



BRITISH COLUMBIA
COMMISSIONER FOR
TEACHER REGULATION

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

AND

IN THE MATTER CONCERNING
CLINTON RANDOLPH YOUNG

██████████

CONSENT RESOLUTION AGREEMENT

BETWEEN:

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

AND:

CLINTON RANDOLPH YOUNG
(“Young”)

BACKGROUND and FACTS

1. Young held a Standard Certificate of Qualification, No. ██████████. It was issued by the B.C. College of Teachers (the “College”) under the *Teaching Profession Act* on January 18, 1995 and was valid from January 1, 1995.
2. On October 27, 1997, the College issued Young a valid Professional Certificate of Qualification, No. 142519. It was issued under the *Teaching Profession Act*, is valid from September 1, 1997 and continued under the *Teachers Act* as of January 9, 2012.
3. At all material times, Young was employed as an elementary school teacher by School District No. 57 (Prince George) (the “District”) at a District school (the “School”).
4. On December 10, 2015, the District made a report to the Commissioner regarding Young, under section 16 of the *School Act*.

5. The following events occurred in the fall of 2015 when Young was teaching a Grade 7 class at the School:
 - a. On November 12, 2015, Young made inappropriate statements to a student including “you don’t have any friends” and “you are annoying” and advised the student that other classmates did not want the student sitting by them.
 - b. On November 13, 2015, the District notified Young that the incident involving the student was being investigated.
 - c. On November 16, 2015, Young apologized to the student in front of the entire class.
 - d. On November 19, 2015, Young told his class, including the student, that someone had been offended by something he had said, that he was now in trouble and that the matter had been brought to the attention of the District. Young then asked his students to provide anonymous written statements about how they felt about being in his class and whether or not he offended them with his sarcasm and sense of humour. He told them that he would be submitting their statements to the District, which he did.
 - e. On November 27, 2015, Young was interviewed by the District. During his interview he denied telling his class about the ongoing investigation.
6. On December 8, 2015, the District issued Young a letter of discipline. Young was suspended without pay for eight days. In addition, the District directed Young to complete a course and/or counselling to address his lack of recognition and understanding that he is the adult personally responsible for the emotional, social and physical safety of the children in his care. Young served his suspension from December 9 through December 18, 2015.
7. The District had previously issued Young a letter of discipline on May 22, 2015. The allegations which gave rise to this letter included his use of sarcasm when commenting on students’ work. The District suspended Young without pay for five days and required him to complete a boundaries course. Young completed the BCTF Boundaries Course in 2015.
8. On May 19, 2016 the Commissioner considered this matter and determined to propose a consent resolution agreement to Young, 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. Young 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. Young admits that the facts set out in paragraphs 1 to 7 of this Agreement are true.
12. Young 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. Young 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.
14. Young agrees under section 64(f) and (h) of the *Teachers Act* that by **September 1, 2017** (the "Condition Date"):
 - a. He will successfully complete the course *Creating a Positive Learning Environment* through the Justice Institute of British Columbia (the "Course") and provide satisfactory proof of completion to the Commissioner by the Condition Date.
 - b. If Young 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 successfully completed it and set out the date by which he proposes to do so, at which time the Commissioner may extend the Condition Date to a later date (the "Extended Date").
 - c. If Young 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 Young's certificate of qualification under section 64(f) of the *Teachers Act*, until such time as he successfully completes the Course.
15. Young 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

16. 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*.

17. Young 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.
18. A breach by Young of any term in this Agreement may constitute professional misconduct which may be the subject of separate discipline proceedings.
19. Young 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 Young has admitted to the conduct and matters set out in this Agreement.
20. Young 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 Prince George, B.C.
this 23 day of July, 2017.


Clinton Randolph Young

Signed in Vancouver, B.C.
this 3 day of August, 2017.


Hon. Bruce M. Preston, Commissioner