

**SUBJECT: Message from Dr. Kobylski regarding former teacher investigation**

Dear Nicolet families,

I am writing to provide an update on our investigation into the conduct of a deceased, former math teacher at Nicolet High School. I also want to reinforce the District's commitment to protecting the safety and wellbeing of our current and future students.

In March of this year the District confirmed that Mr. David Johnson, who left the District in the 1990's, had sexually assaulted at least two Nicolet students. The District made an extensive, good faith effort to contact alumni who attended Nicolet High School during Mr. Johnson's tenure. As a result of this outreach, the District received 10 additional contacts from alumni who reported that they, too, were subjected to similar sexual abuse by Mr. Johnson. None of these alumni asked the District to pursue further investigation, but the matter will remain open should future victims come forward. The attached report includes more details about the action taken by the District.

I want to reiterate that the School Board and current Administration are deeply troubled by the findings of this investigation. Be assured that concerns of this nature would be handled much differently today and the District 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 (attached). The District has also provided additional staff training on maintaining professional relationships, setting appropriate boundaries with students, and mandatory reporting obligations. This training will continue in the future.

Additionally, the District has taken action to ensure that any future complaints will be reported and investigated promptly by establishing a transparent and clear process for handling such matters. 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 during the first week of school and upon enrollment. Current students, parents and alumni with any concerns of this nature are encouraged to contact me or any school official in the District office. For your reference the Anti-Bullying/Harassment section of the Student Handbook is attached.

Furthermore all students, parents and staff will be informed on a regular basis that any abuse will not be tolerated and they will be reminded about how complaints should be reported on a confidential basis to the appropriate authorities.

As always I invite you to contact me with any questions or concerns. Thank you for your continued support of Nicolet.

Yours in Education,

Robert Kobylski, Ed.D.  
Superintendent

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