



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

**AND**

**IN THE MATTER CONCERNING  
KENNETH GEORGE COSTEA  
CONSENT RESOLUTION SUMMARY**

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

1. Costea holds a valid Professional Certificate of Qualification. It was issued by the B.C. College of Teachers under the *Teaching Profession Act* on September 6, 2000, is valid from September 1, 2000, and was continued under the *Teachers Act* as of January 9, 2012.
2. At all material times, Costea was employed as an elementary school teacher by a school district in B.C. (the “District”) at a District school (the “School”).
3. On April 1, 2022, the District made a report to the Commissioner regarding Costea, under section 16 of the *School Act*.
4. The following events occurred one day in December 2021:
  - a. Student A was a student in a class Costea taught.
  - b. When Costea felt that Student A was not paying attention to what he was saying, Costea called Student A’s name, loudly, three times and then angrily approached Student A, and tried to redirect Student A physically by placing his hands on Student A’s shoulders. Student A attempted to move around Costea two more times. Costea’s response was to place his hands on Student A and physically block Student A from moving past him by pushing Student A to the side. During this exchange, Costea appeared angry and intimidating. Student A was visibly upset.
  - c. A short time later, Costea again singled out Student A, and yelled at Student A, causing Student A to become more upset.

5. On March 28, 2022, the District issued Costea a letter of discipline and suspended him for one day without pay. Costea served the suspension on February 8, 2022.
6. The District had previously raised concerns with Costea as follows:
  - a. On November 27, 2013, the District issued Costea a letter of expectation reminding Costea that teachers must treat students in a respectful way, and always be mindful of their individual rights and sensibilities.
  - b. On January 29, 2016, the District issued Costea a letter of expectation reminding Costea that teachers are to act with integrity, maintaining the dignity and credibility of the profession.
  - c. In February 2017, a School administrator spoke with Costea about the manner in which he addressed students, as two students reported being frightened of him.
  - d. On October 24, 2017, the District issued Costea a letter of discipline following an incident where he spoke to a student in an unkind and aggressive manner. The District reminded Costea that speaking to students in a disrespectful manner would not be tolerated.
7. On November 1, 2022, Costea entered into a consent resolution agreement with the Commissioner in which Costea admitted that his conduct described in paragraph 4 above constitutes professional misconduct and is contrary to Standard #1 of the *Professional Standards for BC Educators*, June 19, 2019.
8. Costea agreed to a five-day suspension of his certificate of qualification under sections 53 and 64(b) of the *Teachers Act*. Costea further agreed to complete the course, *Creating a Positive Learning Environment*, through the Justice Institute of B.C., by March 31, 2023, under sections 53 and 64(f) and (h) of the *Teachers Act*. Costea will serve the suspension from November 14 to November 18, 2022, inclusive.
9. In determining that a five-day suspension and course requirement are appropriate consequences, the Commissioner considered the following factors:
  - a. Costea did not role model respectful behaviour of an educator for his students.
  - b. Costea failed to create a positive learning environment for his students.
  - c. Costea had been previously warned about the need to treat students in a respectful manner.