



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

AND

**IN THE MATTER CONCERNING
SCOTT EDWARD JAMES WATSON**



CONSENT RESOLUTION AGREEMENT

BETWEEN:

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

AND:

SCOTT EDWARD JAMES WATSON
(“Watson”)

BACKGROUND and FACTS

1. Watson holds a valid Professional Certificate of Qualification, [REDACTED]. It was issued by the B.C. College of Teachers under the *Teaching Profession Act* on September 27, 2007, is valid from September 1, 2007, and was continued under the *Teachers Act* as of January 9, 2012.
2. At all material times, Watson was employed as a high school teacher by School District No. 73 (Kamloops/Thompson) (the “District”) at a District school (the “School”).
3. On August 22, 2018, the District made a report to the Commissioner regarding Watson, under section 16 of the *School Act*.
4. The following events occurred in late May or early June, 2018:
 - a. Student A was a student in Watson’s Grade 11 math class.

- b. During a conversation with Student A, Watson asked her about her manicured and jeweled nails. During that discussion, Watson asked Student A how she washed her hair or typed given the length of her nails and the jewels. Watson also commented that it would be difficult to wipe.
 - c. Watson has acknowledged that he was referring to the bathroom when he commented to Student A about wiping.
 - d. Student A reported feeling uncomfortable by this.
5. On June 26, 2018, the District issued Watson a letter of discipline and suspended him for one day without pay. Watson served the suspension on June 28, 2018.
6. The District had previously raised concerns it had with Watson's conduct as follows:
 - a. On October 3, 2017, the District issued Watson a letter of direction after he had made inappropriate comments to a student. In its letter, the District directed him to "take more care with your comments to students and ensure that all communication with them remains respectful."
 - b. On December 13, 2017, the District issued Watson a letter of reprimand after he engaged in inappropriate conversations with students. The District directed Watson to attend the Justice Institute of BC course, *Reinforcing Respectful Professional Boundaries*, which he did in March, 2018.
7. On September 14, 2018, the Commissioner considered this matter and determined to propose a consent resolution agreement to Watson, 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. Watson 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. Watson admits that the facts set out in paragraphs 1 to 6 of this Agreement are true.
11. Watson 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.

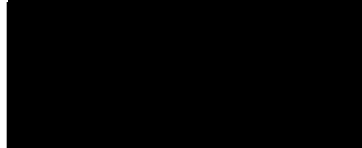
12. Watson agrees to a reprimand under sections 53 and 64(a) of the *Teachers Act*. The reprimand will take effect on the first business day following the Effective Date.
13. In determining that a reprimand is an appropriate consequence, the Commissioner considered the following factors:
 - a. Watson had been previously disciplined by the District for engaging in inappropriate conversations with students; and
 - b. Watson completed the course, *Reinforcing Respectful Professional Boundaries*, in March, 2018, but still engaged in inappropriate behaviour with Student A.
14. Watson 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 Teacher Regulation Branch's online registry under section 79(d) of the *Teachers Act*.
16. Watson 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.bcteacherregulation.ca.
17. A breach by Watson of any term in this Agreement may constitute professional misconduct which may be the subject of separate discipline proceedings.
18. Watson 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 Watson has admitted to the conduct and matters set out in this Agreement.

19. Watson 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 Kamloops, B.C.
this 2nd day of JULY, 2019.



Scott Edward James Watson

Signed in Vancouver, B.C.
this 18 day of July, 2019.

A handwritten signature in black ink, appearing to read "H. Kushner", written over a horizontal line.

Howard L. Kushner, Commissioner