

**Subject:** RE: Mokena SD 159 Next Steps and Agreements  
**From:** Natalie Williams <nwilliams@iasb.com>  
**Date:** 2/22/2024, 11:52 AM  
**To:** Samantha Tunney <tunneys@mokena159.org>

Hello Ms. Tunney

I appreciate your time and the update summary.

In addition, if you had questions pertaining to your summary, for best practices, I am to guide you to seek counsel from your BOE's Attorney.

Have a great weekend!

Dr. Natalie

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**From:** Samantha Tunney <tunneys@mokena159.org>  
**Sent:** Tuesday, February 20, 2024 4:23 PM  
**To:** Natalie Williams <nwilliams@iasb.com>  
**Subject:** Re: Mokena SD 159 Next Steps and Agreements

Good morning! I want to first thank you again for your assistance with our workshop last month. As you know, we went into that workshop with a lot of issues amongst ourselves.

Unfortunately, it appears to have gotten worse since then, and the majority of the board feels you should be aware of these recent developments.

Our agenda for tomorrow night's meeting has been revised to exclude the parent and union groups as per your suggestion, as it is the will of the board. Eric explained in our workshop that he asks people and when he gets to 4 like votes he stops asking, as that has become the will of the board, and then informs the board as a whole the will. Kelli has decided that she feels we should document our "votes" to determine the will, for transparency purposes, and wants to see all of these votes to prove Eric is asking everyone.

Julie is upset because we are creating a policy committee, which we voted to create in our November meeting. We had not determined who will chair this committee, meeting dates, or structure at this time. Eric sent an email out this week to start that discussion and get this moving. Julie is upset because she wants to chair the committee and have it be the way she has proposed it to us, and is under an impression we

already voted on that.

She also is very upset due to a compensation agreement we voted to offer to the staff member. You may recall at our workshop we informed you of the Music Boosters parent group back and forth (the one you made VERY clear had nothing to do with the school board). In December, there was a potential grievance looming, but an offer was made to still the waters. Last week, Julie requested a copy of the draft from our attorney to look it over. Dr. Cohen advised her that board would receive the final copy to approve at our meeting Wednesday. She feels that the board should have the right to view the drafts prior to it being finalized.

We also entered into contract negotiations last week. Lisa and myself were chosen to head this one, with Julie as the alternate. We met with MTA on Tuesday to set the calendar and expectations. Julie emailed Dr. Cohen and Lisa on Wednesday asking "what transpired" at the meeting. Lisa replied, informing her that the calendar was set, MTA notified of Julie being the alternate, and that moving forward all talks of negotiations will be in person during closed session. Julie stated that she "would not have accepted being the alternate if I had known it was a nothing position."

On our consent agenda for tomorrow, the board is to vote to open past closed session minutes and destroy those that contain confidential information. This committee consisted of Lisa and Anna. Last week, Kelli demanded that Dr. Cohen had staff ready for her and Julie to come to the school at 1:30pm on Thursday so that she may listen to all of the closed session recordings from the last 18 months. It was offered to her to sit with either Anna or Lisa, and three dates were given. She demanded it be her and Julie only in the room, to which the majority of the board disagreed with.

Kelli has since reached out to the Attorney General's office. She claims that the board is purposely voting against her for no reason other than to block her, that she is being unlawfully denied access to the closed session minutes, and that Eric is hiding votes intentionally by determining the will of the board outside of public meetings.

This is just a summary of what has transpired in the last three weeks. We are completely at a loss at this moment on how this can be fixed. They clearly do not fully understand their roles and responsibilities, even after more than 9 hours in total with yourself and another workshop attempting to fix this. At this point, I am starting to believe the only option is to call in the Regional Superintendent to determine if they should be removed.

If you have any questions, please feel free to reach out to Eric.

On Wed, Jan 31, 2024 at 11:29 PM Natalie Williams <[nwilliams@iasb.com](mailto:nwilliams@iasb.com)> wrote:

Hello Mokena SD 159

It was great working with you all. You all made great strides towards being the "Great 8." Remember your roles as Board Members and Superintendent, then your work "Together" will be phenomenal.

Boards Roles consist of: Who get what and for how much (who are we voting to spend the money on and how much).

Superintendent Roles Consist of: How, When, Where, and by Whom in their day-to-day- management

Remember always follow law, policy, agreements, and focus on Goals and Strategic Plan alignment.

Dates for Board Governance Review Training (3-6 months after Starting Right).

Use this link to review a small synopsis of Board Governance Review (scroll down to Board Governance Review, watch video)

[https://www.iasb.com/conference-training-and-events/training/workshops/#::~:~:text=A%20Board%20Governance%20Review%20is,2\(c\)\(16\).](https://www.iasb.com/conference-training-and-events/training/workshops/#::~:~:text=A%20Board%20Governance%20Review%20is,2(c)(16).)

I look forward to seeing and working with you all soon!

Many Thanks,

Dr. Natalie

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Thank You,  
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