



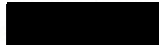
BRITISH COLUMBIA  
COMMISSIONER FOR  
TEACHER REGULATION

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

AND

IN THE MATTER CONCERNING

SHANNON LEE RERIE



CONSENT RESOLUTION AGREEMENT

BETWEEN:

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

AND:

SHANNON LEE RERIE  
 (“Rerie”)

**BACKGROUND and FACTS**

1. Rerie 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 October 2, 2007, is valid from September 1, 2007, and was continued under the *Teachers Act* as of January 9, 2012.
2. At all material times, Rerie was employed as a secondary school teacher by School District No. 27 (Cariboo-Chilcotin) (the “District”) at a District school (the “School”).
3. On February 4, 2020, the District made a report to the Commissioner regarding Rerie, under section 16 of the *School Act*.
4. The following events occurred on January 23, 2020:
  - a. A local newspaper published an article on Facebook featuring four students from the School who had excelled in a team sporting event (the “Article”). Two of the

students had never had Rerie as a teacher. The other two students had Rerie as a teacher in the 2018/2019 school year.

- b. Rerie commented on the Article on her personal Facebook page as follows: “Wish they’d been nicer students in my class...I’d be way more impressed with this.” Rerie also included a thinking emoji and a shoulder shrug emoji.
  - c. One of Rerie’s Facebook friends copied the post and circulated it more broadly. This resulted in Rerie’s Facebook post coming to the attention of the parents of three of the students featured in the Article. One parent was concerned that the existence of this post could negatively affect their child’s scholarship application.
5. On February 4, 2020 the District issued Rerie a letter of discipline and suspended her for two days without pay. Rerie served the suspension on February 12, 2020 and March 4, 2020. The District also required Rerie to provide a written apology to the students and their parents.
  6. A School administrator had previously spoken with Rerie several times over the preceding ten years about her Facebook account, the need to tighten her security over it and to watch what she posts.
  7. On August 31, 2021, the Commissioner considered this matter and determined to propose a consent resolution agreement to Rerie, 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. Rerie 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. Rerie admits that the facts set out in paragraphs 1 to 7 of this Agreement are true.
11. Rerie admits that the conduct described in paragraph 4 of this Agreement constitutes professional misconduct 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.
12. Rerie 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.

13. In determining that a reprimand is an appropriate consequence, the Commissioner considered the following factor:
  - a. Rerie shared confidential information about students in the school which was both inaccurate and inappropriate.
14. Rerie 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**

15. The Director of Certification will record the terms of this Agreement on the Ministry of Education's online registry under section 79(d) of the *Teachers Act*.
16. Rerie 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: [www.teacherregulation.gov.bc.ca](http://www.teacherregulation.gov.bc.ca).
17. A breach by Rerie of any term in this Agreement may constitute professional misconduct which may be the subject of separate discipline proceedings.
18. Rerie acknowledges and understands that if the Commissioner has reason to believe that she has breached any term of this Agreement:
  - a. the Commissioner may initiate an investigation under section 47(1)(b) of the *Teachers Act* into her conduct; and
  - b. the conduct and matters described in the "Background and Facts" to this Agreement are admissible in that inquiry as proof that Rerie has admitted to the conduct and matters set out in this Agreement.

19. Rerie acknowledges that she has voluntarily entered into this Agreement with the benefit of independent legal advice, and that she fully understands the terms and conditions set out in this Agreement.

Signed in Williams Lake, B.C.  
this 29 day of November, 2021.



Shannon Lee Rerie

Signed in Victoria, B.C.  
this 1 day of December, 2021.



Howard L. Kushner, Commissioner