



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

AND

IN THE MATTER CONCERNING

FRANK IAN WENIGER

██████████

CONSENT RESOLUTION AGREEMENT

BETWEEN:

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

AND:

FRANK IAN WENIGER
(“Weniger”)

BACKGROUND and FACTS

1. Weniger holds a valid Professional Certificate of Qualification, No. ██████████. It was issued by the B.C. College of Teachers under the *Teaching Profession Act* on October 28, 1994, is valid from September 1, 1994, and was continued under the *Teachers Act* as of January 9, 2012.
2. At all material times, Weniger was employed as a high school teacher, by School District No. 39 (Vancouver) (the “District”) at a District school (the “School”).

Matter 1: ██████████

3. On September 27, 2022, the District made a report to the Commissioner regarding Weniger, under section 16 of the *School Act*. This has been designated Matter 1.
4. The following events occurred in Weniger’s Socials 10 class in the fall of 2021:
 - a. Weniger often appeared frustrated, impatient, and angry with the students in the class,

and frequently raised his voice. Some students reported feeling uncomfortable and anxious as a result.

b. Weniger made inappropriate, demeaning and sarcastic comments to students. Examples include the following:

- When Weniger asked a question and a student responded by saying “what?”, Weniger said: “just a yes or no – not that hard, you can answer it.”
- When a student put their head on their desk, Weniger responded by saying loudly: “have you gotten enough sleep?”
- When asked about news sources, a student responded: “Global News”. Weniger repeated back to the class “Glow Ball”. The student felt that Weniger was making fun of their pronunciation.
- During a class about immigration, Weniger gestured to a student and said: “I’m guessing you’re not from here. If you knew how many diseases there were in Canada, would you still have come here?”
- When Weniger grew frustrated with a student, he said to the student: “don’t test me.”
- During a lesson, Weniger folded his arms and raised his voice towards Student A and Student B who were speaking, saying: “do you want to teach this class?” Weniger then said sarcastically: “No, let’s listen to what they have to say, professors [Student A] and [Student B].”
- When students were unfamiliar with words such as “median” and “average”, Weniger said sarcastically: “do you know anything about math? How did you pass grade 7, 8, 9 math?”

c. Weniger communicated with his classes online using MS Teams. Weniger often engaged with students during evenings if they were online on MS Teams. On one occasion, Weniger was exchanging messages with Student C between 6:44pm and 10:41pm and correctly identified Student C’s home address in one of these exchanges. The following day, Weniger engaged with Student C online about Student C’s schoolwork shortly before 11:00pm. Student C reported feeling very uncomfortable as a result of these exchanges.

5. On September 27, 2022, the District issued Weniger a letter of discipline and suspended him for five days without pay. Weniger served the suspension on September 16, 2022, and from September 19-22, 2022, inclusive.

Matter 2: [REDACTED]

6. On September 5, 2024, the District made another report to the Commissioner regarding Weniger, under section 16 of the *School Act*. This has been designated Matter 2.
7. The following events occurred in the 2023/2024 school year when Weniger was teaching an English Language Learner (“ELL”) class at the School:
 - a. Weniger was visibly frustrated and angry when teaching his students and would raise his voice in class. Some students reported feeling nervous, scared and intimidated as a result. One student reported feeling stupid.
 - b. Weniger sometimes laughed and repeated student comments when students did not understand what he was teaching them, causing one student to report feeling embarrassed. On other occasions, Weniger would repeat a student’s mistake out loud until people laughed.
 - c. Student D was in Grade 11. One day, Student D needed to go to the washroom and therefore asked Weniger permission to leave the class. Weniger told Student D that Student D could go, but only after Student D answered a question about the class material first, which was his general practice. As a result of this experience, Student D reported that they stopped asking to use the washroom during Weniger’s class even if they needed to.
 - d. Student E suffered from anxiety, a fact known to Weniger. Weniger would become exasperated when Student E fidgeted with their fingers or a small object as a self-soothing mechanism. Student E reported being afraid that they would be humiliated in class based on Weniger’s treatment of other students. As a result, Student E had frequent panic attacks and often cried in Weniger’s class. Student E reported being afraid to ask to use the washroom in the event that Weniger would humiliate Student E or make fun of Student E in front of the class. Student E subsequently had a mental health crisis, a contributing factor to which was Student E’s experience in Weniger’s classroom.
 - e. For Valentine’s Day, the student council at the School arranged an annual event where students and staff could purchase gifts to be delivered to other students or staff at the school. The gifts available included a rose, a bag of candy and chocolate, a singing telegram, or a combination of the above. For years, Weniger had arranged for gifts to be sent anonymously to new students in his ELL class with the goal of including newcomers in this school tradition who might otherwise feel excluded. On February 12, 2024, Weniger completed a paper form, ordering a Valentine’s gift for Student F, a Grade 11 student in his ELL class. The form was filled out with Student

F receiving, anonymously, a rose, a candy bag and a singing telegram, during a block when Student F would be in Weniger's class. The student council members to whom Weniger submitted the completed form were uncomfortable with completing the order and, after consultation with their staff sponsor, decided not to process it. Student F was not aware that Weniger had submitted the order.

8. On September 4, 2024, the District issued Weniger a letter of discipline and issued him a ten-day suspension which he was expected to serve from September 9, 2024, to September 20, 2024, inclusive.
9. Weniger never served the suspension as he resigned his employment on July 31, 2024, effective June 30, 2024.
10. In July 2024, Weniger completed the course, *Creating a Positive Learning Environment*, through the Justice Institute of BC.
11. On February 1, 2023, the Commissioner ordered an investigation into Matter 1 under section 47(1) of the *Teachers Act*.
12. On October 11, 2024, the Commissioner ordered an investigation into Matter 2 under section 47(1) of the *Teachers Act*.
13. On December 27, 2024, the Commissioner combined Matter 1 and Matter 2.
14. On May 29, 2024, the Commissioner considered this matter and determined to propose a consent resolution agreement to Weniger in respect of Matter 1 and Matter 2, in accordance with section 53(1)(a) of the *Teachers Act*.

CONSEQUENCES

15. This Agreement is made under section 53 of the *Teachers Act*.
16. Weniger 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").
17. Weniger admits that the facts set out in paragraphs 1 to 10 of this Agreement are true.
18. Weniger admits that the conduct described in paragraphs 4 and 7 of this Agreement constitutes professional misconduct and is contrary to Standard #1 of the *Professional Standards for BC Educators*, June 2019.

19. Weniger agrees to a three-day suspension of his certificate of qualification under sections 53 and 64(b) of the *Teachers Act*, from March 11, 2026 to March 13, 2026, inclusive.
20. In determining that a three-day suspension is an appropriate consequence, the Commissioner considered the following factors:
 - a. Weniger failed to role model appropriate behaviour and did not treat students with acceptance, dignity and respect.
 - b. Weniger failed to create a positive, safe and inclusive learning environment for the students in his class.
 - c. Weniger completed the course, *Creating a Positive Learning Environment*, through the Justice Institute of BC in July 2024.
21. Weniger 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

22. The Director of Certification will record the terms of this Agreement on the online registry of the Ministry of Education and Child Care, under section 79(d) of the *Teachers Act*.
23. Weniger 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: <https://teacherregulation.gov.bc.ca>
24. Notification of this Agreement will be made in accordance with section 55 of the *Teachers Act*.
25. A breach by Weniger of any term in this Agreement may constitute professional misconduct which may be the subject of separate discipline proceedings.
26. Weniger 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 Weniger has admitted to the conduct and matters set out in this Agreement.

27. Weniger 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 Vancouver, B.C.
this 18th day of February, 2026.



Frank Ian Weniger

Signed in New Westminister, B.C.
this 24th day of February, 2026.



Donnaree Nygard, Commissioner