



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

AND

IN THE MATTER CONCERNING
RANDALL ROBERT KLASSEN



CONSENT RESOLUTION AGREEMENT

BETWEEN:

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

AND:

RANDALL ROBERT KLASSEN
(“Klassen”)

BACKGROUND and FACTS

1. Klassen 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 January 8, 1993, is valid from January 1, 1993, and was continued under the *Teachers Act* as of January 9, 2012.
2. At all material times, Klassen was employed as an elementary school teacher by School District No. 33 (“Chilliwack”) (the “District”) at a District school (the “School”).
3. On November 27, 2019, the District made a report to the Commissioner regarding Klassen, under section 16 of the *School Act*.

4. The following events occurred when Klassen was teaching a Grade 3 class at the School during the 2018/2019 school year:
 - a. Klassen was frequently visibly angry with his students, and often resorted to using a raised voice in addressing them. Some students reported finding Klassen's conduct upsetting and scary.
 - b. On April 29, 2019, Klassen showed his students a YouTube video without reviewing it himself first. The video was called "Life 100 Years Ago vs Life Now" and contained age-inappropriate material, including sexual discussions and images.
 - c. When the inappropriate material was being shown, Klassen did not manage to turn the video off.
5. On November 13, 2019, the District issued Klassen a letter of discipline which included the following provisions:
 - a. Klassen was suspended for two days without pay. Klassen served the suspension on November 7 and 8, 2019.
 - b. Klassen was required to take the following two courses through the Justice Institute of B.C.: *Building Your Communication Toolbox* and *Creating a Positive Learning Environment*. Klassen completed these courses in November 2019 and August 2020, respectively.
 - c. Klassen was transferred to a different teaching position in the District.
6. The District had previously raised concerns about Klassen's teaching practice as follows:
 - a. On June 27, 2005 the District issued Klassen a letter of direction in which he was reminded to speak and act towards students with respect and dignity and that he must deal judiciously with students, always mindful of their rights and sensibilities.
 - b. On June 15, 2007, the District gave Klassen a verbal warning regarding the demeaning and inappropriate manner in which he addressed his students.
 - c. On January 9, 2012, the District gave Klassen a written warning after concluding that Klassen yelled in his classroom to gain the attention of his students and spoke to them inappropriately. The District reminded Klassen of his responsibility to treat students with respect and dignity.
 - d. On January 24, 2014, the District issued Klassen a letter of direction reminding him of the District's expectation that he speak and act towards students with respect and

dignity and that he deal judiciously with them, always mindful of their individual rights and sensibilities. He was specifically reminded not to yell at students or use an excessively loud tone and not to allow his personal frustration with students to be apparent.

7. On October 19, 2021, the Commissioner considered this matter and determined to propose a consent resolution agreement to Klassen, 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. Klassen 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. Klassen admits that the facts set out in paragraphs 1 to 6 of this Agreement are true.
11. Klassen 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*, May 2019.
12. Klassen 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.
13. In determining that a reprimand is an appropriate consequence, the Commissioner considered the following factors:
 - a. Klassen failed to create a positive learning environment for his students.
 - b. Klassen had previously been warned about his need to treat his students with respect and dignity.
 - c. Klassen has taken concrete steps including coursework in order to create a more positive learning environment for his students.
14. Klassen 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

- 15. 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*.
- 16. Klassen 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.
- 17. A breach by Klassen of any term in this Agreement may constitute professional misconduct which may be the subject of separate discipline proceedings.
- 18. Klassen 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 Klassen has admitted to the conduct and matters set out in this Agreement.
- 19. Klassen 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 Chilliwack, B.C.
this 29 day of January, 2022.



Randall Robert Klassen

Signed in Victoria, B.C.
this 1 day of March, 2022.



Howard L. Kushner, Commissioner