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**OFFICE OF THE GOVERNOR**  
**STATE OF WISCONSIN**

P.O. Box 7863  
MADISON, WI 53707

January 28, 2014

State Superintendent Tony Evers  
Department of Public Instruction  
125 S. Webster Street  
Madison, WI 53707-7841

Dear State Superintendent Evers:

Since taking office, I have worked to put in place reforms giving local school districts the tools they need to hire and fire teachers based on merit, performance, and professional conduct. With the passage of 2011 Wisconsin Act 10, schools now have the ability to move away from the old contracts, which prevented them from doing so.

The reforms support excellence in education because they ensure our students are educated by the best and brightest teachers. The reforms also protect students from teachers who may engage in immoral conduct or fall short of the expectations put forth by parents, the community, and school leaders. This is important not only to me, but also to parents and caretakers all throughout our state.

In 2010, the elected officials serving on the local school board overseeing the Middleton-Cross Plains Area School District made the decision to terminate the employment of middle school teacher Andrew Harris, after an investigation revealed he repeatedly viewed pornographic material at school and on a school computer. Unfortunately, the union arbitration process ordered that he be allowed to return to the classroom, with back pay. The district has spent about \$1 million on costs and legal fees in the case.

Reforms we put in place in 2011 Act 10 put the power back in the hands of local officials, including school boards, so they can make the decisions they feel best serve their students and their community. While the defense of Mr. Harris's actions by the teacher's union ultimately negated the desire of the Middleton-Cross Plains School Board to remove him from the classroom, it appears that his behavior meets the definition of "Immoral conduct" under Wisconsin Statutes Chapter 115.31(1)(c).

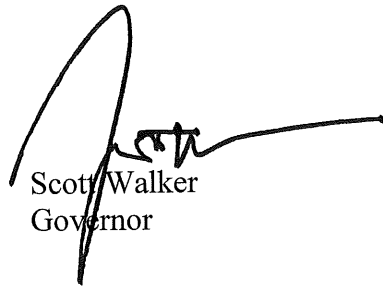
After hearing from concerned parents, I am asking you to act efficiently in your investigation into the actions of Mr. Harris and to initiate revocation proceedings. The arbitration process afforded to Mr. Harris failed the school district and the students. It has taken both a financial and emotional toll on the district. Cases, such as this one, are a good example of why our reforms are necessary.

Situations, such as these, prompted me to sign 2011 Act 84 giving the State Superintendent clear authority to take action. Act 84 allows the State Superintendent to revoke a license for "Immoral conduct," which includes "the intentional use of an educational agency's equipment to download, view, solicit, seek, display, or distribute pornographic material."

I am confident that the overwhelming majority of teachers and educators across the state and in the Middleton-Cross Plains District are committed and dedicated to working hard every day for the benefit of our students, their families, and our state as a whole. Teachers who make decisions that contradict what is best for students shed a negative light on their colleagues and the district, and in some cases, put students at risk.

Parents and caretakers deserve to know they are sending children to schools where everyone on staff is committed to excellence. Thank you for your swift action on this matter and I look forward to your review and remedy.

Sincerely,

A handwritten signature in black ink, appearing to read "Scott Walker", with a long horizontal flourish extending to the right.

Scott Walker  
Governor