



BRITISH COLUMBIA
COMMISSIONER FOR
TEACHER REGULATION

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

AND

IN THE MATTER CONCERNING
JONATHON TYLER POLISHAK



CONSENT RESOLUTION AGREEMENT

BETWEEN:

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

AND:

JONATHON TYLER POLISHAK
(“Polishak”)

BACKGROUND and FACTS

1. Polishak holds a valid Professional Certificate of Qualification, No. [REDACTED]. He was issued an interim Professional Certificate by the B.C. College of Teachers under the *Teaching Profession Act* on September 1, 2005, and was valid from September 1, 2005 to August 31, 2009. He was issued a Professional Certificate of Qualification by the B.C. College of Teachers on November 14, 2008, which is valid from September 1, 2008, and was continued under the *Teachers Act* as of January 9, 2012.
2. At all material times, Polishak was employed as a secondary school teacher by School District No. 78 (Fraser-Cascade) (the “District”) at a school in the District (the “School”).
3. On April 14, 2024, the District made a report to the Commissioner regarding Polishak, under section 16 of the *School Act*.
4. In the 2023-2024 school year, Polishak generally used rigid classroom rules, which he rarely modified to support the individual needs of all learners in his classes. These rules

negatively impacted some students more than others. Over one-third of the students in the School were Indigenous and many of them bussed to and from the School. Polishak's rules included:

- a. Students were required to value all of the class time by not being late. When a student had a history of lateness, Polishak sometimes refused to let the student enter the classroom. Polishak required late students to wait in the hallway for up to 15 minutes, which resulted in students missing more learning time and sometimes falling behind on in-class assignments.
 - b. Polishak required students to complete all assignments. He did not usually modify or adjust assignments to meet a student's individual needs. Polishak imposed a "homework detention" on students who had not completed assignments, by which the assignment had to be completed under his supervision before or after school, at lunch or during the flex block.
 - c. If a student did not attend a "flex block" or homework detention when Polishak expected them to, he sometimes denied the student entry when they next attended class, and the student had to wait in the hallway until Polishak spoke to them. Sometimes students were in the hallway for up to 15 minutes, missing additional learning time.
5. Polishak did not generally adjust his manner of teaching, classroom expectations or assignments to support students' individual learning needs. A parent of a student ("Student A") asked for Student A to use headphones in class while working on assignments to assist with focus, which is a helpful strategy for students with ADHD. Polishak did not allow Student A to use headphones and did not allow it for some time after the School principal advised him to do so.
6. Early in the school year, the following occurred in a grade 10 English class:
- a. A student ("Student B") was not listening to Polishak but was quietly working on an assignment for another class. Polishak walked up to Student B and grabbed the binder that Student B was using.
 - b. Polishak walked to the front of the class and threw the binder towards the corner, then stepped in the direction of Student B, while yelling "I am so sick of students doing whatever they want in my class". Polishak was visibly angry.
 - c. Students in the classroom felt scared and uncomfortable. Student B dropped out of Polishak's class shortly after.

7. Another incident occurred in a grade 10 English class, when Polishak was handing out an assignment to the class:
 - a. Some students were off-task and disruptive. Another student (“Student C”), who is Indigenous, started to laugh quietly to himself.
 - b. Polishak went over to Student C’s desk, crouched down close to the desk at eye level, and loudly said that Student C was being disrespectful.
 - c. Student C asked Polishak to move because he was making Student C uncomfortable.
 - d. Polishak said, “excuse me, what did you say?” Student C replied that they had politely asked Polishak to move “out of their face”. Polishak told Student C to go to the hallway.
 - e. Polishak came into the hallway to talk to Student C. Student C was upset and felt it unfair that they were sent to the hallway, when other students were misbehaving.
 - f. Student C was in the hallway for the rest of the class. Student C was upset, frustrated and crying.
8. Some days later, Polishak had another interaction with Student C, when:
 - a. Student C returned to class after an absence.
 - b. Before class got started, Polishak noticed what he believed to be a potential plagiarism issue involving Student C and another student. Polishak asked both students to go to the hallway to address his concerns around plagiarism.
 - c. Student C and the other student tried to explain that they were sharing notes that Student C had missed during their absence, but Polishak cut them off. While in the hallway, Polishak saw Student C with a cell phone. The other student was permitted to return to the class, but Student C was sent to the office. Student C was upset at being accused of cheating.
 - d. Polishak did not support Student C returning to the classroom.
 - e. After this incident, Student C dropped Polishak’s class.
9. On April 8, 2024, the District disciplined Polishak by suspending him without pay for three days. In addition, the District required Polishak to successfully complete by September 2024 two courses at the Justice Institute of B.C.: *Reinforcing Respectful Professional Boundaries* and *Creating a Positive Learning Environment*. The District also removed Polishak as the department head.

10. On June 24, 2024, the Commissioner ordered an investigation under section 47(1) of the *Teachers Act*.
11. On July 25, 2025, the Commissioner considered this matter and determined to propose a consent resolution agreement to Polishak, in accordance with section 53(1)(a) of the *Teachers Act*.

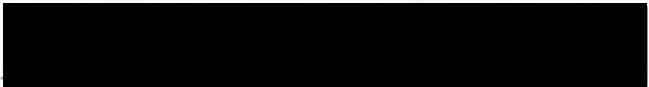
CONSEQUENCES

12. This Agreement is made under section 53 of the *Teachers Act*.
13. Polishak 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”).
14. Polishak admits that the facts set out in paragraphs 1 to 9 of this Agreement are true.
15. Polishak admits that the conduct described in paragraphs 4 to 8 of this Agreement constitutes professional misconduct and is contrary to Standards #1, 3, and 5 of the *Professional Standards for BC Educators*, June 2019.
16. Polishak agrees to a two-day suspension of his certificate of qualification under sections 53 and 64(b) of the *Teachers Act*, from June 22, 2026, to June 23, 2026, inclusive.
17. In determining that a two-day suspension is an appropriate consequence, the Commissioner considered the following factors:
 - a. Polishak did not use instructional and assessment practices that created a respectful and inclusive environment for the learning and development of all students in his classes.
 - b. Polishak did not adjust his manner of teaching, course content or assignments to support the learning needs and success of all students in his classes. His practice of requiring students to wait in the hallway to speak to him undermined their success by singling them out and excluding them from instructional time.
 - c. By applying his rules to all students without appropriate variation, he did not value and support the success of all students.
18. Polishak 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

- 19. 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*.
- 20. Polishak 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>.
- 21. Notification of this Agreement will be made in accordance with section 55 of the *Teachers Act*.
- 22. A breach by Polishak of any term in this Agreement may constitute professional misconduct which may be the subject of separate discipline proceedings.
- 23. Polishak 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 Polishak has admitted to the conduct and matters set out in this Agreement.
- 24. Polishak 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 Hope, B.C.
this 25th day of May, 2026.


Jonathan Tyler Polishak

Signed in New Westminister, B.C.
this 2nd day of June, 2026.


Donnaree Nygard, Commissioner