



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

AND

IN THE MATTER CONCERNING

A TEACHER

CONSENT RESOLUTION SUMMARY

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

1. The Teacher holds a valid Professional Certificate of Qualification, [REDACTED], issued by the Director of Certification (the ‘Director’) under the *Teachers Act* on September 12, 2014, and valid from September 12, 2014.
2. On November 1, 2021, the Teacher’s certificate was cancelled for non-payment of fees.
3. At all material times, the Teacher was employed as a high school by a school district in British Columbia (the ‘District’) at a District school (the ‘School’).
4. On April 21, 2020, the District made a report to the Commissioner regarding the Teacher, under section 16 of the *School Act*.
5. The following events occurred:
 - a. Student A had been one of the Teacher’s students at the School. Shortly after graduation, the Teacher hired Student A as an employee in the Teacher’s company. The business required travel and on three occasions, the Teacher made overnight accommodations which made Student A uncomfortable as they involved Student A sharing close quarters with the Teacher instead of Student A having their own room.
 - b. Student B had also been one of the Teacher’s students at the School. After Student B had graduated, the Teacher kept in touch with Student B periodically through Snapchat. Approximately one year after Student B graduated, the Teacher offered Student B a job through the Teacher’s company which required travel. Student B took the job and travelled with the Teacher. During this trip, the Teacher entered

into an intimate personal relationship with Student B. Student B quit the job approximately one week after returning from the trip.

6. On April 21, 2020, the District issued the Teacher a letter of discipline and suspended the Teacher for ten days without pay. The District also required the Teacher to complete the course *Reinforcing Respectful Professional Boundaries* through the Justice Institute of B.C.
7. On [REDACTED] the Teacher entered into a consent resolution agreement with the Commissioner in which the Teacher admitted that the Teacher's conduct described in paragraph 5 above 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.
8. The Teacher further agreed that for a period of fifteen years from [REDACTED] the Teacher will not apply for, and understands the Director will be required not to issue to the Teacher, a certificate of qualification, an independent school teaching certificate or any other authorization to teach in the kindergarten to grade 12 education system under section 64(g) of the *Teachers Act*, or any successor legislation.
9. In determining that a fifteen-year ban on reapplication is an appropriate consequence, the Commissioner considered the following factors:
 - a. The Teacher engaged in a pattern of behaviour involving inappropriate relationships with recently-graduated former students.