



BRITISH COLUMBIA
COMMISSIONER FOR
TEACHER REGULATION

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

AND

IN THE MATTER CONCERNING

BRIGITTE MARIE MONIQUE VIVIANNE LÉPINE



CONSENT RESOLUTION AGREEMENT

BETWEEN:

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

AND:

BRIGITTE MARIE MONIQUE VIVIANNE LÉPINE
(“Lépine”)

BACKGROUND and FACTS

1. Lépine holds a valid Professional Certificate of Qualification, No. [REDACTED] issued by the Director of Certification (the “Director”) under the *Teachers Act* on July 19, 2017 and is valid from July 19, 2017.
2. At all material times, Lépine was employed as a middle school teacher by School District No. 43 (Coquitlam) (the “District”) at a District school (the “School”).
3. On October 17, 2019, the District made a report to the Commissioner regarding Lépine, under section 16 of the *School Act*.
4. The following events occurred during the 2018/2019 school year when Lépine was teaching a grade 7/8 French immersion class at the School:
 - a. Towards the end of the school year, Lépine made a statement in the presence of students in her class to the effect that she could not wait for summer so that she



would not have to deal with them anymore.

- b. On a number of occasions, Lépine physically interacted with students in an inappropriate manner including: removing earphones from Student A's ear by tugging on the wire; holding Student B by the collar and pulling them while directing them back into class and on another occasion, pulling Student B by the ear.
5. On October 11, 2019, the District issued Lépine a letter of discipline and suspended her without pay for one day. Lépine served the suspension on October 11, 2019. In addition, the District required Lépine to complete the course, *Building Your Communication Toolbox*, by December 30, 2019. The District also directed Lépine to:
 - a. interact with students and staff in a civil, courteous and professional manner at all times;
 - b. set consistent classroom expectations and to use constructive and age appropriate methods to hold students accountable for their behavior;
 - c. refrain from using physical contact to redirect students except in an emergency or to prevent the student from harming themselves or others; and
 - d. seek assistance from school administration if she becomes frustrated or emotionally triggered by the behavior of a student or group of students.
6. On November 29, 2019, the Commissioner considered this matter and determined to propose a consent resolution agreement to Lépine in accordance with section 53(1)(a) of the *Teachers Act*.

CONSEQUENCES

7. This Agreement is made under section 53 of the *Teachers Act*.
8. Lépine 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").
9. Lépine admits that the facts set out in paragraphs 1 to 5 of this Agreement are true.
10. Lépine admits that the conduct described in paragraph 4 of this Agreement 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.

11. Lépine 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.
12. Lépine agrees under section 64(f) and (h) of the *Teachers Act* that by **April 1, 2021** (the "Condition Date"):
 - a. She will successfully complete the course *Creating a Positive Learning Environment* through the Justice Institute of British Columbia (the "Course") and provide satisfactory proof of completion to the Commissioner by the Condition Date.
 - b. If Lépine does not successfully complete the Course by the Condition Date, she will immediately advise the Commissioner in writing of the reason(s) she has not successfully completed it and set out the date by which she proposes to do so, at which time the Commissioner may extend the Condition Date to a later date (the "Extended Date").
 - c. If Lépine 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 of Certification ("the Director") to suspend Lépine's certificate of qualification under section 64(f) of the *Teachers Act*, until such time as she successfully completes the Course.
13. In determining that a reprimand and course requirement are appropriate consequences, the Commissioner considered the following factors:
 - a. Lépine had inappropriate physical contact with students on more than one occasion; and
 - b. Lépine failed to treat her students with respect.
14. Lépine 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 will record the terms of this Agreement on the Ministry of Education's online registry under section 79(d) of the *Teachers Act*.
16. Lépine 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. Notification of this Agreement will be made in accordance with section 55 of the

Teachers Act.

18. Lépine acknowledges and understands that if the Commissioner has reason to believe that she has breached any term of this Agreement:
- a. the Commissioner may initiate an investigation under section 47(1)(b) of the *Teachers Act* into her conduct; and
 - b. the conduct and matters described in the "Background and Facts" to this Agreement are admissible in that inquiry as proof that Lépine has admitted to the conduct and matters set out in this Agreement.
19. Lépine acknowledges that she 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 Port Coquitlam, B.C.
this 22 day of June, 2020.


Brigitte Marie Monique Vivianne Lépine

Signed in Vancouver, B.C.
this 24 day of June, 2020.


Howard L. Kushner, Commissioner