEMENT made in duplicate this (day) 13 day of, (month) February 2014, between Blyth Academy, hereinafter called "BLYTH", and (name) Michael McNeely of (city) Toronto, hereinafter called the "TEACHER".

PERSONAL INFORMATION	
Address	433 Jarvis St. Apartment 217
City	Toronto
Postal Code	M4Y2G6
Date of Birth	Month 09 Day 08 Year 1988
SIN #	
Ontario College of Teachers #	622087
Phone #	6475250445
Email address:	michaeldmcneely@gmail.com

Private/Semi-Private Course Details	
Name of Course	ESL Level 2 - ESLBO
Student Name (s)	

HDM
MDM

FOR GOOD AND VALUABLE CONSIDERATION, the receipt and sufficiency of which are hereby acknowledged by each of the parties hereto, the parties agree as follows:

1. BLYTH hereby engages the TEACHER, and the TEACHER hereby accepts such engagement to render such services as are reasonably required by BLYTH and which are more particularly described in paragraph 5 below, in connection with the TERM commencing on Feb. 2, 2015 and ending on Mar. 31, 2015. BLYTH agrees to utilize the TEACHER's services at BLYTH and the TEACHER agrees to provide his/her services for BLYTH's as a teacher for the amount of 1500 per course x 1 110 hour course(s). The TEACHER shall devote his/her best talents, efforts and abilities in connection with the services to be provided hereunder on a non-exclusive basis in accordance with the School's instructions and directions.
2. Nothing in this Agreement shall be construed so as to create or imply any employer-employee relationship between the parties. It is expressly understood that the TEACHER is an independent contractor and no relationship of employment, quasi-employment, or partnership of any kind is intended between the parties or created by this Agreement.

For greater clarity, this Agreement constitutes a contract for services and not an employment contract. Accordingly, the TEACHER is not entitled to vacation time or vacation pay, statutory holidays, emergency family leave, illness or compassionate leave or any other right or benefit provided under the *Employment Standards Act, 2000*. The TEACHER is also not entitled to benefits such as Canada Pension Plan contributions, OHIP, employment insurance, workers' compensation, health or accident insurance or any other contributions which are regularly provided in an employer-employee relationship.

The contract amount specified in paragraph 1 is gross compensation and is inclusive of any Federal or Provincial sales taxes that might apply to the services being provided. BLYTH will issue T4A slips; however, the School will not withhold income tax at source from any payments issued pursuant to this contract. The TEACHER is solely responsible for remitting his/her own incomes taxes as required pursuant to the *Income Tax Act*. By signing this contract, the TEACHER indemnifies and holds harmless BLYTH for any unpaid income or sales taxes, penalties or interest should the TEACHER fail to remit taxes as required.

3. This agreement is subject to the TEACHER continuing to hold the necessary qualifications in accordance with all applicable statutes and the regulations administered by the Ontario Minister of Education (the "Minister"). The Agreement is also subject to the TEACHER providing a clear Criminal Records Check, in accordance with the procedure described in paragraph 4 below.
4. The Agreement is subject to the TEACHER obtaining and providing BLYTH with a satisfactory Vulnerable Sector Criminal Records Check by March 1, 2015. If the TEACHER has been engaged by BLYTH within the past 12 months and already has undergone a Records Check, TEACHER may complete the "Blyth Academy Declaration Form" in lieu of a new Criminal Records Check. In the event the Records Check is returned with a criminal offence, BLYTH reserves the right to void or renegotiate this Agreement.
5. During the session specified in paragraph 1, the TEACHER agrees to:
 - a) Provide students and parents with his/her e-mail and phone number at the first class.
 - b) Check his/her e-mail and voice mail at least once a day for communication from students and/or parents and respond immediately.
 - c) Notify parents of academic difficulties and/or behaviour problems and inform the Principal as well.
 - d) Participation in scheduled professional development session.
 - e) Be available to students one half hour before and one half hour after class to work individually with students who would like extra help.
 - f) Provide in class teaching and out of class academic support such that students will not need to nor expect to engage tutors.
 - g) Administer a final exam mark which should not differ dramatically from the term mark and especially from the test marks.
 - h) Give to parents/students one (1) report by email to be sent on the Friday before a scheduled Parent/Teacher night.
 - i) Attend one (1) parent-teacher night in the Term as scheduled by Blyth.
6. During the session specified in paragraph 1, the TEACHER agrees to perform such additional duties as BLYTH may assign under the applicable statutes and the regulations administered by the Minister. The TEACHER agrees to be diligent and faithful in the performance of the TEACHER's services under this Agreement.

7. The TEACHER agrees to submit to BLYTH, upon completion of the course, a report card with final course results for each student, and the following information:
 - a. The record of your student evaluation/mark book.
 - b. Using the Student Information System (Maplewood/Rediker) to post term marks during the course and final marks at the end.
 - c. Your daily lesson plans using model given.
 - d. Your long range plan (course of study on file).
 - e. Your course examples of marked student assignments (for each example please include – high, medium and low).
 - f. All exams; marked and bundled.
 - g. A completed report card for each student with their final mark on the Student Information System (Maplewood/Rediker.)

(These should be submitted no later than seven days after the last day of the above-mentioned session.)

8. The Teacher acknowledges that they have read and understood the Blyth School Discipline and Safety Policy and agrees to abide it. The teacher further acknowledges that s/he will faithfully follow the precepts of the policy. The TEACHER shall also provide proof to BLYTH of Workplace Health and Safety Awareness Training completed within the past 12 months.
9. The contract amount specified in paragraph 1, is payable in three equal payments. One payment will be made upon commencement of the course, the second payment at the mid-point of the course following the marking of the mid-term exam, and the final payment will be paid upon completion of the course. The final payment however will not be issued until the TEACHER has submitted all of the information outlined in paragraph 7 above. BLYTH has the right to offset payments to the TEACHER when an overpayment or administrative error has been made resulting in monies owing to BLYTH. The offset may be applied across any and all current contracts the TEACHER has with BLYTH.
10. All materials required to successfully teach the course will be provided by BLYTH. Should the TEACHER expend personal funds to provide course material for the course, such expenses will be

reimbursed with the prior approval of the school's Principal. Expenses must be listed with original receipts attached in order for these to be reimbursed. If the TEACHER chooses to provide his or her own tools, material and/or supplies, it is the sole responsibility of the TEACHER to ensure that such tools, material and/or supplies are safe and in good working order. Under no circumstances will BLYTH assume responsibility for damage to, or the loss of, tools, material and/or supplies provided by the TEACHER. Further, the TEACHER understands and agrees that, since s/he is not an employee of BLYTH, this paragraph constitutes an agreement pursuant to the *Copyright Act*, RSC 1985, c C-42 that all right, title and interest, including copyright, in any material created by TEACHER pursuant to this Agreement shall be solely owned by BLYTH. The TEACHER understands and agrees that s/he is an independent contractor and, as such, s/he is responsible for all personal expenses associated with performing the services outlined above, including travel, phone and computer costs.

11. The TEACHER understands and agrees that s/he is an independent contractor and, as such, s/he will be compensated only for classes for which services are rendered. If the TEACHER is unable to teach any class, s/he agrees to contact the Academic Director as soon as possible to arrange for a substitute who is competent in the relevant discipline. It is the responsibility of the TEACHER to speak with his/her substitute regarding the class outline, or alternatively, to leave a lesson plan for the substitute. The TEACHER may also be responsible for hiring, supervising and paying, the substitute teacher, if determined necessary by BLYTH.

12. The TEACHER is an independent contractor and, as such, neither party to this contract is obligated to renew the Agreement at the end of its term or provide any notification of any intention to renew or not to renew. Further, either party may terminate this contract during the Term, under the following guidelines:
 - a. At any time, by mutual consent in writing of the TEACHER and BLYTH.
 - b. By BLYTH at any time without advance notice to the TEACHER where, before the commencement of the course or class or teaching in the subject, BLYTH has resolved not to offer the course, class, or subject in the session in paragraph 1.
 - c. By Blyth at any time, without notice, should the TEACHER fail to perform any of the services outlined in paragraphs 5, 6 and 7 above or if the TEACHER contravenes any of the School Discipline and Safety policies as noted in paragraph 8 above.
 - d. By either BLYTH or the TEACHER, for any reason, with one week's notice. In the event that BLYTH terminates this Agreement during the Term, BLYTH shall have the option of providing the

TEACHER with one week's notice of its intention to terminate the Agreement or, in the alternative, Blyth may issue a payment of no less than 5% of the amount payable on the next scheduled delivery of materials pursuant to the table attached as Schedule 'A' to this Agreement. BLYTH and TEACHER agree that notice and/or payment made under this provision shall constitute full and final settlement of any and all claims, commercial or otherwise, arising from or in connection with, the termination of this Agreement during the Term.

13. Should BLYTH terminate the Agreement under 12(b) above BLYTH will have no obligation to pay any of the amount in Paragraph 1. Should BLYTH terminate the Agreement under 12(c) above BLYTH will not be responsible for making any additional payments that would have been otherwise due at the time of the termination.
14. TEACHER consents to the collection, use, disclosure and retention of his or her personal information by BLYTH, or a third party authorized by BLYTH, for reasons consistent with the administration of this Agreement and in accordance with BLYTH's normal business practices. Such collection, use and retention of personal information shall accord with BLYTH's privacy policy, a copy of which will be provided to TEACHER upon request.
15. This Agreement constitutes the entire understanding of the parties with respect to the subject matter set out herein and cannot be modified except by a written instrument signed by the TEACHER and an authorized officer of the School.
16. This Agreement shall be governed and construed in accordance with the laws of the Province of Ontario and the laws of Canada applicable therein, and the parties hereto irrevocably attorn to the exclusive jurisdiction of Ontario.
17. This Agreement may be executed in counterparts with the same effect as if all the parties hereto had signed the same document. Each counterpart is as valid and binding on all parties hereto as every other counterpart, and all counterparts shall be construed together and shall constitute one Agreement.

18. The teacher acknowledges that s/he has read, understood, and signed the Blyth Academy *School Discipline and Safety Policy*. The teacher further acknowledges that s/he will faithfully follow the precepts of the policy.

Further, execution and delivery of this Agreement by facsimile transmission or other written electronic communication shall constitute execution and delivery respectively as required by this Agreement.

Please acknowledge acceptance of this Agreement by signing in the space provided below.

In witness whereof the TEACHER has signed and BLYTH has affixed hereto its corporate seal attested by its proper officers in that behalf.

Michael D McNeely
Michael D McNeely (Feb 13, 2015)
Teacher


Luke Coles
Luke Coles (Feb 13, 2015)
Head of School
Blyth Academy

Frances Hatcher
Frances Hatcher (Feb 13, 2015)
VP Academics/ Principal
Blyth Academy

Michael McNeely teaching [REDACTED] ESLBO

EchoSign Document History

February 13, 2015













Blyth
EDUCATION

STATE OF NEW YORK
OFFICE OF THE STATE EDUCATION OFFICER
125 WEST STATE STREET, ALBANY, NY 12242-5500
TEL: 518/474-8500 FAX: 518/474-8501
WWW.STATEED.gov

PERSONAL INFORMATION	
Name	
City	
State	
Zip	
Home Phone	
Work Phone	
Mobile Phone	
Home Email	
Work Email	
Mobile Email	
Emergency Contact Name	
Emergency Contact Phone	
Emergency Contact Email	
Emergency Contact Address	

Created:	February 13, 2015
By:	Nicole Gironda (nicolegironda@blytheducation.com)
Status:	SIGNED
Transaction ID:	XJLIN39427D4UXK

“Michael McNeely teaching [REDACTED] ESLBO” History

-  Document created by Nicole Gironda (nicolegironda@blytheducation.com)
February 13, 2015 - 12:12 PM EST - IP address: 99.226.137.44
-  Document emailed to Michael D McNeely (michaeldmneely@gmail.com) for signature
February 13, 2015 - 12:13 PM EST
-  Document viewed by Michael D McNeely (michaeldmneely@gmail.com)
February 13, 2015 - 12:35 PM EST - IP address: 66.249.83.139
-  Document e-signed by Michael D McNeely (michaeldmneely@gmail.com)
Signature Date: February 13, 2015 - 12:46 PM EST - Time Source: server - IP address: 99.226.144.98
-  Document emailed to Luke Coles (lukecoles@blytheducation.com) for signature
February 13, 2015 - 12:46 PM EST
-  Document viewed by Luke Coles (lukecoles@blytheducation.com)
February 13, 2015 - 1:39 PM EST - IP address: 99.226.137.44
-  Document e-signed by Luke Coles (lukecoles@blytheducation.com)
Signature Date: February 13, 2015 - 1:40 PM EST - Time Source: server - IP address: 99.226.137.44
-  Document emailed to Frances Hatcher (frances.hatcher@blytheducation.com) for signature
February 13, 2015 - 1:40 PM EST
-  Document viewed by Frances Hatcher (frances.hatcher@blytheducation.com)
February 13, 2015 - 6:06 PM EST - IP address: 76.67.76.10
-  Document e-signed by Frances Hatcher (frances.hatcher@blytheducation.com)
Signature Date: February 13, 2015 - 6:06 PM EST - Time Source: server - IP address: 76.67.76.10

☉ Signed document emailed to Nicole Gironda (nicolegironda@blytheducation.com), Michael D McNeely (michaeldmcneely@gmail.com), Luke Coles (lukecoles@blytheducation.com) and Frances Hatcher (frances.hatcher@blytheducation.com)

February 13, 2015 - 6:06 PM EST

Helen Mercer - Fwd: Michael McNeely teaching [REDACTED] ENG3U between blytheducation.com, Michael McNeely, Luke Coles, and 1 more is Signed and Filed!

From: Michael McNeely <michaeldmcneely@gmail.com>
To: Helen Mercer <hmercerc@cavalluzzo.com>
Date: 12/01/2018 2:34 PM
Subject: Fwd: Michael McNeely teaching [REDACTED] ENG3U between blytheducation.com, Michael McNeely, Luke Coles, and 1 more is Signed and Filed!
Attachments: Michael McNeely teaching [REDACTED] ENG3U - signed.pdf

----- Forwarded message -----

From: [blytheducation.com](mailto:echosign@echosign.com) <echosign@echosign.com>
Date: Tue, Feb 9, 2016 at 9:10 AM
Subject: Michael McNeely teaching [REDACTED] ENG3U between blytheducation.com, Michael McNeely, Luke Coles, and 1 more is Signed and Filed!
To: Leni Pothaar <leni.pothaar@blytheducation.com>, Luke Coles <lukecoles@blytheducation.com>, Frances Hatcher <frances.hatcher@blytheducation.com>, Michael McNeely <michaeldmcneelv@gmail.com>



Adobe Sign



AGREEMENT TO SEND SERVICE
TO: [REDACTED]
FROM: [REDACTED]
DATE: 02/09/2016
TIME: 09:10 AM
SUBJECT: Michael McNeely teaching [REDACTED] ENG3U between blytheducation.com, Michael McNeely, Luke Coles, and 1 more is Signed and Filed!

PERSONAL INFORMATION	
Name	415 JAMES ST APT#1000A 217
City	TRURO
Postal Code	B0T1C0
Date of Birth	02/09/1980
Sex	M
Phone #	609-270-8800
Email Address	michaeldmcneely@gmail.com

Privacy/Consent/Privacy Consent Details	
Name of Contact	ENG3U
Business Name	Michael McNeely

FOR SERVICE AND TO OBTAIN INFORMATION, the vendor and authority of which are hereby acknowledged by the parties herein, the parties agree as follows:

Michael McNeely teaching [REDACTED] ENG3U between blytheducation.com, Michael McNeely, Luke Coles, and 1 more is Signed and Filed!

From: Leni Pothaar (blytheducation.com)
To: Leni Pothaar, Luke Coles, Frances Hatcher, and Michael McNeely

Attached is a final copy of **Michael McNeely teaching [REDACTED] ENG3U.**

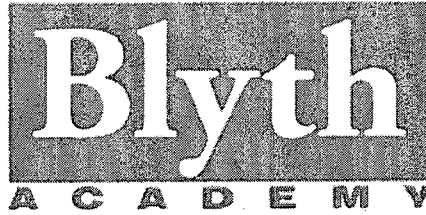
Copies have been automatically sent to all parties to the agreement.

You can view **the document** in your
Adobe Document Cloud account.

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- Set-up Reminders. Instantly Share Copies with Others.
- See All of Your Documents, Anytime, Anywhere.


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AGREEMENT TO RENDER SERVICES

TEACHER - ^{Lawrence Park} **CAMPUS**

THIS AGREEMENT made in duplicate this (day) 9th day of, (month) February (year) 2016,
 between Blyth Academy, hereinafter called "BLYTH", and (name) Michael McNeely
 _____ of (city) Toronto, hereinafter called the "TEACHER".

PERSONAL INFORMATION	
Address	433 Jarvis St. Apartment 217
City	Toronto
Postal Code	M4Y2G6
Date of Birth	Month <u>09</u> Day <u>08</u> Year <u>1988</u>
SIN #	
Ontario College of Teachers #	622087
Phone #	6475250445
Email address:	michaeldmcneely@gmail.com

Private/Semi-Private Course Details	
Name of Course	ENG3U
Student Name (s)	

FOR GOOD AND VALUABLE CONSIDERATION, the receipt and sufficiency of which are hereby acknowledged by each of the parties hereto, the parties agree as follows:

1. BLYTH hereby engages the TEACHER, and the TEACHER hereby accepts such engagement to render such services as are reasonably required by BLYTH and which are more particularly described in paragraph 5 below, in connection with the TERM commencing on 8/2/2016 and ending on 22/4/2016. BLYTH agrees to utilize the TEACHER's services at BLYTH and the TEACHER agrees to provide his/her services for BLYTH's as a teacher for the amount of \$1,600.00 per course X 1 110 hour course(s). The TEACHER shall devote his/her best talents, efforts and abilities in connection with the services to be provided hereunder on a non-exclusive basis in accordance with the School's instructions and directions.

2. Nothing in this Agreement shall be construed so as to create or imply any employer-employee relationship between the parties. It is expressly understood that the TEACHER is an independent contractor and no relationship of employment, quasi-employment, or partnership of any kind is intended between the parties or created by this Agreement.

For greater clarity, this Agreement constitutes a contract for services and not an employment contract. Accordingly, the TEACHER is not entitled to vacation time or vacation pay, statutory holidays, emergency family leave, illness or compassionate leave or any other right or benefit provided under the *Employment Standards Act, 2000*. The TEACHER is also not entitled to benefits such as Canada Pension Plan contributions, OHIP, employment insurance, workers' compensation, health or accident insurance or any other contributions which are regularly provided in an employer-employee relationship.

The contract amount specified in paragraph 1 is gross compensation and is inclusive of any Federal or Provincial sales taxes that might apply to the services being provided. BLYTH will issue T4A slips; however, the School will not withhold income tax at source from any payments issued pursuant to this contract. The TEACHER is solely responsible for remitting his/her own incomes taxes as required pursuant to the *Income Tax Act*. By signing this contract, the TEACHER indemnifies and holds harmless BLYTH for any unpaid income or sales taxes, penalties or interest should the TEACHER fail to remit taxes as required.

3. This agreement is subject to the TEACHER continuing to hold the necessary qualifications in accordance with all applicable statutes and the regulations administered by the Ontario Ministry of

Education (the "Ministry"). The Agreement is also subject to the TEACHER providing a clear Vulnerable Sector Criminal Records Check, in accordance with the procedure described in paragraph 4 below.

4. The Agreement is subject to the TEACHER obtaining and providing BLYTH with a satisfactory - Vulnerable Sector Criminal Records Check by 22/2/2016 . If the TEACHER has been engaged by BLYTH within the current calendar year and already has undergone a Records Check, TEACHER may complete the "Blyth Academy Criminal Offence Declaration Form" in lieu of a new Criminal Records Check. In the event the Records Check is returned with a criminal offence, BLYTH reserves the right to void or renegotiate this Agreement.

5. During the session specified in paragraph 1, the TEACHER agrees to:
 - a) Provide students with an email address, to be created and exclusively for his/her teaching at Blyth, at the first class.
 - b) Check his/her e-mail at least once a day for communication from students and/or parents and respond immediately.
 - c) Notify parents of academic difficulties and/or behaviour problems and inform the Principal as well.
 - d) Participation in scheduled professional development session.
 - e) Be available to students one half hour before and one half hour after class to work individually with students who would like extra help.
 - f) Provide in class teaching and out of class academic support such that students will not need to nor expect to engage tutors.
 - g) Administer a final exam mark which should not differ dramatically from the term mark and especially from the test marks.
 - h) Give to parents/students one (1) report by email to be sent on the Friday before a scheduled Parent/Teacher night.
 - i) Attend one (1) parent-teacher night in the Term as scheduled by Blyth.

6. During the session specified in paragraph 1, the TEACHER agrees to perform such additional duties as BLYTH may assign under the applicable statutes and the regulations administered by the Ministry of Education. The TEACHER agrees to be diligent and faithful in the performance of the TEACHER's services under this Agreement.

7. The TEACHER agrees to submit to BLYTH, upon completion of the course, a report card with final course results for each student, and the following information:
- a. The record of your student evaluation/mark book.
 - b. Using the Student Information System (Maplewood/Rediker) to post term marks during the course and final marks at the end.
 - c. Your daily lesson plans using model given.
 - d. Your long range plan (course of study on file).
 - e. Your course examples of marked student assignments (for each example please include – high, medium and low).
 - f. All exams; marked and bundled.
 - g. A completed report card for each student with their final mark on the Student Information System (Maplewood/Rediker.)

(These should be submitted no later than seven days after the last day of the above-mentioned session.)

8. The Teacher acknowledges that they have read and understood the Blyth Code of Conduct and agrees to abide it. The teacher further acknowledges that s/he will faithfully follow the precepts of the policy. The TEACHER shall also provide proof to BLYTH of Workplace Health and Safety Awareness Training completed within the past 12 months.
9. The contract amount specified in paragraph 1, is payable in three equal payments. One payment will be made upon commencement of the course, the second payment at the mid-point of the course following the marking of the mid-term exam, and the final payment will be paid upon completion of the course. The final payment however will not be issued until the TEACHER has submitted all of the information outlined in paragraph 7 above. BLYTH has the right to offset payments to the TEACHER when an overpayment or administrative error has been made resulting in monies owing to BLYTH. The offset may be applied across any and all current contracts the TEACHER has with BLYTH.
10. All materials required to successfully teach the course will be provided by BLYTH. Should the TEACHER expend personal funds to provide course material for the course, such expenses will be

reimbursed with the prior approval of the school's Principal. Expenses must be listed with original receipts attached in order for these to be reimbursed. If the TEACHER chooses to provide his or her own tools, material and/or supplies, it is the sole responsibility of the TEACHER to ensure that such tools, material and/or supplies are safe and in good working order. Under no circumstances will BLYTH assume responsibility for damage to, or the loss of, tools, material and/or supplies provided by the TEACHER. Further, the TEACHER understands and agrees that, since s/he is not an employee of BLYTH, this paragraph constitutes an agreement pursuant to the *Copyright Act, RSC 1985, c C-42* that all right, title and interest, including copyright, in any material created by TEACHER pursuant to this Agreement shall be solely owned by BLYTH. The TEACHER understands and agrees that s/he is an independent contractor and, as such, s/he is responsible for all personal expenses associated with performing the services outlined above, including travel, phone and computer costs.

11. The TEACHER understands and agrees that s/he is an independent contractor and, as such, s/he will be compensated only for classes for which services are rendered. If the TEACHER is unable to teach any class, s/he agrees to contact the Academic Director as soon as possible to arrange for a substitute who is competent in the relevant discipline. It is the responsibility of the TEACHER to speak with his/her substitute regarding the class outline, or alternatively, to leave a lesson plan for the substitute. The TEACHER may also be responsible for hiring, supervising and paying, the substitute teacher, if determined necessary by BLYTH.

12. The TEACHER is an independent contractor and, as such, neither party to this contract is obligated to renew the Agreement at the end of its term or provide any notification of any intention to renew or not to renew. Further, either party may terminate this contract during the Term, under the following guidelines:
 - a. At any time, by mutual consent in writing of the TEACHER and BLYTH.
 - b. By BLYTH at any time without advance notice to the TEACHER where, before the commencement of the course or class or teaching in the subject, BLYTH has resolved not to offer the course, class, or subject in the session in paragraph 1.
 - c. By Blyth at any time, without notice, should the TEACHER fail to perform any of the services outlined in paragraphs 5, 6 and 7 above or if the TEACHER contravenes any of the School Discipline and Safety policies / Code of Conduct as noted in paragraph 8 above, or for providing false statements on your application form.

- d. By either BLYTH or the TEACHER, for any reason, with one week's notice. In the event that BLYTH terminates this Agreement during the Term, BLYTH shall have the option of providing the TEACHER with one week's notice of its intention to terminate the Agreement or, in the alternative, Blyth may issue a payment of no less than 5% of the amount payable on the next scheduled delivery of materials pursuant to the table attached as Schedule 'A' to this Agreement. BLYTH and TEACHER agree that notice and/or payment made under this provision shall constitute full and final settlement of any and all claims, commercial or otherwise, arising from or in connection with, the termination of this Agreement during the Term.
13. Should BLYTH terminate the Agreement under 12(b) above BLYTH will have no obligation to pay any of the amount in Paragraph 1. Should BLYTH terminate the Agreement under 12(c) above BLYTH will not be responsible for making any additional payments that would have been otherwise due at the time of the termination.
14. TEACHER consents to the collection, use, disclosure and retention of his or her personal information by BLYTH, or a third party authorized by BLYTH, for reasons consistent with the administration of this Agreement and in accordance with BLYTH's normal business practices. Such collection, use and retention of personal information shall accord with BLYTH's privacy policy, a copy of which will be provided to TEACHER upon request.
15. This Agreement constitutes the entire understanding of the parties with respect to the subject matter set out herein and cannot be modified except by a written instrument signed by the TEACHER and an authorized officer of the School.
16. This Agreement shall be governed and construed in accordance with the laws of the Province of Ontario and the laws of Canada applicable therein, and the parties hereto irrevocably attorn to the exclusive jurisdiction of Ontario.
17. This Agreement may be executed in counterparts with the same effect as if all the parties hereto had signed the same document. Each counterpart is as valid and binding on all parties hereto as every other counterpart, and all counterparts shall be construed together and shall constitute one Agreement.

18. The teacher acknowledges that s/he has read, understood, and signed the Blyth Academy *Code of Conduct Agreement*. The teacher further acknowledges that s/he will faithfully follow the precepts of the policy.

Further, execution and delivery of this Agreement by facsimile transmission or other written electronic communication shall constitute execution and delivery respectively as required by this Agreement.

Please acknowledge acceptance of this Agreement by signing in the space provided below.

In witness whereof the TEACHER has signed and BLYTH has affixed hereto its corporate seal attested by its proper officers in that behalf.

Michael McNeely
Michael McNeely (Feb 9, 2016)

Teacher

Luke Coles
Luke Coles (Feb 9, 2016)

Principal
Blyth Academy

Frances Hatcher
Frances Hatcher (Feb 9, 2016)

VP Academics/ Managing Principal
Blyth Academy

Helen Mercer - Fwd: Campus PRIVATES (between Michael McNeely, Luke Coles, Frances Hatcher, and 1 more) is Signed and Filed!

From: Michael McNeely <michaeldmcneely@gmail.com>
To: Helen Mercer <hmercercavalluzzo.com>
Date: 12/01/2018 2:34 PM
Subject: Fwd: Campus PRIVATES (between Michael McNeely, Luke Coles, Frances Hatcher, and 1 more) is Signed and Filed!
Attachments: Campus PRIVATES - signed.pdf

----- Forwarded message -----

From: Katlynd McLaren <echosign@echosign.com>
Date: Thu, Aug 7, 2014 at 9:12 AM
Subject: Campus PRIVATES (between Michael McNeely, Luke Coles, Frances Hatcher, and 1 more) is Signed and Filed!
To: Michael McNeely <michaeldmcneely@gmail.com>, Luke Coles <lukecoles@blytheducation.com>, Frances Hatcher <frances.hatcher@blytheducation.com>



Adobe Sign



AGREEMENT FOR BLENDED LEARNING

THIS AGREEMENT Made of Right and Reason...
I, the undersigned, have read the "Blyth" and agree to the following conditions:
I, the undersigned, have read the "Blyth" and agree to the following conditions:

PERSONAL INFORMATION	
Name	437 Jarvis St Apt 2117
City	London
Phone (cell)	844 231 0000
State of birth	Ontario
Sex	F
Student ID Number	530324528
Student ID Number	632087
Phone #	5475250445
Email Address	michaeldmcneely@gmail.com

Priority/Level/Prerequisites	
Name of Course	English - ENG4U
Student Number	530324528

THE SIGNED AND SIGNABLE INFORMATION, the images and signatures of which are hereby acknowledged by each of the parties hereto. IN WITNESS WHEREOF...

Campus PRIVATES (between Michael McNeely, Luke Coles, Frances Hatcher, and 1 more) is Signed and Filed!

From: Katlynd McLaren (blytheducation.com)
To: Michael McNeely, Luke Coles and Frances Hatcher

Attached is a final copy of **Campus PRIVATES**.

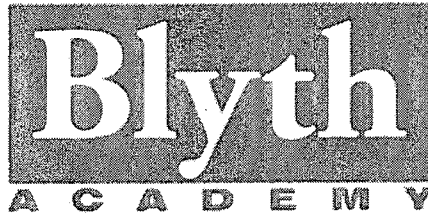
Copies have been automatically sent to all parties to the agreement.

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AGREEMENT TO RENDER SERVICES

TEACHER - Lawrence Park CAMPUS

THIS AGREEMENT made in duplicate this (day) 06 day of, (month) August 2014, between Blyth Academy, hereinafter called "BLYTH", and (name) Michael McNeely of (city) Toronto, hereinafter called the "TEACHER".

PERSONAL INFORMATION	
Address	433 Jarvis St. Apt. 217
City	Toronto
Postal Code	M4Y 2G6
Date of Birth	Month <u>09</u> Day <u>08</u> Year <u>1988</u>
SIN #	[REDACTED]
Ontario College of Teachers #	622087
Phone #	6475250445
Email address:	michaeldmcneely@gmail.com

Private/Semi-Private Course Details	
Name of Course	English - ENG4U
Student Name (s)	[REDACTED]

FOR GOOD AND VALUABLE CONSIDERATION, the receipt and sufficiency of which are hereby acknowledged by each of the parties hereto, the parties agree as follows:

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1. BLYTH hereby engages the TEACHER, and the TEACHER hereby accepts such engagement to render such services as are reasonably required by BLYTH and which are more particularly described in paragraph 5 below, in connection with the TERM commencing on August 6, 2014 and ending on August 31, 2014. BLYTH agrees to utilize the TEACHER's services at BLYTH and the TEACHER agrees to provide his/her services for BLYTH's as a teacher for the amount of \$750 per course X 1 55 hour course(s). The TEACHER shall devote his/her best talents, efforts and abilities in connection with the services to be provided hereunder on a non-exclusive basis in accordance with the School's instructions and directions.
2. Nothing in this Agreement shall be construed so as to create or imply any employer-employee relationship between the parties. It is expressly understood that the TEACHER is an independent contractor and no relationship of employment, quasi-employment, or partnership of any kind is intended between the parties or created by this Agreement.

For greater clarity, this Agreement constitutes a contract for services and not an employment contract. Accordingly, the TEACHER is not entitled to vacation time or vacation pay, statutory holidays, emergency family leave, illness or compassionate leave or any other right or benefit provided under the *Employment Standards Act, 2000*. The TEACHER is also not entitled to benefits such as Canada Pension Plan contributions, OHIP, employment insurance, workers' compensation, health or accident insurance or any other contributions which are regularly provided in an employer-employee relationship.

The contract amount specified in paragraph 1 is gross compensation and is inclusive of any Federal or Provincial sales taxes that might apply to the services being provided. BLYTH will issue T4A slips; however, the School will not withhold income tax at source from any payments issued pursuant to this contract. The TEACHER is solely responsible for remitting his/her own incomes taxes as required pursuant to the *Income Tax Act*. By signing this contract, the TEACHER indemnifies and holds harmless BLYTH for any unpaid income or sales taxes, penalties or interest should the TEACHER fail to remit taxes as required.

3. This agreement is subject to the TEACHER continuing to hold the necessary qualifications in accordance with all applicable statutes and the regulations administered by the Ontario Minister of

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Education (the "Minister"). The Agreement is also subject to the TEACHER providing a clear Criminal Records Check, in accordance with the procedure described in paragraph 4 below.

4. By signing this Agreement, the TEACHER consents to BLYTH requesting a Canadian Criminal Records Check (the "Records Check") on behalf of him or her, and agrees to cooperate with BLYTH by promptly providing any information required for the completion of the Records Check. The TEACHER acknowledges and agrees that the Records Check is to be completed before the commencement noted in P.1. If the TEACHER has been engaged by BLYTH during a previous period, and already has undergone a Records Check, BLYTH may, in its sole discretion, waive this requirement. BLYTH will handle the administration of the Records Check; however, the associated fee (approximately \$60) will be deducted from the TEACHER's first payment. In the event the Records Check is returned with a criminal offence, BLYTH reserves the right to void or renegotiate this Agreement.
5. During the session specified in paragraph 1, the TEACHER agrees to:
 - a) Provide students and parents with his/her e-mail and phone number at the first class.
 - b) Check his/her e-mail and voice mail at least once a day for communication from students and/or parents and respond immediately.
 - c) Notify parents of academic difficulties and/or behaviour problems and inform the Principal as well.
 - d) Participation in scheduled professional development session.
 - e) Be available to students one half hour before and one half hour after class to work individually with students who would like extra help.
 - f) Provide in class teaching and out of class academic support such that students will not need to nor expect to engage tutors.
 - g) Administer a final exam mark which should not differ dramatically from the term mark and especially from the test marks.
 - h) Give to parents/students one (1) report by email to be sent on the Friday before a scheduled Parent/Teacher night.
 - i) Attend one (1) parent-teacher night in the Term as scheduled by Blyth.
6. During the session specified in paragraph 1, the TEACHER agrees to perform such additional duties as BLYTH may assign under the applicable statutes and the regulations administered by the Minister.

The TEACHER agrees to be diligent and faithful in the performance of the TEACHER's services under this Agreement.

7. The TEACHER agrees to submit to BLYTH, upon completion of the course, a report card with final course results for each student, and the following information:
 - a. The record of your student evaluation/mark book.
 - b. Using the Student Information System (Maplewood/Rediker) to post term marks during the course and final marks at the end.
 - c. Your daily lesson plans using model given.
 - d. Your long range plan (course of study on file).
 - e. Your course examples of marked student assignments (for each example please include – high, medium and low).
 - f. All exams; marked and bundled.
 - g. A completed report card for each student with their final mark on the Student Information System (Maplewood/Rediker.)

(These should be submitted no later than seven days after the last day of the above-mentioned session.)

8. The Teacher acknowledges that they have read and understood the Blyth School Discipline and Safety Policy and agrees to abide it. The teacher further acknowledges that s/he will faithfully follow the precepts of the policy. The TEACHER shall also provide proof to BLYTH of Workplace Health and Safety Awareness Training completed within the past 12 months.
9. The contract amount specified in paragraph 1, is payable in three equal payments. One payment will be made upon commencement of the course, the second payment at the mid-point of the course following the marking of the mid-term exam, and the final payment will be paid upon completion of the course. The final payment however will not be issued until the TEACHER has submitted all of the information outlined in paragraph 7 above. BLYTH has the right to offset payments to the TEACHER when an overpayment or administrative error has been made resulting in monies owing to BLYTH. The offset may be applied across any and all current contracts the TEACHER has with BLYTH.

10. All materials required to successfully teach the course will be provided by BLYTH. Should the TEACHER expend personal funds to provide course material for the course, such expenses will be reimbursed with the prior approval of the school's Principal. Expenses must be listed with original receipts attached in order for these to be reimbursed. If the TEACHER chooses to provide his or her own tools, material and/or supplies, it is the sole responsibility of the TEACHER to ensure that such tools, material and/or supplies are safe and in good working order. Under no circumstances will BLYTH assume responsibility for damage to, or the loss of, tools, material and/or supplies provided by the TEACHER. Further, the TEACHER understands and agrees that, since s/he is not an employee of BLYTH, this paragraph constitutes an agreement pursuant to the *Copyright Act*, RSC 1985, c C-42 that all right, title and interest, including copyright, in any material created by TEACHER pursuant to this Agreement shall be solely owned by BLYTH. The TEACHER understands and agrees that s/he is an independent contractor and, as such, s/he is responsible for all personal expenses associated with performing the services outlined above, including travel, phone and computer costs.
11. The TEACHER understands and agrees that s/he is an independent contractor and, as such, s/he will be compensated only for classes for which services are rendered. If the TEACHER is unable to teach any class, s/he agrees to contact the Academic Director as soon as possible to arrange for a substitute who is competent in the relevant discipline. It is the responsibility of the TEACHER to speak with his/her substitute regarding the class outline, or alternatively, to leave a lesson plan for the substitute. The TEACHER may also be responsible for hiring, supervising and paying, the substitute teacher, if determined necessary by BLYTH.
12. The TEACHER is an independent contractor and, as such, neither party to this contract is obligated to renew the Agreement at the end of its term or provide any notification of any intention to renew or not to renew. Further, either party may terminate this contract during the Term, under the following guidelines:
- a. At any time, by mutual consent in writing of the TEACHER and BLYTH.
 - b. By BLYTH at any time without advance notice to the TEACHER where, before the commencement of the course or class or teaching in the subject, BLYTH has resolved not to offer the course, class, or subject in the session in paragraph 1.
 - c. By Blyth at any time, without notice, should the TEACHER fail to perform any of the services outlined in paragraphs 5, 6 and 7 above or if the TEACHER contravenes any of the School Discipline and Safety policies as noted in paragraph 8 above.

- d. By either BLYTH or the TEACHER, for any reason, with one week's notice. In the event that BLYTH terminates this Agreement during the Term, BLYTH shall have the option of providing the TEACHER with one week's notice of its intention to terminate the Agreement or, in the alternative, Blyth may issue a payment of no less than 5% of the amount payable on the next scheduled delivery of materials pursuant to the table attached as Schedule 'A' to this Agreement. BLYTH and TEACHER agree that notice and/or payment made under this provision shall constitute full and final settlement of any and all claims, commercial or otherwise, arising from or in connection with, the termination of this Agreement during the Term.
13. Should BLYTH terminate the Agreement under 12(b) above BLYTH will have no obligation to pay any of the amount in Paragraph 1. Should BLYTH terminate the Agreement under 12(c) above BLYTH will not be responsible for making any additional payments that would have been otherwise due at the time of the termination.
14. TEACHER consents to the collection, use, disclosure and retention of his or her personal information by BLYTH, or a third party authorized by BLYTH, for reasons consistent with the administration of this Agreement and in accordance with BLYTH's normal business practices. Such collection, use and retention of personal information shall accord with BLYTH's privacy policy, a copy of which will be provided to TEACHER upon request.
15. This Agreement constitutes the entire understanding of the parties with respect to the subject matter set out herein and cannot be modified except by a written instrument signed by the TEACHER and an authorized officer of the School.
16. This Agreement shall be governed and construed in accordance with the laws of the Province of Ontario and the laws of Canada applicable therein, and the parties hereto irrevocably attorn to the exclusive jurisdiction of Ontario.
17. This Agreement may be executed in counterparts with the same effect as if all the parties hereto had signed the same document. Each counterpart is as valid and binding on all parties hereto as every other counterpart, and all counterparts shall be construed together and shall constitute one Agreement.


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18. The teacher acknowledges that s/he has read, understood, and signed the Blyth Academy *School Discipline and Safety Policy*. The teacher further acknowledges that s/he will faithfully follow the precepts of the policy.

Further, execution and delivery of this Agreement by facsimile transmission or other written electronic communication shall constitute execution and delivery respectively as required by this Agreement.

Please acknowledge acceptance of this Agreement by signing in the space provided below.

In witness whereof the TEACHER has signed and BLYTH has affixed hereto its corporate seal attested by its proper officers in that behalf.

Michael McNeely
Michael McNeely (Aug 7, 2014)

Luke Coles
Luke Coles (Aug 7, 2014)

Head of School
Blyth Academy

Frances Hatcher
Frances Hatcher (Aug 7, 2014)

VP Academics/ Principal
Blyth Academy

Campus PRIVATES

EchoSign Document History











August 07, 2014



Blyth	
Blyth Education	
Account Name	
Account ID	
Account Type	
Account Status	
Account Created	
Account Modified	
Account Deleted	
Account Expiry	
Account Contact	
Account Address	
Account Phone	
Account Email	
Account Website	
Account Notes	

Created:	August 06, 2014
By:	Katlynd McLaren (katlyndmclaren@blytheducation.com)
Status:	SIGNED
Transaction ID:	XCL5B78555U5A6J

"Campus PRIVATES" History

-  Document created by Katlynd McLaren (katlyndmclaren@blytheducation.com)
 August 06, 2014 - 10:18 AM EDT - IP address: 99.226.137.44
-  Document emailed to Michael McNeely (michaeldmneely@gmail.com) for signature
 August 06, 2014 - 10:19 AM EDT
-  Document viewed by Michael McNeely (michaeldmneely@gmail.com)
 August 06, 2014 - 10:34 AM EDT - IP address: 66.249.85.3
-  Document e-signed by Michael McNeely (michaeldmneely@gmail.com)
 Signature Date: August 07, 2014 - 12:08 AM EDT - Time Source: server - IP address: 174.89.95.245
-  Document emailed to Luke Coles (lukecoles@blytheducation.com) for signature
 August 07, 2014 - 12:08 AM EDT
-  Document viewed by Luke Coles (lukecoles@blytheducation.com)
 August 07, 2014 - 8:47 AM EDT - IP address: 99.226.137.44
-  Document e-signed by Luke Coles (lukecoles@blytheducation.com)
 Signature Date: August 07, 2014 - 8:48 AM EDT - Time Source: server - IP address: 99.226.137.44
-  Document emailed to Frances Hatcher (frances.hatcher@blytheducation.com) for signature
 August 07, 2014 - 8:48 AM EDT
-  Document viewed by Frances Hatcher (frances.hatcher@blytheducation.com)
 August 07, 2014 - 9:11 AM EDT - IP address: 74.216.237.182
-  Document e-signed by Frances Hatcher (frances.hatcher@blytheducation.com)
 Signature Date: August 07, 2014 - 9:12 AM EDT - Time Source: server - IP address: 74.216.237.182



☺ Signed document emailed to Frances Hatcher (frances.hatcher@blytheducation.com), Luke Coles (lukecoles@blytheducation.com), Katlynd McLaren (katlyndmclaren@blytheducation.com) and Michael McNeely (michaeldmneely@gmail.com)

August 07, 2014 - 9:12 AM EDT



Helen Mercer - Fwd: Campus Privates ENG4U [REDACTED] between blytheducation.com, Michael McNeely, Laurie Stinson, and 1 more is Signed and Filed!

From: Michael McNeely <michaeldmneely@gmail.com>
To: Helen Mercer <hmercercavalluzzo.com>
Date: 12/01/2018 2:35 PM
Subject: Fwd: Campus Privates ENG4U [REDACTED] between blytheducation.com, Michael McNeely, Laurie Stinson, and 1 more is Signed and Filed!
Attachments: Campus Privates ENG4U [REDACTED].signed.pdf

----- Forwarded message -----

From: Michael McNeely <michaeldmneely@gmail.com>
Date: Sun, Dec 31, 2017 at 12:52 PM
Subject: Fwd: Campus Privates ENG4U Jesse Schulman between blytheducation.com, Michael McNeely, Laurie Stinson, and 1 more is Signed and Filed!
To: Dave McNeely <mcneely@sympatico.ca>

[REDACTED]

----- Forwarded message -----

From: blytheducation.com <echosign@echosign.com>
Date: Tue, Jan 6, 2015 at 8:59 AM
Subject: Campus Privates ENG4U [REDACTED] between blytheducation.com, Michael McNeely, Laurie Stinson, and 1 more is Signed and Filed!
To: Laurie Stinson <lauriestinson@blytheducation.com>, Frances Hatcher <frances.hatcher@blytheducation.com>, Michael McNeely <michaeldmneely@gmail.com>, Marlene Gold <marlene@blytheducation.com>



Adobe Sign

Campus Privates ENG4U [REDACTED]
[REDACTED] between
blytheducation.com, Michael
McNeely, Laurie Stinson, and 1 more
is Signed and Filed!

From: Marlene Gold (blytheducation.com)
To: Laurie Stinson, Frances Hatcher,
Michael McNeely, and Marlene Gold



AGREEMENT TO SIGNER DETAILS
SIGNER: Michael McNeely

THIS AGREEMENT MADE BY BLYTH EDU, INC. FOR SIGNER: Michael McNeely
Blyth Education Terms of Use and Terms of Service
I, the undersigned, hereby agree to the "TERMS"

PERSONAL INFORMATION	
Address	613 James St. Apartment 211
City	Forsyth
Postal Code	30428
Date of Birth	Month: Sept Day: 8 Year: 1988
Area #	130224426
College/College of Enrollment	62007
Phone #	8472264410
E-mail address	Michael.McNeely@blythedu.com
Blyth/Forum Private Email Details	
Name of Course	English ENG4U
Course Number	62007-SCHULMAN

Attached is a final copy of **Campus Privates ENG4U Jesse Schulman**.

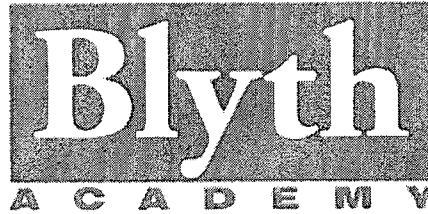
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- See All of Your Documents, Anytime, Anywhere.


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AGREEMENT TO RENDER SERVICES

TEACHER - Thornhill CAMPUS

THIS AGREEMENT made in duplicate this (day) 5 day of, (month) Jan 2015, between Blyth Academy, hereinafter called "BLYTH", and (name) Michael McNeely of (city) Toronto, hereinafter called the "TEACHER".

PERSONAL INFORMATION	
Address	433 Jarvis St. Apartment 217
City	Toronto
Postal Code	M4Y2G6
Date of Birth	Month Sept Day 8 Year 1988
SIN #	
Ontario College of Teachers #	622087
Phone #	6475250445
Email address:	michaeldmcneely@gmail.com

Private/Semi-Private Course Details	
Name of Course	English ENG4U
Student Name (s)	

HDM
MDM

FOR GOOD AND VALUABLE CONSIDERATION, the receipt and sufficiency of which are hereby acknowledged by each of the parties hereto, the parties agree as follows:

1. BLYTH hereby engages the TEACHER, and the TEACHER hereby accepts such engagement to render such services as are reasonably required by BLYTH and which are more particularly described in paragraph 5 below, in connection with the TERM commencing on Feb. 2015 and ending on May/June 2015. BLYTH agrees to utilize the TEACHER's services at BLYTH and the TEACHER agrees to provide his/her services for BLYTH's as a teacher for the amount of \$1350 per course x 1 110 hour course(s). The TEACHER shall devote his/her best talents, efforts and abilities in connection with the services to be provided hereunder on a non-exclusive basis in accordance with the School's instructions and directions.
2. Nothing in this Agreement shall be construed so as to create or imply any employer-employee relationship between the parties. It is expressly understood that the TEACHER is an independent contractor and no relationship of employment, quasi-employment, or partnership of any kind is intended between the parties or created by this Agreement.

For greater clarity, this Agreement constitutes a contract for services and not an employment contract. Accordingly, the TEACHER is not entitled to vacation time or vacation pay, statutory holidays, emergency family leave, illness or compassionate leave or any other right or benefit provided under the *Employment Standards Act, 2000*. The TEACHER is also not entitled to benefits such as Canada Pension Plan contributions, OHIP, employment insurance, workers' compensation, health or accident insurance or any other contributions which are regularly provided in an employer-employee relationship.

The contract amount specified in paragraph 1 is gross compensation and is inclusive of any Federal or Provincial sales taxes that might apply to the services being provided. BLYTH will issue T4A slips; however, the School will not withhold income tax at source from any payments issued pursuant to this contract. The TEACHER is solely responsible for remitting his/her own incomes taxes as required pursuant to the *Income Tax Act*. By signing this contract, the TEACHER indemnifies and holds harmless BLYTH for any unpaid income or sales taxes, penalties or interest should the TEACHER fail to remit taxes as required.

3. This agreement is subject to the TEACHER continuing to hold the necessary qualifications in accordance with all applicable statutes and the regulations administered by the Ontario Minister of Education (the "Minister"). The Agreement is also subject to the TEACHER providing a clear Criminal Records Check, in accordance with the procedure described in paragraph 4 below.
4. The Agreement is subject to the TEACHER obtaining and providing BLYTH with a satisfactory Vulnerable Sector Criminal Records Check by end of Feb. 2015. If the TEACHER has been engaged by BLYTH within the past 12 months and already has undergone a Records Check, TEACHER may complete the "Blyth Academy Declaration Form" in lieu of a new Criminal Records Check. In the event the Records Check is returned with a criminal offence, BLYTH reserves the right to void or renegotiate this Agreement.
5. During the session specified in paragraph 1, the TEACHER agrees to:
 - a) Provide students and parents with his/her e-mail and phone number at the first class.
 - b) Check his/her e-mail and voice mail at least once a day for communication from students and/or parents and respond immediately.
 - c) Notify parents of academic difficulties and/or behaviour problems and inform the Principal as well.
 - d) Participation in scheduled professional development session.
 - e) Be available to students one half hour before and one half hour after class to work individually with students who would like extra help.
 - f) Provide in class teaching and out of class academic support such that students will not need to nor expect to engage tutors.
 - g) Administer a final exam mark which should not differ dramatically from the term mark and especially from the test marks.
 - h) Give to parents/students one (1) report by email to be sent on the Friday before a scheduled Parent/Teacher night.
 - i) Attend one (1) parent-teacher night in the Term as scheduled by Blyth.
6. During the session specified in paragraph 1, the TEACHER agrees to perform such additional duties as BLYTH may assign under the applicable statutes and the regulations administered by the Minister. The TEACHER agrees to be diligent and faithful in the performance of the TEACHER's services under this Agreement.

7. The TEACHER agrees to submit to BLYTH, upon completion of the course, a report card with final course results for each student, and the following information:
 - a. The record of your student evaluation/mark book.
 - b. Using the Student Information System (Maplewood/Rediker) to post term marks during the course and final marks at the end.
 - c. Your daily lesson plans using model given.
 - d. Your long range plan (course of study on file).
 - e. Your course examples of marked student assignments (for each example please include – high, medium and low).
 - f. All exams; marked and bundled.
 - g. A completed report card for each student with their final mark on the Student Information System (Maplewood/Rediker.)

(These should be submitted no later than seven days after the last day of the above-mentioned session.)

8. The Teacher acknowledges that they have read and understood the Blyth School Discipline and Safety Policy and agrees to abide it. The teacher further acknowledges that s/he will faithfully follow the precepts of the policy. The TEACHER shall also provide proof to BLYTH of Workplace Health and Safety Awareness Training completed within the past 12 months.
9. The contract amount specified in paragraph 1, is payable in three equal payments. One payment will be made upon commencement of the course, the second payment at the mid-point of the course following the marking of the mid-term exam, and the final payment will be paid upon completion of the course. The final payment however will not be issued until the TEACHER has submitted all of the information outlined in paragraph 7 above. BLYTH has the right to offset payments to the TEACHER when an overpayment or administrative error has been made resulting in monies owing to BLYTH. The offset may be applied across any and all current contracts the TEACHER has with BLYTH.
10. All materials required to successfully teach the course will be provided by BLYTH. Should the TEACHER expend personal funds to provide course material for the course, such expenses will be

reimbursed with the prior approval of the school's Principal. Expenses must be listed with original receipts attached in order for these to be reimbursed. If the TEACHER chooses to provide his or her own tools, material and/or supplies, it is the sole responsibility of the TEACHER to ensure that such tools, material and/or supplies are safe and in good working order. Under no circumstances will BLYTH assume responsibility for damage to, or the loss of, tools, material and/or supplies provided by the TEACHER. Further, the TEACHER understands and agrees that, since s/he is not an employee of BLYTH, this paragraph constitutes an agreement pursuant to the *Copyright Act*, RSC 1985, c C-42 that all right, title and interest, including copyright, in any material created by TEACHER pursuant to this Agreement shall be solely owned by BLYTH. The TEACHER understands and agrees that s/he is an independent contractor and, as such, s/he is responsible for all personal expenses associated with performing the services outlined above, including travel, phone and computer costs.

11. The TEACHER understands and agrees that s/he is an independent contractor and, as such, s/he will be compensated only for classes for which services are rendered. If the TEACHER is unable to teach any class, s/he agrees to contact the Academic Director as soon as possible to arrange for a substitute who is competent in the relevant discipline. It is the responsibility of the TEACHER to speak with his/her substitute regarding the class outline, or alternatively, to leave a lesson plan for the substitute. The TEACHER may also be responsible for hiring, supervising and paying, the substitute teacher, if determined necessary by BLYTH.

12. The TEACHER is an independent contractor and, as such, neither party to this contract is obligated to renew the Agreement at the end of its term or provide any notification of any intention to renew or not to renew. Further, either party may terminate this contract during the Term, under the following guidelines:
 - a. At any time, by mutual consent in writing of the TEACHER and BLYTH.
 - b. By BLYTH at any time without advance notice to the TEACHER where, before the commencement of the course or class or teaching in the subject, BLYTH has resolved not to offer the course, class, or subject in the session in paragraph 1.
 - c. By Blyth at any time, without notice, should the TEACHER fail to perform any of the services outlined in paragraphs 5, 6 and 7 above or if the TEACHER contravenes any of the School Discipline and Safety policies as noted in paragraph 8 above.
 - d. By either BLYTH or the TEACHER, for any reason, with one week's notice. In the event that BLYTH terminates this Agreement during the Term, BLYTH shall have the option of providing the

TEACHER with one week's notice of its intention to terminate the Agreement or, in the alternative, Blyth may issue a payment of no less than 5% of the amount payable on the next scheduled delivery of materials pursuant to the table attached as Schedule 'A' to this Agreement. BLYTH and TEACHER agree that notice and/or payment made under this provision shall constitute full and final settlement of any and all claims, commercial or otherwise, arising from or in connection with, the termination of this Agreement during the Term.

13. Should BLYTH terminate the Agreement under 12(b) above BLYTH will have no obligation to pay any of the amount in Paragraph 1. Should BLYTH terminate the Agreement under 12(c) above BLYTH will not be responsible for making any additional payments that would have been otherwise due at the time of the termination.
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17. This Agreement may be executed in counterparts with the same effect as if all the parties hereto had signed the same document. Each counterpart is as valid and binding on all parties hereto as every other counterpart, and all counterparts shall be construed together and shall constitute one Agreement.

18. The teacher acknowledges that s/he has read, understood, and signed the Blyth Academy *School Discipline and Safety Policy*. The teacher further acknowledges that s/he will faithfully follow the precepts of the policy.

Further, execution and delivery of this Agreement by facsimile transmission or other written electronic communication shall constitute execution and delivery respectively as required by this Agreement.

Please acknowledge acceptance of this Agreement by signing in the space provided below.

In witness whereof the TEACHER has signed and BLYTH has affixed hereto its corporate seal attested by its proper officers in that behalf.

Michael McNeely
Michael McNeely (Jan 5, 2015)
Teacher

Laurie Stinson
Laurie Stinson (Jan 6, 2015)
Head of School
Blyth Academy

Frances Hatcher
Frances Hatcher (Jan 6, 2015)
VP Academics/ Principal
Blyth Academy

Campus Privates ENG4U



PERSONAL INFORMATION	
Name	
Address	
City	
Province	
Postal Code	
Phone	
Mobile	
Business Hours	
Website	
Other Information	

EchoSign Document History

January 06, 2015

Created:	January 05, 2015
By:	Marlene Gold (marlene@blytheducation.com)
Status:	SIGNED
Transaction ID:	XI3B6QH6Z3R3C3V

"Campus Privates ENG4U" History

- Document created by Marlene Gold (marlene@blytheducation.com)
January 05, 2015 - 4:48 PM EST - IP address: 99.238.183.81
- Document emailed to Michael McNeely (michaeldmcneely@gmail.com) for signature
January 05, 2015 - 4:49 PM EST
- Document viewed by Michael McNeely (michaeldmcneely@gmail.com)
January 05, 2015 - 7:12 PM EST - IP address: 64.233.172.200
- Document e-signed by Michael McNeely (michaeldmcneely@gmail.com)
Signature Date: January 05, 2015 - 9:26 PM EST - Time Source: server - IP address: 65.93.100.127
- Document emailed to Laurie Stinson (lauriestinson@blytheducation.com) for signature
January 05, 2015 - 9:26 PM EST
- Document viewed by Laurie Stinson (lauriestinson@blytheducation.com)
January 06, 2015 - 7:47 AM EST - IP address: 99.238.183.81
- Document e-signed by Laurie Stinson (lauriestinson@blytheducation.com)
Signature Date: January 06, 2015 - 7:47 AM EST - Time Source: server - IP address: 99.238.183.81
- Document emailed to Frances Hatcher (frances.hatcher@blytheducation.com) for signature
January 06, 2015 - 7:47 AM EST
- Document viewed by Frances Hatcher (frances.hatcher@blytheducation.com)
January 06, 2015 - 8:59 AM EST - IP address: 74.216.237.182
- Document e-signed by Frances Hatcher (frances.hatcher@blytheducation.com)
Signature Date: January 06, 2015 - 8:59 AM EST - Time Source: server - IP address: 74.216.237.182



☉ Signed document emailed to Marlene Gold (marlene@blytheducation.com), Michael McNeely (michaeldmneely@gmail.com), Laurie Stinson (lauriestinson@blytheducation.com) and Frances Hatcher (frances.hatcher@blytheducation.com)

January 06, 2015 - 8:59 AM EST



Helen Mercer - Fwd: Katlynd McLaren has shared the signed Campus PRIVATES with you

From: Michael McNeely <michaeldmneely@gmail.com>
To: Helen Mercer <hmercer@cavalluzzo.com>
Date: 12/01/2018 2:35 PM
Subject: Fwd: Katlynd McLaren has shared the signed Campus PRIVATES with you
Attachments: Campus PRIVATES - signed.pdf

----- Forwarded message -----

From: **Katlynd McLaren** <echosign@echosign.com>
Date: Thu, Aug 7, 2014 at 11:26 AM
Subject: Katlynd McLaren has shared the signed Campus PRIVATES with you
To: "michaeldmneely@gmail.com" <michaeldmneely@gmail.com>



Blyth	
ACADEMY	
MEMBER INFORMATION	
Address:	833 Atlantic St. Apt. 217
City:	Tomberton
Member Status:	PARTY 2008
Sign-up Date:	Month: 09 Day: 30 Year: 2008
Lab #:	1303374576
Member Category or Membership:	02-2007
Phone #:	601-722-6840
E-mail address:	echosign@echosign.com
Private/Shared Release Consent Details	
Name of Course:	ENGLISH - ENGLISH
Student Number:	1005186923

Attached is your copy of Campus PRIVATES

Katlynd McLaren (blytheducation.com) says:

"Hi Michael,

Attached is a completed copy of your contract for your records.

Thank you,

Katlynd"

Attached is a copy of the **Campus PRIVATES** that was signed Thu, Aug 7, 2014 between Michael McNeely (michaeldmneely@gmail.com), Luke

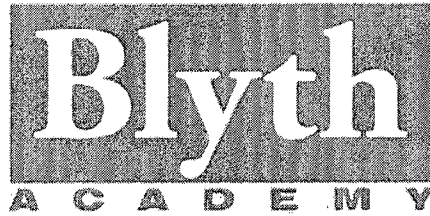
Coles (lukecoles@blytheducation.com),
and 2 others for your records.

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AGREEMENT TO RENDER SERVICES

TEACHER - Lawrence Park **CAMPUS**

THIS AGREEMENT made in duplicate this (day) 06 day of, (month) August 2014, between Blyth Academy, hereinafter called "BLYTH", and (name) Michael McNeely of (city) Toronto, hereinafter called the "TEACHER".

PERSONAL INFORMATION	
Address	433 Jarvis St. Apt. 217
City	Toronto
Postal Code	M4Y 2G6
Date of Birth	Month <u>09</u> Day <u>08</u> Year <u>1988</u>
SIN #	
Ontario College of Teachers #	622087
Phone #	6475250445
Email address:	michaeldmcneely@gmail.com

Private/Semi-Private Course Details	
Name of Course	English - ENG4U
Student Name (s)	

FOR GOOD AND VALUABLE CONSIDERATION, the receipt and sufficiency of which are hereby acknowledged by each of the parties hereto, the parties agree as follows:

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1. BLYTH hereby engages the TEACHER, and the TEACHER hereby accepts such engagement to render such services as are reasonably required by BLYTH and which are more particularly described in paragraph 5 below, in connection with the TERM commencing on August 6, 2014 and ending on August 31, 2014. BLYTH agrees to utilize the TEACHER's services at BLYTH and the TEACHER agrees to provide his/her services for BLYTH's as a teacher for the amount of \$750 per course X 1 55 hour course(s). The TEACHER shall devote his/her best talents, efforts and abilities in connection with the services to be provided hereunder on a non-exclusive basis in accordance with the School's instructions and directions.
2. Nothing in this Agreement shall be construed so as to create or imply any employer-employee relationship between the parties. It is expressly understood that the TEACHER is an independent contractor and no relationship of employment, quasi-employment, or partnership of any kind is intended between the parties or created by this Agreement.

For greater clarity, this Agreement constitutes a contract for services and not an employment contract. Accordingly, the TEACHER is not entitled to vacation time or vacation pay, statutory holidays, emergency family leave, illness or compassionate leave or any other right or benefit provided under the *Employment Standards Act, 2000*. The TEACHER is also not entitled to benefits such as Canada Pension Plan contributions, OHIP, employment insurance, workers' compensation, health or accident insurance or any other contributions which are regularly provided in an employer-employee relationship.

The contract amount specified in paragraph 1 is gross compensation and is inclusive of any Federal or Provincial sales taxes that might apply to the services being provided. BLYTH will issue T4A slips; however, the School will not withhold income tax at source from any payments issued pursuant to this contract. The TEACHER is solely responsible for remitting his/her own incomes taxes as required pursuant to the *Income Tax Act*. By signing this contract, the TEACHER indemnifies and holds harmless BLYTH for any unpaid income or sales taxes, penalties or interest should the TEACHER fail to remit taxes as required.

3. This agreement is subject to the TEACHER continuing to hold the necessary qualifications in accordance with all applicable statutes and the regulations administered by the Ontario Minister of

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Education (the "Minister"). The Agreement is also subject to the TEACHER providing a clear Criminal Records Check, in accordance with the procedure described in paragraph 4 below.

4. By signing this Agreement, the TEACHER consents to BLYTH requesting a Canadian Criminal Records Check (the "Records Check") on behalf of him or her, and agrees to cooperate with BLYTH by promptly providing any information required for the completion of the Records Check. The TEACHER acknowledges and agrees that the Records Check is to be completed before the commencement noted in P.1. If the TEACHER has been engaged by BLYTH during a previous period, and already has undergone a Records Check, BLYTH may, in its sole discretion, waive this requirement. BLYTH will handle the administration of the Records Check; however, the associated fee (approximately \$60) will be deducted from the TEACHER's first payment. In the event the Records Check is returned with a criminal offence, BLYTH reserves the right to void or renegotiate this Agreement.

5. During the session specified in paragraph 1, the TEACHER agrees to:
 - a) Provide students and parents with his/her e-mail and phone number at the first class.
 - b) Check his/her e-mail and voice mail at least once a day for communication from students and/or parents and respond immediately.
 - c) Notify parents of academic difficulties and/or behaviour problems and inform the Principal as well.
 - d) Participation in scheduled professional development session.
 - e) Be available to students one half hour before and one half hour after class to work individually with students who would like extra help.
 - f) Provide in class teaching and out of class academic support such that students will not need to nor expect to engage tutors.
 - g) Administer a final exam mark which should not differ dramatically from the term mark and especially from the test marks.
 - h) Give to parents/students one (1) report by email to be sent on the Friday before a scheduled Parent/Teacher night.
 - i) Attend one (1) parent-teacher night in the Term as scheduled by Blyth.

6. During the session specified in paragraph 1, the TEACHER agrees to perform such additional duties as BLYTH may assign under the applicable statutes and the regulations administered by the Minister.

The TEACHER agrees to be diligent and faithful in the performance of the TEACHER's services under this Agreement.

7. The TEACHER agrees to submit to BLYTH, upon completion of the course, a report card with final course results for each student, and the following information:
 - a. The record of your student evaluation/mark book.
 - b. Using the Student Information System (Maplewood/Rediker) to post term marks during the course and final marks at the end.
 - c. Your daily lesson plans using model given.
 - d. Your long range plan (course of study on file).
 - e. Your course examples of marked student assignments (for each example please include – high, medium and low).
 - f. All exams; marked and bundled.
 - g. A completed report card for each student with their final mark on the Student Information System (Maplewood/Rediker.)

(These should be submitted no later than seven days after the last day of the above-mentioned session.)

8. The Teacher acknowledges that they have read and understood the Blyth School Discipline and Safety Policy and agrees to abide it. The teacher further acknowledges that s/he will faithfully follow the precepts of the policy. The TEACHER shall also provide proof to BLYTH of Workplace Health and Safety Awareness Training completed within the past 12 months.
9. The contract amount specified in paragraph 1, is payable in three equal payments. One payment will be made upon commencement of the course, the second payment at the mid-point of the course following the marking of the mid-term exam, and the final payment will be paid upon completion of the course. The final payment however will not be issued until the TEACHER has submitted all of the information outlined in paragraph 7 above. BLYTH has the right to offset payments to the TEACHER when an overpayment or administrative error has been made resulting in monies owing to BLYTH. The offset may be applied across any and all current contracts the TEACHER has with BLYTH.

10. All materials required to successfully teach the course will be provided by BLYTH. Should the TEACHER expend personal funds to provide course material for the course, such expenses will be reimbursed with the prior approval of the school's Principal. Expenses must be listed with original receipts attached in order for these to be reimbursed. If the TEACHER chooses to provide his or her own tools, material and/or supplies, it is the sole responsibility of the TEACHER to ensure that such tools, material and/or supplies are safe and in good working order. Under no circumstances will BLYTH assume responsibility for damage to, or the loss of, tools, material and/or supplies provided by the TEACHER. Further, the TEACHER understands and agrees that, since s/he is not an employee of BLYTH, this paragraph constitutes an agreement pursuant to the *Copyright Act*, RSC 1985, c C-42 that all right, title and interest, including copyright, in any material created by TEACHER pursuant to this Agreement shall be solely owned by BLYTH. The TEACHER understands and agrees that s/he is an independent contractor and, as such, s/he is responsible for all personal expenses associated with performing the services outlined above, including travel, phone and computer costs.
11. The TEACHER understands and agrees that s/he is an independent contractor and, as such, s/he will be compensated only for classes for which services are rendered. If the TEACHER is unable to teach any class, s/he agrees to contact the Academic Director as soon as possible to arrange for a substitute who is competent in the relevant discipline. It is the responsibility of the TEACHER to speak with his/her substitute regarding the class outline, or alternatively, to leave a lesson plan for the substitute. The TEACHER may also be responsible for hiring, supervising and paying, the substitute teacher, if determined necessary by BLYTH.
12. The TEACHER is an independent contractor and, as such, neither party to this contract is obligated to renew the Agreement at the end of its term or provide any notification of any intention to renew or not to renew. Further, either party may terminate this contract during the Term, under the following guidelines:
- a. At any time, by mutual consent in writing of the TEACHER and BLYTH.
 - b. By BLYTH at any time without advance notice to the TEACHER where, before the commencement of the course or class or teaching in the subject, BLYTH has resolved not to offer the course, class, or subject in the session in paragraph 1.
 - c. By Blyth at any time, without notice, should the TEACHER fail to perform any of the services outlined in paragraphs 5, 6 and 7 above or if the TEACHER contravenes any of the School Discipline and Safety policies as noted in paragraph 8 above.

- d. By either BLYTH or the TEACHER, for any reason, with one week's notice. In the event that BLYTH terminates this Agreement during the Term, BLYTH shall have the option of providing the TEACHER with one week's notice of its intention to terminate the Agreement or, in the alternative, Blyth may issue a payment of no less than 5% of the amount payable on the next scheduled delivery of materials pursuant to the table attached as Schedule 'A' to this Agreement. BLYTH and TEACHER agree that notice and/or payment made under this provision shall constitute full and final settlement of any and all claims, commercial or otherwise, arising from or in connection with, the termination of this Agreement during the Term.
13. Should BLYTH terminate the Agreement under 12(b) above BLYTH will have no obligation to pay any of the amount in Paragraph 1. Should BLYTH terminate the Agreement under 12(c) above BLYTH will not be responsible for making any additional payments that would have been otherwise due at the time of the termination.
14. TEACHER consents to the collection, use, disclosure and retention of his or her personal information by BLYTH, or a third party authorized by BLYTH, for reasons consistent with the administration of this Agreement and in accordance with BLYTH's normal business practices. Such collection, use and retention of personal information shall accord with BLYTH's privacy policy, a copy of which will be provided to TEACHER upon request.
15. This Agreement constitutes the entire understanding of the parties with respect to the subject matter set out herein and cannot be modified except by a written instrument signed by the TEACHER and an authorized officer of the School.
16. This Agreement shall be governed and construed in accordance with the laws of the Province of Ontario and the laws of Canada applicable therein, and the parties hereto irrevocably attorn to the exclusive jurisdiction of Ontario.
17. This Agreement may be executed in counterparts with the same effect as if all the parties hereto had signed the same document. Each counterpart is as valid and binding on all parties hereto as every other counterpart, and all counterparts shall be construed together and shall constitute one Agreement.


MM

18. The teacher acknowledges that s/he has read, understood, and signed the Blyth Academy *School Discipline and Safety Policy*. The teacher further acknowledges that s/he will faithfully follow the precepts of the policy.

Further, execution and delivery of this Agreement by facsimile transmission or other written electronic communication shall constitute execution and delivery respectively as required by this Agreement.

Please acknowledge acceptance of this Agreement by signing in the space provided below.

In witness whereof the TEACHER has signed and BLYTH has affixed hereto its corporate seal attested by its proper officers in that behalf.

Michael McNeely
Michael McNeely (Aug 7, 2014)

Luke Coles
Luke Coles (Aug 7, 2014)

Head of School
Blyth Academy

Frances Hatcher
Frances Hatcher (Aug 7, 2014)

VP Academics/ Principal
Blyth Academy

Helen Mercer - Fwd: Please sign Michael McNeely teaching [REDACTED] EWC4U

From: Michael McNeely <michaeldmcneely@gmail.com>
To: Helen Mercer <hmercerc@cavalluzzo.com>
Date: 12/01/2018 2:37 PM
Subject: Fwd: Please sign Michael McNeely teaching [REDACTED] EWC4U

----- Forwarded message -----

From: Leni Pothaar <echosign@echosign.com>
Date: Fri, Sep 11, 2015 at 4:05 PM
Subject: Please sign Michael McNeely teaching [REDACTED] EWC4U
To: "michaeldmcneely@gmail.com" <michaeldmcneely@gmail.com>



Adobe Sign



AGREEMENT TO SIGNIFY SERVICES
NEW YORK UNIVERSITY LIBRARY

THIS AGREEMENT made in duplicate this 11th day of September 2015
Between Sign Academy, hereinafter called "SIGN" and Leni Pothaar
of Blyth Academy, hereinafter called the "TEACHER"

PERSONAL AND CONTACT INFORMATION	
Name	
Address	
Phone	
Mobile	
Date of Birth	
SSN	
Current Employer	
Employer	
Other Services	
Blyth Academy Teacher Details	
Name of College	BLYTH ACADEMY
Employee Number	

FOR SIGNATURE AND AUTHORITY VERIFICATION, THE SIGNATURE AND AFFIDAVIT OF WHOSE AND SERVICE AUTHORIZED BY THE BOARD OF COLLEGE AND THE COLLEGE OFFICE

11/11/2015

Leni Pothaar Has Sent You Michael McNeely teaching [REDACTED] EWC4U to Sign

Leni Pothaar (blytheducation.com) says: "Please review and sign Michael McNeely teaching [REDACTED] EWC4U."

[Click here to review and sign Michael McNeely teaching \[REDACTED\] EWC4U.](#)

After you sign Michael McNeely teaching [REDACTED] EWC4U, the agreement will be sent to lukecoles@blytheducation.com and frances.hatcher@blytheducation.com.

Then, all parties will receive a final PDF copy by email.

Do you need to forward this to a party authorized to sign it? [Click here](#)

To ensure that you continue receiving our emails, please add echosign@echosign.com to your address book or safe list.

Helen Mercer - Fwd: Campus Privates ENG4U [REDACTED] between blytheducation.com, Michael D McNeely, Laurie Stinson, and 1 more is Signed and Filed!

From: Michael McNeely <michaeldmcneely@gmail.com>
To: Helen Mercer <hmercerc@cavalluzzo.com>
Date: 12/01/2018 2:38 PM
Subject: Fwd: Campus Privates ENG4U [REDACTED] between blytheducation.com, Michael D McNeely, Laurie Stinson, and 1 more is Signed and Filed!
Attachments: Campus Privates ENG4U [REDACTED] - signed.pdf

----- Forwarded message -----

From: **Michael McNeely** <michaeldmcneely@gmail.com>
Date: Sun, Dec 31, 2017 at 1:55 PM
Subject: Fwd: Campus Privates ENG4U [REDACTED] between blytheducation.com, Michael D McNeely, Laurie Stinson, and 1 more is Signed and Filed!
To: Dave McNeely <mcneely@sympatico.ca>

----- Forwarded message -----

From: "blytheducation.com" <echosign@echosign.com>
Date: Mar 3, 2015 8:40 PM
Subject: Campus Privates ENG4U [REDACTED] between blytheducation.com, Michael D McNeely, Laurie Stinson, and 1 more is Signed and Filed!
To: "Laurie Stinson" <lauriestinson@blytheducation.com>, "Frances Hatcher" <frances.hatcher@blytheducation.com>, "Michael D McNeely" <michaeldmcneely@gmail.com>, "Marlene Gold" <marlene@blytheducation.com>
Cc:



Adobe Sign

Campus Privates ENG4U [REDACTED]
[REDACTED] between
blytheducation.com, Michael D
McNeely, Laurie Stinson, and 1 more
is Signed and Filed!

From: Marlene Gold (blytheducation.com)
To: Laurie Stinson, Frances Hatcher,
Michael D McNeely, and Marlene Gold



AGREEMENT TO RENDER SERVICES

THIS AGREEMENT made this 1st day of March, 2011, between
 Blyth Academy, hereinafter called "BLYTH" and
 [REDACTED], hereinafter called "TEACHER"

PERSONAL INFORMATION	
Name	215 James St. Apartment 211
City	Toronto
Postal Code	M4V 2G5
Date of Birth	March 21 1988
Sex	M
College/University	University of Toronto
Phone #	416-291-1111
Email Address	teach@blythacademy.com

Private/Part Time/Seasonal Details	
Name of Employer	Blyth Academy
Employer's Address	215 James St. Toronto, ON

Attached is a final copy of **Campus Privates ENG4U** [REDACTED]

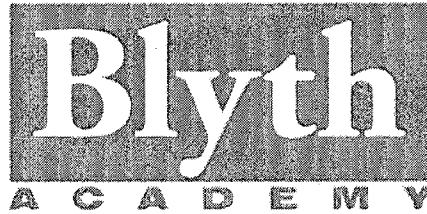
Copies have been automatically sent to all parties to the agreement.

You can view the document in your EchoSign account.

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- Set-up Reminders. Instantly Share Copies with Others.
- See All of Your Documents, Anytime, Anywhere.


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AGREEMENT TO RENDER SERVICES

TEACHER - Thornhill CAMPUS

THIS AGREEMENT made in duplicate this (day) 3 day of, (month) March 2015, between Blyth Academy, hereinafter called "BLYTH", and (name) Michael McNeely of (city) Toronto, hereinafter called the "TEACHER".

PERSONAL INFORMATION	
Address	433 Jarvis St., Apartment 217
City	Toronto
Postal Code	M4Y2G6
Date of Birth	Month 09 Day 08 Year 1988
SIN #	
Ontario College of Teachers #	622087
Phone #	6475250445
Email address:	michaeldmcneely@gmail.com

Private/Semi-Private Course Details	
Name of Course	ENG4U English
Student Name (s)	

MDM
MDM

FOR GOOD AND VALUABLE CONSIDERATION, the receipt and sufficiency of which are hereby acknowledged by each of the parties hereto, the parties agree as follows:

1. BLYTH hereby engages the TEACHER, and the TEACHER hereby accepts such engagement to render such services as are reasonably required by BLYTH and which are more particularly described in paragraph 5 below, in connection with the TERM commencing on March 5/15 and ending on June 11/15. BLYTH agrees to utilize the TEACHER's services at BLYTH and the TEACHER agrees to provide his/her services for BLYTH's as a teacher for the amount of \$1118.08 per course X 1 82 hour course(s). The TEACHER shall devote his/her best talents, efforts and abilities in connection with the services to be provided hereunder on a non-exclusive basis in accordance with the School's instructions and directions.
2. Nothing in this Agreement shall be construed so as to create or imply any employer-employee relationship between the parties. It is expressly understood that the TEACHER is an independent contractor and no relationship of employment, quasi-employment, or partnership of any kind is intended between the parties or created by this Agreement.

For greater clarity, this Agreement constitutes a contract for services and not an employment contract. Accordingly, the TEACHER is not entitled to vacation time or vacation pay, statutory holidays, emergency family leave, illness or compassionate leave or any other right or benefit provided under the *Employment Standards Act, 2000*. The TEACHER is also not entitled to benefits such as Canada Pension Plan contributions, OHIP, employment insurance, workers' compensation, health or accident insurance or any other contributions which are regularly provided in an employer-employee relationship.

The contract amount specified in paragraph 1 is gross compensation and is inclusive of any Federal or Provincial sales taxes that might apply to the services being provided. BLYTH will issue T4A slips; however, the School will not withhold income tax at source from any payments issued pursuant to this contract. The TEACHER is solely responsible for remitting his/her own incomes taxes as required pursuant to the *Income Tax Act*. By signing this contract, the TEACHER indemnifies and holds harmless BLYTH for any unpaid income or sales taxes, penalties or interest should the TEACHER fail to remit taxes as required.

3. This agreement is subject to the TEACHER continuing to hold the necessary qualifications in accordance with all applicable statutes and the regulations administered by the Ontario Minister of Education (the "Minister"). The Agreement is also subject to the TEACHER providing a clear Criminal Records Check, in accordance with the procedure described in paragraph 4 below.
4. The Agreement is subject to the TEACHER obtaining and providing BLYTH with a satisfactory Vulnerable Sector Criminal Records Check by on hand. If the TEACHER has been engaged by BLYTH within the past 12 months and already has undergone a Records Check, TEACHER may complete the "Blyth Academy Declaration Form" in lieu of a new Criminal Records Check. In the event the Records Check is returned with a criminal offence, BLYTH reserves the right to void or renegotiate this Agreement.
5. During the session specified in paragraph 1, the TEACHER agrees to:
 - a) Provide students and parents with his/her e-mail and phone number at the first class.
 - b) Check his/her e-mail and voice mail at least once a day for communication from students and/or parents and respond immediately.
 - c) Notify parents of academic difficulties and/or behaviour problems and inform the Principal as well.
 - d) Participation in scheduled professional development session.
 - e) Be available to students one half hour before and one half hour after class to work individually with students who would like extra help.
 - f) Provide in class teaching and out of class academic support such that students will not need to nor expect to engage tutors.
 - g) Administer a final exam mark which should not differ dramatically from the term mark and especially from the test marks.
 - h) Give to parents/students one (1) report by email to be sent on the Friday before a scheduled Parent/Teacher night.
 - i) Attend one (1) parent-teacher night in the Term as scheduled by Blyth.
6. During the session specified in paragraph 1, the TEACHER agrees to perform such additional duties as BLYTH may assign under the applicable statutes and the regulations administered by the Minister. The TEACHER agrees to be diligent and faithful in the performance of the TEACHER's services under this Agreement.

7. The TEACHER agrees to submit to BLYTH, upon completion of the course, a report card with final course results for each student, and the following information:
 - a. The record of your student evaluation/mark book.
 - b. Using the Student Information System (Maplewood/Rediker) to post term marks during the course and final marks at the end.
 - c. Your daily lesson plans using model given.
 - d. Your long range plan (course of study on file).
 - e. Your course examples of marked student assignments (for each example please include – high, medium and low).
 - f. All exams; marked and bundled.
 - g. A completed report card for each student with their final mark on the Student Information System (Maplewood/Rediker.)

(These should be submitted no later than seven days after the last day of the above-mentioned session.)

8. The Teacher acknowledges that they have read and understood the Blyth School Discipline and Safety Policy and agrees to abide it. The teacher further acknowledges that s/he will faithfully follow the precepts of the policy. The TEACHER shall also provide proof to BLYTH of Workplace Health and Safety Awareness Training completed within the past 12 months.
9. The contract amount specified in paragraph 1, is payable in three equal payments. One payment will be made upon commencement of the course, the second payment at the mid-point of the course following the marking of the mid-term exam, and the final payment will be paid upon completion of the course. The final payment however will not be issued until the TEACHER has submitted all of the information outlined in paragraph 7 above. BLYTH has the right to offset payments to the TEACHER when an overpayment or administrative error has been made resulting in monies owing to BLYTH. The offset may be applied across any and all current contracts the TEACHER has with BLYTH.
10. All materials required to successfully teach the course will be provided by BLYTH. Should the TEACHER expend personal funds to provide course material for the course, such expenses will be

reimbursed with the prior approval of the school's Principal. Expenses must be listed with original receipts attached in order for these to be reimbursed. If the TEACHER chooses to provide his or her own tools, material and/or supplies, it is the sole responsibility of the TEACHER to ensure that such tools, material and/or supplies are safe and in good working order. Under no circumstances will BLYTH assume responsibility for damage to, or the loss of, tools, material and/or supplies provided by the TEACHER. Further, the TEACHER understands and agrees that, since s/he is not an employee of BLYTH, this paragraph constitutes an agreement pursuant to the *Copyright Act*, RSC 1985, c C-42 that all right, title and interest, including copyright, in any material created by TEACHER pursuant to this Agreement shall be solely owned by BLYTH. The TEACHER understands and agrees that s/he is an independent contractor and, as such, s/he is responsible for all personal expenses associated with performing the services outlined above, including travel, phone and computer costs.

11. The TEACHER understands and agrees that s/he is an independent contractor and, as such, s/he will be compensated only for classes for which services are rendered. If the TEACHER is unable to teach any class, s/he agrees to contact the Academic Director as soon as possible to arrange for a substitute who is competent in the relevant discipline. It is the responsibility of the TEACHER to speak with his/her substitute regarding the class outline, or alternatively, to leave a lesson plan for the substitute. The TEACHER may also be responsible for hiring, supervising and paying, the substitute teacher, if determined necessary by BLYTH.

12. The TEACHER is an independent contractor and, as such, neither party to this contract is obligated to renew the Agreement at the end of its term or provide any notification of any intention to renew or not to renew. Further, either party may terminate this contract during the Term, under the following guidelines:
 - a. At any time, by mutual consent in writing of the TEACHER and BLYTH.
 - b. By BLYTH at any time without advance notice to the TEACHER where, before the commencement of the course or class or teaching in the subject, BLYTH has resolved not to offer the course, class, or subject in the session in paragraph 1.
 - c. By Blyth at any time, without notice, should the TEACHER fail to perform any of the services outlined in paragraphs 5, 6 and 7 above or if the TEACHER contravenes any of the School Discipline and Safety policies as noted in paragraph 8 above.
 - d. By either BLYTH or the TEACHER, for any reason, with one week's notice. In the event that BLYTH terminates this Agreement during the Term, BLYTH shall have the option of providing the

TEACHER with one week's notice of its intention to terminate the Agreement or, in the alternative, Blyth may issue a payment of no less than 5% of the amount payable on the next scheduled delivery of materials pursuant to the table attached as Schedule 'A' to this Agreement. BLYTH and TEACHER agree that notice and/or payment made under this provision shall constitute full and final settlement of any and all claims, commercial or otherwise, arising from or in connection with, the termination of this Agreement during the Term.

13. Should BLYTH terminate the Agreement under 12(b) above BLYTH will have no obligation to pay any of the amount in Paragraph 1. Should BLYTH terminate the Agreement under 12(c) above BLYTH will not be responsible for making any additional payments that would have been otherwise due at the time of the termination.
14. TEACHER consents to the collection, use, disclosure and retention of his or her personal information by BLYTH, or a third party authorized by BLYTH, for reasons consistent with the administration of this Agreement and in accordance with BLYTH's normal business practices. Such collection, use and retention of personal information shall accord with BLYTH's privacy policy, a copy of which will be provided to TEACHER upon request.
15. This Agreement constitutes the entire understanding of the parties with respect to the subject matter set out herein and cannot be modified except by a written instrument signed by the TEACHER and an authorized officer of the School.
16. This Agreement shall be governed and construed in accordance with the laws of the Province of Ontario and the laws of Canada applicable therein, and the parties hereto irrevocably attorn to the exclusive jurisdiction of Ontario.
17. This Agreement may be executed in counterparts with the same effect as if all the parties hereto had signed the same document. Each counterpart is as valid and binding on all parties hereto as every other counterpart, and all counterparts shall be construed together and shall constitute one Agreement.

18. The teacher acknowledges that s/he has read, understood, and signed the Blyth Academy *School Discipline and Safety Policy*. The teacher further acknowledges that s/he will faithfully follow the precepts of the policy.

Further, execution and delivery of this Agreement by facsimile transmission or other written electronic communication shall constitute execution and delivery respectively as required by this Agreement.

Please acknowledge acceptance of this Agreement by signing in the space provided below.

In witness whereof the TEACHER has signed and BLYTH has affixed hereto its corporate seal attested by its proper officers in that behalf.

Michael D McNeely
Michael D McNeely (Mar 3, 2015)
Teacher

Laurie Stinson
Laurie Stinson (Mar 3, 2015)
Head of School
Blyth Academy

Frances Hatcher
Frances Hatcher (Mar 3, 2015)
VP Academics/ Principal
Blyth Academy

Campus Privates ENG4U



Blyth Education

Blyth Education

THIS AGREEMENT IS PART OF A BLYTH EDUCATION CONTRACT. THE FULL CONTRACT IS AVAILABLE AT BLYTHEDUCATION.COM. BY SIGNING THIS AGREEMENT, YOU AGREE TO THE TERMS AND CONDITIONS OF THE CONTRACT.











Signature Information	
Name:	
Title:	
Organization:	
Signature Date:	
Signature Time:	
Signature IP Address:	
Signature Method:	
Signature Source:	
Signature Type:	
Signature Version:	

EchoSign Document History

March 03, 2015

Created:	March 03, 2015
By:	Marlene Gold (marlene@blytheducation.com)
Status:	SIGNED
Transaction ID:	XKB7Q2KYZ2V3M6Y

"Campus Privates ENG4U" History

-  Document created by Marlene Gold (marlene@blytheducation.com)
 March 03, 2015 - 11:34 AM EST - IP address: 99.238.183.81
-  Document emailed to Michael D McNeely (michaeldmcneely@gmail.com) for signature
 March 03, 2015 - 11:38 AM EST
-  Document viewed by Michael D McNeely (michaeldmcneely@gmail.com)
 March 03, 2015 - 11:50 AM EST - IP address: 66.249.83.132
-  Document e-signed by Michael D McNeely (michaeldmcneely@gmail.com)
 Signature Date: March 03, 2015 - 3:33 PM EST - Time Source: server - IP address: 99.226.144.98
-  Document emailed to Laurie Stinson (lauriestinson@blytheducation.com) for signature
 March 03, 2015 - 3:33 PM EST
-  Document viewed by Laurie Stinson (lauriestinson@blytheducation.com)
 March 03, 2015 - 3:39 PM EST - IP address: 99.238.183.81
-  Document e-signed by Laurie Stinson (lauriestinson@blytheducation.com)
 Signature Date: March 03, 2015 - 3:39 PM EST - Time Source: server - IP address: 99.238.183.81
-  Document emailed to Frances Hatcher (frances.hatcher@blytheducation.com) for signature
 March 03, 2015 - 3:39 PM EST
-  Document viewed by Frances Hatcher (frances.hatcher@blytheducation.com)
 March 03, 2015 - 8:39 PM EST - IP address: 76.67.76.10
-  Document e-signed by Frances Hatcher (frances.hatcher@blytheducation.com)
 Signature Date: March 03, 2015 - 8:40 PM EST - Time Source: server - IP address: 76.67.76.10



⊙ Signed document emailed to Marlene Gold (marlene@blytheducation.com), Laurie Stinson (lauriestinson@blytheducation.com), Michael D McNeely (michaeldmneely@gmail.com) and Frances Hatcher (frances.hatcher@blytheducation.com)

March 03, 2015 - 8:40 PM EST


Helen Mercer - Fwd: Fwd: Please sign Michael McNeely teaching [REDACTED] ESLBO

From: <michaeldmcneely@gmail.com>
To: <hmercerc@cavalluzzo.com>
Date: 19/01/2018 3:52 PM
Subject: Fwd: Fwd: Please sign Michael McNeely teaching [REDACTED] ESLBO

----Forwarded using Multi-Forward Chrome Extension---
From: michaeldmcneely@gmail.com
Date: Thu Jan 18 2018 03:39:03 GMT+1100 (AEDT)
Subject: Fwd: Please sign Michael McNeely teaching [REDACTED] ESLBO
To: hmercerc@cavalluzzo.com

----Forwarded using Multi-Forward Chrome Extension---
From: Nicole Gironda
Date: Sat Feb 14 2015 04:13:43 GMT+1100 (AEDT)
Subject: Please sign Michael McNeely teaching [REDACTED] ESLBO
To: "michaeldmcneely@gmail.com"



 Send. Sign. Done.



Nicole Gironda Has Sent You Michael McNeely teaching [REDACTED] ESLBO to Sign



Nicole Gironda (blytheducation.com) says:
"Please review and sign Michael McNeely teaching [REDACTED] ESLBO."

Click here to review and sign Michael McNeely teaching [REDACTED] ESLBO.

After you sign Michael McNeely teaching [REDACTED] ESLBO, the agreement will be sent to lukecoles@blytheducation.com and frances.hatcher@blytheducation.com. Then, all parties will receive a final PDF copy by email.

Do you need to forward this to a party authorized to sign it?
Click here



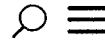
To ensure that you continue receiving our emails, please add echosign@echosign.com to your address book or safe list.

1

This is Exhibit "3" referred to in the Affidavit of Michael
McNeely sworn March ⁹....., 2018



Commissioner for Taking Affidavits (or as may be)



BLYTH WELCOMES FRANCES HATCHER AS VP OF ACADEMICS FOR BLYTH EDUCATION

Aug 7, 2013 | Academy, Uncategorized

Blyth Education is pleased to announce the appointment of Frances Hatcher as VP of Academics.

Previously Head of School for our Thornhill campus, Frances Hatcher began her teaching career at the elementary level, after graduating from the University of London, England. Ms. Hatcher acquired post graduate qualifications in Math and Educational Management at the University of Greenwich, then moved to an inner London High School where she became Head of Foundation Year. Here, she developed and implemented a school transition program to help students smoothly integrate into high school. In 1991, Ms. Hatcher immigrated to Canada with her family and continued her teaching career in a private school. During the past 20 years, Ms. Hatcher has gained extensive experience in all areas of teaching, guidance and school management and held a number of senior management positions. She also brings experience in working with gifted and exceptional students. Ms. Hatcher is a passionate and caring educator who is committed to the success of her students.


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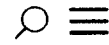
Copyright Blyth Academy 2017
160 Avenue Rd. Toronto, ON, Canada M5R 2H8
Phone: 416-960-3552 Toll-free: 1-866-960-3552

 Info Sessions

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BLYTH ACADEMY LEADERSHIP TEAM

Blyth Academy has a strong leadership community all the way from the top down.

Scroll down to learn more about our leadership staff and how they can help you and your children get the best educational experience we can offer.

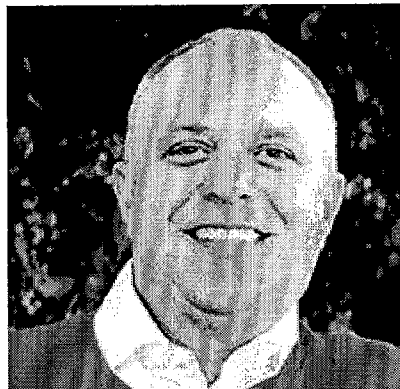
Chief Executives





Sam Blyth,
CEO and founder of Blyth Academy

Sam Blyth, was educated at Cambridge University (B.A. Hons. and M.A.), the University of Paris and holds an honorary fellowship at Pembroke College, Cambridge. He is Chair of The Blyth Cambridge Commonwealth Trust Scholars, the Bhutan Canada Foundation, and is the Honorary Consul for the Kingdom of Bhutan to Canada



Pat Shaw,
Group President

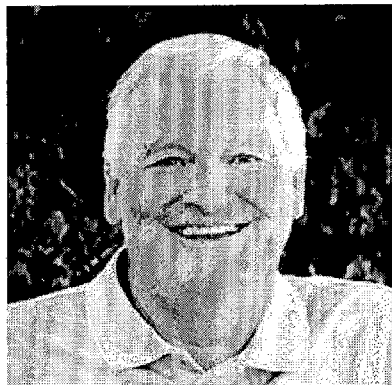


Pat Shaw is the President and Managing Director of Blyth Academy as well as President of Blyth-Templeton Academy. Previously he served as Manager of Canada's first European-based university program in Nice, France. Pat has a B.A. from the University of Toronto, a Masters degree from the London School of Economics and an M.B.A. from Western University.

Study in Canada



Management Team



George Rutherford, Managing Principal

As Managing Principal, International George Rutherford oversees Blyth Academy Qatar and Florence. George has been the Head of School at a large Ontario co-ed independent day school located north of Toronto for 18 years followed by a post-retirement tenure at a small Canadian boarding school in Italy for 3 years. George holds a Master's Degree from the University of Toronto having completed his undergrad work at York University. He is married with three daughters.

Study in Canada



Frances Hatcher, Vice President of Academics for Blyth Academy

Frances Hatcher is Vice President Academics for Blyth Academy. Frances studied Education at the University of London and continued with post-graduate studies in mathematics and Educational Management. She taught elementary and secondary students for 13 years in the UK where she became Head of Year with responsibility for Primary-to-Secondary liaison. After immigrating to Canada with her family, Frances moved into the private system where she initially worked as a teacher before moving into administration.

Study in Canada

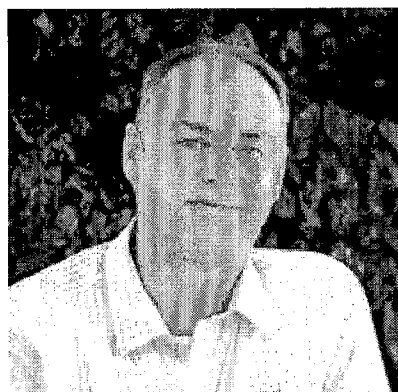




Dina Pouloupoulou, Vice President of Operations

Dina Pouloupoulou is Vice President of Operations for Blyth Academy's International travel programs. Dina has 25 years of experience with Blyth Academy, spearheading and coordinating programs for thousands of students to over 30 countries all around the world.

International Summers Home



Grant Channer, Vice President of Marketing

Grant Channer is the Vice President of Marketing across all of the local, online and international business units at Blyth Academy. Having always worked in marketing, Grant has had the pleasure of living in England, France, Australia and for the past 6 years, Canada (Montreal and Toronto). He has worked both client



and agency-side driving campaign strategy, creativity and media buying across a variety of sectors from Financial to FMCG and most recently, Education. He graduated with a BA (Hons) Business degree from Kingston University, London and hopes to bring his British attitude to his now permanent home in Canada.

Study in Canada



Barb Hayhurst, Vice President of Admissions and Student Services

Barb Hayhurst is the Vice President of Admissions and Student Services at Blyth Academy. She has 25 years of experience in business, education and educational travel in Canada and the U.S. Barb has a B.Ed from the Ontario Institute for Studies in Education (University of Toronto) and a B.A. from the University of King's College (Dalhousie University).

Study in Canada





Brenden O'Hearn,
Vice President of Business Operations & IT

Brenden O'Hearn is the Vice President of Business Operations & IT at Blyth Academy. His previous work experience includes working at Blackberry and Loblaw Companies Limited. Brenden has an Honours B.A. from Queen's University in Economics and Mathematics and a Post-Graduate Certification in Project Management from Sheridan College. He is also a designated Project Manager, holding a Project Management Professional (PMP®) certification.

Study in Canada



Anukul Sharma,
Vice President of Finance

Anukul Sharma is the Vice President of Finance at Blyth Academy. Anukul has earned an undergraduate degree in Commerce (B.com), and an advanced diploma in Business Administration. Anukul has had the pleasure of having an international exposure through living and studying in India and Canada. His previous work experience includes finance and plant Controllership functions in the food manufacturing industry. He is also an avid athlete who has participated in cricket, tennis and volleyball tournaments.

Study in Canada

Sarah Mastroianni, Director of Admissions and Operations Manager for Blyth Academy Florence

Sarah Mastroianni is the Director of Admissions and Operations Manager for Blyth Academy Florence. Sarah's career has focused on various aspects of international education and youth development programs. She holds a B.A. from Queen's University, an M.A. from the University of Toronto and most recently completed a Certificate in Teaching English as a Second Language from Seneca College.

Florence Home

Campus Leadership Team – Our Principals

^



Ian Hughes

Principal of Blyth Academy Burlington

Ian Hughes is the Principal of Blyth Academy Burlington. He received his Undergraduate degree at The University of Western Ontario and obtained his Postgraduate Certificate in Education at London South bank University in England. During his time as a math teacher and Head of Year in the English system, he taught, counselled and mentored students, trained and developed new and experienced teachers and helped to develop curriculum and policy within the school.

ian.hughes@blytheducation.com

Burlington Home





Adam Hurley,
Principal of Blyth Academy Downsview Park

Adam Hurley is the Founding Principal of Blyth Academy's Downsview Park School for Elite Athletes. Previously he was the Principal of one of the first sport-focused academies in Ontario. Adam has earned a B.P.H.E. and B.Ed. from the University of Toronto, and is currently completing a M.Ed. at the University of Toronto in Educational Leadership & Policy.

adam.hurley@blytheducation.com

Downsview Park Home





Luke Coles, Principal Blyth Academy Lawrence Park

Luke Coles is Principal of Blyth Academy's Lawrence Park campus. Previously he was a long time teacher, coach, and outdoor education specialist at The Sterling Hall School , where he served as Vice Principal for his final three years. Luke founded the Walk for Homeless Youth and was Schools Coordinator at The Terry Fox Foundation. Luke has a B.A. from Queen's University and a B.Ed and M. Ed from OISE, University of Toronto.

lukecoles@blytheducation.com

Lawrence Park Home





Jennifer Flynn-Clark

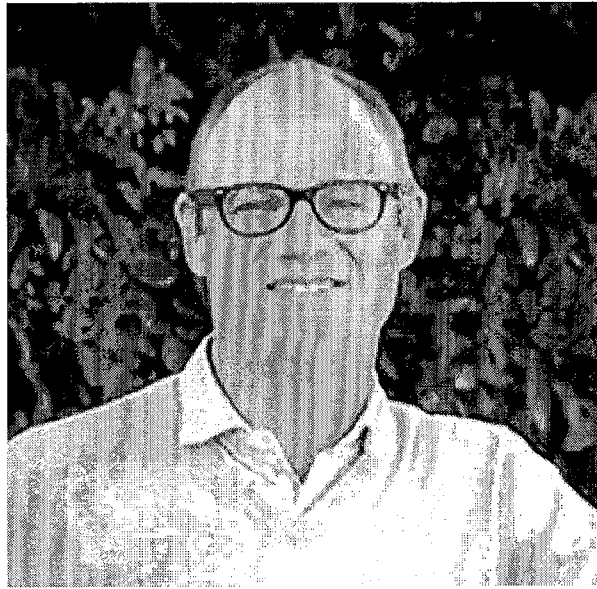
Principal of Blyth Academy London

Jennifer Flynn-Clark is the Principal of Blyth Academy London. She has over 20 years of experience in education in a variety of areas including ESL, online curriculum design, teaching, and administration in a private school setting. Jennifer has a B.A from Laurier, completed her B.Ed at Brock University, and has her M.Ed from Western University.

jflynnclark@blytheducation.com

London Home





Michael Booth,
Principal of Blyth Academy Mississauga

Michael Booth is Principal of Blyth Academy's Mississauga Campus. Previously he taught undergraduate courses at Northwestern University, Loyola University and Indiana University while pursuing a PhD in Film Studies. Michael has a B.A. from McGill University and an M.A. from New York University.

mbooth@blytheducation.com

Mississauga Home

Kristy Larose
Principal of Blyth Academy Ottawa

kristy.larose@blytheducation.com

Ottawa Home





Laurie Foley, Principal of Blyth Academy Thornhill

Laurie Foley is Principal of Blyth Academy's Thornhill Campus. Previously she taught at both the elementary and secondary levels working with junior, intermediate and adult learners. She has also worked in curriculum and policy development for both traditional and online high schools. Laurie has a B.A. from Glendon College and a B. Ed. from Nipissing University.

laurie.foley@blytheducation.com

Thornhill Home





Kathy Young, Principal of Blyth Academy Waterloo

Kathy Young is the Principal of Blyth Academy Waterloo. Previously she worked for the Waterloo Region District School Board in various schools, initially as a mathematics and computer science teacher and department head and later spent twenty years in administration as Vice-Principal and Principal. Kathy has a B.Math. from the University of Waterloo and a Bachelor of Education from the University of Western Ontario.

kathy.young@blytheducation.com

Waterloo Home





Kim Hacker,
Principal of Blyth Academy Whitby

Kim Hacker is Principal of Blyth Academy's Whitby Campus. Previously she was the Guidance Counsellor at Blyth Academy Whitby; taught English at Greenwood College School in Toronto; and was English Department Head and Head of Female Boarding at Rosseau Lake College. Kim has an Honours BA from Trent University in English with minors in Native Studies and Women's Studies, a Marketing diploma from Georgian College, and a B.Ed degree from Mount Saint Vincent University in Halifax.

kim.hacker@blytheducation.com

Whitby Home





Adam de Pencier, Principal of Blyth Academy Yorkville

Adam de Pencier is Principal at Blyth Academy Yorkville. Adam has studied at Queen's, and the Universities of Chicago, Columbia, and Edinburgh, and has several years' experience as a Principal at Canadian and American schools. Adam is passionate about teacher and professional development and has presented at leading North American schools and universities. He also writes regularly on education, the environment, and sports, in newspapers including *the Globe and Mail*, *the National Post*, and *Lake Superior Magazine*.

Adam.DePencier@blytheducation.com

Yorkville Home





Susan Kelley,
Principal of Blyth Academy @ CIHA

Susan Kelly is principal at Blyth Academy@CIHA. She has over 18 years of experience in education, and received her Bachelor of Education Honours degree in England at De Montfort University. Susan began her educational career as a teacher, but her strong leadership skills led her to administrative roles. She has been a private school principal since 2007.

susan.kelly@blytheducation.com

[CIHA Home](#)





Nathan Bishop, Principal of Blyth Academy Online

Nathan Bishop is the Academic Director of Blyth Academy Online, and is an advocate for education that reaches a wide variety of students and is delivered in the most accessible way possible. He has taught overseas, as well as in Ontario, and has a great deal of experience with technology and innovation in education. Along with his experience in teaching and technology, Nathan also holds additional qualifications in both Guidance and Special Education.

nathan.bishop@blytheducation.com

Blyth Academy Online

David Brazeau, Principal of Blyth Academy Qatar

David Brazeau is a very experienced educator and leader having headed public and private schools both in Canada and internationally, most recently as Principal of the Canadian International School of Egypt. He is also an accomplished teacher, athlete and coach, and has built and led community services projects both locally and internationally.



david.brazeau@blytheducation.com

Blyth Academy Qatar Home

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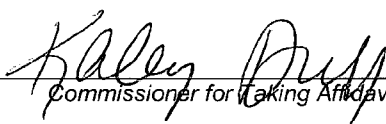
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This is Exhibit "4" referred to in the Affidavit of Michael
McNeely sworn March 19, 2018



Commissioner for Taking Affidavits (or as may be)

Payer's name - Nom du payeur
2170616 ONTARIO INC O/A BLYTH
EDUCATIONAL TRAVEL



Canada Revenue Agency / Agence du revenu du Canada

Year - Année: 2014

T4A
Statement of Pension, Retirement, Annuity,
and Other Income
État du revenu de pension, de retraite, de rente
ou d'autres sources

061 Payer's account number / Numéro de compte du payeur

Pension or superannuation - line 115
Prestations de retraite ou
autres pensions - ligne 115

Income tax deducted - line 437
Impôt sur le revenu retenu - ligne 437

016 [] [] 022 [] []

012 Social insurance number
Numéro d'assurance sociale

013 Recipient's account number
Numéro de compte du bénéficiaire

Lump-sum payments - line 130
Paiements forfaits - ligne 130

Self-employed commissions
Commissions d'un travail indépendant

018 [] [] 020 [] []

024 Annuities
Rentes

Fees for services
Honoraires ou autres sommes
pour services rendus

024 [] [] 048 [] [] 4,510.00

Other information (see over)
Autres renseignements (voir au verso)

Box - Case	Amount - Montant	Box - Case	Amount - Montant
014	0368	[]	[]
[]	[]	[]	[]
[]	[]	[]	[]
[]	[]	[]	[]

Recipient's name and address - Nom et adresse du bénéficiaire
Last name (in capital letters) - Nom de famille (en lettres majuscules) First name - Prénom Initials - Initiales
MCNEELY MICHAEL
433 JARVIS ST. APT. 217
TORONTO ON M4Y 2G6
CAN

Box - Case	Amount - Montant	Box - Case	Amount - Montant
[]	[]	[]	[]
[]	[]	[]	[]

T4A (13) Protected B when completed / Protégé B une fois rempli

Click here for additional information - Veuillez cliquer ici pour des renseignements supplémentaires

\$4,510

BLYTH

1780
2015

Payer's name - Nom du payeur
**2170616 ONTARIO INC O/A BLYTH
 EDUCATIONAL TRAVEL**

Canada Revenue Agency / Agence du revenu du Canada
 Year / Année: **2015**

T4A
 Statement of Pension, Retirement, Annuity, and Other Income
 État du revenu de pension, de retraite, de rente ou d'autres sources

061 Payer's account number / Numéro de compte du payeur

Pension or superannuation - line 115
 Prestations de retraite ou autres pensions - ligne 115

Income tax deducted - line 437
 Impôt sur le revenu retenu - ligne 437

016 [] [] 022 [] []

Social insurance number
 Numéro d'assurance sociale

Recipient's account number
 Numéro de compte du bénéficiaire

Lump-sum payments - line 130
 Paiements forfaitaires - ligne 130

Self-employed commissions
 Commissions d'un travail indépendant

012 [REDACTED]

013 [] []

018 [] [] 020 [] []

Annuities
 Rentes

Fees for services
 Honoraires ou autres sommes pour services rendus

024 [] [] 048 **6,968.08**

T4A (13) Protected B when completed / Protégé B une fois rempli

Recipient's name and address - Nom et adresse du bénéficiaire
 Last name (in capital letters) - Nom de famille (en lettres majuscules) First name - Prénom Initials - Initiales
MCNEELY MICHAEL
433 JARVIS ST. APT. 217
TORONTO ON M4Y 2G6
CAN

Other information (see over)
 Autres renseignements (voir au verso)

Box - Case	Amount - Montant	Box - Case	Amount - Montant
[]	[]	[]	[]

Box - Case	Amount - Montant	Box - Case	Amount - Montant
014	0388	[]	[]

Box - Case	Amount - Montant	Box - Case	Amount - Montant
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Box - Case	Amount - Montant	Box - Case	Amount - Montant
[]	[]	[]	[]

Box - Case	Amount - Montant	Box - Case	Amount - Montant
[]	[]	[]	[]

Click here for additional information - Veuillez cliquer ici pour des renseignements supplémentaires

6,968.08

BLYTH

2016

1781

\$5,100

TAA
Statement of Pension, Retirement, Annuity, and Other Income
État du revenu de pension, de retraite, de rente ou d'autres sources

Canada Revenue Agency / Agence du revenu du Canada
Year / Année: **2016**

Payer's name - Nom du payeur: **2170616 ONTARIO INC O/A BLYTH EDUCATIONAL TRAVEL**

Payer's account number / Numéro de compte du payeur: **061**

Income tax deducted - Impôt sur le revenu retenu - ligne 437: **022**

Pension or superannuation - Prestations de retraite ou autres pensions - ligne 115: **016**

Self-employed commissions - Commissions d'un travail indépendant: **020**

Lump-sum payments - Paiements forfaitaires - ligne 130: **018**

Recipients account number / Numéro de compte du bénéficiaire: **013**

Social insurance number / Numéro d'assurance sociale: **012**

Recipient's name and address - Nom et adresse du bénéficiaire:
 First name - Prénom: **MICNEELY**
 Initials - Initiales: **MICHAEL**
433 JARVIS ST. APT. 217
TORONTO ON M4Y 2G6
CAN

Annuities / Rentes: **024**

Fees for services / Honoraires ou autres sommes pour services rendus: **048**

Amount - Montant: **5,100.00**

Box - Case	Amount - Montant	Box - Case	Amount - Montant
014	0368		

Other information (see over) / Autres renseignements (voir au verso)

Click here for additional information - Veuillez cliquer ici pour des renseignements supplémentaires

T4A (15) Protected B when completed / Protégé B une fois rempli

Payer's name - Nom du payeur
2170616 ONTARIO INC O/A BLYTH EDUCATIONAL TRAVEL

Canada Revenue Agency
 Agence du revenu du Canada

T4A

Statement of Pension, Retirement, Annuity, and Other Income
 État du revenu de pension, de retraite, de rente ou d'autres sources

Year / Année: **2017**

Payer's account number / Numéro de compte du payeur: 061

Pension or superannuation - line 115 / Prestations de retraite ou autres pensions - ligne 115: 016

Income tax deducted - line 437 / Impôt sur le revenu retenu - ligne 437: 022

Self-employed commissions / Commissions d'un travail indépendant: 020

Lump-sum payments - line 130 / Paiements forfaitaires - ligne 130: 018

Recipients account number / Numéro de compte du bénéficiaire: 013

Social insurance number / Numéro d'assurance sociale: [REDACTED]

Recipients name and address - Nom et adresse du bénéficiaire

Last name (pmt) - Nom de famille (en lettres moulées): **MCNEELY**

First name - Prénom: **MICHAEL**

Initials - Initiales: [REDACTED]

433 JARVIS ST. APT. 217
 TORONTO ON M4Y 2G6
 CAN

Annuities / Rentes: 024

Fees for services / Honoraires ou autres sommes pour services rendus: 048

1,450.00

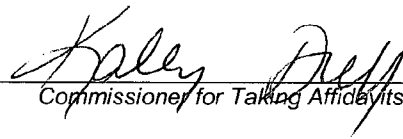
Other information (see over) / Autres renseignements (voir au verso)

Box - Case	Amount - Montant	Box - Case	Amount - Montant
014	0368		

Click here for additional information - Veuillez cliquer ici pour des renseignements supplémentaires

T4A (15) Protected B when completed / Protégé B une fois rempli

This is Exhibit "5" referred to in the Affidavit of Michael
McNeely sworn March 19, 2018

A handwritten signature in cursive script, appearing to read "Kaley Bess". The signature is written in black ink and is positioned above a horizontal line.

Commissioner for Taking Affidavits (or as may be)

Helen Mercer - Fwd: RE: Athi midterm

From: <michaeldmcneelyblyth@gmail.com>
To: <hmercerc@cavalluzzo.com>
Date: 19/01/2018 4:14 PM
Subject: Fwd: RE: Athi midterm
Attachments: image003.png; image001.jpg; image004.png; image002.png

---Forwarded using Multi-Forward Chrome Extension---

From: Michael McNeely
Date: Thu Apr 16 2015 22:58:40 GMT+1000 (AEST)
Subject: RE: Athi midterm
To: Marlene Gold

Thank you.

On Apr 16, 2015 8:47 AM, "Marlene Gold" <marlene@blytheducation.com> wrote:

Thanks Michael.

I've entered the second payment for the April 24 pay day.

Marlene Gold

Academic Administrator

Blyth Academy Thornhill

P: [905-889-8081](tel:905-889-8081); F: [905-889-4797](tel:905-889-4797)

marlene@blytheducation.com

www.blythacademy.ca

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www.blythacademy.ca/summer



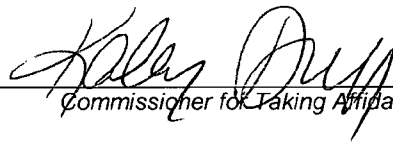
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From: Michael McNeely [mailto:michaeldmcneelyblyth@gmail.com]
Sent: Wednesday, April 15, 2015 4:58 PM

To: Marlene Gold
Subject: Athi midterm

Just halfway through Athi's class now. :)

This is Exhibit "6" referred to in the Affidavit of Michael
McNeely sworn March 19, 2018



Commissioner for Taking Affidavits (or as may be)

Helen Mercer - Fwd: Introduction: Blyth LP's new Private Course Coordinator Sarah Morris

From: <michaeldmneely@gmail.com>
To: <h Mercer@cavalluzzo.com>
Date: 17/01/2018 11:42 AM
Subject: Fwd: Introduction: Blyth LP's new Private Course Coordinator Sarah Morris
Attachments: image001.jpg; image002.png; image003.png; image004.png; sarah photo.jpg

----Forwarded using **Multi-Forward Chrome Extension**----

From: Luke Coles
Date: Sat Dec 05 2015 06:45:26 GMT+1100 (AEDT)
Subject: Introduction: Blyth LP's new Private Course Coordinator Sarah Morris
To:

Good Afternoon, Blyth LP Faculty & Staff!

I'm really pleased to be able to formally announce that we have created a new role here at Blyth LP.

Sarah Morris, who many of you already know, is as we type this letter setting up shop in her office outside of our dedicated Private Course space at 3300 Yonge Street. (2nd floor)

Sarah has recently returned from a 2-year stint in London, England, where she was teaching Grades 7-12 at Twickenham Academy. She is an OCT certified teacher with teachables including Social Sciences, English, Drama, and Spec Ed. Sarah also has managerial experience from the world of fashion, and she has both taught and been administrator here at Blyth for the last several months. Sarah is a keen traveller with a particular love for Tudor History. We dare you to ask her about it;)

I am delighted to have Sarah taking on this role. If you haven't met her yet and are presently teaching here, please make a point of stopping by and introducing yourself. Sarah has been preparing to take over this role for several weeks, and has a firm understanding of all aspects of our course offerings. She will be a very strong support for you all on a variety of fronts: communication with your student and his/her family; course submissions and requirements; assessment practice should you need assistance; and just generally to support your work.

Sarah and I will at least for the next little while share some of the staffing and hiring duties, but the brunt of that work will quickly shift to Sarah. As time passes, she will also be taking on the hiring and orientation of private classes happening at our other GTA campuses.

I suspect that very quickly you will feel the benefit of this added role and of Sarah's wonderful energy! Any questions, feel free.

Luke/Sarah

(PS. Photo attached)

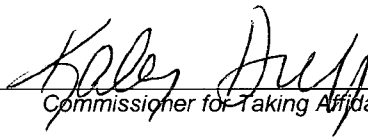
Luke Coles

Principal
Blyth Academy – Lawrence Park
3284 Yonge St Toronto M4N 3M7
P: 416-488-9301; F: 416-916-9060
lukecoles@blytheducation.com
www.blytheducation.com



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This is Exhibit "7" referred to in the Affidavit of Michael
McNeely sworn March ¹⁹....., 2018



Commissioner for Taking Affidavits (or as may be)

Helen Mercer - Fwd: RE: Any classroom space from 9 to 3 on Saturday?

From: <michaeldmcneely@gmail.com>
To: <hmercerc@cavalluzzo.com>
Date: 19/01/2018 3:59 PM
Subject: Fwd: RE: Any classroom space from 9 to 3 on Saturday?
Attachments: image001.jpg; image002.png; image003.png; image004.png

----Forwarded using **Multi-Forward Chrome Extension**----

From: Michael McNeely
Date: Wed Feb 15 2017 08:07:30 GMT+1100 (AEDT)
Subject: RE: Any classroom space from 9 to 3 on Saturday?
To: Sarah Morris

Thank you.

On Feb 14, 2017 3:00 PM, "Sarah Morris" <Sarah.Morris@blytheducation.com> wrote:

Hello, Michael.

There should be space, if not, please feel free to go next door and use one of the conference rooms:

Sarah

Sarah Morris

Private Course Coordinator

Blyth Academy – Lawrence Park

3300 Yonge St Toronto M4N 3M7

P: [647-342-8094](tel:647-342-8094); F: [416-916-9060](tel:416-916-9060)

sarah.morris@blytheducation.com

www.blytheducation.com



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From: Michael McNeely [mailto:michaeldmcneely@gmail.com]

Sent: Tuesday, February 14, 2017 1:44 PM

To: Sarah Morris

Subject: Any classroom space from 9 to 3 on Saturday?

Thank you. For [REDACTED]s class.

Helen Mercer - Fwd: RE: Exam on Tuesday, Dec 8th

From: <michaeldmcneelyblyth@gmail.com>
To: <hmercerc@cavalluzzo.com>
Date: 19/01/2018 4:17 PM
Subject: Fwd: RE: Exam on Tuesday, Dec 8th

---Forwarded using Multi-Forward Chrome Extension---

From: Michael McNeely
Date: Thu Dec 03 2015 02:30:07 GMT+1100 (AEDT)
Subject: RE: Exam on Tuesday, Dec 8th
To: Sarah Morris

Thank you, Sarah.

On Dec 2, 2015 10:28 AM, "Sarah Morris" <Sarah.Morris@blytheducation.com> wrote:

Hi Michael,

You may use the spare office in the campus above PJ Pets on the East side of Yonge Street. When you walk into the building, you will know which room you have been assigned to because there is a sign that says "second office".

Regards,

Sarah Morris

From: Michael McNeely [mailto:michaeldmcneelyblyth@gmail.com]
Sent: December-01-15 7:27 PM
To: Naomi Cadesky; Julie Horne
Subject: Exam on Tuesday, Dec 8th

Hello,

██████████ will be writing my exam for EWC4U on Tuesday, December 8th from 1 - 4 pm. The exam is officially two hours, but I will be giving ██████████ a copy of a short story that some of the questions of the exam will be on at 1, and she will have a hour to review it at her leisure. That short story as well as her Writer's Craft textbook can be used in the exam.

Julie - can you or Sarah find us a room where we will be uninterrupted and which is well lit?

Kind regards,

Michael

Helen Mercer - Fwd: RE: Course introduction

From: <michaeldmcneelyblyth@gmail.com>
To: <hmercercavalluzzo.com>
Date: 19/01/2018 4:17 PM
Subject: Fwd: RE: Course introduction

----Forwarded using **Multi-Forward Chrome Extension**----

From: Michael McNeely
Date: Thu Feb 25 2016 05:56:10 GMT+1100 (AEDT)
Subject: RE: Course introduction
To: Sarah Morris

Thank you.

On Feb 24, 2016 1:32 PM, "Sarah Morris" <Sarah.Morris@blytheducation.com> wrote:

Looks great!

I don't have a room number for you, I will let you know tomorrow what room you will be in.

Sarah

From: Michael McNeely [mailto:michaeldmcneelyblyth@gmail.com]
Sent: Wednesday, February 24, 2016 1:30 PM
To: Sarah Morris
Subject: Course introduction

Based on your template provided :)

Pending approval. Do you know our room number?

Thanks!

Helen Mercer - Fwd: Private Class Locations & Canada Day Details

From: <michaeldmneely@gmail.com>
To: <h Mercer@cavalluzzo.com>
Date: 17/01/2018 11:39 AM
Subject: Fwd: Private Class Locations & Canada Day Details
Attachments: image006.png; image008.png; image009.png; image010.png

----Forwarded using **Multi-Forward Chrome Extension**----

From: Christina Merhai
Date: Sat Jun 28 2014 04:48:42 GMT+1000 (AEST)
Subject: Private Class Locations & Canada Day Details
To:
Cc: Luke Coles , Michelle Pucknell , Katlynd McLaren , Christina Merhai

Dear Teachers,

As summer school is upon us with the first day being **Thursday, July 3rd** (next week), the following space changes and assignments will be in effect. **All private classes during the day will be located at 3293 Yonge St. at a workstation or space as outlined below.** There is one workspace at 3284 and 3300 Yonge St., already assigned to teachers with extreme needs and all other space for summer school classes. The days and times are approximate as I know there are students with flexibility who may be starting earlier or later in the day.

Although there are vacant spaces (TBA), we do have other private classes on the radar that will get these spots upon teacher/student schedule confirmations. We are going to get very busy in the next few days so it is absolutely important that you stay where you are assigned. Note: If it turns out that you will be meeting with a student after daytime hours, please let Katlynd or I know ASAP so that we can arrange a set of keys for you and show you the locking up procedures. Same thing goes for weekends.

In regards to July 1st, Canada Day, the campus will be closed. Please let your student(s) know. If it turns out that you are starting a new course next week or your name is not on the list above, please let me know so that I can put you in somewhere.

WORKSPACE	TEACHER(S)
Main Room Desk 1	Cory Palansky, M-F, 9-1:30pm
Main Room Desk 2	TBA
Workspace 1	Kyle Hough, M-F, 9/10-4pm
Workspace 2	Tina Teng, M-F, 9-12pm
Workspace 3	TBA
Workspace 4	Vandana Bathla, M-F, 9-3/4pm
Workspace 5	Guy Charles, M-F, 9/10am-onward
Workspace 6	Dugyu Basmaci, M-F, 9/10-3/4pm
Workspace 7	TBA
Workspace 8	Christian Robertson, M-F, 9/10am or 1pm-onward
Workspace 9	Noelyn, M-F, 8:30-11:30am

Kitchen Area	Fariborz, M-F, 9-4pm
Second Office	Christina Merhai, M-F, 9-11am –until July 4/7th; Dr. Kanda, M-F 11am-
onward	
Hallway 1	TBA
Hallway 2	TBA
Hallway 3	TBA
3284 Conference Room	Michael McNeely, M-F, 9-3pm
3300 Hallway Desk	Alyssa, M-F, 10-2pm

As we are working in an open forum, please be mindful of those working nearby and in the same spaces before or after you. I have organized pencil boxes complete with essential stationary items and we will have whiteboards and lined/grid paper around should you need resources for writing, instruction, and student testing. A photocopier is also available for use behind my desk, and wireless internet (password: 0v3rth3a1r). A limited supply of floater laptops are around, but it is advised that you bring your own.

If you have any questions, please ask.

Regards,
Christina

Christina Merhai
Academic Assistant
Blyth Academy - Lawrence Park
3293 Yonge St., Toronto, ON, M4N 2L8
T: 416-440-0220; 416-488-9301
F: 416-440-1413
christinamerhai@blytheducation.com
www.blytheducation.com



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This is Exhibit "8" referred to in the Affidavit of Michael
McNeely sworn March 19, 2018



Commissioner for Taking Affidavits (or as may be)

Helen Mercer - Fwd: Michael McNeely BAO IDC4U Course Creation Developer Contract between blytheducation.com, Michael D McNeely, Dan Strutt, and 1 more is Signed and Filed!

From: Michael McNeely <michaeldmcneely@gmail.com>
To: Helen Mercer <hmercerc@cavalluzzo.com>
Date: 12/01/2018 2:36 PM
Subject: Fwd: Michael McNeely BAO IDC4U Course Creation Developer Contract between blytheducation.com, Michael D McNeely, Dan Strutt, and 1 more is Signed and Filed!
Attachments: Michael McNeely BAO IDC4U Course Creation Developer Contract - signed.pdf



----- Forwarded message -----

From: Michael McNeely <michaeldmcneely@gmail.com>
Date: Sun, Dec 31, 2017 at 1:01 PM
Subject: Fwd: Michael McNeely BAO IDC4U Course Creation Developer Contract between blytheducation.com, Michael D McNeely, Dan Strutt, and 1 more is Signed and Filed!
To: Dave McNeely <mcneely@sympatico.ca>



----- Forwarded message -----

From: blytheducation.com <echosign@echosign.com>
Date: Tue, Feb 3, 2015 at 1:52 PM
Subject: Michael McNeely BAO IDC4U Course Creation Developer Contract between blytheducation.com, Michael D McNeely, Dan Strutt, and 1 more is Signed and Filed!
To: Dan Strutt <danstrutt@blytheducation.com>, Frances Hatcher <frances.hatcher@blytheducation.com>, Michael D McNeely <michaeldmcneely@gmail.com>, Brittany Shepley <Brittany.Shepley@blytheducation.com>




Adobe Sign

Michael McNeely BAO IDC4U
Course Creation Developer Contract
between blytheducation.com, Michael

D McNeely, Dan Strutt, and 1 more is Signed and Filed!

From: Brittany Shepley
(blytheducation.com)

To: Dan Strutt, Frances Hatcher, Michael D McNeely, and Brittany Shepley



AGREEMENT TO RECEIVE SERVICES
COURSE DEVELOPER: MICHAEL MCNEELY

BY ACCEPTING THIS AGREEMENT, YOU AGREE TO THE TERMS AND CONDITIONS OF SERVICE. BY ACCEPTING THIS AGREEMENT, YOU AGREE TO THE TERMS AND CONDITIONS OF SERVICE. BY ACCEPTING THIS AGREEMENT, YOU AGREE TO THE TERMS AND CONDITIONS OF SERVICE.

PERSONAL INFORMATION	
Address:	433 Jarvis St Apartment 273
City:	Toronto
Postal Code:	M4Y 1G5
Date of Birth:	March 1, 1984
Sex:	Male
Phone Number:	416-291-2452
Company Name:	BAO IDC4U
Business:	416-291-2452
Email Address:	michael@blytheducation.com
Company Information	
Company Name:	BAO IDC4U

Attached is a final copy of **Michael McNeely BAO IDC4U Course Creation Developer Contract.**

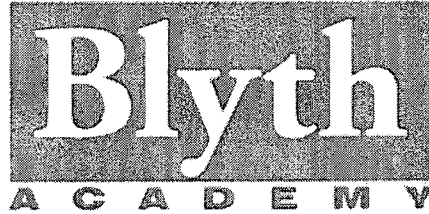
Copies have been automatically sent to all parties to the agreement.

You can view [the document](#) in your EchoSign account.

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To ensure that you continue receiving our emails, please add echosign@echosign.com to your address book or safe list.



AGREEMENT TO RENDER SERVICES

COURSE DEVELOPER - BLYTH ACADEMY ONLINE

THIS AGREEMENT made in duplicate this (day) 2 day of, (month) February between 2016169 Ontario Inc. o/a Blyth Academy, hereinafter called "BLYTH", and (name) Michael McNeely of (city) Toronto, hereinafter called the "COURSE DEVELOPER".

PERSONAL INFORMATION	
Address	433 Jarvis St. Apartment 217
City	Toronto
Postal Code	M4Y2G6
Date of Birth	Month <u>September</u> Day <u>8</u> Year <u>1988</u>
SIN #	
Ontario College of Teacher #	622087
Phone #	6475250445
Email address:	michaeldmcneely@gmail.com

Course Improvement	
Name of Course (s)	IDC4U

FOR GOOD AND VALUABLE CONSIDERATION, the receipt and sufficiency of which are hereby acknowledged by each of the parties hereto, the parties agree as follows:

1. BLYTH hereby engages the COURSE DEVELOPER, and the COURSE DEVELOPER hereby accepts such engagement to render such services as are reasonably required by BLYTH and which are more particularly described in paragraphs 4 through 13 below, in connection with the term commencing on September 1, 2014 and ending on September 1, 2015 (the "Term".) BLYTH agrees to utilize the COURSE DEVELOPER's services for BLYTH ACADEMY ONLINE and the COURSE DEVELOPER agrees to provide his/her services for BLYTH as an online Course Developer for a one-time fee of \$ 3000 per course, payable in two installments. The COURSE DEVELOPER shall devote his/her best talents, efforts and abilities in connection with the services to be provided hereunder on a non-exclusive basis in accordance with BLYTH's instructions and directions.
2. Nothing in this Agreement shall be construed so as to create or imply any employer-employee relationship between the parties. It is expressly understood that the COURSE DEVELOPER is an independent contractor and no relationship of employment, quasi-employment, or partnership of any kind is intended between the parties or created by this Agreement.

For greater clarity, this Agreement constitutes a contract for services and not an employment contract. Accordingly, the COURSE DEVELOPER is not entitled to vacation time or vacation pay, statutory holidays, emergency family leave, illness or compassionate leave or any other right or benefit provided under the *Employment Standards Act, 2000*. The COURSE DEVELOPER is also not entitled to benefits such as Canada Pension Plan contributions, OHIP, employment insurance, workers' compensation, health or accident insurance or any other contributions which are regularly provided in an employer-employee relationship.

The contract amount specified in paragraph 1 is gross compensation and is inclusive of any Federal or Provincial sales taxes that might apply to the services being provided. BLYTH will issue T4A slips; however, BLYTH will not withhold income tax at source from any payments issued pursuant to this contract. The COURSE DEVELOPER is solely responsible for remitting his/her own income taxes as required pursuant to the *Income Tax Act*. By signing this contract, the COURSE DEVELOPER indemnifies and holds harmless BLYTH for any unpaid income or sales taxes, penalties or interest should the COURSE DEVELOPER fail to remit taxes as required.

3. This agreement is subject to the COURSE DEVELOPER continuing to hold the necessary qualifications in accordance with all applicable statutes and the regulations administered by the Ontario Ministry of Education (the "Ministry").
4. During the course specified in paragraph 1, the COURSE DEVELOPER agrees to perform such additional duties as BLYTH may assign under the applicable statutes and the regulations administered by the Ministry. The COURSE DEVELOPER agrees to be diligent and faithful in the performance of the COURSE DEVELOPER's services under this Agreement.
5. The course must be designed and materials archived on the current Blyth Academy course management system and conform to appropriate protocols. The course must be completed within 12 months of the date of commencement of this contract.
6. Course content and rigor will be academically appropriate for its designated course code, and will include all necessary learning expectations required for course completion.
7. The course will include a course of study fully and properly reflecting the course and its delivery.
8. Courses should meet all requirements set out in
 - a. The relevant Ontario curriculum document.
 - b. Growing Success.
 - c. The Ministry's online inspection checklist.
9. Content will
 - a. Be original and engaging.
 - b. Equivalent to that delivered in a 110 hour classroom course.
 - c. Cover all curriculum expectations.
 - d. Track Overall Expectations within the content.
 - e. Be presented in a variety of ways, addressing different learning styles.
 - f. Be supplemented with external interactive activities.
 - g. Address program planning considerations.
10. Assessment and Evaluation will
 - d. Provide multiple opportunities to check skills and understanding for feedback (assessment *for* learning).
 - e. Provide multiple opportunities to reflect on progress, and on the achievement of others (assessment *as* learning).
 - f. Present varied forms of evaluation (tests, essays, labs, assignments, reports, video submissions etc.).

- g. Present opportunities for observation and conversation (discussion boards, video submissions, video discussions, skype opportunities etc.).
 - h. Address and track specific expectations in Assessment *for* and *as* Learning.
 - i. Address and track overall expectations in Assessment *of* Learning.
 - j. Provide activity specific rubrics for Assessment *of* Learning.
11. Culminating activities (ISP and exam) should cover all overall expectations.
12. All assessment and evaluation should be fully online and within the Learning Management System (Moodle).
13. COURSE DEVELOPER shall abide by the BLYTH Academy Online School Discipline and Safety Policy. COURSE DEVELOPER'S failure to abide by the Blyth Academy Online School Discipline and Safety Policy may result in the immediate termination of this Agreement.
14. Compensation for original course development is \$ 3000 , payable in two equal installments.
15. The first installment shall be paid when, in the opinion of the Academic Director, half of the planned units for the course are complete.
16. The second and final installment shall be paid when, in the opinion of the Academic Director, the course is complete and ready for initial offering.
17. The course will be considered fully developed when it has been reviewed and deemed acceptable by the Academic Director, Blyth Academy Online. The course shall be ready for instruction by an academically qualified instructor with little or no modification.
18. In exchange for the sum of \$ 3000 , the COURSE DEVELOPER irrevocably assigns to Blyth Academy all right, title, and interest, including any and all rights arising from the Copyright Act or other applicable legislation, to all material developed pursuant to this Agreement.
19. When the course is accepted and payment is initiated, the course (as designed) becomes the exclusive property of Blyth Academy. Blyth Academy reserves the right to make future alterations to the course without permission of the original author. For clarity, course developer hereby waives any and all "moral rights" that may affix to the material developed pursuant to this Agreement.

20. Blyth Academy retains the right to offer the course as frequently as it deems appropriate and necessary. Blyth Academy also retains the right to contract with any individual(s) it deems qualified to teach the course.

21. COURSE DEVELOPER represents and warrants that the material developed pursuant to this Agreement is original to the course developer and does not infringe or violate the copyright or any right arising therefrom of another party.

22. Blyth has the right to offset payments when an overpayment or administrative error has been made resulting in monies owing to Blyth.

23. The COURSE DEVELOPER understands and agrees that s/he is an independent contractor and, as such, s/he is responsible for all personal expenses associated with performing the services outlined above, including travel, phone, internet, and computer costs.

24. COURSE DEVELOPER understands and agrees that, since s/he is not an employee of BLYTH, this paragraph constitutes an agreement pursuant to the *Copyright Act*, RSC 1985, c C-42 that all right, title and interest, including copyright, in any material created by COURSE DEVELOPER pursuant to this Agreement shall be solely owned by BLYTH.

25. The COURSE DEVELOPER is an independent contractor and, as such, neither party to this contract is obligated to renew the Agreement at the end of its term or provide any notification of any intention to renew or not to renew. Further, this Agreement may be terminated during the Term, under the following guidelines:
 - a. At any time, by mutual consent in writing of the COURSE DEVELOPER and BLYTH.
 - b. By BLYTH at any time without advance notice to the COURSE DEVELOPER and with no payment owing where, before the commencement of the course development, BLYTH has resolved not to proceed with the development of the course as described in paragraph 1.
 - c. By BLYTH at any time, with no further payment, should the COURSE DEVELOPER fail to perform any of the services outlined in paragraphs 4 through 12 above or if the COURSE DEVELOPER

contravenes any of The Blyth Academy Online School Discipline and Safety policies as noted in paragraph 13 above.

- d. By either BLYTH or the COURSE DEVELOPER, for any reason. In the event that BLYTH terminates this Agreement during the Term, BLYTH shall have the option of terminating this Agreement by issuing a payment of no less than 5% of the contract amount specified in paragraph 1. BLYTH and COURSE DEVELOPER agree that payment made pursuant to this paragraph shall constitute full and final settlement of any and all claims, commercial or otherwise, arising from or in connection with, the termination of this Agreement during the Term.
26. For clarity, should BLYTH terminate the Agreement under 14(b) above, BLYTH will have no obligation to pay any of the amount in Paragraph 1. Should BLYTH terminate the Agreement under 14(c) above, BLYTH will not be responsible for making any additional payments that would have been otherwise due at the time of the termination of this Agreement.
27. COURSE DEVELOPER consents to the collection, use, disclosure and retention of his or her personal information by BLYTH, or a third party authorized by BLYTH, for reasons consistent with the administration of this Agreement and in accordance with BLYTH's normal business practices. Such collection, use and retention of personal information shall accord with BLYTH's privacy policy, a copy of which will be provided to COURSE DEVELOPER upon request.
28. This Agreement constitutes the entire understanding of the parties with respect to the subject matter set out herein and cannot be modified except by a written instrument signed by the COURSE DEVELOPER and an authorized officer of BLYTH.
29. This Agreement shall be governed and construed in accordance with the laws of the Province of Ontario and the laws of Canada applicable therein, and the parties hereto irrevocably attorn to the exclusive jurisdiction of Ontario.
30. This Agreement may be executed in counterparts with the same effect as if all the parties hereto had signed the same document. Each counterpart is as valid and binding on all parties hereto as every other counterpart, and all counterparts shall be construed together and shall constitute one Agreement.

31. The COURSE DEVELOPER acknowledges that s/he has read and understood the Blyth Academy Online *School Discipline and Safety Policy*. The COURSE DEVELOPER further acknowledges that s/he will faithfully follow the precepts of the policy.

Further, execution and delivery of this Agreement by facsimile transmission or other written electronic communication shall constitute execution and delivery respectively as required by this Agreement.

Please acknowledge acceptance of this Agreement by signing in the space provided below.

In witness whereof the COURSE DEVELOPER has signed and BLYTH has affixed hereto its corporate seal attested by its proper officers in that behalf.

Michael D McNeely
Michael D McNeely (Feb 2, 2015)

Dan Strull
Dan Strull (Feb 2, 2015)

Academic Director, Blyth Academy Online
2016169 Ontario Inc.

Frances Hatcher
Frances Hatcher (Feb 3, 2015)

Principal, Blyth Academy
2016169 Ontario Inc.



Blyth Education
 1000 Blyth Road, Suite 100, Blyth, ON N5Y 2K1
 Tel: (705) 835-1234 Fax: (705) 835-1235
 Email: info@blytheducation.com Website: www.blytheducation.com

Contract Agreement

Contract No: **BAO IDC4U**

Contract Date: **January 28, 2015**

Contract Status: **SIGNED**

Contract Description	
Contract Type	
Contract Value	
Contract Start Date	
Contract End Date	
Contract Manager	
Contract Owner	
Contract Status	
Contract History	

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Michael McNeely BAO IDC4U Course Creation Developer Contract

EchoSign Document History

February 03, 2015

Created:	January 28, 2015
By:	Brittany Shepley (Brittany.Shepley@blytheducation.com)
Status:	SIGNED
Transaction ID:	XJYBBRB284B7A4V

“Michael McNeely BAO IDC4U Course Creation Developer Contract” History

-  Document created by Brittany Shepley (Brittany.Shepley@blytheducation.com)
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-  Document emailed to Michael D McNeely (michaeldmcneely@gmail.com) for signature
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-  Document viewed by Frances Hatcher (frances.hatcher@blytheducation.com)
 February 03, 2015 - 1:52 PM EST - IP address: 74.216.237.182



✎ Document e-signed by Frances Hatcher (frances.hatcher@blytheducation.com)


Signature Date: February 03, 2015 - 1:52 PM EST - Time Source: server - IP address: 74.216.237.182

📧 Signed document emailed to Brittany Shepley (Brittany.Shepley@blytheducation.com), Michael D McNeely (michaeldmneely@gmail.com), Frances Hatcher (frances.hatcher@blytheducation.com) and Dan Strutt (danstrutt@blytheducation.com)

February 03, 2015 - 1:52 PM EST



This is Exhibit "9" referred to in the Affidavit of Michael
McNeely sworn March 19, 2018

A handwritten signature in cursive script, appearing to read "Kaley Duff", is written over a horizontal line.

Commissioner for Taking Affidavits (or as may be)

Helen Mercer - Fwd: Exam Schedule

From: <michaeldmceelyblyth@gmail.com>
To: <hmercerc@cavalluzzo.com>
Date: 17/01/2018 12:01 PM
Subject: Fwd: Exam Schedule
Attachments: image001.jpg; image002.png; image003.png; image004.png; Term 3 Exam Schedule TH- 2014-2015.pdf; FINAL EXAM COVER SHEET.docx; KICA Categories.pdf; KICA Verbs.pdf

----Forwarded using **Multi-Forward Chrome Extension**----

From: Laurie Stinson
Date: Wed Mar 25 2015 05:30:58 GMT+1100 (AEDT)
Subject: Exam Schedule
To: Laurie Stinson

Hi Everyone,

As promised, attached is the Term 3 Exam Schedule. Please review it carefully to see where you are required each day. If you have any questions or see any areas for concern, please let me know as soon as possible as we are scheduling the exam constant contact email to go out on Friday.

Your final exams for Term 3 are due on April 2 (Next Thursday). I have attached the exam cover sheet which must be attached to all exams as the first page. If you would like a sample exam for your course, please ask me this week.

Exam Reminders:

- The overall KICA breakdown match the overall KICA breakdown for the course (as closely as possible).
- If you are using multiple choice and similar type questions, there should be no more than 20 of these (maximum) on an exam
- Grade 9 and 10 exams should be 1.5 hours in length and grade 11 and 12 exams should be 2 hours in length
- Split classes should have two different exams
- Review your questions to ensure that you have put them in the right KICA Category. See attached "KICA Categories" and "KICA Verbs" to assist you with this

Thanks!

Laurie Stinson
Head of School
Blyth Academy Thornhill
Phone: 905-889-8081
lauriestinson@blytheducation.com
www.blythacademy.ca



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Helen Mercer - Fwd: March Break Closure

From: <michaeldmneelyblyth@gmail.com>
To: <hmercerc@cavalluzzo.com>
Date: 17/01/2018 12:01 PM
Subject: Fwd: March Break Closure
Attachments: image001.jpg; image002.png; image003.png; image004.png

----Forwarded using **Multi-Forward Chrome Extension**----

From: Laurie Stinson
Date: Fri Mar 13 2015 05:36:11 GMT+1100 (AEDT)
Subject: March Break Closure
To: Laurie Stinson

Hi Everyone,

This is just to confirm that **the campus is closed from Saturday, March 14 – Sunday, March 22 inclusive. No private studies (or students) should be in the campus during this time.** If you have planned otherwise with your student / parent, please speak to me by 4:00 pm tomorrow. There will be no supervision in the campus and you are not permitted to be here alone with your student.

Please contact me by 4:00 pm tomorrow if you have any questions or concerns. I will not be readily available by email after 4:30 pm tomorrow.

Thank you.

Laurie Stinson
Head of School
Blyth Academy Thornhill
Phone: 905-889-8081
lauriestinson@blytheducation.com
www.blythacademy.ca



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Helen Mercer - Fwd: RE: Youth Conference - Change Your World

From: <michaeldmcneelyblyth@gmail.com>
To: <hmercer@cavalluzzo.com>
Date: 17/01/2018 12:01 PM
Subject: Fwd: RE: Youth Conference - Change Your World
Attachments: image002.png; image001.jpg; image003.png; image004.png

---Forwarded using Multi-Forward Chrome Extension---

From: Michael McNeely
Date: Wed Mar 11 2015 00:45:01 GMT+1100 (AEDT)
Subject: RE: Youth Conference - Change Your World
To: Laurie Stinson

I understand :)

On Mar 10, 2015 9:41 AM, "Laurie Stinson" <lauriestinson@blytheducation.com> wrote:

Thanks, Michael. If we have classes going, I'll let you know. It will likely be difficult for [REDACTED] to participate as they attend other schools full time.

Laurie Stinson

Head of School

Blyth Academy Thornhill

Phone: [905-889-8081](tel:905-889-8081)

lauriestinson@blytheducation.com

www.blythacademy.ca



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From: Michael McNeely [mailto:michaeldmcneelyblyth@gmail.com]

Sent: March-10-15 9:23 AM

To: Laurie Stinson

Subject: Re: Youth Conference - Change Your World

I'd be interested in going, maybe with [REDACTED], but even with your other students. Let me know :)

On Mar 10, 2015 9:08 AM, "Laurie Stinson" <lauriestinson@blytheducation.com> wrote:

Hey Everyone,

Please check out the info on the Youth Conference – Change your World
<http://fes.yorku.ca/changeyourworld> taking place at York U on April 7. This might be good for some of your classes and foundations. Please let me know by tomorrow if you are interested.

Laurie Stinson

Head of School




Blyth Academy Thornhill

Phone: [905-889-8081](tel:905-889-8081)

lauriestinson@blytheducation.com

www.blythacademy.ca



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Helen Mercer - Fwd: Staff Meeting + Winter Day - Tomorrow

From: <michaeldmcneelyblyth@gmail.com>
To: <hmercercavalluzzo.com>
Date: 17/01/2018 12:01 PM
Subject: Fwd: Staff Meeting + Winter Day - Tomorrow
Attachments: image001.jpg; image002.png; image003.png; image004.png

----Forwarded using **Multi-Forward Chrome Extension**----

From: Laurie Stinson
Date: Wed Feb 25 2015 08:08:41 GMT+1100 (AEDT)
Subject: Staff Meeting + Winter Day - Tomorrow
To: Laurie Stinson

Hello All,

As you know, tomorrow is our Winter Day. We have approximately 10 students attending with 2 staff – Anthony and Johnny – supervising. Students who are not attending Winter Day are expected to be at school. Attendance must be taken and submitted to Marlene (and yes, calls home made) as per the usual. That said, we will be setting up a “Study Hall” room in the studios, so that only one teacher is needed to be in the room at a time. Please make arrangements between any teachers teaching classes to ensure at least one teacher is in the room at all times. Please use this as a day to catch up on some of your own work and work 1:1 with those students who take the time to actually turn up tomorrow! This should not be a teaching day. Please do not let students know that this is the setup for tomorrow or else nobody will show up! Unless otherwise arranged, your private studies will carry on as usual.

A reminder that we have a staff meeting tomorrow from 1:00 – 2:00 pm. Lunch will be provided.

If you have any questions, please don't hesitate to let me know.

Thanks!

Laurie Stinson
Head of School
Blyth Academy Thornhill
Phone: 905-889-8081
lauriestinson@blytheducation.com
www.blythacademy.ca



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Helen Mercer - Fwd: RE: Request for field trip with Athi

From: <michaeldmneelyblyth@gmail.com>
To: <hmercer@cavalluzzo.com>
Date: 17/01/2018 12:02 PM
Subject: Fwd: RE: Request for field trip with [REDACTED]
Attachments: image001.jpg; image004.png; image002.png; image003.png

---Forwarded using Multi-Forward Chrome Extension---

From: Michael McNeely
Date: Fri May 29 2015 06:38:18 GMT+1000 (AEST)
Subject: RE: Request for field trip with [REDACTED]
To: Laurie Stinson

I understand.

Best,
Michael

On May 28, 2015 4:27 PM, "Laurie Stinson" <lauriestinson@blytheducation.com> wrote:

Hi Michael,

Because the school is not open to field an emergency situation (should it arise), I am saying no.

Laurie Stinson

Head of School

Blyth Academy Thornhill

Phone: [905-889-8081](tel:905-889-8081)

lauriestinson@blytheducation.com

www.blythacademy.ca



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www.blythacademy.ca/summer

From: Michael McNeely [mailto:michaeldmneelyblyth@gmail.com]
Sent: May-28-15 4:14 PM
To: Laurie Stinson
Subject: RE: Request for field trip with [REDACTED]

I understand. What if I get another Blyth colleague?

On May 28, 2015 3:58 PM, "Laurie Stinson" <lauriestinson@blytheducation.com> wrote:

Hi Michael,

Unfortunately, I cannot allow a teacher to travel 1:1 with a student. I'm sure you understand.

Laurie Stinson

Head of School

Blyth Academy Thornhill

Phone: 905-889-8081

lauriestinson@blytheducation.com

www.blythacademy.ca



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SUMMER School . . . IS IN! Choose today, from over 20 courses for grades 10-12.

www.blythacademy.ca/summer

From: Michael McNeely [mailto:michaeldmneelyblyth@gmail.com]
Sent: May-28-15 3:42 PM
To: Laurie Stinson
Subject: Request for field trip with [REDACTED]

I think the Toronto Deaf Film and Arts Festival (TDFAF) would be a good experience for [REDACTED] to attend with me.

<http://tidfaf.ca/2015-festival/schedule-events/film-screenings-saturday-daytime/>

[REDACTED] would learn more about Deaf culture than what I have been able to teach him, as well as watch films produced by high school students. Let me know if we can make this happen; alternatively, their opening night gala is Thursday evening, also when we have class together.

I expect the price to be - for [REDACTED] - 20 dollars - but I am confirming with the people running the festival.

This would tie into course expectations rather well, and serve as a review of the disability interpretation framework [REDACTED] will be assessed on for the final exam.

Kind regards,

Michael

Helen Mercer - Fwd: RE: Change Request to Schedule

From: <michaeldmneely@gmail.com>
To: <hmercer@cavalluzzo.com>
Date: 19/01/2018 3:54 PM
Subject: Fwd: RE: Change Request to Schedule
Attachments: image001.jpg; image002.png; image003.png; image004.png

---Forwarded using **Multi-Forward Chrome Extension**---

From: Laurie Stinson
Date: Sat Jan 10 2015 04:54:48 GMT+1100 (AEDT)
Subject: RE: Change Request to Schedule
To: Michael McNeely

No worries – it's best if we take turns in that department ☺

Laurie Stinson
Head of School
Blyth Academy Thornhill
Phone: 905-889-8081
lauriestinson@blytheducation.com
www.blythacademy.ca



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From: Michael McNeely [mailto:michaeldmneely@gmail.com]
Sent: January-09-15 12:52 PM
To: Laurie Stinson
Subject: RE: Change Request to Schedule

Thank you - my turn to have a brain freeze!

On Jan 9, 2015 12:49 PM, "Laurie Stinson" <lauriestinson@blytheducation.com> wrote:
Hi Michael,

Yes – March 16 – 20 is March Break; I think that is noted in the schedule I sent you.

Laurie Stinson
Head of School
Blyth Academy Thornhill
Phone: 905-889-8081
lauriestinson@blytheducation.com

www.blythacademy.ca



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From: Michael McNeely [mailto:michaeldmcneely@gmail.com]

Sent: January-09-15 12:45 PM

To: Laurie Stinson

Subject: RE: Change Request to Schedule


Do we have a March Break?

On Jan 9, 2015 10:41 AM, "Michael McNeely" <michaeldmcneely@gmail.com> wrote:

Sounds good to me :)

On Jan 9, 2015 10:40 AM, "Laurie Stinson" <lauriestinson@blytheducation.com> wrote:

Hi Michael,

 attends King City Secondary full time, although is not taking a full course load in second semester there, which is why she can get here earlier. She does also work, but is very dedicated to her studies. I'm sure you won't have a problem with her doing the readings.

I'm glad this will work!

Laurie Stinson

Head of School

Blyth Academy Thornhill

Phone: [905-889-8081](tel:905-889-8081)

lauriestinson@blytheducation.com

www.blythacademy.ca



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From: Michael McNeely [mailto:michaeldmcneely@gmail.com]

Sent: January-09-15 9:44 AM

To: Laurie Stinson

Subject: Re: Change Request to Schedule

Is  taking any other classes and you mentioned she works, right? My only concern is my assigned readings - otherwise, no problem.

On Jan 9, 2015 9:10 AM, "Laurie Stinson" <lauriestinson@blytheducation.com> wrote:

Hi Michael,

[REDACTED]'s mother requested some changes to the schedule so that [REDACTED] can complete by April 17th. There would be 2 Saturday classes involved plus some slight extensions each day. Please see attached and let me know if you can still do this.

Thanks, Michael.

Laurie Stinson
Head of School
Blyth Academy Thornhill
Phone: 905-889-8081
lauriestinson@blytheducation.com
www.blythacademy.ca



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Helen Mercer - Fwd: Re: Luke

From: <michaeldmcneely@gmail.com>
To: <hmercer@cavalluzzo.com>
Date: 19/01/2018 3:59 PM
Subject: Fwd: [REDACTED]

----Forwarded using **Multi-Forward Chrome Extension**----

From: Michael McNeely
Date: Fri Apr 21 2017 01:36:03 GMT+1000 (AEST)
Subject: Re: Luke
To: [REDACTED]
Cc: Nick Ebel, [REDACTED], Sarah Morris

Excellent!

On Apr 20, 2017 8:27 AM, "[REDACTED]" wrote:
Hi Michael, Thank you. [REDACTED] will be there on Saturday from 11am until 3pm...

Lisa

On Wed, 4/19/17, Michael McNeely <michaeldmcneely@gmail.com> wrote:

Subject: Re: Luke
To: "Sarah Morris" <Sarah.Morris@blytheducation.com>
Cc: "Lisa Eisen" <lisa_michele1@yahoo.ca>, "Luke Eisen" <luke.eisen123@gmail.com>, "Nick Ebel" <Nick.Ebel@blytheducation.com>
Received: Wednesday, April 19, 2017, 1:51 PM

Would a 11

to 3 be fine for everyone?

On Wed, Apr 19, 2017 at

1:50 PM, Sarah Morris <Sarah.Morris@blytheducation.com>
wrote:

[REDACTED]
[REDACTED]
[REDACTED]

Hello, Michael.

Apologies for the tardy response,
I have been out of the office. Yes, we will be open this
Saturday. Your usual classroom has been booked, but I am
sure we
will have space elsewhere. You can come to the main
building and speak with Nick Ebel, he can show you where our
free space is.

Sarah

Sarah Morris
Private Course Coordinator

Blyth Academy – Lawrence
Park
3300 Yonge St Toronto M4N
3M7
P: 647-342-8094; F: 416-916-9060
sarah.morris@blytheducation.
com

www.blytheducation.com

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From: Michael McNeely [mailto:michaeldmneely@gmail.com]

Sent: Wednesday, April 12, 2017 11:19 PM

To: [REDACTED], Sarah Morris

Cc: [REDACTED]

Subject: Re: [REDACTED]

Hi
Sarah,

[REDACTED] and I are wondering when the school will be open on April 22nd, and if we can have our usual classroom then as we need to catch up some hours.

If all goes well, we should be done the first week of May, or sooner.

[REDACTED]

Kind
regards,

Michael

On Wed, Apr 12, 2017 at 6:27 PM, Lisa Eisen <lisa_michele1@yahoo.ca> wrote:

[REDACTED]

Hi Michael

[REDACTED] is available next Saturday April 22nd. To make up yesterdays class. Please advise on the start time. When will the semester be complete??

thank you

Lisa

< michaeldmneely@gmail.com >
wrote:

Subject: Re: Luke

To: [REDACTED]

Cc: [REDACTED]

Received: Tuesday, April 11, 2017, 9:37 PM

Thank you for being

flexible. We can do a Saturday session the weekend
after

this coming one?

On Apr 11, 2017 6:00 PM,

[REDACTED]
wrote:

Hi

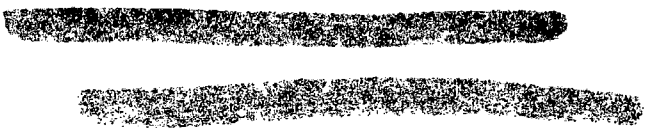
Michael

I hope you made it back from Kingston ok.

I am sorry [redacted] was not able to wait for you but tonight

is Passover and he had a dinner to get to and we were not

sure if you would run into more traffic etc on the 401.



Also, he is not able to come to class on Thursday. He has

an appt that he cannot miss. Can you arrange something to

make up these 4 hours? Maybe a Saturday or something? Please

let me know.

thank you

Lisa



On Wed, 3/22/17, Michael McNeely <michaeldmcneely@gmail.com>

wrote:

Subject: Cancelling class tomorrow

To: [REDACTED],
[REDACTED]

Received: Wednesday, March 22, 2017, 2:11 PM

Hello,

We have 16.5 hours left in the course, and alas,

I cannot teach tomorrow. I forgot I have an all-day

conference I must attend.

[REDACTED] please work on the paper and get it done so

we can focus on exam review. You will have two exams

with

me.

Michael

Helen Mercer - Fwd: RE: Millennial Malcontent at Tarragon

From: <michaeldmcneely@gmail.com>
To: <hmercerc@cavalluzzo.com>
Date: 19/01/2018 3:59 PM
Subject: Fwd: RE: Millennial Malcontent at Tarragon
Attachments: image001.jpg; image003.png; image004.png; image002.png

---Forwarded using **Multi-Forward Chrome Extension**---

From: Michael McNeely
Date: Thu Mar 02 2017 03:52:34 GMT+1100 (AEDT)
Subject: RE: Millennial Malcontent at Tarragon
To: Sarah Morris

Ok. Thank you.

On Mar 1, 2017 11:47 AM, "Sarah Morris" <Sarah.Morris@blytheducation.com> wrote:

Hello, Michael.

Please see attached for a field trip form, can you fill it out and send back to me? Further, a copy of the permission form will need to go to [REDACTED]'s parents, and signed.

Best,

Sarah

Sarah Morris

Private Course Coordinator

Blyth Academy – Lawrence Park

3300 Yonge St Toronto M4N 3M7

P: [647-342-8094](tel:647-342-8094); F: [416-916-9060](tel:416-916-9060)

sarah.morris@blytheducation.com

www.blytheducation.com



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From: Michael McNeely [mailto:michaeldmcneely@gmail.com]
Sent: Tuesday, February 28, 2017 9:48 PM
To: Sarah Morris
Subject: Millennial Malcontent at Tarragon

Hello,

Just wanted to ask you if I can bring my student on a field trip to Tarragon for Millennial Malcontent on March 15th - it would be 8 pm. My intervenor (female) would be present and after the play [REDACTED] will be dismissed.

Kind regards,

Michael

Helen Mercer - Fwd: Re: Time Sheets

From: <michaeldmneely@gmail.com>
To: <hmercer@cavalluzzo.com>
Date: 19/01/2018 4:01 PM
Subject: Fwd: Re: Time Sheets
Attachments: image003.png; image001.jpg; image002.png; image004.png

----Forwarded using Multi-Forward Chrome Extension----

From: Michael McNeely
Date: Wed Jun 29 2016 08:23:38 GMT+1000 (AEST)
Subject: Re: Time Sheets
To: Sarah Morris

Hi Sarah,

I have always combined my time sheet with the pacing guide / calendar which is the first item in each package. This was done with the student, myself and Bea all together. If you would like, I can send on the schedule to each student and they can reply that it is indeed those hours we completed together.

Kind regards,
Michael

On Tue, Jun 28, 2016 at 5:25 PM, Sarah Morris <Sarah.Morris@blytheducation.com> wrote:

Good afternoon, Michael.

I have just gone through the course submissions that you left for me and your time sheets are missing for both courses. At your convenience, can you please send them to me? You can either fax or e-mail them.

Thank you,

Sarah

Sarah Morris

Private Course Coordinator

Blyth Academy – Lawrence Park




3300 Yonge St Toronto M4N 3M7

P: [647-342-8094](tel:647-342-8094); F: [416-916-9060](tel:416-916-9060)

sarah.morris@blytheducation.com

www.blytheducation.com



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Helen Mercer - Fwd: Re: Term 4 Pacing Guide

From: <michaeldmcneelyblyth@gmail.com>
To: <hmercercavalluzzo.com>
Date: 19/01/2018 4:13 PM
Subject: Fwd: Re: Term 4 Pacing Guide
Attachments: image001.jpg; image002.png; image004.png; image003.png; Term 4 Pacing Guide - ATHI.docx

---Forwarded using Multi-Forward Chrome Extension---

From: Michael McNeely
Date: Tue Apr 21 2015 10:18:46 GMT+1000 (AEST)
Subject: Re: Term 4 Pacing Guide
To: Laurie Stinson

Hello,

This is [REDACTED] ENG4U pacing guide - backtracked to March. Please don't forget to put a Saturday column for those who work Saturdays in your pacing guide document.

All curriculum expectations have been addressed.

Kind regards,
Michael

On Mon, Apr 20, 2015 at 4:14 PM, Laurie Stinson <lauriestinson@blytheducation.com> wrote:

Hi Everyone,

Please find attached the Term 4 pacing guide template in Word. Please have Term 4 Pacing Guides and Courses of Study to me by next Monday morning.

Thanks!

Laurie Stinson

Head of School

Blyth Academy Thornhill

Phone: 905-889-8081

lauriestinson@blytheducation.com

www.blythacademy.ca



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Blyth Academy Thornhill Pacing Guide 2015

Teacher:
Course:

March	
Thursday	Saturday
5 Introductions	7 Review of previous studies Thomas King - ideologies <i>Bloodletting and Other Miraculous Cures</i> intro <i>ORAL 1.1.3, READING 1.1.1, 1.1.2</i>
12 Form vs. content Theme identification assignment Professional and personal assignment <i>Bloodletting</i> – 4 stories	14 MARCH BREAK
19 WRITING 1.1.1	21
26 <i>Bloodletting</i> – 4 stories Marx critique	MARCH BREAK
READING 1.1.1, 1.1.2	28 Assistance on assignments Marx and gender critique <i>ORAL 1.1.4, READING 1.1.8</i>

April		
	Thursday	Saturday
	2	4
	Cancelled	EASTER
	9	11
	Disability analysis <i>Kelly and Cal</i> film MEDIA STUDIES 1.1.5	Interpretation methods test <i>Kelly and Cal</i> completed Essay feedback
	16	18
	Research assignment / work time WRITING 1.1.2, 1.1.3, 1.1.4, 1.1.5	pp. 0 - 50 <i>Life of Pi</i> Animals, zoos, and freedom Foreign film - <i>Autumn Sonata</i> <i>MEDIA 2.2.1, 2.2.2</i>
	23	25
	Pp. 50 - 150 <i>Life of Pi</i> Religion, interfaith READING 3.3.1, 3.3.2, 3.3.3	Pp. 150 - 250 Survival Adventure movie comparison <i>All is Lost</i>

			<i>Kontiki</i>	<i>ORAL 1.1.5, 1.1.6, READING 2.2.3, WRITING (all) MEDIA STUDIES 1.1.2, 1.1.4</i>
		30	Finish <i>Kontiki</i>	
			Finish novel – what kind of a story was it?	
			READING 1.1.3, 1.1.4	

May				
			Thursday	Saturday
				2
				<i>Life of Pi</i> test
				Work period
				WRITING 2.2.4
		7		9
		Post-apocalyptic literature, expectations?		<i>Station Eleven</i> pp. 0 – 50
		Presentation assigned		Theatricality / Shakespeare allusions
		READING 1.1.5, 1.1.6		Post-apocalyptic short story or short film assignment

				READING 1.1.7
	14	50 - 150 Reading questions Theme identification write-up READING 2.2.1, 2.2.2		16 <i>Post-apocalyptic movie/ tv show presentation</i> Documentary review 1.1.2, 1.1.6, 2.2.2, 2.2.3, 3.3.1 MEDIA STUDIES 1.1.1, 1.1.3
	21	Film/short story writing time Potentially ORAL 2.2.6, 2.2.7 if filming is chosen - otherwise both on debate day Media Studies 3.3s, 4.4s		23 Share work Discuss conclusion of novel READING 1.1.1, 1.1.2, 1.1.3, 1.1.4
	29	Test on <i>Station Eleven</i> <i>Writing 2.2.4</i>		

June

Thursday

Friday

Saturday

<p>5</p> <p>Personal essay development</p> <p>READING 4.4.1, 4.4.2, WRITING (all) WRITING 4.4s</p>	<p>12</p> <p>Exam / celebration</p>	
<p>3</p> <p>What is literature (papers)\ Censorship debate on chosen book</p> <p>ORAL 1.1.1, 1.1.7, 1.1.8, 1.1.9, 2.2.1, 2.2.2, 2.2.4, 3.3.2</p>	<p>10</p> <p>Exam review</p>	

Helen Mercer - Fwd: RE: Missing Documentation - [REDACTED] ENG4U

From: <michaeldmencelyblyth@gmail.com>
To: <hmercer@cavalluzzo.com>
Date: 19/01/2018 4:15 PM
Subject: Fwd: RE: Missing Documentation - [REDACTED] ENG4U
Attachments: image001.jpg; image004.png; image002.png; image003.png

---Forwarded using Multi-Forward Chrome Extension---

From: Michael McNeely
Date: Sat Jun 20 2015 02:34:09 GMT+1000 (AEST)
Subject: RE: Missing Documentation - [REDACTED] ENG4U
To: Laurie Stinson

Thank you. Please expect all of [REDACTED] paperwork in 2 weeks. J

On Jun 19, 2015 12:28 PM, "Laurie Stinson" <lauriestinson@blytheducation.com> wrote:

Hi Michael,

Attached is the approved teacher timesheet for Private Study Courses that was part of the original package Marlene would have given to you. Please use this going forward as it is recorded day by day and signed off by you and the student. Please submit this for [REDACTED]

You do not need to redo your documents for [REDACTED]

Laurie Stinson

Principal

Blyth Academy Thornhill and Global High School

Phone: [905-889-8081](tel:905-889-8081)

lauriestinson@blytheducation.com

www.blythacademy.ca



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From: Michael McNeely [mailto:michaeldmcneelyblyth@gmail.com]
Sent: June-19-15 12:16 PM
To: Laurie Stinson
Subject: Re: Missing Documentation - [REDACTED] ENG4U

Hello,

I am just visiting my parents until Monday.

My attendance records are on the lesson and unit plans - I indicated when I cancelled class or when [REDACTED] did. I thought this was best as opposed to sending a document for Jesse and mom to initialize as I didn't want to start an argument about me cancelling a lot of classes, etc. Is this ok for now?

I will get [REDACTED] to sign off on his attendance.

Do you want me to revise [REDACTED]'s lesson plans?

Mike

On Jun 19, 2015 11:15 AM, "Laurie Stinson" <lauriestinson@blytheducation.com> wrote:

Hi Michael,

In reviewing your course submission for [REDACTED]'s work, we noted that the Attendance records for the Private Study were missing. Please bring those in when with you come in for [REDACTED]'s exam.

Also, we noted that the unit and lesson plans you submitted did not include all required information. I will resend you the Blyth Unit / Lesson plan for use when you are submitting [REDACTED] package. I am fine with teachers using their own templates as long as they include all of the information as is held in the Blyth template. Please don't hesitate to let me know if you have any questions.

Thanks, Michael.

Laurie Stinson

Principal

Blyth Academy Thornhill and Global High School

Phone: [905-889-8081](tel:905-889-8081)

lauriestinson@blytheducation.com

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Helen Mercer - Fwd: Term 4 Exam Schedule

From: <michaeldmcneelyblyth@gmail.com>
To: <hmercercavalluzzo.com>
Date: 19/01/2018 4:15 PM
Subject: Fwd: Term 4 Exam Schedule
Attachments: image001.jpg; image002.png; image003.png; image004.png; Term 4 Exan Schedule TH- 2014-2015.pdf

---Forwarded using **Multi-Forward Chrome Extension**---

From: Laurie Stinson
Date: Tue Jun 16 2015 05:37:26 GMT+1000 (AEST)
Subject: Term 4 Exam Schedule
To: Laurie Stinson




Hello All,

Please find attached the Term 4 exam schedule. Please let me know if you have any questions / concerns. It is also posted for your reference in the staff room.

Thanks!

Laurie Stinson
Principal
Blyth Academy Thornhill and Global High School
Phone: 905-889-8081
lauriestinson@blytheducation.com
www.blythacademy.ca



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www.blythacademy.ca/summer

Helen Mercer - Fwd: Re: Exam Date Change

From: <michaeldmceelyblyth@gmail.com>
To: <hmercerc@cavalluzzo.com>
Date: 19/01/2018 4:15 PM
Subject: Fwd: Re: Exam Date Change
Attachments: image004.png; image003.png; image002.png; image001.jpg

----Forwarded using Multi-Forward Chrome Extension----

From: Kala [REDACTED]
Date: Wed Jun 10 2015 03:42:28 GMT+1000 (AEST)
Subject: Re: Exam Date Change
To: Michael McNeely
Cc: Laurie Stinson, [REDACTED], Thornhill - Campus

Thank you Mr. McNeely.

Regards,
[REDACTED]

On Tue, Jun 9, 2015 at 10:55 AM, Michael McNeely <michaeldmceelyblyth@gmail.com> wrote:
Good morning Laurie (and others),

I'm agreeable to the change of exam time and available to oversee the exam myself. See you then,
[REDACTED]

Kind regards,
Michael

On Tue, Jun 9, 2015 at 8:31 AM, Laurie Stinson <lauriestinson@blytheducation.com> wrote:

Good Morning Michael,

I hope this email finds you well. I spoke with [REDACTED] and his father yesterday and have agreed to push his final exam for your course from this Saturday, June 14th to Friday, June 26th from 1:00 – 3:00 pm. If you are not available to invigilate the exam on that day, we can supervise it on your behalf. Please don't hesitate to be in touch if you have any questions about this.

Thank you.

Laurie Stinson

Head of School

Blyth Academy Thornhill

Phone: 905-889-8081

lauriestinson@blytheducation.com

www.blythacademy.ca



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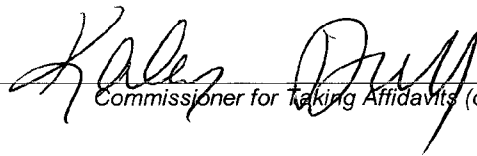
SUMMER School . . . IS IN! Choose today, from over 20 courses for grades 10-12.

www.blythacademy.ca/summer

To: Michael McNeely <michaeldmcneely@gmail.com>

<[REDACTED] Hours.docx>

This is Exhibit "10" referred to in the Affidavit of Michael
McNeely sworn March 19, 2018

A handwritten signature in black ink, appearing to read "Kaley Duff". The signature is written in a cursive style with a large, looped initial "K".

Commissioner for Taking Affidavits (or as may be)

Helen Mercer - Fwd: Fwd: Saturday Availability?

From: <michaeldmneelyblyth@gmail.com>
To: <hmercercavalluzzo.com>
Date: 19/01/2018 4:17 PM
Subject: Fwd: Fwd: Saturday Availability?

----Forwarded using Multi-Forward Chrome Extension----

From: Michael McNeely
Date: Mon Jan 08 2018 01:51:59 GMT+1100 (AEDT)
Subject: Fwd: Saturday Availability?
To: Dave McNeely

----- Forwarded message -----

From: **Michael McNeely** <michaeldmneelyblyth@gmail.com>
Date: Thu, Dec 17, 2015 at 8:48 PM
Subject: Re: Saturday Availability?
To: Laurie Stinson <lauriestinson@blytheducation.com>

That's unfortunate - but at least you know I am here if you need me :)

Happy 2016 indeed!

On Thu, Dec 17, 2015 at 7:32 PM, Laurie Stinson <lauriestinson@blytheducation.com> wrote:
Hi Michael, sorry I missed your call today. Looks like this one isn't going to pan out. All the best in 2016!

Laurie Stinson
Principal
Blyth Academy Thornhill & Global High School
Phone: 905-889-8081
lauriestinson@blytheducation.com
www.blythacademy.ca

On Dec 14, 2015, at 10:22, Michael McNeely <michaeldmneelyblyth@gmail.com> wrote:

I am following up re: the Saturday student.

Kind regards,
Michael

On Dec 8, 2015 12:50 PM, "Michael McNeely" <michaeldmcneelyblyth@gmail.com> wrote:

Just tell dad I'm so awesome I teach at three Blyths (smile)

On Dec 8, 2015 12:49 PM, "Laurie Stinson" <lauriestinson@blytheducation.com> wrote:

Hi Michael,

Not yet. I'm still waiting to hear back from dad. Thanks for the reminder. I'll check in with him today!

Laurie Stinson

Principal

Blyth Academy Thornhill and Global High School

Phone: [905-889-8081](tel:905-889-8081)

lauriestinson@blytheducation.com

www.blythacademy.ca

<[image001.jpg](#)>

Stay Connected <[image002.png](#)> <[image003.png](#)> <[image004.png](#)>

From: Michael McNeely [mailto:michaeldmcneelyblyth@gmail.com]

Sent: December-08-15 12:37 PM

To: Laurie Stinson

Subject: Re: Saturday Availability?

Hi Laurie,

Any updates on the English course? I finish with my current student today and have selected some books to study if this course happens.

Michael

On Fri, Dec 4, 2015 at 8:20 AM, Michael McNeely <michaeldmcneelyblyth@gmail.com> wrote:

Awesome! Hope it pans out. I can do any timing on Saturday.

Michael

On Dec 4, 2015 8:16 AM, "Laurie Stinson" <lauriestinson@blytheducation.com> wrote:

Hi Michael,

That's great to hear! Yes, the campus is closed over the holiday period, and I've told the family we likely wouldn't be able to start until the new year. I hope to hear back from them by Monday and will be in touch as soon as I do.

Thanks, Michael!

Laurie Stinson

Principal

Blyth Academy Thornhill and Global High School

Phone: 905-889-8081

lauriestinson@blytheducation.com

www.blythacademy.ca

<image001.jpg>

Stay Connected <image002.png> <image003.png> <image004.png>

From: Michael McNeely [mailto:michaeldmcneelyblyth@gmail.com]

Sent: December-04-15 8:12 AM

To: Laurie Stinson

Subject: Re: Saturday Availability?

Hi Laurie,

I am available, but is a Xmas vacation from the 22nd to 8th acceptable? If not, I can modify.

Happy to hear from you.

On Dec 4, 2015 8:08 AM, "Laurie Stinson" <lauriestinson@blytheducation.com> wrote:

Hello Michael,

I hope that this email finds you well. I just wanted to check in and see what your current availability is for an ENG4U private study course on Saturdays? I'm waiting to hear back from the parents to confirm that Saturday is the only day that will work for them. Please let me know.

Thanks, Michael.

Laurie Stinson

Principal

Blyth Academy Thornhill and Global High School

Phone: 905-889-8081

lauriestinson@blytheducation.com

www.blythacademy.ca

<image001.jpg>

Stay Connected <image002.png> <image003.png> <image004.png>

Helen Mercer - Fwd: Courses to staff at Blyth Yorkville & Thornhill: Private Courses

From: <michaeldmceely@gmail.com>
To: <hmercer@cavalluzzo.com>
Date: 17/01/2018 11:41 AM
Subject: Fwd: Courses to staff at Blyth Yorkville & Thornhill: Private Courses
Attachments: image001.jpg; image002.png; image003.png; image004.png

----Forwarded using **Multi-Forward Chrome Extension**----

From: Sarah Morris
Date: Fri Apr 08 2016 06:39:12 GMT+1000 (AEST)
Subject: Courses to staff at Blyth Yorkville & Thornhill: Private Courses
To:
Cc: Luke Coles , Yvonne Reitmeier , Laurie Stinson

Dear Blyth LP Teachers,

We do not have any private courses available at our Lawrence Park campus at the moment. However, term 4 is upon us so I will be sending out a list of private courses available for term 4 next week. We also have healthy number of private courses coming down the pipes for the summer at all campuses, so keep an eye out for my e-mails with those opportunities!

If interested in any of these opportunities, please get back to me as soon as possible, and feel free to forward this to strong candidates you may know.

Please note that there are private courses at both our Yorkville and Thornhill campuses available. It will be your responsibility to travel to our Yorkville campus, which is located at 85 St. Nicholas Street, should you commit to one of the courses offered there. It is approximately a 5 minute walk from the Bloor subway station. Should you be interested in an opportunity at our Thornhill campus, it is also your responsibility to arrange your travel there. Our campus is located at 300 John Street, L3T 5W4.

Private Courses 1 on 1 courses....these are 110 hour courses unless otherwise stated. If meeting a student for 6 hours per week, you'd be looking at approximately 18 weeks to complete the course.

Yorkville

1. MCR3U Start April 25th. Monday- Friday 11:00-1:15. Pay is \$1600.
2. MCR3U ASAP. Monday- Friday 1:45-4:00. Pay is \$1800.
3. SPH4U ASAP. Wednesday OR Thursday 4:00-6:00 (family is flexible on timing) and/or Saturday (3 or 4 hours- family is flexible on timing) Pay is \$2000.

Thornhill

For any of these opportunities, please e-mail Laurie Stinson (lauriestinson@blytheducation.com). Details on timing below.

1. MHF4U ASAP. 2 or 3 times a week Monday –Thursday (family is flexible on which days).5:00- 9:30. Pay is \$1600.
2. SPH4U ASAP. Monday, Wednesday or Thursday 5:00- 9:30- 2 of those days (family is flexible on which 2). Saturdays anytime after 10:00am for 2-5 hours. Pay is \$1600.

Thanks, team!

Sarah Morris

Private Course Coordinator
Blyth Academy – Lawrence Park
3300 Yonge St. Toronto M4N 3M7
P: 647- 342- 8094; F: 416-916-9060
sarah.morris@blytheducation.com
www.blytheducation.com



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Helen Mercer - Fwd: Repeat Course - MHF4U - Teacher Needed

From: <michaeldmneelyblyth@gmail.com>
To: <hmercer@cavalluzzo.com>
Date: 17/01/2018 12:01 PM
Subject: Fwd: Repeat Course - MHF4U - Teacher Needed
Attachments: image001.jpg; image002.png; image003.png; image004.png

---Forwarded using **Multi-Forward Chrome Extension**---

From: Laurie Stinson
Date: Tue Mar 10 2015 05:54:13 GMT+1100 (AEDT)
Subject: Repeat Course - MHF4U - Teacher Needed
To: Laurie Stinson

Hi All,

Another ***urgent*** call out for a teacher. We have a potential student wanting to do a repeat course in Advanced Functions, starting as soon as possible, doing full days, 2 days per week (starting at 10:00 am as he is driving from Barrie). He is also open to working over March break, but since we have no other classes going on here, any scheduled classes would need to take place at the library next door.

Please email me by noon tomorrow if interested.

Laurie Stinson
Head of School
Blyth Academy Thornhill
Phone: 905-889-8081
lauriestinson@blytheducation.com
www.blythacademy.ca



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Helen Mercer - Fwd: ENG4U Private Study

From: <michaeldmneelyblyth@gmail.com>
To: <hmercerc@cavalluzzo.com>
Date: 17/01/2018 12:01 PM
Subject: Fwd: ENG4U Private Study
Attachments: image001.jpg; image002.png; image003.png; image004.png

----Forwarded using **Multi-Forward Chrome Extension**----

From: Laurie Stinson
Date: Tue Mar 03 2015 05:18:18 GMT+1100 (AEDT)
Subject: ENG4U Private Study
To: "michaeldmneelyblyth@gmail.com"

Hi Michael,

I hope that you are well. I wondered if you might be interested in taking on another private study here – ENG4U. This one has already begun, and 28 hours have been completed. I can pass on the former teacher's planning docs to you, but it would need to start ASAP so that there is as little disruption as possible.

The course would run Thursdays from 6:00 – 8:30 or 9:00 and on Saturdays from 9:30 – 1:30. Please let me know today if you are interested. Thanks, Michael.

Laurie Stinson
Head of School
Blyth Academy Thornhill
Phone: 905-889-8081
lauriestinson@blytheducation.com
www.blythacademy.ca



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Helen Mercer - Fwd: Courses to staff at Blyth LP , Yorkville, Thornhill & Mississauga - Private & Full Time Courses

From: <michaeldmneely@gmail.com>
To: <hmercercavalluzzo.com>
Date: 19/01/2018 3:48 PM
Subject: Fwd: Courses to staff at Blyth LP , Yorkville, Thornhill & Mississauga - Private & Full Time Courses
Attachments: image001.jpg; image002.png; image003.png; image004.png

----Forwarded using **Multi-Forward Chrome Extension**----

From: Sarah Morris
Date: Tue Jan 31 2017 08:56:18 GMT+1100 (AEDT)
Subject: Courses to staff at Blyth LP , Yorkville, Thornhill & Mississauga - Private & Full Time Courses
To:
Cc: Luke Coles , Laurie Foley , Michael Booth , Adam de Pencier , Yvonne Reitmeier

Dear Blyth Teachers,

If interested in any of these opportunities, please get back to me as soon as possible, and feel free to forward this to strong candidates you may know. Please note, there are private courses at our Lawrence Park, Yorkville, Thornhill & Mississauga campuses available. It will be your responsibility to travel to the respective campus, should you wish to commit to a course. Our Yorkville campus is located at 85 St. Nicholas Street, which is approximately a 5 minute walk from the Bloor subway station. Our Thornhill campus is located at 300 John Street Suite 276, which is accessible via the 91, or the 2 bus from Finch station. Our Mississauga campus is located at 850 Enola Avenue, which is accessible via the 23 bus from Port Credit Go Station.

Private Courses 1 on 1 courses....these are 110 hour courses unless otherwise stated. If meeting a student for 6 hours per week, you'd be looking at approximately 18 weeks to complete the course.

Lawrence Park

- 1.MPM2D Start: February 9th. Tuesdays & Thursdays, 4:30-6:30. Pay is \$2400.
- 2.SBI3U Start: ASAP. Thursdays, 4:00-6:00, & Saturdays, for 3 or 4 hours. Pay is \$2000.
- 3.MPM2D Start: ASAP. Mondays/Tuesdays/Wednesdays. Pay is \$1750.

Yorkville

- 1.MCF3M Start: February 7th. Monday- Friday, 11:00-1:15. Pay is \$2200.
- 2.MCF3M Start: February 7th. Semi- Private (2 students) Monday- Friday, 8:40-10:55. Pay is \$2400.

Thornhill

- 1.MCR3U Start: ASAP . Tuesday/Wednesday/Thursday, 5:30-7:30. Pay is \$2400.
- 2.SBI3U Start: February 7th. Monday- Friday, 11:00-1:15. Pay is \$2200
- 3.MCR3U Start: February 7th. Monday- Friday, 11:00-1:15. Pay is \$2000.

Full Time opportunity

-
If interested in this opportunity, please e-mail Laurie Foley (laurie.foley@blytheducation.com) for more information.

-
ENG1D Start: February 7th . Monday- Friday, 8:40-10:55. Pay is \$2750.

ICS3U/ICS4U Start: February 7th. Monday0 Friday, 1:45-4:00. Pay is \$2750.

Mississauga

- 1.MDM4U Start: ASAP. Either 7:30-9:30, Monday- Friday, or 2 or 3 times a week from 4:00-6:00. Pay is \$2000.
- 2.SNC1D Start: February 7th. Monday- Friday, 1:45-4:00. Pay is \$2000
- 3.SBI4U Start: February 7th. Monday- Friday, 8:40-10:55. Pay is \$2000

Full Time opportunity

-
If interested in this opportunity, please e-mail Michael Booth (mbooth@blytheducation.com) for further information on the course and compensation.

-
TGJ3/4M Start: February 7th. Monday- Friday, 11:00-1:15.

Thanks, all!

Sarah Morris

Private Course Coordinator
Blyth Academy – Lawrence Park
3300 Yonge St. Toronto M4N 3M7
P: 647- 342- 8094; F: 416-916-9060
sarah.morris@blytheducation.com
www.blytheducation.com



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Helen Mercer - Fwd: Fwd: RE: Courses to staff at Blyth Academy LP, and a tutoring/mentoring opportunity

From: <michaeldmneely@gmail.com>
To: <hmercer@cavalluzzo.com>
Date: 19/01/2018 3:50 PM
Subject: Fwd: Fwd: RE: Courses to staff at Blyth Academy LP, and a tutoring/mentoring opportunity
Attachments: image001.png; image002.png; image003.jpg; image001.png; image003.jpg; image002.png

----Forwarded using Multi-Forward Chrome Extension----

From: michaeldmneely@gmail.com
Date: Thu Jan 18 2018 03:40:01 GMT+1100 (AEDT)
Subject: Fwd: RE: Courses to staff at Blyth Academy LP, and a tutoring/mentoring opportunity
To: hmercer@cavalluzzo.com

----Forwarded using Multi-Forward Chrome Extension----

From: Michael McNeely
Date: Thu Aug 14 2014 23:47:00 GMT+1000 (AEST)
Subject: RE: Courses to staff at Blyth Academy LP, and a tutoring/mentoring opportunity
To: Luke Coles

No worries.

On Aug 14, 2014 9:18 AM, "Luke Coles" <lukecoles@blytheducation.com> wrote:

Michael –

I'm going to go with someone else for this task, but I do appreciate your keenness.

With thanks,

Luke

Luke Coles

Head of School

Blyth Academy – Lawrence Park

3284 Yonge St Toronto M4N 3M7

P: [416-488-9301](tel:416-488-9301); F: [416-916-9060](tel:416-916-9060)

lukecoles@blytheducation.com

www.blytheducation.com



Join us on  

From: Michael McNeely [mailto:michaeldmcneely@gmail.com]
Sent: August-13-14 3:27 PM
To: Luke Coles
Subject: Re: Courses to staff at Blyth Academy LP, and a tutoring/mentoring opportunity

Hi Luke,

Just saw this. I can help with business writing / essay structure / organization. Have worked for non - profits and have had a successful partnership in a board game business in Kingston.

I am back tomorrow so let me know specifics then?

On Aug 13, 2014 11:19 AM, "Luke Coles" <lukecoles@blytheducation.com> wrote:

Dear Teaching Team...

Please take a look at the below, and let me know which if any you could commit to. As ever, if you have qualified friends/colleagues you can recommend, we appreciate it very much.

- 1) MCR3U repeat course. 11 hours have been completed by a teacher who has had to leave the course. About 29 hours left of this repeat course...7 hours per day, starting asap Mon – Fri. Four full days left. Pay: \$600
- 2) SPH3U full course. 2 days have been completed by a teacher who had to leave the country for a family emergency. ASAP, full days. Should be finished by Aug 29th. Pay: \$1250
- 3) A different kind of opportunity/need: actually a family friend of mine, 25 year old guy who is at Ryerson and has just completed a Business certificate program, about to begin an Entrepreneurship certificate program. Will tell you more about the opportunity if you are interested, but looking for someone (probably a male, but not necessarily) to be both a tutor and mentor of sorts...organization and writing help, ideally with SOME background in some business courses, etc...even high school would be helpful. Probably about 2-3 hours a week, sometimes more, in the Yonge and St. Clair area...Pay is good at around \$40-\$50 per hour, and hours are flexible for you to sort out with him.

Thanks, all.

Luke

Luke Coles

Head of School

Blyth Academy – Lawrence Park
3284 Yonge St Toronto M4N 3M7
P: 416-488-9301; F: 416-916-9060
lukecoles@blytheducation.com
www.blytheducation.com

Helen Mercer - Fwd: Fwd: Teachers Needed - Blyth LP

From: <michaeldmcneely@gmail.com>
To: <hmercerc@cavalluzzo.com>
Date: 19/01/2018 3:51 PM
Subject: Fwd: Fwd: Teachers Needed - Blyth LP
Attachments: image006.jpg; image005.png; image002.png; image005.png; image006.jpg; image002.png

----Forwarded using **Multi-Forward Chrome Extension**----

From: michaeldmcneely@gmail.com
Date: Thu Jan 18 2018 03:39:30 GMT+1100 (AEDT)
Subject: Fwd: Teachers Needed - Blyth LP
To: hmercerc@cavalluzzo.com

----Forwarded using **Multi-Forward Chrome Extension**----

From: Luke Coles
Date: Sat Dec 20 2014 03:11:10 GMT+1100 (AEDT)
Subject: Teachers Needed - Blyth LP
To:

To our Extensive Team of Teachers, Private/Part Time/Full Time and Everything in between!

The happiest of holidays to you all. I know that some of you will be teaching through the "break", but whether still in the game, or taking these next couple of weeks away...I wish you all the merriest and happiest of celebrations.

See you in 2015.

And of course....just in case, our updated offerings:

1. **SPH3U/SPH4U – A single Physics course that may in fact look at some of both courses in the standard time period. Evenings and weekend hours and not starting until January. Pay is \$1500**
2. **SCH3U - 11:15 - 1:30 daily, Mon – Fri. Pay is \$1500**
3. **MCR3U – Tuesday 5-8 and Sat/Sun 9-12. Pay is \$1500**
4. **MCR3U – Mondays-Thursday availability from 4 pm onwards...Pay is \$1500**
5. **MCV4U – Starting Dec 22 over the holidays some full days. Then after the holidays, student available Tues/Wed/Thurs after school. Pay is \$1500.**
6. **SBI4U – Available Fridays from 4pm and all day on Sundays. Pay is \$1500.**

Luke Coles

Principal

Blyth Academy – Lawrence Park

3284 Yonge St Toronto M4N 3M7

P: 416-488-9301; F: 416-916-9060

lukecoles@blytheducation.com

www.blytheducation.com



Join us on  

Helen Mercer - Fwd: Fwd: Re: Teachers Needed and possibly an Administrator - Blyth LP

From: <michaeldmcneely@gmail.com>
To: <hmercerc@cavalluzzo.com>
Date: 19/01/2018 3:51 PM
Subject: Fwd: Fwd: Re: Teachers Needed and possibly an Administrator - Blyth LP
Attachments: image006.jpg; image001.png; image005.png; image005.png; image001.png; image006.jpg

----Forwarded using **Multi-Forward Chrome Extension**----

From: michaeldmcneely@gmail.com
 Date: Thu Jan 18 2018 03:39:26 GMT+1100 (AEDT)
 Subject: Fwd: Re: Teachers Needed and possibly an Administrator - Blyth LP
 To: hmercerc@cavalluzzo.com

----Forwarded using **Multi-Forward Chrome Extension**----

From: Michael McNeely
 Date: Fri Jan 09 2015 09:33:18 GMT+1100 (AEDT)
 Subject: Re: Teachers Needed and possibly an Administrator - Blyth LP
 To: Luke Coles

Hi Luke,

Would be interested in hearing about the admin position - I do have strong written and spoken communication skills, along with some of the best assistants one could hope for :)

Kind regards,
Michael

On Thu, Jan 8, 2015 at 4:40 PM, Luke Coles <lukecoles@blytheducation.com> wrote:

To our Extensive Team of Teachers, Private/Part Time/Full Time and Everything in between!

Our updated course offerings...and as ever, if you know of good and qualified folks, please pass these opportunities along.

Best,

Luke

- 1. SPH3U/SPH4U – A single Physics course that may in fact look at some of both courses in the standard time period. Evenings and weekend hours and not starting until January. Pay is \$1500**
- 2. MCV4U – Saturdays 2-5 to start...will add further hours once we get started. Course was begun at student's home school, so first third or so will be review. Pay is \$1500.**

3. ENG2D – Tues and Thurs after school, either 4-7 or 5-8. Pay is \$1500.

4. SCH4U - daily, Mon – Fri, 4 or 5 hours each day. Pay is \$1500

5. MDM4U – Student is available Mon – Fri after 4, and for some weekend hours as well. Pay is \$1500

6. MCV4U – Student is wide open re availability...wants to get it done in 4-6 weeks. Pay is \$1500.

And...

7. We MAY have an opportunity in the near future to add a part or even full-time administrator. Would likely involve a commitment of at least a year, would entail some teaching as well as some administrative responsibilities, and being a reliable and committed member of the school leadership team. Very strong written and spoken communication skills critical. Please get in touch with me if you are interested in learning more.

Luke Coles

Principal

Blyth Academy – Lawrence Park

3284 Yonge St Toronto M4N 3M7

P: 416-488-9301; F: 416-916-9060

lukecoles@blytheducation.com

www.blytheducation.com



Join us on  

Helen Mercer - Fwd: Fwd: Re: Teaching Opportunities at Blyth LP

From: <michaeldmcneely@gmail.com>
To: <hmercerc@cavalluzzo.com>
Date: 19/01/2018 3:51 PM
Subject: Fwd: Fwd: Re: Teaching Opportunities at Blyth LP
Attachments: image004.png; image003.jpg; image002.png; image003.jpg; image002.png; image004.png

---Forwarded using **Multi-Forward Chrome Extension**---

From: michaeldmcneely@gmail.com
Date: Thu Jan 18 2018 03:39:16 GMT+1100 (AEDT)
Subject: Fwd: Re: Teaching Opportunities at Blyth LP
To: hmercerc@cavalluzzo.com

---Forwarded using **Multi-Forward Chrome Extension**---

From: Michael McNeely
Date: Sat Jan 31 2015 06:43:38 GMT+1100 (AEDT)
Subject: Re: Teaching Opportunities at Blyth LP
To: Luke Coles

I'd love to do part time Luke. ENG4U.

On Jan 30, 2015 2:26 PM, "Luke Coles" <lukecoles@blytheducation.com> wrote:

Teachers!

Some varied opportunities coming up here at Blyth LP. If interested in any of these opportunities, please get back to me as soon as possible.

First on the Private Course front. 1 on 1 courses....these are all 110 hour courses:

1. SCH4U – Student is available Mondays to Fridays, 4pm onwards; also available Saturdays noon-2 or so. Pay is \$1500

MHF4U – Likely Saturday hours and one weeknight. Details to come. Pay is \$1500

GLC2O – Studnet is available Mondays to Thursdays 4-6:30, twice per week. This is a half credit course, so 55 hours, and pay is \$750.

MHF4U – Student is attending Blyth Academy full time, and wants to do a private course in our Period 2, which is approx. 11:15 – 1:30. Course will run from asap, Monday to Friday, until approx early/mid April. Pay is \$1500.

ENG4C – Student is attending Blyth Academy full time, and wants to do a private course in our Period 2, which is approx. 11:15 – 1:30. Course will run from asap, Monday to Friday, until approx early/mid April. Pay is \$1500.

FSF1D – Student is attending Blyth Academy full time, and wants to do a private course in our Period 2, which is approx. 11:15 – 1:30. Course will run from asap, Monday to Friday, until approx early/mid April. Pay is \$1500.

ESL likely ‘B’ or ‘C’ (tbd by admin and teacher)– Student is attending Blyth Academy full time, and wants to do a private course in our Period 2, which is approx. 11:15 – 1:30. Course will run from asap, Monday to Friday, until approx early/mid April. Pay is \$1500.

ESL or ENG2D (tbd by admin and teacher) – Student is attending Blyth Academy full time, and wants to do a private course in our Period 2, which is approx. 11:15 – 1:30. Course will run from asap, Monday to Friday, until approx early/mid April. Pay is \$1500.

(2 teachers required for) MPM2D – Students are both attending Blyth Academy full time, and want to do private courses in our Period 2, which is approx. 11:15 – 1:30. Courses will run from asap, Monday to Friday, until approx early/mid April. Pay is \$1500.

Civics/Careers – Student is attending Blyth Academy full time, and wants to do a private course in our Period 3, which is approx. 2 – 4:15. Course will run from asap, Monday to Friday, until approx early/mid April. Pay is \$1500.

Second in our Part-Time Program. The next semester of Evening and Saturday classes starts in February. Courses run either 1)Mondays and Wednesdays 6-9:30, 2)Tuesdays and Thursdays 6-9:30, or 3)Saturdays 9-4:30pm.

For precise dates, etc, please see: <http://blytheducation.com/blyth-academy/lawrence-park/future-parents/programs-offered/part-time-school/>

***Thank you to those who have already applied. If we have not contacted you yet, we haven’t found a course for you YET...but more are likely including the possibility of the following:**

4. ENG4U – Tuesdays and Thursday 6-9:30 pm. Pay is \$2600.

MCV4U – Saturdays (may need a second teacher). Pay is \$2600

SBI4U – Mondays and Wednesdays 6-9:30pm. Pay is \$2600

Luke Coles

Head of School

Blyth Academy – Lawrence Park

3284 Yonge St Toronto M4N 3M7

P: [416-488-9301](tel:416-488-9301); F: [416-916-9060](tel:416-916-9060)

lukecoles@blytheducation.com

www.blytheducation.com



Join us on  

Helen Mercer - Fwd: Fwd: Teaching Opportunities at Blyth LP

From: <michaeldmneely@gmail.com>
To: <hmercerc@cavalluzzo.com>
Date: 19/01/2018 3:52 PM
Subject: Fwd: Fwd: Teaching Opportunities at Blyth LP
Attachments: image003.jpg; image001.png; image002.png; image002.png; image003.jpg; image001.png

---Forwarded using **Multi-Forward Chrome Extension**---

From: michaeldmneely@gmail.com
 Date: Thu Jan 18 2018 03:39:02 GMT+1100 (AEDT)
 Subject: Fwd: Teaching Opportunities at Blyth LP
 To: hmercerc@cavalluzzo.com

---Forwarded using **Multi-Forward Chrome Extension**---

From: Luke Coles
 Date: Thu Feb 19 2015 02:23:10 GMT+1100 (AEDT)
 Subject: Teaching Opportunities at Blyth LP
 To:

Teachers!

If interested in any of these opportunities, please get back to me as soon as possible, and feel free to forward this to strong candidates you may know.

Private Course front. 1 on 1 courses....these are all 110 hour courses. Plan for at least 80-85 face hours with the remaining time allocated to independent study...so course will take as long as required to reach those numbers. If meeting a student for 6 hours per week, you'd be looking at approximately 15 weeks to complete the course.

1. MHF4U – Tuesdays 4-7, and Saturdays 10-1. Pay is \$1500
 2. SBI4U – Student is attending Blyth Academy full time, and wants to do a private course in our Period 1, which is approx. 8:45 – 11:15. Course will run from asap, Monday to Friday, until approx early/mid April. Pay is \$1500.
 3. SPH4U repeat course – Student available every day Mon-Fri from 1pm on, flexible re number of days per week, etc. This is a 55 hour course so pay is \$750.
 4. MDM4U - Student available every day Mon-Fri from 3pm on, flexible re number of days per week, etc. Pay is \$1500
- MPM2D – Student looking for twice weekly and is available Mon, Wed and Thurs from 4-6:30ish. Pay is \$1500.

Luke Coles

Head of School
 Blyth Academy – Lawrence Park
 3284 Yonge St Toronto M4N 3M7

P: 416-488-9301; F: 416-916-9060

lukecoles@blytheducation.com

www.blytheducation.com



Join us on  

Helen Mercer - Fwd: Fwd: Additional Courses to staff at Blyth LP : Private Courses

From: <michaeldmcneely@gmail.com>
To: <hmercerc@cavalluzzo.com>
Date: 19/01/2018 3:53 PM
Subject: Fwd: Fwd: Additional Courses to staff at Blyth LP : Private Courses
Attachments: image001.jpg; image004.png; image003.png; image002.png; image001.jpg; image002.png; image003.png; image004.png

---Forwarded using **Multi-Forward Chrome Extension**---

From: michaeldmcneely@gmail.com
Date: Thu Jan 18 2018 03:42:19 GMT+1100 (AEDT)
Subject: Fwd: Additional Courses to staff at Blyth LP : Private Courses
To: hmercerc@cavalluzzo.com

---Forwarded using **Multi-Forward Chrome Extension**---

From: Sarah Morris
Date: Fri Feb 19 2016 04:54:56 GMT+1100 (AEDT)
Subject: Additional Courses to staff at Blyth LP : Private Courses
To:
Cc: Luke Coles

Hello all,

I apologize for the additional e-mail but I have a few more fantastic opportunities to add to the below. These courses will be running out of Lawrence Park.

Private Courses 1 on 1 courses....these are 110 hour courses unless otherwise stated. If meeting a student for 6 hours per week, you'd be looking at approximately 18 weeks to complete the course.

1. MPM2D ASAP. Monday- Friday. 3 or 4 hours a day. Pay is \$1600.
2. MCF3M or MCR3U ASAP. Monday- Friday. 8:40-10:55. Pay is \$1600.
3. SPH3U ASAP. Family is flexible- looking for evenings and/or weekends. Pay is \$1600.

Thanks, team!

Sarah

Sarah Morris

Private Course Coordinator
Blyth Academy – Lawrence Park
3300 Yonge St Toronto M4N 3M7
P: 647-342-8094; F: 416-916-9060
sarah.morris@blytheducation.com
www.blytheducation.com



Stay Connected



From: Sarah Morris
Sent: Thursday, February 18, 2016 12:03 PM
Cc: Luke Coles; Yvonne Reitmeier; Laurie Stinson
Subject: Courses to staff at Blyth LP, Yorkville and Thornhill: Private Courses & Part Time Opportunities

Dear Blyth LP Teachers,

If interested in any of these opportunities, please get back to me as soon as possible, and feel free to forward this to strong candidates you may know. Please note that there are private courses at both of our Lawrence Park and Yorkville campuses available. It will be your responsibility to travel to our Yorkville campus, which is located at 85 St. Nicholas Street, should you commit to one of the courses offered there. It is approximately a 5 minute walk from the Bloor subway station. I have also included some opportunities at our Thornhill campus. Our campus is located at 300 John Street, L3T 5W4. As previously stated, it is your responsibility to travel to the Thornhill campus.

Private Courses 1 on 1 courses....these are 110 hour courses unless otherwise stated. If meeting a student for 6 hours per week, you'd be looking at approximately 18 weeks to complete the course.

Lawrence Park

1. MCF3M Tuesday and Wednesday 6:00-8:00. Course to begin mid February. Pay is \$1600.
2. SCH3U ASAP. Semi- private (2 students) Monday 6:00-8:00 Saturday 12:00-3:30. Pay is \$2000.
3. FSF2D ASAP. Tuesday 4:30 – 6:30 Saturday 12:00-4:00. Pay is \$1600.
4. BOH4M ASAP. Monday- Friday 11:00-1:15. Pay is \$1600.
5. MCV4U ASAP. Monday, Wednesday, Friday. 1:15-3:15. Pay is \$1600.
6. HHS4M ASAP. Monday- Friday 11:00-1:15. Pay is \$1600.
7. SBI3U ASAP. Saturdays 10:00-4:30. Pay is \$1600.
8. OLC4O ASAP. Monday- Friday 1:45-4:00. Pay is \$1600.

Yorkville

1. SPH4U ASAP. Saturday 9:00am- 5:00pm OR Monday- Friday 4:00-7:00. Pay is \$1600.

- 2.SCH4U ASAP. Monday- Friday 11:00-1:15. Pay is \$1600.
3. SPH4U ASAP. Thursday 5:00- 8:00 Saturday 10:30-1:30. Pay is \$1600.
4. MCR3U ASAP. Monday- Friday 1:45-4:00. Pay is \$1600.

Thornhill

For any of these opportunities, please e-mail Laurie Stinson (lauriestinson@blytheducation.com). Details on timing below.

1. MCV4U Begins February 23. Tuesday/Thursday 6:00 – 9:30 pm. Pay is \$2800.
2. MHF4U Begins February 23. Monday / Wednesday 6:00 – 9:30 pm. Pay is \$2800.
3. MDM4U ASAP. Wednesday / Thursdays from 3:00 – 9:30 pm + Saturdays if mutually agreeable. Please note, this is a **repeat** course. 55 hours of the course will be face to face, and the other 55 will be completed online. Resources and assignments are given to you through Blyth Academy Online. Pay is \$900.
4. MCR3U/MCF3M Begins February 23. Tuesday/ Thursday 6:00-9:30. Pay is \$3080.

Part Time Opportunities at Lawrence Park

For any of the part time opportunities, please e-mail Luke Coles (lukecoles@blytheducation.com). Details on timing below. Pay for these courses is \$2650 per course.

Mon/Wed
SBI4U

Monday / Wednesday

Evening Classes: 6 pm – 9:30 pm

Monday, February 22 – Monday, June 20, 2016

Note: No classes on February 15, March 14, March 16, March 28 and May 23

Thanks, team!

Sarah Morris

Private Course Coordinator

Blyth Academy – Lawrence Park

3300 Yonge St. Toronto M4N 3M7

P: 647- 342- 8094; F: 416-916-9060

sarah.morris@blytheducation.com

www.blytheducation.com



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Helen Mercer - Fwd: Fwd: Courses to staff at Blyth Yorkville & Thornhill: Private Courses

From: <michaeldmcneely@gmail.com>
To: <hmercercavalluzzo.com>
Date: 19/01/2018 3:53 PM
Subject: Fwd: Fwd: Courses to staff at Blyth Yorkville & Thornhill: Private Courses
Attachments: image001.jpg; image004.png; image003.png; image002.png; image001.jpg; image002.png; image003.png; image004.png

---Forwarded using **Multi-Forward Chrome Extension**---

From: michaeldmcneely@gmail.com
Date: Thu Jan 18 2018 03:41:32 GMT+1100 (AEDT)
Subject: Fwd: Courses to staff at Blyth Yorkville & Thornhill: Private Courses
To: hmercercavalluzzo.com

---Forwarded using **Multi-Forward Chrome Extension**---

From: Sarah Morris
Date: Fri Apr 08 2016 06:39:12 GMT+1000 (AEST)
Subject: Courses to staff at Blyth Yorkville & Thornhill: Private Courses
To:
Cc: Luke Coles , Yvonne Reitmeier , Laurie Stinson

Dear Blyth LP Teachers,

We do not have any private courses available at our Lawrence Park campus at the moment. However, term 4 is upon us so I will be sending out a list of private courses available for term 4 next week. We also have healthy number of private courses coming down the pipes for the summer at all campuses, so keep an eye out for my e-mails with those opportunities!

If interested in any of these opportunities, please get back to me as soon as possible, and feel free to forward this to strong candidates you may know.

Please note that there are private courses at both our Yorkville and Thornhill campuses available. It will be your responsibility to travel to our Yorkville campus, which is located at 85 St. Nicholas Street, should you commit to one of the courses offered there. It is approximately a 5 minute walk from the Bloor subway station. Should you be interested in an opportunity at our Thornhill campus, it is also your responsibility to arrange your travel there. Our campus is located at 300 John Street, L3T 5W4.

Private Courses 1 on 1 courses....these are 110 hour courses unless otherwise stated. If meeting a student for 6 hours per week, you'd be looking at approximately 18 weeks to complete the course.

Yorkville

1. MCR3U Start April 25th. Monday- Friday 11:00-1:15. Pay is \$1600.
2. MCR3U ASAP. Monday- Friday 1:45-4:00. Pay is \$1800.

3. SPH4U ASAP. Wednesday OR Thursday 4:00-6:00 (family is flexible on timing) and/or Saturday (3 or 4 hours- family is flexible on timing) Pay is \$2000.

Thornhill

For any of these opportunities, please e-mail Laurie Stinson (lauriestinson@blytheducation.com). Details on timing below.

1. MHF4U ASAP. 2 or 3 times a week Monday –Thursday (family is flexible on which days).5:00- 9:30. Pay is \$1600.
2. SPH4U ASAP. Monday, Wednesday or Thursday 5:00- 9:30- 2 of those days (family is flexible on which 2). Saturdays anytime after 10:00am for 2-5 hours. Pay is \$1600.

Thanks, team!

Sarah Morris

Private Course Coordinator
Blyth Academy – Lawrence Park
3300 Yonge St. Toronto M4N 3M7
P: 647- 342- 8094; F: 416-916-9060
sarah.morris@blytheducation.com
www.blytheducation.com



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Helen Mercer - Fwd: Courses to staff at Blyth LP , Yorkville & Thornhill : Private Courses

From: <michaeldmcneely@gmail.com>
To: <hmercerc@cavalluzzo.com>
Date: 19/01/2018 3:53 PM
Subject: Fwd: Courses to staff at Blyth LP , Yorkville & Thornhill : Private Courses
Attachments: image001.jpg; image002.png; image003.png; image004.png

----Forwarded using **Multi-Forward Chrome Extension**----

From: Sarah Morris
Date: Sat May 21 2016 02:42:14 GMT+1000 (AEST)
Subject: Courses to staff at Blyth LP , Yorkville & Thornhill : Private Courses
To:
Cc: Luke Coles , Yvonne Reitmeier , Laurie Stinson

Dear Blyth LP Teachers,

If interested in any of these opportunities, please get back to me as soon as possible, and feel free to forward this to strong candidates you may know. Please note, there are private courses at our Lawrence Park, Yorkville and Thornhill campuses available. It will be your responsibility to travel to the respective campus, should you wish to commit to a course. Our Yorkville campus is located at 85 St. Nicholas Street, which is approximately a 5 minute walk from the Bloor subway station. Our Thornhill campus is located at 300 John Street Suite 276, which is accessible via the 91 or the 2 bus from Finch station.

Private Courses 1 on 1 courses....these are 110 hour courses unless otherwise stated. If meeting a student for 6 hours per week, you'd be looking at approximately 18 weeks to complete the course.

Lawrence Park

1. MHF4U Start: ASAP . Semi- private (2 students) Saturdays 10:00-4:00 OR 2 x during the week 4:30-6:30. June 17th onwards Monday – Friday 9:00-5:00. Pay is \$2000.
2. MDM4U Start: June 21st. Monday – Friday 9:00-4:00. Saturdays only after July 3rd. Pay is \$1600. .
3. ENG4U Start: July 4th. Monday – Friday. 9:00- 3:00. Pay is \$1600.
4. LVV4U Start: July 4th. Monday – Friday. 10:00-4:00. Pay is \$1600.
5. AWR4M Start: ASAP. Monday – Friday. 1:15-4:00. Contact me for more details on this course and compensation.

Yorkville

1. AWR4M Start: June 20th. Monday – Friday. 9:00- 5:00. Pay is \$1600.
2. AWQ4M Start: July 11th. Monday – Friday. 9:00-5:00. Pay is \$1600.
3. SCH3U Start: July 4th. Monday – Friday. 10:00-5:00. Pay is \$1600.

Thornhill

- 1.FSF1D Start: ASAP. Monday – Thursday. 3:00-9:30 Saturday 9:00-4:30. Full days July 11th onwards. Pay is \$1600.
2. ENG3U Start: ASAP. Monday – Friday 9:00-4:00. Pay is \$1600.
3. SBI3U Start: June 24th. Monday – Friday afternoons/evenings (family is flexible). Pay is \$1600.
4. HFA4U Start: June 27th. Monday – Friday. 9:00-4:30. Pay is \$1600.

Thanks, team!

Sarah Morris

Private Course Coordinator
Blyth Academy – Lawrence Park
3300 Yonge St. Toronto M4N 3M7
P: 647- 342- 8094; F: 416-916-9060
sarah.morris@blytheducation.com
www.blytheducation.com



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Helen Mercer - Fwd: Blyth Yorkville: ENG4U Opportunities

From: Michael McNeely <michaeldmneely@gmail.com>
To: Helen Mercer <hmercerc@cavalluzzo.com>
Date: 19/01/2018 4:10 PM
Subject: Fwd: Blyth Yorkville: ENG4U Opportunities

Forwarded conversation

Subject: Blyth Yorkville: ENG4U Opportunities

From: **Sarah Morris** <Sarah.Morris@blytheducation.com>
Date: Mon, Dec 19, 2016 at 1:45 PM
To:
Cc: Adam de Pencier <Adam.dePencier@blytheducation.com>

Good afternoon, all.

I hope everyone is enjoying the final week before the holidays!

We have two interesting ENG4U opportunities at our Yorkville campus starting as soon as possible. If you, or anyone you know of, have the below availability to teach ENG4U please let me know.

ENG4U: Monday- Friday, 11:00-1:15

Compensation will run a bit differently than the normal private course so, if interested, please contact me for further details on these two English courses.

Happy Holidays!

Sarah

Sarah Morris

Private Course Coordinator

Blyth Academy – Lawrence Park

3300 Yonge St Toronto M4N 3M7

P: [647-342-8094](tel:647-342-8094); F: [416-916-9060](tel:416-916-9060)

sarah.morris@blytheducation.com

www.blytheducation.com



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From: **Michael McNeely** <michaeldmneely@gmail.com>
Date: Mon, Dec 19, 2016 at 1:52 PM
To: Sarah Morris <Sarah.Morris@blytheducation.com>
Cc: Adam de Pencier <Adam.dePencier@blytheducation.com>

I am interested.

From: **Sarah Morris** <Sarah.Morris@blytheducation.com>
Date: Wed, Dec 21, 2016 at 1:52 PM
To: Michael McNeely <michaeldmneely@gmail.com>

Hello, Michael.

As per our conversation yesterday, we would love for you to take on this course. There are 42 hours left in this course, and you will be compensated \$700 for your time. Are you available to begin the first week back from the holidays? Monday, January 9th?

I will send you the family information, and connect you with the previous teacher for a handover!

Thanks, Happy Holidays!

Sarah

Sarah Morris

Private Course Coordinator

Blyth Academy – Lawrence Park

3300 Yonge St Toronto M4N 3M7

P: [647-342-8094](tel:647-342-8094); F: [416-916-9060](tel:416-916-9060)

sarah.morris@blytheducation.com

www.blytheducation.com



Stay Connected   

From: Michael McNeely [mailto:michaeldmcneely@gmail.com]
Sent: Monday, December 19, 2016 1:53 PM
To: Sarah Morris
Cc: Adam de Pencier
Subject: Re: Blyth Yorkville: ENG4U Opportunities

From: **Michael McNeely** <michaeldmcneely@gmail.com>
Date: Wed, Dec 21, 2016 at 1:51 PM
To: Sarah Morris <Sarah.Morris@blytheducation.com>

Yes, what times? Is there a curricula?

From: **Sarah Morris** <Sarah.Morris@blytheducation.com>
Date: Wed, Dec 21, 2016 at 2:39 PM
To: Michael McNeely <michaeldmcneely@gmail.com>

Hello, Michael.

The course will run Monday- Friday, from 11:00-1:15. I have just put you in touch with the teacher you are taking over for, and he will advise as to where he has gotten thus far in the course.

Many thanks,

Sarah

Sarah Morris

Private Course Coordinator

Blyth Academy – Lawrence Park

3300 Yonge St Toronto M4N 3M7

P: [647-342-8094](tel:647-342-8094); F: [416-916-9060](tel:416-916-9060)

sarah.morris@blytheducation.com

www.blytheducation.com



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From: Michael McNeely [mailto:michaeldmcneely@gmail.com]
Sent: Wednesday, December 21, 2016 1:52 PM
To: Sarah Morris
Subject: RE: Blyth Yorkville: ENG4U Opportunities

From: **Michael McNeely** <michaeldmcneely@gmail.com>
Date: Wed, Dec 21, 2016 at 4:56 PM
To: Sarah Morris <Sarah.Morris@blytheducation.com>

Thank you.

Helen Mercer - Fwd: Fwd: Future students

From: <michaeldmneelyblyth@gmail.com>
To: <hmercercavalluzzo.com>
Date: 19/01/2018 4:15 PM
Subject: Fwd: Fwd: Future students
Attachments: image002.png; image004.png; image001.jpg; image003.png

-----Forwarded using **Multi-Forward Chrome Extension**-----

From: Michael McNeely
Date: Mon Jan 08 2018 01:58:36 GMT+1100 (AEDT)
Subject: Fwd: Future students
To: Dave McNeely

----- Forwarded message -----

From: **Michael McNeely** <michaeldmneelyblyth@gmail.com>
Date: Tue, Jun 16, 2015 at 3:44 PM
Subject: RE: Future students
To: Laurie Stinson <lauriestinson@blytheducation.com>

I appreciate your reply all the same. I still look forward to working with you in the future.

On Jun 16, 2015 3:43 PM, "Laurie Stinson" <lauriestinson@blytheducation.com> wrote:

Hi Michael,

Unfortunately, we only have one English class running this month at the Thornhill campus and no private study requests. If you are being offered something elsewhere, I suggest you accept. Sorry that I don't have anything to offer.

Laurie Stinson

Principal

Blyth Academy Thornhill and Global High School

Phone: 905-889-8081

lauriestinson@blytheducation.com

www.blythacademy.ca



Stay Connected   

SUMMER School . . . IS IN! Choose today, from over 20 courses for grades 10-12.

www.blythacademy.ca/summer

From: Michael McNeely [mailto:michaeldmcneelyblyth@gmail.com]

Sent: June-16-15 3:38 PM

To: Laurie Stinson

Subject: Future students

Hi, just wondering if you foresee that I will have any more students this summer at Thornhill?

Thank you,
Michael

Helen Mercer - Fwd: Re: Teaching Opportunities at Blyth LP

From: <michaeldmneely@gmail.com>
To: <hmercer@cavalluzzo.com>
Date: 17/01/2018 11:38 AM
Subject: Fwd: Re: Teaching Opportunities at Blyth LP
Attachments: image003.jpg; image002.png; image004.png

----Forwarded using **Multi-Forward Chrome Extension**----

From: Michael McNeely
Date: Sat Jan 31 2015 06:43:38 GMT+1100 (AEDT)
Subject: Re: Teaching Opportunities at Blyth LP
To: Luke Coles

I'd love to do part time Luke. ENG4U.

On Jan 30, 2015 2:26 PM, "Luke Coles" <lukecoles@blytheducation.com> wrote:

Teachers!

Some varied opportunities coming up here at Blyth LP. If interested in any of these opportunities, please get back to me as soon as possible.

First on the Private Course front. 1 on 1 courses....these are all 110 hour courses:

1. SCH4U – Student is available Mondays to Fridays, 4pm onwards; also available Saturdays noon-2 or so. Pay is \$1500

MHF4U – Likely Saturday hours and one weeknight. Details to come. Pay is \$1500

GLC2O – Studnet is available Mondays to Thursdays 4-6:30, twice per week. This is a half credit course, so 55 hours, and pay is \$750.

MHF4U – Student is attending Blyth Academy full time, and wants to do a private course in our Period 2, which is approx. 11:15 – 1:30. Course will run from asap, Monday to Friday, until approx early/mid April. Pay is \$1500.

ENG4C – Student is attending Blyth Academy full time, and wants to do a private course in our Period 2, which is approx. 11:15 – 1:30. Course will run from asap, Monday to Friday, until approx early/mid April. Pay is \$1500.

FSF1D – Student is attending Blyth Academy full time, and wants to do a private course in our Period 2, which is approx. 11:15 – 1:30. Course will run from asap, Monday to Friday, until approx early/mid April. Pay is \$1500.

ESL likely 'B' or 'C' (tbd by admin and teacher)– Student is attending Blyth Academy full time, and wants to do a private course in our Period 2, which is approx. 11:15 – 1:30. Course will run from asap, Monday to Friday, until approx early/mid April. Pay is \$1500.

ESL or ENG2D (tbd by admin and teacher) – Student is attending Blyth Academy full time, and wants to do a private course in our Period 2, which is approx. 11:15 – 1:30. Course will run from asap, Monday to Friday, until approx early/mid April. Pay is \$1500.

(2 teachers required for) MPM2D – Students are both attending Blyth Academy full time, and want to do private courses in our Period 2, which is approx. 11:15 – 1:30. Courses will run from asap, Monday to Friday, until approx early/mid April. Pay is \$1500.

Civics/Careers – Student is attending Blyth Academy full time, and wants to do a private course in our Period 3, which is approx. 2 – 4:15. Course will run from asap, Monday to Friday, until approx early/mid April. Pay is \$1500.

Second in our Part-Time Program. The next semester of Evening and Saturday classes starts in February. Courses run either 1)Mondays and Wednesdays 6-9:30, 2)Tuesdays and Thursdays 6-9:30, or 3)Saturdays 9-4:30pm.

For precise dates, etc, please see: <http://blytheducation.com/blyth-academy/lawrence-park/future-parents/programs-offered/part-time-school/>

***Thank you to those who have already applied. If we have not contacted you yet, we haven't found a course for you YET...but more are likely including the possibility of the following:**

4. ENG4U – Tuesdays and Thursday 6-9:30 pm. Pay is \$2600.

MCV4U – Saturdays (may need a second teacher). Pay is \$2600

SBI4U – Mondays and Wednesdays 6-9:30pm. Pay is \$2600

Luke Coles

Head of School

Blyth Academy – Lawrence Park

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lukecoles@blytheducation.com

www.blytheducation.com



Join us on  

Helen Mercer - Fwd: RE: Teachers Needed - Blyth LP

From: <michaeldmcneely@gmail.com>
To: <hmercerc@cavalluzzo.com>
Date: 17/01/2018 11:39 AM
Subject: Fwd: RE: Teachers Needed - Blyth LP
Attachments: image005.png; image004.jpg; image003.png; image002.png

---Forwarded using **Multi-Forward Chrome Extension**---

From: Michael McNeely
Date: Tue Dec 16 2014 07:12:03 GMT+1100 (AEDT)
Subject: RE: Teachers Needed - Blyth LP
To: Luke Coles

Thank you :)

On Dec 15, 2014 3:09 PM, "Luke Coles" <lukecoles@blytheducation.com> wrote:

You got it. Christina will be in touch

Luke Coles

Head of School

Blyth Academy – Lawrence Park

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Join us on  

From: Michael McNeely [<mailto:michaeldmcneely@gmail.com>]
Sent: December-15-14 2:56 PM
To: Luke Coles
Subject: Re: Teachers Needed - Blyth LP

I can do ENG2D.

On Dec 15, 2014 2:41 PM, "Luke Coles" <lukecoles@blytheducation.com> wrote:

The latest...and as ever, please forward these to strong candidates who you know.

Private Courses – all families below are hoping to start ASAP...unless otherwise stated.

1. SPH3U/SPH4U – A single Physics course that may in fact look at some of both courses in the standard time period. Evenings and weekend hours and not starting until January. Pay is \$1500
2. MHF4U Repeat Course – Monday-Thursday 2-6. Pay is \$750
3. SCH3U - 11:15 - 1:30 daily, Mon – Fri. Pay is \$1500
4. MCR3U – Tuesday 5-8 and Sat/Sun 9-12. Pay is \$1500
5. MCV4U – 1-3 or 3-6 weekdays/evenings on a rotating schedule. Some weekend hours possible, too. Pay is \$750 (about half of the course is complete)
6. MCR3U – Mondays-Thursday availability from 4 pm onwards...Pay is \$1500
7. ENG2D – Twice weekly 4-6 Mon-Thurs. Pay is \$1500.
8. CLN4U – Weekdays from 4:30 on, not available Tuesdays. Saturdays available all day, too. Pay is \$1500
9. MCV4U – Starting Dec 22 over the holidays some full days. Then after the holidays, student available Tues/Wed/Thurs after school. Pay is \$1500.

Luke Coles

Head of School

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lukecoles@blytheducation.com

www.blytheducation.com



Join us on  

Helen Mercer - Fwd: Re: Teachers Needed - Blyth LP

From: <michaeldmneely@gmail.com>
To: <hmercer@cavalluzzo.com>
Date: 17/01/2018 11:39 AM
Subject: Fwd: Re: Teachers Needed - Blyth LP
Attachments: image006.jpg; image001.png; image005.png

----Forwarded using Multi-Forward Chrome Extension----

From: Michael McNeely
Date: Sat Dec 06 2014 09:06:02 GMT+1100 (AEDT)
Subject: Re: Teachers Needed - Blyth LP
To: Luke Coles

I'm game for ENG2D if available :)

On Dec 5, 2014 4:14 PM, "Luke Coles" <lukecoles@blytheducation.com> wrote:

The latest offerings!

Private Courses – all families below are hoping to start ASAP...unless otherwise stated.

1. SPH3U/SPH4U – A single Physics course that may in fact look at some of both courses in the standard time period. Evenings and weekend hours and not starting until January. Pay is \$1500
2. SCH3U – February start, every Saturday. Pay is \$1500
3. MHF4U Repeat Course – Monday-Thursday 2-6. Pay is \$750
4. MCR3U – 8:45 – 12 daily, Mon – Fri. Pay is \$1500
5. SCH3U - 11:15 - 1:30 daily, Mon – Fri. Pay is \$1500
6. MCV4U – Full days over December Holiday Break 9-4. Pay is \$1500.
7. MCR3U – Tuesday 5-8 and Sat/Sun 9-12. Pay is \$1500
8. MHF4U – Saturdays full days. Pay is \$1500
9. Grade 10 Math Applied – 9-11:15 daily, Mon – Fri. Pay is \$1500
10. MCV4U – 1-3 or 3-6 weekdays/evenings on a rotating schedule. Pay is \$750 (about half of the course is complete)

11. ENG2D - Mon – Fri 4 hrs/day finish by Feb 2nd. Pay is \$1500

Luke Coles

Head of School

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lukecoles@blytheducation.com

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Join us on  

Helen Mercer - Fwd: RE: Teachers Needed - Blyth LP

From: <michaeldmneely@gmail.com>
To: <hmercerc@cavalluzzo.com>
Date: 17/01/2018 11:39 AM
Subject: Fwd: RE: Teachers Needed - Blyth LP
Attachments: image003.png; image004.jpg; image005.png; image002.png

----Forwarded using Multi-Forward Chrome Extension----

From: Michael McNeely
Date: Tue Dec 02 2014 04:58:06 GMT+1100 (AEDT)
Subject: RE: Teachers Needed - Blyth LP
To: Luke Coles

Anytime :)

On Dec 1, 2014 12:38 PM, "Luke Coles" <lukecoles@blytheducation.com> wrote:

Thanks, Michael. Will see how things pan out.

Best,

Luke

Luke Coles

Head of School

Blyth Academy – Lawrence Park

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lukecoles@blytheducation.com

www.blytheducation.com



Join us on  

From: Michael McNeely [mailto:michaeldmcneely@gmail.com]

Sent: November-28-14 4:07 PM

To: Luke Coles

Subject: Re: Teachers Needed - Blyth LP

Hi Luke, happy to do ENG2D next year.

Mike

On Nov 28, 2014 3:58 PM, "Luke Coles" <lukecoles@blytheducation.com> wrote:

The latest offerings!

Private Courses – all families below are hoping to start ASAP...unless otherwise stated.

1. MDM4U – Student is available after school Mon-Thurs and most weekends. Pay is \$1500
2. MDM4U – Monday-Friday 11:15 – 1:30. Pay is \$1500
3. BAT4M – 11: 15 – 1:40 daily, Mon – Fri. Pay is \$1500
4. SPH3U/SPH4U – A single Physics course that may in fact look at some of both courses in the standard time period. Evenings and weekend hours and not starting until January. Pay is \$1500.
5. ENG4U Private Repeat Course. Mondays and Wednesdays 5-8. Pay is \$750 (half hours of a full course)
6. SBI4U – Saturdays 10-3. Pay is \$1500.
7. SCH4U OR SBI4U OR PSE4U – 11:15 - 1:30 daily, Mon – Fri. Student happy to take any ONE of these three courses, whichever we can staff first! Pay is \$1500
8. MDM4U – Student available Mon – Fri EITHER 8:45 – 11:15am OR 2 – 4:30 daily. Pay is \$1500
9. MHF4U – full days, Mon – Fri. Around 4-5 hours daily, timing flexible. Pay is \$1500
10. MCV4U – January – June 2015. Availability is after school, 3:30 on, weeknights. Pay is \$1500
11. ENG2D - Tuesdays and Thursdays after school in the New Year. Pay is \$1500
12. MCR3U – Daily Mon – Fri 11:15 – 1:30. Pay is \$1500

Luke Coles

Head of School

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lukecoles@blytheducation.com

www.blytheducation.com



Join us on  

Helen Mercer - Fwd: RE: Teachers Needed - Blyth LP

From: <michaeldmneely@gmail.com>
To: <hmercerc@cavalluzzo.com>
Date: 17/01/2018 11:39 AM
Subject: Fwd: RE: Teachers Needed - Blyth LP
Attachments: image001.png; image003.png; image004.jpg; image005.png

----Forwarded using **Multi-Forward Chrome Extension**----

From: Luke Coles
Date: Sat Nov 22 2014 07:34:14 GMT+1100 (AEDT)
Subject: RE: Teachers Needed - Blyth LP
To: Michael McNeely

Thanks, Michael. I'll be in touch soon if it's a go.

Luke

Luke Coles

Head of School
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lukecoles@blytheducation.com
www.blytheducation.com



Join us on  

From: Michael McNeely [mailto:michaeldmneely@gmail.com]
Sent: November-21-14 11:36 AM
To: Luke Coles
Subject: Re: Teachers Needed - Blyth LP

Hi Luke. I am happy to apply for the packaged courses and ENG2D.

Happy I got this email!

Thanks,
Mike

On Nov 21, 2014 11:25 AM, "Luke Coles" <lukecoles@blytheducation.com> wrote:
The latest offerings!

Private Courses

MDM4U – Student is available after school Mon-Thurs and most weekends. Pay is \$1500

SCH3U- Two full days per week, ideally..rotating days, based on home school schedule. Pay is \$1500

*If you have availability at OTHER hours to teach this course, please let me know...

CGU4M – 8:45 or 9 until 11ish daily, Mon-Fri. Pay is \$1500

ENG3U – 11: 15 – 1:40 daily, Mon – Fri. Pay is \$1500

*The above two courses we're looking to staff together. Two different students, but ideally same teacher to deliver these two. Have interviews with two teachers on Monday regarding this package

ENG2D – 11: 15 – 1:40 daily, Mon – Fri. Pay is \$1500

BAT4M – 11: 15 – 1:40 daily, Mon – Fri. Pay is \$1500

SPH3U/SPH4U – A single Physics course that may in fact look at some of both courses in the standard time period. Evenings and weekend hours and not starting until January. Pay is \$1500.

ENG4U Private Repeat Course. Mondays and Wednesdays 5-8. Pay is \$750 (half hours of a full course)

Tutoring/General Organization

A strong student who lives close to our school is looking for a general tutor to help with organization, some study skills, etc. This is not a Blyth role, but am trying to help out the family. Compensation will be between you and the family, but should be around \$40/hour. From the mother: "It seems she also just bombed a test in World Issues and for her, the world is caving in right now. We are looking for a general tutor. Someone to look over things she is going to hand in and I don't know...help her along. Is this normal? Do you know of anyone who would fit the bill? She is taking Philosphy, Classic Civs, Challenge and Change, Families, and World Issues. " Female preferred, please let me know if you are interested and I will put you in touch with the family....

Luke Coles

Head of School

Blyth Academy – Lawrence Park

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P: 416-488-9301; F: 416-916-9060

lukecoles@blytheducation.com

www.blytheducation.com



Join us on  

Helen Mercer - Fwd: RE: Courses to staff at Blyth Academy LP, and a tutoring/mentoring opportunity

From: <michaeldmneely@gmail.com>
To: <hmercerc@cavalluzzo.com>
Date: 17/01/2018 11:39 AM
Subject: Fwd: RE: Courses to staff at Blyth Academy LP, and a tutoring/mentoring opportunity
Attachments: image001.png; image003.jpg; image002.png

----Forwarded using Multi-Forward Chrome Extension----

From: Michael McNeely
Date: Thu Aug 14 2014 23:47:00 GMT+1000 (AEST)
Subject: RE: Courses to staff at Blyth Academy LP, and a tutoring/mentoring opportunity
To: Luke Coles

No worries.

On Aug 14, 2014 9:18 AM, "Luke Coles" <lukecoles@blytheducation.com> wrote:

Michael –

I'm going to go with someone else for this task, but I do appreciate your keenness.

With thanks,

Luke

Luke Coles

Head of School

Blyth Academy – Lawrence Park

3284 Yonge St Toronto M4N 3M7

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lukecoles@blytheducation.com

www.blytheducation.com



Join us on  

From: Michael McNeely [mailto:michaeldmcneely@gmail.com]
Sent: August-13-14 3:27 PM
To: Luke Coles
Subject: Re: Courses to staff at Blyth Academy LP, and a tutoring/mentoring opportunity

Hi Luke,

Just saw this. I can help with business writing / essay structure / organization. Have worked for non - profits and have had a successful partnership in a board game business in Kingston.

I am back tomorrow so let me know specifics then?

On Aug 13, 2014 11:19 AM, "Luke Coles" <lukecoles@blytheducation.com> wrote:

Dear Teaching Team...

Please take a look at the below, and let me know which if any you could commit to. As ever, if you have qualified friends/colleagues you can recommend, we appreciate it very much.

- 1) MCR3U repeat course. 11 hours have been completed by a teacher who has had to leave the course. About 29 hours left of this repeat course...7 hours per day, starting asap Mon – Fri. Four full days left. Pay: \$600
- 2) SPH3U full course. 2 days have been completed by a teacher who had to leave the country for a family emergency. ASAP, full days. Should be finished by Aug 29th. Pay: \$1250
- 3) A different kind of opportunity/need: actually a family friend of mine, 25 year old guy who is at Ryerson and has just completed a Business certificate program, about to begin an Entrepreneurship certificate program. Will tell you more about the opportunity if you are interested, but looking for someone (probably a male, but not necessarily) to be both a tutor and mentor of sorts...organization and writing help, ideally with SOME background in some business courses, etc...even high school would be helpful. Probably about 2-3 hours a week, sometimes more, in the Yonge and St. Clair area...Pay is good at around \$40-\$50 per hour, and hours are flexible for you to sort out with him.

Thanks, all.

Luke

Luke Coles

Head of School

Blyth Academy – Lawrence Park

3284 Yonge St Toronto M4N 3M7

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lukecoles@blytheducation.com

www.blytheducation.com

Helen Mercer - Fwd: RE: Summer school

From: <michaeldmcneely@gmail.com>
To: <hmercerc@cavalluzzo.com>
Date: 17/01/2018 11:40 AM
Subject: Fwd: RE: Summer school
Attachments: image001.png; image002.png; image003.jpg

----Forwarded using **Multi-Forward Chrome Extension**----

From: "Luke Coles"
Date: Wed May 28 2014 02:42:09 GMT+1000 (AEST)
Subject: RE: Summer school
To: "Michael McNeely"

Will do, michael. Thanks for checking in.

Luke

Luke Coles

Head of School
Blyth Academy – Lawrence Park
3284 Yonge St Toronto M4N 3M7
P: 416-488-9301; F: 416-916-9060
lukecoles@blytheducation.com
www.blytheducation.com



Join us on  

From: Michael McNeely [mailto:michaeldmcneely@gmail.com]
Sent: May-27-14 12:41 PM
To: Luke Coles
Subject: Summer school

Just wanted to send you a note to let you know that I was comfortable with having more than one student as well, if that helped matters. Please keep me updated :)

Helen Mercer - Fwd: Courses to staff at Blyth LP & Yorkville : Private Courses

From: <michaeldmneely@gmail.com>
To: <hmercerc@cavalluzzo.com>
Date: 17/01/2018 11:41 AM
Subject: Fwd: Courses to staff at Blyth LP & Yorkville : Private Courses
Attachments: image001.jpg; image002.png; image003.png; image004.png

----Forwarded using **Multi-Forward Chrome Extension**----

From: Sarah Morris
Date: Wed Mar 16 2016 01:53:02 GMT+1100 (AEDT)
Subject: Courses to staff at Blyth LP & Yorkville : Private Courses
To:
Cc: Luke Coles , Yvonne Reitmeier

Dear Blyth LP Teachers,

Happy March Break!

If interested in any of these opportunities, please get back to me as soon as possible, and feel free to forward this to strong candidates you may know. Please note that there are private courses at both of our Lawrence Park and Yorkville campuses available. It will be your responsibility to travel to our Yorkville campus, which is located at 85 St. Nicholas Street, should you commit to one of the courses offered there. It is approximately a 5 minute walk from the Bloor subway station.

Private Courses 1 on 1 courses....these are 110 hour courses unless otherwise stated. If meeting a student for 6 hours per week, you'd be looking at approximately 18 weeks to complete the course.

Lawrence Park

1. MCV4U ASAP. Monday- Friday 10:00-1:00. Pay is \$1800.
2. MDM4U ASAP. Tuesday, Wednesday, Thursday, Saturday 10:00-5:00. Please note, this is a **repeat** course. 55 hours of the course will be face to face, and the other 55 will be completed online. Resources and assignments are given to you through Blyth Academy Online. Pay is \$1000.

Yorkville

1. MCR3U ASAP. Monday- Friday 1:45-4:00. Pay is \$1800.
3. SNC1D ASAP. Monday- Friday 1:45-4:00. Pay is \$1800.
4. SPH4U ASAP. Wednesday OR Thursday 4:00-6:00 (family is flexible on timing) Saturday (3 or 4 hours- family is flexible on timing) Pay is \$1800.

Thanks, team!

Sarah Morris

Private Course Coordinator
Blyth Academy – Lawrence Park
3300 Yonge St. Toronto M4N 3M7
P: 647-342-8094; F: 416-916-9060
sarah.morris@blytheducation.com
www.blytheducation.com



Stay Connected   

Helen Mercer - Fwd: RE: Part Time Semester 2 Opportunities...BLYTH LP

From: <michaeldmcneely@gmail.com>
To: <hmercer@cavalluzzo.com>
Date: 17/01/2018 11:42 AM
Subject: Fwd: RE: Part Time Semester 2 Opportunities...BLYTH LP
Attachments: image003.png; image001.jpg; image004.png; image002.png

----Forwarded using **Multi-Forward Chrome Extension**----

From: Michael McNeely
Date: Wed Jan 20 2016 02:37:09 GMT+1100 (AEDT)
Subject: RE: Part Time Semester 2 Opportunities...BLYTH LP
To: Luke Coles

Fingers crossed!

On Jan 19, 2016 10:33 AM, "Luke Coles" <lukecoles@blytheducation.com> wrote:

Thanks, Michael. It only runs if we get to 4...so we'll see!

Luke Coles

Principal

Blyth Academy – Lawrence Park

3284 Yonge St Toronto M4N 3M7

P: 416-488-9301; F: 416-916-9060

lukecoles@blytheducation.com

www.blytheducation.com



Stay Connected   

From: Michael McNeely [mailto:michaeldmcneely@gmail.com]
Sent: January-19-16 10:30 AM
To: Luke Coles
Subject: Re: Part Time Semester 2 Opportunities...BLYTH LP

Hey Luke.

Could do the 2 students' ENG4U.

Mike

On Jan 19, 2016 10:28 AM, "Luke Coles" <lukecoles@blytheducation.com> wrote:

Part Time Opportunities...

Details on Timing below.

Please get back to me asap with the courses below that you are available to teach....and do let me know if you're interested in teaching more than one, and include ALL that you would take on if we can get you the course.

Thanks, everyone. Pay for these courses is \$2650 per course.

*There will likely be more added to this list later. I have listed those we can already confirm, and those with 2 students already which are VERY likely to run...

Mon/Wed

MHF4U

SBI4U (2 students)

Tues/Thurs

MCV4U

ENG4U (2 students)

MCF3M (2 students)

MCR3U (2 students)

SCH3U (2 students)

Sat

MDM4U

MCV4U

SCH4U

MHF4U (2 students)

Monday / Wednesday

Evening Classes: 6 pm – 9:30 pm

Monday, February 22 – Monday, June 20, 2016

Note: No classes on February 15, March 14, March 16, March 28 and May 23

Tuesday / Thursday

Evening Classes: 6 pm – 9:30 pm

Tuesday, February 23 – Tuesday, June 14, 2016

Note: No classes March 15, March 17

Saturdays

Saturday Classes: 9 am – 4:30 pm

Saturday, February 13 – Saturday, June 18, 2016

Note: No classes on March 12, March 19, March 26 and May 21

Luke Coles

Principal

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lukecoles@blytheducation.com

www.blytheducation.com



Stay Connected   

5. MHF4U

ASAP. Availability Tues and Fri 4-7. Pay is \$1600

Thanks, all!

Sarah

Sarah Morris

Private Course Coordinator
Blyth Academy – Lawrence Park
3300 Yonge St. Toronto M4N 3M7
P: 647- 342- 8094; F: 416-916-9060
sarah.morris@blytheducation.com
www.blytheducation.com



Stay Connected   

Helen Mercer - Fwd: Re: Blyth Academy LP Private Courses: Premium Pay Rate for these 13 teaching opportunities

From: <michaeldmcneely@gmail.com>
To: <hmercer@cavalluzzo.com>
Date: 17/01/2018 11:42 AM
Subject: Fwd: Re: Blyth Academy LP Private Courses: Premium Pay Rate for these 13 teaching opportunities
Attachments: image002.png; image001.jpg; image004.png; image003.png

---Forwarded using Multi-Forward Chrome Extension---

From: Michael McNeely
Date: Tue Dec 01 2015 01:24:51 GMT+1100 (AEDT)
Subject: Re: Blyth Academy LP Private Courses: Premium Pay Rate for these 13 teaching opportunities
To: Luke Coles

Happy to hear.

On Monday, 30 November 2015, Luke Coles <lukecoles@blytheducation.com> wrote:

Great. We'll get you on #13 asap.

Luke Coles

Principal

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3284 Yonge St Toronto M4N 3M7

P: 416-488-9301; F: 416-916-9060

lukecoles@blytheducation.com

www.blytheducation.com



Stay Connected   

From: Michael McNeely [mailto:michaeldmcneely@gmail.com]

Sent: November-29-15 1:01 PM

To: Luke Coles

Subject: Re: Blyth Academy LP Private Courses: Premium Pay Rate for these 13 teaching opportunities

Interested in both English classes :)

On Nov 29, 2015 12:47 PM, "Luke Coles" <lukecoles@blytheducation.com> wrote:

Dear Teachers!

As you can see below, we have a LOT of private courses to staff, and some that have been awaiting a teacher for almost a month. As such, for these courses listed below ONLY, we are piloting a better pay rate in hopes that more of you may come forward for these. All of these courses will pay \$2000 per course (except the semi-private which will be \$2400).

Please, please, please: get back to me as soon as possible if you can take one or more of these, and feel free to forward this to strong candidates you may know.

I am sorry for our MANY teachers already teaching that we cannot offer this pay rate across the board. I hope that we can soon, and I further hope that you'll see that even a piloted one time raise (for now) could benefit you all long term.

Thank you all for the great, hard and often under-acknowledged work that you do.

-Luke

Private Courses 1 on 1 courses....these are 110 hour courses unless otherwise stated. Plan for at least 85-90 face hours with the remaining time allocated to independent study...so course will take as long as required to reach those numbers. If meeting a student for 6 hours per week, you'd be looking at approximately 15 weeks to complete the course.

1. MDM4U ASAP. Student is available Monday and Wednesday evenings, also Saturday and Sunday hours. Pay is \$2000

2. MDM4U ASAP. Student is available Monday and Friday 4-6, and Saturdays 10-2. Pay is \$2000

3. Either CLN4U or AWI4M ASAP. Starting in next week or two. Student available during the school day, Mon – Fri. Pay is \$2000

4. MHF4U ASAP. Mondays and Wednesdays for 3 hours each after school, and Saturdays for 3 hours. Pay is \$2000

5. SBI4U ASAP. Tuesdays and Thursdays 415-715. Pay is \$2000

6. MDM4U ASAP. Two students, after school hours. Preferably Mondays and Wednesdays 4-7ish. Pay is \$2400

7. SCH4U ASAP. Saturdays 8-12, Wednesdays 330-630. Pay is \$2000

8. MHF4U ASAP. 11-1:15 daily Mon – Fri. Pay is \$2000.

9. SBI4U ASAP. 8:40 – 10:55 daily, Mon – Fri. Starting ideally Monday next week. Finished by first week of Feb. Pay is \$2000

10. ENG3U ASAP. 11 – 1:15 daily, Mon – Fri. Pay is \$2000

11. SCH4U ASAP. Availability Mon, Tues, Fri 430 – 730. Sat 11-6. Looking for three meetings weekly. Winter Break also free. Pay is \$2000

12. AWQ3M ASAP. Avail Tues 430 – 730. Also Sat 10-1. Winter Break also free. Pay is \$2000

13. ENG3U ASAP. Availability throughout the day, ideally 4 hours at least daily. ESL experience essential. Student speaks Spanish as his first language. Pay is \$2000

Thanks, all!

-Luke

Luke Coles

Principal

Blyth Academy – Lawrence Park

3284 Yonge St Toronto M4N 3M7

P: 416-488-9301; F: 416-916-9060

lukecoles@blytheducation.com

www.blytheducation.com



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Helen Mercer - Fwd: RE: Courses to staff at Blyth Academy LP

From: <michaeldmcneely@gmail.com>
To: <hmercerc@cavalluzzo.com>
Date: 22/01/2018 7:58 AM
Subject: Fwd: RE: Courses to staff at Blyth Academy LP
Attachments: image007.jpg; image006.jpg; image005.png; image008.png

----Forwarded using Multi-Forward Chrome Extension----

From: Michael McNeely
Date: Sat Jul 26 2014 04:19:38 GMT+1000 (AEST)
Subject: RE: Courses to staff at Blyth Academy LP
To: Luke Coles

No worries. Just figured it was worth a shot to try and meet that need :)

On Jul 25, 2014 2:17 PM, "Luke Coles" <lukecoles@hotmail.com> wrote:

No, sorry, Michael. I like to work with teachers right inside their comfort/strike zone.

Best,

Luke

Luke Coles

Head of School

Blyth Academy – Lawrence Park

3284 Yonge St Toronto M4N 3M7

P: [416-488-9301](tel:416-488-9301); F: [416-916-9060](tel:416-916-9060)

lukecoles@blytheducation.com

www.blytheducation.com



Join us on  

From: Michael McNeely [<mailto:michaeldmcneely@gmail.com>]

Sent: July-25-14 1:58 PM

To: Luke Coles
Subject: Re: Courses to staff at Blyth Academy LP

Hi Luke,

Would I be allowed to teach Math and Science if I taught myself the material? I could take tests or exams by another teacher if I needed to prove knowledge?

On Thursday, July 24, 2014, Michael McNeely <michaeldmcneely@gmail.com> wrote:

I was a bit confused but I understand now - you just state the potential for a English course to be there not that there is one.

On Jul 24, 2014 11:52 AM, "Luke Coles" <lukecoles@hotmail.com> wrote:

Michael –

ENG4U isn't listed down there...only what is specifically listed is what we presently have available.

Stay tuned for more!

Luke

Luke Coles

Head of School

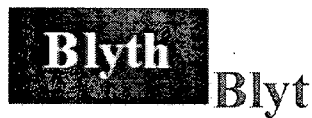
Blyth Academy – Lawrence Park

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lukecoles@blytheducation.com

www.blytheducation.com



Join us on  

From: Michael McNeely [<mailto:michaeldmcneely@gmail.com>]
Sent: July-24-14 10:28 AM
To: Luke Coles
Subject: Re: Courses to staff at Blyth Academy LP

Hello Luke,

Hope all is well. I am still available to do ENG4U. Please let me know either way - I have indicated I was available a few times for what I assume is the same course. I have taught it twice.

Thanks,
Michael

On Jul 24, 2014 7:37 AM, "Luke Coles" <lukecoles@hotmail.com> wrote:

Dear Teaching Team..

Please take a look at the below, and let me know which if any you could commit to. As ever, if you have qualified friends/colleagues you can recommend, we appreciate it very much!

1) Private Courses (about 80-90 face hours) Pay is \$1500 for all of these unless otherwise noted.

SPH4U: ASAP, flexible re timing/schedule

MDM4U: Aug 11-29 full days.

Either MDM4U or FSF4U: Saturdays and Sundays for about 6 hours each day.

MCR3U: 9-3 daily. August, done by Aug 22. Repeat course, so half the hours, and pay is \$750

MPM1D: Aug 11-14, 18-22 and then to be determined. Full days. Repeat course, so half the hours, and pay is \$750

SCH4U: September Tuesdays and Thursdays 10-2. Repeat course. pay is \$750.

2) Summer Courses: We have a wide range of course offerings, and we have sessions running as follows: Pay for these are \$2600 per course

August Session August 5 – August 29, Monday to Friday 9:30 - 4 daily.

August Accelerated Session August 11 – August 29 Monday to Friday 9- 440 daily. *only applies to ENG4U, MHF4U, and MCV4U

August Super Accelerated Session August 18 – August 29 Monday to Friday 9-440 daily and the following Saturdays: Sept 6,13,20,27 and Oct 18. *only applies to ENG4U, MHF4U, and MCV4U

Courses that we still need to staff:

AUGUST SESSION MCV4U...This one's a pretty urgent need!

Luke Coles

Head of School

Blyth Academy – Lawrence Park

3284 Yonge St Toronto M4N 3M7

P: 416-488-9301; F: 416-916-9060

lukecoles@blytheducation.com

www.blytheducation.com

Blyt

Join us on

Helen Mercer - Fwd: RE: Courses to staff at Blyth LP & Yorkville : Private Courses

From: <michaeldmneely@gmail.com>
To: <hmercer@cavalluzzo.com>
Date: 22/01/2018 7:58 AM
Subject: Fwd: RE: Courses to staff at Blyth LP & Yorkville : Private Courses
Attachments: image001.jpg; image004.png; image003.png; image002.png

----Forwarded using Multi-Forward Chrome Extension----

From: Michael McNeely
Date: Wed Mar 02 2016 07:48:12 GMT+1100 (AEDT)
Subject: RE: Courses to staff at Blyth LP & Yorkville : Private Courses
To: Sarah Morris

No worries!

On Mar 1, 2016 3:38 PM, "Sarah Morris" <Sarah.Morris@blytheducation.com> wrote:

Hi Michael,

The course has already been spoken for.

Sarah

From: Michael McNeely [mailto:michaeldmneely@gmail.com]
Sent: Tuesday, March 01, 2016 2:47 PM
To: Sarah Morris
Subject: Re: Courses to staff at Blyth LP & Yorkville : Private Courses

I can do ENG4U if needed.

Michael

On Mar 1, 2016 2:24 PM, "Sarah Morris" <Sarah.Morris@blytheducation.com> wrote:

Dear Blyth LP Teachers,

I hope everyone is staying safe and warm in this blistery winter weather!

If interested in any of these opportunities, please get back to me as soon as possible, and feel free to forward this to strong candidates you may know. Please note that there are private courses at both of our Lawrence Park and Yorkville campuses available. It will be your responsibility to travel to our Yorkville campus, which is located at 85 St. Nicholas Street, should you commit to one of the courses offered there. It is approximately a 5 minute walk from the Bloor subway station.

Private Courses 1 on 1 courses....these are 110 hour courses unless otherwise stated. If meeting a student for 6 hours per week, you'd be looking at approximately 18 weeks to complete the course.

Lawrence Park

1. MPM2D ASAP. Monday- Friday 3 or 4 hours a day. Pay is \$1600.
2. MPM2D ASAP. Monday- Friday. 9:00-12:00. Pay is \$1600.
3. MCV4U ASAP. Monday- Friday 9:00-1:00. Pay is \$1600.
4. ENG4U ASAP. Tuesday and Thursday. 4:00- 7:00. Pay is \$1600.

Yorkville

1. MCR3U ASAP. Monday- Friday 1:45-4:00. Pay is \$1600.
2. MCR3U ASAP. Monday- Friday 1:45-4:00. Pay is \$1600.
3. SNC1D ASAP. Monday- Friday 1:45-4:00. Pay is \$1600.
4. SPH4U ASAP. Wednesday OR Thursday 4:00-6:00 (family is flexible on timing) Saturday (3 or 4 hours- family is flexible on timing) Pay is \$1600.

Thanks, team!

Sarah Morris

Private Course Coordinator

Blyth Academy – Lawrence Park

3300 Yonge St. Toronto M4N 3M7

P: 647- 342- 8094; F: 416-916-9060

sarah.morris@blytheducation.com

www.blytheducation.com



Stay Connected   

Helen Mercer - Fwd: RE: Courses to staff at Blyth LP and Yorkville: Private Courses & Part Time Opportunities

From: <michaeldmcneely@gmail.com>
To: <hmercercavalluzzo.com>
Date: 22/01/2018 7:58 AM
Subject: Fwd: RE: Courses to staff at Blyth LP and Yorkville: Private Courses & Part Time Opportunities
Attachments: image003.png; image001.jpg; image002.png; image004.png

---Forwarded using Multi-Forward Chrome Extension---

From: Michael McNeely
Date: Thu Feb 11 2016 03:53:24 GMT+1100 (AEDT)
Subject: RE: Courses to staff at Blyth LP and Yorkville: Private Courses & Part Time Opportunities
To: Sarah Morris

Working on it!

On Feb 10, 2016 11:51 AM, "Sarah Morris" <Sarah.Morris@blytheducation.com> wrote:

Hi Michael,

Unfortunately, this course is already spoken for. I hope you were able to get your flooded apartment sorted!

Sarah

Sarah Morris

Private Course Coordinator

Blyth Academy – Lawrence Park

3300 Yonge St Toronto M4N 3M7

P: [647-342-8094](tel:647-342-8094); F: [416-916-9060](tel:416-916-9060)

sarah.morris@blytheducation.com

www.blytheducation.com



Stay Connected   

From: Michael McNeely [mailto:michaeldmcneely@gmail.com]

Sent: Tuesday, February 09, 2016 8:17 PM

To: Sarah Morris

Subject: Re: Courses to staff at Blyth LP and Yorkville: Private Courses & Part Time Opportunities

If I can help with BAO English repeat, let me know :) Creating a course for them too.

On Feb 9, 2016 12:03 PM, "Sarah Morris" <Sarah.Morris@blytheducation.com> wrote:

Dear Blyth LP Teachers,

Happy almost long weekend!

If interested in any of these opportunities, please get back to me as soon as possible, and feel free to forward this to strong candidates you may know. Please note that there are private courses at both of our Lawrence Park and Yorkville campuses available. It will be your responsibility to travel to our Yorkville campus, which is located at 85 St. Nicholas Street, should you commit to one of the courses offered there. It is approximately a 5 minute walk from the Bloor subway station.

Private Courses 1 on 1 courses....these are 110 hour courses unless otherwise stated. If meeting a student for 6 hours per week, you'd be looking at approximately 18 weeks to complete the course.

Lawrence Park

1. MCF3M Tuesday and Wednesday 6:00-8:00. Course to begin mid February. Pay is \$1600.
2. SCH3U ASAP. Monday 6:00-8:00 Saturday 12:00-3:30. Pay is \$1600.
3. FSF2D ASAP. Tuesday 4:30 – 6:30 Saturday 12:00-4:00. Pay is \$1600.
4. BOH4M ASAP. Monday- Friday 11:00-1:15. Pay is \$1600.
5. EWC4U ASAP. One evening a week 5:00-8:00 (family is flexible on what evening this is). Saturday OR Sunday 12:00-4:00. Please note, this is a **repeat** course. 55 hours of the course will be face to face, and the other 55 will be completed online. Resources and assignments are given to you through Blyth Academy Online. Pay is \$1000.
6. MPM2D ASAP. Monday- Friday 11:00-1:15. Pay is \$1600.
7. ENG2D ASAP. Monday-Friday 11:00-1:15. Pay is \$1600.
8. SBI3U ASAP. Saturdays 10:00-4:30. Pay is \$1600.

Yorkville

1. SPH4U ASAP. Saturday 9:00am- 5:00pm OR Monday- Friday 4:00-7:00. Pay is \$1600.
2. ENG4U ASAP. Semi Private (2 students). Monday- Friday 8:40-10:55. Pay is \$1700.

3. SCH4U ASAP. Monday- Friday 11:00-1:15. Pay is \$1600.

4. SCH4U ASAP. Monday- Friday 11:00-1:15. Pay is \$1600.

Part Time Opportunities at Lawrence Park

For any of the part time opportunities, please e-mail Luke Coles (lukecoles@blytheducation.com).
Details on timing below. Pay for these courses is \$2650 per course.

Mon/Wed

MHF4U

Sat

MCV4U

Monday / Wednesday

Evening Classes: 6 pm – 9:30 pm

Monday, February 22 – Monday, June 20, 2016

Note: No classes on February 15, March 14, March 16, March 28 and May 23

Saturdays

Saturday Classes: 9 am – 4:30 pm

Saturday, February 13 – Saturday, June 18, 2016

Note: No classes on March 12, March 19, March 26 and May 21

Thanks, team!

Sarah Morris

Private Course Coordinator

Blyth Academy – Lawrence Park




3300 Yonge St. Toronto M4N 3M7

P: [647- 342- 8094](tel:647-342-8094); F: [416-916-9060](tel:416-916-9060)

sarah.morris@blytheducation.com

www.blytheducation.com



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Helen Mercer - Fwd: RE: Courses to staff at Blyth LP and Yorkville: Private Courses

From: <michaeldmcneely@gmail.com>
To: <hmercerc@cavalluzzo.com>
Date: 22/01/2018 7:58 AM
Subject: Fwd: RE: Courses to staff at Blyth LP and Yorkville: Private Courses
Attachments: image004.png; image003.png; image001.jpg; image002.png

---Forwarded using Multi-Forward Chrome Extension---

From: Michael McNeely
Date: Fri Feb 05 2016 10:03:12 GMT+1100 (AEDT)
Subject: RE: Courses to staff at Blyth LP and Yorkville: Private Courses
To: Sarah Morris
Cc: Luke Coles

That sounds great :) Just have an all day doctor's appt next Thursday. I'll wait for contact info.

Mike

On Feb 4, 2016 4:28 PM, "Sarah Morris" <Sarah.Morris@blytheducation.com> wrote:

Hi Michael,

I am happy for you to take this course on. Are you available to begin on Tuesday? We have a half day on Monday, so it will probably be best to start the course on Tuesday instead. I will send you the student's contact information shortly.

Regards,

Sarah Morris

Sarah Morris

Private Course Coordinator

Blyth Academy – Lawrence Park

3300 Yonge St Toronto M4N 3M7

P: [647-342-8094](tel:647-342-8094); F: [416-916-9060](tel:416-916-9060)

sarah.morris@blytheducation.com

www.blytheducation.com





From: Michael McNeely [mailto:michaeldmcneely@gmail.com]
Sent: Wednesday, February 03, 2016 1:08 PM
To: Sarah Morris
Subject: Re: Courses to staff at Blyth LP and Yorkville: Private Courses

Please give me ENG3U :)

On Feb 3, 2016 12:09 PM, "Sarah Morris" <Sarah.Morris@blytheducation.com> wrote:

Dear Blyth LP Teachers,

I hope all of you are enjoying this balmy February weather!

If interested in any of these opportunities, please get back to me as soon as possible, and feel free to forward this to strong candidates you may know. Please note that there are private courses at both of our Lawrence Park and Yorkville campuses available. It will be your responsibility to travel to our Yorkville campus, which is located at 85 St. Nicholas Street, should you commit to one of the courses offered there. It is approximately a 5 minute walk from the Bloor subway station.

Private Courses 1 on 1 courses....these are 110 hour courses unless otherwise stated. If meeting a student for 6 hours per week, you'd be looking at approximately 18 weeks to complete the course.

Lawrence Park

1. MCF3M Tuesday and Wednesday 6:00-8:00. Course to begin mid February. Pay is \$1600.
2. SCH3U ASAP. Monday 6:00-8:00 Saturday 12:00-3:30. Pay is \$1600.
3. FSF2D ASAP. Tuesday 4:30 – 6:30 Saturday 12:00-4:00. Pay is \$1600.
4. ENG3U Start: February 8th- Monday- Friday 11:00-1:15. Pay is \$1600.
- 5.MCV4U Start: February 8th Monday, Wednesday, Friday 1:15-3:15. Pay is \$1600.
- 6.MFM2P Start: February 8th Monday- Friday 8:40-10:55. Pay is \$1600.
- 7.BOH4M Start: February 8th Monday- Friday 11:00-1:15. Pay is \$1600.

Yorkville

1. SPH4U ASAP. Saturday 9:00am- 5:00pm OR Monday- Friday 4:00-7:00. Pay is \$1600.
3. MHF4U ASAP. Monday- Thursday 9:00-12:00 OR 12:00-3:00pm (family is flexible.) Please note, this is a **repeat** course. 55 hours of the course will be face to face, and the other 55 will be

completed online. Resources and assignments are given to you through Blyth Academy Online. Pay is \$850.

4. MHF4U ASAP. Alternating schedule M/W/F 9:30 -11:30, T/Th 9:30- 11:30 the alternate week. Pay is \$1600.

5. MHF4U Start: February 8th Monday- Friday 11:00-1:15. Pay is \$1600.

Thanks, team!

Sarah Morris

Private Course Coordinator

Blyth Academy – Lawrence Park

3300 Yonge St. Toronto M4N 3M7

P: 647- 342- 8094; F: 416-916-9060

sarah.morris@blytheducation.com

www.blytheducation.com



Stay Connected   

Helen Mercer - Fwd: RE: Courses to staff at Blyth LP: Private Courses

From: <michaeldmcneely@gmail.com>
To: <h Mercer@cavalluzzo.com>
Date: 22/01/2018 7:58 AM
Subject: Fwd: RE: Courses to staff at Blyth LP: Private Courses
Attachments: image003.png; image004.png; image002.png; image001.jpg

---Forwarded using **Multi-Forward Chrome Extension**---

From: Michael McNeely
Date: Wed Jan 06 2016 01:11:10 GMT+1100 (AEDT)
Subject: RE: Courses to staff at Blyth LP: Private Courses
To: Sarah Morris

Sounds good. Thank you for letting me know :) You can always keep me in mind for ESL students, retakes, or students with disabilities :)

On Jan 5, 2016 9:09 AM, "Sarah Morris" <Sarah.Morris@blytheducation.com> wrote:

Hi Michael, .

Thank you for your interest in this course! However, I have already filled it with a teacher. We have lots of registrations rolling in though so more e-mails will follow this one I am sure!

Regards,

Sarah Morris

Private Course Coordinator

Blyth Academy – Lawrence Park

3300 Yonge St Toronto M4N 3M7

P: [647-342-8094](tel:647-342-8094); F: [416-916-9060](tel:416-916-9060)

sarah.morris@blytheducation.com

www.blytheducation.com



Stay Connected   

From: Michael McNeely [mailto:michaeldmcneely@gmail.com]
Sent: Monday, January 04, 2016 6:23 PM
To: Sarah Morris
Subject: Re: Courses to staff at Blyth LP: Private Courses

Hello! I could do ENG 4U :)

On Jan 4, 2016 3:28 PM, "Sarah Morris" <Sarah.Morris@blytheducation.com> wrote:

Dear Blyth LP Teachers,

Happy New Year! I hope all of you enjoyed a safe and happy holiday break.

If interested in any of these opportunities, please get back to me as soon as possible, and feel free to forward this to strong candidates you may know.

Private Courses 1 on 1 courses....these are 110 hour courses unless otherwise stated. Plan for at least 85-90 face hours with the remaining time allocated to independent study...so course will take as long as required to reach those numbers. If meeting a student for 6 hours per week, you'd be looking at approximately 15 weeks to complete the course.

1. ENG4U ASAP. Monday- Friday 9:00- 4:00, available on weekends as well. Course needs to be finished by Feb 8th. Pay is \$1600.
2. SBI4U ASAP. 8:40 – 10:55 daily, Mon – Fri. Pay is \$1600
3. SCH4U ASAP. Availability Mon, Tues, Fri 430 – 730. Sat 11-6. Looking for three meetings weekly. Winter Break also free. Pay is \$1600
4. AWQ4M ASAP. Monday OR Tuesday 4:30-7:30. Saturday 10:00-1:00. Pay is \$1600.
5. SNC2D Semi-private (two students). Students are available Mondays and Wednesdays 4-7ish. Course is underway and teacher had to leave the school at short notice. All is well and the students are off to a strong start. Roughly 80% of course still ahead. Pay is \$2000.
6. MCR3U ASAP. Thursdays 4:30-6:30, Saturdays 11:00am- 2:00 pm. Pay is \$1600.
7. MPM2D ASAP. Thursdays 4:00-6:00, Sundays 1:00-4:00 (family is flexible with timing on both days). Pay is \$1600.
8. MDM4U ASAP. Monday- Friday several (ideally 3) hours per day. Course needs to be finished by Feb 8th. Pay is \$1600.

Stay warm!

Sarah Morris

Private Course Coordinator

Blyth Academy – Lawrence Park

3300 Yonge St. Toronto M4N 3M7

P: 647-342-8094; F: 416-916-9060

sarah.morris@blytheducation.com

www.blytheducation.com



Stay Connected   

Helen Mercer - Fwd: RE: Courses to staff at Blyth LP: Private Courses and International Summers Opportunity

From: <michaeldmneely@gmail.com>
To: <hmercerc@cavalluzzo.com>
Date: 22/01/2018 7:58 AM
Subject: Fwd: RE: Courses to staff at Blyth LP: Private Courses and International Summers Opportunity
Attachments: image001.jpg; image003.png; image002.png; image004.png

----Forwarded using Multi-Forward Chrome Extension----

From: Michael McNeely
Date: Sat Dec 12 2015 05:18:50 GMT+1100 (AEDT)
Subject: RE: Courses to staff at Blyth LP: Private Courses and International Summers Opportunity
To: Sarah Morris

Thank you. Just wanted to know for sure.

On Dec 11, 2015 1:18 PM, "Sarah Morris" <Sarah.Morris@blytheducation.com> wrote:

Hi Michael,

Unfortunately, we do not have any English courses available at this point in time. As I continue to receive registrations, I will send out weekly e-mails with private courses that are in need of a teacher.

Regards,

Sarah Morris

Private Course Coordinator

Blyth Academy – Lawrence Park

3300 Yonge St Toronto M4N 3M7

P: [647-342-8094](tel:647-342-8094); F: [416-916-9060](tel:416-916-9060)

sarah.morris@blytheducation.com

www.blytheducation.com



Stay Connected   

From: Michael McNeely [mailto:michaeldmcneely@gmail.com]

Sent: Friday, December 11, 2015 12:24 PM

To: Sarah Morris

Subject: Re: Courses to staff at Blyth LP: Private Courses and International Summers Opportunity

Hi Sarah,

Just to start scheduling out the new year, have you heard about the English courses I was to be teaching? I understand they were in flux, but Luke had thought of two students for me - one Spanish, one Chinese.

Kind regards,

Michael

On Fri, Dec 11, 2015 at 11:52 AM, Sarah Morris <Sarah.Morris@blytheducation.com> wrote:

Dear Blyth LP Teachers!

If interested in any of these opportunities, please get back to me as soon as possible, and feel free to forward this to strong candidates you may know.

Private Courses 1 on 1 courses....these are 110 hour courses unless otherwise stated. Plan for at least 85-90 face hours with the remaining time allocated to independent study...so course will take as long as required to reach those numbers. If meeting a student for 6 hours per week, you'd be looking at approximately 15 weeks to complete the course.

1. SBI4U ASAP. Tuesdays and Thursdays 415-715. Pay is \$1600
2. SCH4U ASAP. Saturdays 8-12, Wednesdays 330-630. Pay is \$1600
3. SBI4U ASAP. 8:40 - 10:55 daily, Mon - Fri. Starting ideally Monday next week. Finished by first week of Feb. Pay is \$1600
4. SCH4U ASAP. Availability Mon, Tues, Fri 430 - 730. Sat 11-6. Looking for three meetings weekly. Winter Break also free. Pay is \$1600
5. AWQ4M ASAP. Monday OR Tuesday 4:30-7:30. Saturday 10:00-1:00. Pay is \$1600.
6. FSF4U ASAP. Available three times a week Mon,Tues,Wed OR Thurs 4:30-6:30. Pay is \$1600.
7. MCR3U ASAP. Thursdays 4:30-6:30, Saturdays 11:00am- 2:00 pm. Pay is \$1600.

International Summers

Blyth Academy is starting to look for Academy Teachers to teach in our International Summers program for July and August 2016. If anyone is interested please send your resume to Luke as soon as possible. Interviewing will start in early January.

For further information on programming options, feel free to look at
<http://blytheducation.com/blyth-international/>

Thanks, all!

Sarah

Sarah Morris

Private Course Coordinator

Blyth Academy – Lawrence Park

3300 Yonge St. Toronto M4N 3M7

P: 647- 342- 8094; F: 416-916-9060

sarah.morris@blytheducation.com

www.blytheducation.com



Stay Connected   

Helen Mercer - Fwd: Fwd: RE: Request for meeting

From: <michaeldmcneely@gmail.com>
To: <hmercerc@cavalluzzo.com>
Date: 22/01/2018 7:58 AM
Subject: Fwd: Fwd: RE: Request for meeting
Attachments: image006.jpg; image007.png; image004.png; image005.png; image006.jpg; image007.png; image005.png; image004.png

---Forwarded using Multi-Forward Chrome Extension---

From: michaeldmcneely@gmail.com
Date: Thu Jan 18 2018 03:39:48 GMT+1100 (AEDT)
Subject: Fwd: RE: Request for meeting
To: hmercerc@cavalluzzo.com

---Forwarded using Multi-Forward Chrome Extension---

From: Michael McNeely
Date: Wed Nov 12 2014 05:50:21 GMT+1100 (AEDT)
Subject: RE: Request for meeting
To: Luke Coles

See you soon. Thanks :)

On Nov 11, 2014 1:20 PM, "Luke Coles" <lukecoles@blytheducation.com> wrote:

Next Tuesday at 1:20. See you then!

Luke

Luke Coles

Head of School

Blyth Academy – Lawrence Park

3284 Yonge St Toronto M4N 3M7

P: [416-488-9301](tel:416-488-9301); F: [416-916-9060](tel:416-916-9060)

lukecoles@blytheducation.com

www.blytheducation.com



Join us on  

From: Michael McNeely [mailto:michaeldmcneely@gmail.com]
Sent: November-11-14 12:02 PM
To: Luke Coles
Subject: Re: Request for meeting

Hello Luke,

No problem - I teach Elizabet from 11:15 - 1:15 on weekdays, just not today or tomorrow since we both decided she should prepare for her History exam tomorrow afternoon. I can see you easily before or after class next week - so maybe, 1:20 sometime next week?

On Tue, Nov 11, 2014 at 10:30 AM, Luke Coles <lukecoles@blytheducation.com> wrote:

This week is a tough one, Michael. Sorry...just a transition to a new term. Next week for sure. Give me a couple of days and times that work, and we'll get one booked.

Luke

Luke Coles

Head of School

Blyth Academy – Lawrence Park

3284 Yonge St Toronto M4N 3M7

P: [416-488-9301](tel:416-488-9301); F: [416-916-9060](tel:416-916-9060)

lukecoles@blytheducation.com

www.blytheducation.com



Join us on  

From: Michael McNeely [mailto:michaeldmcneely@gmail.com]
Sent: November-10-14 1:32 PM
To: Luke Coles
Subject: Request for meeting

Hi Luke,

Just wondering if you would have fifteen or twenty minutes to spare soon. I have a few questions to ask you about future work with Blyth.

Thank you,
Michael

This is Exhibit "11" referred to in the Affidavit of Michael
McNeely sworn March 19, 2018



Commissioner for Taking Affidavits (or as may be)

Helen Mercer - Fwd: RE: ECN Resume for Senior Level English Teacher position

From: <michaeldmcneely@gmail.com>
To: <hmercerc@cavalluzzo.com>
Date: 19/01/2018 3:54 PM
Subject: Fwd: RE: ECN Resume for Senior Level English Teacher position
Attachments: image001.jpg; image004.png; image003.png; image002.png

----Forwarded using **Multi-Forward Chrome Extension**----

From: Michael McNeely
Date: Tue Jan 06 2015 07:33:45 GMT+1100 (AEDT)
Subject: RE: ECN Resume for Senior Level English Teacher position
To: Laurie Stinson

See you soon!

On Jan 5, 2015 3:33 PM, "Laurie Stinson" <lauriestinson@blytheducation.com> wrote:

Hello Michael and Happy New Year,

Yes, noon tomorrow. I look forward to meeting you!

Laurie Stinson

Head of School

Blyth Academy Thornhill

Phone: [905-889-8081](tel:905-889-8081)

lauriestinson@blytheducation.com

www.blythacademy.ca



Stay Connected



From: Michael McNeely [mailto:michaeldmcneely@gmail.com]

Sent: January-05-15 3:32 PM

To: Laurie Stinson

Subject: Re: ECN Resume for Senior Level English Teacher position

Happy New Year!

Just confirming our meeting for noon tomorrow? I will bring my intervenors and discuss their role tomorrow as well.

Kind regards,
Michael

On Dec 16, 2014 10:46 AM, "Michael McNeely" <michaeldmneely@gmail.com> wrote:

Thank you very much. See you next year :)

On Dec 16, 2014 10:43 AM, "Laurie Stinson" <lauriestinson@blytheducation.com> wrote:

Hi Michael,

No problem. It's 300 John Street, Suite 276. (We are located on the second floor of the Thornhill Square Plaza at the top of the escalator). The major intersection is Bayview and John. You can always contact the campus at [905-889-8081](tel:905-889-8081) if you have questions about directions.

Laurie Stinson

Head of School

Blyth Academy Thornhill

Phone: [905-889-8081](tel:905-889-8081)

lauriestinson@blytheducation.com

www.blythacademy.ca

On Dec 16, 2014, at 10:26 AM, Michael McNeely <michaeldmneely@gmail.com> wrote:

Yes it does - see you then. May I confirm your address for my records? Google does not recognize Thornhill, it seems!

On Dec 16, 2014 9:59 AM, "Laurie Stinson" <lauriestinson@blytheducation.com> wrote:

Hi Michael,

Can we meet Tuesday, January 6 at noon at the Thornhill campus? Does that work for you?

Laurie Stinson

Head of School

Blyth Academy Thornhill

Phone: [905-889-8081](tel:905-889-8081)

lauriestinson@blytheducation.com

www.blythacademy.ca

<image001.jpg>

Stay Connected <image002.png> <image003.png> <image004.png>

From: Michael McNeely [mailto:michaeldmcneely@gmail.com]

Sent: December-15-14 12:24 PM

To: Laurie Stinson

Subject: Re: ECN Resume for Senior Level English Teacher position

I'm happy to hear that I will be working with you and look forward to meeting with you after the break :) My schedule is flexible and I plan to return after January 5th.

On Mon, Dec 15, 2014 at 12:17 PM, Laurie Stinson
<lauriestinson@blytheducation.com> wrote:

Hello Michael,

Sorry for the delay; just heard back from the other teacher today and unfortunately she is unable to take the private study, so I am happy to offer you the position (having already worked for Blyth, we can forgo a formal interview). I am out of the office until Wednesday but I will email you then to set up a time for us to meet when we return from break.

Thanks Michael!

Laurie Stinson

Head of School

Blyth Academy Thornhill

Phone: [905-889-8081](tel:905-889-8081)

lauriestinson@blytheducation.com

www.blythacademy.ca

On Dec 15, 2014, at 11:57 AM, Michael McNeely <michaeldmcneely@gmail.com> wrote:

Any updates, Ms. Stinson?

Kind regards,

Michael

On Wed, Dec 10, 2014 at 9:58 AM, Michael McNeely
<michaeldmcneely@gmail.com> wrote:

Thank you for your reply and kind words :)

The schedule works well for me and I would make it a priority. I enjoy teaching ENG 4U a great deal. Please also feel free to let me know other classes I can take on at Thornhill as well.

Sincerely,

Michael

On Wed, Dec 10, 2014 at 7:59 AM, Laurie Stinson
<lauriestinson@blytheducation.com> wrote:

Hello Michael,

Thank you for your email and application. I received only good feedback from Luke regarding your work with Lawrence Park.

I had offered the course to one of our teachers, however she is going to let me know by Friday if she can do it, as it may not be workable with her schedule. The student is requesting the following schedule for ENG4U: 3 sessions per week Monday, Wednesday and Thursdays from 2:00 pm – 5:00 pm. The course will begin in February and must be completed by the end of May.

Please let me know if this schedule might work for you, and I will be in touch on Friday once I receive an answer from the other teacher.

Thank you, Michael.

Laurie Stinson

Head of School

Blyth Academy Thornhill

Phone: [905-889-8081](tel:905-889-8081)

lauriestinson@blytheducation.com

www.blythacademy.ca

<[image001.jpg](#)>

Stay Connected <[image002.png](#)> <[image003.png](#)> <[image004.png](#)>

From: michaeldmcneely@gmail.com [mailto:michaeldmcneely@gmail.com]

Sent: December-09-14 1:01 PM

To: Laurie Stinson

Subject: ECN Resume for Senior Level English Teacher position

Hello,

I am currently employed with Lawrence Park Campus and have taught five courses there successfully. Luke Coles is able to act as a reference.

Here is my cover letter:

My name is Michael McNeely and I want to be a teacher who showcases firsthand that regardless of the challenges one faces in life, he or she can be successful. I was born profoundly deaf and hear with the assistance of a cochlear implant. The one message I want to leave the students in my care with is that they, too, can rise above and beyond the expectations of others and achieve what they put their mind to just like I have.

From my résumé, I hope that you will note that I have a great deal of prior experience working with students. I have recently worked for a year at a private school and have learned much about promoting student interests and self-confidence and have enjoyed tailoring learning experiences to foster their desire to learn, including making assignments and units around their interests and curiosity. Throughout my time at the Faculty of Education at Queen's University, in addition to my placements, I worked as both a paid and volunteer tutor, gaining experience with rewording assignments, boosting my students' self-esteem and self-worth, and consistently checking that I presented material clearly and in an interesting way. While pursuing my Master's degree, I worked as a TA for a first-year undergraduate course that served as an introduction to teaching. In this capacity I was responsible for communicating with and grading the work of approximately 90 students. I have also guest lectured on a wide range of topics, including accommodations and self-advocacy. These latter experiences have shown me the importance of being organized, providing timely and effective feedback, and they have given me experience with designing large-scale activities to engage many students at once.

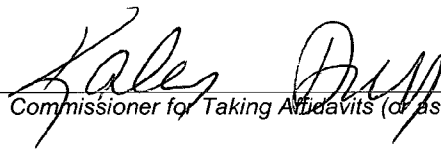
While completing the Master's of Education program at Queen's, I have had the opportunity to reflect and revise my philosophy of education. I believe the value of learning is being able to apply it in real-life contexts. I promise to make every effort to ensure that my students recognize the many ways they can apply the learning derived from my classes. For example, my deafness has taught me about the necessity of communication – of needing to know that others understand where you are coming from, and that you, in turn, understand them. I stress to my students that their ability to read, write, and communicate will play a fundamental role in the rest of their lives beyond school. Having focused my research on the special education field, I am well aware of the challenges that students with disabilities face on a regular basis – not only challenges that involve the learning of content, but also challenges related to proper socialization

and being able to self-advocate for the accommodations needed.

I am ready, willing and able to help my students succeed.

Sincerely,
Michael McNeely

This is Exhibit "12" referred to in the Affidavit of Michael
McNeely sworn March ...¹⁹..., 2018



Commissioner for Taking Affidavits (or as may be)

Helen Mercer - Fwd: RE: ESL textbooks

From: <michaeldmneely@gmail.com>
To: <hmercerc@cavalluzzo.com>
Date: 17/01/2018 11:38 AM
Subject: Fwd: RE: ESL textbooks
Attachments: image001.png; image003.jpg; image002.png

----Forwarded using Multi-Forward Chrome Extension----

From: Michael McNeely
Date: Sat Feb 07 2015 08:43:15 GMT+1100 (AEDT)
Subject: RE: ESL textbooks
To: Luke Coles

Thank you!

On Feb 6, 2015 4:20 PM, "Luke Coles" <lukecoles@blytheducation.com> wrote:

We will order both on Monday for you.

Thanks, Michael.

Luke Coles

Head of School

Blyth Academy – Lawrence Park

3284 Yonge St Toronto M4N 3M7

P: [416-488-9301](tel:416-488-9301); F: [416-916-9060](tel:416-916-9060)

lukecoles@blytheducation.com

www.blytheducation.com



Join us on  

From: Michael McNeely [<mailto:michaeldmneely@gmail.com>]

Sent: February-03-15 9:43 PM

To: Nicole Gironda; Luke Coles

Subject: ESL textbooks

I spent a hour at Squibb's and reviewed a lot of textbooks with the helpful lady there. Indicating a budget of a hundred dollars, we both recommend

- Basic English Grammar - Azar #0131957341

and

- Fundamentals of English Grammar #0132315130

The total is about 101 dollars, but she says that isn't factoring in a discount that might be applicable to Blyth. One or the other is approx. 50 dollars.

If you order both, those would be for the school solely, and other ESL teachers can have access to them. If you order them, I will use them with Vadim. I have also purchased, for my own use, other texts as well. The exercises and extra features in both books look very useful and hands on. Other books were way too expensive, or not appropriate for what we are learning.

Kind regards,

Michael

Helen Mercer - Fwd: Resources?

From: <michaeldmcneely@gmail.com>
To: <hmercercavalluzzo.com>
Date: 17/01/2018 11:38 AM
Subject: Fwd: Resources?

---Forwarded using Multi-Forward Chrome Extension---

From: Michael McNeely
Date: Sat Jan 31 2015 02:10:04 GMT+1100 (AEDT)
Subject: Resources?
To: Luke Coles , Christina Merhai

Just e-mailing you and Christina separately to see if you have any textbooks or previous outlines? I'm sure Christina's planning to send me something anyways, but just wanted to ask before I go out and look for some :)

Michael

Helen Mercer - Fwd: RE: Laptop in cupboard

From: <michaeldmcneelyblyth@gmail.com>
To: <hmercerc@cavalluzzo.com>
Date: 17/01/2018 12:01 PM
Subject: Fwd: RE: Laptop in cupboard
Attachments: image001.jpg; image004.png; image002.png; image003.png

----Forwarded using **Multi-Forward Chrome Extension**----

From: Michael McNeely
Date: Wed Mar 11 2015 00:23:41 GMT+1100 (AEDT)
Subject: RE: Laptop in cupboard
To: Marlene Gold

Thank you :)

On Mar 10, 2015 9:17 AM, "Marlene Gold" <marlene@blytheducation.com> wrote:

Hi Michael,

Why don't we talk when you come in next and work out an arrangement that will work for you.

Marlene Gold

Academic Administrator

Blyth Academy Thornhill

P: [905-889-8081](tel:905-889-8081); F: [905-889-4797](tel:905-889-4797)

marlene@blytheducation.com

www.blythacademy.ca



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From: Michael McNeely [mailto:michaeldmcneelyblyth@gmail.com]
Sent: Saturday, March 07, 2015 3:32 PM
To: Marlene Gold
Subject: Laptop in cupboard

Hello,

I didn't have the laptop I put away for class today, so had to make do with using the staff room computer with the student. Can we make sure it's not taken away from the cupboard the next time?

Kind regards,

Michael

Helen Mercer - Fwd: Fwd: Computer lab connected to printer

From: <michaeldmcneelyblyth@gmail.com>
To: <hmercerc@cavalluzzo.com>
Date: 22/01/2018 2:28 PM
Subject: Fwd: Fwd: Computer lab connected to printer
Attachments: image002.png; image003.png; image001.jpg; image004.png

---Forwarded using **Multi-Forward Chrome Extension**---

From: Michael McNeely
Date: Mon Jan 08 2018 01:50:39 GMT+1100 (AEDT)
Subject: Fwd: Computer lab connected to printer
To: Dave McNeely

----- Forwarded message -----

From: **Luke Coles** <lukecoles@blytheducation.com>
Date: Wed, Mar 30, 2016 at 3:12 PM
Subject: RE: Computer lab connected to printer
To: Michael McNeely <michaeldmcneelyblyth@gmail.com>

Thanks, MM. Appreciated!

Luke Coles

Principal

Blyth Academy – Lawrence Park

3284 Yonge St Toronto M4N 3M7

P: [416-488-9301](tel:416-488-9301); F: [416-916-9060](tel:416-916-9060)

lukecoles@blytheducation.com

www.blytheducation.com



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From: Michael McNeely [mailto:michaeldmcneelyblyth@gmail.com]

Sent: March-30-16 3:12 PM

To: Luke Coles

Subject: Computer lab connected to printer

With the receptionist today, I connected all laptops in computer lab area to staff room printer as students and teachers were complaining of connection issues. Hopefully students don't meddle!

Helen Mercer - Fwd: Rediker - Gradebook issues with Sliverlight FIX

From: <michaeldmoneelyblyth@gmail.com>
To: <hmercerc@cavalluzzo.com>
Date: 19/01/2018 4:13 PM
Subject: Fwd: Rediker - Gradebook issues with Sliverlight FIX
Attachments: image003.png; image001.jpg; image002.png; image005.png; image006.png

---Forwarded using **Multi-Forward Chrome Extension**---

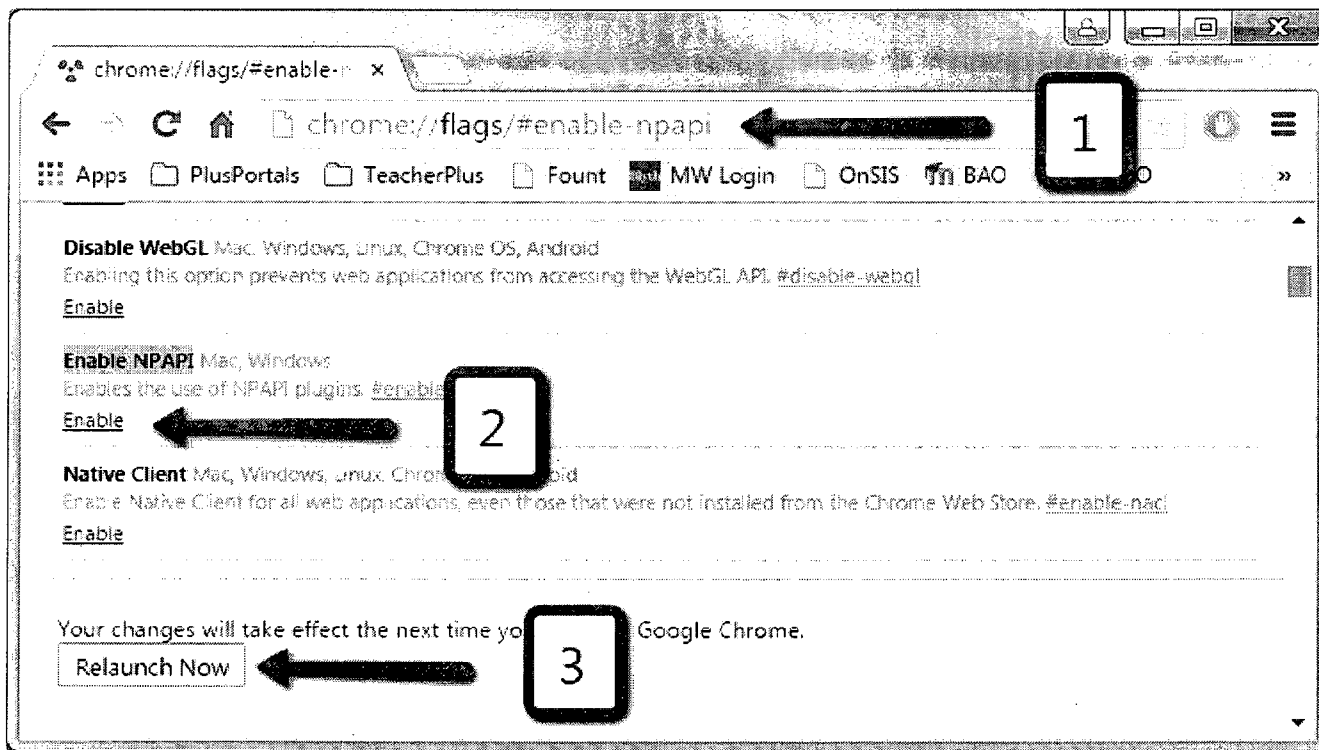
From: Laurie Stinson
Date: Sun Apr 19 2015 05:40:12 GMT+1000 (AEST)
Subject: Rediker - Gradebook issues with Sliverlight FIX
To: Laurie Stinson

Hi All,

Teacher's Gradebook

The latest version of the Chrome browser (ver 42.0.xxx) has disabled Silverlight by default. Because the teacher's gradebook requires Silverlight to function, the user can re-enable this option. To do this, follow the steps below:

- a. Launch the Chrome browser.
- b. In the URL, enter *chrome://flags/#enable-npapi* and press Enter.
- c. Under *Enable NPAPI*, click **Enable**.
- d. Click **Relaunch Now**.



Laurie Stinson

Head of School

Blyth Academy Thornhill

Phone: 905-889-8081

lauriestinson@blytheducation.com

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This is Exhibit "13" referred to in the Affidavit of Michael
McNeely sworn March ...¹⁹..., 2018



Commissioner for Taking Affidavits (or as may be)

Helen Mercer - Fwd: FW: Laptop and projector bookings

From: Michael McNeely <michaeldmneely@gmail.com>
To: Helen Mercer <hmercerc@cavalluzzo.com>
Date: 17/01/2018 11:47 AM
Subject: Fwd: FW: Laptop and projector bookings

Forwarded conversation

Subject: FW: Laptop and projector bookings

From: Luke Coles <lukecoles@blytheducation.com>
Date: Wed, Sep 23, 2015 at 2:46 PM
To: "michaeldmneely@gmail.com" <michaeldmneely@gmail.com>

Michael,

Julie shared with me your concerns below, and I am more than a little taken aback by the tone of your letter. You have to admit, Michael, that there are MANY things that contribute to your varied experience in two Blyth campuses of which you are not aware.

A few thoughts...

- 1) I am not surprised that Thornhill has a more organized system and greater availability of equipment than we do. That may be as a result of simply being more organized, and Laurie is an outstanding Principal and I'm sure has a very strong team. It may also be a result of the fact that they are in one self-contained space while we are in three; or that they have less than 50% as many full time students, and 14 part-time students to our 86.
- 2) It is my belief that you should not be requiring a laptop to teach here. To me, a laptop is a basic tool of the trade that all teachers should arrive with. We have laptops on hand for students primarily, and teachers only occasionally.
- 3) Projectors are for our full and part time classes first and foremost. Some teachers purchase their own very portable solutions, but for a private class, surely a laptop screen will suffice. If a projector is available you are welcome to it, but there will not be any guarantees made.
- 4) I would consider having films watched OUT of class time as much as possible; teaching and 1 on 1 time can generally, don't you agree, be put to better use?
- 5) To "urge a review of all equipment" is heavy handed, Michael. We are doing our best here in a VERY busy school with lots of moving parts. We need solutions-oriented people. Suggestions for improvement are always welcome, but your note reads more like a demand than a request.

If you are uncomfortable with any of the above, then perhaps your course with Emma would be your final one here at Blyth LP. I believe that you are an excellent teacher, and Eleanor and others bring a bonus presence that your students appreciate very much. But in addition to being a great teacher, we need people who can deal with our reality of being always (due to the beehive we work in and its continued growth) a little behind the 8 ball.

Let me know how you'd like to proceed here, Michael, and thank you.

Luke

Luke Coles

Principal

Blyth Academy – Lawrence Park

3284 Yonge St Toronto M4N 3M7

P: [416-488-9301](tel:416-488-9301); F: [416-916-9060](tel:416-916-9060)

lukecoles@blytheducation.com

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From: Julie Horne
Sent: September-23-15 2:17 PM
To: Luke Coles
Subject: FW: Laptop and projector bookings

From: Michael McNeely [<mailto:michaeldmcneely@gmail.com>]
Sent: September-23-15 1:34 PM
To: Julie Horne; Leni Pothaar
Subject: Laptop and projector bookings

Hello,

I am writing this e-mail to indicate my frustration with the current process for getting a laptop and projector, and I would like to urge the Lawrence campus to adopt the same structure and organization that Thornhill campus currently uses for laptop and projector bookings.

Firstly, sign up sheets are allocated for each item of equipment, and equipment can be reserved for future use. Christina implemented this system and I appreciated it as film is a large component of my English courses, and I do not want my private students suffering as a result of me not being able to plan accordingly and not having a guarantee that working equipment can be made available.

Yesterday, it took me a hour to find the right projector that worked and that was compatible with a laptop I also borrowed. I had also attempted to confirm the availability of these pieces of equipment by e-mail. I do not think this is an appropriate use of my time and efforts, and I would urge a review of all technological equipment to ensure that they are working appropriately, and indications of what they are compatible with.

I would also appreciate specific equipment for each campus building - including 3300 Yonge Street, where I work. I have mobility/balance challenges as well as challenges with my hearing and vision and I do not feel safe carrying equipment back and forth - I would feel most comfortable having equipment locked and ready to go for class in my area and I am sure other staff would echo this sentiment.

If you have any concerns or wish to discuss this further, I am here.

Respectfully yours,

Michael McNeely

From: **Michael McNeely** <michaeldmeneely@gmail.com>
Date: Wed, Sep 23, 2015 at 3:28 PM
To: Luke Coles <lukecoles@blytheducation.com>

Hello Luke,

I apologize that the tone of my e-mail took you aback. It was not my intention. I wrote the e-mail as respectfully as possible, and only merely made a suggestion to the improvement of the technological services to help ensure that they ran as efficiently as possible.

I am willing to volunteer my time to test out the equipment and make notes about how well each functions, and also perhaps write steps to ensure that projectors are working well. I hope this will allow you to see that I am a solution-oriented individual. However, I do need support from someone who has more technical skill than me in order to implement this project. My challenge is that I don't know which wire goes where, or when something is on or off, or even if I have all the pieces of the equipment together.

Part of my specialization and training in English teaching is using film appreciation to engage students. Time in class that I use watching films is always strategic - yesterday, we watched a documentary and noted the "fictional" strategies used to engage viewers even though it is supposed to be a non-fiction work; it was also a documentary that would help [REDACTED] with her paper for her ISU. In all my teaching materials, I have recorded when I have screened a film and to what purpose, and I'm happy to share the rationale with you, and I believe my success rate speaks to the films' efficiency as teaching aids.

However, I understand that resources are limited and that larger classes should get priority.

The purpose of me writing the e-mail was to ensure that I was able to use everyone's time effectively as possible, and thusly, I volunteer to help organize the technical equipment.

Respectfully,
Michael

From: **Michael McNeely** <michaeldmcneely@gmail.com>
Date: Wed, Sep 23, 2015 at 3:36 PM
To: Kim Hutchinson <teachandbetaught@gmail.com>

Another thing to make you mad about Blyth Academy :(- first read my e-mail to Julie, then Luke's reply. I'll send you my reply to Luke next message.

----- Forwarded message -----
From: **Luke Coles** <lukecoles@blytheducation.com>
Date: Wed, Sep 23, 2015 at 2:46 PM
Subject: FW: Laptop and projector bookings


From: **Michael McNeely** <michaeldmcneely@gmail.com>
Date: Wed, Sep 23, 2015 at 3:36 PM
To: Kim Hutchinson <teachandbetaught@gmail.com>

From: **Luke Coles** <lukecoles@blytheducation.com>
Date: Thu, Sep 24, 2015 at 8:46 AM
To: Michael McNeely <michaeldmcneely@gmail.com>

Okay, thanks, Michael.

We do not need or want to have all of the equipment tested. Nothing further needed from you at this point, but we won't be altering our processes any time soon, I'm afraid.

We do plan on purchasing some more equipment in the coming weeks, and we discussed that as a team yesterday.

I hope things are going well with 

Best,

Luke

Luke Coles

Principal

Blyth Academy – Lawrence Park

3284 Yonge St Toronto M4N 3M7

P: [416-488-9301](tel:416-488-9301); F: [416-916-9060](tel:416-916-9060)

lukecoles@blytheducation.com

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From: Michael McNeely [mailto:michaeldmneely@gmail.com]

Sent: September-23-15 3:28 PM

To: Luke Coles

Subject: Re: FW: Laptop and projector bookings

From: **Michael McNeely** <michaeldmneely@gmail.com>

Date: Fri, Sep 25, 2015 at 9:45 AM

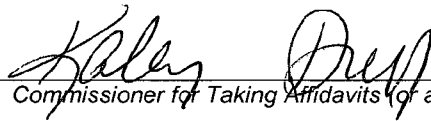
To: Luke Coles <lukecoles@blytheducation.com>

Hello Luke,

Looking forward to the new equipment. [REDACTED] is a wonderful, mature student and very willing to learn how to improve her writing skills. Going great so far.

Kind regards,
Michael

This is Exhibit "14" referred to in the Affidavit of Michael
McNeely sworn March 19, 2018

A handwritten signature in black ink, appearing to read "Kaley Dress". The signature is written in a cursive style with a large initial "K" and "D".

Commissioner for Taking Affidavits (if as may be)



Teacher Email Protocols

Creating an Email Account - Private Study Teachers: Each new teacher is asked to create a "Blyth" email address to use when communicating with parents, students and other Blyth team members. You may use any free mail server that you are comfortable with (hotmail, gmail, yahoo or similar). When creating your account, please include the word *Blyth* as part of your account – for example: yourlastname_blyth@gmail.com.

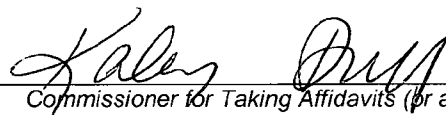
Creating an Email Account - Classroom Teachers: Marlene will request that our IT department to create your Blyth email account. If this is not received prior to your class start date, please follow the procedure above for private study teachers until such time as you receive your Blyth email address.

Obtaining Parent and Student Email Addresses: Please see Marlene to obtain parent and student names and email addresses for communication between home and school.

Email Contact Expectations:

1. You are asked to email parents within the first 3 days of the course to introduce yourself, provide your email contact information, and to provide a copy of a calendar of assignment / test dates. The course of study should be sent as soon as completed and reviewed by the Head of School.
2. You are asked to email parents at least once per week to update them on what has taken place in class for the week, what is coming up the following week, as well as a reminder of any tests or assignments that students should be preparing for / working on.
3. Group emails to all parents with general information are a great way to get a message out quickly, ***provided that you bcc all recipients*** for privacy reasons. Under no circumstances should you give a student name or student-specific information in a group email.
4. Individual emails to parents when there is a concern are of paramount importance. Parents must be regularly updated on their child's progress, especially when the child is not achieving to expected standards. We do not want parents to ever feel surprised by their child's mark at the end of the term. Our goal here is a partnership between the school and home to ensure the greatest level of success and happiness on all sides.
5. Individual emails to parents should also be sent when there is something positive to share with parents; for example, a student has a really outstanding result on a test or assignment or does well on something that has been difficult for them in the past (to name a few). Parents truly appreciate positive communication where warranted.
6. Please copy (CC) the Head of School on ALL emails sent to parents.
lauriestinson@blytheducation.com

This is Exhibit "15" referred to in the Affidavit of Michael
McNeely sworn March 19, 2018

A handwritten signature in cursive script, appearing to read "Kaley Duff". The signature is written in black ink and is positioned above a horizontal line.

Commissioner for Taking Affidavits (or as may be)

Helen Mercer - Fwd: Reminder - Email Students Work to do Today!

From: <michaeldmneelyblyth@gmail.com>
To: <hmercerc@cavalluzzo.com>
Date: 17/01/2018 12:01 PM
Subject: Fwd: Reminder - Email Students Work to do Today!
Attachments: image001.jpg; image002.png; image003.png; image004.png

----Forwarded using **Multi-Forward Chrome Extension**----

From: Laurie Stinson
Date: Tue Mar 10 2015 00:31:25 GMT+1100 (AEDT)
Subject: Reminder - Email Students Work to do Today!
To: Laurie Stinson

Hi Everyone,

I hope you are enjoying your day off! Please email students with work to do so today, first thing this morning if you have not done so already. Thanks!

Laurie Stinson
Head of School
Blyth Academy Thornhill
Phone: 905-889-8081
lauriestinson@blytheducation.com
www.blythacademy.ca



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This is Exhibit "16" referred to in the Affidavit of Michael
McNeely sworn March 19, 2018



Commissioner for Taking Affidavits (or as may be)

Helen Mercer - Fwd: RE: Updates to Athi's Father

From: <michaeldmcneelyblyth@gmail.com>
To: <hmercerc@cavalluzzo.com>
Date: 19/01/2018 4:15 PM
Subject: Fwd: RE: Updates to [REDACTED] Father
Attachments: image001.jpg; image002.png; image003.png; image004.png

----Forwarded using **Multi-Forward Chrome Extension**----

From: Laurie Stinson
Date: Tue Jun 23 2015 06:47:32 GMT+1000 (AEST)
Subject: RE: Updates to [REDACTED] Father
To: Michael McNeely

Hi Michael,

Thank you. Please make it clear in the email that there are still assignments that are to be handed in at the exam. Thanks!

Laurie Stinson
Principal
Blyth Academy Thornhill and Global High School
Phone: 905-889-8081
lauriestinson@blytheducation.com
www.blythacademy.ca



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From: Michael McNeely [mailto:michaeldmcneelyblyth@gmail.com]
Sent: June-22-15 4:38 PM
To: Laurie Stinson
Subject: Re: Updates to [REDACTED] Father

Will do. He will hand in some assignments when he does his exam.

On Jun 22, 2015 4:06 PM, "Laurie Stinson" <lauriestinson@blytheducation.com> wrote:
Hi There,

Could you please email [REDACTED] father by end of day tomorrow to update him on [REDACTED] s progress / standing going into the final exam? He may request a phone conversation as well. I will let you know.

Thank you.

Laurie Stinson

Principal

Blyth Academy Thornhill and Global High School

Phone: [905-889-8081](tel:905-889-8081)

lauriestinson@blytheducation.com

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This is Exhibit "17" referred to in the Affidavit of Michael
McNeely sworn March 19, 2018



Commissioner for Taking Affidavits (or as may be)

Helen Mercer - Fwd: Term 3 Private Courses

From: <michaeldmcneely@gmail.com>
To: <hmercer@cavalluzzo.com>
Date: 17/01/2018 11:41 AM
Subject: Fwd: Term 3 Private Courses
Attachments: image001.jpg; image002.png; image003.png; image004.png

----Forwarded using **Multi-Forward Chrome Extension**----

From: Sarah Morris
Date: Sat Feb 06 2016 08:40:37 GMT+1100 (AEDT)
Subject: Term 3 Private Courses
To:
Cc: Luke Coles

Good afternoon,

You are starting a private course with a student enrolled in our full time program next week. Please note that we have a half day on Monday. When you reach out to your student, can you please tell them that the private course will be starting on Tuesday February 9th, rather than Monday February 8th?

Have a great weekend!

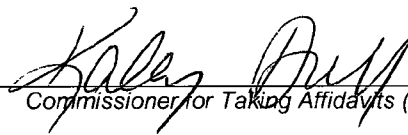
Regards,

Sarah Morris
Private Course Coordinator
Blyth Academy – Lawrence Park
3300 Yonge St Toronto M4N 3M7
P: [647-342-8094](tel:647-342-8094); F: [416-916-9060](tel:416-916-9060)
sarah.morris@blytheducation.com
www.blytheducation.com



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This is Exhibit "18" referred to in the Affidavit of Michael
McNeely sworn March ...¹⁹..., 2018

A handwritten signature in cursive script, appearing to read "Kaley Buss". The signature is written in black ink and is positioned above a horizontal line.

Commissioner for Taking Affidavits (or as may be)

Helen Mercer - Fwd: RE: Illness

From: <michaeldmcneely@gmail.com>
To: <hmercer@cavalluzzo.com>
Date: 17/01/2018 11:40 AM
Subject: Fwd: RE: Illness
Attachments: image001.jpg; image002.png; image003.png; image004.png

---Forwarded using **Multi-Forward Chrome Extension**---

From: Luke Coles
Date: Tue Apr 19 2016 23:36:40 GMT+1000 (AEST)
Subject: RE: Illness
To: Michael McNeely

No sweat and thanks. Get better!

Luke Coles

Principal
Blyth Academy – Lawrence Park
3284 Yonge St Toronto M4N 3M7
P: [416-488-9301](tel:416-488-9301); F: [416-916-9060](tel:416-916-9060)
lukecoles@blytheducation.com
www.blytheducation.com



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From: Michael McNeely [mailto:michaeldmcneely@gmail.com]
Sent: April-19-16 9:27 AM
To: Luke Coles
Subject: Re: Illness

My bad. I let Google do it automatically! Will use Blyth email next time. Will see you next week.

On Apr 19, 2016 9:07 AM, "Luke Coles" <lukecoles@blytheducation.com> wrote:
Michael,

I'm not sure where you got my personal email address from, but please (especially when cc'ing client families) use my Blyth email address. Not a huge deal, but important enough for me to write this!

Hope that you feel better soon.

Luke

Luke Coles

Principal

Blyth Academy – Lawrence Park


3284 Yonge St Toronto M4N 3M7

P: 416-488-9301; F: 416-916-9060

lukecoles@blytheducation.com

www.blytheducation.com



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This is Exhibit "19" referred to in the Affidavit of Michael
McNeely sworn March ...19..., 2018

A handwritten signature in cursive script, appearing to read "Kaley O'Neil", is written over a horizontal line.

Commissioner for Taking Affidavits (or as may be)

Helen Mercer - Fwd: RE: Introduction letter awaiting approval

From: <michaeldmcneelyblyth@gmail.com>
To: <hmercerc@cavalluzzo.com>
Date: 19/01/2018 4:17 PM
Subject: Fwd: RE: Introduction letter awaiting approval

----Forwarded using Multi-Forward Chrome Extension----

From: Michael McNeely
Date: Sat Feb 06 2016 09:09:24 GMT+1100 (AEDT)
Subject: RE: Introduction letter awaiting approval
To: Sarah Morris

Will change that :)

On Feb 5, 2016 5:08 PM, "Sarah Morris" <Sarah.Morris@blytheducation.com> wrote:

Looks great! One thing to change- I am the Private Course Coordinator (not academic assistant, that is Leni!) ☺

Have a great weekend!

From: Michael McNeely [mailto:michaeldmcneelyblyth@gmail.com]
Sent: Friday, February 05, 2016 5:06 PM
To: Sarah Morris
Subject: Introduction letter awaiting approval

Here it is - thank you, Sarah!

Dear Ms. [REDACTED]

My name is Michael McNeely, and I will be [REDACTED]'s Grade 11 English teacher. I am very excited to be teaching this course. I have taught many English courses for Blyth Academy in the last two years. I am confident that all of us can prepare [REDACTED] for post-secondary life.

I want to tell you a little bit about myself. I am partially deaf and partially blind, which is how I know the importance of making sure one is able to communicate with others. I hear with the assistance of a cochlear implant, and I am assisted in my classes, by my intervenor, Bea Jolley (also another English teacher), to ensure that I understand my environment and am able to communicate with my students as well as I can. Her e-mail address is also included here as well as that of my principal, Luke Coles, and academic assistant, Sarah Morris.

I have a Master's degree in Education and am passionate about films, reading, and video games - all dealing with different ways of telling stories. Our focus in Grade 11 English is discovering the importance of having cultural awareness - to this end,

I will assign readings and novels that have been translated or are inspired by other cultures. If you or [REDACTED] could let me know what kinds of books she enjoys, then I can better tailor my course to her interests.

Please feel free to e-mail me anytime. [REDACTED] can as well. I am here to work according to your schedule and your needs, and I look forward to meeting Nicole at 1:30 PM on Tuesday, We will be on the west side of campus on 3284 Yonge St.

I will e-mail on Monday my choice of books for this course - have some deciding to do this weekend. The books will be useful for beyond this course, and I may have some to purchase privately at a cheaper cost than at the bookstore - I just need to review my library :)

Have a great weekend,

Michael

KAREN WALMSLEY
Plaintiff (Moving Party)

-and-

2016169 ONTARIO INC., et al.
Defendants (Responding Parties)

Court File No. CV-17-584523

ONTARIO
SUPERIOR COURT OF JUSTICE

PROCEEDING COMMENCED AT
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MOTION RECORD
(MOTION TO CERTIFY CLASS ACTION)
VOLUME 6 OF 8

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