

Killeen Independent School District

Board of Trustees Meeting Minutes, Special Called Meeting September 24, 2025, at 5 p.m. in the Killeen ISD Boardroom

Board Members Present

- Brett E. Williams, President
- Brenda Adams, Secretary
- Tina Capito, Member
- Rodney Gilchrist, Member (left during closed session at 6:25 p.m.)
- Oliver Mintz, Member
- Marvin Rainwater, Member (joined the meeting at 5:02 p.m.)

Board Members Absent: Susan M. Jones, Vice President

Quorum: Established

Call to Order

The meeting of the Killeen Independent School District Board of Trustees was called to order by President Brett E. Williams at 5 p.m.

The meeting was recorded and streamed publicly.

Agenda Item 1: Public Forum

No members of the public signed up to speak during the forum.

Agenda Item 2: Information Item – Superintendent Search Process

Presented by: Thompson & Horton Consultants (Mr. David Thompson and Dr. Mike Moses)

The consultants reported on the districtwide focus groups and noted that over 90% of invited participants attended, including teachers, principals, students, and community leaders. They highlighted that participants consistently identified strengths such as diversity, strong ties with Fort Hood, and the resilience of the Killeen community. At the same time, challenges such as teacher retention, communication gaps, student discipline, and budgetary pressures were frequently raised.

Stakeholders also discussed perceptions of the district in the broader educational marketplace, expressing pride in its legacy but concerned about superintendent turnover and its effect on district stability. Consultants noted that participants sought a leader who would live in the community, demonstrate long-term investment, and strengthen trust through open communication. Many respondents emphasized the need for a superintendent experienced in serving a diverse community, with equity-focused leadership, and an ability to connect with students and families from varied backgrounds. The majority favored candidates with experience being a teacher, a principal, and at least five years of successful superintendent experience, though there was openness to others with strong leadership backgrounds.

Trustees praised the consultants' work and reported positive feedback from community members who felt their input was valued. Several board members, including Tina Capito and Rodney Gilchrist, shared that residents described the focus groups as "worth their time" and appreciated the honesty and inclusivity of the discussions. The consultants concluded that the search timeline remains on track and that further candidate discussions would take place in closed session.

This item is for information.

Agenda Item 3: Closed Session

The Board entered closed session at **5:44 p.m.** pursuant to Texas Government Code Sections 551.071 and 551.074.

Discuss Potential Candidates for the Superintendent of Schools and to Receive Legal Advice Regarding Search (Texas Government Code 551.071 and 551.074)

At **6:25 p.m.**, Trustee **Rodney Gilchrist** left the meeting during closed session

No action was taken in closed session.

The Board reconvened in open session at **7:36 p.m.** following the closed session.

Agenda Item 4: Adjournment

- **Motion:** Oliver Mintz
- **Second:** Brenda Adams
- **Vote: 5-0-0-2**
 - For: Brett E. Williams, Brenda Adams, Tina Capito, Oliver Mintz, Marvin Rainwater
 - Against: None
 - Abstained: None
 - Absent: Susan M. Jones, Rodney Gilchrist

The meeting adjourned at 7:37 p.m.

Signatures

Brett E. Williams
Board President

Brenda Adams
Board Secretary
