



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

AND

IN THE MATTER CONCERNING
IAN ALEXANDER STEPHEN MCKENZIE

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

BETWEEN:

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

AND:

IAN ALEXANDER STEPHEN MCKENZIE
 (“McKenzie”)

BACKGROUND and FACTS

1. McKenzie holds a valid Professional Certificate of Qualification, No. ██████████ It was issued by the B.C. College of Teachers under the *Teaching Profession Act* on May 11, 2006, is valid from May 1, 2006, and was continued under the *Teachers Act* as of January 9, 2012.
2. At all material times, McKenzie was employed as a secondary school teacher by School District No. 62 (Sooke) (the “District”) at a school in the District (the “School”).
3. On August 26, 2022, a complaint was made to the Commissioner about McKenzie, under the *Teachers Act*.
4. On August 26, 2022, the Commissioner ordered an investigation under section 47(1) of the *Teachers Act*.

5. On September 9, 2022, McKenzie gave an undertaking not to teach in the kindergarten to grade 12 education system in any role or position requiring authorization under the *Teachers Act*.
6. The following events occurred:
 - a. McKenzie taught Social Studies and Physical Education at the School from 2007 until September 2022.
 - b. In the 2007-2008 school year, McKenzie taught Physical Education 10. The Student was in his class and was 15 years old.
 - c. McKenzie was aware that the Student was vulnerable and felt unsupported.
 - d. When the Student was in grade 10, the Student began to confide in McKenzie about personal matters. McKenzie breached appropriate professional boundaries throughout the Student's grade 10 year. In the spring of the year when the Student was in grade 12, McKenzie entered into a more personal and intimate relationship with the Student. This relationship included sending emails and texts to the Student of a personal nature; making comments to the Student of a sexual nature; spending time with the Student, including after school and at McKenzie's home; and engaging in long hugs and similar touching. McKenzie told the Student that this relationship had to be kept secret and said that they could "officially date" when the Student was 18.
 - e. Shortly after the Student graduated, McKenzie and the Student began dating and this relationship became sexual within months of the Student's graduation.
7. On March 28, 2023, the Commissioner considered this matter and determined to propose a consent resolution agreement to McKenzie, 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. McKenzie 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. McKenzie admits that the facts set out in paragraphs 1 to 6 of this Agreement are true.

11. McKenzie admits that the conduct described in paragraph 6 of this Agreement constitutes professional misconduct and is contrary to Standards #1 and 2 of the *Standards for the Education, Competence and Professional Conduct of Educators in British Columbia*, Fourth Edition, January 2012.
12. McKenzie agrees to a cancellation of his certificate of qualification under sections 53 and 64(e) of the *Teachers Act*, which will occur on the first business day following the Effective Date.
13. McKenzie further agrees that he will never apply for, and understands the Director of Certification (the "Director") will be required never to issue to him, a certificate of qualification, an independent school teaching certificate or any other authorization to teach in the kindergarten to grade 12 education system under section 64(g) of the *Teachers Act*, or any successor legislation.
14. In determining that a cancellation of his certificate and a ban on ever issuing to him a certificate or other authorization are appropriate consequences, the Commissioner considered the following factors:
 - a. McKenzie was aware that the Student was vulnerable and felt unsupported when they started to communicate about the Student's personal matters.
 - b. The relationship grew out of the teacher-student relationship, in which McKenzie had a position of power and trust.
 - c. McKenzie allowed the teacher-student relationship to become exploitative of the Student for his own personal and sexual advantage.
15. McKenzie 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

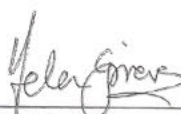
16. The Director will record the terms of this Agreement on the online registry of the Ministry of Education and Child Care, under section 79(d) of the *Teachers Act*.
17. McKenzie acknowledges that this Agreement will be published in accordance with section 54 of the *Teachers Act*, which includes posting 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. If McKenzie applies for a certificate of qualification, an independent school teaching certificate, or other authorization to teach in the kindergarten to grade twelve education system, it is agreed, without limiting any other power of the Director to determine McKenzie's fitness and suitability to be granted a certificate of qualification, independent school teaching certificate or letter of permission, that the Director may consider:
- the facts set out and admitted in this Agreement;
 - any document or other evidence gathered or prepared by the Branch in any investigation of this matter; and
 - any evidence of breach by McKenzie of one or more terms of this Agreement.
20. McKenzie 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 Trail, B.C.
this 30 day of August, 2023.


Ian Alexander Stephen McKenzie

Signed in Vancouver, B.C.
this 6 day of September, 2023.


Ana R. Mohammed, Commissioner

Helen Grieve, Director – Professional Conduct for the Commissioner,
under her delegation made August 24, 2023