



BRITISH COLUMBIA  
COMMISSIONER FOR  
TEACHER REGULATION

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

AND

IN THE MATTER CONCERNING

BRIGITTE VIVIANNE MONIQUE MARIE LÉPINE

██████████  
CONSENT RESOLUTION AGREEMENT

BETWEEN:

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

AND:

BRIGITTE VIVIANNE MONIQUE MARIE LÉPINE  
(“Lépine”)

**BACKGROUND and FACTS**

1. Lépine holds a valid Professional Certificate of Qualification, No. ██████████, issued by the Director of Certification (the “Director”) under the *Teaching Profession Act* on July 19, 2017, and valid from July 19, 2017.
2. At all material times, Lépine was employed as a teacher teaching on call (“TOC”) by School District No. 43 Coquitlam (the “District”) at a District school (the “School”).
3. On November 16, 2021, the District made a report to the Commissioner regarding Lépine, under section 16 of the *School Act*.
4. The following events occurred on September 17, 2021, when Lépine was a TOC for a Grade 7 class at the School:
  - a. The class was a late French immersion class which means that students only began learning French in Grade 6.

- b. At the beginning of the day, when Lépine took attendance, students laughed when she mispronounced a classmate's unusual name. The class then watched a presentation on racism. After the presentation, Lépine told the students that they were racist for laughing at her when she mispronounced their classmate's name.
  - c. Throughout the day, Lépine appeared angry and annoyed, and frequently raised her voice. Some students reported feeling badly, as they felt that they had done something wrong. One student reported feeling scared, another reported feeling anxious and a third reported feeling nervous.
  - d. When Student A asked her a question, Lépine said to Student A, in French: "il faut utiliser son cerveau". She then translated this for the class into English as: "you have to use your brains". Lépine also told the class that the students were "supposed to make my life easier".
  - e. Student B was fiddling with something in their hands during a presentation. Lépine responded by grabbing Student B's hands and pushing their hands down, towards the desk, while whispering "pay attention!" into Student B's ear. Student B reported feeling shocked.
  - f. At one point, Student C asked Lépine for permission to fill their water bottle. Lépine denied Student C's request, telling Student C: "you have not been behaving very nicely to me so you can't go."
  - g. During the class, Lépine confiscated some students' phones and laptops. On at least three occasions, Lépine did not ask students to surrender their electronics but rather, she grabbed their phones or laptops out of their hands without saying anything. At the end of the day when students were waiting to get their electronics back, Lépine kept them waiting, telling them: "you wasted my time, now I am going to waste your time".
5. On November 16, 2021, the District issued Lépine a letter of discipline and suspended her for two days without pay. Lépine served the suspension on November 16 and 17, 2021. The District also directed her to complete the JIBC course, *Creating a Positive Learning Environment* in March 2022, which she did. The District further directed her to:
- a. interact with students and staff in a civil, courteous, and professional manner;
  - b. set consistent classroom expectations and use constructive and age-appropriate methods to hold students accountable for their behaviour;
  - c. refrain from using physical contact to redirect students except in an emergency; and

- d. seek assistance from school administration if she becomes frustrated or emotionally triggered by student behaviour.
6. The District had previously issued Lépine a letter of discipline on October 17, 2019, and suspended her for one day without pay, for having inappropriate verbal and physical interactions with students. The District also required Lépine to complete the course, *Building Your Communication Toolbox*, by December 30, 2019.
7. On June 24, 2020, Lépine entered into a consent resolution agreement with the Commissioner in respect of the conduct described at paragraph 6 above. Under the terms of the agreement, Lépine agreed to a reprimand and to taking the course, *Creating a Positive Learning Environment*, by April 1, 2021. Lépine completed this course on August 19, 2020.
8. On January 19, 2022, the Commissioner ordered an investigation under section 47(1) of the *Teachers Act*.
9. On April 25, 2023, 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

10. This Agreement is made under section 53 of the *Teachers Act*.
11. 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”).
12. Lépine admits that the facts set out in paragraphs 1 to 7 of this Agreement are true.
13. Lépine 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*, June 2019.
14. 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.
15. Lépine also agrees under sections 64(f) and (h) of the *Teachers Act* that by April 30, 2025, (the “Condition Date”):
  - a. She will successfully complete the course *Communicating in Conflict* through the

Justice Institute of B.C. (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.
16. In determining that a reprimand and course requirement are appropriate consequences, the Commissioner considered the following factors:
- a. Lépine has engaged in a repeated pattern of similar inappropriate behaviour with her students.
  - b. Lépine’s conduct has not improved despite having taken remedial coursework in the past.
  - c. Lépine employed a punitive and unprofessional approach when interacting with a student.
  - d. Lépine’s repeated inappropriate conduct and punitive approach did not foster a positive learning environment.
  - e. Lépine put the emotional well-being of her students at risk.
17. 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.

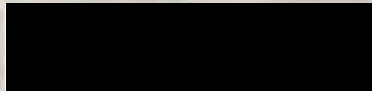
## **EFFECT OF THE AGREEMENT**

- 18. 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*.
- 19. 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

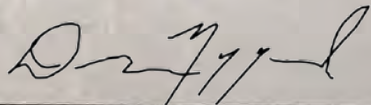
website: teacherregulation.gov.bc.ca.

20. Notification of this Agreement will be made in accordance with section 55 of the *Teachers Act*.
21. A breach by Lépine of any term in this Agreement may constitute professional misconduct which may be the subject of separate discipline proceedings.
22. 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.
23. Lépine acknowledges that she has voluntarily entered into this Agreement with the benefit of independent legal advice, and that she fully understands the terms and conditions set out in this Agreement.

Signed in Port Coquitlam, B.C.  
this 26 day of February, 2025.

  
Brigitte Vivianne Monique Marie Lépine

Signed in New Westminster, B.C.  
this 2nd day of April, 2025.

  
Donnaree Nygard, Acting Commissioner