



BRITISH COLUMBIA  
COMMISSIONER FOR  
TEACHER REGULATION

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

AND

IN THE MATTER CONCERNING

STEVEN LYNN REEDER

██████████

CONSENT RESOLUTION AGREEMENT

BETWEEN:

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

AND:

Steven Lynn Reeder  
(“Reeder”)

### BACKGROUND and FACTS

1. Reeder holds a valid Subject Restricted Independent School Teaching Certificate, No. ██████████. It was issued by the Director of Certification (the “Director”) under the *Teachers Act* on July 13, 2022 and valid from July 13, 2022 until June 30, 2027.
2. At all material times, Reeder was employed as a high school English teacher by an independent school in BC (the “School”).
3. On April 20, 2025, the Principal of the School made a report to the Commissioner about Reeder, pursuant to section 38 of the *Teachers Act*.
4. While Reeder was teaching at the School, he communicated inappropriately through his personal email account with a student at the School (“Student A”). Student A was a student at the School and in several of Reeder’s classes between the Fall of 2022 and the Summer of 2024. In June 2024, Student A was enrolled in one of Reeder’s grade 11 English classes.

5. On June 25, 2024, Reeder and Student A exchanged approximately 27 email messages. Reeder initiated the email exchange, sending the first message at approximately 7:13 am. The last message Reeder sent was at approximately 11:46 pm. Some of the messages sent by Reeder included the following (as written):

- “I was so excited to see you smiling after your exams. Makes me feel good. Congrats on doing well. I will keep thinking of you and sending you the good vibes tonight while you recite and through tomorrow during exams as well! Keep up the good work. 😊👍”
- “... If you need anyone to lean on--to talk to, lay your worries or complaints on, get support, or need cheering up, or share anything that you may not feel able to share with another adult--just ask, any day, any time. I am here for you and to help you. Please, you can rely on me any time. I will never betray anything you say to me...that I promise.”
- “This picture of you and [another student] turning your heads away from the camera, and you're leaning on me. That is a perfect metaphor for our friendship. You can lean on me any time (physically and mentally). I actually enjoy that and take great comfort in knowing it. 😊👍”
- “.. Another memory I will always have is the [name of video] you made. Ha. I laugh, but only because I don't want to embarrass you. I'm serious when I say I loved it! It will also help me remember you. I can hear your amazing voice...also see your long hair! Love it! . That red dress, absolutely memorable. I loved it. Your smile and way of talking. All combined to make a good memory as well and an unforgettable one 🥰👍”
- “I hope you come visit me tomorrow.”
- A picture of a cartoon penguin with a basket of hearts and three hearts above the basket appearing as though the penguin had thrown the hearts in the air.

6. On June 26, 2024, Reeder and Student A exchanged approximately 23 email messages. Reeder initiated the email exchange, sending the first message at approximately 7:07 am. The last message Reeder sent was at approximately 11:57 pm. Some of the messages sent by Reeder included the following (as written):

- “Thank you, [Student A]! I know you didn't have to be there, but you stayed there and helped me. I'm am forever fearful. I have been under a lot of stress lately. I miss talking with you already.

Anyway. Have a great summer vacation, enjoy your travels and your time with your precious family.

Don't be a stranger over the summer and send me a note from time to time. I'll try hard not to bug you all summer ha ha 😊”

- “...When I left school today, I wanted to drive you home because I saw you standing in the rain. It tugged at me heart strings to see standing there... You're a tough girl, I know, and got home ok, I but still, I wanted to be all chivalric and that... Ha ha.”
- “...Perks of being the teacher's pet (another name for teacher's friend)...”
- “Ok, OK. Quick question. How do you say, "You are handsome!" in SPANISH?” Student A replied to this question, and Reeder replied back saying:

“Gracias señorita. What a nice thing to say! 😊😂

Ha ha. Bad Dad joke! 😊

Sorry. I'm bored”

- “Ha ha ha. Good one. I do that alot. And yes, I'm still in the dog house [with his wife]. I stop have lots of work (apologising) to do. I've eaten my share of humble pie tonight. (do you understand that expression?) I'm solo tonight again 😊”
- “Oh, I did, on my knees, begging. [Reeder’s wife] just wants to set me suffer. Anyway, it should be fine tomorrow...

And in response you your message...

Eres una joven maravillosa incluso si vuelves loco a tu profesor. 😊

Ha ha 😊”

[The last part of this message is written in Spanish and translates to “you are a wonderful young woman even if you drive your teacher crazy”.]

- “Yeah, ok. Thanks for trying to help. You are so sweet and kind. Cariño. You somehow always manage to make me feel better and smile. Thanks for that.” [Cariño is a term in Spanish; it is a term of endearment, similar to sweetheart, dear, or love].

7. On June 26, 2024, Reeder saw Student A standing outside of the School, and offered to drive her home. Student A declined the invitation. The invitation made Student A uncomfortable.
8. On June 27, 2024, at approximately 11:10 pm, Reeder sent Student A an email referencing the fact that Student A had just visited him. Reeder attached a photo of himself and Student A together, and wrote "...I am glad I have a photo to remember you. Keep in touch."
9. On April 26, 2025, Reeder sent Student A an email, which included the following comments:
  - "...I miss the students. And of course, I miss you..."
  - "I have enjoyed being your teacher and liked watching you grow into this amazing person. I'm proud of everything you've overcome and everything you're becoming.  
  
No matter what happens in the future know that. I want you to know someone out there is quietly cheering you on, always, You've left a mark on me. A great one. Since I saw you in grade 9 English until I left, I respect all you have done.  
  
You're one of those people (not students) I'll never forget, and it's not because of anything you did, but because of the heart you carry. I believe in you more than you probably realize..."
10. Student A was uncomfortable with some of Reeder's emails. Student A did not reply to Reeder's emails after June 26, 2024.
11. After receiving the email from Reeder on April 26, 2025, Student A changed her email address. Student A did not receive another message or have further contact with Reeder after this time.
12. Reeder's employment with the School concluded in April, 2025. On April 7, 2026, Reeder's employment at another independent school was terminated, effective that day.
13. On September 11, 2025, the Commissioner ordered an investigation under section 47(1) of the *Teachers Act*.
14. On November 27, 2025, the Commissioner considered this matter and determined to propose a consent resolution agreement to Reeder, in accordance with section 53(1)(a) of the *Teachers Act*.

## CONSEQUENCES

15. This Agreement is made under section 53 of the *Teachers Act*.
16. Reeder 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”).

17. Reeder admits that the facts set out in paragraphs 1 to 12 of this Agreement are true.
18. Reeder admits that the conduct described in paragraphs 5 to 9 of this Agreement constitutes professional misconduct and is contrary to Standards #1 and #2 of the *Professional Standards for BC Educators*, June 2019.
19. Reeder agrees to a three-week suspension of his certificate of qualification under sections 53 and 64(b) of the *Teachers Act*, from April 13, 2026, to May 1, 2026, inclusive.
20. Reeder also agrees under section 64(f) and (h) that by September 7, 2026 (the “Condition Date”):
  - a. He will successfully complete the course *Reinforcing Respectful Professional Boundaries* through the Justice Institute (the “Course”) and provide satisfactory proof of completion to the Commissioner by the Condition Date.
  - b. If Reeder does not successfully complete the Course by the Condition Date, he will immediately advise the Commissioner in writing of the reason(s) he has not successfully completed it and set out the date by which he proposes to do so, at which time the Commissioner may extend the deadline to a later date (the “Extended Date”).
  - c. If Reeder fails to provide satisfactory proof of completion of the Course by the later of the Condition Date or the Extended Date, the Commissioner may require the Director of Certification (the “Director”) to suspend Reeder’s certificate of qualification under section 64(f) of the *Teachers Act*, until such time as he successfully completes the Course.
21. In determining that a three-week suspension and coursework are appropriate consequences, the Commissioner considered the following factors:
  - a. Reeder failed to maintain teacher-student boundaries by engaging in inappropriate communication with a current student.
  - b. Reeder’s conduct was a breach of his privileged position of power and trust as a teacher.
  - c. Reeder engaged in conduct that had the potential to compromise Student A’s emotional safety and well-being.

22. Reeder 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

23. 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*.

24. Reeder 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>

25. Notification of this Agreement will be made in accordance with section 55 of the *Teachers Act*.


26. A breach by Reeder of any term in this Agreement may constitute professional misconduct which may be the subject of separate discipline proceedings.

27. Reeder 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 Reeder has admitted to the conduct and matters set out in this Agreement.

28. Reeder acknowledges that he has voluntarily entered into this Agreement after being advised of his right to obtain independent legal advice, and that he fully understands the terms and conditions set out in this Agreement.

Signed in Maple Ridge, B.C.  
this 08 day of April, 2026.

  
Steven Lynn Reeder

Signed in Vancouver, B.C.  
this 9th day of April, 2026.

  
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Donnaree Nygard, Commissioner