



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

AND

**IN THE MATTER CONCERNING
JULIE MARIE HENRIETTE GAGNON**

CONSENT RESOLUTION SUMMARY

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. Gagnon held an Interim Certificate of Qualification, [REDACTED]. It was issued by the B.C. College of Teachers (the “College”) under the *Teaching Profession Act* on May 14, 1999 and was valid from January 1, 1999 until June 30, 2011.
2. Gagnon holds a valid Professional Certificate of Qualification, [REDACTED]. It was issued by the College under the *Teaching Profession Act* on December 11, 2008, is valid from September 1, 2008, and was continued under the *Teachers Act* as of January 9, 2012.
3. At all material times, Gagnon was employed as a high school teacher by School District No. 93 (Conseil scolaire francophone de la Colombie Britannique) (the “District”) at a District School (the “School”).

Matter 1 – [REDACTED]

4. On February 19, 2020, the District made a report to the Commissioner regarding Gagnon, under section 16 of the School Act. This has been designated Matter 1.
5. The following events occurred in the 2018-2019 school year when Gagnon was teaching a Grade 8 science class at the School:
 - a. At the end of February 2019, Student A’s father (Parent A) was involved in a major car accident in which he sustained serious injuries. On March 5, 2019, a few days after the accident, Gagnon made a joke in class about Parent A’s accident when

describing how convex mirrors work. Specifically, she said to the class: “the only thing you can see upside down is something that is upside down like, for example, [Parent A’s] car.” Student A was visibly upset by this.

- b. After the class, Student A’s friend approached Gagnon to tell her that the joke was inappropriate. Gagnon approached Student A and apologized. In the context of this conversation, Gagnon told Student A that she would be able to laugh about the accident at some point.
 - c. During the school year, Gagnon made repeated comments to Student B, telling Student B to concentrate more, to make more of an effort and to work harder. Student B felt that Gagnon lacked an understanding of the challenges Student B faced. Gagnon also told Student B, while he was seated at his desk and in the presence of other students, that Student B had not performed well on a test and offered Student B the opportunity to retake the test.
6. On December 6, 2019, the District issued Gagnon a letter of discipline.

Matter 2 – [REDACTED]

7. On February 19, 2020, the District made a second report to the Commissioner regarding Gagnon, under section 16 of the *Teachers Act*. This has been designated Matter 2.
8. The following events occurred on November 26, 2019 when Gagnon was teaching a Grade 8 class at the School:
- a. Two students were behaving aggressively towards one another in the classroom, but Gagnon did not intervene.
 - b. Gagnon then left the classroom unattended in order to retrieve some course material. During this time, the two students got into a physical fight which was filmed by other students.
 - c. The School principal had previously told all staff on October 22, 2019 and November 12, 2019 that they should not leave their classes unattended.
9. On January 17, 2020, the District issued Gagnon a letter of direction and reminded her not to leave students unsupervised.
10. The District had previously raised concerns with Gagnon as follows:
- a. On June 27, 2017, the District issued Gagnon a letter of expectation after she told a student that their behavior was “psychopathic”. The District recommended that

Gagnon complete the JIBC course, *Creating a Positive Learning Environment*. Gagnon completed this course in July 2017.

- b. On May 17, 2018, the School principal and District HR Director met with Gagnon to share concerns they had about jokes Gagnon made in front of students. Gagnon was reminded that she had to be more careful in her choice of language.
11. On April 20, 2021, Gagnon entered into a consent resolution agreement with the Commissioner in which she admitted that her conduct described in paragraphs 5 and 8 above constitutes professional misconduct and is contrary to Standard #1 of the *Standards for the Education, Competence and Professional Conduct of Educators in British Columbia*, Fourth Edition, January 2012.
 12. Gagnon agreed to a two-day suspension of her certificate of qualification under sections 53 and 64(b) of the *Teachers Act*.
 13. In determining that a two-day suspension of her certificate of qualification is an appropriate consequence, the Commissioner considered the following factors:
 - a. Gagnon failed to exercise appropriate classroom management skills;
 - b. Gagnon failed to appreciate the impact of her conduct, in particular the choice of her words, on her students; and
 - c. Gagnon had previously been warned about her inappropriate communications with students.