



June 7, 2018

Dear Nicolet High School Alumni,

We want to update you on the latest results of our investigation into the conduct of a now deceased former math teacher at Nicolet High School, Mr. David Johnson.

When we first made you aware of this situation in late March, we informed you that we had been contacted by one of your fellow alumni, who confided in us that Mr. Johnson had sexually assaulted him while he was a student. We also informed you that our investigation into this matter had confirmed that another Nicolet student had been sexually assaulted by Mr. Johnson.

In conducting the investigation, we reached out to and talked with Glendale Police Department officials, former School Board members, former students, former teachers and other staff. While thorough, our investigation was hampered by the passing of more than 35 years, the deaths of several of those involved, differing recollections among those still alive and the inability to locate any relevant records at either the District office or the Police Department. District records were probably lost in the 2010 flood, and the Police could find no records indicating anything had ever been reported or investigated. Our efforts to reach alumni included sending a letter to about 5,600 alumni who have current emails on file with the District and posting information to a private Facebook page with more than 2,500 Nicolet alumni as followers.

Nonetheless, the District pursued an aggressive investigation, and we have now gathered additional information. In the weeks following the District's outreach to alumni, the District received 10 additional contacts from alumni who reported that they, too, were subjected to similar sexual abuse by Mr. Johnson. The District offered support and counseling services to these people, and the alumni thanked the District for conducting the investigation and making the findings public. One individual asked for a referral to community resources for survivors of sexual abuse. All of the alumni expressed the desire to remain anonymous. None of these alumni asked the District to pursue or conduct a further investigation.

While the investigation was ongoing, the District took specific steps to ensure the safety of current students and prevent this from ever happening again. These steps included the District updating its Policies and Employee Handbook provisions to address more clearly personnel-student relationships and sexual harassment. The District also provided additional staff training on maintaining professional relationships, setting appropriate boundaries with students, and mandatory reporting obligations. This increased training will continue in the future.

Additionally, the District took action to ensure that any future complaints will be properly reported and investigated promptly by establishing a transparent and clear process for handling such matters. The District established several mechanisms for students, parents/guardians and

community members to report suspected abuse, including the option of making an anonymous report through the District's website. These new reporting mechanisms, as well as the type of conduct students should report, are reviewed with students during the first week of school and upon enrollment. It is also explained in the student handbook.

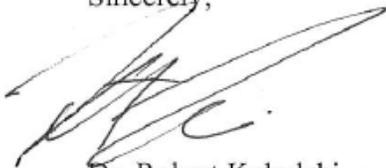
The District has learned much from its investigation, not only about Mr. Johnson's terrible misconduct, but also about the importance of engaging in self-examination and striving to constantly improve and implement best practices. The District believes that providing assistance to the victims and ensuring that such abuse doesn't happen again are the highest priorities going forward. Accordingly, the District has made arrangements to work with local provider Advocate Aurora Health and its Healing Centers to help survivors reclaim their sense of well-being and assist them as needed in restoring their mind, body and spirit. This service will be provided at no cost and will be available to all of Mr. Johnson's victims. It can be accessed at the discretion of a survivor on a confidential basis, and we hope those who use it will find it beneficial. Contact information for the Healing Centers and additional information about the services provided can be found at <https://www.aurorahealthcare.org/healing-advocacy-services#Start-Healing>.

At this point, the District is not planning to conduct additional investigation into Mr. Johnson's misconduct, but we want to keep this matter open should future victims come forward. We want them to know the District is ready to help and provide the necessary resources from which they might benefit. Sadly, given the destruction of relevant records from the flood, the deaths of key individuals and the fact that the District has already conducted a thorough and comprehensive investigation, the District does not believe that additional inquiry into what occurred more than 35 years ago would uncover more relevant information. The District believes that going forward, its energy and resources would best be used to focus on assisting Mr. Johnson's victims and protecting current and future students. At the same time, by leaving the matter open, we can send a signal to any other victims that we remain supportive, willing and able to be helpful to anyone who might come forward in the future. The District assures them of confidentiality and a commitment to help them in whatever way we can.

The District would like to offer its most heartfelt apology to Mr. Johnson's victims and thank those who cooperated with the District's investigation. The District would also like to thank the alumni who have contacted the District and shared information with us, particularly the individual who initially brought this matter to the District's attention. We also thank the other victims. The District realizes that it cannot have been easy to come forward with this profoundly painful information, and we are deeply grateful for their individual courage and personal commitment to doing what's right. Without their coming forward, this would have been hidden forever, and we now owe them our solemn commitment to help make sure it never happens again.

Please contact District Administrator Dr. Robert Kobylski at 414-351-7525 with any questions.

Sincerely,



Dr. Robert Kobylski  
Superintendent



Libby Gutterman  
School Board President