



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

AND

**IN THE MATTER CONCERNING
GREGORY JOSEPH BITGOOD**

[REDACTED]

CONSENT RESOLUTION AGREEMENT

BETWEEN:

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

AND:

GREGORY JOSEPH BITGOOD
 (“Bitgood”)

BACKGROUND and FACTS

1. Bitgood holds a valid School and Subject Restricted Independent School Teaching Certificate, N^o [REDACTED], issued by the Teacher Regulation Branch (the “Branch”) under the *Teachers Act* on June 25, 2012 and valid from December 31, 2008.
2. At all material times, Bitgood was employed as the superintendent of an independent school (the “School”) which is run by and receives its funding through a related society (the “Society”).
3. On September 26, 2016, the chair of the Society made a report to the Commissioner regarding Bitgood, under section 7 of the *Independent Schools Act*.
4. The following events occurred:
 - a. Between October 6, 2012 and September 17, 2016, Bitgood misappropriated Society funds as follows:

[REDACTED]

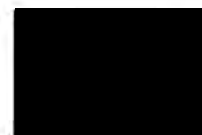
- i. Bitgood used Society funds that were intended for the use of the School for personal expenditures;
 - ii. Bitgood claimed reimbursement for these expenses as business travel, gifts for staff, curriculum and consulting; and
 - iii. The total amount that Bitgood misappropriated was approximately \$28,888.12.
5. On September 21, 2016, the Society terminated Bitgood's employment. The Society reports that it has agreed with Bitgood that he will make monthly payments to repay the monies he misappropriated.
6. On March 14, 2017 the Commissioner considered this matter and determined to propose a consent resolution agreement to Bitgood, 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. Bitgood 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. Bitgood admits that the facts set out in paragraphs 1 to 5 of this Agreement are true.
10. Bitgood admits that the conduct described in paragraph 4 of this Agreement constitutes professional misconduct and is contrary to Standards #1 and #2 of the *Standards for the Education, Competence and Professional Conduct of Educators in British Columbia*, Fourth Edition, January 2012.
11. Bitgood agrees to a three month suspension of his certificate of qualification under sections 53 and 64(b) of the *Teachers Act*. The suspension will commence on the Effective Date.
12. Bitgood 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

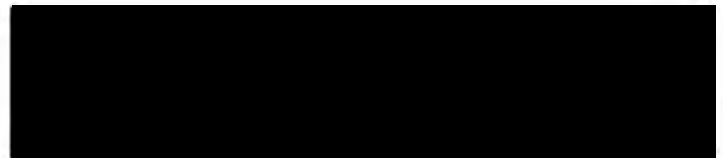
13. The Director of Certification will record the terms of this Agreement on the Branch's online registry under section 79(d) of the *Teachers Act*.



14. Bitgood 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. Notification of this Agreement will be made in accordance with section 55 of the *Teachers Act*.
16. Bitgood 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 Bitgood has admitted to the conduct and matters set out in this Agreement.
17. Bitgood acknowledges that he has voluntarily entered into this Agreement after being advised of his right to obtain independent legal advice, and that he fully understands the terms and conditions set out in this Agreement.

Signed in Lake Country, B.C.
this 7 day of JULY, 2017.

Signed in Vancouver, B.C.
this 12 day of July, 2017.



Gregory Joseph Bitgood

A handwritten signature in cursive script, appearing to read "Gregory Joseph Bitgood", written over a horizontal line.

Hon. Bruce M. Preston, Commissioner