



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

AND

IN THE MATTER CONCERNING

CORY RAY STEEVES



CONSENT RESOLUTION AGREEMENT

BETWEEN:

THE COMMISSIONER, APPOINTED UNDER THE *TEACHERS ACT*

(the “Commissioner”)

AND:

CORY RAY STEEVES

(“Steeves”)

**BACKGROUND and FACTS**

1. Steeves holds a valid Professional Certificate of Qualification, No. [REDACTED]. It was issued by the B.C. College of Teachers under the *Teaching Profession Act* on September 16, 2009, is valid from September 1, 2009 and continued under the *Teachers Act* as of January 9, 2012.
2. At all material times, Steeves was employed as a permanent teacher on call by School District No. 39 (Vancouver) (the “District”) at a District school (the “School”).
3. On December 9, 2015, the District made a report to the Commissioner regarding Steeves, under section 16(3) of the *School Act*.
4. The following events occurred in the fall of 2015, when Steeves was covering a leave at the School:

- a. Steeves was assigned to teach Grade 10 and Grade 12 English classes.
  - b. On September 23, 2015, Steeves was teaching his Grade 10 English class a lesson on the use of satire in music videos. Two of the five music videos Steeves showed the class were “Big Bad Wolf” by Duck Sauce and “I’m on a Boat” by Lonely Island, featuring the rap artist T-Pain. In introducing these videos to his class, Steeves told students that they could be offensive to some, and that if anyone wanted to leave they could. One student left the room.
  - c. The “Big Bad Wolf” video depicts different people with human heads as their genitalia. These heads simulate a variety of activities, including urination, and sexual acts. This video contains no lyrics beyond repetition of the phrase “big bad wolf.”
  - d. “I’m on a Boat” consists primarily of profanity.
  - e. Steeves also showed the video “I’m on a Boat” while teaching a unit on satire to his Grade 12 English class.
5. On December 4, 2015, the District issued Steeves a letter of discipline, suspending him without pay for a period of five days. Steeves served this suspension from December 14-18, 2015.
  6. On January 26, 2016 the Commissioner considered this matter and determined to propose a consent resolution agreement to Steeves, in accordance with section 53(1)(a) of the *Teachers Act*.

## **DISPOSITION**

7. This Agreement is made under section 53 of the *Teachers Act*.
8. Steeves 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”).
9. Steeves admits that the facts set out in paragraphs 1 to 5 of this Agreement are true.
10. Steeves 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.

11. Steeves 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.
12. Steeves agrees under section 64(f) of the *Teachers Act* that by **September 30, 2016** (the “Condition Date”):
  - a. He will complete the course “Reinforcing Respectful Professional Boundaries” through the Justice Institute of BC (the “Course”) and provide satisfactory proof of completion of that Course to the Commissioner by the Condition Date;
  - b. if Steeves does not successfully complete the Course by the Condition Date, he will immediately advise the Commissioner in writing of the reason(s) he has not done so and set out the date by which he proposes to do so, at which time the Commissioner may extend the deadline (the “Extended Date”); and
  - c. if Steeves fails to provide satisfactory proof of completion of the Course by the later of the Condition Date or the Extended Date, the Commissioner may require the Director of Certification (“the Director”) to suspend Steeves’ certificate of qualification under section 64(c) of the *Teachers Act*, until such time as he has successfully completed the course.
13. Steeves 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**

14. The Director will record the terms of this Agreement on the Teacher Regulation Branch’s online registry under section 79(d) of the *Teachers Act*.
15. Steeves 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](http://www.bcteacherregulation.ca).
16. A breach by Steeves of any term in this Agreement may constitute professional misconduct which may be the subject of separate discipline proceedings.
17. Steeves 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 Steeves has admitted to the conduct and matters set out in this Agreement.

Steeves 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 13 day of June, 2016.

Signed in Vancouver, B.C.  
this 30 day of June, 2016.

  
Cory Ray Steeves

  
Hon. Bruce M. Preston, Commissioner (Acting)  
Elena Miller