



Gregory-Portland Independent School District

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**Superintendent Dr. Michelle Cavazos signs
Five-Year Contract with Gregory-Portland ISD**

Effective today, Dr. Michelle Cavazos has signed a five-year contract with Gregory-Portland ISD and will continue to serve as the district’s Superintendent of Schools. This action followed contract negotiations that broke down between Cavazos and the Arlington ISD School Board.

“This was an incredibly difficult decision to make,” Cavazos said. “As I have previously stated, I was not looking for the opportunity when called to interview with Arlington ISD – yet the chance to positively impact more than 55,000 students is one worth considering for any educational leader. Furthermore, I am grateful that they expressed confidence in my abilities and extended an incredibly generous offer that I have thoughtfully and carefully considered. In the end, I made the decision to accept a five-year commitment from G-PISD.”

“Dr. Cavazos is a once-in-a-lifetime kind of leader,” said Board President Tim Flinn. “We know that, and apparently other districts recognize it as well. What she has made possible here in G-PISD in the last three years is the concrete evidence of phenomenal progress toward our board’s priorities and goals, all of which are student-centered, community-minded, and visionary. With the millions of dollars invested in our students and staff, not to mention our construction projects as we have become a rapidly-growing community, it made complete sense for us to also invest in the leader who has made so much of it possible. In fact, it’s the very least we could do.”

Flinn said the district was set to invest at least \$30,000 to hire a Superintendent search firm, “only to have a slight possibility” of finding an innovative and talented leader. He cited the fact that there is a Superintendent shortage across the state and nation that correlates to the well-documented and reported teacher shortage, and said it was “critical” for the board to deliberate during the 21-day state-required waiting period before she could sign a contract with Arlington ISD.

“It was critical because it is our job as board members to understand the reality of situations like these,” he said. “We absolutely do, and we are grateful for the faith and support of our community to be trusted to make important decisions – the most vital of which, for any school board in any district, is hiring and employing the Superintendent of Schools.” The G-PISD board’s counter-offer included an annual compensation of \$265,000, with fixed contributions to the Superintendent’s supplemental retirement plan made annually for the next five years.

Cavazos expressed appreciation for both the G-PISD School Board and the Arlington ISD School Board. “In situations like these, you wish you could be in more than one place at the same time,” she said. “I know that receiving the news that I would not be accepting the offer made by Arlington ISD came at a difficult time for their board and district, much as the news of being named a lone finalist was difficult news for my team and district to receive. I am in full support and in debt to both districts and boards for their support. In the end, however, I determined that there are some things of infinite value – none of which have anything to do with compensation.

“The G-PISD board and this community was the first to believe in my style of leadership and fully embraced what I wanted to bring to the table,” she said. “For that reason, I have extended my regrets to the Arlington ISD board and decided to invest the next five years in continuing the good work we have begun here in G-P. To be clear: It is not easy to allow an opportunity like this one to pass by, simply because of the impact I know a Superintendent can have in such a large district with so many good people to serve and support. Yet, I look around and I see good people in G-PISD; I see hope and proven commitment to success, with opportunities and possibilities that I desire to continue being part of.

“This school board is exceptional, and because they have placed their trust in me and proven their commitment by encouraging me to stay in G-PISD, I want to show them how much I in turn believe in them, in our students and staff, and the G-P community. It is for these reasons that I have chosen to decline an incredible offer from Arlington ISD and will place my hope and trust in our G-PISD board. I ask that all in our community continue to do the same, because as one team in support of our board and our district we can do incredible things as we navigate the future of G-PISD and our growing community together.

“I am appreciative of the offer made by the Arlington ISD Board of Trustees and wish them all the best as they search for the next Superintendent.” ##