



BRITISH COLUMBIA  
COMMISSIONER FOR  
TEACHER REGULATION

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

AND

IN THE MATTER CONCERNING

WILLIAM WALTER MCCRAE



CONSENT RESOLUTION AGREEMENT

BETWEEN:

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

AND:

WILLIAM WALTER MCCRAE  
(“McCrae”)

### **BACKGROUND and FACTS**

1. McCrae 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 June 3, 1991, is valid from January 1, 1988, and was continued under the *Teachers Act* as of January 9, 2012.
2. At all material times, McCrae was employed as a high school teacher by School District No. 42 (Maple Ridge-Pitt Meadows) (the “District”) at a school in the District (the “School”).
3. On October 3, 2024, the District made a report to the Commissioner regarding McCrae under section 16 of the *School Act*.
4. The following events occurred when McCrae was teaching physical education during the 2023/2024 school year:

- a. McCrae had divided the class into two groups for a warm-up: the boys, who were to use the weights, and the girls who were to use the stationary bikes. Student A and Student B, who were international students from Spain (together the “International Students”), arrived late to class and started using the weights, even though they were in the group that was to use the bikes. McCrae told them to move to the bikes. He perceived that they were continuing to talk and be disruptive to the class, and that Student B was taking too long to move to the bikes. He stated, “you have to follow the rules of the country, the school...you are a guest in our country, you are a guest in our school, if you can’t abide by that [the rules], you should go back to Spain.”
  - b. The next day, the International Students apologized to McCrae. He stated, “I appreciate your apology, but I don’t get paid to teach international students.”
  - c. On a different day, the class was doing a relay race on the track. Student C told McCrae that they could not participate because their inhaler had run out. The School had no record of medical concerns for Student C, and McCrae perceived that Student C was just trying to get out of doing the race. He said, “nice try” and told Student C to join the rest of their group and do the best they can.
  - d. Student C has asthma. After running on the track for five minutes, Student C had to sit on their knees and take deep breaths.
5. On September 27, 2024, the District issued a suspension letter which suspended McCrae for three days without pay and required him to complete the course *Creating a Positive Learning Environment* through the Justice Institute of British Columbia (the “Course”). McCrae served the suspension on October 1-3, 2024 and completed the Course in March 2025.
  6. The District had previously raised concerns about McCrae’s conduct. Specifically:
    - a. On September 15, 2023, the District issued a Letter of Expectation reminding McCrae of his duty to use appropriate language when communicating with students.
    - b. On February 6, 2024, the District issued a Letter of Reprimand with respect to allegations that McCrae had failed to maintain appropriate professional boundaries.
  7. On December 16, 2024, the Commissioner ordered an investigation under section 47(1) of the *Teachers Act*.
  8. On December 16, 2024, the Commissioner considered this matter and determined to propose a consent resolution agreement to McCrae 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. McCrae 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. McCrae admits that the facts set out in paragraphs 1 to 6 of this Agreement are true.
12. McCrae 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.
13. McCrae 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.
14. In determining that a reprimand is an appropriate consequence, the Commissioner considered the following factors:
  - a. McCrae failed to create an inclusive learning environment for the International Students and treat them equitably and with respect.
  - b. McCrae failed to protect the physical and emotional safety of Student C.
15. McCrae 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.

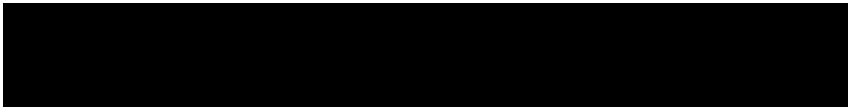
## EFFECT OF THE AGREEMENT

16. The Director of Certification 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. McCrae 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. McCrae 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 McCrae has admitted to the conduct and matters set out in this Agreement.

19. McCrae 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 Port Moody, B.C.  
this 6th day of January, 2026

  
William Walter McCrae

Signed in New Westminster, B.C.  
this 8th day of January, 2026

  
Donnaree Nygard, Commissioner