

IN THE MATTER OF A COMPLAINT SUBMITTED IN ACCORDANCE WITH SECTION 225.91, REFERRED TO AN INVESTIGATION IN ACCORDANCE WITH SECTION 225.94(2)(d) and SUBJECT OF THE COMMISSIONER'S ACTIONS AFTER AN INVESTIGATION IN ACCORDANCE WITH SECTION 225.97(4)(c) OF THE *EDUCATION ACT*

Jaymeson Rodney Eidem "Jay" Wickins (the Teacher)      Complaint # [REDACTED]

## **CONSENT RESOLUTION AGREEMENT**

This agreement is made pursuant to section 225.994(1) of the *Education Act*, and the related regulations.

Between:

**JAYMESON RODNEY EIDEM "JAY" WICKINS, CERTIFICATED TEACHER, [REDACTED]**

and

**THE ALBERTA TEACHING PROFESSION COMMISSIONER**

and

**REGISTRAR of the ALBERTA EDUCATION OFFICE OF THE REGISTRAR**

(together "the Parties")

1. Take notice that this document constitutes a Consent Resolution Agreement between the Teacher, the Alberta Teaching Profession Commissioner (the Commissioner) and the Registrar of the Alberta Education Office of the Registrar (the Registrar).

## 2. THE ALLEGATIONS

- 2.1 It is alleged that the Teacher is guilty of unprofessional conduct as defined in the *Education Act* in that:
  - 2.1.1 The Teacher committed acts that were detrimental to the best interests of students, the public, teachers or teacher leaders or the teaching profession, contrary to section 225.4(a) of the *Education Act*; and
  - 2.1.2 The Teacher did not comply with the Code of Professional Conduct, contrary to section 225.4(b) of the *Education Act*.

## 3. BACKGROUND

- 3.1 A complaint (the Complaint) was submitted to the Alberta Education Office of the Registrar on February 1, 2023, and referred to the Alberta Teaching Profession Commission on February 2, 2023, regarding the Teacher.
- 3.2 The Teacher, Jaymeson Rodney Eidem "Jay" Wickins, was employed as a teacher [REDACTED] at the time of the alleged conduct to which the Teacher has admitted.
- 3.3 The Teacher holds a permanent professional certificate within Alberta as confirmed by the Alberta Education Office of the Registrar.
- 3.4 The Complaint was submitted by [REDACTED] [REDACTED] at a school [REDACTED] at the time of the alleged conduct, against the Teacher.
- 3.5 A decision after preliminary inquiries on the Complaint was made by the Commissioner on April 3, 2023, where the Commissioner referred the matter to an investigation pursuant to section 225.94(2)(d) of the *Education Act*.
- 3.6 A decision after investigation on the Complaint was made by the Commissioner on December 19, 2024, where the Commissioner decided to seek to enter into a Consent Resolution Agreement with the Teacher and the Registrar pursuant to section 225.97(4)(c) of the *Education Act*.
- 3.7 Unprofessional conduct is defined in section 225.4 of the *Education Act* as:
  - 225.4 Conduct that
    - (a) is detrimental to the best interests of students, the public, teachers or teacher leaders or the teaching profession,
    - (b) does not comply with the code of professional conduct, or

(c) is the basis of a conviction for an indictable offence constitutes unprofessional conduct.

#### **4. ADMISSIONS BY TEACHER**

- 4.1** The Teacher admitted that the Teacher sent emails of varying lengths to Student 1 that contained shared feelings about things in Student 1's and the Teacher's respective lives.
- 4.2** The Teacher admitted that the Teacher asked Student 1 to keep what was shared between Student 1 and the Teacher between the two of them.
- 4.3** The Teacher admitted the Teacher said to Student 1 that the Teacher felt like they could trust Student 1.
- 4.4** The Teacher admitted that they hugged Student 1 outside of school hours after Student 1's work shift [REDACTED]
- 4.5** The Teacher admitted they sent Student 1 an email [REDACTED] in which the Teacher told Student 1 "you stir something untamed in [the Teacher's] heart and soul."
- 4.6** The Teacher admitted they had discussed with Student 1 about going for a walk to chat.

#### **5. CODE OF PROFESSIONAL CONDUCT FOR TEACHERS AND TEACHER LEADERS**

- 5.1** The Teacher's conduct has contravened the Code of Professional Conduct for Teachers and Teacher Leaders, namely:
  - 5.1.1** In relation to students,
    - 5.1.1.1** The Teacher shall not intentionally harm or abuse a student verbally, psychologically or emotionally.
  - 5.1.2** In relation to the teaching profession,
    - 5.1.2.1** The Teacher shall behave in a manner that maintains the honour and dignity of the profession.

#### **6. AGREED STATEMENT OF FACTS**

- 6.1** The Agreed Statement of Facts relating to the Complaint is annexed as Appendix 1 to this Consent Resolution Agreement.

#### **7. ACKNOWLEDGEMENTS OF THE TEACHER**

- 7.1** The Teacher admits that, by their conduct, they have committed unprofessional conduct.
- 7.2** The Teacher admits to the facts contained in the Agreed Statement of Facts.

- 7.3** The Teacher admits that the facts contained in the Agreed Statement of Facts support a finding of unprofessional conduct.
- 7.4** The Teacher acknowledges that, by entering this Consent Resolution Agreement, they have waived their right to have the Commissioner prove the findings from the Complaint against the Teacher at a hearing before a hearing committee convened under section 225.996 of the *Education Act*.
- 7.5** The Teacher has entered into this Consent Resolution Agreement freely and willingly, without undue duress, coercion or threat by any Party or any person. The Teacher had the opportunity to seek legal advice and/or union representation regarding the Consent Resolution Agreement.
- 7.6** The Teacher acknowledges the nature of this Consent Resolution Agreement, the Agreed Statement of Facts, the penalty they must comply with, and the consequences if the Teacher does not comply with the penalty.
- 7.7** The Teacher acknowledges that this Consent Resolution Agreement shall be recorded and published on the Alberta Education Online Teacher and Teacher Leader Registry.
- 7.8** The Parties shall receive and keep signed copies of this Consent Resolution Agreement for their records.
- 7.9** The Teacher acknowledges that, if the penalty agreed upon by the Parties is a recommendation to the Education Minister to suspend or cancel one or more of the certificates of the Teacher, the Commissioner shall send this Consent Resolution Agreement to the Education Minister.
- 7.10** The Teacher, the Commissioner and the Registrar acknowledge that if the penalty agreed upon by the Parties is a recommendation to the Education Minister to suspend or cancel one or more of the certificates of the Teacher, the Education Minister will make the final determination of penalty, whether or not it is the recommendation set out in this Consent Resolution Agreement.
- 7.11** The Teacher acknowledges that this Consent Resolution Agreement, and the penalty prescribed by the Education Minister, is final.

## **8. PENALTIES**

- 8.1** The Commissioner considers the proposed penalty appropriate for the following reasons:
- 8.1.1** The Teacher admitted to conduct that breaches the professional boundaries between teachers and students.
  - 8.1.2** The Teacher admitted to conduct that falls outside of the expectations of professionalism that is expected from teachers.



attempting to make progress on completing the professional development course.

8.10 The Parties make a recommendation to the Education Minister that the Teacher's permanent professional certificate be suspended for a period of three months, from April 1, 2025, to June 30, 2025.

## 9. COMPLIANCE

9.1 Upon this Consent Resolution Agreement taking effect, the Commissioner will take no further action with respect to the Complaint, unless the Teacher fails to comply with this Consent Resolution Agreement pursuant to section 225.996(5) of the *Education Act*.

9.2 A failure to comply with the terms of this Consent Resolution Agreement will result in this Consent Resolution Agreement being sent to the Education Minister by the Commissioner on the basis that the Teacher failed to comply with this Consent Resolution Agreement. The recommendation to the Education Minister will be to cancel the Teacher's permanent professional certificate.

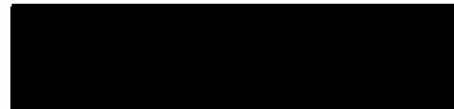
## 10. SIGNATORIES

The Teacher:



Jaymeson Rodney Eidem "Jay" Wickins

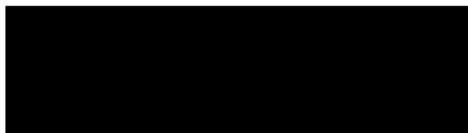
Date: March 8, 2025



Witnessed by (name of witness)

Date: March 12, 2025

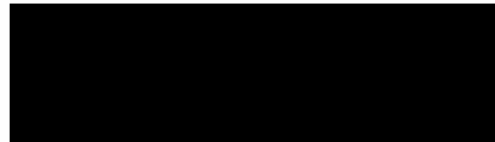
The Commissioner:



Julia Sproule  
Alberta Teaching Profession Commissioner

Date: March 5, 2025

The Registrar:



Satinder Dhillon  
The Registrar

Date: March 10, 2025

IN THE MATTER OF A COMPLAINT SUBMITTED IN ACCORDANCE WITH SECTION 225.91, REFERRED TO AN INVESTIGATION IN ACCORDANCE WITH SECTION 225.94(2)(d) and SUBJECT OF THE COMMISSIONER'S ACTIONS AFTER AN INVESTIGATION IN ACCORDANCE WITH SECTION 225.97(4)(c) OF THE *EDUCATION ACT*

Jaymeson Rodney Eidem "Jay" Wickins (the Teacher) Complaint # [REDACTED]

## **AGREED STATEMENT OF FACTS**

### **1. BACKGROUND**

- 1.1 A complaint (the Complaint) was submitted to the Alberta Education Office of the Registrar on February 1, 2023, and referred to the Alberta Teaching Profession Commission on February 2, 2023, regarding the Teacher.
- 1.2 The Teacher, Jaymeson Rodney Eidem "Jay" Wickins, was employed as a teacher at [REDACTED] (the School) [REDACTED] (the Division) at the time of the conduct.
- 1.3 The Teacher holds a permanent professional certificate within Alberta as confirmed by the Alberta Education Office of the Registrar.

### **2. FACTS**

- 2.1 The following events occurred while the Teacher was teaching at the School:
  - 2.1.1 The Teacher sent emails of varying lengths to a student (Student 1) that contained shared feelings about things in Student 1's and the Teacher's respective lives.
  - 2.1.2 The Teacher asked Student 1 to keep what was shared between Student 1 and the Teacher between the two of them.
  - 2.1.3 The Teacher said to Student 1 that the Teacher felt like they could trust Student 1.
  - 2.1.4 The Teacher hugged Student 1 outside of school hours after Student 1's work shift [REDACTED]
  - 2.1.5 The Teacher sent Student 1 an email [REDACTED] in which the Teacher told Student 1 "you stir something untamed in [the Teacher's] heart and soul."
  - 2.1.6 The Teacher discussed with Student 1 about going for a walk to chat.

### **3. SIGNATURE**

- 3.1 The Teacher acknowledges that, in signing this Agreed Statement of Facts, they admit the facts therein.

Appendix 1

- 3.2 The Teacher acknowledges that this Agreed Statement of Facts will be included as Appendix 1 of a Consent Resolution Agreement.

Signed by the Teacher:

\_\_\_\_\_  
[Redacted Signature]  
Jaymeson Rodney Eidem "Jay" Wickins  
Date: March 8, 2025

\_\_\_\_\_  
[Redacted Signature]  
Witnessed by (name of witness)  
Date: MAR 12, 2025

Signed by the Commissioner:

\_\_\_\_\_  
[Redacted Signature]  
Julia Sproule, Alberta Teaching Profession Commissioner  
Date: March 5, 2025