



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

AND

IN THE MATTER CONCERNING

PHI JOHN LE

██████████

CONSENT RESOLUTION AGREEMENT

BETWEEN:

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

AND:

PHI JOHN LE
 (“Le”)

BACKGROUND and FACTS

1. Le holds a valid Professional Certificate of Qualification, No. ██████████, issued by the Director of Certification (the “Director”) under the *Teachers Act* on April 14, 2016, and valid from that day.
2. At all material times, Le was employed as a high school teacher by School District No. 68 (Nanaimo-Ladysmith) (the “District”) at a District school (the “School”).
3. On October 3, 2024, the District made a report to the Commissioner regarding Le, under section 16 of the *School Act*.
4. The following events occurred when Le was the teacher sponsor for the 2024 School track and field team:
 - a. The Island Track and Field Meet was scheduled to take place in Port Alberni on May 21 and 22, 2024 (the “Track Meet”).

- b. Le claimed and submitted requests for two paid athletic release days in order to attend and coach students at the Track Meet. However, Le did not attend the Track Meet and consequently did not fulfill his coaching duties in respect of it. Le did not let the District know that he would not be attending.
 - c. Le had contacted a coach from another District school (the "Coach") before the Track Meet and asked if he could "cover" the meet for Le, obtain a race package with the team's numbers and times, and hand out race bibs to the athletes from the School. Le told the Coach that he needed the Coach to "take care" of the School's track team due to a recent death in the family, which was not accurate. In his District interview, Le told District investigators that he had been unable to attend the Track Meet as he had to be out of his apartment at the end of the month.
 - d. Once at the Track Meet, students reported that there was a lack of organization, made worse by Le's absence and the fact that he had not clearly communicated that the Coach would be their point person.
 - e. Le did not prepare or communicate an emergency plan for the students attending the Track Meet, which compromised student safety.
 - f. Attendance at a pre-meet coaches' meeting was critical for registering student athletes to qualify for Provincial Championships. Because Le was not present at the Track Meet or the coaches' meeting, two qualifying athletes from the School were ineligible to compete in the Provincial Championships.
5. Le owns a business through which he sells vintage clothing in stores in Nanaimo, Vancouver and Victoria. Le spoke of his business many times with his students, displayed some of the clothing he sold in his classroom at the School, and would sometimes sell it to students, on School property, during School hours. Some of these were cash transactions.
 6. On September 23, 2024, the District issued Le a letter of discipline and suspended him for three days without pay. Le served the suspension on October 15, 16, and 17, 2024.
 7. On December 16, 2024, the Commissioner ordered an investigation under section 47(1) of the *Teachers Act*.
 8. On November 20, 2025, the Commissioner considered this matter and determined to propose a consent resolution agreement to Le, in accordance with section 53(1)(a) of the *Teachers Act*.

CONSEQUENCES

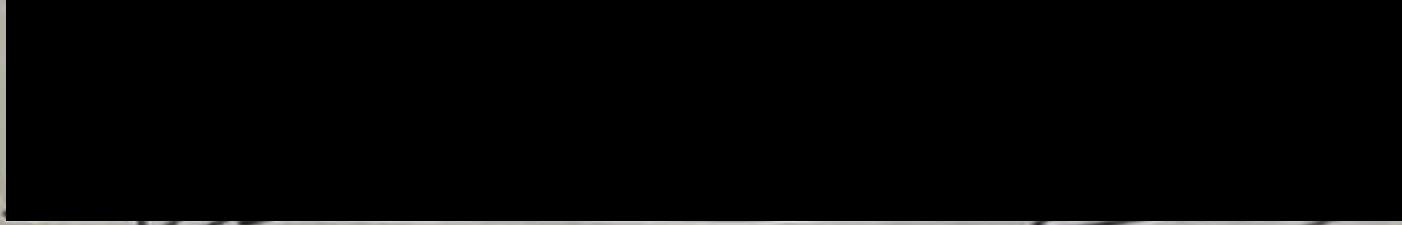
9. This Agreement is made under section 53 of the *Teachers Act*.
10. Le understands and acknowledges that this Agreement is not effective until executed by the Commissioner, and that the date of execution by the Commissioner will be the effective date of this Agreement (the "Effective Date").
11. Le admits that the facts set out in paragraphs 1 to 6 of this Agreement are true.
12. Le admits that the conduct described in paragraphs 4 and 5 of this Agreement constitutes professional misconduct and is contrary to Standard #1 of the *Professional Standards for BC Educators*, June 2019.
13. Le agrees to a one-day suspension of his certificate of qualification under sections 53 and 64(b) of the *Teachers Act*. Le will serve the suspension on May 15, 2026.
14. In determining that a one-day suspension is an appropriate consequence, the Commissioner considered the following factors:
 - a. Le's absence from the Track Meet negatively impacted the student athletes from the School.
 - b. Le's actions demonstrated a lack of judgment and integrity.
 - c. Le has since ceased performing any business-related activities in or around the School.
15. Le 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

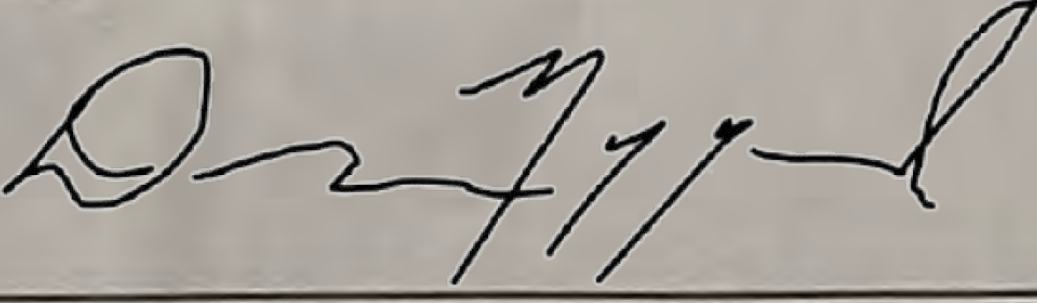
16. The Director will record the terms of this Agreement on the online registry of the Ministry of Education and Child Care, under section 79(d) of the *Teachers Act*.
17. Le acknowledges that this Agreement will be published in accordance with section 54 of the *Teachers Act*, which includes posting the Agreement, in full, on the following website:
<https://teacherregulation.gov.bc.ca>
18. Notification of this Agreement will be made in accordance with section 55 of the *Teachers Act*.

19. A breach by Le of any term in this Agreement may constitute professional misconduct which may be the subject of separate discipline proceedings.
20. Le 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 Le has admitted to the conduct and matters set out in this Agreement.
21. Le 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 NANAIMO, B.C.
this 30 day of APRIL, 2026.


Phi John Le

Signed in New Westminister, B.C.
this 5th day of May, 2026.


Donnaree Nygard, Commissioner