



BRITISH COLUMBIA  
COMMISSIONER FOR  
TEACHER REGULATION

IN THE MATTER OF THE *TEACHERS ACT*, SBC 2011 c. 19

AND

IN THE MATTER CONCERNING  
MICHAEL SCOTT ALEXANDER



CONSENT RESOLUTION AGREEMENT

BETWEEN:

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

AND:

MICHAEL SCOTT ALEXANDER  
(“Alexander”)

**BACKGROUND and FACTS**

1. Alexander holds a valid Professional Certificate of Qualification, No. [REDACTED]. It was issued by the B.C. College of Teachers under the *Teaching Profession Act* on September 26, 2001, is valid from September 1, 2001 and was continued under the *Teachers Act* as of January 9, 2012.
2. At all material times, Alexander was employed as a secondary school teacher by School District No. 75 (Mission) (the “District”) at a District school (the “School”).

**Matter 01** [REDACTED].

3. On August 30, 2016, the Commissioner received notice that Alexander had been charged with one count of being unlawfully in a dwelling house, contrary to section 349(1) of the *Criminal Code*, and with one count of mischief under \$5000, contrary to section 430(4) of the *Criminal Code*. On September 1, 2016, the Commissioner initiated an investigation into Alexander’s conduct under section 47(1)(b) of the *Teachers Act*. This is designated

Matter 1.

**Matter 2** [REDACTED]

4. On April 19, 2017, District made a report to the Commissioner under section 16 of the *School Act*. This is designated Matter 2.
5. On May 2, 2017, the Commissioner combined Matter 1 and Matter 2.
6. The following events occurred in 2016:
  - a. Alexander was a secondary school teacher at the School.
  - b. Teacher A was employed by the District as a teacher on call (“TOC”). Teacher A had worked with Alexander at the School and had socialized with him from time to time.
  - c. Teacher A lived alone in a house. She left her front door unlocked, but locked the gate at the end of her driveway. Teacher A had a spare key to the gate which she kept hidden.
  - d. On or about April 25, 2016, and May 5, 2016, Alexander drove 20 minutes to Teacher A’s house, opened her front gate with her spare key and let himself into her home without her knowledge or explicit permission. One of Teacher A’s neighbours noticed that a male had let himself into her home, which is how the matter came to the attention of the police.
  - e. The day before he went to Teacher A’s house on May 5, 2016, Alexander sent Teacher A a text message, asking her if she was available to work as a teacher on call that day. Teacher A advised Alexander that she was already working that day and was not available for assignment to his class.
  - f. At the time Alexander was in Teacher A’s home on May 5, 2016, he was on a preparation block on a regular school day. District teachers are permitted to be off-site during their preparation blocks. Alexander was away from the School during his preparation block without informing the office that he would not be in the building. The District expects teachers who are off-site during a preparation block to inform the office. Further, it is a general expectation of the District that the activity the teacher is doing off-site is related to their normal preparation.
7. On August 23, 2017, Alexander pleaded guilty to the offence of mischief, contrary to section 430(4) of the *Criminal Code*. Alexander received a conditional discharge with a 2-year probation order. The probation order bars him from having any contact with

Teacher A. He was also required to pay a victim surcharge of \$100. The charge of being unlawfully in a dwelling house was stayed.

8. On October 11, 2016, the District placed Alexander on administrative leave.
9. On April 4, 2017, the District suspended Alexander without pay, pending the resolution of the District's investigation.
10. On February 28, 2018, the District terminated Alexander's employment.
11. On October 12, 2018, the Commissioner considered this matter and determined to propose a consent resolution agreement to Alexander, in accordance with section 53(1)(a) of the *Teachers Act*.

## **DISPOSITION**

12. This Agreement is made under section 53 of the *Teachers Act*.
13. Alexander understands and acknowledges that this Agreement is not effective until executed by the Commissioner, and that the date of execution by the Commissioner will be the effective date of this Agreement (the "Effective Date").
14. Alexander admits that the facts set out in paragraphs 1 to 10 of this Agreement are true.
15. Alexander admits that the conduct described in paragraph 6 of this Agreement constitutes professional misconduct and conduct unbecoming and is contrary to Standard #2 of the *Standards for the Education, Competence and Professional Conduct of Educators in British Columbia*, Fourth Edition, January 2012.
16. Alexander agrees to a two week suspension of his certificate of qualification under sections 53 and 64(b) of the *Teachers Act*. The suspension will take effect from May 6, 2019 up to and including May 17, 2019.
17. In determining that a suspension is an appropriate consequence, the Commissioner considered the following factors:
  - a. the conduct was criminal in nature and had significant impact on Teacher A;
  - b. the conduct occurred off school property but during school hours; and
  - c. the conduct brings the teaching profession into disrepute.
18. Alexander agrees not to make any statement orally or in writing which contradicts, disputes or calls into question the terms of this Agreement or the admissions made in it.


## CONSEQUENCES OF THE AGREEMENT

19. The Director of Certification will record the terms of this Agreement on the Teacher Regulation Branch's online registry under section 79(d) of the *Teachers Act*.
20. Alexander acknowledges that this Agreement will be published in accordance with section 54 of the *Teachers Act*, which includes posting the Agreement, in full, on the following website: [www.bcteacherregulation.ca](http://www.bcteacherregulation.ca).
21. Notification of this Agreement will be made in accordance with section 55 of the *Teachers Act*.
22. A breach by Alexander of any term in this Agreement may constitute professional misconduct which may be the subject of separate discipline proceedings.
23. Alexander acknowledges and understands that if the Commissioner has reason to believe that he has breached any term of this Agreement:
  - a. the Commissioner may initiate an investigation under section 47(1)(b) of the *Teachers Act* into his conduct; and
  - b. the conduct and matters described in the "Background and Facts" to this Agreement are admissible in that inquiry as proof that Alexander has admitted to the conduct and matters set out in this Agreement.
24. Alexander acknowledges that he has voluntarily entered into this Agreement with the benefit of independent legal advice, and that he fully understands the terms and conditions set out in this Agreement.

Signed in Abbotsford, B.C.  
this 26 day of April, 2019.

  
Michael Scott Alexander

Signed in Vancouver, B.C.  
this 2 day of May, 2019.

  
Howard L. Kushner, Commissioner