



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

**AND**

**IN THE MATTER CONCERNING**

**SHANNON STEININGER**

██████████

**CONSENT RESOLUTION AGREEMENT**

BETWEEN:

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

AND:

SHANNON STEININGER  
(“Steininger”)

**BACKGROUND and FACTS**

1. Steininger holds a valid Professional Certificate of Qualification, No. ██████████. It was issued by the B.C. College of Teachers under the *Teaching Profession Act* on September 10, 2001, is valid from September 1, 2001, and was continued under the *Teachers Act* as of January 9, 2012.
2. At all material times, Steininger was employed as a secondary school teacher by School District No. 79 (Cowichan Valley) (the “District”) at a District school (the “School”).
3. On July 19, 2022, the District made a report to the Commissioner regarding Steininger, under section 16 of the *School Act*.
4. The following events occurred in June 2022:
  - a. Steininger was teaching a Grade 8/9 P.E. class at the School.
  - b. As part of the year-end assignment, students in his class were asked to work

cooperatively to develop a game using skills learned throughout the year, and to then play the game in Steininger's class. The game the students devised was a combination of ultimate frisbee and touch football and allowed for tackling. Steininger was unaware of the rules which the students had created.

- c. On June 6, 2022, the students played their game in front of Steininger for the first time. The students were told not to play rough, but some did so regardless. Steininger eventually had to shut down the game because students were playing too roughly.
  - d. On June 8, 2022, Steininger's class played the game again. This time, students were warned three times and the game was ultimately stopped due to safety concerns as players grew increasingly aggressive. One student's shirt was ripped. Another teacher told Steininger that the game was not good to play as it was not safe, and its rules needed to be revised.
  - e. On June 10, 2022, Steininger accompanied his students, as well as a teacher on call and students from another class to the park to play the game a third time. Again, the level of physical contact between players was escalating. Two other adults who were present, including the teacher on call, told Steininger that he needed to intervene due to the mounting safety concerns. Steininger intervened once to tell students that the game would be stopped if they continued to engage in physical contact. The game then continued and was only finally stopped after Student A grabbed Student B around the knees, lifting Student B off the ground and then dropping Student B. Student B sustained a fractured scapula as a result of this incident.
5. On July 4, 2022, the District issued Steininger a letter of discipline and suspended him for one day without pay. Steininger served the suspension on September 14, 2022.
  6. On November 30, 2022, the Commissioner considered this matter and determined to propose a consent resolution agreement to Steininger, in accordance with section 53(1)(a) of the *Teachers Act*.

## CONSEQUENCES

7. This Agreement is made under section 53 of the *Teachers Act*.
8. Steininger 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").
9. Steininger admits that the facts set out in paragraphs 1 to 5 of this Agreement are true.

10. Steininger admits that the conduct described in paragraph 4 of this Agreement constitutes professional misconduct and is contrary to Standard #1 of the *Professional Standards for BC Educators*, June 2019.
11. Steininger agrees to a four-day suspension of his certificate of qualification under sections 53 and 64(b) of the *Teachers Act*, from November 14, 2023 to November 17, 2023, inclusive.
12. In determining that a four-day suspension is an appropriate consequence, the Commissioner considered the following factors:
  - a. Steininger failed to maintain a safe and positive learning environment for his students.
  - b. Despite the concerns expressed by other adults, including the teacher on call, about the escalating physicality of the game, Steininger did not respond in a timely or effective manner so as to prevent harm to students .
13. Steininger 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**

14. The Director of Certification will record the terms of this Agreement on the Ministry of Education and Child Care's online registry under section 79(d) of the *Teachers Act*.
15. Steininger 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).
16. Notification of this Agreement will be made in accordance with section 55 of the *Teachers Act*.
17. A breach by Steininger of any term in this Agreement may constitute professional misconduct which may be the subject of separate discipline proceedings.
18. Steininger 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 Steininger has admitted to the conduct and matters set out in this Agreement.
19. Steininger 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 Duncan, B.C.  
this 14 day of August, 2023.



Shannon Steininger

Signed in Coquitlam, B.C.  
this 16th day of August, 2023.

Handwritten signature of Ana R. Mohammed in black ink.

Ana R. Mohammed, Commissioner