



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

AND

IN THE MATTER CONCERNING

KELLY JEAN HETTINGA

[REDACTED]

CONSENT RESOLUTION AGREEMENT

BETWEEN:

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

AND:

KELLY JEAN HETTINGA
(“Hettinga”)

BACKGROUND and FACTS

1. Hettinga holds a valid Professional Certificate of Qualification, No. [REDACTED] issued by the Director of Certification (the “Director”) under the *Teachers Act* on July 24, 2018 and valid from that day.
2. At all material times, Hettinga was employed as a high school teacher by School District No. 23 (Central Okanagan) (the “District”) at a school in the District (the “School”).

[REDACTED] *Matters 1 and 2*

3. On February 15, 2022, the parents of Student A made a complaint to the Commissioner under the *Teachers Act*. This matter has been designated Matter 1.
4. On May 10, 2022, the District made a report to the Commissioner under section 16 of the *School Act*. This matter has been designated Matter 2.
5. The following events occurred in the 2021/2022 school year when Hettinga was head coach of the School’s senior girls volleyball team (the “Team”):
 - a. On September 18, 2021, Hettinga and the Team stopped at a public rest area during the drive back from an out-of-town volleyball tournament. During the stop, Student A and other Team members used the washroom facilities. As Student A and other

Team members exited the washroom facilities, a group of Team members were waiting and one of them pulled down Student A's pants (the "Pantsing"). Hettinga did not witness the Pantsing or any videotaping of the Pantsing as Hettinga was waiting for the Team members in the van at the parking lot as planned.

- b. Hettinga became aware of the Pantsing on September 19, 2021, when Student A's parent contacted him and told him about the incident. Hettinga and the parent had a discussion that day, during which they agreed on a course of action to address the incident.
 - c. On September 20, 2021, Student A's parent requested that Student A be permitted to address the Team about the Pantsing at volleyball practice later that day, and Hettinga agreed to the request.
 - d. At the practice on September 20, 2021, Student A read a prepared statement to the Team, in which they expressed their hurt and embarrassment from the Pantsing and their "biggest concern", which was that any video of the Pantsing be deleted immediately and that they be notified if the video had been sent to anyone so that they could address it right away. Hettinga told the Team that if a video existed, it was to be deleted and not shared.
 - e. Hettinga did not report the Pantsing or any videotaping of the Pantsing to the School administration. During his discussion with Student A's parent on September 19, 2021, the parent had raised concerns about calling more attention to the Pantsing to the detriment of Student A; reporting the incident to the School administration was not part of the agreed course of action to address the incident.
 - f. The School administration did not become aware of the Pantsing or any videotaping of the Pantsing until November 2021, when Student A's parents advised them of the incident. Between November 10 and 17, 2021, the School administration held meetings (the "Meetings") to discuss the incident with Hettinga, his assistant coaches, Student A, Student A's parents, and the Team members identified by Student A as involved in the Pantsing and any videotaping of the Pantsing (the "Identified Team Members").
 - g. On November 18, 2021, the Team had its first volleyball practice following the Meetings. At the practice, Hettinga made a comment to the effect that he was not going to change how he runs the Team based on outside influences, whether it be parents or other things.
6. On May 5, 2022, the District issued to Hettinga a letter of suspension and a letter removing him from coaching duties which provided as follows:
- a. Hettinga is issued a three-day suspension without pay.
 - b. After the completion of the 2021/2022 school year, Hettinga will not be assigned or

be able to apply for a position at the School until June 30, 2025.

- c. Hettinga will not be provided with any coaching duties at the District until June 30, 2025.
 - d. Hettinga is required to attend a professional boundaries course.
7. Hettinga served the three-day suspension on May 6, 9, and 10, 2022, and completed a professional boundaries course offered by the Central Okanagan Teachers' Association (COTA) in 2022.
 8. On April 27, 2022, the Commissioner ordered an investigation of Matter 1 under section 47(1) of the *Teachers Act*.
 9. On July 27, 2022, the Commissioner ordered an investigation of Matter 2 under section 47(1) of the *Teachers Act*.

[REDACTED]: Matter 3

10. On November 1, 2023, the District made a report to the Commissioner under section 16 of the *School Act*. This matter has been designated Matter 3.
11. The following events occurred on May 8, 2022 during a community volleyball tournament:
 - a. Hettinga was attending the tournament as a volunteer coach for one of the community volleyball teams. His team included some of the Identified Team Members. His team was to play against a team which included Student A and Student B. Student B's parent, Parent B, was volunteering at the tournament as a linesperson.
 - b. During a match between the two teams, Parent B made a wrong call. Hettinga perceived that Parent B had intentionally made a wrong call to favor Student B's team and called Parent B a "prick". A heated exchange ensued between Hettinga and Parent B.
 - c. After the game ended, Hettinga had a meeting with his team, during which he said that he had been disciplined by the District, and that Student A's family, Student B's family, and the family of another student on the Team (all of which families he identified by their family names) were driving it. Hettinga believed that he was not sharing new information with his team based on conversations that he had previously heard between Team members.
12. On October 12, 2023, the District imposed a suspension on Hettinga when the BCTF, Hettinga, and the District were unable to arrive at a settlement of the Union's grievance regarding the discipline. The District suspended him for 8 days without pay, directed that he have no further contact or communications with the parents of Student A and Student B, and removed him from his coaching duties until June 30, 2028. Hettinga served the suspension between October 16 and 25, 2023.

13. On April 10, 2024, the Commissioner ordered an investigation under section 47(1) of the *Teachers Act*.
14. On February 19, 2025, the Commissioner considered Matters 1, 2, and 3, and determined to propose a consent resolution agreement to Hettinga in accordance with section 53(1)(a) of the *Teachers Act* for the three matters combined.

CONSEQUENCES

15. This Agreement is made under section 53 of the *Teachers Act*.
16. Hettinga 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”).
17. Hettinga admits that the facts set out in paragraphs 1 to 7 and 10 to 12 of this Agreement are true.
18. Hettinga admits that the conduct described in paragraphs 5 and 11 of this Agreement constitutes professional misconduct and is contrary to Standards #1, #2, #3, and #4 of the *Professional Standards for BC Educators*, June 2019.
19. Hettinga agrees to a reprimand under sections 53 and 64(a) of the *Teachers Act*, which will take effect on the first business day following the Effective Date.
20. Hettinga agrees under sections 64(f) and 64(h) of the *Teachers Act* that by May 1, 2026 (the “Condition Date”):
 - a. He will successfully complete the course *Reinforcing Respectful Professional Boundaries* through the Justice Institute of British Columbia (the “Course”) and provide satisfactory proof of completion to the Commissioner by the Condition Date.
 - b. If Hettinga has not successfully completed the Course by the Condition Date, he will immediately advise the Commissioner in writing of the reason(s) he has not successfully completed it and set out the date by which he proposes to do so, at which time the Commissioner may extend the deadline to a later date (the “Extended Date”).
 - c. If Hettinga 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 to suspend Hettinga’s certificate of qualification under section 64(f) of the *Teachers Act*, until such time as he successfully completes the Course.
21. In determining that a reprimand and course requirement are an appropriate

consequence, the Commissioner considered the following factors:

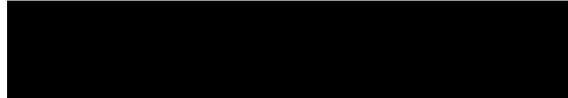
- a. Hettinga failed to report to the School administration a serious incident of student misconduct involving emotional harm and breach of privacy to another student.
 - b. Hettinga dealt with the Pantsing in the manner initially requested by Student A and Student A's parent.
 - c. Hettinga's inappropriate conduct at the community volleyball tournament was contrary to his duty as an educator to be a role model.
 - d. Hettinga made comments to students which were inappropriate, unprofessional, and undermined parents' involvement and concerns.
 - e. The District suspended Hettinga for a total of 11 days and terminated his employment with the School.
22. Hettinga 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

23. The Director will record the terms of this Agreement on the online registry of the Ministry of Education and Child Care under section 79(d) of the *Teachers Act*.
24. Hettinga 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: <https://teacherregulation.gov.bc.ca>
25. A breach by Hettinga of any term in this Agreement may constitute professional misconduct which may be the subject of separate discipline proceedings.
26. Hettinga 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 Hettinga has admitted to the conduct and matters set out in this Agreement.
27. Hettinga 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 Kelowna, B.C.
this 4th day of February, 2026.



Kelly Jean Hettinga

Signed in Vancouver, B.C.
this 5th day of February, 2026

A handwritten signature in cursive script, appearing to read "Donnaree Nygard".

Donnaree Nygard, Commissioner