

**IN THE MATTER OF THE EDUCATION ADMINISTRATION ACT  
AND  
IN THE MATTER CONCERNING  
MARK PHILLIP MICHEAL HNATUK**

**CONSENT RESOLUTION AGREEMENT (“agreement”)**

**BETWEEN:**

THE COMMISSIONER, APPOINTED UNDER THE EDUCATION  
ADMINISTRATION ACT (“the Commissioner”)

**AND:**

MARK PHILLIP MICHEAL HNATUK (“Mark Hnatuk”)

**Background and Facts**

1. Mark Hnatuk was issued a Manitoba Permanent Professional Teaching Certificate, No. TA-  
[REDACTED], on July 31, 2000.
2. At all material times, Mark Hnatuk was employed as a teacher by The Interlake School  
Division (the “Division”) at Warren Collegiate Institute (the “School”).
3. On February 10, 2025, the Division made a report to the Commissioner regarding Mark  
Hnatuk under section 8.10(1)(b) of The Education Administration Act (“the Act”).
4. On April 16, 2025, the Commissioner ordered an investigation under section 8.14(1) of the  
Act.
5. The following occurred on or around the evening of November 1, 2024:

- a. Mark Hnatuk was supervising an overnight trip for the School's boys' volleyball team, of which he was coach. Mark Hnatuk and the team, along with parent chaperones and a 17-year-old female student in Grade 12 at the School (Student B), were at a hotel in Brandon.
  - b. The group's noise levels had been the subject of complaints to the hotel. Mark Hnatuk had been warned that the group would be asked to leave if the issue continued.
  - c. Student A was a 17-year-old student in Grade 12 at the School and member of the boys' volleyball team.
  - d. Mark Hnatuk was informed by Student B that Student A had made a statement to her to the effect of "shut the fuck up and calm down", in response to her asking him to keep the noise level down, and that she felt threatened by Student A.
  - e. Mark Hnatuk left his hotel room in anger, asking "Where is Student A?" with a raised voice, and, upon being told that Student A was in his own hotel room, stated words to the effect of, "I'm going to fucking choke him out."
  - f. Mark Hnatuk entered Student A's hotel room and stated words to the effect of, "If you ever tell Student B to shut the fuck up, I will choke you out". Mark Hnatuk was yelling in very close physical proximity to Student A.
6. Mark Hnatuk was on medical leave from November 4, 2024 – February 10, 2025.
7. On February 6, 2025, the Division issued Mark Hnatuk a letter of discipline which included:
  - a. a three-day unpaid suspension,
  - b. a requirement to complete training, and;
  - c. a ban from leading or supervising extracurricular activities without the direct permission and supervision of his principal until further notice.
8. Mark Hnatuk served his three-day suspension from February 11, 2025, to February 13, 2025.

9. Mark Hnatuk completed the required training, regarding developing emotional intelligence and how to handle stress at work, on March 5 and 11, 2025, respectively.
10. In a report dated March 13, 2025, Mark Hnatuk's doctor opined that circumstances related to his physical health (including a compromised cardiovascular system) and mental health (bereavement resulting from the recent death of his father and his mother-in-law), would have had an impact on his response to the situation on November 1, 2024, and likely contributed to a response that was out of character.

### **Consequences**

11. This Agreement is made under section 8.20 of The Education Administration Act.
12. Mark Hnatuk 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").
13. Mark Hnatuk admits that the facts set out in paragraphs 1 to 10 of this Agreement are true.
14. Mark Hnatuk admits that the conduct described in paragraph 5 of this agreement constitutes professional misconduct as defined in section 8.1 of the Act.
15. The Director of Certification ("Director") will place the following limitations and conditions on his teaching certificate in accordance with section 8.20(3)(c) and 8.30(f) of the Act, which will occur on the first business day following the Effective Date:
  - a. Mark Hnatuk agrees to identify and propose 3 professional development courses to the Commissioner, for approval at her sole discretion, no later than 14 days after the Effective Date. One must be related to anger management, one to conflict resolution or respectful communication, and one to adolescent brain development and communication strategies. The Commissioner may provide guidance or recommendations to Mark Hnatuk to help him identify courses that satisfy this requirement.
  - b. Mark Hnatuk agrees to make best efforts to complete the professional development courses and provide proof of completion, along with a detailed account of his learning and its application to his teaching and, in particular, the misconduct

admitted herein, to the Commissioner by December 31, 2025 (the “Condition Date”).

- c. The Commissioner may, in her sole discretion, approve alternatives in writing to any professional development course previously approved, at the request of Mark Hnatuk.
  - d. If Mark Hnatuk does not provide the Commissioner with the certificate(s) of completion and report by the Condition Date, he will immediately advise the Commissioner in writing of the reason(s) he has not done so, and set out the date by which he proposes to do so, at which time the Commissioner may extend the deadline to a later date (the “Extended Date”).
  - e. Failure to provide the Commissioner with the certificate(s) of completion and report by the Condition Date or Extended Date will be considered a failure to comply with the terms of the Agreement, which may result in further action in accordance with section 8.20(5).
16. In determining the limitations and conditions placed on Mark Hnatuk’s teaching certificate, the Commissioner considered the following factors:
- a. Mark Hnatuk threatened physical harm to a student under his supervision;
  - b. His conduct was of a nature that undermines the confidence of the public in the profession and in the education system;
  - c. His conduct caused or was likely to cause significant emotional harm to a child or children;
  - d. His conduct was not in the student’s best interest;
  - e. He did not treat the student with dignity and respect;
  - f. That Mark Hnatuk has no previous discipline in 20 years of employment with the Division;
  - g. The consequences and remedial action imposed by the Division;

- h. A medical report dated March 13, 2025, which indicated that Mark Hnatuk's conduct may have been influenced by physical and mental health factors, including bereavement and cardiovascular issues; and,
  - i. That he has accepted responsibility for his conduct by entering into this Agreement.
17. Mark Hnatuk 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.

### **Effects of the Agreement**

18. The Director of Certification will publish this Agreement on Manitoba Education and Early Childhood Learning's online registry of certified teachers and school clinicians, under section 8.21(1) of The Education Administration Act (the "Act").
19. A copy of this Agreement will be provided to the Division in accordance with section 8.20(8).
20. Mark Hnatuk acknowledges in accordance with section 8.20(5) of the Act that by entering into this Agreement no further action may be taken under section 8.20 or section 8.23 of the Act on the matters contained in the Agreement, unless he fails to comply with one or more term of the Agreement.
21. Mark Hnatuk 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 Winnipeg, MB  
this September 23, 2025

Original signed by \_\_\_\_\_  
Mark Hnatuk, Teacher

Signed in Winnipeg, MB  
this September 23, 2025

Original signed by \_\_\_\_\_  
Bobbi Taillefer, Commissioner