



March 26, 2018

Dear Nicolet High School Alumni:

We are contacting you to inform you of an investigation into the conduct of a former Nicolet High School teacher. The District was contacted by one of your fellow Nicolet High School alumni, who confided in us that while he was a student at Nicolet in the early 1980s, he was sexually abused by David Johnson, a former teacher. Mr. Johnson taught mathematics at Nicolet from 1958 to 1991, and he also supervised two well-known student organizations during his tenure at Nicolet. At the time, he was a respected and prominent member in the community. You are receiving this letter because you attended Nicolet High School during Mr. Johnson's tenure there.

After being contacted by the former student, the District immediately contacted the Glendale Police Department and was informed that the reported abuse was beyond the statute of limitations for criminal prosecution. The District also began its own investigation into the matter. While the misconduct reported by the former student occurred many years ago, we felt an obligation to learn, as best we could, how it could have happened and whether other students may have been harmed. The District retained independent legal counsel with experience in sensitive investigations to conduct an investigation into the reported abuse. Throughout this process, the investigator and the District protected the privacy interests of the former student.

We cannot overstate our appreciation for the former student's bringing this matter to our attention. We recognize that coming forward with this profoundly painful information cannot have been easy. We would also like to thank those who have provided information and cooperated with our investigation. At this time, the District feels that it is necessary and appropriate to share the findings of the investigation thus far.

The investigation found that the former student was sexually abused by Mr. Johnson while a student at Nicolet, and there is evidence that Mr. Johnson abused at least one other student as well (although no other students were personally identified during the investigation). There is also evidence that the District was made aware of Mr. Johnson's misconduct during the summer of 1983, but allowed him to continue teaching at Nicolet with supervision. A copy of the independent investigator's findings is enclosed. We have informed the current Nicolet High School staff and community as well.

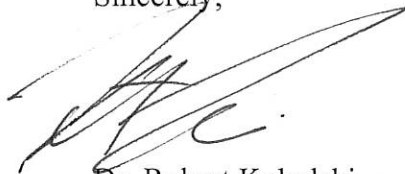
Needless to say, we are deeply troubled by the findings of the investigation. The District at the time clearly should have done much more to protect Nicolet students after being made aware of Mr. Johnson's conduct. Be assured that the current Administration and School Board would

handle concerns of this nature much differently. On behalf of the Nicolet School District, we offer our most heartfelt apology to Mr. Johnson's victims.

The District is committed to protecting the safety and well-being of current and future Nicolet students, and has taken a number of steps to prevent this from ever happening again. The District has updated its Policies and Employee Handbook provisions addressing personnel-student relationships and sexual harassment. The District has also provided additional staff training on maintaining professional relationships, setting appropriate boundaries with students, and mandatory reporting obligations. In addition, the District has established several mechanisms for students, parents/guardians, and community members to report abuse, including the option of making an anonymous report through the District's website. These reporting mechanisms, as well as the type of conduct students should report, are reviewed with students in class during the first week of school.

If you have been affected personally by Mr. Johnson's misconduct, or if you have any information that will assist us in determining the full scope of Mr. Johnson's misconduct and its impact on Nicolet students, please contact Dr. Robert Kobylski, Superintendent, at 414-351-7525. As we have done thus far, we pledge to make every effort to keep any information that you provide to us confidential and non-personally identifiable. If you were harmed by Mr. Johnson, we will also work to connect you with appropriate community resources for survivors of sexual abuse.

Sincerely,



Dr. Robert Kobylski  
Superintendent



Libby Gutterman  
School Board President