



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

**AND**

**IN THE MATTER CONCERNING**

**A TEACHER**

**SUMMARY OF CONSENT RESOLUTION AGREEMENT**

*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 held a Standard Certificate, No. [REDACTED], issued by the B.C. Ministry of Education on September 1, 1986, and valid from September 1, 1986.
2. The Teacher held a Professional Certificate, No. [REDACTED], issued by the Ministry of Education on September 23, 1987 and valid from September 1, 1987.
3. The Teacher holds a valid Professional Certificate of Qualification, No. [REDACTED], issued by the B.C. College of Teachers under the *Teaching Profession Act* on June 3, 1991, valid from January 1, 1988, and continued under the *Teachers Act* as of January 9, 2012.
4. At all material times, the Teacher was employed as a school administrator at a school district in British Columbia (the “District”) at a District school (the “School”).
5. On March 1, 2022, the District made a report to the Commissioner regarding the Teacher, under section 16 of the *School Act*.
6. The following events occurred in 2021:
  - a. Student A and Student B are siblings who are Indigenous and who come from a challenging home environment, a fact known to the Teacher. Student A was known to advocate on Student B’s behalf at the School.
  - b. Student A and the Teacher had an email exchange about what the School could do to support Student B. The Teacher’s response to Student A was overtly angry and disrespectful. The Teacher signed off their email to Student A email by writing: “Or

you are more than welcome to go to another educational institution if you are so unhappy with our services”. The Teacher then forwarded this exchange with Student A to another School employee, writing: “...obviously I am at the end of my rope with this family”.

- c. One day, the Teacher instructed another employee at the School to give a t-shirt to a student whose outfit did not meet the School’s dress code. When the employee did not immediately act on the Teacher’s request, the Teacher said in a frustrated tone: “when I ask you to do something you need to do it now!”. The Teacher then grabbed the t-shirt from the employee’s hand and said: “Fine, I will do it.” This exchange occurred in front of students and another School employee. The Teacher later wrote an email to both employees apologizing for their “temper tantrum”.
7. On February 18, 2022, the District issued the Teacher a letter of discipline and suspended the Teacher for one day without pay.
  8. On [REDACTED] the Teacher entered into a consent resolution agreement with the Commissioner in which the Teacher admitted that their conduct described in paragraph 6 above constitutes professional misconduct under section 63 of the *Teachers Act* and is contrary to Standards #1 and #9 of the *Professional Standards for BC Educators*, June 2019.
  9. Under the consent resolution agreement, the Teacher agreed to a reprimand under sections 53 and 64(a) of the *Teachers Act*. The Teacher also agreed, under sections 64(f) and (g) of the *Teachers Act*, to complete the course, *Diversity and Trauma*, through the Justice Institute of B.C. The Teacher completed this course on September 19, 2024.
  10. In determining that a reprimand is an appropriate consequence, the Commissioner considered the following factors:
    - a. The Teacher’s email to Student A did not contribute towards truth, reconciliation and healing.
    - b. The Teacher’s exchange with a District employee did not role model appropriate and respectful behaviour for students at the School.