



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

AND

IN THE MATTER CONCERNING
MARGARET KATHLEEN RAYANNE CHARLIE

██████████
CONSENT RESOLUTION AGREEMENT

BETWEEN:

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

AND:

MARGARET KATHLEEN RAYANNE CHARLIE
(“Charlie”)

BACKGROUND and FACTS

1. Charlie held a Professional Certificate of Qualification, No. ██████████. It was issued by the B.C. Ministry of Education on December 6, 1982, and was valid from September 1, 1982.
2. Charlie holds a valid Professional Certificate of Qualification, No. ██████████. It was issued by the B.C. College of Teachers under the *Teaching Profession Act* on June 3, 1991, is valid from January 1, 1988 and continued under the *Teachers Act* as of January 9, 2012.
3. At all material times, Charlie was employed as a high school teacher by School District No. 91 (Nechako Lakes) (the “District”) at a District school (the “School”).
4. On October 3, 2016, the District made a report to the Commissioner regarding Charlie, under section 16 of the *School Act*.
5. The following events occurred on June 21, 2016:
 - a. Charlie organized a game of tag on the last day of classes for her Grade 8 drama class.
 - b. The game was called “Game of Rainbows” and involved two “seekers” trying to catch or “kill” the rest of the students who were hiding. If the “hidiers” got caught

before they could run back to kick the can, they got “punished”.

- c. Students were told that they did not get to play at all if they did not play the game in full. They therefore could not opt out of the punishment if they lost the game.
 - d. The punishment devised by Charlie was to line up the students who had lost and then spray them with water from a hose in front of their classmates.
 - e. There were two rounds in each game. If a student lost a single round, he or she was sprayed with the hose once. If he or she lost both rounds, he or she would be sprayed twice.
 - f. One student (“Student A”) had asked to opt out of the game after losing the first round, but Charlie told her that she had to continue. Student A had a math review class scheduled after Charlie’s drama class. Student A had to miss the math review as she was soaking wet and had to go home to change into dry clothes.
 - g. Some students reported that playing the game was stressful and made them feel anxious.
 - h. Two other students sustained injuries playing the game: one required six stitches and the other sprained his ankle.
6. In 2015, Charlie had played a similar version of the game with her drama class called “Live and Die”. In the 2015 version, the “losers” had a mixture of flour, water and vinegar poured onto their heads as they lay down in the School courtyard. After the parent of a student complained that their daughter was mocked by her classmates after this occurred, the District met with Charlie to discuss its concerns. Charlie assured the District that this game would not be played again.
7. On September 1, 2016, the District issued Charlie a letter of discipline.
8. On October 25, 2016 the Commissioner considered this matter and determined to propose a consent resolution agreement to Charlie, in accordance with section 53(1)(a) of the *Teachers Act*.

DISPOSITION

9. This Agreement is made under section 53 of the *Teachers Act*.
10. Charlie 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”).
11. Charlie admits that the facts set out in paragraphs 1 to 7 of this Agreement are true.
12. Charlie admits that the conduct described in paragraph 5 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.

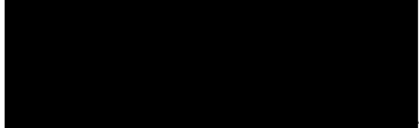
13. Charlie agrees to a one day suspension of her certificate of qualification under sections 53 and 64(b) of the *Teachers Act*. The suspension will take effect on February 10, 2017.
14. Charlie agrees not to make any statement orally or in writing which contradicts, disputes or calls into question the terms of this Agreement or the admissions made in it.

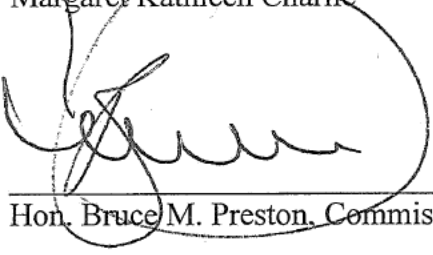
CONSEQUENCES OF THE AGREEMENT

15. The Director of Certification will record the terms of this Agreement on the Branch's online registry under section 79(d) of the *Teachers Act*.
16. Charlie 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. Notification of this Agreement will be made in accordance with section 55 of the *Teachers Act*.
18. Charlie acknowledges and understands that if the Commissioner has reason to believe that she has breached any term of this Agreement:
 - a. the Commissioner may initiate an investigation under section 47(1)(b) of the *Teachers Act* into her conduct; and
 - b. the conduct and matters described in the "Background and Facts" to this Agreement are admissible in that inquiry as proof that Charlie has admitted to the conduct and matters set out in this Agreement.
19. Charlie acknowledges that she has voluntarily entered into this Agreement with the benefit of independent legal advice, and that she fully understands the terms and conditions set out in this Agreement.

Signed in Burns Lake, B.C.
this 23rd day of January, 2017.

Signed in Vancouver, B.C.
this 2 day of February, 2017.


Margaret Kathleen Charlie


Hon. Bruce M. Preston, Commissioner