

Subject: Fwd: Follow up to Fridays unannounced lock down drill at MES
From: Eric Bush <bushe@mokena159.org>
Date: 9/11/2023, 6:48 AM
To: Lisa Zielinski <zielinskil@mokena159.org>

----- Forwarded message -----

From: **Kelli MacMillan** <macmillank@mokena159.org>
Date: Fri, Sep 8, 2023 at 5:14 PM
Subject: Fwd: Follow up to Fridays unannounced lock down drill at MES
To: Mark Cohen <cohenm@mokena159.org>
CC: Eric Bush <bushe@mokena159.org>

Dr. Cohen,

In preparation for our meeting on 9/20, we need more information. I've sent multiple emails regarding some of this and have not received a response or acknowledgement from you. I will lay it out again, to save you time but I hope this is the last time I need to ask some of this.

1. Trauma informed approaches to address well being of students and staff (**School Code section 20**). When did the school psychologists engage after the incident and with whom? I would like to see a written report that details what was done by whom in this regard. On 8/25 and afterwards.
2. Can you please forward me a list of persons that attended the safety meeting on 8/9/23, I think you had a sign in sheet last night. Please send that sheet or just provide a list of all attendees.
3. Please forward an agenda and minutes from the safety meeting 8/9/23.
4. Is there a document that explains the roles and responsibilities of each of the members of our Safety and Security team AND the respective School Crisis Management Team members? How do you ensure each person understands their role and responsibilities?
5. Pursuant to the **Safety & Crisis Manual** - Did you receive a document from each of your principals with their drill schedules? If so, on what date(s) and method? When drills are rescheduled, how do you ensure you get the updated schedules from your principals? Did you get the updated schedule for MES? If so, when? Do you put those dates into your calendar to confirm they occur and are in compliance with code?
6. How are we affording parents the opportunity to opt out from our drills in accordance with **School Code section 20(c5)** and our **Parent Student Handbook section 5.4**?
7. Why was the School Board NOT a part of the annual safety process? Why was a BOE member denied access to the meeting knowing it is a role of the BOE? **School Code Section 25**
8. Who are the members of our Threat Assessment Team? Where is that documented? **School Code Section 45**
9. Each Principal has an annual checklist they need to complete. How did you confirm these were done and when did you receive this confirmation from each of your principals? (page 13 of D159 **Safety and Crisis Manual**). How and when do you follow up after the drills with each principal to inquire on how they went? What are you doing to ensure your principals are in compliance with code and reporting to the ROE?

10. Our **Parent and Student Handbook** must contain reunification procedures per our **Safety & Crisis Manual**, why doesn't it?

11. Our **Safety & Crisis Manual** refers to our "Safety & Security Webpage" - why does it say that? Why do we not have that?

12. Please forward a copy of the police report and transcript of the 911 call. I am happy to request it if you do not have it to provide.

13. Please interview Ms. Pierik, that should have been done as part of your investigation. Here are some of the questions we need to understand:

- Did she understand the drill was going to take place prior to the announcement of the Lockdown? If yes, how did she come to understand that?
- Did she receive the email correspondence sent out on 8/25 saying drills would be rescheduled?
- Did she attend the safety meeting on 8/9 and review the lockdown drill procedures in that meeting? What role / responsibility does she have during a drill?

14. Who was in the MES office when the Lockdown announcement was made? Who knew the intention was a drill? Please list names.

- Of those persons in the office that understood the "intention was a drill" - how many of them were on the email distribution list or the 8/25 email saying drills would be rescheduled?
- Of those persons in the office that understood the "intention was a drill" - how many have been trained in the lockdown procedure, including the announcement that should have been made?

15. What did you do AFTER and BESIDES call the Chief of Police to correct the course inside the building? What did you do to address the needs of the students and staff in the building that clearly believed they were in danger? Please lay out exactly what steps you took to ensure that scenario was brought to a close as soon as possible.

16. Response from the Teachers Union - this is another troubling sticking point for me. I feel I was misled on the message from the teachers union and I'm not confident I understand the truth of what they said. At this point, I (we) need to get a first hand account from them in the absence of a written document. How do you suppose we accomplish that?

I think you understand the gravity I view the event and clearly I will not just let this go. While it is unfortunate all of my fellow board members might not all agree, it is necessary you provide the BOE all of the information on the event, nonetheless. What you provided last night in relation to 1 employee does not scratch the surface. Our BOE President does not speak for me and I do not need the BOE to agree to my line of questioning to get the answers from you. I am 1 of 7 EQUAL members of the BOE and I am entitled to get these answers to my questions and not be ignored.

I also want you to know, I believe the BOE failed in our job in relation to this event as well. We should have engaged in the response when it veered away from timely truth being afforded to our parents and staff, and I will address that with my fellow board members. Students are our priority and if the administration is not acting in accordance with that, it is absolutely up to us to engage immediately - to which we did not. As a BOE body, I want you to know I can see we didn't provide you what you needed in this situation, in the moment, and that is also a problem. We need to be united to help you be successful just like you need to make your principals successful, this is not lost on me.

Also, for the record, I do not view the facts of the event on 8/25 as confidential material. This might be someone's impression, but it is not mine. What is confidential, of course, is matters related to personnel performance and discipline, or security protocol that is not public. The course of events that happened on 8/25 and what we did in our response I do not see as falling in either of those categories. Please correct me if you think I am wrong and forward me something in writing from Mr. Fester to the contrary since I do not have the authorization to contact him myself. Please note: this statement is not related to our potential closed session on 9/20 - it is a general statement about the facts of the events not being confidential.

Kelli MacMillan

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From: **Kelli MacMillan** <macmillank@mokena159.org>

Date: Thu, Sep 7, 2023 at 3:21 PM

Subject: Fwd: Follow up to Fridays unannounced lock down drill at MES

To: Mark Cohen <cohenm@mokena159.org>

Cc: Eric Bush <bushe@mokena159.org>

Dr. Cohen,

When can the BOE expect to see the incident report for the event that occurred at MES on 8/25/23? I want the BOE to review the full report with the requested ancillary information (corrective actions, 911 transcript, Union complaints, etc.). As I said before, I do not believe this information falls under an exception to the OMA, please confirm that with Mr. Fester and I will consult the IASB now. Assuming that is the case, we will need to review this in detail at our next BOE meeting on 9/20, please add it to the agenda.

At this point, I feel there is a discrepancy between the information being communicated to BOE members. I hope that is not the case. To avoid this, I encourage you to communicate in writing to us all at the same time whenever feasible.

Also, I feel I was deliberately misled in our conversations since 8/25 regarding this specific incident, in multiple instances. This doesn't sit well with me.

Finally, for the record - during our conversation on 8/25 at 3:23pm you'd suggested that coming out and being forthright to parents and the community ("the truth will set you free" is what I said) was in effect "throwing one person under the bus". You came up with that scenario, not me. I immediately responded that none of this is because of 1 person's mistake (to which I have maintained since), and to suggest that is actually absurd. We have systems in place so that if one person messes up, others can engage to correct the course, including yourself. I had someone suggest to me that folks might think that I am "out to get" 1 or more teachers/staff and that is so very far from the truth. I want our administration to perform and manage effectively so that everyone in the organization beyond can be

successful in their own positions. Ultimately, you are our only employee and you are responsible for managing staff, I have no influence on 1 or 2 staff members, as I am on "the balcony".

Please review the attachment that I sent back on 8/28 with the details for you to address with the BOE during our next open session. These are all potential conflicts we have with the Safety Drill Act, our BOE policy, our Safety Plan and our Parent/Student handbook that need follow up action from yourself.

I will forward this to each of my fellow BOE members as well.

Kelli MacMillan

----- Forwarded message -----

From: **Kelli MacMillan** <macmillank@mokena159.org>

Date: Mon, Aug 28, 2023 at 10:26 AM

Subject: Follow up to Fridays unannounced lock down drill at MES

To: Mark Cohen <cohenm@mokena159.org>, Eric Bush <bushe@mokena159.org>

Cc: Kelli MacMillan <macmillank@mokena159.org>

Dr. Cohen and Mr. Bush,

Please see attached, here are my follow-up questions concerning the incident on Friday as they relate to IL Safety Drill Law, the D159 Safety & Crisis Manual, the D159 Parent/Student Handbook, our BOE Policies, our accurate communication to parents & the forthcoming incident report. I believe we need to immediately prioritize further action as in response and I'm happy to help do that.

I will be forwarding to every BOE member this morning in an effort to get everyone on the same page. I do not believe at this point that is the case.

Kelli MacMillan

— Attachments: —

Good morning.docx

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