



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

**AND**

**IN THE MATTER CONCERNING**

**ALEX CHEN**



**SUMMARY OF CONSENT RESOLUTION AGREEMENT**

*This summary is published under section 54(3) of the Teachers Act to protect the identity of a student who was harmed, abused or exploited by the Teacher.*

1. Chen holds a valid Professional Certificate of Qualification, No. [REDACTED], issued by the Director of Certification (the “Director”) under the *Teachers Act* on August 27, 2018, and valid from that day.
2. At all material times, Chen was employed as a middle school teacher by School District No. 63 (Saanich) (the “District”) at a District school (the “School”).
3. On May 8, 2025, the District made a report to the Commissioner regarding Chen, under section 16 of the *School Act*.
4. The following events occurred in March 2025:
  - a. Spring break in the District took place from March 17 to 28, 2025, inclusive.
  - b. Chen worked on Monday, March 10 and on Tuesday, March 11. On the evening of March 11, 2025, Chen scheduled three days of paid sick leave on March 11, 12, and 13, 2025. Chen was not, in fact, sick, but had scheduled those days off so that he could fly to Japan on March 12, 2025, for a personal vacation over the spring break period.
5. The following events occurred over a two-year period:
  - a. Chen knew Student A from Student A’s time as a student at the School.

- b. For a two-year period after Student A transferred to another school, Chen sent Student A more than 80 emails, provided Student A with a gift card, recommended that Student A listen to sexually explicit music, initiated correspondence with Student A in the summer and during school breaks (including a message sent at 11:55 p.m. one New Year's Eve), and attended games in which Student A was scheduled to play, in which Chen was not otherwise involved as a coach or teacher. Often Chen initiated the email conversations.
6. On May 5, 2025, the District terminated Chen's employment.
7. The District had previously raised concerns it had with Chen, including as follows:
  - a. On March 10, 2025, the District issued Chen a letter of discipline following allegations that he had filmed personal social media content during scheduled work time, on District property and in which he identified himself as a teacher at the School. In a number of these social media posts, Chen used artwork, thank-you cards and gifts created and/or provided by students, without express permission to do so. In the course of the District investigation, the District reminded Chen that creating social media content during school hours constituted time theft.
8. On April 7, 2026, Chen entered into a consent resolution agreement with the Commissioner, in which Chen admitted that the conduct set out in paragraphs 4 and 5 above constitutes professional misconduct under section 63 of the *Teachers Act* and is contrary to Standards #1 and 2 of the *Professional Standards for BC Educators* (June 2019).
9. In the consent resolution agreement, Chen agreed to a two-week suspension of his certificate of qualification under sections 53 and 64(b) of the *Teachers Act*.
10. Chen also agreed under sections 64(f) and (h) of the *Teachers Act*, that after Chen has served his suspension, the Director will place a limitation on his certificate of qualification prohibiting him from teaching in any role or position requiring a Ministry of Education and Child Care Certificate of Qualification, Independent School Teaching Certificate, or Letter of Permission as defined in the *Teachers Act* until Chen has completed the course, *Reinforcing Respectful Professional Boundaries* (the "Course"), through the Justice Institute of B.C. and has provided satisfactory proof of completion of the Course to the Director.
11. In determining that a two-week suspension and limitation on Chen's teaching certificate pending completion of the Course are appropriate consequences, the Commissioner considered the following factors:

- a. Chen fraudulently booked time off as sick leave even though he had been previously disciplined for time theft one day earlier.
  - b. Chen's conduct with Student A continued over a significant period of time and involved repeated violations of professional boundaries.
  - c. Chen's conduct showed a lack of understanding of appropriate professional boundaries.
12. Chen agreed that he will not make any statement orally or in writing which contradicts, disputes or calls into question the terms of the consent resolution agreement or the admissions made in it.