



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

AND

IN THE MATTER CONCERNING

CONRAD DOUGLAS WIKER

██████████

CONSENT RESOLUTION AGREEMENT

BETWEEN:

THE COMMISSIONER, APPOINTED UNDER THE *TEACHERS ACT*

(the “Commissioner”)

AND:

CONRAD DOUGLAS WIKER

(“Wiker”)

BACKGROUND and FACTS

1. Wiker holds a valid Professional Certificate of Qualification, No. ██████████. It was issued by the B.C. College of Teachers under the *Teaching Profession Act* on August 12, 1998, is valid from September 1, 1998 and continued under the *Teachers Act* as of January 9, 2012.
2. At all material times, Wiker was employed as a middle school teacher by School District No. 23 (Central Okanagan) (the “District”) at a District school (the “School”).
3. On March 8, 2017, the District made a report to the Commissioner regarding Wiker, under section 16 of the *School Act*.
4. The following events occurred:
 - a. On January 30, 2017, Wiker called in sick to work.
 - b. On that day, Wiker attended a meeting related to his personal business, and not in his

capacity as a District employee, at which he presented an organization with an award he had made using School equipment and resources.

5. On February 21, 2017, the District issued Wiker a letter of reprimand. The District deducted the sick leave benefits he received on January 30, 2017 from Wiker's salary and suspended him for one day without pay. That suspension was served on February 28, 2017. In addition, the District required that Wiker attend a session on professional boundaries. On March 2, 2017, Wiker completed a boundaries course offered by the Okanagan Labour Council.
6. On April 4, 2017 the Commissioner considered this matter and determined to propose a consent resolution agreement to Wiker, 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. Wiker 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. Wiker admits that the facts set out in paragraphs 1 to 5 of this Agreement are true.
10. Wiker admits that the conduct described in paragraph 4 and of this Agreement constitutes professional misconduct and is contrary to Standard #2 of the *Standards for the Education, Competence and Professional Conduct of Educators in British Columbia*, Fourth Edition, January 2012.
11. Wiker 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. Wiker 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

13. 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*.
14. Wiker 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.

15. A breach by Wiker of any term in this Agreement may constitute professional misconduct which may be the subject of separate discipline proceedings.
16. Wiker 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 Wiker has admitted to the conduct and matters set out in this Agreement.
17. Wiker 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 W. Kelowna, B.C.
this 21 day of December, 2017.


Conrad Douglas Wiker

Signed in Vancouver, B.C.
this 10 day of January, 2018.
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Elena Miller
Elena Miller, Acting Commissioner