



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

AND

IN THE MATTER CONCERNING

TAMI LYNNE CHECHOTKO

██████████

CONSENT RESOLUTION AGREEMENT

BETWEEN:

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

AND:

TAMI LYNNE CHECHOTKO  
(“Chechotko”)

**BACKGROUND and FACTS**

1. Chechotko holds a valid Professional Certificate of Qualification, No. ██████████. It was issued by the B.C. College of Teachers under the *Teaching Profession Act* on November 23, 1992, is valid from September 1, 1992 and continued under the *Teachers Act* as of January 9, 2012.
2. At all material times, Chechotko was employed as a high school teacher and counsellor by School District No. 5 (Southeast Kootenay) (the “District”) at a District school (the “School”).
3. On June 26, 2017, the District made a report to the Commissioner regarding Chechotko, under section 16 of the *School Act*.
4. The following events occurred on December 16, 2016:
  - a. A small group of Grade 11 and Grade 12 students (the “Students”) had decided to

cross dress that day in support of a fellow student and the LGBTQA community.

- b. Chechotko approached the Students to ask them why they were cross dressing, told them she was disappointed in them and questioned whether the activity had the right motives. She told them that their actions were disrespectful and offensive, like painting your face black or wearing a feather headdress.
  - c. Chechotko then spoke with the School's vice-principal. The vice-principal told Chechotko that she was aware of the cross-dressing activity and that School administration was comfortable with letting the day unfold.
  - d. Chechotko then addressed the Students in her math class. She told them that their cross-dressing was not a planned activity, and that the rest of the School was unaware of it. She went on to say that it could make students questions someone's sexuality which could potentially result in suicide. This comment was deeply upsetting for at least one of the Students.
  - e. The following block, four of the Students were supposed to be in Chechotko's Foods class, but went instead to the library. Chechotko went to the library and found one of the Students crying and pacing.
  - f. Once in the library, Chechotko became loud and agitated, interrupting and talking over the assembled students about why the cross-dressing was inappropriate. Students who heard this comment reported feeling very upset by it.
5. On January 25, 2017, the District issued Chechotko a letter of discipline and suspended her for two days without pay.
  6. The District had previously disciplined Chechotko as follows:
    - a. On June 30, 2016, the District issued Chechotko a letter of direction related to making upsetting statements to a vulnerable student about her family; and
    - b. On September 14, 2016, the District issued Chechotko a letter of direction directing her to collaborate with school administration by: supporting decisions of school-based team meetings ("SBT"); not providing advice to students or families different from the SBTs; not interfering with the Student Services Teacher; not altering a student's course selection or graduation plan without prior approval; and not adding courses for graduation during or after the semester without prior approval.
  7. On September 14, 2017 the Commissioner considered this matter and determined to propose a consent resolution agreement to Chechotko, in accordance with section 53(1)(a) of the *Teachers Act*.

## **DISPOSITION**


8. This Agreement is made under section 53 of the *Teachers Act*.
9. Chechotko 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”).
10. Chechotko admits that the facts set out in paragraphs 1 to 6 of this Agreement are true.
11. Chechotko 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.
12. Chechotko 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.
13. Chechotko 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 of Certification will record the terms of this Agreement on the Teacher Regulation Branch’s online registry under section 79(d) of the *Teachers Act*.
15. Chechotko 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 Chechotko of any term in this Agreement may constitute professional misconduct which may be the subject of separate discipline proceedings.
17. Chechotko 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 Chechotko has admitted to the conduct and matters set out in this Agreement.
18. Chechotko acknowledges that she has voluntarily entered into this Agreement after being

advised of her right to obtain independent legal advice, and that she fully understands the terms and conditions set out in this Agreement.

Signed in SPARWOOD, B.C.  
this 22 day of FEBRUARY, 2018.

  
Fanni Lynne Checkotko

Signed in Vancouver, B.C.  
this 1 day of March, 2018.

  
Elena Miller, Acting Commissioner