



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

**AND**

**IN THE MATTER CONCERNING  
PARAMJEET KAUR CHATRATH**

**CONSENT RESOLUTION AGREEMENT**

**BETWEEN:**

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

**AND:**

PARAMJEET KAUR CHATRATH  
(“Chatrath”)

**BACKGROUND and FACTS**

1. Chatrath 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 April 17, 2008, is valid from May 1, 2008, and was continued under the *Teachers Act* as of January 9, 2012.
2. At all material times, Chatrath was employed as a Teacher teaching on call (“TTOC”) by School District No. 36 (Surrey) (the “District”).
3. On April 28, 2020, the District made a report to the Commissioner regarding Chatrath, under section 16(3)(a) of the *School Act*.
4. On February 7, 2020, the following events occurred, when Chatrath was working as a TTOC at an elementary school in the District (the “School”), as follows:
  - a. Chatrath accepted an assignment teaching a grade four class at the School. Chatrath had worked at this School before on a number of occasions as a TTOC.

- b. District staff had told Chatrath a number of times that a TTOC is expected to arrive at the school where she is working at least 15 minutes before the first bell.
  - c. Chatrath was not in the classroom when the first bell rang.
  - d. As there was no teacher present, the Education Assistant let the students into the classroom and supervised them while they came in.
  - e. Chatrath arrived in the classroom around the time of the second bell.
  - f. Chatrath spoke to several students in a manner they felt was dismissive. Chatrath yelled at a student (“Student A”), when Student A tried to tell her that two other students were not permitted to use electronic devices.
  - g. One student in the class (“Student B”) brought a small blade to school. This blade was approximately an inch long and was sharp on one side. After recess and while in the classroom, Student B took the blade out in class and Student B and another student (“Student C”) invited other students to touch it or to hold it. Student B and Student C also told students in the class that the blade could be used for “protection”.
  - h. Student C and another student who touched the blade both got cut. One student came to the medical room to get a band aid to cover the cut
  - i. Chatrath was present in the classroom while Student B and Student C were doing this. Chatrath did not observe the blade and was unaware of what Student B and Student C were doing with it.
  - j. The education assistant was not present, as she was working with a student outside of the classroom.
  - k. While this was happening, Student A was too scared to tell Chatrath that Student B had a blade, as Student A was afraid that Chatrath would yell at Student A. Two other students in the class came up to Chatrath to tell her about the blade, but she told these students to “sit down”, using a raised voice.
  - l. Some students were frightened that Student B had a blade in the classroom.
5. On March 12, 2020, the District disciplined Chatrath by suspending her from work without pay for three days, from March 30, 2020 to April 1, 2020, inclusive.

6. The District had previously disciplined Chatrath for being late for her teaching assignments when it issued her a letter of discipline on April 16, 2019, and on November 5, 2019 when it suspended her from work without pay for one day. In addition, the District had previously issued to Chatrath a letter of expectation on October 16, 2018 and a letter of direction on November 30, 2018, both in respect of being late for her teaching assignment.
7. On August 12, 2021, the Commissioner considered this matter and determined to propose a consent resolution agreement to Chatrath, in accordance with section 53(1)(a) of the *Teachers Act*.

## CONSEQUENCES

8. This Agreement is made under section 53 of the *Teachers Act*.
9. Chatrath 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”).
10. Chatrath admits that the facts set out in paragraphs 1 to 6 of this Agreement are true.
11. Chatrath admits that the conduct described in paragraph 4 of this Agreement constitutes professional misconduct and is contrary to Standard #1 of the *Professional Standards for BC Educators* (June 2019).
12. Chatrath agrees to a two-day suspension of her certificate of qualification under sections 53 and 64(b) of the *Teachers Act*, from December 16, 2021 to December 17, 2021, inclusive.
13. Chatrath further agrees under section 64(f) and (h) of the *Teachers Act* that by August 31, 2022 (the “Condition Date”):
  - a. She will successfully complete the course *Creating a Positive Learning Environment* through the Justice Institute of British Columbia (the “Course”) and provide satisfactory proof of completion to the Commissioner by the Condition Date.
  - b. If Chatrath does not successfully complete the Course by the Condition Date, she will immediately advise the Commissioner in writing of the reason(s) she has not successfully completed it and set out the date by which she proposes to do so, at which time the Commissioner may extend the Condition Date to a later date (the “Extended Date”).

- c. If Chatrath fails to provide satisfactory proof of completion of the Course by the later of the Condition Date or the Extended Date, the Commissioner may require the Director of Certification to suspend Chatrath’s certificate of qualification under section 64(f) of the *Teachers Act*, until such time as she successfully completes the Course.
14. In determining that a suspension and course are appropriate consequences, the Commissioner considered the following factors:
  - a. Chatrath failed to ensure a safe and positive learning environment for her students.
  - b. She failed to use effective communication and classroom management strategies.
  - c. Chatrath had been previously warned about being late for teaching assignments.
15. Chatrath 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.

#### **EFFECT OF THE AGREEMENT**

16. The Director of Certification will record the terms of this Agreement on the Ministry of Education’s online registry under section 79(d) of the *Teachers Act*.
17. Chatrath 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.teacherregulation.gov.bc.ca](http://www.teacherregulation.gov.bc.ca).
18. Notification of this Agreement will be made in accordance with section 55 of the *Teachers Act*.
19. Chatrath acknowledges and understands that if the Commissioner has reason to believe that she has breached any term of this Agreement:
  - a. the Commissioner may initiate an investigation under section 47(1)(b) of the *Teachers Act* into her conduct; and
  - b. the conduct and matters described in the “Background and Facts” to this Agreement are admissible in that inquiry as proof that Chatrath has admitted to the conduct and matters set out in this Agreement.

20. Chatrath acknowledges that she has voluntarily entered into this Agreement with the benefit of independent legal advice, and that she fully understands the terms and conditions set out in this Agreement.

Signed in Surrey, B.C.  
this 3 day of December, 2021.

  
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Paramjeet Kaur Chatrath

Signed in Victoria, B.C.  
this 7 day of December, 2021.

  
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Howard L. Kushner, Commissioner