



# College Station Independent School District

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*Success...each life...each day...each hour*

## College Station Independent School District Special Board Meeting Minutes February 25, 2020 12:00 p.m. Board Room

- A. CALL TO ORDER  
President Michael Schaefer called the meeting to order at 12:00 p.m.
- B. DECLARATION OF QUORUM  
President Schaefer declared a quorum with seven members present. In attendance were President Michael Schaefer, Vice President Geralyn Nolan, Secretary Mike Nugent, Trustee Joshua Benn, Trustee Amanda Green, Trustee Jeff Horak and Trustee Kimberly McAdams.
- C. PUBLIC COMMENTS  
Comments related to agenda items for this meeting will be heard during consideration of the item later in the meeting.
- There were no citizens wishing to address the Board at this time.
- D. EXECUTIVE SESSION  
The Board will meet in executive session to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee, including Superintendent of Schools. The executive session deliberations will be held pursuant to the "Personnel Matters; Closed Meeting" exception to the Texas Open Meetings Act as set forth in Section 551.074 of the Texas Government Code.

President Schaefer adjourned the meeting into Executive Session at 12:01 p.m.

*NOTE: The agenda was inadvertently numbered incorrectly when it was posted online. Item G should have been Item E.*

- G. OPEN SESSION
1. Consideration, discussion and possible action related to naming the finalist for Superintendent of Schools.

President Schaefer called the meeting back into Open Session at 12:41 p.m.

President Schaefer - It is my recommendation that we name Mike Martindale as the Lone Finalist for Superintendent of College Station ISD.

Trustee McAdams – I can say with confidence we have found the right leader to be the next superintendent of CSISD. We went through a meaningful process to get to this point. We spent a lot of time together talking about what was important to us and we asked the community what was important to them. It was reassuring to hear from the focus groups that the district is moving in the right direction. We didn't hear that we needed a big change agent or disruption to the district at this time. When things are going right in an organization, we should be able to promote from within. I happily support naming him as finalist for superintendent.

Vice President Nolan – That was a lot of the same thoughts I had as well. Mrs. McAdams, you said it very clearly. I had a couple of areas that were nonnegotiable for me. The Community Based Accountability System for one. That is a concept and commitment that is really large, and I was worried about this process. There are not many districts in Texas that are involved in this currently. I wanted our leader to be comfortable with the big picture and the value of CBAS as well. We value holding ourselves accountable to much stricter standards and so does the community. I was able to ask direct questions in the interview. Mike has the understanding and values CBAS and can move us forward with this. I also confidently recommend Mr. Martindale.

Trustee Green – I also feel very confident in our decision. It was definitely not taken lightly. We have spent many hours discussing and evaluating. The focus groups really helped us understand what the community was feeling from a district standpoint and where we are going. They also gave us great input. A non-negotiable for Mrs. Nolan was CBAS and two-way communication with the district was a non-negotiable for me. I am very confident in Mr. Martindale and what he will bring to the community. Mr. Martindale's leadership style is important for the community to know. He is at the helm of a district with 14,000 students and 19 campuses. He has high expectations of his staff and holds a very high accountability. He is a strong relational leader. He has been on the front lines as a teacher and a principal. He can relate to the day to day struggles that the staff goes through. One thing that stood out to me was that he learned early in his career working with high risk youths, to focus on educating the whole child. Now more than ever in our society that is crucial. Mr. Martindale is transparent, which is the most important quality a superintendent should have. He will work with key stake holders in the district to create the buy in necessary to execute the ultimate strategy. I am very proud to recommend him as our next superintendent.

Trustee Horak – I'm a person that collects and researches and gathers every bit of data that I can, to come to an informed and realistic decision. We received information from the focus groups about what the next superintendent should be. They need to be a leader; need to be experienced; need to have a vision of where we are headed; they need to be able to keep with that vision but also be able to handle the challenges that will come. It all came back to a passion for me. I went through this

district, moved away, and came back. Now my kids are here. I am passionate about this district, or I wouldn't have run for School Board or come back here to raise my family. The passion Mr. Martindale shows for CSISD was the end all be all for me. I am thankful for the culture we have but we have to be able to adapt to the changes that are coming. We are not perfect, but we are thriving, and our student success shows that. As 1997 graduate of A&M Consolidated, I recommend Mike Martindale as the next Superintendent of Schools for College Station ISD.

Trustee Benn – I won't repeat what everyone else has said but they have been absolutely correct. I would add that as an attorney and business owner over last 20 years I have learned when the easy answer and the difficult answer are the same answer, it is usually the right answer. Who should be Deputy Superintendent? Who should be the next superintendent? Who was going to lead us during this transition period? The easy answer has been Mike Martindale. In our discussions as a board, the discussions with the consultants, the interview process, the feedback from the focus groups, even from those who said we should look outside the district, but if we stay inside the district, he is the guy. Even in the more difficult discussions he was the easy answer. Based upon that I have 100% confidence that he is the right answer for CSISD at this point and into the future. I am excited to work with him and see his leadership over the next several years, and giddy and happy for CSISD.

Secretary Nugent - You all have articulated my excitement, my emotions and my beliefs very well. I am incredibly excited at the possibility of Mike Martindale being the next superintendent of CSISD. How important this decision is. Out of everything we do, this is the most important because of the ramifications across every area of the district. What is important in our future leader? Mike Martindale checked all of those boxes in my book. What Mr. Benn said about the easy answer and the hard answer was a perfect way to put it. I was hoping and praying for someone who is an outstanding leader. He has excelled in every place he has been in and every position he has held. The culture you created at CSHS and the team you developed was just the beginning of what you were going to do over here. The first month I was on the Board, we heard from Dr. Ealy, that Mr. Martindale was leaving CSHS. You were so loved, and everyone thought it was the end of the world. But it wasn't, because you had developed an incredible team there and they took it on further down the road. I am excited to see you do that here in this new position. I believe we are blessed to have a leader of his ability and his heart and I recommend Mike Martindale to be Superintendent of CSISD.

President Schaefer – Thank you to prior boards and cabinets, Dr. Coulson, Dr. Ealy, for putting us in this position where it is easy. You all created leaders and made this process for us so much easier. CSISD is a sought-after district. We are the best and we expect the best. I talked to lots of people during this process doing reference checks, etc. even though he has been with us for a long time, I did call. It is interesting the

comments that each of you made today are the same comments that I wrote down on my notes. One of the biggest decisions school boards make is hiring a superintendent. None of us have taken this lightly. We have spent quite a few hours together over many days. It has been a long two months. I am assured that we are making the right decision. As I finish my last year on this board, I have the assurance that I am leaving this district better than I found it with Mike Martindale as Superintendent. Thank you for all you have done. I am expecting great things from you. There's 14,000 kids and 19 schools that will be counting on you.

Secretary Nolan – I just wanted to say to my fellow board members – this is a process that can make or break a board. I am so proud to say this made us stronger and has pulled us together even more and I am proud to call you fellow board members. It's actually been a pleasant experience and process with all of you, so thank you.

**MOTION 4855:** I make a motion to name Mike Martindale as College Station Independent School District's Lone Finalist for Superintendent. The motion was made by Trustee Kimberly McAdams and seconded by Trustee Amanda Green. The motion carried with seven ayes and zero nos.

H. ADJOURN

Without objection, President Schaefer adjourned the meeting at 1:10 p.m.

MICHAEL SCHAEFER  
BOARD PRESIDENT

The Board of Trustees reserves the right to go into executive session in accordance with Section 551.071 through 551.084 of the Texas Government Code to discuss any item (s) it is authorized to discuss in executive session in accordance with the Texas Open Meetings Act. Any necessary Board action related to such item(s) will be taken in open session following executive session.

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MICHAEL SCHAEFER – PRESIDENT

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MIKE NUGENT - SECRETARY