



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

AND

IN THE MATTER CONCERNING

SHELDON LYLE NICKEL

CONSENT RESOLUTION SUMMARY

This summary is published under section 54(3) of the Teachers Act to protect the identity of a student/students who was/were harmed, abused or exploited by the Teacher.

1. Nickel holds a valid Professional Certificate of Qualification. It was issued by the B.C. College of Teachers under the *Teaching Profession Act* on November 20, 2001, is valid from September 1, 2001, and was continued under the *Teachers Act* as of January 9, 2012.
2. At all material times, Nickel was employed as a secondary school teacher by School District No. 33 (Chilliwack) (the “District”) at a District school (the “School”).
3. On August 20, 2020 a youth care worker at the School made a complaint to the Commissioner under the *Teachers Act*. This was designated Matter 1.
4. On November 16, 2020, the District made a report to the Commissioner regarding Nickel, under section 16 of the *School Act*. This was designated Matter 2.
5. On November 2, 2021, the Commissioner combined Matter 1 and Matter 2, as they each relate to the same conduct.
6. The following events occurred:
 - a. Nickel had taught Student A and Student B at the School.
 - b. When Student A was in Grade 11 and going through a difficult time, Nickel gave Student A a hug and a kiss on the forehead.
 - c. Before their Grade 12 year started, Nickel met with Student A and Student B for lunch and gave them each a hug afterwards.

- d. When Student A was in Grade 12, Nickel crossed personal boundaries with Student A by confiding in Student A about his personal problems, sending Student A multiple text messages, and calling Student A, crying, after he had been drinking.
 - e. When Student B was in Grade 12, Nickel crossed personal boundaries with Student B by writing Student B multiple text messages, asking Student B what Student B was doing, and telling Student B that he loved and missed Student B. Some of these messages were written when Nickel was on personal leave from the School. On occasion, Nickel drove Student B alone in his car, even though he had been told by the School principal in the spring of 2019 that he should not do so.
7. The District issued Nickel a letter of discipline and suspended him for seven days without pay. Nickel was also removed from the School and directed to complete the JIBC course, *Reinforcing Respectful Professional Boundaries*. Nickel completed this course in March 2021.
8. Nickel had been previously issued a letter of expectation on November 28, 2019 in which he was reminded to:
 - a. Engage in verbal interactions that maintain respect and dignity for the students with whom he works and in his role as an educator in B.C.
 - b. Ensure that his interactions with students remain professional.
 - c. Ensure that he only provide transportation to students if there is another staff member in the vehicle.
9. On **July 6, 2022**, Nickel entered into a consent resolution agreement with the Commissioner in which Nickel admitted that his conduct described in paragraph 6 above constitutes professional misconduct and conduct unbecoming 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 and the *Professional Standards for BC Educators*, June 19, 2019.
10. Nickel agreed to a one-month suspension of his certificate qualification under sections 53 and 64(b) of the *Teachers Act*.
11. In determining that a one-month suspension is an appropriate consequence, the Commissioner considered the following factors:
 - a. Nickel engaged in inappropriate electronic communication with students.

- b. Nickel shared inappropriate information about himself with students and on occasion failed to respect their physical space.
- c. Nickel had been previously warned about his inappropriate interactions with students.